



UNIVERSITY OF
SOUTH CAROLINA

Fall 2015 Provost Meeting

August 14, 2015



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Academic Dashboard USC Columbia Update

Dashboard Metrics

1. **Total Undergraduate Enrollment (Headcount)**
First-Time, Full-Time Freshman Enrollment
2. **SAT Score**
3. **Freshman-Sophomore Retention Rate**
4. **6-Year Graduation Rate**
5. **Student-to-Faculty Ratio**
Student-to-Tenure-and-Tenure-Track-Faculty Ratio
6. **Research Expenditures**
Research Expenditures per Tenure-and-Tenure-Track Faculty
7. **Faculty Productivity Index**
8. **Doctoral Degrees Produced**



Comparison Groups

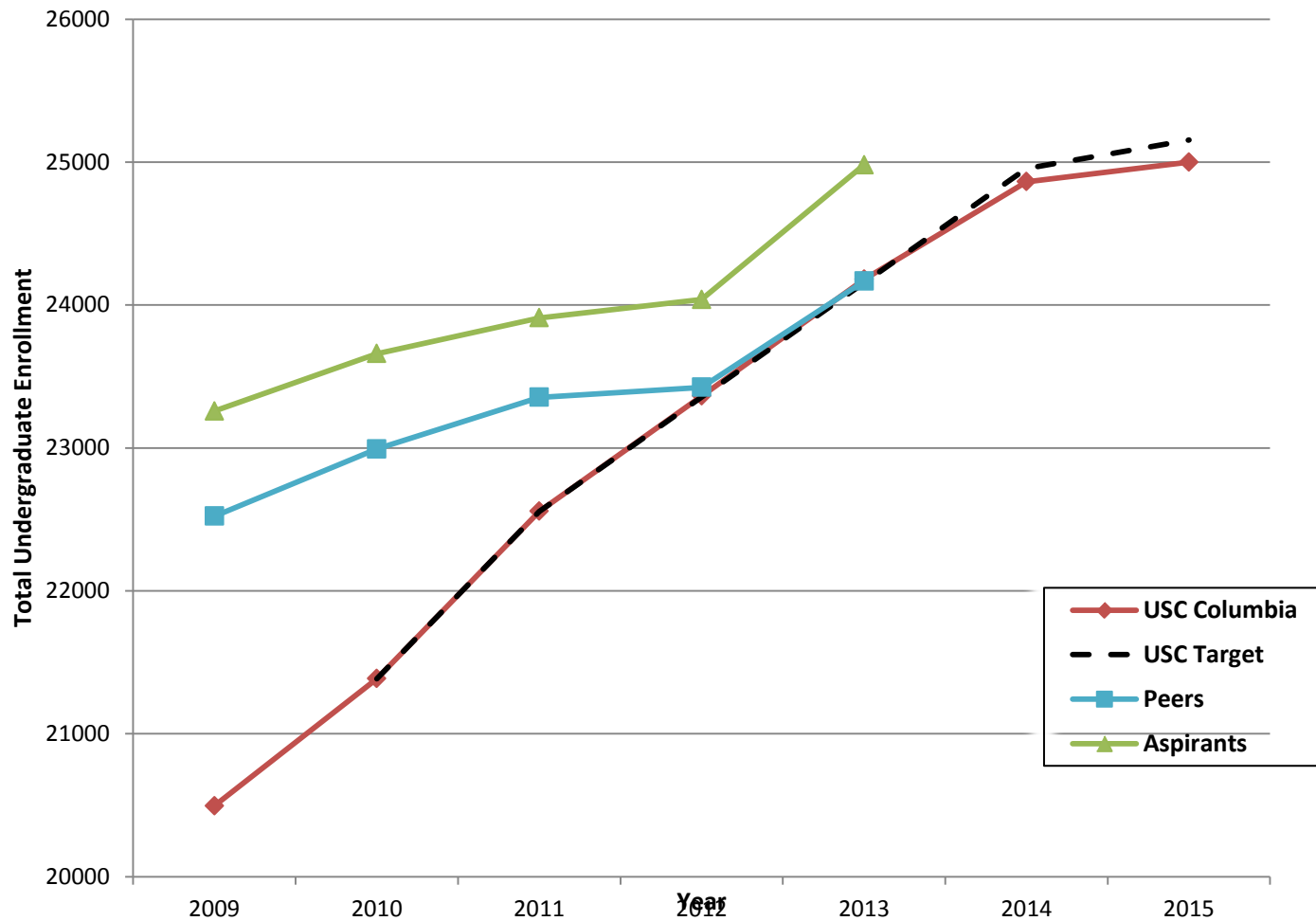
- **Peer group**

- Rutgers University
- University of Connecticut
- University of Georgia
- University of Kentucky
- University of Tennessee

- **Peer-aspirant group**

- Indiana University
- University of Maryland
- University of Missouri
- University of North Carolina
- University of Virginia

Total UG Enrollment*



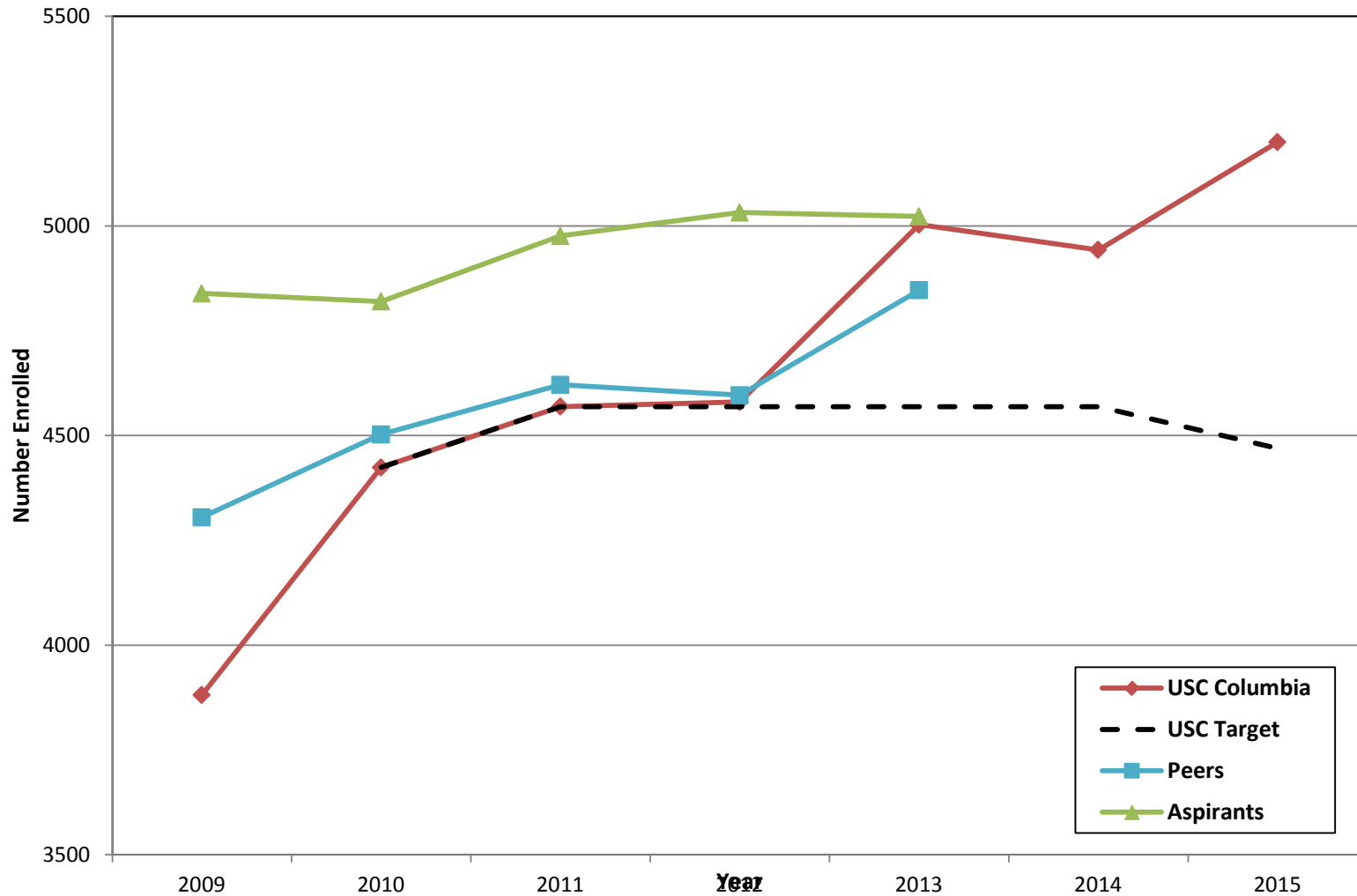
* USC data point for 2015 is an early estimate.

Total UG Enrollment (2015 estimated)

Actual (25,000 estimated) versus target (25,156)

- Negligible difference versus target
- Increasing freshman and transfer admits
- Improved retention
- Rapidly changing market (e.g., students apply to more colleges; yields across institutions shrinking)

First-time, Full-time Freshmen*



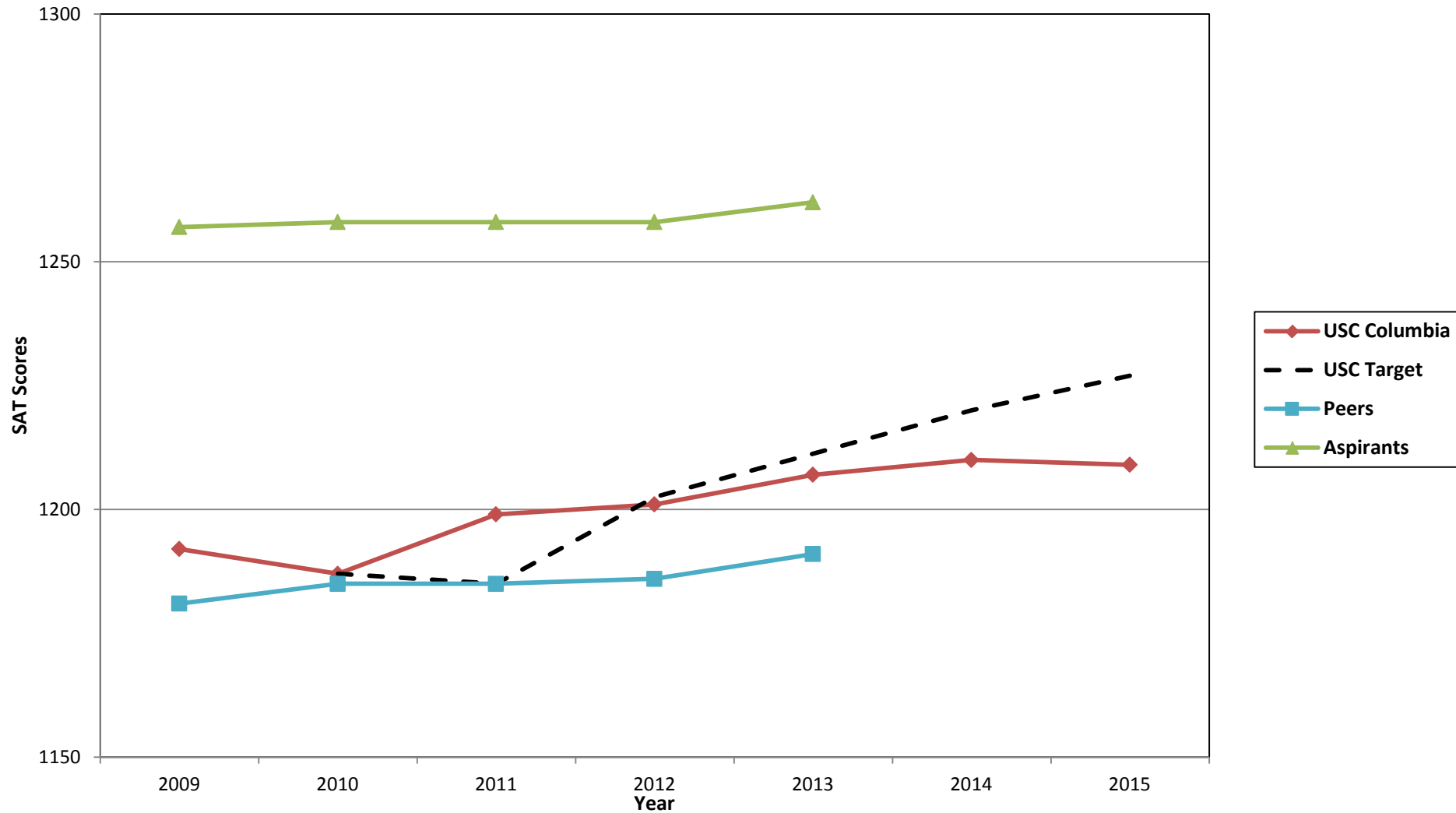
* USC data point for 2015 is an early estimate.

