

Humboldt State University: 2025 Goals

OVERVIEW

The Graduation Initiative 2025 organizes system-level work to improve student success, putting clear objectives and metrics to one of the CSU's most fundamental commitments. This document details your new campus goals and provides supporting information for how they were developed.

FRESHMEN GRADUATION RATE GOALS

| | <i>Baseline Rate</i> | <i>Peer Group Benchmark</i> | <i>Additional Improvement</i> | <i>2025 Goal</i> |
|---|----------------------|-----------------------------|-------------------------------|-------------------------|
| 6-Year Graduation Rate Goal (2019 Cohort) | 41% | 61% | 12% | 53% |
| 4-Year Graduation Rate Goal (2021 Cohort) | 14% | N/A | 8% | 22% |

TRANSFER GRADUATION RATE GOALS

| | | | | |
|---|-----|-----|----|------------|
| 4-Year Graduation Rate Goal (2021 Cohort) | 63% | N/A | 6% | 69% |
| 2-Year Graduation Rate Goal (2023 Cohort) | 20% | N/A | 8% | 28% |

FRESHMEN ACHIEVEMENT GAP GOALS

| | | | | |
|---|----|-----|-----------------|-----------|
| 6-Year URM/non-URM Graduation Rate Gap Goal (2019 Cohort) | 7% | N/A | 50% Improvement | 3% |
| 6-Year Pell/non-Pell Graduation Rate Gap Goal (2019 Cohort) | 7% | N/A | 50% Improvement | 3% |

TECHNICAL NOTES

The 2025 6-year freshmen graduation rate goal challenges each CSU institution to increase its 2012 baseline rate (i.e., fall 2006 entering freshmen cohort) by 6 percentage points above the 75th percentile of the 6-year graduation rates for the institution's peer cohort as defined by the Education Trust's College Results Online data tool (peer grouping method is explained on the 3rd page). Each institution's goal is capped at 12 percentage point increase above the 75th percentile, and institutions with graduation rates that currently exceed the 75th percentile for their peer group are expected to increase their baseline graduation rates by 6 percentage points. Successful achievement of this goal will be measured by the 6-year graduation rate of the 2019 entering cohort. The 2025 4-year freshmen graduation rate goal challenges each CSU institution to increase its 2012 baseline rate (i.e., fall 2008 entering freshmen cohort) by 8 percentage points. Successful achievement of this goal will be measured by the 4-year graduation rate of the 2021 cohort).

The 2025 4-year graduation rate goal for transfer students asks each CSU institution to increase its 2013 baseline rate (i.e., 2009 entering transfer cohort) by 6 percentage points. Successful achievement of this goal will be measured by the 4-year graduation rate for the 2021 transfer cohort. Similarly, the 2025 2-year graduation rate goal for transfer students challenges each CSU institution to increase its 2013 baseline rate (i.e., 2011 entering transfer cohort) by 8 percentage points. Successful achievement of this goal will be measured by the 2-year graduation rate for the 2023 transfer cohort. The expectation of a 6 or 8 percentage point increase was derived by examining system-wide data on these metrics over a ten year period.

The 2025 6-year freshmen achievement gap goals challenge all CSU institutions to reduce existing gaps in completion by half for the following groups: 1) Pell grant recipients vs. non-Pell grant recipients, and 2) underrepresented minority students (URM) vs. non-URM students. These goals are based on the 2013 graduation rate data from the Access to Success initiative. Success on these metrics will be measured by the performance of the 2019 entering cohort on the Access to Success metrics.

Humboldt State University: Overview

Overview

Commitment to Educational Equity

Your graduation rate and achievement gap goals should be carried out in a manner that is consistent with the CSU mission to seek out individuals with collegiate promise who face cultural, geographical, physical, educational, financial, or personal barriers and to assist them in advancing to the highest educational levels they can reach with a quality postsecondary education. We encourage you to leverage these goals as an opportunity to reaffirm your longstanding commitment to the principle of educational opportunity for underrepresented students.

Listed below is a historical look at student characteristic data for your campus.

Student Characteristics

| Variable | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 |
|-----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Median SAT | 1050 | 1045 | 1045 | 1060 | 1065 | 1050 | 1030 | 1035 | 1050 | 1045 | 1030 |
| % Pell Freshmen | 32% | 34% | 34% | 31% | 32% | 31% | 33% | 32% | 35% | 43% | 44% |
| % URM | 13.8% | 14.4% | 14.4% | 14.1% | 16.0% | 17.3% | 17.3% | 17.0% | 18.6% | 22.9% | 25.7% |
| % Black | 2.8% | 3.1% | 3.1% | 3.2% | 3.6% | 4.0% | 3.8% | 3.6% | 3.3% | 3.1% | 3.7% |
| % Latino | 8.4% | 8.7% | 8.7% | 8.5% | 10.1% | 10.8% | 11.2% | 11.3% | 13.8% | 18.5% | 20.7% |

Humboldt State University: Peer Comparison Group



| | Undergrad FTE* | Median SAT | % Pell | % URM | % Black | % Latino | % Asian | % White | % Part-time |
|--|----------------|------------|--------|-------|---------|----------|---------|---------|-------------|
| Percentage of all undergraduate students | | | | | | | | | |
| Humboldt State University | 7,038 | 1030 | 47.1% | 25.7% | 3.7% | 20.7% | 2.8% | 53.3% | 8.0% |
| California University of Pennsylvania | 6,866 | 960 | 38.7% | 9.1% | 6.9% | 2.1% | 0.3% | 80.5% | 11.2% |
| Eastern Illinois University | 8,954 | 990 | 39.0% | 18.9% | 14.8% | 3.8% | 0.8% | 74.3% | 10.9% |
| Fort Lewis College | 3,636 | 1050 | 32.5% | 29.5% | 1.0% | 7.7% | 0.3% | 61.6% | 8.0% |
| Murray State University | 7,463 | 1030 | 35.3% | 9.2% | 7.4% | 1.5% | 0.7% | 83.0% | 20.8% |
| Northern Michigan University | 8,099 | 1030 | 39.5% | 5.1% | 2.1% | 0.6% | 0.5% | 87.6% | 10.6% |
| Northwest Missouri State University | 5,797 | 1050 | 35.1% | 8.8% | 6.1% | 2.5% | 0.6% | 83.8% | 11.6% |
| Pittsburg State University | 5,847 | 1010 | 42.9% | 9.2% | 3.6% | 3.9% | 0.6% | 81.5% | 5.7% |
| SUNY College at Plattsburgh | 5,566 | 1030 | 34.9% | 12.5% | 5.3% | 6.8% | 1.9% | 73.7% | 6.6% |
| SUNY College at Potsdam | 3,869 | - | 42.6% | 11.1% | 4.4% | 5.7% | 1.4% | 77.0% | 3.2% |
| The Richard Stockton College of New Jersey | 6,803 | 1065 | 35.4% | 14.9% | 6.8% | 7.8% | 5.2% | 75.5% | 9.1% |
| The University of Tennessee-Martin | 6,618 | 1030 | 46.6% | 18.0% | 16.2% | 1.6% | 0.6% | 78.1% | 17.6% |
| University of Massachusetts-Dartmouth | 6,900 | 1045 | 37.1% | 15.9% | 9.9% | 5.7% | 2.9% | 73.6% | 13.5% |
| University of Nebraska at Kearney | 4,989 | 1050 | 36.1% | 8.4% | 1.2% | 7.1% | 0.7% | 80.3% | 12.5% |
| University of Northern Colorado | 9,667 | 1030 | 33.9% | 17.6% | 3.8% | 13.3% | 1.6% | 66.2% | 10.8% |
| University of Wisconsin-Stout | 7,413 | 1030 | 30.0% | 3.1% | 0.9% | 1.7% | 3.1% | 89.4% | 16.8% |

