Green River IT Bachelor’s Degrees: Lessons Learned

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Realize your full potential - take it to the next level with a Bachelor’s degree in IT

Take your associate’s in IT and turn it in to a bachelor’s degree in as little as two years.
18,000 students served in 2013-2014
Student to faculty ratio of 13:1
2015 marks Green River College’s 50th anniversary
We offer 5 Bachelor of Applied Science degrees
Study abroad programs in 6 locations around the globe
We have over 50 clubs and organizations for students
We have on-campus housing at Campus Corner Apartments (owned by GRC Foundation)
## Our IT Program’s Growth

### Annual seat count by degree

<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>Associates IT Systems</td>
<td>1297</td>
<td>1791</td>
<td>2311</td>
</tr>
<tr>
<td>BAS Network/Security</td>
<td>259</td>
<td>318</td>
<td>361</td>
</tr>
<tr>
<td>BAS Software Dev</td>
<td>92</td>
<td>277</td>
<td>433</td>
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</table>
# Diversity in Our Program

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>2014–2015</th>
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<tbody>
<tr>
<td>Asian</td>
<td>73</td>
</tr>
<tr>
<td>African American</td>
<td>26</td>
</tr>
<tr>
<td>American Indian</td>
<td>2</td>
</tr>
<tr>
<td>Hispanic</td>
<td>16</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>4</td>
</tr>
<tr>
<td>White</td>
<td>250</td>
</tr>
<tr>
<td>Native Hawaiian</td>
<td>1</td>
</tr>
<tr>
<td>Alaskan Native</td>
<td>1</td>
</tr>
<tr>
<td>Multi-Racial</td>
<td>52</td>
</tr>
<tr>
<td>Other Race</td>
<td>39</td>
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<table>
<thead>
<tr>
<th>Age Range</th>
<th>2014–2015</th>
</tr>
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<tbody>
<tr>
<td>Under 20</td>
<td>94</td>
</tr>
<tr>
<td>20–29</td>
<td>236</td>
</tr>
<tr>
<td>30–39</td>
<td>74</td>
</tr>
<tr>
<td>40 or better</td>
<td>60</td>
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<table>
<thead>
<tr>
<th>Sex</th>
<th>2014–2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>69</td>
</tr>
<tr>
<td>Male</td>
<td>395</td>
</tr>
</tbody>
</table>
Quick Program Overview
Our Beginnings

- Three IT faculty in 2004, IT program review
- Still three faculty in 2012
- BAS Networking started Winter 2014
- 7 Faculty in 2015 (added one per year so far)
Intention: To offer degrees that produced entry-level employees for the widest possible number of employers

- Performed an analysis of industry needs using a Develop A Curriculum (DACUM) full-day process.
- Survey of students for needs/interests in programs.
- Worked extensively with neighboring institutions
Process: Needs Assessment

- Relationship to institutional mission and priorities
- Relationship to statewide strategic plans
- Employer/community demand
- BAS builds from existing CTC degree
- Student demand for program
- Service to place-bound students
Process: Program Proposal

- Baccalaureate-level rigor in program
- Qualified Faculty
- Student enrollment
- Appropriate student services plan
- Appropriate administration and staff
- Commitment to build and sustain program
- Accreditation
- Pathway(s) to graduate degrees
- External expert evaluation
Our IT Program Team

- Faculty program director (2/3 release time)
- Program Manager (exempt staff) – essential to success
- Several faculty (now 7 – probably more next year)
- Technician assigned to our program from institutional IT (program specific need)
- Maybe add a program navigator for AAS in Fall 2016
Faculty/Union/Instructional council concerns
  - Concerns over changing institutional mission
  - Concerns over name change

Separation of our IT and CS departments

Process/procedure concerns from a variety of departments
Programs were designed with the end in mind

Commitment from Administration

Program Manager

Marketing via social media and websites

Faculty commitment

Enough AAS enrollment (at least 2x proposed BAS enrollment)

Planned for fast growth

Quality program

Teaching format and times are the same as for AAS
- Enough full-time faculty
- Proactive advising (Program Manager)
- Student support (Program Manager)
- Guided pathway design
- Broad appeal to students and employers
- Articulation with HS and other 2-year institutions
- Short path to enter for students with AA degrees that are not IT
- Low prerequisites (to make it easy to transfer from programs at other institutions)
Curriculum Highlights

- Realistic entry requirements
- Full-time face-to-face offerings in the daytime (1st year)
- One night a week offerings (hybrid) in the evening (2nd year) (note: weekend classes were a huge failure)
- Flexible general education requirements
- Maximize transfer credits
Accreditation process took longer than anticipated

6 month wait from preliminary accreditation to get DOE approval for financial aid

Several additional months wait after DOE for Veterans approval

Our foundation stepped in to provide financial aid for one quarter while waiting for veterans to get funding
Continuously inspect and adapt what we are doing

Scholarship(s) and Grants(s), like S-STEM

Connecting to high schools via workshop events

Working with HS teachers and counselors

Early college/college in the high school

Running start

Working with universities to develop and articulate graduate pathways for our students

Developing relationships with local and regional businesses

Sustainable Future
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