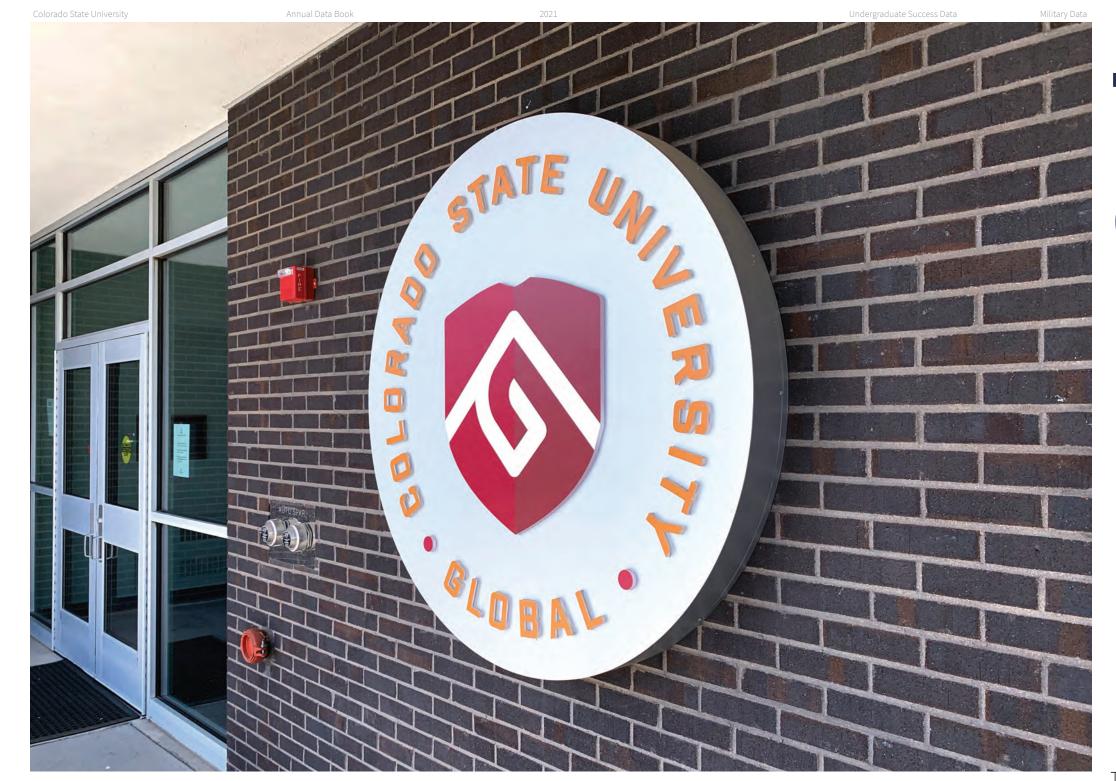


# Annual Data Book

An overview of our student experience, alumni success, and CSU Global's impact on the Colorado community.







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	Global Edu
	The Return
Our Mission	Serving Ou

