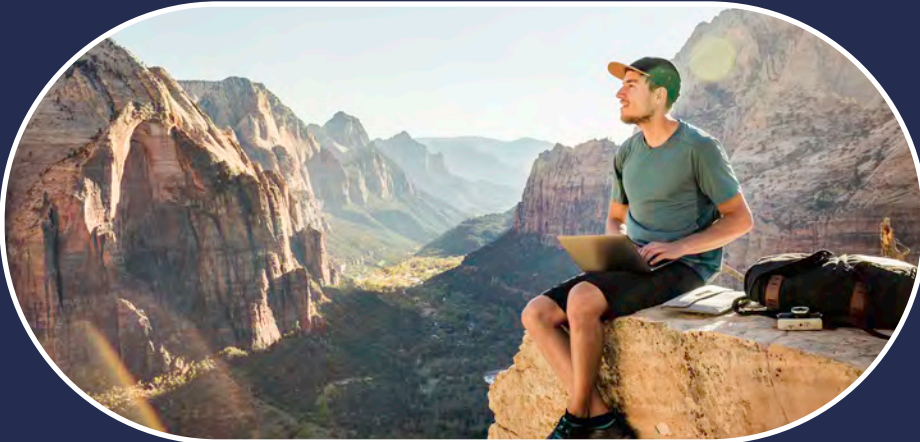


Annual Data Book

2024

An annual review of our student experience, alumni success, and CSU Global's impact on the Colorado community and its stakeholders across the nation and world.



Our Mission

Colorado State University Global is committed to advancing student academic and professional success in a global society by providing access to dynamic education characterized by excellence, innovative delivery technologies, industry relevance, and strong stakeholder engagement.

Our Vision

CSU Global is the premier provider of innovative, higher learning opportunities for modern learners around the world.

Our Values

Growth-Minded: We continually learn, seek opportunities for growth, and believe we can do better with effort and persistence.

Dedicated: We provide exceptional service and support to our stakeholders to drive the mission of the university.

Tenacious: We are accountable for getting the job done right, acting thoughtfully and taking responsibility for our commitments and actions, and we thrive on achieving results.

Agile: We are flexible in our thinking, focus on solutions, innovative problem-solving, and overcoming obstacles.

Engaged: We collaborate, communicate, and motivate one another to achieve excellence.

Champions of Integrity: We act ethically, honestly, and respectfully to be trustworthy and reliable towards all stakeholders.

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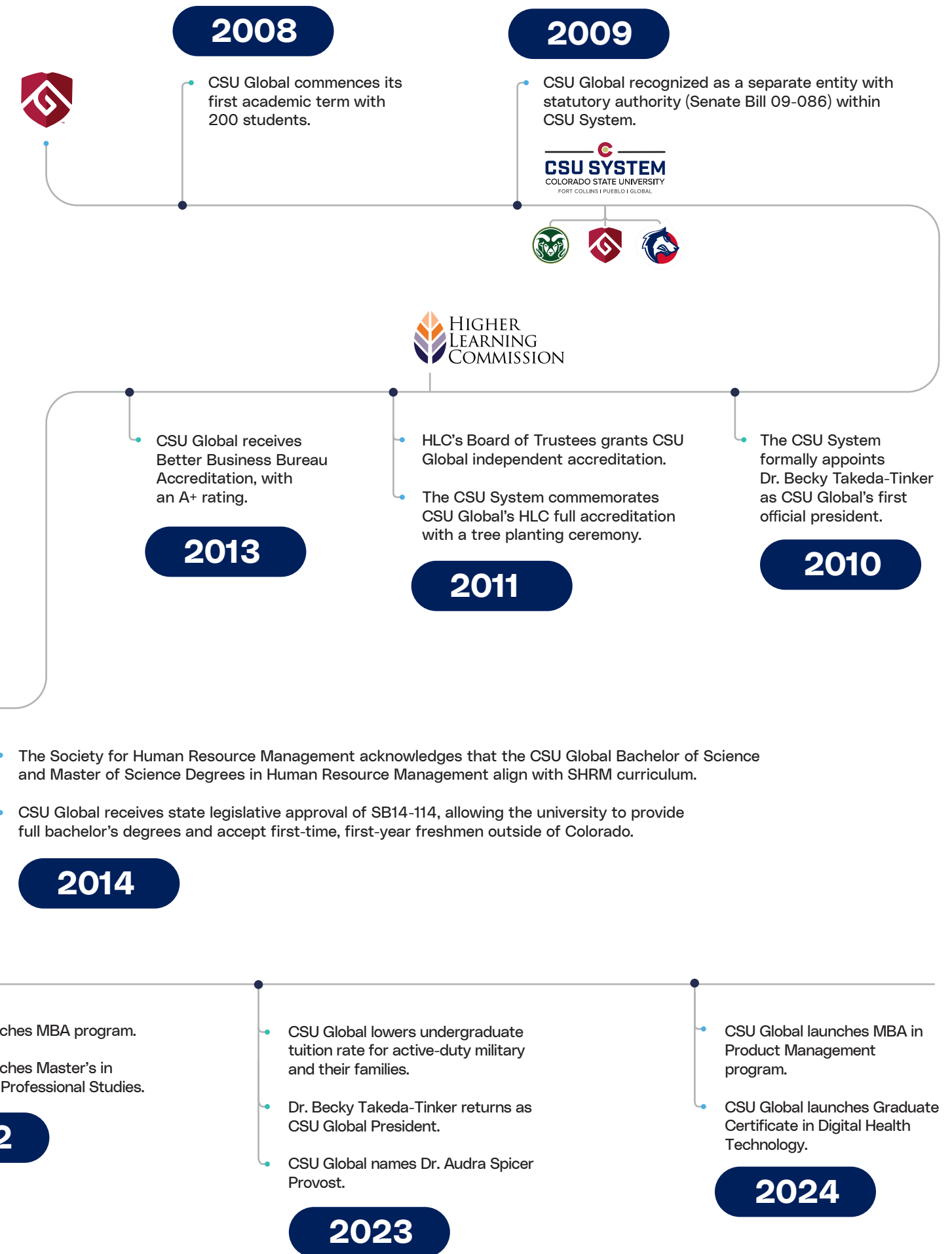
17 Years of Innovation

