

BIO FOR

DAVID E. PAYNE

Dr. David Payne earned his baccalaureate degree from Brigham Young University and his master's and doctoral degrees from the University of North Carolina-Chapel Hill. He has been Chief Academic Officer at Sam Houston State University (SHSU) for over 13 years. During that time the number and quality of academic programs, the academic budget, and the number and quality of students enrolled have increased substantially, one-year retention rates have increased 18 percentage points, and six-year graduation rates have increased 11 percentage points. He introduced an emphasis on enhanced advising, community college articulation, and a wide number of other academic innovations and enhancements at SHSU.

Dr. Payne previously served as Chief Academic Officer at Emporia State University and Dean of Social Sciences at Southeast Missouri State University. He began his career as a faculty member at the University of Iowa and the University of North Dakota and is a well published scholar in the areas of organizational behavior and intercultural mass communication.

Dr. Payne has been married for thirty-seven years to Grettle and they have six children. He is active in the Church of Jesus Christ of Latter Day Saints and his favorite hobby is gardening.

**SENATE EDUCATION COMMITTEE
TESTIMONY**

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SENATE EDUCATION COMMITTEE TESTIMONY

Madam Chair and committee members, I have been asked to provide information relating to community college-university transfer issues including at least dual admission programs and academic advising services.

Over 73 percent of Sam Houston State University students have transfer credit on their transcripts. The majority of these are students who begin their higher education career at community colleges and then transfer to Sam Houston State University. However, some transfer from other universities and some begin at Sam Houston and then transfer credit earned at a community college while enrolled primarily at Sam Houston State or during a summer between academic years at Sam Houston State. This proportion of Sam Houston Students with transfer credit has increased from 66 percent in 2001. (Table 1)

Table 1
All Enrolled Undergraduates with Transfer Hours on Transcript

Year	# Students with Transfer Hours	Increase	Undergraduate Enrollment	% Students with Transfer Hours
2001	7,498		11,272	66.52%
2002	7,729	231	11,223	68.87%
2003	7,988	259	11,502	69.45%
2004	8,596	608	12,297	69.90%
2005	9,343	747	13,191	70.83%
2006	9,865	522	13,779	71.59%
2007	10,155	290	14,150	71.77%
2008	10,442	287	14,302	73.01%
2009	10,759	317	14,595	73.72%

This pattern of an increasing portion of the Sam Houston State student body having transfer credits is the result both of student choice to begin their education at community colleges and Sam Houston State's increasing focus on and efforts to serve community college transfer students. Sam Houston State University has been a leader in the state in articulation with community colleges and we are pleased to provide this testimony highlighting some of our best practice activities.

This past summer and fall, 3,174 transfer students applied to SHSU; 2,976 (94%) were accepted. Of those accepted, 2,097 (71%) enrolled at SHSU.

Activities supporting and encouraging community college transfer and joint admission come primarily from three offices—Student Advising and Mentoring (SAM) Center, Office of Community College Articulation, and the Division of Enrollment Management—which work together and support each other’s initiatives.

Programs

Sam Houston State established the Student Advising and Mentoring (SAM) Center in 2002 in part to systematically address the advising needs of community college students who were contemplating transferring to Sam Houston students. Under the direction of Dr. Bill Fleming, all transfer students and more than 90 percent of all Sam Houston State students currently are advised through this center. These advisors are specifically trained to address the needs of our students. They are regularly evaluated by their supervisors and by the students they serve. This center has been recognized by the National Academic Advising Association (NACADA) as one of the outstanding advising centers in the United States. Dr. Fleming has been recognized as one of the outstanding leaders of advising centers and has served as a consultant on advising in the states of North Carolina and Louisiana as well as to a number of schools in Texas.

Part of the Center’s mission is to coordinate advising activities at Sam Houston with those at our major feeder community colleges so students can be properly advised about the curricular connections between the institutions. This increases the consistency of the advice presented by community college and SHSU advisors and ensures that all students who follow the advice can transfer credits in the most efficient and effective way.

