



**COLUMBIA
SOUTHERN**
UNIVERSITY

2021 Outcomes Assessment

Allyson Kelly
CSU Graduate



Always Forward. Always Online.



Hasan Sami Moudarres

CSU Graduate, B.S. Information Technology



Trish (Patricia) Connolly

CSU Graduate, MPA Emergency Management

At Columbia Southern University, we truly believe in offering students flexible, affordable, trusted online degree programs with exceptional service. By giving our students the tools they need to succeed, we provide them with an opportunity to take charge of their education in a way that no other university offers. That's why every year thousands of CSU students achieve their academic goals without putting their lives on hold.

2021 Graduation Rates*

Degree	Graduation Rate	Threshold	Goal
Associate	58%	32%	56%
Bachelor	48%	43%	56%
Master	58%	54%	63%
DBA	13%	40%	40%

*Graduation rates (January 1, 2021 – December 31, 2021) were calculated within 150% of normal completion time designated by the university and are based on groups of students who enrolled in a cohort year and tracked over time. Student cohort includes full-time and part-time students, as well as first-time and non-first-time.

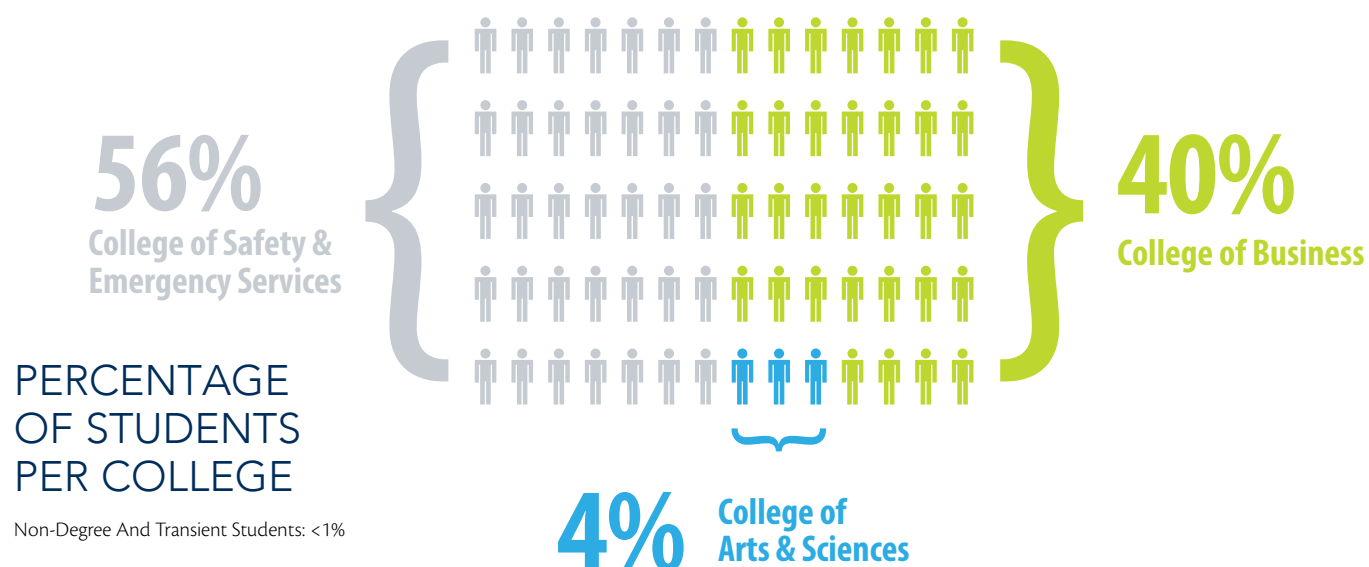
2021 Transfer Student Graduation Rate

Degree Level	Graduation Rate	Threshold	Goal
Undergraduate	58%	43%	56%
Graduate	56%	54%	63%

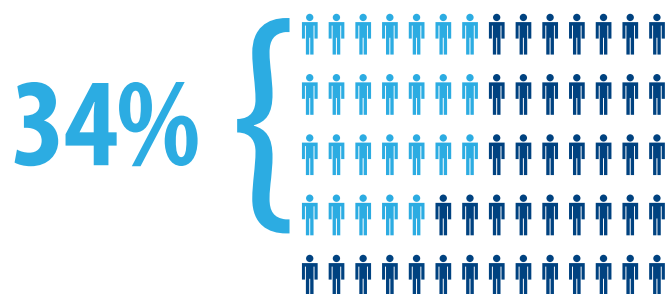


STUDENT DEMOGRAPHICS 2021

The following information aligns with data reported annually and is required by the Distance Education Accrediting Commission (DEAC). Data reflects 2020 student demographics, survey responses, graduation/completion rates, and employment rates.



