Update on a System-wide Approach: Improving Graduation Rates

The University of Texas System
Office of Strategic Initiatives

Trish Norman, Assistant Director
Cathy Delgado, Research & Policy Analyst
The University of Texas System

- 9 academic institutions
- 6 health institutions
- Over 216,000 students enrolled
- Educates one of every three students who attend a 4-year Texas public institution
Board of Regents Resolution

• Initiative launched by Board resolution passed in February 2006
• Board directed presidents to align institutional policies to raise graduation rates and set specific graduation rate goals for 2010 and 2015
• Full impact of campus initiatives would not be felt in rates until 2011 (4-year) and 2013 (6-year)
• Campuses and System monitored progress annually
Measuring Progress: Performance Compared to National 2010 Targets

- UT Austin, UTEP, and UTPA met or exceeded their 6-year 2010 targets.
- UTD was close to meeting its target.
- Gaps of 5 or more points for other campuses.

Progress to Six-Year Graduation Rate Targets

<table>
<thead>
<tr>
<th>Campus</th>
<th>1997 Cohort Base Rate</th>
<th>2004 Cohort Improvement</th>
<th>2010 Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arlington</td>
<td>37</td>
<td>3</td>
<td>46%</td>
</tr>
<tr>
<td>Austin *</td>
<td>71</td>
<td>9</td>
<td>80%</td>
</tr>
<tr>
<td>Brownsville **</td>
<td>18</td>
<td>2</td>
<td>65%</td>
</tr>
<tr>
<td>Dallas</td>
<td>57</td>
<td>6</td>
<td>35%</td>
</tr>
<tr>
<td>El Paso ***</td>
<td>26</td>
<td>9</td>
<td>35%</td>
</tr>
<tr>
<td>Pan American *</td>
<td>26</td>
<td>9</td>
<td>35%</td>
</tr>
<tr>
<td>Permian Basin</td>
<td>29</td>
<td>3</td>
<td>40%</td>
</tr>
<tr>
<td>San Antonio</td>
<td>28</td>
<td>9</td>
<td>37%</td>
</tr>
<tr>
<td>Tyler ****</td>
<td>44</td>
<td>9</td>
<td>53%</td>
</tr>
</tbody>
</table>

** 1997 graduation rate data not available for UT Brownsville; thus, the 2000 cohort was used as the base rate.
*** U. T. El Paso exceeded 2010 target of 34%.
**** U. T. Tyler did not admit lower division students until 1998; thus, the 1998 cohort was used as the base rate.
= Met or exceeded 2010 target.
Measuring Progress: Performance Compared to Approved National 2015 Targets

2015 Targets for most campuses were based on national average for 4 year public universities (53%)

- **UT Austin** is close to meeting its 2015 targets
- Large gaps exist for other campuses, ranging from 10 to 33 points

** 1997 graduation rate data not available for UT Brownsville; thus, the 2000 cohort was used as the base rate.

*** U. T. Tyler did not admit lower division students until 1998; thus, the 1998 cohort was used as the base rate.
Challenges: Too Many Students Excluded from Traditional Metric

Fig. 1 Entry Status of Undergraduate Students at UT System Receiving a Baccalaureate Degree in AY 2010-11

- Transfers: 56%
- First-time, Full-time, Sumr/Fall Enrolled: 31%
- First-time, Part-time or Spring Enrolled: 3%
- Other: 10%

These are the only students included in the Graduation Rate Survey measure.
Challenges: UT Austin’s Coordinated Admission Program –
Traditional Graduation Rates Exclude CAP Students

- Campuses don’t get credit for CAP students in traditional graduation rate metrics
- CAP students were inconsistently reported prior to Fall 2007 cohorts
- CAP students can be included when identified and tracked using a broader graduation rate metric: *Graduating from Same or Other Texas University*
If CAP students are included in the cohort, they can be tracked across campuses:

- **UTSA and UTA** have the largest number of entering CAP students.

- When "Other Texas University" graduation rates are included, UT institutions with CAP students gain between 8 and 14 points.

Data Source: Texas Higher Education Coordinating Board
1. Increase Number of Degrees
2. Enrollment Management Plans
3. Increase 4-year graduation rates, become top performers
4. Implement tuition policies that promote timely graduation
5. Improve Student Advising
Peers were evaluated and revised to create two groups of peers:

1. **Baseline Peers** – statistically similar peers
2. **Aspirational Peers** – institutions aspire to be like

Goal Setting Process:

1. **2015 Targets**—forecast of performance
2. **2020 Targets**—reach the *top quintile* of Baseline Comparison Group
3. **2025 Targets**—approach the Aspirational *average*
Chancellor’s Framework for Excellence: Increase Number of Degrees – UT Austin

UT Austin: Bachelor's Degree Production Targets for 2015, 2020, 2025

<table>
<thead>
<tr>
<th>Year</th>
<th>Approved Peer Avg</th>
<th>Approved Peer Top Quintile</th>
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</thead>
<tbody>
<tr>
<td>2001</td>
<td></td>
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<td>2002</td>
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<td>2024</td>
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<tr>
<td>2025</td>
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</tbody>
</table>