In 2007, CSU Global received a \$12 million loan from the CSU System to become the first statutorily-defined, non-profit, online state university that does not receive state funding in the United States. We opened our (virtual) doors in 2008, welcoming our first class of 200 students, and paid back the loan with interest in 2012 – years ahead of schedule. Colorado Governor Bill Ritter declared CSU Global an independent online university within the Colorado State University System in 2009, and in 2010, Dr. Becky Takeda-Tinker was appointed CSU Global's first official president and CEO. Since the Higher Learning Commission granted Colorado State University Global full accreditation in 2011, and now through 2025-26, the University has gone on to innovate career-specific degree and certificate programs, with industry-aligned education and professional examination preparation embedded in appropriate courses, to help working adults keep up with increasingly faster-changing industry trends. By partnering with business and thought leaders, as well as hiring faculty and academic leaders with industry work

The University has gone on to innovate career-specific degree and certificate programs to help working adults keep up with fast-changing industry trends.

expertise and experience, CSU Global continually strives to stay ahead of business trends and practices and align its curricula with industry certifications and licensures.

To date, CSU Global has graduated more than 32,000 students – proud Golden Eagles working in industries from education to technology, breaking barriers and uplifting entire generations of families. As we look to the future, CSU Global remains committed to its mission of advancing professionals in the workplace and will continue to lead the way in delivering high-quality online programs into the future.



Who We Serve

CSU Global is a diverse, widespread community, and we are proud to serve students in all **50 U.S. states, 6 U.S. territories, and 52 countries** around the world.

Students

- 14,857** Students Served in the 2022-2023 Academic Year
- 80%** Retention/Completion Rates
- 3,194** First Generation
- 14,145** Financial Aid Recipients
- 3,327** BIPOC & Underrepresented Minority Students
- 1,863** Military-Affiliated

Alumni

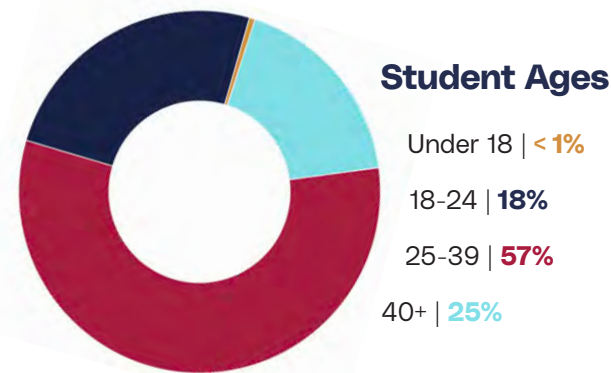
- 32,848** Degrees and Certificates Conferred
- 20,240** Undergraduate Degrees and Certificates
- 12,608** Graduate Degrees and Certificates
- 12,625** First Generation
- 8,309** BIPOC & Underrepresented Minority Alumni
- 5,091** Military-Affiliated

Scholarship Awards

CSU Global offers several institutional scholarships to students each trimester, as well as provides access to hundreds more via ScholarshipUniverse. CSU Global awarded

\$397,007+

in student scholarships for the 2022-23 academic year.



Colorado Opportunity Scholarship Initiative

CSU Global was honored to receive a federal government grant through the American Rescue Plan (ARPA) to distribute more than \$700,000 in *Finish What You Started* scholarship funding, as part of the Colorado Department of Higher Education's (CDHE) *Colorado Opportunity Scholarship Initiative* (COSI) to Pell Grant-eligible students. These funds are used by students toward the completion of a degree or certificate. CDHE launched the federally-funded *Finish What You Started* program in 2021 to aid Colorado residents in degree attainment. The program supports students by providing both financial assistance and support services throughout their college experience. **As of April 2024, the University is proud to have provided the ARPA COSI funds to help support 67 Colorado students so far in completing their degree.**

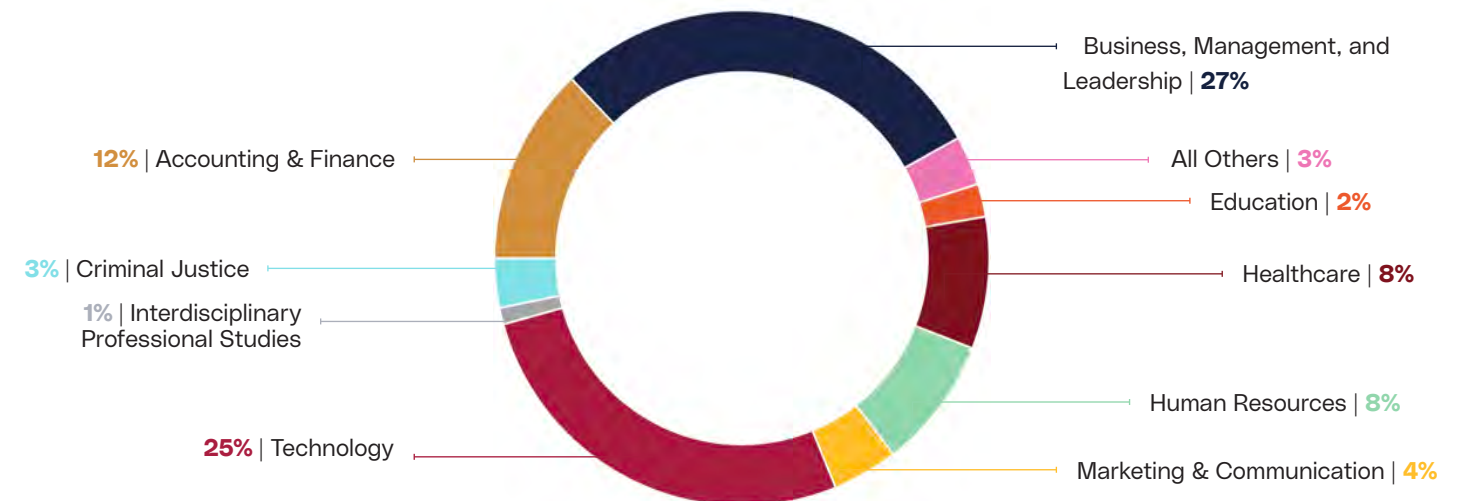
Why We Serve

Developing Professionals for the Workforce of the Future

Our top-ranked, career-relevant programs focus on outcomes after graduation and are designed to help learners move forward today with the skills they need for tomorrow.

