WELCOME TO THE 2020 CONVOCATION CELEBRATION & 7TH ANNUAL POSTER FAIR ON STUDENT SUCCESS
Full-Time Classified New Hires - 2019

- Briana Adams – Biological Sciences
- Cassandra Aguirre – Sponsored Projects
- Jamie Bixman – Facilities
- Makayla Boehme – Physical Sciences
- Jaye Camarena – Controller's Office
- Ann Marie Compesi – Math
- Kari Cramer – Academic Affairs
- Racquel Crisp – Financial Aid
- Abby Dell – Education
Full-Time Classified New Hires - 2019

- Allyson Denson – Dental Faculty Practice
- Jean-Paul Downs – Facilities
- Scott Freedman – Facilities
- Pedro Garcia – Facilities
- Daniel Gonzalez Montes – Facilities
- Dustin Hughes – Facilities
- Mary Baxter-Jordan – Education
- William Kelly – Applied Tech
- Itzel Lara – Controller's Office
Full-Time Classified New Hires - 2019

- Fredman Lazo – Facilities
- Joseph Leggio – Facilities
- Kayani Martin – Human Resources
- Cesar Martinez – CSN Libraries
- Michael McMahon – Facilities
- Terry Milligan – Controller's Office
- Cristy Neff – Applied Tech
- Sabrina Nethery – Math
- Greg Pilimai – Education
Full-Time Classified New Hires - 2019

- Eduardo Romo Pina – Facilities
- Nicole Ponce – Dental Faculty Practice
- Magdaleno Revilla – Facilities
- Jolene Romero – Facilities
- Carey Sedlacek – Facilities
- Cristina Servin – Controller's Office
- Shronda Turner – Education
- Yesenia Vazquez – Registrar
- Heidi Walker – Student Affairs
- Teresa Woodbury – Applied Tech
- Ash Zaeri – Controller's Office
Full-Time Academic Faculty New Hires - 2019

- Tanya Avery – Nursing
- Tammy Barker – Math
- Cynthia Behr – Fine Arts
- Guillaume Besson – Biological Science
- Elizabeth Brox – Nursing
- Troy Callahan – Applied Tech
- Leslee Carrescia – Applied Tech
- Joseph Chavoya – Math
Full-Time Academic Faculty New Hires - 2019

- Dorthia Daudier – Nursing
- Habtamu Egata – Nursing
- Chris Gardner – Media Tech
- Kathy Gonzalez – Dental
- Diane Graham – Nursing
- Sheena Guynn – Health Related Professions
- Savanah Hernandez – Nursing
- Geoffrey Kenmuir – English
Full-Time Academic Faculty New Hires - 2019

- Judith Monarrez – English
- Lily Morningstar – Computing & Info Tech
- Kim Proietto – Nursing
- Lina Shoshani – Math
- Denise Sidney – Education
Angela Spires – English
Joshua Stomel – Biological Science
Jessica Taillac – Math
Assia Wade – Math
Barry Williams – Biological Science
Full-Time Administrative Faculty New Hires - 2019

- Marlon Anderson – Academic Advising
- Steve Araki – Workforce Development
- Wayne Arnold – Academic Advising
- Melissa Avelar – Facilities
- Russell Beck – Academic Advising
- Hillary Butrico – Inclusive Learning
- Timothy Canale – Workforce Development
- Veronica Cantu – DRC
- Tenieka Carter – Academic Advising
Full-Time Administrative Faculty New Hires - 2019

- Abigail Celemin Enright – Financial Aid
- Raymond De Filippis – Facilities
- Chaz Diaz – Academic Advising
- Curtis Dorsey – Human Resources
- Meghan Ezekiel – Academic Affairs
- Carol Fimmen – International Student Center
- Andrew Gaden – Academic Advising
Robin Gaynes – Education
Montel Green – Academic Advising
Lori Guzman – Dental Faculty Practice
Dane Hawley – Student Affairs
Mari Hawley – VETS Center
Morgan Haynes – Recruitment
Stacia Hearn – DRC
Arnisha Johnson – Student Affairs
Colton Jones – Human Resources
Full-Time Administrative Faculty New Hires - 2019

