



NEVADA STATE
COLLEGE

Performance Metrics Bart Patterson

March 2nd & 3rd, 2017



OUR MISSION



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“At Nevada State College, **excellence fosters opportunity.** Excellence in teaching leads to innovative, technology-rich learning opportunities that promote the acquisition of interdisciplinary knowledge and skills. **Quality, affordable four-year degree** programs open the door to career success and enhanced quality of life for a diverse population of students. Our graduates, in turn, foster the greatest opportunity – the promise of a stronger community and a better future for all of Nevada.”

WHO WE ARE



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Middle tier focused on professional 4 year degrees

Teaching focused with doctorally-qualified faculty, scholarship and experiential learning

A comprehensive regional college

Key transfer institution allowing two year colleges to focus on workforce

Less expensive to students and state



LOWER STATE COSTS



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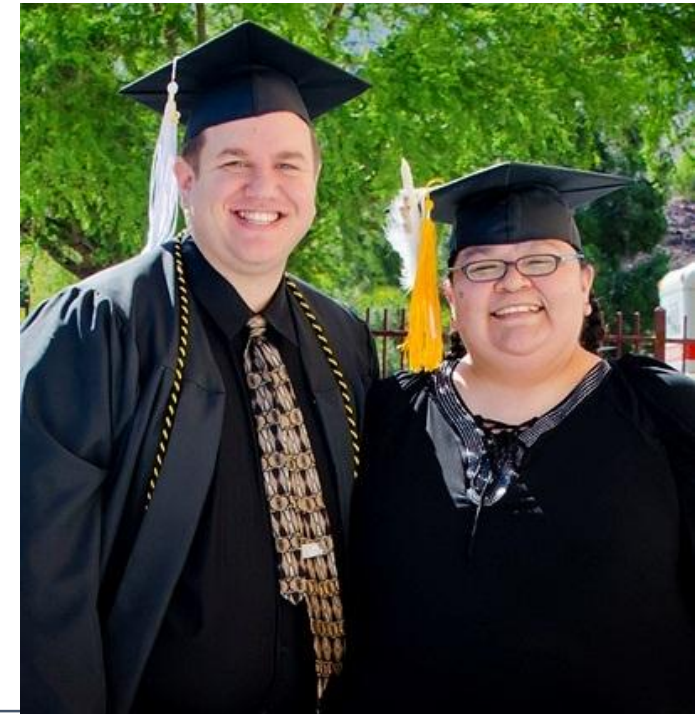
- Weighted student credit hours are **10% higher** for the universities than they are for Nevada State College.
- For every **1,000 students** who complete their baccalaureate degree at Nevada State College or transfer to the college instead of a university, the State of Nevada will **save \$1.84 million** in appropriations.

LOWER STATE COSTS



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- Attending Nevada State College instead of a state university during a student's junior and senior years would result in a **\$4,020 or 42.6% savings in tuition.**
- In 2018-19, the upper division, in-state rate at the community colleges will be \$161.75, or **3% higher** than the fees at Nevada State College.
- The best economic value for a student is to complete an AA degree and then ***transfer*** to Nevada State College to complete a BA degree.





How we are *changing* as an institution

EXPANDING OPPORTUNITIES

FALL STUDENT ENROLLMENT



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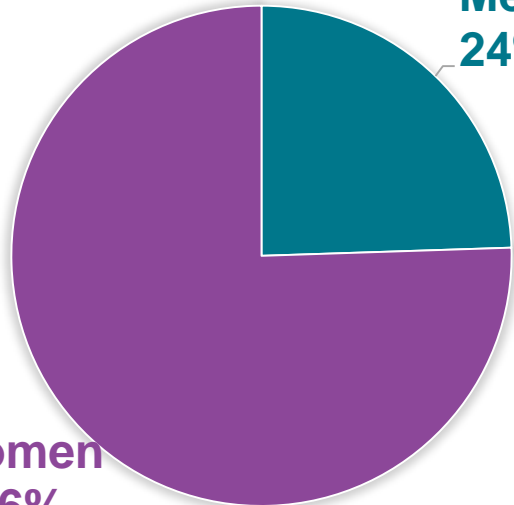


3,700+
STUDENTS

FALL 2016

Men
24%

Women
76%



Headcount
3399



2012

FTE
2064



Headcount
3758
+11%



2016

FTE
2373



+15%

Degrees
Conferred

+51%

272



2012

412

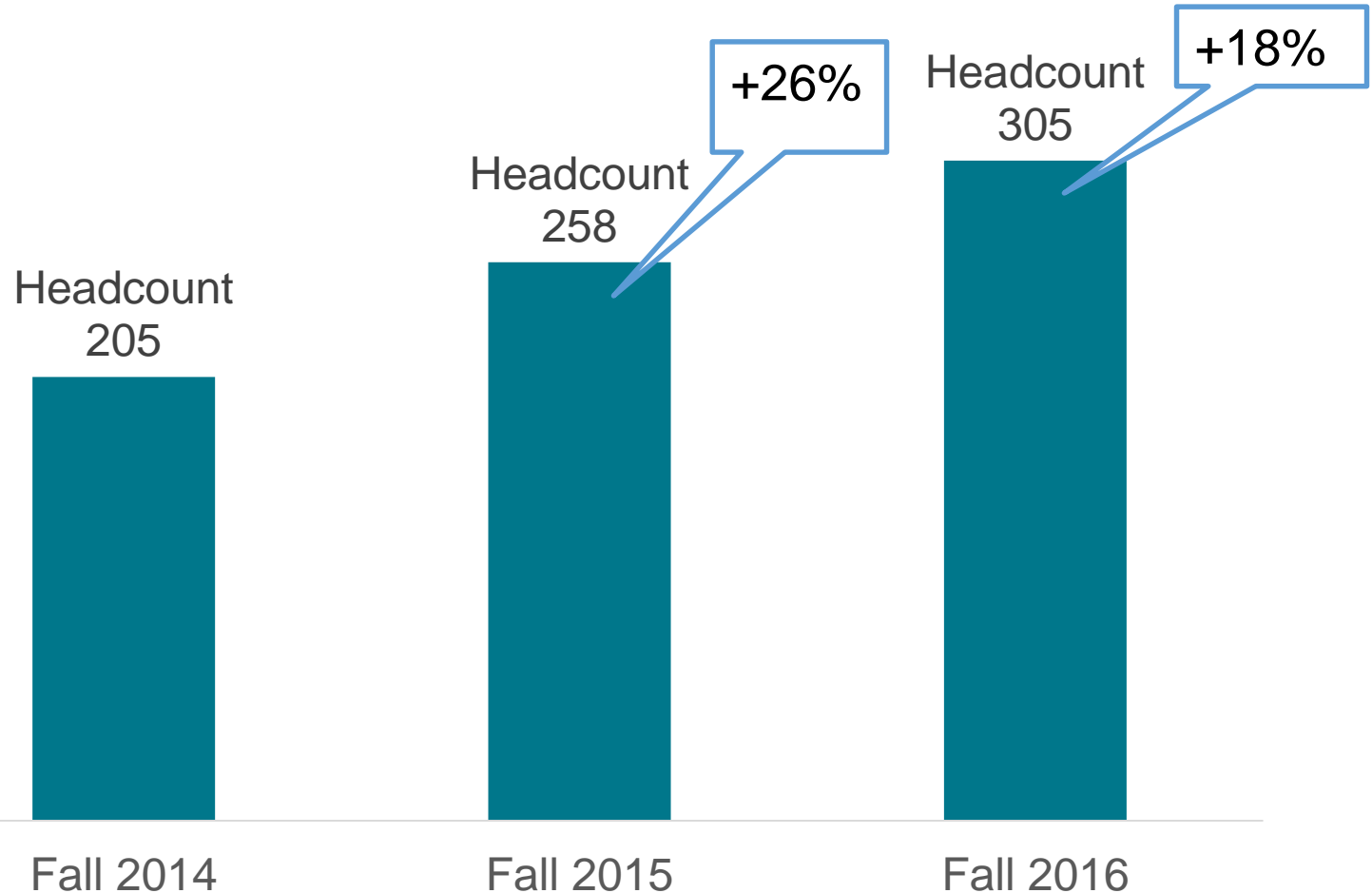


2016



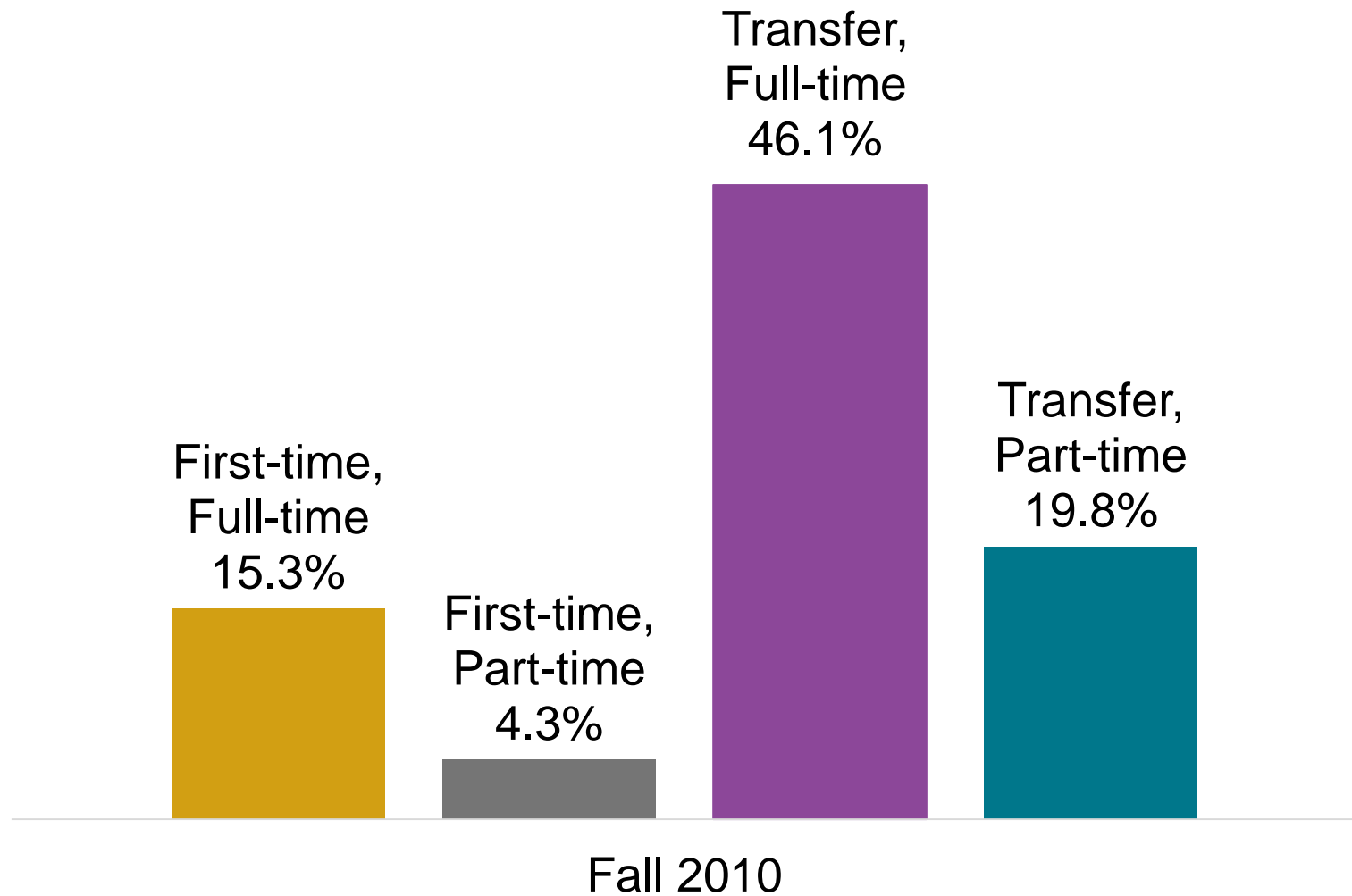
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Incoming First-Time, Full-Time Students





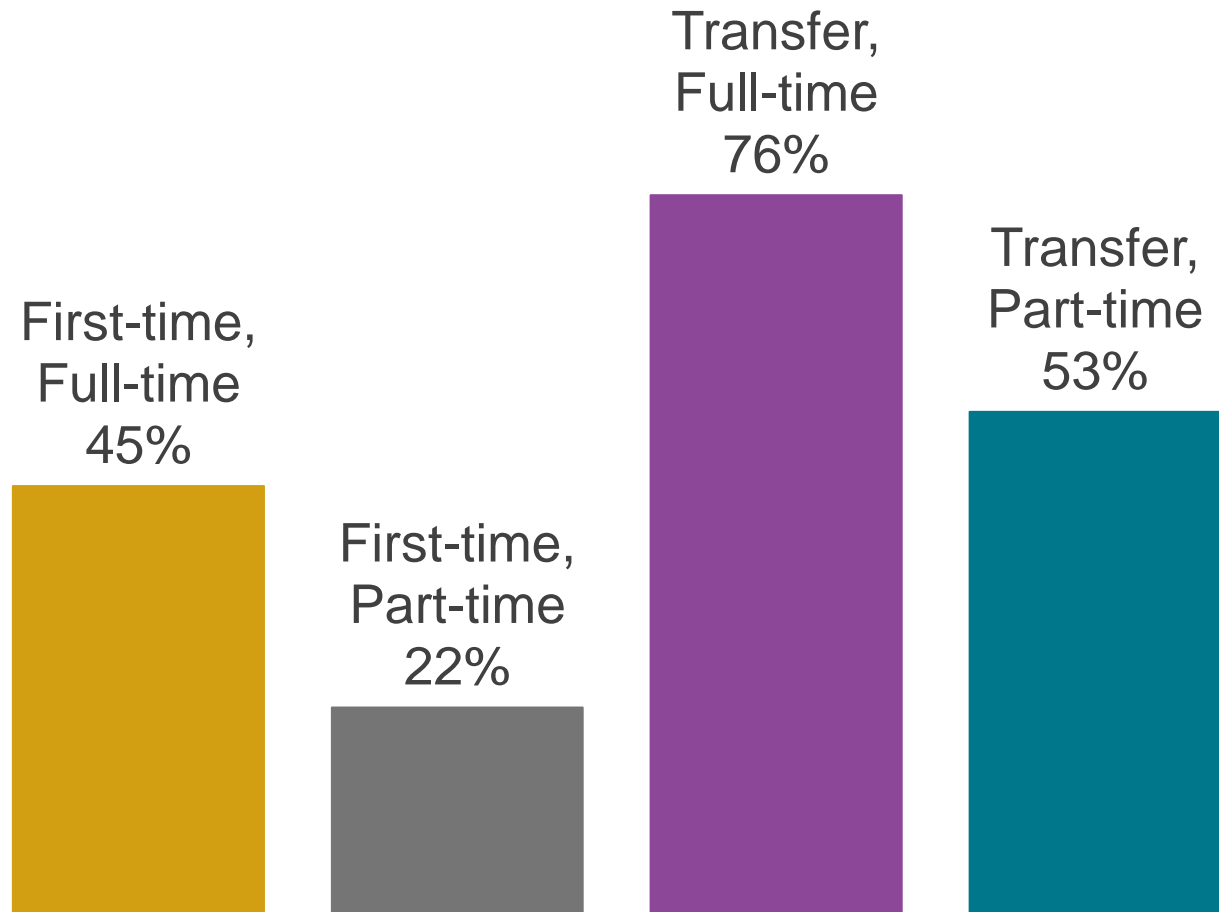
6-year Graduation Rates All Incoming Students





