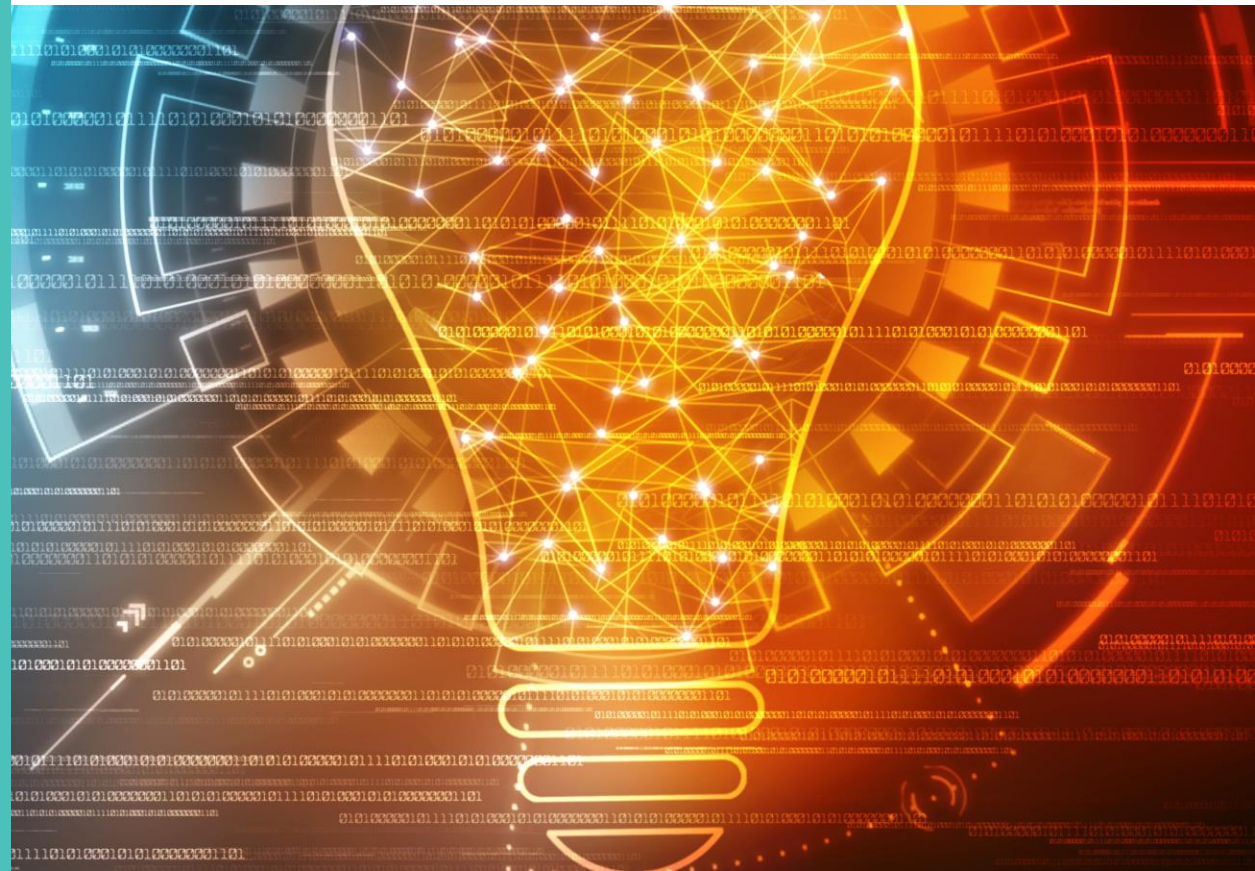




Campus Completion Plan Update

2020-2022 Outcomes &
2022-2024 Improvement Focus





- Enhance outreach to community centers and organizations with a focus on Diversity, Equity and Inclusion (DEI) that specifically engages underserved student populations in the City of Lima and in the Allen County Service Area.
- Inaugural launch of the RSC Young Scholars Program (YSP)

- Implement personalized degree planning for all incoming students

- Establish new Institutional Learning Outcomes (ILOs)/General Education Outcomes (GLOs) as part of revised Assessment Model

- Remove student barriers (i.e. fees and re-enrollment).