Sam Houston broadened its efforts to facilitate seamless transfer from community colleges in 2002 when Dr. David Burris was assigned as Community College Articulation Coordinator. As a result of his success in this area, Dr Burris has served as a Community College Transfer Resource to universities in New Mexico, Arizona, California, and Tennessee as well as Texas. He was given the tasks of coordinating with the SAM Center and Undergraduate Admissions and ensuring that Sam Houston was working closely with its major feeder community colleges to assure that curricula were aligned, community college counselors were informed of those alignments, and information was available at each of those community college locations for students who might be considering transfer to Sam Houston State. Upon request from the community college, Dr. Burris works on a

departmental level with representatives from the community college and SHSU to analyze which classes would transfer most efficiently. Such agreements and associated transfer equivalency guides in various stages of implementation exist with 41 community colleges or community college districts in Texas. There were 2,097 transfer students admitted to Sam Houston State in the summer-fall of 2009. Although core completion data for these students will not be available for two years, data from 2007 show 21.3 percent core complete. Congruent with a rising trend, we expect the 2009 data to show a 2 to 3 percent increase on this figure. Ninety-five percent of these students came from community colleges with which we have articulation agreements.

Cooperative Advising

This program, established in 2002, links the resources of Sam Houston State with the advising centers at the 41 community colleges and community college districts with which we have articulation programs, 16 with formal signed agreements, 8 of which have received training for full implementation. This program allows community college counselors to consult with advisors at the SAM Center and to access transfer transcript degree plan software for joint admission students via the web at no cost. Advisors and joint admission students can check for the transferability of each course and how the courses they have taken would apply to a variety of degree programs at Sam Houston. Sam Houston, through the Director of Community College Articulation, provides training at no cost to partner community college advisors in the use of all these software packages.

In 2009, Sam Houston, through its Division of Enrollment Management, added a transfer admission counselor and a transfer student website.

Traveling Advisor

A traveling advisor from the SAM Center visits our major feeder community colleges (Blinn and Lone Star) to deliver direct advising to those community college students, to assist community college advisors, and to keep lines of communication open. Sam Houston has office space for its advisors allocated on the Blinn campus. These advisors assisted 524 Blinn students, most of them on the Blinn campus, during the fall 2009 and spring 2010 semesters, for example. SHSU also maintains two full-time liaison personnel at The University Center on the Montgomery campus of Lone Star College.

Program-to-Program Articulation Brochures

Sam Houston State University provides complete articulation guides for over 50 transfer majors to the 41 colleges and college districts. Students following the guides are assured they will not lose credit hours upon transferring to Sam Houston State University. These guides are completely online and available to everyone. In addition, most academic units within the University, on request, make available to the public informative brochures on their programs.

The SAM Center also provides detailed brochures which are distributed to the community college advisors who attend our yearly Community College Workshop, which takes place early in the spring semester.

Community College Advisor Training

The SAM Center and the Division of Enrollment Management meets with the community college advisors at the annual workshop to discuss new strategies for advising transfer students. We provide a panel of SHSU advisors who answer questions from participants and we present new programs that Sam Houston has to offer and how their students can benefit from them. We discuss the associate degrees, articulation agreements, graduate programs which could benefit their advisors, and provide information about any other topic of mutual interest. We ask the Community College Advisor to evaluate the workshop and request possible topics in the future.

Online and Internet Advising

We do some advising online and are investigating the use of more online and Internet advising, particularly for our online students and for those who cannot come to campus, such as military personnel and those who live out of state. We want to make sure that the process we use will give each student the same information that one whom we meet face to face gets. We are working with our distance learning office to develop the most effective method of online advising.

Face-to-Face Advising at the SAM Center

Community college students who come to our SAM Center in person for advising not only receive the benefit of getting acquainted with and working face to face with their Sam Houston advisor, they also become acquainted with the Sam Houston campus. They are able to obtain a Sam Houston State computer account, have a Bearkat ID card made, visit with financial aid and housing, and resolve any other unique needs they may have. The SAM Center is open every weekday year-round from 7:30 a.m. to 4:30 p.m. on most days, so prospective students can easily make an appointment. Television, coloring books, and other supplies are available to entertain children of students seeking advising. When the time comes for students to transfer to Sam Houston State, our process allows them to register on the same schedule as our native freshmen getting the same advantages of early class selection. This is the preferred and most frequent method of advising for students at community colleges who are planning to transfer to Sam Houston State.

Online Articulation

Sam Houston State established an articulation program in 2002 which provides access online to course transfer information for over 50 baccalaureate degree programs at Sam Houston State University as they connect with 41 community colleges and community college districts and associated area high schools. This allows potential transfer students and their community college advisors to accurately see the transferability of each course for each degree in which the student might be interested. Articulated degree programs typically consist of 66 transferable academic hours plus Kinesiology. These pages recorded 25,366 hits from 2,591 network locations during the period from September 1, 2008, to April 1, 2009.