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6-year Graduation or Retention Rates All Students Excluding Transfer-outs



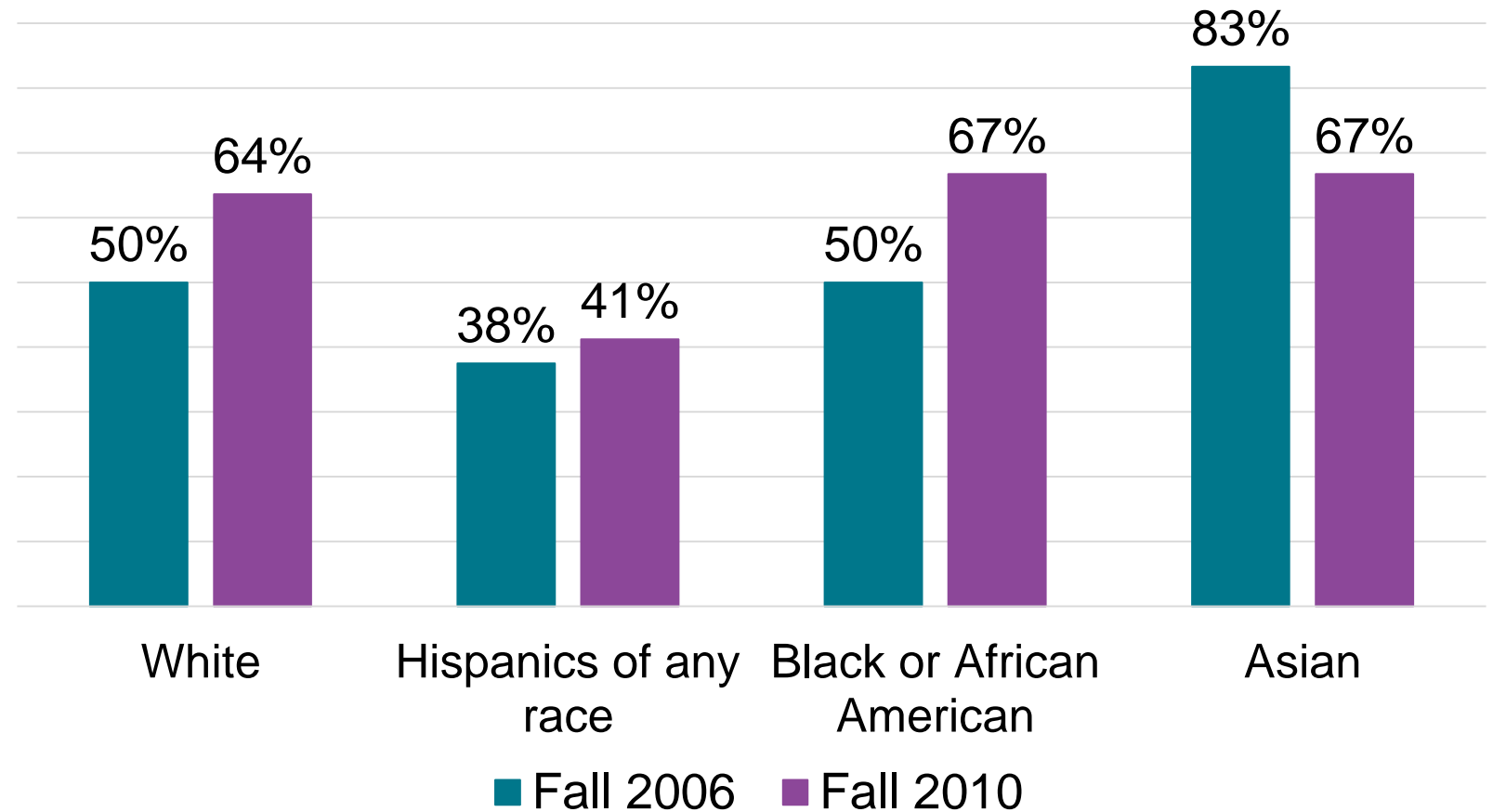
Fall 2010



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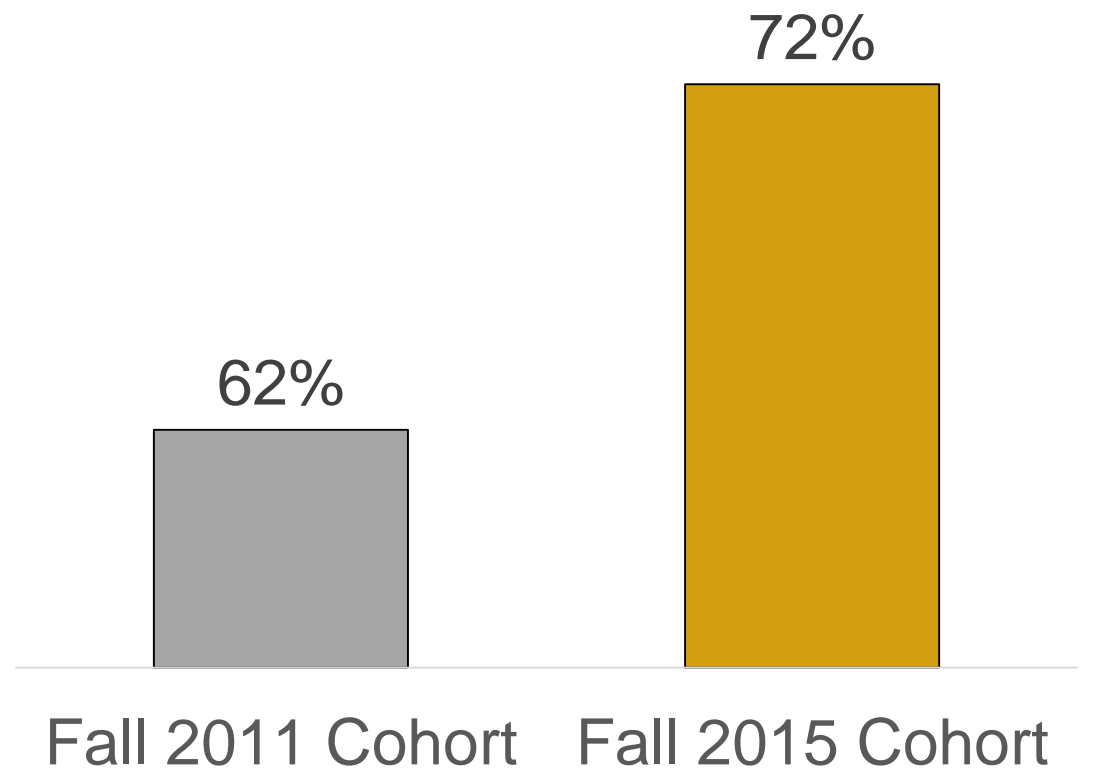
Average 6-year Graduation or Retention Rates by Ethnicity Excluding Transfer-outs

First-time and Transfer-in Full-time students





One-year Retention First-time, Full-time



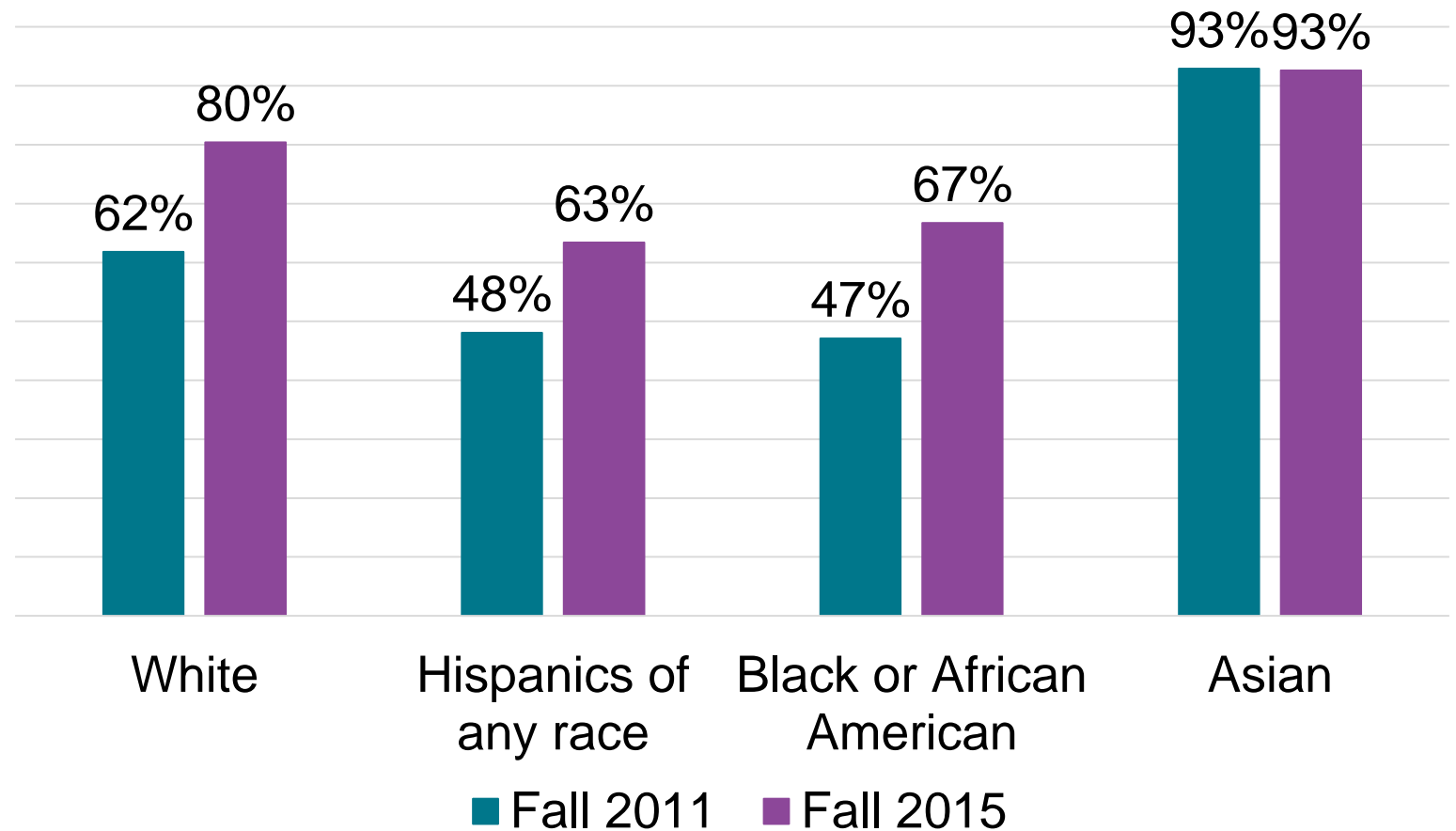
1-year Persistence



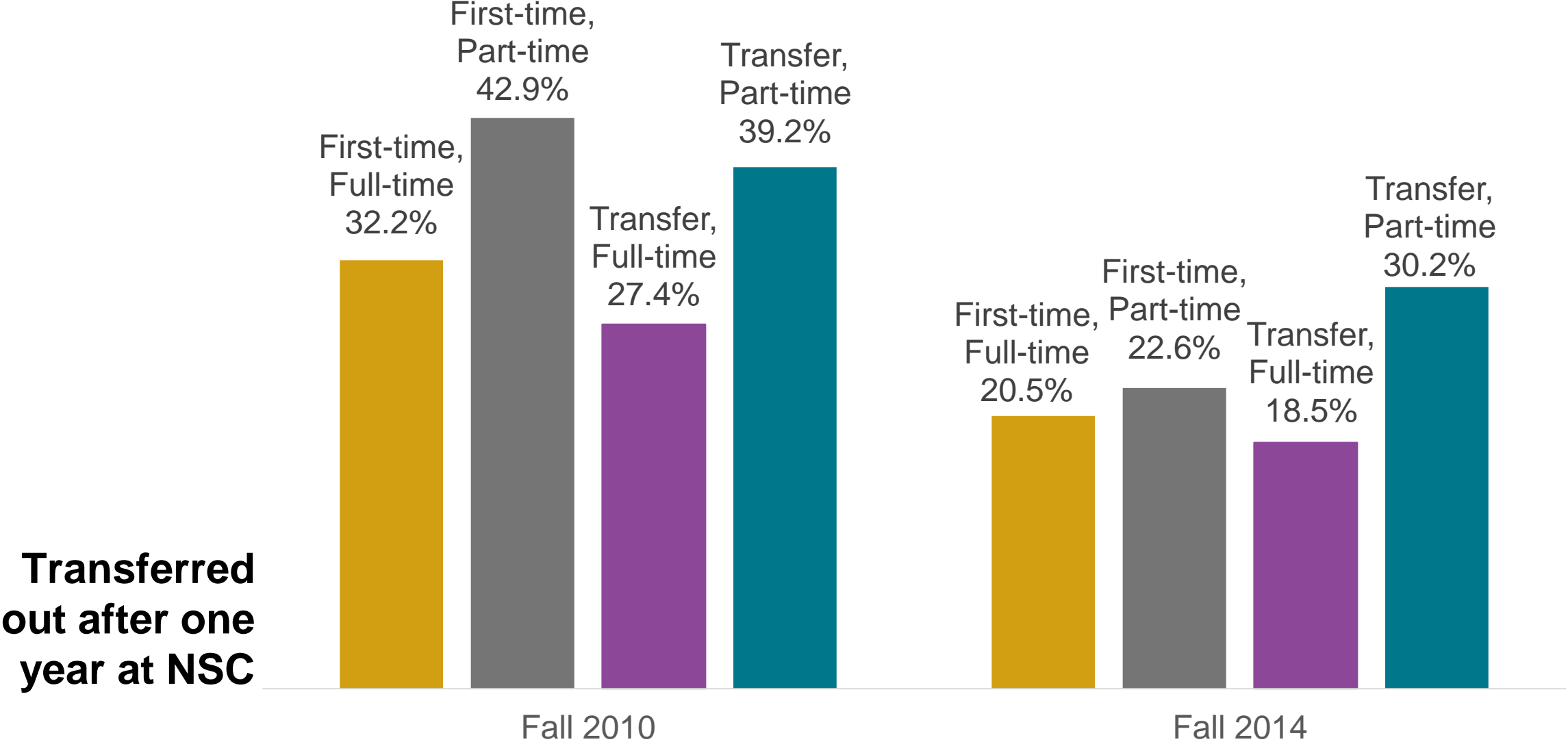
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First-time and Transfer-in Full-time students