- Expand on the number of RSC Industry Recognized Credentials (IRCs)

Campus Completion Plan 2022 – 2024 Improvement Focus

Board of Trustees Resolution

The Board of Trustees
Unanimously approved
Resolution No. 2022-67 for the
Rhodes State College Campus
Completion Plan:
2020-2022 Outcomes & 2022-2024
Improvement Focus on
May 17, 2022.



CONSIDERATION OF APPROVAL FOR THE 2020-2022 RHODES STATE COLLEGE CAMPUS COMPLETION PLAN

Resolution No. 2021 - 67

Resolved, upon the recommendation of the President, and with the concurrence of the Executive Director for Institutional Effectiveness Planning and Senior Vice President for Academic & Student Affairs, Workforce Development, that consideration be given for the Rhodes State College Campus Completion Plan update and activities for 2022-2024.

Description:

Public colleges and universities in Ohio are required to submit a campus completion plan that is approved by its board of trustees to the Chancellor by June 30, 2022.

The current legislation (3345.81 Strategic Completion Plan) states:

As defined by section 3345.12 of the Revised Code, "the board of trustees of each institution of higher education, as defined by section 3345.12 of the Revised Code, shall adopt an institution-specific strategic completion plan designed to increase the number of degrees and certificates awarded to students. The plan shall be consistent with the mission and strategic priorities of the institution, include measurable student completion goals, and align with the state's workforce development priorities. Upon adoption by the Board of Trustees, each institution of higher education shall provide a copy of its plan to the chancellor of higher education. The Board of Trustees of each institution of higher education shall update its plan at least once every two years and provide a copy of their updated plan to the Chancellor upon adoption."

The Rhodes State College Campus Completion Plan: 2020-2022 Outcomes & 2022-2024 Improvement Focus is a product of the College's 2021-2023 strategic plan outcomes and actions. The continuous improvement focus will be on connection, first-year entry, progress, completion and workforce.

Attachment

- Rhodes State College Campus Completion Plan: 2020-2022 Outcomes & 2022-2024 Improvement Focus



Rhodes State College Campus Completion Plan
2020-22 Outcomes & 2022-24 Improvement Focus

CONNECTION

Outcomes for 2020-2022

Strategy/Goal	Outcome	Progress	Measure	Comments
<i>What did you plan to improve?</i>	<i>What did you establish as your outcome?</i>	<i>What progress did you make towards strategy/goal?</i>	<i>What were measures of progress/success?</i>	<i>What contextual points are worth noting?</i>
Modify and enhance CCP Pathways	<ul style="list-style-type: none"> Ensured communication materials included the most up-to-date information on RSC academic programming. 	<ul style="list-style-type: none"> Updated CCP Pathways brochure to reflect updates to academic programming. Created a Navigator territory & Transfer Module flyer. 	<ul style="list-style-type: none"> 11.6% of CCP students became traditional RSC students during the academic year; an increase of 5.1%. 102 CCP students indicated their intent to matriculate into RSC (for summer or Fall 2022). 	<ul style="list-style-type: none"> Modified information on the Transfer Module (TM) for ease of understanding and marketing of the Rhodes TM certificate. Better clarified CCP level 1 & level 2 classes to improve communication to parents and RSC partners.
Establish new K-12 Advisory Committee	<ul style="list-style-type: none"> The K-12 Advisory Committee was established during summer 2020; with the 1st meeting held. Meetings have been established for Fall and Spring terms with at least 2 meetings scheduled each academic year. 	<ul style="list-style-type: none"> During AY 2020-21 K-12 Advisory meeting was held September 2020; March 2021. During AY 2021-22 K-12 Advisory meetings held October 2021 and March 2022. Initiatives included: communication of needs, discussing credentialing, and enrolling their students. 	<ul style="list-style-type: none"> 4 new relationships and/or partnership high schools: Margareta & Calvary Christian High School (2021), Tri-Star (2020), and Apollo Career Center (2020). The AG business certificate and associated courses were new as well as the STNA pre-apprenticeship. 	<ul style="list-style-type: none"> Partners are especially interested in pre-apprenticeships. Advisory committee sought uniformity in grading scale. Improved service and communication to our high school partners and students.

