

# *College-Wide Goals for Graduation Initiative 2025*

## *CSU IR Directors Meeting Meeting*

April 7, 2017

Fresno, CA

Sunny Moon

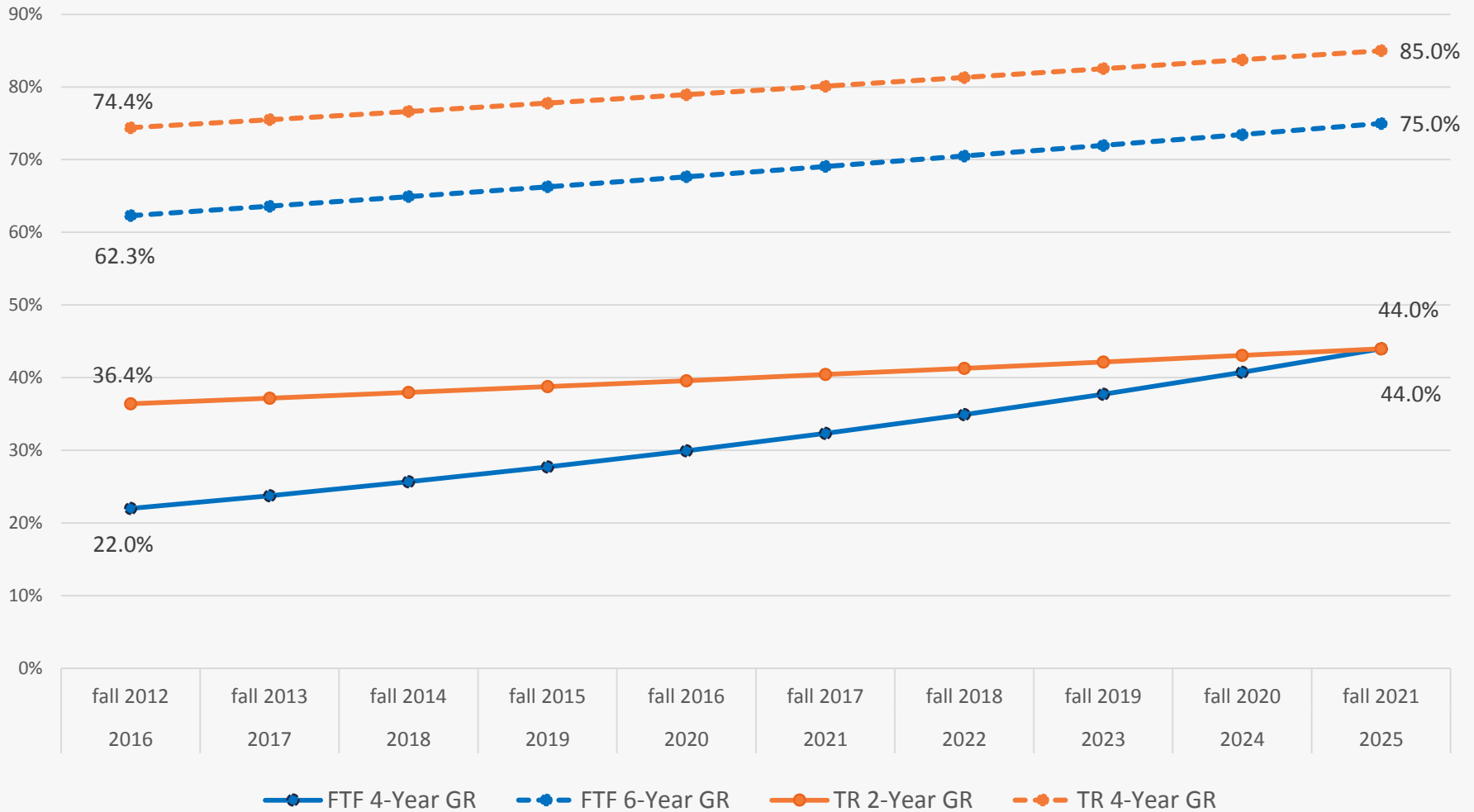
Afshin Karimi