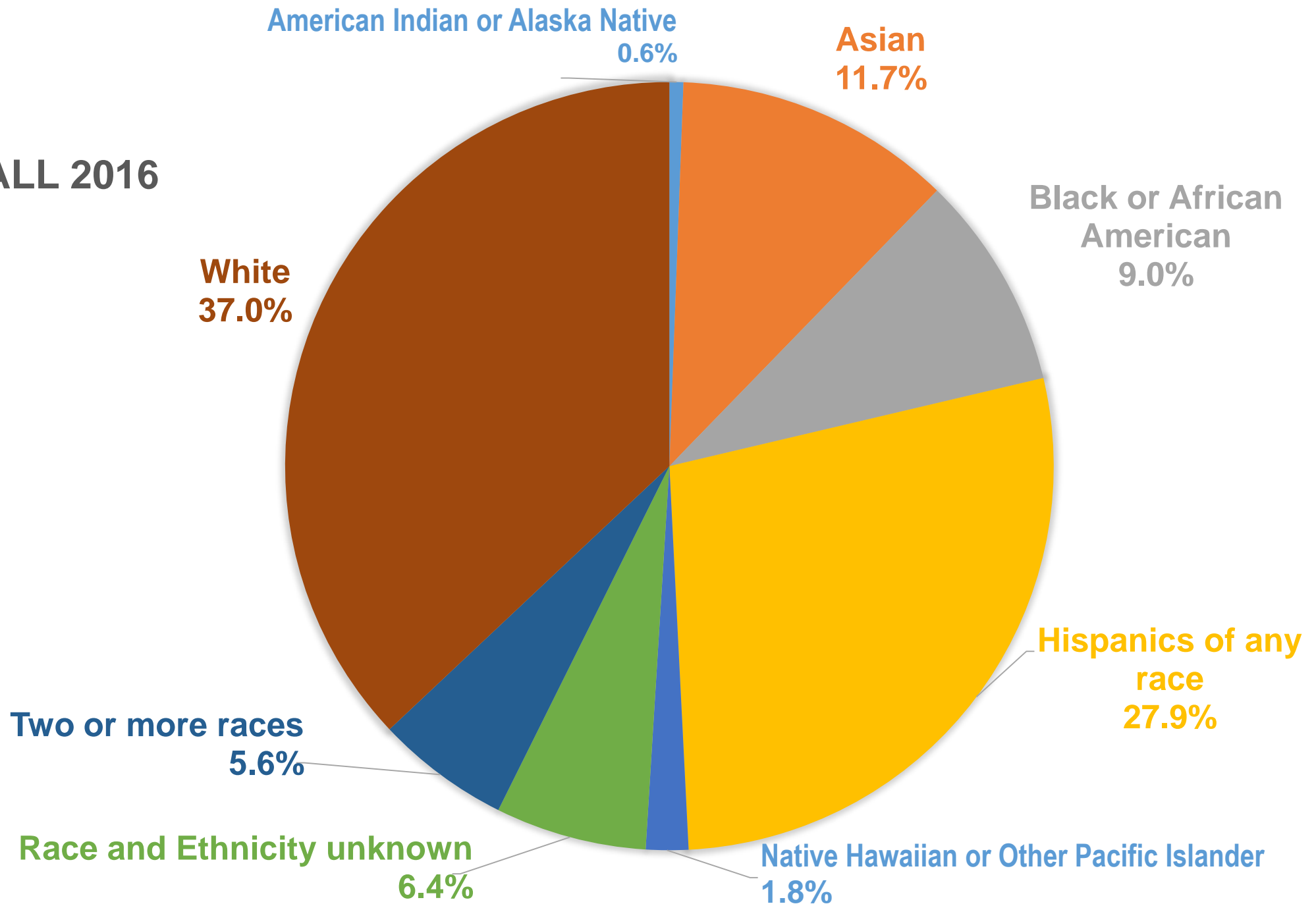
Average 1-year Persistence Rates by Ethnicity Excluding Transfer-outs



Change in transfer-out rates



FALL 2016



Top 10 high schools

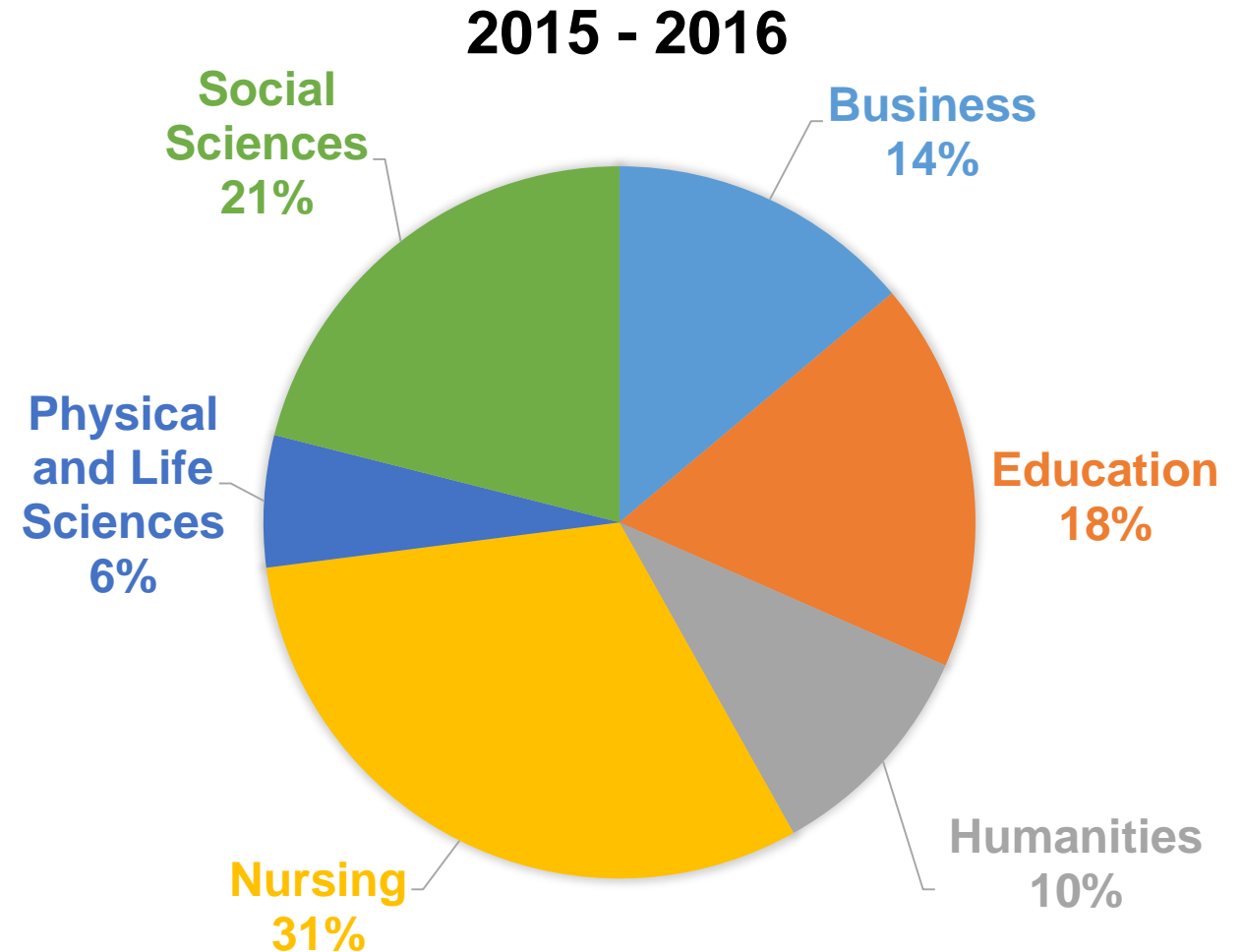
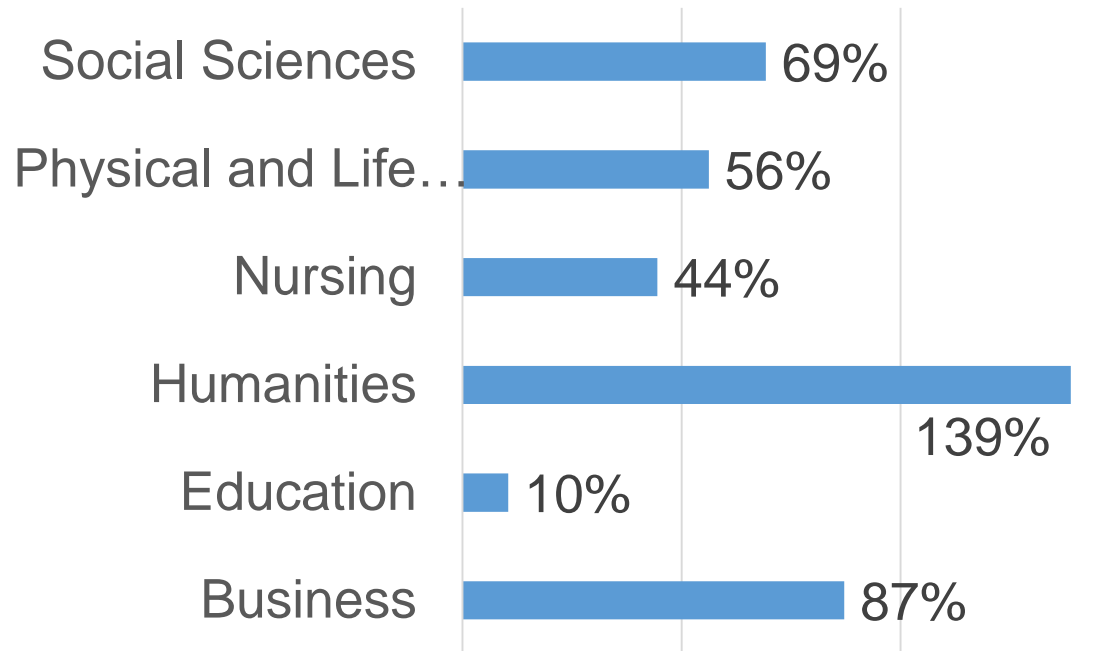


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Fall 2016 IPEDS (305 Students)	Students	% of Total	Diversity
Chaparral High School	27	9%	70%
Las Vegas High School	21	7%	90%
Foothill High School	18	6%	40%
Western High School	15	5%	100%
East Career and Technical Academy	13	4%	80%
Basic High School	12	4%	50%
Rancho High School	12	4%	70%
Silverado High School	12	4%	60%
Sierra Vista High School	11	4%	60%
Odyssey Charter Schools of Nevada	10	3%	50%



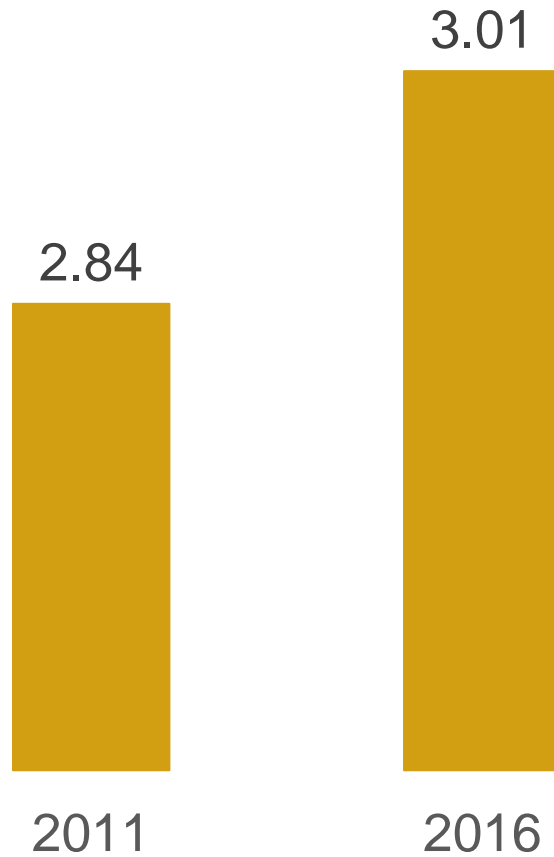
5-year Growth in Percentage of Degrees Conferred as of 2015-2016