- Rahsaan Kennard – Financial Aid
- Cheryl Mcelroy – Financial Aid
- Angela Nelson-Swearingen – Academic Advising
- Martha Panduro – Academic Advising
- Christopher Park – Academic Advising
- Sonya Pearson – Charleston VP
- Amy Robinson – Education
- Belkiss Rodriguez – Workforce Development
- Gina Rodriguez – Workforce Development
Full-Time Administrative Faculty New Hires - 2019

- Vishal Sharma – Recruitment
- Sarah Taylor – Charleston VP's Office
- Renita Telles – Financial Aid
- Mugunth Vaithylingam – Chief Information Officer
- Karen Violanti – First Year Experience
- Royce Young – Academic Advising
- Angela Zaffuto – Academic Advising
- Joy Zeigler – Controller's Office
WELCOME TO THE 2020 CONVOCATION CELEBRATION & 7TH ANNUAL POSTER FAIR ON STUDENT SUCCESS
College of Southern Nevada

Spring 2020 Convocation

January 13, 2020

Dr. Federico Zaragoza, President
CSN Student Success Metrics

- **CSN GRADUATION RATES** double from 7% in 2016 to 14% in 2021
- **TRANSFER RATE** increase from 15% in 2016 to 26% in 2021
- **STUDENT SUCCESS/ASPEN RATE** increase from 22% in 2016 to 40% in 2021
- **CSN ASPEN TARGET** is 49.5% for 2025
CSN’s Improving IPEDS Student Success Aspen Rate to 40%

*Actual, not-yet-reported rates for 2-yr students

Mean Aspen rates of peer institutions, 2017
Current IPEDS Peer Graduation and Transfer Aspen Rates

Source: 2017 IPEDS Data System – currently available
## Credentials of Value Awarded Annually

<table>
<thead>
<tr>
<th>Year</th>
<th>Awards Conferred</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>2,350</td>
<td>2,036</td>
</tr>
<tr>
<td>2012</td>
<td>2,741</td>
<td>2,179</td>
</tr>
<tr>
<td>2013</td>
<td>4,603</td>
<td>2,489</td>
</tr>
<tr>
<td>2014</td>
<td>4,628</td>
<td>4,029</td>
</tr>
<tr>
<td>2015</td>
<td>4,763</td>
<td>4,163</td>
</tr>
<tr>
<td>2016</td>
<td>5,192</td>
<td>4,341</td>
</tr>
<tr>
<td>2017</td>
<td>5,119</td>
<td>4,634</td>
</tr>
<tr>
<td>2018</td>
<td>5,194</td>
<td>4,651</td>
</tr>
<tr>
<td>2019</td>
<td>5,193</td>
<td>4,888</td>
</tr>
</tbody>
</table>

2019 Goal

[Graph showing the trend of awards conferred and students from 2011 to 2019]
Preparing a World-Class Workforce

- 50 specialized accreditations attesting to program quality
- Nationally ranked culinary program
- First National Center for Excellence in Cybersecurity
- 2 Law Enforcement Training Academies (LETA) each year
- 2,000 regional firefighter academies & the only test site for Candidate Physical Ability (CPAT) in the State of Nevada
- 1,400 apprenticeship students per year
- 4 IT Academies – Cisco, VM, Microsoft Imagine and Oracle
- 1/3 of Southern Nevada’s nurses trained at CSN
Addressing Acute Health Care Needs

- 73,283 sq. ft. academic/student support facility shared by CSN & NSC
- Will serve 1,865 additional biology students and 116 additional health science students at Henderson campus
- Will represent 5 Health Sciences programs – Nursing Assistant, Practical Nursing, Medical Assisting, Phlebotomy and Medical Lab Technology
## Student Success Barriers/Strategies
### 2018-2019 IPEDS Cohort

