



Colorado State University Global

2019 Data Book



ADVANCING EDUCATION FOR THE JOBS OF THE FUTURE



Colorado State University Global
New Headquarters, Aurora, CO

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CSU Global: Past & Present

In 2007, Colorado State University Global was created by the CSU System Board of Governors, serving as the first independent 100% online state university in the United States. Since then, our goal has been to facilitate adult success in our global marketplace, through career-relevant education -- including certificate, bachelor's, and master's degree programs.

Our Mission: CSU Global is committed to advancing student success in a global society, investing in human capital, expanding the state economy, and enhancing the quality of life for citizens in the State of Colorado and beyond by providing access to dynamic degree programs characterized by academic excellence, innovative delivery technologies, and strong stakeholder engagement.

2007

August 2007
CSU System Board of Governors grants \$12 million loan for the creation of CSU Global.

2009

Spring 2009
CSU Global recognized as a separate entity with statutory authority (Senate Bill 09-086) within CSU System.



2011

June 2011
HLC's Board of Trustees grants CSU Global independent accreditation.



2013

December 2013
CSU Global hosts its first open house for leaders of the American Legion, the local military base education offices, and military students.

September 2008
CSU Global commences its first academic term with 208 students.

2008



July 2010
The CSU System formally appoints Dr. Becky Takeda-Tinker as CSU Global's first official president.

2010

June 2012
CSU Global completes the repayment of its originating loan – with interest ahead of schedule – to the CSU System.

2012



2016

April 2016
CSU Global business programs are accredited by the Accreditation Council for Business Schools and Programs (ACBSP).

May 2016
CSU Global receives reaffirmation of accreditation with the Higher Learning Commission through the 2025-2026 academic year.

2019

August 2019
CSU Global moves to new headquarters in Aurora through innovative partnership with APS.



May 2014

CSU Global receives state legislative approval of SB14-114, allowing the university to provide full bachelor's degrees and accept first-time, first-year freshmen outside of Colorado.

2014



2018

March 2018

CSU Global receives state legislative approval of SB18-101, allowing the university to provide full Bachelor's Degrees to all students no matter their age, location, or prior college experience.

FRESHMAN

When CSU Global was founded in 2007, our unique mission of serving working adults through bachelor's degree completion and master's degree programs initially excluded first-time, first-year freshmen who had never earned college credits.

As the needs and goals of students in all age groups have evolved, we worked with the State of Colorado to pass Senate Bill 14-114 (in 2014) and Senate Bill 18-101 (in 2018), allowing CSU Global to admit out-of-state and in-state freshmen without transfer credits, respectively.



Tyler Stein, Fort Collins, CO

CSU Global freshman, bachelor's degree, Organizational Leadership

"Only one year into my degree program, and I've advanced more than I could have imagined, with career opportunities already surfacing. Even without a degree, I've seen the huge value of improved writing, communication, and leadership skills."

"I appreciate that CSU Global had the degree program I was looking for. The tuition is competitively priced, and the schedule is excellent. As a full-time husband, dad, and project manager, my schedule is a busy one. But I am committed to school, and the flexible online structure helps me make time for class."

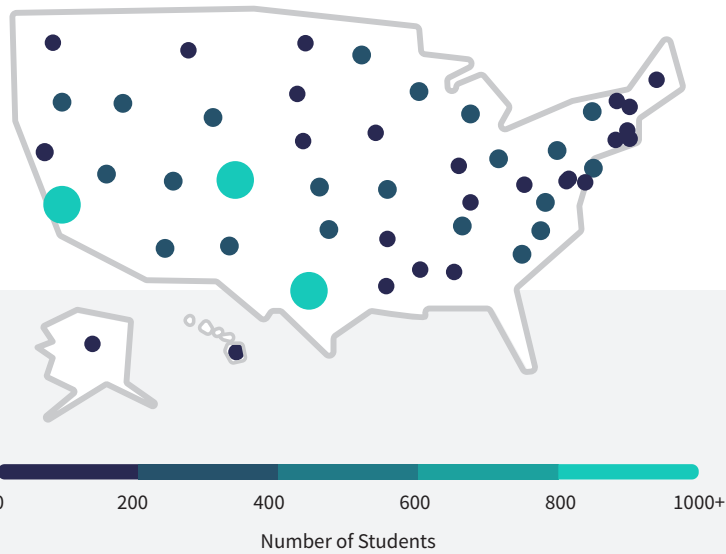
Who We Serve

CSU Global is a diverse, widespread community, and we are proud to serve students in all 50 U.S. states and 60 countries.

