### Outcomes for previous year goals:

<table>
<thead>
<tr>
<th>Core Initiative</th>
<th>Original Objectives</th>
<th>Outcomes</th>
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<tr>
<td><strong>Student Success Guide</strong></td>
<td>Alaina Nickerson (Career Services), with the help of staff and faculty across campus, developed a Student Success Guide (Roadmap), which will be integrated into UNIV 101 as a tool for academic planning.</td>
<td>Student Success Guides were distributed and referenced throughout UNIV 101. At the end of the year, 121 students completed a survey on the Guide. 74% recommended CWU continue to use the guide and between 60% and 70% claimed to use it on a regular basis.</td>
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<td><strong>Math and Writing Placement and Developmental Curriculum</strong></td>
<td>Learning Commons staff and faculty, in conjunction with the Mathematics and English Departments and Testing Services, are conducting a comprehensive review of math and writing placement and developmental education curriculum.</td>
<td>With the English Department and Testing Services, a thorough evaluation of writing placement found that CWU may better meet student needs by offering a developmental reading course. Additionally, an essay placement exam seems a plausible replacement for the COMPASS Writing test.</td>
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<td><strong>First-Year-Experience (FYE)</strong></td>
<td>In collaboration with Student Success colleagues and faculty, many Student Achievement staff are participating in the FYE development committee. This committee will address issues of transition to CWU.</td>
<td>Advising units have supported the planning and delivery of FYE programs, including active participation at all orientation events and revising UNIV 101 curriculum outcomes.</td>
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<td><strong>Transfer Student Success</strong></td>
<td>As an extension of the FYE committee, and under the direction of Scott Carlton, Student Achievement Outreach will develop a comprehensive communication and transition plan for incoming transfer students with the goal of improving transfer completion rates and reducing time to degree.</td>
<td>SAO worked with academic departments to develop clear transfer communications and the new advising model will offer additional direct support to transfer students.</td>
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<td><strong>Data Mart</strong></td>
<td>As part of a partnership with Organizational Effectiveness, a new Associate Director for Research and Analytics position will be filled by the end of the year. Student Achievement units will partner with this analyst and incorporate the data mart into daily practice.</td>
<td>OE hired two analysts at the end of 2013. We continue to partner with OE to identify optimal processes for supporting individual units with data and analytic support. The data mart is in the beta testing phase.</td>
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<td>Academic Early Alert</td>
<td>With the support of ITS partners, we will launch a new and improved Academic Early Alert program in Winter Quarter. The new alert will incorporate all CWU students, via the Class Roster function in SAFARI and will continue to emphasize strategies for student ownership of their academic experience.</td>
<td>ITS is currently reworking Academic Early Alert to create an “any student – any time” model. The new AEA will be available in My CWU beginning this Fall Quarter (2014).</td>
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<td>College Success Foundation</td>
<td>Each year, over 200 students come to CWU as College Success Foundation scholars. Academic Achievement Program staff will work with CSF students to support CWU transition and success.</td>
<td>Academic Achievement Programs has become the official campus coordinator for all CSF students. AAP identified, outreached, and served all CSF students.</td>
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<td>Dare to Dream</td>
<td>CWU CAMP will host its third annual Dare to Dream academy June 2014. In connection with OSPI and AWSP, 140 high school students will participate in one of the two week long academic and college prep academies.</td>
<td>We were funded to serve 150 high school students and 125 participated in our second successful Dare to Dream Academy.</td>
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<td>Casa Maya</td>
<td>Beginning Winter Quarter, and in collaboration with OISP, students will complete internships at the Casa Maya internship site in Caluco, El Salvador. This initiative is administered by Career Services.</td>
<td>The first two Casa Maya interns completed internships during Spring 2014. Until the new Executive Director of OISP is hired, we will put the Casa Maya project on hold.</td>
</tr>
</tbody>
</table>

**Departmental Overviews:**

**Academic Achievement Programs**

**New Staff:**
- Gina Gilbert  
  AAP Office Assistant 3
- Amy Serrano  
  EOC Secretary
- Mal Stewman  
  Student Athlete Success Coordinator

**Key Accomplishments:**
- Developed a clear student service entry point and subsequent program support for all College Success Foundation students.
- Implemented a more efficient and systematic Student Support Services application and selection process.
- Met or exceeded all EOC and SSS grant objectives.
Priority Initiatives:
- Transition from 3rd party record keeping support to in-house Advisee Management.
- Integrate student athlete support services into the AAP system.
- Retain to second year at least 76% of incoming first-year SSS students.

Academic Advising: Arts, Humanities, Sciences, Education, & Professional Studies

New Staff:
- Damion Garza  Academic Advisor
- Megan McConnell  Academic Advisor
- Amy McCoy  Office Assistant 3
- Ivana Trottman  Academic Advisor
- Sarah Wolfe  Academic Advisor

Key Accomplishments:
- Made significant improvements to IS supports, including queries, permissions, and advisor assignment processes.
- Developed support programs for students interested in education or health careers.
- Strengthened partnerships with New Student Programs to support students at Wildcat Day and Discover Orientation.

Priority Initiatives:
- Collaborate with CAH, COTS, and CEPS units to develop and implement procedures related to advising, major declaration, and outreach support.
- Retain to second year at least 76% of first-year students in departmental taught UNIV 101 courses and 80% of new transfer students.
- Collaborate with the four other advising departments to develop and implement a clear and coordinated advising system to facilitate greater student success.