Incoming High School GPA (Fall) First-time, Full-time Students



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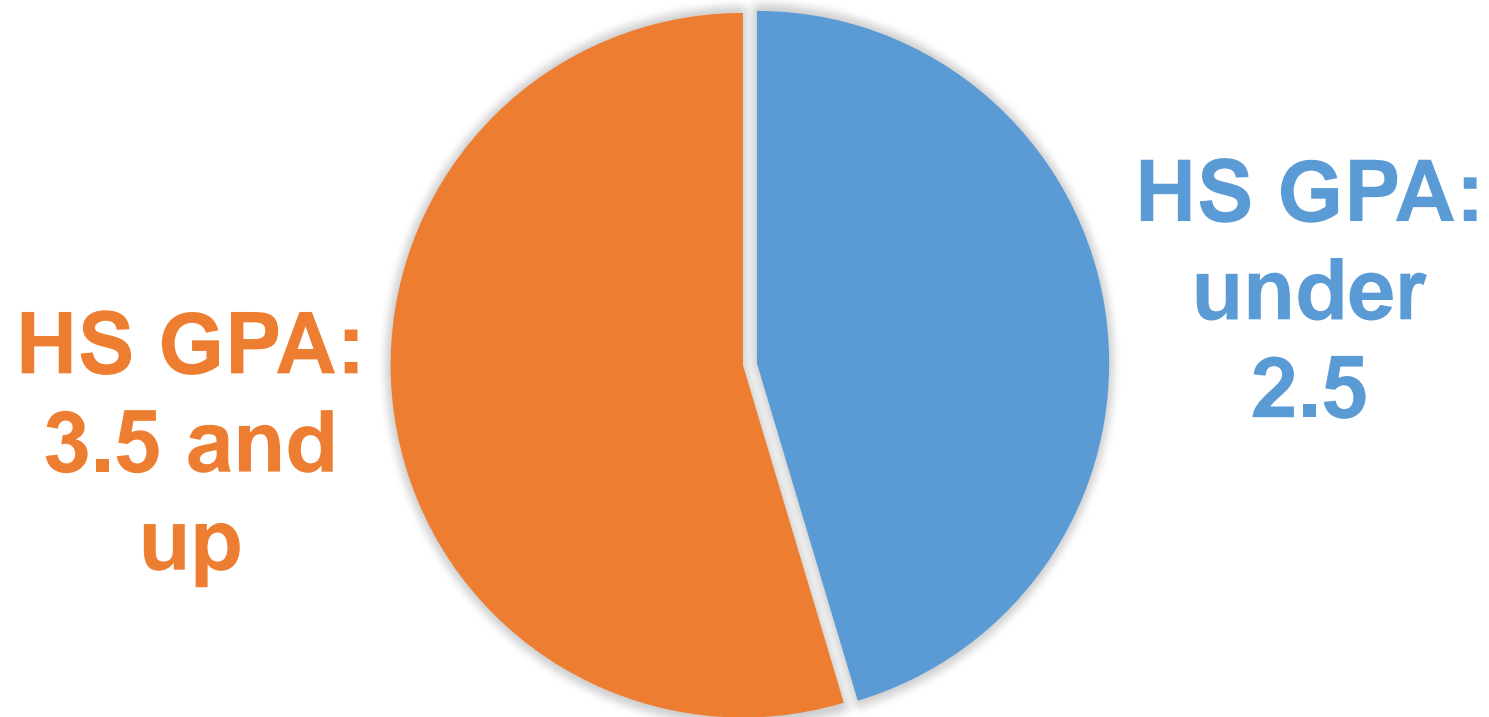


High School GPA



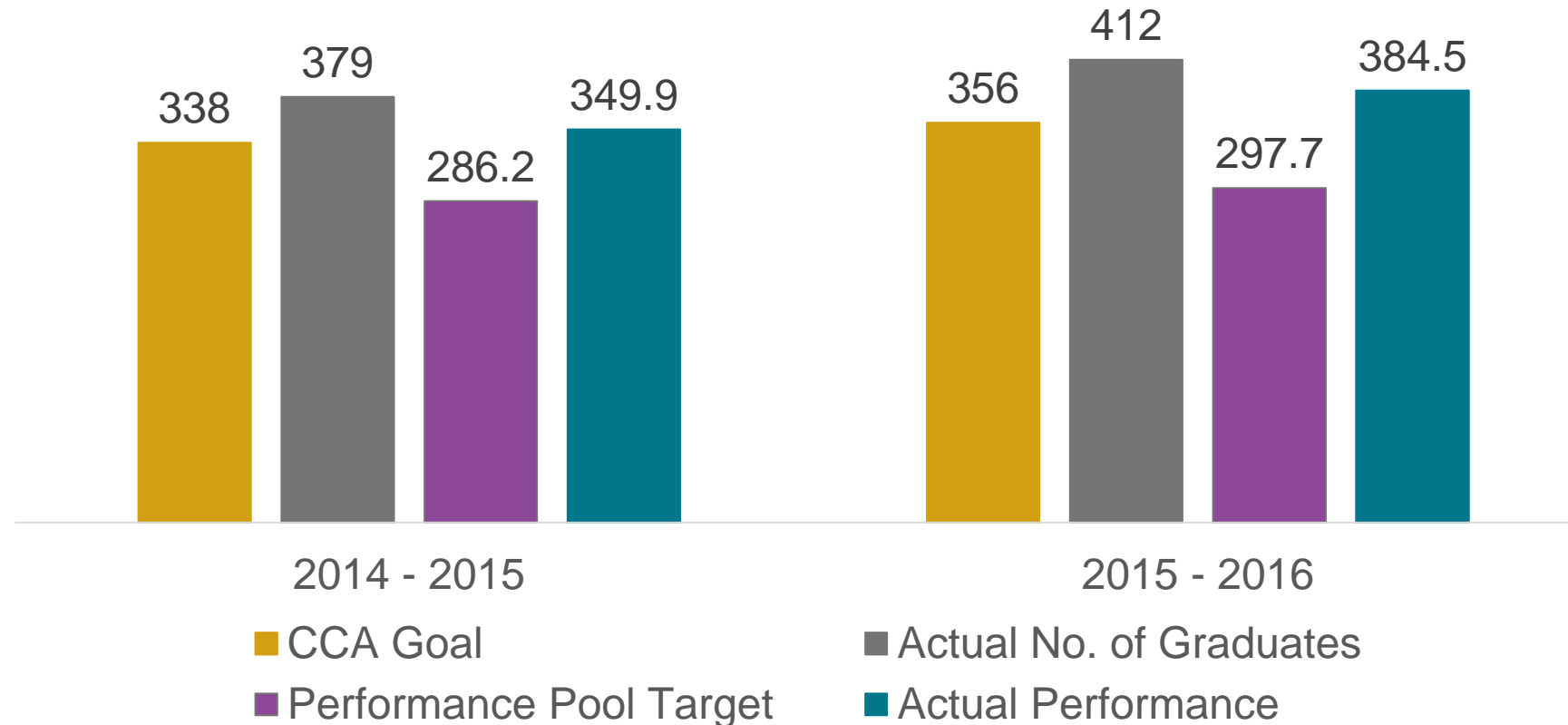
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FALL 2016 FIRST-TIME, FULL-TIME STUDENTS





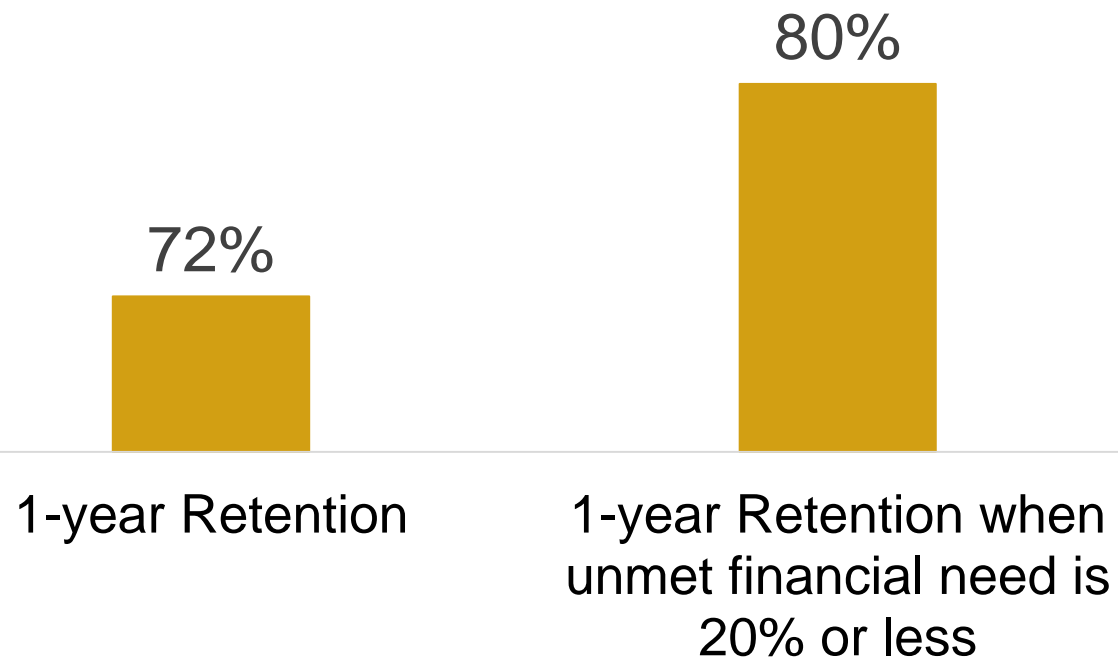
Complete College America Goals and Performance Targets





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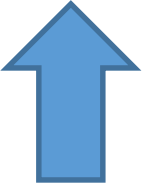

One-year Retention First-time, Full-time students (Fall 2015) and Financial Need



The Big Picture



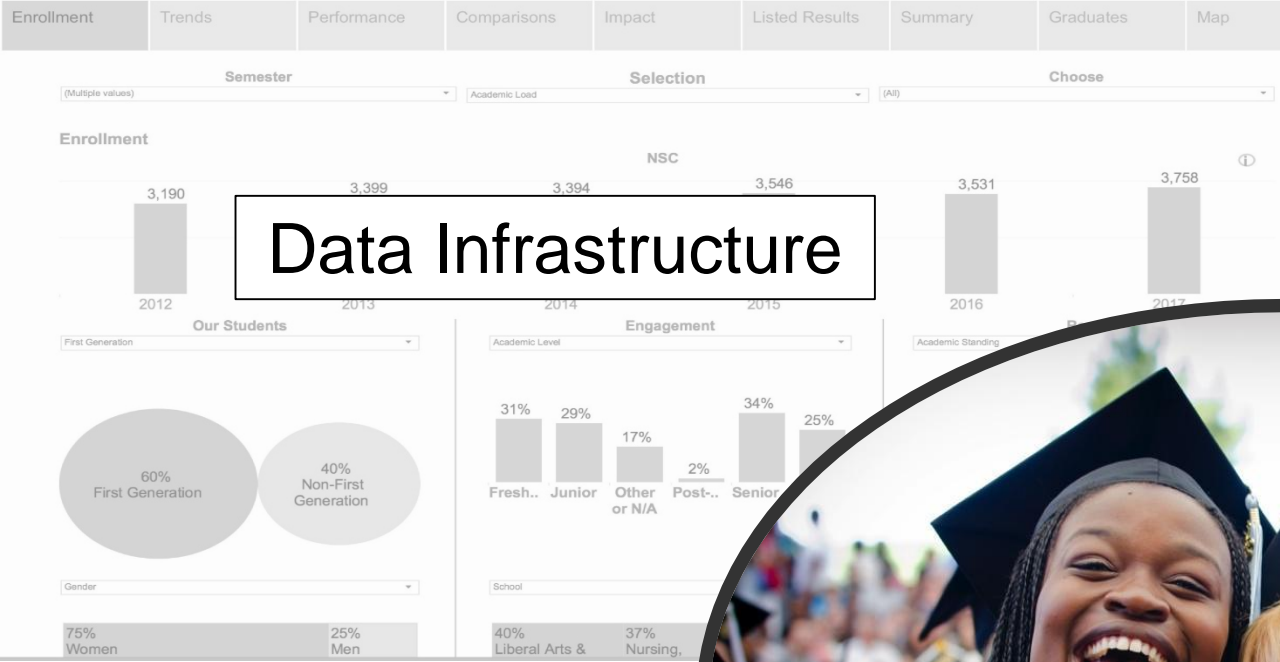
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- Enrollment and graduation 
- Retention 
- Entering GPA 
- Diversity 



How we are *making* a *difference*

INVESTING IN EXCELLENCE



Data Infrastructure



Leadership



Student Success



Academic Support



Faculty

Smart Investments

Over-arching strategies



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Integration of Academic & Student Affairs

