

5 THINGS

Spring 2025 In-Service
Joe Schaffer, President



**LARAMIE COUNTY
COMMUNITY COLLEGE**

Cheyenne | Laramie | Online

SETTING THE STAGE

- Shifting Political Sands
- Our pipeline: Projections of High School Graduates
- Battling Public Perceptions of Higher Education
- Enrollment and College-Going Rates



POLITICS COULD CREATE INSTABILITY

National “What If’s”

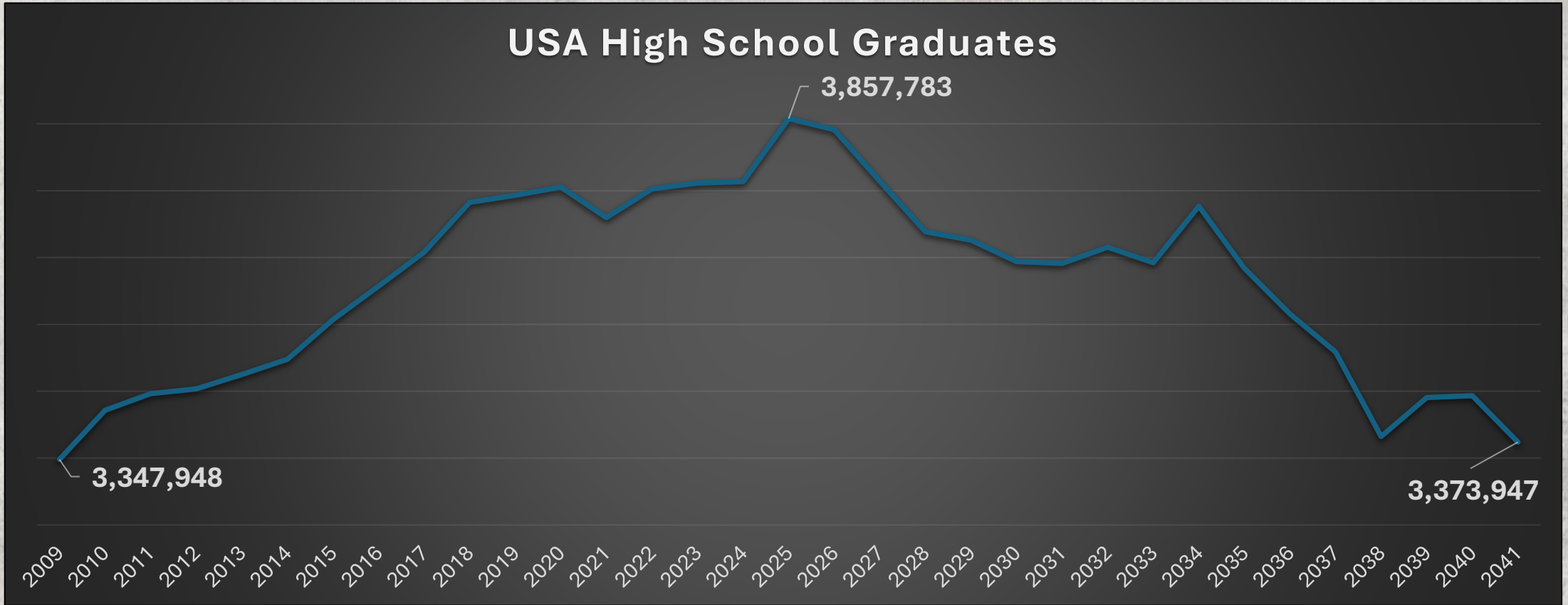
- Elimination of the US Department of Education
- College Cost Reduction Act
- Continued Pressure on Accreditation
- DEI, Title IX, and Other Social Issues

Wyoming “What If’s”

- 30% Cuts in Funding for Government
- DEI, Gender in Sports, and Other Social Issues
- Concealed Carry on Campus



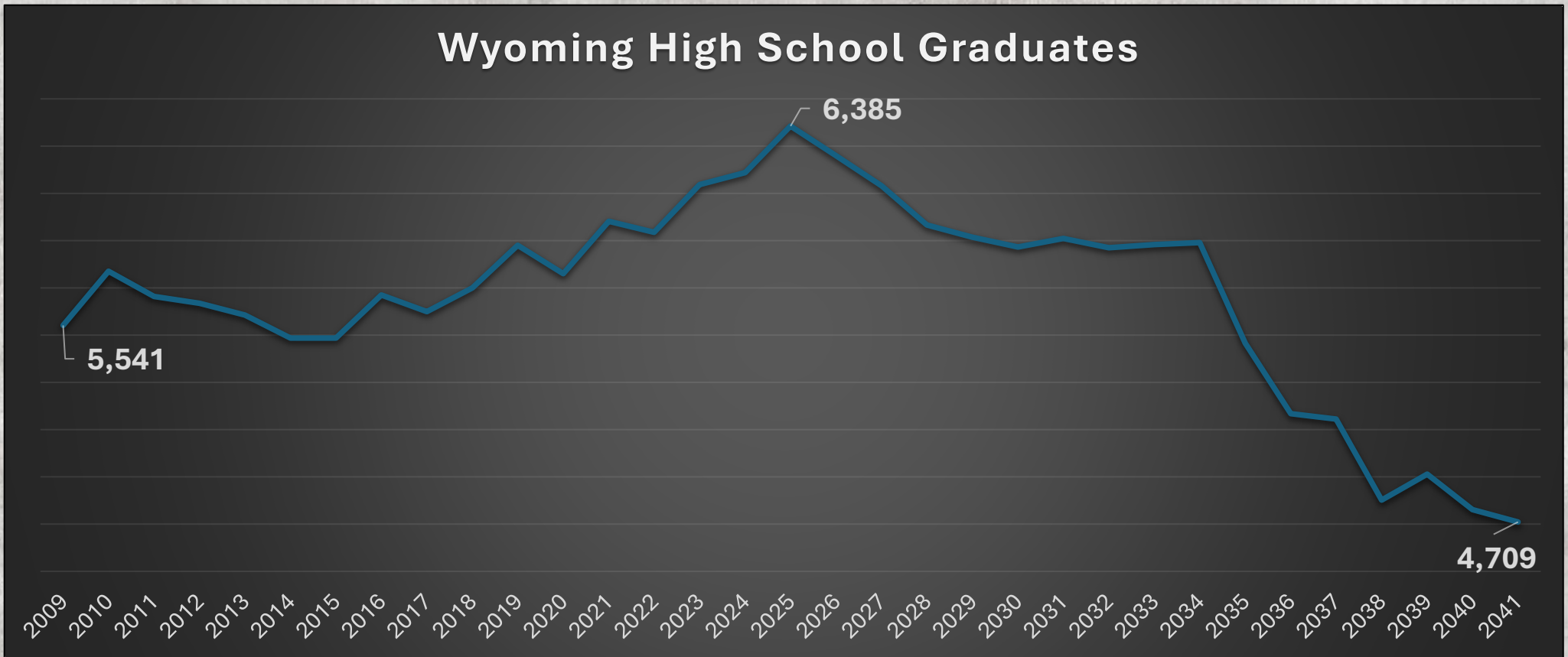
PEAK OF HIGH SCHOOL GRADS IN 2025



Source: Western Interstate Commission for Higher Education (2024). *Knocking at the College Door: Projections of High School Graduates*. <https://www.wiche.edu/knocking>.



DECLINE IN WYOMING MORE PRONOUNCED



Source: Western Interstate Commission for Higher Education (2024). *Knocking at the College Door: Projections of High School Graduates*. <https://www.wiche.edu/knocking>.



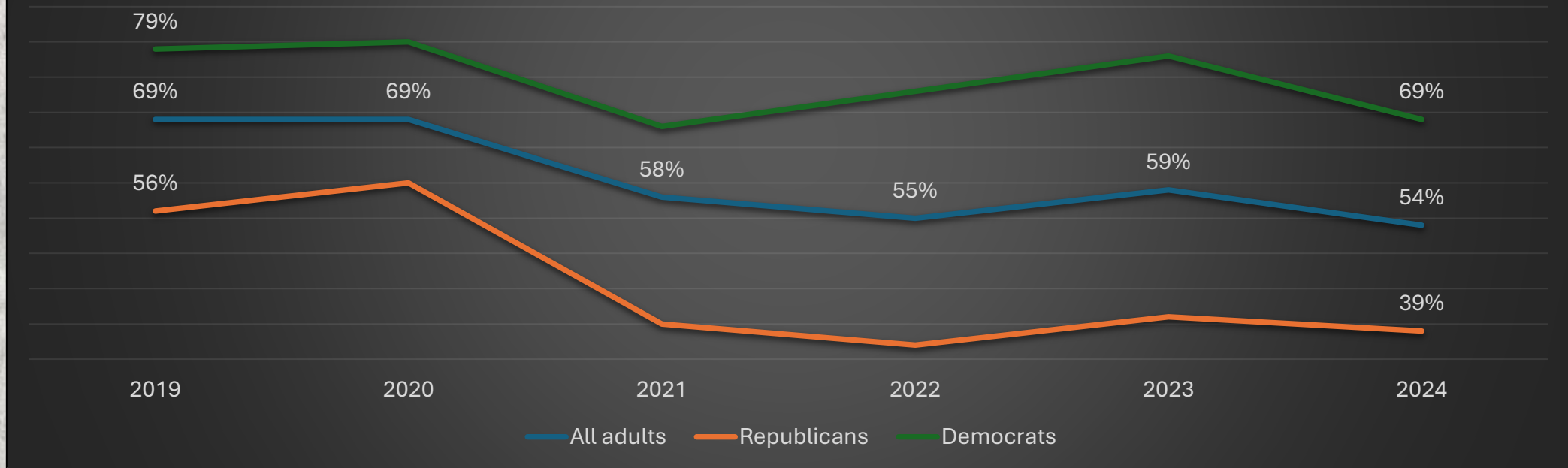
WHY IT MATTERS?