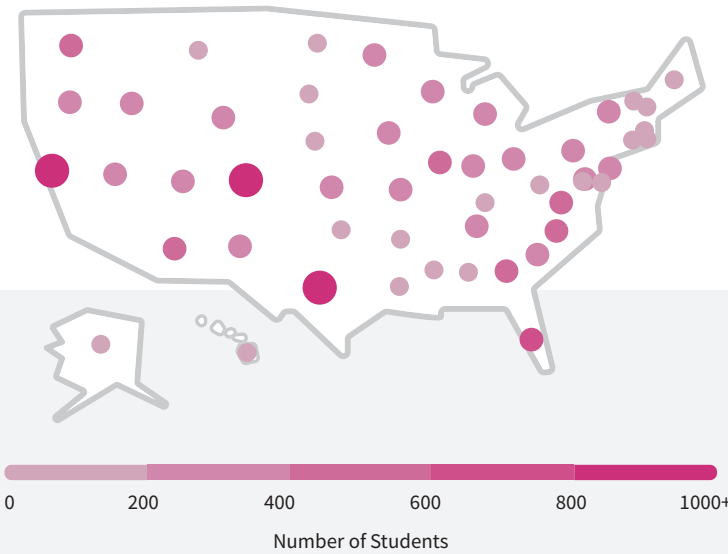
Global Education in 60 Countries



Students by State



Alumni by State



Students

19,384
Students in 2018-19
Academic Year*

38.3%
First Generation*

83%
Retention/Completion Rates

Student Retention
1st to 3rd Term

Alumni

11,429
Undergraduates

5,688
Graduates*

17,128
Degrees and Certificates
Conferred*

32%
Alumni Who Saw Increase in
Salary Post-Graduation**

*data as of June 2019 | ** data as of June 2018

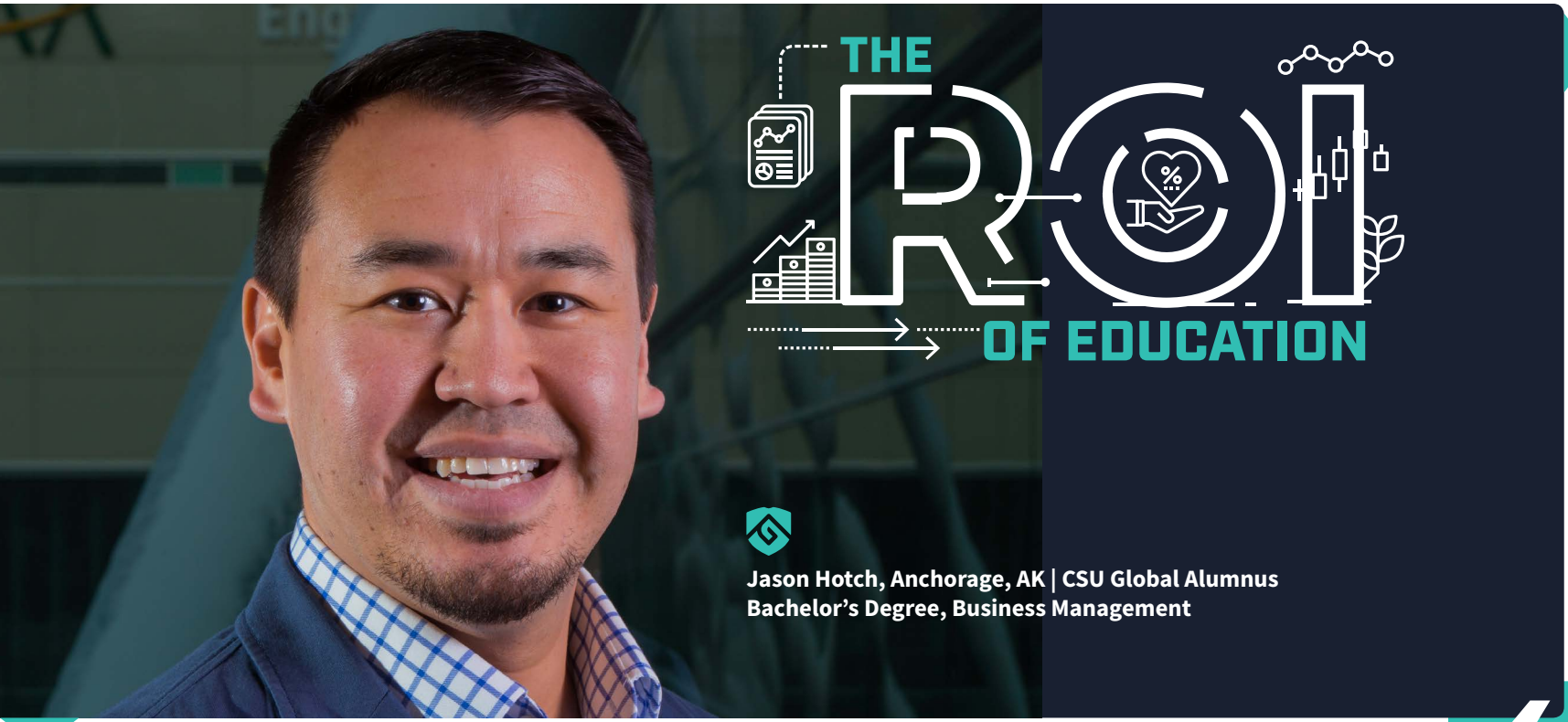
“The support and encouragement I get from CSU Global makes me believe that I am able to achieve amazing things! I am striving to make a difference in the world, and with CSU Global allowing me to work around my busy schedule, I can achieve that goal.” - Jessica Finlayson, Livermore, CO



Areas of Study

Today's modern learners need flexibility, as well as opportunities to excel in the workforce and beyond. CSU Global's programs are designed to ensure success beyond the classroom. Our students can be confident that their CSU Global experience will provide lifelong learning and earning potential, delivering real value for their tuition dollars.

- Accounting
- Analytics
- Criminal Justice & Law
- Finance
- Healthcare Administration
- Human Resources
- Management & Leadership
- Marketing
- Project Management
- Technology



In 2013, Jason Hotch was working at a small community college in California, anxiously awaiting the birth of his first child, when he remembered a promise he made to his late grandmother: that he'd graduate from college, making him the first in his family to do so.

Hotch knew his incomplete education was holding him back. "I already had a good job, but to move forward, I was going to need the credentials."

While working as a program assistant at Copper Mountain College in California, Hotch heard about an internal position that had opened up. He wanted to apply, but the job required a Bachelor's Degree. Hotch said he spoke with the HR director, who said, "I have no doubt that you can do it, but you're not going to get past stage one [the requirement to apply was a bachelor's degree]."