Holistic Peer Support

Best Practices

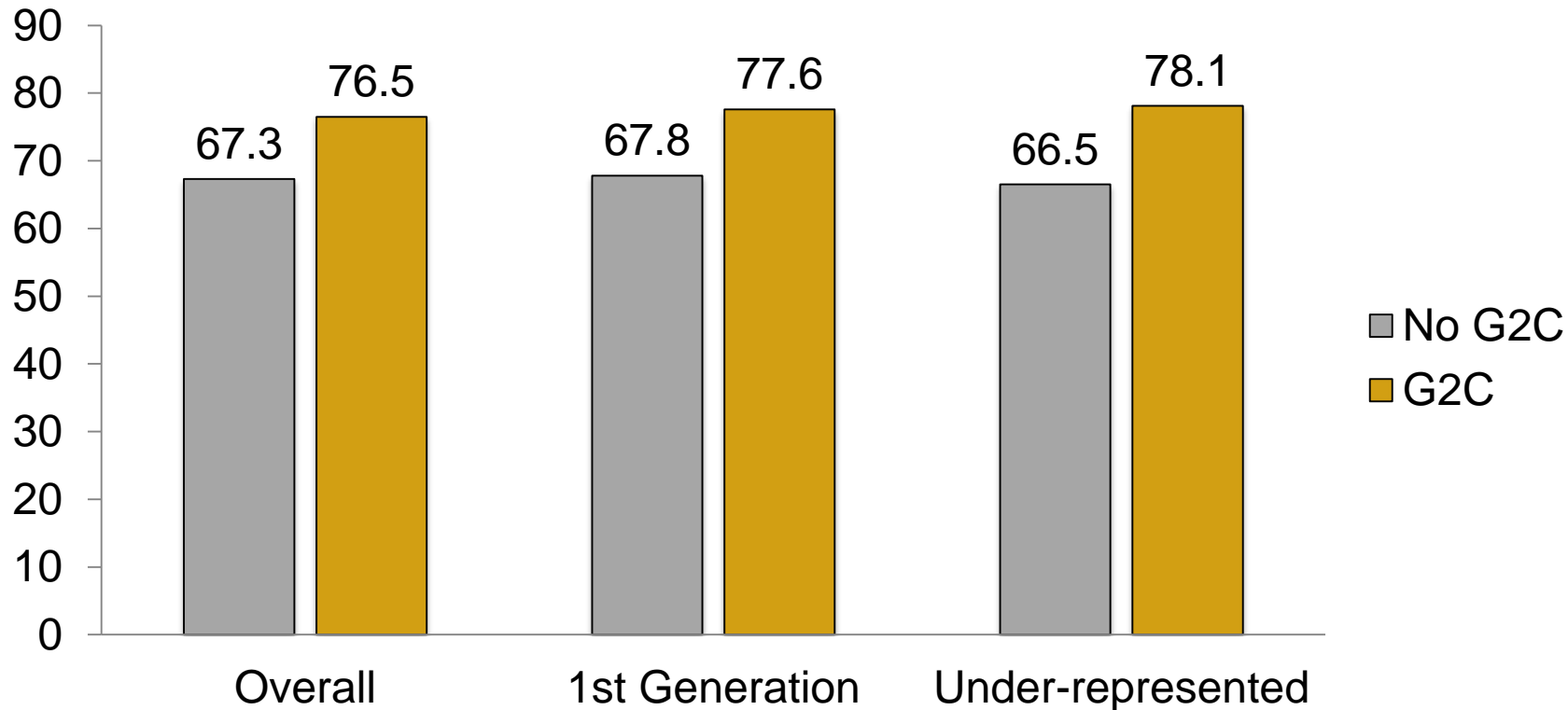
Data/Evidence



Integration of Academic & Student Affairs

Gateways to Completion (G2C) Program

Percentage of Freshmen in Good Academic Standing (GPA > 2.0)

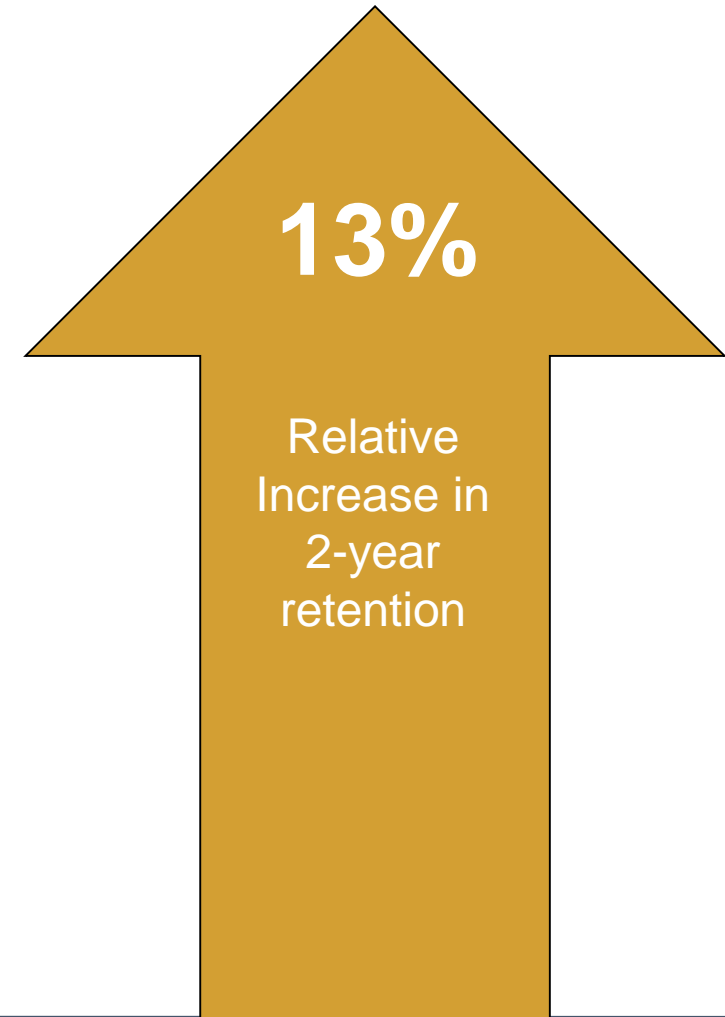
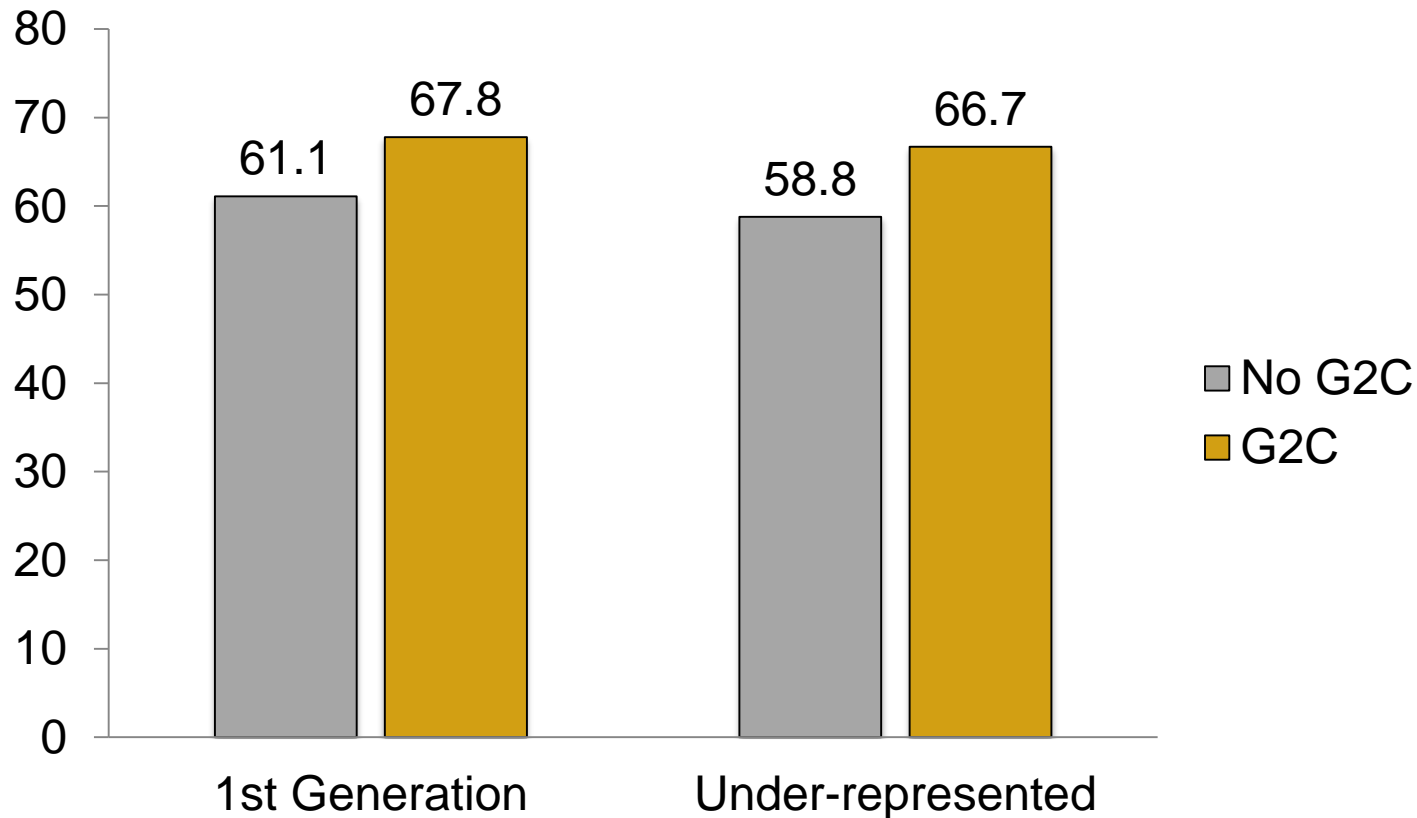


Integration of Academic & Student Affairs



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Year-to-Year Retention Rates (All Freshmen)



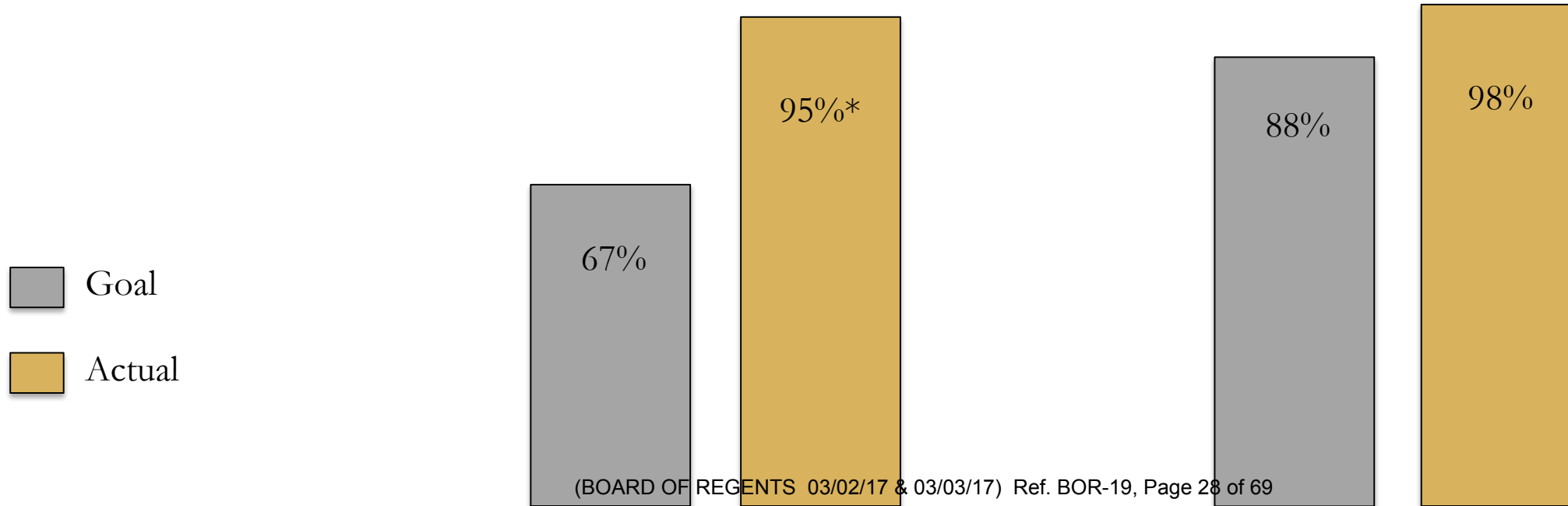


Academic & Student Affairs

TRIO Student Support Services

1-year Retention

Academic Good Standing (generally a GPA > 2.0)



The Power of Peer Support



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Non-cognitive & academic
training workshops