- By 2041, Wyoming will have 1,676 fewer high school graduates than in 2025.
- Nine institutions will be competing for 4,709 Wyoming graduates.
- Approximately 55% of Wyoming high school graduates enroll in college.
- If nothing changes, nine of us will be fighting for about 2,590 college-going students.



PERCEPTIONS OF HIGH ED IN AMERICA

Overall, do you think colleges and universities are having a positive or negative effect on the way things are going in this country today? (% positive)

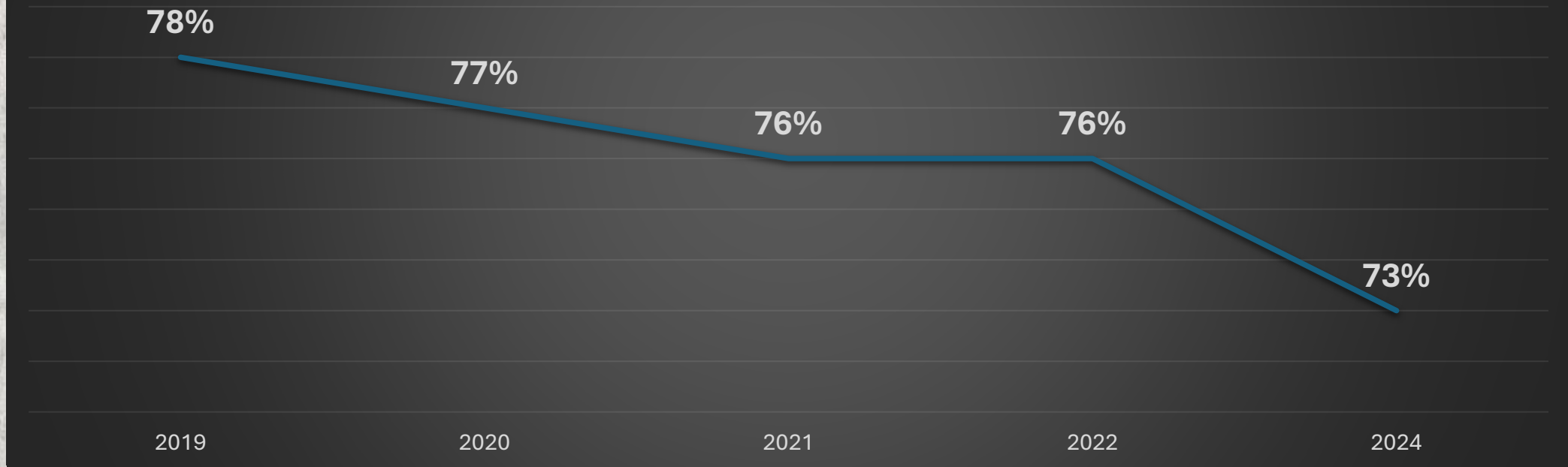


Source: New America (2024). Varying Degrees 2024 Eighth Annual Survey on Higher Education



PERCEPTIONS OF HIGH ED IN AMERICA

How much do you agree or disagree that education beyond high school offers a good return on investment for the student? (% positive)

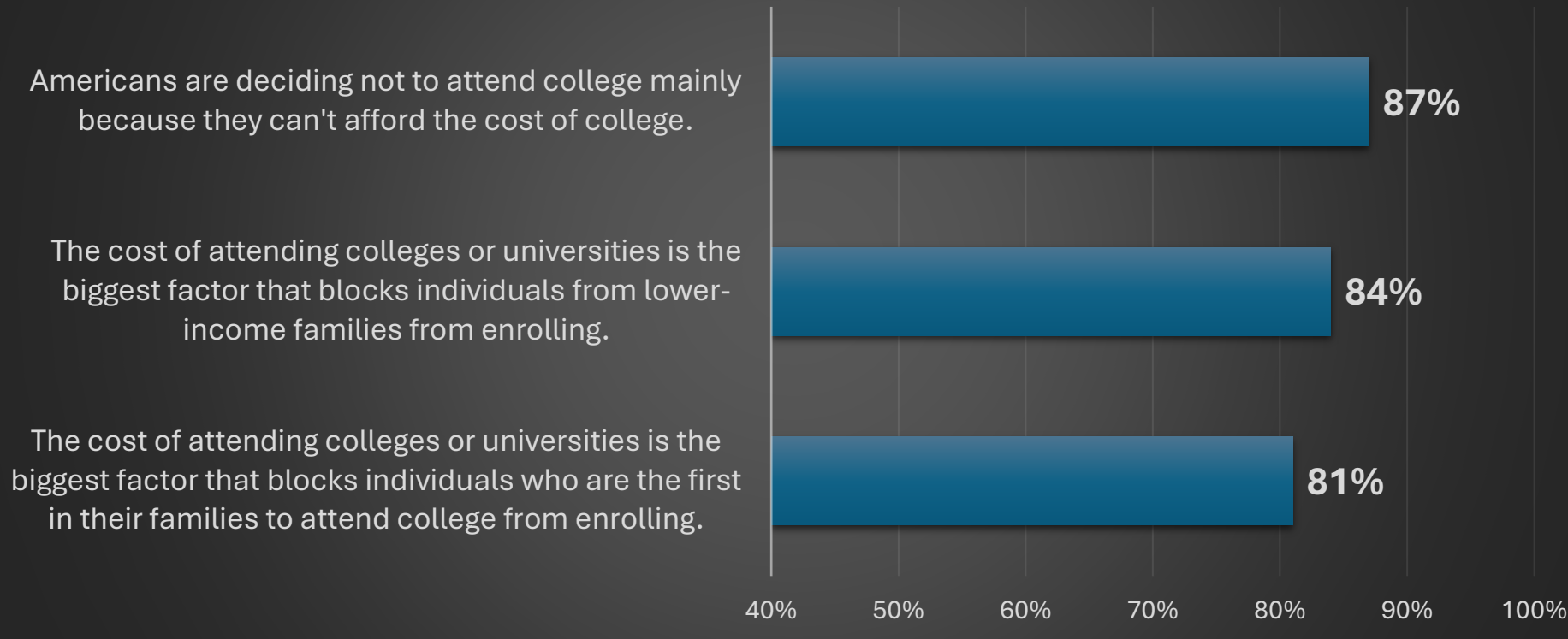


Source: New America (2024). Varying Degrees 2024 Eighth Annual Survey on Higher Education