"That one kind of stung," says Hotch. But even so, it served a purpose in showing him how much his lack of education was impacting his life.

The race was on to find a flexible, affordable way to finish his bachelor's degree. "I think the wife may have found [CSU Global]," says Hotch. Once in touch with a CSU Global enrollment counselor, it wasn't long until Hotch started classes – and in 2015, he proudly graduated with a B.S. in Business Management.

Today, Hotch is a fiscal development officer for the University of Alaska - Anchorage, the state's largest postsecondary education

THE ROI OF EDUCATION



Jason Hotch, Anchorage, AK | CSU Global Alumnus Bachelor's Degree, Business Management

institution. "I'm our main point of contact for the College of Engineering for purchasing, procurement, grants, and contracts. I also manage our foundation money, and am the point of contact between the foundation, which serves the University of Alaska as a whole, the three main campuses, and all the satellite campuses." "[My CSU Global degree] absolutely led to this job," says Hotch.

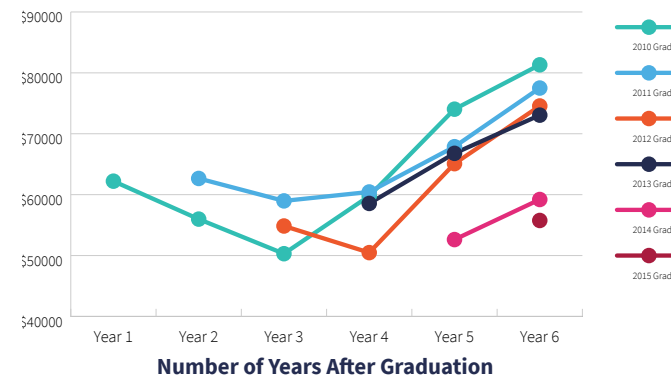
Hotch says that one of the things he most appreciated about CSU Global was the expert faculty. "The diversity and qualifications of the faculty members that I had -- I feel I really lucked out. The real-world experience that the faculty brought to the table was massively helpful." Hotch said that being able to ask faculty if certain strategies or concepts had been applicable in their professional experience was instrumental in his education.

Now with two young, bright, and curious daughters looking up to him, Hotch hopes to serve as an example that college is attainable, if or when they choose to go. "It's become the norm to talk about higher education. Their college savings are growing, so we're planning on it."

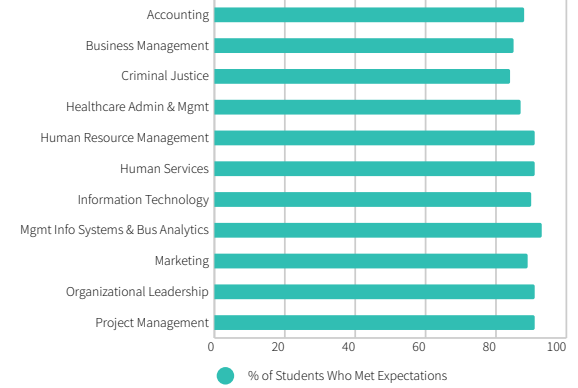
As a student speaker at the 2015 CSU Global Commencement ceremony, Hotch inspired his fellow graduates: "We have attained something that can never be taken from us. It's helped us expand not only our knowledge, but helped us grow as individuals. That is something truly amazing and worthy of celebration."

Undergraduate Student Success Data

Alumni Income Trends by Graduation Year - Bachelor's Degrees



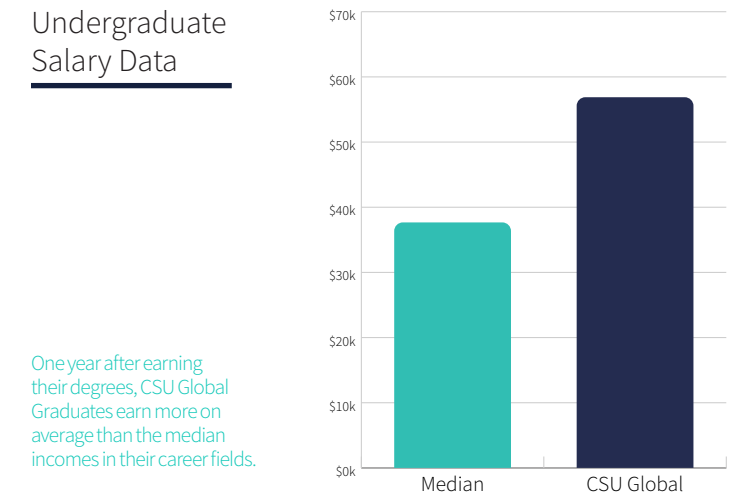
Bachelor's Learning Outcome Assessment



"My educational experience at CSU global has been life-changing, both personally and professionally. Personally, completion of my Bachelor's Degree has been a bucket-list item of mine since I finished my Associate's Degree in 1991. Professionally, advancements in my current career have been bolstered due to my Bachelor's Degree in Project Management."

