



2023

STATE *of the* UNIVERSITY





Welcome to the 2023 State of the University Address for Albany State University.



On behalf of the faculty, staff, and more than 6,500 students, I'm delighted to provide an update on our progress and the significant strides we have made on our strategic plan.

Excellence is the Standard continues to be our north star and provides a roadmap for our success. This year, you will learn how we are enhancing our work with an increase in the use of data to drive and strengthen student experiences, increasing student enrollment, retention, and graduation rates all while preparing our students to excel in the global marketplace.

Thanks to our community partners, and dedication of our faculty, staff, and alumni we are excelling in our plan while creating an environment where everyone can thrive.

Marion Ross Fedrick
President Albany State University





Excellence is the Standard Strategic Plan

The 2025 plan serves as the cornerstone for ASU's four strategic goals.

Embarking on the third year of the strategic plan, the blueprint for excellence has been further crystallized by soliciting input from the institution's faculty, staff, students, and the community. This perspective, coupled with the implementation of the use of data, has helped ASU to measure and strategically focus its efforts.

1 Student Access
and Success

2 Institutional
Sustainability
and Responsible
Stewardship

3 Partnership and
Economic
Competitiveness

4 Leadership
Development
and Employee
Engagement

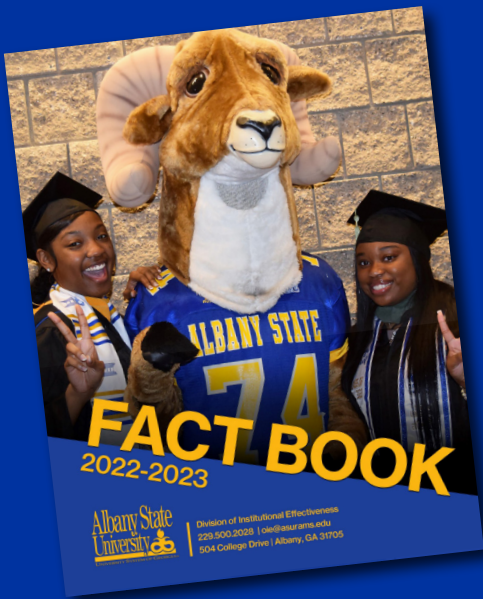


Strategic Use of Data Creates Additional Rigor



The increased emphasis on the use of data collection and aggregation enhances the student experience, helps to set benchmarks and gauge progress while providing solutions and achieving success.

An innovative partnership with the National Institute for Student Success (NISS) is creating the additional rigor that helps to identify potential obstacles, analyze best practices, and develop preeminent programs that elevate student success.



The data is supported by:

- The Enrollment Report
- The University Dashboard
- Newly developed Fact Book, Student Profile, and Enrollment Trends

Collectively, these resources demonstrate ASU's commitment to data-driven insights that inform decision-making and continuously enhance the student experience.

The combination of the new partnership with NISS, and the development of new measurement tools provide the necessary guideposts that drives ASU closer to achieving the objective of an 80% student retention rate by 2027.





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Student Access & Success

Student success is characterized by student enrollment, retention, graduation, and outcomes, all of which continue to increase over time.

Pipeline programs and recruitment efforts help to contribute to the significant increase in summer enrollment, and the steady incline in fall enrollment.

Summer 2023 student enrollment numbers:

- Represented close to a 10% increase year-over-year
- Increased 2023 enrollment to 3,200 students, up from 2,896 in 2022
- Honored with the Chancellor's inaugural award for achieving the highest increase in student summer enrollment in the state university sector of the University System of Georgia (USG).

Early support and pipeline programs equip students with the tools, support, and curriculum that prepare them for the future. Pipeline programs, and additional recruitment efforts like the ASU Annual Presidential Bus tour, expose students to college opportunities, contribute to the increase in enrollment and support an already robust curriculum.