PERCEPTIONS OF HIGH ED IN AMERICA

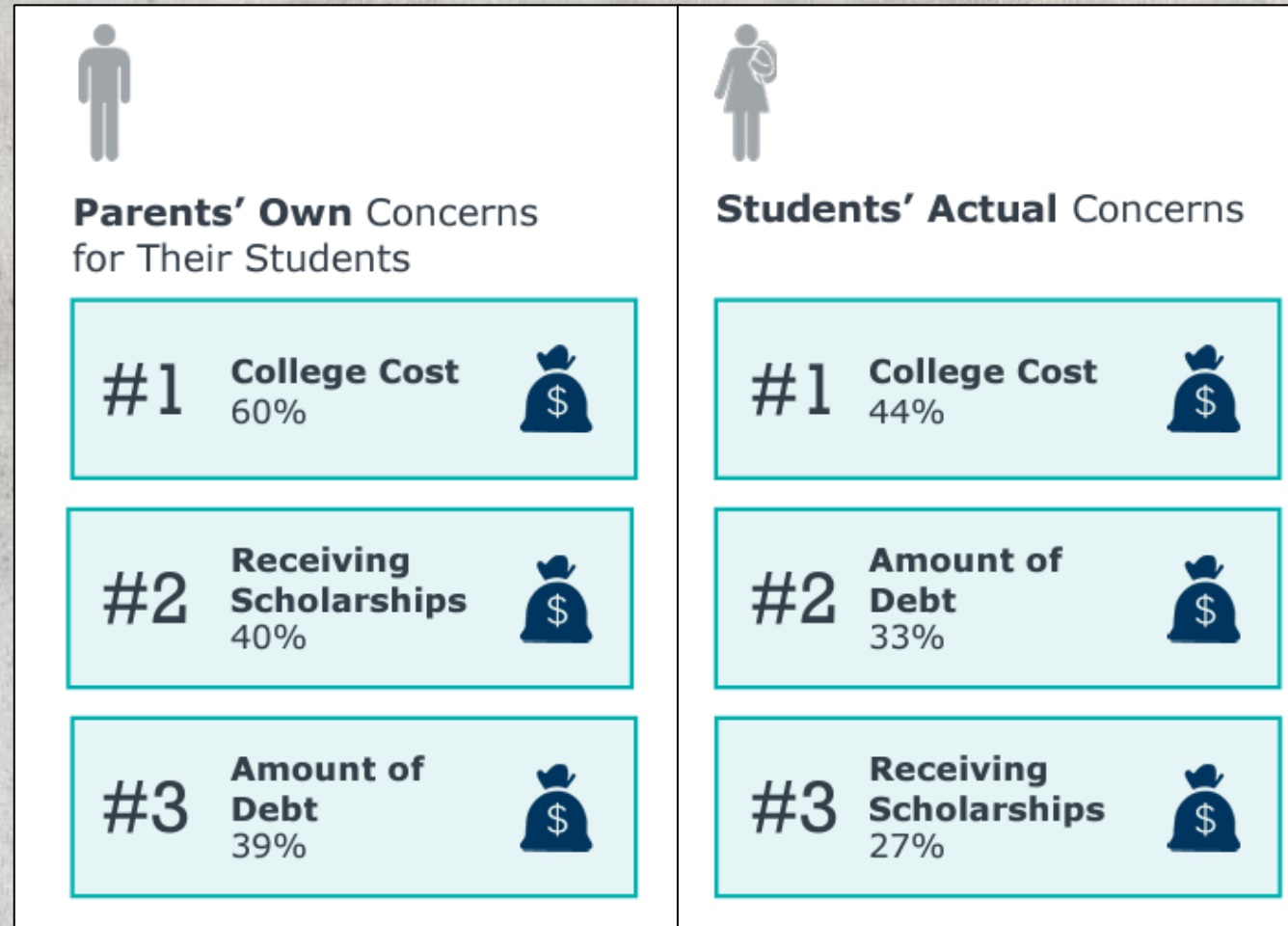
Percent of US Adults that Believe:



Source: New America (2024). Varying Degrees 2024 Eighth Annual Survey on Higher Education



COST TOPS CONCERNS ABOUT COLLEGE

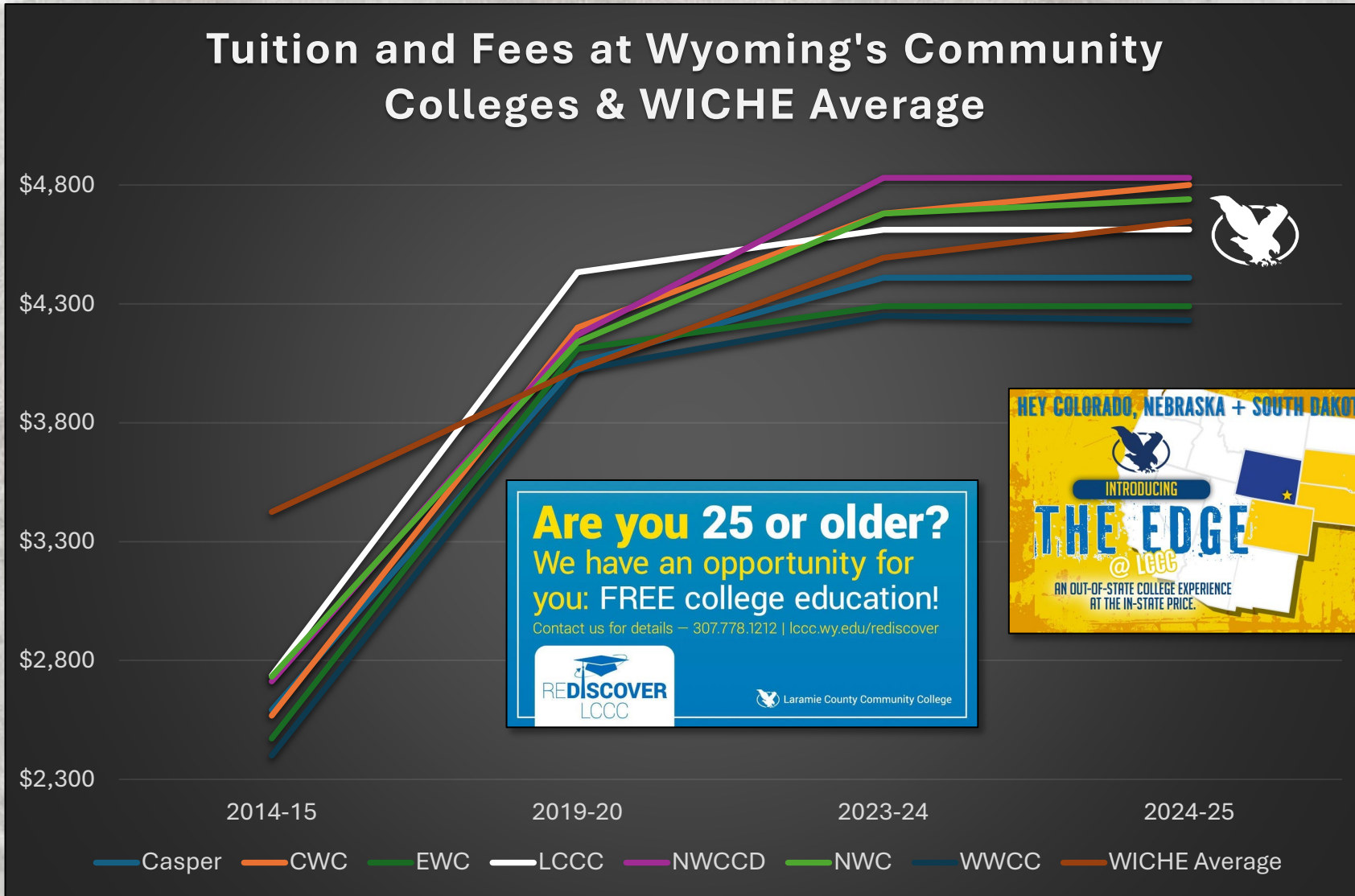


Source: EAB (2024). Parent Survey: Understanding Top Parent Concerns in College Search



**LCCC IS FIGHTING FOR OUR
STUDENTS ON COST**

Tuition and Fees at Wyoming's Community Colleges & WICHE Average



Are you 25 or older?
 We have an opportunity for you: **FREE** college education!
 Contact us for details — 307.778.1212 | lccc.wy.edu/rediscover

REDISCOVER
LCCC

Laramie County Community College

HEY COLORADO, NEBRASKA + SOUTH DAKOTA

INTRODUCING **THE EDGE**
 @ LCCC

AN OUT-OF-STATE COLLEGE EXPERIENCE AT THE IN-STATE PRICE.



Source: WICHE (2024). Tuition and Fees in the West.

