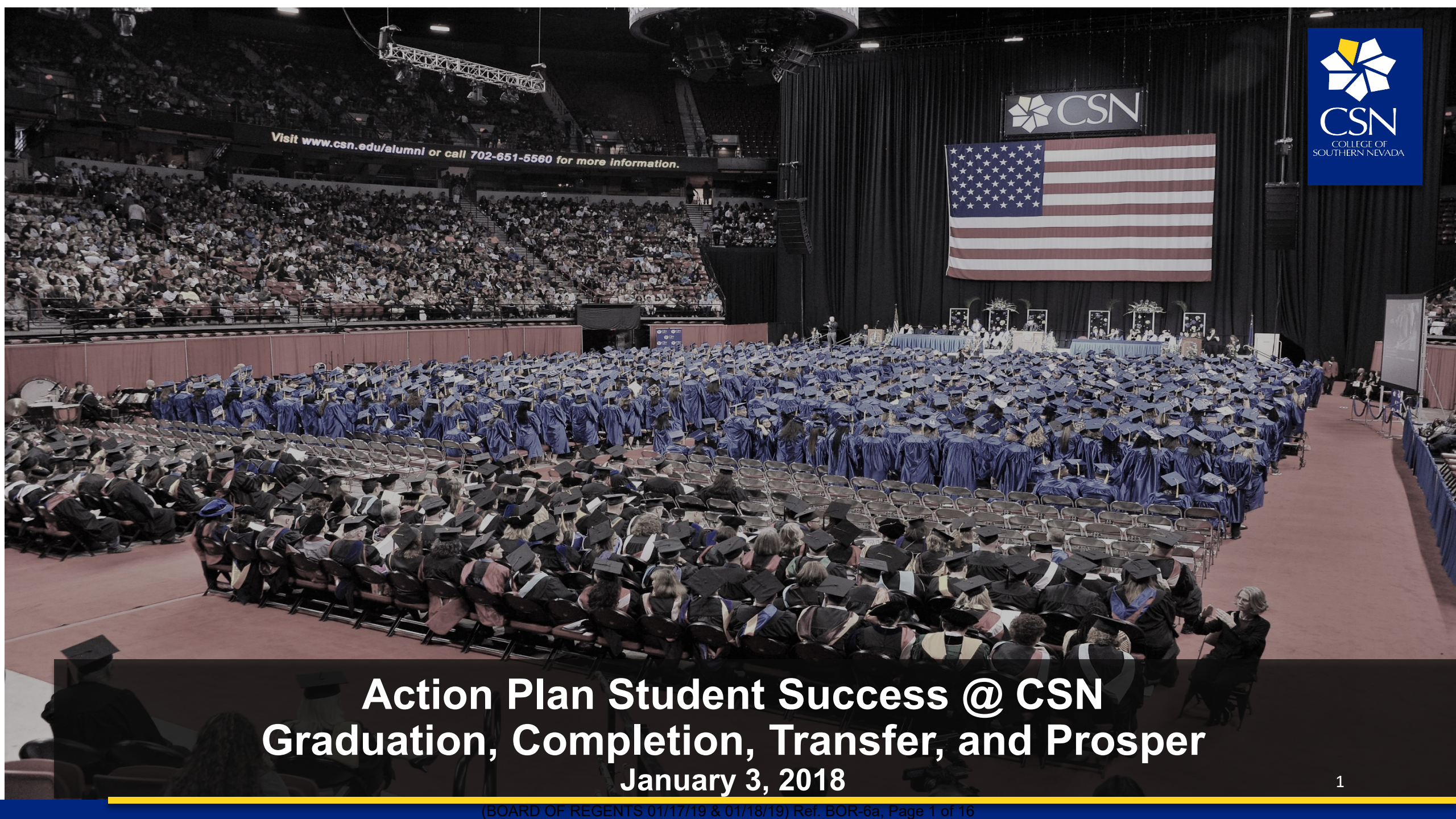


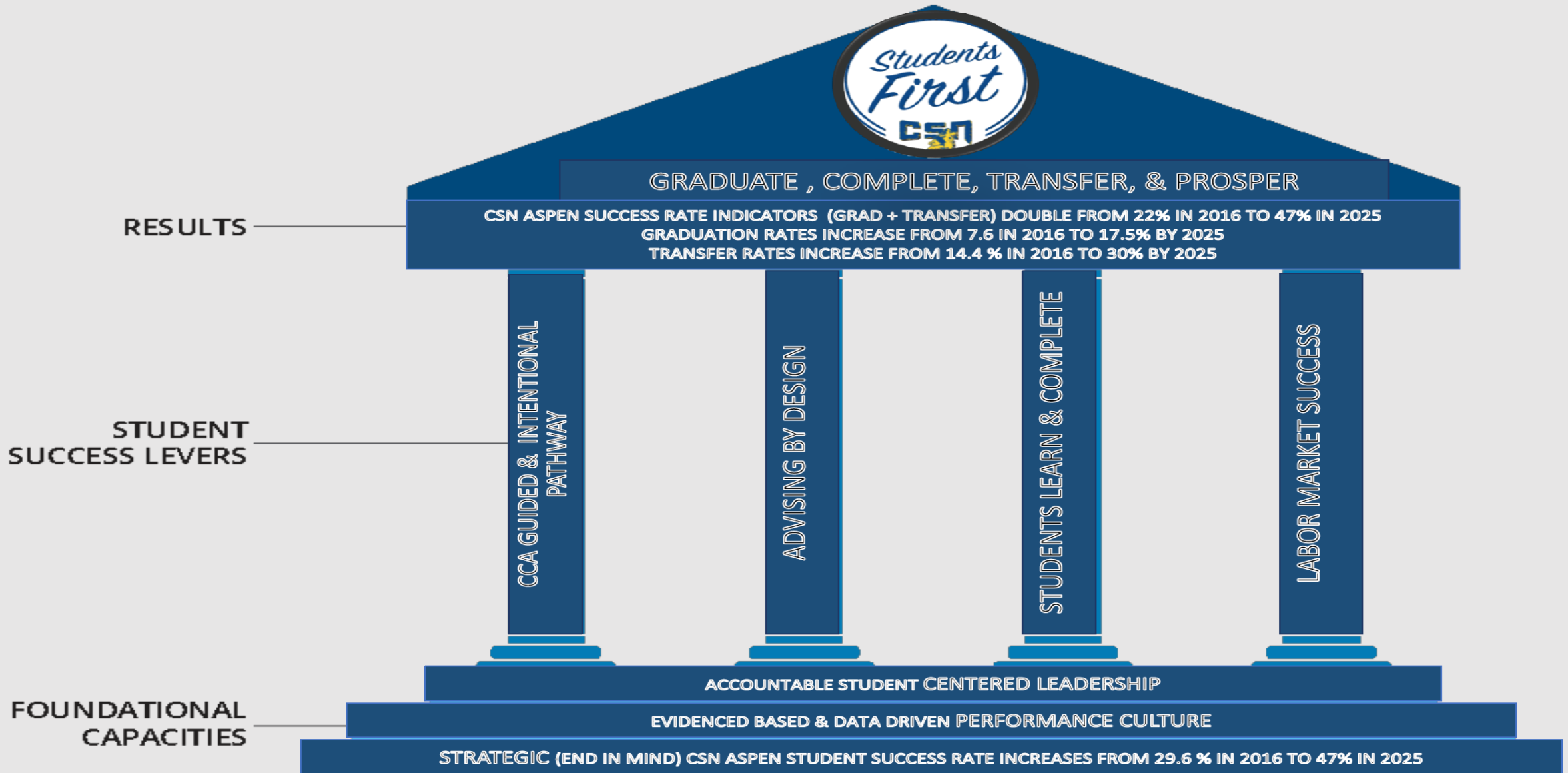


Action Plan Student Success @ CSN

Graduation, Completion, Transfer, and Prosper

January 3, 2018

CSN GUIDING PRINCIPLES FOR IMPROVING STUDENT SUCCESS



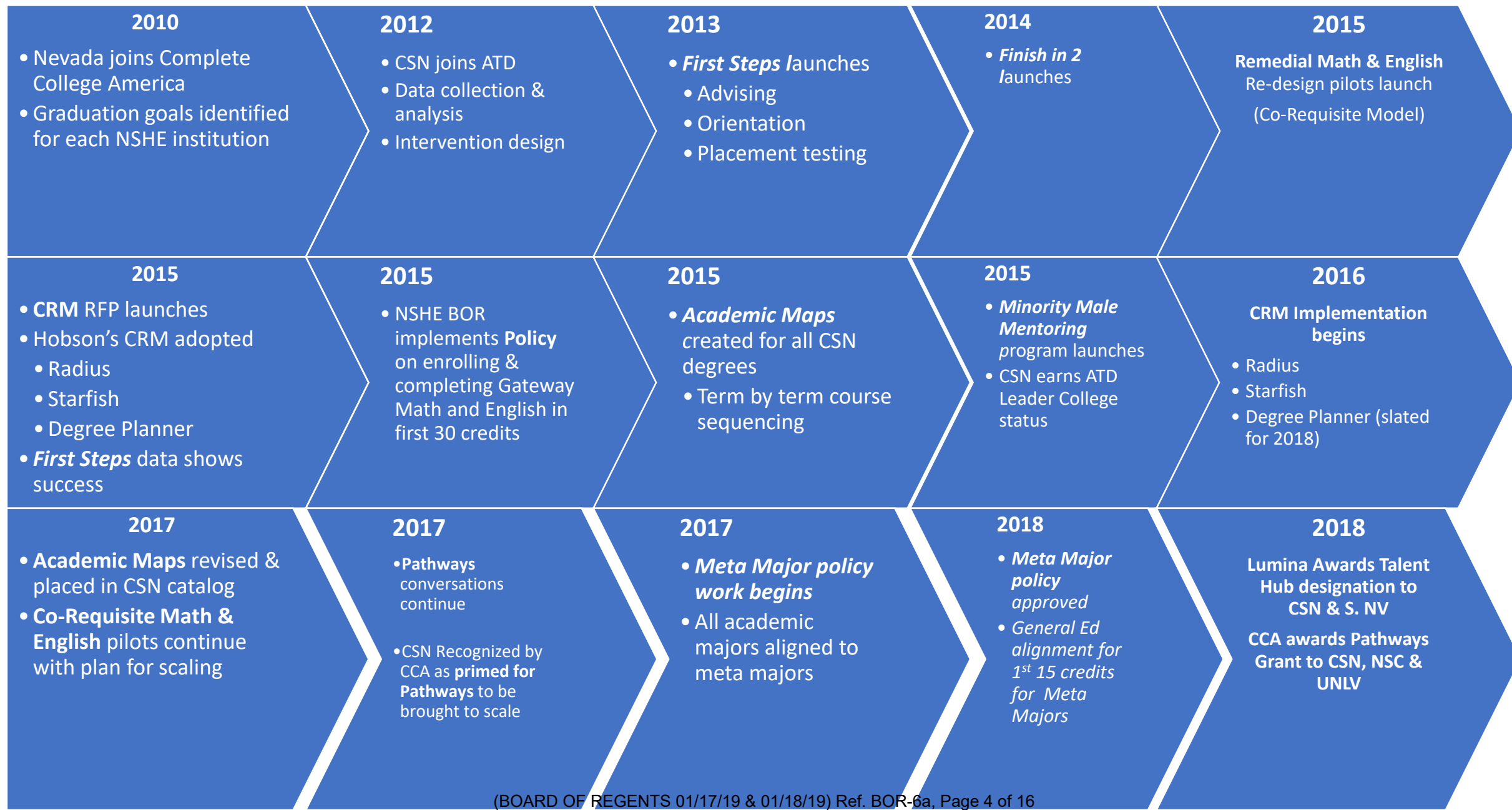
GUIDING PRINCIPLES

SCALING THE GUIDED PATHWAYS BEST PRACTICES



- **Career oriented** beginning with “end in mind” to help students make an education decision about their end goal;
- **Academic Maps** provide structured, coherent, & blocked program of studies and schedules that makes “every credit count” and addresses the need for excess credits;
- **Advising** is intentional and guides “every” CSN-FTIC and FT/PT student beginning in Fall 2019 to engage in “mandatory” advising + orientation + and placement (First Start);
- **Academic Progress** Proactive engagement of students to help them **prepare & complete** their education journey with “mandatory” touchpoints, and;
- **Student Success** the CSN journey leads to completion, graduation, transfer, and prosperity (good careers)