MILITARY STUDENTS

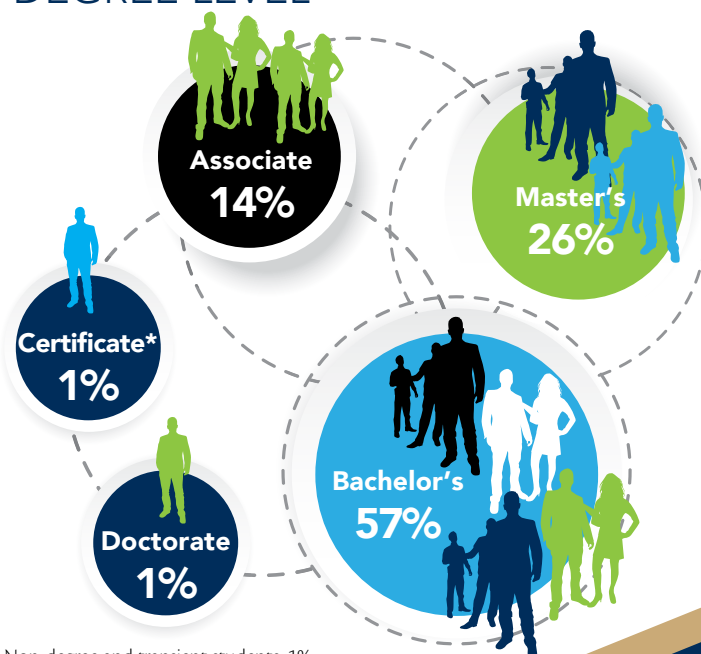


Average Age

*Source: DEAC 2021 Active Students

39

PERCENTAGE OF STUDENTS PER DEGREE LEVEL



Non-degree and transient students: 1%
*Includes undergraduate and graduate certificates

Degree Program Graduation Rates*

NAME OF DEGREE PROGRAM	GRADUATION RATE
AA General Studies	59%
AS Business	54%
AS Criminal Justice	54%
AS Fire Science	68%
AS Health Information Science	44%
AS Health Information Science/ Medical Coding Emphasis	39%
AS Occupational Safety & Health	57%
BS Business Administration (BSBA)	44%
BSBA Finance	38%
BSBA Hospitality and Tourism	37%
BSBA Human Resource Management	45%
BSBA Information Technology	41%
BSBA International Management	26%
BSBA Management	46%
BSBA Marketing	30%
BSBA Project Management	52%
BSBA Sport Management	33%
BS Criminal Justice Administration	52%
BS Criminal Justice Administration/ Arson Investigation	100%**
BS Emergency Medical Services Administration	100%**
BS Environmental Management	49%
BS Fire Administration	75%
BS Fire Administration/ Fire Investigation	71%**
BS Fire Science (Teach out)	44%
BS Health Care Administration	44%
BS Health Care Administration/ EMS Management	34%
BS Homeland Security	100%**
BS Human Resource Management	54%
BS Information Systems and Cyber Security	100%**
BS Information Systems and Cyber Security/Homeland Security	NA***
BS Information Technology	38%
BS Occupational Safety and Health	54%

NAME OF DEGREE PROGRAM	GRADUATION RATE
BS Occupational Safety and Health/Fire Science	45%
BS Organizational Leadership	46%
BS Psychology	33%
Master of Business Administration (MBA)	66%
MBA Finance	51%
MBA Health Care Management	68%
MBA Human Resource Management	59%
MBA Marketing	57%
MBA Project Management	58%
MBA Public Administration	57%
Master of Public Administration (MPA)	75%
MPA Criminal Justice Administration	56%
MPA Emergency Services Management	54%
Master of Public Health (MPH)	54%
MPH Community Health Education	51%
MS Criminal Justice Administration	46%
MS Emergency Services Management	53%
MS Homeland Security/ Criminal Justice	100%**
MS Occupational Safety and Health	54%
MS Occupational Safety and Health/ Environmental Management	56%
MS Organizational Leadership	58%
DBA	13%

*GRADUATION RATES DETAIL:

Graduation rates (January 1, 2021-December 31, 2021) were calculated within 150% of normal completion time designated by the university and were completed following the method outlined by the Distance Education Accrediting Commission (DEAC).