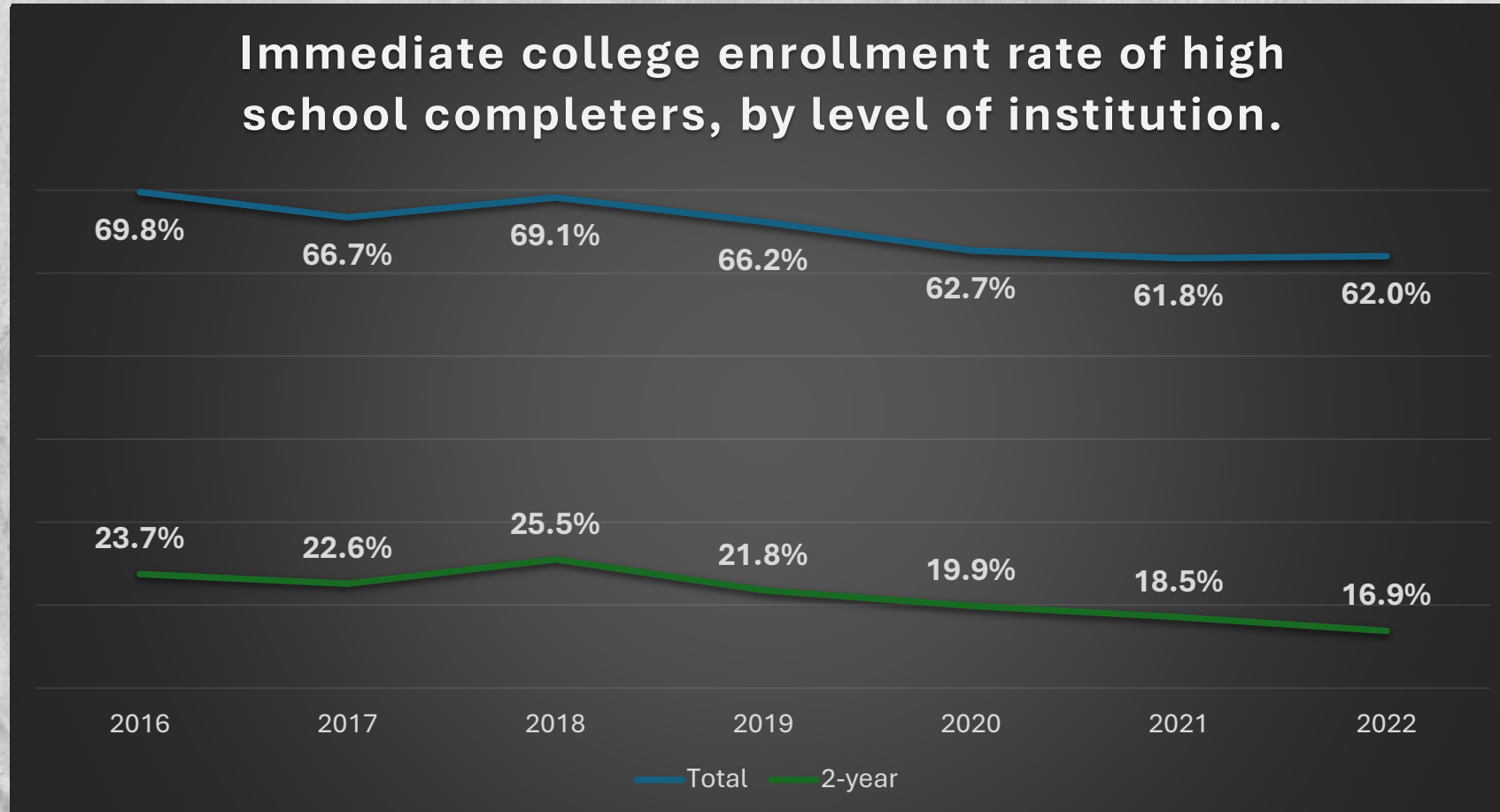


WHY IT MATTERS?

- Fewer people are seeing higher education as a worthwhile investment.
- They are wondering if there is a demonstrable ROI after they complete, if they complete.
- Costs and affordability are at the very top of mind, which can be used to our advantage.
- Some simply cannot afford college – or at least that is their reality.



FEWER STUDENTS GOING TO COLLEGE



Source: U.S. Department of Commerce, Census Bureau, Current Population Survey (CPS), October Supplement, 2012 through 2022. See Digest of Education Statistics 2023, table 302.10.



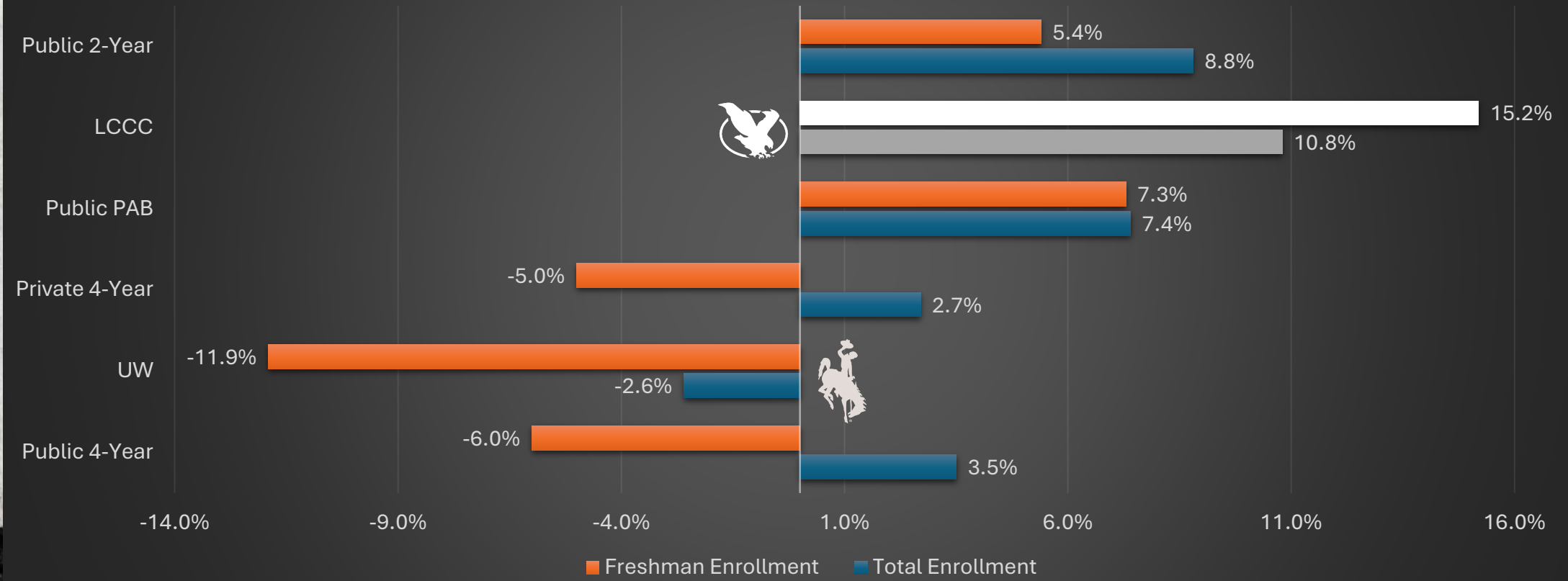
WHY IT MATTERS?

- We are at a peak of high school graduates, but fewer of them are going directly to college.
- Enrollment overall has increased since 2022, could be a function of increases in high school graduating class numbers.
- There is a shift in enrollment towards institutions like LCCC – can we capture the moment?