Joint or Dual Admission

This program began in 2004. Students who are attending a community college and intend to transfer to Sam Houston State can be admitted to Sam Houston State while they are still a student at the community college for a reduced SHSU application fee. It provides students the opportunity to utilize programs and facilities offered by Sam Houston State during this period even though they are not taking classes at Sam Houston. These opportunities include having a Sam Houston State ID card, computer and Internet account, library use privileges, admission as a

student to sporting and cultural events, free electronic transcript evaluation, and access to transcripts online with degree generation software. The degree generation software allows students, faculty, and advisors to utilize community college or university transcript information transmitted at the end of each semester by the college (on student request) and added to the students SHSU transfer transcript at no charge. The degree plan generation software then allows the student to see what courses they would need to take to complete the requirement for a variety of degrees in which they might be interested. This program allows first-in-family students attending a college the ability to demonstrate to their support group their ability to complete a baccalaureate degree. If a student qualifies for admission to SHSU, there is no cost for participation until the student opts to take classes from SHSU. SHSU has over 400 students participating in the Joint Admissions Program.

Time Compressed Degrees

By combining dual admissions and dual credit, students may overlap approximately two years of high school and university, taking classes at either the high school or community college. High school students are eligible to enroll in Joint Admissions at Sam Houston State via their college after completing at least 12 hours of academic college work meeting GPA requirements. They receive all Joint Admission program benefits. Admission through Joint Admissions is based on college transfer transcripts. Joint Admissions enhances the student's ability to simultaneously pursue the high school diploma, associate, and baccalaureate degree. This program is usually and appropriately limited to the most capable students. If the student is very capable and goal oriented, it is possible to complete the last two years of the high school diploma, an associate degree, a baccalaureate degree, and a master's degree in five years in many fields. Although few students will be sufficiently qualified to complete these degrees in five years, it allows many students to reduce the amount of time necessary to complete their degrees.

Reverse Transfer

This program was implemented in 2004. Students who transfer to Sam Houston State before completing their associate degree may transfer credit back from Sam Houston State to the community college allowing the completion of the associate degree while they pursue their baccalaureate degree at Sam Houston State. Since many transfer students must work while attending Sam Houston State, this

program allows them to receive the employment benefits of having an associate degree while they continue their education part time at Sam Houston State.

Student Orientation

In 2007, Sam Houston State established a student orientation session especially for transfer students and in 2009 special sessions for transfer students at its Saturdays @ Sam program for all students interested in attending Sam Houston State who had transfer credit. In 2009, Sam Houston established remote site transfer orientation programs offered on community college campuses. The transfer student orientation sessions include information on services to address common transfer student challenges including financial aid.

Scholarships

In addition to the full range of scholarships which are available to all students, in 2009 Sam Houston State added \$1.3 million in scholarships per year designated exclusively for transfer students which provided assistance to 923 transfer students this year. An example of an advertisement for these scholarships is shown in Figure A.

Figure A

TRANSFER SCHOLARSHIP DOLLARS

Apply **TODAY!**
Scholarship funds are limited.

Apply online through **ScholarX**
www.shsu.edu/scholarships
complete both the SHSU Scholarship application AND the BearKat Transfer Scholarship application

A Member of The Texas State University System

Transfer Scholarship Eligibility
Accepted to SHSU
Previous attendance at an accredited community college and/or university
At least 45 transferrable credit hours
Completed BearKat Transfer Scholarship application

Scholarship Amounts and Renewals

Scholarships may be renewed for your second year at SHSU. To renew a scholarship, you must:

1. Have received the scholarship the previous year.
2. Maintain full-time academic status.
3. Complete 30 hours of SHSU credit in the academic year.
4. Maintain the SHSU GPA listed on the chart below.

Award Amount	Transfer GPA (Cumulative)	Renewable GPA (SHSU Hours)
\$3,000	4.0	3.5-4.0
\$2,000	3.50-3.99	3.5-4.0
\$1,500	3.00-3.49	3.5-4.0
\$1,000	2.75-2.99	3.25-4.0



For more information about the SHSU Transfer Scholarship, please contact

Scot Mertz
Assistant Vice President
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SHSU Staff Development

There has also been a concerted effort to professionally develop faculty, staff, and administrators to learn more about transfer students, their needs, and initiatives to support their success. The annual Conference of the National Institute for the Study of Transfer Students has been attended for several years by staff from Academic Affairs and Enrollment management. Several presentations have been made by SHSU over the years. The National Conference on Students in Transition has been attended by one SHSU staff member in 2008 and at least one will attend in 2010. Thirteen staff members from across the Division of Academic Affairs, Enrollment Management, and Student Services attended the Texas Transfer Success Conference in 2009, and Dr. Keri Rogers co-facilitated the Houston site.

