State Council of
Higher Education for Virginia

Joint Subcommittee on the Future Competitiveness of Virginia Higher Education

Demography, Planning and Measuring Success: Why They Matter

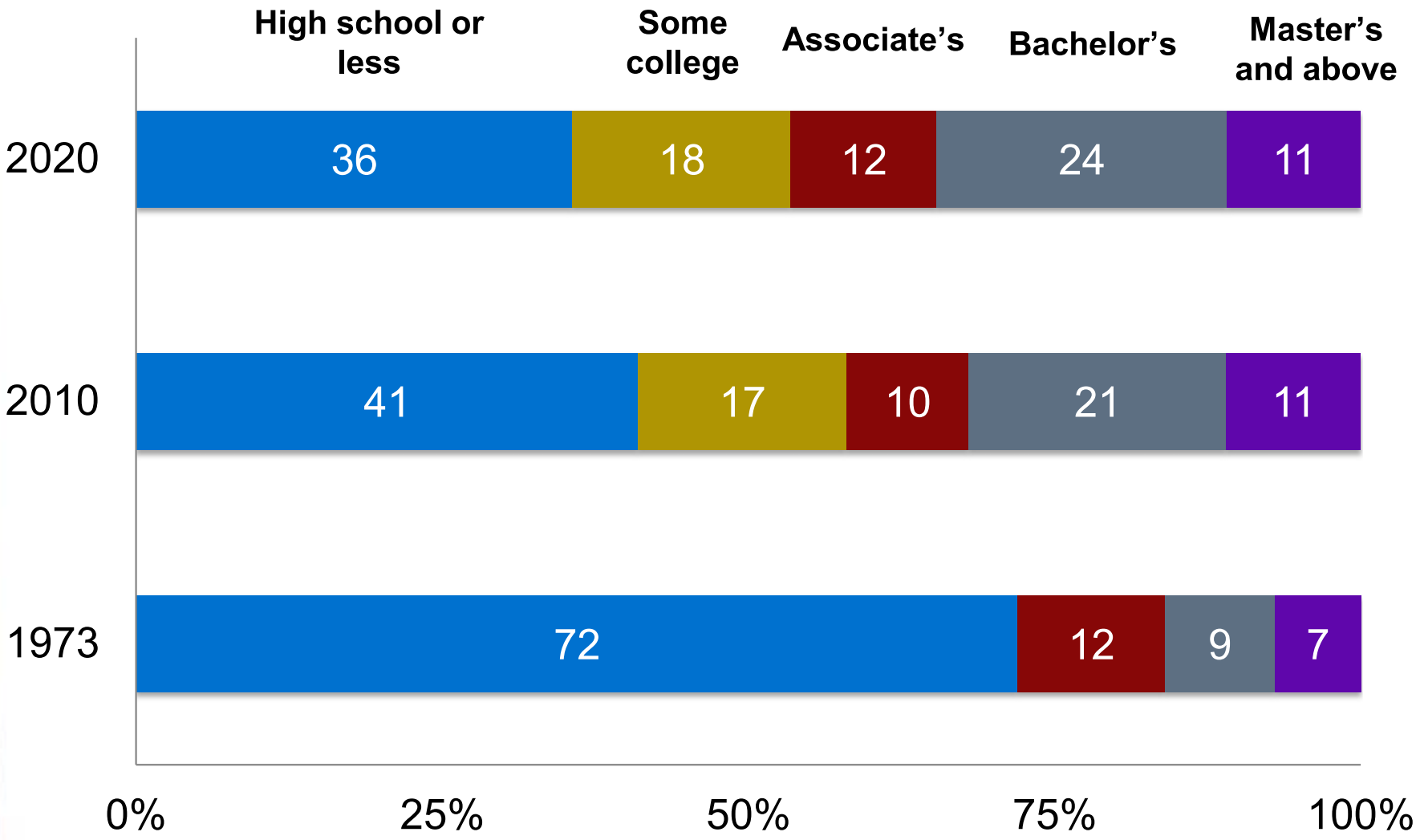
September 14, 2015

Peter Blake
Wendy Kang
Tod Massa

Agenda

- ❑ Virginia Demographics and Trends
- ❑ Virginia Plan for Higher Education
- ❑ Measuring Student Success

Educational Demand for Jobs Increasing



Source: Georgetown Center on Education and Workforce Analysis, *"Recovery: Job Growth and Education Requirements through 2020".*

Employer Needs

It's not just technical skills…….

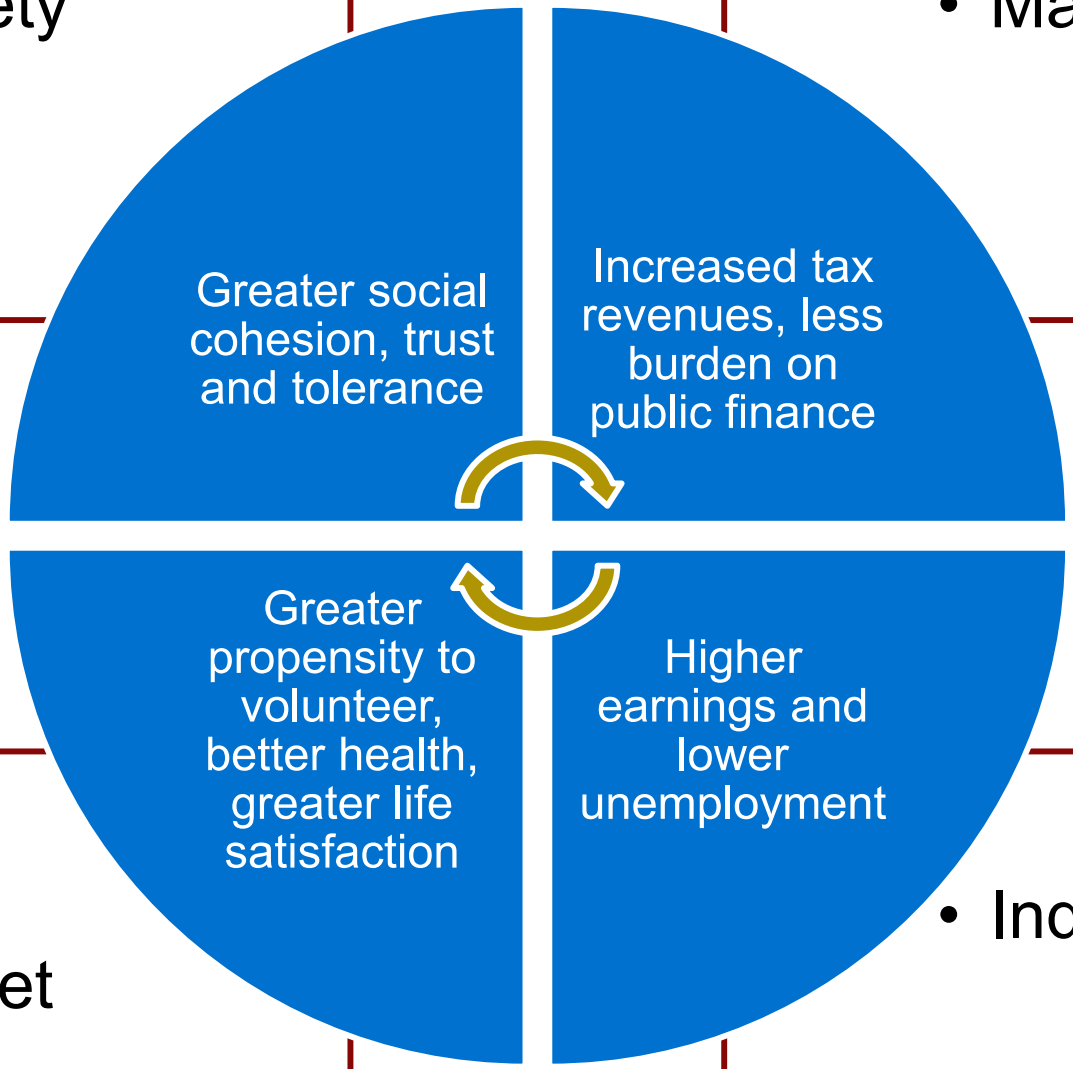
96%
of all occupations require **critical thinking** and **active listening**

70%
of all occupations require **mathematical knowledge**

Source: Georgetown Center on Education and Workforce Analysis, *"Recovery: Job Growth and Education Requirements through 2020".*