Degree-Seeking Students

The areas* in which CSU Global students are preparing to lead tomorrow's workforce:



*Percentages do not include non-degree-seeking students.

Supporting all learners: 7% of CSU Global students are not enrolled in a degree or certificate program

In addition to its degree and certificate programs, as well as individual courses with embedded industry certification and exam education and information, CSU Global offers a flexible course-by-course registration option for students not enrolled in a degree or certificate program. To register for these courses, there is no need to send transcripts, no GPA requirements, and no lengthy admission process, which removes administrative barriers and offers a more streamlined experience for students.

Whether students want to take prerequisites for nursing, medical, pharmacy, and other professional schools or test drive to see if CSU Global's learning environment and services are a good fit for their learning and personal and professional goals, these individual eight-week online courses, online student and learning support services, and monthly start dates give students control over their schedule while they have full access to everything they need for academic success.



Industry-Relevant Curriculum

CSU Global is committed to ensuring students' educational journeys remain highly relevant to their career aspirations, providing seamless pathways to attain industry certifications and licensure and exam passage. CSU Global coursework equips students with the necessary preparation to excel in several industry-recognized exams across a range of fields.

Today, in collaboration with industry leaders and its faculty that all have the requisite academic credentials and importantly, industry work experience, CSU Global provides courses and programs:

- with embedded information for Industry Certification Exam preparation and internship opportunities;
- and with work-ready assignments that our learners can use both for course completion and their workplace needs;
- of which can integrate over time for a degree award so that learners can earn certificates on the journey towards their degree completion;
- while it also provides collegiate credit for our industry-partner organizational and military training to blend skilling and upskilling education and training for learner and employee workplace success.

Industry Certifications and Licensures

Accounting	Certified Public Accountant (CPA), Chartered Financial Analyst (CFA), Chartered Management Accountant (CMA), Enrolled Agent (EA), Financial Services Audit Certificate (FSAC), Internal Audit Practitioner, Certified Internal Auditor (CIA), Certified Fraud Examiner (CFE), Chartered Global Management Accountant
Business & Human Resource Management	SHRM-CP and/or SHRM-SCP, Product Development Professional Certification
Computer Science	Oracle Certified Associate, Java SE 8 Programmer
Emergency Management	Foundations of Emergency Management, Hazard Mitigation for Manmade Hazards, Disaster Response, Disaster Recovery, Comprehensive Emergency Planning
Finance	Certified Financial Planner (CFP)
Information Technology	CompTIA A+, CompTIA Network+, CompTIA Linux+, CompTIA Security+, EC-Council Certified Ethical Hacker, AWS Cloud Practitioner, CompTIA Cloud+, CISM (ISACA), Project+, AZ-800, SSCP, AZ-104 (Microsoft), CCSP (ISC2), CISA (ISACA)
Teaching and Learning	State of Colorado Principal Licensure

Undergraduate Degrees

- Bachelor's Degree in Accounting
- Bachelor's Degree in Computer Science
- Bachelor's Degree in Criminal Justice
- Bachelor's Degree in Cyber Security
- Bachelor's Degree in Finance
- Bachelor's Degree in Healthcare Administration & Management
- Bachelor's Degree in Human Resource Management
- Bachelor's Degree in Human Services
- Bachelor's Degree in Information Technology
- Bachelor's Degree in Interdisciplinary Professional Studies
- Bachelor's Degree in Management Information Systems & Business Analytics
- Bachelor's Degree in Marketing
- Bachelor's Degree in Organizational Leadership
- Bachelor's Degree in Project Management
- Bachelor's Degree in Business Management

Graduate Degrees

- Master's Degree in Artificial Intelligence & Machine Learning
- Master of Business Administration (MBA)
- Master of Business Administration in Product Management (MBA)
- Master's Degree in Data Analytics
- Master's Degree in Finance
- Master's Degree in Healthcare Administration
- Master's Degree in Human Resource Management
- Master's Degree in Information Technology Management
- Master's Degree in Interdisciplinary Studies
- Master's Degree in Management
- Master's Degree in Organizational Leadership
- Master's Degree in Professional Accounting
- Master of Project Management
- Master's Degree in Teaching & Learning

Undergraduate Certificates

- Business Administration
- Computer Programming
- Cyber Security
- Data Management & Analysis
- Digital Marketing
- Information Technology Operations
- Marketing
- Project Management
- Web Application Development

Graduate Certificates

- Business Analytics
- Cyber Security
- Digital Health Technology
- Human Resource Management
- Project Management



CSU Global not only works to provide education and training for its modern learners' workplace and personal success through fulfilling industry needs, but it does so through the highest quality processes and services.

From its course and program development to instructor selection and career development services, CSU Global continually works to ensure learner and stakeholder satisfaction and outcomes-achievement through its ongoing feedback and improvement methodologies and practices.

Robyn Kehoe Ramsey received her Principal Licensure through CSU Global. After working the same job for nearly 20 years, the program challenged her, increased her income, and enabled her to pursue a career in administration.

CSU Global Tops the Charts

Based on its outcome data by U.S. News & World Report, CSU Global is ranked

- #1 in Colorado for online degree programs
- Top 20 Best Online Bachelor's Programs
- and Top 10 Best Online Bachelor's Programs for Veterans

And at a program level, is ranked by Intelligent.com as the provider of the:

- #1 Best Online Master's in Accounting Degree Programs
- #1 Best Online Bachelor's in Healthcare Management Degree Programs
- #1 Best Online Human Services Degree Programs



Undergraduate Student Success

B.S. in Project Management Student Chris Swinton

The Navy veteran, father, student, marathoner, roller skater, and aspiring lawyer shares how he makes every moment count.