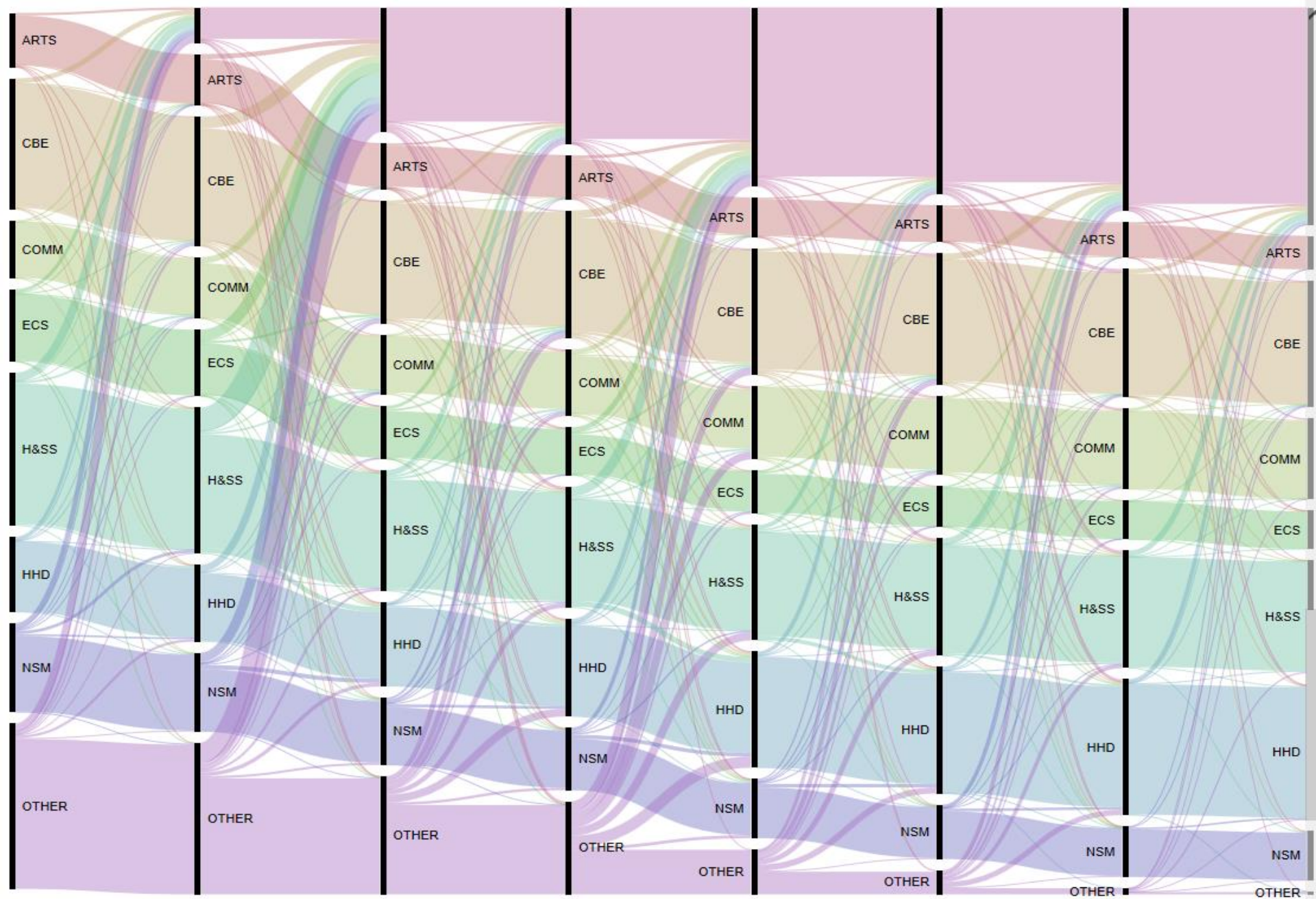
Allan Taing

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Institutional Research & Analytical Studies  
California State University, Fullerton