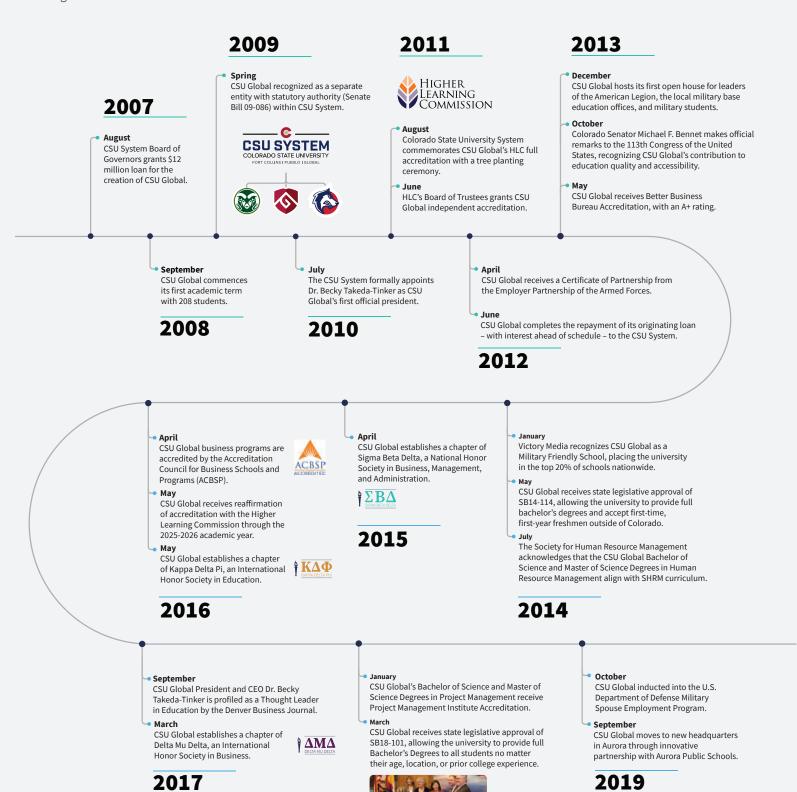
Colorado State University Global is committed to advancing student academic and professional success in a global society, by providing access to dynamic education characterized by excellence, innovative delivery technologies, industry relevance, and strong stakeholder engagement.

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#### A History of Being Future-Focused

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.



## 2020 Milestones



The CSU System Board of Governors names Pamela Toney as the next President of CSU Global, as outgoing President Dr. Becky Takeda-Tinker transitions to her new role as Chief Educational Innovation Officer for the CSU System.



#### **Creating Local Community**

In August 2019, CSU Global celebrated the grand opening of its new headquarters in Aurora, Colorado. This was made possible through our unique partnership with Aurora Public Schools.



#### **Aligning With Industry**

CSU Global partnered with SAS, a worldwide leader in analytics, to develop four Academic Specializations to meet the workforce's growing demand for analytics experts.



#### **Ensuring High-Quality Education**

The HLC Review Team conducted a successful comprehensive evaluation site visit with CSU Global in April 2020. This was HLC's first evaluation that was conducted virtually, due to COVID-19.



#### Focusing on Skills & Success

In May of 2020, CSU Global launched a new platform for short-term, non-credit bearing courses that align with specific skills and topics that workforce needs.

2018

,

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### **Who We Serve**

CSU Global is a diverse, widespread community, and we are proud to serve students in all 50 U.S. states and 64 countries.

#### Students by State



#### Alumni by State



### **Global Education** in 60+ Countries



#### **Students**

**19,583**Students in 2019-20
Academic Year

Alumni

20,402
Degrees and Certificates
Conferred

**81%**Retention/Completion Rates

43% First Generation

**7,1**Graduate



#### 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 & Finance
- Analytics
- Business
- **Criminal Justice**
- Education

- Healthcare
- Human Resources
- Management & Leadership
- Marketing & Communication
- Technology

#### **New Future-Facing Programs**

- BS in Finance
- MS in Artificial Intelligence and Machine Learning
- BS in Cybersecurity
- MS in Military and Emergency Responder Psychology

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# **Achieving Career and Life Goals Through Education**

#### **Jennifer Livovich**

CSU Global Student | Bachelor's of Human Services

If you find yourself strolling through beautiful downtown Boulder, Colorado, be sure to keep an eye out for Jennifer Livovich. She'll be the one chatting with friends old and new, and giving out bags of food and personal care items to members of the city's homeless community.

Stemming from her own experience with homelessness and a subsequent case of frostbite, Livovich knew how dangerous winter can be for homeless communities – and how she could help. Livovich launched the Save-A-Toe initiative to provide on-theground support for unhoused individuals. "I wanted to give back to the community that I was once a part of and am still very connected to," she says.

Livovich said that people focus on the part of her life where she was homeless, but what many don't realize is that for the majority of her life, she was housed. She grew up in Indiana, in an upper-middle-class family, where the value of an education was instilled in her from a young age.

