Our mission is to increase equity and excellence in college completion through engaging, supportive, rigorous, and socially responsive education.
Introductions

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Percent of U.S. adults* by racial identity who have completed at least a bachelor’s degree

Smaller shares of Black and Hispanic adults than of white and Asian adults have completed a bachelor’s degree. This gap has grown over time.

Source: U.S. Census Bureau, Educational Attainment in the U.S., 2020 table 3.1, p. 48
Can College Level the Playing Field? Higher Education in an Unequal Society by Sandy Baum & Michael McPherson

*ages 25 and over; in the year 2019
The educational level of the parents has a powerful impact on the educational prospects of their children.

(Baum & McPherson, 2022)

Growing Inequality

"Almost 4 times as many students from the highest-income families as from the lowest-income families earned bachelor’s degrees (67% vs 18%).”

The top 10%'s share of all income has risen by 6 points since 1963

Percent of post-tax U.S. national income earned by each income group, 1963-2016

The majority of all wealth in the U.S. is controlled by the top 10%

Percent of U.S. wealth earned by each wealth group, 1989–2018

What is Metro?

A redesign of the first two years of higher education.

- Student learning communities
- GE pathway
- Wraparound support services
- Faculty community
- Social justice curriculum & pedagogy
Metro students

91% of Metro students are low-income, first-generation college-going, and/or underrepresented

32% of SF State’s first-year students are in Metro

46% of SF State’s first-year URM students are in Metro
Metro students

Beautiful
Brilliant
Confident
Change makers

social workers, counselors, advocates

Connected
Driven

leaders
Hopeful
Resilient

Courageous
Creative
Aspirational
Inspirational

professors, PhD students, film makers
teachers, attorneys, community workers, researchers, engineers
How do you describe **Metro** College Success Program?
Academies built on career interest

- **METRO** Academy of Ethnic Studies
- **METRO** 4 Academies of STEM
- **METRO** Academy of Education
- **METRO** 3 Academies of Health
- **METRO** 2 Academies of Liberal & Creative Arts
- **METRO** 2 Academies of Business
Values that lead our work

Community
Equity
Reimagine
Solidarity
Love
Justice
Civic learning requires effecting change at every level.
Small learning communities

Curriculum & Faculty Development

The Metro Difference

Interconnected, real-time data systems

Student services
Curriculum and faculty development

- Scaffolded curriculum
- Critical pedagogy
- Faculty learning community
- Building student agency as engaged citizens
- Contract grading
Metro cohort learning community

First year courses

- FYE & Educational Equity
- Oral Communication
- Critical Thinking
- Math
- English

Second year courses

- Public Health & Social Justice
- History of Social Movements

Lifelong learning & self-development course:

vision and importance of civic engagement as a vehicle for community good
Curriculum and pedagogy for CLDE

FYE & Educational Equity
- Structural and economic inequities
- Critical consciousness
- Cultural wealth & capital

Public Health & Social Justice
- Community empowerment
- Local activism

History of Social Movements
- Hidden histories
- Social movements
Student learning outcomes

Developing critical consciousness (thinking)

Cultivating agents of change

Fostering solidarity and validation
Metro student services

• Outreach to diverse high schools
• Academic resource center
• Peer support center & outreach
• Faculty advocate/coach
• Student leaders
• Snacks and phone chargers!
Meet our coordinators

Sylvia, STEM
Angelina, LC Arts
Chris, STEM
Michael, Health

Ronny, Ethnic Studies
Genievive, STEM
Alycia, Education
Michelle, Business
Gustavo, Health
Metro data student success system

• Real-time data on all services and student information systems

• Track outputs and outcomes

• Helps monitor student success and areas for support
Retention & Graduation
Each year, Institutional Research creates a comparison group matched on admit term, ethnicity, income, English/math pathway, first-gen, and calc vs. stats requirement.

Retention
86% of Metro students persist into their second year*

Graduation
within 6 years, Metro students consistently graduate at a significantly higher rate than their peers**

*Weighted average of four years of data.
** Weighted average of two years of data.
Campus-wide retention rates

Metro students’ retention is consistently several percentage points higher than their peers.

Metro’s retention raises SF State’s overall rates.
Closing the equity gap
URM students in Metro consistently outperform their matched comparison groups

1-year retention of URM students

<table>
<thead>
<tr>
<th>Year</th>
<th>Metro</th>
<th>Comp</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>85%</td>
<td>74%</td>
</tr>
<tr>
<td>2017</td>
<td>87%</td>
<td>70%</td>
</tr>
<tr>
<td>2018</td>
<td>82%</td>
<td>69%</td>
</tr>
<tr>
<td>2019</td>
<td>88%</td>
<td>74%</td>
</tr>
<tr>
<td>2020</td>
<td>84%</td>
<td>69%</td>
</tr>
<tr>
<td>2021</td>
<td>90%</td>
<td>69%</td>
</tr>
</tbody>
</table>

2-year retention of URM students

<table>
<thead>
<tr>
<th>Year</th>
<th>Metro</th>
<th>Comp</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>50%</td>
<td>66%</td>
</tr>
<tr>
<td>2017</td>
<td>60%</td>
<td>62%</td>
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<tr>
<td>2018</td>
<td>70%</td>
<td>62%</td>
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<tr>
<td>2019</td>
<td>80%</td>
<td>57%</td>
</tr>
<tr>
<td>2020</td>
<td>90%</td>
<td>58%</td>
</tr>
</tbody>
</table>
Metro lowers the cost per graduate

Cost per graduate at SF State:

Comparison group

- SF State spending in first year: $14,506
- Extra cost of Metro in years 1 & 2: $91,750
- SF State spending in year 2 on to graduation: $1840

Metro Academies

- SF State spending in first year: $14,506
- Extra cost of Metro in years 1 & 2: $75,900
- SF State spending in year 2 on to graduation: $14,010

Cost reduction: $1840
Thank you!

Questions?

Follow Metro on social media!
IG: @metrosfsu | LinkedIn: Metro College Success Program

metro.sfsu.edu