

BOARD OF REGENTS

EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

NEW ACADEMIC PROGRAMS

ACTION REQUESTED

It is recommended that the Board of Regents approve a new Academic Program: Master of Arts in Teaching.

SUMMARY

The Master of Arts in Teaching (MAT) program is designed to prepare professionals who hold at least a baccalaureate degree to become competent teachers who:

- Receive a Michigan Provisional Teaching Certificate upon completion of the program and who meet all Michigan state certification requirements;
- Demonstrate a mastery of knowledge of theory and practice necessary to apply the content area course expectations to students and classrooms;
- Reflect on teaching practices;
- Analyze cross-cultural educational issues;
- Demonstrate effective teaching methods and best practices that address the diverse needs of students;
- Demonstrate an awareness, understanding, and ability to implement the latest reforms in content area education.

In the near term, the MAT program will focus on meeting the need for increased numbers of teachers in the STEM (Science, Technology, Engineering and Mathematics) content areas, beginning with a concentration in Secondary Mathematics. Demand analysis has been conducted to establish the need for this program.

FISCAL IMPLICATIONS

For the initial two years of MAT implementation, EMU has obtained external funding support from Kellogg Foundation and Woodrow Wilson National Fellowship Foundation for the full time enrollment of twenty students in the program annually, the employment costs of the program coordinator, and outside program evaluators. After two years, the MAT programs will generate additional tuition and fee revenues sufficient to cover expenses. Any additional costs would be assumed within the administrative, faculty and staff budgets of the College of Education.

New costs associated with the program include additional sections of two core courses developed for MAT students and two methods courses within the content areas. The costs also include some support for program coordination, advising for enrolled students, and liaison activities with outside funding agencies. The only costs are to replace faculty released from their current assignments and total \$24,000 annually.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.

University Executive Officer
Provost and Executive Vice-President

9-10-2010
Date

Eastern Michigan University

College of Education

Business Plan for Proposed Master of Arts in Teaching Degree

10 September 2010

Overview

Eastern Michigan University has long been recognized as one of the nation's largest and most effective producers of professional educators. Maintaining and enhancing EMU's market leadership and its position as the pre-eminent institution for those seeking professional credentials as educators and educational leaders, at all levels of the educational system, ranks high on the list of University academic goals. Implementing the proposed Master of Arts in Teaching (MAT) program is instrumental to achieving that goal. The MAT program is also an essential component to achieve the outcome of a half-million dollar grant Eastern Michigan University was recently awarded by the Woodrow Wilson Foundation.

The proposed MAT program fills an unmet demand for professional certification from prospective students who already hold bachelor degrees and typically have some real world professional experience. Many of the institutions EMU competes with to attract these non-traditional students offer the MAT degree as an option for this population.

Because of the proposed MAT's current targeted focus on educating students in the areas of Science, Technology, Engineering and Mathematics (STEM), the program is also well positioned to meet a current and longstanding need for educators in these content areas from school districts throughout Michigan and the rest of the nation. EMU is well positioned to meet these needs in a cost effective manner. As the result of EMU's existing course and program offerings, there are numerous opportunities to maximize economies of scale and minimize the amount of new investment required to offer a quality program to students.

The attached proposal details the rationale for and content of the MAT program. The program consists of a platform of core teaching "methods" courses along with a group of content area courses. As the proposal explains, the initial content concentration offered will be in Secondary Mathematics. There are currently three additional content area concentrations under development-- in Physics, General/Earth Sciences, and Biology. Students enrolled in these additional concentrations will enroll in the same platform of core teaching courses maximizing enrollments in these offerings.

Evidence of Program Demand

An available pool of potential second career professionals exists from which EMU can attract students for the proposed MATs:

- In their recently published study *Teaching as a Second Career*, the Woodrow Wilson National Fellowship Foundation reported that among a surveyed group of employed, 24 to 60 year old, bachelor degree holders, a significant proportion (just under 45%) would consider teaching as a potential future career. 63% of

this potential teacher group reported that degree programs tailored to adults with experience in the working world were significantly more attractive than traditional certification programs.