- **Most recent actual data**
- **2015 goal**
- **2020 goal**

<table>
<thead>
<tr>
<th>Total Increase in Degrees</th>
<th>Average Annual Increase</th>
<th>Compund Annual Growth Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>From 2001 to 2011: 1,404</td>
<td>140</td>
<td>1.7%</td>
</tr>
<tr>
<td>Needed to reach 2015 Target: 25</td>
<td>6</td>
<td>0.1%</td>
</tr>
<tr>
<td>Needed to reach 2020 Target: 291</td>
<td>-32</td>
<td>-0.4%</td>
</tr>
<tr>
<td>Needed to reach 2025 Target: 127</td>
<td>-9</td>
<td>-0.1%</td>
</tr>
<tr>
<td>Needed to reach Peer Top Q (by 2020): 947</td>
<td>105</td>
<td>1.1%</td>
</tr>
<tr>
<td>Needed to reach Peer Top Q (by 2025): 947</td>
<td>88</td>
<td>0.7%</td>
</tr>
</tbody>
</table>
Chancellor’s Framework for Excellence:
Increase 4-year Graduation Rates – UT Austin

UT Austin: 4-Year Graduation Rates Performance Targets

for students graduating in 2015, 2020, 2025
(from the same institution)

- Peer Top Quintile, 73%
- Peer Average, 57%
- Peer Bottom Quintile, 42%
- Austin, 44.8%

Most recent actual data:
- 2015 goal: 70.0%
- 2020 goal: 70.0%

Total Point Change from 2000 to 2007:
- 5.5
- 0.6

Needed to reach 2015 Target:
- 4.7
- 1.2

Needed to reach 2020 Target:
- 19.7
- 2.2

Needed to reach 2025 Target:
- 19.7
- 1.4

Needed to reach Peer Avg (by 2020):
- 7.2
- 0.8

Needed to reach Peer Top Q (by 2025):
- 23.2
- 1.7

Most recent actual data:
- 2015 goal: 70.0%
- 2020 goal: 70.0%
Chancellor’s Framework for Excellence: Increase Number of Degrees – UT El Paso

UT El Paso: Bachelor’s Degree Production Targets for 2015, 2020, 2025

- Most recent actual data
- 2015 goal
- 2020 goal

Diagram showing Bachelor's Degree Production Targets for 2015, 2020, and 2025. The graph displays the number of degrees produced from 2001 to 2025, with targets set for 2015, 2020, and 2025. The targets are shown as a dotted line with specific numbers for each year.

Table showing the total increase in degrees from 2001 to 2011, average annual increase, and compound annual growth rate for different targets. The table includes:
- From 2001 to 2011: 1,357 total increase in degrees, 136 average annual increase, 6.2% compound annual growth rate.
- Needed to reach 2015 target: 369 total increase in degrees, 92 average annual increase, 2.9% compound annual growth rate.
- Needed to reach 2020 target: 849 total increase in degrees, 94 average annual increase, 2.8% compound annual growth rate.
- Needed to reach 2025 target: 1,294 total increase in degrees, 92 average annual increase, 2.6% compound annual growth rate.
- Needed to reach BCG Top Quintile by 2020: 525 total increase in degrees, 58 average annual increase, 1.8% compound annual growth rate.
- Needed to reach Aspirational Top Quintile by 2015: 190 total increase in degrees, 47 average annual increase, 0.7% compound annual growth rate.
UT El Paso: 4-Year Graduation Rates Performance Targets

For students graduating in 2015, 2020, 2025 (from the same institution)

- Aspirational Top Quintile, 48%
- Aspirational Avg, 29%
- BCG Top Quintile, 21%

Most recent actual data:
- 12.1% in 2007
- 15.0% in 2010

2015 goals:
- 16.9%
- 8.7%
- 17.1%

2020 goals:
- 19.0%
- 10.0%
- 15.1%

2025 goals:
- 21.0%
- 7.4%
- 17.1%

From 2000 to 2007:
- Total Point Change: 8.1
- Average Annual Point Change: 1.2
- Needed to reach 2015 Target: 2.9
- Needed to reach 2020 Target: 8.9
- Needed to reach 2025 Target: 16.9
- Reaching the BCG Top Q by 2020: 8.7
- Reaching the BCG Top Q by 2025: 8.7
- Reaching the Aspirational Avg by 2025: 17.1

2021: 29.0%
UT San Antonio: Bachelor's Degree Production Targets for 2015, 2020, 2025