CSN KEY ACTIONS TAKEN – CSN Guided Pathways Journey



Key Actions Taken and Moving the Needle (Results)



Mandatory Orientation Pilot
(1st Steps)

Academic Maps Created

Mandatory Advising Pilot
(1st Steps)

Finish in Two

Mandatory Placement Pilot
(1st Steps)

Meta Majors

Math & English Completion

Structured Schedules/Block
Scheduling

Co-Requisite Gateway
Math & English

Closing Equity Gaps
Bump Up Mentoring

CRM — RADIUS, Starfish, E-Alert, & Degree Planner

Result #1

CSN Persistence Rates increase
from 69.4% in 2016 to 74.8% in 2017
(NSHE CC Best in Class)

Result #2

CSN Conferred Degrees increase from
4,341 in 2016 to 4,634 in 2017

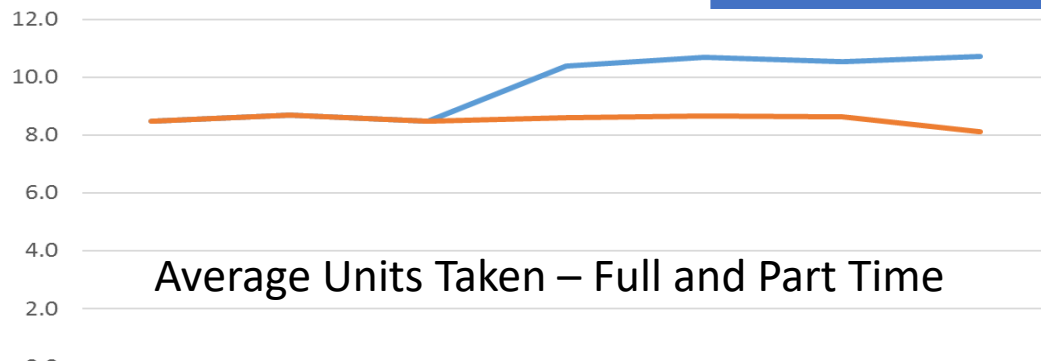
Result #3

CSN Graduation Rates increase from 7.6
in 2017 to 9.0 in 2018

Results – Pilot First Start



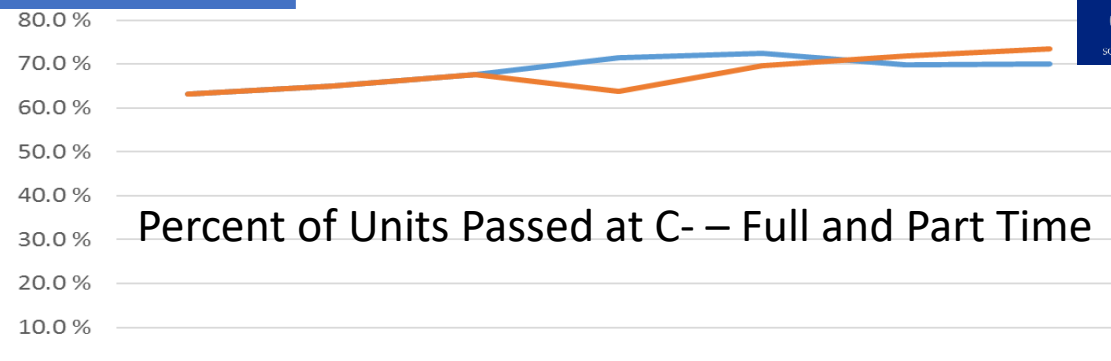
FS and Enroll NotFS



Average Units Taken – Full and Part Time

	FTIC 2011	FTIC 2012	FTIC 2013	FTIC 2014	FTIC 2015	FTIC 2016	FTIC 2017
FS and Enroll	8.5	8.7	8.5	10.4	10.7	10.5	10.7
NotFS	8.5	8.7	8.5	8.6	8.7	8.6	8.1