CSU Global student Chris Swinton's story begins in New York's boroughs. Growing up in a working-class family, his mother encouraged him to stay busy by participating in church activities such as skating and bowling. From there, Swinton started performing small construction jobs for the church, which led him to renovating buildings all over the city.

When it was time to move on, Swinton set his sights on joining the Navy. He embarked on his first of five deployments, increasing his rank by always saying 'yes' to the jobs that no one else wanted. He was assigned to a construction battalion that took him around the world to the Bahamas, Afghanistan, Kuwait, Jordan, and Somalia.

After his final deployment, Swinton retired as a Chief Petty Officer, now working as a civilian contractor at the Naval Base Ventura County (NBVC) to monitor equipment that supports the troops.

"I started seeking a degree after I came back from Afghanistan when I realized that I had a lot of knowledge, but I didn't have what the corporate world was requiring in terms of skills, certifications, or licensing," he said. "I received two associate's degrees before taking a break." Swinton became involved with supply

chain and project oversight, which inspired him to pursue a bachelor's degree in project management.

"I made sure that CSU Global was accredited, that they would accept a significant amount of credits from my previous colleges and military experience."

Swinton decided to take a second job at Amazon—a CSU Global employer partner that extends educational benefits to its employees. Having used his military tuition credits for his associate's degrees, Swinton was thrilled to take advantage of Amazon's educational perk. He was given a list of schools and started his research. "I made sure that CSU Global was accredited, that they would accept a significant amount of credits from my previous colleges and military experience," he shared. Now Swinton is more than halfway to earning his bachelor's degree.

Swinton's end goal is to go into contract law. He admits, "I know I'm 54 years old



and want to go into law, right?" But Swinton has a solid foundation between his associate's degrees, soon-to-be bachelor's in project management, and real-world experience through a career spent reading and disseminating contracts. "What I try to tell young people is that we always look up at people like Michael Jordan and Larry Bird, or those who have climbed Mount Everest," he shares. "There's no difference between us and them, except for that they pushed beyond and went into an area that was uncomfortable."

His final advice for those looking to grow? To pursue higher education. "Even if you run into stumbling blocks—especially us veterans—use the experience as a stepping stone. In the military, we were pushed to keep going. Take that same focus, that same energy, and put it towards education. We can achieve, we can do it."

Retention by the Numbers

Since its inception, CSU Global has and will continue to work to meet the unique and ever-changing needs of its modern nontraditional learners. Importantly, compared to the national average, CSU Global undergraduate students retain at significant higher rates than other U.S. universities. According to the National Center for Education Statistics, retention for part-time undergraduate students is 45.9%.

84.5% Undergraduate student retention from Fall A 2023 to Winter C 2024

- CSU Global full-time undergraduate students
- National Center for Education Statistics average for part-time undergraduate students



According to the NCES, in fall 2022, the part-time retention rate in postsecondary institutions was 45.9%. This is based on 2,955 institutions.

Return on Investment of CSU Global Bachelor's Degrees

Program	Prior Income	Current Income	Median Increase
B.S. in Accounting	\$45,000	\$80,000	\$40,000
B.S. in Business Management	\$50,000	\$100,000	\$42,500
B.S. in Computer Science	\$42,000	\$85,000	\$43,250
B.S. in Criminal Justice and Law Enforcement Administration	\$50,000	\$79,000	\$40,000
B.S. in Healthcare Administration and Management	\$40,000	\$66,000	\$30,000
B.S. in Human Resource Management	\$45,000	\$84,500	\$38,000
B.S. in Human Services	\$32,000	\$55,000	\$25,000
B.S. in Information Technology	\$50,000	\$100,000	\$46,000
B.S. in Management Information Systems and Business Analytics	\$75,000	\$136,250	\$60,000
B.S. in Marketing	\$42,500	\$95,000	\$30,000
B.S. in Organizational Leadership	\$60,000	\$94,000	\$32,000
B.S. in Project Management	\$65,000	\$120,000	\$55,000

Data in the table reflects the results of a survey conducted through an independent research organization in 2023 and 2024. Of the programs that received 25 or more responses, the median and percentages were calculated from the overall self-reported data for the accumulated undergraduate programs.

*Increase demonstrated as the median value of all increases calculated per individual response.



Julie Hoefs | Executive Enrollment Counselor

Julie has been with CSU Global for 14 years connecting students with the right program to help them achieve their goals. "Working with students wanting to reach goals to better their futures has always been a passion of mine," said Hoefs. "I find it very rewarding to help students who have goals but may not

feel those goals are attainable until they see how CSU Global can help them. I am able to help give potential students the courage to move forward with these aspirations. CSU Global is one-of-a-kind as far as schools that are affordable and accessible."

15 Years of Serving Global Students

In 2023, CSU Global commemorated its 15th anniversary since the commencement of its first academic term in 2008, which had 200 students. To date, the University has graduated over 32,000 students from around the world, helping them reach their personal and professional goals for a brighter future.



Honoring Those Who Serve

Since its inception, CSU Global has served the needs of modern nontraditional learners – many of whom are military personnel – and has since become a top-ranked online institution for service members. In fact, in 2024, U.S. News & World Report ranked CSU Global as the top Colorado institution on their list of Best Online Bachelor's Programs for Veterans and top 10 overall.

CSU Global offers special discounted tuition rates for active-duty service members, guard, and reserves, veterans, and their spouses and dependents. It also has the policies and processes in place for external-credit review and transferability towards its certificates and degrees. Additionally, CSU Global's Military Friendliness Academic Policy encourages students to reach out about their obligations so arrangements can be made to help them complete their coursework whenever and wherever their work takes them. To further create avenues for relationships in its fully online environment, service member students and alumni are also encouraged to join the CSU Global Student Veterans Organization.

We welcome students to utilize their VA benefits at CSU Global and are proud to participate in the VA Principles of Excellence Program. CSU Global also offers a streamlined application process and waived application fees for military and veteran students, as well as their families.