Peer Grouping Method: To identify "similar" institutions, College Results Online (CRO) applies an algorithm comparing the chosen school to all other public and private not-for-profit institutions in the CRO database. Each comparison receives a "similarity score", ranging from 0 (least similar) to 1000 (identical), based on how similar the two schools are in terms of 12 institutional and student characteristics. The 12 selected characteristics are all statistically correlated with overall six-year graduation rates for institutions in the public and private not-for-profit sectors. Once the baseline similarity score is calculated, CRO applies additional "filters" to exclude an institution from possible comparison if it greatly deviates from the chosen institution on any one of a number of factors. For more information, visit: <http://www.collegeresults.org/>

*Full-Time Equivalent Undergraduates (FTE) Enrollment is estimated as the number of full-time undergraduates plus one-third of the number of part-time undergraduates.

Humboldt State University: Peer Comparison Graduation Rates and Gaps (Freshmen Rates)

| 4-Year Overall Grad Rate (2012) | |
|--|--------------|
| Richard Stockton College of New Jersey | 40.3% |
| SUNY College at Plattsburgh | 37.4% |
| California University of Pennsylvania | 35.6% |
| Eastern Illinois University | 33.1% |
| SUNY College at Potsdam | 32.0% |
| University of Massachusetts-Dartmouth | 31.7% |
| Murray State University | 28.1% |
| Northwest Missouri State University | 27.0% |
| University of Northern Colorado | 26.5% |
| Pittsburg State University | 25.5% |
| The University of Tennessee-Martin | 22.3% |
| University of Nebraska at Kearney | 21.6% |
| Fort Lewis College | 19.6% |
| University of Wisconsin-Stout | 18.2% |
| Northern Michigan University | 17.7% |
| Humboldt State University | 13.7% |

| 4-Year URM Grad Rate (2012) | |
|--|-------------|
| California University of Pennsylvania | 34.0% |
| SUNY College at Plattsburgh | 27.0% |
| Richard Stockton College of New Jersey | 21.2% |
| University of Massachusetts-Dartmouth | 20.6% |
| SUNY College at Potsdam | 20.0% |
| University of Northern Colorado | 19.6% |
| Pittsburg State University | 19.4% |
| Murray State University | 18.3% |
| Eastern Illinois University | 17.0% |
| Northern Michigan University | 15.3% |
| Northwest Missouri State University | 14.8% |
| University of Nebraska at Kearney | 10.2% |
| Fort Lewis College | 9.8% |
| The University of Tennessee-Martin | 9.1% |
| Humboldt State University | 7.9% |
| University of Wisconsin-Stout | 2.2% |

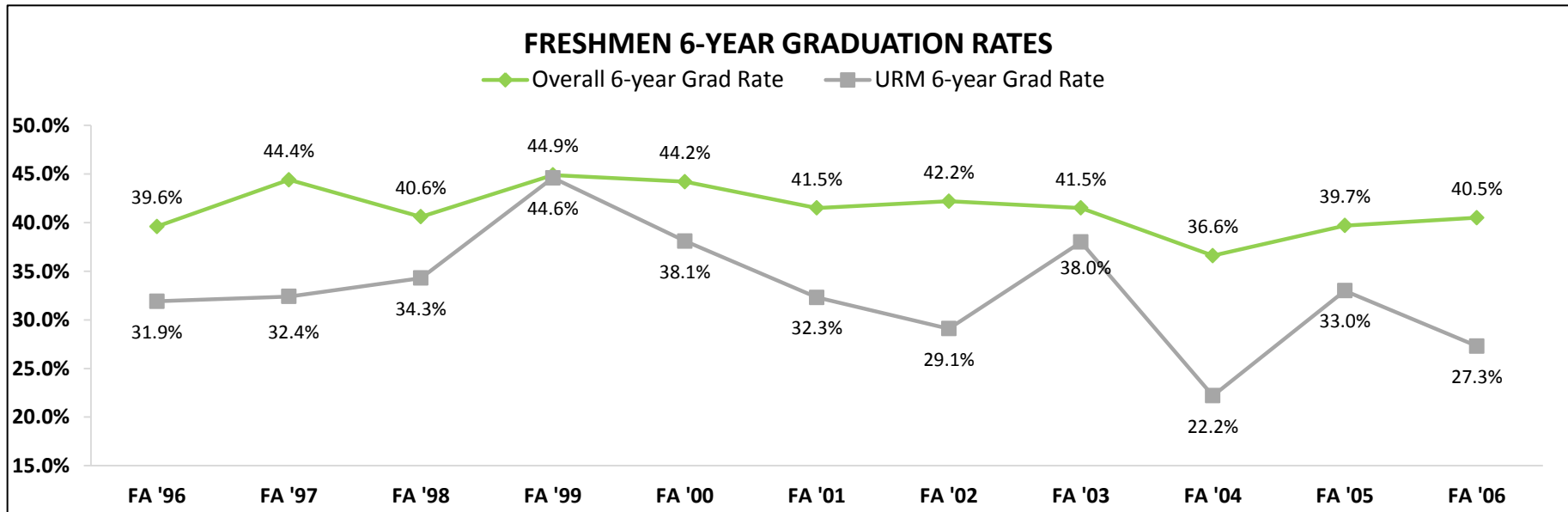
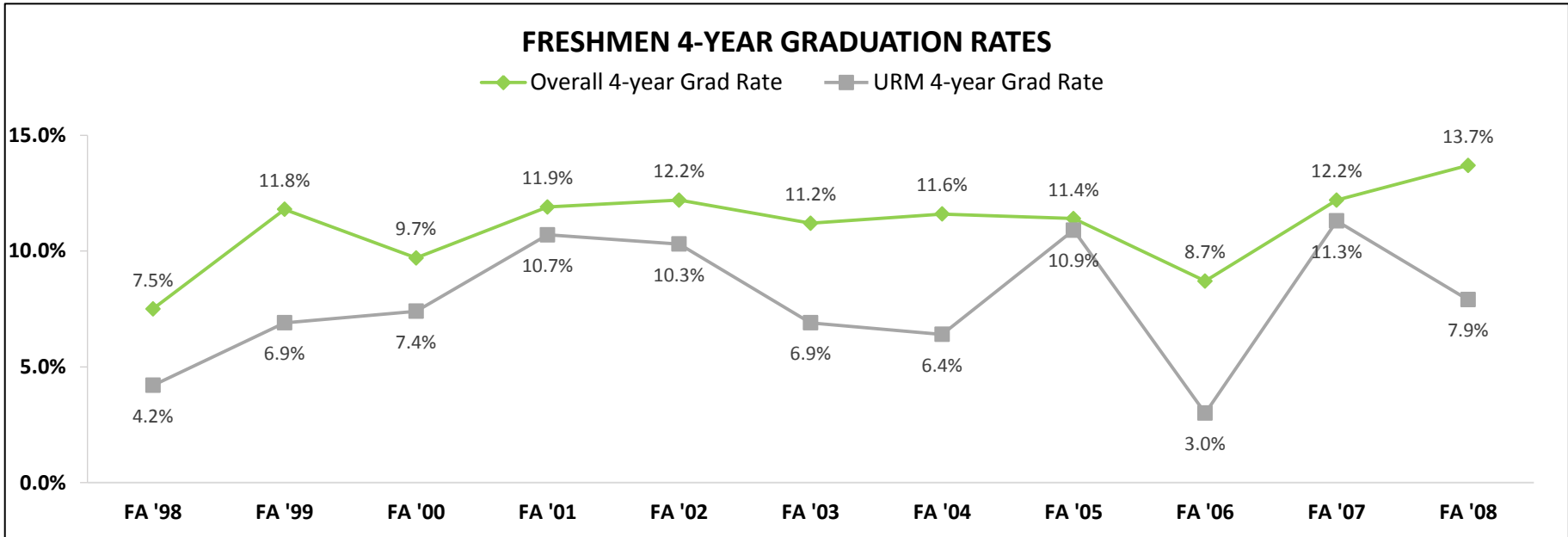
| 4-Year Grad URM/Non-URM Rate GAP (2012) | |
|---|------------------|
| Northern Michigan University | 2.4% pts |
| Pittsburg State University | 6.8% pts |
| University of Northern Colorado | 8.0% pts |
| Humboldt State University | 10.0% pts |
| Murray State University | 10.9% pts |
| California University of Pennsylvania | 11.1% pts |
| University of Massachusetts-Dartmouth | 12.3% pts |
| SUNY College at Plattsburgh | 12.4% pts |
| SUNY College at Potsdam | 12.4% pts |
| University of Nebraska at Kearney | 12.7% pts |
| Fort Lewis College | 13.8% pts |
| Northwest Missouri State University | 14.0% pts |
| The University of Tennessee-Martin | 16.7% pts |
| University of Wisconsin-Stout | 16.7% pts |
| Eastern Illinois University | 19.3% pts |
| Richard Stockton College of New Jersey | 22.3% pts |

