Graduation Initiative 2025 – Rolling up!

CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA

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Campus Metrics and Goals

Metric	2015	2016	2025 Goal
Freshman 4-Year Graduation	17.8%	21.3%	38%
Freshman 6-Year Graduation	62.9%	68.9%	73%
Transfer 2-Year Graduation	17.0%	18.2%	29%
Transfer 4-Year Graduation	75.0%	72.6%	85%
Gap – Underrepresented Minority (URM)	13% points	12% points	0%
Gap – Pell	8% points	5.5% points	0%

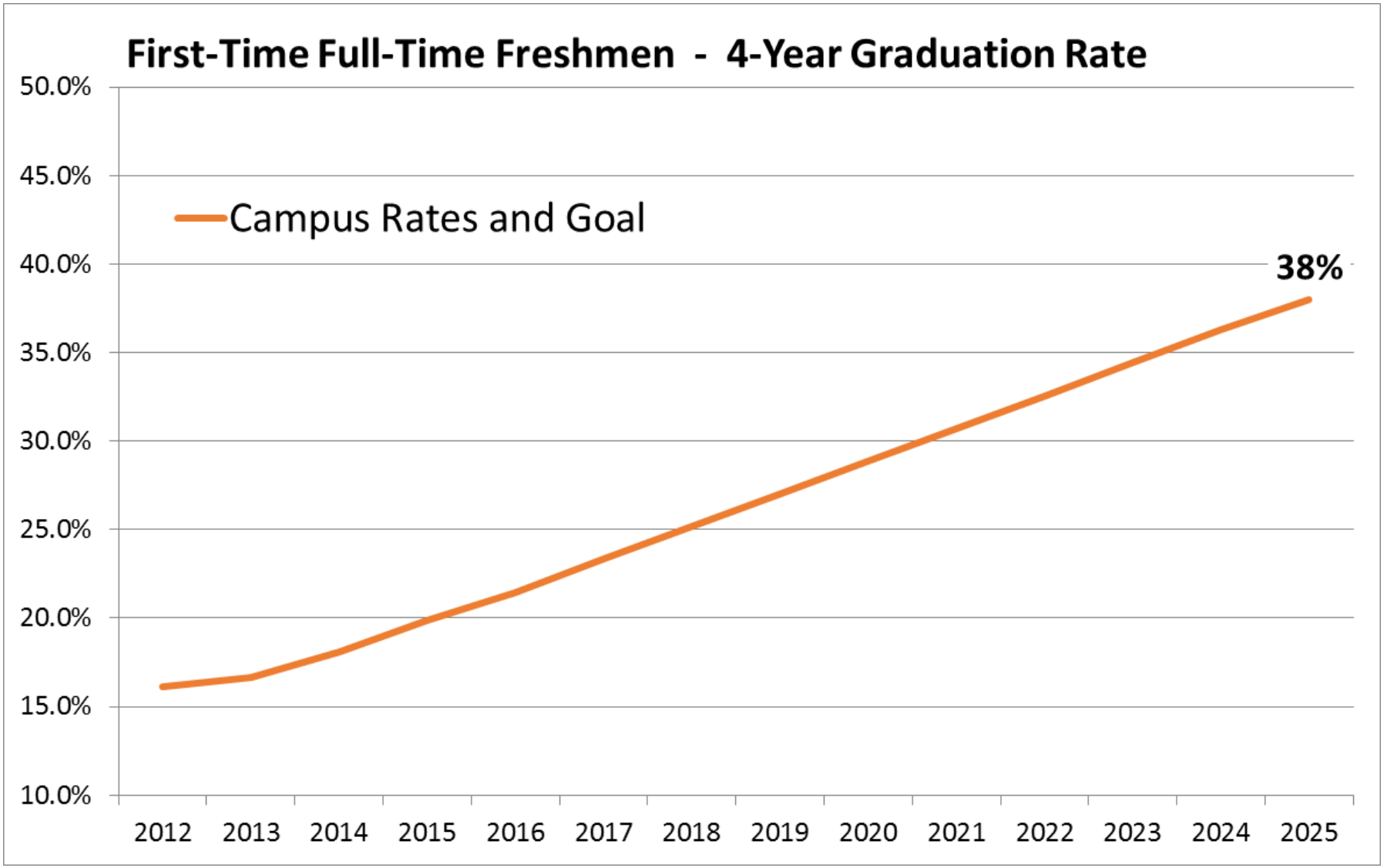
Why College Goals?

