

Colorado State University Student Success: Closing Equity Gaps

Proposal Outline* (5/31/2021)

*Please note the proposal below outlines ideas still in the development phase, final outcomes may be modified.

Primary Goal: Increase Student Retention, Graduation Rates, and Closing Equity Gaps at Colorado State University.

Budget (3 Yrs)	Description of Project	Measurables/Metrics																																			
\$320,288 Year 1	<p>Goal 1: Further develop data tools to analyze and use to inform student success decision making.</p> <p>1. Equity Dashboard – Implement the California State University’s <i>Student Success Dashboard</i> focused on equity gap tools for CSU, examining critical data to spotlight opportunities for targeted gap improvements. The data covers a wide range of information that intentionally spotlights equity gaps by subpopulation, including first generation, Pell-receiving status, ethnic/racial identification and gender, as well as by student entry point. Teams (up to 30 people) from CSU will participate in the <i>Certificate Program in Student Success Analytics</i>, with other teams across the nation, to learn ways to take deeper dives into the data. The teams will work to improve student success issues by helping to understand and embrace the diversity of CSU students, valuing their individual experiences and needs, and thinking through strategies that shift the institution to being student-ready and student-focused - all efforts leading to closing equity gaps.</p> <p>2. Unizin – The consortium of 13 institutions enables higher education institutions to capture, use, and capitalize on their learning and analytics to serve advising, institutional research, business intelligence, research, faculty development, course/curriculum redesign, and more at cloud-scale. CSU research and learning data from Unizin will be partnered with the Equity Dashboard data to give us class-level student behavior that could be combined with the equity dashboards to give us deeper insights.</p> <p>3. Pilot Tableau – A data visualization tool that enhances accessibility and availability of university data to all leaders across campus. IRPE will employ this industry standard tool to allow CSU to drill down deeply into campus data. Central to the pilot will be collaboration between IRPE and IT to create data marts, reports, and dashboards. The data marts will allow for data from various areas on campus to be easily converged for a more complete perspective on student success and other data (financial aid distributions, net cost, credit hours, faculty workload, etc.) and institutional operations in general.</p>	<p>a. Creating teams (including representatives from each college, etc.) of faculty and staff to participate in certificate program in the next academic year – resulting in targeted action research projects focused on reducing the equity gaps & improving retention rates in year 1.</p> <p>b. Use data to develop college specific action plans and gap reduction targets.</p> <p>c. Development of dashboard templates for campus-wide data utilization.</p>																																			
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\$259,500 Year 1	<p>Goal 2: Employ strategically targeted, college/major-based interventions at the college-level to reduce equity gaps in subpopulations with highest gap data (i.e., first generation, low income).</p> <p>1. College Interventions – Each college has unique populations experiencing the largest retention and graduation gaps (ex: first generation, low income, etc. vary by college). Individual colleges will focus on its specific populations with the largest gaps and develop targeted action plans. Each college will develop a team that will participate in the <i>Certificate Program in Student Success Analytics Workshops</i>. The teams will use the CSU dashboard data to inform college pilot programs. First year will be team training and development followed by delivery of pilot programs in year 2 and 3.