| 6-Year Overall Grad Rate (2012) | |
|--|--------------|
| Richard Stockton College of New Jersey | 64.1% |
| SUNY College at Plattsburgh | 60.5% |
| Eastern Illinois University | 60.4% |
| University of Nebraska at Kearney | 55.9% |
| Murray State University | 54.1% |
| California University of Pennsylvania | 53.9% |
| University of Wisconsin-Stout | 52.5% |
| Northwest Missouri State University | 51.8% |
| SUNY College at Potsdam | 51.4% |
| Pittsburg State University | 50.4% |
| University of Massachusetts-Dartmouth | 49.9% |
| The University of Tennessee-Martin | 48.9% |
| University of Northern Colorado | 44.8% |
| Northern Michigan University | 43.8% |
| Humboldt State University | 40.5% |
| Fort Lewis College | 38.2% |

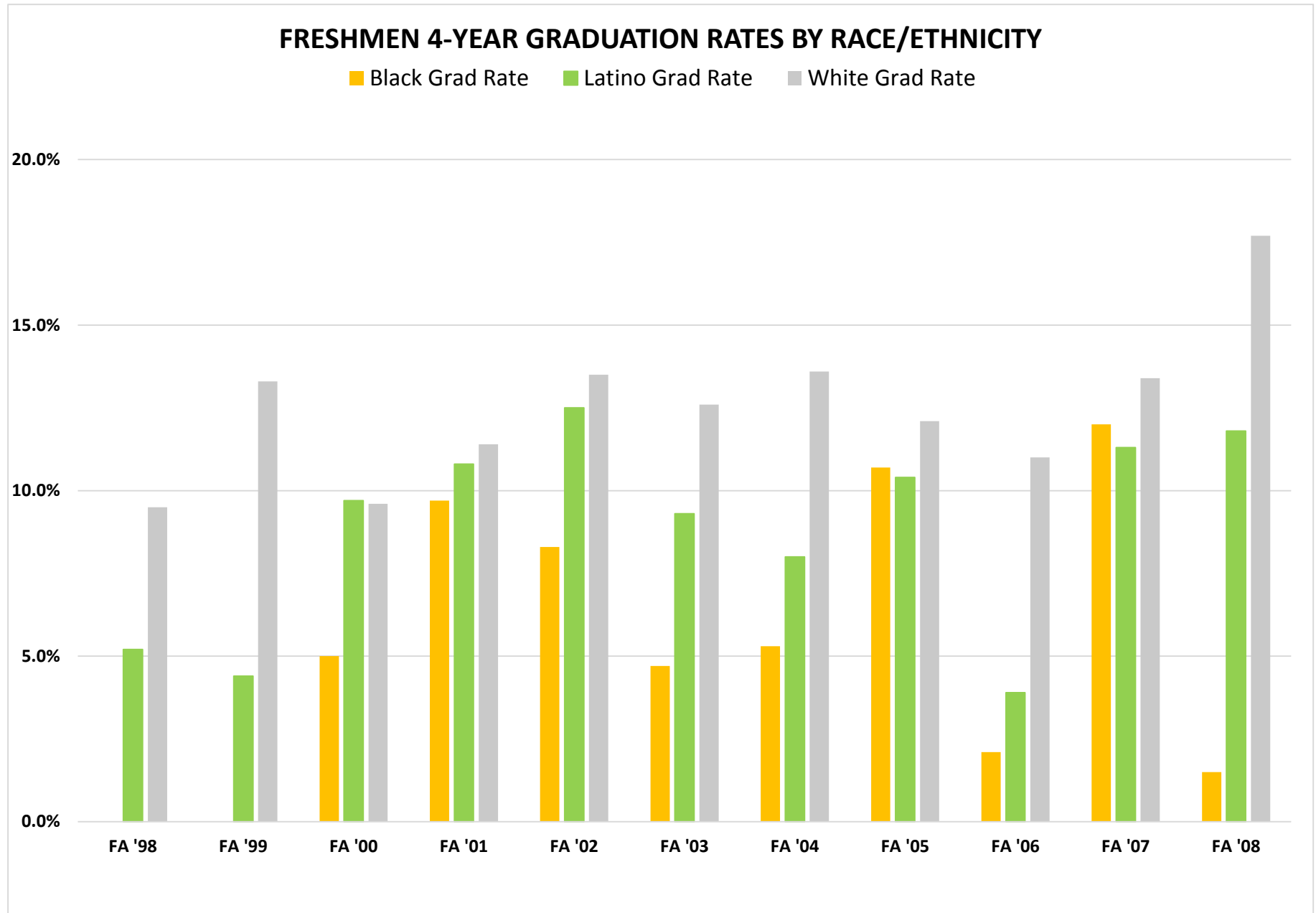
| 6-Year URM Grad Rate (2012) | |
|--|--------------|
| Richard Stockton College of New Jersey | 55.8% |
| SUNY College at Plattsburgh | 52.2% |
| Eastern Illinois University | 47.8% |
| Pittsburg State University | 46.8% |
| Murray State University | 46.1% |
| California University of Pennsylvania | 45.3% |
| SUNY College at Potsdam | 42.0% |
| University of Massachusetts-Dartmouth | 39.7% |
| The University of Tennessee-Martin | 39.2% |
| University of Nebraska at Kearney | 35.6% |
| University of Northern Colorado | 35.6% |
| Northwest Missouri State University | 33.3% |
| Northern Michigan University | 32.2% |
| Humboldt State University | 27.3% |
| University of Wisconsin-Stout | 24.4% |
| Fort Lewis College | 23.8% |

