

CASE FOR CHANGE:

Eastern Oregon University has struggled with leadership and financial instability during the past ten years that has resulted in significant decline in enrollment, retention and student success. Additionally, state funding of higher education has changed such that a large share of funding, 60%, is awarded on student completion (graduation/degree attainment). It is imperative to the success of the institution that EOU improve retention and student success while also growing enrollment. EOU is committed to serving our students and providing access to an outstanding educational experience for students in the region, the state and the Pacific Northwest. Trends we must correct include the following.

- First-year freshman retention was at an eight-year low of 57% in Fall 2015. This represents a 21% drop in retention rates in the last five years (72% in F'11)
- FTE enrollment dropped to a ten-year low of 2,274 in Fall 2015. This represents a 22% drop in FTE enrollment in the last five years (2,906 in F'11)
- Student headcount has dropped by 810 (19%) from 4,298 to 3,488 since F'11.
- Student 4-year graduation rate was 17% and the 6-year rate was 34% in 2015.

PURPOSE:

Together, create and sustain a robust system for attracting, enrolling, retaining, graduating, and supporting our graduates in their pursuit of a successful career or graduate studies.

SCOPE:

- All modalities of education delivery.
- All EOU student support functions.

CONSTRAINTS:

- Academic quality will not be compromised as a result of this process.
- No net new resources added to accomplish outcomes (i.e. costs balance within the longevity of the TLT team).
- Team members are committed to whatever time is required to accomplish the effort.
- We will follow the collective bargaining agreements.

IMPORTANT PEOPLE:

- EOU students.
- All EOU employees.
- Advisors and regional center directors.
- Board of trustees.
- Institutional Research (IR) – Holly Chason as a resource.
- Angie Adams – administration support resource.
- Sandy Henry

KEY PROCESSES:

- Employee communication and engagement.
- Consistent training and facilitation support.

Team Charter: TREK TO BASECAMP

- Shared governance.
- Current student support systems.
- TRiO program.
- Key metrics, performance dashboard(s).

MILESTONES:

1. Launch by February 1, 2016.
2. First round of high impact projects launched by Wednesday, February 17, 2016.
3. First round of projects completed by May 31, 2016.
4. Second round of high impact projects launched by July 15, 2016.
5. Second round of projects complete by December 16, 2016.
6. Third round of high impact projects launched by January 20, 2017.
7. Third round of projects complete by May 12, 2017.
8. TLT adjournment by May 26, 2017.

DELIVERABLES:

1. FTE enrollment \geq 2,750 at 4th week of Fall 2017 (21% increase over 4th week F'15)
 - a. FTE enrollment \geq 2,425 by 4th week of Fall 2016.
2. Freshman retention rate of 73% for Fall 2017 (28% improvement over F'15)
 - a. Freshman retention rate of 65% for Fall 2016.
3. IPEDS 6-year completion rate at 40% by the 2019-2020 reporting cycle (fall 2013 entering first-time full-time cohort).
4. 60 % of sub-team leaders are non-administrative professionals.
5. 100% of employees have been involved on teams and/or contributing ideas to teams by January 31, 2017.

TEAM MEMBERS:

- Daysi Bedolla
- Gina Galaviz-Yap
- Gary Keller
- Kyle Pfaffenbach
- Xavier Romano (co-lead)
- Tressa Seydel
- Stephanie Upshaw
- Michael Williams
- Sarah Witte (co-lead)