



May 15, 2014

**ALSO SENT ELECTRONICALLY**

Chancellor John Carey  
Ohio Board of Regents  
25 South Front Street  
Columbus, OH 43215

Dear Chancellor Carey:

Pursuant to the requirements of House Bill 59 of the 130<sup>th</sup> Ohio General Assembly, the Board of Trustees of Shawnee State University has approved a strategic completion plan designed to increase the number of degrees and certificates awarded to students. It should be noted that this plan enhances the completion plan developed earlier by the previous Chancellor. A copy of the plan and the Board resolution adopting the plan are enclosed.

Please contact my office if you require additional information.

Sincerely,

A handwritten signature in cursive script that reads 'Rita Rice Morris'.

Rita Rice Morris  
President

Enclosure

## **RESOLUTION E05-14**

### **ADOPTION OF SHAWNEE STATE UNIVERSITY COMPLETION PLAN**

WHEREAS, House Bill 59 of the 130<sup>th</sup> Ohio General Assembly requires the board of trustees of each institution of higher education to adopt an institution-specific strategic completion plan designed to increase the number of degrees and certificates awarded to students and provide a copy of its plan to the Chancellor of the Ohio Board of Regents ; and

WHEREAS, pursuant to House Bill 153 of the 129<sup>th</sup> Ohio General Assembly the Chancellor of the Ohio Board of Regents implemented the “Chancellor’s Plan for Shawnee State University to Improve Course Completion, Retention, and Graduation Rates”; and

WHEREAS, the Shawnee State University is engaged in a focused strategic planning process to further enhance its retention and graduation rates; and

WHEREAS, the Shawnee State University Completion Plan enhances the 2011 Chancellor’s Plan and links it to many of the priorities developed in the campus-based planning process; and

WHEREAS, the Shawnee State University Completion Plan adds goals related to linking Ohio’s workforce needs with university programming; and

WHEREAS, the Shawnee State University Completion Plan fulfills the requirements of HB 59 of the 130<sup>th</sup> Ohio General Assembly and provides a foundation for Shawnee State University’s ongoing efforts to improve retention and graduation rates;

THEREFORE, be it resolved the Shawnee State University Board of Trustees adopts the Shawnee State University Completion Plan and directs the President to transmit the Plan to the Chancellor of the Ohio Board of Regents. Further, the President is directed to establish/implement measures to ensure that the plan is updated and reviewed by the Board of Trustees at least every two years.

(May 2, 2014)



# Shawnee State University's Completion Plan

In compliance with House Bill 59, Shawnee State University submits to the Ohio Board of Regents the following plan for college completion. This plan is consistent with Shawnee State University's mission and strategic priorities and updates the Chancellor's Plan for Shawnee State University to improve course completion, retention, and graduation rates in 2011.

## **BUILDING UPON THE CHANCELLOR'S PLAN, THE SHAWNEE STATE UNIVERSITY COMPLETION PLAN WILL ACHIEVE THE FOLLOWING THREE GOALS:**

- Goal I (Course Completion & Graduation) Increase persistence to completion and increase degrees conferred
- Goal II (Access) Further SSU's Service to the Appalachian Region through Enhanced Relationships with Regional School Districts
- Goal III (Degrees and Post-Graduation Employment) Further SSU's Service to the Appalachian Region through Enhanced Relationships with Area Employers

### **GOAL I (COURSE COMPLETION & GRADUATION) INCREASE PERSISTENCE TO COMPLETION AND INCREASE DEGREES CONFERRED**

Beginning with first-time college students entering in the Fall of 2014, Shawnee State University will increase the number of students earning associate and/or baccalaureate degrees by 1-3% for each class entering in the successive 9-year period. Successful course completion is the key metric to successful progression toward a degree.

Plan to Meet Goals I & II of the Chancellor's Plan: (Course Completion & Graduation) Increase Persistence to completion and increase degrees conferred.

#### **1.1 Require enrollment in the University's Success Curriculum for all underprepared students (based on placement scores).**

- Success Curriculum includes enrollment in: a First Year Experience Course; a Major/Career Exploration course and appropriate developmental English and mathematics courses during their first semester.
- First Year seminars designed to assist all students in topics supporting college success (i.e., time management, financial literacy, note taking skills, life outside the classroom).

- Associate degree pathway available to students as an incentive to complete the program.

#### **1.2 Accelerate "speed to graduation" by establishing 15 credit hours as the default full-time load for all college-ready students.**

- SSU will provide communication to students, parents and advisors on the importance for students to enroll for a full load of 15 semester hours.
- Beginning in summer of 2014, orientation sessions will provide all entering students information on the need to register for full load of 15 semester hours in order to successfully graduate in two or four years.
- Beginning summer 2014, orientation advisors will work to establish 15-hour default schedule plans for incoming full-time students identified as underprepared or undecided.

#### **1.3 Complete systemic program review of all academic and appropriate non-academic programming focusing on the improvement of course and degree completion.**

- Results of academic and non-academic program reviews will be integrated into a comprehensive planning process.
- A robust, transfer-friendly and flexible GEP focusing on 21st Century workforce needs and skills will be incorporated into each degree program by AY 2015-2016.
- Milestone courses for each program will be identified and offered on a regular schedule.



### 1.4 Develop flexible degree options.

- SSU will develop and offer a Bachelor of Arts in General Studies.
- SSU will develop and offer a Bachelor of Science in Health Sciences.

