



**COLUMBIA  
SOUTHERN**  
UNIVERSITY

*CSU Fact Book*

2023

2024



**Kunya Jones**  
CSU Graduate

# We See You, and We Got You.

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.



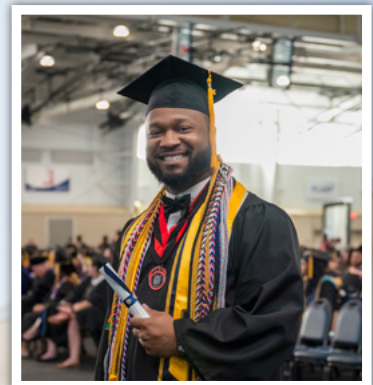
**Crystal Bailey**  
CSU Graduate  
Health Science



**Kristin Cullen**  
CSU Graduate



**John Needham**  
CSU Graduate  
Fire Administration



**Evans Springfield**  
CSU Graduate  
B.S. Business Administration/  
Human Resources

## University Leadership

### Executive Leadership

<i>President</i> .....	Dr. Ken Styron
<i>Provost and Chief Academic Officer, Senior Vice President</i> .....	Dr. Janell Gibson
<i>Chief Financial Officer</i> .....	Pat Troup
<i>Chief Information Officer</i> .....	Scott Oswald
<i>Chief Marketing Officer</i> .....	Dale Leatherwood
<i>Chief Growth Officer</i> .....	Brian Belliveau
<i>Chief Data Officer</i> .....	Jason Lokkesmoe
<i>Chief University Relations Officer</i> .....	Caroline Walters
<i>Strategic Advisor for Military, Government and Community Relations</i> .....	Chief Master Sergeant of the Air Force (Ret.) JoAnne Bass

### Institutional Leadership

<i>Vice President, Business Development and Military Initiatives</i> .....	Rick Cooper
<i>Associate Vice President of Finance</i> .....	Craig Taylor
<i>Vice President of Business Intelligence</i> .....	Ed Witherington
<i>Vice President of Information Technology</i> .....	Charles Mims



COLUMBIA SOUTHERN  
UNIVERSITY

# Leadership & Accreditation



## Academic Leadership

<i>Senior Vice Provost</i> .....	Dr. Misti Kill
<i>Vice Provost, Doctoral Center/FDSS and Dean, College of Business and Technology</i> .....	Dr. Elwin Jones
<i>Vice Provost, Institutional Effectiveness, Planning and Compliance</i> .....	Dr. Sonya Kopp
<i>Dean, College of Arts and Sciences and Assistant Provost</i> .....	Megan Bowers
<i>Dean, College of Education and Assistant Provost</i> .....	Dr. Freda Braddock
<i>Dean, College of Nursing and Health Sciences and Assistant Provost</i> .....	Dr. Bonny Kehm
<i>Dean, College of Safety and Emergency Services and Assistant Provost</i> .....	Dr. Tamara Mouras
<i>Dean, College of Military Studies and Leadership and Assistant Provost</i> .....	Dr. Nathaniel “Mike” Perry, Jr.
<i>Assistant Provost of Special Programs</i> .....	Dr. Joe Manjone

## Institutional Accreditation

### Southern Association of Colleges and Schools Commission on Colleges

Columbia Southern University is accredited by the [Southern Association of Colleges and Schools Commission on Colleges](#) (SACSCOC) to award associate, baccalaureate, master’s and doctorate degrees, and certificates. Questions about the accreditation of Columbia Southern University may be directed in writing to the Southern Association of Colleges and Schools Commission on Colleges at 1866 Southern Lane, Decatur, GA 30033-4097, by calling [\(404\) 679-4500](#), or by using information available on SACSCOC’s website ([www.sacscoc.org](#)).

### Higher Education Related Membership

#### *American Council on Education*

CSU is an institutional member of the American Council on Education (ACE), a major higher education coordinating body that influences public policy through advocacy, research, and program initiatives. ACE membership is open to accredited degree-granting colleges and universities, and higher education associations within the United States.

### State Authorization

For information on state authorization, please visit <https://www.columbiasouthern.edu/about-csu/accreditation-licensure/state-authorization>.

