Welcome!

Spring Start-Up
UAS Accreditation & Mission Fullfillment Update

January 10, 2024

Maren Haavig, Provost
Dean of Research, Sponsored Programs and Graduate Studies

Agenda:

- Review Core Objectives and Progress towards Mission Fulfillment

- Accreditation Timeline Update

- Gardner Institute Update - Next Steps

- Time for Questions!

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Mission, Vision, and Values

Mission:

The University of Alaska Southeast is a student-centered university that provides instruction in liberal arts, professional, and technical fields. On the homelands of the Tlingit, Haida, and Tsimshian peoples, we serve the coastal environments, cultures, economies, and communities of Alaska, through interdisciplinary education, workforce development, and scholarship, research, and creative activity. (Approved by the Board of Regents February 2021)

Vision:

The University of Alaska Southeast is recognized as a destination of choice for students seeking excellent academic programs and engaging learning opportunities that integrate the coastal environments, cultures, economies, and communities of Alaska.

Values:

Excellence, Diversity, Access, Collaboration, Sustainability, and Stewardship

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Mission Ties to Core Objectives

- Core Objective 1: Provide Access to Higher Education for all Students

- Core Objective 2: Deliver Academic Excellence through Instruction, Scholarship, Research and Creative Expression

- Core Objective 3: Increase Student Success

- Core Objective 4: Be a Great Place to Work for all Employees

- Core Objective 5: Maintain Relevance through Productive Relationships within Southeast Alaska

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Core Objective 1: Provide Access to Higher Education for All Students

- **The UAS Strategic Enrollment Plan (SEP) was reviewed during Spring and finalized during Fall 2023.**

- **New enrollment targets *based on Fall 2023* actuals:**
  - 1% growth for Fall 2024
  - 3% growth for Fall 2025
  - 5% growth for Fall 2026

- **New retention targets - we achieved 71% Fall 2023**
  - Fall 24 - 72%
  - Fall 25 - 73%
  - Fall 26 - 74%

Core Objective 1: Provide Access to Higher Education for All Students

- New targets for overall proportion of degree seekers
  - Fall 23 - 58% of total headcount
  - Fall 24 - 58% of total headcount
  - Fall 25 - 59% of total headcount
  - Fall 26 - 60% ot total headcount

- Increase in Alaska Native students to 422 (fall 2023) up from 406 (fall 2022)

- More Degree level data and Demographic level data included in Core Objective Summary Sheet

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How do we get there? Dissecting the Strategic Enrollment Plan: Recruitment and Retention

- **FY24 Key Recruitment Strategies & Initiatives:**

  - ☐ Increase pathways for new and continued enrollment (e.g., articulation agreements, strategic partnerships, AK Performance Scholarship Campaign, Dual enrollment pathways);
  - ☐ Improve the Transfer Student Experience
  - ☐ Focused enrollment growth for programs across UAS

- **FY24 Key Retention Strategies & Initiatives:**

  - ☐ Examining our hold policies through the WICHE No Holding Back Initiative
  - ☐ Focus on retention improvement
  - ☐ Student Course Success Analysis (including DFW rates)
  - ☐ Assess effectiveness of academic technology
  - ☐ Ensure sufficient levels of faculty and staff

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How do we get there? A Look at Retention Initiatives

- WICHE No Holding Back Initiative - A Community of Practice
  - Formal participation August 2022 - October 2023
  - January - February, finalize recommendations to UAS
  - Summary of potential recommendations
    - Eliminate academic warning Hold
    - Create a unique Hold code for academic advising
    - Increase the A/R Hold amount up from current $500
    - Investigate Pell recipient account balances when on Hold
    - Investigate why AK Native students receive a disproportionate number of Holds

- Retention Committee!
  - A small, nimble committee designed to elicit retention ideas from the UAS community and work towards achieving Retention strategies

Core Objective 2: Deliver Academic Excellence through Instruction, Scholarship, Research and Creative Expression

Faculty													
Fall	2019		2020		2021		2022		2023		2024	2025	Goal
	#	%	#	%	#	%	#	%					
Total Faculty	176		163		177		179		181				
Tenure	52	30%	48	29%	51	29%	49	27%	52	29%			
Tenure Track	12	7%	19	12%	18	10%	21	12%	23	13%			
Term	48	27%	45	28%	46	26%	53	30%	44	24%			
Adjunct	64	36%	51	31%	62	35%	56	31%	62	34%			

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Core Objective 2: Deliver Academic Excellence through Instruction, Scholarship, Research and Creative Expression

Scholarship, Research, and Creative Expression													
Fall	**2019**		**2020**		**2021**		**2022**		**2023**		**2024**	**2025**	**Goal**
	#	%	#	%	#	%	#	%					
Tenure & Tenure Track	64		67		69		70		75				
Terminal Degree	38	59%	38	57%	39	57%	37	53%	38	51%			65%
Tripartite Faculty	22	34%	21	31%	24	35%	22	31%	27	36%			35%
Research Workload	24	38%	22	33%	23	33%	20	29%	27	36%			35%

Research Workload refers to all faculty workloads designated for scholarship, research, or creative expression.