- Because of labor market shifts in Michigan over the past several years, many baccalaureate degree holders are seeking a career change out of economic necessity. The MAT provides an attractive, and often preferable option (to a second bachelor's degree program) for these individuals.
- EMU's competitors, including MSU, University of Michigan, Wayne State, U-M Dearborn, GVSU, SVSU, and Western, now offer the MAT degree to students as an option. Private colleges and universities are jumping into the market as well. If EMU is to maintain its leadership position in the educational marketplace, it needs to stay current in the packaging of curricular options provided to potential students.

There is a well documented need for graduates of these programs in Michigan and nationally:

- Eastern Michigan University was recently awarded by the Woodrow Wilson Foundation a \$500,000 grant to create an innovative program that prepares teachers to excel in the teaching within the STEM areas. Eastern received funding to support two cohorts of twenty students each beginning in the 2011-12 academic year. The MAT degree program is an important component of the innovative program that EMU is developing.
- The Business-Higher Education Forum (BHEF) projected that the United States will need more than 280,000 new mathematics and science teachers by 2015.
- Mathematics, Physics, Biology, General Science can all be found on the Michigan Department of Education's latest list of critical teacher shortage areas (12/7/2009). These content areas have been on similar lists in each of the past five years. Shortages are even more pronounced in Michigan's urban and rural school districts, which routinely struggle to recruit and retain high quality teachers in these fields.
- Teacher attrition rates in Michigan continue to be high- a 2007 University of Michigan study found that 37.4% of the state's teachers left the classroom after the first year. Roughly half of the state's teachers are age 50 or older, with an average national teacher retirement age of 59. As veteran STEM teachers leave, well-prepared teachers in this area will be urgently needed.
- The U.S. Bureau of Labor Statistics includes secondary teaching positions in these areas on its list of the 30 occupations with the largest number of total openings for the decade.
- Eastern Michigan University was recently awarded by the Woodrow Wilson Foundation a \$500,000 grant to create an innovative program that prepares teachers to excel in the teaching within the STEM areas. Eastern received funding to support two cohorts of twenty students each beginning in the 2011-12 academic year. The MAT degree program is an important component of the innovative program that EMU is developing.

Quality Assurance and Program Evaluation

EMU has partnered with funding organizations, most notably Kellogg and Woodrow Wilson, that are interested in supporting the development of teacher certification programs targeted towards second career professionals. As part of these efforts, EMU will receive funding to hire an outside evaluation firm to research the quality of all facets of the proposed programs in order to assure that they are providing the appropriate information, skills and support to students when compared with national benchmarks. The evaluator will assess both the effectiveness of individual coursework and the overall program including practical experiences in classrooms.

Resource Demand

Currently available facilities and library resources will be sufficient to implement and support the MAT programs on an on-going basis. The core teaching methods platform and the concentration area curriculums are already offered in support of existing graduate programs, this program efficiently taps unused capacity and minimizes the need for start-up funds for this program. We do not anticipate the need to hire new faculty members dedicated to MAT programs to launch this program.

New costs associated with the program include additional sections of two core courses targeted and specifically developed for MAT students and two methods courses within the content areas that again are specifically designed for MAT students. We also anticipate the need to partially release one faculty member from some teaching duties to monitor the program, coordinate advising for enrolled students, act as liaison to outside funding agencies. Costs totaled below are therefore all replacement costs for faculty from their current assignments.