When she was ready for college, Livovich enrolled at Indiana University, where she planned to study business, and eventually make her way to law school. But a series of life events left her homeless for several years. Now back on her feet, her experiences have influenced the direction of her education and career; she's now enrolled in CSU Global's Bachelor's in Human Services program.

"I absolutely love to learn. And I feel it's imperative, with my lived experience ...

that I also have the education to back myself up in terms of credibility," says Livovich

> "I want to continue my education so I can learn more effective ways of helping to support this population, whether it be in housing or supportive services."

Along with her CSU Global education, Livovich frequently conducts informational interviews with local social service representatives, as well as the U.S. Department of Housing and Urban Development (HUD) staff in Washington, DC. She's developed a rapport with members of the community, as well as customers who stop in at the convenience store where she works.

On top of work, school, and her Save-A-Toe outreach work, Livovich recently ran for a spot on Boulder's Housing Advisory Board. "The people on these boards usually hold esteemed positions, like architects or lawyers – and then here's me," Livovich says with a laugh. While disappointed



that she missed the board appointment by just one vote, Livovich says that she's grateful for the outpouring of community support she received during her campaign.

"It's a lot of hard work," she says, of finding donors. But her combination of flexibility and lived experiences allow her style of outreach to be unique. "I specifically ask for things that are uncommon to food pantries," she says. "I want the unhoused community members of Boulder to feel special."

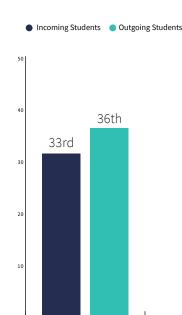
After earning her bachelor's degree, Livovich plans to enroll in a graduate degree program. "I'm not 100 percent sure which direction I'm going, but I know that I'm going to continue to move forward. I'm looking for something that's innovative, something that's really going to allow me to hone in on this population and community development."

Livovich's next step? She's making it official and forming her own 501(c)(3) organization – Feet Forward: Peer Supportive Services and Outreach – to help those who are experiencing or are at-risk of homelessness in Boulder. Naturally, the organization's first program will be Save-A-Toe.



### Undergrad Degree Salary Data

According to the U.S. Census, CSU Global's average bachelor's degree earner makes 47% more than the median salary from all Colorado universities one year after graduation.



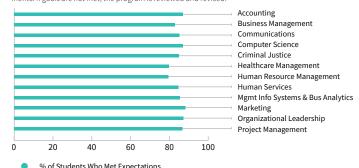
**Overall School** 

**Percentile Score** 

Comparison of National Schools Mean Percentiles for CSU-Global Fall 2019 incoming students vs Fall FY20 Fall trimester graduates (National Educational

#### Learning Outcome Assessment

Student academic performance data is linked to program learning outcomes and analyzed twice a year. This data indicates the percentage of students who met expectations of the program's learning outcomes. CSU Global's goal is for 80% of undergraduate students to meet expectations, and for 85% of graduate students to meet expectations, defined as an overall score of 85% or higher on program outcome assessments. If goals are not met, the program is reviewed and revised.



#### Eight-Year Retention Rates for Undergraduates (starting Fall 2009)

Retention rate calculations start with a cohort of entering freshmen and follows them forward in time, asking what percent earned degrees in a given time period.

Full-Time First-Time CSU Global Freshman

**75**%

Full-Time Non-First-Time CSU Global Freshman

87%

#### Full-Time Freshman National Average\*

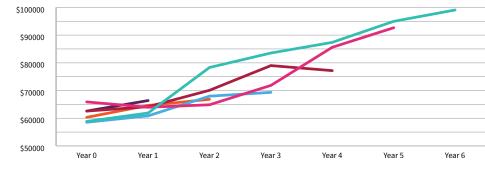
56% first-time students & 61% non-first-time students

\*NCES, 2019 (2011 cohort data)

#### ROI of Academic Programs Income by Graduation Year

CSU Global bachelor's graduates continue to see salary increases in the years after graduation.