# Cal State Fullerton Goals





## *Inter-College Major Changes by Cumulative Count of Last Change Fall 2001-2010 First-Time Freshmen Cohorts*

College	Semester											
	1	2	3	4	5	6	7	8	9	10	11	12
ARTS	82.1%	85.2%	87.8%	90.2%	93.4%	95.4%	97.3%	98.2%	99.0%	99.3%	99.7%	100.0%
CBE	69.2%	73.4%	78.4%	83.6%	90.4%	94.7%	97.2%	98.5%	99.3%	99.7%	99.9%	100.0%
COMM	48.2%	51.5%	57.2%	64.9%	79.6%	88.3%	94.4%	97.0%	98.4%	99.1%	99.7%	100.0%
ECS	83.8%	85.9%	88.9%	91.6%	95.4%	97.1%	98.3%	98.8%	99.4%	99.6%	99.9%	100.0%
HHD	43.9%	48.1%	56.2%	65.9%	79.5%	87.6%	93.5%	96.1%	98.3%	99.0%	99.7%	100.0%
H&SS	61.4%	64.2%	67.9%	73.1%	81.9%	87.4%	92.4%	95.2%	97.8%	98.9%	99.6%	100.0%
NSM	66.7%	71.4%	78.1%	82.5%	89.8%	92.9%	96.1%	97.7%	98.7%	99.2%	99.6%	100.0%
OTHER	92.1%	96.2%	98.6%	99.5%	99.7%	99.9%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
OVERALL	63.3%	66.9%	71.9%	77.6%	86.3%	91.4%	95.3%	97.2%	98.7%	99.3%	99.7%	100.0%

*Note. Percentage reflects the proportion of students in each college who no longer change colleges after the given semester. Non-retained students are counted in their last college of attendance.*