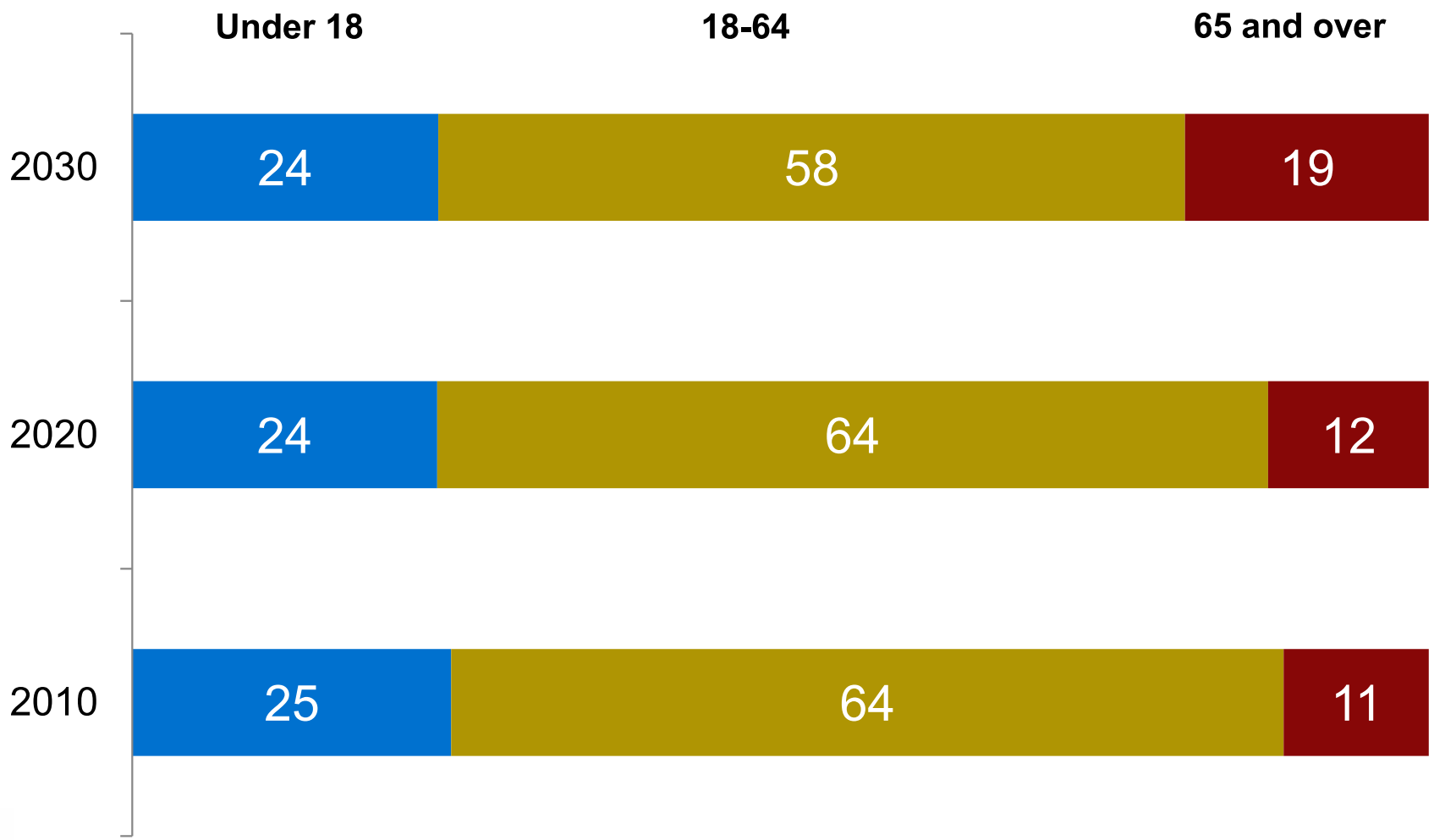
Benefits of Broad Based Education

- Society
- Market



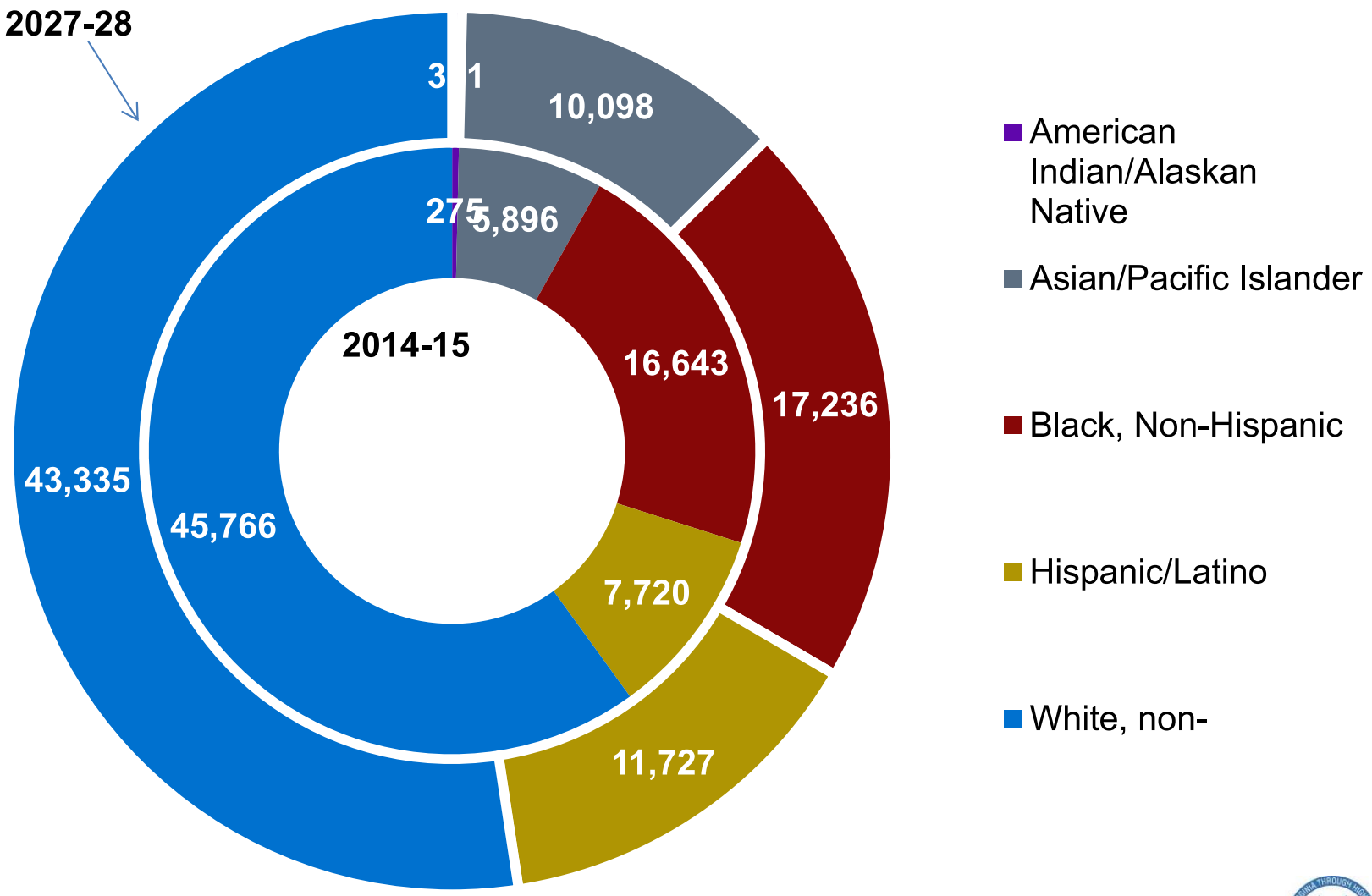
- Non-market
- Individual

Population in Virginia Shifting



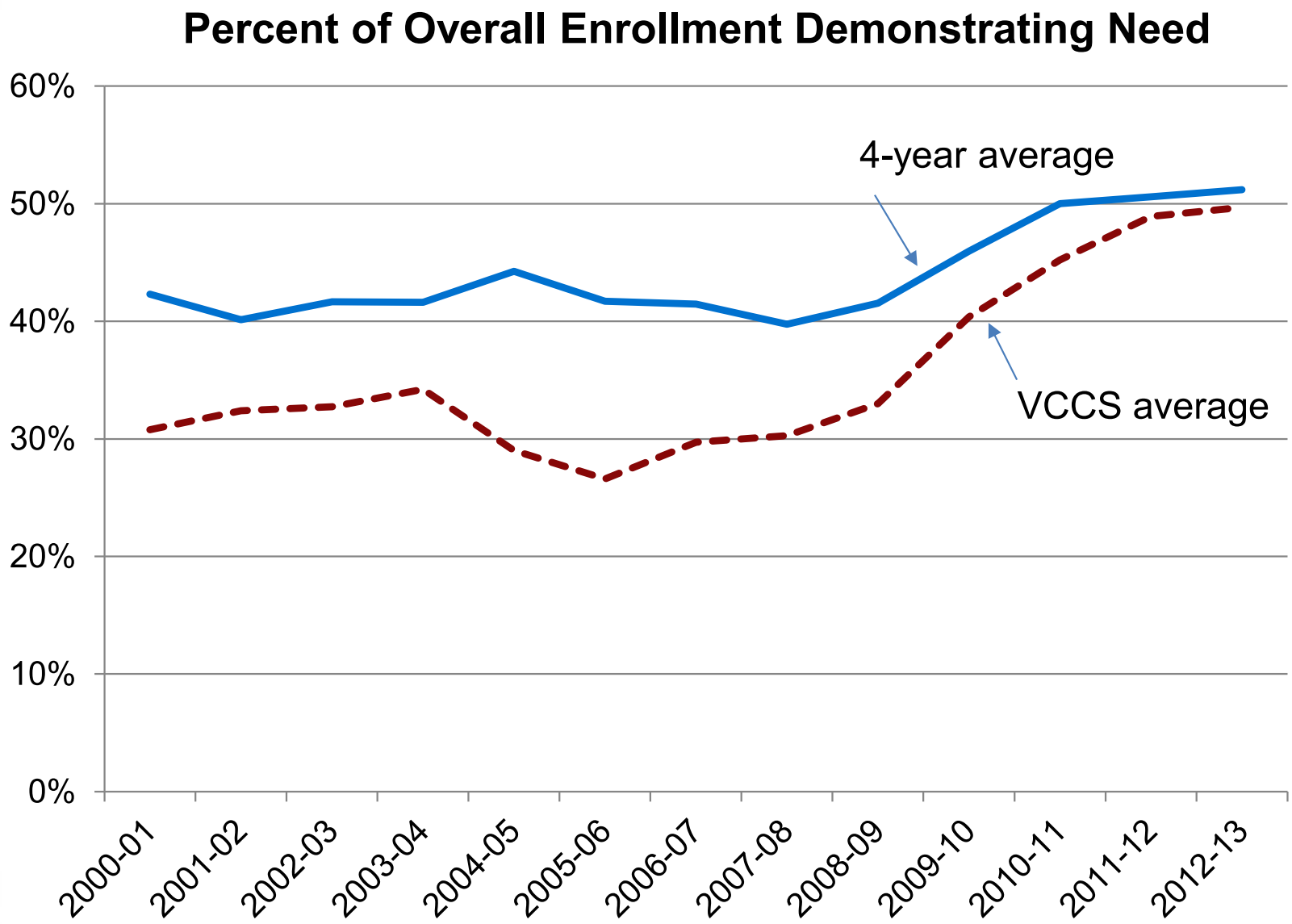
Source: US Census Bureau

High School Graduates Changing



Source: WICHE

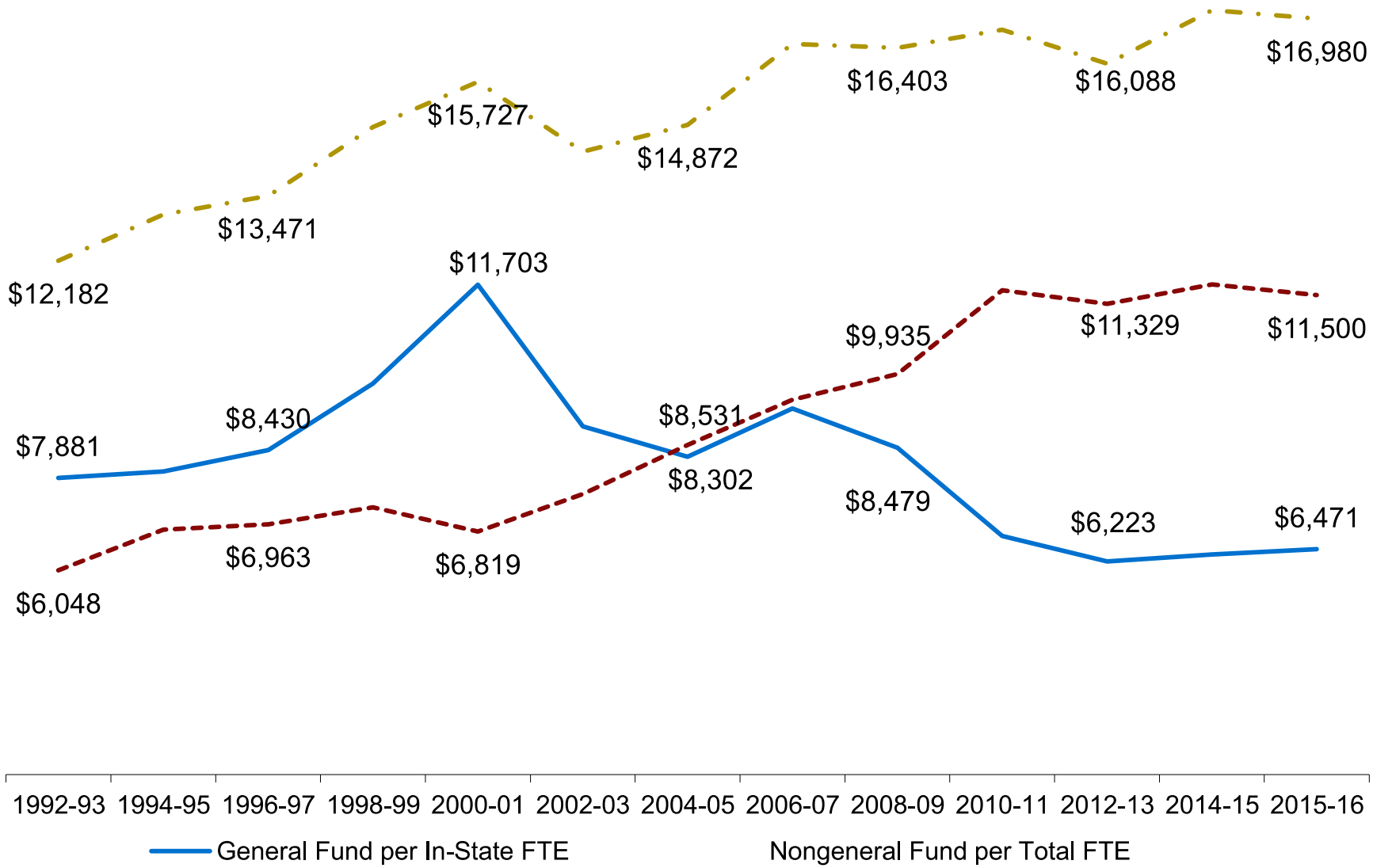
Financial Need Growing



Source: SCHEV staff analysis

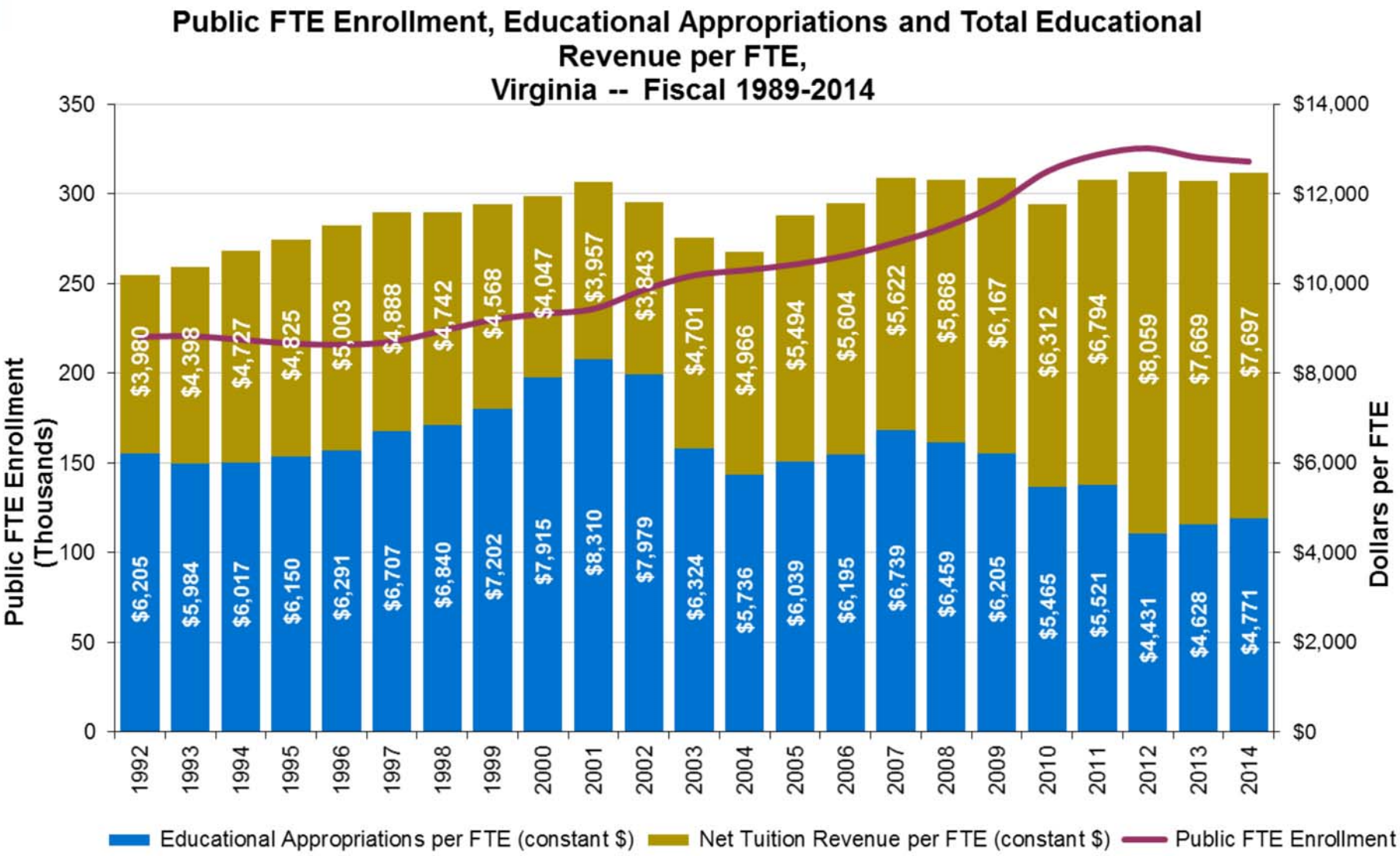
Changing Higher Ed Costs

Average Funding per FTE Student at Four-Year Institutions
(in 2015-16 Constant Dollars)