First-time, Full-time Freshmen (2015 estimated)

Actual (5,200 estimated) versus target (4,469)

- **Enables overall undergraduate enrollment to meet target**
- **Drivers:**
 - **Continued focus on in-state talent**
 - **Regional admissions representatives**
 - **Improved efficiency of admissions**
- **Need for more need- and merit-based aid**

SAT Score*



* USC data point for 2015 is an early estimate.

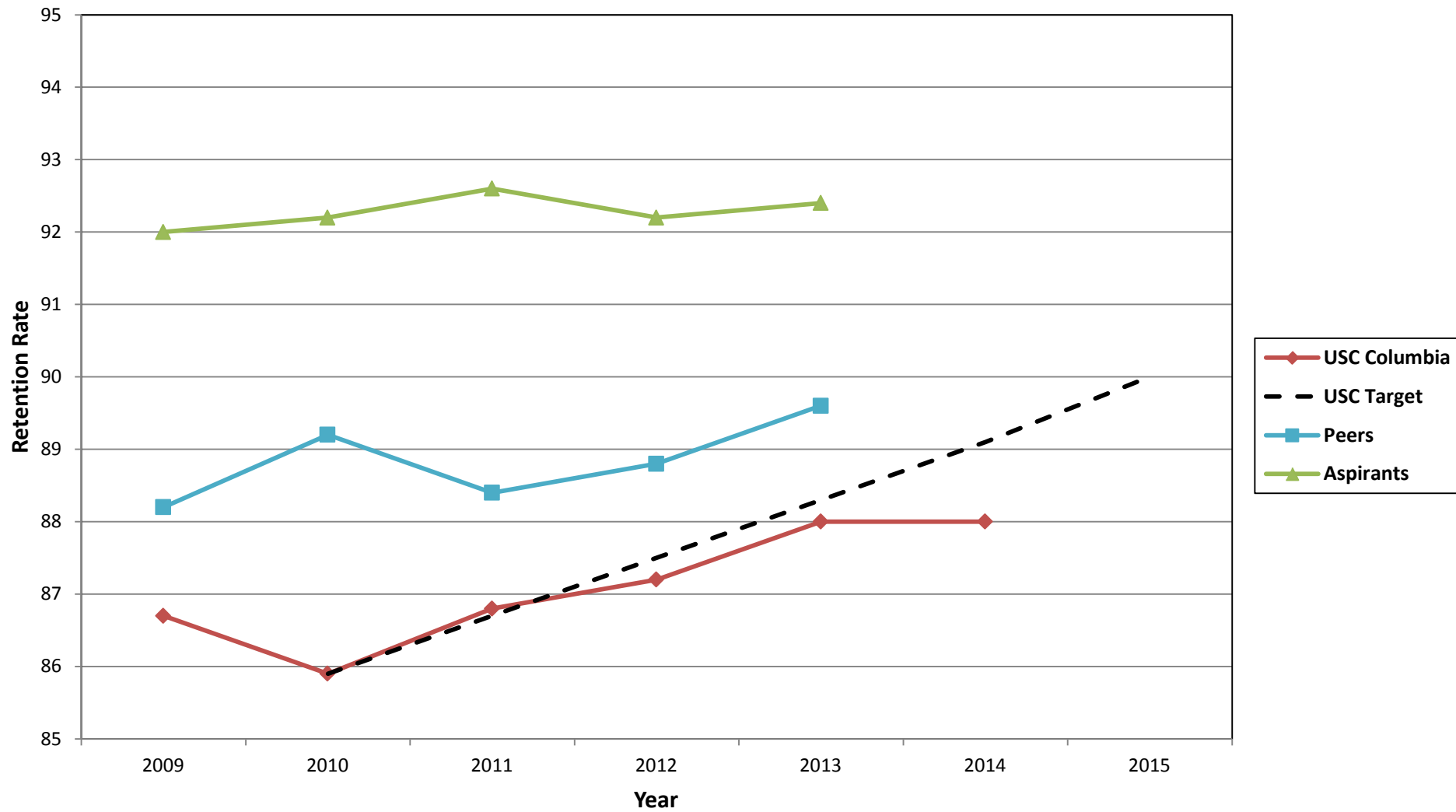
SAT Score (2015 estimated)

Actual (1209 estimated) versus target (1227)

Factors:

- **In-state versus out-of-state applicants**
- **More need- and merit-based aid needed to improve recruitment of top students**
- **ACT now the national test of choice**
 - **Est. ACT Fall 2015 = 27.3 (versus 25.4 for Fall 2007)**
- **Unofficial conversion: SAT score 1232**

Freshman-Sophomore Retention Rate

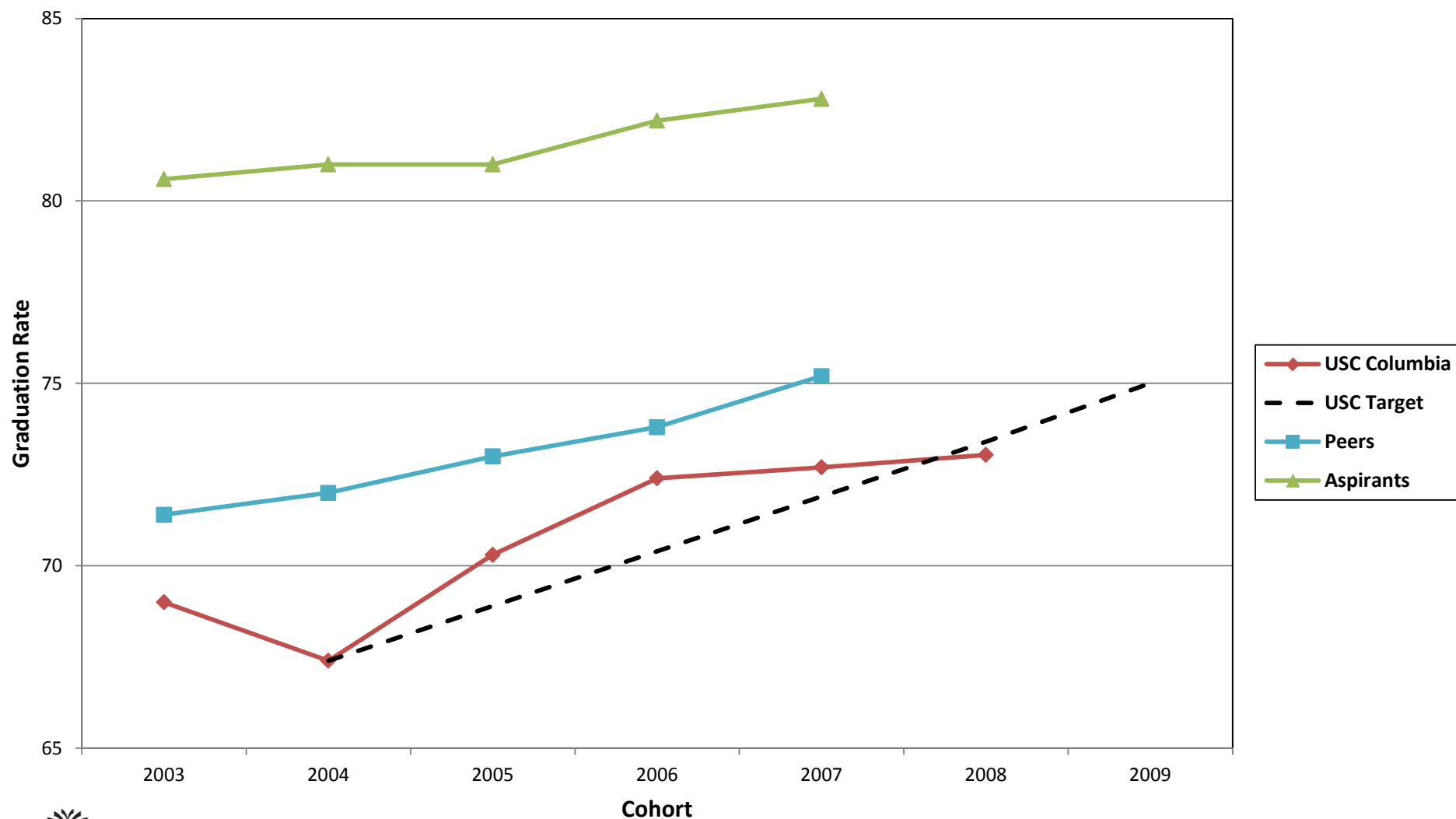


Freshman-Sophomore Retention Rate (2014)

Actual (88%) versus target (89.1%)

- Remarkable, positive change over time
- Drivers:
 - University 101
 - Student Success Center
 - Expanded Orientation
- New tactics:
 - Predictive analytics
 - University Advising Center

6-Year Graduation Rate

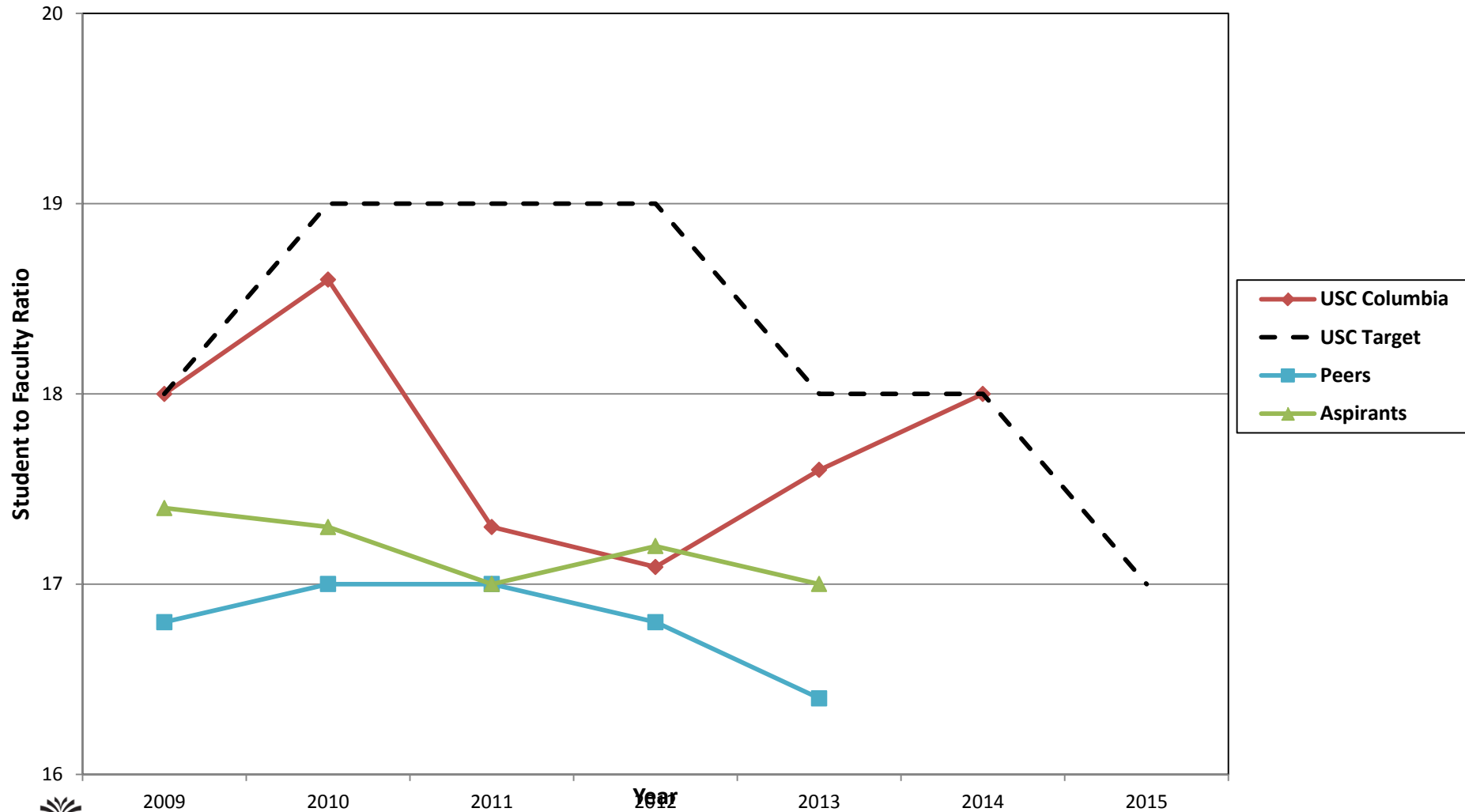


6-Year Graduation Rate (2008 Cohort)

