Guided Pathways for Student Success

Helping CSN Build Guided Pathways to Scale:
The Complete College America Momentum Pathways Designation
& The Lumina Talent Hub Designation

Part of the CSN *Student Success* Plan

January 2019

The Complete College America
Momentum Pathways Designation

&

The Lumina Talent Hub Designation

A Message from The Lumina Foundation

https://vimeo.com/272375019

Some Challenges

- Low Graduation Rates

- Accumulation of Excess Credits

- Time to Degree is too Long

- Too Many Major Changes

- Students Debilitated by Choice

- Excessive Student Debt

The Quantitative Data

The following data serves as *baseline* data for the Complete College America Metro Momentum Pathways Project. This data is not presented as a means of comparing the Southern Nevada institutions against each other.

Some Baseline Data

Completion of Credential in 150% Time--Overall

	Headcount	Success Headcount	Success Percent
CSN	1653	220	13.3 %
NSC	174	22	12.6 %
UNLV	2369	910	38.4 %
Grand Total	4196	1152	27.5 %

Completion of Credential in 150% Time - Overall

- CSN: 13.3 %
- NSC: 12.6 %
- UNLV: 38.4 %
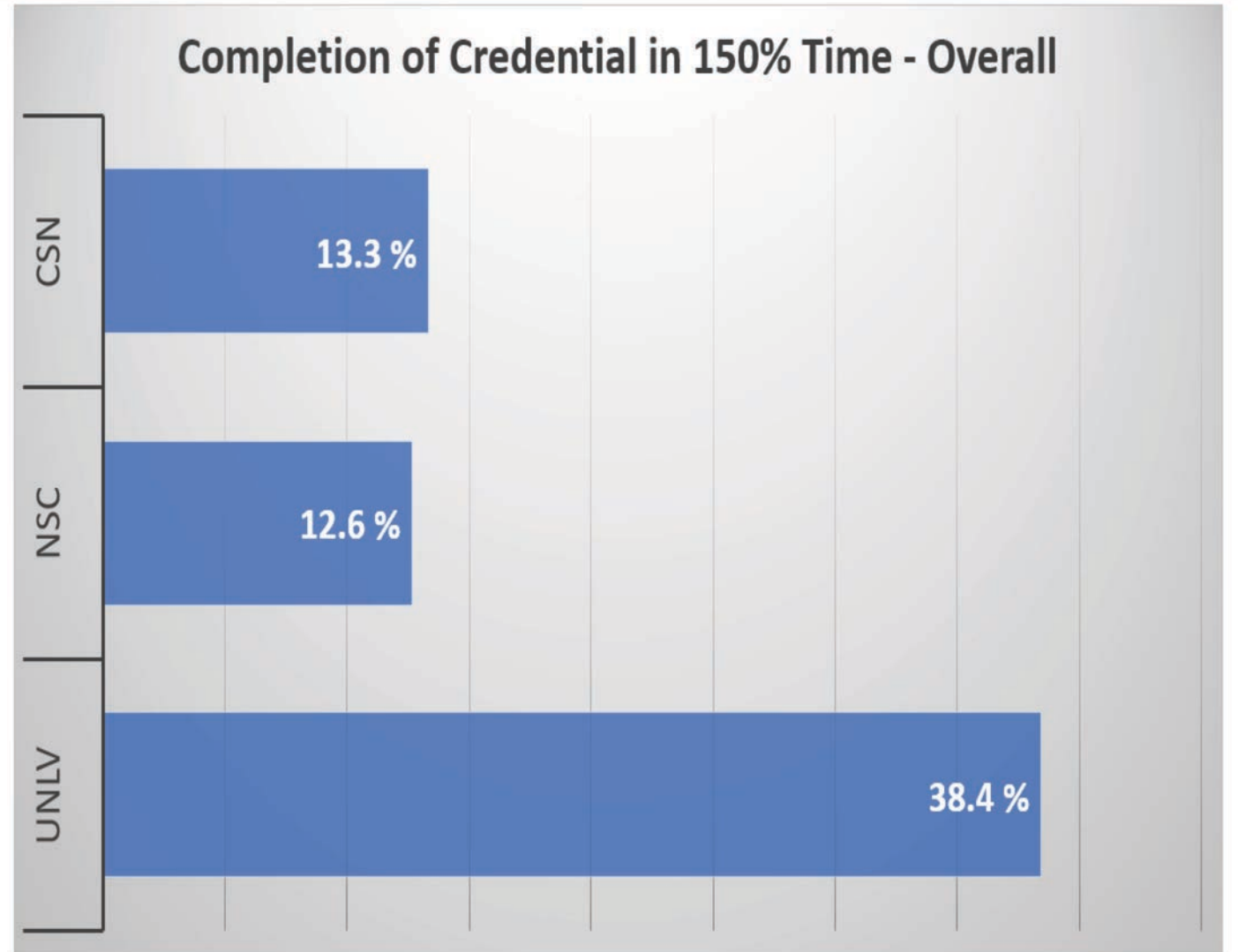
Completion of Credential in 150% Time--Age

	Headcount	Success Headcount	Success Percent
CSN	**1653**	**220**	**13.3 %**
<18 Years Old	151	28	18.5 %
18-24 Years Old	1260	174	13.8 %
25-39 Years Old	158	14	8.9 %
40+ Years Old	84	4	4.8 %
NSC	**174**	**22**	**12.6 %**
<18 Years Old	26	3	11.5 %
18-24 Years Old	140	17	12.1 %
25-39 Years Old	5	2	40.0 %
40+ Years Old	3		
UNLV	**2369**	**910**	**38.4 %**
<18 Years Old	320	134	41.9 %
18-24 Years Old	2041	773	37.9 %
25-39 Years Old	7	3	42.9 %
40+ Years Old	1		
Grand Total	**4196**	**1152**	**27.5 %**

Completion of Credential in 150% Time by Age
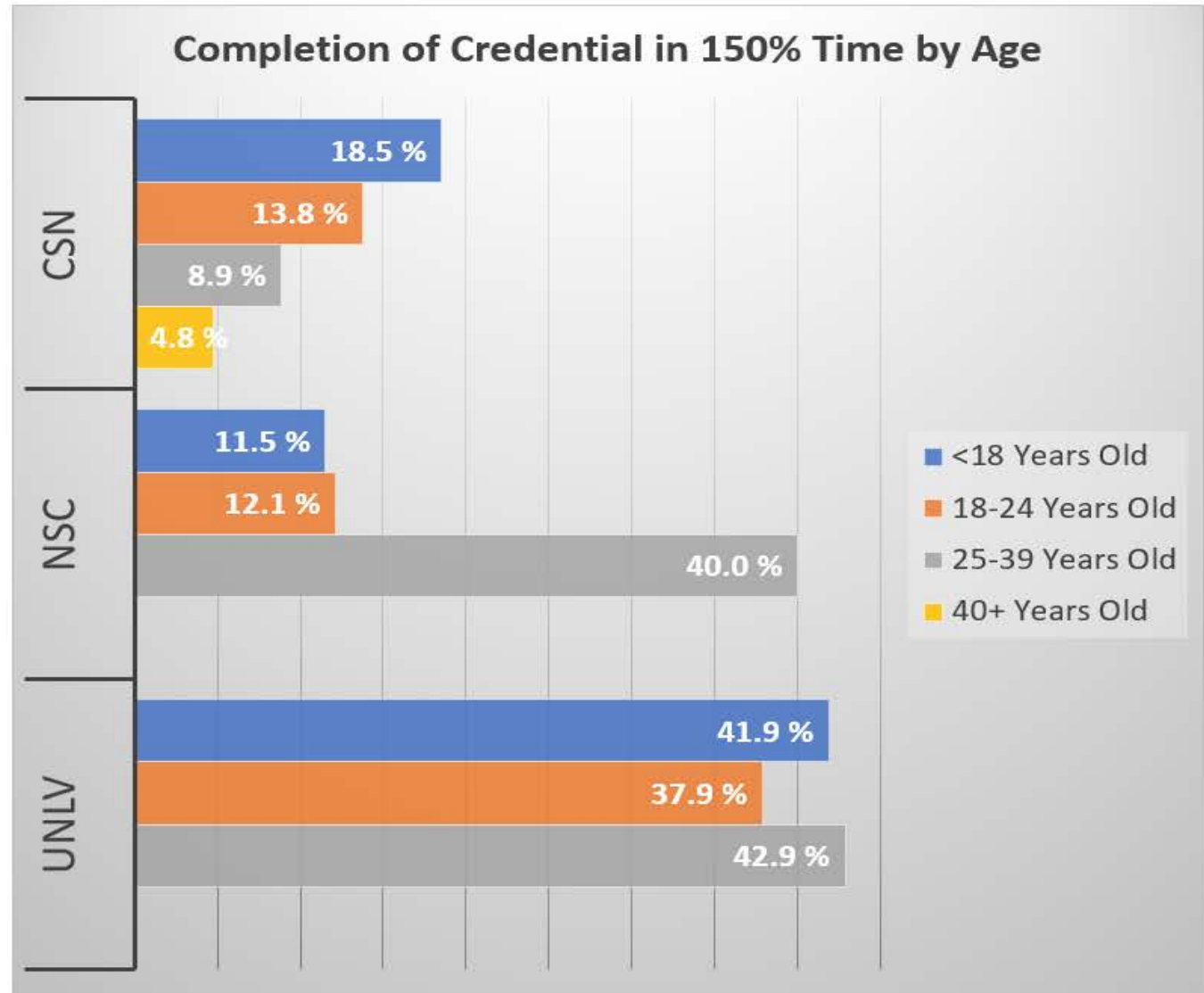
Completion of Credential in 150% Time--Ethnicity

	Headcount	Success Headcount	Success Percent
CSN	**1653**	**220**	**13.3 %**
American Indian or Alaska Native	10	1	10.0 %
Asian	103	22	21.4 %
Black or African American	233	15	6.4 %
Hispanic or Latino	477	76	15.9 %
Multiple Races or Ethnicities	123	15	12.2 %
Native Hawaiian or Other Pacific Islander	17	1	5.9 %
Race or Ethnicity Unknown	133	20	15.0 %
White	557	70	12.6 %
NSC	**174**	**22**	**12.6 %**
American Indian or Alaska Native	2		
Asian	24	4	16.7 %
Black or African American	23	2	8.7 %
Hispanic or Latino	37	6	16.2 %
Race or Ethnicity Unknown	16	5	31.3 %
White	72	5	6.9 %
UNLV	**2369**	**910**	**38.4 %**
American Indian or Alaska Native	14	5	35.7 %
Asian	432	208	48.1 %
Black or African American	150	35	23.3 %
Hispanic or Latino	285	109	38.2 %
Nonresident Alien	38	30	78.9 %
Race or Ethnicity Unknown	625	172	27.5 %
White	825	351	42.5 %
Grand Total	**4196**	**1152**	**27.5 %**

Completion of Credential in 150% Time by IPEDS Ethnicity
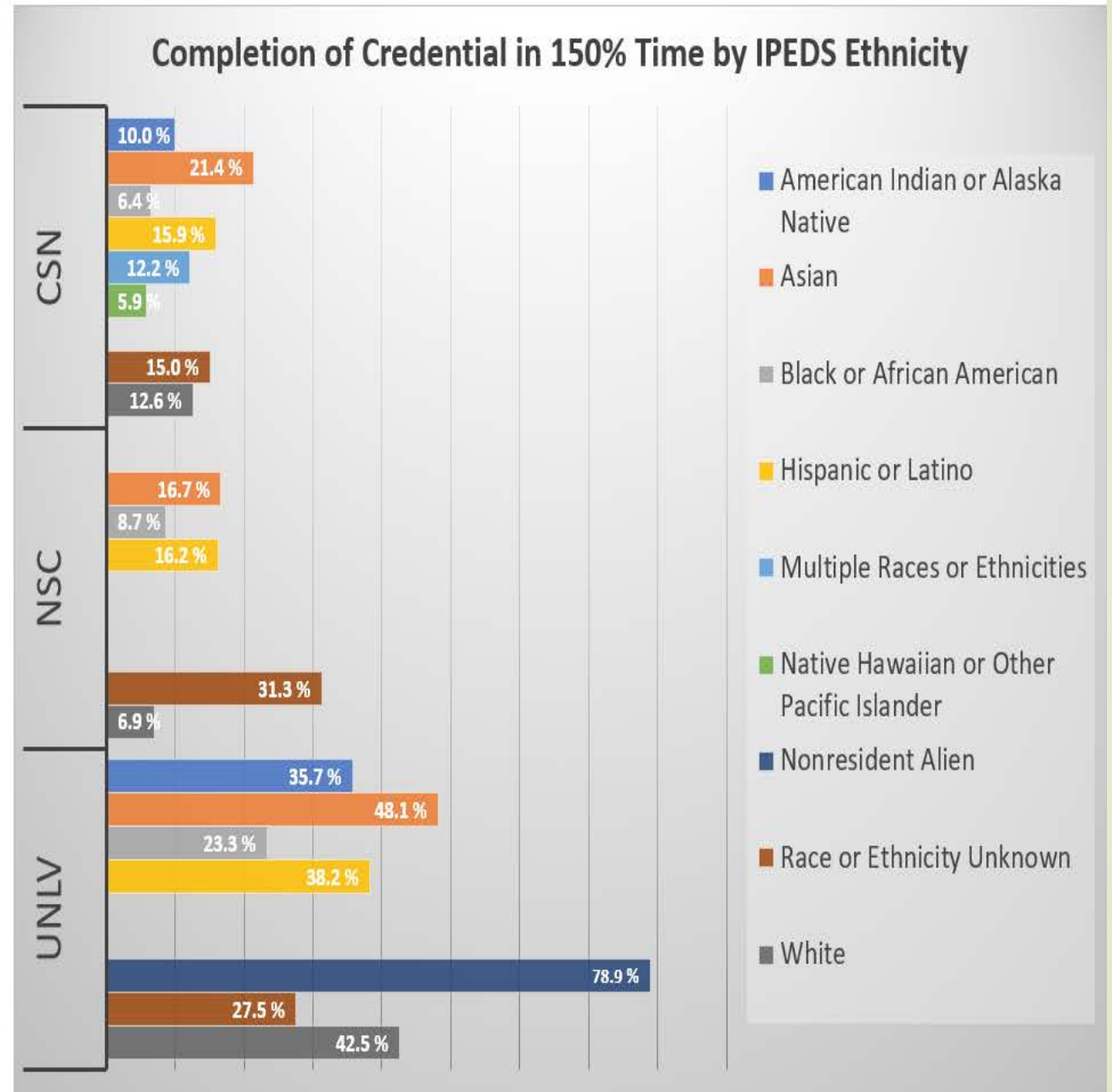
Completion of Credential in 150% Time—Household Income

	Headcount	Success Headcount	Success Percent
CSN	**1653**	**220**	**13.3 %**
<$15,000	436	39	8.9 %
$15,000-$24,999	192	22	11.5 %
$25,000-$34,999	168	26	15.5 %
$35,000-$49,999	171	30	17.5 %
$50,000-$74,999	169	34	20.1 %
$75,000-$99,999	70	14	20.0 %
$100,000-$149,999	48	12	25.0 %
$150,000-$199,999	8	3	37.5 %
$200,000+	4	1	25.0 %
No Data	387	39	10.1 %
NSC	**174**	**22**	**12.6 %**
No Data	174	22	12.6 %
UNLV	**2369**	**910**	**38.4 %**
<$15,000	342	132	38.6 %
$15,000-$24,999	117	47	40.2 %
$25,000-$34,999	164	48	29.3 %
$35,000-$49,999	229	81	35.4 %
$50,000-$74,999	261	86	33.0 %
$75,000-$99,999	184	72	39.1 %
$100,000-$149,999	185	83	44.9 %
$150,000-$199,999	56	27	48.2 %
$200,000+	31	19	61.3 %
No Data	800	315	39.4 %
Grand Total	**4196**	**1152**	**27.5 %**

