South Dakota Board of
Technical Education

OCTOBER MEETING | THURSDAY, OCTOBER 4, 2018

MITCHELL TECHNICAL INSTITUTE | MITCHELL, SD

LAKE AREA TECHNICAL INSTITUTE
It's your world.

MTi

SOUTHEAST TECH

WESTERN DAKOTA TECH

CONGRATULATIONS

The South Dakota Board of Technical Education is fortunate to include members who have made a significant contribution to the state, its institutions and its people.

Rod Bowar | Kennebec, SD
2018 Inductee into the South Dakota Hall of Fame

CONGRATULATIONS

The South Dakota Board of Technical Education is fortunate to include members who have made a significant contribution to the state, its institutions and its people.

Diana VanderWoude | Sioux Falls, SD
2018 Distinguished Alumnus, South Dakota State University

South Dakota Board of
Technical Education

OCTOBER MEETING | THURSDAY, OCTOBER 4, 2018

MITCHELL TECHNICAL INSTITUTE | MITCHELL, SD

LAKE AREA TECHNICAL INSTITUTE
It's your world.

MTI

SOUTHEAST TECH

WESTERN DAKOTA TECH

ENROLLMENT REPORT

The enrollment report notes unduplicated enrollment (full-time, part-time, dual-credit) for the fall of 2018. Data is based on counts taken after the ten-day census.

APPENDIX A

Appendix A provides an overview of data related to enrollment (unduplicated and full-time equivalent) and graduation.

South Dakota Board of Technical Education

OCTOBER MEETING | THURSDAY, OCTOBER 4, 2018

MITCHELL TECHNICAL INSTITUTE | MITCHELL, SD

Mitchell Technical Institute President's Update

The Center for Student Success

It is the purpose of The Center for Student Success to provide students with the services and support necessary to fulfill their educational, personal and career goals.

Mitchell Technical Institute

Center for Student Success History

- 2011 – First Retention Coordinator Hired (TAACCCT 1) worked with Learning Services Coordinator

- 2014 – Began Persistence & Competition Academy through the Higher Learning Commission (HLC)

- 2015 – Retention Coordinator and Learning Services Coordinator Moved to Offices in Instruction Services Center (ISC)

- 2016 – Renamed ISC, The Center for Student Success
  - Retention Coordinator and Learning Services Coordinator were re-titled as Student Success Coaches
  - Career Services and Advising Director Moved to The CSS
  - Added Dean of Student Success

Mitchell Technical Institute

2017 to Present

- 2017
  - Added third Student Success Coach / Counselor
  - Constructed two Study Rooms
- 2018
  - Finished remodel of area (30' x 48')
    - Two Study Rooms
    - Five Offices
  - Personnel
    - Dean of Student Success
    - Three Student Success Coaches
    - Career Services & Advising Director

Mitchell Technical Institute

Persistence & Completion Academy

- Student Success Committee
  - Meets twice a semester
  - Comprised of faculty and staff
  - Initiates, monitors, and evaluates MTI Student Success initiatives
- Student Exit Survey
  - Uniform
- Program Retention Guides
  - Replicate in other areas
- Corequisite Math 091
  - Work in progress
- Center for Student Success

Mitchell Technical Institute

Student Success Coaches

- Danita Lucas, Senior Student Success Coach
  - Tutoring (face-to-face, online, study tables)
  - Student Success Class
  - Career Readiness Class

- Mateya Berg
  - Student Rep Board
  - Orientation
  - Students with Accommodations
  - Non-traditional Students

- Kellie Neilsen
  - Counselor
  - Diversity Club
  - Eagle Feather Ceremony
  - Women in Science
  - Food Pantry

Mitchell Technical Institute

Other Student Success Staff

- Janet Greenway, Career Services & Advising
  - Advising (Syllabus and Handbook)
    - Advising Worksheets
  - Community Kickoff, Job Fairs
  - Career Education & Outcomes

- Scott Fossum, Dean of Student Success
  - Appeals
  - Retention Module
  - Build Dakota
  - Other

Mitchell Technical Institute

The Center for Student Success

- All of us teach Student Success Classes
  - First 8 weeks, twice a week
- Career Readiness Class in Spring
- Student Alert System
- Coaches work with programs
  - Same program alignment as admissions reps
- Use data to be proactive
  - Meet with students on probation
  - Midterm grades
  - Projected GPAs

Mitchell Technical Institute

Retention & Completion Rates

The CSS Data	2013-14	2014-15	2015-16	2016-17	2017-18
First-time, full-time student retention rate (IPEDS)	79%	78%	74%	82%	81%
Graduation Rate – 150% of normal time (IPEDS)	64%	68%	70%	69%	69%
State Retention Report	80%	80%	80%	81%	84%

Mitchell Technical Institute

Strategic Planning

- Product

  1. Increase overall student enrollment.

     a. Maintain strong program retention

     Maintain retention rate at or above 80% as reported to both the state and IPEDS

- Plant

  1. Ensure that campus facilities are student-centered, accessible, and conducive to learning.

     b. Research construction of student area (fitness, study, gymnasium; 24x7 access)

     Provide report to President with recommendations and needs. Include in 5-year plan.

     c. Develop and implement a five-year plan for facilities that enhances student success. Review and update on a bi-annual basis

     During the FY19, the Student Success Committee will develop a plan to create areas conducive to Student Success in all campus buildings by Summer 2022. Review on a bi-annual basis.