Graduation Rate Thresholds are 32% for Associate's degree programs; 43% for Bachelor's degree programs, 54% for Master's degree programs, and 40% for Doctoral program. Graduation rate goals are 56% for Associate's degree programs; 56% for Bachelor's degree programs, 63% for Master's degree programs, and 40% for Doctoral program.

150% of CSU's normal completion time for an Associate's degree is 4.5 years, a Bachelor's degree is 7.5 years, a Master's degree is 4.5 years, and a Doctoral degree is 7.5 years.

Graduation rate population includes students who are on military deployment and those currently enrolled in the indicated program.

**Population is less than five.

***New Program.

Certificate Program Completion Rates*

CERTIFICATE PROGRAM COMPLETION RATE*	COMPLETION RATE*
UNDERGRADUATE CERTIFICATES	
Certificate in Environmental Management	68%
Certificate in Finance	60%
Certificate in Fire Science	41%
Certificate in Hospitality and Tourism	50%
Certificate in Human Resource Management	79%
Certificate in Information Technology	56%
Certificate in International Management	NA***
Certificate in Management	33%
Certificate in Marketing	0%**
Certificate in Occupational Safety and Health	63%
Certificate in Project Management	73%
Certificate in Sport Management	0%**
GRADUATE CERTIFICATES	
Graduate Certificate in Environmental Management	56%
Graduate Certificate in Finance	100%**
Graduate Certificate in Health Care Management	50%
Graduate Certificate in Human Resource Management	78%
Graduate Certificate in Marketing	0%**
Graduate Certificate in Occupational Safety and Health	75%
Graduate Certificate in Project Management	43%
Graduate Certificate in Public Administration	50%

***COMPLETION RATES DETAIL:**

*Completion rates (January 1, 2021-December 31, 2021) were calculated within 150% of normal completion time. 150% of normal completion is 2.25 years for certificate programs.

Completion Rate Goals for certificate programs are 60% at the undergraduate level and 60% at the graduate level.

Completion rate population includes students who are on military deployment and those currently enrolled in the indicated program.

** Population is less than five.

*** New Program.

Student Retention Rates— All Students

BASE COHORT	RETENTION RATE *	RETENTION RATE GOAL	RETAINED DATES
08/01/2020-10/31/2020	72%	75%	08/01/2021-01/31/2022

*CSU retention rate threshold is 70%.

Student Satisfaction

Percentage of 2021 students who responded “Yes” to the following questions: *

QUESTION	STUDENTS WHO RESPONDED “YES”
Did you achieve or will you have achieved upon completing your studies, the goals you had when you started the course or program?	96%
Would you recommend CSU programs or courses to a friend?	98%
All things considered, are you satisfied with your studies at Columbia Southern University?	98%

*Goal outlined by the Distance Education Accrediting Committee (DEAC) is 75%.

Employer Satisfaction Rates

OUTCOME	% SATISFIED (Percent of respondents who answered strongly Agree or Agree)	% NOT SATISFIED (Percent of respondents who answered Disagree or Strongly Disagree)
Graduate’s amount of knowledge and understanding related to major field of study.	93%	0%
Graduate’s knowledge, skills, and abilities required to be successful in current job role.	82%	0%
Overall level of satisfaction with CSU graduate.	93%	0%

Table does not include percentage of respondents who answered neutral.

Employment Rates*

DEGREE PROGRAM	EMPLOYMENT RATE
AA General Studies	0%**
AS Business	91%
AS Criminal Justice	75%**
AS Emergency Medical Services	100%**
AS Fire Science	92%
AS Health Information Science	100%**
AS Health Information Science/Medical Coding	0%**
AS Occupational Safety & Health	82%
BS Business Administration (BSBA)	83%
BSBA Finance	NA**
BSBA Hospitality and Tourism	NA**
BSBA Human Resource Management	57%**
BSBA Information Technology	67%**
BSBA International Management	NA**
BSBA Management	80%**
BSBA Marketing	100%**
BSBA Project Management	71%**
BSBA Sport Management	50%**
BS Criminal Justice Administration	90%
BS Criminal Justice Administration/Arson Investigation	NA**
BS Criminal Justice Administration/Forensics	100%**
BS Emergency Medical Services Administration	100%
BS Environmental Management	86%**
BS Fire Administration	97%
BS Fire Administration/Fire Investigation	100%
BS Health Care Administration	73%
BS Health Care Administration/EMS Management	50%**
BS Homeland Security	60%**
BS Human Resource Management	89%**
BS Information Systems and Cyber Security	50%**
BS Information Systems and Cyber Security/Homeland Security	NA**