| 6-Year URM/Non-URM Grad Rate GAP (2012) | |
|---|------------------|
| Pittsburg State University | 4.2% pts |
| Murray State University | 9.0% pts |
| Richard Stockton College of New Jersey | 9.7% pts |
| California University of Pennsylvania | 9.9% pts |
| SUNY College at Plattsburgh | 10.4% pts |
| University of Northern Colorado | 10.7% pts |
| SUNY College at Potsdam | 10.9% pts |
| University of Massachusetts-Dartmouth | 11.3% pts |
| Northern Michigan University | 12.1% pts |
| The University of Tennessee-Martin | 12.6% pts |
| Eastern Illinois University | 15.2% pts |
| Humboldt State University | 20.1% pts |
| Fort Lewis College | 21.1% pts |
| Northwest Missouri State University | 22.0% pts |
| University of Nebraska at Kearney | 22.7% pts |
| University of Wisconsin-Stout | 29.4% pts |

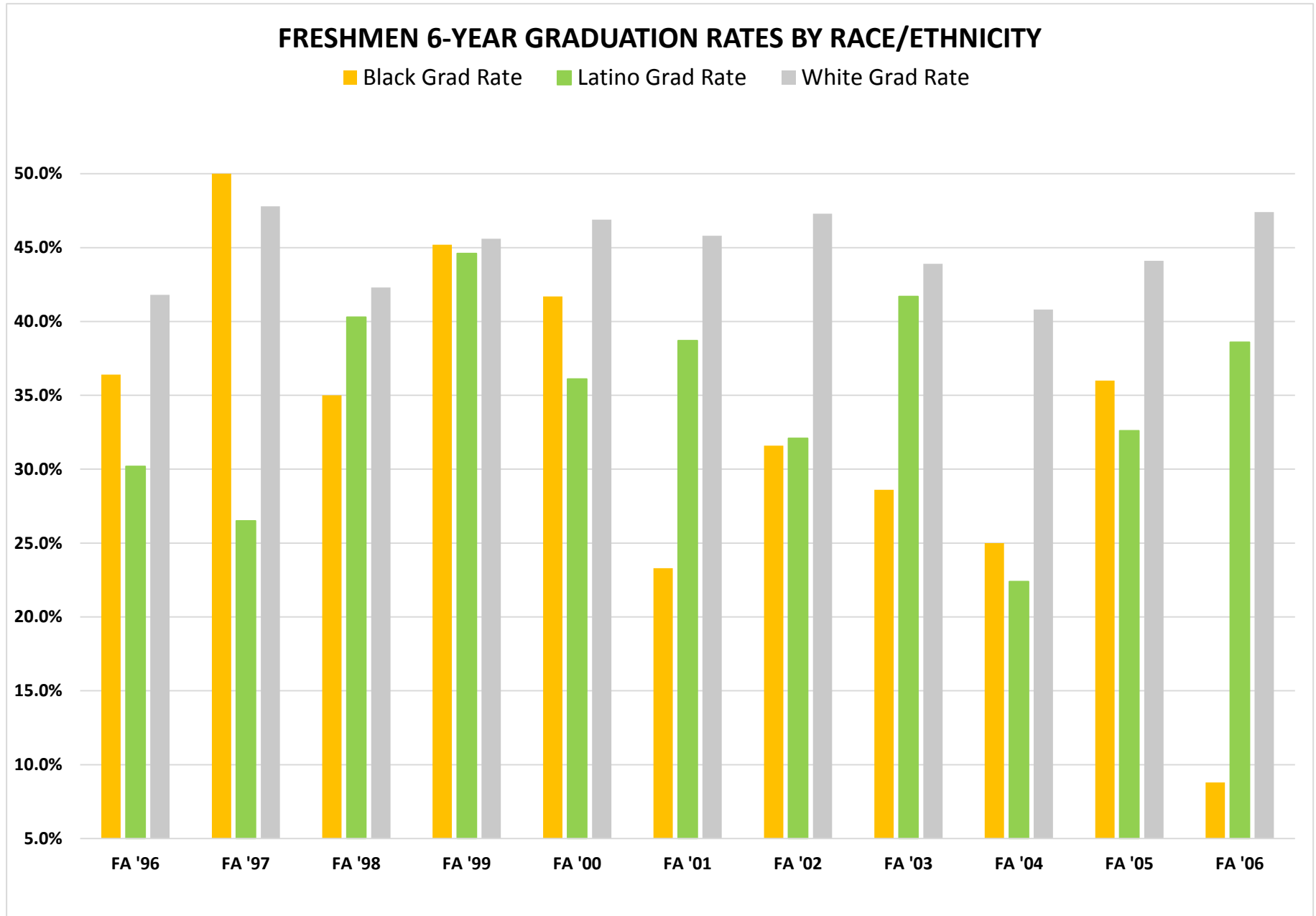
Humboldt State University: Freshmen Graduation Rates