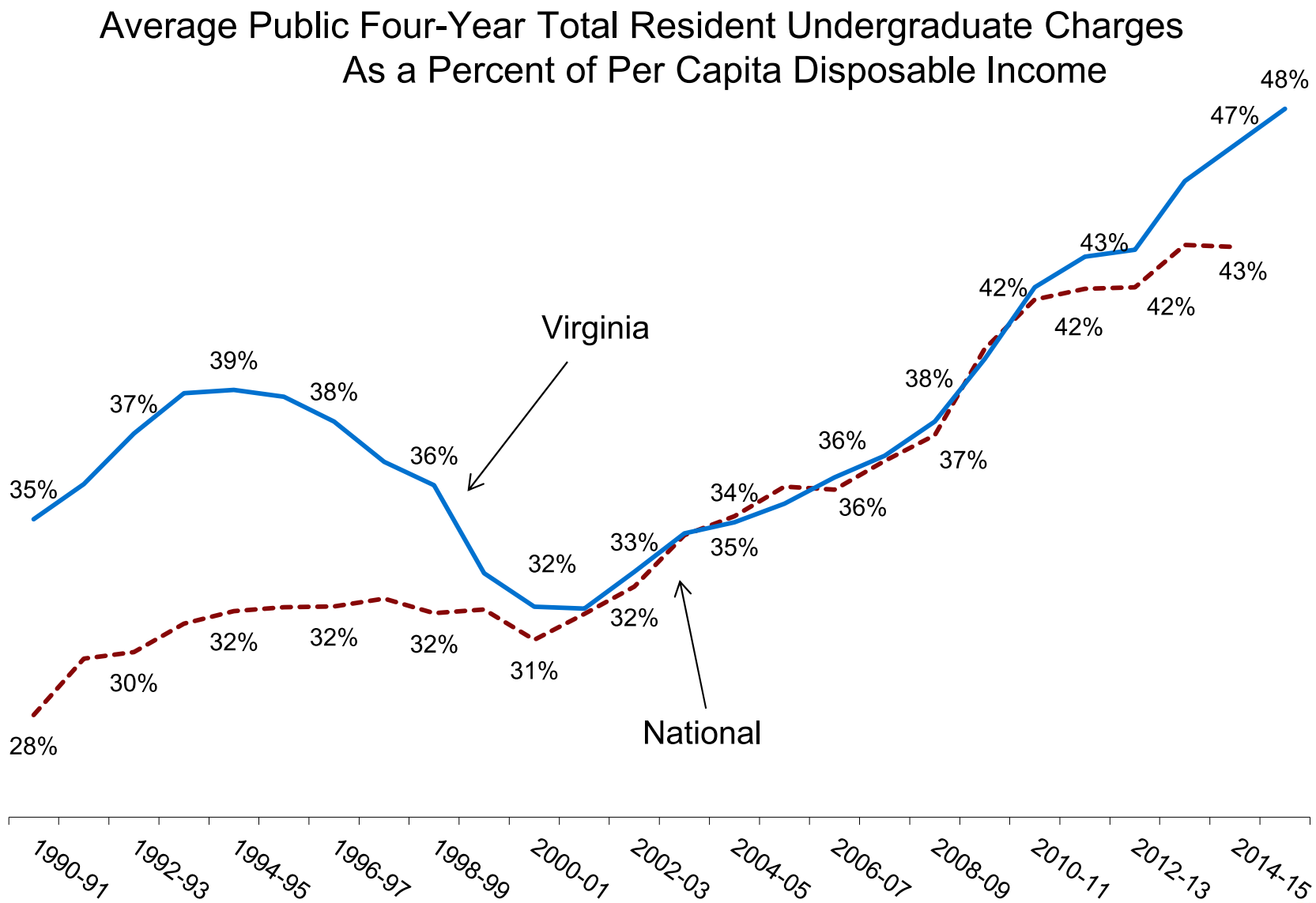
Source: SCHEV staff analysis

Changing Higher Ed Costs



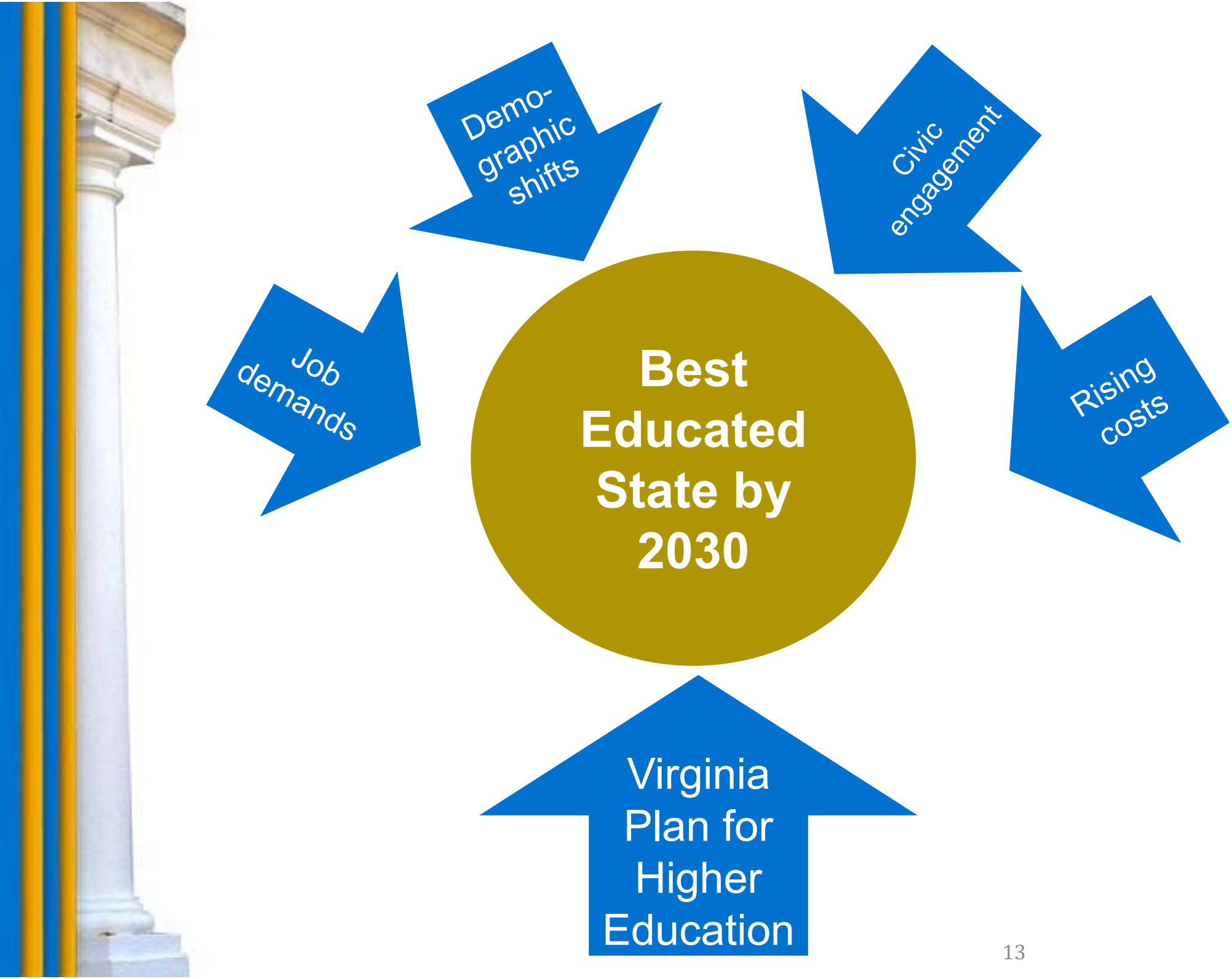
Note: Constant 2014 dollars adjusted by SHEEO Higher Education Cost Adjustment (HECA). Educational Appropriations include ARRA funds.
Source: SHEEO

Changing Higher Ed Costs



Source: SCHEV staff analysis

TOP ISSUES IN HIGHER EDUCATION, 2015					
ASSOCIATION OF GOVERNING BOARDS (AGB)		AMERICAN ASSOCIATION OF STATE COLLEGES AND UNIVERSITIES (AASCU) "Top 10 State Policy Issues for 2015" (Published in January 2015)	COUNCIL OF STATE GOVERNMENTS "Top 5 Issues in 2015, Education" (Published in January 2015)	EDUCATION COMMISSION OF THE STATES (ECS) "Governors' Top Education Issues, 2015" (Published in Feb 2015)	EDUVENTURES "Top Predictions for Higher Education in 2015" (Published in December 2014)
"Top Public Policy Issues, 2015-16" (Published in March 2015)	"Top 10 Strategic Issues for Boards, 2013-14" (2013)				
1-Financial Challenges and Constraints	1-The Revenue Model	1-Tuition Policy	1-School Readiness for All	1-Early Learning	1-Competency-based direct assessment will grow.
2-College Access and Affordability	2-Productivity and Efficiency	2-State Appropriations for Higher Education	2-Experiential and Work-based Learning	2-School Finance	2-Higher ed spending on IT will pick up speed.
3-College Completion	3-Student Aid	3-Campus Sexual Assault	3-Academic Success for At-risk Populations	3-School Choice	3-Online learning will grow modestly.
4-Institutional Performance Metrics	4-Educational Delivery	4-Veterans Education Benefits	4-Innovative State Accountability Systems	4-Teaching Quality	4-Institutional debt will bubble over.
5-Sexual Assault	5-Student Learning	5-Undocumented Students	5-Advance Attainment of Degrees, Certificates and High-quality Credentials	5-Workforce Development / Career and Technical Education	5-Reliance on non-alumni philanthropic support will grow.
6-Increased Scrutiny of Collegiate Athletics	6-Student Success	6-Guns on Campus		6-Postsecondary Funding, Affordability and Access	6-Outcomes will continue to lead the conversation.
7-Affirmative Action	7-Market and Mission	7-Secondary--Postsecondary Standards Alignment			
8-Data Privacy	8-The Academic Workforce	8-State Student Aid Programs			
9-Change in the Regulatory Landscape	9-Globalization	9-Performance Based Funding			
	10-Institutional Risk	10-Free Community College			


Demo-graphic shifts
Civic engagement
Job demands
Best Educated State by 2030
Rising costs
Virginia Plan for Higher Education

Agenda

- ✓ Virginia Student Demographics and Trends
- ❑ Virginia Plan for Higher Education
- ❑ Measuring Student Success

Stakeholder Input: Five Themes and Their Success Factors

Access/Affordability

Enhance Culture of Learning
Accessible Pathways
Seamless Transfer/Articulation
Affordable Tuition/Net Price
Needs-Based Aid
Manage Total Price of Completion
Accelerate Completion Time
Recognize Regional Variations

Student Success

Respond to Changing Demography
Nurture Pre-K-20 Pipeline
High School Bridge Programs
Improve College Readiness
Elevate Completion Rates
Degree Completion Tracks

Graduates Prepared for Useful Lives:
-Critical Thinking Skills
-Active Citizens
-Employability/Work Habits
-Capacity for Perpetual Learning

Among Stakeholders who contributed:

- College and HS students, teachers and administrators
- Business and Community Leaders, VBHEC, VA Chamber of Commerce
- Legislative and Executive Leaders and Staff
- SCHEV Council and Staff
- COP Presidents Advisory Group
- FAC and IPAC

Excellence

Institutional Leadership
Distinctiveness of Virginia Institutions
Excellence in Performance/Outcomes/Value
Academic Quality
Competitive Salaries & Compensation
Innovation in New Modes of Learning
Resilience/Responsiveness

Sustainability

Institutional Leadership
Dependable State Funding
Streamline Mandates/Regulation
Deliver Expected Outcomes/Value
Improve Productivity/Efficiency
Achieve Innovation at Scale
Collaboration/Collective Action
Shared Services
New Revenue Streams
Leverage Technology-Based Tools/ Practices/Experiences
Refine Capital Construction Model

