Leadership Actions Now Course Availability Team
LAN-CAT

Leadership Actions Now – Course Availability Team

Why?
Why?
What, Who, How?
Actions and Results (so far)
Why?

What, Who, How?

Actions and Results (so far)
LAN-CAT

Leadership Actions Now – Course Availability Team

Why?
Why?

The Team’s purpose is to effectively meet the needs of SFA students to enroll in courses and laboratories, beginning now and continuing in the future, through highly-focused leadership actions at all levels.

– November 22, 2019.
Why?

Many SFA students are unable to enroll in the courses we list in their curricula – a fact that’s highly inconsistent with the mantra “One Lumberjack at a Time.”
Why?

Lack of available courses/labs results in:
- a negative overall experience for students
- lower rates of persistence to graduation
- longer time to graduation
- greater levels of student debt
Why?

Overall, the lack of available courses/labs can result in a loss of revenue for SFA, since students have many options to take courses from our competitors.
Why? (JC Penney in an Amazon world)

Overall, the lack of available courses/labs can result in a loss of revenue for SFA, since students have many options to take courses from our competitors.
MISSION STATEMENT

Stephen F. Austin State University is a comprehensive institution dedicated to excellence in teaching, research, scholarship, creative work and service. Through the personal attention of our faculty and staff, we engage our students in a learner-centered environment and offer opportunities to prepare for the challenges of living in the global community.

Our Foundational Goal: Meaningful and Sustained Enrollment Growth
<table>
<thead>
<tr>
<th>SFA Envisioned</th>
<th>Total Enrollment</th>
<th>Undergrad. Enrollment</th>
<th>Undergrad. Retention</th>
<th>Undergrad. Transfer Enrollment</th>
<th>Undergrad. Dual Credit Enrollment</th>
<th>Graduate/Post-Sacc. Enrollment</th>
<th>Hispanic Enrollment</th>
</tr>
</thead>
</table>

**SFA ★ ENVISIONED**

Strategic Plan 2015-2023

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Leadership Actions Now – Course Availability Team

Why?
LAN-CAT Leadership Actions Now – Course Availability Team

Why?

Projected/Targeted

341,063  354,122  367,181  380,239

2019-20  2020-21  2021-22  2022-23

sfasu.edu
Why?

Before presenting What, Who, How, an important question relating to Why ...
Why have you waited until now for action?
LAN-CAT Leadership Actions Now – Course Availability Team

Why have you waited until now for action?

We haven’t been waiting – we’ve been working on this for years.
Why have you waited until now for action?

We haven’t been waiting – we’ve been working on this for years.

Example: Inside Higher Ed Article ...
Facing a budget cut and clogged general education courses, Stephen F. Austin optimized its course schedule to add faculty lines that paid for themselves, and then some.

By Colleen Flaherty // July 10, 2018

Inside Higher Education
We’ve also been continuously updating curricula and degree programs ...

400 curriculum proposals
BS Construction Management
BA Medical Humanities
MA National Security

Graduate Certificate in Teaching College Psychology (online)
Graduate Certificate in Teaching College Sociology (online)

Online/Distance Versions of ...
BA/BS Psychology
BA/BS Criminal Justice
BS Multidisciplinary Studies
MA Publishing
Master of Interdisciplinary Studies

MA Teaching Social Sciences (Fall 2020)

Graduate Certificate In Digital Humanities
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Leadership Actions Now – Course Availability Team

Why?

What, Who, How?

Actions and Results (so far)

Team members ... 

Steve Bullard (c)  
Marc Guidry  
Michaelyn Greene  
Joe Shannon  
Karyn Hall  
John Calahan  
Lynda Langham  
Alisha Collins
What, Who, How?

Team members ...

Steve Bullard (c)
Marc Guidry
Michaelyn Greene
Joe Shannon
Karyn Hall
John Calahan
Lynda Langham
Alisha Collins

Judy Abbott
Tim Bisping
Kim Childs
Buddy Himes
Brian Murphy
Hans Williams
Leadership actions involve academic unit heads working with deans, staff, the provost, and others, with support at all levels – identifying and taking actions on all issues that affect course/lab availability.
Why?

What, Who, How?

Actions and Results (so far)
Leadership Actions Now – Course Availability Team

**Actions** and Results

**Immediate** and continuing
Actions and Results
Immediate and continuing

• Platinum Analytics Software
What and why?
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Leadership Actions Now – Course Availability Team

Actions and Results

Immediate and continuing

• Platinum Analytics Software

What and why?