The SHSU P-16 Council also works with the transition from high school to community college to four-year institution. There are also several staff members who participate in the Brazos Valley P-16 Council housed at Blinn College.

Other Activities

As well as current programs and services, Student Success Initiatives will publish a Transfer Student Academic Choices Guide for fall 2010. This guide will address academic issues, opportunities, and services that are available for transfers including information on transferring courses to SHSU, advising, mentoring, the Honors College, academic support centers (Reading, Math, and Writing Center), and tutoring. Student Success Initiatives will also be conducting a Transfer Student Needs Assessment in fall 2010 to ensure that the University is addressing as many of the transfer student needs as possible. A communication program, e-mail blasts, will be implemented in fall 2010 to better integrate transfer students into the SHSU culture of “Academics First.”

Outcomes

Data in Table 2 present one-year retention rates, overall, for all Sam Houston State first-time freshmen community college transfers and university transfers. The data indicate that, over time, retention rates have been improving for community college transfer students just as they have for the University’s first-time freshmen, and that community college transfer students have higher overall one-year retention rates than Sam Houston State first-time freshmen.

**Table 2
Overall One-Year Retention Rates**

Cohort	All SHSU 1st-Time Freshmen	All Community College 1st-Time Transfers	All University 1st-Time Transfers
Fall 2004	70%	76%	73%
Fall 2005	72%	76%	71%
Fall 2006	70%	76%	75%
Fall 2007	72%	79%	73%
Fall 2008	75%	78%	72%

Table 3
One-Year Retention Rates Earned by Credits Transferred at Entry

Cohort	SHSU 1st-Time Frsh (0 trans credits)	SHSU 1st-Time Freshmen (dual credits less than 30)	SHSU 1st-Time Frsh (dual credits 30 or greater)	Comm College 1st-Time Trans (credits trans less than 30)	Comm College 1st-Time Trans (credits trans 30 or greater)	University 1st-Time Trans (credits trans less than 30)	University 1st-Time Trans (credits trans 30 or greater)
Fall 2004	68%	77%	71%	63%	71%	69%	74%
Fall 2005	70%	75%	93%	64%	80%	65%	74%
Fall 2006	69%	72%	84%	64%	78%	72%	77%
Fall 2007	69%	77%	78%	67%	81%	68%	76%
Fall 2008	72%	79%	77%	70%	80%	63%	77%

Table 3 also presents one-year retention rates for first-time freshman students who have taken dual credit courses prior to entering Sam Houston (Column 2—less than 30 hours and Column 3—30 hours or greater). These data may not exclusively represent dual-credit students, as we have not as yet been able to distinguish these from other students who took summer courses before entering in the fall semester; nevertheless, it is evident that these students are being retained at a higher rate than our first-time freshman students who enter with no dual credit courses (Column 1).

Table 3 also displays one-year retention rates for students who transfer to Sam Houston State from other universities (Column 6—less than 30 hours and Column 7—30 or more hours). In past years, students transferring to Sam Houston State with less than 30 hours from another university were often retained at a higher rate than students transferring from community colleges with comparable credits. However, the one-year retention rate for the most recent (2008) university transfer cohort entering with fewer than 30 credits is the lowest of all transfer or first-time freshman groups. Table 3 (Columns 4 and 5) display data for students transferring to Sam Houston State from community colleges, broken down by those with less than 30 hours to transfer and those with 30 hours or more. Those transferring with 30 hours or more consistently have a higher retention rate.

At Sam Houston State University, graduation rates have been increasing for students who enter as first-time freshmen and those who enter as first-time community college transfers. Data in Table 4 illustrate that the three-year graduation rate for community college transfer students (Column 2) approximates the six-year graduation rate of first-time freshmen (Column 7). The data also indicate that community college transfer students have moved from being less successful than university transfer students to being slightly more successful over the past six years.

Table 4
Overall 3-Year, 4-Year, and 6-Year Graduate Rates

Cohort Year	3-Year Graduation Rate			4-Year Graduation Rate			6-Year Graduation Rate		
	SHSU FTFs	Comm Coll FTTs	Univ FTTs	SHSU FTFs	Comm Coll FTTs	Univ FTTs	SHSU FTFs	Comm Coll FTTs	Univ FTTs
Fall 2001	1.6%	35.0%	39.5%	17.8%	49.1%	50.4%	40.7%	55.8%	54.9%
Fall 2002	1.8%	34.5%	36.1%	20.4%	49.9%	52.0%	42.6%	59.4%	58.9%
Fall 2003	1.9%	35.0%	39.3%	21.3%	51.9%	49.5%	44.3%	60.0%	56.0%
Fall 2004	1.7%	40.0%	39.9%	21.1%	55.0%	54.2%			
Fall 2005	2.2%	41.8%	33.2%	26.0%	56.0%	48.2%			
Fall 2006	2.7%	42.4%	40.2%						