# *First-Time Freshmen 4-Year Graduation Rates :*

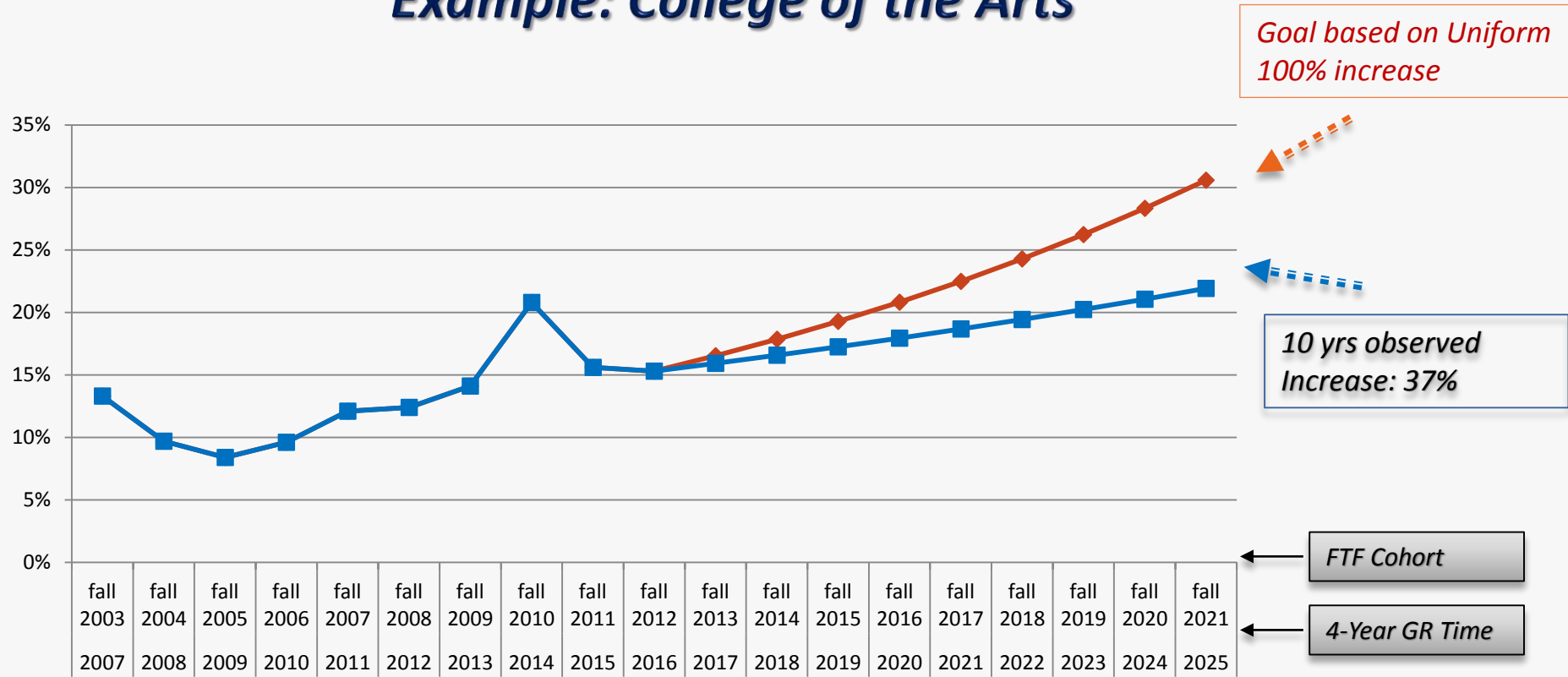
## *Fall 2012 Cohort*

College	Entry College			Latest College		
	Cohort	Graduated	<b>Grad %</b>	Cohort	Graduated	<b>Grad %</b>
ARTS	314	60	19.1%	251	40	15.9%
CBE	819	217	26.5%	969	202	20.8%
COMM	325	127	39.1%	567	204	36.0%
ECS	493	32	6.5%	418	20	4.8%
HSS	702	208	29.6%	865	236	27.3%
HHD	484	147	30.4%	833	252	30.3%
NSM	562	69	12.3%	386	21	5.4%
OTHER	720	115	16.0%	130	0	0.0%
<b>TOTAL</b>	<b>4419</b>	<b>975</b>	<b>22.0%</b>	<b>4419</b>	<b>975</b>	<b>22.0%</b>



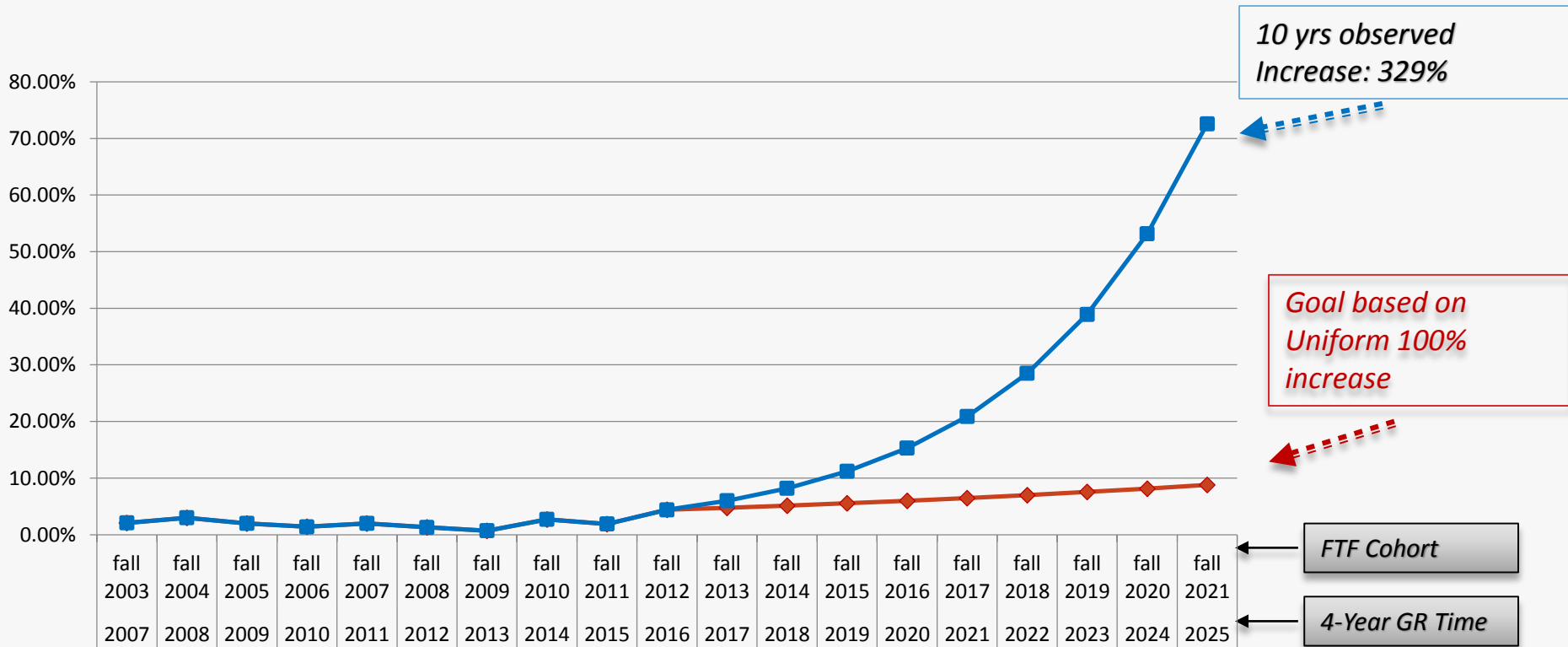
# 4-Year Graduation Rates Projection: Uniform Increase for Each College

