



# WNY Consortium of Higher Education

## Understanding Today's Student and the Cultural Dichotomy Between High School and College

**REMEMBER:** *"Culture Eats Strategy for Lunch!"* Peter Drucker

Steven J. Harvey, Ph.D.

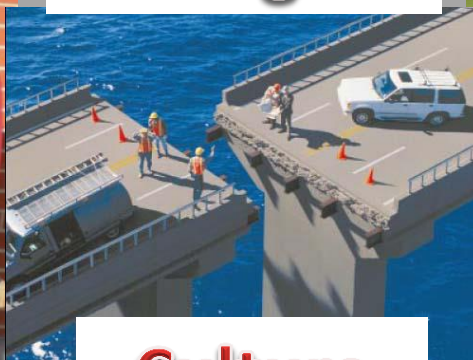
Executive Director

WNY Consortium of Higher Education

High School

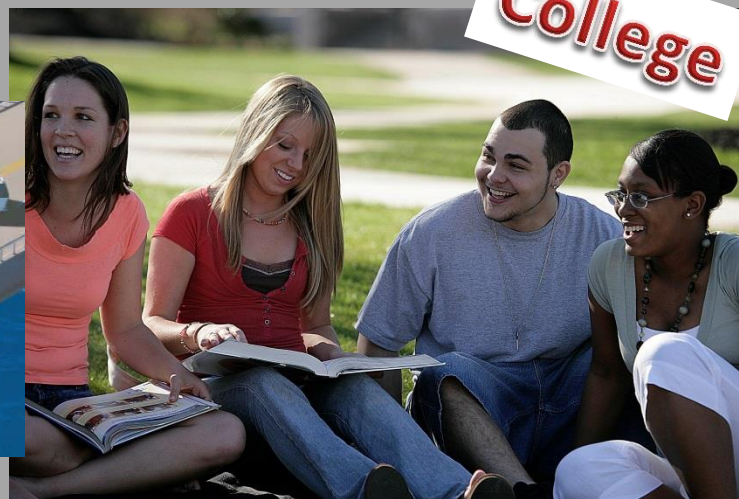


Misaligned



Culture

College





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## Presentation Overview

- My Background
- The Brutal Facts
- Skills Gaps, The Knowledge Economy, & Students
- Three Significant Disconnects
- Addressing Educational & Cultural Disconnects
- The Art of Becoming a Dynamic Learner



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## Background Information

- Ph.D. in Educational Foundations (K-12) with Focus on Higher Education Administration, M.Ed. in Higher Education Admin., & B.S. in Business Admin.
- Executive Director of WNY Consortium of Higher Education
- Have taught for the past 20 years (UB, SUNY Buffalo State, & Daemen College)
- Still research and publish focusing on student learning outcomes and E.I.
- Entrepreneur
  - CEO/Founder: The Center for Educational and Career Advancement, Inc. – 1992 to Present
  - CEO/Co-Founder: MyCollegeMax.com, an innovative program that assists students with transitioning from high school to college and from college to career. 2013 to Present
- Adjunct Professor, Executive Leadership & Change Dept., Daemen College





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**The Brutal Facts:  
Students are not ready for college or career.**

**Global**



**National**



**Regional**





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## Are High School Students Ready for College?

- Only 21% of entering U.S. high school students graduate on time, enter college immediately, and earn an Associate's degree within three years or a Bachelor's degree within six years. (Inside Higher Ed, Nov. 17, 2015).
- From 2010 to 2014, the percentage of students meeting all four of ACT Benchmarks has risen only slightly from 10% to 11%, indicating only 11% of high school students taking the ACT are actually college ready (2015).
- Approximately 53% of 4-year students will earn a degree in 6 years and 38% of 2-year students will earning one in 3 years (Inside Higher Ed, Nov. 17, 2015).
- In the May 8, 2015 Wall Street Journal article, Congratulations Class of 2015, You're the Most Indebted Ever (For Now), students average debt is more than \$35,000 (not including credit card debt).