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Core Objective 2: Deliver Academic Excellence through Instruction, Scholarship, Research and Creative Expression

Academic Excellence, Course Completion								
Fall	2019	2020	2021	2022	2023	2024	2025	Goal
Bachelors Seeking	82%	84%	81%	83%				>85%
Associate Seeking	69%	74%	72%	76%				>80%
Certificate Seeking	74%	86%	76%	86%				>80%
Endorsement Seeking	85%	94%	93%	93%				>85%
Masters Seeking	87%	90%	92%	92%				>85%
Course completion is measured as a passing grade (D+ grade or above at all levels)								

Core Objective 3: Increase Student Success

Student Success								
Cohort, Fall	2018	2019	2020	2021	2022	2023	2024	*Goal*
Fall to Fall Retention Rate First Time Full Time Bachelor's Seeking Students	59%	63%	65%	65%	71%			*73%*
Cohort, Fall	2013	2014	2015	2016	2017	2018	2019	*Goal*
150% Overall Completion Rate First Time Full Time Freshmen Completing any Degree	25%	18%	31%	25%	30%			*40%*
Cohort, Fall	2013	2014	2015	2016	2017	2018	2019	*Goal*
150% Bachelor's Completion Rate First Time Full Time Bachelor's Seeking Students Completing a Bachelor's Degree	30%	14%	29%	26%	33%			*40%*
Cohort, Fall	2011	2012	2013	2014	2015	2016	2017	*Goal*
200% Bachelor's Completion Rate First Time Full Time Bachelor's Seeking Students Completing a Bachelor's Degree	23%	38%	32%	18%	30%			*45%*
Cohort	2015	2016	2017	2018	2019	2020	2021	*Goal*
Employed in Alaska 1 Year Out	80%	85%	78%	84%	83%			*>85%*

Core Objective 3: Increase Student Success

Bachelor's Seeking: 1 Year Retention Rate

Demographic percentages display the difference from the overall rate. For example, full-time students have a 67% retention rate, while full-time Alaska Native students are 3% below this rate, or 64%.

Cohorts 2020 - 2022	Overall	Female	Male	AK Native	Other Minority	White	Less than 25	25 & Older	Rural Origin	First Gen	Pell
Full Time	67%	1%	-2%	-3%	-14%	4%	0%	-5%	-3%	-8%	1%
First Time	67%	0%	1%	-2%	-17%	4%	-1%	na	3%	-6%	-1%
Transfer	67%	3%	-5%	-3%	na	3%	5%	-7%	-13%	-12%	4%
Part Time	52%	4%	-11%	-11%	-8%	4%	-5%	7%	-3%	6%	9%
First Time	37%	-2%	12%	na	na	2%	-4%	na	9%	4%	-16%
Transfer	58%	5%	-14%	-18%	na	6%	1%	-1%	-8%	8%	10%

Core Objective 4: Be a Great Place to Work for All Employees

- Great College To Work For survey results continue to highlight areas for improvement.

Employee Views								
Fiscal Year	2019	2020	2021	2022	2023	2024	2025	Goal
Job Satisfaction & Support	--	--	75%	67%	67%			>75%
Faculty			75%	58%	60%			
Exempt Staff			72%	74%	69%			
Non-exempt Staff			79%	67%	70%			
Faculty & Staff Well-Being	--	--	78%	78%	74%			>75%
Faculty			72%	66%	66%			
Exempt Staff			84%	88%	81%			
Non-exempt Staff			76%	81%	67%			
*Data from the 'Great Colleges to Work For' external survey. This was started in 2021.								

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Core Objective 4: Be a Great Place to Work for All Employees

Employee Retention								
Fall	2019	2020	2021	2022	2023	2024	2025	Goal
Percent Retained from Previous Fall	85%	87%	86%	85%	86%			>85%

Employee Demographics														
Fall	2019		2020		2021		2022		2023		2024	2025	Goal
Total Regular Employees	286		274		266		275		280				
% Alaska Native	23	8%	25	9%	21	8%	28	10%	28	10%			
% Female	162	57%	152	55%	153	58%	162	59%	170	61%			
Employees by Type													
Administrative	11	4%	11	4%	10	4%	10	4%	12	4%			
Faculty	103	36%	102	37%	102	38%	102	37%	107	38%			
Professional	82	29%	76	28%	78	29%	81	29%	87	31%			
Technical	51	18%	46	17%	38	14%	43	16%	35	13%			
Clerical	14	5%	15	5%	14	5%	15	5%	16	6%			
Crafts/Trades	11	4%	11	4%	12	5%	11	4%	11	4%			
Maintenance	14	5%	13	5%	12	5%	13	5%	12	4%			