Actual (73.04%) versus target (73.4%)

- Negligible difference versus target
- New trends that may yield benefits:
 - “On Your Time” initiatives
 - More students living close to campus
 - More students utilizing Student Success Center

Student-to-Faculty Ratio

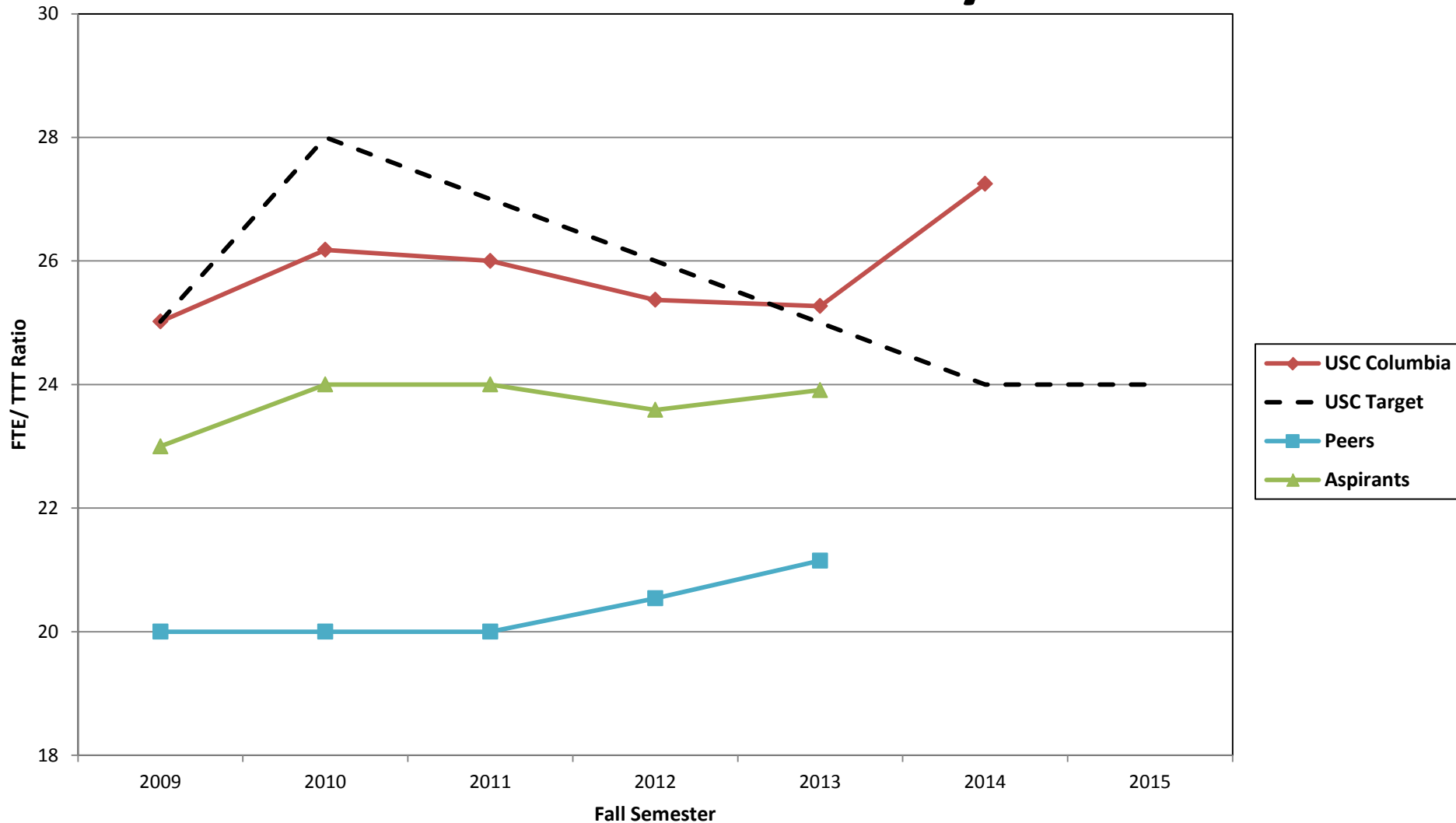


Student-to-Faculty Ratio (2014)

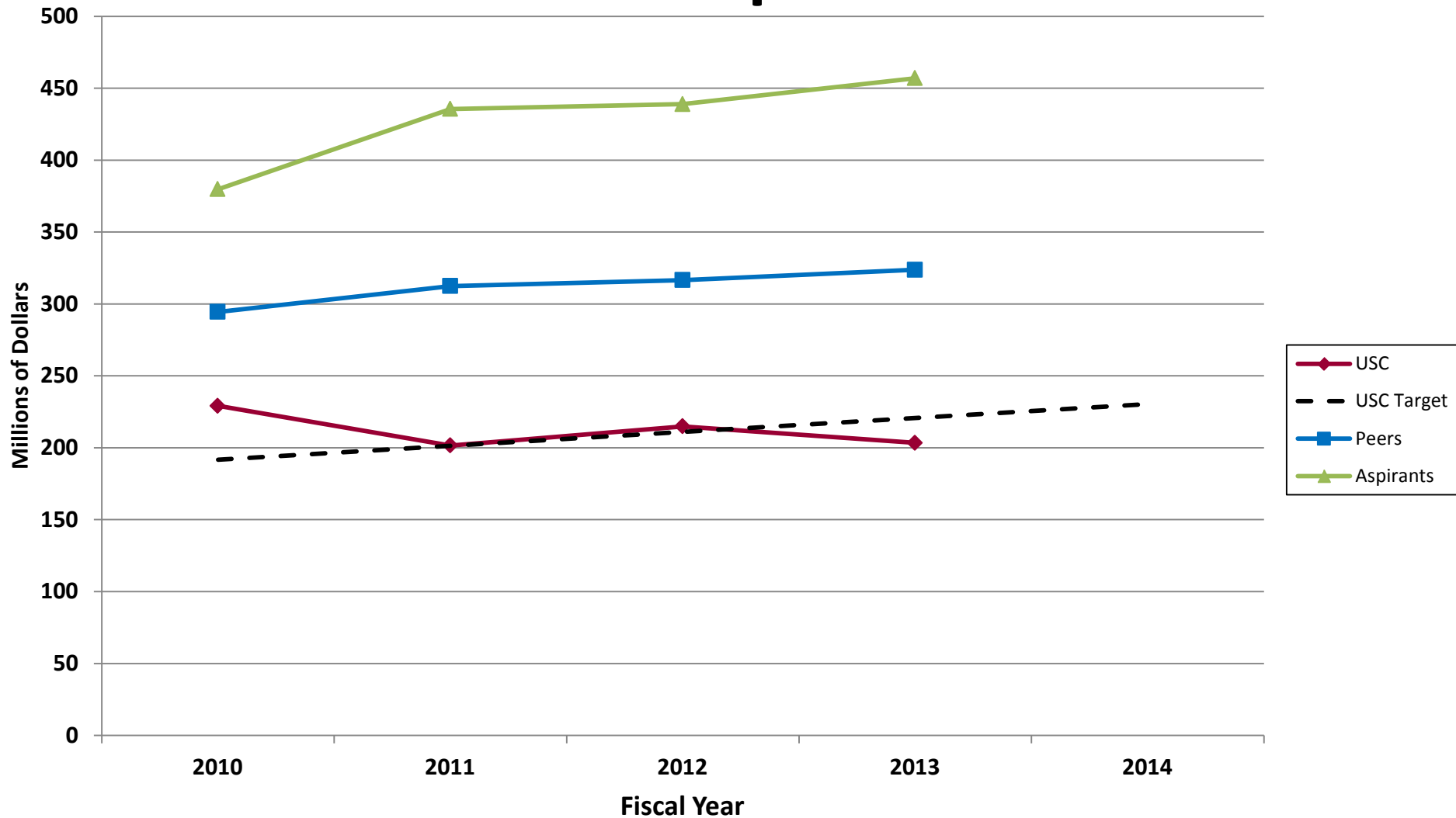
Actual (18) versus target (18)

- **Reversing the vector of change:**
 - **Hire aggressively to match enrollment growth**
 - **Target in-demand disciplines**
 - **Assess salary bases**
 - **Assess start-up packages for research**

Student-to-TTT Faculty Ratio



Research Expenditures

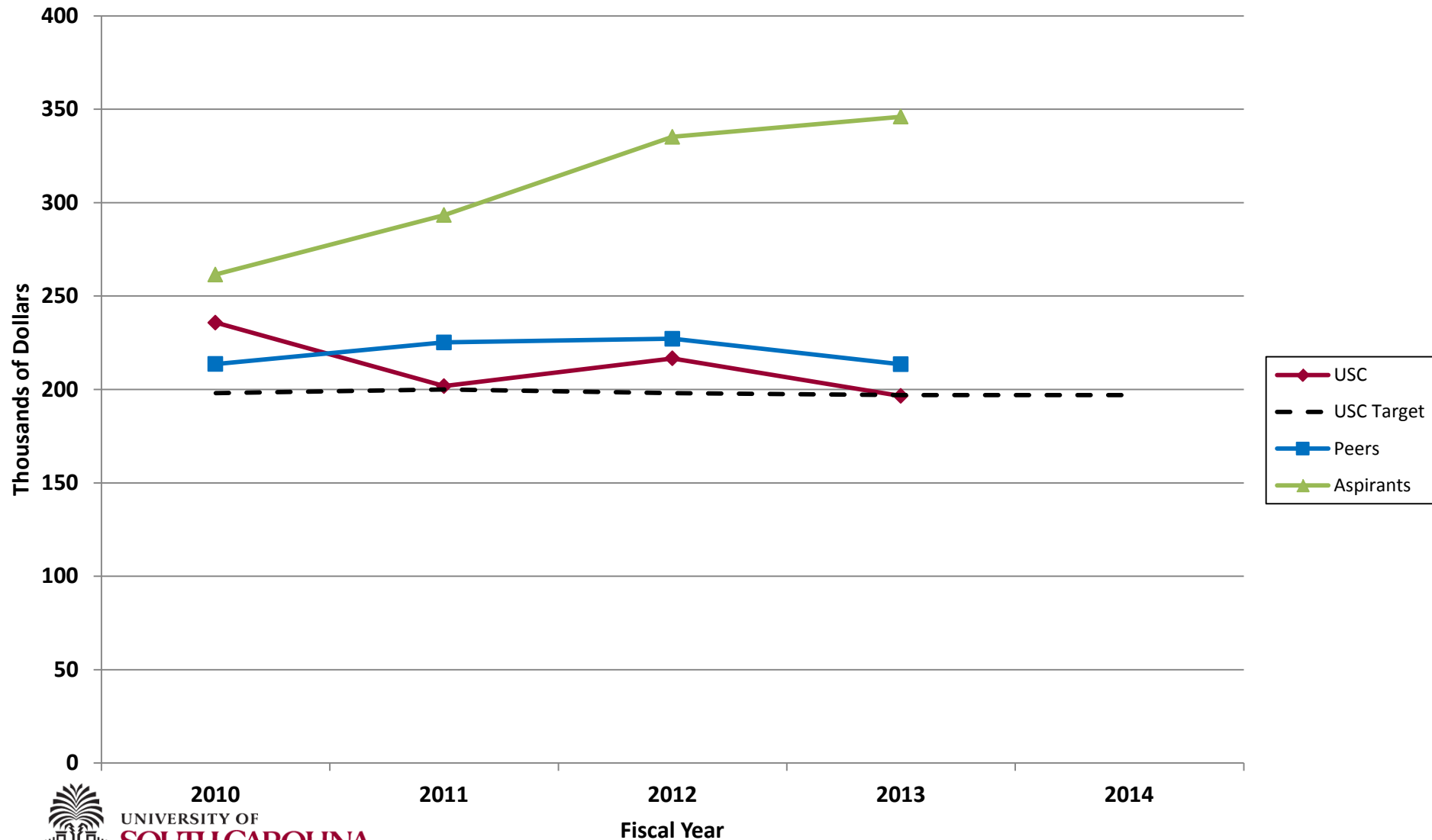


Research Expenditures (2013 Fiscal Year)