Completion of Credential in 150% Time by Household Income

CSN
- <$15,000: 8.9 %
- $15,000-$24,999: 11.5 %
- $25,000-$34,999: 15.5 %
- $35,000-$49,999: 17.5 %
- $50,000-$74,999: 20.1 %
- $75,000-$99,999: 20.0 %
- $100,000-$149,999: 25.0 %
- $150,000-$199,999: 37.5 %
- $200,000+: 25.0 %
- No Data: 10.1 %

NSC
- No Data: 12.6 %

UNLV
- <$15,000: 38.6 %
- $15,000-$24,999: 40.2 %
- $25,000-$34,999: 29.3 %
- $35,000-$49,999: 35.4 %
- $50,000-$74,999: 33.0 %
- $75,000-$99,999: 39.1 %
- $100,000-$149,999: 44.9 %
- $150,000-$199,999: 48.2 %
- $200,000+: 61.3 %
- No Data: 39.4 %

Legend:
- <$15,000
- $15,000-$24,999
- $25,000-$34,999
- $35,000-$49,999
- $50,000-$74,999
- $75,000-$99,999
- $100,000-$149,999
- $150,000-$199,999
- $200,000+
- No Data

Completion of Gateway Math in 1st 30 Credits--Overall

	Headcount	Success Headcount	Success Percent
CSN	4317	793	18.4 %
NSC	195	43	22.1 %
UNLV	2436	1156	47.5 %
Grand Total	6948	1992	28.7 %
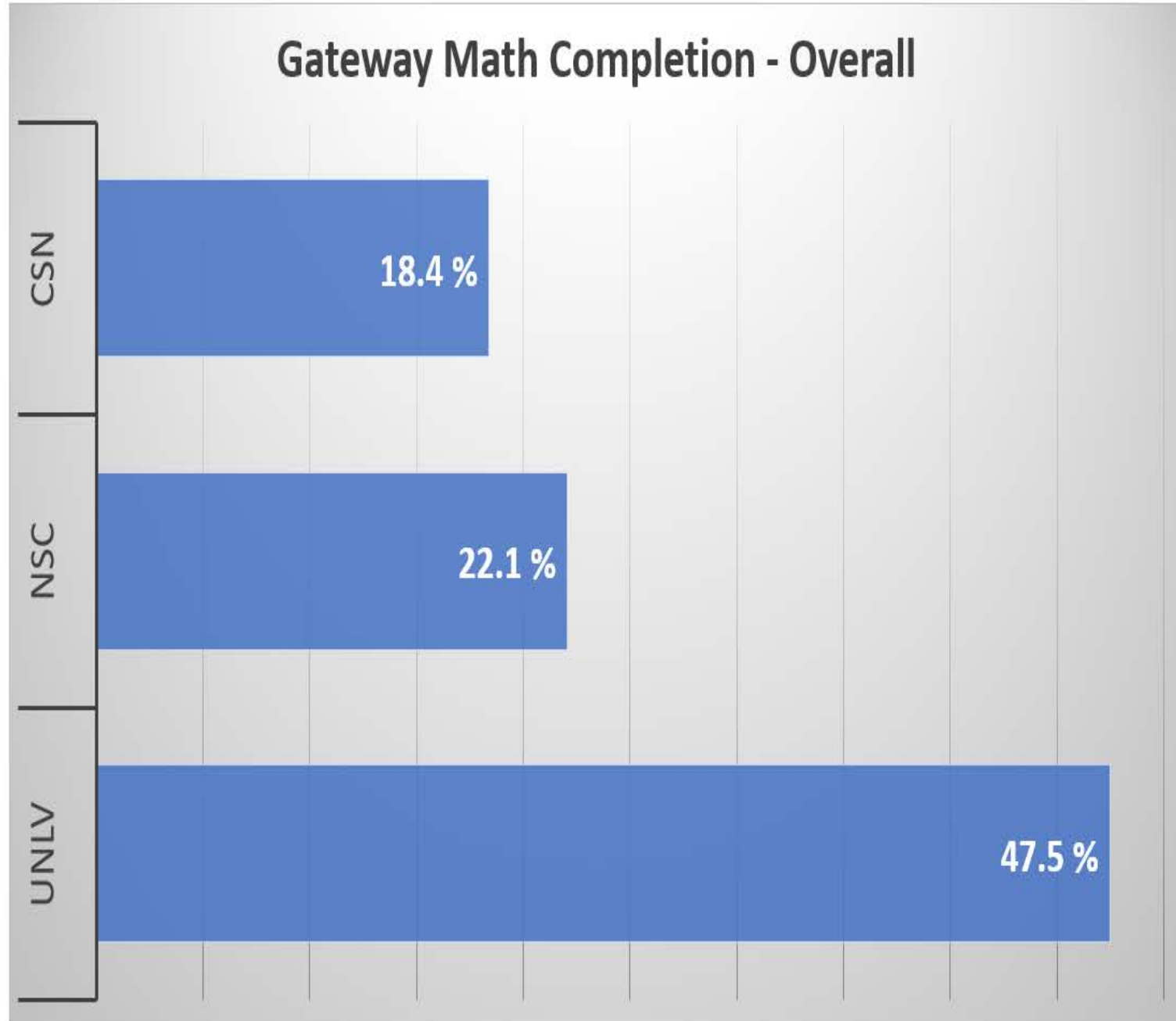
Gateway Math Completion - Overall

- CSN: 18.4 %
- NSC: 22.1 %
- UNLV: 47.5 %

Completion of Gateway Math in 1ˢᵗ 30 Credits—by First Term Credit Load

	Headcount	Success Headcount	Success Percent
CSN	**4317**	**793**	**18.4 %**
<6 Credits	413	16	3.9 %
6-11 Credits	2251	273	12.1 %
12-14 Credits	1418	399	28.1 %
15+ Credits	235	105	44.7 %
NSC	**195**	**43**	**22.1 %**
<6 Credits	7		
6-11 Credits	14	2	14.3 %
12-14 Credits	145	33	22.8 %
15+ Credits	29	8	27.6 %
UNLV	**2436**	**1156**	**47.5 %**
<6 Credits	18	2	11.1 %
6-11 Credits	49	10	20.4 %
12-14 Credits	1527	700	45.8 %
15+ Credits	842	444	52.7 %
Grand Total	**6948**	**1992**	**28.7 %**
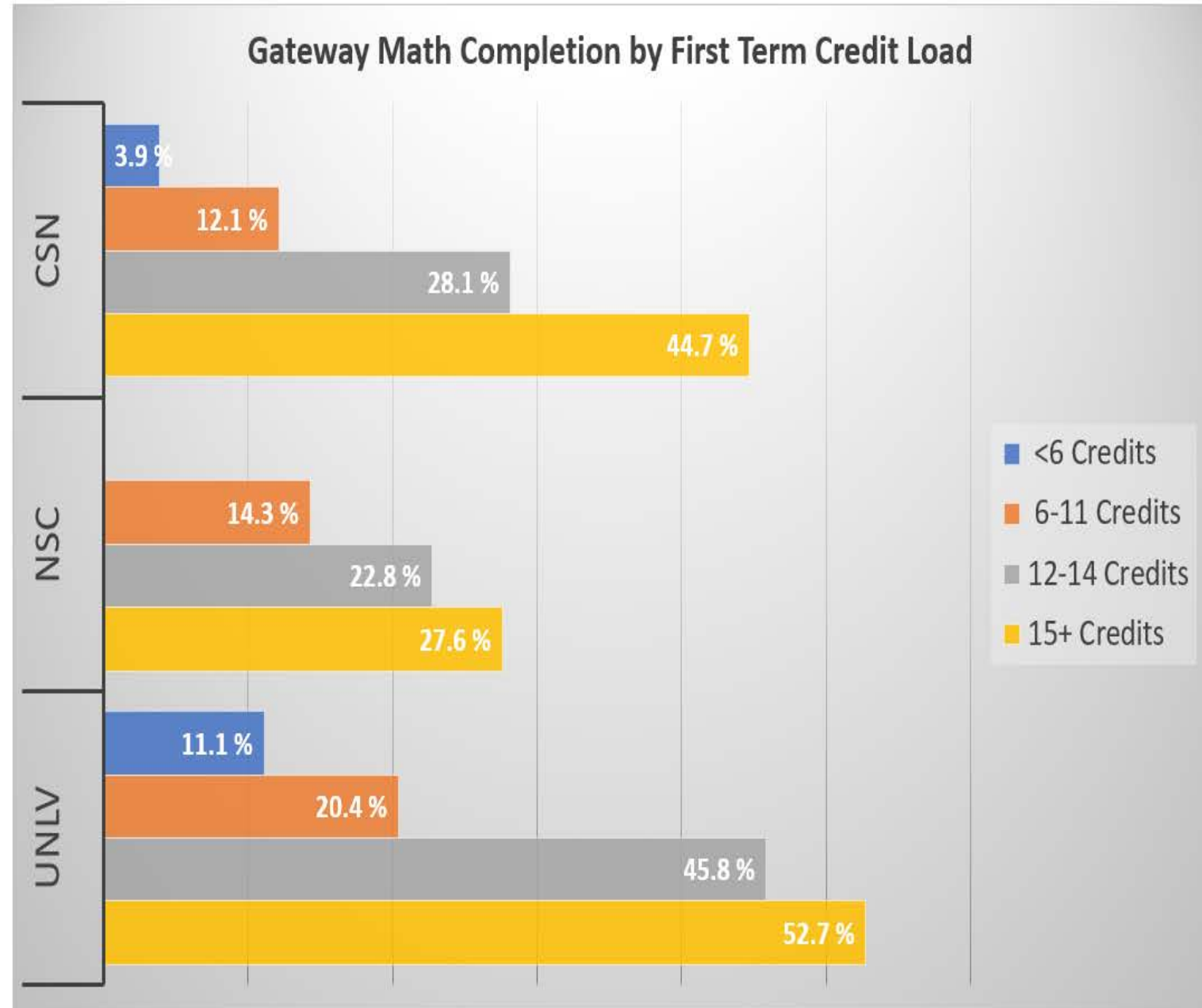
Gateway Math Completion by First Term Credit Load

Completion of Gateway Math in 1ˢᵗ 30 Credits—by Ethnicity

	Headcount	Success Headcount	Success Percent
CSN	**4317**	**793**	**18.4 %**
American Indian or Alaska Native	21	7	33.3 %
Asian	283	87	30.7 %
Black or African American	636	70	11.0 %
Hispanic or Latino	1319	237	18.0 %
Multiple Races or Ethnicities	257	55	21.4 %
Native Hawaiian or Other Pacific Islander	68	9	13.2 %
Race or Ethnicity Unknown	405	78	19.3 %
White	1328	250	18.8 %
NSC	**195**	**43**	**22.1 %**
American Indian or Alaska Native	2		
Asian	25	8	32.0 %
Black or African American	29	3	10.3 %
Hispanic or Latino	42	8	19.0 %
Race or Ethnicity Unknown	16	4	25.0 %
White	81	20	24.7 %
UNLV	**2436**	**1156**	**47.5 %**
American Indian or Alaska Native	14	7	50.0 %
Asian	444	275	61.9 %
Black or African American	156	34	21.8 %
Hispanic or Latino	292	130	44.5 %
Nonresident Alien	38	27	71.1 %
Race or Ethnicity Unknown	651	242	37.2 %
White	841	441	52.4 %
Grand Total	**6948**	**1992**	**28.7 %**
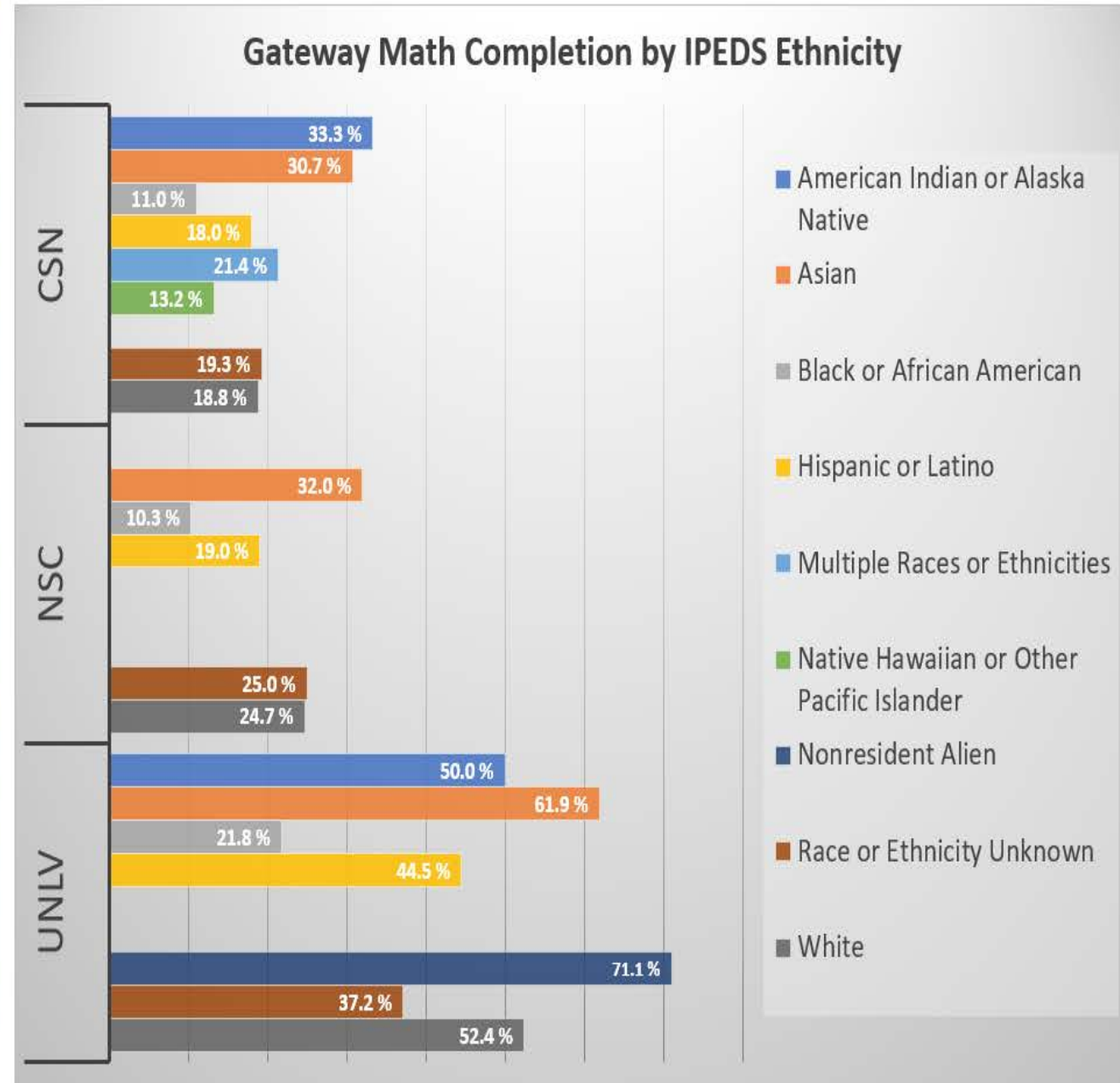
Gateway Math Completion by IPEDS Ethnicity

