

Virginia State University Performance Measures

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SCHEV PERFORMANCE MEASURES

All public institutions are evaluated based on six (6) performance measures

Performance Measure 1

- In-State UG Enrollment
- Number of in-state undergraduate headcount

Performance Measure 2

- In-State UG Degrees
- Number of in-state bachelor degree awards

Performance Measure 3

- In-State STEM-H Degrees
- Number of in-state STEM-H bachelor degree awards

Performance Measure 4

- In-State UL Students
- Number of in-state, upper level FTE students (Jr. & Sr.)

Performance Measure 5

- In-State UR Students Degree
- In-state UG degrees awarded to underrepresented students

Performance Measure 6

- In-State Transfer Students
- Number of in-state 2-year transfers to 4-year institutions

PM 1-4: Must meet at least 95 percent

PM 5-6: Maintain or increase the number

2020 SCHEV PERFORMANCE REVIEW

PM 1-4: Institution meets **at least 95 percent** of its State Council-approved biennial projections:

Performance Measure 1

- **In-State UG Enrollment**
- (2017-18; In-State 103.6%)
- (2018-19; In-State 93.2%)

Performance Measure 3

- **In-State STEM-H Degrees**
- (2017-18; In-State 89.4%)
- (2018-19; In-State 87.1%)

Performance Measure 2

- **In-State UG Degrees**
- (2017-18; In-State 84.1%)
- (2018-19; In-State 74.2%)

Performance Measure 4

- **In-State UL Students**
- (2017-18; In-State 117%)
- (2018-19; In-State 111%)

2020 SCHEV PERFORMANCE REVIEW

PM 5-6: Institutions must **maintain or increase** the number of students

Performance Measure 5

- **In-state UG Degrees Awarded to Underrepresented Students**
- Actual 3-Year Average Compared to 2-Year Average Degrees Conferred to ULS
- -66

Performance Measure 6

- **In-state UG 2-year transfers Students**
- Average Compared to 2010 Baseline
- -11

- Projections were ambitious and overestimated
- A strategic focus of the myriad of factors that impact student performance

2022 SCHEV PERFORMANCE REVIEW

PM 1-4: Institution meets **at least 95 percent** of its State Council-approved biennial projections:

Performance Measure 1

- **In-State UG Enrollment**
- (2019-20; In-State 94%)
- (2020-21; In-State 78.6.2%)

Performance Measure 3

- **In-State STEM-H Degrees**
- (2019-20; In-State 55.8%)
- (2020-21; In-State 61.4%)

Performance Measure 2

- **In-State UG Degrees**
- (2019-20; In-State 51.6%)
- (2020-21; In-State 51.2%)

Performance Measure 4

- **In-State UL Students**
- (2019-20; In-State 136.5%)
- (2020-21; In-State 119%)

2022 SCHEV PERFORMANCE REVIEW

PM 5-6: Institutions must **maintain or increase** the number of students

Performance Measure 5

- **In-state UG Degrees Awarded to Underrepresented Students**
- Actual 3-year average compared to 2-Year Average Degrees Conferred to ULS
- -121

Performance Measure 6

- **In-state UG 2-year transfers Students**
- Two-year average compared to 2010-11 baseline
- -22

- Projections were ambitious and overestimated
- A strategic focus of the myriad of factors that impact student performance

Virginia State University 2022 SCHEV Performance Measures Comparison

Performance Measure	2019-20				2020-21			
	Target	Actual	Result		Target	Actual	Result	
1. In-state undergraduate headcount enrollment	3,110	2,923	94.0%	Not Met	3,342	2,627	78.6%	Not Met
2. In-state associate and bachelor degree awards	885	457	51.6%	Not Met	898	460	51.2%	Not Met
3. In-state STEM-H associate and bachelor degree awards	197	110	55.8%	Not Met	207	127	61.4%	Not Met
4. In-state, upper-level - junior and senior level - program-placed, full-time equivalent students	1,147	1,568	136.6%	Met	1,204	1,433	119.0%	Met

Virginia State University

2022 SCHEV Performance Measures Comparison

Performance Measure 5: In-state UG Degrees Awarded to Underrepresented Students

2016-17	2017-18	2018-19	2019-20	2020-21	3-Yr. Avg.	2-Yr. Avg.	Result
570	533	481	432	382	528	407	-121

Three-year average 2016-17, 2017-18, 2018-19 is compared with two-year average of 2019-20 and 2020-21.