- "student success is an all-university responsibility"
- "reliant on the support, leadership and buy-in of faculty and staff across campus"
- Campus-level goals are not realistic for each and every academic program

Quotes from memo: Graduation Initiative 2025 College-Level Goals November 14, 2016

College Goals - Objectives

- College goals should represent real aspirations
- Choices should be data informed
- Need to consider how college goals will “roll up” to the university goals


First-Time Full-Time Freshmen - 4-Year Graduation Rate
50.0%
45.0%
40.0%
35.0%
30.0%
25.0%
20.0%
15.0%
10.0%
Campus Rates and Goal
38%
2012
2013
2014
2015
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2024
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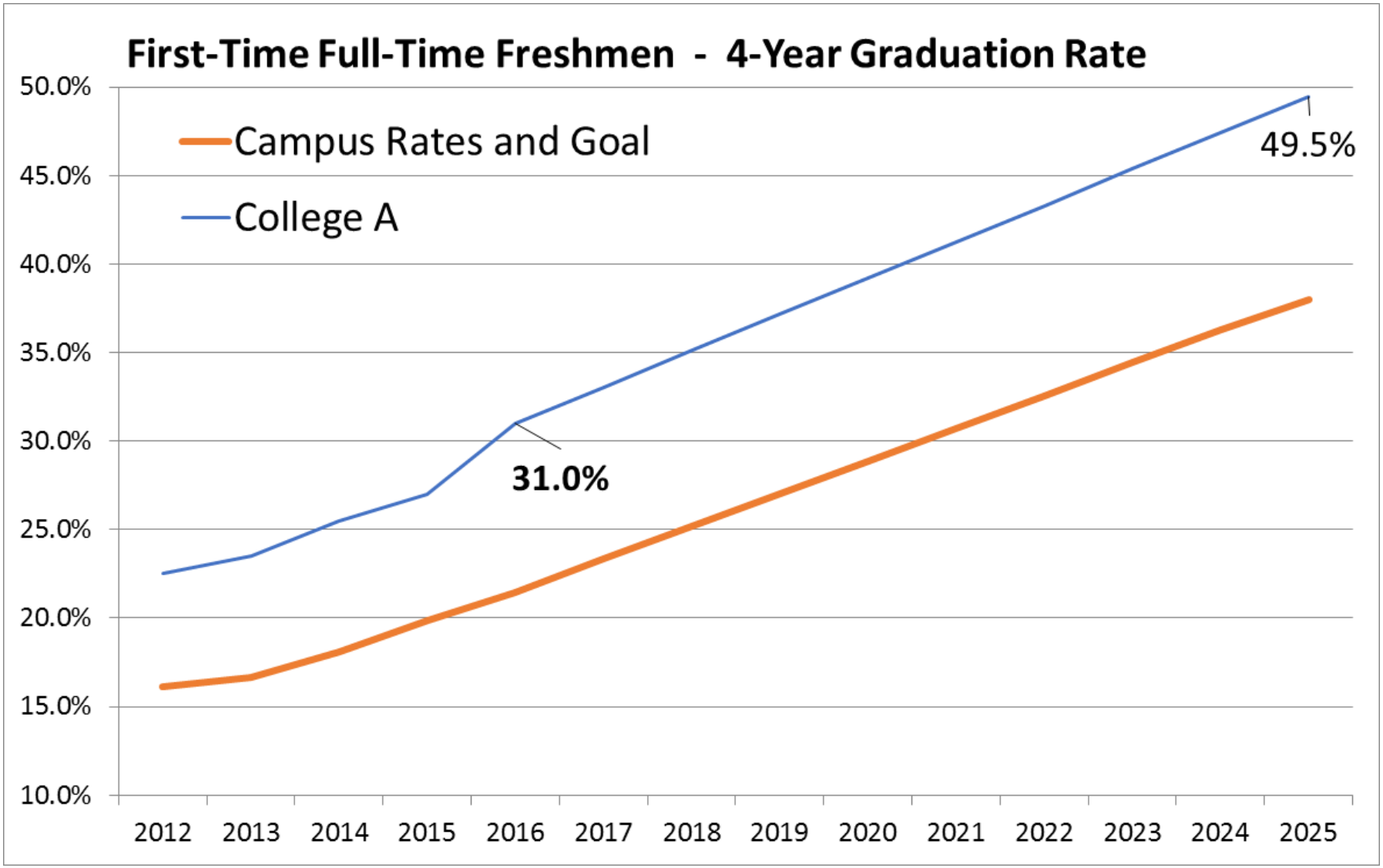