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino
- Multiple Races or Ethnicities
- Native Hawaiian or Other Pacific Islander
- Nonresident Alien
- Race or Ethnicity Unknown
- White

CSN: 33.3 %, 30.7 %, 11.0 %, 18.0 %, 21.4 %, 13.2 %, 19.3 %, 18.8 %

NSC: 32.0 %, 10.3 %, 19.0 %, 25.0 %, 24.7 %

UNLV: 50.0 %, 61.9 %, 21.8 %, 44.5 %, 71.1 %, 37.2 %, 52.4 %

Completion of Gateway English in 1st 30 Credits—Overall

	Headcount	Success Headcount	Success Percent
CSN	4317	1823	42.2 %
NSC	195	156	80.0 %
UNLV	2436	2019	82.9 %
Grand Total	**6948**	**3998**	**57.5 %**
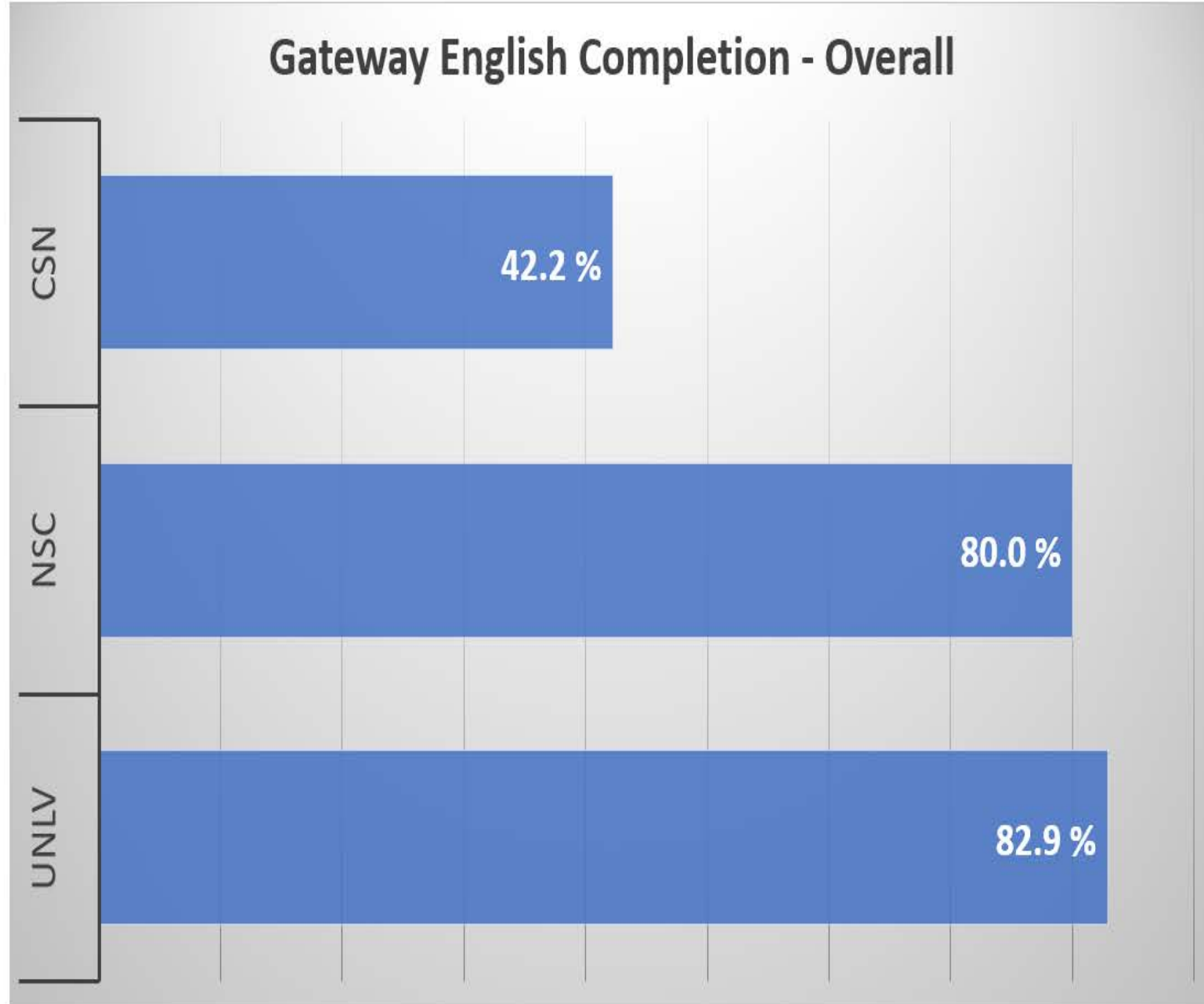
Gateway English Completion - Overall

- CSN: 42.2 %
- NSC: 80.0 %
- UNLV: 82.9 %

Completion of Gateway English in 1ˢᵗ 30 Credits—by First Term Credit Load

	Headcount	Success Headcount	Success Percent
CSN	**4317**	**1823**	**42.2 %**
<6 Credits	413	55	13.3 %
6-11 Credits	2251	789	35.1 %
12-14 Credits	1418	809	57.1 %
15+ Credits	235	170	72.3 %
NSC	**195**	**156**	**80.0 %**
<6 Credits	7		
6-11 Credits	14	12	85.7 %
12-14 Credits	145	119	82.1 %
15+ Credits	29	25	86.2 %
UNLV	**2436**	**2019**	**82.9 %**
<6 Credits	18	3	16.7 %
6-11 Credits	49	26	53.1 %
12-14 Credits	1527	1256	82.3 %
15+ Credits	842	734	87.2 %
Grand Total	**6948**	**3998**	**57.5 %**
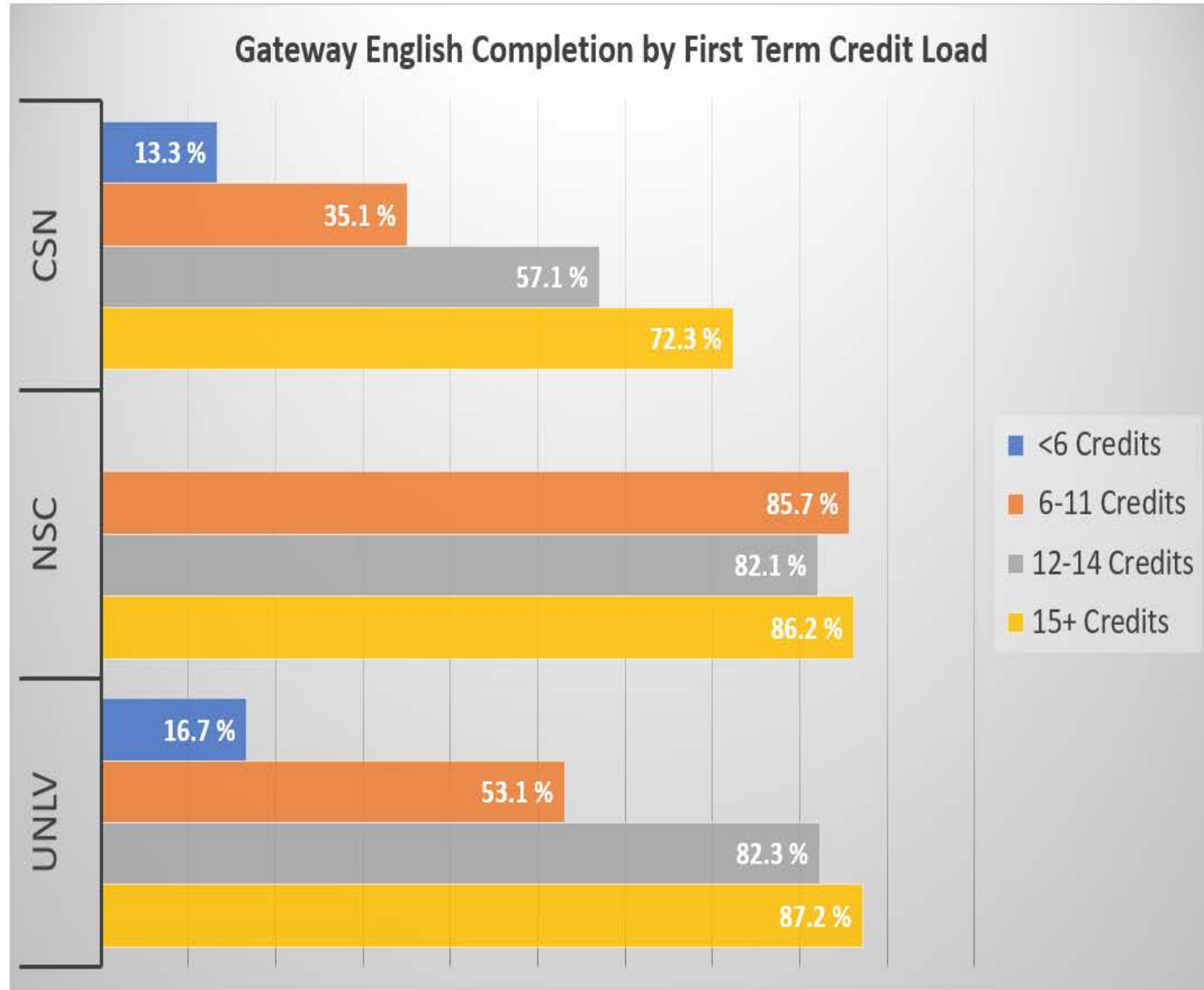
Gateway English Completion by First Term Credit Load

- CSN: <6 Credits 13.3 %; 6-11 Credits 35.1 %; 12-14 Credits 57.1 %; 15+ Credits 72.3 %
- NSC: 6-11 Credits 85.7 %; 12-14 Credits 82.1 %; 15+ Credits 86.2 %
- UNLV: <6 Credits 16.7 %; 6-11 Credits 53.1 %; 12-14 Credits 82.3 %; 15+ Credits 87.2 %

Legend:
- ■ <6 Credits
- ■ 6-11 Credits
- ■ 12-14 Credits
- ■ 15+ Credits

Completion of Gateway English in 1ˢᵗ 30 Credits—by Ethnicity

	Headcount	Success Headcount	Success Percent
CSN	**4317**	**1823**	**42.2 %**
American Indian or Alaska Native	21	11	52.4 %
Asian	283	138	48.8 %
Black or African American	636	175	27.5 %
Hispanic or Latino	1319	576	43.7 %
Multiple Races or Ethnicities	257	127	49.4 %
Native Hawaiian or Other Pacific Islander	68	29	42.6 %
Race or Ethnicity Unknown	405	167	41.2 %
White	1328	600	45.2 %
NSC	**195**	**156**	**80.0 %**
American Indian or Alaska Native	2	1	50.0 %
Asian	25	21	84.0 %
Black or African American	29	21	72.4 %
Hispanic or Latino	42	34	81.0 %
Race or Ethnicity Unknown	16	13	81.3 %
White	81	66	81.5 %
UNLV	**2436**	**2019**	**82.9 %**
American Indian or Alaska Native	14	14	100.0 %
Asian	444	380	85.6 %
Black or African American	156	125	80.1 %
Hispanic or Latino	292	236	80.8 %
Nonresident Alien	38	34	89.5 %
Race or Ethnicity Unknown	651	512	78.6 %
White	841	718	85.4 %
Grand Total	**6948**	**3998**	**57.5 %**
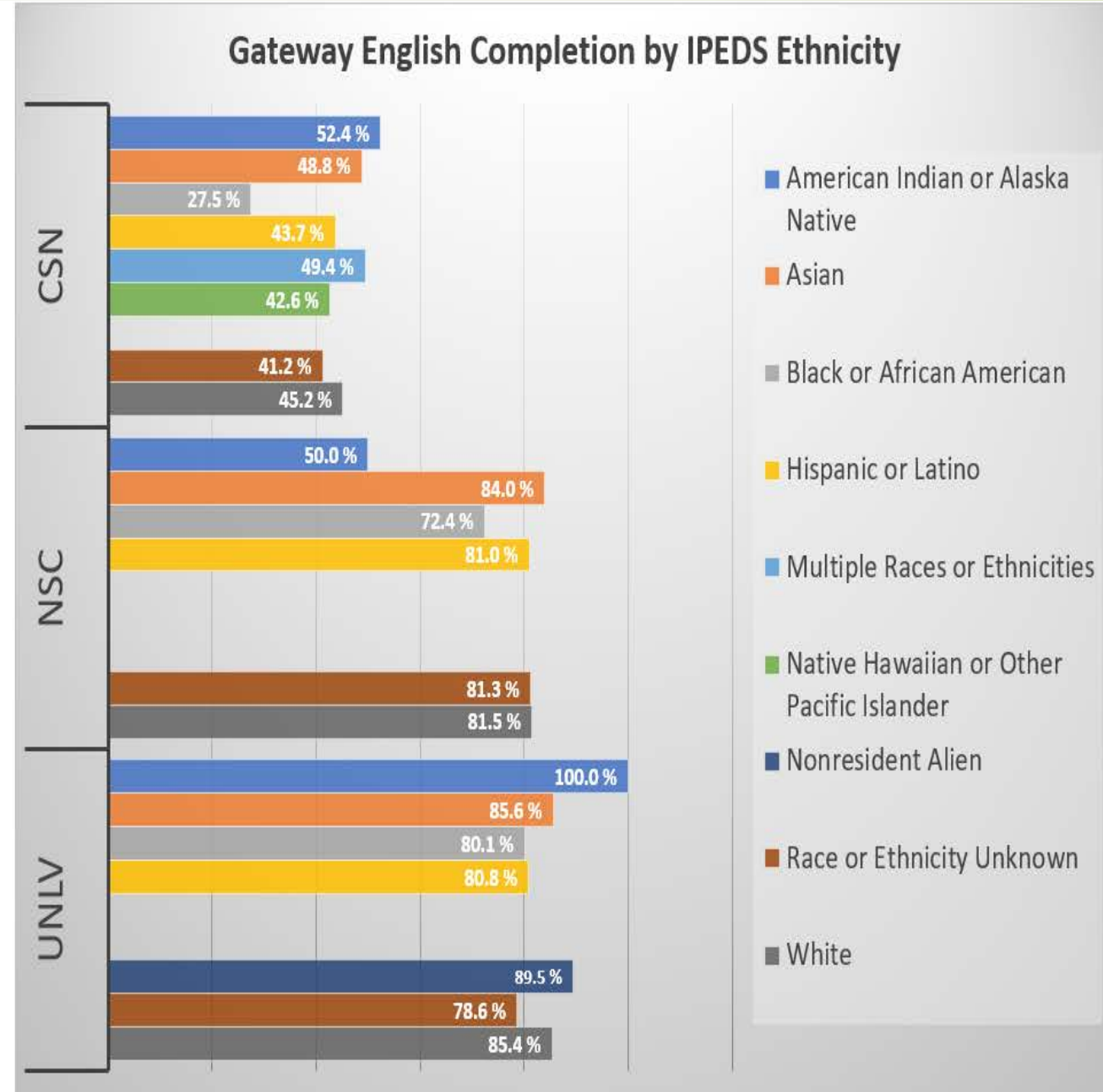
Gateway English Completion by IPEDS Ethnicity

Credit Momentum—30 Credits in First Year --Overall

	Headcount	Success Headcount	Success Percent
CSN	4317	169	3.9 %
NSC	195	26	13.3 %
UNLV	2436	646	26.5 %
Grand Total	6948	841	12.1 %