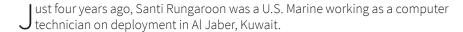


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# **Serving Our Country Through Digital Defense**

Sgt. Santi Rungaroon

CSU Global Student | Bachelor's of Science, Management Information Systems and Business Analytics



Today, Sgt. Rungaroon is back on U.S. soil, at the Marine Corps Air Station Miramar in San Diego, working on his bachelor's degree, and embarking on a promising career in cybersecurity.

While deployed, the Grand Junction, Colorado, native was seriously considering his future and where his career path – whether military or civilian – would take him. "My first job in the Marine Corps was a computer technician. I've always had an interest in computers, so I got lucky to have that," says Rungaroon.

When exploring his options, "I noticed that every job related to the field I wanted to go into required me to have a degree." Rungaroon and his wife were expecting a baby soon, making these decisions weigh even more heavily on his mind.

In 2017, he enrolled in CSU Global's B.S. in Management Information Systems and Business Analytics program. Originally, Rungaroon decided to enroll at CSU Global due to the unpredictable nature of military schedules – and the connection to his home state of Colorado didn't hurt.

He says that the ease of applying his Marine Corps tuition assistance, the flexibility of schedules and locations, and accelerated, yet challenging, eight-week courses all come to mind when thinking of what he appreciates about CSU Global.

As for his career path? Rungaroon credits his Gunnery Sergeant with recommending that he consider transitioning to a role as a Cyber Defense Operator. "Basically securing networks," says Rungaroon. "It sounded like it was out of my league, but I went for it anyway, and luckily, I found out



that I made the spot."
While eager to tackle his new role, earning a bachelor's degree is still a win-win for Rungaroon. It allows him to excel as a Marine and pursue the rank of officer if he remains enlisted, while also opening doors to more opportunities if he ultimately chooses the civilian route.

"CSU Global has been helpful in every aspect, from trying to get started for classes and registering, to actually being in class, and my student advisor – really everything."

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

#### Unique Employment Pathway for Military Spouses

Aurora, Colo. (Oct. 24, 2019) – Colorado State University Global (CSU Global) and Freedom Learning Group (FLG) have partnered to create an innovative initiative to assist military spouses in earning high-quality academic credentials while gaining meaningful and mobile employment in the education sector. CSU Global will provide military spouses with highquality education, while FLG will offer employment in e-learning and instructional design. Partnering these real-world skills with academic coursework will result in a win-win for military spouses, many of whom want to reapply, not replace, their hard-earned professional experience. All participants in the program's first cohort have already secured meaningful employment, and have earned a fully accredited Graduate Certificate in Digital Instructional Architecture from CSU Global.

#### CSU Global Service Members vs. National Average

Percentage of U.S. Service Member Students at CSU Global as of June 2019 14%

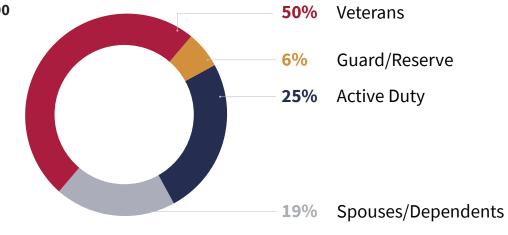
Percentage of U.S. Military Students
Who Attended a University in 2015-2016\*

12.8%

\*National Center for Education Statistics: Veterans' Education Benefits - A Profile of Military Students Who Received Federal Veterans' Education Benefits in 2015–16. (March 2020)

#### CSU Global now serves over 2,700 U.S. Military Service Members

Chart shows the precentages of those who make up the 2,756 service members currently attending CSU Global.