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45.0%
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35.0%
30.0%
25.0%
20.0%
15.0%
10.0%
Campus Rates and Goal
College A
49.5%
31.0%
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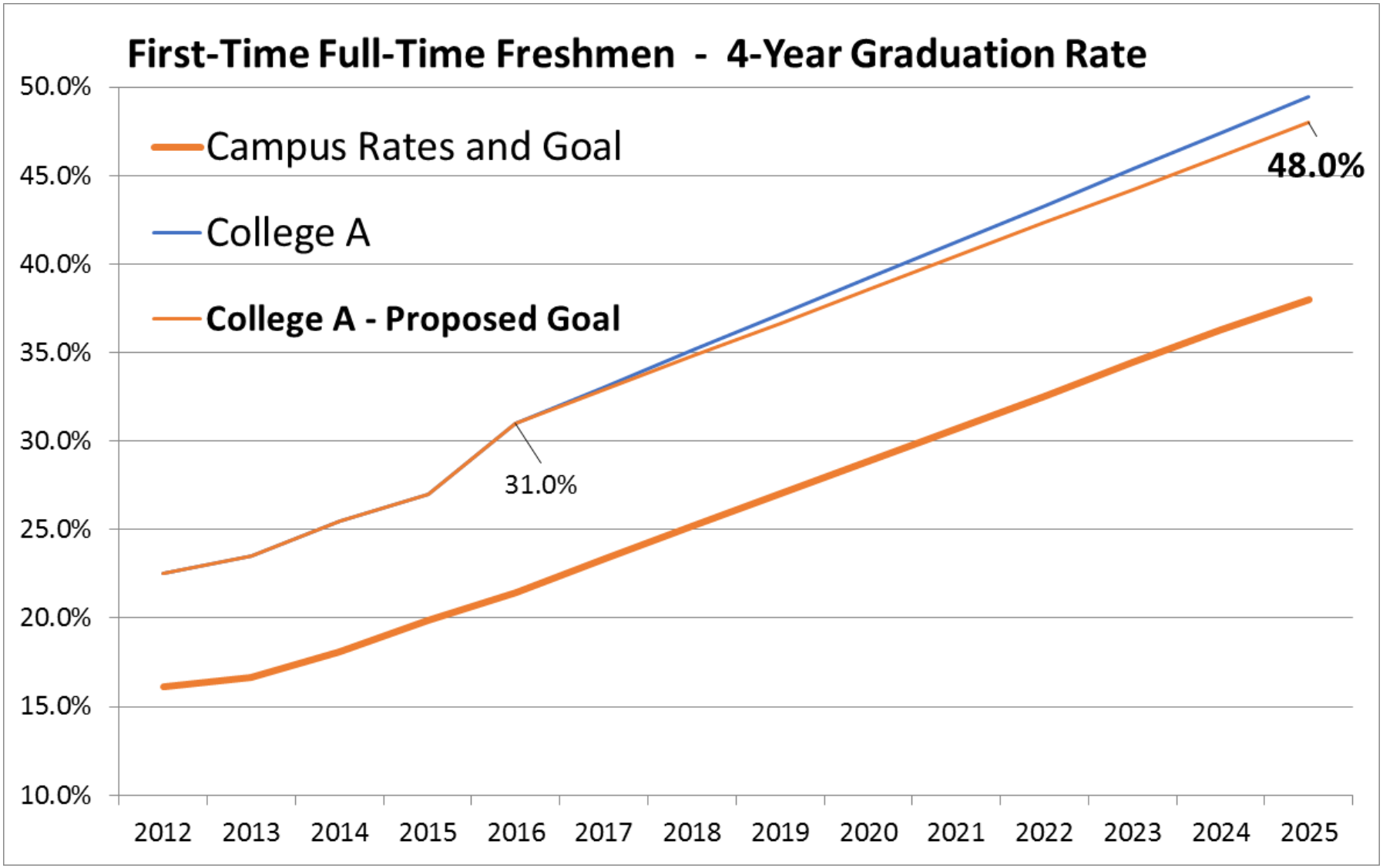
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25.0%