# Degree Programs

As of January 1, 2025

## College of Arts and Sciences

### Degrees

#### AA, General Studies

This program is not eligible for Federal Student Aid, VA Funding, or Military Tuition Assistance.

#### BS, Communication

#### BS, Human Services

Concentrations: Criminal Justice; Health Care; Mental Health

#### BS, Psychology

Concentrations: Criminal Justice; Criminology; Diversity and Inclusion; Forensic Psychology; Forensics; Industrial-Organizational; Mental Health

#### MS, Psychology

Concentrations: Mental Health and Wellness

### Certificates

#### Undergraduate

#### Direct†

#### Embedded

Psychology

✓

† Direct enrollment certificates are not eligible for Federal Student Aid, Veterans Benefits, or Tuition Assistance

\*This program and/or its concentrations are not yet eligible for Veterans Benefits

## College of Business and Technology

### Degrees

#### AS, Business

#### AS, Cybersecurity

#### AS, Information Technology

#### BS, Accounting

#### BS, Business Administration

Concentrations: General; Cybersecurity; Data Analytics; Finance; Hospitality and Tourism; Human Resource Management; Information Technology; International Management; Logistics; Management; Marketing; Project Management; Sport Management; Supply Chain Management (Accelerated Program Enrollment Available)

#### BS, Human Resource Management (Accelerated Program Enrollment Available)

#### BS, Information Systems and Cyber Security

Concentrations: General; Homeland Security (Accelerated Program Enrollment Available)

#### BS, Information Technology

Concentration: Data Analytics (Accelerated Program Enrollment Available)

#### BS, Organizational Leadership (Accelerated Program Enrollment Available)

#### Master of Business Administration

Concentrations: General; Entrepreneurship; Finance; Health Care Management; Human Resource Management; Marketing; Project Management; Public Administration

#### MS, Human Resources

Concentrations: Concentrations: General; Instructional Design and Technology

#### MS, Information Technology

#### MS, Organizational Leadership

Concentrations: General; Instructional Design and Technology

#### Master of Public Administration

Concentrations: General, Criminal Justice Administration, Emergency Services Management

#### Doctor of Business Administration

Concentrations: Business Management; Emergency Management; Organizational Leadership; Occupational Safety and Health

#### Doctor of Organizational Leadership

### Certificates

#### Direct†

#### Embedded

#### Undergraduate

Cybersecurity

✓

Finance

✓

✓

Hospitality and Tourism

✓

✓

Human Resource Management

✓

✓

Information Technology

✓

✓

International Management

✓

✓

Management

✓

✓

Marketing

✓

✓

Project Management

✓

✓

Sport Management

✓

✓

## Certificates

	Direct†	Embedded
<b>Graduate</b>		
Finance	✓	✓
Human Resource Management	✓	✓
Marketing	✓	✓
Project Management	✓	✓
Public Administration	✓	✓
<b>Postgraduate</b>		
Organizational Leadership		✓

† Direct enrollment certificates are not eligible for Federal Student Aid, Veterans Benefits, or Tuition Assistance

\*This program and/or its concentrations are not yet eligible for Veterans Benefits

## College of Education

### Degrees

**M.S., Instructional Design and Technology**

**M.Ed., Curriculum and Instruction**

**Ed.S., Curriculum and Instruction**

**Ed.D., Curriculum and Instruction**

### Certificates

Graduate Certificates	Direct†	Embedded
Instructional Design and Technology	✓	✓

† Direct enrollment certificates are not eligible for Federal Student Aid, Veterans Benefits, or Tuition Assistance

\*This program and/or its concentrations are not yet eligible for Veterans Benefits

## College of Military Studies and Leadership

### Degrees

**AS, Leadership**

**AS, Military Studies**

**BS, Military Studies**

Concentrations: Criminology; Cybersecurity; Forensic Psychology; Homeland Security; Information Technology; Intelligence; International Management; Leadership; Logistics; Supply Chain Management

### BS, Strategic Leadership

Concentrations: Cybersecurity; Data Analytics; Diversity and Inclusion; Homeland Security; Intelligence; International Management; Marketing; Supply Chain Management

### Certificates

Undergraduate	Direct†	Embedded
Military Operations	✓	✓

† Direct enrollment certificates are not eligible for Federal Student Aid, Veterans Benefits, or Tuition Assistance