**Best Online Bachelor's Programs for Veterans**US News & World Report | 2019







Proud Partner of the
City of Aurora - Veterans Commission

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## Setting an Example of Lifelong Learning

#### Julie Meiklejohn

CSU Global Alumnae | Master of Science, Teaching and Learning

or nearly 20 years, Julie Meiklejohn has been teaching English and Language Arts to the high school students of La Junta, a town in southeast Colorado. But, even with all that experience, Meiklejohn says, she had been considering a master's degree for

some time, even starting a program at CSU Pueblo at one point. But the hour-plus commute on top of being a single mom and full-time teacher just wasn't sustainable.

Fast forward a few years, when the Colorado Board of Cooperative Educational Services (BOCES) reached out about a partnership that would allow educators to earn their Master's in Teaching and Learning from CSU Global at no cost.

Meiklejohn didn't hesitate. She graduated from the program in 2017 – the same year her son graduated high school.

Earning her master's degree online took some getting used to, she says, but overall was a great experience.

"I discovered that I had a lot better, or maybe I came up with better, time management skills," completing the program in a year and a half while teaching full-time and coaching her students' speech and debate team. "It was a challenge. Four o'clock in the morning became my friend!"



"There were a few times where I wondered, 'Gosh, am I going to be able to do this?' There was one December where I had three classes at a time. We're headed into Christmas, my speech and debate season was ramping up – it was just a lot. But I did it, and was so proud of myself."

Meiklejohn said that she appreciated being able to take what she learned in her CSU Global courses and immediately apply it to her own classroom. She'd always been intrigued by Understanding by Design, a way of designing unit plans. After an indepth study, Meiklejohn thought, "'Oh my gosh, this is amazing,' It was really cool to

see the whole process, to see how it all fit together, and then be able to do it with my kids."

Her online education even took an offline detour for a few days. One of her professors invited her and a classmate to a conference in Boston where they gave a presentation on their experiences with distance learning. The bonus for this high school English teacher? A guided tour of the Ernest Hemingway Collection at the JFK Presidential Library.

Meiklejohn is quick to champion both her students and fellow educators, always encouraging them to have confidence in themselves. "Know that you can do it," she says. "It's going to be hard, but you're going to be so proud of yourself when you're done."

#### **Brett Shoulders**

Littleton, Colorado | Graduate Student, Master of Science in Management

"Pursuing my graduate degree with CSU Global has had a tremendous impact on my life and career. Achieving my education goals has given me the confidence to realize my life ambitions. My program has given me knowledge of concepts that I've used to solve real-world problems within

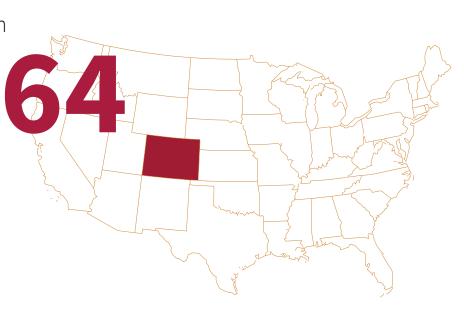
my career with the federal government, and the skills to realize my professional goals. As a combat veteran of Operation Iraqi Freedom, I've had to overcome many challenges associated with post traumatic stress disorder while pursuing my degree. Obtaining my degree online was my only

option, especially while working full-time. I'm truly grateful for the opportunity to pursue a graduate degree that's flexible. I'm thankful every day to have this opportunity, and owe it to those I served with who helped get me get home safely, my family, and myself."

Students and Alumni located in

64 of 64

Colorado counties.



652,090

CSU Global has provided 652,090 credit hours (485,815 undergraduate and 166,275 graduate) to Colorado residents. 9,180

The number of degrees and certificates conferred in Colorado as of July 2020.

\$48.9M

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



The Best Online Colleges in Colorado

Study.com | 2018



The Best Colleges in Colorado

Best Value Schools | 2020



Top Online Colleges and Best Value Schools (ROI) in Colorado
Online Schools Center



**Top Ranked Colorado Institution** US News & World Report

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## Learning & Leading for the Future

#### **Michael Teague**

CSU Global Alumnus | Master of Science in Organizational Leadership

When asked what comes to mind as the most important takeaway from his CSU Global graduate program, Michael Teague doesn't hesitate. "The biggest lesson I took from my Organizational Leadership track is that leadership is about building relationships and effectively communicating."