Humboldt State University: Freshmen 4-year Graduation Rates by Race/Ethnicity



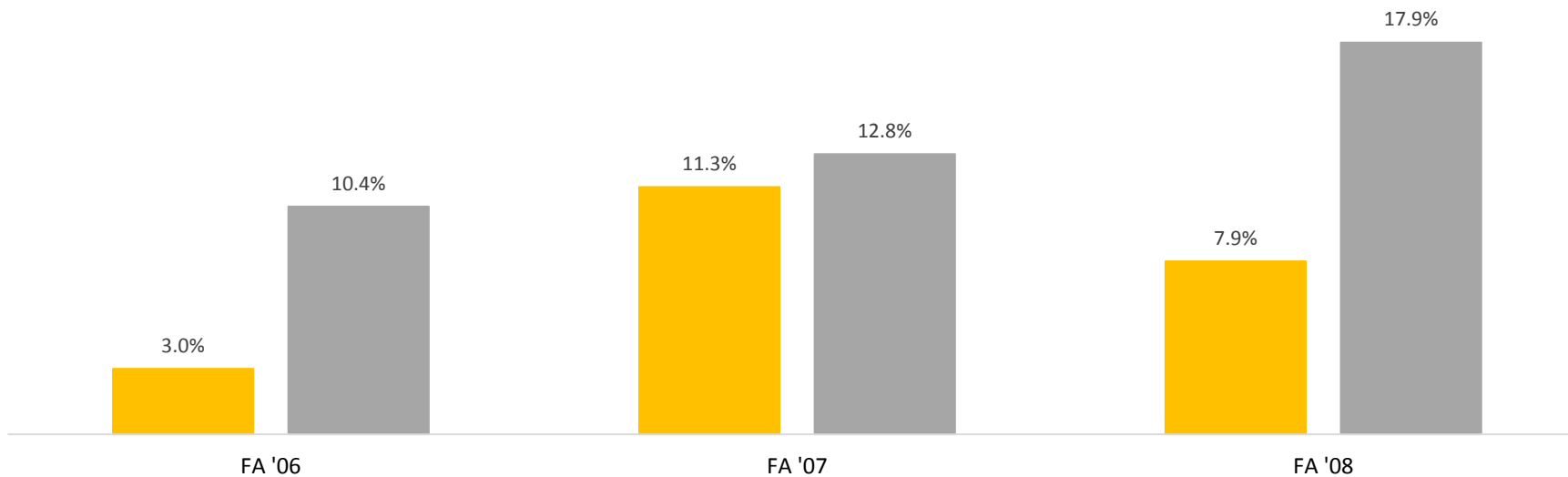
Humboldt State University: Freshmen 6-year Graduation Rates by Race/Ethnicity



Humboldt State University: Freshmen URM/Non-URM Graduation Gaps

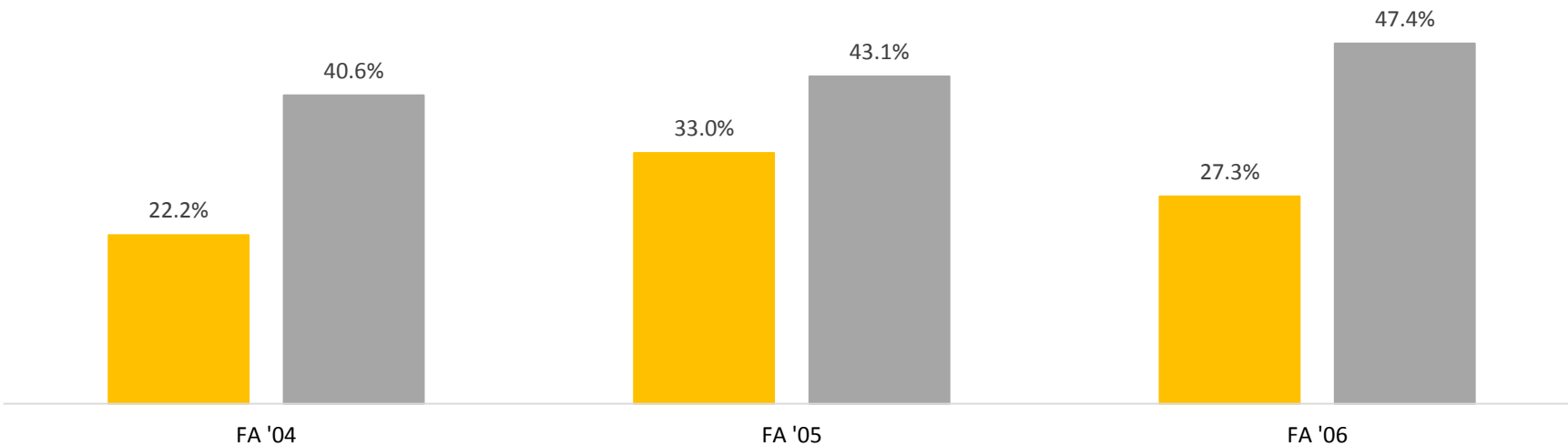
FRESHMEN 4-YEAR URM/NON-URM GRADUATION RATES