Mitchell Technical Institute

Mitchell Technical Institute Instructor Salary Support

HB 1182 – Technical Institute Instructor Salary Support

Extract from presentation to SD Board of Education – June 20, 2016 updated with current Admin Rules

- **HB 1182** *(2016 Legislature)*

- **24:59:05:01. Purpose of salary support funds.** Salary support funds shall be used to increase instructor salaries to levels competitive with supervisory-level salaries in applicable industries on a per-day basis. Funds will be distributed to achieve equitable market values among the postsecondary technical institutes based on market analysis.

- **Administrative Rule 24:59:05**

- **:01** Purpose of funds

- **:02** Market value determination

- **:03** Information to be provided

- **:04** Calculation of need

- **:05** Distribution of funds

- **:06** Instructor salary adjustments

- **:07** Reporting

Mitchell Technical Institute

LAKE AREA TECHNICAL INSTITUTE It's your world!

SOUTHEAST TECH

WDT Western Dakota Tech

50 Years 1968-2018

Faculty Salary Support Funds (Rubric)

TI Presidents determine compensation using standard rubric and rules
(SD Administrative Rule 24:59:05:06)

Salary Ranges (Determined by SD Labor Market Data & 4 Regional Wage Surveys) Entry $

Market/Target $ **Max $**

3 years   **Career length**   **33 years**

Criteria below determine placement and corresponding adjusted daily rate of pay along career line above which represents approximately 30-33-year career (assumes 3 years' experience at hire)

Adjusted Daily rate X number of contract days = Adjusted FY19 annual salary

- **Years of directly related industry experience**
- **Years of directly related teaching experience**
- **Credentials – deduction or plus for credentials lacking or beyond those expected for comparable position in industry, 0 given for appropriate credentials**
- **Education – deduction or plus for education level below or above that expected for faculty and industry position, 0 given for appropriate level**
- **Performance – deduction or plus for performance factors, 0 given for satisfactory**

Mitchell Technical Institute

Instructor Salary Support

FY 2017 Calculation of MTI Gap and Need (per SD DOE 6/30/2016)

Technical Instructor Need	Gen Ed Instructor Need	Total Calculated Need	Prorated Gen Ed Funding	Total FY17 Instructor Support Funding
$865,219.01	$29,047.28	$894,26629	$24,982.81	$890,201.82
Tech Instructors with wage gap	Gen Ed Instructors with wage gap	Total full-time instructors	% Instructors with wage gap	Average calculated need/instructor
61	6	72	93.06%	$13,286.59

Mitchell Technical Institute

Instructor Salary Support
MTI Allocation and actual use FY2017 – FY2019

	FY2016	FY2017	FY2018	FY2019
Sales Tax Allocation	NA	$890,201.82	$890,201.82	$890,201.82
Salary Gap (as determined by TI rubric)	NA	$812,996.00	$823,002.94	$893,337.30
Sales Tax Unused (return to General Funds)	NA	$77,205.82	$67,198.88	($3,135.48)

Mitchell Technical Institute

Instructor Salary Support
MTI Instructors Impacted FY2017 – FY2019

	FY2016	FY2017	FY2018	FY2019
Total # Faculty	82	77	73	72
# Faculty Eligible for Sales Tax Adjustment	NA	66	67	69
# Retirements	1	3	1	TBD
# Non-Renewal (performance or program changes)	0	5	1	TBD
# Resigned	8	5	2	TBD
# New Hires	0	5	9	3

➢ Since FY17 no job offers for faculty hiring were refused due to salary offered
➢ Hiring included 3 LPN, Powerline journeyman, and Natural Gas/Heating and Cooling faculty

Mitchell Technical Institute

50 Years
Mitchell Technical Institute
1968-2018

FY19 MTI General Funds Commitment

➢ MTI FY19 funds required to provided rubric calculated adjustments: $3,135

  ▪ Some faculty not due raise per rubric calculations:

    • Already at maximum rate

    • Already at or above rubric adjusted daily rate

➢ MTI funds to provide FY19 faculty adjustments beyond rubric: $21,697

  ▪ All faculty provided minimum of 2% raise

➢ MTI funds to provide FY19 non-faculty raises: $188,902

  ▪ FY18 no raises

  ▪ FY19 increase of 3% minimum

  ▪ 27 of 50 positions additional wage adjustments (avg = 9% increase)

Mitchell Technical Institute

Impact of Sales Tax on MTI Faculty Salaries

➢ FY2016 – no sales tax funding

- Average faculty salary = $50,043

- Average contract days = 198 days

- Average Daily rate = $253/day (range $199 - $341/day)

➢ FY2019 – with sales tax funding

- Average faculty salary = **$59,498 – 18.9% increase**

- Average contract days = 189 days

- Average Daily rate = **$315/day – 24.5% increase**

  - Daily rate range: $242 - $435/day

❖ Possible through expenditure of $2,529,697 in additional SD Sales tax funding to MTI over 3 years

Mitchell Technical Institute

Mitchell Technical Institute President's Update

Board of Technical Education

Learn.Do.
Now.