Prosperity & Economic Vitality

Higher Education is **Critical** to P&EV
Achieve a Well-Prepared Workforce, at All Levels
Support Regional Distinctiveness/Development
Increase/Leverage Research Activity
Accelerate Entrepreneurship/Innovation
Commercialize Ideas/Ventures
Eliminate Impediments/Barriers
Support Clusters/Centers of Excellence

GOAL: Provide Affordable Access for All

- Expand **outreach to PK-12** and traditionally **underserved populations**
- Improve the **college readiness** of all students
- Cultivate **affordable postsecondary education pathways** for traditional, non-traditional and returning students
- **Align state appropriations, financial aid and tuition and fees** such that students have broader access to postsecondary education opportunities regardless of their ability to pay

GOAL: Optimize Student Success for Work and Life

- Strengthen curricular options to ensure that **graduates are prepared** with the competencies necessary for employment and civic engagement
- Provide effective academic and student services infrastructures focused on **persistence and completion**
- Increase **on-time completion** of certificates and degrees
- Engage **adults and veterans** in certificate and degree completion and lifelong learning

GOAL: Drive Change and Improvement through Investment and Innovation

- Identify and implement public **funding strategies** to sustain **long-term planning and responsiveness**
- Cultivate **innovations** that enrich **quality,** promote **collaboration** and improve **efficiency**
- Foster **faculty excellence**, scholarship and **diversity**
- Enhance higher education **leadership, governance** and **accountability**

GOAL: Advance the Economic and Cultural Prosperity of the Commonwealth and its Regions

- Build a **competitive, future-ready workforce** for **all regions**
- Be a catalyst for **entrepreneurship** and a model for **business incubation**
- Target funding, resources and partnerships to support **research and development**
- Expand participation and engagement in **public and institutional service** to the **community**

- Demonstrate the **impact of higher education** on **state and regional economic development**

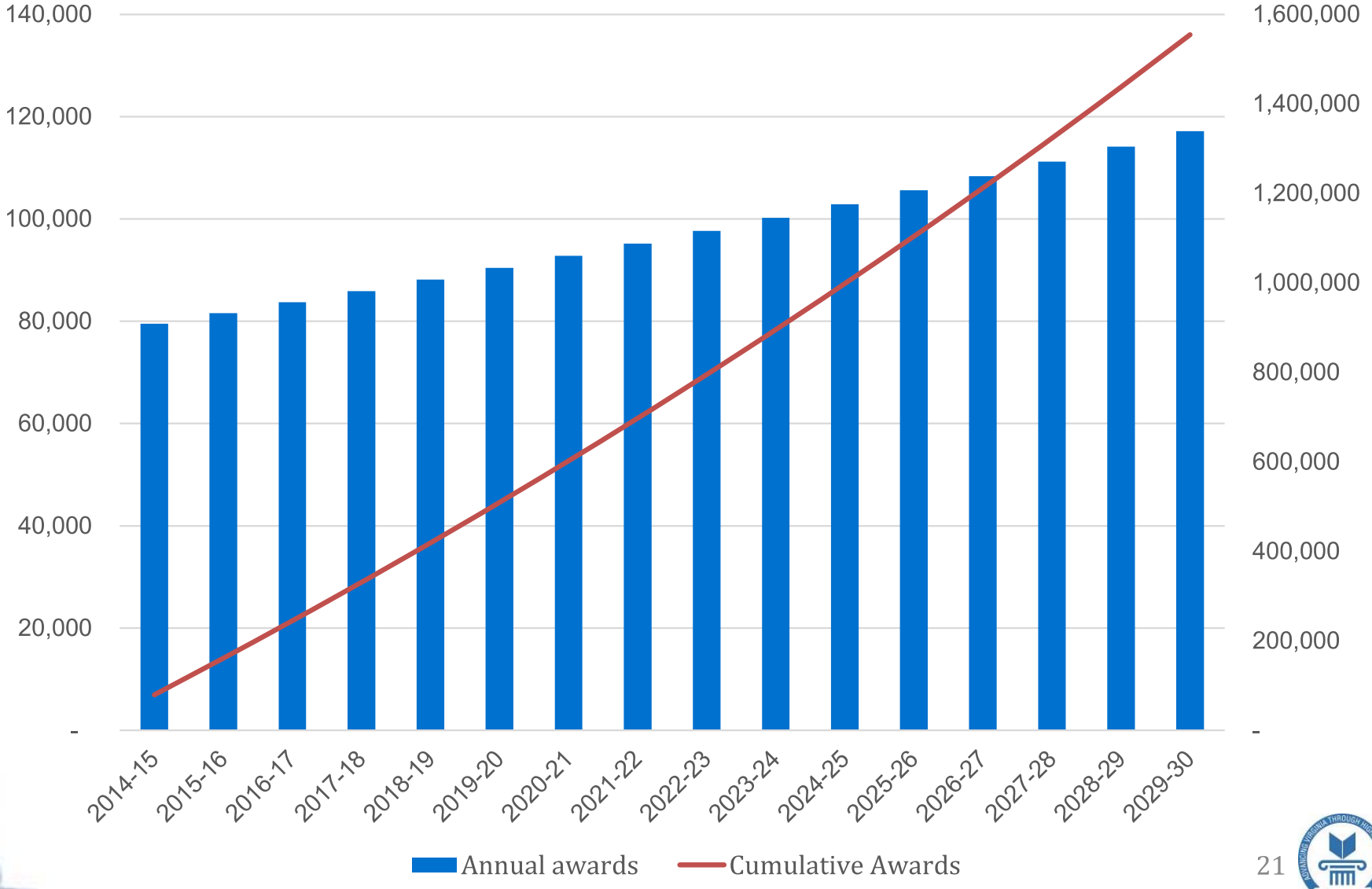
Measuring our progress

State Level Measures and Targets

Awards	Research
Student Success	Price
Affordability	Economic Prosperity

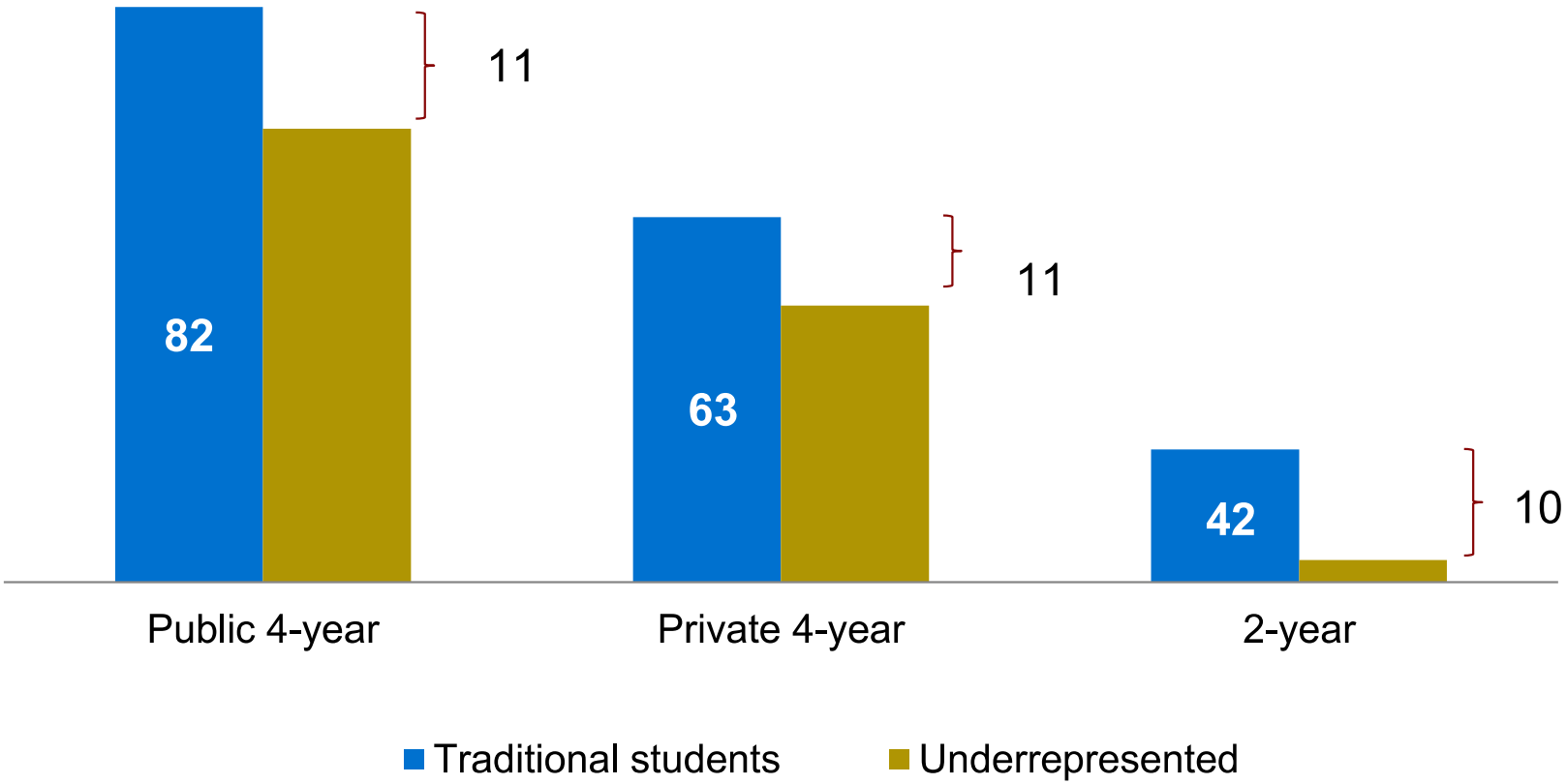
Awards

Grant 1.5 million degrees and workforce credentials by 2030, including those that close the gap in unfilled jobs



Success

Annually improve completion rates that close the gap between underrepresented populations and traditional students by 2030



*2006-07 cohort for 4-year/2008-09 cohort for 2-year).
Completion rates based on Student Success Index

Affordability

Meet half of the cost of attendance for low- and middle-income students through expected family contribution and state and federal grant aid by 2030