■ 4-Year URM Graduation Rate ■ 4-Year Non-URM Graduation Rate

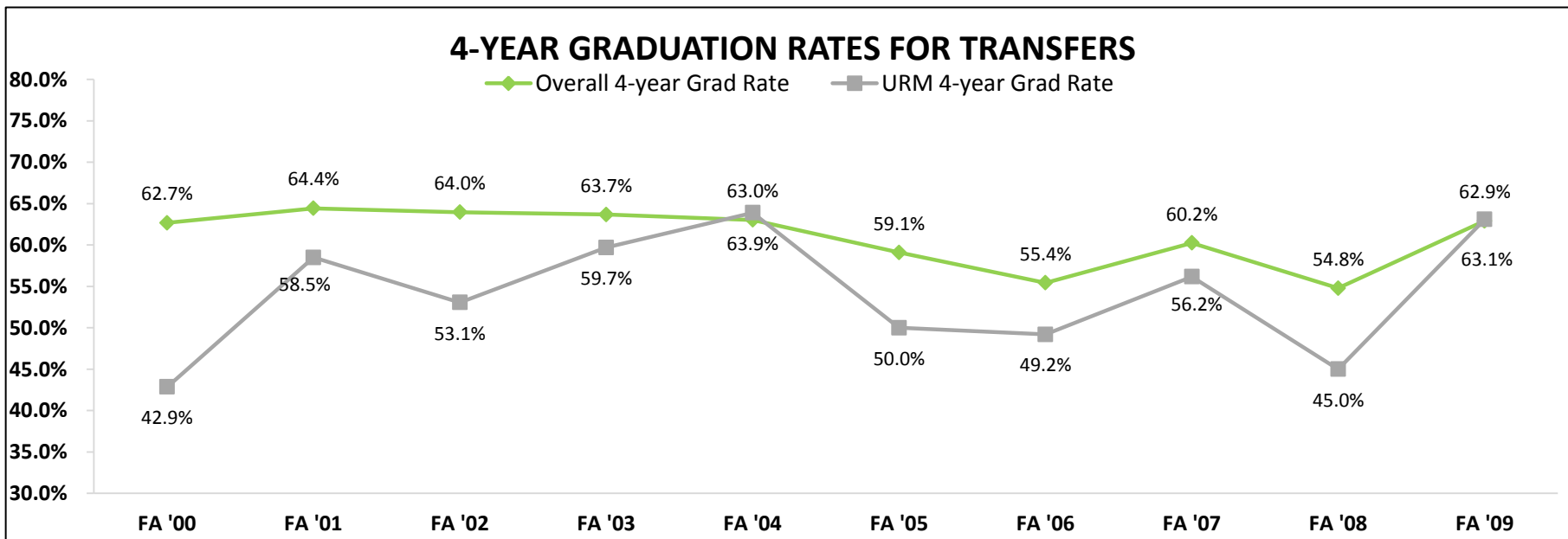
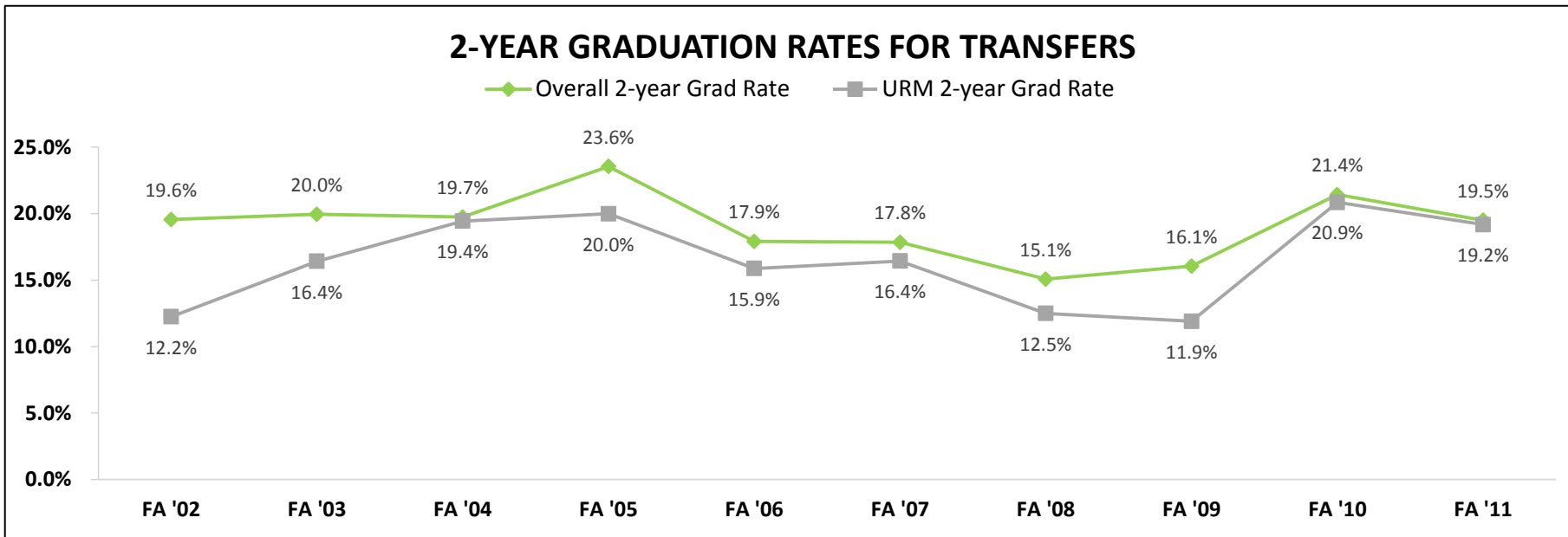


FRESHMEN 6-YEAR URM/NON-URM GRADUATION RATES

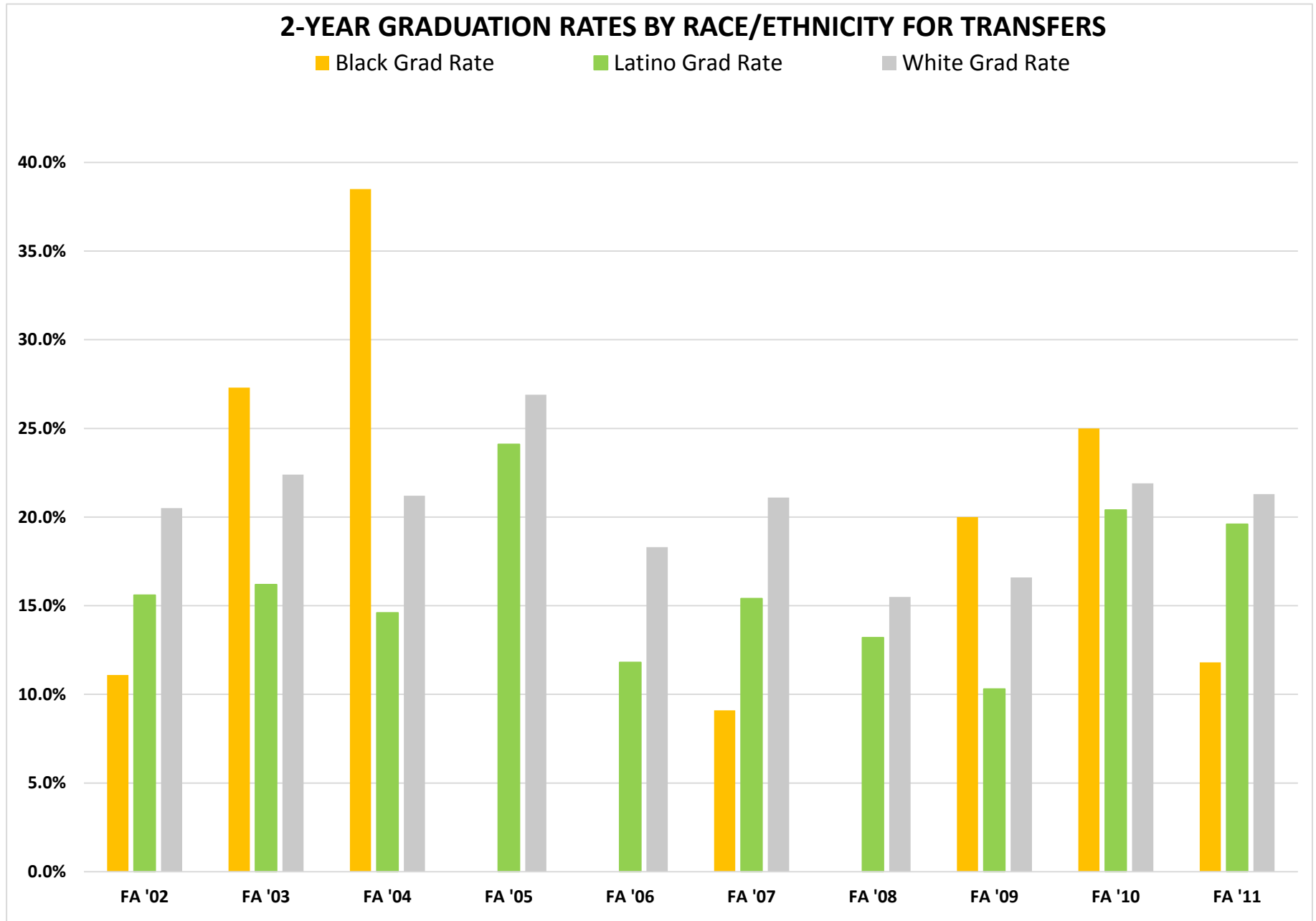
■ 6-Year URM Graduation Rate ■ 6-Year Non-URM Graduation Rate