POSITIVE SIGNS FOR LCCC

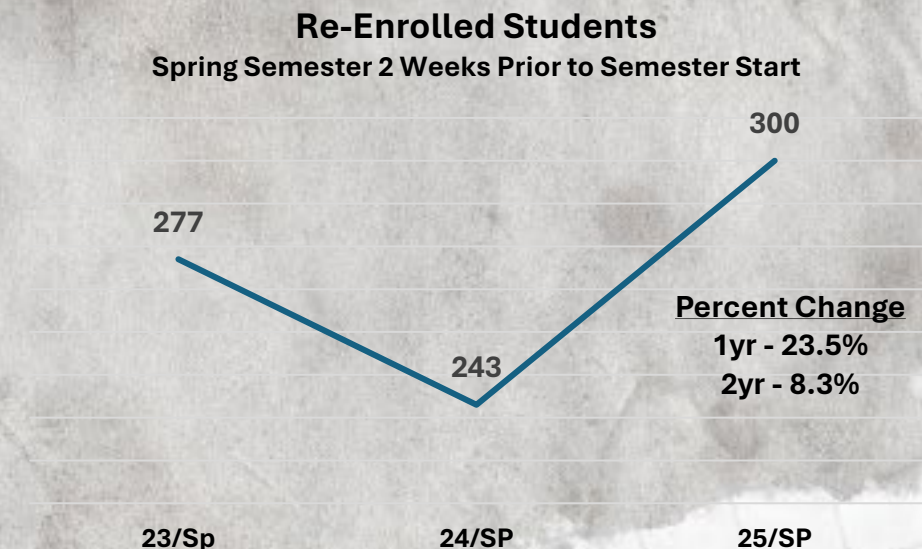
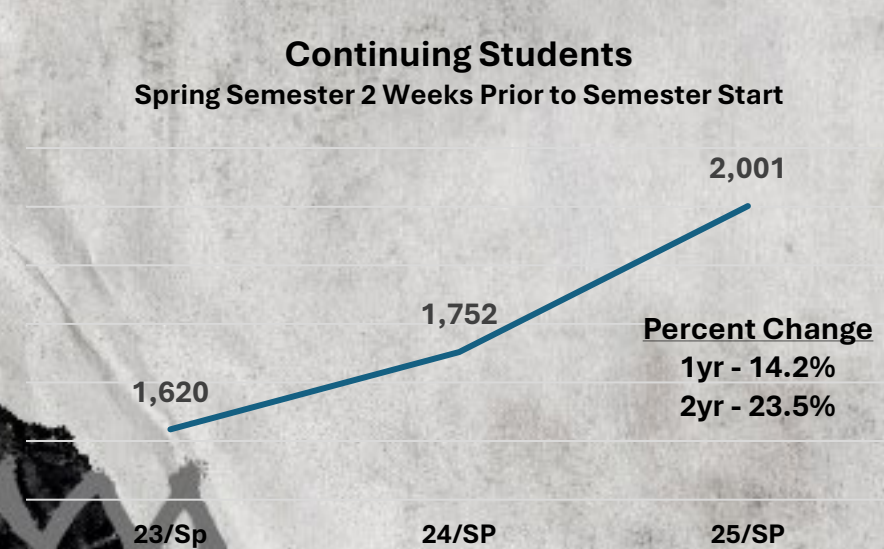
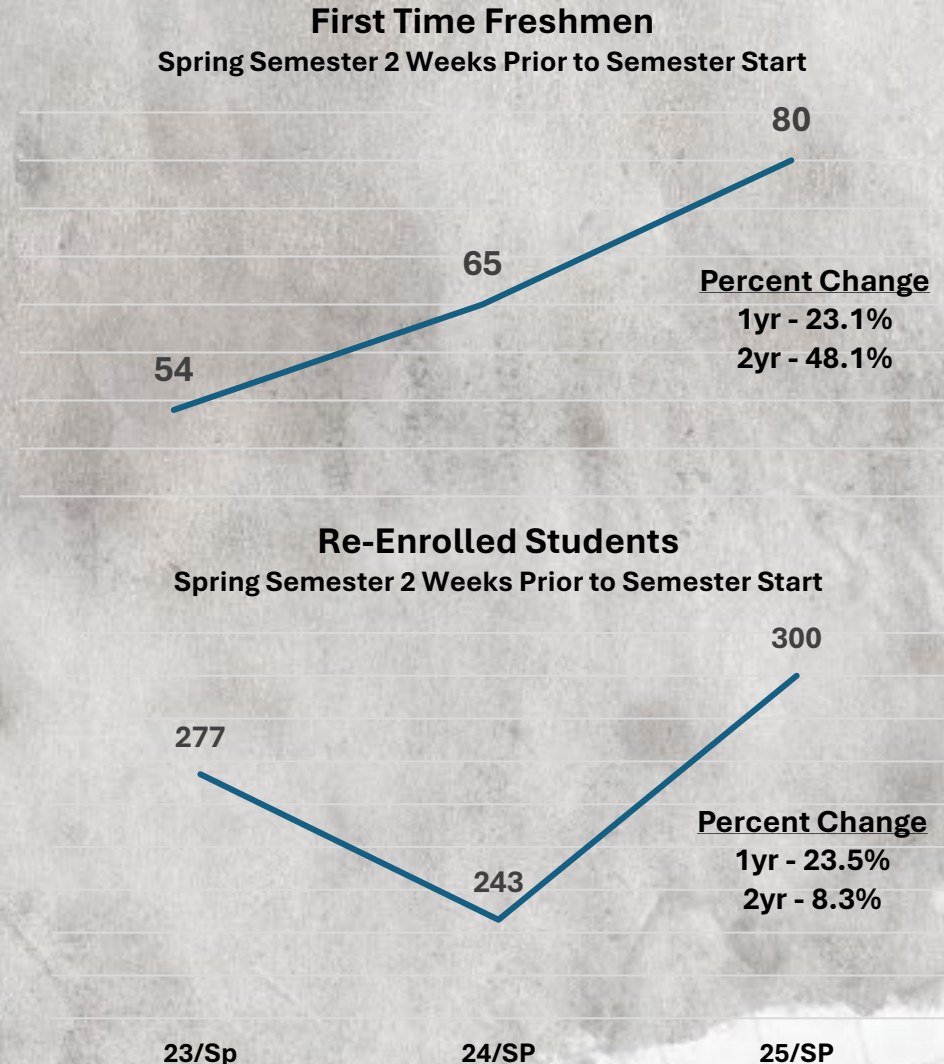
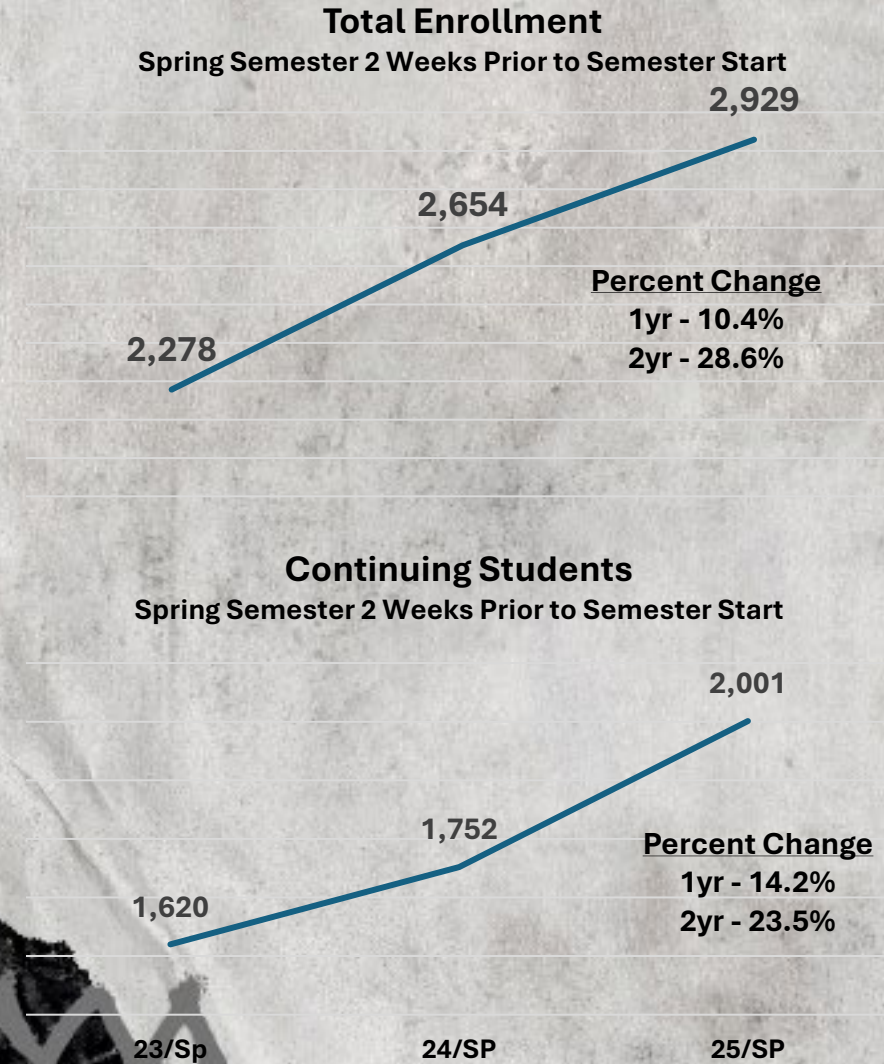
Enrollment Changes Fall 2022 - Fall 2024



Source: National Student Clearinghouse Research Center's Regular Updates on Higher Education Enrollment. October 23, 2024, Update; LCCC IR Office, UW Office of Institutional Analysis.