50%
Expected family contribution, state and federal aid

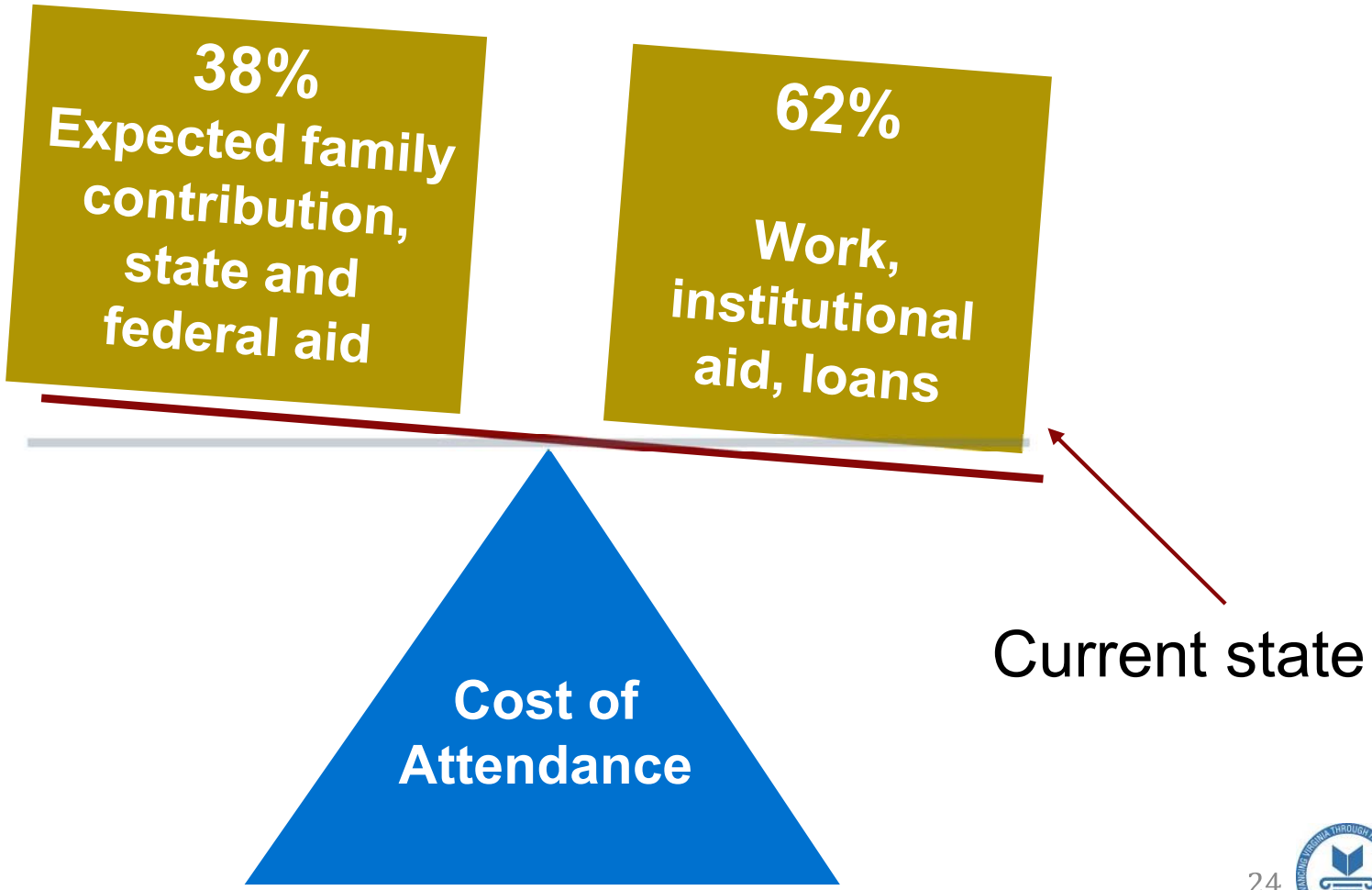
50%

Work, institutional aid, loans

Cost of Attendance

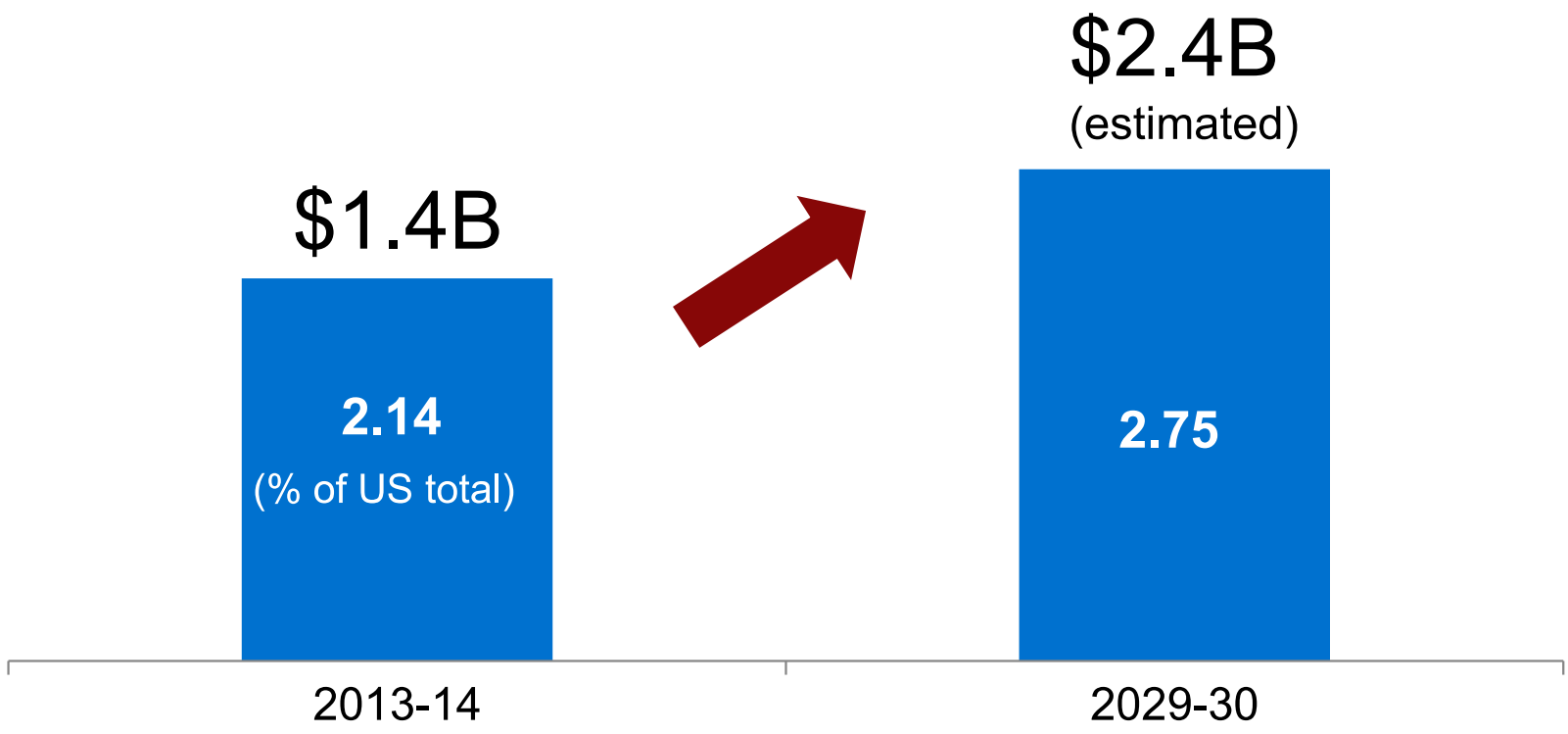
Affordability

Meet half of the cost of attendance for low- and middle-income students through expected family contribution and state and federal grant aid by 2030



Research

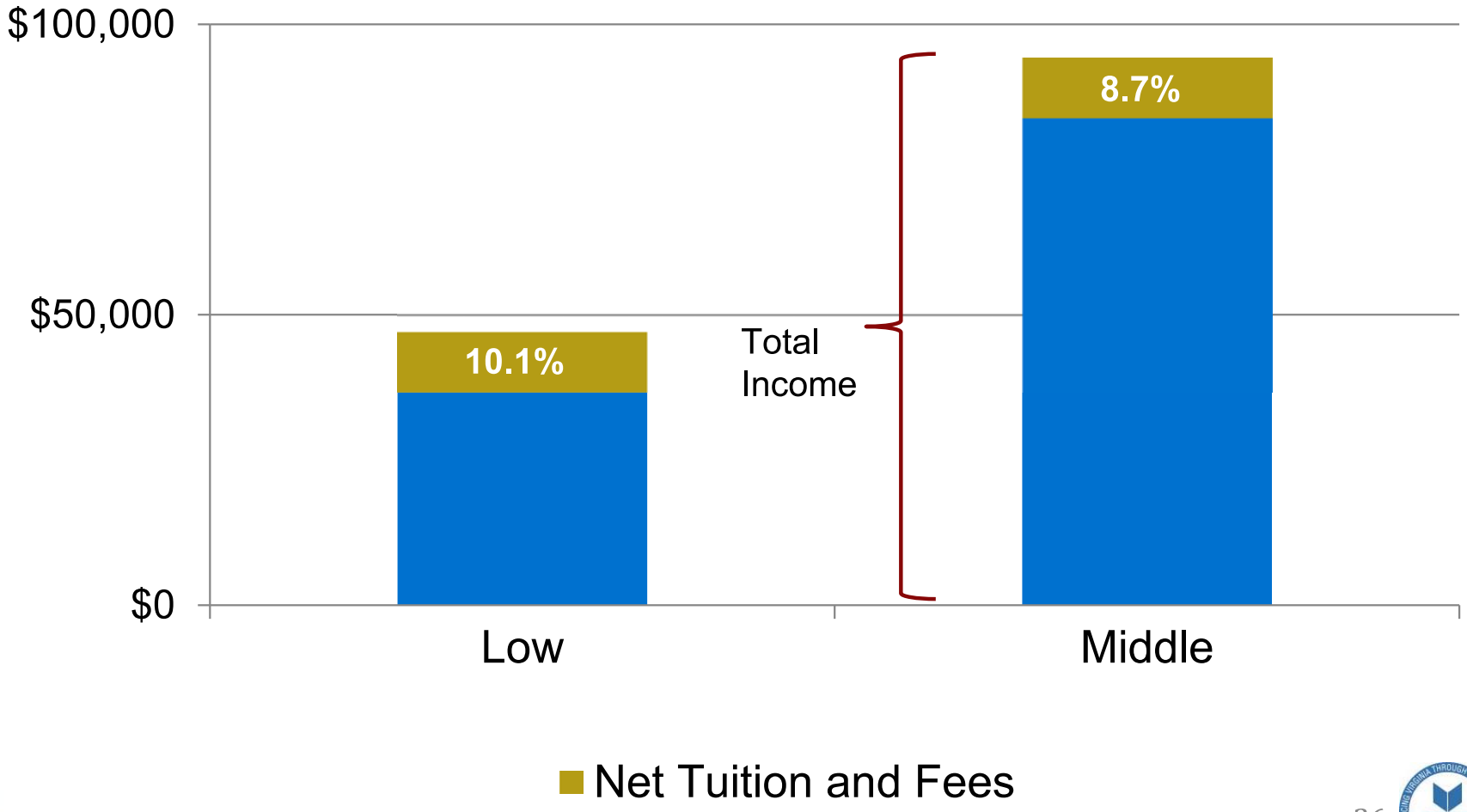
Increase Virginia's research expenditures as a percent of national totals by 30 percent by 2030



Source: National Science Foundation, Institution reported expenditures from all sources for Federal Fiscal Year 2013

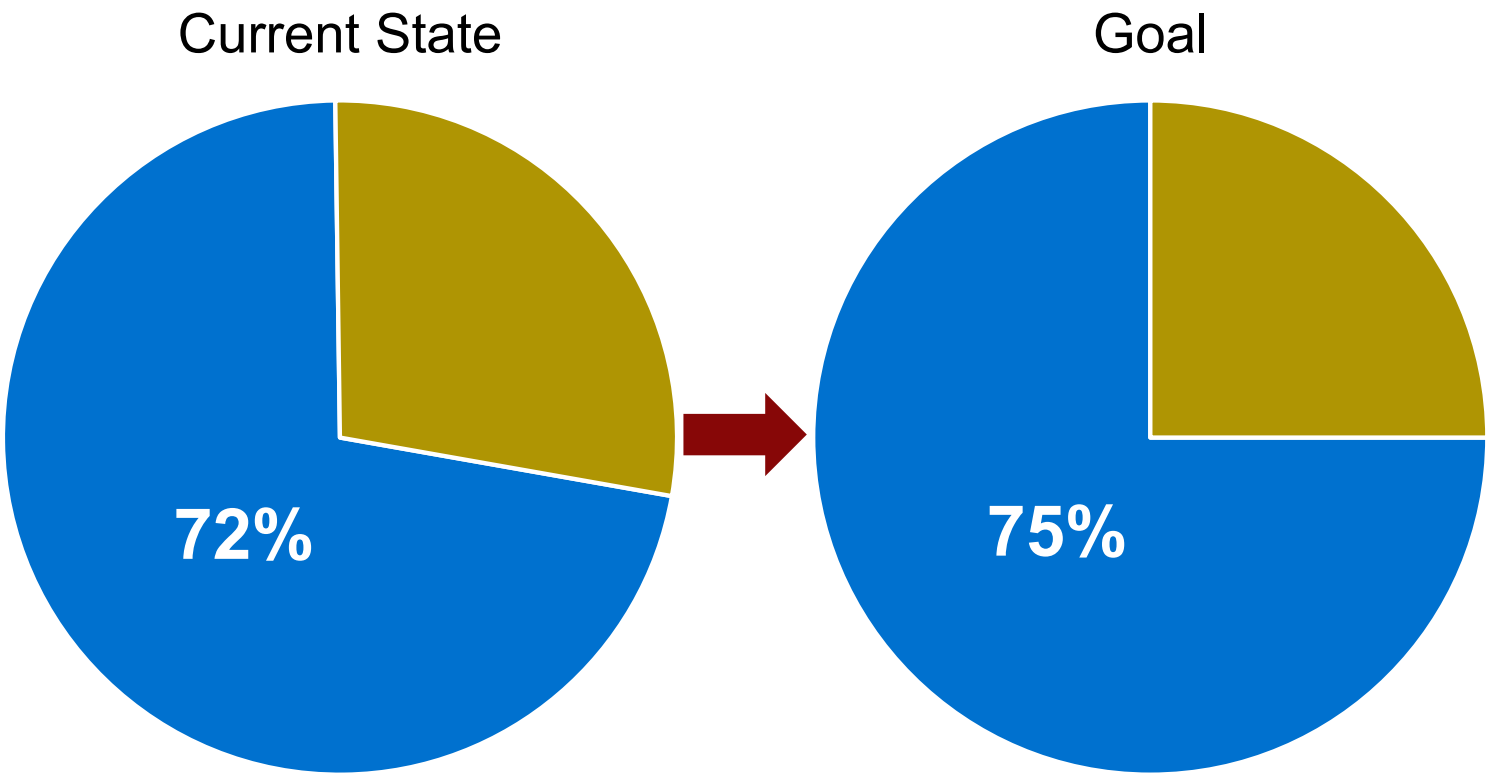
Price

Keep undergraduate net tuition and fees as a percentage of family income lower the national average and less than 10% of low- and middle-income students



