Title III Project Objective

- Retain/persist 68% of VC first-time, full-time credential seeking students who returned or transferred the following Fall; reach a full-time Fall enrollment status (twelve or more credit hours per semester) of 50% of the students; improve first-time/full-time graduation rates to: three (3) year, 30%; four (4) year, 35%; six (6) year 43%; and six (6) year graduation/persistence 53%.
    - Retention/Persistence
        - Grant Year 1 – Target: 60%
        - Grant Year 2 – Target: 62%
        - Grant Year 3 – Target: 64%
        - Grant Year 4 – Target: 66%
        - Grant Year 5 – Target: 68%
    - Full-Time Students
        - Grant Year 1 – Target: 42%
        - Grant Year 2 – Target: 44%
        - Grant Year 3 – Target: 46%
        - Grant Year 4 – Target: 48%
        - Grant Year 5 – Target: 50%
    - Graduation and Persistence (by end of Grant Year 5)
        - Three year – 30%
        - Four year – 35%
        - Six year – 43%
        - Six year graduation and persistence – 53%

Strategy 1: Task/Objective

- Identify appropriate ERP/SIS system and select the system for installation by 9/30/16.
    - Contract secured April 1, 2016
- System software installation and configuration
    - U4SM
        - Complete installation December 2017
        - Functional and operational October 2018
    - Dynamics GP
        - Complete installation May 2016
        - Data migration August 2016
        - Functional and operational May 2017
    - Greenshades
        - Complete installation June 2016
        - Data migration August 2016
        - Functional and operational May 2017
    - REQLogic
        - Complete installation August 2016
        - Data integration January 2017
        - Functional and operational May 2017
    - Comprehensive Leave Manager

- Purchased September 2017
- Complete installation December 2017
- System configuration February 2017
- Functional and operational May 2017

- Process Improvement
  - Implementation Team (5 Vernon College employees)
    - Establish March 2016
    - High level on-site system trainings
      - Grant Year 1 – Target: 2 trainings; Actual: 4 trainings
      - Grant Year 2 – Target: 3 trainings
      - Grant Year 3 – Target: 3 trainings
      - Grant Year 4 – Target: 1 training
      - Grant Year 5 – Target: 1 training
  - System Process Workflows
    - Grant Year 1 - Initial Collection
      - Target: 50 complete; Actual: 157 completed
      - Target: 2 business processes improved; Actual: 6 business processes improved
    - Grant Year 2 – Review and Process 100% of submitted workflows (System & Business Process)
    - Grant Year 3 – Integrate 100% of submitted workflows (System & Business Process)
    - Grant Year 4 – Assess Results of 100% of submitted workflows (System & Business Process)
    - Grant Year 5 – Best Practices for 100% of submitted workflows (System & Business Process)
  - ERP/SIS Problem Finders
    - Problem Finder Program outlined April 2016
    - Problem Finder Awardees
      - Grant Year 1 - Target: 2 awardees; Actual: 6 awardees
      - Grant Year 2 - Target: 4 awardees
      - Grant Year 3 - Target: 4 awardees
      - Grant Year 4 - Target: 4 awardees
      - Grant Year 5 - Target: 4 awardees
    - Problem Finder Participants
      - Grant Year 1 - Target: 5% employees; Actual: 7% employees
      - Grant Year 2 - Target: 5% employees
      - Grant Year 3 - Target: 5% employees
      - Grant Year 4 - Target: 5% employees
      - Grant Year 5 - Target: 5% employees
- Training and Development
  - Department Specific Training
    - Grant Year 1 – Target: 2 trainings; Actual: 12 trainings

	Dynamics GP	Greenshades	REQLogic	U4SM
Target: Employees	3	4	4	0
Actual: Employees	4	8	8	0

- Grant Year 2 – Target: 10 trainings

	Dynamics GP	Greenshades	REQLogic	U4SM
Target: Employees	2	250	70	0

- Grant Year 3 – Target: 5 trainings

	Dynamics GP	Greenshades	REQLogic	U4SM
Target: Employees	0	5	0	250

- Grant Year 4 – Target: 2 training

	Dynamics GP	Greenshades	REQLogic	U4SM
Target: Employees	0	5	0	15

- Grant Year 5 – Target: 2 training

	Dynamics GP	Greenshades	REQLogic	U4SM
Target: Employees	0	5	0	10

- College-wide Training
  - Grant Year 1 – Target: 1 training; Actual: 2 trainings
  - Grant Year 2 – Target: 3 trainings
  - Grant Year 3 – Target: 3 trainings
  - Grant Year 4 – Target: 2 training
  - Grant Year 5 – Target: 2 training

Strategy 2: Task/Objective

- Student Success Pathway (SSP) structured to include an integrated set of institutional policies, practices and programs.
  - Appoint Student Success Pathway Coordinator by November 2015; Completed October 1, 2015
  - Hire Student Success Specialists (2), one hire November 2015; Completed October 1, 2015
  - Hire Student Success Specialists (2), second hire October 2016