October 4, 2018

wdt.edu

50th Anniversary Celebration

Time Capsule Burial

Brandon Jones Concert

Upcoming—Foundation Gala

TICKETS

https://www.wdt.edu/foundation-alumni/foundation-rsvp

Dana Dykhouse, Keynote Speaker
Scott Knuppe & Scott Peterson, Introductions

wdt.edu

Instructor Salary Support Impact

Pre-HB 1182 (2015-16)

Average instructor salary: **$41,927.64**

Great Colleges To Work for Rating from Faculty: **63%**

Average student pay 6 months after graduation: **$14.81**

Average number of applications per position: **3**

Post-HB 1182 (2017-18)

Average instructor salary: **$56,314**

Great Colleges To Work for Rating from Faculty: **87%**

Average student pay 6 months after graduation: **$16.96 (2016-17)**

Average number of applications per position: **10***

*Lower numbers of application were received after HB 1182 in the following programs:

Paramedic – although several applications for this position were received, the applicants did not meet the minimum requirement of having a bachelor's degree for the Program Director.

HVAC/R and Plumbing – we received minimal applications for these program areas possibly due to the shortage of employees in this field here in Rapid City.

WESTERN DAKOTA TECH

1968 50 YEARS 2018

wdt.edu

THE CHRONICLE
2018 GREAT COLLEGES TO WORK FOR. HONOR ROLL

Instructor Salary Support

FY1718 Compensation Details:
(Last fiscal year activity)

HB1182 compensation paid to Instructors:
      $717,131
Payroll taxes and SDRS associated with HB1182
Compensation: $102,142
Total HB1182 Compensation paid in FY1718
      $819,322

Less HB1182 State Funding –
FY1718: $707,142

Amount of compensation funded with "local funds"
      $112,180

wdt.edu

Student Success Center

- **Student Success Center's Role**
- **SSI Results – "I Seldom Get The Run Around When Seeking Information on This Campus"**
  - 2012 - .84; 2014 - .78; 2015 - .52; 2017 - .35
  - Reduced the gap .49 from 2012 to 2017
- **Vucurevich Foundation Support**
- **Faculty/Coach Partnership**
  - Compared to the previous year, at the end of the fall 2017 term, the percentage of withdrawals of general education classes dropped from 22.9% to 17.5%.
- **Cohort Retention**

Cohort	Next Term Retention	First-Year Retention
Fall 2014	67%	48%
Fall 2015	72%	55%
Fall 2016	71%	52%
Fall 2017	72%	53%

Fall 2018 Enrollment and Student Success Report
- Enrollment Trends
- Student Demographics
- Student Success Processes and Initiatives
- Student Retention

Enrollment Trends

Enrollments by Fall Semester			
Semester	All Students	Degree Seeking	Dual/Concurrent
Fall 14	2404	2311	93
Fall 15	2196	2068	128
Fall 16	2163	1947	138
Fall 17	2301	2076	170
Fall 18	2268	2074	127

Enrollment Factors:
- Learners to Leaders
- Apprenticeships
- Program Capacities

Southeast Tech Dual/Concurrent Enrollments
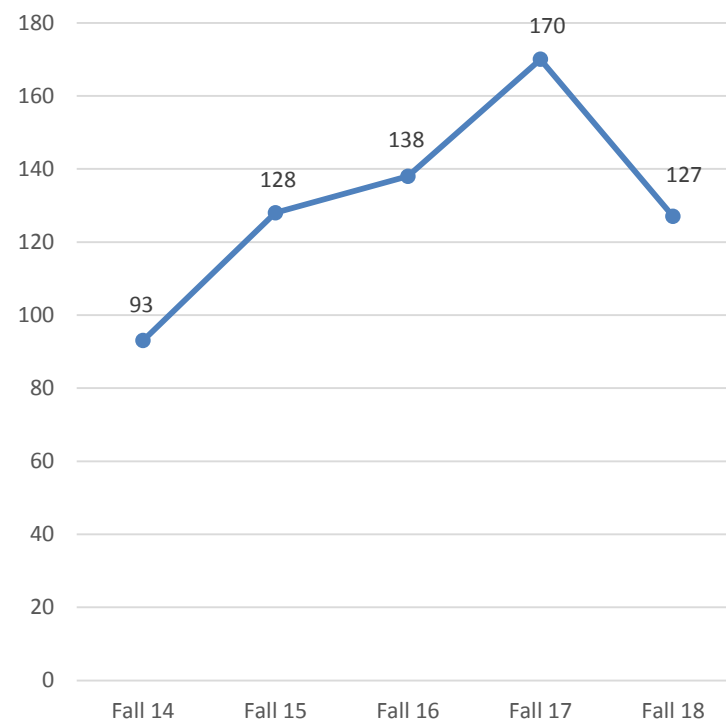
Student Demographics