### 1.5 Participate in the Complete College America default guided pathways system model (GPS).

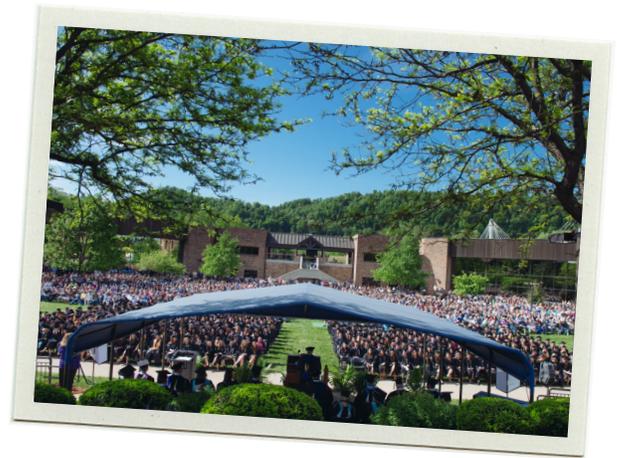
- Six STEM programs will pilot standardized academic pathways to support timely graduation by Fall of 2014.
- The GPS model will be expanded to an additional 12 programs.

### 1.6 Enhance academic advising through the hiring of professional advisors for the College of Professional Studies and the College of Arts and Sciences

- Full-time academic advisors will focus upon intrusive/proactive advising.
- All university personnel engaged in advising students will participate in Professional Development in utilization of intrusive/proactive advising.
- Effectiveness of advising efforts will be evaluated at least annually.

### 1.7 Research and implement resources to identify factors, practices and programs of greatest non-graduation risk for students.

- Focus will be upon tools that combine technology, research, and predictive analytics to help positively transform outcomes for at-risk and off-path students.
- The analytical tool needs to focus on specific academic factors – such as courses, credit accumulations, and grades – that are most correlated with success and failure.
- The supportive data-driven tool will support advising efforts and enable proactive, informed interventions with at-risk and off-path students.
- Resources will deliver personalized insight in the majors and courses best suited to each student's unique abilities.



## GOAL II (ACCESS) FURTHER SSU'S SERVICE TO THE APPALACHIAN REGION THROUGH ENHANCED RELATIONSHIPS WITH REGIONAL SCHOOL DISTRICTS

Shawnee State University continues to draw the majority of its student body from the Appalachian Southern Ohio region. SSU will increase its presence on regional school district campuses and provide increased programming to encourage improved college readiness of area high school graduates.

Goal II aligns and further clarifies Goal III of the Chancellor's Plan.

Plan to Meet Goal II: (Access) Further SSU's Service to the Appalachian Region through Enhanced Relationships with Regional School Districts.

### 2.1 Develop additional collaborative partnerships with key regional secondary schools to develop and strengthen strategies that will prepare students to enter the university prepared to succeed.

- Provide regional school districts with trend data on the performance of their graduates at SSU.
- Design opportunities for the University and regional secondary schools to work on alignment of the common core curriculum with college readiness expectations.
- Continue to offer and expand dual credit offerings, PSEOP, and support for AP courses.

## 2.2 Establish a campus point of contact to coordinate all university P-16 initiatives.

- Pursue external funding for high school/higher educational alignment opportunities.
- Develop programming and materials to make available to schools to assist in increasing the number of college-ready high school graduates.
- Work with area high schools to encourage all high school students to complete a college-entrance examination.

## GOAL III (DEGREES AND POST-GRADUATION EMPLOYMENT) FURTHER SSU'S SERVICE TO THE APPALACHIAN REGION THROUGH ENHANCED RELATIONSHIPS WITH AREA EMPLOYERS

Beginning with graduating seniors in the spring of 2019, SSU will increase the number of graduates obtaining degree leading to employment or graduate school in high demand fields within the state of Ohio by .5 to 1% per year for each graduating class over the successive 5- year period.

Plan to Meet Goal III: (Degrees and Post-Graduation Employment) Further SSU's Service to the Appalachian Region through Enhanced Relationships with Area Employers.

### 3.1 Improve data collection on alumni employment.

- Conduct surveys of alumni and recently graduated seniors focusing on current employment and educational attainment. The survey report, with data analysis, will be shared with the campus community and posted to a campus intranet website.

### 3.2 Designate a university point of contact for practical, applied instructional opportunities for students.

- Work with industry partners to increase the number of internship opportunities.
- Enhance current mentoring programs to encourage early major/career selection and internship experiences.
- Identify funds for commuting and living expenses to enable students to pursue internship opportunities outside the local community.

### 3.3 Expand enrollment in programs leading to careers aligned with Ohio's Job Priorities.

- Increase enrollment in programs leading to careers in high demand fields for the state of Ohio (i.e., Management, Education, Health Care, Computer Specialties, and Community Services) and fields that lead to employment in industries designated as high priority by the State of Ohio (i.e., polymers, STEM,) through intentionally designed major/degree informational forums throughout campus based on current job priorities and data (i.e., Jobs Ohio), focused recruitment material, and communication outreach efforts.
- Academic departments will partner with the offices of Communications and Admission to develop recruitment materials and practices for programs identified with as potential growth to expand enrollment.
- Strategically grow programs with high demand with enhanced recruitment activities, curriculum development and the hiring of new faculty.

### 3.4 Enhance collaboration with regional employers, alumni, and community members to strengthen curricula and increase internship and mentoring opportunities for students.

- Local alumni and community members will be recruited and trained to provide mentoring and major/career awareness and exploration to current and potential SSU college students.
- Alumni Office will expand the use of social media tools to establish and maintain contact with alumni to support the University's efforts to gather employment and post-graduation education information and seek out alumni support to provide mentoring for current students prior to their graduation. The communication will provide information to the alumni on job placement, Ohio workforce initiatives and continue to connect alumni with SSU Career Service activities.
- Enhance Career Services to improve services for alumni.
- Coordinate the efforts of the programmatic advisory committees with the University's comprehensive workforce development agenda.