Student Access & Success

Pipeline Programs:

- Student Summer Success Academy
- New Student Orientation
- Freshman Leadership Academy
- Educational Talent Search
- Anchor, formerly known as University College
- Living Learning Communities
- The Strada HBCU Scholarship

Enrollment:

- Increased enrollment by 3% from fall 2021 to fall of 2023.
- Ranked in the top third quartile in the sector in USG for student retention with a 68% retention rate, representing a 3% increase year-over-year from 2021 to 2022.
- Ranked 5th in the same sector for six-year graduation rates, representing a 2.2% increase in 2022 from the same period the year before.

Degrees Conferred:

Increased the number of:

- Degrees conferred by 34% from fiscal year 2021 to 2022
- Associate degrees conferred by 60% during the same period

Student Proficiency:

- Nursing program distinguished as one of the largest and most competitive programs in the state.
- Associate (ASN) and bachelor's (BSN) programs celebrated a second quarter 100% pass rate for first-time test takers for 2020 to 2021.
- Students who pass the NCLEX obtain their license and can begin working as registered nurses (RN).
- ASU's School of Education collaborates with K-12 partners to improve teaching and learning across Southwest Georgia through initiatives including the Aspiring Teachers Academy, Reading to Scholars, and Read-a-Louds.



Student Access & Success

ASU is balancing the academic success of students while also focusing on the student's whole health - mental, physical, emotional, and general well being - all equally important measures.



ASU offers a robust array of services that support whole student health including:

- Student led wellness events
- A 24/7/365 student support line staffed by licensed mental health counselors that offer in-the-moment support
- Access to the ASU Wellness Hub & Christie Campus Health program for on-demand health content
- The Active Minds Chapter at Albany State University was established in 2018

2023 NAFSA Award

NAFSA: Association for International Educators

Recognized by NAFSA with the 2023 Senator Paul Simon Spotlight Award for campus internationalization. The award recognizes a university's conscious effort to integrate international, inter-cultural, and global dimensions into the ethos and outcomes of their students' education.

ASU has achieved this by successfully adopting internationalized and inter-cultural learning in classes such as "Cultural Diversity in Communication" and "Introduction to African Diaspora," which expose students to global learning.





Institutional Sustainability and Responsible Stewardship

What a student learns is just as important as the environment in which they learn.

The 10-year 2028 facilities master plan increases the physical capacity to serve our student growth while supporting our goal of institutional sustainability and responsible stewardship.

The places and spaces where students, faculty, and staff learn, work, and engage in a healthy lifestyle create the best campus experiences. Campus modifications will help to establish a traditional college experience for undergraduate and graduate students while reducing travel between the east and west campuses.

Examples of the progress ASU is making in advancing the facilities master plan include:

- *Groundbreaking for the Nursing and Health Sciences Simulation Center, Billy C. Black Building, Sanford Gymnasium, and C.D. McKnight Building*
- *Approval for new campus residence hall and Early Learning Center*
- *Technology upgrades to the current Early Learning Center*
- *Sustainability efforts that focus on water and utility conversions throughout the campus*

Partnerships & Economic Competitiveness

Partnerships are paramount to ASU's success and pave the way for endless opportunities for students, faculty, and staff.



- In 2023 ASU was a recipient of an \$80,000 Home Depot grant for the Retool Your School Program. This is the third year that ASU has been a recipient of this grant.
 - o The grant is part of Home Depot's commitment to preserving the history of schools like ASU and investing in the growth of HBCUs.
- ASU also received a \$2.9 million Connecting Minority Communities Program federal grant for broadband expansion provided by the United States Department of Commerce.

The Grant:

- o Allows ASU to further develop the infrastructure to build out the institution's online and distance learning programs.
- o Addresses the growing demand for broadband connectivity in Southwest Georgia.
- o ASU will host a series of listening sessions to discuss the current successes and ongoing opportunities to establish full broadband connectivity.



Partnerships & Economic Competitiveness

ASU is a proud member of the Albany and Dougherty County communities. As a citizen of the community, the university recognizes the thread that runs between it and the surrounding areas.

According to the annual Selig Center for Economic Growth Report commissioned by the University System of Georgia's Board of Regents to examine the economic impact of the USG, from July 2021 through June 30, 2022, ASU's impact was significant:

- Albany State University added more than \$260 million to the southwest region. This represents an increase of approximately 12.7% over the previous year.
- Provided employment in the region of 2,588 jobs, including on-campus positions and services directly related to the institution, representing a 13% increase from the previous fiscal year.