Credit Momentum (30 Credits in First Year) - Overall

- CSN: 3.9 %
- NSC: 13.3 %
- UNLV: 26.5 %
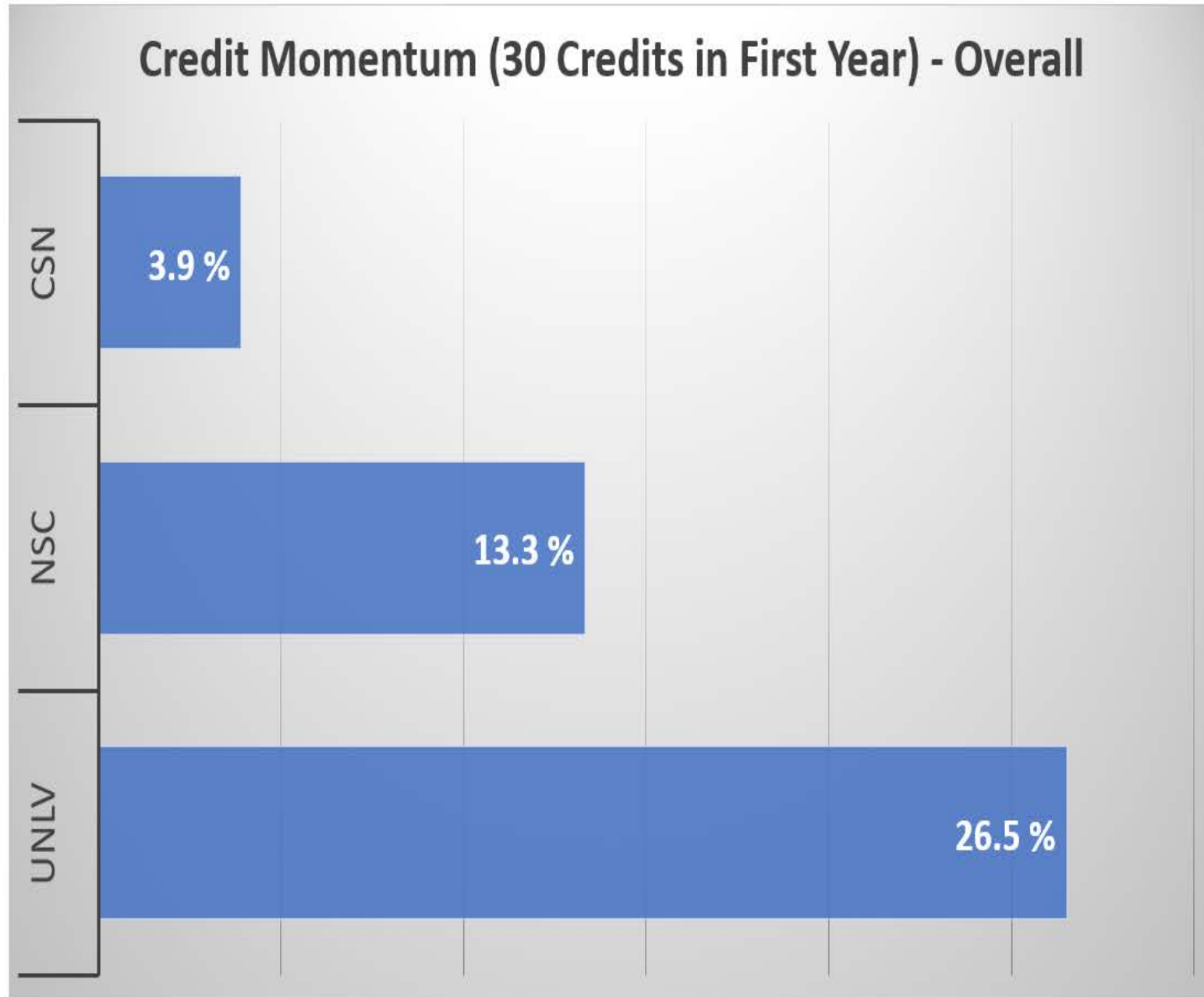
Credit Momentum—30 Credits in First Year --Age

	Headcount	Success Headcount	Success Percent
CSN	**4317**	**169**	**3.9 %**
<18 Years Old	301	24	8.0 %
18-24 Years Old	3064	125	4.1 %
25-39 Years Old	670	16	2.4 %
40+ Years Old	282	4	1.4 %
NSC	**195**	**26**	**13.3 %**
<18 Years Old	27	6	22.2 %
18-24 Years Old	158	17	10.8 %
25-39 Years Old	7	2	28.6 %
40+ Years Old	3	1	33.3 %
UNLV	**2436**	**646**	**26.5 %**
<18 Years Old	324	99	30.6 %
18-24 Years Old	2097	544	25.9 %
25-39 Years Old	14	3	21.4 %
40+ Years Old	1		
Grand Total	**6948**	**841**	**12.1 %**

Credit Momentum (30 Credits in First Year) by Age

CSN
- <18 Years Old: 8.0 %
- 18-24 Years Old: 4.1 %
- 25-39 Years Old: 2.4 %
- 40+ Years Old: 1.4 %

NSC
- <18 Years Old: 22.2 %
- 18-24 Years Old: 10.8 %
- 25-39 Years Old: 28.6 %
- 40+ Years Old: 33.3 %

UNLV
- <18 Years Old: 30.6 %
- 18-24 Years Old: 25.9 %
- 25-39 Years Old: 21.4 %

Legend:
- <18 Years Old
- 18-24 Years Old
- 25-39 Years Old
- 40+ Years Old
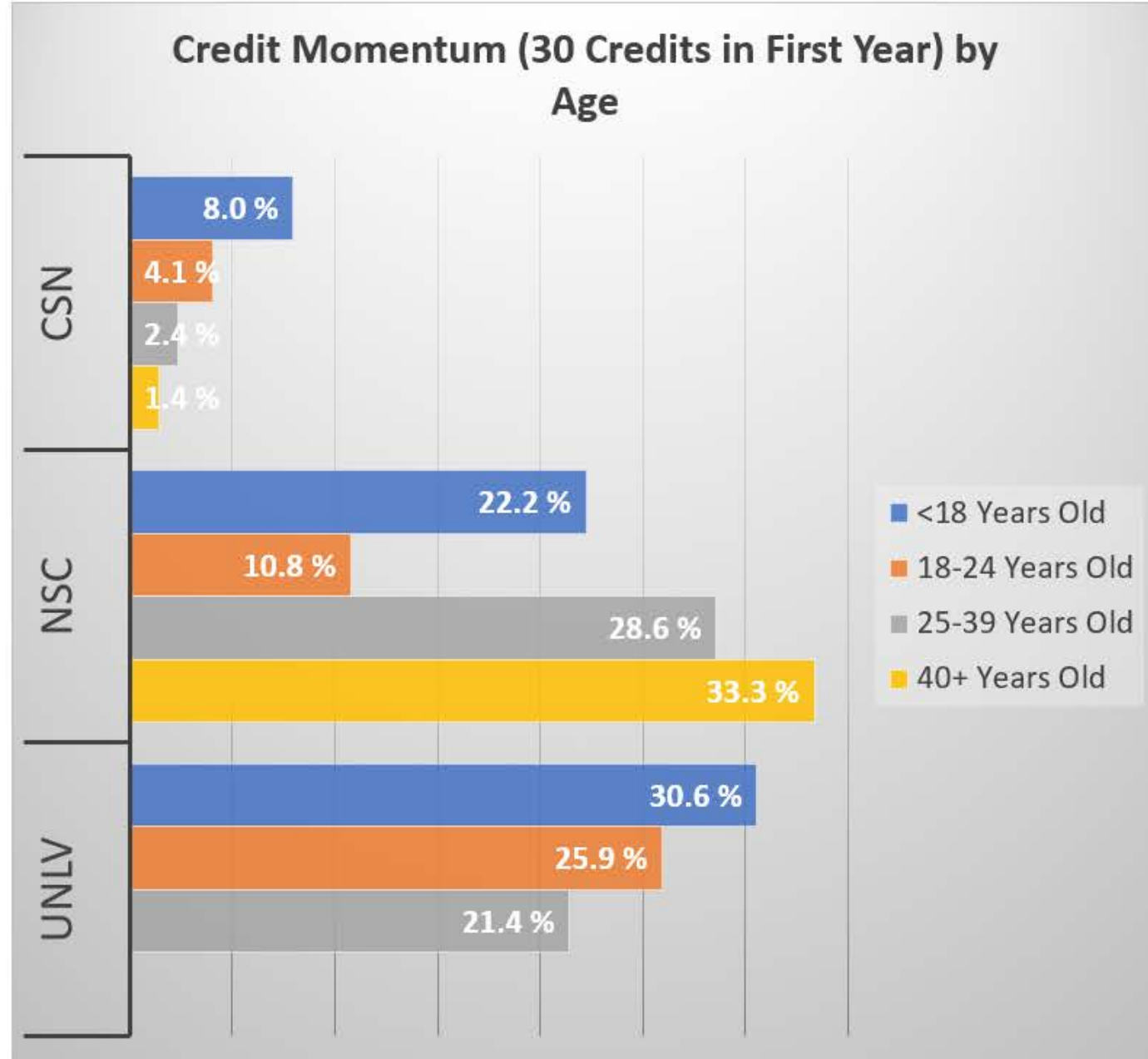
Credit Momentum—30 Credits in First Year --Ethnicity

	Headcount	Success Headcount	Success Percent
CSN	**4317**	**169**	**3.9 %**
American Indian or Alaska Native	21	1	4.8 %
Asian	283	17	6.0 %
Black or African American	636	11	1.7 %
Hispanic or Latino	1319	49	3.7 %
Multiple Races or Ethnicities	257	17	6.6 %
Native Hawaiian or Other Pacific Islander	68	1	1.5 %
Race or Ethnicity Unknown	405	15	3.7 %
White	1328	58	4.4 %
NSC	**195**	**26**	**13.3 %**
American Indian or Alaska Native	2		
Asian	25	5	20.0 %
Black or African American	29	2	6.9 %
Hispanic or Latino	42	5	11.9 %
Race or Ethnicity Unknown	16	1	6.3 %
White	81	13	16.0 %
UNLV	**2436**	**646**	**26.5 %**
American Indian or Alaska Native	14	3	21.4 %
Asian	444	176	39.6 %
Black or African American	156	26	16.7 %
Hispanic or Latino	292	71	24.3 %
Nonresident Alien	38	14	36.8 %
Race or Ethnicity Unknown	651	131	20.1 %
White	841	225	26.8 %
Grand Total	**6948**	**841**	**12.1 %**
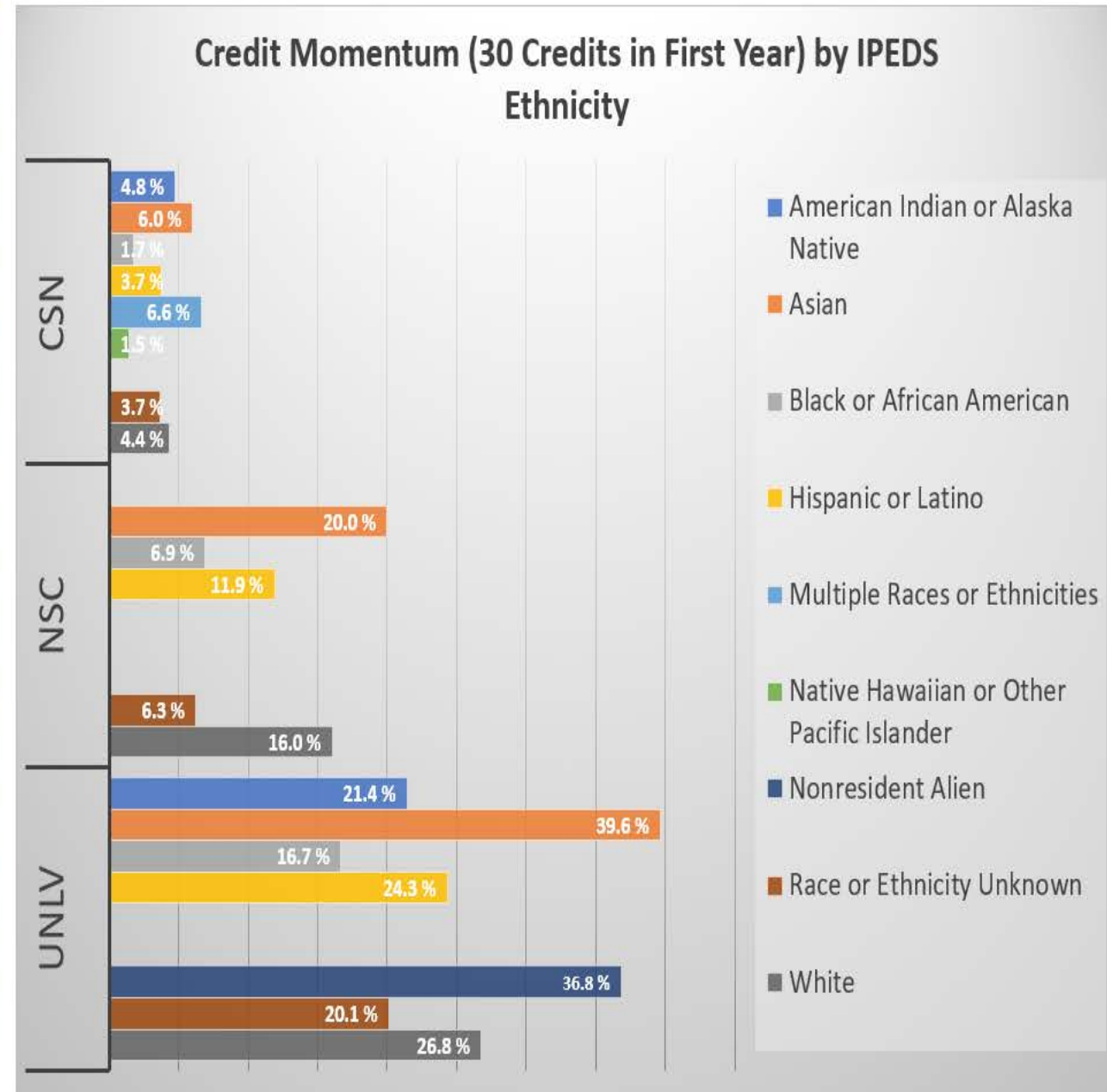
Credit Momentum (30 Credits in First Year) by IPEDS Ethnicity

Fall to Fall Persistence—Overall

	Headcount	Success Headcount	Success Percent
CSN	1653	1019	61.6 %
NSC	174	122	70.1 %
UNLV	2369	1943	82.0 %
Grand Total	4196	3084	73.5 %