Economic Prosperity

Ensure that 75% of graduates earn sustainable wages after 3 years



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Student Success

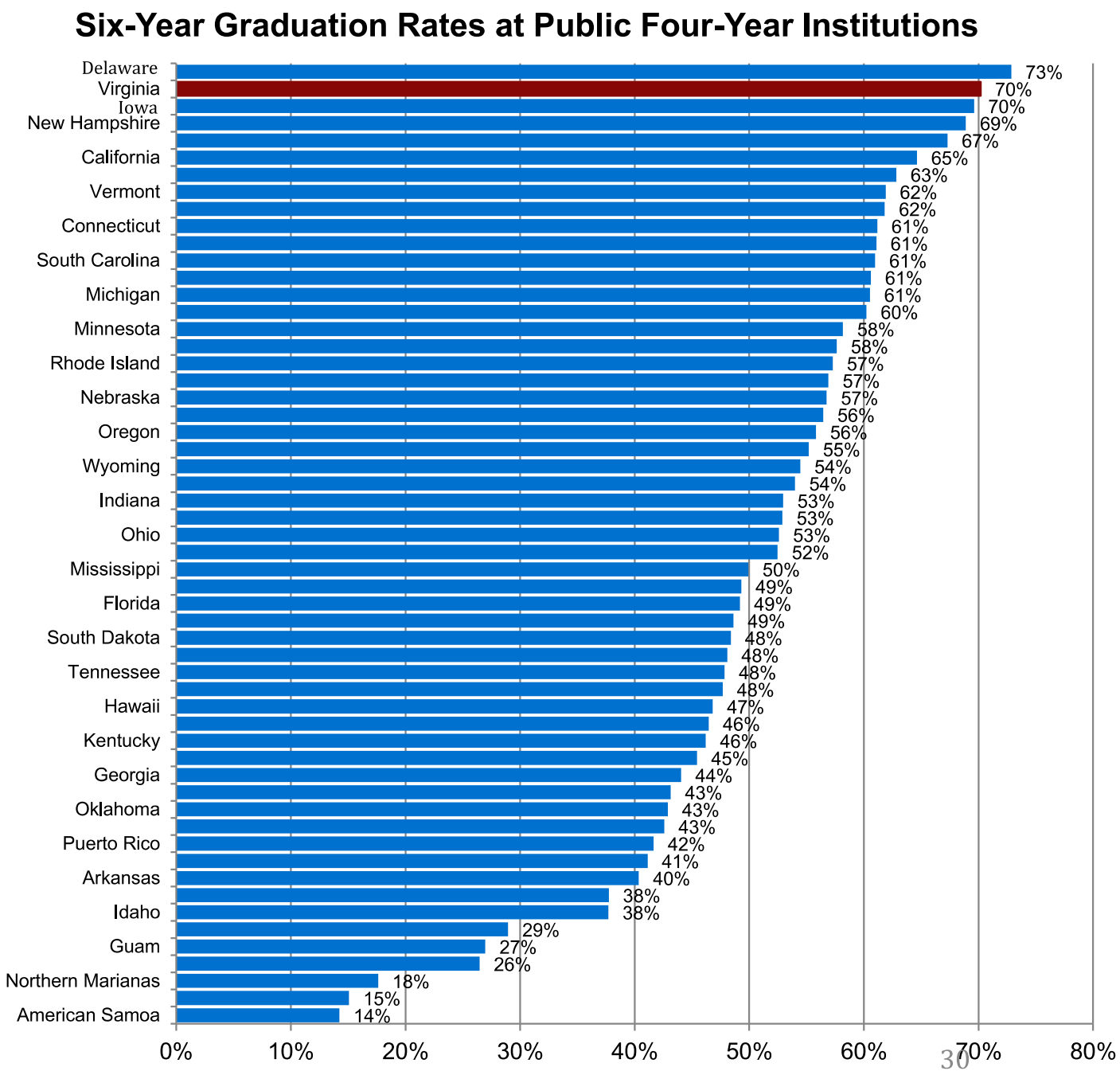
Measures:

Traditional graduation rates
Student success index (SSI)
Average time to degree

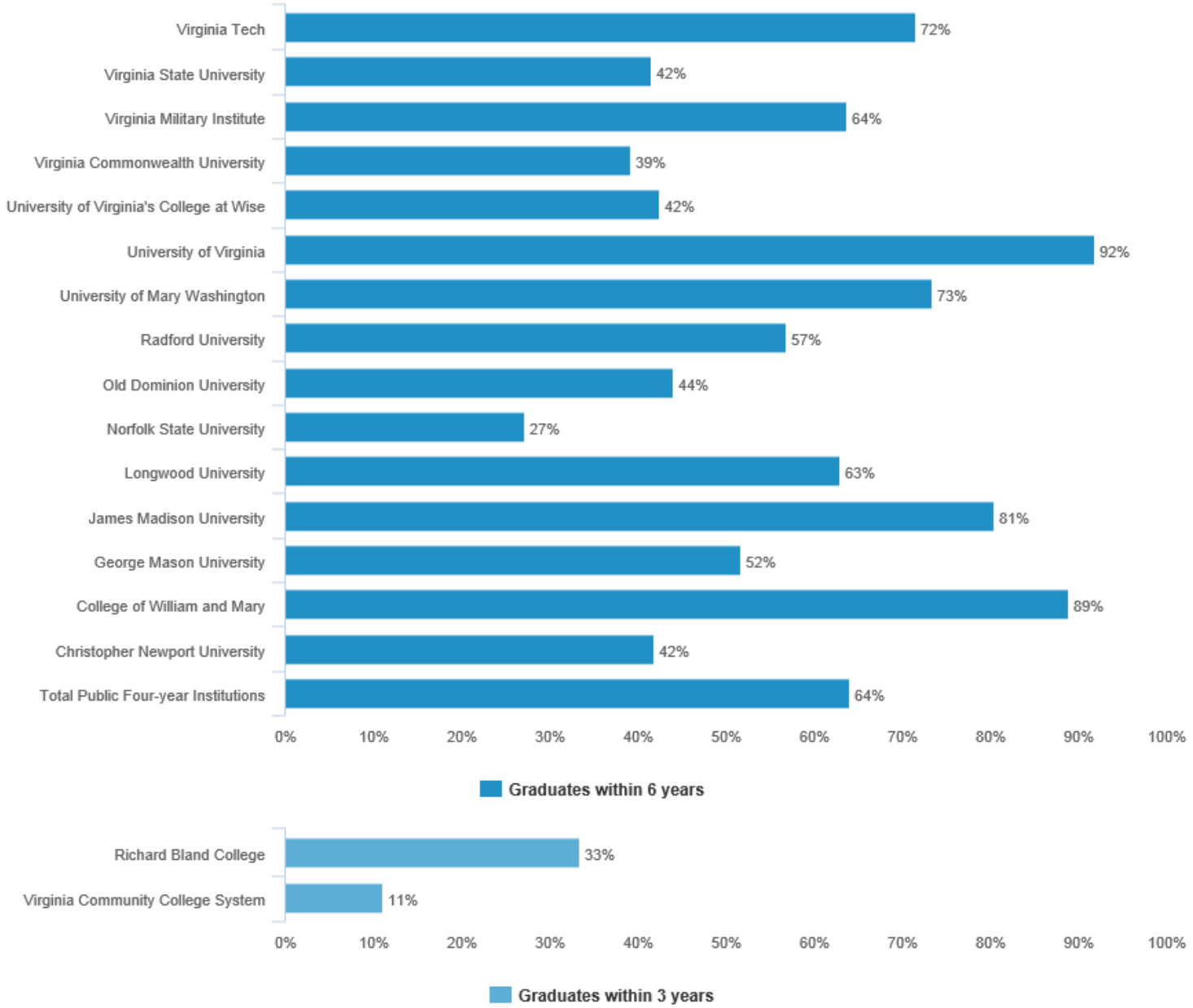
Initiatives:

State and institution

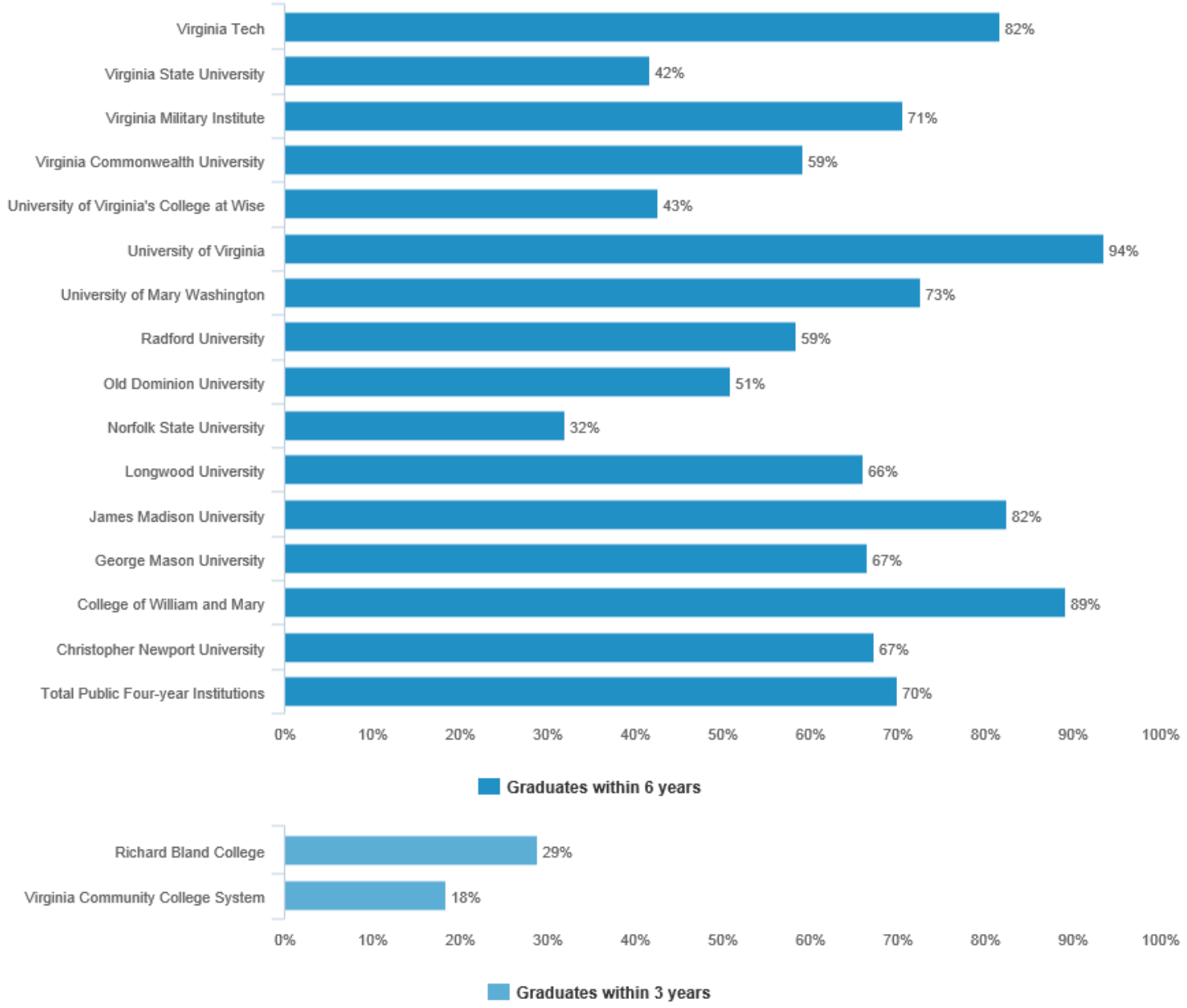
Graduation Rates by State



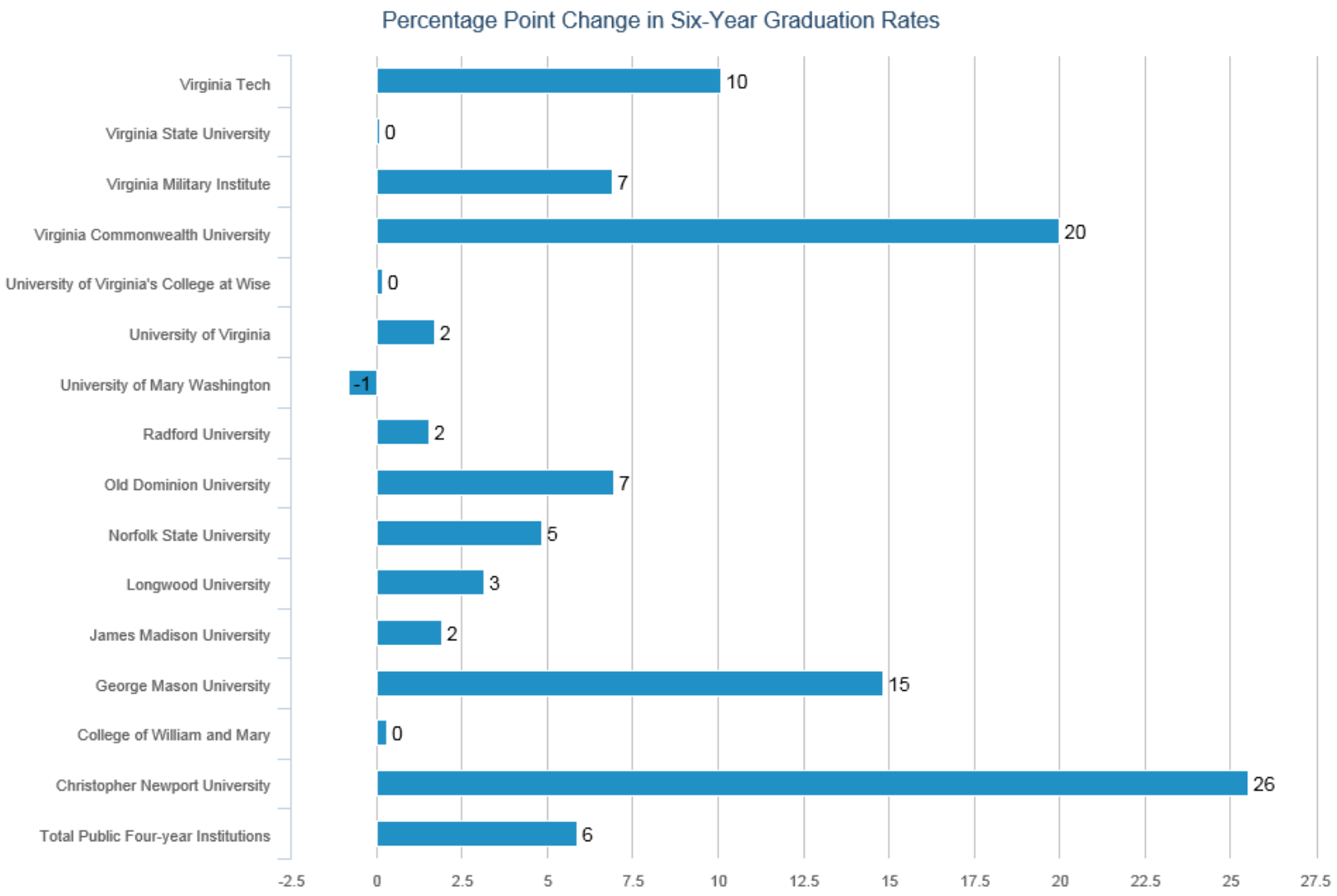
Traditional Graduation Rates (1998, 2001)



