

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.**

**GR
TECH**

**Green River
COLLEGE**



- ▶ 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)

Green River College



Our IT Program's Growth

Annual seat count by degree

	2014-2015	2015-2016	2016-2017
Associates IT Systems	1297	1791	2311
BAS Network/Security	259	318	361
BAS Software Dev	92	277	433



Diversity in Our Program

Ethnicity	2014-2015
Asian	73
African American	26
American Indian	2
Hispanic	16
Pacific Islander	4
White	250
Native Hawaiian	1
Alaskan Native	1
Multi-Racial	52
Other Race	39

Age Range	2014-2015
Under 20	94
20-29	236
30-39	74
40 or better	60

Sex	2014-2015
Female	69
Male	395



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

**Planning:
Start With the End in Mind**



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



Campus Challenges

- ▶ 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

Success Factors



- ▶ 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)

Success Factors (Continued)



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



Startup Issues

- ▶ 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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