Data in Table 4 confirm that, as one would expect, community college and university transfer students have substantially higher four-year and six-year graduation rates than Sam Houston State's first-time freshmen and three-year graduation rates for community college and university transfer students approximate six-year graduation rates for SHSU native freshmen. However, Table 5 provides data for a more appropriate comparison of success rates between transfer students and students who begin as first-time freshmen at Sam Houston State. Community college or university first-time transfer students who entered the University in the fall semester of 2003 are identified as having entered at the freshman level (1-29 semester credit hours); or at the sophomore level (30-59 SCHs); or at the junior level (60-89 SCHs). For each of these groups, a

comparison cohort is identified from Sam Houston State students who had originally entered as first-time freshmen and who had completed the necessary semester credit hours exclusively at SHSU to be classified as freshmen, sophomores, or juniors at the start of the fall semester.

Table 5
Comparative Graduation Rates for Fall 2003
First-Time Community College Transfers or First-Time University Transfers
vs. SHSU First-Time Freshmen by Semester Credit Hour Classification

Student Types	N	Mean SCHs	2-Yr Grad Rate	3-Yr Grad Rate	4-Yr Grad Rate	6-Yr Grad Rate
Students Entering as Freshmen with 1-29 SCHs						
Community College FTTs	225	21.3	0.4%	8.0%	29.3%	42.2%
University FTTs	66	22.7	0.0%	9.1%	22.7%	37.9%
SHSU Natives	512	22.8	0.0%	9.2%	35.2%	47.7%
Students Entering as Sophomores with 30-59 SCHs						
Community FTTs	538	44.9	5.0%	32.0%	50.4%	59.1%
University FTTs	118	46.3	7.6%	40.7%	52.5%	58.5%
SHSU Natives	590	43.9	6.9%	42.2%	58.1%	66.8%
Students Entering as Juniors with 60-89 SCHs						
Community College FTTs	415	69.5	19.5%	53.0%	66.0%	70.8%
University FTTs	130	73.2	26.9%	52.3%	60.8%	64.6%
SHSU Natives	499	73.3	50.9%	74.5%	80.2%	82.8%

Comparison data in Table 5 reveal that starting at Sam Houston State as a first-time freshman rather than as a transfer student has a positive influence upon the likelihood of graduation. When the number of SCHs earned at Sam Houston State is comparable to the number of SCHs transferred in by either community college or university transfer students, SHSU natives have four-year and six-year graduation rates that are consistently more than ten percentage points higher than either transfer student group. These findings are consistent regardless of whether the native and transfer cohorts begin the comparison as freshmen, sophomores, or

juniors. Sam Houston State is studying why this occurs and will continue its efforts to improve graduation rates of community college transfers.

Complexities

General Education and Core

For all students who have completed the general education core, there is no question about the transfer of all of these core courses and the automatic completion of the general education core at Sam Houston State. For students who have not completed the general education core, occasional problems arise. For example, the core mandates six hours of natural science while the Sam Houston core requires eight hours. Students who take the two science classes at a community college and do not complete the core must take two additional hours of science at Sam Houston State. We believe this problem and similar problems will be addressed by the Undergraduate Education Advisory Committee of the Texas Higher Education Coordinating Board.

Discipline-Related Core

Some disciplines require specific courses for their major which can be taken as part of the core. For example, a specific mathematics or chemistry course may be required for a major in chemistry. If a student does not follow the SHSU transfer guides and takes a different course at a community college as part of their core, they will be required to take the discipline-required course to fill a disciplinary major requirement.

Summary

For students who choose to take advantage of the transfer programs offered between community college partners and Sam Houston State University the process is extremely smooth. With the expertise and experience of SHSU and community college advisors and the programs and materials available, transfer students can be fully equipped to understand the degree requirement for their interests and tailor their instructional programs to meet these requirements.

These students are retained at a high rate to the second year after their transfer. However, they do not graduate as quickly or at as high a rate as students who begin their higher education at Sam Houston State. We believe that this may reflect

these students being more likely to be part time but are still analyzing data on this issue.

We believe that Sam Houston State is a model for how to successfully coordinate efforts with our community college colleagues to implement seamless transfer between community colleges and universities. To that end, we are constantly working to improve.