<table>
<thead>
<tr>
<th><strong>Barriers</strong></th>
<th><strong>Strategies</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>44% enrolled part-time</td>
<td>Finish in 2</td>
</tr>
<tr>
<td>65% persist to Spring</td>
<td>Guided Pathways</td>
</tr>
<tr>
<td>55% Pell-eligible</td>
<td>Reduced Student/Advisor Ratio</td>
</tr>
<tr>
<td>71% FTIC not college-level</td>
<td>Nevada Promise/CSN</td>
</tr>
<tr>
<td>31% minority Faculty/Staff</td>
<td>Increasing Faculty/Staff Diversity</td>
</tr>
<tr>
<td>4% college-ready in math &amp; English</td>
<td>Dual Enrollment &amp; Improving College Readiness Pipeline</td>
</tr>
</tbody>
</table>

*INCREASE ACCESS – No Communities Left Behind*
Increasing the Dual/Concurrent Enrollment Pipeline  Fall 2019 - Annual Growth from 2,400 to 4,400

Early College Program – 68 High School Students Earned Associate Degrees

CTE Dual Enrollment High School Career Academies – HVAC, Cyber, & More to Come

Stackable Credential of Value

Jumpstart Concurrent Enrollment Program
Core 15 General Education

Prison Employment Program

15,000 Students Engaged in Non-Credit Programs

22.2% or 4,695 of CCSD students enroll in CSN in 2018-2019.
Student Success in Action
2018-2019 Athletics

- 132 athletes in 6 sports
- 78% course success rate
- 84% five-year average academic success rate
- 80% of the students are from the state of Nevada
- 38% are first-generation college students
- 77% completed FAFSA
- 23 average number of credits earned
- 22 NJCAA Academic All-American awards
- 45 SWAC All-Academic awards

NEW ... BASKETBALL @ North Las Vegas Campus in 2020
Doubled philanthropic commitments to $2,059,109 in FY19 from $1,209,91 in FY18;
Met the $3 Million Engelstad Challenge Grant for the Health and Science Building;
Created focused on graduation and completion:
  CSN High School Scholarship Fund
  Last Semester Scholarship
  Debt Free College Education
Launched CSN Impact radio program on KNPR, sharing donor and alumni stories
CSN: National Recognition

- Achieving the Dream Leader
- College of Distinction
- Lumina Foundation Talent Hub Designation
- Complete College America Metro Momentum Pathways Designation
CSN is a Majority Minority Institution
Reflecting Our Diverse Communities
Closing the Gap – Our Top Imperative

Aspen Rate Trending Upward for Hispanic but Not African American Cohorts

* Actual, not-yet-reported rates for 2-yr students
<table>
<thead>
<tr>
<th>Old</th>
<th>New</th>
</tr>
</thead>
<tbody>
<tr>
<td>The College of Southern Nevada creates opportunities and enriches lives with inclusive learning and working environments that support diversity and student success. The College fosters economic development, civic engagement, and culture and scientific literacy while helping students to achieve their education, professional and personal goals.</td>
<td>The College of Southern Nevada empowers our students and diverse communities to achieve, succeed, and prosper.</td>
</tr>
</tbody>
</table>

**Values**

**Vision**

CSN is recognized as a leader among community colleges in fostering student success, shared governance, and performance excellence.

**I – LEAD**

Integrity; Lifelong Learning; Excellence; Academic Freedom; Diversity
CSN STUDENT SUCCESS STRATEGIES & INITIATIVES

- Dual Enrollment & College Readiness
- Multi-Campus
- Increase PT to FT Engagement
- Co-Requisite Courses
- Areas of Study – Pathways
- Non-Credit to Credit Pathways
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WELCOME TO THE 2020 CONVOCATION CELEBRATION & 7TH ANNUAL POSTER FAIR ON STUDENT SUCCESS
College of Southern Nevada
Strategic Plan
Plan Smart. Dream Big.
Dr. Joshua Levin, Co-chair

Patty Charlton, Co-chair

25 Faculty & Staff on the Task Force

11 Work Teams throughout the Institution
NSHE Goals Drive CSN Strategic Goals

- **Strategic Objective 1: STUDENT SUCCESS (NSHE #2 & #3)**
  - Completion & Closing the Achievement Gaps

- **Strategic Objective 2: STUDENT ACCESS & ENGAGEMENT (NSHE #1)**
  - Climate & opportunities for connection