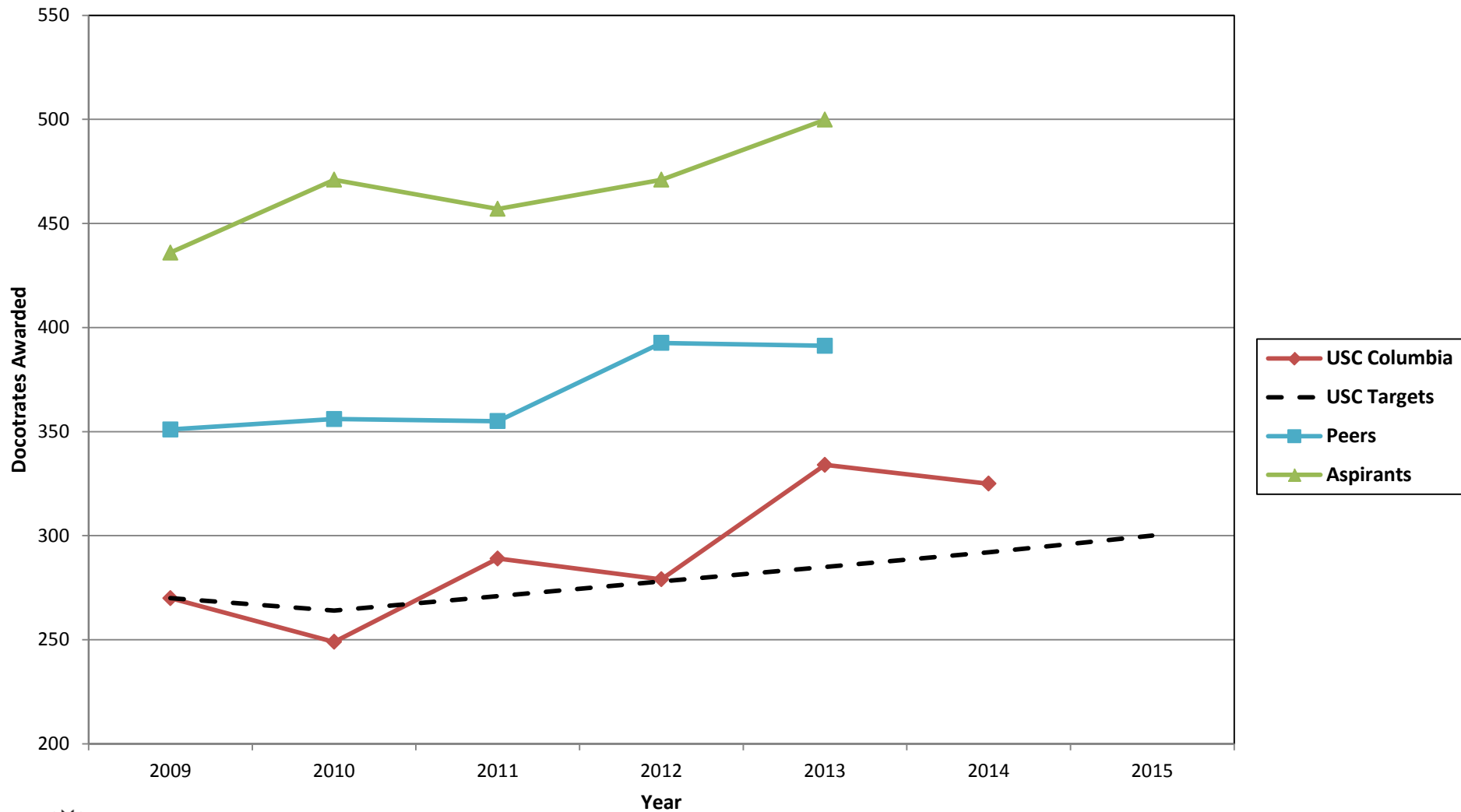
Actual (\$203.4M) versus target (\$220.7M)

- **Fluctuations around target trajectory**
- **Improvements since 2005 (\$130M, according to NSF data)**
- **Continued activity:**
 - **Hiring and training**
 - **Pursuing grant opportunities**
 - **Focusing on areas of strength**

Research Expenditures per TTT Faculty



Doctoral Degrees



Doctoral Degrees (2014)

Actual (325) versus target (292)

- **Tactics that enabled growth:**
 - **Presidential Doctoral Fellows**
 - **Provost Teaching Fellows**
 - **Graduate Student Research and Travel Grants**
 - **Dissertation Defense Incentives**

THANK YOU!



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Education
Advisory
Board

Student Success Collaborative

The Student Success Collaborative at the University of South Carolina

eab.com



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What and Why?

What is the EAB Student Success Collaborative?

Technology, Research, Predictive Analytics, and Process Improvement to positively impact academically at-risk and off-path students at USC

Why Are We Engaged in this Effort?

To provide early information to students at risk of not succeeding in their majors

To identify and alter policies, procedures, and processes that do not support student success

So Why Are We REALLY Doing This?

Our retention and graduation rates can only improve by targeted efforts

We can't afford to blanket all students with the same outreach, resources, etc.

Plates are full, dollars are limited, every student doesn't need identical support

So Why Are We REALLY Doing This?

If we have data that could assist students in timely degree completion, we have an obligation to act on it

Resident cost of attendance approx. \$27,000

Non-resident approx. \$46,000

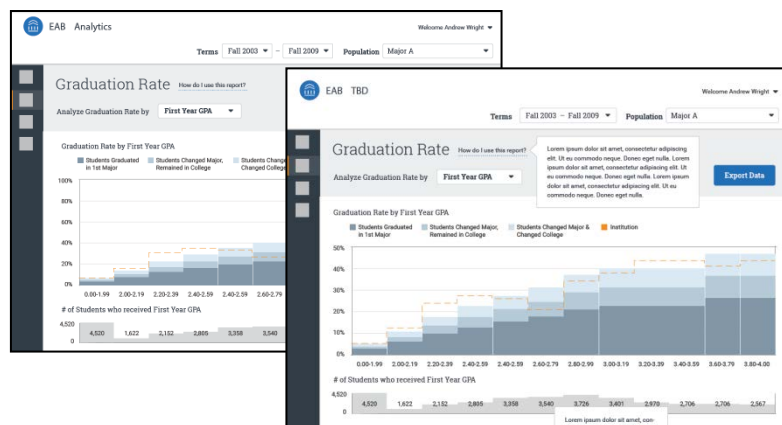
It's the expectation – we are measured by outputs

Timely graduation, average student debt, cohort default rates, employability

From Insight to Action

Two Major Deliverables

Institution Reports *Identifies Opportunities*



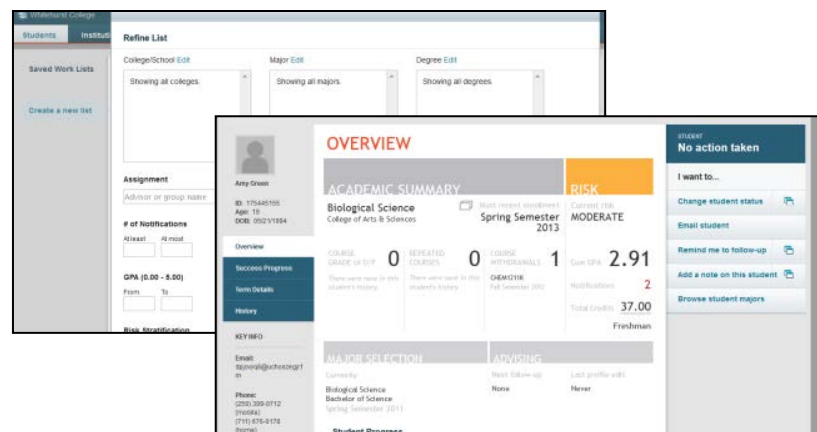
Administrators and Deans



- Leverage data about:
 - Critical courses and timing
 - Programmatic trends
 - Patterns of student transitions

Pinpoint areas of opportunity

Advising Platform *Creates Vehicle for Action*



Advisors and Advising Directors



- Proactively identify at-risk students
- Compare individual student performance to peers
- Access major guidance and career data

Two Primary Tools

Institutional Reports (previously predictive workbooks)

Historical student data

Determine patterns in degree completion

Key/milestone courses (aka Success Markers)