\*This program and/or its concentrations are not yet eligible for Veterans Benefits

## College of Nursing and Health Sciences

### Degrees

**AS, Health Information Technology**

Concentrations: Medical Coding; Health Care Administration

**BS, Health Care Administration**

Concentration: Emergency Medical Services (Accelerated Program Enrollment Available)

**MS, Health Care Administration**

**Master of Public Health**

Concentrations: General; Community Health Education

**RN to BS, Nursing**

**RN to MS, Nursing Education**

**RN to MS, Nursing Informatics**

**RN to MS Nursing Leadership and Administration of Health Care Systems**

**MS, Nursing Education**

**MS, Nursing Informatics**

**MS Nursing Leadership and Administration of Health Care Systems**

Note: Columbia Southern University's nursing programs are currently seeking authorization from the Boards of Nursing in the District of Columbia, Idaho, Utah, and Washington. Currently, CSU is unable to admit students residing in these states/territories until formal approval is granted but is actively working to secure the necessary authorization.

Applicants must reside and be licensed in the states/territories where Columbia Southern University has the necessary authorization throughout the duration of the program. Students are required to complete all experiential learning experiences only in the states/territories where they hold a valid nursing license, and only in the states where CSU has the necessary authorization.

## Certificates

	Direct†	Embedded
<b>Undergraduate</b>		
Medical Billing and Coding	✓	✓
<b>Graduate</b>		
Health Care Management	✓	✓

† Direct enrollment certificates are not eligible for Federal Student Aid, Veterans Benefits, or Tuition Assistance

\*This program and/or its concentrations are not yet eligible for Veterans Benefits

# College of Safety & Emergency Services

## Degrees

### AS, Criminal Justice

### AS, Emergency Medical Services

Note: Individuals who wish to apply for the AS, Emergency Medical Services degree must possess a current paramedic certification.

### AS, Fire Science

### AS, Occupational Safety and Health

### BS, Criminal Justice Administration

Concentrations: Arson Investigation; Criminology; Forensics; Forensic Psychology  
(Accelerated Program Enrollment Available)

### BS, Emergency Medical Services Administration

Concentrations: Emergency Medical Services Education; Mobile Integrated Health  
(Accelerated Program Enrollment Available)

### BS, Emergency Management\*

Concentrations: Environmental Science; Emergency Medical Services; Fire Science; Homeland Security; Occupational Safety and Health  
(Accelerated Program Enrollment Available)

### BS, Environmental Management

Concentrations: Sustainability; Energy & Land Use Management

### BS, Fire Administration

Concentrations: Fire Investigation Wildland Fire  
(Accelerated Program Enrollment Available)

### BS, Forensic Investigation

### BS, Homeland Security

Concentrations: Criminology; Forensic Psychology  
(Accelerated Program Enrollment Available)

### BS, Occupational Safety and Health

Concentrations: Construction Safety; Energy and Land Use Management; Fire Science; Oil and Gas; Sustainability  
(Accelerated Program Enrollment Available)

### MS, Criminal Justice Administration

### MS, Emergency Services Management

### MS, Fire Executive Leadership

Concentrations: Emergency Services Management; Human Resource Management; Occupational Safety and Health; Organizational Leadership; Public Administration

### MS, Homeland Security

Concentrations: Criminal Justice; Criminology; Emergency Services Management; Management

### MS, Occupational Safety and Health

Concentrations: General; Environmental Management

### Doctor of Fire Integrated Research

### Doctor of Emergency Management

### Doctor of Occupational Safety and Health

## Certificates

	Direct†	Embedded
<b>Undergraduate</b>		
Emergency Management		✓
Environmental Management	✓	✓
Fire Science	✓	✓
Occupational Safety and Health	✓	✓
<b>Graduate</b>		
Environmental Management	✓	✓
Occupational Safety and Health	✓	✓
<b>Postgraduate</b>		
Emergency Management		✓
Occupational Safety and Health	✓	✓