## Example: College of the Arts



# 4-Year Graduation Rates Projection: Uniform Increase for Each College

## Example: College of Engineering & Computer Science



10 yrs observed  
 Increase: 329%

Goal based on  
 Uniform 100%  
 increase

FTF Cohort

4-Year GR Time

# *College Wide Goal-Setting*

## *(4-Year FTF Grad Rates: 22%)*

<b><i>Opportunity</i></b>	<i>vs.</i>	<b><i>Adjustment</i></b>
Natural Science & Math (5% → 11.2%)		Communication (36% → 69%)
Engineering & Computer Science (4.7% → 10.5%)		Health & Human Development (28.0% → 55.9%)
Arts (15.6% → 33.2%)		Humanities & Social Science (31.2% → 61.3%)
Business & Economics (20.8% → 43.1%)		



# Exit College-Wide Adjusted Growth Rates

Metric	College	Current Graduation Rate (CGR)	University Growth Rate (UGR)	Variance		Adjusted Growth Rate (AGR)	Preliminary Growth Targets	Correction Factor	Adjusted Growth Rate	
			Percent increase from CGR to reach GI 2025 Goal	Overall CGR - College CGR		UGR + Variance	CGR by % Increase based on AGR	Additional uniform increase to reach overall GI 2025 goal	Preliminary Target X Correction Factor	
				Calculation	Result					
FTF 4-yr GR	Overall	22.0%	<b>100.0%</b>				43.0%		44.0%	$15.9\% + (15.9\% \times 1.061) = 32.8\%$
	ARTS	15.9%		22.0% - 15.3%	6.1%	106.1%	32.8%	1.040	34.1%	
	CBE	20.8%		22.0% - 21.9%	1.2%	101.2%	41.8%	1.040	43.5%	
	COMM	36.0%		22.0% - 40.6%	-14.0%	86.0%	67.0%	1.040	69.6%	$36.0\% + (40.3\% \times 0.86) = 67.0\%$
	ECS	4.8%		22.0% - 4.4%	17.2%	117.2%	10.4%	1.040	10.8%	
	HHD	27.3%		22.0% - 30.7%	-5.3%	94.7%	53.2%	1.040	55.3%	
	H&SS	30.3%		22.0% - 32.3%	-8.3%	91.7%	58.1%	1.040	60.4%	
	NSM	5.4%		22.0% - 4.5%	16.6%	116.6%	11.7%	1.040	12.2%	
OTHER	0.0%		22.0% - 3.3%	22.0%	122.0%	0.0%	1.040	0.0%		
FTF 6-yr GR	TOTAL	62.3%	<b>20.4%</b>						75.0%	
	ARTS	53.4%	0.0%	62.3% - 53.4%	8.9%	29.3%	69.0%	1.030	71.1%	
	CBE	68.0%	0.0%	62.3% - 68.0%	-5.7%	14.7%	78.0%	1.030	80.3%	
	COMM	74.9%	0.0%	62.3% - 74.9%	-12.6%	7.8%	80.7%	1.030	83.2%	
	ECS	51.8%	0.0%	62.3% - 51.8%	10.5%	30.9%	67.8%	1.030	69.8%	
	HHD	76.1%	0.0%	62.3% - 76.1%	-13.8%	6.6%	81.1%	1.030	83.6%	
	H&SS	61.8%	0.0%	62.3% - 61.8%	0.5%	20.9%	74.7%	1.030	77.0%	
	NSM	50.8%	0.0%	62.3% - 50.8%	11.5%	31.9%	67.0%	1.030	69.0%	
OTHER	0.0%	0.0%	62.3% - 0.0%	62.3%	82.7%	0.0%	1.030	0.0%		