Student Populations (% of Enrollments)				
Semester	Non-White	Non-Traditional (21+)	Part-Time	% Out of State
Fall 14	13.4	43.1	30.4	25
Fall 15	13.3	40.3	35.9	26.6
Fall 16	12.6	38.7	35.2	25.8
Fall 17	10.2	38.3	36.7	27.4
Fall 18	12.1	40	35.5	23.4

Of the four technical institutes, Southeast Tech has the largest population of students in these demographics as well as the highest or second highest percentage of student populations within these demographics.

Student Success Processes – All Students
- Academic and Advisement Days
- JumpStart Days
- Student Success Seminar Course
- Advisors – Course/Academic/Success
- Southeast Tech Cares
- Engagement – Activities, Clubs, Events

Student Success Processes – Student Subgroups

- Limited English
    - Program Pathways
    - Aspire2Tech
    - Ethnicity Club
- Underprepared
    - Tutoring (Traditional and Online)
    - Writing and Math Labs
    - 098 and 099 Developmental Classes
- Academic/Financial Aid Warning
    - Academic Recovery Course
    - Retention Coordinators

RUFFALO℠
NOEL LEVITZ
2017 Noel Levitz Retention
Excellence Award Recipient

Student Success Processes – Subgroups

- First Time/First Generation
  - Student Success Seminar
  - Predictive Model
  - Career Assessment Software
- Distance Learners
  - Online Tutoring
  - Online Readiness Course
  - Success Advisor

Student Success Processes – Subgroups

- Non-traditional – age and gender
    - Monthly Interaction Reports
    - Mentoring Program
    - Scarbrough Center (27 years)
- Veterans
    - Veteran Club
    - Military Friendly Status
    - Veteran Recognitions

Southeast Tech Care Referrals:

Aug 1 – Sept 21	FA 18	FA 17	FA 16
Alerts Submitted	780	250	504
Follow-up Assigned	456	92	184
Total Interactions Entered	1103	301	463

Student Retention – State Report

Fall to Fall Retention Rates (%)	
Year	Retention
2014	71
2015	71
2016	72
2017	74
2018	75

Southeast Tech Fall to Fall Retention Rates %

SOUTHEAST TECH

RUFFALO NOEL LEVITZ **RNL WEBINARS**
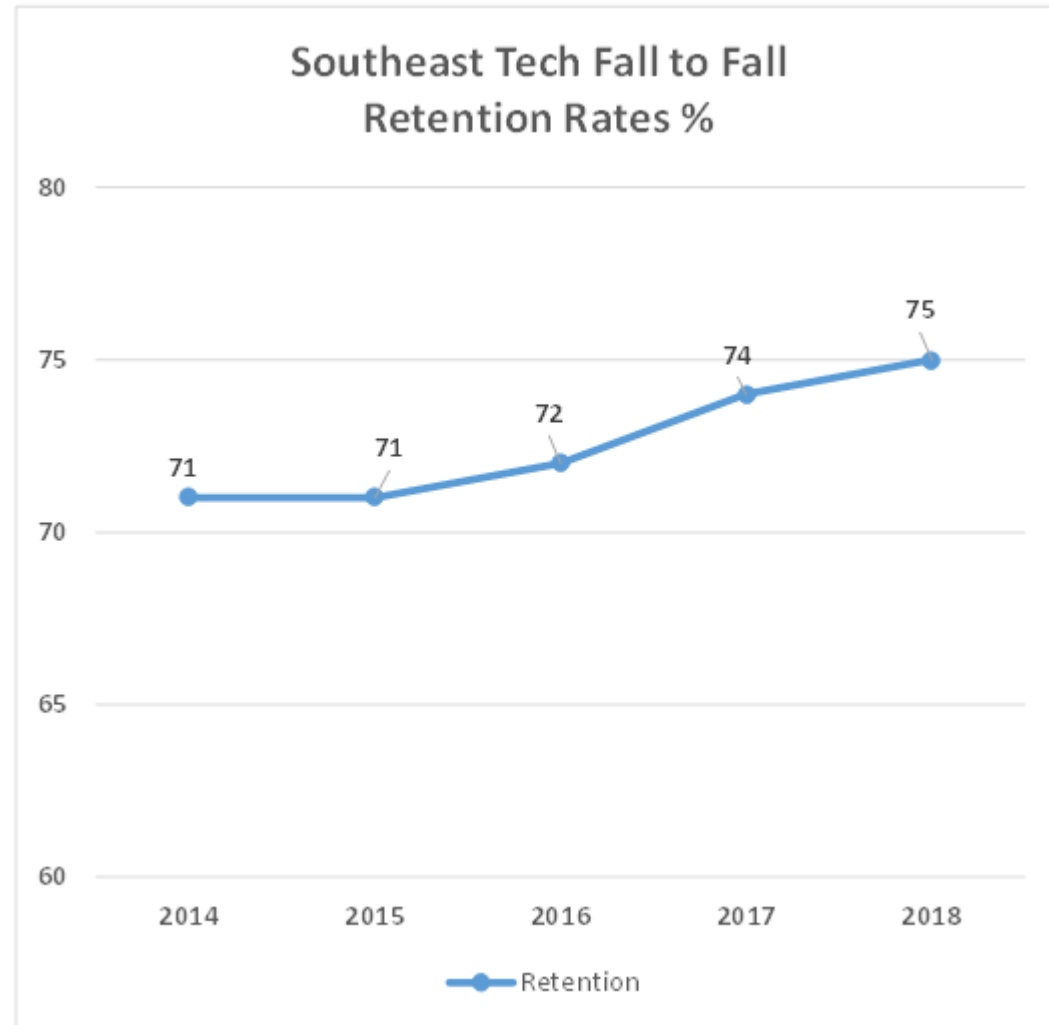
Utilizing Student Satisfaction Data for HLC Accreditation