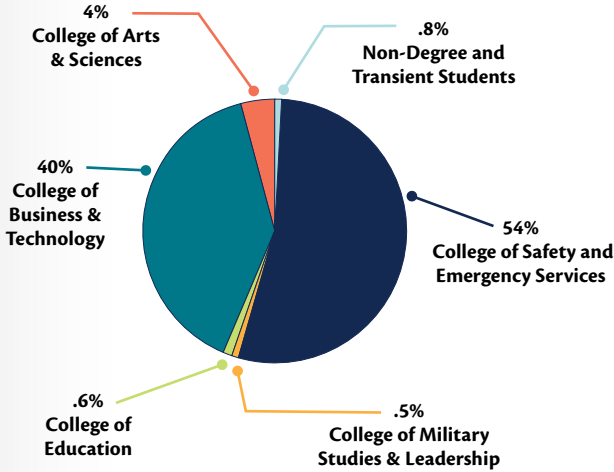
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† Direct enrollment certificates are not eligible for Federal Student Aid, Veterans Benefits, or Tuition Assistance

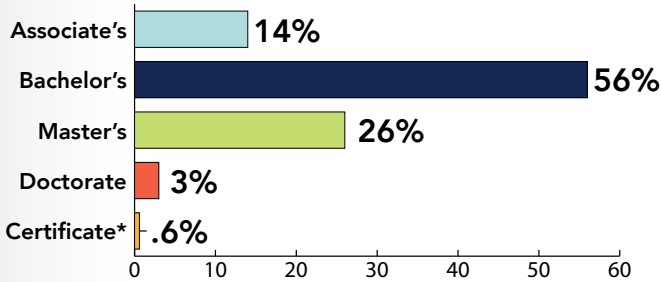
# 2023–2024 Student Demographics

The following information aligns with data reported annually. Data reflects July 1, 2023 - June 30, 2024, student demographics, survey responses, and graduation rates.

Average Student Age ..... 39  
 Percentage of Military Students ..... 31%  
 Percentage of Students by College:

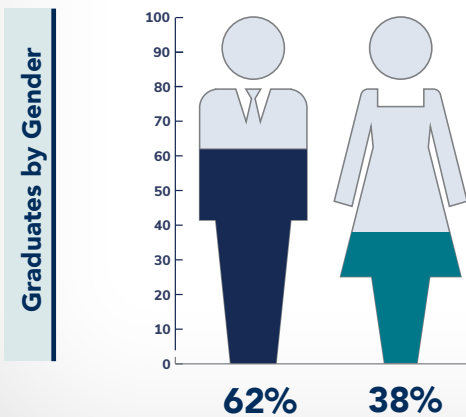


Percentage of Students by Degree Level:



Non-degree and transient students: .7%

\*Includes undergraduate, graduate, and post-graduate certificates



## Overall Students Who Graduated by Race/Ethnicity

Race/Ethnicity	Rate
American Indian or Alaskan Native	.7%
Asian	2%
Black or African American	16%
Hispanic	4%
Native Hawaiian or Other Pacific Islander	.3%
Two or More Races	2%
U.S. Nonresident	.02%
Unknown race and ethnicity	34%
White	41%

## Graduation Rates

### Graduation Rate Full-Time, First-Time

Reporting Year	2021	2022	2023
Students in Cohort	906	641	712
Completers within 150% of normal time	303	209	265
Graduation Rate	33%	33%	37%

*IPEDS graduation rate. Progress of undergraduate students who began their studies as full-time, first-time degree- or certificate-seeking students are tracked to see if they complete a degree or other award such as a certificate within 150% of "normal time" for completing the program in which they are enrolled.*

*First-time student is a student attending any institution for the first time at the undergraduate level. CSU full-time student is a student enrolled for six or more credits.*



## 2023-2024 Graduation Rates by Degree

Degree	Graduation Rate
Associate	56%
Bachelor	50%
Masters	57%
Doctorate	NA%
<b>Overall Degree</b>	<b>53%</b>
Certificates	Completion Rate
Undergraduate Certificate	56%
Graduate Certificate	50%
<b>Overall Certificates</b>	<b>55%</b>
<b>Overall Degrees and Certificates</b>	<b>53%</b>

Overall Degree Rates are calculated based on the number of individual students in each degree category.