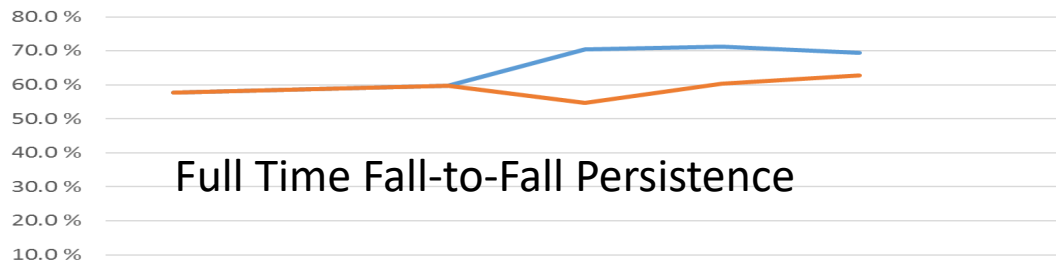
FS and Enroll NotFS



Percent of Units Passed at C- – Full and Part Time

	FTIC 2011	FTIC 2012	FTIC 2013	FTIC 2014	FTIC 2015	FTIC 2016	FTIC 2017
FS and Enroll	63.2 %	65.0 %	67.6 %	71.5 %	72.4 %	69.8 %	70.1 %
NotFS	63.2 %	65.0 %	67.6 %	63.8 %	69.7 %	71.8 %	73.5 %

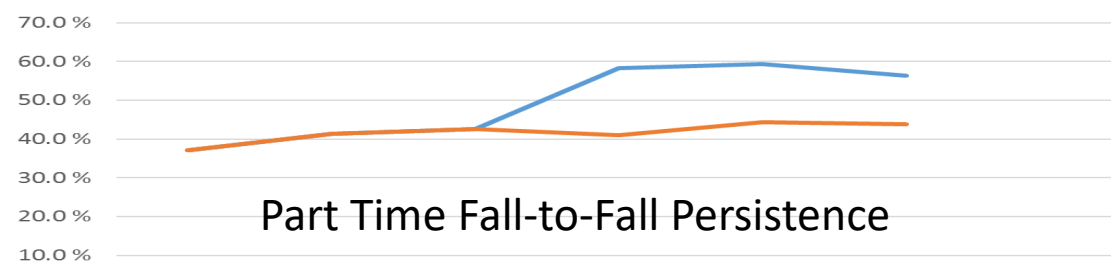
FS and Enroll NotFS



Full Time Fall-to-Fall Persistence

	FTIC 2011	FTIC 2012	FTIC 2013	FTIC 2014	FTIC 2015	FTIC 2016	FTIC 2017
FS and Enroll	57.7 %	58.8 %	59.8 %	70.4 %	71.1 %	69.3 %	
NotFS	57.7 %	58.8 %	59.8 %	54.7 %	60.3 %	62.8 %	

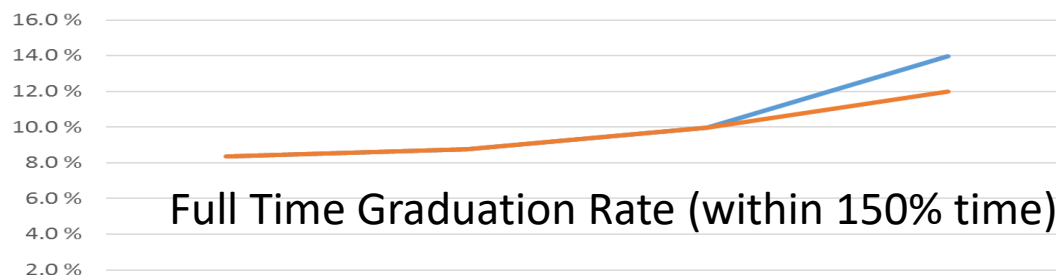
FS and Enroll NotFS



Part Time Fall-to-Fall Persistence

	FTIC 2011	FTIC 2012	FTIC 2013	FTIC 2014	FTIC 2015	FTIC 2016	FTIC 2017
FS and Enroll	37.2 %	41.3 %	42.5 %	58.2 %	59.3 %	56.3 %	
NotFS	37.2 %	41.3 %	42.5 %	41.0 %	44.4 %	43.8 %	