Woodrow Wilson/Kellogg Foundation support	\$24,000
Replacement of faculty members- core offerings:	\$6,000/yr
Replacement of faculty members- content area (math)	\$6,000/yr.
Replacement of faculty members- coordination/evaluation	\$12,000/yr.
Total costs:	<u>\$24,000</u>
Net cost to launch program:	\$ - 0 -

For the initial two years of MAT implementation, EMU has already obtained funding support from Kellogg Foundation and Woodrow Wilson National Fellowship Foundation that will provide funds to support the full time enrollment of twenty students in the program annually, the employment of the internal coordinator, and outside program evaluators. The plan would be for the MAT programs to become economically self-sustaining and for any additional costs to be assumed within the existing administrative, faculty by year three and staff budgets of the Academic Affairs Division.

Revenue

The figures below assume that we have a cohort of 20 students admitted to the MAT program selected and supported by the Kellogg and Woodrow Wilson grants in each of the first two years of implementation, with five (5) additional full-time equivalent students

entering in Fall 2011 and ten (10) additional full-time equivalent students entering in Fall 2012, recruited and admitted through EMU's regular processes.

	SP/SU 2011	Fall 2011	Winter 2012	SP/SU 2012	Fall 2012	Winter 2012
Tuition & Fees- Cohort 1	\$145,040	\$155,400	\$93,240	\$62,160	\$93,240	\$31,080
Tuition & Fees- Cohort 2				\$145,040	\$186,480	\$124,320
Total Tuition Fee Revenue:	\$145,040	\$155,400	\$93,240	\$207,200	\$279,720	\$155,400

Program Fit with Mission

EMU Mission Statement

Eastern Michigan University is committed to excellence in teaching through traditional and innovative approaches, the extension of knowledge through basic and applied research, and creative and artistic expression. Building on a proud tradition of national leadership in the preparation of teachers, we maximize educational opportunities and personal and professional growth for students from diverse backgrounds through an array of baccalaureate, master's and doctoral programs. We strive to provide a student-focused learning environment that enhances the lives of students and positively impacts the community. We extend our commitment beyond the campus boundaries to the wider community through service initiatives, and public and private partnerships of mutual interest addressing local, regional, national and international opportunities and challenges.

Program Fit with University Mission: The centrality of the proposed program to achieving EMU's stated mission is clear. The program is innovative, as evidenced by the outside funding interest, and is designed to continue EMU's traditional leadership in the preparation of educational personnel. The program explicitly blends theory and practical experiences and targets an area of critical need for communities throughout SE Michigan and beyond.

College of Education Mission

To create an exemplary educational environment to develop the intellectual curiosity, creativity, critical and reflective thinking and problem-solving abilities of our students so that they may become ethical, productive and contributing participants and leaders in a democratic and diverse society.

Department of Teacher Education Vision

EMU Teacher Education faculty model best practices in teaching and learning
EMU Teacher Education programs:

- provide bridges between research/theory and practice.
- draw on partnerships with communities businesses, and schools.

- foster the ability to create intellectually challenging student-centered learning environments
- prepare students to teach diverse learners.
- have high, clear expectations and foster deep understanding.
- develop a professional imperative to career-long learning and to contribute to positive change in schools.
- model a caring environment.

Program Fit with College/Department Missions: The program's design is drawn from the most recent scholarship available concerning the most effective classroom practices. The evaluation component built into the program implementation and supported by outside funding agencies demonstrates an ongoing commitment to exemplary practices and innovative approaches.

EMU's history as the Michigan Normal College and as a national leader in the training of educational professionals is at the heart of this proposal. The MAT is at the heart of what EMU does- Education First.

Assessment Plan

The plan for assessing student learning outcomes within the MAT program is intricately linked with the overall NCATE and Michigan Department of Education mandated assessment plans already in place at the College of Education. Student learning is assessed at various points throughout the educational process employing artifacts such as projects, portfolios, classroom practicum experiences and written examinations that are evaluated and approved by discipline-specific review groups, NCATE, and the Michigan DOE.

Recommendation

The demand for the MAT degree program is strong. The financial success in the first two years of the program is bolstered by the Wilson Foundation Grant awarded to Eastern Michigan University. The shifting demand in education and the successful experience of other MAT programs in the region provide strong evidence that the program is sustainable.