- Established Student Success Pathway by May 2016
- Develop and implement programs to increase student retention, completion and/or successful transfer.
  - Establish, pilot, refine student success programs in grant years 1-3
    - Grant Year 1 – Target: 4 programs, 20% of student population; Actual: 4 programs (Academic Coaching, Student Success Series, Chap Express, Peer Mentor), 25% of student population
    - Grant Year 2 – Target: 5 programs, 20% of student population
    - Grant Year 3 – Target: 6 programs, 20% of student population
  - Review student success programs and implement best practices in grant years 4 and 5.
  - Grant Year 4 – Target: 5 programs, 20% of student population
  - Grant Year 5 – Target: 5 programs, 20% of student population
- Design and offer trainings and workshops for faculty and staff
  - Grant Year 1 – Target: 4 trainings offered, 50% of full-time faculty/Course Schedule Advisors (CSA's) will have participated in at least 1 training during GY1, 50% of SSP staff will have participated in at least 1 training during GY1; Actual: 5 trainings, 51% of full-time faculty/CSA's participated in at least 1 training during GY1, 52% of SSP staff participated in at least 1 training during GY1
  - Grant Year 2 – Target: 4 trainings offered, 75% of full-time faculty/Course Schedule Advisors (CSA's) will have participated in at least 1 training during GY1-GY2, 75% of SSP staff will have participated in at least 1 training during GY1-GY2
  - Grant Year 3 – Target: 4 trainings offered, 100% of full-time faculty/Course Schedule Advisors (CSA's) will have participated in at least 1 training during GY1-GY3, 100% of SSP staff will have participated in at least 1 training during GY1-GY3
  - Grant Year 4 – Target: 4 trainings offered, 5% of full-time faculty/Course Schedule Advisors (CSA's) will participate in advance level training, 5% of SSP staff will participate in advance level training
  - Grant Year 5 – Target: 4 trainings offered, 5% of full-time faculty/Course Schedule Advisors (CSA's) will participate in best practice identification, 5% of SSP staff will participate in best practice identification
- Faculty and staff participate in offsite conferences and workshops
  - Grant Year 1 – Target: 2 conferences/workshops, 1 student success, 1 counselor advisor, 1 faculty/CSA; Actual: 4 conferences/workshops, 2 student success, 2 counselor/advisor, 0 faculty/CSA
  - Grant Year 2 – Target: 2 conferences/workshops, 1 student success, 1 counselor/advisor, 1 faculty/CSA
  - Grant Year 3 – Target: 5 conferences/workshops, 2 student success, 2 counselor/advisor, 3 faculty/CSA
  - Grant Year 4 – Target: 5 conferences/workshops, 2 student success, 2 counselor/advisor, 3 faculty/CSA
  - Grant Year 5 – Target: 5 conferences/workshops, 2 student success, 2 counselor/advisor, 3 faculty/CSA
- Outside consultants provide training and workshops

- Grant Year 1 – Target: 1 consultant; Actual: 1 consultant
- Grant Year 2 – Target: 2 consultants
- Grant Year 3 – Target: 2 consultants
- Grant Year 4 – Target: 2 consultants
- Grant Year 5 – Target: 2 consultants
- Consult with faculty/staff (individually, in groups, or by program) on proactive intrusive advising and integrated policies, practices and programs by conducting bimonthly consultations and professional development presentations
    - Grant Year 1 – Target: 5 consultations, 2 professional development; Actual: 5 consultations, 5 professional development
    - Grant Year 2 – Target: 6 consultations, 4 professional development
    - Grant Year 3 – Target: 6 consultations, 4 professional development
    - Grant Year 4 – Target: 6 consultations, 4 professional development
    - Grant Year 5 – Target: 6 consultations, 4 professional development
- Establish a Peer Mentor Program by August 2016.
    - Established Peer Mentor Program May 2016.
    - Grant Year 1 – Target: 12 mentors, 36 mentees; Actual: 12 mentors, 12 mentees
    - Grant Year 2 – Target: 12 mentors, 36 mentees
    - Grant Year 3 – Target: 12 mentors, 36 mentees
    - Grant Year 4 – Target: 12 mentors, 36 mentees
    - Grant Year 5 – Target: 12 mentors, 36 mentees
- Encourage and facilitate high impact, intrusive advising practices through faculty Course Schedule Advisor pilot mini grant program
    - Grant Year 1 – Target: 15 faculty mini grants; Actual: 18 faculty mini grants
    - Grant Year 2 – Target: 15 faculty mini grants
    - Grant Year 3 – Target: 20 faculty mini grants
    - Grant Year 4 – Target: 20 faculty mini grants
    - Grant Year 5 – Target: 20 faculty mini grants