# *Department Wide Goal-Setting*

*(College of Communications: 36%)*

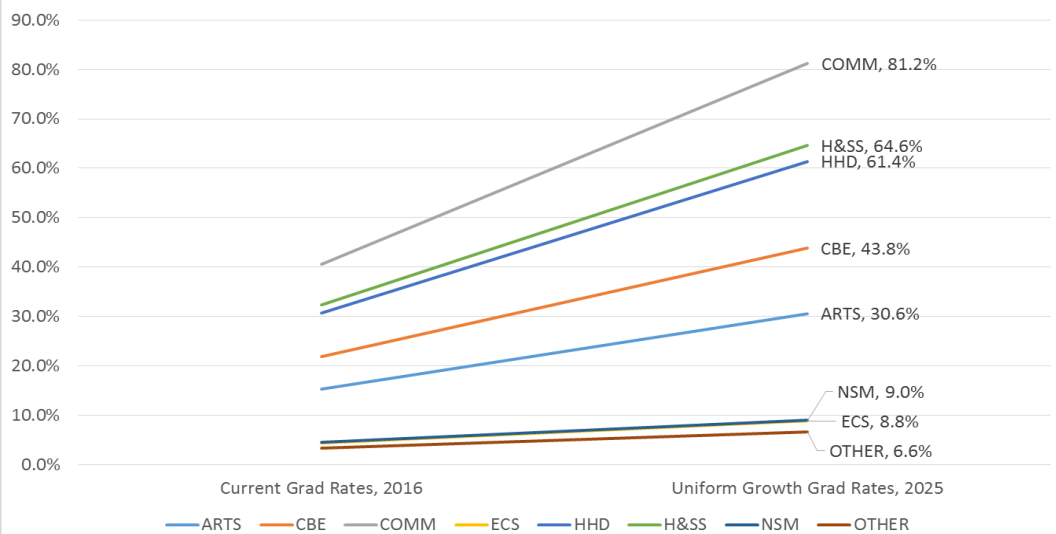
<b><i>Opportunity</i></b>	<b>vs</b>	<b><i>Adjustment</i></b>
Cinema & TV Dept (32% → 62%)		Human Communication Dept (42% → 77%)
Communication Dept (36% → 70%)		

## *Exit Department-Wide Adjusted Growth Rates*

College	Department	Starting College Headcount	Latest College Headcount	Latest Graduation Rate	Graduation Rates Targets
COMM	College Total	325	558	36.0%	69.0%
	Cinema and Television Arts	85	114	31.6%	62.0%
	Communication Sciences and Disorders	50	42	45.2%	82.5%
	Communications	185	384	36.5%	69.8%
	Human Communications Studies	5	18	33.3%	64.8%

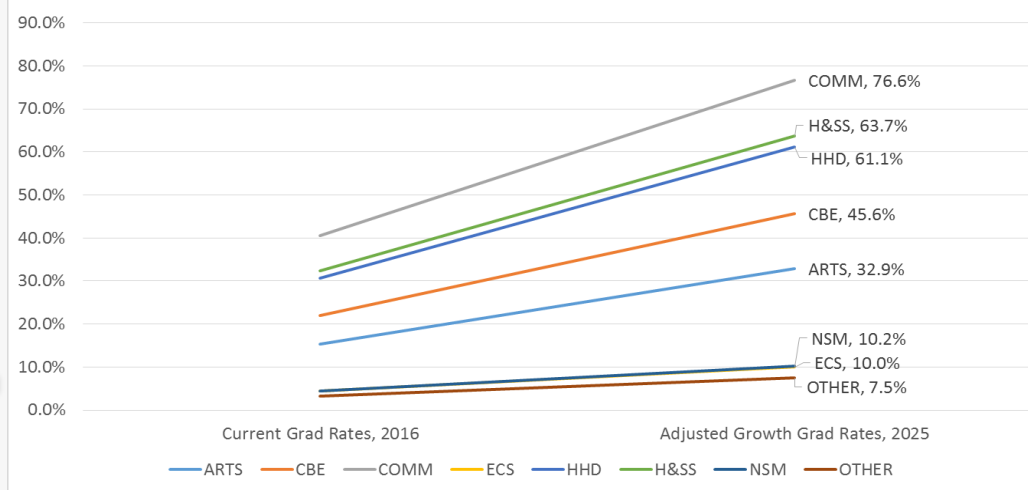
# College-Wide Growth Rates by 2025: FTF 4-Year GR

GI 2025 Freshman 4-Year Graduation Rates  
College Targets, Uniform Growth Rates (100%)