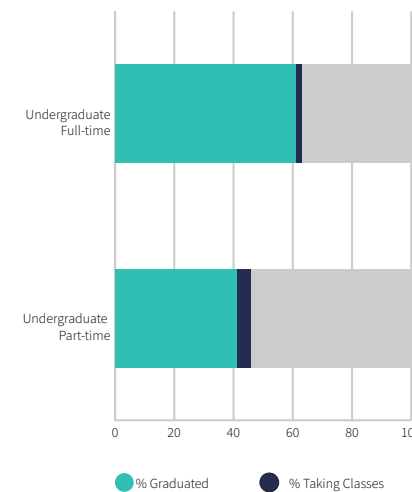
Angela Noyen, Tumwater, WA
CSU Global student, Bachelor's Degree Project Management

Undergraduate Salary Data

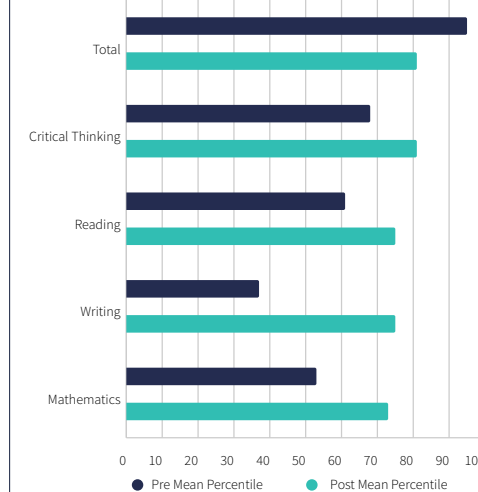


One year after earning their degrees, CSU Global Graduates earn more on average than the median incomes in their career fields.

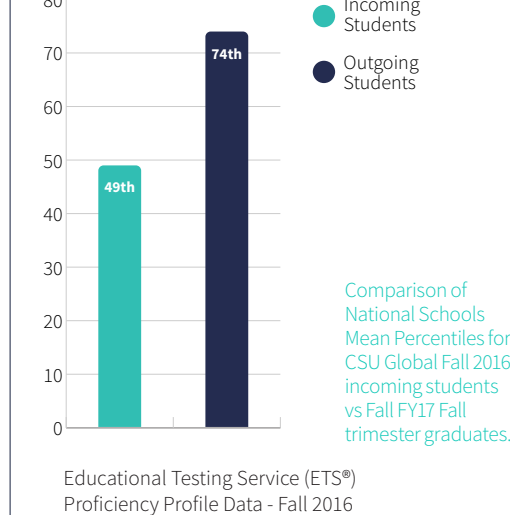
Six-Year Retention Rates (starting Fall 2011)



Proficiency Profile Data (Fall 2016)



Overall School Percentile



Comparison of National Schools Mean Percentiles for CSU Global Fall 2016 incoming students vs Fall FY17 Fall trimester graduates.

Educational Testing Service (ETS®) Proficiency Profile Data - Fall 2016



Gold School - 2018 Schools of Distinction BestColleges.com



Proud to Support Our Military Servicemembers



- As a Lieutenant with the Aurora Fire Department, my degree in Organizational Leadership was beneficial in that I had a deeper understanding of my role in the team. - **Stephen Clapham, U.S. Veteran**
- My degree at CSU Global helped me get a promotion and open up more opportunities in my career and personal life. - **Kyle Von Jares, Active Duty U.S. Servicemember**
- My degree allowed me to achieve a promotion. I am grateful to CSU Global for the opportunity to learn, apply new concepts, and have greater opportunities to succeed! - **Randee Morris, Dependent of Military Member**



Selected by Military Advanced Education Magazine and GI Jobs Magazine as a military-friendly university.



Veterans Administration benefits and VA Principles of Excellence approved.



#6 in Online Bachelor's Programs for Veterans, according to U.S. News & World Report (2019).

U.S. Air Force reservist Rose Smith is not one to sit around and wait for things to happen. "I hate being stagnate!" she says. So it's no surprise that, while completing her USAF training, she was already considering what her future might hold.

"After talking with my shop supervisor about different opportunities, I learned about the Medical Service Corps. I've always wanted to be a leader, and because I'm already in healthcare, it seemed like a good path to continue on."

Smith knew she'd need a bachelor's degree to support her experience as a biomedical equipment technician, so she immediately started looking at schools -- ultimately selecting CSU Global.

"I chose CSU Global because it is a very military friendly school, with the lowest cost per credit, allowing me to pay minimal tuition out-of-pocket using tuition assistance," says Smith. She noted that the accelerated courses also give her some much-needed flexibility due to her unpredictable schedule.

CSU Global is fortunate to have Smith as part of our student community. She's grown into an exceptional leader, including as a member of the CSU Global Student Veteran Organization (SVO).

Smith recently graduated from the USAF Airman Leadership School (ALS) at F.E. Warren Air Force Base in Wyoming, where senior airmen learn the fundamental skills required become noncommissioned USAF officers. Not only did Smith complete the ALS program, but she received the prestigious John Levitow Award -- which is presented to the school's top graduate -- as well as the Noncommissioned Officer Professional Development Ribbon, which Smith is proud to wear as part of her uniform.

Still not one to slow down, Smith attended the The Washington Center's Veterans Employment Trajectory Initiative, a 10-week internship program that helps U.S. veterans translate their military and college experience into successful careers. Smith completed her internship at the Grand Oaks Assisted Living Community in Washington, D.C., where she contributed to a number of important projects, including her favorite -- a report on inefficiencies due to limited personnel.

I chose CSU Global because it is a very military friendly school, with the lowest cost per credit, allowing me to pay minimal tuition out-of-pocket using tuition assistance.

- Rose Smith, 2019

In an interview with The Washington Center, Smith said, "This internship has really revitalized my love for connecting with people. Although I enjoy doing technical work, I think I can make a greater impact in a leadership role." This made her a natural choice to attend the Student Veterans of America Leadership Institute, a three-day intensive leadership training for the top SVO chapter leaders in the United States.

