

## ACCREDITATION REAFFIRMATION *Areas of Interest Expanded Version*

The WASC Senior College and University Commission (WSCUC / [wascsenior.org](http://wascsenior.org)) accredits Humboldt State University. During the Review Team’s accreditation reaffirmation visit on March 21-23 the visitors will be asking members of the university community about these areas of interest. How would you respond? Here are some examples of what HSU has been doing , our successes, and our challenges (a compressed version of this summary is available at [wasc.humboldt.edu](http://wasc.humboldt.edu)).

We encourage each individual and university group to reflect on these challenges and their impacts on student success. The institutional report (<http://wasc.humboldt.edu/node/159>) that HSU submitted to WSCUC in July 2017 provides additional information. The one-page version of the Areas of Interest is on [wasc.humboldt.edu](http://wasc.humboldt.edu).

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### 1: Impact on effectiveness of senior-level administration changes

While a certain amount of turnover is normal, high rates of turnover among senior-administrators can have a negative impact on the University, resulting in lack of continuity in initiatives.

- Position review: President’s Cabinet is undertaking strategic reviews of all vacancies; some are being filled, some held vacant, and others managed with interim appointments.
- Leadership continuity: HSU has institutional foundations such as the Strategic Plan and Blueprint and 2025 Graduation Initiative.
- Student success collaboration: HSU has created the Student Success Alliance and Retention and Graduation Councils.

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### 2: Improving student learning with assessment

Assessment of student learning outcomes has suffered from lack of continuity or standardization, is not comprehensive across the University, and lessons learned are not widely shared. Departments may not see value in assessment reporting.

- Support for assessment: HSU now has an Academic Assessment Support Coordinator and the Office of Institutional Effectiveness, which serves as a clearinghouse for data and analysis.
- Core competency and graduate program assessment: HSU has created annual and five-year academic program review assessment plans.
- Comprehensive assessment: HSU made revisions to academic program annual and five-year reviews to encourage use of evidence-based decision-making.

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### 3: Meeting retention and graduation goals with data-driven decision making

The California State University’s Graduate Initiative 2025 (<https://www2.calstate.edu/csu-system/why-the-csu-matters/graduation-initiative-2025>) encourages innovation, removing barriers that impede student success, and becoming more strategic in how each campus serves students. In order to do this, HSU needs to use data to inform our decisions on how to improve retention and graduate rates.

- Evidence to drive decisions: The Office of Institutional Effectiveness has created academic program review data dashboards and provides additional data, analysis, and assessment to support continuous improvement.
- Meeting retention goals: HSU has transformed the Reimagining Freshman-Year Experience initiative into the Student Success Alliance. Its purpose is to evaluate campus best practices in order to support those that are working and implement new ones.

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- Course scheduling decisions. HSU is using data to drive course scheduling, such as a degree planning software tool for students (DARS Degree Planner), and Scheduling and Integrated Planning Software (SIPS) to determine what students need to make progress towards their degrees.
- Space usage decisions: HSU's Integrated Assessment, Planning, and Budgeting Working Group is evaluating the processes for resource requests, review, and approval.

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### Sustaining and scaling up our initiatives

Initiatives need consistent funding, coordination, and assessment to implement what works across campus.

- Professional advising: This service will be offered to all students for their first two years of college.
- Cohort block scheduling: HSU will begin the effort for fall 2018 freshmen (expansion of the place-based learning communities pilots).
- Retention through Academic Mentoring Program (RAMP): HSU expanded this peer-mentor program based on positive student success outcomes.
- Center for Teaching and Learning: Assessment that informs the implementation of professional development to support student success.

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### Need for sustainable budget process

HSU is experiencing reduced stateside funding, decreased enrollment, and campus programs that regularly exceed their available resources.

- Aligning budget with resources: HSU formed the University Resource and Planning Committee to lead the dialogue regarding how to use our resources, created the Integrated Assessment, Planning, and Budgeting Working Group to develop a framework to use in the future, and is exploring broadening revenue sources (including more donor support of athletics programs, and adjusting student health fees to ensure capacity for physical/mental health services meet student needs).
- Enrollment: HSU removed the impaction declaration in 2017 which limited enrollment and will have a Strategic Enrollment Management Plan in place by May 2018.