Course timing

Course performance

Transitions of students between majors/colleges

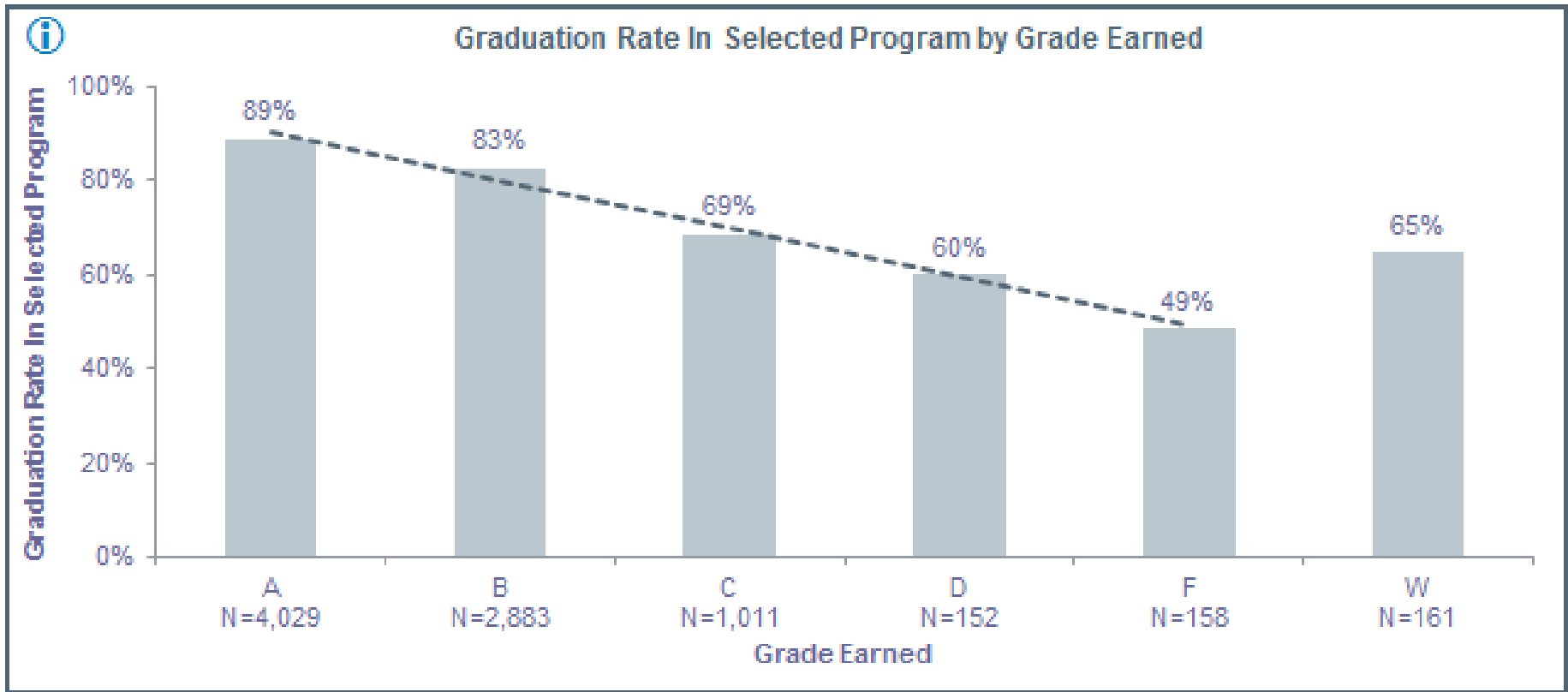
University/college/dept level analysis

Earning Course Credit Not Always Enough

Graduation Rate by Grade Earned in ENGL102

Select College or Specific Major: Institution-Wide

Select a Course to Analyze: ENGL102



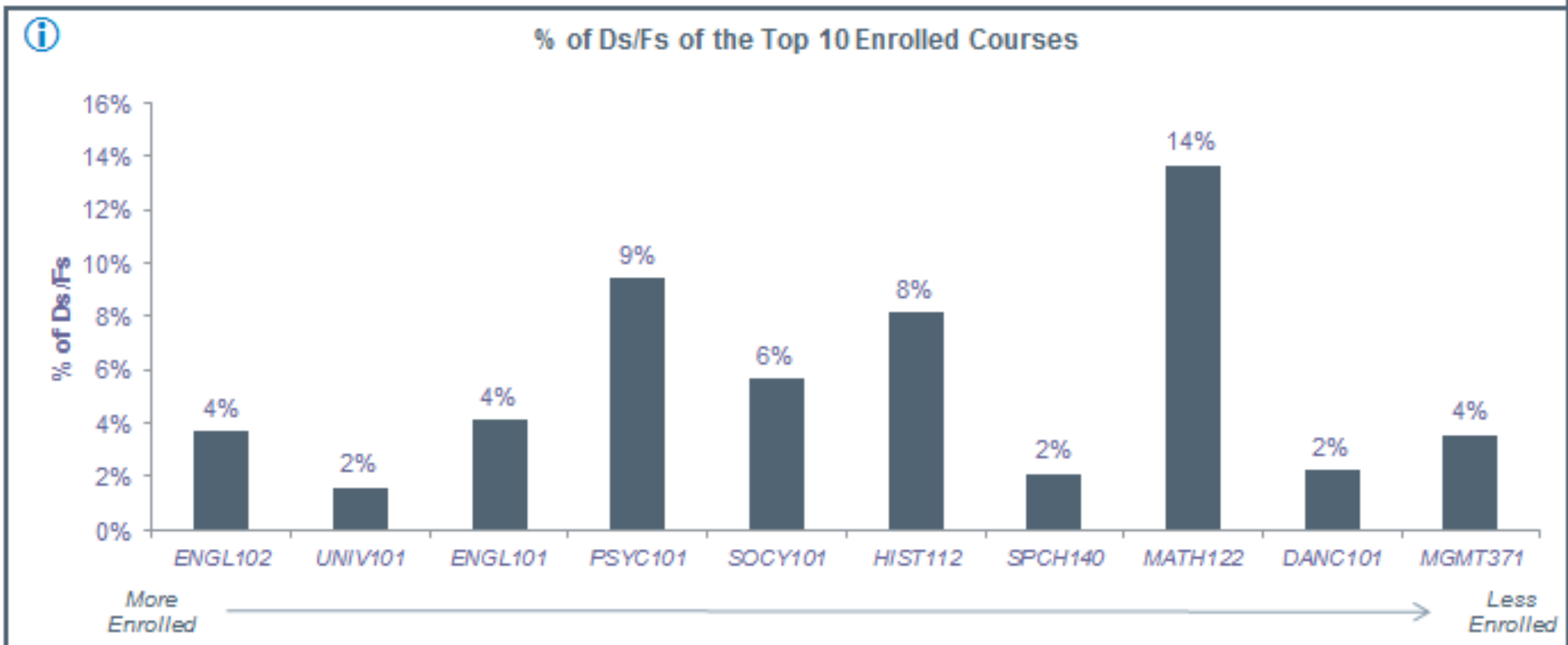
Based on a historical analysis of 8,394 students

Identifying Barriers to Completion

%D/Fs of Top 10 Enrolled Courses Institution-Wide

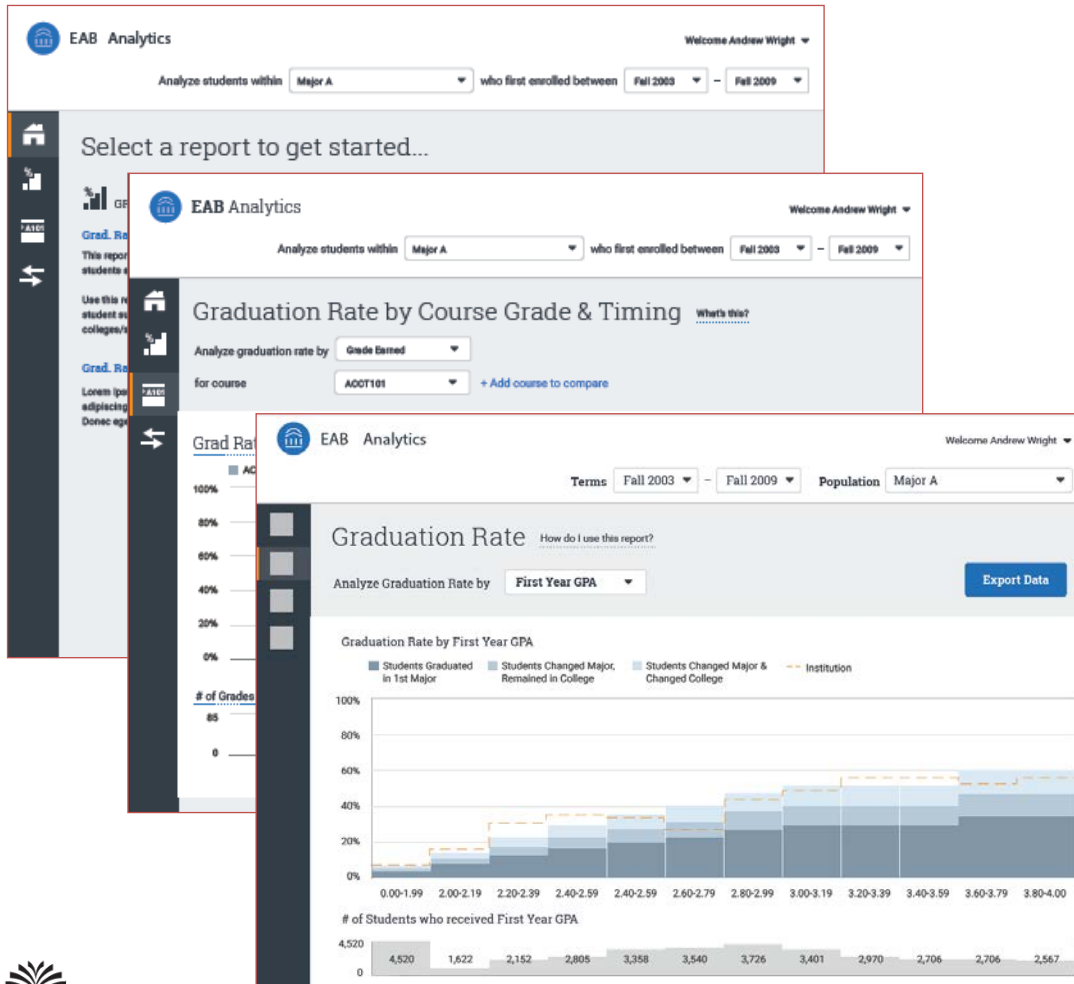
Select College or Specific Major: Institution-Wide

Select a Metric to view: % of Ds/Fs



Institution Reports

Historical Analytics to Support Strategy and Decision Making



Key Takeaways

- Ability to select historical timeframe
- Historical analysis to understand key predictive items by college or major, including:
 - Critical course analysis
 - GPA analysis
 - Major performance and timing
 - Major switching patterns analysis
- Student sub-group analysis
- Pre-enrollment factors

Two Primary Tools

Advising Platform

Current students

Risk levels for each student based on:

Predictive analysis of historical data, current student performance and characteristics

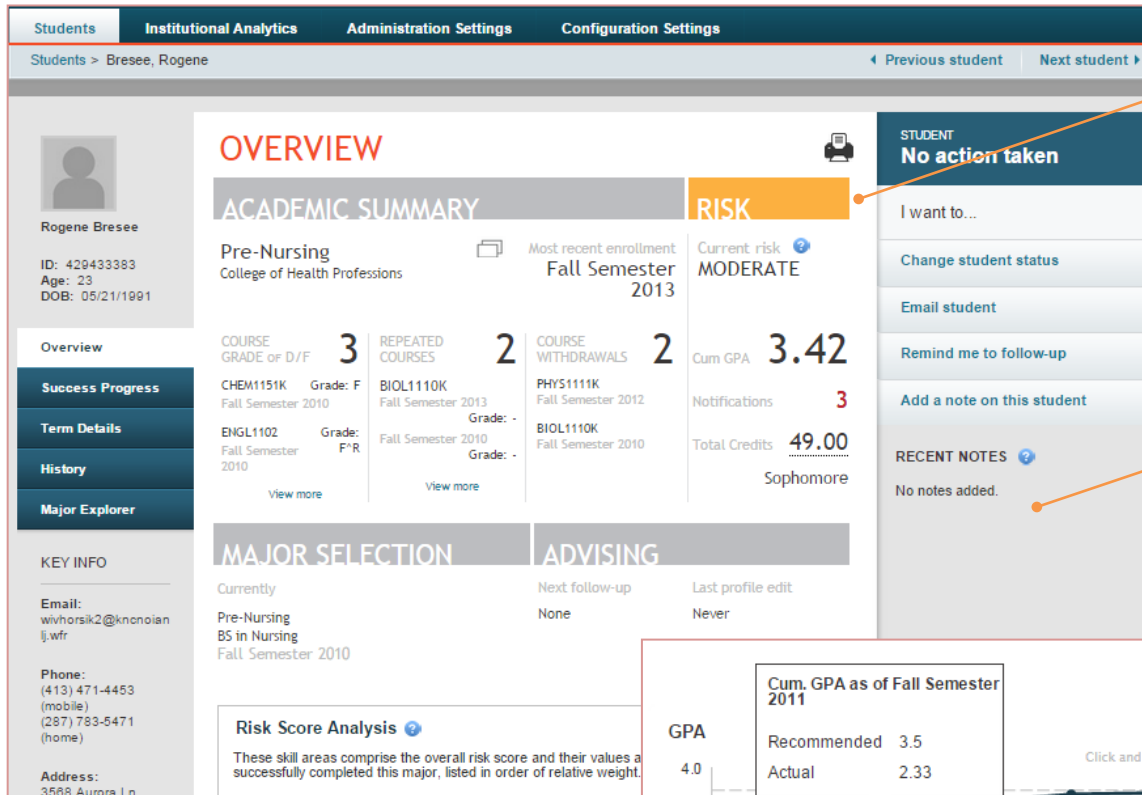
Flags if success markers are triggered

Comparison to peers in 5 key skill areas

Overview of GPA, credit hrs earned, Ds/Fs, Ws

Drill down, customized work lists, “what if” feature

Student Overview Page



The screenshot displays the 'Student Overview' page for Rogene Bresee. The page is divided into several sections: a left sidebar with navigation links (Overview, Success Progress, Term Details, History, Major Explorer, Key Info), a main content area with an 'OVERVIEW' header, and a right sidebar with student actions. The main content area includes an 'ACADEMIC SUMMARY' table showing course grades, a 'RISK' section indicating a 'MODERATE' current risk, and a 'MAJOR SELECTION' section for Pre-Nursing. The right sidebar contains a 'STUDENT' section with 'No action taken' and a list of actions (I want to..., Change student status, Email student, Remind me to follow-up, Add a note on this student), and a 'RECENT NOTES' section with 'No notes added.'.

OVERVIEW

ACADEMIC SUMMARY

COURSE	GRADE or D/F	REPEATED COURSES	COURSE WITHDRAWALS
CHEM1151K	Grade: F	2	2
Fall Semester 2010			
BIOL1110K	Grade: -		
Fall Semester 2013			
PHYS1111K	Grade: -		
Fall Semester 2012			
BIOL1110K	Grade: -		
Fall Semester 2010			

Cum GPA: 3.42

Notifications: 3

Total Credits: 49.00

Sophomore

MAJOR SELECTION

Currently: Pre-Nursing

Next follow-up: None

Last profile edit: Never

BS in Nursing

Fall Semester 2010

RISK

Current risk: MODERATE

STUDENT

No action taken

I want to...

Change student status

Email student

Remind me to follow-up

Add a note on this student

RECENT NOTES

No notes added.