Performance Measure 6: In-state UG 2-year transfers Students

Baseline 2010-11	2019-20	2020-21	2-Yr. Avg.	Difference 2-Yr. Avg. from Baseline
163	156	125	141	-22

Two-year average is compared to 2010-11 baseline counts.

Overview of the corrective action plan for PM1: In-State UG Enrollment

Strategic Actions	Timeline
<ul style="list-style-type: none"> Establish well-defined plan to maintain or grow yields from top feeder high schools in the Commonwealth of Virginia. 	Ongoing
<ul style="list-style-type: none"> Actively engage all prospective students through a high-tech and high-touch, tailored service based on profile analysis 	Ongoing
<ul style="list-style-type: none"> Develop a sustainable financial support for tuition, fees, and room and board 	Ongoing
<ul style="list-style-type: none"> Engage in active data analysis to identify target markets student profile 	Ongoing
<ul style="list-style-type: none"> Implement, assess, and enhance the Summer Transition and Enrichment Program (STEP) for students who are interested in a STEM major 	Ongoing
<ul style="list-style-type: none"> Expand the availability of specific online academic programs that represent areas of high demand in the Virginia 	Ongoing
<ul style="list-style-type: none"> Hire a Director of Virginia College Affordability Network (VCAN) Program 	Summer 2021
<ul style="list-style-type: none"> Expand the Virginia College Affordability Network (VCAN) Program 	Summer 2021 /2022
<ul style="list-style-type: none"> Implement and enhance Summer Bridge Program for incoming freshmen focused on foundational courses, and assimilation to college and enhance student retention and success 	Summer 2022

Overview of the corrective action plan for PM2: In-State UG Degrees

Strategic Actions	Timeline
<ul style="list-style-type: none"> Hire a director of student success and degree completion to coordinate policies, processes, and systems to monitor student progression and degree completion 	Summer 2022
<ul style="list-style-type: none"> Hire a degree specialist in the Office of the Registrar to monitor and audit major maps 	Summer 2022
<ul style="list-style-type: none"> Hire academic support counselors and graduation specialists in each College 	Initiate Spring 2023
<ul style="list-style-type: none"> Implement major maps for all undergraduate programs to outline which courses students need to take in a major in a suggested sequence or sample order divided by semesters - a sample "map" to graduation (align with degree audit) 	Summer 2023
<ul style="list-style-type: none"> Establish a curriculum validation process with all schools/colleges beginning fall 2022 semester 	Ongoing
<ul style="list-style-type: none"> Create a Degree Certification Committee to include all primary academic coordinators/degree specialist in each school/college 	Initiate Fall 2022
<ul style="list-style-type: none"> Establish additional pathways in the Bachelor of Individualized Studies program 	Fall 2022
<ul style="list-style-type: none"> Expand the use of EAB Navigate: Student Success Collaborative system to track early alert warnings (i.e., GPA, absences), advising, monitoring student progression, retention, and graduation 	Ongoing
<ul style="list-style-type: none"> Establish a Trojan Degree Completion Program for students who have stopped out 	Spring 2023
<ul style="list-style-type: none"> Implement a University-wide comprehensive academic success plan 	Ongoing



Overview of the corrective action plan for PM3: In-State STEM-H Degrees

Strategic Actions	Timeline
<ul style="list-style-type: none"> Provide scholarships to students majoring in Computer-Science and Computer Engineering Students 	Ongoing
<ul style="list-style-type: none"> Hire a director of student success and degree completion to coordinate policies, processes, and systems to monitor student progression and degree completion 	Summer 2022
<ul style="list-style-type: none"> Hire a degree specialist in the Office of the Registrar to monitor and audit major maps 	Summer 2022
<ul style="list-style-type: none"> Establish the Degree Completion and Career Enhancement Initiative 	Fall 2022
<ul style="list-style-type: none"> Initiate new certificate and degree programs in the College of Natural Sciences 	Ongoing
<ul style="list-style-type: none"> Implement, assess, and enhance the Summer Transition and Enrichment Program (STEP) for students who are interested in a STEM major 	Ongoing
<ul style="list-style-type: none"> Implement and enhance Summer Bridge Program for incoming freshmen focused on foundational courses, and assimilation to college and enhance student retention and success 	Ongoing
<ul style="list-style-type: none"> Continue the implementation and assessment of the VSU UTeach Program, which is designed to fill the teacher shortage of talented minority STEM-educators 	Ongoing
<ul style="list-style-type: none"> Continue the implementation and assessment of the Tech Talent Pipeline and Institutional Partnership Performance Agreements (IPPA) and Internships Program 	Ongoing