Fall-to-Fall Persistence - Overall

- CSN: 61.6 %
- NSC: 70.1 %
- UNLV: 82.0 %
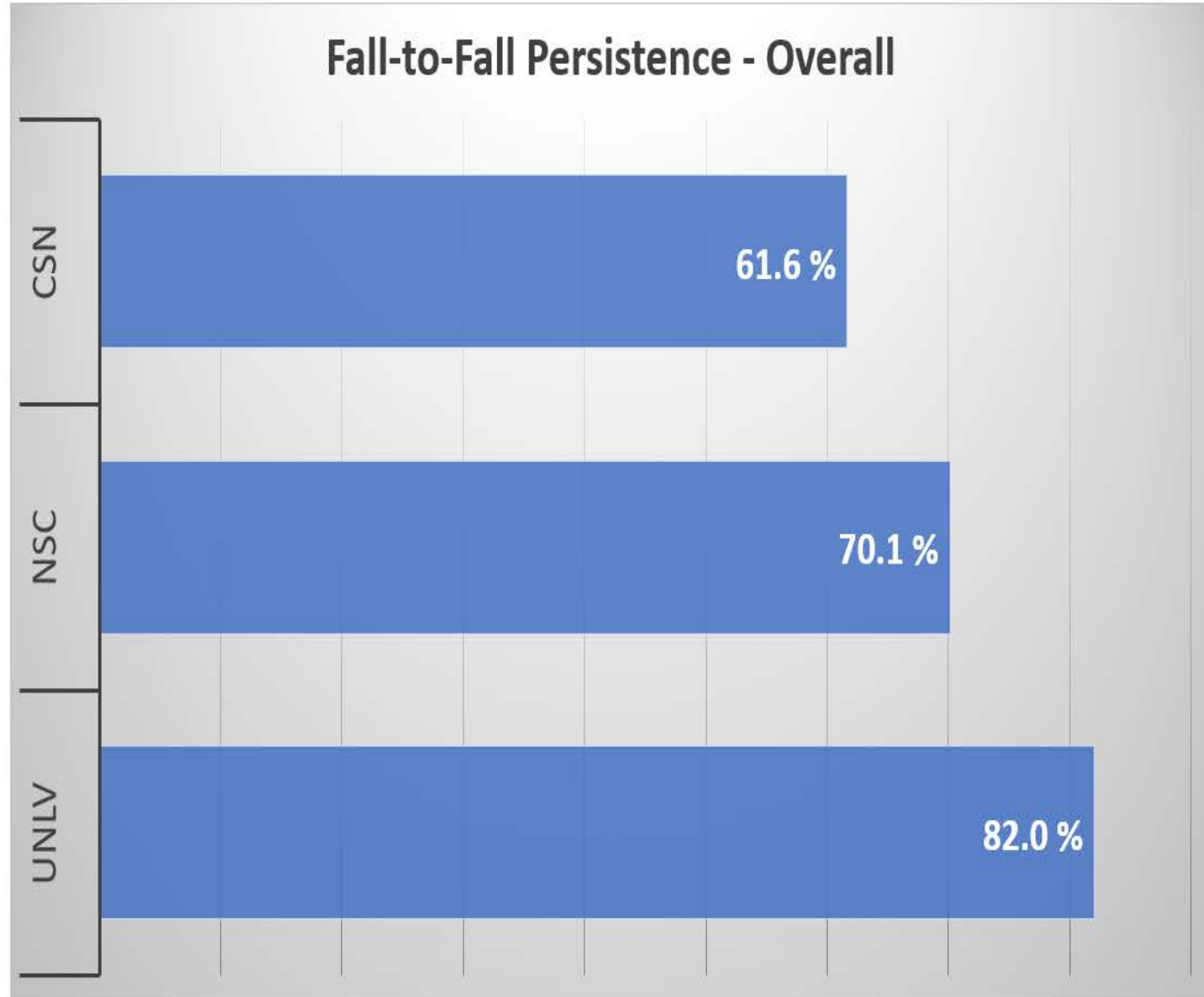
Fall to Fall Persistence—By 1ˢᵗ Term Credit Load

	Headcount	Success Headcount	Success Percent
CSN	**1653**	**1019**	**61.6 %**
12-14 Credits	1418	850	59.9 %
15+ Credits	235	169	71.9 %
NSC	**174**	**122**	**70.1 %**
12-14 Credits	145	105	72.4 %
15+ Credits	29	17	58.6 %
UNLV	**2369**	**1943**	**82.0 %**
12-14 Credits	1527	1237	81.0 %
15+ Credits	842	706	83.8 %
Grand Total	**4196**	**3084**	**73.5 %**

Fall-to-Fall Persistence by First Term Credit Load

CSN
- 12-14 Credits: 59.9 %
- 15+ Credits: 71.9 %

NSC
- 12-14 Credits: 72.4 %
- 15+ Credits: 58.6 %

UNLV
- 12-14 Credits: 81.0 %
- 15+ Credits: 83.8 %

Legend: ■ 12-14 Credits ■ 15+ Credits
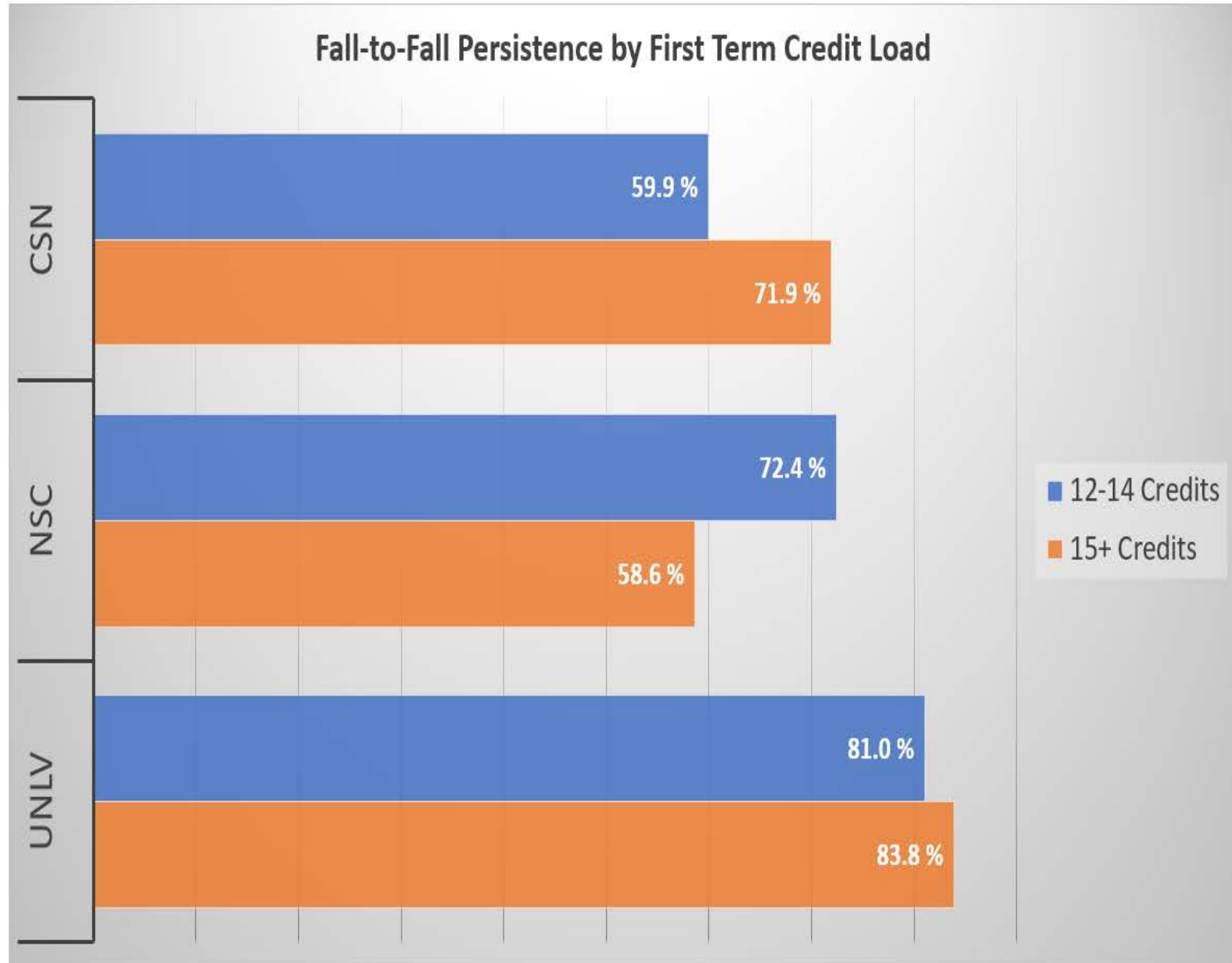
Fall to Fall Persistence—By Ethnicity

	Headcount	Success Headcount	Success Percent
CSN	**1653**	**1019**	**61.6 %**
American Indian or Alaska Native	10	6	60.0 %
Asian	103	76	73.8 %
Black or African American	233	114	48.9 %
Hispanic or Latino	477	310	65.0 %
Multiple Races or Ethnicities	123	77	62.6 %
Native Hawaiian or Other Pacific Islander	17	10	58.8 %
Race or Ethnicity Unknown	133	92	69.2 %
White	557	334	60.0 %
NSC	**174**	**122**	**70.1 %**
American Indian or Alaska Native	2		
Asian	24	19	79.2 %
Black or African American	23	13	56.5 %
Hispanic or Latino	37	28	75.7 %
Race or Ethnicity Unknown	16	12	75.0 %
White	72	50	69.4 %
UNLV	**2369**	**1943**	**82.0 %**
American Indian or Alaska Native	14	13	92.9 %
Asian	432	380	88.0 %
Black or African American	150	117	78.0 %
Hispanic or Latino	285	235	82.5 %
Nonresident Alien	38	33	86.8 %
Race or Ethnicity Unknown	625	486	77.8 %
White	825	679	82.3 %
Grand Total	**4196**	**3084**	**73.5 %**

Fall-to-Fall Persistence by IPEDS Ethnicity
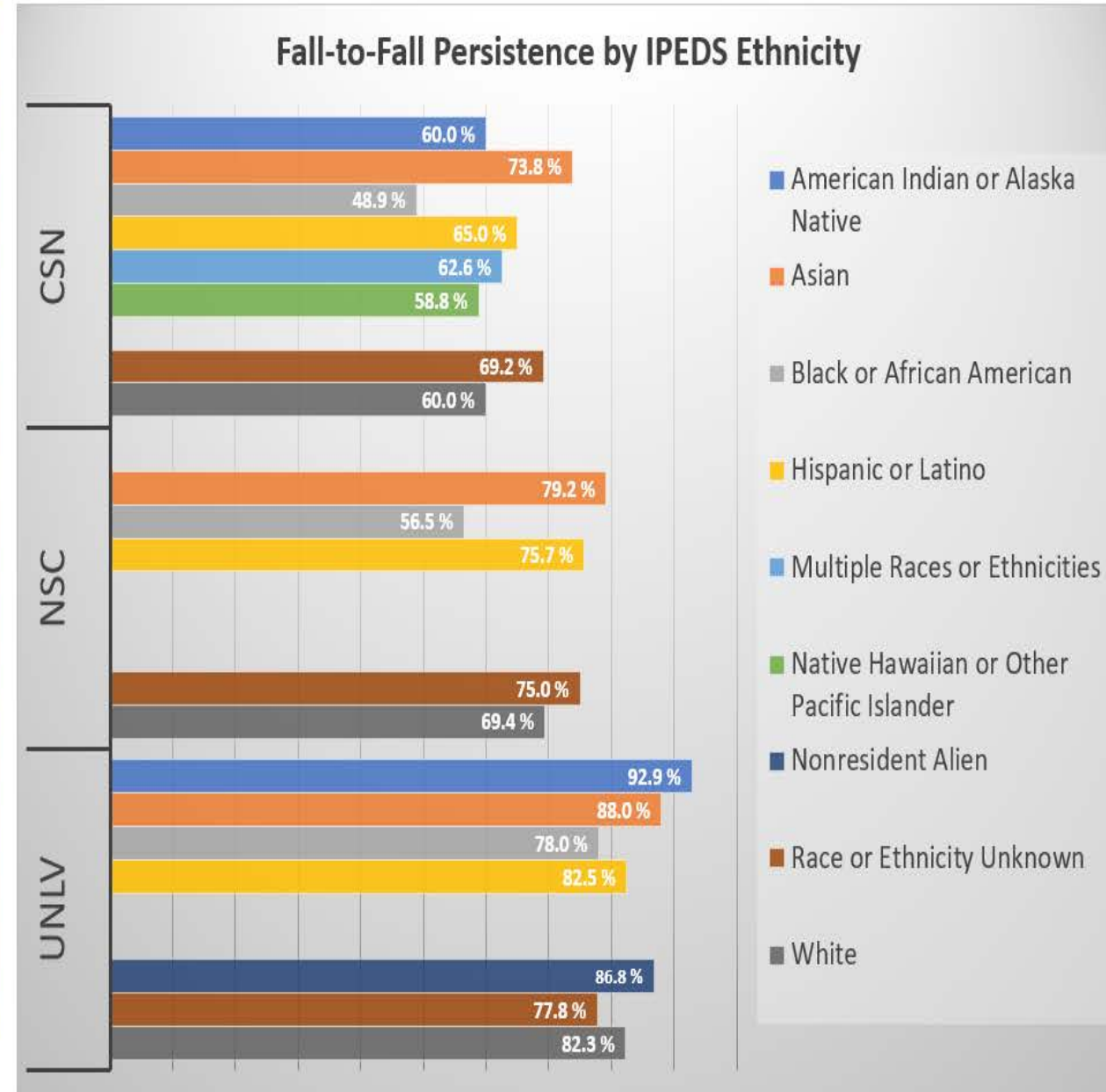
Average Years to Completion--Overall

	Headcount	Average of Metric
CSN	1016	4.9
NSC	95	6.0
UNLV	1627	5.5
Grand Total	**2733**	**5.3**

Average Number of Years to Complete - Overall

CSN	4.9
NSC	6.0
UNLV	5.5
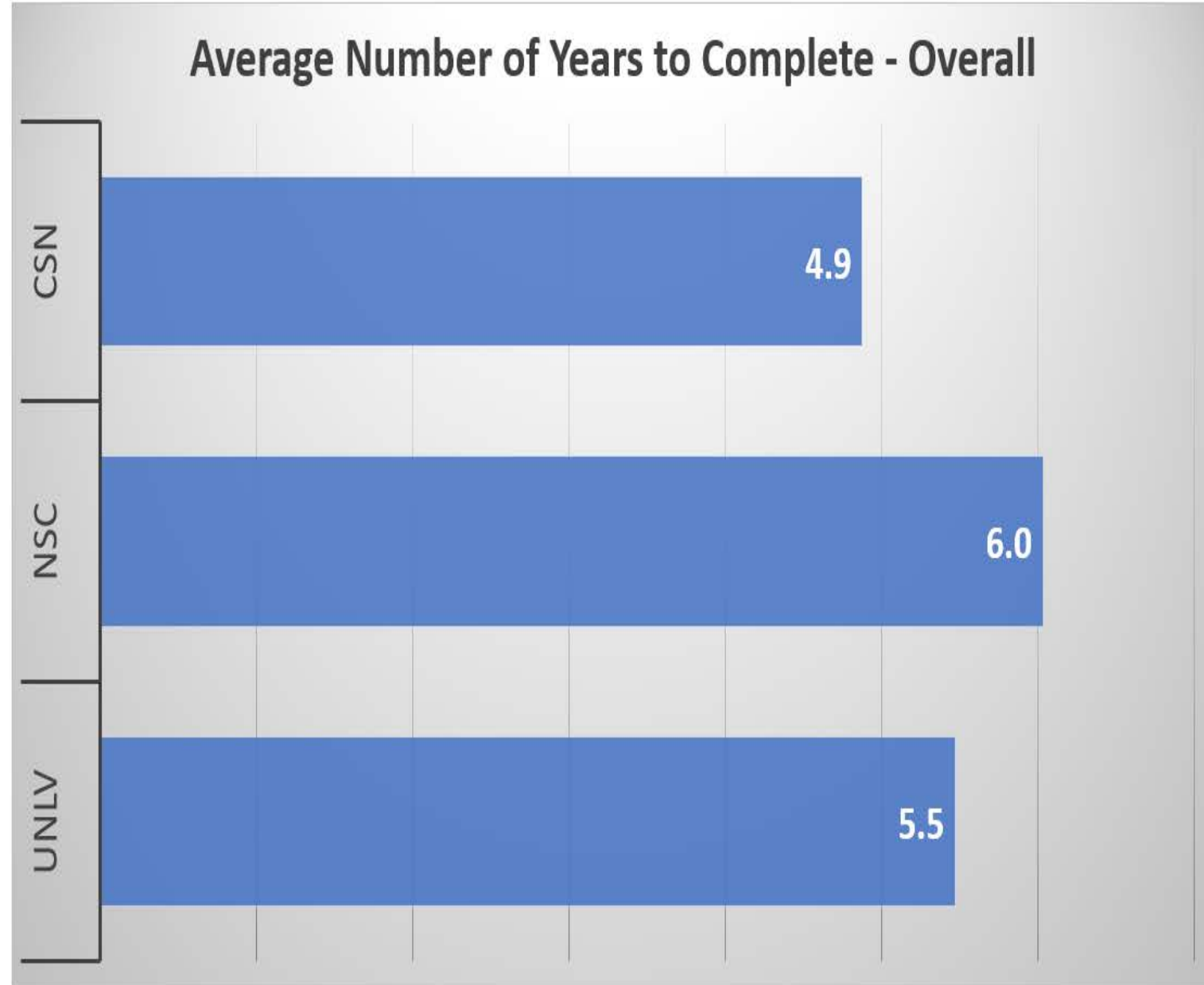
Credits Earned to Completion—Overall