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15.0%
10.0%
Campus Rates and Goal
College A
College A - Proposed Goal
31.0%
48.0%
2012
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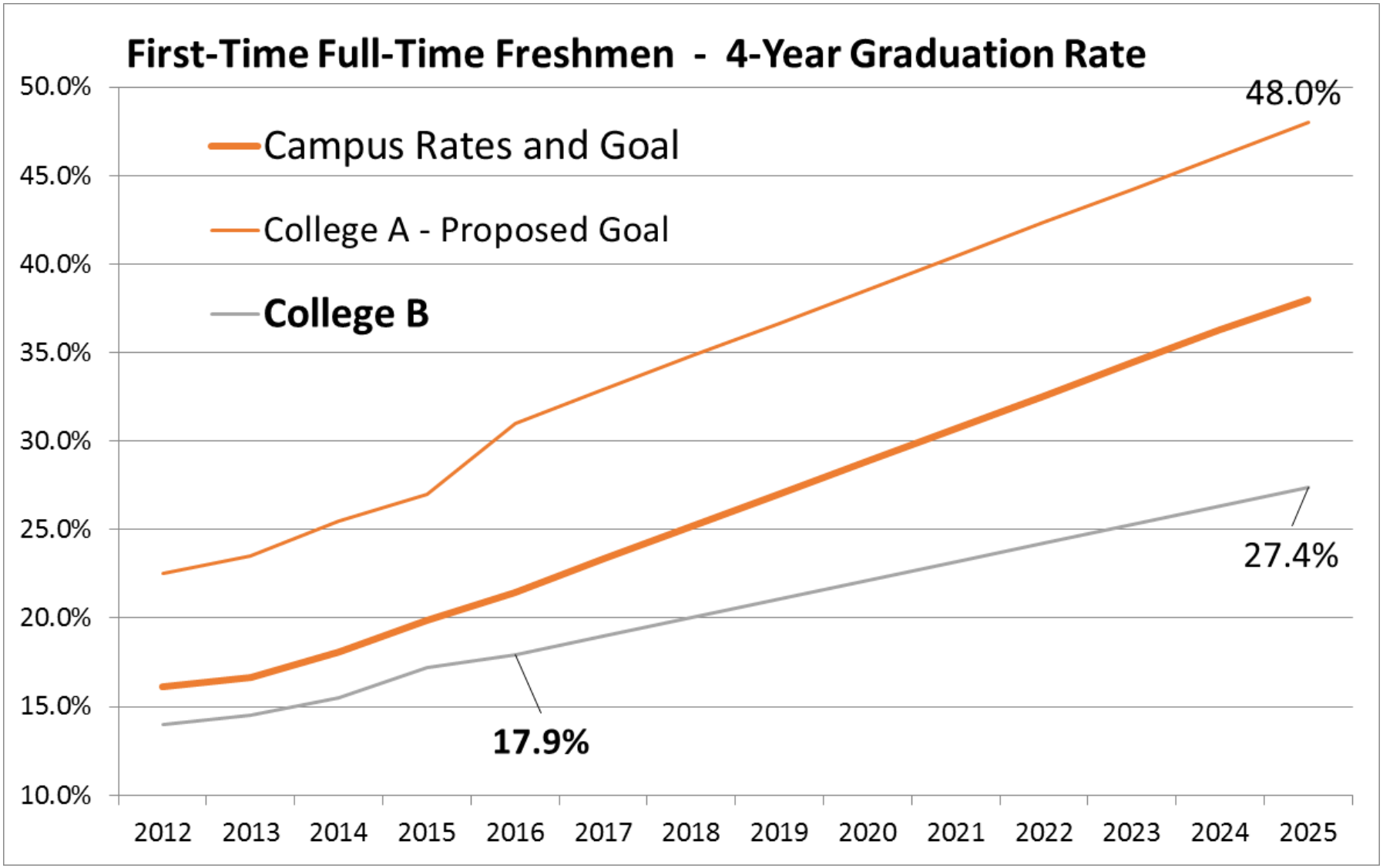
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35.0%
30.0%
25.0%
20.0%
15.0%
10.0%
Campus Rates and Goal
College A - Proposed Goal
College B
48.0%