Campus Completion Plan

Strategy/Goal	Outcome	Progress	Measure	Comments
<p>Establish partnership with the Local Community Centers</p>	<ul style="list-style-type: none"> Ability to offer new short-term certificates at local community centers (as needed or requested). Community leader serving on advisory committee for the Young Scholars Program (YSP). 	<ul style="list-style-type: none"> Academic Affairs created new educational offerings in the form of certificates. Secured an individual from the Lima-Allen County United Way. 	<ul style="list-style-type: none"> 15 new certificates were developed during AY 2020-21: Ag Robotics/Intelligence; Liberal Arts; OTM; Medical Assisting; Prescription Mapping in Ag; Addiction Services; Agronomy; CCT; Cisco CCNA; Computed Tomography; Cybersecurity Fundamentals; Mammography; Power Skills for Business/Industry; Red Hat System Admin; & Supply Chain Management. At least 1 community member serving on the YSP Advisory Committee. 	<ul style="list-style-type: none"> YSP development took longer than originally anticipated and was still under development during FY 2022. Since there were no requests for programming by community centers and the YSP was still being developed, this initiative will continue as part of the "Connection" improvement focus as part of the 2022-2024 Completion Plan.

CONNECTION

2022 Improvement Focus Description: Bridge the Enrollment Gap by Increasing Student Access to Students with Diverse Background

Improvement Focus Current Status: Enhanced Outreach to Underserved Populations

Focus	Strategy	Leadership	Others	Outcome	Measure	Timeline
<i>Improvement Objective (College Strategy /Intervention Objectives)</i>	<i>What will we do differently? What are The action steps for intervention?</i>	<i>Who will be responsible (title)?</i>	<i>Who will need to support /bolster the change and how (titles)?</i>	<i>What will be our outcome indicator of success?</i>	<i>How will we measure success?</i>	<i>What is our timetable?</i>
Enhance outreach to community centers and organizations with a focus on Diversity, Equity and Inclusion (DEI) that specifically engages underserved student populations in the City of Lima and in the Allen County Service Area.	<ul style="list-style-type: none"> Develop and implement a DEI Plan that outlines goals for outreach, and assisting in enrollment management efforts for underserved populations. Engage various community centers and organizations (e.g. Bradfield Center; Lima Public Library, Lima Area Black Ministerial Health Services & Recovery Board, etc.). 	<ul style="list-style-type: none"> Special Assistant to the President for Diversity, Equity, and Inclusion (DEI) VP Enrollment Management 	<ul style="list-style-type: none"> Director of Admissions Student Navigators 	<ul style="list-style-type: none"> Establishment of new community partners with scheduled meetings to outline the types of engagement. Increased RSC staff presence and student access to services at area community centers. Establish a baseline number of underserved students (resulting from community partnerships). 	<ul style="list-style-type: none"> 3 new Lima/Allen County community partnerships. Average 10 hours/month at a community partner facility. 5% Increase/year of underserved students from baseline year. 	<ul style="list-style-type: none"> Spring/Summer 2022 Summer 2022- Spring 2024 Summer 2022- Spring 2024

Campus Completion Plan

Focus	Strategy	Leadership	Others	Outcome	Measure	Timeline
Inaugural launch of the RSC Young Scholars Program (YSP)	<ul style="list-style-type: none"> Partnership with area schools and community organizations. YSP Advisory Group to assist with program promotion. 	<ul style="list-style-type: none"> Dean, K-12 VP Enrollment Management 	<ul style="list-style-type: none"> YSP Advisory Group Superintendents & Principals Marketing & Public Relations SAP, DEI 	<ul style="list-style-type: none"> Implement YSP during Fall 2022. Regular meetings with the YSP Advisory Group to discuss program progress. Student connections to YSP services (e.g., Career Development, Student Success Navigators, etc.) offered by RSC. 	<ul style="list-style-type: none"> 10 new young scholars enrolled per Cohort (2 Cohorts). 75% overall YSP student participation 80% retention of YSP students per Cohort. 	<ul style="list-style-type: none"> Fall 2022 & Fall 2023 Fall 2022-Spring 2024 Fall 2024