## 2023-2024 Graduation Rates by Program

Degree Program	Graduation Rate
AA General Studies	54%
AS Business	56%
AS Criminal Justice	58%
AS Cybersecurity	100%*
AS Emergency Medical Services	100%
AS Fire Science	65%
AS Health Information Science	54%
AS Health Information Science/ Medical Coding Emphasis	43%
As Information Technology	100%*
AS Military Studies	100%*
AS Occupational Safety & Health	46%
BS Business Administration (BSBA)	46%
BSBA Finance	44%
BSBA Hospitality and Tourism	45%
BSBA Human Resource Management	53%
BSBA Information Technology	47%
BSBA International Management	48%
BSBA Management	39%
BSBA Marketing	33%
BSBA Project Management	51%
BSBA Sport Management	37%
BS Criminal Justice Administration	56%

BS Criminal Justice Administration/ Arson Investigation	29%
B.S. Emergency Medical Services Adm	47%
BS Environmental Management	54%
BS Fire Administration	58%
BS Fire Administration/Fire Investigation	53%
BS Health Care Administration	49%
BS Health Care Administration/ EMS Management	36%
BS Homeland Security	45%
BS Human Resource Management	56%
BS Information Systems and Cyber Security	52%
BS Information Systems and Cyber Security/Homeland Security	33%
BS Information Technology	46%
BS Occupational Safety and Health	53%
BS Occupational Safety and Health/ Construction Safety	100%*
BS Occupational Safety and Health/Fire Science	59%
BS Occupational Safety and Health/Oil and Gas	100%*
BS Organizational Leadership	51%
BS Psychology	33%
Master of Business Administration (MBA)	67%
MBA Entrepreneurship	100%*
MBA Finance	52%
MBA Health Care Management	54%
MBA Human Resource Management	54%
MBA Marketing	49%
MBA Project Management	57%
MBA Public Administration	59%
(MPA) Master of Public Administration	59%
MPA Criminal Justice Administration	56%
MPA Emergency Services Management	55%
(MPH) Master of Public Health	71%
MPH Community Health Education	61%
MS Criminal Justice Administration	42%
MS Emergency Services Management	52%
MS Fire Executive Leadership/ Emergency Services Mgmt.	100%*
MS Homeland Security/Emergency Services Management	100%*

MS Occupational Safety and Health	60%
MS Occupational Safety and Health/Environmental Management	52%
MS Organizational Leadership	58%
DBA	NA**

Graduate Certificate in Project Management	17%
Graduate Certificate in Public Administration	86%

Completion rates (July 1, 2023 – June 30, 2024) were calculated within 150% of normal completion time.

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

\*Cohort population is less than five.

## 2023-2024 Graduation Data

### Percentage Graduated

#### Undergraduate

Female .....	50%
Male.....	53%

#### Graduate

Female .....	57%
Male.....	57%

#### All Graduates

Full-Time.....	56%
Part-Time.....	47%

#### Race

American Indian or Alaskan Native .....	47%
Asian or Pacific Islander .....	52%
Black or African American.....	50%
Hispanic .....	51%
Native Hawaiian or Other Pacific Islander .....	56%
Nonresident Alien.....	100%*
Race/Ethnicity Unknown .....	56%
Two or More Races.....	48%
White .....	53%

**Transfer-In Students.....**55%

**Military Students.....**51%

**Pell Students.....**55%

#### 2023-2024 Graduation Rate Cohorts

Associate: 07/01/2018-06/30/2019 .....	4.5 years
Bachelor: 07/01/2015-06/30/2016.....	7.5 years
Masters: 07/01/2018-06/30/2019 .....	4.5 years
Certificate: 07/01/2020-06/30/2021.....	2.25 years

DBA Program closed to enrollment from 03/2014-04/2016.

Degrees awarded based on 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.

### GRADUATION RATES DETAIL:

Graduation rates (July 1, 2023 – June 30, 2024) were calculated within 150% of normal completion time designated by the university.

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

\*Cohort population is less than five.

\*\*DBA Program closed to enrollment from March 2014-April 2016.