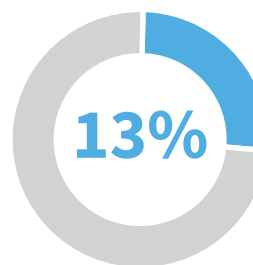
Combined with her ambition, dedication to her education, and inherent leadership qualities, Smith embodies the CSU Global motto of "move forward." Dr. James Meredith, CSU Global SVO faculty advisor agrees, stating, "The CSU Global SVO team is very proud of Rose's accomplishments."

Current Students

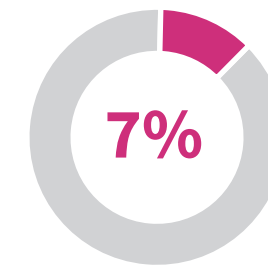
Percentage of Staff, Faculty and Students who have served in the U.S. Military



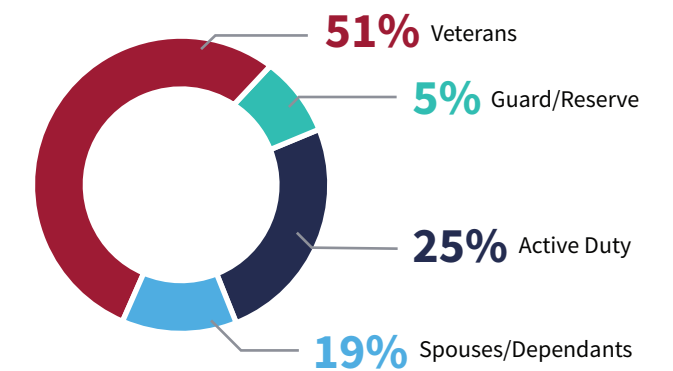
Career Coaches



Staff/Faculty



CSU-Global now serves over 2700 U.S. Military Servicemembers





Dan Edwards, Dolores, CO | CSU Global Alumnus
Bachelor's Degree, Business Management

If you're looking for Dan Edwards, head down to the river. You'll likely find him there, dressed in waders, casting flies for hours, in search of the day's great catch. Fly fishing is his hobby -- one that has evolved into a successful business.

Like many of his fellow CSU Global alumni, Edwards is a husband and father who went back to school after he had been in the workforce for several years. After working stints at a number of telecom companies, and enduring multiple layoffs, he returned to his background in construction. But when the economy took a dive in 2008, Edwards knew that he'd need a college education to get ahead.

Going back to school was a challenge, but Edwards works well under pressure. He persevered and earned his Bachelor's Degree in Business Management from CSU Global in 2012. "My oldest son was seven in 2012, so he got to see me graduate. That was very cool."

Edwards now lives in Cortez, a town in southwest Colorado, and spends his days leading an international finance-and-accounting team for NTT Global Networks.

Though an accounting professional by trade, Edwards is a fisherman at heart. "I have an entrepreneurial spirit," he says. It's that spirit, his passion for fly fishing, and the confidence that comes with education and experience that led him to create TrueFly Supply, a subscription-box service for fly-fishing equipment.

Edwards and his business partner, Ed Weston, have been fishing together for years, and admittedly wanted to start a fly fishing-supply business as a clever way to get free or discounted gear to support their hobby. But when they originally drew up a business plan, they were disappointed to see a huge amount of competition.

Around this time, Edwards had signed up for Dollar Shave Club, a monthly subscription of inexpensive razors. He wondered if a similar idea could be carried out with fly fishing, and began researching. There were, in fact, other fly fishing-subscription boxes, but Edwards wanted to learn more. "I subscribed to all these boxes ... and they did a really good job, but I just thought maybe we could do something a little different."

They hit the ground running, and when it didn't quite take off as they hoped, Edwards and Weston brought in a marketing professional. Focusing their message, engaging in social media, and executing on other tactics have made all the difference: TrueFly Supply now has approximately 500 members. "It's grown so fast this year, 10-fold since January," says Edwards. "It's just been phenomenal for us."

The success has also provided Edwards and his team the opportunity to give back to various groups. TrueFly Supply has donated hundreds of fishing leaders to Casting for Recovery, an organization that supports breast cancer patients and survivors. They've also partnered with conservation group Trout Unlimited on the #fillanet campaign.

"It gets fishermen to pick up trash in and around the river. We give away a loaded subscription box every month to someone that uses the hashtag on Instagram and shows us the picture of their net [full of trash]."

Edwards is quick to acknowledge that the education and credentials he's earned play a large part in having the confidence to pursue his dream. "I've written countless business cases...read legal documents, SOWs, master services agreements. All of that writing and researching ... really set me up [for success]. CSU Global was the foundation in all of my accomplishments."

Global's Economic Impact on Colorado

7997

Degrees and certificates conferred in Colorado

61 of 64

Students located in 61 of 64 Colorado counties

631,705

Credit hours CSU Global provided (489,364 undergraduate and 142,341 graduate) to Colorado residents, from FY08 to FY18

\$54.5M

Increased tax revenue to benefit the State of Colorado, provided by one CSU Global graduating class (2016)

\$645.8M

The increase to Colorado's economic base through higher earnings and increased business output from one CSU Global graduating class (2016)

\$47.3M

Statutorily, CSU Global does not receive state financial support — an estimated savings of over \$47.3 million to taxpayers in the State of Colorado for credits not using COF*

*Based off \$75 from FY15-FY18 COF stipend



During the analysis year, past and present CSU Global students generated \$16 million in added income for the state — an amount equivalent to 196 job salaries

The table to the right lists the top industries impacted by the \$16 million in added income. These are determined by the industries employing CSU Global alumni and the associated multiplier effects as the alumni and their employers spend more. For example, CSU Global alumni and associated multiplier effects supported 28 jobs in the Professional & Technical Services industry sector.