Academic Advising: Business, University Centers, & Online

New Staff:
- Lisa Berthon  Transfer Student Success
- Vacant  Online Program Advisor

Key Accomplishments:
- Launched an LMS based orientation program.
- Increased online advising staffing by the creation of a half-time advisor position.
- Launched the Online Student Resource Center to provide prospective and current online students with focused resources and information.
Priority Initiatives:
- Collaborate with COB and online programs to develop and implement procedures related to advising, major declaration, and outreach support.
- Retain to second year at least 76% of first-year students in departmental taught UNIV 101 courses and 80% of new transfer students.
- Collaborate with the four other advising departments to develop and implement a clear and coordinated advising system to facilitate greater student success.

Academic Advising: Exploratory

New Staff:
- Rozella Cruz Academic Advisor
- Caitlin Hutchison Academic Advisor
- Shannon McDonell-Bryant Academic Advisor
- Ricki Towner Office Assistant 3

Key Accomplishments:
- Retained 83% of first-year students from Fall ‘13 to Fall ’14 (95 of 115)
- Retained 93% of first-year conditionally admitted students from Fall ’13 to Fall ’14 (13 of 14)
- Expanded intensive advising services to nearly 500 students for AY ’13-14.

Priority Initiatives:
- Partner with Organizational Effectiveness to develop data based strategies for identifying students in need of intensive advising support.
- Retain to second year at least 76% of first-year students in departmental taught UNIV 101 courses and 80% of new transfer students.
- Collaborate with the four other advising departments to develop and implement a clear and coordinated advising system to facilitate greater student success.

Career Services

New Staff:
- Jessey Allen Career Counselor
- Grey Cavitt Office Assistant 3
- Bruce Simpson Employer Outreach Coordinator
- Counselor-Intern Vacant

Key Accomplishments:
- Increased number of students engaging in Cooperative Education by 9% (from 973 to 1064).
- Increased Career Assessments by 26% (from 10,765-13,585).
- Increased student participation in the Winter Majors and Education Fairs by 19% (550-654).
Priority Initiatives:
- Strengthen services for students without a declared major (specifically Sophomores).
- With campus partners, develop a plan for gathering post-graduation job placement data.
- Collaborate with academic units to strengthen discipline specific career counseling, employer events, and cooperative education opportunities.

GEAR UP
Key Accomplishments:
- One of two Washington state programs to be awarded a new cycle of GEAR UP funds during the Summer 2014 application process.
- Engaged over ten academic departments in providing workshops and seminars to GEAR UP students.
- Scholarship on STEM opportunities through GEAR UP accepted for publication.

Priority Initiatives:
- Hire staff and launch new GEAR UP grant.
- Identify and implement strategies for supporting college readiness among partner districts.
- Develop a research agenda for evaluating impact of GEAR UP services.

Learning Commons
New Staff:
- Vacant Tutoring/SI Coordinator

Key Accomplishments:
- Math Center participation increased 54% (4,905 tutorials) and Writing Center participation increased 27% (4,232 tutorials).
- In collaboration with the ASCWU-BOD, students passed a voluntary fee of $5 per student/per quarter to support tutoring services.
- 11% of the undergraduate population now participates in the Tutoring/Supplemental Instruction program, totaling 4,956 total contact hours.

Priority Initiatives:
- In conjunction with Learning Commons and English Department partners, will further evaluate need and begin planning for a developmental reading course.
- Tutoring support for students engaged in online programs will continue to be developed and strengthened.
- Collaboration with the Mathematics and English departments regarding the implementation of appropriate placement exams will continue.
Migrant Education

New Staff:
- Juan Maravilla Outreach Specialist

Key Accomplishments:
- HEP was one of only three programs nationally ranked in the top 10 on all three quality measurements
- CAMP was ranked the #2 program in the country for program efficiency
- Retained 92% of CAMP students between Fall 2013 and Fall 2014 (57 of 62).

Priority Initiatives:
- Establish supportive transitions between CAMP and the new advising structure.
- Identify new combined space for HEP classrooms and administrative offices.
- Retain at least 90% of incoming CAMP students.

Testing Services

New Staff:
- Kristalynn Huss Office Assistant 2

Key Accomplishments:
- Revenue increased 24%, up to $128,583.
- Construction of two private testing booths and a remodeled lobby have enhanced service capability.
- Collaboration with campus partners is at an all-time high. Partnerships have included College in the High School, Continuing Education, Academic Units, New Student Programs, GEAR UP, Learning Commons, and Academic Advising.

Priority Initiatives:
- Continue outstanding customer service, even with increasing Pearson Vue and FAA testing demands.
- Collaboration with outreach programs like GEAR UP and College in the High School will continue to provide access to placement tests to increasing numbers of high school students.
- Secure test center Certification through the National College Testing Association.

Multi-unit Initiatives:

- Academic Advising Restructuring - To promote increased levels of student success (specifically, graduation rates), CWU recently reorganized academic advising and hired full-time professional advisors for upper division students. The overarching objective of this initiative is to develop a comprehensive and coordinated academic advising structure to facilitate student success from admission to graduation.
• Academic Early Alert - In response to faculty feedback, the Academic Early Alert (AEA) system is undergoing a major remodel. Instead of a three-week reporting period focused on specific student populations, AEA is transitioning to an “anyone-anytime” model.
• Retention – Student Achievement units will collaborate across campus to support an increase of first-year retention to 78% and Ellensburg transfer student retention to at least 80%.
• Career Services – The Career Services team will further partnerships with academic advising and academic departments to promote targeted career counseling, internship opportunities and employer relations.

Scholarship (Including new local grants):


Plouse, T. and Peterson, B. (Forthcoming). Rural STEM opportunities for Middle and High School students. Peabody Journal of Education.