RNL Webinar
Tuesday, October 9 | 2:00pm ET

Accreditation activities are regularly identified as a key way colleges and universities are using their student satisfaction assessment data.

Are you currently assessing student satisfaction or considering adding it to your schedule of survey instruments? **Join us for an in-depth look** at how student satisfaction data ties directly to your Higher Learning Commission (HLC) accreditation requirements.

REGISTER NOW >>

SOUTHEAST TECH

HB 1182 Impact:

- 14 different program areas
- 25 faculty (out of 78 full-time)
  - Average stipend of $3,240.
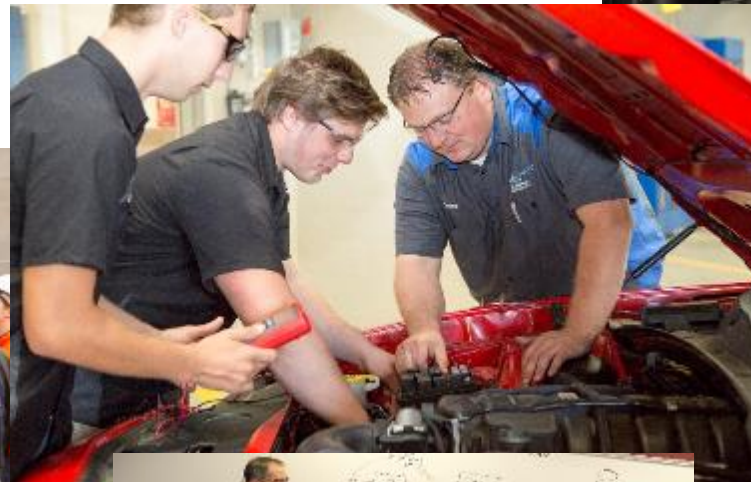
HB 1182 Funding Summary:

Program Area	FY17			FY18			FY19		
	HB1182 Stipends	# Receiving	Stipend Range	HB1182 Stipends	# Receiving	Stipend Range	HB1182 Stipends	# Receiving	Stipend Range
Architectural Construction	$14,397	1	N/A	$14,397	1	N/A	$13,268	1	N/A
Civil Engineering	$5,519	1	N/A	$6,269	1	N/A	$5,664	1	N/A
Computer Science / IT	$10,779	3	$433 - $7,204	$10,782	3	$26 - $6,706	$7,162	3	$464 - $3,883
Computer Systems	$6,455	2	$1,222 - $5,233	$6,455	2	$1,222 - $5,233	$4,116	2	$12 – $4,104
Construction Management	-	-	-	-	-	-	$713	1	N/A
Diesel Technology	-	-	-	$5,883	4	$742 - $2,675	$2,211	2	$689 - $1,522
Electrician	$5,889	2	$2,040 - $3,849	$5,889	2	$2,040 - $3,849	$5,520	2	$2,760
ENDT	$4,236	1	N/A	$4,236	1	N/A	$2,864	1	N/A
Electronics	$11,942	2	$3,965 - $7,977	$11,942	2	$3,965 - $7,977	$9,441	2	$2,674 - $6,767
Invasive Cardiovascular	$4,236	1	N/A	$4,236	1	N/A	$2,864	1	N/A
Law Enforcement	$2,860	1	N/A	$2,860	1	N/A	-	-	-
Mechanical Eng.	$4,640	1	N/A	$4,640	1	N/A	$3,430	1	N/A
Plumbing	$2,662	1	N/A	$2,662	1	N/A	$1,501	1	N/A
Welding	$10,110	2	$4,407 - $5,703	$10,101	2	$4,859 - $5,242	$7,370	1	N/A
Gen. Ed. - Communications	$12,006	3	$648 - $10,074	$12,006	3	$1,734 - $7,857	$9,810	3	$743 - $6,529
Gen. Ed. – Behavioral Science	$9,443	3	$436 - $7,986	$7,997	3	$873 - $5,514	$5,060	3	$441 - $3,067
Subtotal - Stipends	$105,174	24	$433 - $14,397	$110,355	28	$26 - $14,397	$80,994	25	$12 - $13,268
Benefits @ 14.06%	$14,788	24	$61 - $2,025	$15,516	28	$4 - $2,025	$11,388	25	$2 - $1,866
Total – Stipends & Benefits	$119,962	24	$494 - $16,422	$125,871	28	$30 - $16,422	$92,382	25	$14 - $15,134
State Reimbursement (FY17, FY18 – Actual, FY19 – Projected)	$95,497			$125,530			$90,367		