FIRST-YEAR ENTRY

Outcomes for 2020-2022

Strategy/Goal	Outcome	Progress	Measure	Comments
<i>What did you plan to improve?</i>	<i>What did you establish as your outcome?</i>	<i>What progress did you make towards strategy/goal?</i>	<i>What were measures of progress/success?</i>	<i>What contextual points are worth noting?</i>
Implement and Continuously Improve Online Orientation	<ul style="list-style-type: none"> Improved student understanding of orientation content. Improved student engagement in orientation sessions. 	<ul style="list-style-type: none"> Established a dashboard in the Canvas LMS where new incoming students can complete all their onboarding steps. Updated Orientation Quiz content and assessed results to ensure continuous improvement of student services and assist with student understanding College information. Created an innovative outreach campaign in order to increase student engagement. Sent all newly registered students an invitation to complete the online Orientation as part of the New Student Packet. Began sending emailed reminders, prior to the start of each term, reminding students to complete their online Orientation. 	<ul style="list-style-type: none"> YTD, an average of 78% of students achieve 80% or higher on the Orientation Quiz. YTD, overall Completion rate/year for CCP (K-12) and Traditional students was 72%. 	<ul style="list-style-type: none"> Comparative data between CCP and Traditional students was not captured; however, the composite for both was 72%.

FIRST-YEAR ENTRY

2022 Improvement Focus Description: Engage Students in First-Year Activities Which Foster Success

Improvement Focus Current Status: Strategic Communication & Student Outreach from Entry through the First-Year

Focus	Strategy	Leadership	Others	Outcome	Measure	Timeline
<i>Improvement Objective (College Strategy /Intervention Objectives)</i>	<i>What will we do differently? What are The action steps for intervention?</i>	<i>Who will be responsible (title)?</i>	<i>Who will need to support /bolster the change and how (titles)?</i>	<i>What will be our outcome indicator of success?</i>	<i>How will we measure success?</i>	<i>What is our timetable?</i>
Implement personalized degree planning for all incoming students	<ul style="list-style-type: none"> New first-term students and incoming transfer students will work with staff/faculty advisors to develop personalized degree plans in Degree Works 	<ul style="list-style-type: none"> Dean, Student Affairs Dean, Health Sciences and Public Services Dean, Technology and Liberal Studies 	<ul style="list-style-type: none"> Faculty Advisors Staff Advisors Registrar IR Coordinator Dean, Academic Affairs 	<ul style="list-style-type: none"> Degree Works training for all faculty and staff advisors. Establish a baseline for the number of active degree plans with an increase of 10% each year. Increased persistence category KPIs. 	<ul style="list-style-type: none"> 100% Advisors trained 75% of incoming new and transfer students (Fall 2023) and 100% of incoming new and transfer students (Fall 2024) have active degree plans. 77% overall student persistence. 	<ul style="list-style-type: none"> Spring 2022 Fall 2023 - Fall 2024 Spring 2024

PROGRESS

Outcomes from 2020-2022

Strategy/Goal	Outcome	Progress	Measure	Comments
<i>What did you plan to improve?</i>	<i>What did you establish as your outcome?</i>	<i>What progress did you make towards strategy/goal?</i>	<i>What were measures of progress/success?</i>	<i>What contextual points are worth noting?</i>
Improved Program Review process	<ul style="list-style-type: none"> Continuous improvement of all degree programs that were scheduled for AY 2020-21 and 2021-22. 	<ul style="list-style-type: none"> Program Review (PR) was enhanced to incorporate relevant data that supports the College's Strategic goals for persistence, retention and completion. Additionally, a PR rubric was developed that minimized subjectivity and provided a path for continuous improvement. During 2020-21, 21-degree programs were reviewed during the 2020-2021 PR cycle. During the 2021-2022 PR cycle, programs that received a rating of "2" or "1" in a rubric category, must complete and submit an improvement plan (IP) to the Division Dean and Curriculum committee for review and discussion. HSPS has submitted all required IPs and TLS has 2 out of 11 IPs submitted. 	<ul style="list-style-type: none"> YTD 100% programs submitted on time for PR Of the required improvement plans developed and implemented: <ul style="list-style-type: none"> HSPS – 100% developed; 100% in progress for implementation TLS 100% developed; 100% in progress for implementation 	<ul style="list-style-type: none"> PR procedure and rubric are under review to make any necessary revisions per institutional KPI definitions and College Curriculum Committee.