Fittingly, Teague now serves as the Director of Communications for the Colorado District Attorneys' Council (CDAC), an organization that represents all 22 elected district attorneys in Colorado. CDAC provides training for law enforcement and stakeholders throughout the criminal justice system, and legislative advocacy at the state level. Teague develops communications and marketing strategies that advocate those policies to the general public.

Teague is proud of the CDAC's work, citing the recent passage of several bills, like the one banning the gay and trans panic defense, noting that Colorado is just the 11th state to do so.

"We also passed a bill requiring that Colorado's highest-level sex offenders complete treatment requirements before being released to a halfway house," says Teague. "Another notable achievement was making a hearsay exception. If a witness is made unavailable by a defendant, either through intimidation or [relocation], the witness' previous statements can be admitted as evidence."

This important work benefits from insight gained from the CSU Global Master of Science in Organizational

Leadership program. Teague said that the coursework provided him with a greater understanding of and appreciation for the intricacies of human dynamics in organizations.

Teague's decision to pursue a master's degree was spurred by an experience he had while working for the National Junior College Athletic Association. He worked alongside the facilitator of a two-year-long strategic planning and organizational redesign initiative, which piqued his interest in strategic planning and leadership.

He took advantage of his employer's tuition reimbursement benefit, and enrolled in CSU Global's Graduate Certificate of Completion in Organizational Leadership and Change Management, later rolling that certificate into the full master's degree program.

Over the course of the program, he says, "From a broad perspective, I think it really shed light on what are effective leadership practices and how to differentiate between our natural instincts, which lean into more of a classical management style, which proves to not to be very effective, and instead taking a more human relations approach."



As for why CSU Global appealed to him, Teague cites the university's flexibility. "At the time, ... it wasn't out of the ordinary for me to be working 75-80 hours a week. There wasn't going to be time for me to go actually sit in a classroom.

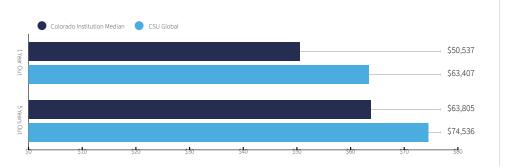
...So the flexibility of being able to do the classes on my schedule, and be able to do it all online made it a nobrainer."

Teague appreciated being able to take what he learned and immediately apply it to his daily work.

"Once I started taking the classes and adopting some of those principles, I learned how to connect to the larger group's objectives and individual interests of the stakeholders." At a high-stakes meeting, Teague proposed a solution and it passed without issue. Why? "Because I did a lot of relationship building and background work heading into that meeting."

#### **Graduate Degree Salary Data**

 $According to the U.S. Census, CSU Global \, master's \, degree \, earners \, make \, 25\% \, more \, than \, all \, Colorado \, university \, graduate \, alumni \, one \, year \, after \, graduation. \, They \, make \, 16\% \, more \, five \, years \, after \, graduation.$ 





Top 25 Best Online Master's Program Best Master's Programs | 2019



**Top 30 Best Accredited Colleges Online**College Values Online | 2019

#### Richard Berger, Victorville, CA

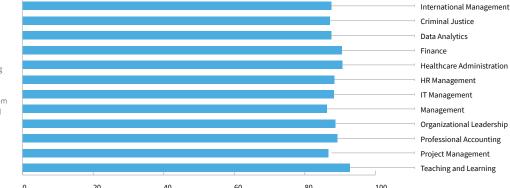
CSU Global Alumnus, Bachelor of Science in Project Management and Master of Science in Organizational Leadership

"I enrolled at CSU Global after I was laid off from a job at 48 years old and found myself competing with people half my age for low-paying jobs because they had the degree employers were looking for. As an independent adult, I had to continue to work, but my wife insisted that I do whatever it would take to complete my degree. Eight months prior to completion, I was hired as a project manager for the Town of Apple Valley. I love what I do, and I use the skills I learned in both programs on a daily basis. I am eternally grateful for the opportunities that have arisen because of my decision to finish my degree."