Partnerships & Economic Competitiveness



We are building a foundation of excellence that advances ASU's strategic plan through partnerships that prepare our students for the world ahead.



Through collaborative partnerships with Phoebe Putney Health Systems and IBM, ASU is closing the talent gap in critical areas like nursing and cybersecurity by training and increasing the number of professionals trained in these areas.

PHOEBE PUTNEY MEMORIAL HEALTH SYSTEM PARTNERSHIP

Over the past three years program highlights include:

- 850 nursing undergraduate and graduate students graduated with approximately 216 clinical hours.
- From 2021 to 2022, there was a 21% increase year-over-year in nursing degrees conferred, a trend ASU anticipates will continue.
- As of fiscal year 2023, 281 nurses graduated at the associate, bachelor's, and master's degree levels.
- ASU received an additional \$10,000 donation to support the nursing program from former Senator Kelly Loeffler.

These successes, along with the NCLEX 100% pass rate for two quarters, demonstrate why the nursing program is competitive.

IBM CYBERSECURITY COLLABORATION

The IBM relationship establishes a Cybersecurity Leadership Center that provides ASU students and faculty access to IBM training, software, and certifications.

- The relationship helps to prepare students to take advantage of high-paying jobs, while filling the pipeline to address the shortage of cybersecurity professionals.
- Complements ASU's Center for Innovation and Emerging Technologies (CIET).
- Students receive hands-on experience in developing products and services.
- Students receive specialized training in the fields of emerging technologies such as Artificial Intelligence (AI), Data Sciences, Blockchain, Machine Learning, Financial Technologies, Cyber-Security, and Applied Statistics.



Leadership Development and Employee Engagement

Leadership development and employee engagement are critical to ASU's overall success. Leaders are role models for those around them, inspiring them to reach their full potential.

Finding, attracting, and maintaining top talent helps to continue the university's mission.

- A compensation market study, which examines the competitive landscape for salary comparisons was recently completed and scheduled for implementation in early 2024.
- The combined \$7,000 increase over two fiscal years that every employee received demonstrates Governor Brian Kemp's and the Georgia Legislature's commitment to our employees.



**Carl Vinson
Institute of Government**
UNIVERSITY OF GEORGIA



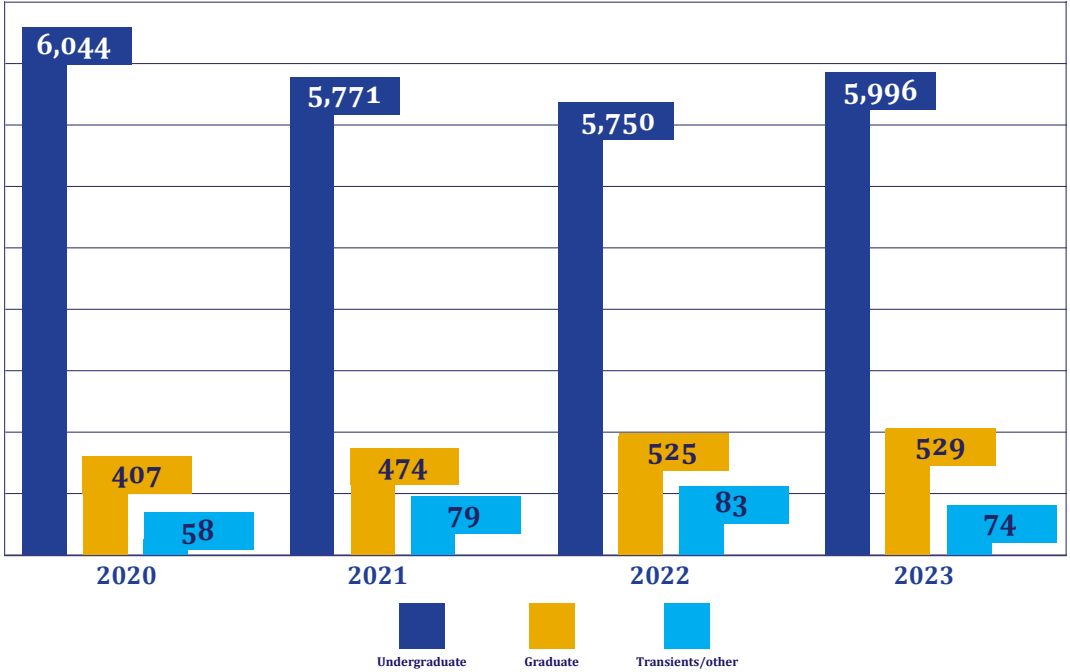
To strengthen the execution of the university's mission and legacy our leaders and employees will participate in an inaugural leadership development plan.