### Certificate Program Completion Rates\*

#### UNDERGRADUATE CERTIFICATES

Certificate Program	Completion Rate*
Certificate in Cybersecurity	100%*
Certificate in Emergency Management	50%*
Certificate in Environmental Management	58%
Certificate in Finance	0%*
Certificate in Fire Science	60%
Certificate in Hospitality and Tourism	50%*
Certificate in Human Resource Management	55%
Certificate in Information Technology	8%
Certificate in International Management	0%*
Certificate in Management	25%*
Certificate in Marketing	0%*
Certificate in Occupational Safety and Health	67%
Certificate in Project Management	40%
Certificate in Psychology	100%*
Certificate in Sport Management	67%*

#### GRADUATE CERTIFICATES

CERTIFICATE PROGRAM	COMPLETION RATE*
Graduate Certificate in Environmental Management	33%
Graduate Certificate in Finance	100%*
Graduate Certificate in Health Care Management	67%*
Graduate Certificate in Human Resource Management	22%
Graduate Certificate in Marketing	50%*
Graduate Certificate in Occupational Safety and Health	67%

## Number of Degrees Awarded by Level\*

### Degree Level 2023-2024

Undergraduate Certificates .....	131
Associates .....	1,826
Bachelors.....	3,579
Graduate Certificates .....	45
Masters.....	2,156
Postgraduate Certificate .....	1
DBA.....	32
<b>Total Degrees .....</b>	<b>7,770</b>

\*Degrees awarded by degree level regardless of cohort year. Includes full-time, part-time students, as well as first-time and non first-time.

### Retention Rate First-Time, Full-Time Bachelor's Seeking\*

	2020	2021	2022	2023
<b>Retention</b>	62%	40%	42%	59%

\*IPEDS Retention Rate determined by the cohort of first-time, full-time bachelor's seeking students with enrollment any time between August 1 and October 31 and retention based on August 1 of following year.

### Retention Rate\*

	2020	2021	2022	2023
<b>All Students</b>	74%	72%	71%	70%
<b>FT/FT Bachelor's Seeking</b>				67%

\*Determined by the cohort of students with enrollment any time between August 1 and October 31 and retention based on August 1-January 31 of following years.



## Enrollments

### 2023-2024 12-Month Enrollment Summary\*

DEGREE LEVEL	2022-2023	2023-2024	% CHANGE IN LAST YEAR
<b>Total Unduplicated Enrollment</b>	<b>28,957</b>	<b>30,425</b>	<b>5.1%</b>
Undergraduate	21,169	21,967	3.8%
Graduate	7,458	7,913	6.1%
Doctorate	330	545	65.2%

\* Determined by students who were enrolled at any time between July 1, 2023-June 30, 2024.