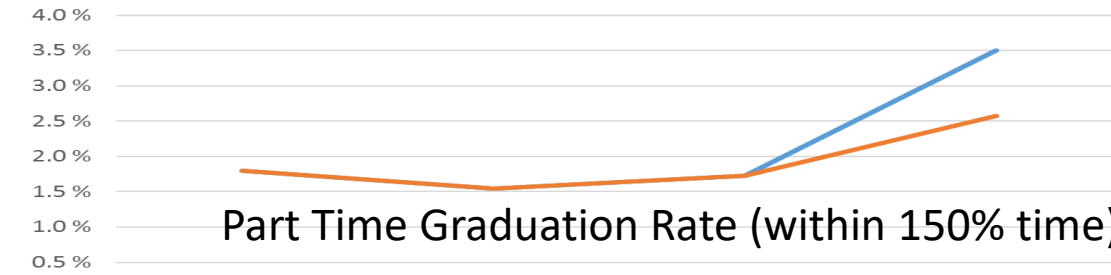
FS and Enroll NotFS



Full Time Graduation Rate (within 150% time)

	FTIC 2011	FTIC 2012	FTIC 2013	FTIC 2014
FS and Enroll	8.4 %	8.7 %	10.0 %	14.0 %
NotFS	8.4 %	8.7 %	10.0 %	12.0 %

FS and Enroll NotFS



Part Time Graduation Rate (within 150% time)

	FTIC 2011	FTIC 2012	FTIC 2013	FTIC 2014
FS and Enroll	1.8 %	1.5 %	1.7 %	3.5 %
NotFS	1.8 %	1.5 %	1.7 %	2.6 %

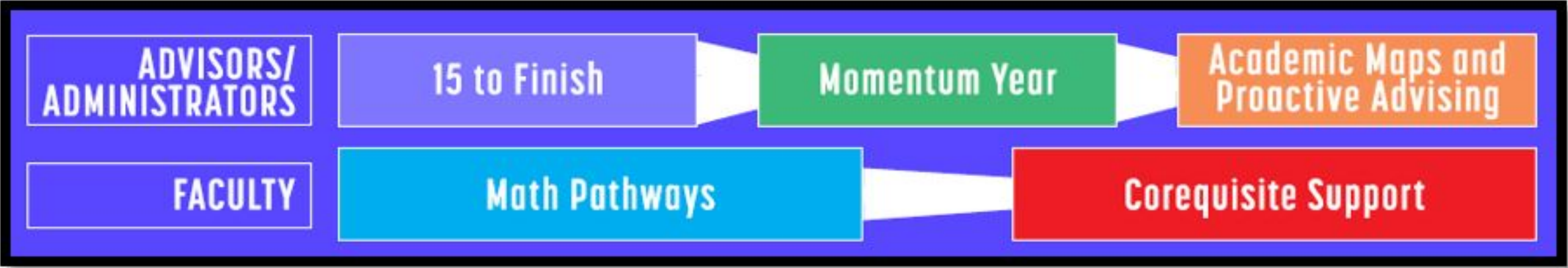
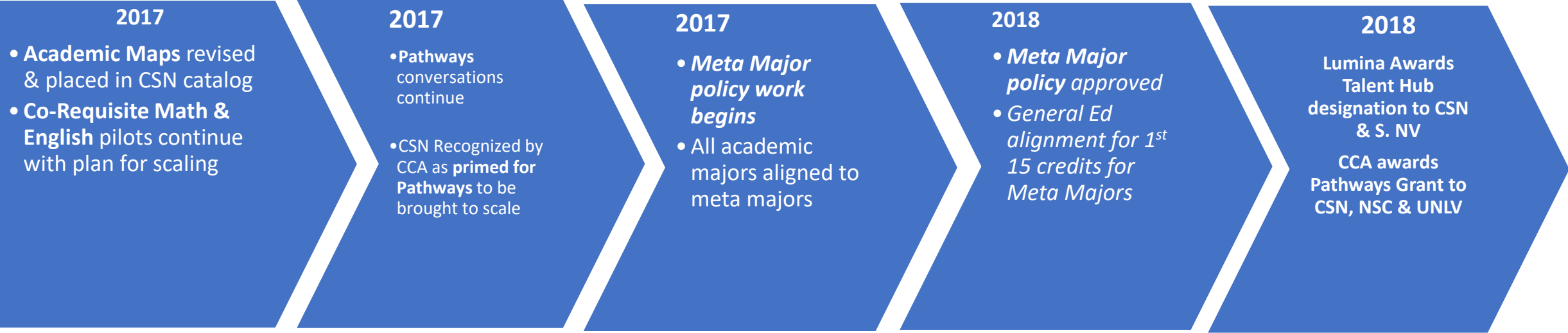
Results AtD Gateway Course Completion 3 Year Gains