SPRING IS LOOKING STRONG

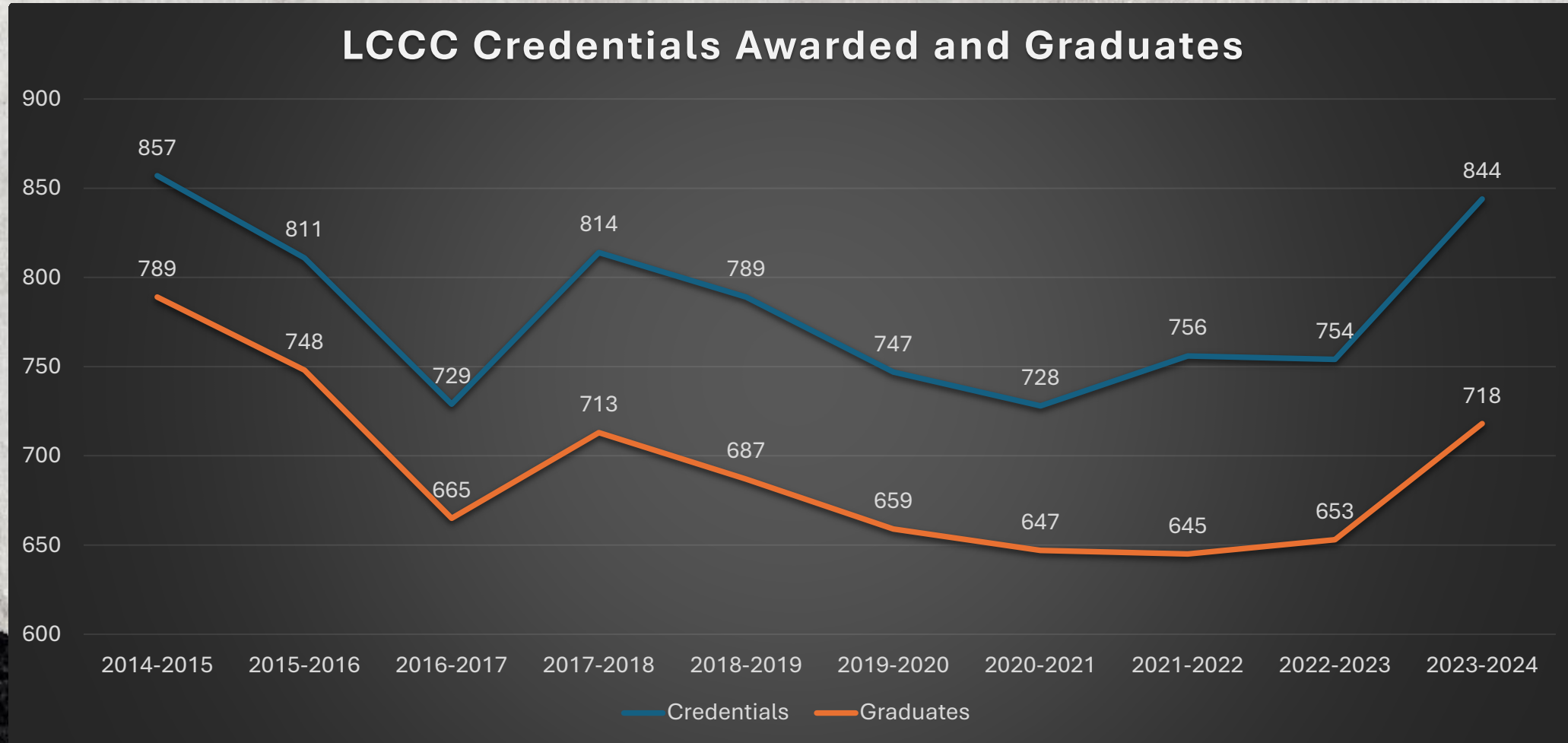


Source: LCCC Office of Institutional Research (IR) Spring Enrollment Reports.



**BUT ITS NOT JUST
ABOUT ENROLLMENT.**

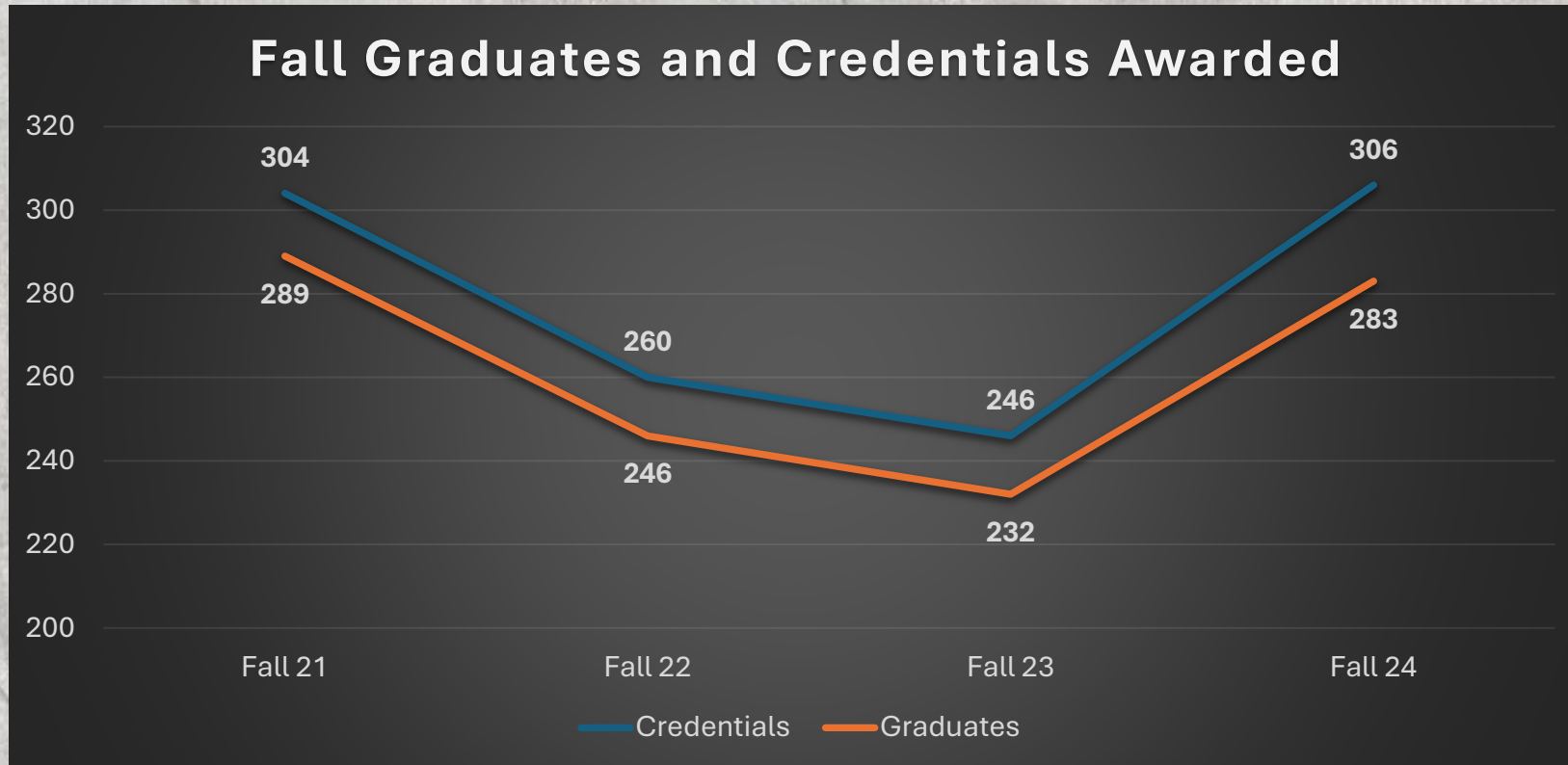
MORE STUDENTS SUCCEEDING



Source: LCCC Office of Institutional Research (IR).



TRENDS CONTINUE TO BE POSITIVE



Source: LCCC Office of the Registrar.



CONSIDER THIS

- **8%** - Increase in Enrollment from 2020/21 to 2023/24
- **11%** - Increase in Graduates over that same timeframe
- **16%** - Increase in Degrees/Certificates Awarded

LCCC Graduation/Transfer Rate = **56%**

UW Graduation Rate = **58.9%**



WHY IT MATTERS?

- Despite the headwinds, LCCC is performing well, and we are telling that story broadly.
- We aren't just getting students to enroll; they are also succeeding at higher rates.
- BUT we enroll more part-time students than full-time, AND...
- They succeed at lower rates, especially if they have risk factors (e.g., low income).



5 THINGS

#1. LEGISLATIVE OUTLOOK

| LEGISLATIVE OUTLOOK

Budget

- FY26 Budget for LCCC looks stable
- State revenue is exceeding projections (~\$120m)
- Forecasting a modest increase through FY26
- Current messaging from Legislative Leaders:
 - Maybe not cuts, but “slow the growth of government.”
 - Supplemental budget is for emergencies only, even if there is additional revenue.