Overview of the corrective action plan for PM5: In-State UR Students Degree

Strategic Actions	Timeline
<ul style="list-style-type: none"> Implement and enhance Summer Bridge Program for incoming freshmen focused on foundational courses, and assimilation to college and enhance student retention and success 	Summer 2022
<ul style="list-style-type: none"> Enhance the visibility of financial aid support, including grants, loans, work-study jobs 	Ongoing
<ul style="list-style-type: none"> Hire a director of student success and degree completion to coordinate policies, processes, and systems to monitor student progression and degree completion 	Summer 2022
<ul style="list-style-type: none"> Hire a degree specialist in the Office of the Registrar to monitor and audit major maps 	Summer 2022
<ul style="list-style-type: none"> Hire academic support counselors and graduation specialists in each College 	Spring 2023
<ul style="list-style-type: none"> Establish additional pathways in the Bachelor of Individualized Studies program 	Fall 2023
<ul style="list-style-type: none"> Implement major maps for all undergraduate programs to outline which courses students need to take in a major in a suggested sequence or sample order divided by semesters - a sample "map" to graduation (align with degree audit) 	Ongoing
<ul style="list-style-type: none"> Expand the use of EAB Navigate: Student Success Collaborative system to track early alert warnings (i.e., GPA, absences), advising, monitoring student progression, retention, and graduation 	Ongoing

Overview of the corrective action plan for PM6: In-State Transfer Students

Strategic Actions	Timeline
<ul style="list-style-type: none">Continue to support the Trojan Alliance Program, an academic pathway program with two-year colleges from the Virginia Community College System (VCCS), including Richard Bland College, Reynolds Community College, and Brightpoint Community College	Ongoing
<ul style="list-style-type: none">Continue to participate in the SCHEV Passport Program and the Pathways Maps Policy	Ongoing
<ul style="list-style-type: none">Clearly communicate course equivalencies and timely credit evaluation using EAB's prospective student-facing portal (e.g., Transfer Equivalency website)	Ongoing

SCHEV PERFORMANCE MEASURES

- **Corrective Action Plan**
 - Timeline for Implementation
 - Improvements in each of the performance measures by AY-2023-2024
 - SCHEV accepted/approved the VSU Corrective Action Plan
- **Timeline**
 - AY 2021-2022 – AY 2028-2029
 - Projections submitted Spring 2021
- **Next Review Cycle**
 - AY 2019-2020 and AY 2020-2021
 - Reviewed in Fall 2022

Questions





Since 1882

Overall Corrective Action Slides (Internal Use Only)

SCHEV PERFORMANCE MEASURES

- **Corrective Action Plan:**
 - Submitted our Corrective Action Plan to SCHEV
 - Outlines the initiatives, systems, and processes we have instituted to support these measures
 - Out-In-Four Initiative
 - Transfer Initiatives (Trojan Alliance Program, Transfer Equivalency website)
 - Degree Audits
 - High-Tech/High-Touch Advising System
 - Enhance and Tailored Student Success Initiatives
 - Early Alert System - Monitoring Student Progression
 - Implementation of Academic Support Counselors and Graduation Specialist in each College
 - Supplemental instructional programs to support students' academic progression
 - Hire a director of the Virginia College Affordability Network (VCAN) Program
 - Hire a director of the VSU Transfer Center

SCHEV PERFORMANCE MEASURES

- **Corrective Action Plan:**

- Increase the use of predictive analytics tools to establish realistic projections and targets
 - Predictive Analytics (Institutional Research)
 - Continue to collaborate with SCHEV Policy Analytics Team
- Leverage EAB Navigate: Student Success Collaborative
 - Early Alert Warning
 - Degree Works – Degree Audits
- Engage in strategic efforts focused on our in-state populations

SCHEV PERFORMANCE MEASURES

- **Corrective Action Plan:**

- Leveraging data to engage in strategic efforts focused on overall enrollment, retention, progression and graduation
 - College and Department Level involvement
 - Deans, Chairs and Faculty – Active Participants
 - Early Registration Reports
 - Reports on Registered vs. Validate Students
 - Retention Reports by College and Programs
 - Change of Majors
 - Student Slated for Graduations (Earlier)
 - Facilitate direct student contact and support
 - Establish a curriculum validation process with all Colleges effective Fall 2022
 - Create a Degree Certification Committee with academic coordinators/degree specialist in each College.