	Headcount	Average of Metric
CSN	1016	95.5
NSC	95	160.6
UNLV	1627	153.5
Grand Total	2733	132.2

Average Credits to Complete - Overall

Institution	Average Credits
CSN	95.5
NSC	160.6
UNLV	153.5
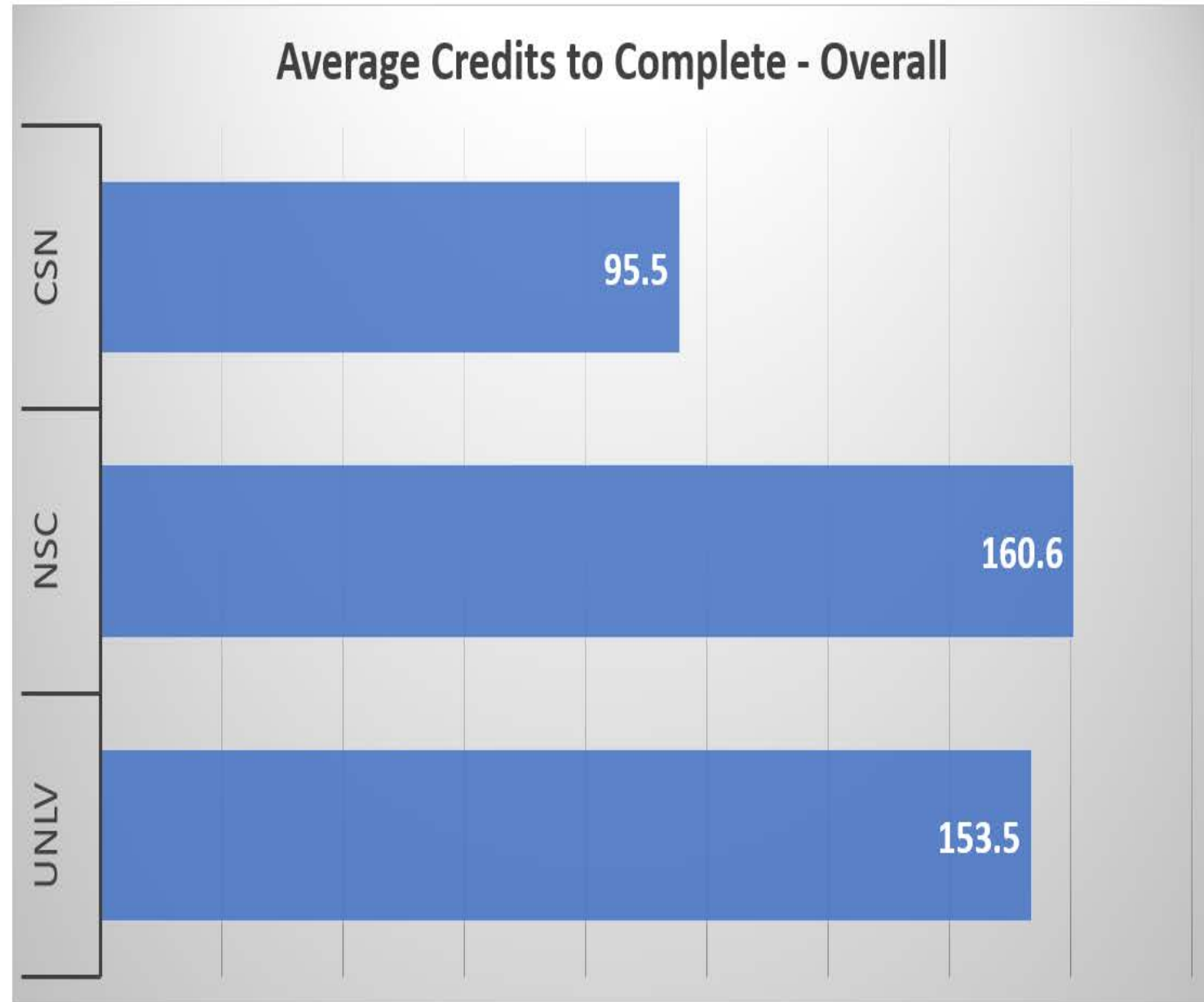
Why Do Students Get Off Track?

- Never on a "track" to begin with
- Academic advising not required for all
- Catalogs are difficult to comprehend
- Do not understand course pre-requisites
- Do not understand course sequencing
- Students withdrawal or fail courses
- Required courses are not available at right time
- Students change majors (multiple times)
- Students do not have a connection on campus or have little engagement

The Big Goal

Increase Completion of Credentials of Value in NV

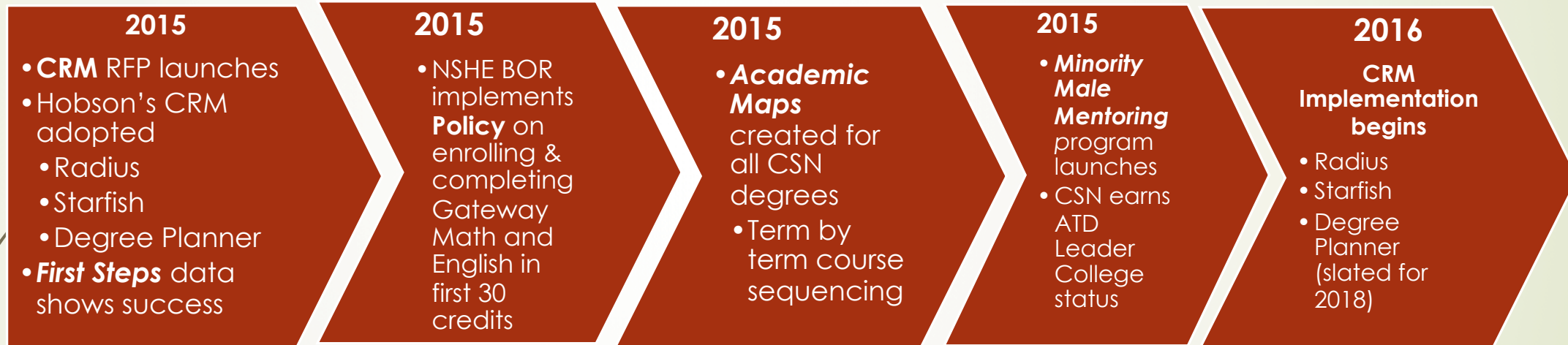# How Has CSN Responded Over the Last Seven Years?

Timeline
Getting Ready to Launch Pathways to Scale

2010
- Nevada joins Complete College America
- Graduation goals identified for each NSHE institution

2012
- CSN joins ATD
- Data collection & analysis
- Intervention design

2013
- *First Steps launches*
- Advising
- Orientation
- Placement testing

2014
- *Finish in 2 launches*

2015
Remedial Math & English
Re-design pilots launch
(Co-Requisite Model)

Timeline
Getting Ready to Launch Pathways to Scale
(continued)

2015
- **CRM** RFP launches
- Hobson's CRM adopted
- Radius
- Starfish
- Degree Planner
- *First Steps* data shows success

2015
- NSHE BOR implements **Policy** on enrolling & completing Gateway Math and English in first 30 credits

2015
- *Academic Maps* created for all CSN degrees
- Term by term course sequencing

2015
- *Minority Male Mentoring* program launches
- CSN earns ATD Leader College status

2016
CRM Implementation begins
- Radius
- Starfish
- Degree Planner (slated for 2018)

Timeline
Getting Ready to Launch Pathways to Scale
(continued)

2017
- **Academic Maps** revised & placed in CSN catalog
- **Co-Requisite Math & English** pilots continue with plan for scaling

2017
- Pathways conversations continue
- CSN Recognized by CCA as **primed for Pathways** to be brought to scale

2017
- *Meta Major policy work begins*
- All academic majors aligned to meta majors

2018
- *Meta Major policy* approved
- *General Ed alignment for 1st 15 credits for Meta Majors*

2018
Lumina Awards Talent Hub designation to CSN & S. NV

CCA awards Pathways Grant to CSN, NSC & UNLV

First Steps Intervention Data

Required Advising, Orientation & Placement Testing

First Term Units Taken and Units Passed At C-

Average Units Taken – Full and Part Time	Percent of Units Passed at C- – Full and Part Time
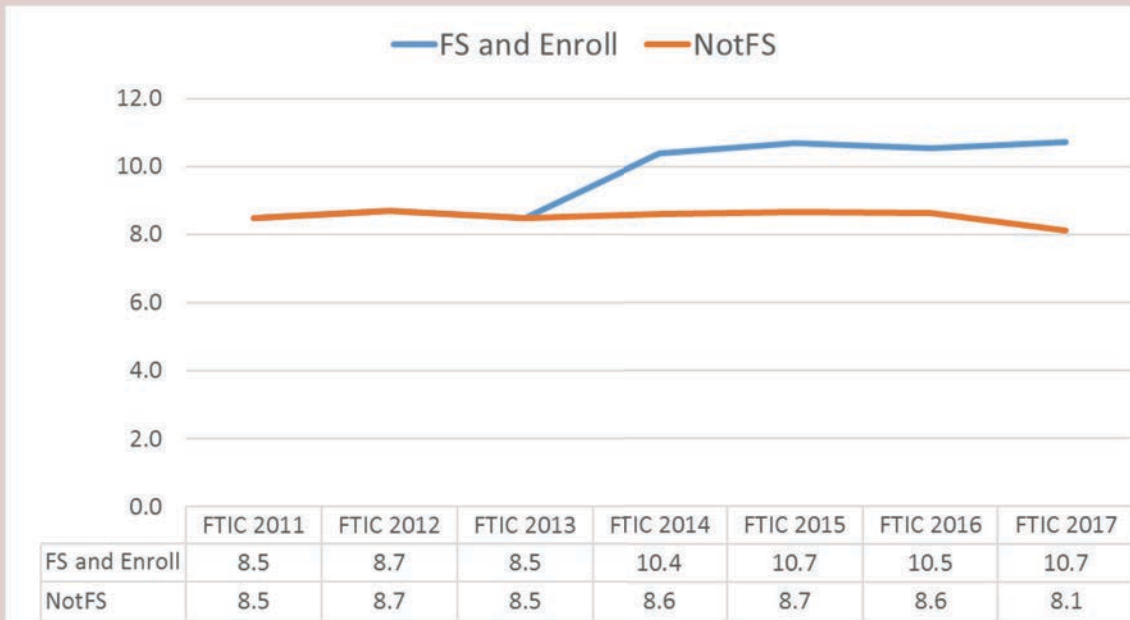
	FTIC 2011	FTIC 2012	FTIC 2013	FTIC 2014	FTIC 2015	FTIC 2016	FTIC 2017
FS and Enroll	8.5	8.7	8.5	10.4	10.7	10.5	10.7
NotFS	8.5	8.7	8.5	8.6	8.7	8.6	8.1

	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 %
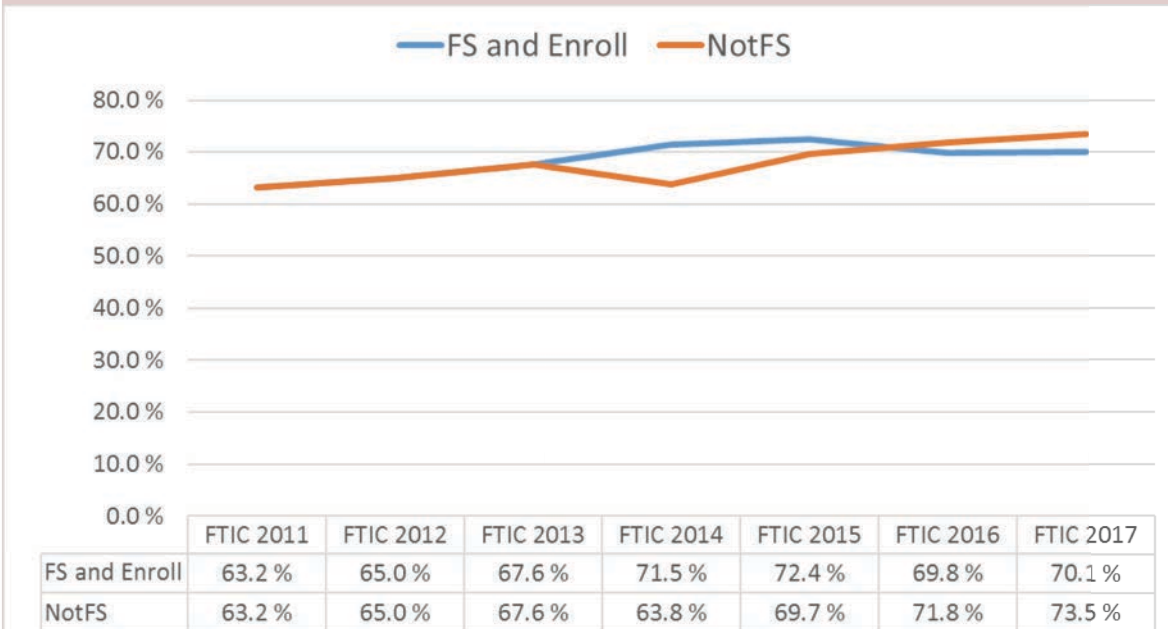
Take Away – First Steps students are enrolling in more credits and passing at about the same rate as Non-First Steps students

Enrolled in Any Math and Eng within 1 year

	Full Time		Part Time	

Full Time

	FTIC 2011	FTIC 2012	FTIC 2013	FTIC 2014	FTIC 2015	FTIC 2016	FTIC 2017
FS and Enroll	38.2%	41.4%	42.3%	63.4%	64.5%	72.7%	75.9%
NotFS	38.2%	41.4%	42.3%	36.3%	44.7%	56.5%	59.5%