#### Learning Outcome Assessment

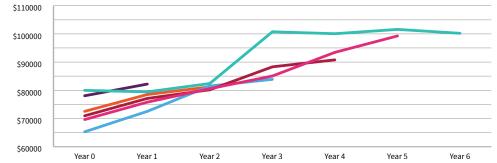
Student academic performance data is linked to program learning outcomes and analyzed twice a year. This data indicates the percentage of students who met expectations of the program's learning outcomes. CSU Global's goal is for 80% of undergraduate students to meet expectations, and for 85% of graduate students to meet expectations, defined as an overall score of 85% or higher on program outcome assessments. If goals are not met, the program is reviewed



#### **ROI of Academic Programs Income by Graduation Year**

CSU Global master's graduates continue to see salary increases in the years after graduation.





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### Lifelong Career Success Beyond Graduation

#### **Parker Johnson**

CSU Global Alumnus | Master's Degree, International Management

The CSU Global "modern learner" is career-driven and focused on their future, but needs the flexibility required to learn their way, on their schedule. CSU Global alumnus Parker Johnson fits that bill, and then some.

This globe-trotting Oklahoma native, who now lives in Calgary, has logged many miles in pursuit of his career. Today, Johnson works for Community of Christ as a transition coordinator, helping the church run as effectively and efficiently as possible. But just a few years ago, he wouldn't have been prepared for the role.

Johnson had already earned a bachelor of fine arts degree, but he realized that his undergraduate program had been light on the business skills he'd need for the career he wanted. He had already moved to Denver and was working for DaVita (a CSU Global affiliate) when he learned about CSU Global – and the tuition discount he'd receive through his employer's partnership with the university.

After enrolling and getting through the first year of his Master's of International Management program, Johnson and his husband moved back to Oklahoma, where his husband would attend law school. Johnson's CSU Global coursework moved right along with them, including a stint traveling across Europe.

"I never felt like school was an inconvenience," says Johnson. "I would just schedule some layover time, or do

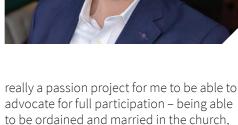


work in cafes, and do my readings in transit. I remember writing a paper on a flight from Houston to Frankfurt. I took full advantage of the remote aspect."

Obtaining those much-needed business skills ultimately paid off. "I'm constantly doing presentations and check-ins and surveys, or needs analysis with stakeholders," says Johnson, whose position will continue to evolve as he helps the church navigate post-COVID-19 life.

Johnson also serves as president of Harmony, a U.S.-based nonprofit. "The church I work for, Community of Christ, is affirming to the LGTBQ community in seven countries at this point." He explained that Harmony works to advocate for that community, offering peer support, and providing congregations with resources on topics like sensitivity training or crafting their own statements of welcome.

Johnson said that his work with Harmony provides him with both professional and personal fulfillment. On the professional side, he's led the organization through exponential growth in both membership and fundraising in just one year, all while undergoing a complete rebrand. Personally, he says, "As a gay man, it's



Johnson knows his education played a significant role in his ability to achieve what he has over just the past few years.

and be in leadership positions."

"I sing CSU Global's praises all the time," he says. "It was just the right fit for me, 100 percent."

"I was blown away at how organized and intentional all the communications were. Everything was so streamlined, seamless, and end-user focused, and yet it didn't feel like a business. It felt like what school should be."

#### Overall Employer Satisfaction



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

#### Communication & Organization

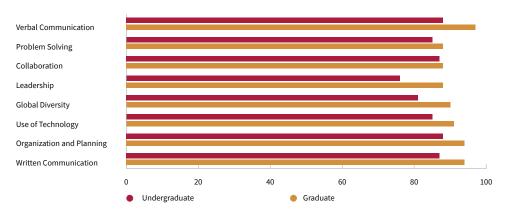


Of graduates demonstrated verbal communication, organization, planning, and written communication Extremely Well or Very Well.