Traditional Graduation Rates (2008, 2011)



Change in Six-Year Graduation Rates (1998, 2008)



Student Success Index, 4-Years

Student Success Index - Total Public Four-year Institutions

Normal Time-to-Completion			
Status at Entry		**Full-Time**	**Part-Time**
First-Time in College	Cohort Size	28,168	279
		w/in 4 years	**w/in 6 years**
	Graduates	12,897	65
	Continuing Enrollment	7,106	59
New Transfers	Cohort Size	10,674	3,183
		w/in 3 years	**w/in 5 years**
	Graduates	4,730	1,266
	Continuing Enrollment	3,610	706
Student Success Index (Measure Completed)		**72%**	

72% of all students entering in 2004-05 either graduated within the specified number of years or were continuing their enrollment in the final year of observation.

Extended Time-to-Completion			
Status at Entry		**Full-Time**	**Part-Time**
First-Time in College	Cohort Size	28,168	279
		w/in 6 years	**w/in 8 years**
	Graduates	19,875	86
	Continuing Enrollment	2,385	35
New Transfers	Cohort Size	10,674	3,183
		w/in 5 years	**w/in 7 years**
	Graduates	6,449	1,601
	Continuing Enrollment	1,165	338
Student Success Index (Measure Completed)		**75%**	

75% of all students entering in 2004-05 either graduated within the specified number of years or were continuing their enrollment in the final year of observation.

Student Success Index, 2-Years

Student Success Index - Total Public Two-Year Institutions

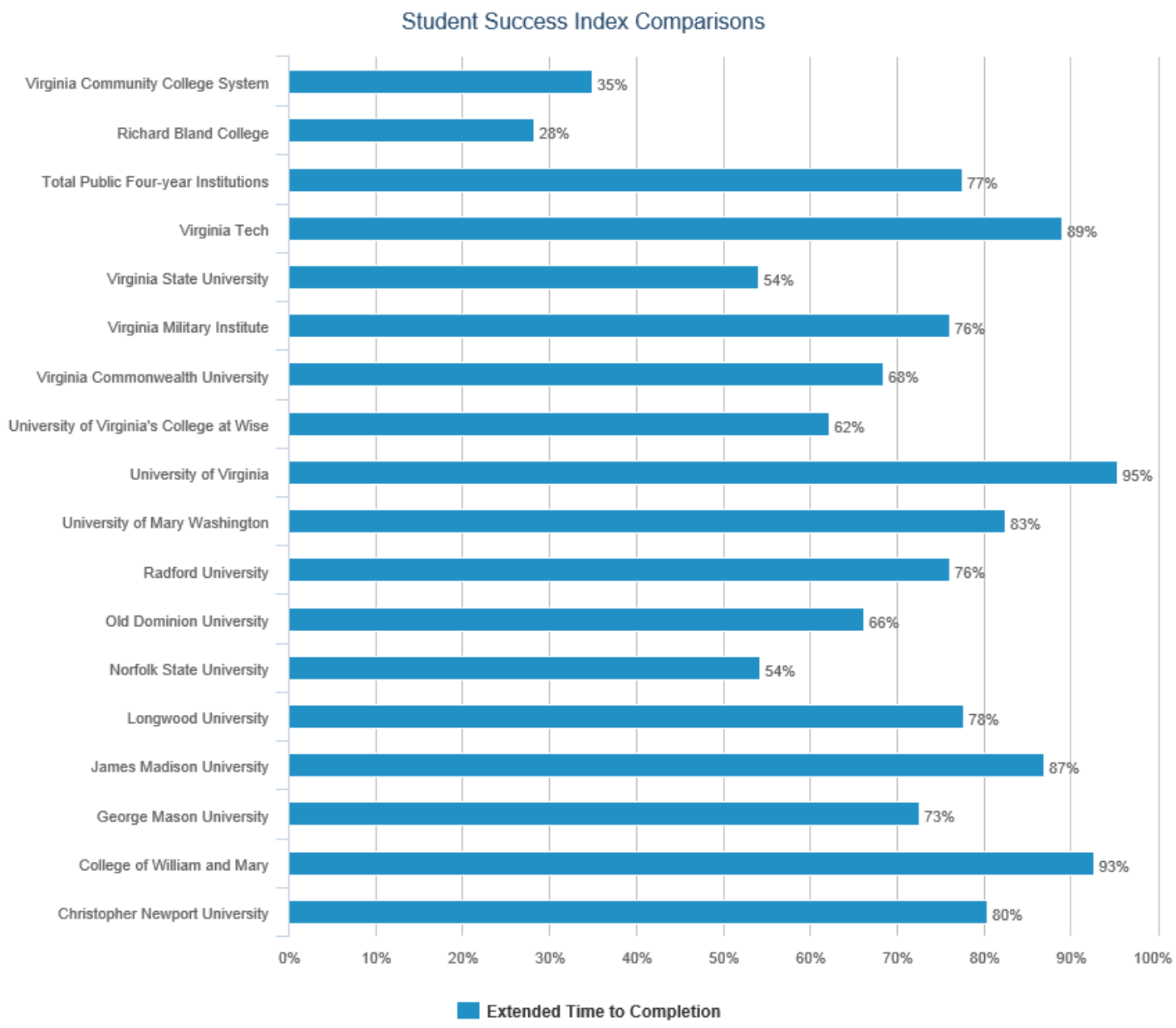
Normal Time-to-Completion			
Status at Entry		**Full-Time**	**Part-Time**
First-Time in College	Cohort Size	18,710	14,074
		w/in 2 years	**w/in 4 years**
	Graduates	333	441
	Continuing Enrollment	5,417	2,022
New Transfers	Cohort Size	5,724	7,812
		w/in 1.5 years	**w/in 3.5 years**
	Graduates	151	560
	Continuing Enrollment	2,045	1,687
Student Success Index (Measure Completed)		**27%**	

27% of all students entering in 2004-05 either graduated within the specified number of years or were continuing their enrollment in the final year of observation.

Extended Time-to-Completion			
Status at Entry		**Full-Time**	**Part-Time**
First-Time in College	Cohort Size	18,710	14,074
		w/in 4 years	**w/in 6 years**
	Graduates	1,285	651
	Continuing Enrollment	3,380	1,491
New Transfers	Cohort Size	5,724	7,812
		w/in 3 years	**w/in 5 years**
	Graduates	366	760
	Continuing Enrollment	1,169	1,020
Student Success Index (Measure Completed)		**22%**	

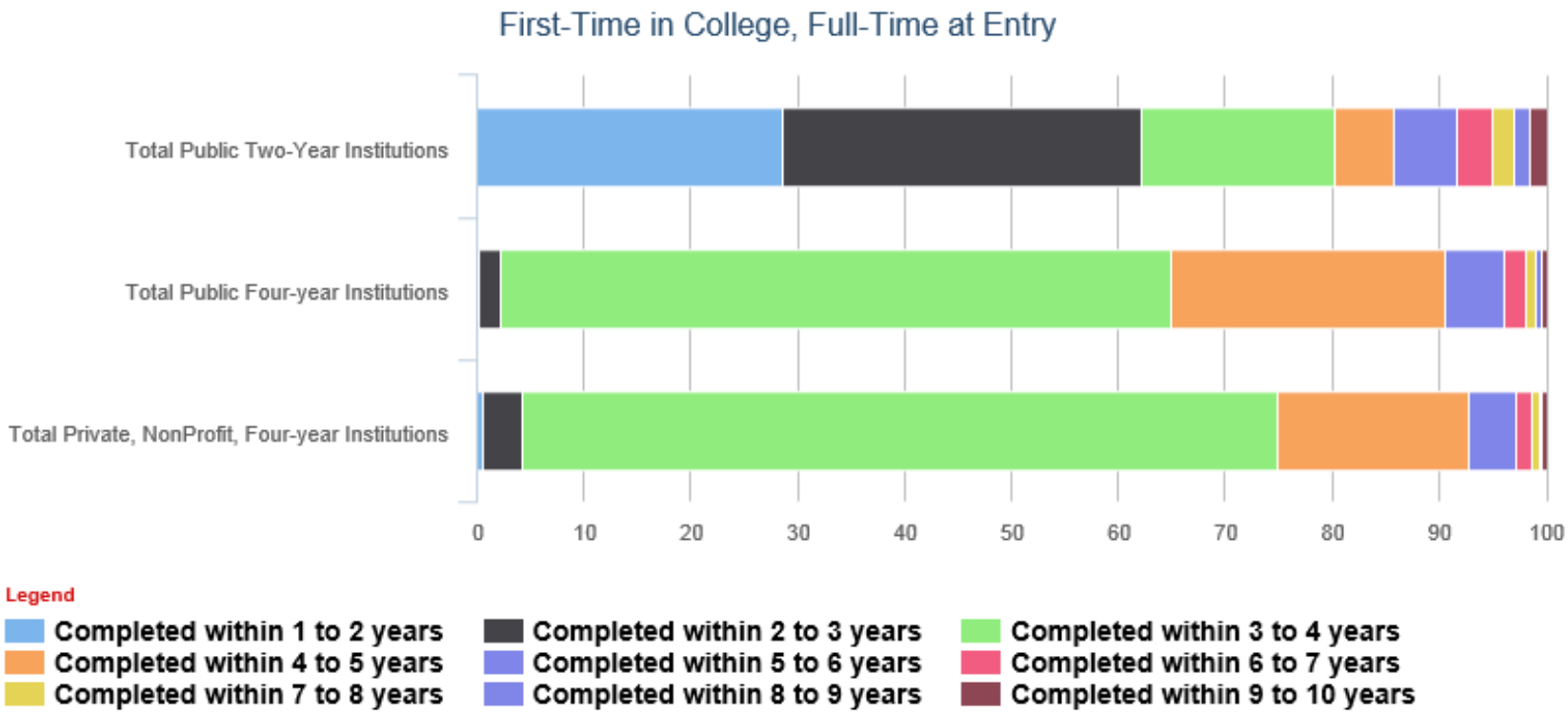
22% of all students entering in 2004-05 either graduated within the specified number of years or were continuing their enrollment in the final year of observation.