- **Strategic Objective 3: PERFORMANCE & QUALITY (NSHE #5)**
  - Provide students & faculty with research opportunities

- **Strategic Objective 4: WORKFORCE & COMMUNITY (NSHE #4)**
  - Align instructional programs to address skill gaps & produce world class technicians in demand occupations to support economic prosperity in the region
Values

- Integrity
- Lifelong Learning
- Excellence
- Academic Freedom
- Diversity
Strategic Objectives

Student Success

Engagement

Performance & Quality

Workforce & Community
Student Success

Provide the best environment, programs and support services to meet students’ personal, work and educational needs and expectations. Close the achievement gap among underserved student populations, improve completions/student success rates and increase the number of individuals with a post secondary credential.
Student Success

Objectives:

- Improve graduation and transfer rates year over year.
- Implement and enhance Connection, Entry, Progress and Completion (First Year Experience) model.
- Increase the percentage of students with a degree plan year over year.
- Increase number of students taking a full-time course load.
- Increase number of students utilizing support services resulting in student retention, persistence and completion.
- Ensure students achieve Institutional Learning Outcomes to promote lifelong learning.
Engagement

Provide an inclusive environment that fosters lasting connection, shared investment, pride and goodwill. Communicate/connect with and support students to increase new student enrollment (access), student engagement (sense of belonging and involvement) and satisfaction with CSN’s family, culture, programs and services.
Engagement

Objectives:

• Improve outreach to cultivate community relationships.
• Increase participants engaging in preparation for College.
• Promote CSN shared identity and pride.
• Create a culture in which CSN values diversity, inclusion and respect for others in College service, event and operation.
• Improve service experience to students.
Engage in best performance excellence practices that lead to the deployment of our values, accomplishment of our mission and realization of our vision. Review and improve academic and work processes, ensure 2-way communication and collaboration across campuses, and promote institutional innovation, research and stewardship to ensure performance excellence and increase the quality and value to CSN stakeholders.
Performance & Quality

Objectives:

• Embed continuous improvement and innovation into all aspects of the College.
• Pursue specialized accreditation.
• Recruit, hire and retain diverse, qualified employees.
• Enhance professional development opportunities.
• Improve shared governance and coordination.
• Develop opportunities for faculty and students to engage in undergraduate research.
• Evaluate degree and certificate programs and services.
Workforce and Community

Collaboratively address the challenges of the workforce and industry education needs of Nevada populations. Address the critical issues of the 21st century Nevada. Consider the environmental, social, and fiscal impact of every decision in order to use resources ethically, effectively and sustainably.
Workforce and Community

Objectives:

• Enhance transparency on strategic themes through published institutional data/analytics.
• Improve fiscal responsibility, sustainability and resource allocation to assure mission alignment.
• Diversity institutional revenue streams.
• Reduce energy consumption.
• Ensure alignment with the workforce and economic development ecosystem to meet employment demand and gaps as identified by industry sectors.
WELCOME TO THE 2020 CONVOCATION CELEBRATION & 7TH ANNUAL POSTER FAIR ON STUDENT SUCCESS
Spring 2020 Leadership Academy Cohort

- Karen Ahern
- Robert Bonora
- Paula Bourne
- Alicia Briancon
- Kayla Buscher
- Taylor Cayro
- Michelle Chan
- Shawn Claxton
- Angel Clemons
- Sabrina Cruz
Spring 2020 Leadership Academy Cohort

- Sherida Devine
- Phillip Dixon
- Tamara Flores-Sahagun
- Rachel Garcia
- Eileen Hamilton
- Emily King
- David Leavell
- Annette Lord
- Angela Nelson-Swearingen
- Dana Phillips
Spring 2020 Leadership Academy Cohort

- Theresa Pugh
- Dora Reyes
- John Rios
- Marissa Robledo
- Kenneth Roman

- Michael Schoenberger
- Ashley Snipes
- Nancy Swanson
- Carla Wright
- Carolyn Wright
WELCOME TO THE 2020 CONVOCATION CELEBRATION & 7TH ANNUAL POSTER FAIR ON STUDENT SUCCESS
Mugunth Vaithylingam
CHIEF INFORMATION OFFICER

CSN
COLLEGE OF SOUTHERN NEVADA
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University Police Services
Southern Command

“Out of Many, One”
“We live in a world class community...
serving world class institutions...
University Police Services is transforming into a world class department that is becoming a model for the entire nation.”
UNLV and NSHE funded $6.4 million in a state-of-the-art headquarters, dispatch center, and radio infrastructure for interoperable communications.