Honoring the Experience of Our Military Students

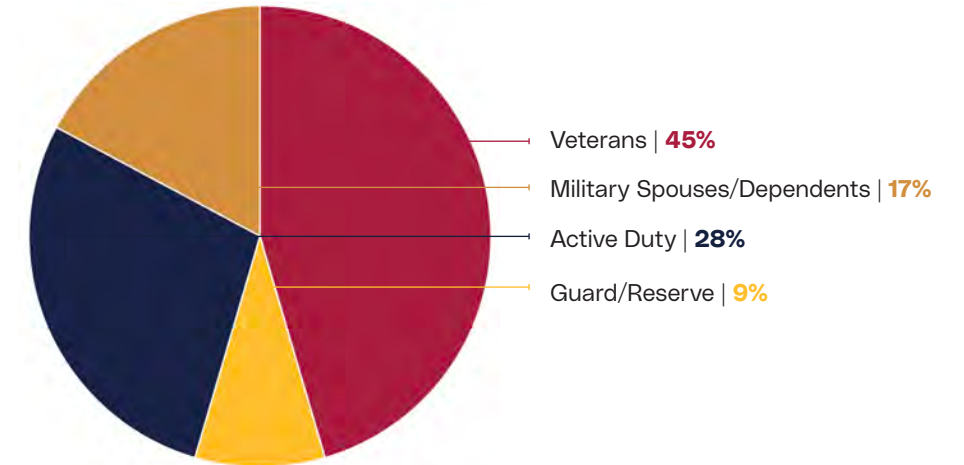
59+ Credits

Average number of credits transferred by active military and veterans to undergraduate programs (2022-23 academic year)

2.6 Years

The average number of years active military and vets take to graduate with a bachelor's (2022-23 academic year)

Since 2008, CSU Global has served 12,804 U.S. military service members and their families. This chart shows the percentages of those who make up the 1,800+ service members and their families currently attending CSU Global.



1,863

Number of academic year 2022-23 students who are U.S. active duty service members, veteran, reserve/guard, or spouses/dependents

13%

Percentage of military-affiliated students at CSU Global as of June 30, 2023

9.26%

Faculty who are military service members or military affiliated



Binh Nguyen | Military Benefits Specialist

Binh Nguyen is a military benefits specialist at CSU Global, where she serves a diverse population of military students. Some are being deployed for the first time and trying to navigate moving to a different country, some are veterans transitioning to civilian life, and others are family members.

"They have all made sacrifices for our country, and it is my small way of saying thank you to them," said Nguyen. "I find my role most rewarding knowing that our students come to us with questions, concerns, and hesitations about their benefits and attend-

ing school, and we have the ability to ease their concerns and reinforce their decision to get their degree. I am a firm believer that everyone deserves an education, and I enjoy helping students achieve their educational goals. I work on a team who are all passionate about what we do and willing to be a voice or advocate for our students. We all work towards the same goal in ensuring our students are receiving the assistance they need."



"As an Active-Duty Service Member, I didn't think it was possible to balance both higher education and service requirements, but CSU Global has made that possible. From the student advisors to the faculty members, I feel supported in every aspect possible. It has been a great opportunity to be able to pursue my education and get involved in student-driven organizations such as the Student Veterans Organization."

Jenna Slaughter
B.S. in Business Management



"CSU Global offers me the ability to take charge of my time, and the instructors are super flexible if I am away for training. I enjoy my Human Services program because after my father suddenly passed, I knew I wanted to work with Veterans like him and myself, offering the best opportunities for success. My program helps me better understand people's thoughts and assist with interacting with Veterans, especially from a sociological perspective."

Tobias Lundy
B.S. in Human Services



Military Times 2023 Best College for Vets List



Colorado Impact Data

In 2022, CSU Global conducted an in-depth economic analysis measuring the university's positive impact on the economy and students in both Colorado and the United States. The study found the accumulated impact of CSU Global alumni currently employed amounted to \$769.7 million in added income across the country, about \$200 million of which is added income in Colorado, the equivalent of 2,071 jobs in the state.

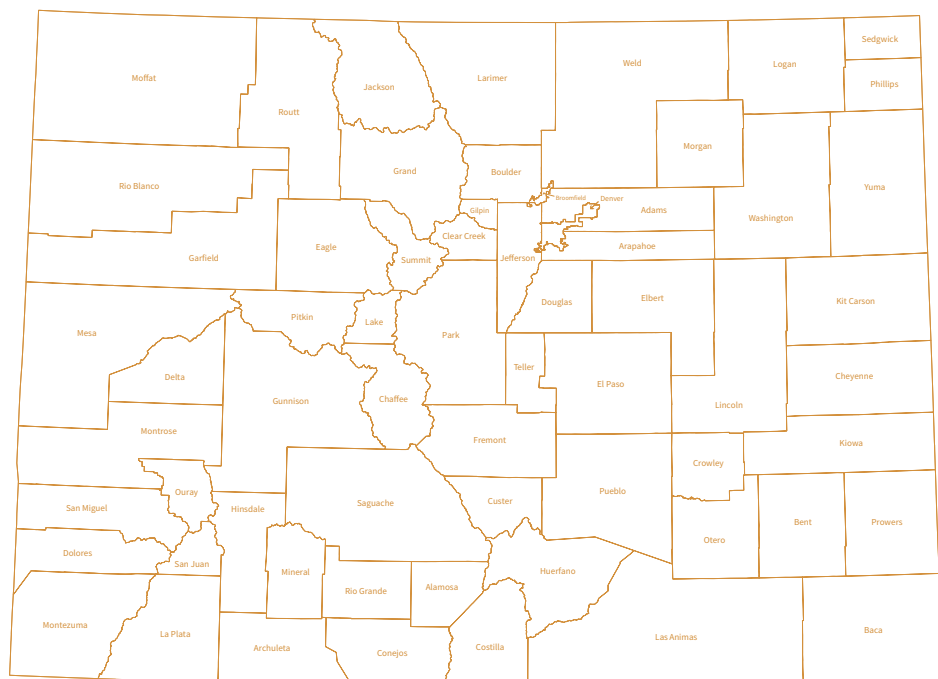
998,321

Total credit hours delivered to Colorado residents by CSU Global from 2008 to date.*

*Data reflects all students with a known Colorado address on record through December 2023.