Overview:

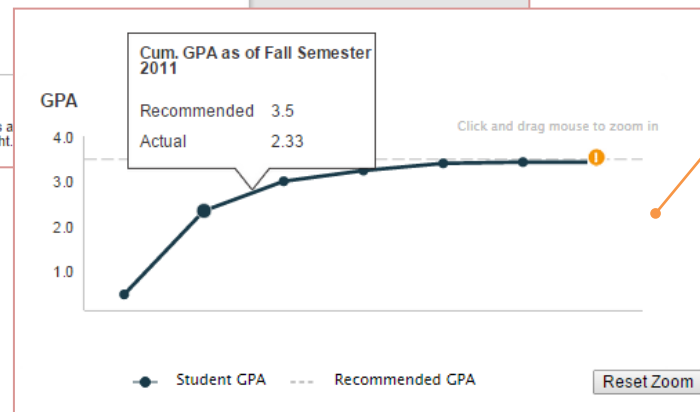
- Critical academic information highlighted at the top, with risk score analysis on the bottom

Notes:

- Notes displayed on student profile

GPA Trends:

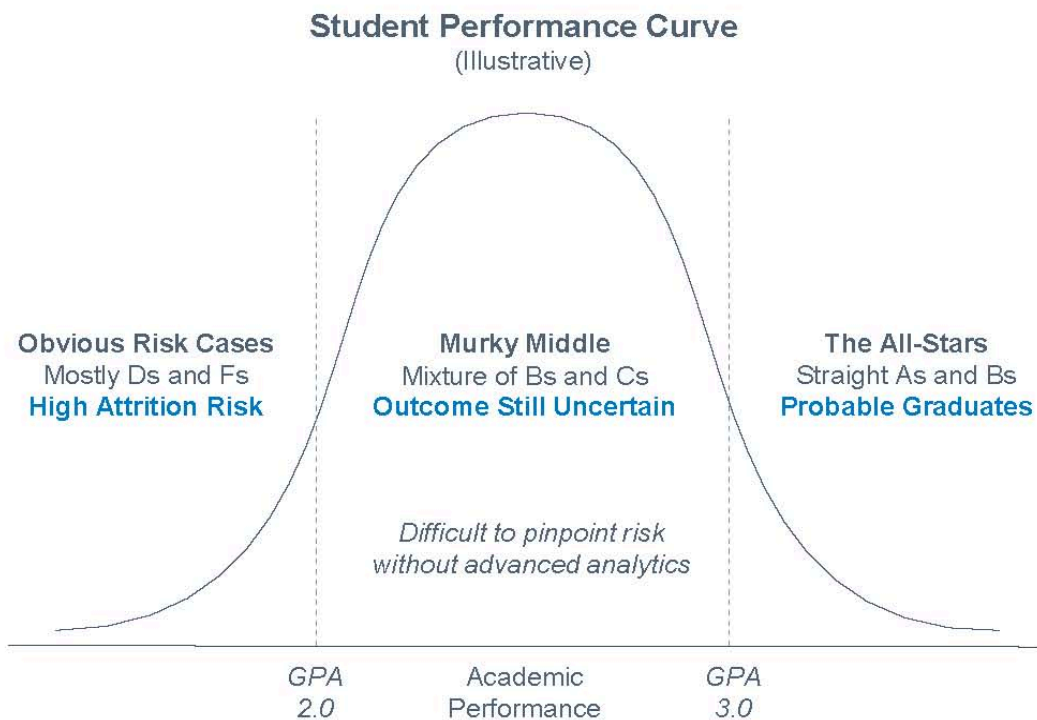
- New credit and GPA trend visualizations





Predicting Trouble Down the Road

Using Data Analytics to Spot Struggling Students Before It's Too Late



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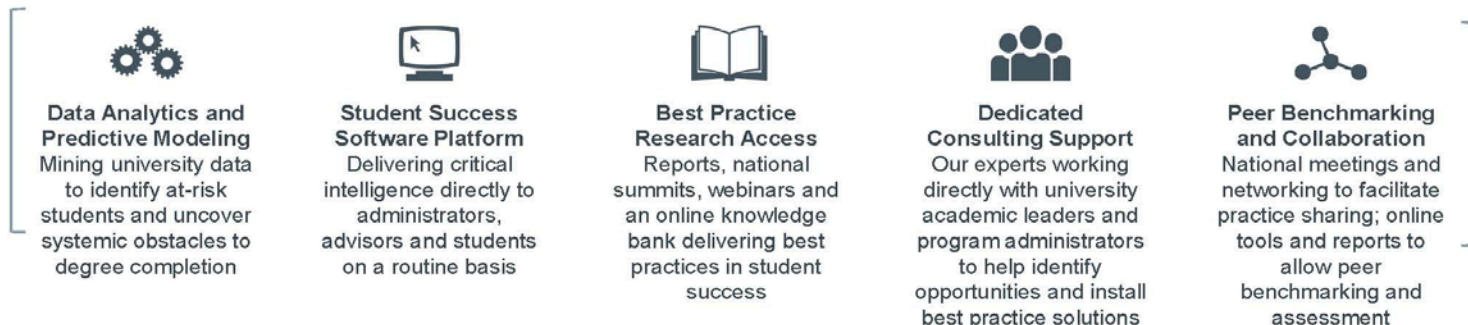
Source: Advisory Board Interviews and analysis

The Student Success Collaborative

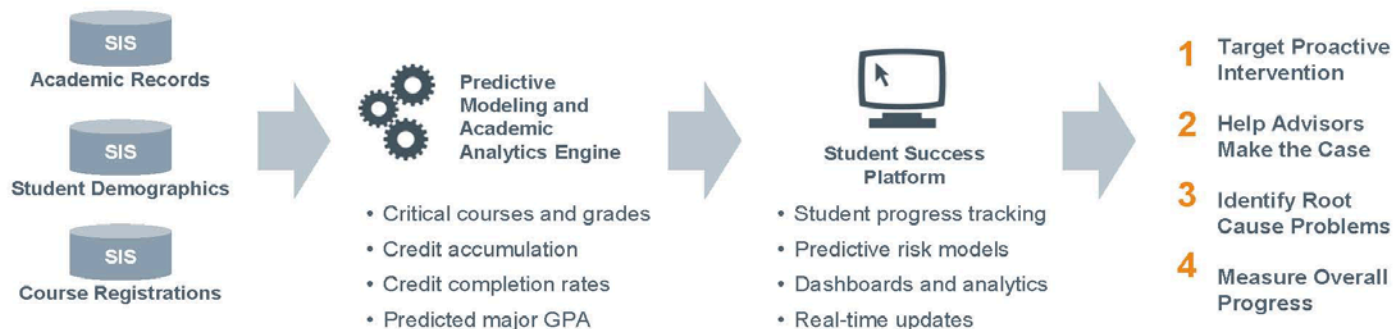
Powering an End-to-End Solution for Student Completion



A Best-in-Class Suite of Services for Improving Degree Completion



Taking Each University's Data, Transforming it into Actionable Insight, and Delivering it to Every Desktop



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Project Details

Pilot Groups – Round I

Chemistry

Mathematics

Business

Arts & Sciences dean's office advising staff

Student Success Center

Career Center

Project Details

Why Pilot?

Continue to review/validate data

Provide insights into practical use

Develop workflow

Provide feedback for improvement

Champions for broader implementation

LOTS of technology changes in past few years

What Have We Learned?

Not one more tool – must integrate and coordinate technology

Approach for faculty and staff advisors should be different

Valuable to take time to validate data

Feedback is heard and action is taken

Where Are We Headed?

Continue roll-out

- Round II of pilots

Incorporate platform into workflow

- Coordinate/integrate advising tools
- Create shared expectations for usage

Demonstrate direct impact on student success

Also on the Horizon

EAB Acquisitions:

Royall, Inc

- anticipate insights from combined data sets by fall 2015

GradesFirst

- greater early intervention functionality, appointment scheduling, feedback loops

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Re-envisioning Academic Advising at the University of South Carolina