Retiree & Alumni Reception

First Ever Capital Campaign

- Southeast Tech NOW capital campaign goal is $6.2 million
- To date, $3,133,000 has been pledged from area business & industry

New Day in Tech Ed Event with Mike Rowe

Thank You for your help and support of our students.

LAKE AREA
TECHNICAL INSTITUTE

It's your world.

Fall 2018 Update
State Board of Technical Education
4 October 2018

Mike Rowe – THANK YOU!!

- ATEA Student of the Year
  - Aric Leidabrand

- Robotics Team joins
    NASA Team!

Developed Precision Ag
Simulation Lab

SD Manufacturing & Technology Solutions Grant

- $1 million *NIST MEP (Manufacturing Extension Partnership) Competitive Awards Program* grant

- Training and demonstrations of grant-acquired Collaborative Robots (Cobots) and Autonomous Guided Vehicles (AGVs)

- Develop courses to incorporate into the Robotics program

- Create and offer training programs for manufacturers

FALL 2018 ENROLLMENT

LAKE AREA TECH CONTINUES TO GROW!
15th consecutive year

UNDUPLICATED HEADCOUNT – 2245
Up 9.2% over Fall 2017 (*190 Students*)

FALL 2018 ENROLLMENT TRENDS

LAKE AREA TECHNICAL INSTITUTE
It's your world.

STUDENTS IN PROGRAMS
- 1904 non-dual credit students
- Up 5% over Fall 2017 (*+90*)
- Largest Increases: Nursing (*LPN +14, RN +24*), Med/Fire Rescue (*+24*), Medical Lab Tech (*+19*), Electronics/Robotics (*+17*), Computer Information Systems (*+15*)

DUAL STATUS/CONCURRENT
- 341 students enrolled
- Up 45.1% over last year (*+106*)
  - 41% - Watertown
  - 59% - 66 schools + home school

BUILD DAKOTA
- BD programs up 138 students (124 Awards)
- 10.5% of students in programs are Build Dakota Scholarship Recipients (*197*)
- Of those 72.6% have a Stretch the Million partner (*143*)
- $2.7M in scholarships for Fall 2018