Four 6-hour days

60 student workers
from across campus



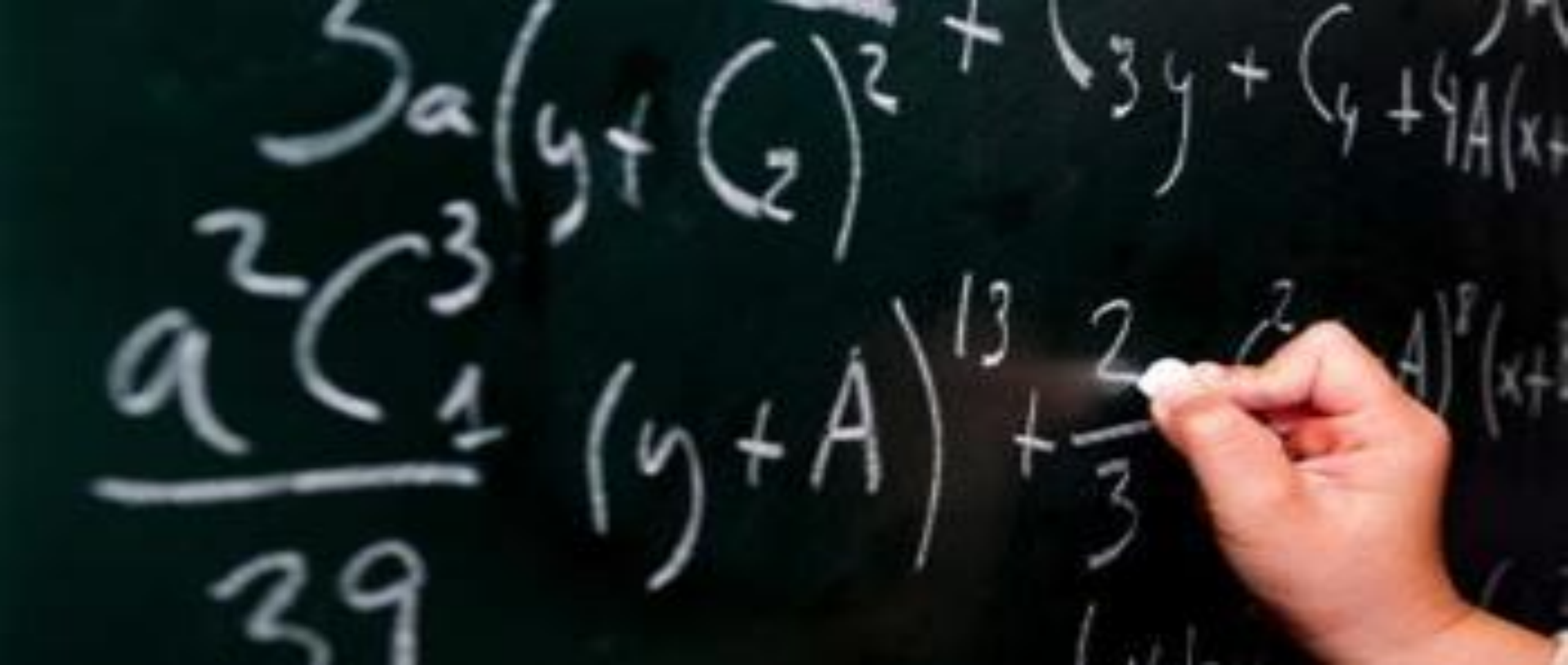


BEST PRACTICES

External Evidence

Internal Data

Innovation



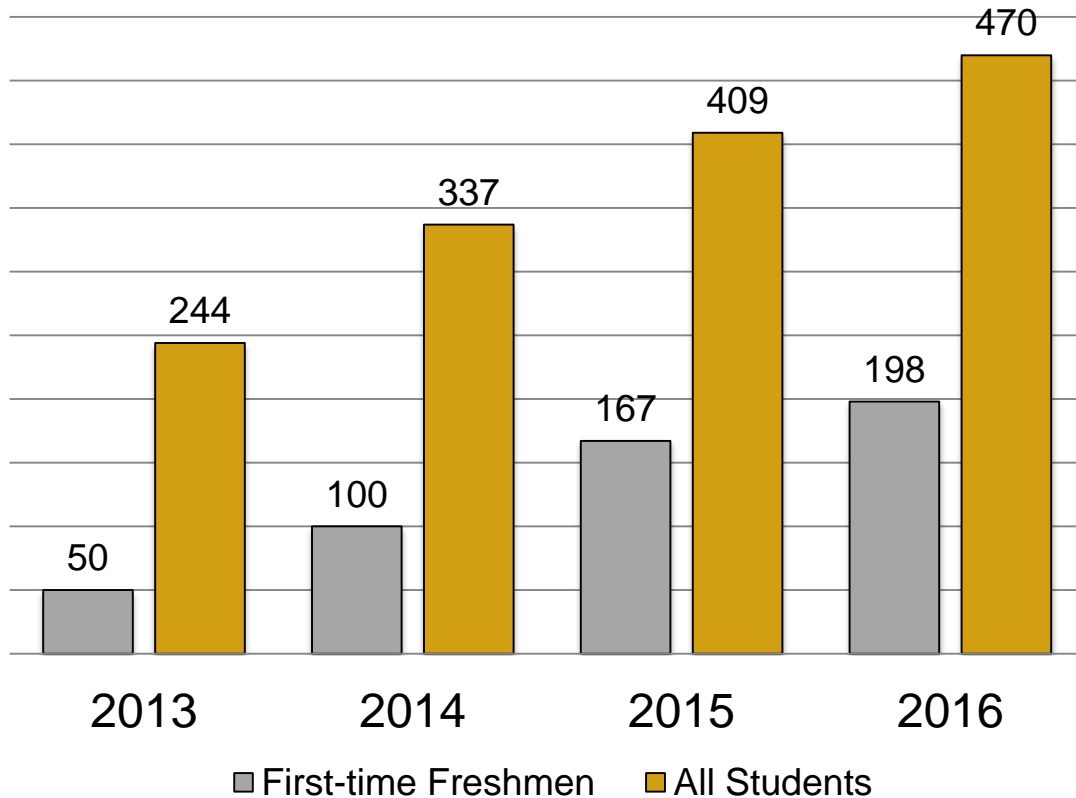
Best Practices in Structure & Process

Gateway Math & Composition

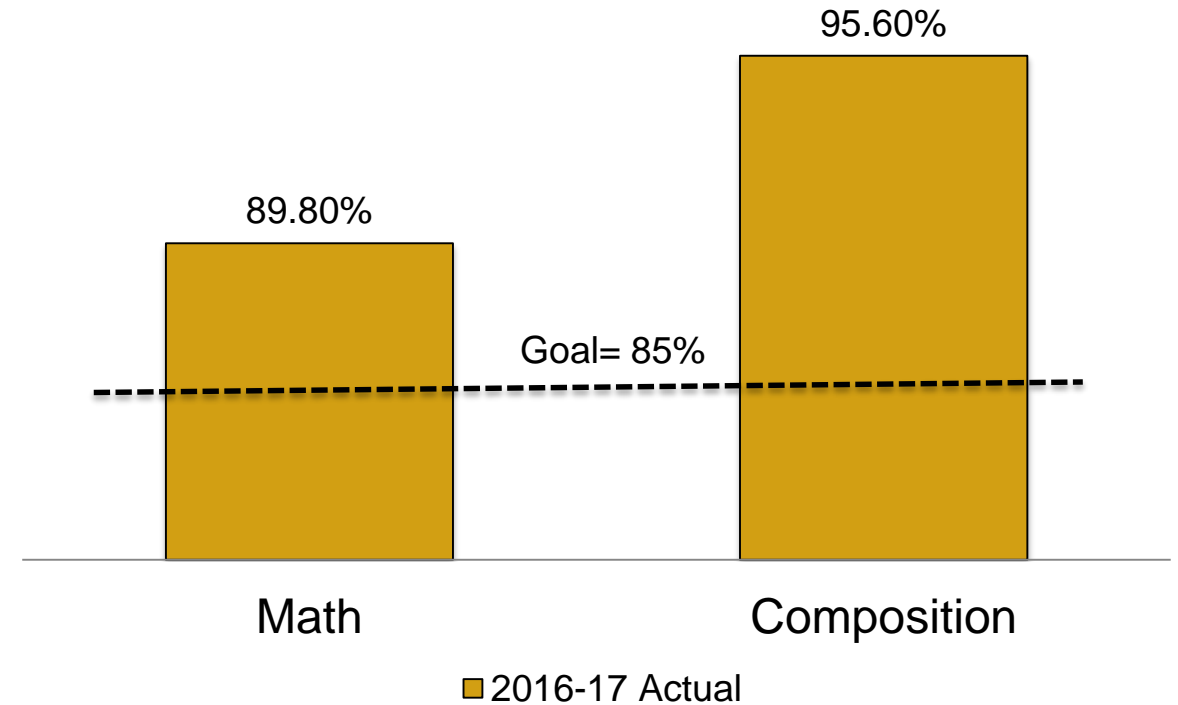
Best Practices

Statewide Initiatives

Students Enrolled in 15 Credits

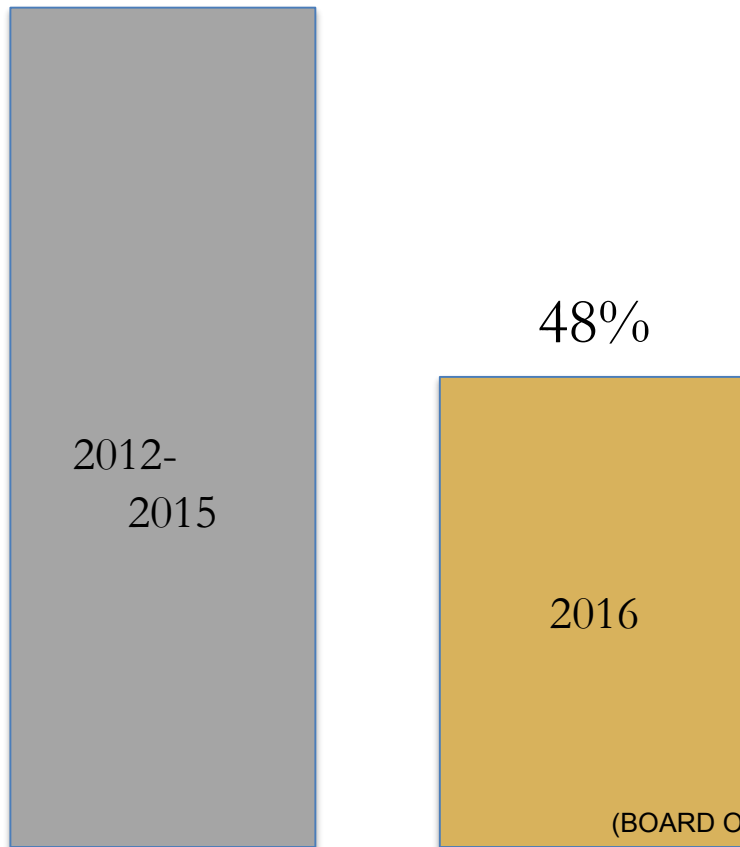


First-time Freshmen Fall Enrollment Gateway Math/English



Students *placed* in Remedial Math

78-80%



Students who Complete College-Level Math in 1 year

33% in 2010

62%

In 2015



Undergraduate Research

*National & Institutional
Conference Presentations*

Experiential Curriculum

70+ for-credit internships in one year



Best Practices

Academic Support



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1-Year Retention

	1 st Generation		Ethnic Diversity	
	Did not use	Used	Did not use	Used
Advising	49.3%	78.4%	48.1%	75.2%
Writing Center	55.3%	64.7%	53.7%	66.7%
Tutoring	55.0%	68.2%	54.1%	68.4%

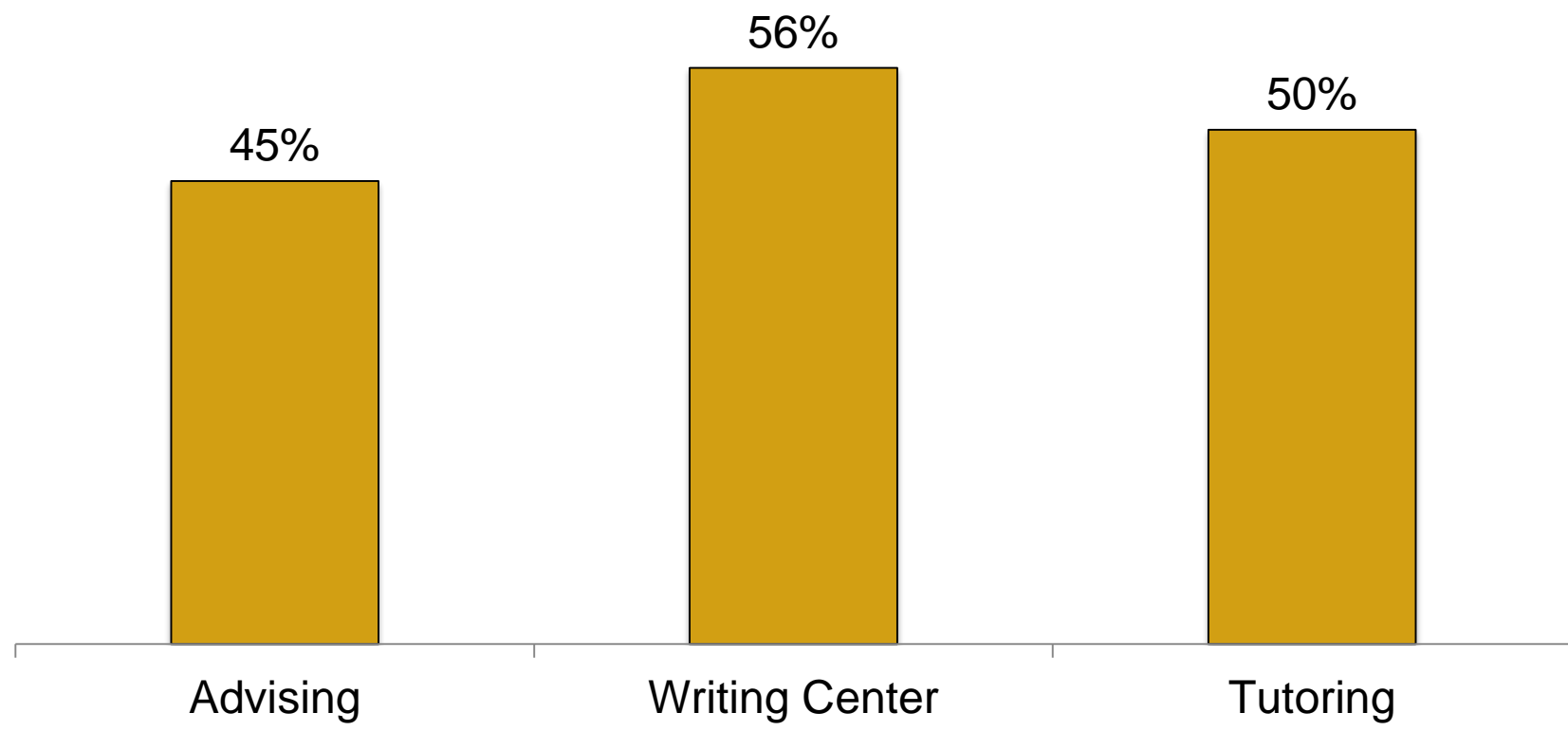
BEST PRACTICES

Academic Support



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Percent Increase in Utilization
Fall 2015 to Fall 2016



First Year Experience

Peer Support, Evidence, & Best Practices



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Peer Support



FYE



Evidence



The Big Picture



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Investments in **student success** have yielded encouraging returns in support of our mission . . .