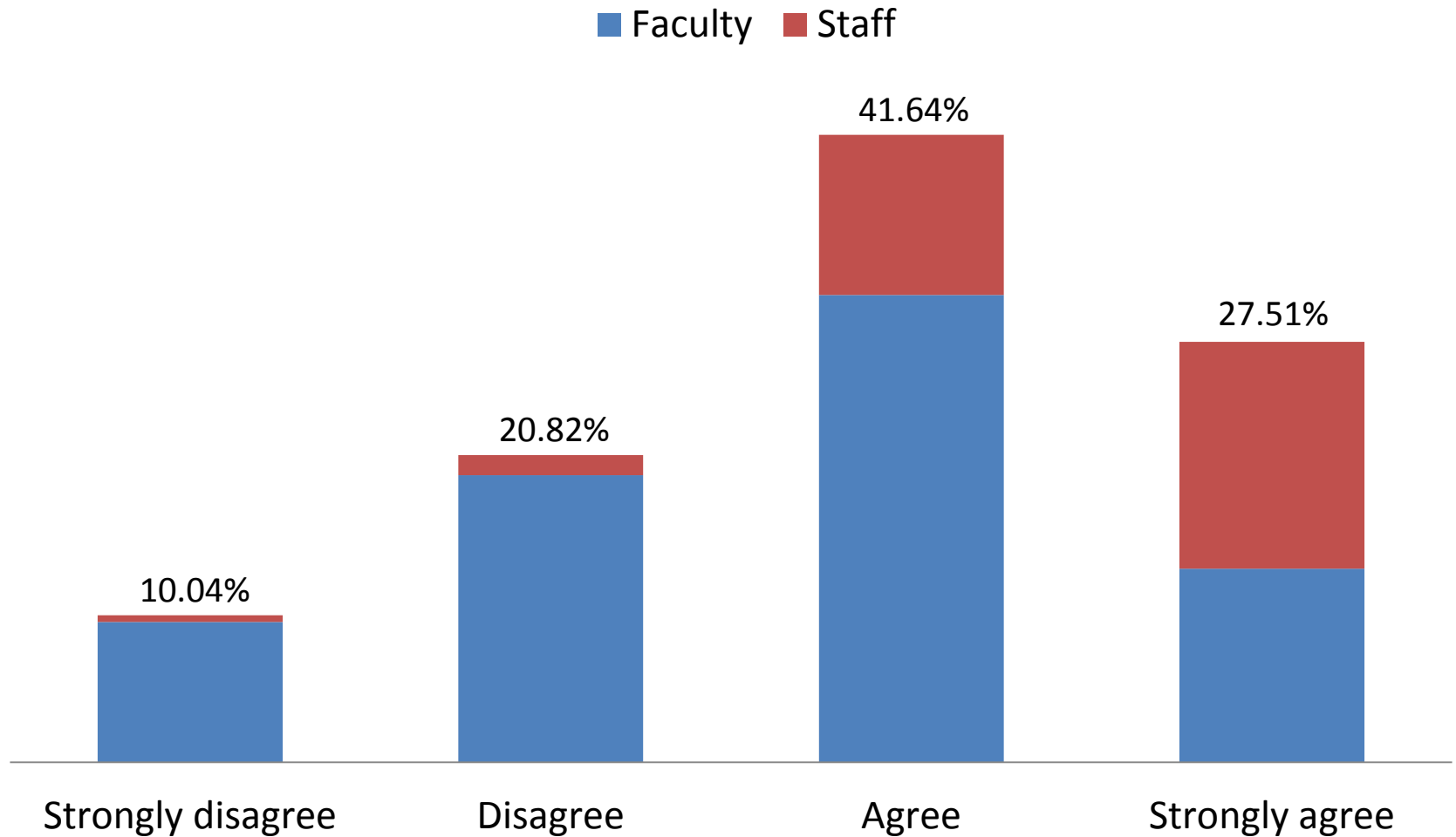
Provost Retreat
August 14th, 2015

Advising Coordinating Taskforce Report

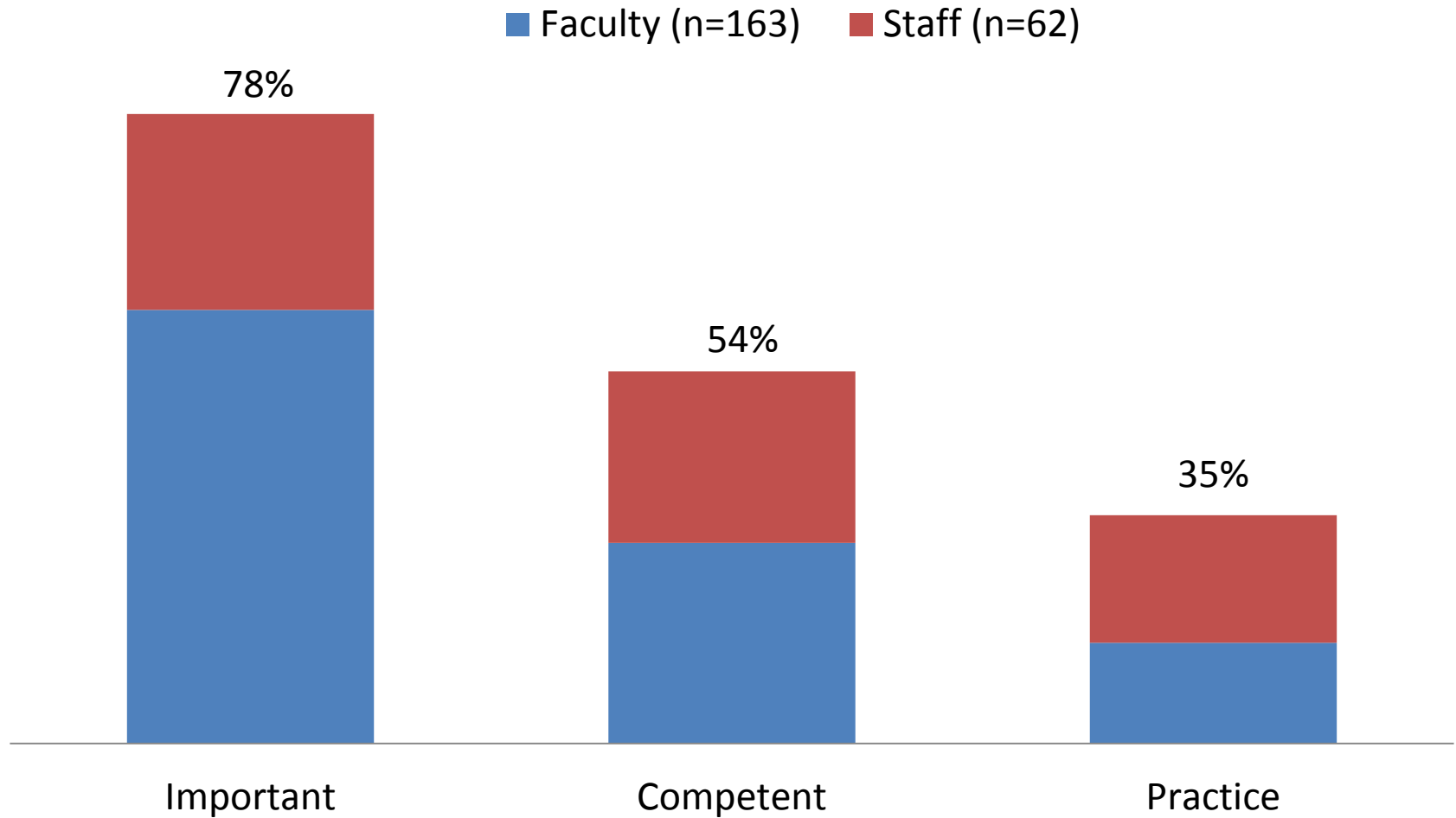
- Faculty, Staff, Student representatives
- Advisor and Student survey information
- Reference to national best practices
- Six Recommendations
 1. Establish Advising Center & First-Year Advisors
 2. Support Colleges & Schools
 3. Training & Certification
 4. Technology & Online Resources
 5. Faculty-led Student Programs
 6. Student Responsibility

Survey Question:

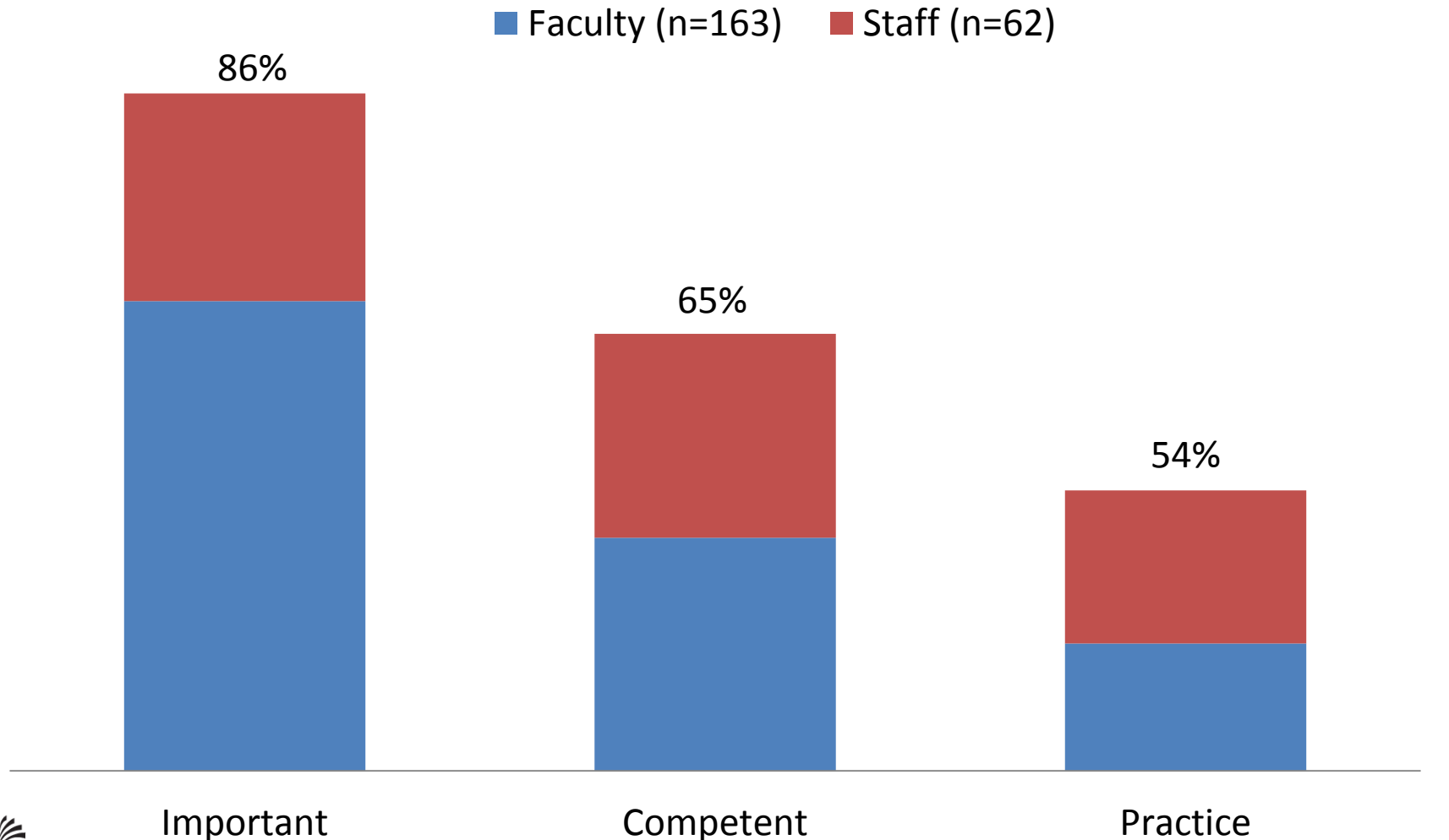
I feel well trained in my advising role.



Making Effective Referrals

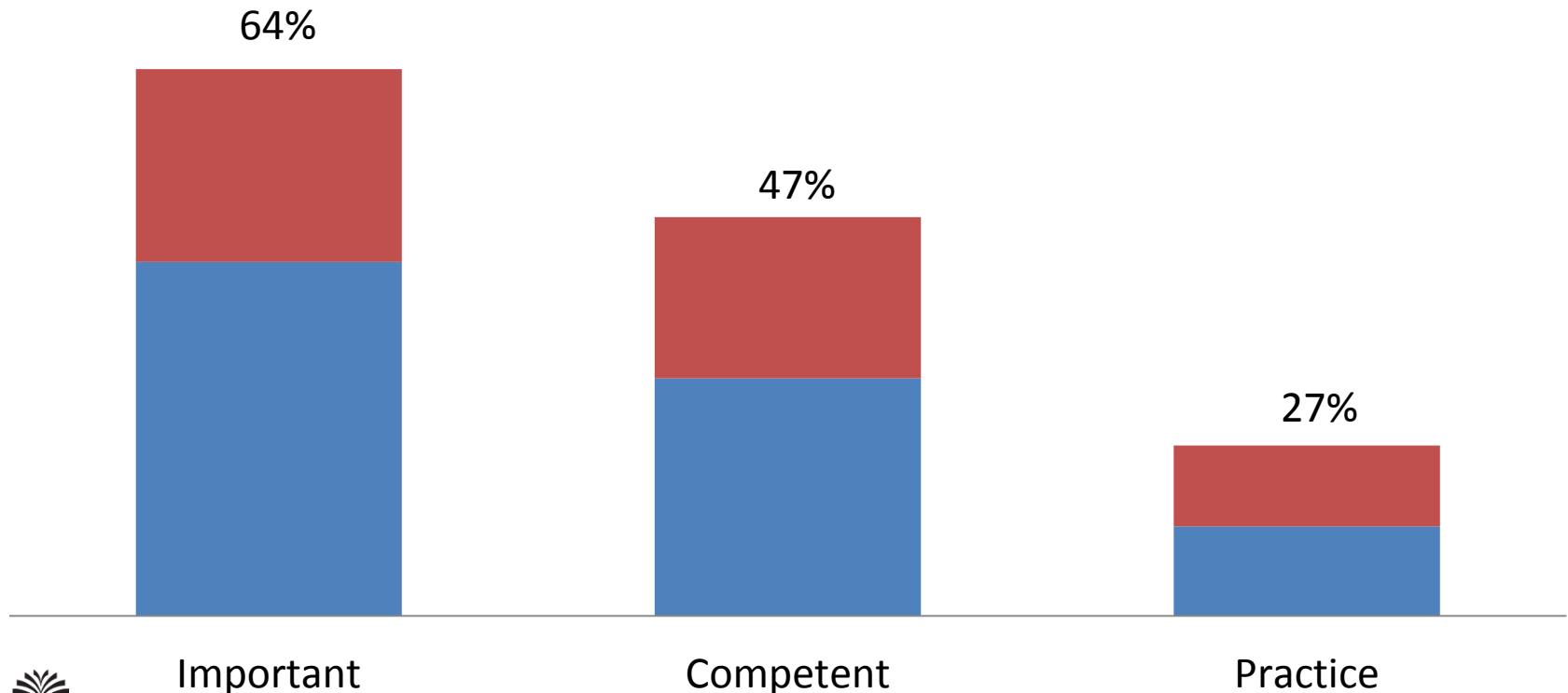


Knowledge of University Policies and Policies



Advising students on **Beyond-the-Classroom** Experiences

■ Faculty (n=163) ■ Staff (n=62)



University Advising Center

University of South Carolina

- Formation of Advising Center, July 2015
- Dr. Claire Robinson, Director
- Close-Hipp building
- Change of Majors and Transfer Advising
- www.sc.edu/Advising
- Phone # 777-1222

First-Year Advisors

- Professional staff advisors for all first-year students
 - Target ratio 300:1
 - UAC participates in hiring, training, evaluation
 - Advisor Office location: College or UAC
- Advising Training & Certification
 - 3 online training modules (projected)
 - First-Year Advisor certification

Technology & Online Resources

- Streamline technologies and advising workflow
 - Self-Service Carolina
 - DegreeWorks
 - Appointment scheduling
 - Student Success Collaborative: identifying high-risk students
- Student Portal
- Advisor Portal

Faculty-led student programs

- Faculty expertise in the major or field area
- Graduate school and career opportunities
- Faculty mentor opportunities for first-year students

Student Responsibility

- Student checklists
- Completion of online modules
- Preparation for advisement

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Global Carolina

Strategic Reorganization

- Unified mission and budget permitting strategic planning.
- Greater faculty involvement.
- Produce a university wide strategic plan.

Shorelight

- International Accelerator Program: First intake
- Masters program
- Future public private initiatives.

Academic Partnerships

- Finding and pursuing international partners for online educational content in collaboration with Senior Vice Provost Ford.

Study Abroad

- Emphasis on student service and collaboration with faculty.
- Emphasis on quality as well quantity.
- USC branded programs in Italy and Costa Rica.

USC Global Health Initiative

- In December 2014, 40 USC faculty members from 7 colleges discussed improving collaborations across campus in fields related to global health and development
- USC accepted into the *Consortium of Universities for Global Health* www.cugh.org with support from multiple colleges and schools
- Grant funded by *Walker Institute for International and Area Studies* to host workshop for strategic planning October 22-23, 2015
 - Four outside experts to share experiences and advice for furthering global work at USC
 - Focused working groups to develop practical and concrete steps to strengthen our global programs in the health and development fields
- Contacts:
 - Jeff Hall, School of Medicine, Jeff.Hall@uscmed.sc.edu
 - Ed Frongillo, Arnold School of Public Health, efrongil@mailbox.sc.edu

THANK YOU!