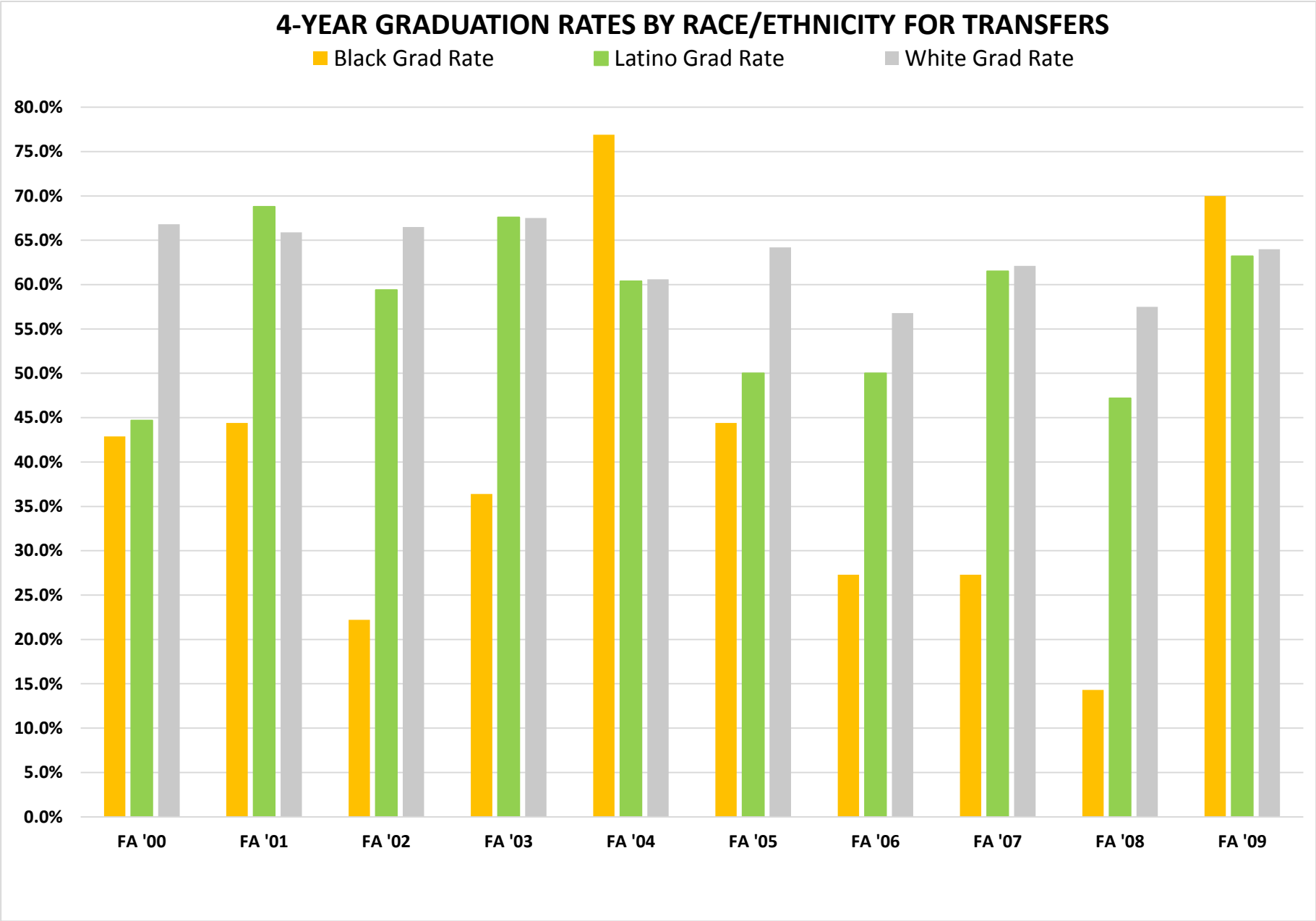
Humboldt State University: Transfer Graduation Rates



Humboldt State University: Transfer 2-year Graduation Rates by Race/Ethnicity



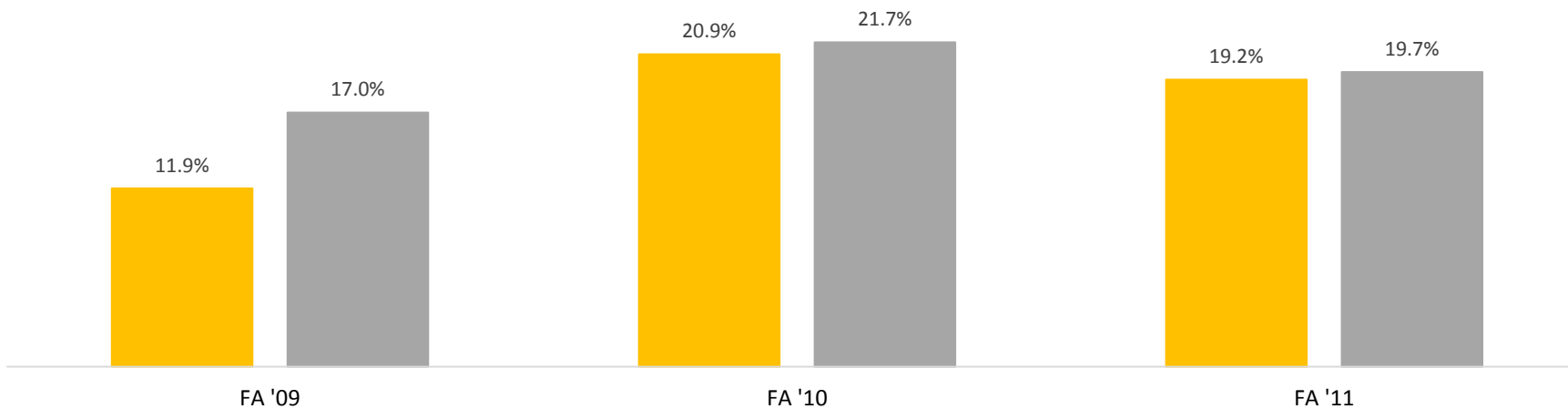
Humboldt State University: Transfer 4-year Graduation Rates by Race/Ethnicity