1,587 Courses
3,926 Sections
Actions and Results

Immediate and continuing

- Platinum Analytics Software
- Summarized in Real Time
- Shared Info in M-S Teams
- Actions Needed and Taken
Leadership Actions Now – Course Availability Team

**Actions and Results**

Immediate and continuing

- Platinum Analytics Software
- Summarized in Real Time
- Shared Info in M-S Teams
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Judy Abbott
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Leadership Actions Now – Course Availability Team

**Actions and Results**

**Immediate and continuing**

- Adding gateway seats
- Adding sections
- Reducing unproductive
- Finding adjuncts
- GAs, other personnel
- Changing modalities
- Assigning overloads
- Changing locations
- Changing times

Judy Abbott
Tim Bisping
Kim Childs
Buddy Himes
Brian Murphy
Hans Williams
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Leadership Actions Now – Course Availability Team

Actions and Results

Spring 2020

1,587 Courses
3,926 Sections
77,829 Seats
138,922 SCHs
Actions and **Results**

- **996 courses** grew in enrollment
- **10,281 seats** were added
- **29,267 SCHs** were added
Actions and Results

194 courses increased seats offered = 1,087 new seats

185 of these sections grew by 8,788 SCHs
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Leadership Actions Now – Course Availability Team

Actions and Results

65% - 95% is o.k.
85% - 95% is the “sweet spot”

Example

85 Filled
100 Offered

= 85%
Actions and Results

23 courses had fill rates at or above 100%

Seats added allowed 231 more students to enroll generating 691 SCHs

\[ \approx \$250K \]
Leadership Actions Now – Course Availability Team

Actions and Results

Immediate and continuing

- Platinum Analytics Software
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Actions and Results

Critical Longer-term Actions
(Summer/Fall 2020 and beyond)

• Streamline Curricula
• Faculty and Staff Positions, Including Reallocation
• Other Resources, e.g., Equipment, Facility Mods
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Leadership Actions Now – Course Availability Team

**Actions and Results**

**Critical Longer-term Actions**

(Summer/Fall 2020 and beyond)

- Course Modalities
- Tech-based Solutions
- Course Redesign
- Funding to Incentivize SCH Production by Programs
- Realigning Academic Units (?)
- Leading Change or Changing Leaders (?)
Facing a budget cut and clogged general education courses, Stephen F. Austin optimized its course schedule to add faculty lines that paid for themselves, and then some.

We’ve been taking very focused actions for years, but we have much more to do.

“Spot on. Speed up.”
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Leadership Actions Now – Course Availability Team

Why?
Continuing actions must include reducing inefficiencies, redeploying resources, reimagining / reinventing, and refocusing on student success.

“One L J at at Time.”
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Many other actions are underway
Continuing actions must include reducing inefficiencies, redeploying resources, reimagining / reinventing, and refocusing on student success “One LJ at at Time.”

Investing in the “virtuous cycle” and avoiding the “death spiral.”
Continuing actions must include reducing inefficiencies, redeploying resources, reimagining/reinventing, and refocusing on student success. “One LJ at a Time.”

Investing in the “virtuous cycle” and avoiding the “death spiral.”

(Dr. Ed Venit, EAB)

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**Leadership Actions Now – Course Availability Team**

**Virtuous Cycle**

- Increase in student retention
- Increase in enrollment and revenue
- Improvement in student growth and outcomes
- Investment in student success

(Dr. Ed Venit, EAB)
Leadership Actions Now – Course Availability Team

"Death Spiral"

Decrease in student retention → Decrease in enrollment and revenue → Divestment from student success → Decline in student growth and outcomes

(Dr. Ed Venit, EAB)
Leadership Actions Now – Course Availability Team

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Continuing actions must include reducing inefficiencies, redeploying resources, reimagining/reinventing, and refocusing on student success. "One LJ at a time." Investing in the "virtuous cycle" and avoiding the "death spiral." SCHs are one metric, one example of "golden eggs."
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Investing in the "virtuous cycle" and avoiding the "death spiral."

If you want "golden eggs" …

Increase in student retention

Improvement in student growth and outcomes

Investment in student success

Credit Hours
Continuing actions must include reducing inefficiencies, redeploying resources, reimagining/reinventing, and refocusing on student success. “One LJ at a time.” Investing in the “virtuous cycle” and avoiding the “death spiral.” If you want “golden eggs” ... tend the goose.
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What, Who, How?
Actions and Results (so far)
We’re leading change, not managing it.

Change must come from within.

It’s a “Hobson’s choice.”