Part Time

	FTIC 2011	FTIC 2012	FTIC 2013	FTIC 2014	FTIC 2015	FTIC 2016	FTIC 2017
FS and Enroll	12.4 %	13.7 %	14.5 %	27.5 %	32.8 %	41.7 %	41.9 %
NotFS	12.4 %	13.7 %	14.5 %	13.4 %	17.9 %	22.4 %	20.0 %
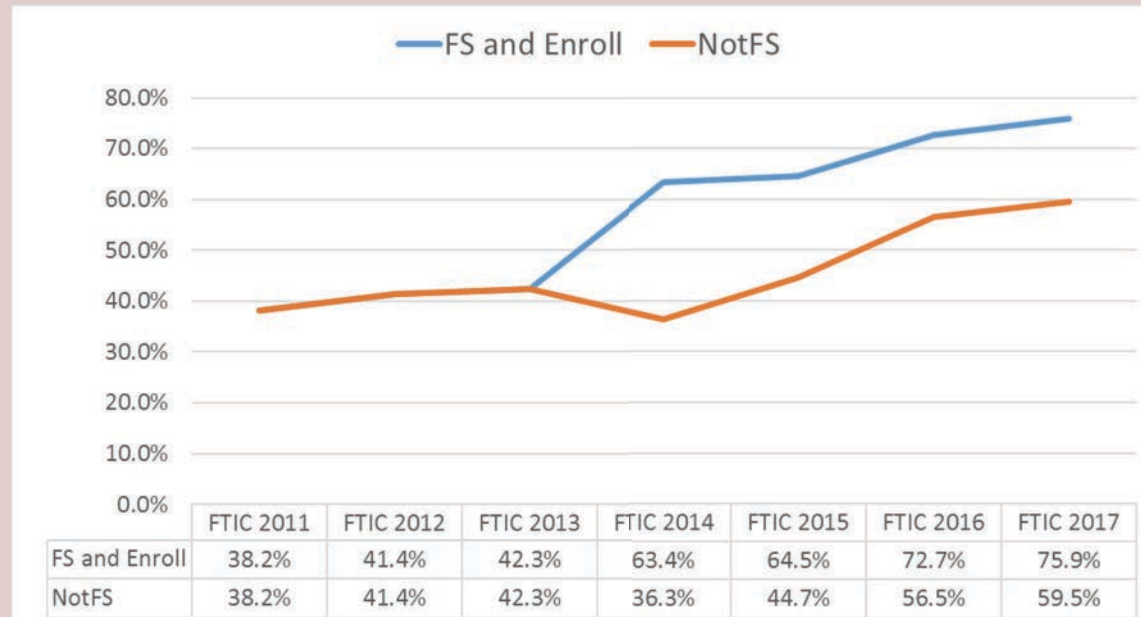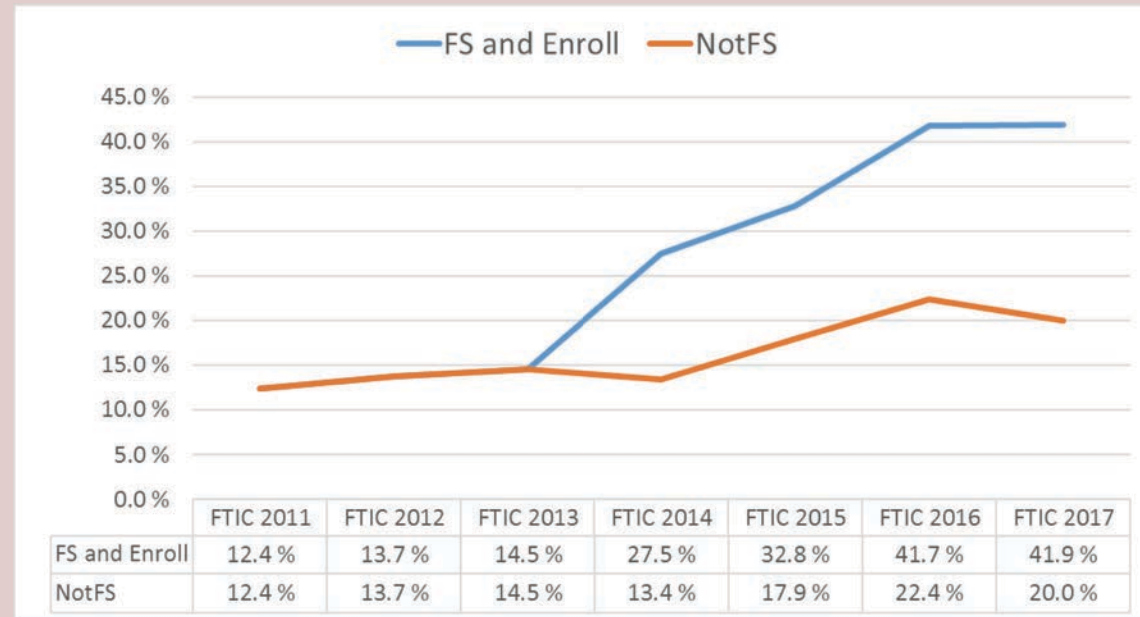
Take Away – Both part time and full time students are enrolling in Math and English sooner

Fall-to-Fall Persistence

Full Time

	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 %	

Part Time

	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 %	
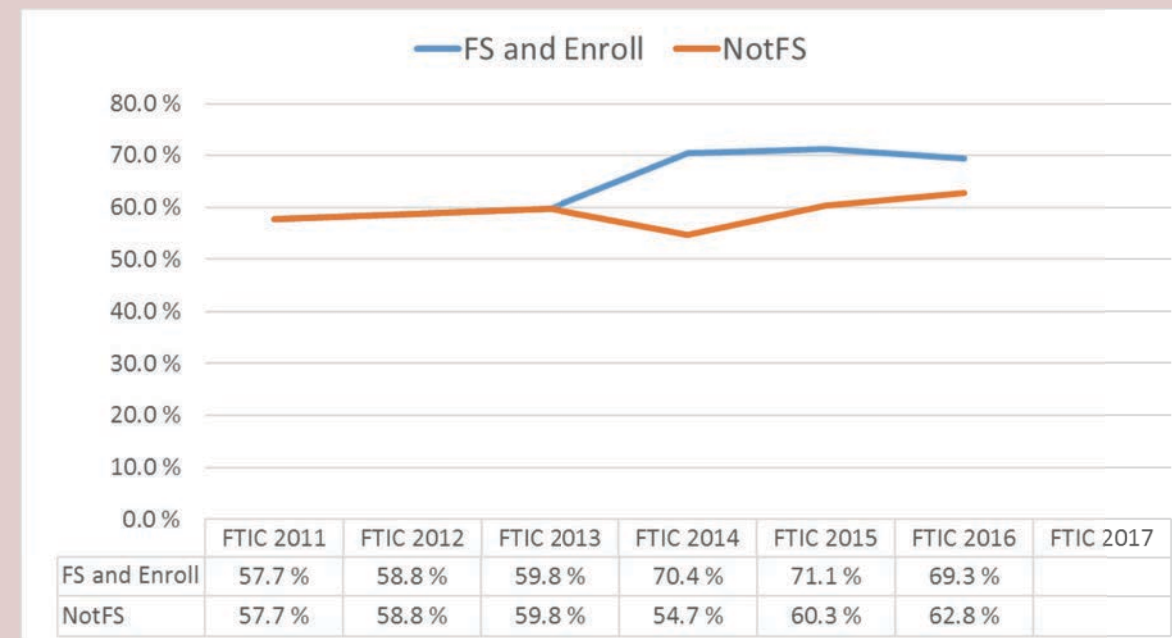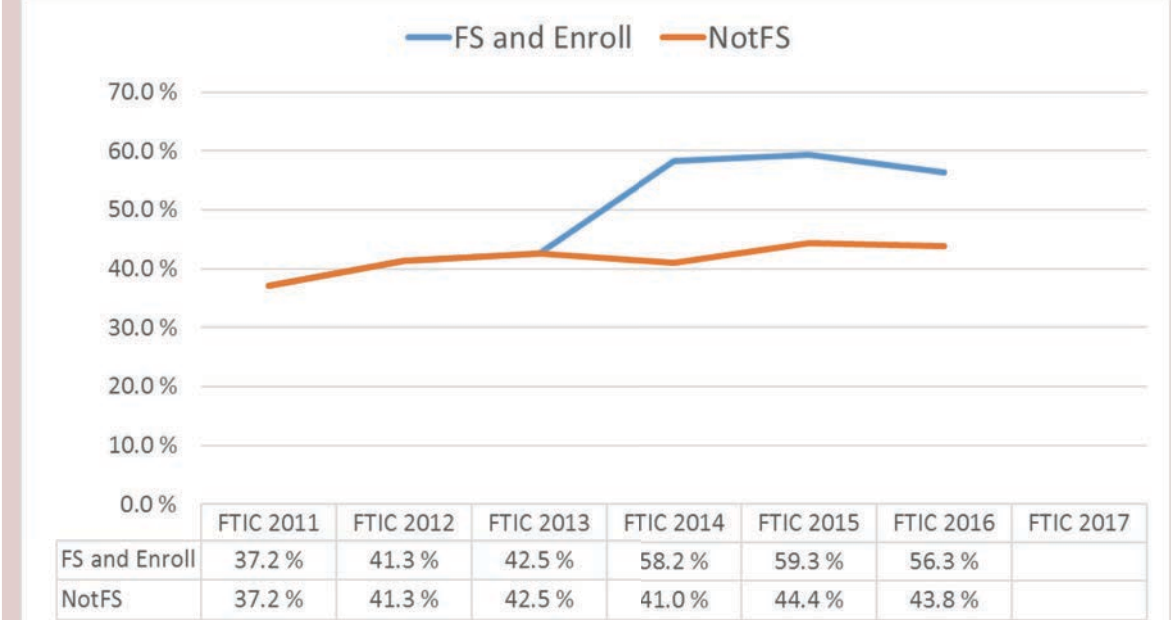
Take Away – Both part time and full time First Steps students have higher fall-to-fall persistence rates.
And, in both cases, those rates seem to have topped out.

Graduation Rate (within 150% time)

Full Time	Part Time

Full Time

Legend: —FS and Enroll —NotFS

	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 %

Part Time

Legend: —FS and Enroll —NotFS

	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 %
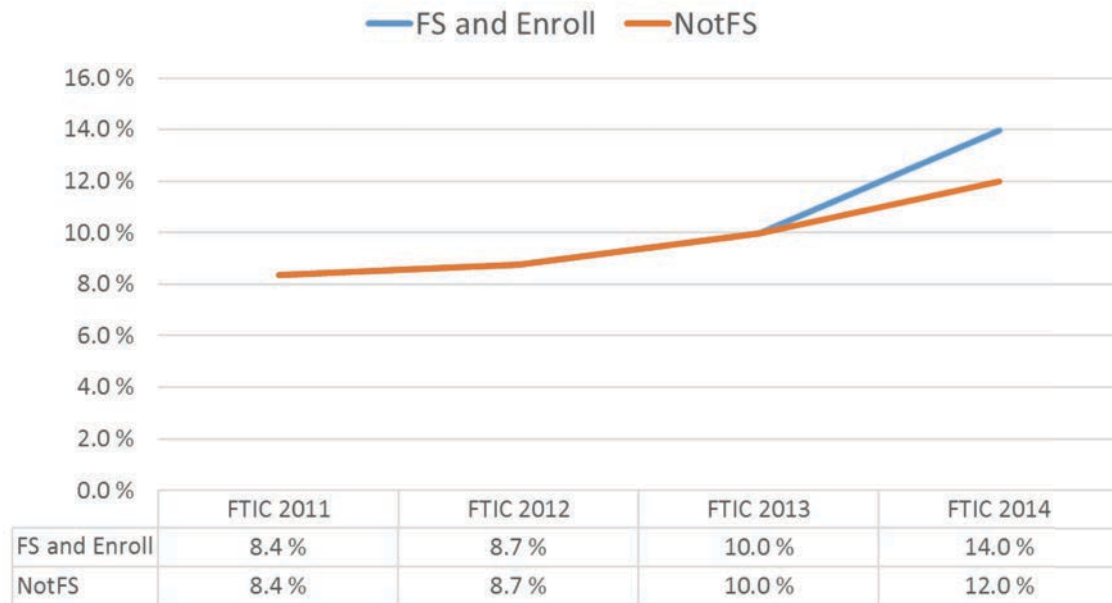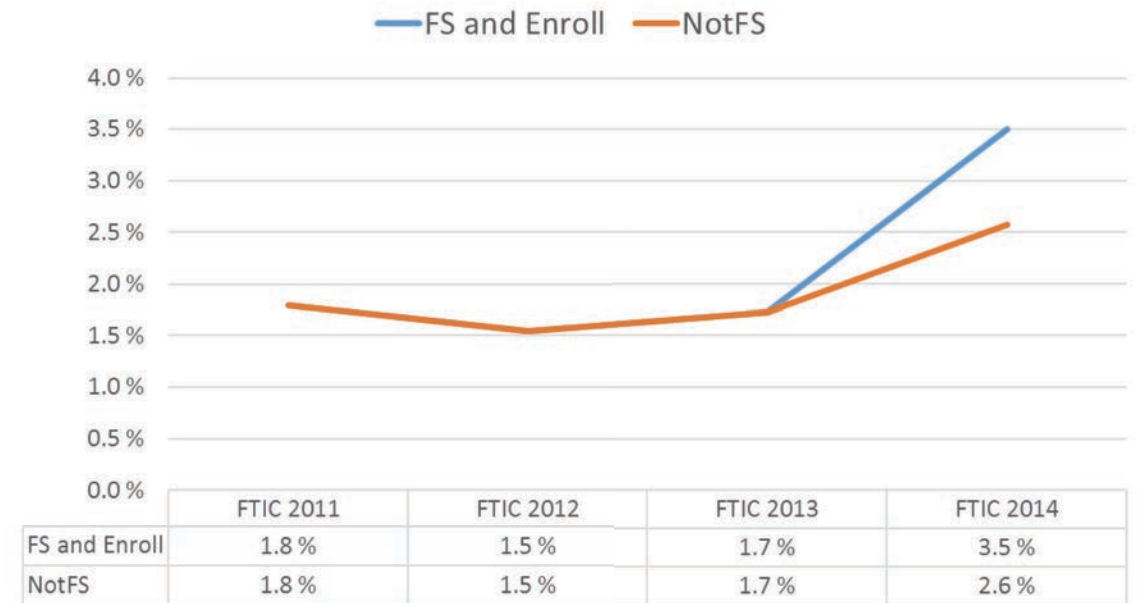
Take Away – First Steps students appear to be graduating at a higher rate. Though, the data available is still early at this point

Grad Rate (within 150% time) – Pell Students

First Steps	Non-First Steps

First Steps

	FTIC 2011	FTIC 2012	FTIC 2013	FTIC 2014
Pell	2.9 %	3.5 %	3.7 %	10.3 %
Not Pell	5.1 %	4.8 %	5.2 %	7.8 %