ONLINE
- 19.1% in online programs (*358*)
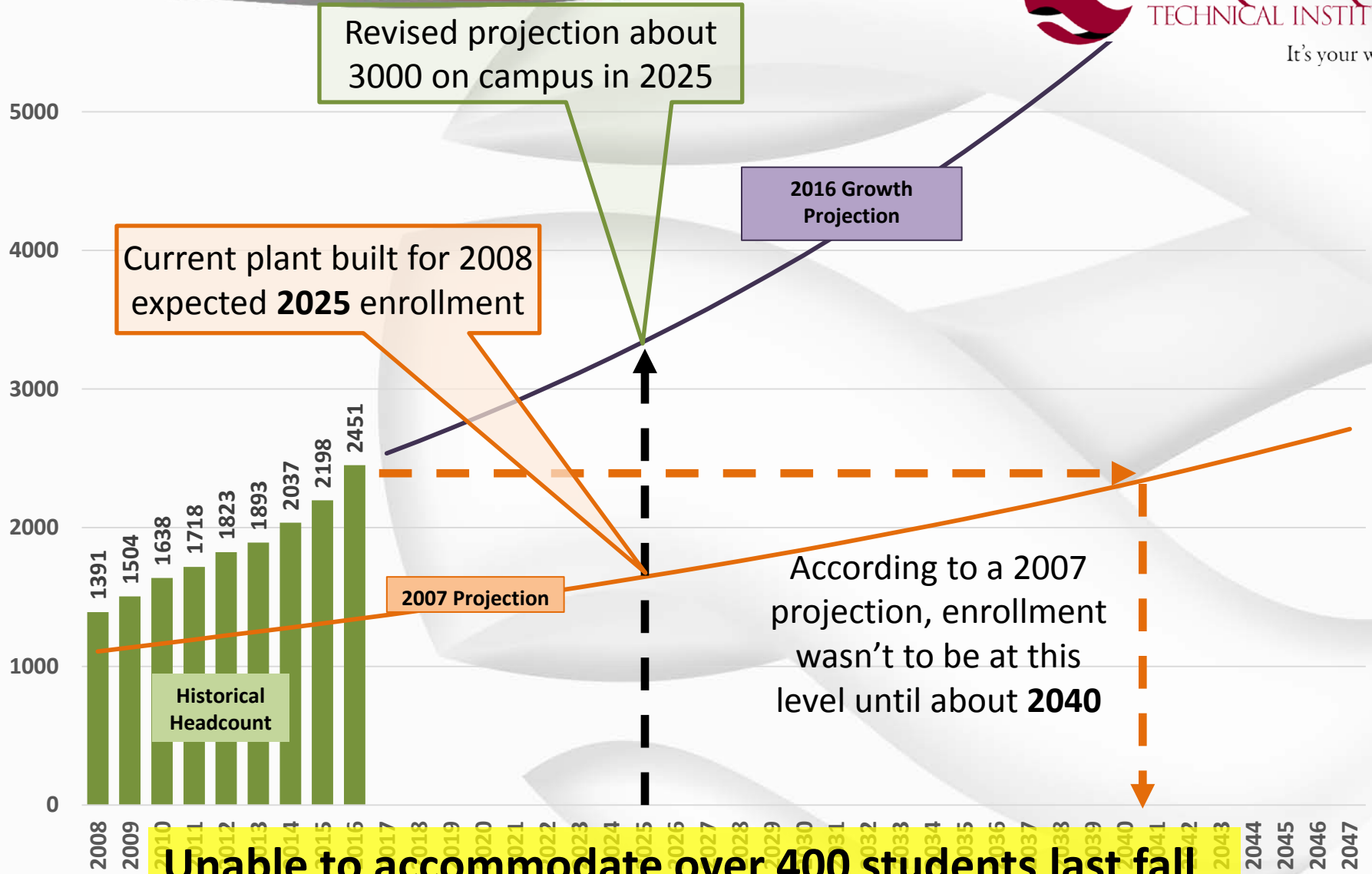- 25.1% taking one or more online courses (*471*)

GENDER
53% Male/47% Female

On-campus Population with LATI Campus Plan
15 consecutive years of growth!

LAKE AREA
TECHNICAL INSTITUTE
It's your world.

Revised projection about 3000 on campus in 2025

2016 Growth Projection

Current plant built for 2008 expected **2025** enrollment

2007 Projection

According to a 2007 projection, enrollment wasn't to be at this level until about **2040**

Historical Headcount

1391 1504 1638 1718 1823 1893 2037 2198 2451

5000
4000
3000
2000
1000
0

2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025 2026 2027 2028 2029 2030 2031 2032 2033 2034 2035 2036 2037 2038 2039 2040 2041 2042 2043 2044 2045 2046 2047