Course Completion On Positive Trend			
Math and English	FTIC 2104 Cohort	FTIC all 2017 Cohort	Variance
Pass Rate	12%	19%	+7%
	Fall 2014	Fall 2017	
Math and English	Non-Pell	Non-Pell	
Pass Rate	12%	17%	+5%
	Fall 2014	Fall 2017	
Math and English	Pell	Pell	
Pass Rate	11%	21%	+10%
	Fall 2014	Fall 2014	
All College Credits	College Credit Completion	College Credit Completion	
Non-Pell	72%	71%	+1%
Pell	62%	69%	+8%

- FTIC students are completing both Math and English 7 percentage points better than three years ago.
- Pell students are now outperforming non-Pell students in this category by 4 percentage points.
- FTIC cohort improve their successful college level credit completion by 3 percentage points
- Pell students made significant progress in shifting a college completion 10 percentage point gap down to a 2 percentage point gap.

KEY ACTIONS PLANNED

CSN Positioned & Ready to Launch Pathways to Scale



Moving the Needle #1

Manage Lead Performance Indicators



- ***Leading Indicators*** (Early Momentum Metrics)
 - % of students who *attempted* 15/30 credits in one term/year
 - % of students who pass *college level* English and/or Math in one year
 - % of students who pass at least 9 college-credits in the student's *field of study* in year one
 - % of students who *Persist* from term one to term two & year one to year two
 - Total college credits *attempted each semester/year*
 - Total college credits *completed each semester/year*
 - Course pass rate at C- or better

Adapted from AACC

Moving the Needle #2 - Course Completion

Increase Academic Support for
Students in gateway & bottleneck Courses



High Enrollment Low Success (FTIC)

- Technical Mathematics
- Intro to Information Systems
- Environmental Science
- Elementary Algebra
- Art Appreciation
- Intro to Cultural Anthropology
- Preparatory Composition
- History of Rock Music

High Enrollment Low Success (ALL)

- Technical Mathematics
- Intro to Information Systems
- Elementary Algebra
- Fundamentals of Life Science
- Intermediate Algebra
- Intro to Cultural Anthropology
- Precalculus I
- Financial Accounting

Key Interventions

- Scale up *First Steps*- academic advising
- Early completion of gateway Math & English
- Align co-requisite & Math pathways
- Increase support for at-risk & NV Promise Cohorts

Moving the Needle #3

On Boarding and Comprehensive Advising



Stage 1 Pre-College Transition (Orientation and Outreach)

- The timeframe from point of application to CSN to enrollment.



Stage 2 Introduction to College (Career and Educational Planning):

- The timeframe from initial enrollment to completion of 15-30 credit hours.



Stage 3 Progression towards Degree, Certificate and/or Transfer:

- This stage includes the timeframe when students are completing degree and certificate requirements from approximately 30 to 45 credit hours.



Stage 4 Graduation Transition:

- Timeframe when students are fulfilling final degree requirements and preparing to transfer to a four-year college or university, or transition into the workforce from approximately 45 credit hours.



Stage 5 Life-Long Learning:

- Non-traditional learners and students returning to the College post-graduation to earn additional credentials, training or enhance knowledge.