</p> <p>2. Student Focus Groups – Develop student focus groups to hear directly from the students to help identify targeted needs for unique populations.</p> <table border="1"> <thead> <tr> <th>Project Categories</th> <th>Year 1</th> <th>Year 2</th> <th>Year 3</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>College Interventions – student analytics certificate teams (10 teams at \$25K each to support travel and stipends, additional \$250k for Y2 & Y3 pilot programs)</td> <td>\$250,000</td> <td>\$500,000</td> <td>\$500,000</td> <td>\$1,250,000</td> </tr> <tr> <td>Student Focus Groups (\$2,000/faculty and \$250/student x30)</td> <td>\$9,500</td> <td>\$9,500</td> <td>\$9,500</td> <td>\$28,500</td> </tr> <tr> <td>Total</td> <td>\$259,500</td> <td>\$509,500</td> <td>\$509,500</td> <td>\$1,278,500</td> </tr> </tbody> </table>	Project Categories	Year 1	Year 2	Year 3	Total	College Interventions – student analytics certificate teams (10 teams at \$25K each to support travel and stipends, additional \$250k for Y2 & Y3 pilot programs)	\$250,000	\$500,000	\$500,000	\$1,250,000	Student Focus Groups (\$2,000/faculty and \$250/student x30)	\$9,500	\$9,500	\$9,500	\$28,500	Total	\$259,500	\$509,500	\$509,500	\$1,278,500	<p>a. Targeted courses for interventions will demonstrate increases in student success rates.</p> <p>b. Improve retention rate – minimum 1% per year, producing a reduction in the gaps of 1% per year.</p>
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\$331,900 Year 1	<p>Goal 3: Enrich educational opportunities by expanding support, accessibility, and delivery of courses to meet student needs. Enhance faculty professional development.</p> <p>1. High Impact Practices (HIP) – Provide more opportunities to participate in high-impact practices, including research, internships, capstones, co-op experiences, and study abroad, etc. (e.g., MURALS, United in STEMM, TRIO-SSS-STEM, and TILT’s Training Lab, Mentored Research & Artistry Program, and Honors Undergraduate Research Scholars.)</p> <p>2. Course Enrichment Programs – First Four Weeks, student Learning Assistants, Supplemental Instruction, etc. Develop a menu of tools for faculty to select from to incorporate in pilot college-level courses targeted for specific interventions. Expand the use of peer education models on a continuum of increasing faculty engagement and course redesign, from tutoring (low) to Supplemental Instruction (moderate) to Learning Assistant (high), which will diversify near-peer role models and support success in foundational high-DFW, large-enrollment courses.</p> <p>3. Summer Bridge Program – Expand the number of students being served. The summer efforts fall under the Bridge Scholar Program umbrella, which provides residential college-life experience designed to assist students, especially those from first-generation and underrepresented backgrounds, in making a successful transition to CSU.</p> <p>4. Faculty Professional Development – Expand number of faculty being trained in inclusive practice and pedagogy by encouraging all new faculty to complete six three-week research-based courses and encouraging all faculty to complete the Inclusive Pedagogy course. Expand delivery by training interested faculty who complete the courses to facilitate them, thus implementing the train-the-trainer</p>	<p>a. Percentage of undergraduate degree recipients participating in research, capstone, or other HIP.</p> <p>b. Selection of course enrichments for each college/dept pilots.</p> <p>c. Number of students being served by summer bridge program expanded.</p> <p>d. Number of faculty trained increased each year.</p> <p>e. Expand number of courses utilizing the Student Experience change models.</p>																				
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model. Use the new Teaching Effectiveness Initiative to provide incentives and tie faculty development to annual, promotion and tenure, and other reviews.