| LEGISLATIVE OUTLOOK

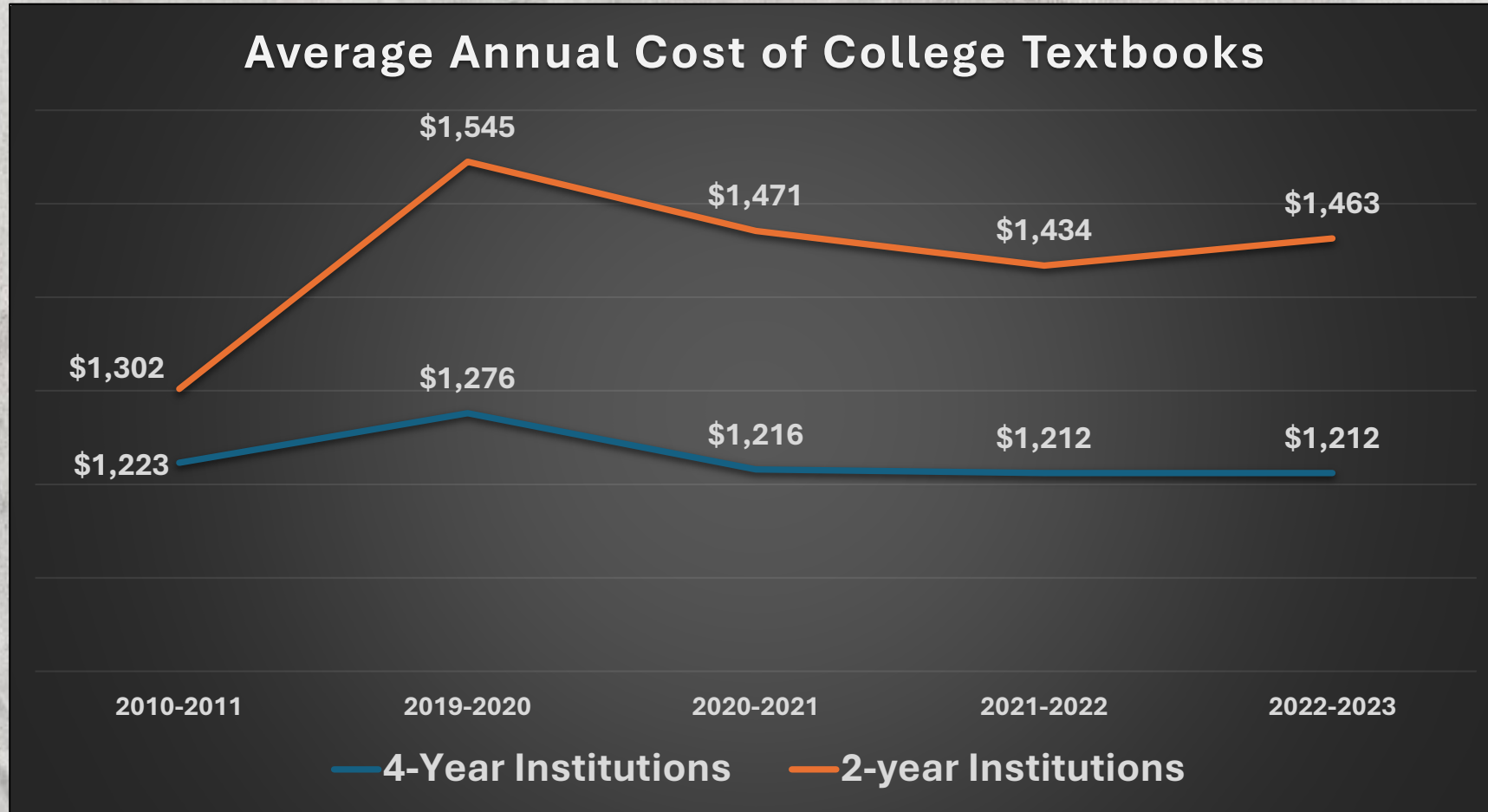
Legislation (what we are watching)

- Estimated to have nearly 600 Bills to Consider
- Property Tax Bills
- Social Issues that Impact Us
 - Defining Gender
 - Diversity, Equity, and Inclusion
 - 2nd Amendment Rights and Concealed Carry
- Career and Technical Education



#2. OER @ LCCC

CONSIDER THIS



Source: Education Data Initiative analysis of US Department of Education's National Center for Education Statistics.



CONSIDER THIS

- 25% of students reported they worked extra hours to pay for their books/materials; 11% skipped meals to afford these.
- 65% of college students skip buying textbooks because they were too expensive.
- Textbook prices increase by an average of 6% each year, doubling every 11 years - roughly 3 times the rate of inflation.
- Most postsecondary faculty do not know the cost of course materials when they select them for their classes.
- 82% of professors say textbooks and course materials cost their students too much.
- Yet only 8% of have initiated textbook cost-saving programs for their students.

Source: Hanson, Melanie. "Average Cost of College Textbooks" EducationData.org, October 12, 2024, <https://educationdata.org/average-cost-of-college-textbooks>



OER

Open Educational Resources

Free, openly licensed teaching and learning materials.



LARAMIE COUNTY
COMMUNITY COLLEGE
lccc.wy.edu

#2. OER AT LCCC

- LCCC OER Task Force at LCCC – Started 2020
- OER Initiative began in 2022; in Year 3 Now
- 19 Course have been/are being re-designed.
- ~30 Total courses are OER at LCCC.
- 20 Faculty involved in OER redesign and teaching.
- 17 additional faculty including adjuncts teaching OER courses.
- Focus on Gen Ed for “Z-Degree” path.



Maggie Swanger,
Librarian and OER Champion!

**EST. STUDENT SAVINGS =
\$260,607 - \$420,142**



#3. 8-WEEK COURSES

#3. 8-WEEK COURSES



Our Goals (Hypotheses):

1. Students, especially those with risk factors, will succeed in classes at higher rates.
2. Part-Time students, and those with significant life commitments, can earn more credits in a year.
3. A unique instructional delivery model will further differentiate us and the LCCC Experience in an increasingly competitive marketplace.



NEXT STEPS

#1 Learning and Exploration

- Expand the Faculty Learning Community - focus on practice, policy, and outcomes.
- Visits to institutions to learn about their motivations, process, and outcomes.
- Consult with and bring in pedagogical experts and process leaders.
- Pilot 8-week redesigned courses in the Summer 2025 semester.

#2 Literature Review and Research

- Conduct internal, and as data sets are made available, external research on the student outcomes of 8-week.
- Complete a literature review to help inform the impacts and outcomes of 8-week courses.

#3 Prospectus Development (to include):

- Summary and findings of #1 and #2 above.
- A draft implementation plan and timeline.
- A proposed budget for design and implementation.
- A recommendation - proceed or not, and with what considerations.



TIMELINE OF ACTIVITIES

- January 23rd - Board of Trustees Retreat Session
- Spring Semester 2025
 - ✓ Continue and expand faculty learning community/ies
 - ✓ Faculty/Staff team visits to at least 3 colleges
 - ✓ Bring pedagogical and process experts to LCCC
 - ✓ Literature review and research completed
- Summer 2025
 - ✓ Prospectus Development (due by Aug 1)
 - ✓ Pilot of Re-designed 8-Week Courses
- August 2025 - Presentation to Campus on Next Steps
- August Board Retreat - "Go or No Go" on 8-weeks



#4. LCCC STUDENT EXPERIENCE



#4. LCCC STUDENT EXPERIENCE

- Long-Standing Goal – Create a unique experience for students at LCCC.
- Guided Pathways – focused on 3 inescapable student experiences.
 1. The experience of building positive, productive relationships,
 2. The experience of immersion into new/unfamiliar settings, and
 3. The experience of synthesizing and applying what they learned during their time at LCCC.





#4. LCCC STUDENT EXPERIENCE

- Unlocking Opportunity Strategy - Establish, at scale, a collection of opportunities that collectively and/or individually will differentiate the student experience at LCCC.



Justine Essex



Jennie Hedrick



Scott Van Horn



Dr. Ami Wangeline



Amanda Brown



UO STUDENT EXPERIENCE



- Prepare students for success early in their college journey by strengthening the student success course and implementing an inescapable transition experience...;
- Integrate meaningful, required applied learning experiences (i.e., internships, research, practicums, etc.) into every degree/certificate program...;
- Ensure there are focused programs and services for target populations that provide tailored experiences designed to help them persist and succeed...; and
- Establish and institutionalize a structure at LCCC...





Office of the Student Experience (CXO - Chief Experience Officer)

Prospective Student Experience

Ensure prospective students/applicants receive purposeful exposure to LCCC and exceptional “first impressions”...

Student Engagement & Development

Ensure LCCC offers diverse and ample student development and engagement activities...

New Student Success Preparation

Ensure LCCC has systems of effective career exploration and new student development including a formative course-based experience...

Post-Completion Transition Success

Ensure LCCC has a system of effective job placement assistance, transfer partnerships and paths, and a summative course-based transition experience...

Inescapable Experiential Learning

Ensure all credential-seeking students at LCCC have at least one inescapable experience designed to deeply engage them in transformative, hands-on learning environments...

Student X Measurement & Assessment

Ensure LCCC has robust, advanced, and effective measurement systems that provide evidence of the student experience...

The purpose of the LCCC Office of Student Experience is to cultivate and maintain an impactful and distinctive student experience for all at LCCC.

Office of the Student Experience
 Vice President, LCCC Student Experience
 (Chief Experience Officer)

1 FTE
 Executive Assistant? ★

★ = New Position Potentially Needed

Outcome
Prospective Student Experience

Ensure prospective students/applicants receive purposeful exposure to LCCC and exceptional "first impressions" through a system of effective, evidenced-based, coordinated events and activities that engage prospects/applicants, their families, and others who may influence their decisions about college.