Unable to accommodate over 400 students last fall
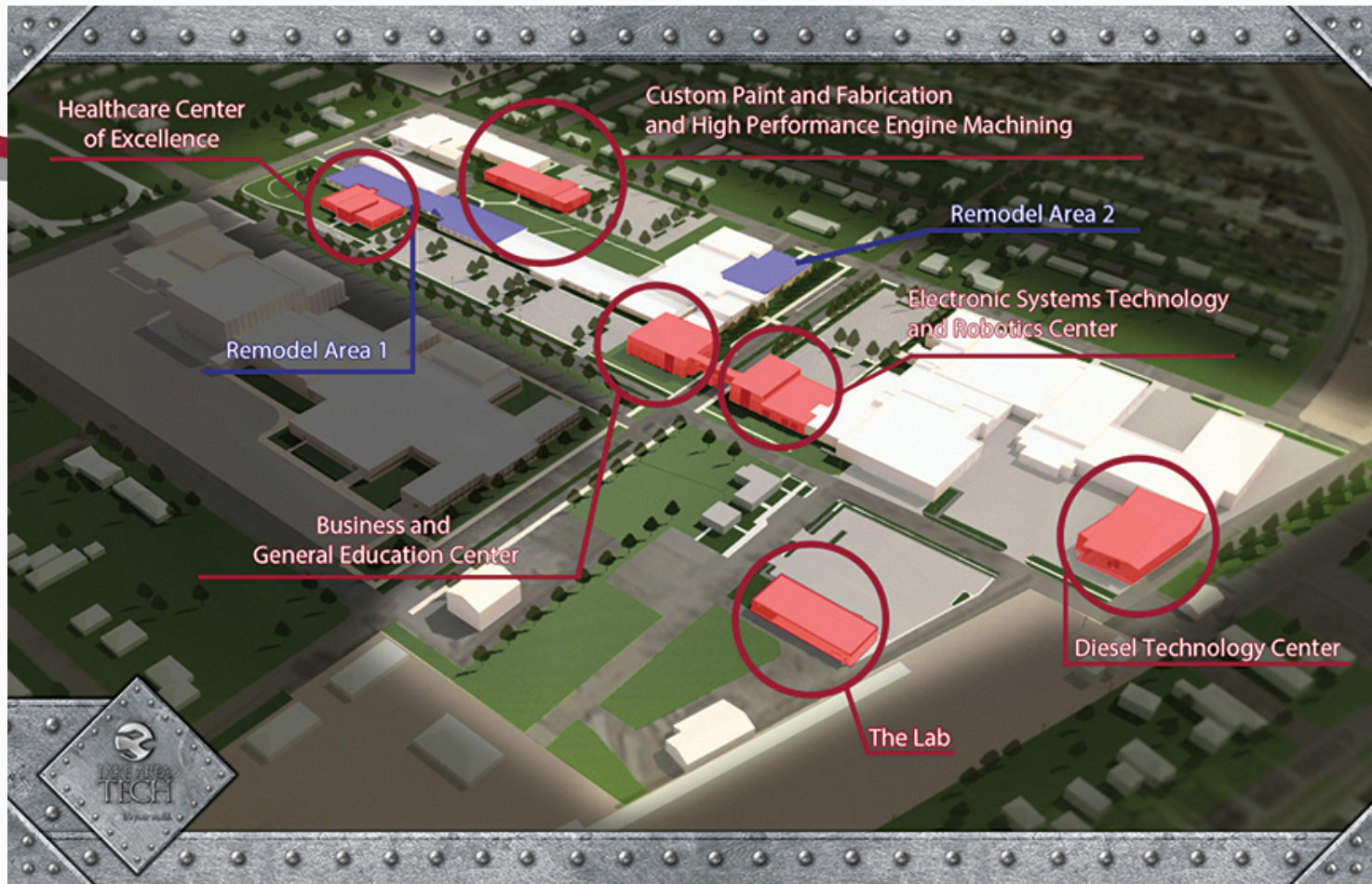
LATI Campus Strategic Plan

$36M investment in LATI facilities needed … starting in 2019 through 2023

Prairie Lakes Healthcare Center of Learning

LAKE AREA
TECHNICAL INSTITUTE

It's your world.

TENTATIVE DATES

- Architect selection – **July 9, 2018**
- Preliminary detailed plans and costs analysis – **Nov 1, 2018**
- Plans and specifications to potential bidders – **Nov 30, 2018**
- Bid opening – **Feb 1, 2019**
- Consider bids – **Feb 11, 2019**
- Completion – **August 15, 2020**

- Build 26,000 sq. ft. wing
- renovate existing 49,000 sq. ft.
- Additional capacity of 300+ students

Student Success

- Some of the highest:
  – retention rates (84%)
  – graduation rates (74%)
  – and placement rates in the nation (99%)
- Graduates make 27% more than other new starts in the area
- And we continue to improve….

Student Success

How?

1. Redefined Success to be placement not graduation
   – Makes student's educational experience relevant
2. Student Success is everyone's job
   – All staff connect with and encourage students
     • Added retention coordinator and pre-emptive engagement database
     • Diversity and online success coaches
   – Instructors model supervisor role -- know their students, advise their students
     • Better teaches -- better compensation -- better student engagement
   – No labeling of students philosophy
   – Developed approach for industry to play active role in student success
     • BDS, Stretch-the-Million, Learn Where You Earn, Apprenticeship
     • Industry Playbook

Student Success

It's your world.

- Results:
  - Increased retention and graduation rates
  - Aspen Study showed 8% deficit for low-income – now on par
  - LATI featured in national report on *Thinking Big for Student Success*
  - LATI on HLC Committee to define Student Success

Industry Adjustment Dollars

LAKE AREA
TECHNICAL INSTITUTE
It's your world.

- Average of 20% gap on per day salary

FY	2014	2015	2016	2017	2018
Faculty Turn Over*	3.1%	2.1%	1.9%	1.9%	2.75%
Non-renewals	2	1	1	2	3

*Does not include retirees and non-renewals

- Only 3 instructors hired away to higher salary
  - Lost 2 to salary in FY14 alone
- 1 Instructor previously lost to industry hired back
- Diesel had not been filled for 3 years

South Dakota Board of Technical Education

OCTOBER MEETING | THURSDAY, OCTOBER 4, 2018

MITCHELL TECHNICAL INSTITUTE | MITCHELL, SD

LAKE AREA TECHNICAL INSTITUTE — It's your world.   MTi   SOUTHEAST TECH   WESTERN DAKOTA TECH