13,323

Degrees conferred by CSU Global in Colorado from 2008 to the conclusion of the 2022-23 academic year.



Every Colorado County

CSU Global has and continues to serve students in 64 out of 64 Colorado counties.

Serving Both Urban and Rural Colorado

1.6% of CSU Global's Colorado-based students are in rural communities outside of the Front Range and Denver Metro areas.*

*Data reflects all students with a known Colorado address on record.



Colorado Sun Best Online College—Denver Metro

In 2023, The Colorado Sun awarded CSU Global the Best Online College in the Denver Metro Area. Winners were selected by The Colorado Sun readers via survey.

Free Application for Colorado Students

Application fees are a thing of the past for Colorado residents seeking admission to undergraduate programs at the CSU System's three campuses: CSU in Fort Collins, CSU Pueblo, and CSU Global.

This move by the CSU System makes it the first system in Colorado to allow students to apply for free to its undergraduate programs, and it reflects a system-wide commitment to increasing access to higher education. At CSU Global, the CSU System's fully online campus, Colorado residents can use a code to waive the application fee for university admission. Servicemembers and veterans, as well as their dependents, also can apply for free at any time.

"Since its founding, CSU Global has been a leader in meeting the needs of today's modern learners and facilitating their professional success," said Becky Takeda-Tinker, president of CSU Global. "At a time of increasing costs, and given our mission and focus on providing a consistently high

"At a time of increasing costs, and given our mission and focus on providing a consistently high return-on-investment for our students' time and money, we believe that the change to free applications for university admission for Colorado residents and our servicemembers and veterans is timely and appropriate."

return-on-investment for our students' time and money, we believe that the change to free applications for university admission for Colorado residents and our servicemembers and veterans is timely and appropriate."

Robert Van Natta | CSU Global Alumnus × 3

Robert Van Natta just achieved the three-peat of education. In just over three years, he's earned an Undergraduate Certificate and Bachelor's Degree in Project Management, and an MBA—all at CSU Global.

"You'll be pleasantly surprised at what you're capable of, as long as you show up."

What's even more impressive? Van Natta is a first-generation high school graduate, a self-described blue-collar worker, and father. "I can't say enough how incredible it is to obtain higher education degrees, especially for somebody who grew up thinking college was for people who had opportunities and not blue-collared people like myself."

Van Natta's advice for those considering taking the plunge: "Anybody can get through this. While online education might not be for every person, I think it's for a lot more people than you would expect. You'll be pleasantly surprised at what you're capable of, as long as you show up."



Graduate Student Success

New Programs Announced for 2024



The Master of Business Administration in Product Management equips aspiring leaders with the strategic prowess and specialized skills required to navigate the intricate realm of product design, marketing, branding, supply chain, and finance. Designed by doctoral-level faculty who have extensive experience working in the field of product management, this dynamic MBA program is designed to boost learner expertise and confidence, propelling them beyond the traditional marketing manager role and into business innovation and design.



The Graduate Certificate in Digital Health Technology offers a comprehensive exploration of the intersection between healthcare and technology, providing practitioners with the expertise to leverage digital solutions for enhanced patient care and operational efficiency. The certificate supports the latest health information technology standards, providing stackable credentials recognized nationally. With a focus on immediate applicability, this program prepares individuals for diverse career paths and advancement opportunities in transformative healthcare delivery.

Return on Investment of CSU Global Master's Degrees

Program	Prior Income	Current Income	Increase
M.S. in Data Analytics	\$74,000	\$115,000	\$30,000
M.S. in Finance	\$55,000	\$106,000	\$50,000
M.S. in Healthcare Administration	\$50,000	\$100,000	\$36,500
M.S. in Human Resource Management	\$51,000	\$87,500	\$29,400
M.S. in Information Technology Management	\$64,500	\$118,000	\$42,000
M.S. in Management	\$62,500	\$114,500	\$48,500
M.S. in Organizational Leadership	\$66,000	\$100,000	\$32,500
M.S. in Professional Accounting	\$55,000	\$92,000	\$37,000
Master of Project Management	\$70,500	\$125,000	\$46,500
M.S. in Teaching and Learning	\$42,500	\$72,500	\$31,000

86.3%

Graduate student retention from Fall A 2023 to Winter C 2024

Data in the table reflects the results of a survey conducted through an independent research organization in 2023 and 2024. Of the programs that received 25 or more responses, the median and percentages were calculated from the overall self-reported data for the accumulated undergraduate programs.

**Increase demonstrated as the median value of all increases calculated per individual response.*

Tina Roth | 2023 Student Commencement Speaker

When navigating daunting health diagnoses and care, Tina Roth is the type of person you want on your side. A Transitions of Care manager for two palliative care clinics in Orange County, California, Roth was one of the first COVID-era volunteers of the No One Dies Alone program, ensuring that patients got to hear the voices of their loved ones via a tablet one final time. And, while enrolled in the CSU Global Master's of Healthcare Administration program, she completed her assignments while receiving chemotherapy treatments. For all this and more, we were thrilled to select Tina Roth as CSU Global's 2023 commencement speaker.

A Career in Serving Others

Before enrolling in the CSU Global Master's of Healthcare Administration program, Roth had already earned an M.S. in Gerontology – the study of physical, mental, and social changes in people as they age. Gerontology is focused on the clinical side of the healthcare industry, yet Roth wanted to “be the link” in the system, so she set her sights on pursuing another master's degree focused on the operational side, as well.

Roth honed her career to focus on seniors and those in the later phases of their life. She utilizes her 25 years of social work experience to help patients across two post-hospital discharge clinics, helping them navigate the healthcare system and guiding families through end-of-life goals and care. Roth is pivotal in providing advice and compassion during “conversations that many people don't want to have, but need to.”

Returning to the Classroom

When Roth began searching for a Master's of Healthcare Administration program, she encountered many universities that “just didn't click with me.” After speaking with a Student Success counselor at CSU Global, Roth knew that she had found the right fit. “I was apprehensive about returning to school, but the benefits such as the help desk and writing center were so robust,” said Roth. “Every university boasts that their instructors are readily available, but CSU Global actually meant it.”