Based on UNIFORM  
100% Increase for each  
college

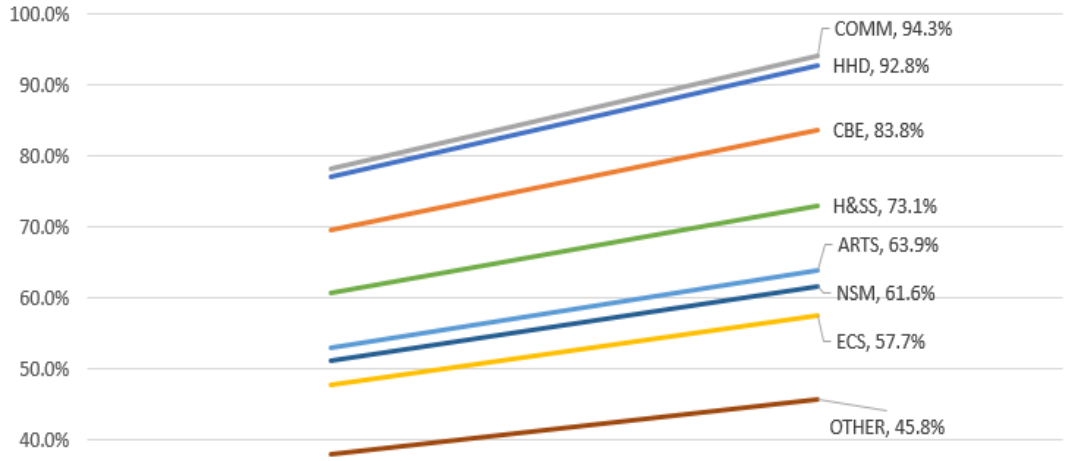
GI 2025 Freshman 4-Year Graduation Rates  
College Targets, Adjusted Growth Rates



Based on Adjusted %  
Increase for each college

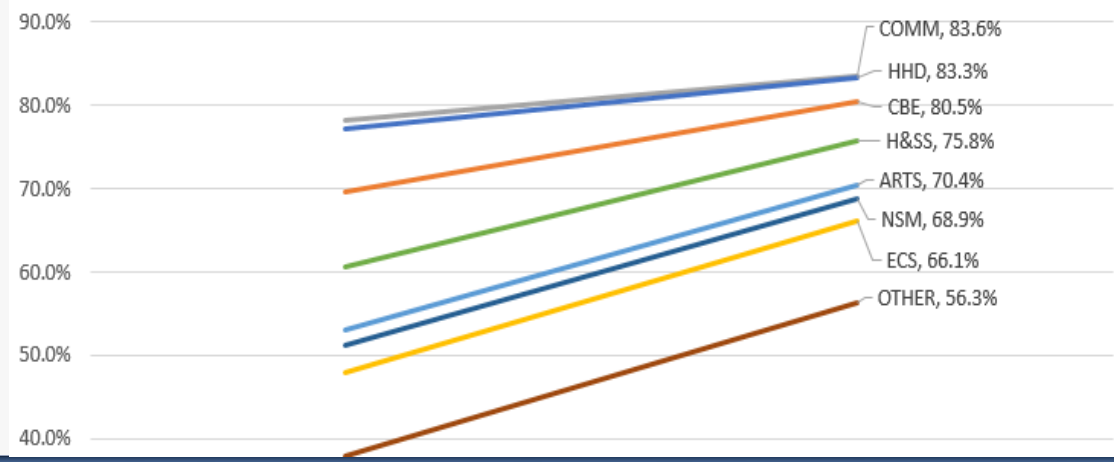
# College-Wide Growth Rates by 2025: FTF 6-Year GR

GI 2025 Freshman 6-Year Graduation Rates  
College Targets, Uniform Growth Rates (20.4%)



➡ Based on UNIFORM 20% Increase for each college

GI 2025 Freshman 6-Year Graduation Rates  
College Targets, Adjusted Growth Rates



Based on ADJUSTED % Increase for each college ➡

# ***Data-Driven Decision Making for GI 2025***

## ***Provost Meets Department Chairs***

- GI 2025 & Student Success Dashboard
- Provost workshop at Faculty Development Center with faculty

## ***College-Wide GI 2025 Goal Discussion with Deans***

- Provides data responsive to college needs

## ***Graduation Initiative Advisory Group***

- Cross-Divisional group

## ***Support for Data-Driven Decision Making***

- Potential 4.5/2.5 graduates
- Frequently Taken Courses by 4.5/2.5 graduates
- Graduation Bottleneck Courses
- Freshmen who did not pass 1 or more classes