Moving the Needle #4

Increased Support for Academic At-Risk Students



- Students who test into developmental Math & English.
- Students who have earned a minimum of 45 credits who have not applied for graduation.
- Students who do not persist from one semester to the next.
- Students who have completed all requirements to earn a degree, yet they have not applied for graduation.
- Financial Aid students on SAP warning.
- First-time Pell recipient students who elect to enroll full-time at CSN.
- Students who are on the first semester of Excess Credit Fee warning (120% of declared degree).
- IPEDS 2018 cohort, including part-time students (beginning students based on the IPEDS measure which spans the entire first year).

Moving the Needle #5

Leveraging Technology



- Technology investments are required to support scaling from on-boarding through graduation and beyond
- Hobson's Starfish & Degree Planner will Help Bring Pathways Work to Scale
- Hobson's CRM Awarded the CCA Seal of Approval as Tool to Help Bring Pathways to Scale

Resource Mapping



Additional Resources Needed			
Positions			Amount
Orientation and First Steps	3	Coordinator	\$259,443
Orientation and First Steps	3	Administrative Assistant II	142,782
Advising	3	Coordinator	259,443
Advising	3	Administrative Assistant II	142,782
Advising	31	Advisor	1,946,211
Mentoring	3	Coordinator	259,443
Mentoring	3	Administrative Assistant II	142,782
Assessment	2	Senior Specialist	139,782
Assessment	1	Administrative Assistant II	47,594
Supplemental Instruction	3	Specialist	181,101
Starfish Support	1	Analyst	68,406
Math Co-requisite	2	Faculty	157,234
English Co-requisite	2	Faculty	157,234
Totals	60		\$3,904,237
Operating			Amount
Professional Development for faculty (hels courses)			\$50,000
Assessment Software			125,000
Totals	FTE		\$175,000
Grand Totals	60		\$4,079,237



GRADUATE , COMPLETE, TRANSFER, & PROSPER

CSN ASPEN SUCCESS RATE INDICATORS (GRAD + TRANSFER) DOUBLE FROM 22% IN 2016 TO 47% IN 2025
GRADUATION RATES INCREASE FROM 7.6 IN 2016 TO 17.5% BY 2025
TRANSFER RATES INCREASE FROM 14.4 % IN 2016 TO 30% BY 2025

GRADUATION TARGET

	2012	2013	2014	2015	2016	2017	Target Rates	2018	2019	2020	2021	2022	2023	2024	2025
CSN	9.0%	9.1%	9.4%	7.1%	7.2%	9.0%		10.1%	11.1%	12.2%	13.3%	14.3%	15.4%	16.4%	17.5%

Forecasts based on 'trimmed' mean of IPEDS peer graduation rates for 2017, averaged over 8 years.

NUMBER OF STUDENTS CONFERRED AWARDS TARGET

Definition: Number of students conferred an award includes certificates of less than 30 credits, certificates of at least 30 credits, associate's, bachelor's, master's and doctor's awards; students earning multiple awards are only counted once. Source: IPEDS

	2012	2013	2014	2015	2016	2017	2018	Target Rates	2019	2020	2021	2022	2023	2024	2025
CSN	2,179	2,489	4,029	4,163	4,341	4,634	4,651		4,874	5,118	5,362	5,606	5,850	6,095	6,339

Forecasts based on median values of IPEDS peer completions data from 2012-2017.

PERSISTENCE RATES TARGET

Definition: The percent of first-time, full-time (12 or more credits) freshman that persist to the following fall semester. Persistence rates are calculated systemwide and include a student who starts at one NSHE institution and enrolls at any NSHE institution the following fall. Source: NSHE SA

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Target Rates	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024	Fall 2025
CSN	49.0%	49.0%	52.9%	57.6%	68.3%		70.4%	70.8%	71.2%	71.6%	72.0%	72.4%	72.7%	73.1%

Forecasts based on data from the National Student Clearinghouse Persistence and Retention: Two-Year Public Institutions,

National Student Clearinghouse Research Center, Persistence & Retention - 2018 Snapshot Report, June 27, 2018,

<https://nscresearchcenter.org/snapshotreport33-first-year-persistence-and-retention/>

Thank You ... Questions