27.4%
17.9%
2012
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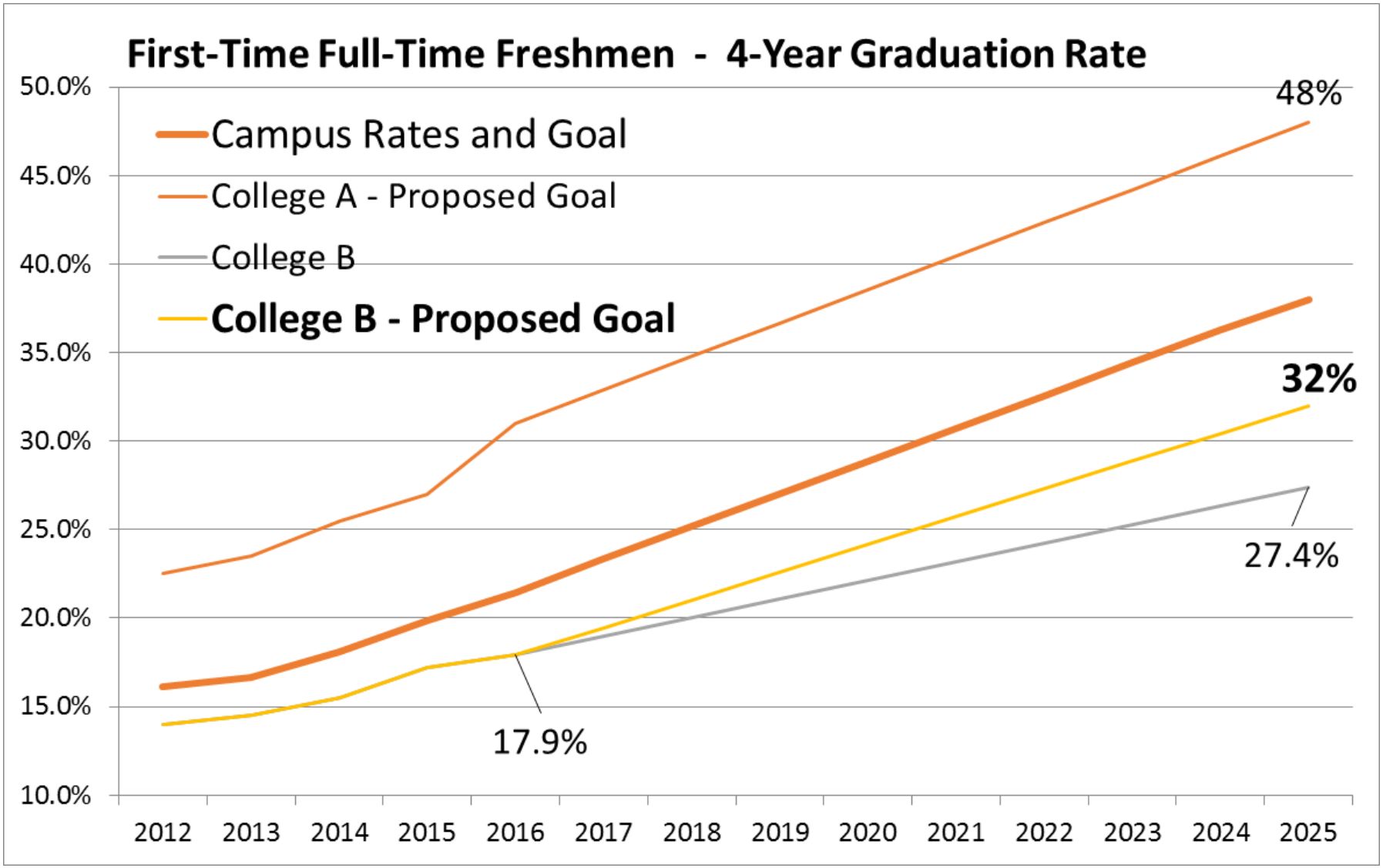
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15.0%
10.0%
Campus Rates and Goal
College A - Proposed Goal
College B
College B - Proposed Goal
48%
32%
27.4%
17.9%
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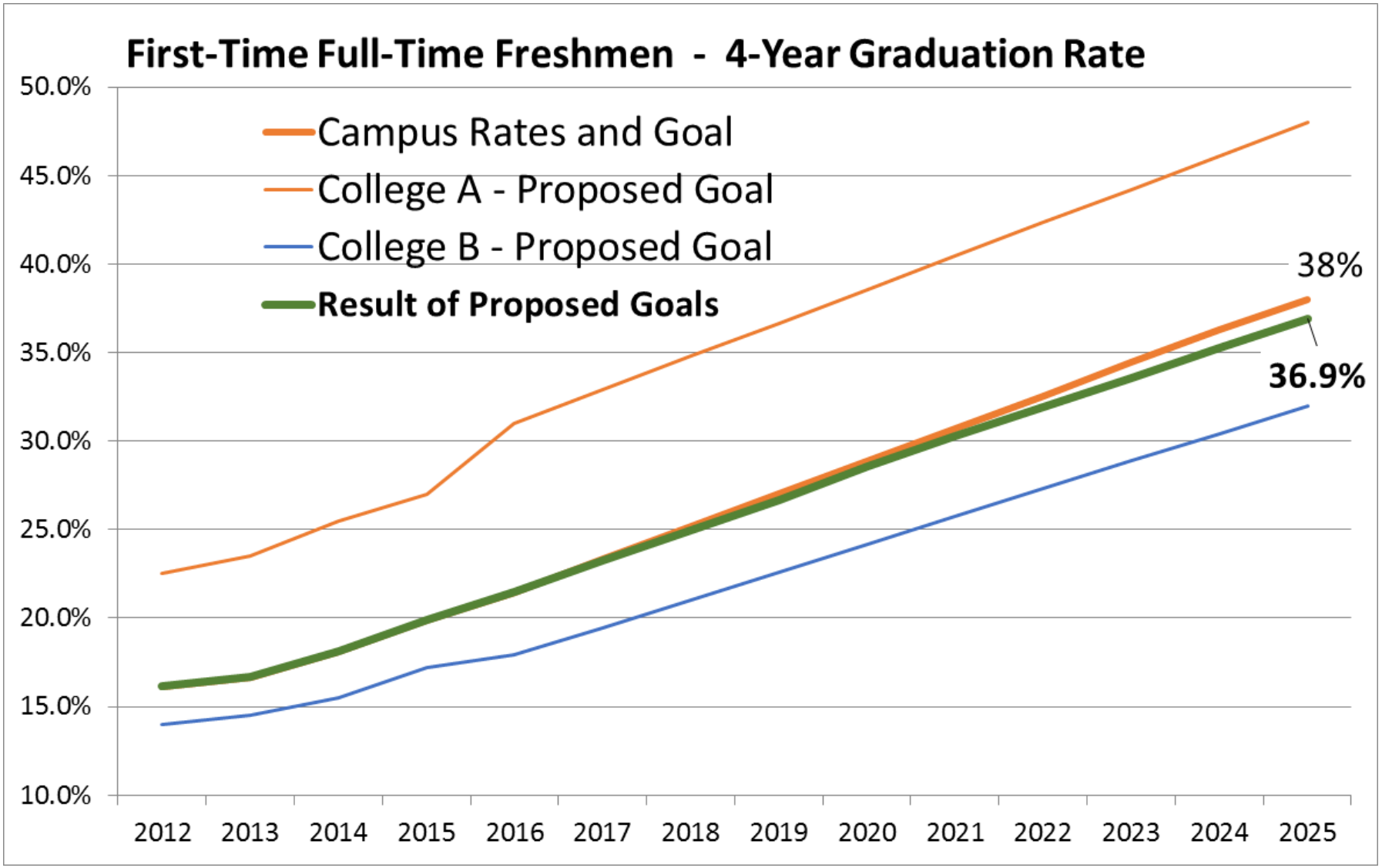
2025