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Provost Retreat

Fall 2015

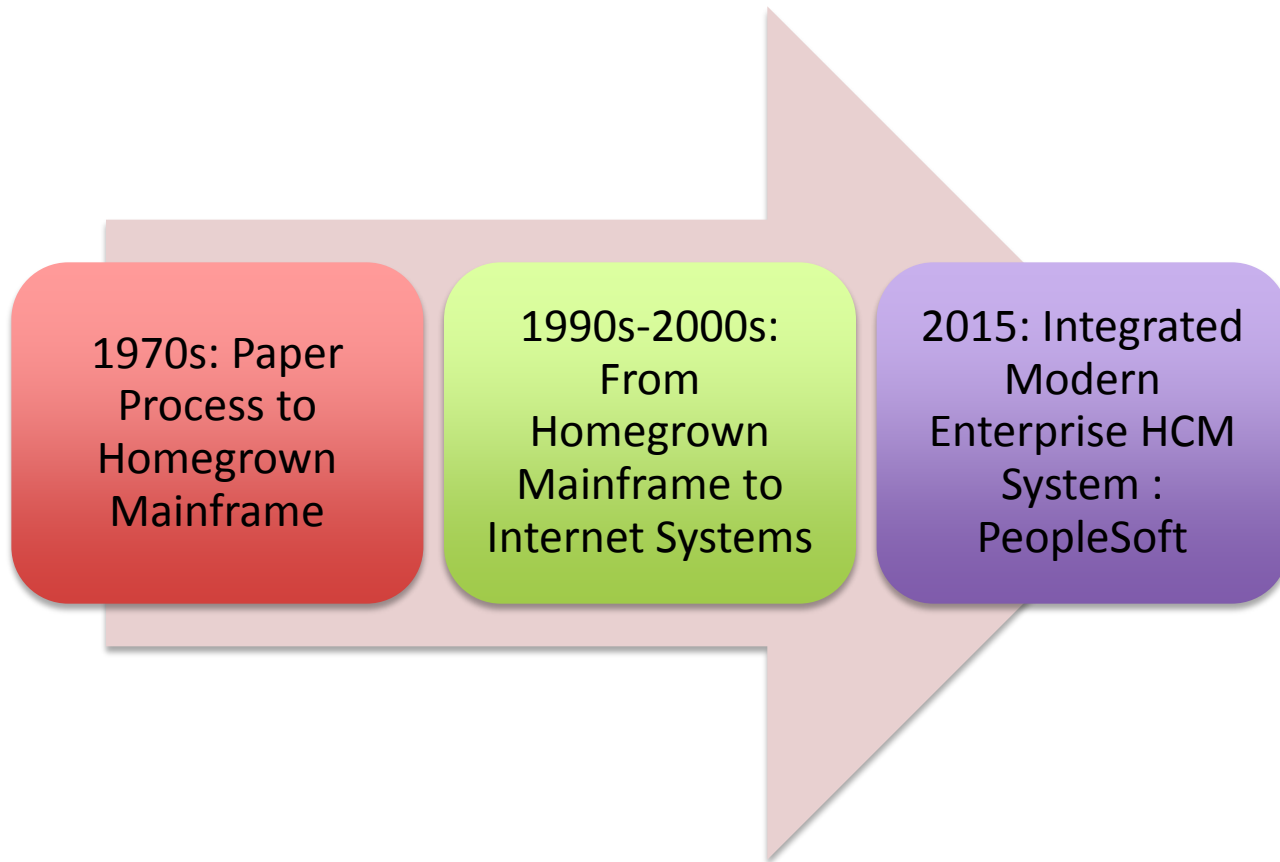
OneCarolina HR/Payroll Update

- HR/Payroll PeopleSoft module
- Impacted areas
- Anticipated benefits
- What to expect in the near future

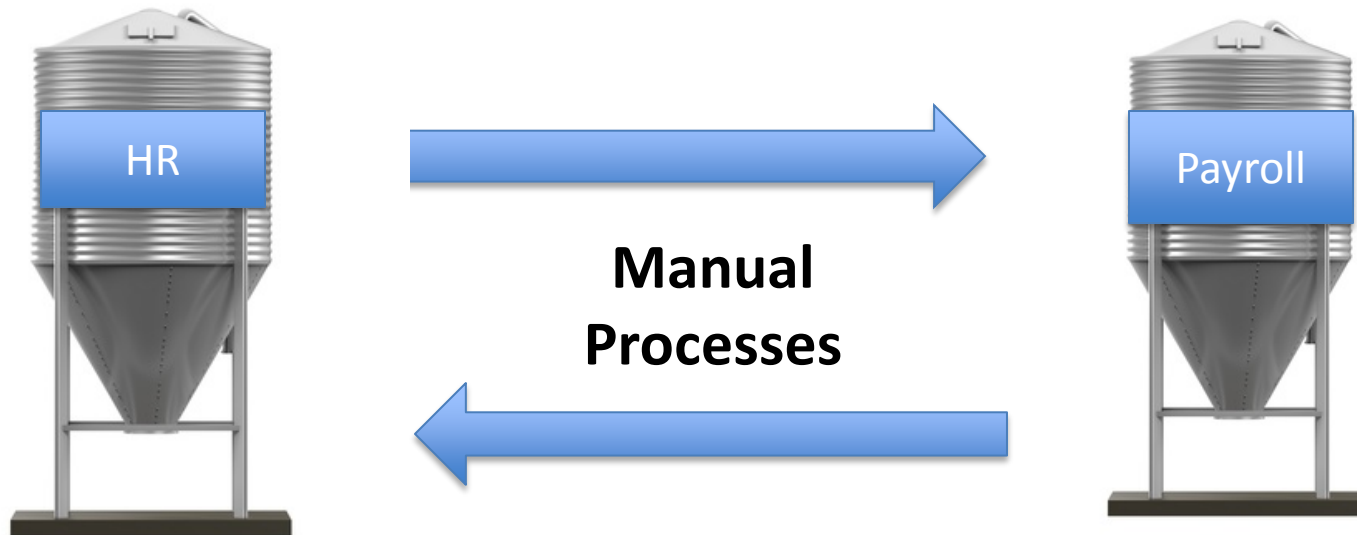


Our History

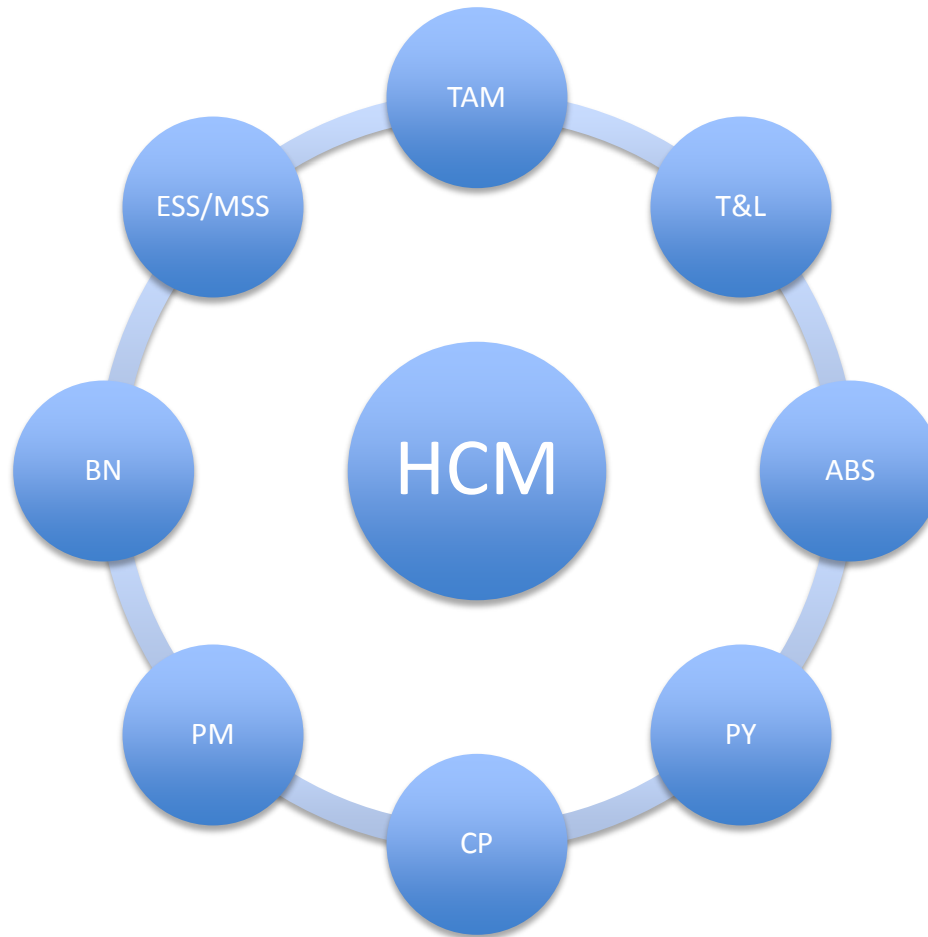
HR/Payroll Systems at USC



Current Systems



Human Capital Management



HCM Will Impact:

- Core HR Processes
 - Classification
 - Compensation
 - Position Management
- Recruiting and employment
 - Advertising
 - Selection
 - Onboarding
- Organizational management
 - Organizational hierarchy
- Benefits
- Payroll
- Student hiring process
- Position types
 - FTE, RGP, TEMP, TFAC
- Time reporting
- Leave administration
 - Annual Leave, Sick Leave
 - Holidays
- Employee self-service
 - Leave requests, overtime
 - Time reporting, paychecks
- Manager self-service
 - Leave and overtime approval
 - Initiate pay actions, etc.

PeopleSoft Benefits

- Improved processes, reduced errors
- Better tracking and accountability
- Increased efficiencies and integration
- Improved communication
- Better information for decision making
- Increased compliance



Next Steps



- System Testing
- User Acceptance Testing
- Communication
- Training, training, training!

What else can you expect?



- Stabilization period after we go live
- Improved workflow
- More integration (through the system!)
- Less paper (eventually...)
- More discipline in our processes
- Help adapting to the changes

Summary



- HR/Payroll system is on the way.
- Lots of change is coming, but it is positive change that will benefit the institution.
- We are your partners to help you and your employees navigate the changes ahead.

Thank You!





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Calendar and Space Reservation System

Space Reservation and Calendaring System

Our Goal

Efficiently manage and promote a wide variety of events to the community, improve institutional prestige and increase awareness of beyond-the-classroom (BTC) opportunities

Space Reservation and Calendaring System

Project Team

Representatives from University colleges and divisions, Provost Office and other system campuses.

Space Reservation and Calendaring System

The System: 25 Live

Benefits

- Space reservation and calendaring work together
- Builds on a system we already use
 - Class scheduling will not change
 - Requesting academic space for meetings will not change
- Enhanced ability to find venues for larger and special events and publish them to university calendars.

25 Live

How it works: Event entry/space request

- “Requestors” (authorized users) search & request space, time, resources
- Events can be tagged by characteristics to help others find them
- Designated location “Schedulers” (gatekeepers) approve requests

25 Live

How it works: Event entry/space request

- “Requestors” (authorized users) search & request space, time, resources
- Events can be tagged by characteristics to help others find them
- Designated location “Schedulers” (gatekeepers) approve requests

Fall 2015: Space Reservations

Staff and faculty “Requestors” across the Columbia campus will begin to use 25Live to request non-academic space for their special events and meetings.

Fall 2015: Calendaring

Unit calendar coordinators and communications professionals begin to use 25Live Publisher to promote events to calendars on university websites.

Upcoming Changes:

- New look for USC-Connect calendar (Fall 2015)
- Improved coordination of event space
- Better data for University calendars

Training Opportunities

- September new user classes:
 - ✓ First Priority: “Schedulers” who approve space
 - ✓ Second Priority: “Requestors” of space
- Refresher and new user training classes will be offered on a regular basis.
- Auxiliary training materials available throughout training and beyond.

Questions? Please contact

Roseanne Shaw

Calendar & Space Reservation System

Office of the Provost

Telephone: 803.777.2451

Email: shawr1 @mailbox.sc.edu



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