Student Orientation
Coordinator

Dean of Students

Vice Provosts



Institutional
Research

Advisors/
Success
Coaches

Full-Time Faculty

- **NSSA/Student Life**
- **Nepantla**
- **Peer Leaders**
- **GradFit**
- **Diversity Initiatives**
- **Library**
- G2C/Course Assistants
- Writing Center
- Academic Success Center
- Advising
- Research/Experiential Curriculum
- Internships



New York Times article



President Bart Patterson, Nevada State College
January 19 at 5:24am · 🌐

Compelling article concerning research on the critical importance of middle tier higher education institutions in serving lower income students. Nevada State College is not large enough yet to be rated but this is our aspiration to serve these students and build the state economy.
<https://nyti.ms/2jzAUJJ>

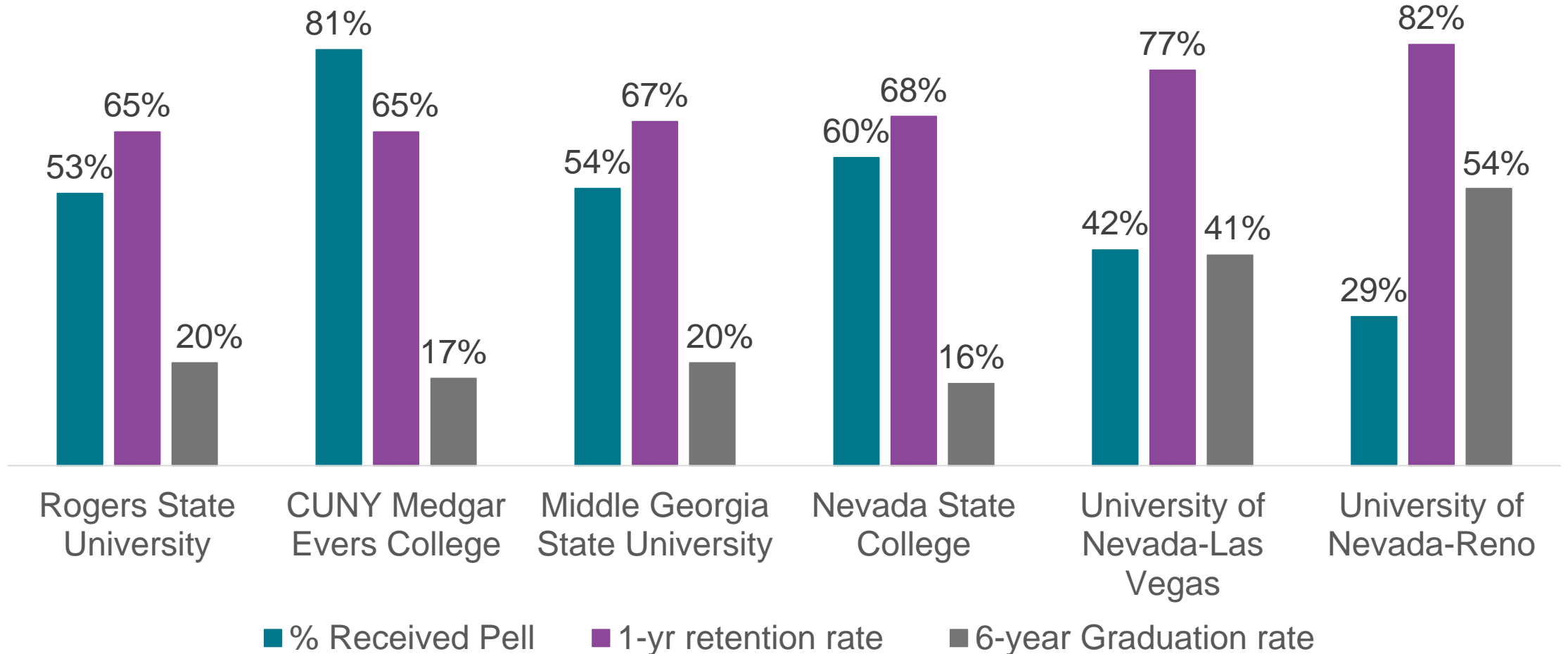


America's Great Working-Class Colleges
Dozens of colleges are vaulting thousands of low-income students into the middle class and beyond, and yet are being starved of funding.
NYTIMS | BY DAVID LEONHARDT

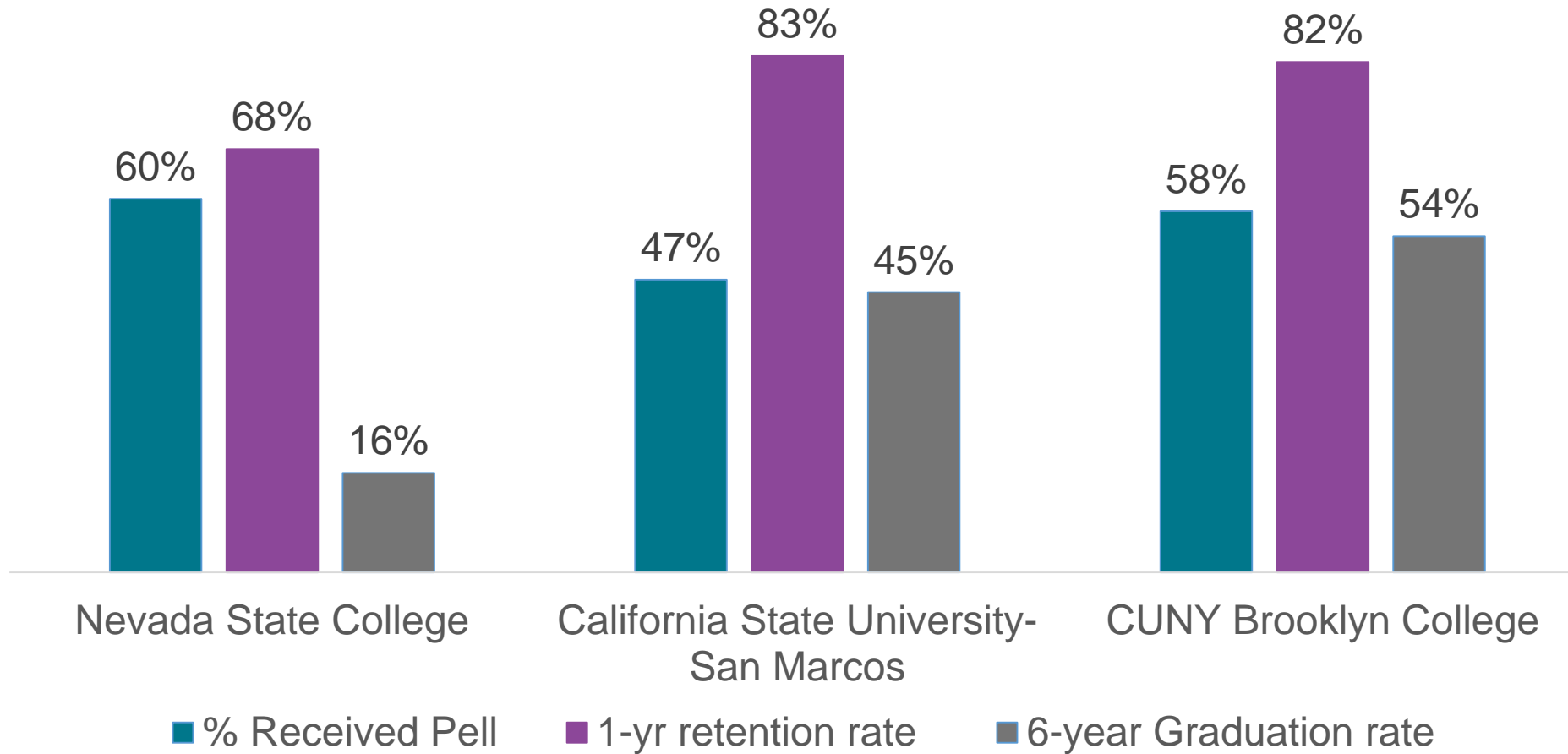
65% first generation

Peer and Aspirational Institutions First-time, Full-time Students

Source: IPEDS 2014



Peer and Aspirational Institutions
 First-time, Full-time Students
 Source: IPEDS 2014





How we
are *different*
operationally

QUALITY, AFFORDABLE PROGRAMS

Operations



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**New
Buildings**

**Community
Events**

**Student
Clubs**

**Career
Center**

**Employee
Survey**

Internships

**Diversity
Office**

**Food
Services**

**New
Programs**

School of Nursing



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RN to BSN

Rating of
Program

Caring
Sciences

School of Nursing



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- New RN to BSN curriculum (anchored in the Caring Sciences/Philosophy) begins May 2017. Students may complete this innovative program in 12 months (full-time) or 24 months (part-time).
- NSC SoN is one of the top ranked BSN programs in the State
- NSC students traveled to Thailand with nursing faculty during the Winter term for a service learning course: A Comparison of Traditional Thai and Modern Thai healthcare.

School of Education



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Master's
Degree
Speech-
Language
Pathology

Collaboration
with CSN
and WNC

Praxis
Core
Labs

Teacher
Academies



School of Education



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- Focus on improving Praxis pass rates
- New MA in Speech-Language Pathology & opening of RiteCare Clinic
- Teacher Academy – 25 students at Southwest Career Technical Academy and 15 students at Mojave High School
- Collaboration with CSN and WNC

School of Liberal Arts & Sciences



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Collaborative
Degrees

Grad School
Prep

New Degree
Programs

UAS Test Track



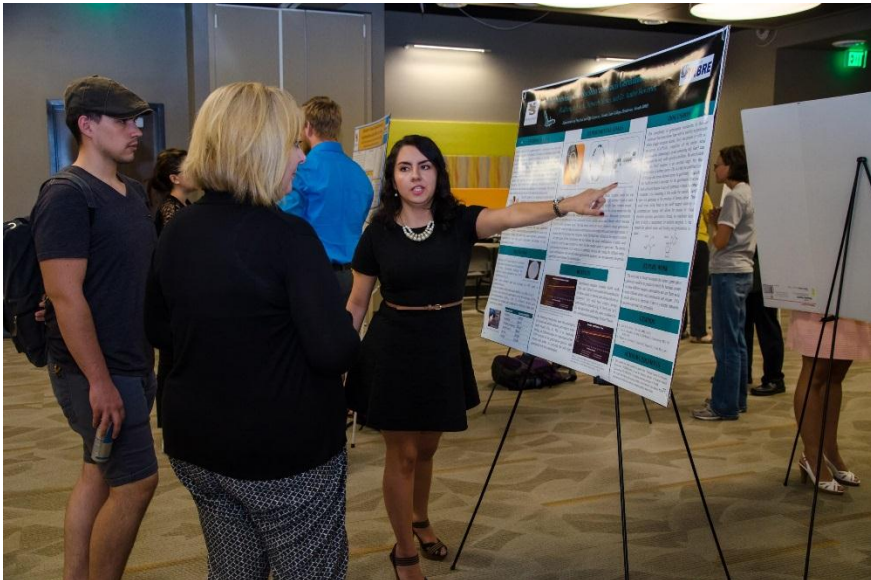
School of Liberal Arts & Sciences



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- New degree programs
- Communication
- Deaf Studies (proposed)

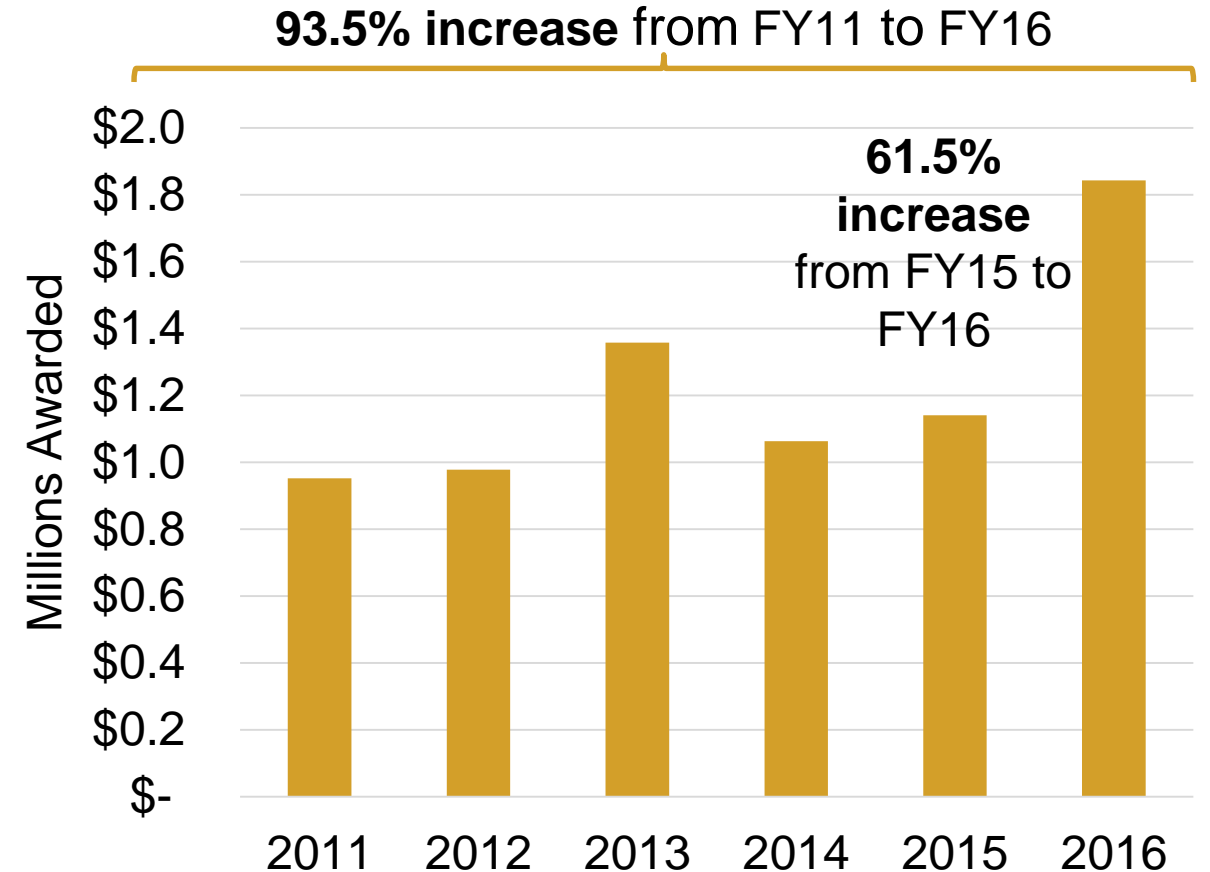
- New collaborative degrees with CSN
- New UAS venture with NIAS
- Grad school prep
- **60%** of the Biology graduates are first generation students



Investments in Sponsored Projects

Sponsored Projects Award Totals (excluding Federal Financial Aid)

- Director of Budgets & Sponsored Projects
- Vice Provost of Scholarship & Experiential Curriculum
- Post-Award Grants Manager/Grants Analysis
- Pre-Award Grants Coordinator (in progress)