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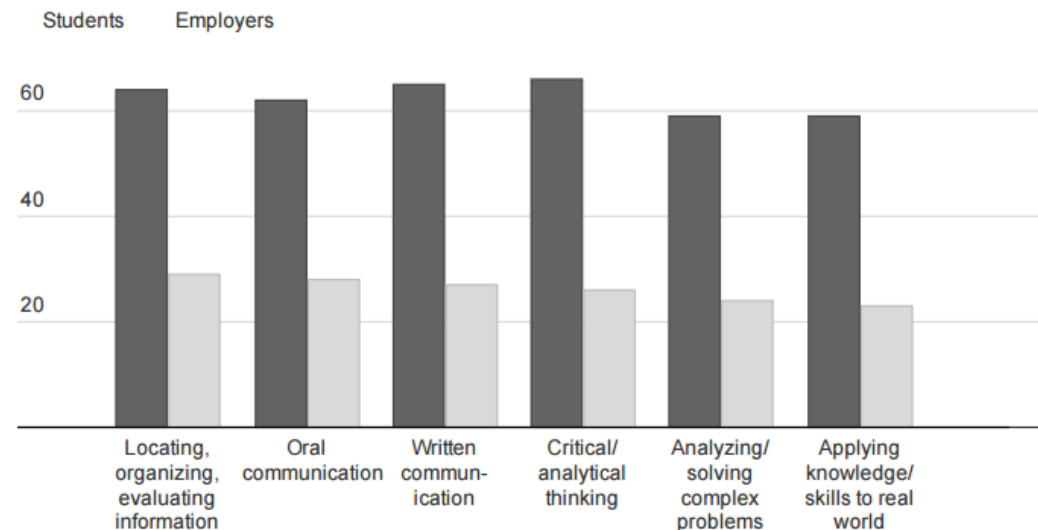
## Are College Graduates Ready for Career? Global & National Perspective

*1) A global study reported that 9 of 10 employers felt that colleges were not preparing students for work. (Tugend, A., 2013)*

*2) Employers in the world's 10 largest economies are all struggling with the same task: finding skilled workers to fill open positions. (Career Builder, 2013)*

### Ready or Not, Here the College Graduates Come

When it comes to career preparation, students and employers don't see eye to eye. Here are some skills for which the survey found the biggest gaps, along with the percent saying recent college graduates are well prepared in each area. "Well prepared" is defined as a rating of 8 to 10 on a zero-to-10 scale.



Note: The findings shown here are for skills with some of the largest discrepancies between student and employer responses.



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**What is the connection between high school and college graduates' skills gaps?**





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**Skills Gaps REPEAT themselves at every transition point.**







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## What are the HS & College Student Skills Gaps

UB Regional Institute

- Writing Skills
- Public Speaking Skills
- Management of Personal Resources
- Active Learning and Listening
- Critical Thinking
- Time Management
- Complex Problem Solving
- Decision Making
- Reading Comprehension

What is the significance of these gaps?

Knowledge Economy



....an economy where knowledge is the basis for economic growth.



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## What does a knowledge economy job require?

Daniel Pink, *Drive: The Surprising Truth About What Motivates Us*

***Yesterday's job*** was sequential or algorithmic. There was a clear path to accomplishing the roles and responsibilities of the job.

***Enter the Velocity of Change in the Knowledge Economy***

***Today's job*** is heuristic or organic. There is no clear path to accomplishing the roles and responsibilities of the job.

Therefore, the skill sets of yesterday ***ARE NOT*** adequate to meet the needs of today's employer.



***So why is this important to educators????***





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## Skills Necessary for Success

### Knowledge Economy Skills are the SAME as Student Skills GAPS

Brookings Institute

Knowledge Economy: Bachelor's Level	Advance Manufacturing Skills: Associate's Level+
Critical Thinking	Critical Thinking
Written/Verbal Skills	Reading Comprehension
Active Learning/Listening	Active Listening
Complex Problem Solving	Speaking
Management of Personal Resources	Monitoring
Owning Results	Operation Monitoring
Negotiation	Writing
Time Management	Quality Control Analysis
Operations Analysis	Complex Problem Solving
Service Orientation	Willingness to Work
Judgment & Decision Making	Management of Personal Resources

How does culture produce skills gaps and what can we do to improve the transition between high school and college?

## Three Significant Disconnects

- Receptive (Passive) Learner  
vs.  
Dynamic (Active) Learner
- Lack of Educational & Cultural Continuity
- Lack of Student Motivation





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## Receptive (Passive) vs. Dynamic (Active) Learner

John Dewey, *School and Society*

- **K-12 Education:** Students are told what they need to know to be successful and measured on their understanding of that information. **It's not easy!** It's just a type of learning better suited for another time.
- **Higher Education:** Students are expected to be active, curious, and to seek out & expand understanding. Students are provided only the foundation of learning and are expected to expand on it. **However**, there is still a significant passive component to collegiate learning.