#### Interpersonal & Critical-Thinking



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



### Employers reported that CSU Global graduates have the work-place skills they demand.

Undergraduate students achieved an average satisfaction rate of 85% on the most popular skills in demand while graduate students achieved an average satisfaction rate of 92% earning their degree.





Top 50 Accredited Online Colleges and Universities
Best Colleges | 2019

#### **Employers Alumni vs. National Average**

Employers of recent CSU Global graduates were asked how well their new hire performed in the workplace. Skills based off of AASCU Hart Research, 2015.

Employer-identified Skill for 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%	91%
Current on technologies	37%	90%	91%
Ethical judgment/decision-making	30%	91%	94%
Oral communication	28%	92%	89%
Written communication	27%	91%	89%
Critical thinking	26%	94%	86%
Analyzing/solving complex problems	24%	87%	91%
Working with people of diversity	18%	86%	94%

<sup>\*</sup> AASCU Hart Research 2015 | \*\*CSU Global Fall 2015 & 2016 N = 128 | \*\*\* CSU Global Fall 2018 N = 68

15

Annual Data Book

## **Our Faculty** & Staff

#### Faculty

CSU Global's instructors combine academic excellence with real-world experience. Our courses are taught by faculty who are committed to helping our students succeed, both in their classes and careers. In addition to their expertise as professionals and as educators, all CSU Global faculty have been specially trained in the technology and teaching methods that work best in our 100% online learning environment.

**580** 

Faculty Members



Retention rate



Have recent industry experience



Have a terminal degree

#### Staff

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.

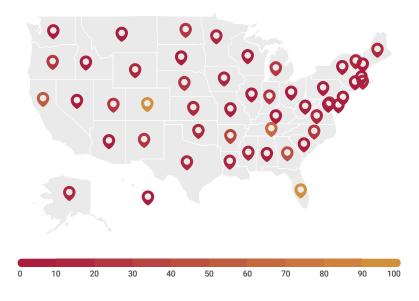
Average Tenure Years 23%

Represent Minorities

Members

#### Faculty and Staff by State

50 States





Dr. Beverly Muhammad

Program Manager, Business and Management

"I love the academic talent students bring to classrooms, and the teamwork across departments, programs, and senior leadership to ensure we offer quality courses, and experiences to both our students and faculty.."



Adiy Tweissi

Faculty, Information Technology

"The way CSU Global connects people from many backgrounds, multiple areas, different ideologies, variant perspectives, and diverse experiences is absolutely marvelous. I am so lucky to be part of this virtual family."



Dr. Sherry Schreiner

Faculty, Teaching and Learning

"I love being part of an institution that is so accessible to anyone. I love the quality and relevance of the program I helped create and now teach."



#### **Our New President**

"It is an honor to be selected as the next leader of CSU Global, the premier online university in the nation. I want to thank the CSU System Board of Governors, Chancellor Frank, and the entire Colorado State University System for the opportunity. I look forward to continuing to build on the legacy, innovation, and achievements of the institution under Dr. Takeda-Tinker's leadership to advance our mission, serve the state of Colorado, and help modern learners everywhere achieve academic and career goals." – Pamela Toney

#### **Staying Connected**

CSU Global staff and faculty nearly all had remote work options for at least a couple days a week before COVID-19 forced the full closure of its building. This allowed it to maintain full business operations and superior student support

without canceling any courses. To further learning opportunities on bee-keeping, build its community and help alleviate stress during stay-at-home orders, the university created work break sessions that featured musical performances, yoga and mindfulness, coffee talks, and

ALS, and creative writing. The talent, heart, and passion of CSU Global beyond the classroom and student-focus was able to shine!

#### **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 40,000 students enrolled or graduated from every U.S. state and territory, and over 64 countries since 2008



Governed by the CSU System Board of Governors