The Best Online Colleges in Colorado in 2018
Best Value Schools

Total Income	Jobs
Professional & Technical Services	
\$2.5	28
Government, Non-Educational	
\$1.5	18
Health Care & Social Assistance	
\$1.5	26
Information	
\$1.5	8
Finance & Insurance	
\$1.3	10
All Other Industries	
\$7.8	106
Total Impact	
\$16	196

Real World KNOWLEDGE That Employers Demand



Andy Anderson, Sturgeon Bay, WI | CSU Global student veteran
Master's Degree, Healthcare Administration and Management

Sixteen years ago, if you would have told physical therapist assistant Andy Anderson that he'd eventually have his eye on a hospital's C-suite, he would have shrugged off the idea. Today, a seat at the boardroom table is well within reach.

The CSU Global student is currently working toward his Master's Degree in Healthcare Administration and Management while working full-time for the Door County (Wisconsin) Medical Center's Rehab Services.

"Going through school has opened my eyes to how high the ceiling really is."

Andy Anderson 2019

Anderson spent nearly 17 years as a physical therapist assistant and a documentation assistant – both jobs he enjoyed. But when considering his long-term goals, he says,

"I knew that more education just gave me more options." With his director likely retiring in the next five to 10 years, Anderson is positioning himself to be considered as her replacement. "I've already approached my organization and started talking about a succession plan for her," says Anderson. "[Pursuing my master's] opened the door to show my commitment to the organization, but also to my own professional development."

Anderson was recently promoted to rehab supervisor, with the full support of his director. "She's taken me under her wing, really teaching me the ropes and giving me the training that I need. She involves me in just about all of our decision-making processes, and I've been put on different committees at the hospital – from quality to core teams, to integration teams." He's also able to participate in the Door County Medical Center's leadership development institute, where supervisors meet quarterly to explore new initiatives, as well as refine leadership skills.

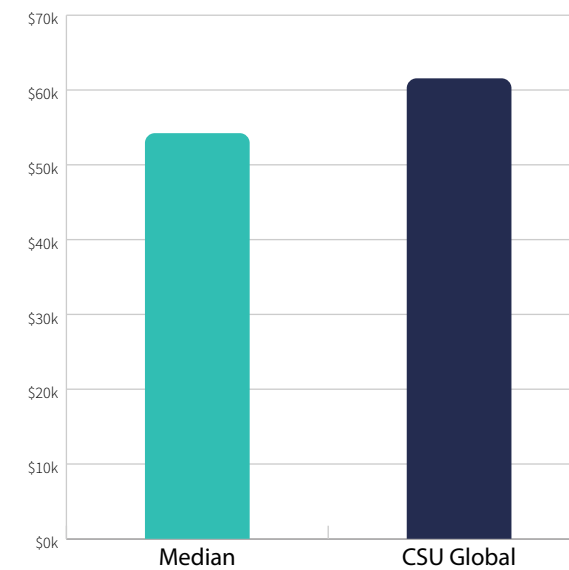
"Going through school has opened my eyes to how high the ceiling really is. [Being mentored for the] director position is phenomenal, that was more than I ever anticipated coming into this job 16, 17 years ago. Now I'm considering, 'Are there ways that I could get into the C-suite? Are there options for that down the road? And I think there may be as I continue.'"

Anderson says that his master's program has already given him a new perspective on both his work and the organization as a whole.

"Clinicians or providers can get stuck looking at just what's inside their scope – what they have to do in their day-to-day duties – and don't necessarily look at those tentacles that branch out," says Anderson. "Everything has a ripple effect as it moves up the chain."