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## Points of Educational & Cultural Disconnect

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- High School Teachers vs. College Professor
- Learning Environment Differences
- Grading and Academic Differences
- Academic and Emotional Support Differences



[www.MyCollegeMax.com](http://www.MyCollegeMax.com)





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## Teachers versus College Faculty ©2015

### High School Teacher

- \* Usually have a master's degree
- \* Overall, teaching is their top priority
- \* Classes are about 30 students
- \* Teachers strive to help every student achieve
- \* Teachers are held accountable for student performance
- \* Learning is a collaborative effort

### College Professor

- \* Usually have a doctoral degree
- \* Professors have multiple responsibilities with teaching being just one
- \* Classes can include 100's of students
- \* Professors strive to ensure all students understand the content. If not, it's their ethical responsibility to fail a student
- \* Professors are held accountable for research, publications, service, presentations, and also teaching
- \* Professors assume that students want to learn the subject because they chose the class. Learning is therefore up to the student.



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## Learning Environment Differences ©2015

### High School

- \*Students attend school for 180 days
- \*High schools (HS) use progressive grading
- \*Teachers will often remind you of pending deadlines and test dates
- \*Each time you are asked to do something in HS, it is checked and/or you receive a grade
- \*Classes are designed to meet state standards
- \*Teachers help students who miss class and often work with parents
- \*Teachers often provide rubrics

### College

- \*College classes usually last about 15 weeks
- \*In college, every test is an exam
- \*College is not set up to “remind” students. Students are responsible for that!
- \*Sometimes students are asked to do things just for the learning experience...no grade
- \*For the most part, professors define their syllabus, student work, and grading
- \*If you miss class, it’s your job to get caught up. Usually, you need to seek the help of your classmates. Professors have limited time to help students.
- \*Professors do not tell students what they expect in a paper nor do they expect to have to grade grammar



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## Grading and Academic Differences ©2015

### High School

- \*HS grading is frequent and progressive
- \*Grading is designed to keep close track of who is “getting it” and who is falling behind
- \*Tests are designed to evaluate progress on several chapters and often not cumulative
- \*Teachers often provide study outlines and devote class time to review for tests
- \*Most activities in HS are graded if they are assigned by the teacher
- \*Teachers often provide extra credit
- \*HS’s strive to have everyone graduate

### College

- \*College grading is less frequent and often cumulative (4 tests/25 pts/100 total=grade)
- \*Grades are not designed to assess if you are keeping up.
- \*Colleges give cumulative exams which means everything already taught is game!
- \*Professors teach during class time and often do not do reviews during class
- \*Professors will often recommend different things that might not be graded but are fair game on an exam
- \*While its not unheard of, most professors do not provide extra credit
- \*While professors want everyone to graduate, they are not resistant to failing students



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## Academic & Emotional Support Differences ©2015

### High School

- \*Every student goes to high school
- \*A student's day, from the time they enter the building, is managed by someone else
- \*Extracurricular activities are a privilege and you need your parent's permission
- \*In order to use the restroom, you have to ask
- \*In many ways, HS students are like a lab experiment where everything you do is controlled by a bell
- \*If you start to falter, there are several mechanisms and people designed to catch you before you fall too far behind
- \*You are fully supported by the adults in your life

### College

- \*A college degree is not a given
- \*College students manage their own time, including whether or not to skip class
- \*You are not only encouraged to do things outside of class, employers expect it!
- \*College students actually go when they want
- \*There are no bells in college. Your schedule is yours to successfully or unsuccessfully manage
- \*There are no mechanisms to identify when students need support. However, if a student needs supports, most colleges offer a wide variety of supports/counselors
- \*You are fully responsible for your own success

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## Today's Greatest Challenge: Student's Lack Motivation



Week #1 – 50 students



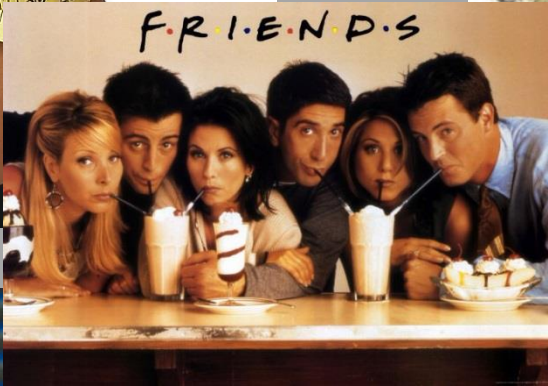
Week #5 – 50 students





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We ALL do it!