Humboldt State University: Transfer URM/Non-URM Graduation Gaps

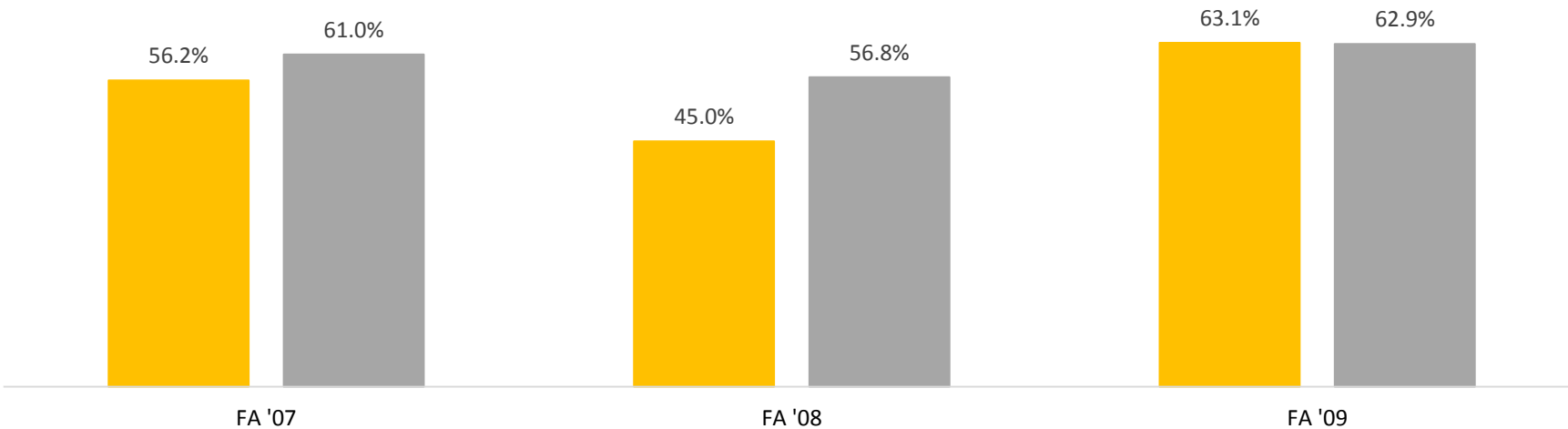
2-YEAR URM/NON-URM GRADUATION RATES FOR TRANSFERS

■ 2-Year URM Graduation Rate ■ 2-Year Non-URM Graduation Rate



4-YEAR URM/NON-URM GRADUATION RATES FOR TRANSFERS

■ 4-Year URM Graduation Rate ■ 4-Year Non-URM Graduation Rate



Technical Appendix

| | |
|---|--|
| Average Net Price | Average net price paid by first-time, full-time undergraduates who received grant or scholarship aid from federal, state, or local governments, or the institution. Net price is calculated as the total cost of attendance (for in-state students at public colleges and for in-state <i>and</i> out-of-state students at private colleges) minus the average amount of grant aid (from federal, state/local, and institutional sources). |
| Average Net Price for Low-Income Students | Average net price paid by first-time, full-time undergraduates who received Title IV aid. Net price is calculated as the total cost of attendance (for in-state students at public colleges and for in-state <i>and</i> out-of-state students at private colleges) minus the average amount of grant aid (from federal, state/local, and institutional sources) for students in the \$0-30,000 income range. |
| Federal Loan Default Rate | These data represent the official three-year cohort default rates reported by the Department of Education. A cohort default rate is the percentage of borrowers who entered into repayment during the cohort fiscal year and default on their federal loans within three years. (Department of Education) |
| Freshmen | Full-time, First-time undergraduate students |
| Full-Time Equivalent Undergraduates (FTE) | Estimated as the number of full-time undergraduates plus one-third of the number of part-time undergraduates. |
| Integrated Postsecondary Education Data System (IPEDS) Graduation rate | The graduation rates displayed are based on the percentage of first-time, full-time, bachelor's or equivalent degree-seeking freshmen who earn a bachelor's or equivalent degree in 4-years or 6-years from the institution where they originally enrolled. Undergraduates who begin as part-time or were not seeking a bachelor's degree, or who transfer into the institution, are not included. Additional cohort exemptions include Students who: --Left school to serve in the armed forces --Left school to serve with a foreign aid services of the federal government --Left school to serve on an official church mission --Died or became permanently disabled --Left |
| Median SAT | Higher education institutions do not report median aggregate SAT or ACT data to IPEDS. For the SAT, they report the 25th and 75th percentile score of students submitting scores for the critical reading, mathematics, and writing sections. For the ACT, they report the 25th and 75th percentile scores for the English, math, and composite scores. -- The median composite ACT score is estimated by averaging the 25th percentile and 75th percentile composite ACT scores. The median combined SAT score is estimated by adding the average of the 25th and 75th percentile critical reading score to the average of the 25th and 75th percentile math score. --For institutions that only accept the ACT, the estimated median ACT score was converted to an SAT equivalent using a concordance table based on a study of students who take both exams. The 25th and 75th percentile composite ACT scores were converted, then averaged. --For institutions accepting both tests, either the SAT or converted ACT score was used, depending on which test made up the majority of all test scores submitted by first-time, first-year, degree-seeking freshmen. |
| Non-Underrepresented Minority (Non-URM) | White or Asian undergraduates |
| Part-time Undergraduates | Students enrolled for less than 12 semester or quarter credits or less than 24 contact hours a week each term. |
| Percent Pell | Number of undergraduate students who received Pell Grants divided by the <i>financial aid cohort</i> , the number of undergraduate students enrolled at an institution as of October 15 (or the institution's official fall reporting date) for institutions with standard academic terms. |
| Transfer Student | Students who have completed at least 60 transferable credits at a community college. |
| Underrepresented Minority Students (URM) | Students who are Black, Latino, or Native American. Although IPEDS adopted new reporting categories (disaggregating data for Asians and Native Hawaiian and Other Pacific Islander, and providing data for students of Two or More Races) for the 2011-12 collection year, 2012 graduation rates are based on the 2006 freshman cohort. Since institutional reporting was not yet mandatory at that previous point in time, institutional reports of graduation rates for Native Hawaiian or Other Pacific Islander and Two or More Races are unreliable. For this reason, the calculations for percent URM and non-URM do not yet include these new categories. |



HUMBOLDT STATE UNIVERSITY

University Senate

October 7, 2014

Dr. Steven Filling, Chair
Academic Senate, California State University

Dear Dr. Filling,

The Humboldt State University Senate Executive Committee met on September 23, 2014, and considered the questions posed by the Academic Senate of the California State University regarding Student Success Fees. Our discussion arrived at the following points of consensus, which I was instructed to share with you.

We believe that the imposition of Student Success Fees at CSU campuses represents a problem of underfunding by the State of California, and that we must continue to work as a system to secure a steady and sufficient funding stream from the State.

We prefer greater autonomy at the campus level that might permit campuses to creatively address their individual budget situations.

We agree that whatever process is used to review Student Success Fees within the CSU needs to be consultative and include appropriate student and faculty representation. We were particularly dismayed to learn that the Student Success Fee Task Force did not include the Faculty Trustee and the Student Trustee as full members, and urge the task force's composition be reviewed to redress this oversight.

Thank you for your work on behalf of the CSU.

Best Regards,

Noah Zerbe, Chair
Humboldt State University Senate