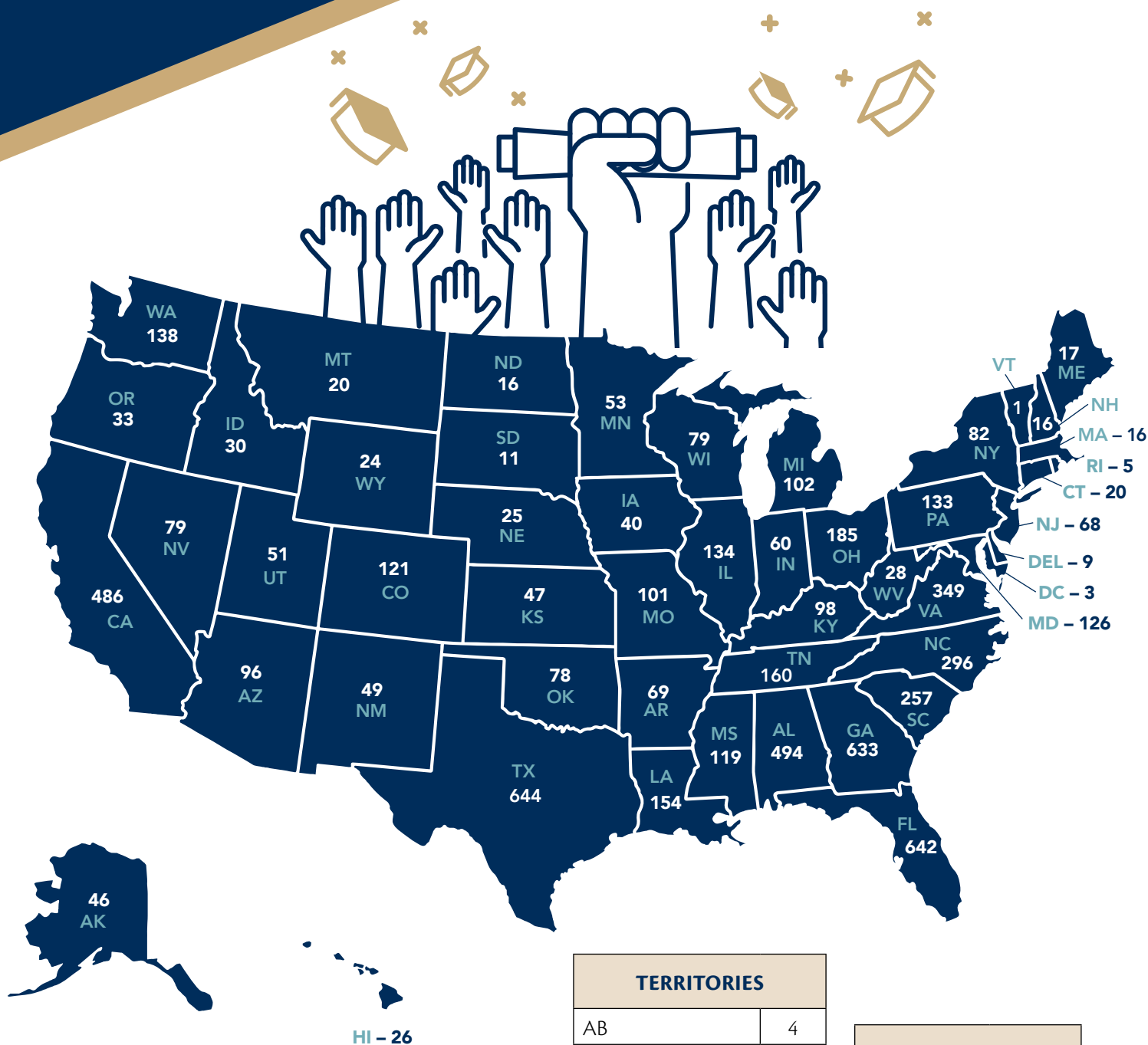
DEGREE PROGRAM	EMPLOYMENT RATE
BS Information Technology	80%
BS Occupational Safety and Health	83%
BS Occupational Safety and Health/Construction Safety	100%**
BS Occupational Safety and Health/Fire Science	88%**
BS Organizational Leadership	89%**
BS Psychology	57%**
DBA	75%
Master of Business Administration (MBA)	75%
MBA Finance	78%**
MBA Health Care Management	78%**
MBA Human Resource Management	79%
MBA Marketing	100%**
MBA Project Management	88%**
MBA Public Administration	100%**
Master of Public Administration (MPA)	83%**
MPA Criminal Justice Administration	100%**
MPA Emergency Services Management	100%**
Master of Public Health (MPH)	60%**
MPH Community Health Education	NA**
M.S. Criminal Justice Administration	100%**
M.S. Emergency Services Management	67%**
M.S. Occupational Safety & Health	89%
M.S. Occupational Safety & Health/Environmental Management	100%
M.S. Organizational Leadership	80%