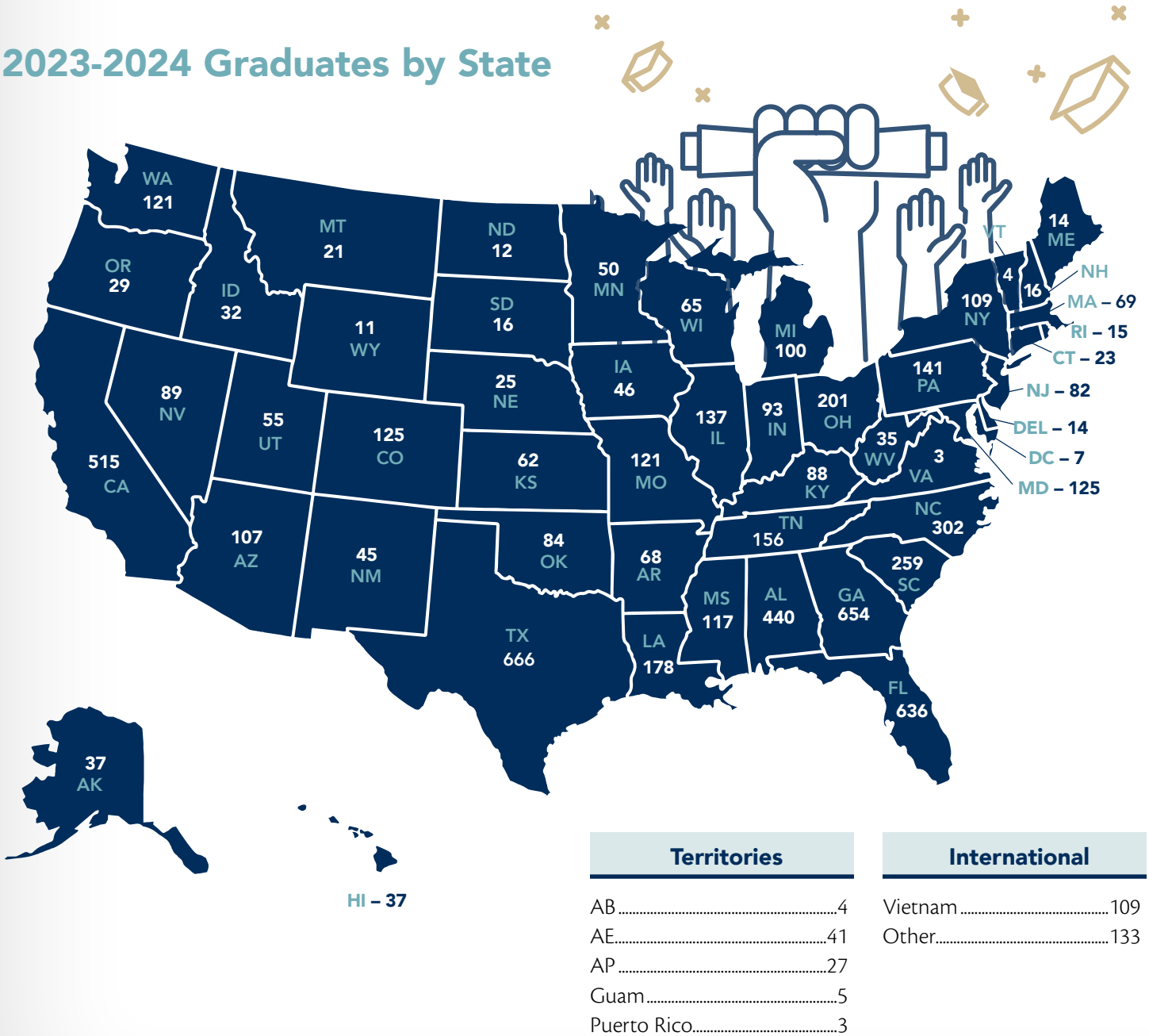
# Student Satisfaction

Percentage of 2023-2024 survey respondents who answered “Yes” to the following statements: \*

STATEMENT	STUDENTS WHO RESPONDED “YES”
Upon completing my studies, I have achieved the goals I had when I started my program/certificate.	98%
I would recommend CSU to a friend.	98%
All things considered; I am satisfied with my educational experience at CSU.	99%

\*Obtained from results of 2023-2024 End of Program Student Survey.

## 2023-2024 Graduates by State



## 2023 General Ed Competencies\*

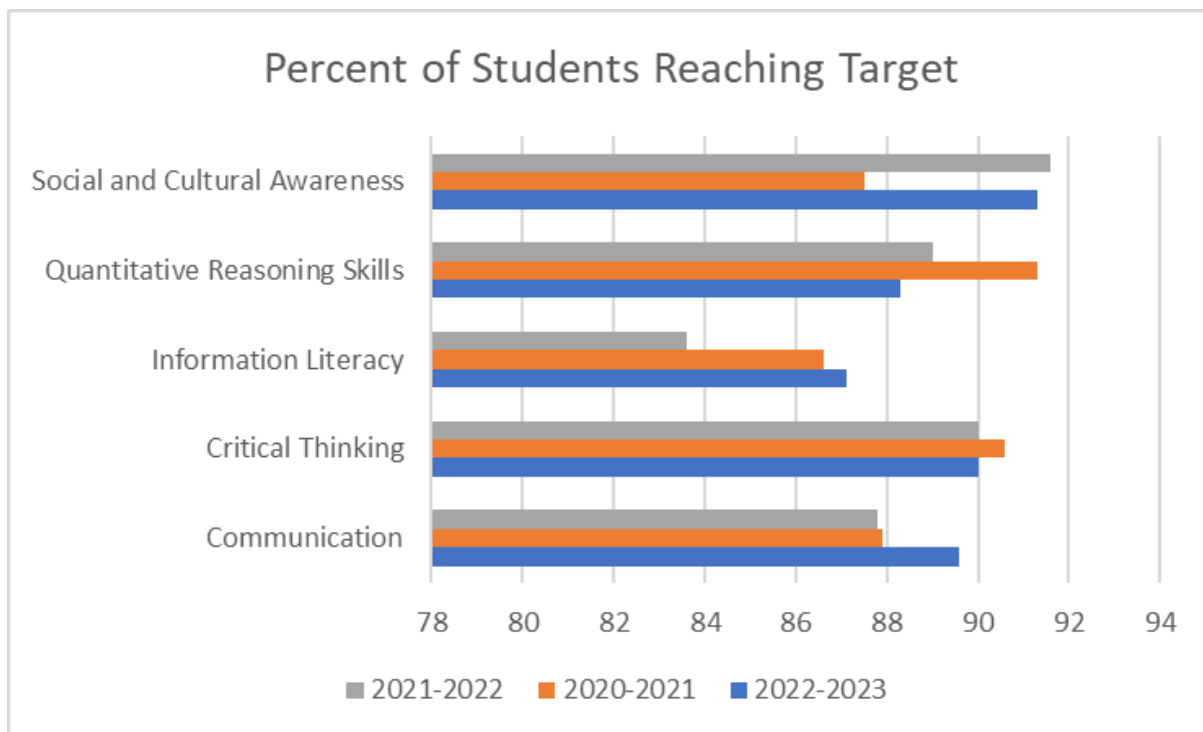
The results for the last three cycles are presented below