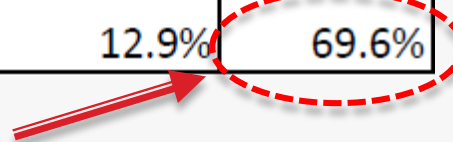


# *Data-Driven Decision Making for GI 2025*

## *Graduation Bottleneck Courses*

**Business Administration Freshmen 4.5-Year Graduates, Fall 2009-2011 Cohorts  
Upper-Division Core Requirement Completion by Semester of Completion**

Course	Third-Year			Fourth-Year			Fifth Year
	5th Semester	6th Semester	Summer Session	7th Semester	8th Semester	Summer Session	9th Semester
BUAD301	35.3%	39.0%	4.1%	10.4%	1.2%	0.0%	0.0%
ECON315/320	8.5%	39.6%	3.0%	34.5%	6.0%	3.4%	1.3%
FIN320	27.8%	35.3%	2.9%	23.7%	4.1%	2.1%	0.4%
ISDS361A	26.8%	39.7%	4.6%	14.2%	3.3%	0.4%	0.0%
ISDS361B	6.7%	21.3%	4.2%	30.5%	27.2%	7.5%	2.1%
MGMT339	10.1%	36.3%	3.8%	39.2%	7.6%	2.1%	0.0%
MGMT340	5.4%	13.8%	5.4%	41.7%	27.5%	4.6%	1.7%
MKTG351	15.1%	39.7%	3.8%	30.1%	9.6%	0.4%	0.0%
<b>MGMT449</b>	0.0%	0.0%	0.4%	0.8%	16.3%	12.9%	<b>69.6%</b>



# *Data-Driven Decision Making for GI 2025*

## *The More Units The Better in 4-Years*

### Logistic Regression on FTF *4-Year Graduation Rates*

<i>Effects</i>	Coefficient (B)	Wald $\chi^2$	P	Odds ratio
<b>1<sup>st</sup> Term Units</b>	.112	49.687	.000	1.119
<b>2<sup>nd</sup> Term Units</b>	.220	263.662	.000	1.246
<b>Pell_Status</b>	-.374	48.420	.000	.688
<b>First_Generation</b>	-.275	19.165	.000	.760
<b>URM</b>	-.245	22.680	.000	.783
<b>Sex</b>	.765	225.553	.000	2.150
<b>HSGPA</b>	1.090	266.101	.000	2.974

# *Data-Driven Decision Making for GI 2025*

## *The More Units The Faster Graduate*

### Linear Regression on FTF *Time-To-Degree*

<i>Effects</i>	Coefficient (B)	Beta	F	P
1 <sup>st</sup> Term Units	-.037	-.086	-7.327	.000
2 <sup>nd</sup> Term Units	-.065	-.176	-15.036	.000
Pell_Status	.108	.071	6.021	.000
First_Generation	.049	.029	2.399	.016
URM	.065	.045	3.780	.000
Sex	-.199	-.138	-12.361	.000
HSGPA	-.239	-.135	-12.141	.000

## ***Conclusion***

- ***5<sup>th</sup> Semester Time Point:***
  - ➔ ***College owns accountability for their students***
- ***The More Units in 1<sup>st</sup> Year, The Better / The Faster***
- ***Collegial Efforts : Cross-Divisional Collaboration***  
(Academic Affairs and Student Affairs)
- ***Collaboration with High School District & Community College***

# Q & A

## Institutional Research & Analytical Studies

QUICK FACTS | STUDENT DATA | FACULTY DATA | PRESENTATIONS | SURVEYS | RESOURCES | ABOUT US

ORANGE COUNTY STATE COLLEGE  
 FULLERTON, CALIFORNIA  
 WEEKLY REPORT OF ADMISSIONS APPLICATIONS  
 JULY 24, 1959

TOTAL \* ADMITTED — 70  
 TOTAL REJECTED — 6  
 INCOMPLETE APPLICATIONS — 73  
**GRAND TOTAL 149**

\* GIRLS 49  
 BOYS 21

Acayear	Headcount	Fall rb-FTES
2016-2017	40,235	32,306
2015-2016	38,948	31,405
2014-2015	38,128	30,819
2013-2014	38,325	30,777
2012-2013	37,677	30,287

Fall 1959 Admission Reporting System as compared to the Current Reporting Metrics

- ▶ Presentation available on IRAS website:
  - <http://www.fullerton.edu/analyticalstudies/>
- ▶ Contact: Sunny Moon, Director of Institutional Research & Analytical Studies
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