*Data for employment rates were gathered from the 2021 Alumni Survey.

**Fewer than ten respondents.

Employment rate thresholds are 60% for undergraduate students and 70% for graduate students.
Employment rate goals are 68% for undergraduate students and 75% for graduate students.

2021 GRADUATES BY STATE



TERRITORIES	
AB	4
AE	49
AP	30
BC	1
Guam	5
Puerto Rico	3
U.S. Virgin Islands	4

INTERNATIONAL	
Vietnam	104
Other	33

Sample Of Student Answers When Asked



FLEXIBLE SCHEDULE



SUPPORTIVE STAFF



INDUSTRY RELEVANT

What did you enjoy most about your educational experience at Columbia Southern University?

Honestly seeing my hard work and dedication pay off.

The flexibility and cost for the education.

What I enjoyed most about CSU was the ease of use, industry leading faculty, and the non-traditional methods of education such as Life pace.

The information I learned was new and interesting, Providing me a well-rounded perspective on initial application of project management.

It was very accommodating to my schedule with work and family.

I love the affordable price and extremely flexible timeline for assignments. All the professors understood that I was also working and parenting and always provided accommodations when I needed extra help.

The veterans flex program worked well for me. I was able to complete assignments at any time during the 8-week courses without any strict deadlines each week

One thing that I did enjoy about this experience is that I was able to work full-time and go to school as well. This gave me the opportunity to pursue my goal of finishing my

bachelor's and maintain a healthy home life as well.

One of the best bright spots, too many, was a gentleman who would call me about once a quarter to just check in. I wish more than anything I knew his name and could tell him THANK YOU! This person didn't need a thing from me, rather he was calling to see what I needed and tell me I was doing great. He would cheer me on and I'm forever grateful.

The discussion board questions, and the feedback we received from the professor and classmates each week. I learned so much from other students and their professional experiences.

Factors that I enjoyed the most was the courses were designed to meet my needs for the degree and career I am seeking. I really enjoyed the fact that classes were 2 months with a week off and then able to jump into the next course. By constantly going, it keeps a person influenced to studying.

The interaction with the professors

The freedom to move through the coursework at my own pace. Since I manage a department, my work often dictates my schedule, so having this flexibility was crucial to my success.

I graduated high school in 1999. I wasn't sure what to expect when I considered a college degree. However, I knew CSU was a perfect fit for my busy life (married, with four kids). Being able to take a few classes at a time to fit my schedule was just what I needed. In the end, when my diploma arrived in the mail, the feeling of accomplishment and showing my kids what hard work can achieve - made it all worth it!

Flexibility was most enjoyed during my education. It allowed me to study when I had a chance, but still be able to complete the course requirements within the given time frame. It was a seamless transition from Active-duty Army to Retired when I started taking classes again. And attaining my A.S. in Business was a major goal when I started.

It was flexible. Being military wife and moving every 3 years, it let me stay in college. Although I was doing minimal classes to stay active, CSU gave me the opportunity to continue college and give me a life-term schedule. Juggling a toddler now, it made it easier for me to make my own time to complete my assignments.

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