- Early next year, in partnership with the Carl Vinson Institute, ASU will kick off a Leadership Development Institute for managers and directors and a Cabinet Development Institute for Cabinet members.
- The programs, comprised of classroom and self-directed learning, will focus on crucial leadership skills including achieving and maintaining self-awareness, building trust, and personal accountability, communication and collaboration, coaching, team development, and conflict management.

These important leadership skills will provide a common language, skill set, and set expectations to lead at ASU now and in the future.



At-A-Glance – Four Year Student Enrollment from fall 2020 to fall 2023



The chart shows the student enrollment levels across different categories (undergraduate, graduate, and transients/other) for fall semesters from 2020 to 2023.

Here's a narrative and trend analysis based on the data:

1. Total Enrollment:

- There is a general upward trend in total enrollment from Fall 2020 to Fall 2023.
- Fall 2020 had 6,509 students, which decreased slightly to 6,324 in Fall 2021 but then increased to 6,358 in Fall 2022, and further to 6,599 in Fall 2023. The total enrollment is gradually increasing, showing a positive trend for future growth.

2. Undergraduate Level:

- Undergraduate enrollment has shown a fluctuating trend.
- The number of undergraduates decreased from 6,044 in Fall 2020 to 5,771 in Fall 2021, slightly decreased to 5,750 in Fall 2022, and then increased to 5,996 in Fall 2023.





- The decline in undergraduate enrollment from Fall 2020 to Fall 2021 likely reflects the impact of the COVID-19 pandemic, which might have influenced decisions to start or continue studies.
- Despite the initial decrease in 2021, there has been a recovery and growth in undergraduate enrollment, indicating positive momentum.

3. Graduate Level:

- Graduate enrollment has shown consistent growth.
- The number of graduate students has steadily increased from 407 in Fall 2020 to 474 in Fall 2021, then to 525 in Fall 2022, and further to 529 in Fall 2023.
- This consistent growth in graduate student enrollment demonstrates an increasing interest in postgraduate studies at ASU.

4. Transients and Other

- The category Transients and Other displays a fluctuating trend.
- The number of students in this category increased from 58 in Fall 2020 to 79 in Fall 2021, then to 83 in Fall 2022, and decreased slightly to 74 in Fall 2023.
- Despite fluctuations, the numbers have remained relatively stable.

The analysis provides an overview of the trends in student enrollment across different categories over the specified period, outlining both the fluctuations and the general direction of growth in the University's student population.





The future is full of endless possibilities. Thanks to the collective efforts and dedication of our faculty and staff we are well positioned to take advantage of the endless possibilities that characterize our future.

Faculty dedication, staff ingenuity, and adherence to our blueprint for the future undergird our success. We will hold ourselves accountable with a newly developed scorecard that tracks the progress in each of the four areas of our strategic plan. The scorecard will help us to identify and measure what is important, serve as a project management tool, direct process improvement, and help us stay focused on project execution.

With our strategic plan as our roadmap, establishing the building blocks of excellence, and the support of each of you, we will continue to make noteworthy progress in creating a culture of excellence that enhances the student's experience.

ASU has an exciting future ahead full of possibilities, driven by growth in every area ranging from an increase in student success measures, facilities expansion, increased partnerships, and employee and leadership development.

We look forward to sharing our continued progress with you. Come join us, as we set the bar of excellence as the standard.

Marion Ross Fedrick
President Albany State University