PROGRESS

2022 Improvement Focus Description: Revise Assessment Model for Continuous Improvement of Teaching and Learning

Improvement Focus Current Status: Implement Institutional Learning Outcomes for Academic and Co-curricular Assessment

Focus	Strategy	Leadership	Others	Outcome	Measure	Timeline
<i>Improvement Objective (College Strategy/Interventi</i>	<i>What will we do differently? What are the action steps for intervention?</i>	<i>Who will be responsible (title)?</i>	<i>Who will need to support /bolster the change and how</i>	<i>What will be our outcome indicator of success?</i>	<i>How will we measure success?</i>	<i>What is our timetable?</i>
Establish new Institutional Learning Outcomes (ILOs)/General Education Outcomes (GLOs) as part of revised Assessment Model	<ul style="list-style-type: none"> Establish a Task Force to review Core Skills & Abilities and make a recommendation for new ILOs which will also serve as the General Education Outcomes Implement the new ILOs across RSC Academic and Student Services areas. Implementation of a new cloud-based assessment software tool for tracking and reporting. 	<ul style="list-style-type: none"> SVP, Academic and Student Affairs, Workforce Development Executive Director, Institutional Effectiveness Planning Dean, Academic Affairs Assessment Champion 	<ul style="list-style-type: none"> Health Sciences and Public Services Dean, Technology and Liberal Studies Academic Chairs Dean, Student Affairs Faculty Student Services Directors Shared Governance Outcomes & Assessment Committees 	<ul style="list-style-type: none"> Research, identify and adopt a set of ILOs which also are used to assess General Education. All faculty/staff responsible for academic and/or co-curricular assessment are trained on the new ILOs. Use of new ILOs/rubrics, and development of curriculum maps. Faculty and staff reporting ILO/GLO, PLO (program), and SLO (course) assessment outcomes. 	<ul style="list-style-type: none"> 6 ILOs identified and corresponding rubrics developed. 100% of faculty/ staff trained on the new ILOs/rubrics. 80% of faculty/staff demonstrate 90% understanding of ILOs 100% ILO rubrics implemented and 90% of curriculum maps developed. 75% of faculty/staff have developed improvement plans based on assessment results. Average of 75% student success across ILOs. 	<ul style="list-style-type: none"> Spring 2022 - Fall 2022 Spring 2022- Spring 2023 Spring 2022- Spring 2024 all 2022 - Spring 2024

COMPLETION

Outcomes from 2020-2022

Strategy/Goal <i>What did you plan to improve?</i>	Outcome <i>What did you establish as your outcome?</i>	Progress <i>What progress did you make towards strategy/goal?</i>	Measure <i>What were measures of progress/success?</i>	Comments <i>What contextual points are worth noting?</i>
Stackable certificates within career pathways.	<ul style="list-style-type: none"> Creation of new Certificates and programs. 	<ul style="list-style-type: none"> Between 2020-21 the faculty from the Divisions of Health Science and Public Service and Technology and Liberal Studies worked in collaboration with Deans, Chairs, the SVP for Academic Affairs and Exec. Director for Institutional Effectiveness Planning to develop and get approved over 15 certificates and 4 new academic programs. 	<ul style="list-style-type: none"> 15 new certificates were created and approved by HLC: Ag Robotics/Intelligence; Liberal Arts; OTM; Medical Assisting; Prescription Mapping in Ag; Addiction Services; Agronomy; CCT; Cisco CCNA; Computed Tomography; Cybersecurity Fundamentals; Mammography; Power Skills for Business/Industry; Red Hat System Admin; & Supply Chain Management 4 new programs were created and approved by HLC: Health Care Tech, Surge Tech, Ag Tech and Laboratory Science Tech Concentration. 	<ul style="list-style-type: none"> RSC will monitor success and completion of the certificates.