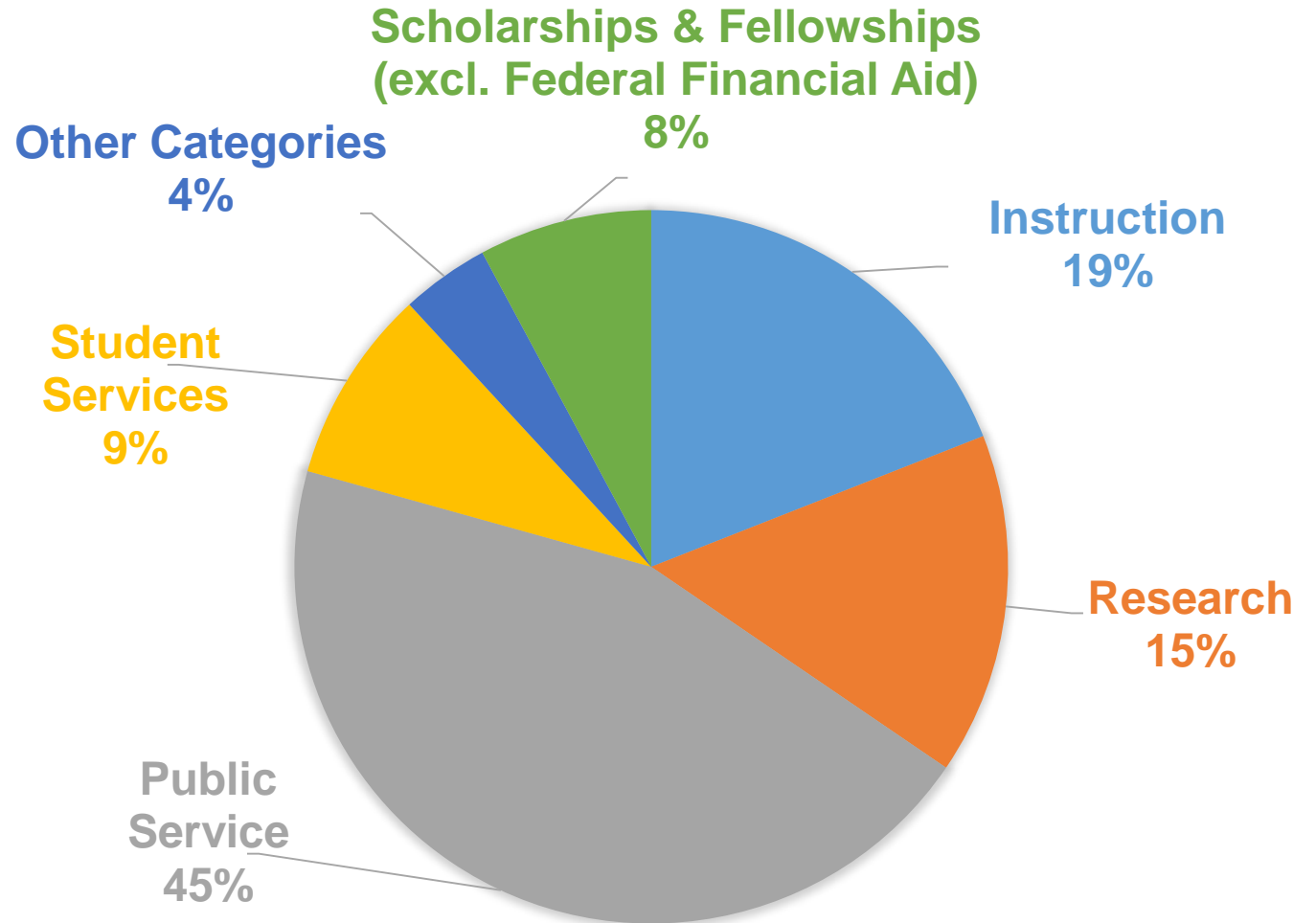
Total Awarded from FY11 to FY16 = \$8,224,007

Investments in Sponsored Projects



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**Percent of
Total Sponsored
Projects Awards
from FY11
to FY16**



Nevada State College Foundation



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Comprehensive Campaign Ended June 30

Goal =
\$15 Million

Gifts and Pledges =
Over \$17 Million

Funding:

- Capital Projects
- Academic Projects
- Scholarships
- Other Needs

New Initiatives

50 Donors for \$2 million in Scholarships

Established Goal
= \$2 Million

Currently =
\$985,000

Education Building Programs

- Just Starting
- Chairs Jim & Laura Gibson
- Goal: \$14 Million

NSC has the one of the strongest non-profit boards in the State of Nevada.



CHALLENGES

Revenue



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- Formula change in 2013 session
- Did not receive small institution adjustment
- Part of formula \$ diverted to research facility equity adjustment
- 60% growth in students
- Self funding own buildings at \$3.1 million per year

Academic Faculty



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	2012	2013	2014	2015	2016
Tenure/Tenure Track Faculty	33	34	40	48	48
Lecturers Non-Tenure Track Faculty	17	20	18	18	23
Total Academic Faculty	50	54	58	66	71

	2012	2013	2014	2015	2016
Hispanic/Latino	8%	11%	9%	6%	8%
American Indian or Alaska Native	0	0	0	0	0
Asian	14%	7%	5%	5%	8%
Black or African American	4%	6%	5%	6%	4%
Native Hawaiian or Other Pacific Islander	0	0	0	2%	0%
White	74%	76%	79%	79%	73%
Two or more races	0	0	2%	3%	6%

Staff



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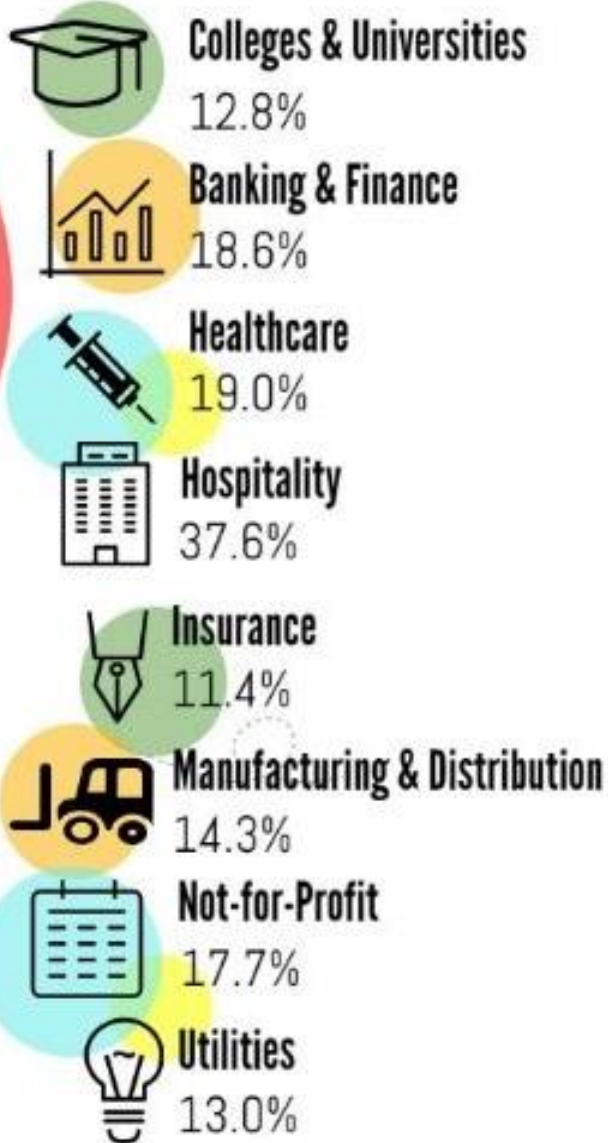
	2012	2013	2014	2015	2016
Full Time Staff	79	92	113	117	128

	2012	2013	2014	2015	2016
Hispanic/Latino	20%	17%	14%	16%	18%
American Indian or Alaska Native	0	0	0%	1%	1%
Asian	5%	10%	12%	12%	13%
Black or African American	13%	15%	12%	14%	13%
Native Hawaiian or Other Pacific Islander	1%	1%	1%	1%	1%
White	61%	55%	58%	62%	51%
Two or more races	0	1%	3%	3%	4%

2015

Turnover Rates by Industry

16.7% avg
total turnover rate
across industries



All data is from the Compdata Surveys & Consulting BenchmarkPro 2015 and Compensation Data Colleges & Universities 2015 reports.

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Employee Retention

2016 Turnover

Academic Faculty	7%
Administrative Faculty	13%
Classified Staff	35%
Executives	20%
Total Overall	14.80%

2016 ORGANIZATIONAL CLIMATE SURVEY

72%

response rate
from full-time
employees

Areas of Strength

- Importance of diversity commitments (6.27)
- Personal diversity value (6.02)
- Supportive supervisor (5.94)
- Positive teamwork environment (5.31)

Areas of Focus

- Procedural justice (4.44) - *process*
- Distributive justice (4.52) - *rewards and recognition*
- Career development opportunity (4.62)

Employees hired after
the new building have
even more positive
perceptions on the
importance of:

Importance of diversity
Organization worth
Sense of belonging
Morale



What we have done



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Be the
Difference

Performance
Goals



Diversity &
Inclusion
Task Force

Provost
Speaker
Series



Faculty &
Staff
Development

Engaging &
Retaining
Faculty of
Color



Leadership Transition



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- Hired new Provost
- Hired first Director of Center for Learning and Teaching Excellence
- Vacancies in Vice Provost and Associate Vice President of Advancement

Future Campus Growth



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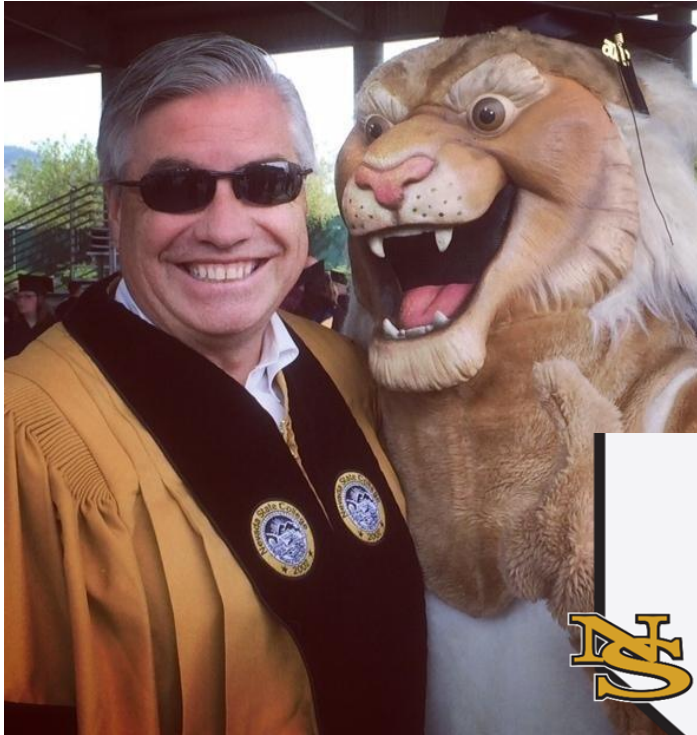


- Intramural & Club Sports
- International Student Programs
- Childcare
- Residence Halls/Dorms
- Public/Private Partnerships
- Education Building
- New Academic Programs (2-year Planning Report)

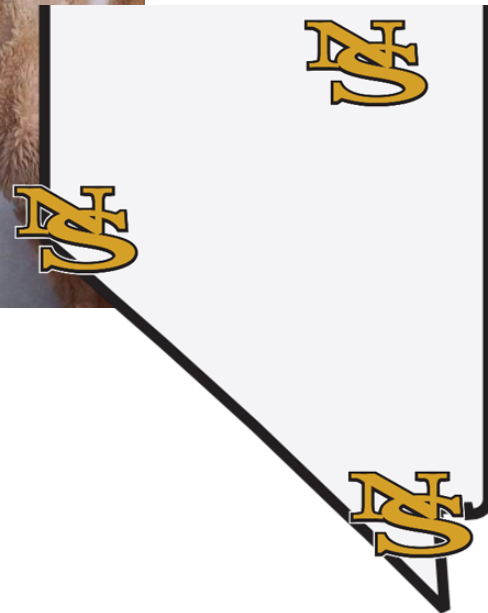
Expansion Of The Statewide Mission



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Partnering with Nevada's community colleges to provide Nevadans more affordable and convenient options for four-year degrees.



Truckee Meadows Community College
Great Basin College
Western Nevada College
College of Southern Nevada

Partnership with CSN



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3+1 Degree Programs

- Engineering Technology
 - Computer Networking (B.A.S.)
 - Electronics (B.A.S.)
 - Telecommunications (B.A.S.)
- Allied Health Sciences (B.A.S.)



Joint Admissions

Joint Building Projects

Recruiting Office Space on Each Campus

Key Partnership with DRI



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- Identify collaborative opportunities to facilities
- Potential expansion of DRI on NSC campus
- Utilize DRI's expertise in new academic programs and workforce development
- Work together on select public/private partnerships
- Opportunities to submit joint grant applications to fund research and STEM endeavors involving students

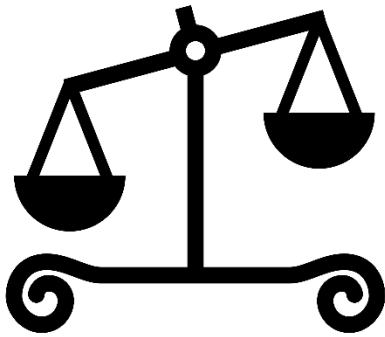


Efficiencies and Effectiveness



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Recession Era



Disproportionality cut institutional support and operations.

2014



Made substantial increase in hiring new faculty to support campus growth.

2015



Emphasis placed on increasing funding for student support and continued faculty expansion.

Nevada State College continues to exam operations for efficiency

Efficiencies and Effectiveness



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How we survived during the recession and positioned the college for success

Full-time Equivalent Employees				
	2009	2013	Decrease	Percent Loss
Instruction	80.98	57.60	(23.38)	-28.87%
Academic Support	14.50	8.00	(6.50)	-44.83%
Student Services	27.00	18.50	(8.50)	-31.48%
Institutional Support	30.00	13.50	(16.50)	-55.00%
O&M	9.00	2.00	(7.00)	-77.78%
Total	161.48	99.60	(61.88)	

Efficiencies and Effectiveness

FY2014

New Positions	FTE	Amount	Percentage Increase
Instruction	12.00	1,099,251	48.25%
Student Service	1.00	67,905	2.98%
Academic Support	4.00	364,300	15.99%
O&M	5.00	264,373	11.60%
Institutional Support	6.00	482,604	21.18%
Total	28.00	\$2,278,433	

FY2016

New Positions	FTE	Amount	Percentage Increase
Instruction	3.00	209,544	28.92%
Student Service	5.00	258,080	35.62%
Academic Support	2.00	148,451	20.49%
Institutional Support	2.00	108,374	14.96%
Total	12.00	\$724,449	



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*We are here to
help our students
reach their full
potential*



QUESTIONS