From Provider to Patient

On May 9, 2022, in the midst of completing her degree, Roth was diagnosed with ovarian cancer. Overnight, Roth went from being a provider to a patient. She immediately began chemotherapy treatments, even bringing her laptop to appointments to work on assignments. Roth even credits her coursework with helping her persevere through chemo. While incredibly difficult to be on the other side of the healthcare industry, Roth found a silver lining: she started identifying gaps in her care, inspiring her to drive change and support the underserved in her profession. Every day, Roth uses her learned skills and personal experiences to elevate her patient care.



A Connection That Made All the Difference

Senior Faculty Associate Dr. Eric Williams is known for his dedication to giving his students personalized attention. Even in an online environment,” he says, “there is that ‘a ha’ or lightbulb moment for students. I see it happen all the time, and it's incredibly rewarding.”

Dr. Williams had Roth as a student for two of her core healthcare courses. “He's no nonsense,” Roth fondly recalled, but he “encouraged me during the darkest time of my life, and I thank him from the bottom of my heart.”

Roth was determined not to reveal her cancer diagnosis to her instructors because she didn't want that to impact her education. However, at one point, Roth reached out to Dr. Williams to make sure it was acceptable to turn in a few assignments early, as she needed to undergo a surgical procedure. Williams encouraged Roth to share her hardship with him – a “human connection that made all the difference” for her.

When all of the final grades were submitted, Williams again reached out to Roth, sharing, “I hope you're attending the in-person commencement ceremony.” Roth wasn't planning to travel to Colorado, but after hearing from Williams, she recognized how important it was for her daughter to see her walk across the stage.

Roth shared, “Dr. Williams said to me, ‘I need to see you at commencement because I want to shake your hand.’ He didn't need to say any of that—grades were submitted, his job was complete.”

Commencement

On May 9, 2023, Roth marked an important date: the one-year anniversary of her cancer diagnosis. Less than a month later, on June 3, 2023, Roth shared her story in front of thousands of CSU Global graduates, family members, and supporters attending the commencement ceremonies in-person and virtually. Her daughter and aunt were in the audience while her husband cheered her on from home. And Dr. Williams was there to shake her hand.

Alumni Success

CSU Global Alumni Who Have Held a Position in the Industry of their CSU Global Program

Bachelor's Degrees

Accounting	75%
Business Management	86.76%
Computer Science	80.43%
Criminal Justice and Law Enforcement	56.10%
Cyber Security	52.38%
Finance	82.35%
Healthcare Administration and Management	75.68%
Human Resource Management	70.45%
Human Services	76.32%
Information Technology	80.77%
Management Information Systems	63.64%
Marketing	67.39%
Organizational Leadership	81.82%
Project Management	71.05%

Master's Degrees

Artificial Intelligence and Machine Learning	64.29%
Data Analytics	78.57%
Finance	79.07%
Healthcare Administration	73.21%
Human Resource Management	73.91%
Information Technology Management	83.33%
Management	71.43%
Organizational Leadership	82.50%
Professional Accounting	89.74%
Project Management	81.58%
Teaching and Learning	78.95%

Data in the table reflects the results of a survey conducted through an independent research organization in 2023 and 2024 of CSU Global program-completer self-reported data. Of the programs that received 25 or more responses, the median and percentages were calculated from the overall self-reported data for the accumulated graduate programs.

Celebrating Our Alumni

On Saturday, June 3, 2023, CSU Global celebrated the conferring of 1,028 undergraduate and graduate students—both in-person and virtually! Hosted simultaneously, the ceremonies were emceed by CSU Global's own Dr. J. Michael Skiba, Program Director of Criminal Justice. Lieutenant General (ret.) Joe Wehrle, whose responsibilities have ranged from leading the top fraud-fighting organization in the world to holding multiple leadership positions in the United States Air Force, delivered a powerful keynote, and CSU Global President Dr. Becky Takeda-Tinker shared thoughtful remarks. Graduates and guests were especially moved after an inspiring speech from student speaker Tina Roth.



Makayla Machacek

CSU Global's Youngest B.S. in Finance Alumna



Makayla Machacek enjoyed many aspects of a typical high school experience; she played the flute in the marching band, hung out with friends at lunch, and worked part-time. But unlike many high school students, Machacek also started taking college courses at age 14—an impressive feat, especially considering how many roadblocks she encountered.

"Because of my age and without a high school diploma yet, most colleges wouldn't accept me into their programs," she said. "I had so many people tell me I couldn't pursue a bachelor's degree at my age." After multiple rejections, Machacek turned to community college before discovering CSU Global. "I was beyond thankful that I found a college that was going to help me get my degree."

"I recommend this path to everyone. It's definitely not easy, but I've gained so much and set myself up very well for a career as a financial advisor."

"CSU Global helped Makayla reach her dreams when other schools just looked at her as a young kid," CSU Global Student Success Manager Alex Chace shared. "I think her story of hard work and perseverance is incredibly inspiring."

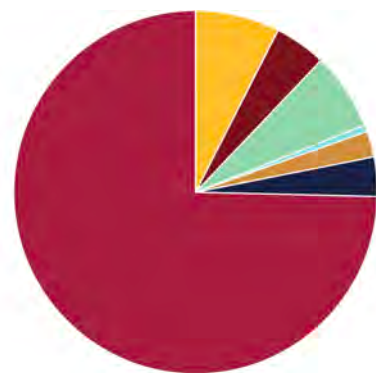
Our Staff & Faculty

CSU Global is a pioneer in online learning, and our faculty instructors have both the academic credentials and industry work experience, as well as more than a decade of expertise in educating modern learners. Specially trained to teach adult learners online, CSU Global faculty members combine academic excellence with their real-world industry expertise and experience.

Faculty

CSU Global's instructors combine academic excellence with their real-world expertise and experience to help our students succeed, both in their classes and careers. In addition to their expertise as professionals and as educators, all CSU Global faculty members have been specially trained in the technology and teaching methods that work most effectively for its modern students in our 100% online learning environment.