COMPLETION

2022 Improvement Focus Description: Remove Barriers to Student Completion

Improvement Focus Current Status: Implement Improvement Initiatives for long-term (30-hr) certificate and degree completion

Focus	Strategy	Leadership	Others	Outcome	Measure	Timeline
<i>Improvement Objective (College Strategy)</i>	<i>What will we do differently? What are The action steps for</i>	<i>Who will be responsible (title)?</i>	<i>Who will need to support /bolster the change and how</i>	<i>What will be our outcome indicator of success?</i>	<i>How will we measure success?</i>	<i>What is our timetable?</i>
Remove student barriers (i.e. fees and re-enrollment).	<ul style="list-style-type: none"> Review all student fees and review generated Cabinet decision to remove application and graduation fees. Stop collecting application and graduation fees beginning FY 2022. Establish targets for re-enrolling students. 	<ul style="list-style-type: none"> Business Office HSPS faculty TLS faculty 	<ul style="list-style-type: none"> VP Enrollment Management VP of Finance SVP, AASAWDI Dean, Health Sciences and Public Services Dean, Technology and Liberal Studies Dean, Student Affairs 	<ul style="list-style-type: none"> Reduce outstanding debt. Increased completion and persistence rates. 	<ul style="list-style-type: none"> 2% Increase Completion Rate 70% students re-enrolled term to term 	<ul style="list-style-type: none"> Fall 2022 - Fall 2024 Spring 2022- Spring 2024

WORKFORCE

Outcomes from 2020-2022

Strategy/Goal	Outcome	Progress	Measure	Comments
<i>What did you plan to improve?</i>	<i>What did you establish as your outcome?</i>	<i>What progress did you make towards strategy/goal?</i>	<i>What were measures of progress/success?</i>	<i>What contextual points are worth noting?</i>
<p>Increase industry recognized credentials aligned with credit courses.</p>	<ul style="list-style-type: none"> • Number of current industry recognized credentials (IRCs) aligned with credit courses • Number of new IRCs • Number of new IRCs aligned with credit courses. 	<ul style="list-style-type: none"> • Used TechCred listing and Short-Term Certificate grant listing to determine the appropriate Industry Recognized Credentials. • Met with academic programs to determine current courses that apply to the industry recognized credentials. • Academic programs are currently reviewing the Industry Recognized Credentials for equivalency (ITag). 	<ul style="list-style-type: none"> • 5 current IRCs aligned with credit courses. • 13 new IRCs developed • 28% of new IRCs aligned with credit courses. 	<ul style="list-style-type: none"> • IRCs are validated by the State and the State is developing the ITag program (Industry Recognized Credential Transfer Assurance Guide). • Currently there are only 2 ITags which have been approved by the State; thus, requiring it to take it longer for the College to align its credit courses. Therefore, this strategy focus will continue as part of the 2022-2024 Completion Plan.

WORKFORCE

2022 Improvement Focus Description: Continued Expansion and Alignment of Industry Recognized Credentials

Improvement Focus Current Status: Identification of current for credit courses and certificates that lead to IRCs

Focus	Strategy	Leadership	Others	Outcome	Measure	Timeline
<i>Improvement Objective (College Strategy /Intervention Objectives)</i>	<i>What will we do differently? What are The action steps for intervention?</i>	<i>Who will be responsible (title)?</i>	<i>Who will need to support /bolster the change and how (titles)?</i>	<i>What will be our outcome indicator of success?</i>	<i>How will we measure success?</i>	<i>What is our timetable?</i>
Expand on the number of RSC Industry Recognized Credentials (IRC's)	<ul style="list-style-type: none"> Continue reviewing IRCs as they are being developed. Align new IRCs to existing courses where applicable. Work with JobsOhio to identify and offer IRCs 	<ul style="list-style-type: none"> Director, Advanced Manufacturing SVP, Academic and Student Affairs, Workforce Development 	<ul style="list-style-type: none"> Academic Deans & Chairs Academic Advisory Committees AVP, Innovation & Community Engagement 	<ul style="list-style-type: none"> Increased number of current IRCs aligned with credit courses Number of new IRCs Number of new IRCs aligned with credit courses. 	<ul style="list-style-type: none"> 3 current IRCs aligned with credit courses. 10 new IRCs 30% of new IRCs aligned with credit courses. 	<ul style="list-style-type: none"> Summer 2022-Spring 2024