- 5. Student Experience Project** – A collaborative of university leaders, faculty, researchers and national education organizations committed to innovative, research-based practices to increase degree attainment by building equitable learning environments and fostering a sense. CSU will continue to build on the “change ideas” of this model.

Project Categories	Year 1	Year 2	Year 3	Total
HIPS (MURALS, United in STEMM – student and faculty stipends 35 x \$2,500)	\$87,500	\$87,500	\$87,500	\$262,500
Course Enrichment Programs (70 LAs x \$13/hr x 120hrs = \$109,200; 12 lead LAs x \$14/hr x 150hrs = \$25,200 – total \$67,200)	\$134,400	\$134,400	\$134,400	\$403,200
Summer Bridge scholarships (planning Y1)	\$0	\$112,000	\$112,000	\$224,000
Faculty Professional Development – training and implementation (TILT)	\$110,000	\$105,000	\$95,300	\$310,300
Total	\$331,900	\$438,900	\$429,200	\$1,200,000

\$420,083 Year 1

\$660,833 Year 2

\$619,084 Year 3

\$1.7M Total

Goal 4: Enhance academic curriculum to further support marginalized populations.

- AUCC-1C** – Pilot new AUCC/1C Diversity, Equity & Inclusion (DEI) core courses, support course development, DEI trainings, and additional course sections; add new classes and transition out of the previous requirements.
- First Year Seminars** – Expand number of students enrolled in first year seminars.
- New Math Models** – Develop additional plans for enhanced models and support for Math courses.
- TILT Tutoring Support** – Expand tutoring support for students in the highest course need areas.
- Honors Program** – Expand the Honors Program/School and increase enrollment of diverse students.

Project Categories	Year 1	Year 2	Year 3	Total
AUCC – 1C (Program Coordinator \$25K/yr; 20 IGR stipends x \$250 = \$5k, etc.)	\$109,750	\$162,500	\$109,750	\$382,000
First Year Seminars	\$60,333	\$60,333	\$60,334	\$181,000
New Math Models (5 faculty - 25 sections, serves 750 total students = \$75k/faculty; Y1 – 1 semester)	\$187,000	\$375,000	\$375,000	\$937,000
Expand TILT tutoring (30x\$14/hr x10 hrs/week x15 weeks= \$63,000; 35 Y3)	\$63,000	\$63,000	\$74,000	\$200,000
Total	\$420,083	\$660,833	\$619,084	\$1,700,000

- Increase in # of 1C course offerings per year.
- Expansion of students enrolled in first year seminars.
- Increase success rates in targeted Math courses.
- Honors headcount and diversity percentage.
- Degree recipients with honors.

\$332,500 Year 1	<p>Goal 5: Deepen co-curricular experiences to better adapt to needs of underrepresented students.</p> <p>1. Co-curricular programs – Identify co-curricular programs that can expand, have demonstrated success for student retention, and meet the needs of targeted populations of students. Including but not limited to: Key Communities, Community for Excellence (C4E), and Student Diversity Programs and Services.</p> <p>2. EAB Navigate Predictive Analytics – Coordinate a campus-wide approach with Academic Success Coordinators using EAB predictive analytics tools to identify students needing early support; utilize Unizin data.</p>	<p>a. Demonstrate increases in retention rates based on specific program support.</p> <p>b. Select EAB predictive measures and apply early interventions. Track student success in specific courses.</p>																		
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\$1,000,000 Year 1	<p>Goal 6: Increase student financial aid opportunities for rural and lower income students.</p> <p>1. Financial Aid Support – Target under resourced limited to middle-income students (those just above Pell Grant eligibility) to reduce their cost and improve retention. Provide extended support for seniors in their graduation year.</p>	<p>a. Increase in retention and graduation rates of selected groups targeted for financial aid support.</p>																		
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<p>\$8.999 M TOTAL (Y1: \$2.66 M; Y2: \$3.19M; Y3: \$3.14M)</p>																				

Return on Investment (ROI)

For every student we retain for an additional semester, we will generate an average of \$6,985 in net tuition. Based upon IPEDS data, it cost CSU \$5,133 to education each student, resulting in net income of **\$1,852/student/semester**. 200 students retained per semester = \$370,400 new revenue/semester or **\$740,800 new revenue/year**. Table below assumes minimum of 200 additional students retained for each new incoming cohort from Fall 2021 until Fall 2023. If this minimum level of retention is maintained over 4 years, total new revenue would equal **\$6.66 Million**.

Fall Cohort	Year 1: AY 2021-22	Year 2: AY 2022-23	Year 2: AY 2023-24	Year 2: AY 2024-25	Increase in total revenue over 4-years with 200 more students retained per new fall cohort.
Fall 2021	\$ 740,000	\$ 740,000	\$ 740,000	\$ 740,000	
Fall 2022	-----	\$ 740,000	\$ 740,000	\$ 740,000	
Fall 2023	-----	-----	\$ 740,000	\$ 740,000	
Totals	\$ 740,000	\$1,480,000	\$2,220,000	\$2,220,000	