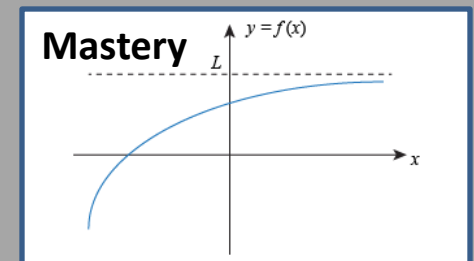




# WNY Consortium of Higher Education Personal Leadership

**How do we address motivation: Daniel Pink, *Drive***  
*"Human motivation is largely intrinsic."*

- **Autonomy:** Students need opportunities to exercise self-direction or control over their choices.
- **Purpose:** Students who find a purpose in their "work" unlock the highest level of motivation.
- **Mastery:** Striving to reach perfection but never reaching it (Buffett/Gates).



***"These are attributes that must be present for motivation to develop!  
However, HS's and colleges rarely provide these to students"***



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## Addressing Educational & Cultural Disconnects

High School Student



Career



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Higher Education

Just like in  
High School



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**What needs to happen in college.**





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## The Art of Becoming a Dynamic Learner: It's ALL about YOU! A Guide for Students

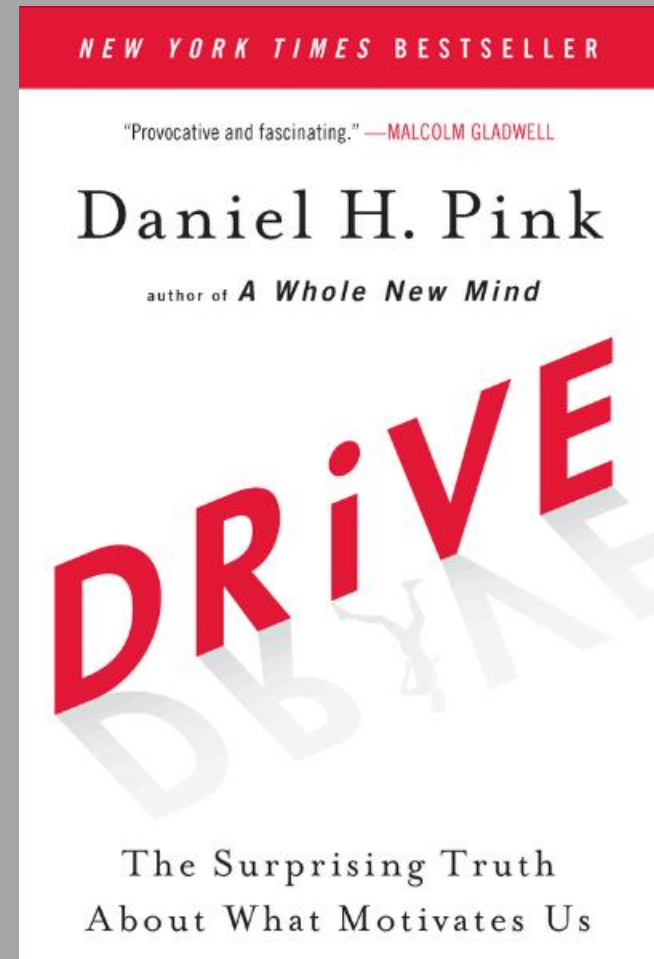
- Take an inventory of **ALL** of your strengths and areas that **YOU** need to development
- Find a **MENTOR** and learn what it means to be a successful learner
- **CREATE** a vision of personal success around **LEARNING**
- Find your **PASSION** and a sense of **PURPOSE** through **EXPERIENCES**
- Develop **YOUR** skills through **EXPERIENCES**
- Be patient!
- Focus on **OUTPUTS** and **NOT Inputs**. Focus on who you want to become and not what is holding you back.
- Be **POSITIVE, HUMBLE**, and never be satisfied. Seek **MASTERY!**



# WNY Consortium of Higher Education Reflection

“Human beings have an innate inner drive to be autonomous, self-directed, and connected to one another. And when that drive is liberated, people achieve more and live richer lives.”

**Daniel Pink**







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**For more information:**

[www.stevenharveyphd.edublogs.org](http://www.stevenharveyphd.edublogs.org)

[www.wnycollegeconnection.com](http://www.wnycollegeconnection.com)

[www.mycollegemax.com](http://www.mycollegemax.com)

[www.stevenharveyceca.com](http://www.stevenharveyceca.com)



***Thank you!***  
***Questions?***