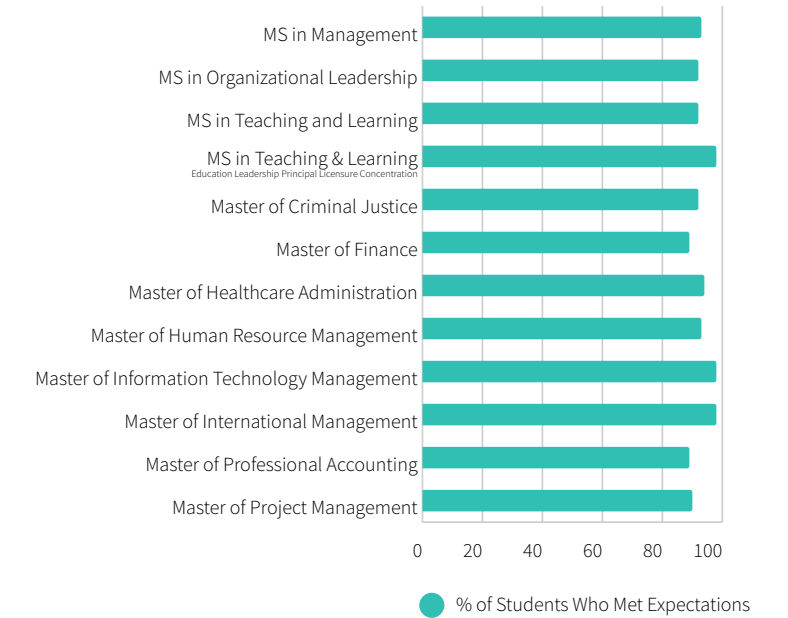
Graduate Student Success Data

Graduate Salary Data

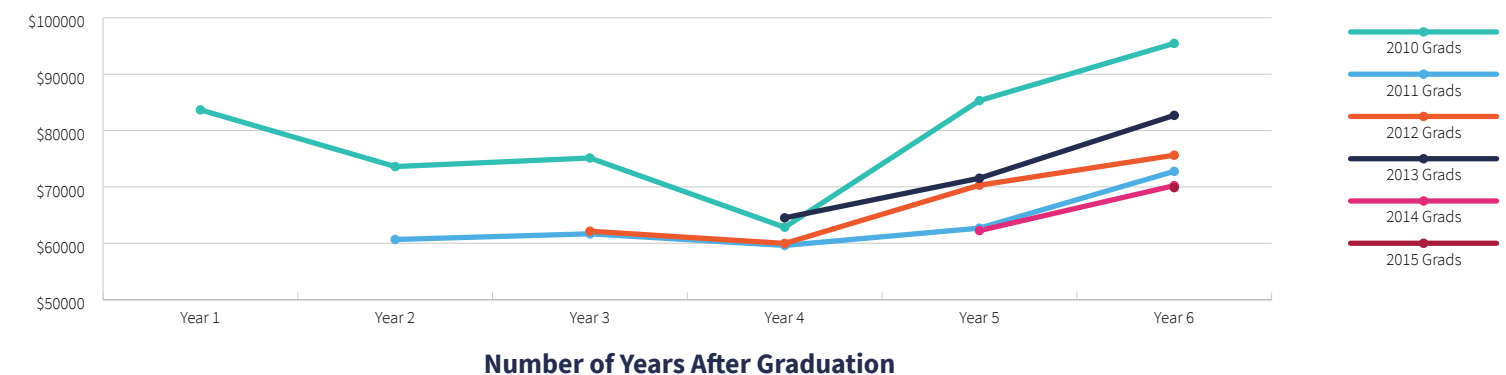


One year after earning their degrees, CSU Global Graduates earn more on average than the median incomes in their career fields.

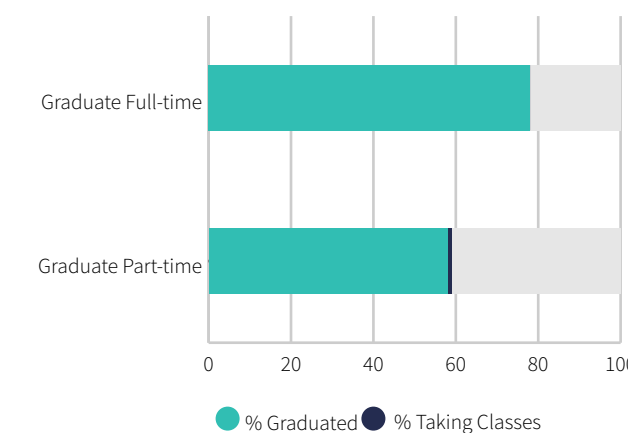
Master's Learning Outcomes Assessment



Alumni Income Trends by Graduation Year - Master's Degrees



Six-Year Retention Rates (starting Fall 2011)



"A coworker of mine at General Motors referred me to CSU Global. I did my research and knew [it] was the right fit for me. It allows me the opportunity to pursue higher education while I am employed and a caregiver to my husband. My education has enhanced my communication skills and provided me with the skills to move up in my career."

Tami Vlad, Warren, MI | CSU Global student, master's degree, Organizational Leadership



Life-Long Career Success BEYOND GRADUATION



Kimberly Hardy, Victorville, CA | CSU Global alumna
Master's Degree, Organizational Leadership

Kimberly Hardy is a business owner and a doctoral candidate. What's her secret to success? Goal-setting.

At one point, Hardy's undergraduate professors impressed upon her the importance of setting personal, professional, and educational goals – realistic ones that she could achieve over the next five, 10, and 15 years. "They were meant to be flexible enough to provide some wiggle room, but specific enough that they were clear," says Hardy.

The writer and marketing professional has made significant progress when it comes to achieving those goals. Hardy, who earned her Master's Degree in Organizational Leadership from CSU Global, says, "Getting my master's opened many doors. [It] greatly refined my writing, and gave me a deeper insight into leadership, in general." In fact, Hardy has authored a number of CSU Global blog posts, including a two-part series on the importance of mentoring. "[My] CSU Global master's education played a role in everything I've accomplished."

Hardy says that when it came time to tackle her goal of earning a master's degree, choosing CSU Global was a no-brainer. "The association with the CSU System, the opportunity for high-quality professors to assess my work, and the flexibility of completing all coursework online was too great to pass up."

Today, with more than 10 years of experience working in public, private, and nonprofit organizations, Hardy is now an adjunct professor for the University of Charleston's Organizational Leadership program, where she's also pursuing her Doctorate of Executive Leadership.

"Getting my master's opened many doors. [It] greatly refined my writing, and gave me a deeper insight into leadership, in general."

Kimberly Hardy, 2019

As Hardy is busy running her own content writing business -- the milestone she says she's the most proud of -- she's keeping her eye on those 15-year goals.

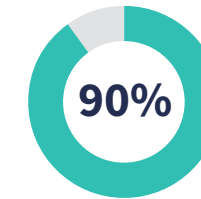
Alumni & Employer Satisfaction Data

Overall Employer Satisfaction



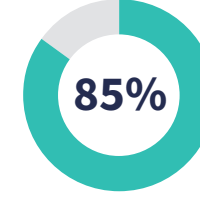
Of employers said they were Very Satisfied or Satisfied with the CSU Global alumni employee.