529 Faculty members
88.5% Faculty with terminal degrees
87.9% of faculty retained each year
31.2% Faculty who identify as underrepresented minorities



Asian | **7.5%**
 Black or African American | **4.6%**
 Hispanic or Latino | **6.9%**
 Native Hawaiian or other Pacific Islander | **0.6%**
 Not specified | **2.3%**
 Two or more races | **3.5%**
 White | **74.7%**

Staff

CSU Global's staff of 174 comprises a diverse, dedicated group of professionals who manage all aspects of the University's operations—including finance, curriculum, marketing, communications, enrollment, and more. The diversity of our staff helps us better serve the unique needs of our student demographics.

Staff data current as of December 2023.

Supporting Employee Wellness and Engagement

In 2023, CSU Global's Employee Affairs Committee completed a full year of support programs for employees surrounding its four pillars of wellness, including:

- **Financial Pillar:** Webinars on taxes, budgeting and financial wellness, identity theft and fraud, and saving.
- **Emotional Pillar:** Mindfulness program on topics including burnout, yoga, meditation, and emotional intelligence.
- **Social Pillar:** Coffee with a Coworker program, where everyone who signed up received a \$10 Starbucks gift card.
- **Physical Pillar:** Festive Fitness Challenge, where employees log and track their activity daily. Employees logged 140,905 total minutes of exercise!

Throughout the year, the committee raffles gift card prizes for employees who participate in the activities.



Dr. Phillip J. Finley | Instructor

The CDC expert, author, marathoner, faculty member, reverend, and humanitarian shares how heartbreak and hope have defined his career.

CSU Global healthcare administration faculty member Dr. Phillip J. Finley's educational journey did not start out as one might expect. He graduated from the University of Oklahoma—after five and a half years—with a bachelor's degree and a 2.1 GPA.

Shortly after commencement, a friend's mother, who worked for the Department of Defense, encouraged Finley to apply for government jobs. "There were no computers, just typewriters, and I had to fill out these long forms and mail them to the government," he recalled. Three months later, Finley was contacted by an organization he had never heard of, the Center for Disease Control and Prevention (CDC) – the leading authority on public health matters in the United States. His interview lasted 15 minutes and consisted of just a few questions, one of which was, "If you had the health records for a young girl who tested positive for a venereal disease, and you had to show up at her door, and everything that you do is confidential and the mother answers the door, how would you handle that situation?"

A few months later, Finley packed his bags for Fort Lauderdale, Fla., to embark on his now 34-year run as a public health advisor with the CDC. His work has spanned treating HIV-positive individuals and providing resources to underprivileged communities, helping prisons navigate the COVID pandemic, leading emergency preparedness efforts after Sept. 11, and heading the Overseas Effectiveness Workforce Development (OEWD) group addressing the personnel needs of CDC-funded countries such as Barbados, Malawi, Mali, Ghana, Cameroon, South Africa, Botswana, India, Thailand, and Kenya.

Finley's career is marked by moments of heartbreak and hope, successes and setbacks. One of his first patients in Fort Lauderdale was a 16-year-old girl who had taken a bus to get her HIV results. She was three months pregnant at the time. "She thought she was going to be in and out, but she tested positive for HIV. Back then, this was a death sentence, with a maximum of six months that a person could live," shared Finley. "Thir-



ty-four years later, I still think of her." Despite adversity, Finley has touched the lives of millions through the creation of health infrastructures worldwide.

Finley's experiences and knowledge have benefitted CSU Global healthcare administration and management students for the past five years. "I am able to really elaborate on my life experiences in our discussion boards," explained Finley. "I've seen what HIV can do in sub-Saharan Africa, I've seen what malaria does on a daily basis in Nigeria. Our students need to hear this."

Finley encourages his students to seek experience at local and state health departments but also to think globally. He sees his role as teaching the next generation about the value of a health department in rural communities and the importance of gaining international experience.

"I love CSU Global students. They are so committed."

"I love CSU Global students," shared Finley. "They are so committed to healthcare management." Finley, who received two master's degrees from Emory University and a Doctorate of Health Science from Nova Southeastern University, recognizes that CSU Global students are receiving an incredible educational experience with exposure to so many industry experts.

In addition to his public healthcare work and teaching responsibilities, Finley is an ordained minister, author, and avid runner (and a two-time finisher of the Boston Marathon!), and sits on the Board of Directors for the Atlanta Track Club. Through all his personal and professional experiences, Finley's best advice for students looking to enter the healthcare field? "Do the work, give your best, and continue to show up."

About CSU Global

Colorado State University Global continues to be the premier provider of online education for today's modern, post-traditional learners, with a global reputation for high-quality, personalized, career-relevant, affordable education and student support services that lead to workplace success and return on investment. As the first 100% online, fully accredited public university in the United States, and with its clearly-defined mission, CSU Global is focused on student success as its number one priority.

No. 1 in Colorado for Best Online Bachelor's Programs in 2024 by U.S. News & World Report, CSU Global is a leader in prioritizing a return on investment for program completers, who in 2023 reported a 70% increase in median income for undergraduate students and a 56% increase in median income for graduate students.

Embracing the land grant heritage as part of the Colorado State University System, CSU Global sets the standard for quality and innovation in higher education through its expert faculty who are recognized as industry leaders and are trained in working with post-traditional learners in an online learning environment, as well as its *anytime anywhere* accessible student support services that include vast library resources, live tutoring, a writing center with writing coaches, and a career center with career counselors.

While CSU Global does not receive state funds for educational or operating expenses, it spends over \$99 million each year in its mission-achievement work to provide the education, skills, knowledge, expertise, and support services its learners need for professional and personal success, as well as to meet industry needs, which has a significant economic impact through employment, payroll, and local sales tax revenues, according to the CSU System 2021 Economic Impact Study.



The nation's first 100% online, fully accredited, state university built to serve the needs of today's modern learners.



Proud to be part of the renowned Colorado State University System and governed by the CSU System Board of Governors.



Over 32,000 undergraduate and graduate degrees and certificates conferred since 2008, serving students in every U.S. state and territory and across the globe.



[CSUGlobal.edu](https://www.csuglobal.edu)