

EXECUTIVE SUMMARY
OF FINDINGS OF THE 2012-2016 STRATEGIC PLANNING COMMISSION TASK FORCE
NOVEMBER 4, 2015

STRATEGIC FOCUS 1

To become a first choice institution by attracting, retaining and graduating a higher percentage of students with the motivation and preparation to complete a degree.

AREAS OF PROGRESS

- First-year retention rates have increased from 65.6% in 2012 to 71.3% in 2015, and retention of learning support students increased from 47.7% to 65.1% from 2014 to 2015
- Percentage of incoming students who are HOPE eligible increased from 54% in 2013 to 62% in 2014
- 26% increase in the number of honors students since 2013
- CSU has sustained a diverse student body as measured by an increase in the percentage of minority students from 44% in 2012 to 47% in 2014
- The number of advisors with professional advisor training has increased from 99 in 2012 to 227 in 2014
- Realized a 13% decrease in the number of non-productive grades as evidenced by the drop from 11,655 in 2012 to 10,177 in 2014
- The number of courses utilizing a hybrid delivery method increased by 58% between 2012 and 2014
- The number of students participating in International Learning Communities increased by 17% and the number of students enrolled in study abroad programs increased by 4% from 2012 to 2014
- Enrollment in CSU clubs and organizations increased 16% since 2012
- Percentage of students and faculty/staff that believe campus is safe increased from 53% in 2012 to 77% in 2014
- The number of CSU opportunities for faculty development, as well as faculty who participate in them has increased since 2012. (Figures were tracked differently prior to 2013 so a comparison between 2012 and 2015 wouldn't be meaningful)

OPPORTUNITIES FOR GROWTH

- Six-year graduation rates, at 33.6% in 2012, dropped to 30.2% in 2015 (In 2012, some other USG institutions reported graduation rates of 40.1% (Valdosta), 42% (Kennesaw) and 37% (West Georgia)). However, our current six-year graduation rates are reflective of cohorts that matriculated prior to increased admission standards and other initiatives designed to bolster student success
- CSU has a need to strengthen the First Year Experience, including First Year Student Learning Communities and Living-Learning Communities.
- In order to support our online students, CSU should continue increase the quality of, and access to, online student services
- Increase the number of on-campus employment opportunities for students to help achieve our goal of increased on-campus student engagement
- In order to enable students to plan long-term, a two year course schedule should be created
- Implement strategies to increase the cohesiveness among our two campuses



STRATEGIC PLAN 2012-2016
EXECUTIVE SUMMARY

STRATEGIC FOCUS 2

Driving sustainable growth

AREAS OF PROGRESS

- The amount of funding for capital projects increased from \$414,610 in 2012 to \$30M in 2015
- Increased the number of employees earning at least 80% of their median salary. In addition, increased the salaries of those employees who were already at 80% of their median salary in an attempt to move them closer to 100% of the 2011 median salary as identified in the 2011 salary study. The gap between where salaries needed to be in 2011 and where we were in 2014 has been reduced by over \$1M
- Graduate enrollment has increased by 21% since Fall 2012
- CSU's campus is taking advantage of the healthier lifestyle options offered: Recreation Center membership is up 12% since 2010, and Intramural sports participation is up 6.4% since 2012

OPPORTUNITIES FOR GROWTH

- Balance instructional, service and research loads to enhance faculty productivity
- Continue to pursue opportunities for environmental sustainability
- In order to increase the capacity of our students to think critically, CSU should increase offerings in cross-disciplinary minors at CSU which will enable them to access knowledge from a plurality of disciplines
- Identify ways to increase faculty/staff morale (for example, our new Spirit Days)
- At the commencement of the next strategic planning cycle, commission a new salary study that is based on current data