Communication and Organization



Of graduates demonstrated verbal communication, organization, planning, and written communication Extremely Well or Very Well.

Interpersonal & Critical-Thinking



Of graduates demonstrated use of technology, ethical behavior, presentation skills, collaboration, and problem-solving skills Extremely Well or Very Well.



Top 30 Best Accredited Colleges Online 2019
College Values Online



Top 25 Best Online Master's Programs 2019, *Best Masters*

Employer-Identified Skill Workplace Needs*	Employers who reported that their college grad employees were well prepared*	Employers who reported that their CSU Global grad performed extremely well or very well**	CSU Global Grads that Strongly Agree or Agree that their education provided the identified skills***
Working with others in teams	37%	90%	72%
Current on technologies	37%	90%	83%
Ethical judgment/decision-making	30%	91%	93%
Oral Communication	28%	92%	69%
Written Communication	27%	91%	94%
Critical Thinking	26%	94%	95%
Analyzing/Solving Complex Problems	24%	87%	N/A
Working With People of Diversity	18%	86%	89%

* AACU Hart Research 2015 | **CSU Global Fall 2015 & 2016 N=128 | *** CSU Global Fall 2017 N=637

Our Faculty & Staff

CSU Global faculty and staff reside in all 50 U.S. states, with a large segment living in Colorado, our beautiful home.

CSU Global's instructors combine academic excellence with real-world experience.

In addition to their classroom and workplace expertise, all CSU Global faculty have been specially trained in the technology and teaching methods that work best in our 100% online learning environment.

CSU Global's staff comprises a diverse, dedicated group of professionals who manage all aspects of the university's operations -- including finance, curriculum, marketing, enrollment, and more. The diversity of staff and faculty is important to better serve the unique needs of our student demographics.



Staff

277
Full-Time Staff Members*

23%
Represent Minorities*

4 years
Average Tenure*

Faculty

541
Faculty Members*

86.8%
Have Terminal Degrees*

33%
Represent Minorities

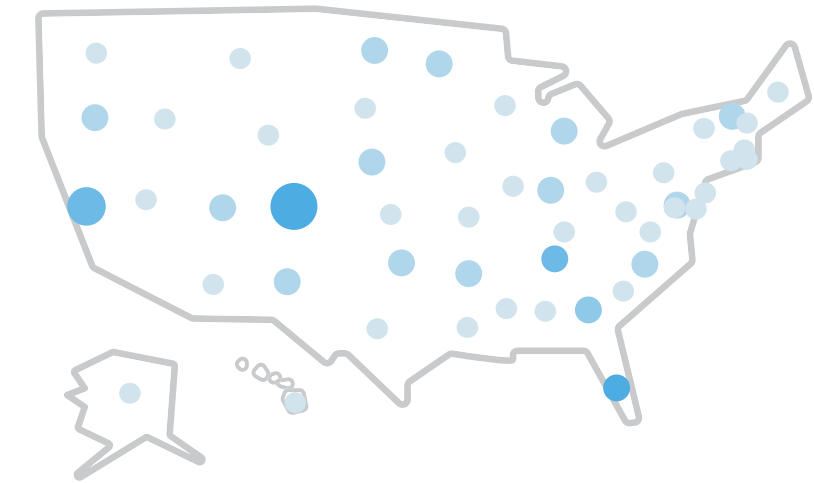
90%
Have Recent Industry Experience

94%
Faculty Retention

*data as of 2019

Diverse and Dedicated

Staff/Faculty by State



0 20 40 60 80 100+

Staff/Faculty Diversity

Ethnicity	Staff & Faculty
American Indian/Alaskan Native	4
Asian	25
Black/African American	107
Hispanic/Latino	44
Native Hawaiian or Other Pacific Islander	16
Non-Reported/Unknown	31
Two or More Races	10
White	581



Dr. James Meredith makes no secret of why he loves teaching at CSU Global. "Besides the distinction of being a faculty member within the Colorado State University

System, the singular reason I love working at CSU Global is quite obvious: the students."

Prior to CSU Global, Meredith was an English professor with the U.S. Air Force Academy until his USAF retirement in 2004. He's also a past president of the Ernest Hemingway Foundation and Society, and has published extensively on Hemingway's work.

Meredith is proud of the connections he's made with students, both through the virtual classroom and attending academic conferences with his graduate students. "CSU Global students are passionate about their studies, careers, families, and communities, like no others I have taught in my career," he says.

While Meredith appreciates all of the unique and driven individuals that make up the CSU Global student body, he is especially proud of those who are military-affiliated – active duty, veterans, spouses, and dependents. "These students, who have served our country, deserve the special consideration CSU Global gives them," says Meredith.

"It is indeed an honor and a pleasure for me to teach at CSU Global."

About CSU Global

Colorado State University Global offers career relevant bachelor's and master's online degree programs for working adults and nontraditional learners. As the first and only 100% online, fully accredited public university in the United States, CSU Global is focused on student success as its number one priority.

Embracing the land grant heritage as part of the Colorado State University System, CSU Global sets the standard for quality and innovation in higher education through its expert faculty who are recognized as industry leaders and trained in working with adults in an online learning environment. CSU Global offers a streamlined enrollment process with accelerated eight week courses that start every four weeks.



The nation's first and only 100% online, regionally accredited, nonprofit university built to serve the needs of today's modern learners



Over 36,000 students enrolled or graduated from every U.S. state and territory, and over 60 countries since 2008



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585 Salida Way, Aurora, CO 80011
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