SSI by Institution

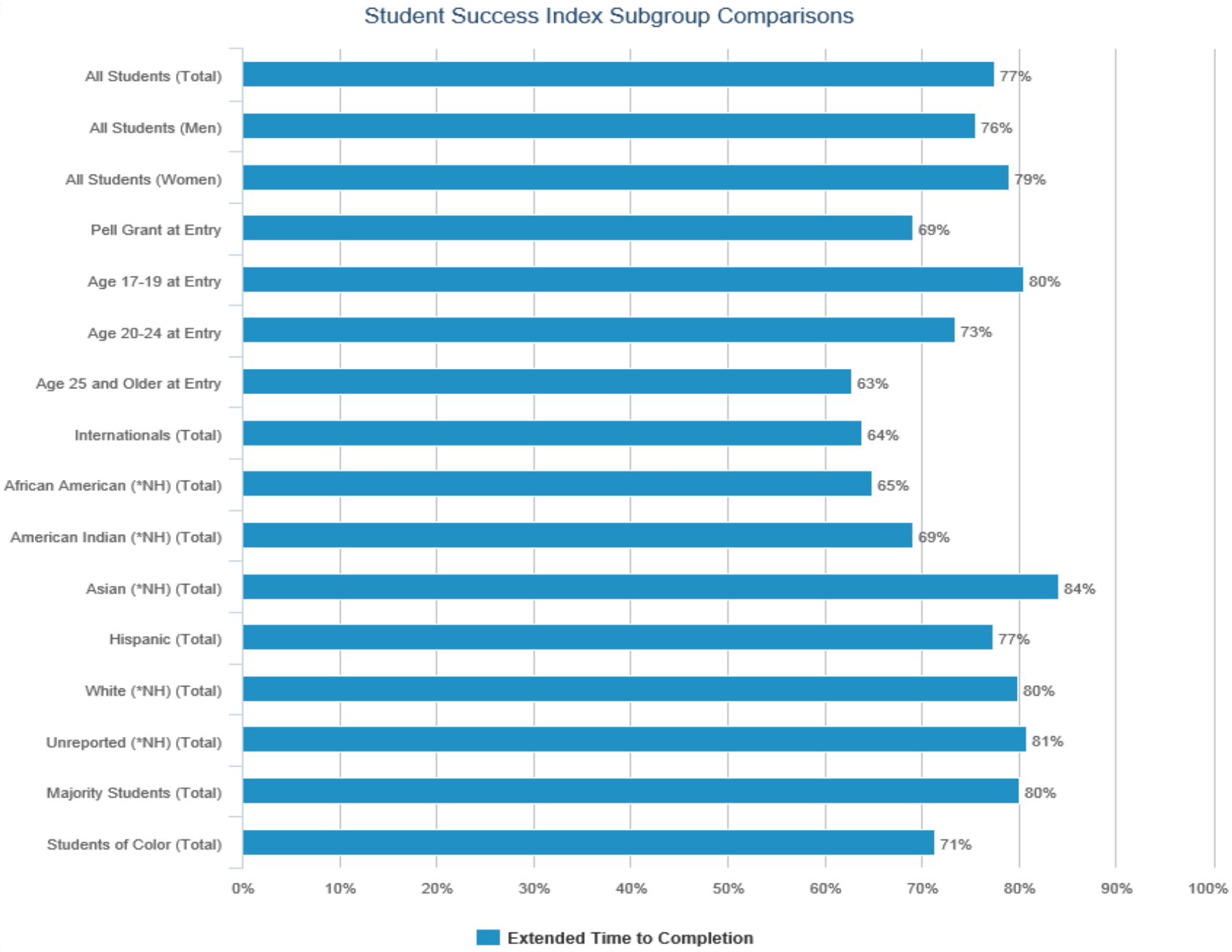


Average Time-to-Degree

Average Years-To-Degree, by Status and Initial Enrollment Load				
	First-time In College		New Transfer	
INAME	FT Entry	PT Entry	FT Entry	PT Entry
Total Public Two-Year Institutions	4.01	5.93	3.55	4.65
Total Public Four-year Institutions	4.58	6.01	3.48	4.17
Total Private, NonProfit, Four-year Institutions	4.35	5.27	3.22	4.09



Differences in Student Success (public four-years)



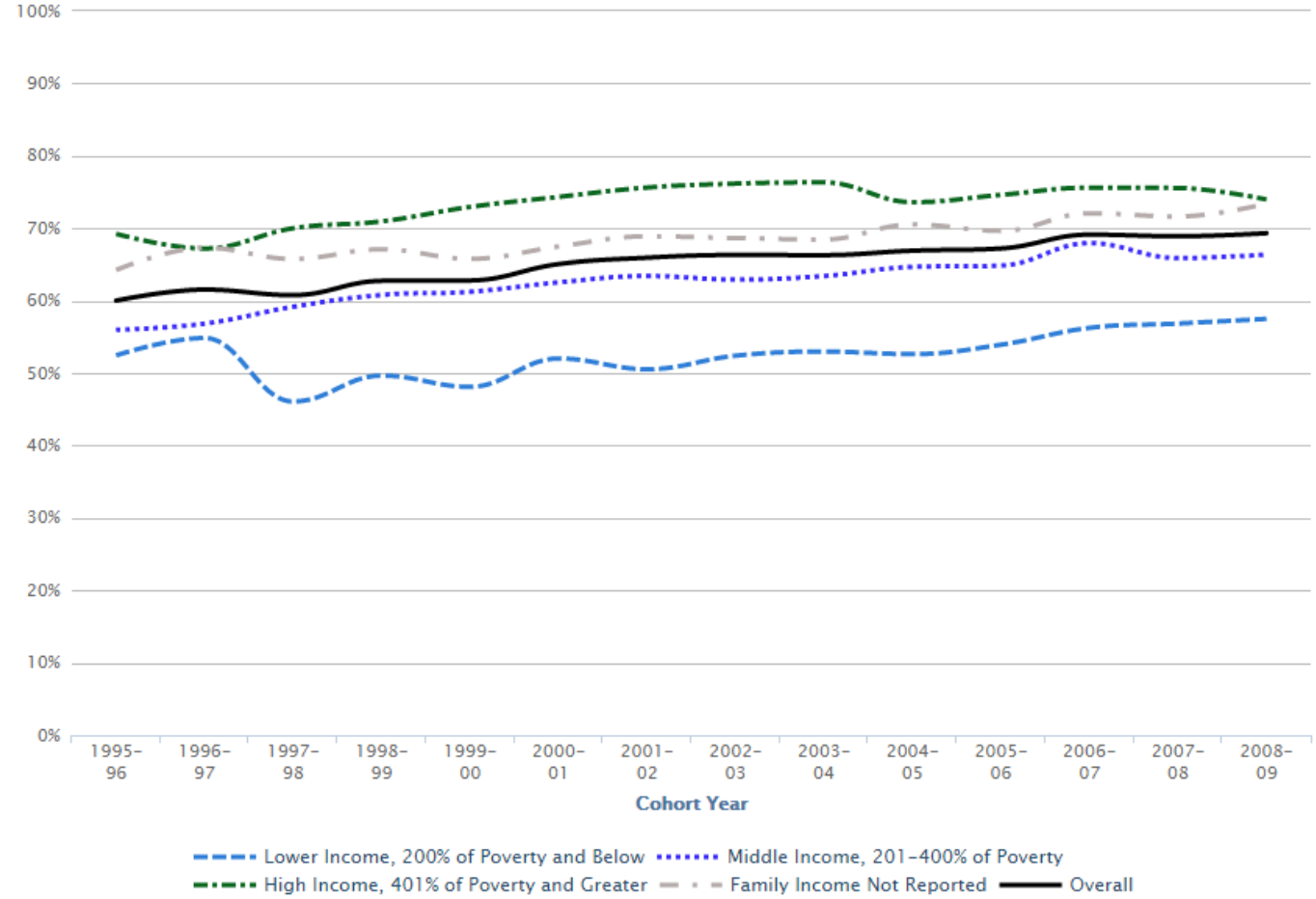
Family Income and Graduation Rate

Six-Year Graduation Rate Trends, by Economic Subcohorts (Low, Middle, High) In-State Students

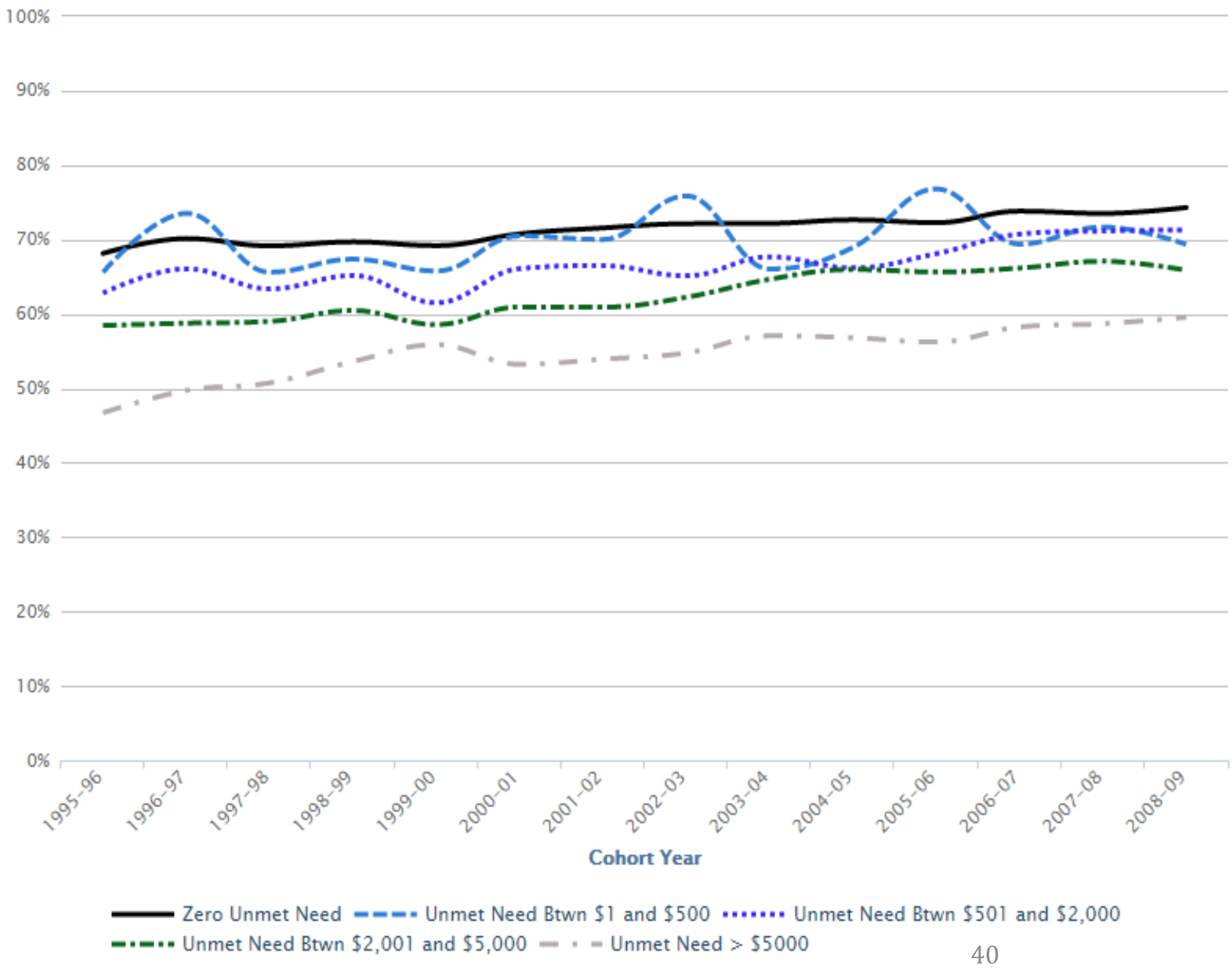
Total Public Four-year Institutions

Students Entering Institution in Fall and Spring of Designated Year and Completed, Original Institution

Note: Income categories do not exclude Pell recipients. Income represents family/student income at entry. Includes full-time students, enrolling for the first time in fall, spring, or summer. Subcohorts with less than 10 members are not displayed.
Poverty levels based on reported family income on FAFSA and family size.



Unmet Financial Need and Graduation Rates



The Impact of Student Effort

Total Public Four-year Institutions

Completed, Original Institution

Students Entering Institution in Fall and Spring of 2004-05

Gender: All Students, Race/Ethnicity Status: All Students

Color variation represents the low to high variation within each column. Includes full- and part-time students at entry.

Degree Completion	Within 4yrs 2007-08	Within 5yrs 2008-09	Within 6yrs 2009-10	Within 7yrs 2010-11	Within 8yrs 2011-12	Within 9yrs 2012-13	Within 10yrs 2013-14
All, FTIC and Transfer, Dev. Ed. Coursework (1-9cr) w/in First Two Years (detail)	9%	15%	18%	21%	22%	22%	22%
All, FTIC and Transfer, Dev. Ed. Coursework (10-18cr) w/in First Two Years (detail)	9%	11%	12%	14%	14%	14%	18%
FTIC, (DE) Students earning 11 credits or Fewer in Dual Enrollment (detail)	45%	64%	68%	70%	70%	71%	71%
FTIC, (DE) Students earning 12 to 23 credits in Dual Enrollment (detail)	49%	66%	70%	71%	72%	72%	73%
FTIC, (DE) Students earning 24 credits or Greater in Dual Enrollment (detail)	61%	76%	79%	80%	80%	80%	81%
FTIC, Students earning 06 to 11 credits in First Year (detail)	3%	9%	14%	17%	18%	19%	20%
FTIC, Students earning 12 to 23 credits in First Year (detail)	21%	42%	50%	53%	55%	56%	56%
FTIC, Students earning 24 credits or Greater in First Year (detail)	61%	80%	84%	85%	85%	85%	85%
FTIC, Students earning 60 credits or Greater in First Two Years (detail)	82%	95%	96%	97%	97%	97%	97%
New Transfer, Students earning 06 to 11 credits in First Year (detail)	16%	22%	27%	29%	31%	32%	32%
New Transfer, Students earning 12 to 23 credits in First Year (detail)	49%	58%	61%	63%	64%	65%	65%
New Transfer, Students earning 24 credits or Greater in First Year (detail)	83%	87%	88%	89%	89%	90%	90%

Initiatives Focused on Student Success

Data analysis: Identify factors that correlate with student success

Promising practices: Identify and support practices that create affordable pathways and student success

Policy review: Identify opportunities to strengthen financial aid and other polices

Sample Institutional Practices

Pathway Programs	Predictive Analytics
Living Learning Communities	High Impact Education
Technology	Special terms/ Summer Schools

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