Rolling It Up

	College A	College B	University
Graduation Rate	48%	32%	
Incoming Cohort	310	700	1,010
2025 Grads from the Cohort	149	224	373

The university rate results from the college totals.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10.0%
Campus Rates and Goal
College A - Proposed Goal
College B - Proposed Goal
Result of Proposed Goals
38%
36.9%
2012
2013
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2024
2025

Roll-Up Matters

	College A	College B	University
Graduation Rate	48%	32%	**36.9%**
Incoming Cohort	310	700	1,010
2025 Grads from the Cohort	149	224	373

At the university level:

373 graduates out of the 1,010 cohort = **36.9%**

Changing Cohort Size Changes the Outcome

	College A	College B	University
Graduation Rate	48%	32%	
Incoming Cohort	384	646	1,030
2025 Grads from the Cohort	184	207	391

Hypothetically:

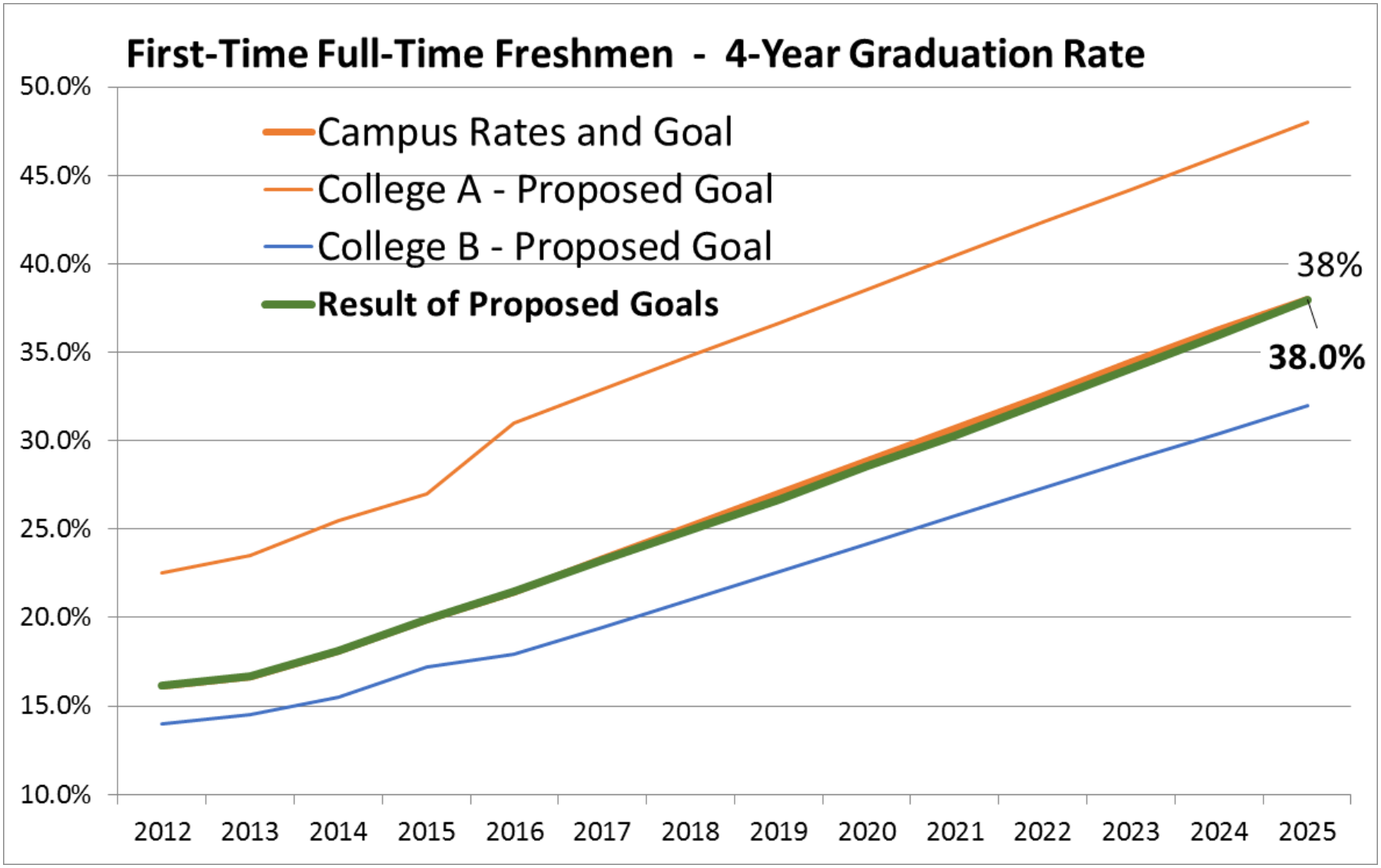
- College A increases cohort size by 5%
- College B decreases cohort size by 2%

Monitoring Each Input Vital

	College A	College B	University
Graduation Rate	48%	32%	**38%**
Incoming Cohort	384	646	1,030
2025 Grads from the Cohort	184	207	391

Influencing any of these variables is challenging.

Watching them all is essential!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College-Level Discussions

Used department-level data:

- Most recent 5-year trends and potential department goals per the trends
- Assumed size of entering cohorts
- Calculated college trends and possible goals as a roll-up of departments

Deans proposed college goals

Rolling It Up

- Some results needed adjusting!
- “What-if…” and “Can you imagine…” conversations were data informed
- Deans agreed to new goals at a level that is calculated to meet the university goal

Ready for the Future

- Ready for monitoring progress
- Excel workbooks for each college can be updated with each new entering cohort and new graduation rate
- We can build a dashboard
- Goals can be adjusted with assurance, based on changing circumstances