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Core Objective 5: Maintain Relevance through Productive Relationships within Southeast Alaska

Experiential Learning								
Fiscal Year	2019	2020	2021	2022	2023	2024	2025	Goal
Degree Seekers	2007	1843	1730	1647	1523			
Experiential Learners	317	289	264	266	267			
% Experiential Learning	16%	16%	15%	16%	18%			>20%

MOU/MOA's								
Fiscal Year	2019	2020	2021	2022	2023	2024	2025	Goal
MOU/MOA's	44	26	30	34				Maintain >30

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Core Objective 5: Maintain Relevance through Productive Relationships within Southeast Alaska

- The Alaska College of Education Consortium (ACEC) held a summit in Fairbanks in October. UAA, UAF, and UAS Schools of Education participated.

- The School of Education granted more than $179,000 in UA Teacher Internship Scholarships to aspiring teachers nearing the completion of their educational programs.

- The School finalized the partnership with Sealaska Heritage Institute to support Indigenizing Education for Alaska project

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Core Objective 5: Maintain Relevance through Productive Relationships within Southeast Alaska

- Supported by their collaboration with Northrim Bank, the Business Faculty and Staff engaged in a comprehensive strategic planning initiative
- Smart Classroom Conversion with First National Bank
- We are proud to continue our partnership with Sealaska Heritage Institute supporting Alaska Native Language Programs *Our Ancestor's Echos grant* and Northwest Coast Art *Box of Treasures grant*
- Continues collaboration with the Ted Stevens Foundation for the Ted Stevens Legislative Internship program

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Core Objective 5: Maintain Relevance through Productive Relationships within Southeast Alaska

- The Career Education formalized a training agreement with Coeur Alaska Kensington for welding and hydraulics
- Career Education and the Tlingit and Haida Central Council are working on a collaborative commercial driver's license training program
- Career Education renewed an agreement with Southeast Regional Resource Center to deliver non-credit and credit co-sponsored condensed courses for students sponsored through the ACA grant.
- Hecla invested $200,000 over two years in scholarships for students in mine training programs.

NWCCU Accreditation Timeline

- Mid-Cycle Report and Virtual Visit - April 2022 - DONE!

- Annual Report - Due 8/1 via NWCCU portal

- Year 6: "Standard 2: Policies, Regulations and Financial Review" Report & *Off-Site Review* - March 2025

- Year 7: "Evaluation of Institutional Effectiveness" Report & *On-Site Visit* - April 2026

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- **Standard 2: Policies, Regulations and Financial Review" AKA "PRFR Report"**

- Standard 2– Governance, Resources, and Capacity:

UAS lead: Maren Haavig, Provost & Accreditation Liaison Officer
Steering Committee: Executive Cabinet
Additional Resources: Chancellor's Cabinet & Governance Groups

Timeline:
Jan - Dec 2024   Prepare Report - Internal Reviews
Dec 2024/Jan 2025 Draft to NWCCU review/feedback
February 2025   Incorporate Feedback/Finalize format
March 1, 2025   Due to NWCCU

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- Standard 2: Policies, Regulations and Financial Review" AKA "PRFR Report"

Faculty Accreditation Fellows:

The faculty fellows will work with the Provost and others during the preparation of the PRFR Report.

Focus on Standards

"Governance & Academic Freedom"
"Advising & Student Support'
"Human Resources & Finance"

This appointment period is the 2024 calendar year Compensation will be roughly equal to a 1 workload credit each semester (Spring, Summer, Fall).

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■ Gardner Institute: Transforming the Foundational Postsecondary Experience

Fall 2023 - Conducted two surveys:

- Readiness, Willingness, and Ability (RWA)
- Institutional Transformation (RWA)

November 2023 - "Sensemaking"
- A group of 30+ UAS faculty, staff, and administrators meet to "make sense" of the survey results

December 2023 - On Campus Visit with Gardner
- Decision about next steps

- Gardner Institute: Transforming the Foundational Postsecondary Experience

Highlights from Sensemaking:

- UAS has begun work in almost all areas, but that there was room for growth across the board

- We feel good about our readiness and ability to implement change, confidence in the institution's new leadership

- Resource constraints related to budget and staffing

- UAS has historically not followed through on big projects

- Student need to be involved was routinely expressed

- Gardner Institute: Transforming the Foundational Postsecondary Experience

Next Steps:

- March 2024, Equity in Retention Academy

- The result of the Academy will give rise to one or two projects through a Gardners Retention Redesign program (2024/2025)

- In April of 2024, UAS will participate in Emergency Aid/Basic Needs Academy

- Possible future projects include Academy on the 1st year College Experience, Gateway Course, or Transfer Experience