Non-First Steps

	FTIC 2011	FTIC 2012	FTIC 2013	FTIC 2014
Pell	2.9 %	3.5 %	3.7 %	3.9 %
Not Pell	5.1 %	4.8 %	5.2 %	7.6 %
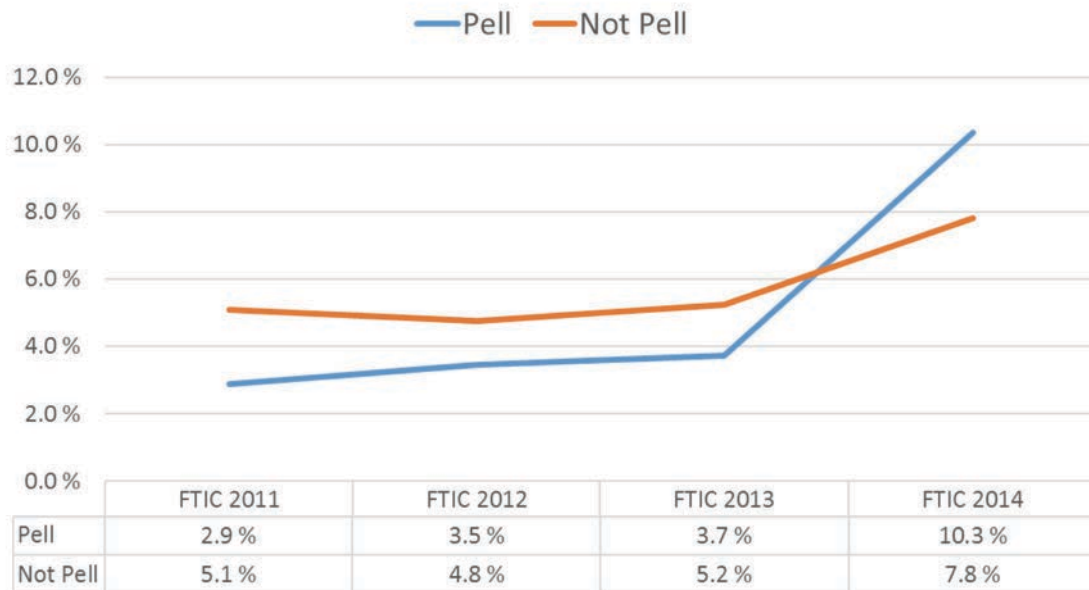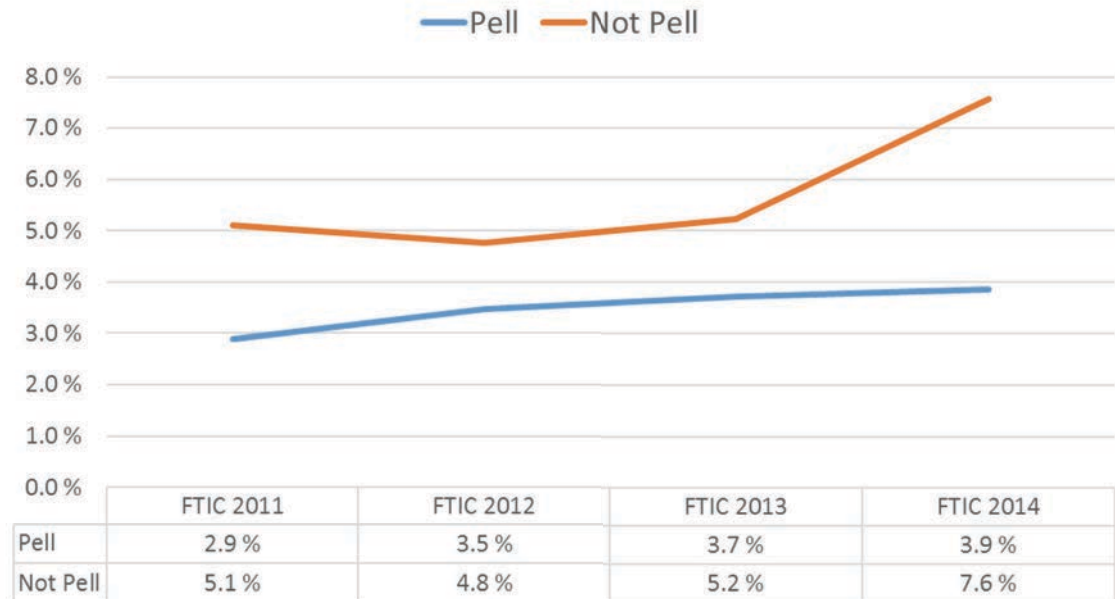
Take Away – Pell students treated with First Steps graduated at a higher rate than non-Pell students,
helping to close the achievement gap between Pell and Non-Pell students.

Grad Rate (within 150% time) – Ethnicity

First Steps

Asian — Black or African American — Hispanics of any race — White

	FTIC 2011	FTIC 2012	FTIC 2013	FTIC 2014
Asian	7.6 %	7.3 %	8.3 %	13.4 %
Black or African American	1.9 %	1.8 %	1.5 %	4.1 %
Hispanics of any race	3.6 %	3.2 %	4.3 %	8.9 %
White	4.8 %	5.0 %	5.5 %	10.2 %

Non-First Steps

Asian — Black or African American — Hispanics of any race — White

	FTIC 2011	FTIC 2012	FTIC 2013	FTIC 2014
Asian	7.6 %	7.3 %	8.3 %	15.9 %
Black or African American	1.9 %	1.8 %	1.5 %	1.4 %
Hispanics of any race	3.6 %	3.2 %	4.3 %	4.3 %
White	4.8 %	5.0 %	5.5 %	10.2 %

Take Away – African American and Hispanic students treated with First Steps graduated at a higher rate than those same student groups NOT treated with First Steps.

3 Year Status Check – Full and Part Time

After Three Years, The Percentage of Students That Have Graduated, Transferred Out, or Are Still Enrolled

	FTIC 2011	FTIC 2012	FTIC 2013	FTIC 2014	FTIC 2015*
FS and Enroll	47.1 %	49.7 %	48.2 %	63.6 %	64.2 %
NotFS	47.1 %	49.7 %	48.2 %	42.7 %	46.8 %
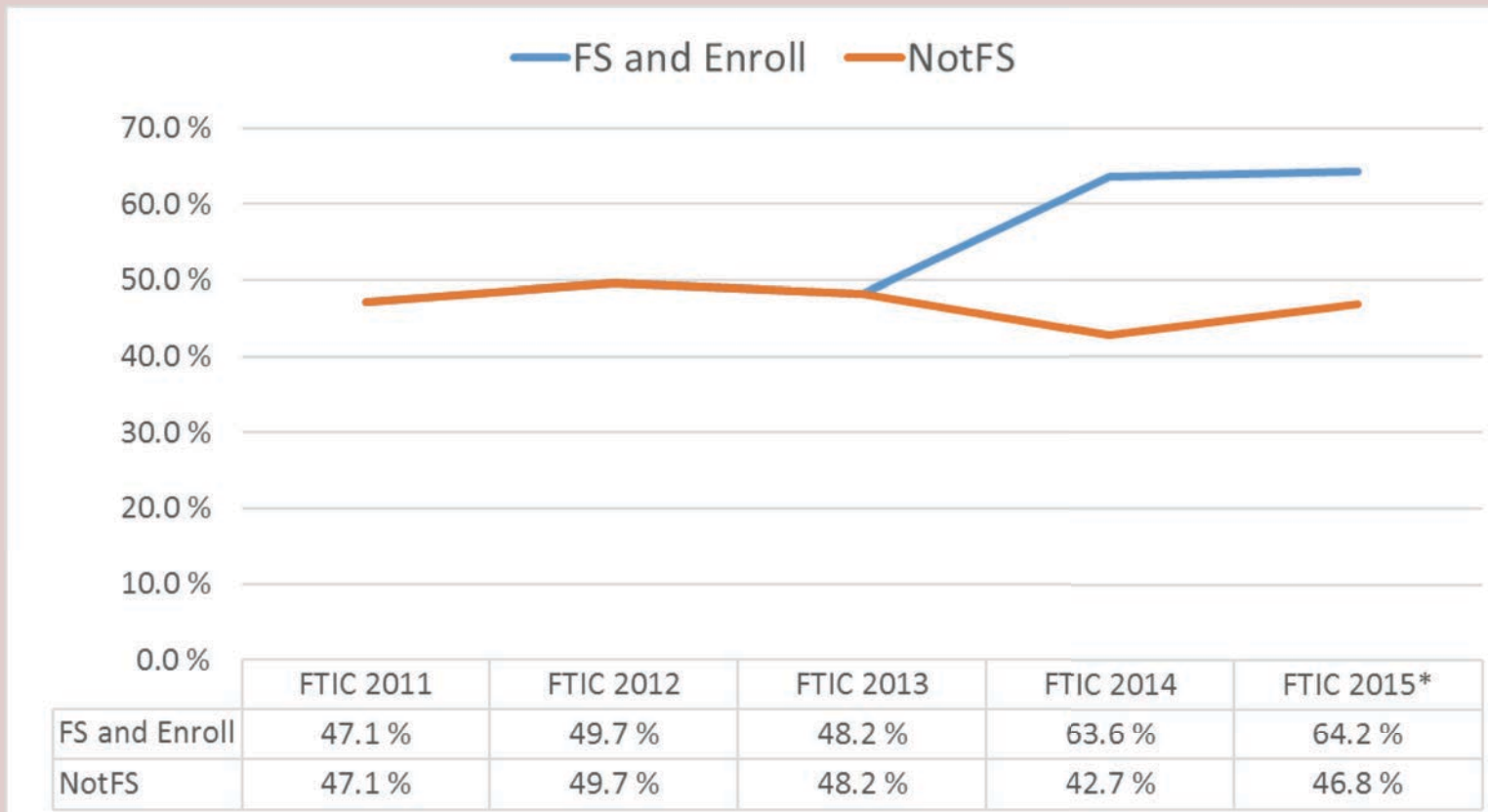
*FTIC 2015 results are preliminary

First Steps Intervention Success Leads to a Comprehensive Guided Pathways Model for all CSN Students

Guided Pathways to Success

The *Complete College America* Approach
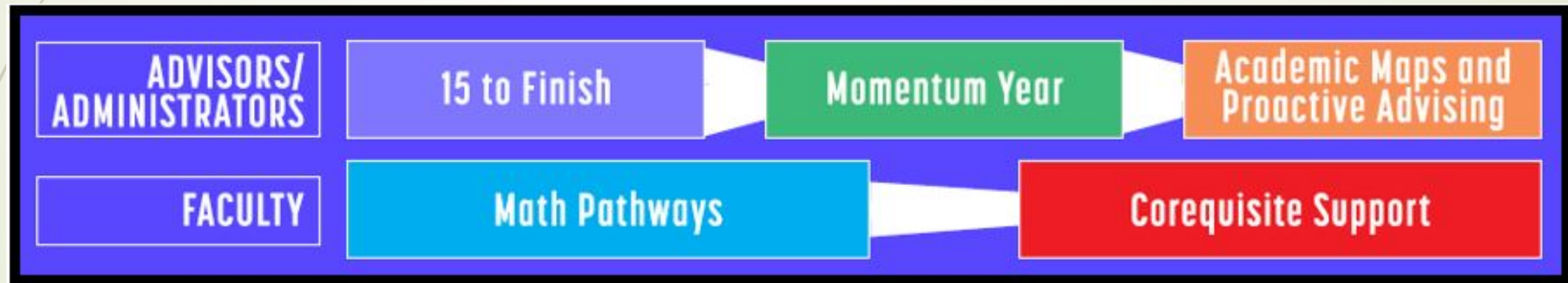
Guided Pathways to Success

- Implement Meta Majors With New Policy (almost completed)

- Academic Maps 3.0 (G.E. Alignment in First 15 Credits) (almost completed)

- Scale up *First Steps* (advising, orientation, placement) (in progress)

- 15 to Finish/Finish in 2 (completed)

- Support for *Degree Planner* Implementation (in progress)

- Early Completion of Gateway Math & English (in progress)

- Block Scheduling/Structured Schedule (in progress)

- Co-Requisite Scale Up & Math Pathways (in progress)

- Support NV Promise Cohort (pathways & mentoring) (in progress)

- Support Workforce Readiness (e.g. apprenticeship, exploration)

Communication
ASSOCIATE OF ARTS DEGREE (AA)

FULL-TIME STUDENT DEGREE PLAN
Add more semesters to modify this plan to fit part-time student needs.

FIRST SEMESTER	Credits
ENG 100 or 101 or 113	3-5
MATH 120 Fundamentals of College Mathematics	3
Complete Social Science (see courses this page)	6
COM 101 Oral Communication	3
TOTAL CREDITS	*15-17*

SECOND SEMESTER	Credits
ENG 102 or 114	3
Natural Science (no lab)	3
COM 133 Culture and Communication	3
PSC 101 Introduction to American Politics	4
COM 102 Introduction to Interpersonal Communication	3
TOTAL CREDITS	*16*

THIRD SEMESTER	Credits
Phil 102 Reasoning and Critical Thinking	3
Sociology 101 Principles of Sociology	3
Complete COM Electives (see courses this page)	9
TOTAL CREDITS	*15*

FOURTH SEMESTER	Credits
ENG 223 Themes of Literature	3
Natural Science[1] (with lab)	4
COM 216 Survey of Communication Studies	3
Complete COM Electives (see courses this page)	5-6
TOTAL CREDITS	*15-16*

DEGREE PLAN TOTAL CREDITS..60-63

Areas of Interest
(meta majors)

- Identify Meta Majors (completed)

- Cluster Programs into Them (completed)

- Align Curriculum for 1st 15 credits (almost completed)

- First Semester Maps for Each Meta Major

- New Declaration of Major Policy (completed)

- Tie to Financial Aid Eligible Degree (completed)

- Build Communication Plan & Marketing Materials for Students & Staff (Lumina Grant)

Areas of Interest
(meta Majors)

- **Declaration of Major Policy**
  - See policy
  - Curriculum alignment within first 15 credits

- **Student Process**
  - Declare Area of Interest at time of admissions
  - Engage in career exploration & academic advising
  - Declare actual major before 15 college credits are accumulated

- **Student Request for Multiple Majors**
  - See request form

Student Onboarding For All Pathways Approach

- **Declare Area of Interest at Time of Admission**
- **Before First Semester Enrollment…**
  - *Require Student Orientation (face-to-face or online)*
  - *Require Placement*
  - *Require Academic Advising*
  - *Require Career Exploration (FSE, career assessments, etc.)*
  - *Require Math & English Enrollment in 1st Semester & Continuous Enrollment Until Gateway Math & English is Completed*
- **Before 15 Credits are Accumulated**—*Student Declares Actual Major & is on Pathway to Completion*

A Note on Curriculum…

- *Hidden Pre-Requisites* Must Be Dealt With

- Re-design *Math Pathways* by Degree/Meta Major

- Bring Co-Requisite Math & English to Full Scale

- Gen Ed Alignment – Same 1st 15 credits by Area of Interest

- Discuss the *Antiquated Cafeteria Model* for Gen Ed

- Broad Faculty Involvement & Leadership

- Shared Governance Model to Drive Policy Change with Student Success Lens

Leveraging Technology

- Bring to Scale

- Technology is not a Silver Bullet

- 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

Benefits of Guided Pathways
for Student Success

- Save students time and money
- Increase completion of credentials of value
- Students always know where they are and where they are going next
- Departments can predict course needs
- Advisors can work proactively
- Students & faculty will have predictable schedules
- Students will feel more connected to THEIR college
- Classroom space can be better optimized
- Pipelines to the workforce and transfer will increase

Assessing Momentum Strategies
Key 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

Support to Help CSN Implement Pathways to Scale

- **Complete College America *Pathways Region* Designation**
  - CSN Partnership with CCA, UNLV, NSC, & United Way of S. NV
  - Total Technical Assistance Grant Amount: **$409,500**
  - CCA Professional Development and Planning Academies
    - **In-State Leadership Meeting**: November 7, 2018
    - **Pathways Action Summit**: March 8, 2019
    - **Pathways Planning Academy**: April 4-5, 2019
    - **Continuous Support from CCA**: 2019-2020
    - **Data Collection, Analysis and Sharing Throughout**

Support to Help CSN Implement Pathways to Scale

- **Lumina *Talent Hub* Designation**
  - Partnership with NSHE, United Way of Southern Nevada & OWINN
  - Total Grant Amount: **$275,000**
  - CSN's Portion: Approx. $200,000
    - Implement Meta Majors: $50,000
    - Support for Degree Planner Implementation: $45,000
    - Support for Online Orientation Re-Design: $50,000
    - Support for Diversity and Pathways Training: $5,000
    - Support for First Steps Scale Up: $50,000

Communication & Marketing

- A Comprehensive, Multi-Faceted Approach

- Three Distinct Audiences

  - CSN Future and Current Students

  - CSN Internal Community of Faculty and Staff

  - External Community/Partners/Workforce/Philanthropy Groups

Guided Pathways for Student Success

QUESTIONS