Provide proactive patrols and 24/7 coverage to all.

Estimated cost savings of $1,620,914 via amendment of security contracts, elimination of various miscellaneous agreements.

Joint records, evidence, investigations, administrative functions, and special services.

Joint equipment purchases and completion of UPD branded vehicles and standardized uniforms completed.
UPDATES

6. Partnerships: Enhanced partnerships with LVMPD, NLVPD, HPD, and NHP

7. Emergency Alerts: Emergency alert processes and protocols standardized

8. Alternative Funding: Applied for 11 grants totaling over $1,375,696, with over $478,000 awarded

9. Training: Comprehensive training program for patrol and civilian staff

10. Community Outreach: Conduct community engagement activities & presentations across all campuses
OUT OF MANY, ONE
WELCOME TO THE 2020 CONVOCATION CELEBRATION & 7TH ANNUAL POSTER FAIR ON STUDENT SUCCESS
Kevin Altman
Mary Kaye & Tony Bailey
Lisa Bakke
Tina Barone Anderson
Debra Berry
Brian Bourgon
Leticia Brooks
Angela Brown
Lorraine Brown
Nanette Bush
Theo Byrns
Francis Carleton
Patty Charlton

THANK YOU!

Terry Cottle
Jennifer Daughtery
Lisandra DeJesus
Meghin Delaney
Jama DeYoe
Kathy Eghoian
Tina Eliopulos
Andrew Fanizzi
Rhonda Faul
Robyn Finnicum
Tamara Flores-Sahagun
Jeff Fulmer
Nick Garritano
Charlene Gibson
Shannon Gilliland
Melissa Giovanni
Bradford Glover
Victoria Goeke
Wilson Hatcher
Tina Holcomb
Eric Hutchinson
Dexter Irvin
Jennifer & Keith Karuhn
Shellie Keller
Ayesha Kidd
Mariana Kihuen

THANK YOU!

Emily King
Stephen Konowalow
Peter Lanagan
Laura Latimer
John & Annette Lord
Dr. Margo Martin
Gale Martin
Elsa Mason
Laura McBride & Bill Yaffe
James McCoy
Joan McGee
Richard McGee
Charles Milne
Thank you!

Todd Moffett
Fred Monardi
Paul Moradkham
Dave Morgan & Carrie Preite
Daniel Morris
Rolando Mosqueda
Douglas Nelson
Jennifer Nelson
Mark Olson
Alok Pandey
Sherri Payne
Dr. Sonya Pearson
Prakash Phalke

Micha Phillips
Daniel Pixley
Kevin Rafferty
Barbara Reuben-Powell
Marissa Robledo
Somer Rodgers
Robyn Rohde
Benita Ryne
Cynthia Sargent
John Scarborough
Brian Schmidt
Douglas B. Sims
Haunani Smith
Michael Spangler
Barbara Talisman
Dixie Taylor
Margaret Taylor
Mugunth Vaithylingam
Shelly Volsche
Dale Wallace
Leticia Wells
Frank, Suzan &
Landyn Woodbeck
Flora Woratschek
Carla Wright
President Federico Zaragoza

THANK YOU!
THANK YOU!
WELCOME TO THE 2020 CONVOCATION CELEBRATION & 7TH ANNUAL POSTER FAIR ON STUDENT SUCCESS
We’re the COYOTES, the pride of the west!
We are the biggest, we are the best!
We’re battle born and ready, and we will prevail,
Get ready, we’re coming, and we will never fail!

CSN Fight Song
All ‘round Nevada, we’re on the prowl,

Coyotes are awesome, just hear us howl!

We’re standing strong and mighty, & we’ll never rest,

We’re COYOTES --- we’re the BEST! YEAH!

CSN Fight Song