\*Please visit the following link to our General Education Competencies (GEC) in our 2024-2026 University Catalog: <https://www.columbiasouthern.edu/media/bucplzbn/csu-university-catalog.pdf>

Holistic rubrics measure each GEC within embedded assessments across the undergraduate curricula. Each of the five rubrics defines each GEC on a five-point scale: (1) Level 1-Unobservable, (2) Level 2-Developing, (3) Level 3-Evidential, (4) Level 4-Competent, and (5) Level 5-Exemplary. The General Education Competency Committee determined that Level 4-Competent (80%) is the minimum acceptable achievement level, as common practice in assessment recognizes 80% achievement as mastery/proficiency.

For the 2022-2023 academic year, faculty measured student attainment of the five GECs through application of holistic GEC rubrics to 331 embedded assessments (a sample of n=98,586 student assignments) throughout the General Education Curriculum and the various programs within each college.

The results for the last three assessment cycles are presented below.



## 2023 NC-SARA

The National Council for State Authorization Reciprocity Agreements (NC-SARA) is an agreement amongst member states that establishes comparable national standards for interstate postsecondary distance education programs and helps expand students' access to educational opportunities. CSU is an institutional participant in NC-SARA. State higher education agencies license institutional agents to represent out-of-state institutions or recruit on behalf of their institution.

### 2023 Agent Licensure

45 employees approved as agents by the Alabama Private School Licensure (PSL) Division.  
23 agent initial and renewal applications submitted to Alabama PSL during 2023.

### Enrollments by State

See enrollment counts in the 2023 NC-SARA table.

Enrollment by State as reported in the 2023 NC-SARA Annual Data Report; this is based on Fall 2023 (August 1, 2023-October 31, 2023); Exclusively Distance Education Enrollment.

State	Count	State	Count	State	Count
Alabama	1,177	Louisiana	443	Oklahoma	207
Alaska	83	Maine	44	Oregon	116
Arizona	346	Maryland	299	Pennsylvania	385
Arkansas	164	Massachusetts	400	Puerto Rico	11
California	1,258	Michigan	268	Rhode Island	30
Colorado	336	Minnesota	126	South Carolina	661
Connecticut	68	Mississippi	295	South Dakota	40
Delaware	50	Missouri	256	Tennessee	471
District of Columbia	18	Montana	37	Texas	1,897
Florida	1,689	Nebraska	64	U.S. Virgin Islands	13
Georgia	1,410	Nevada	243	Utah	113
Hawaii	102	New Hampshire	36	Vermont	15
Idaho	77	New Jersey	237	Virginia	788
Illinois	401	New Mexico	147	Washington	315
Indiana	209	New York	280	West Virginia	85
Iowa	128	North Carolina	661	Wisconsin	210
Kansas	143	North Dakota	65	Wyoming	43
Kentucky	183	Ohio	449		



# Columbia Southern University

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