- Campus Tours and Visit Programs
- New Student Welcome Events
- Campus-Wide Engagement Events
- Pathway Recruiting/ Onboarding Events

- Key Partners/Collaborators**
- Pathway Coordinators
 - Success Coaches
 - Student Hub
 - Student Ambassadors
 - Residential Life
 - Club Advisors
 - GEAR UP Staff
 - M&C Department

Organizational Grouping

Outcome
Student Engagement and Development

Ensure LCCC offers diverse and ample student development and engagement activities resulting in the creation of connections (to peers, faculty, staff, etc.), and effectively support special populations of students by utilizing evidence-based practices that remove barriers to their success.

- Student Government Association (SGA)
- Campus Activities, Resource Fairs, etc.
- Programs for Special Populations

- 1 FTE ★
Event Designer/Coor.
- 1 FTE
Student Engagement Coor.
- 1 FTE
Student Engagement Spec..

Outcome
New Student Success Preparation

Ensure LCCC has systems of effective career exploration and new student development including a formative course-based experience that effectively prepares students for success at LCCC by having students choose and take actions leading to the selection of a pathway/program and the development of an individualized success plan.

- Strategic Course (STR100)
- Career Exploration System(s)/Process

- 1 FTE ★
Academic Experience Dir.
- 8 FTE
Pathway Coordinators
- AND/OR
- 1 FTE ★
Lead Pathway Coor.?

Outcome
Post-Completion Transition Success

Ensure LCCC has a system of effective job placement assistance, transfer partnerships and paths, and a summative course-based experience that effectively prepares students for post-completion success by helping students make a successful transition into the workforce or to a primary transfer partner after completion at LCCC.

- Transition Course (Trex 200)
- Career & Transfer Preparation, Networking & Placement Services

- Key Partners/Collaborators**
- Academic Leadership
 - Program Directors
 - Pathway Coordinators
 - Success Coaches
 - STRT Instructors
 - Learning Commons
 - CET
 - Residential Life
 - Club Advisors
 - GEAR UP Staff

Organizational Grouping

Outcome
Inescapable Experiential Learning

Ensure all credential-seeking students at LCCC have at least one inescapable experience designed to deeply engage them in transformative, hands-on learning environments that enhance their academic, personal, and professional development by synthesizing their learning and applying it to a "real-world" problem, challenge, or opportunity.

- Framework for Experiential Learning
- Professional Learning Partnership Network
- Applied Learning Opportunity Catalog
- Other Opportunity Development

Outcome
SX Measurement and Assessment

Ensure LCCC has robust, advanced, and effective measurement systems that provide evidence of the student experience and are translated into analytics are used to inform continuous improvement across the spectrum of connected student experiences at LCCC.

- SX Analytics Framework Development
- Data Collection Collaborations
- Student Feedback Monitoring Systems
- CQI Insights and Findings
- Predictive Analytics Systems/Processes

- Key Partners/Collaborators**
- ITS/CIO
 - Institutional Research
 - M&C Department
 - Enrollment Services

Organizational Grouping

CONSULTATIVE FEEDBACK

#5. GREAT COLLEGES

GOAL 4 OF STRATEGIC PLAN

- Clarity of Purpose Strategy
 - Leadership & Supervisor Training **IP**
 - Outcomes Focused Position Descriptions **IP**
- Engagement and Empowerment Strategy
 - Employee Engagement and Empowerment Plan **NS**
- Work/Life Satisfaction Strategy
 - Flexible Work Structure **DONE**
 - Compensation Procedure **IP**
- Internal Communication Strategy **NS**



#4. GREAT COLLEGES SURVEY

Great Colleges – More than a Decade of Surveys, over 1,000 Institutions.

2024 GREAT COLLEGES TO WORK FOR®

- Job Satisfaction & Support
- Mission and Pride
- Professional Development
- Supervisor/Department Chair Effectiveness
- Collaboration
- Communication
- Confidence in Senior Leadership
- Performance Management
- Faculty/Staff Well-Being
- Faculty Experience
- Diversity, Inclusion & Belonging



#4. GREAT COLLEGES

- LCCC – 288 (60%) Employees Participated
 - 83 (67%) Full-Time Faculty
 - 88 (75%) Professional/Managerial Staff
 - 40 (41%) Non-Exempt (Classified) Staff
 - 17 (85%) Administrators



LCCC had a higher percentage of respondents who agreed in comparison to the Honor Roll Colleges when asked...

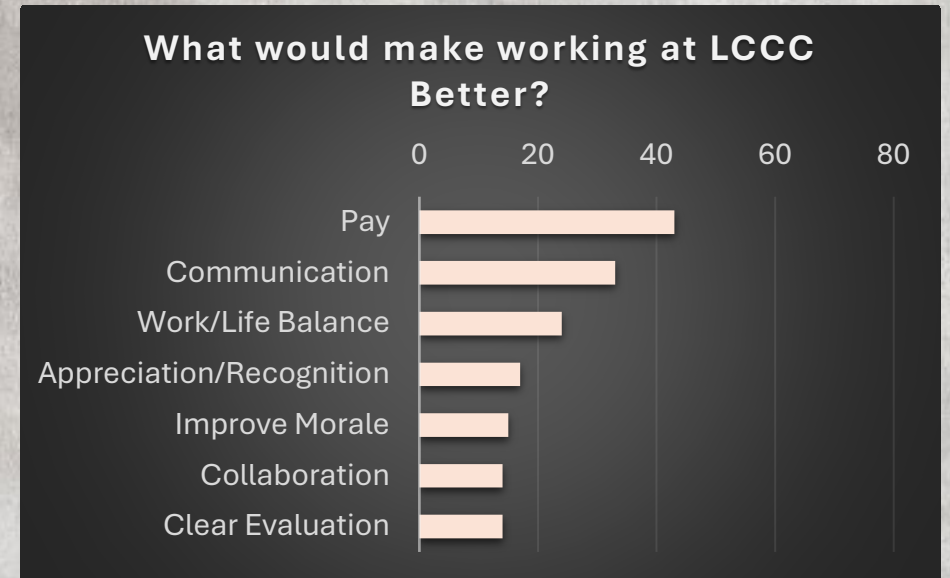
Survey Question	LCCC	Honor Roll
This institution's benefits meet my needs.	88%	85%
I am paid fairly for my work.	56%	54%



WHERE WE DIDN'T DO SO WELL

LCCC Bottom 3	LCCC	Honor Roll
Promotions in my department are based on a person's performance.	44%	65%
Our review process accurately measures my job performance.	49%	72%
Changes that affect me are discussed prior to being implemented.	51%	61%

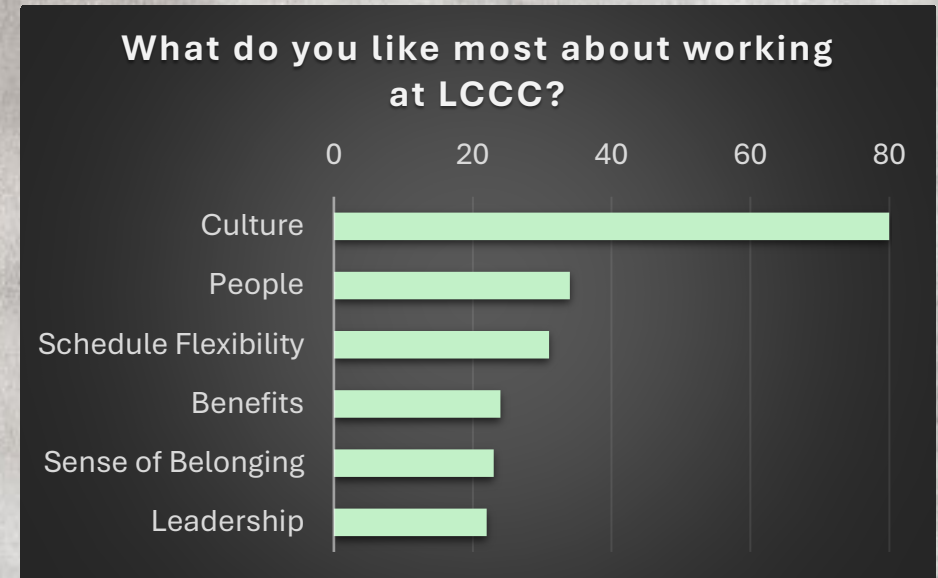
Top themes from open comments share what employees like most, and what they think needs improvement.



WHERE WE DID WELL

LCCC Top 3	LCCC	Honor Roll
The work I do is meaningful to me.	93%	97%
This institution actively contributes to the community.	92%	94%
I understand how my job contributes to this institution's mission.	92%	96%

Top themes from open comments share what employees like most, and what they think needs improvement.



GOOD, BUT WANT TO BE GREAT



- Overall, we are at the survey benchmarks (about average of 77 other like institutions).
- We've built a strong culture.
- Our employees find meaning in their work.
- We know where we need to continue working:
 - Compensation (including how people advance)
 - Communication, communication, communication
 - Evaluation and Recognition
 - Work-Life Balance