- Most recent actual data
- 2015 goal
- 2020 goal

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Increase in Degrees</th>
<th>Average Annual Increase</th>
<th>Compound Annual Growth Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>From 2001 to 2011:</td>
<td>1,558</td>
<td>156</td>
<td>4.8%</td>
</tr>
<tr>
<td>Needed to reach 2015 Target:</td>
<td>178</td>
<td>45</td>
<td>1.1%</td>
</tr>
<tr>
<td>Needed to reach 2020 Target:</td>
<td>025</td>
<td>05</td>
<td>1.0%</td>
</tr>
<tr>
<td>Needed to reach 2025 Target:</td>
<td>982</td>
<td>70</td>
<td>1.5%</td>
</tr>
<tr>
<td>Needed to reach BCG Top Q by 2020:</td>
<td>032</td>
<td>92</td>
<td>2.1%</td>
</tr>
<tr>
<td>Needed to reach Aspirational Average by 2025:</td>
<td>924</td>
<td>66</td>
<td>1.4%</td>
</tr>
<tr>
<td>Needed to reach Aspirational Top Q by 2025:</td>
<td>2,243</td>
<td>160</td>
<td>3.1%</td>
</tr>
</tbody>
</table>
Chancellor’s Framework for Excellence: Increase 4-year Graduation Rates – UT San Antonio

UT San Antonio: 4-Year Graduation Rates Performance Targets

for students graduating in 2015, 2020, 2025
(from the same institution)

- Aspirational Top Quintile, 65%
- Aspirational Avg, 43%
- BCG Top Quintile, 21%

Most recent actual data:
- 2000: 9.5%
- 2001: 15.2%

2015 goal:
- Aspirational Top Quintile: 15.2%
- Aspirational Avg: 24.8%

2020 goal:
- BCG Top Quintile: 37.5%

Total Point Change and Average Annual Point Change:

| From 2006 to 2007: | 2.7 | 0.4 |
| Needed to reach 2015 Target: | 5.7 | 1.4 |
| Needed to reach 2020 Target: | 15.3 | 1.7 |
| Needed to reach 2025 Target: | 28.0 | 2.0 |
| Reaching the BCG Top Q by 2020: | 11.7 | 1.3 |
| Reaching the BCG Top Q by 2025: | 11.7 | 0.8 |
| Reaching the Aspirational Avg by 2025: | 33.4 | 2.4 |
### Graduation Rates and Targets for FTFT Degree-seeking Undergraduates

<table>
<thead>
<tr>
<th>UT El Paso</th>
<th>2000 Carnegie Class Average</th>
<th>All Public 4-year Institution Average</th>
<th>Accountability Peer Group Average (For information only)</th>
<th>Enter your targets below:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2010 Target</td>
<td>2015 Target</td>
<td></td>
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</tbody>
</table>

#### 1997 Entering Cohort

<table>
<thead>
<tr>
<th></th>
<th>1997 Entering Cohort</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Four-year Rate</strong></td>
<td></td>
</tr>
<tr>
<td>UT El Paso</td>
<td>2%</td>
</tr>
<tr>
<td>2000 Carnegie Class Average</td>
<td>20%</td>
</tr>
<tr>
<td>All Public 4-year Institution Average</td>
<td>26%</td>
</tr>
<tr>
<td>Accountability Peer Group Average (For information only)</td>
<td>20%</td>
</tr>
<tr>
<td>2010 Target</td>
<td>10%</td>
</tr>
<tr>
<td>2015 Target</td>
<td>20%</td>
</tr>
</tbody>
</table>

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<tbody>
<tr>
<td><strong>Five-year Rate</strong></td>
<td></td>
</tr>
<tr>
<td>UT El Paso</td>
<td>15%</td>
</tr>
<tr>
<td>2000 Carnegie Class Average</td>
<td>40%</td>
</tr>
<tr>
<td>All Public 4-year Institution Average</td>
<td>47%</td>
</tr>
<tr>
<td>Accountability Peer Group Average (For information only)</td>
<td>40%</td>
</tr>
<tr>
<td>2010 Target</td>
<td>23%</td>
</tr>
<tr>
<td>2015 Target</td>
<td>40%</td>
</tr>
</tbody>
</table>

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<tbody>
<tr>
<td><strong>Six-year Rate</strong></td>
<td></td>
</tr>
<tr>
<td>UT El Paso</td>
<td>26%</td>
</tr>
<tr>
<td>2000 Carnegie Class Average</td>
<td>46%</td>
</tr>
<tr>
<td>All Public 4-year Institution Average</td>
<td>53%</td>
</tr>
<tr>
<td>Accountability Peer Group Average (For information only)</td>
<td>44%</td>
</tr>
<tr>
<td>2010 Target</td>
<td>34%</td>
</tr>
<tr>
<td>2015 Target</td>
<td>53%</td>
</tr>
<tr>
<td>Institution</td>
<td>2006 Graduation Rates Initiative</td>
</tr>
<tr>
<td>-------------</td>
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</tr>
<tr>
<td></td>
<td>Base Rate 2003 (1997 cohort)</td>
</tr>
<tr>
<td>UTA</td>
<td>37% 46% 40%</td>
</tr>
<tr>
<td>Austin</td>
<td>71% 80% 80%</td>
</tr>
<tr>
<td>UTB</td>
<td>18% 25% 20%</td>
</tr>
<tr>
<td>UTD</td>
<td>57% 65% 63%</td>
</tr>
<tr>
<td>UTEP</td>
<td>26% 34% 35%</td>
</tr>
<tr>
<td>UTPA</td>
<td>26% 35% 35%</td>
</tr>
<tr>
<td>UTPB</td>
<td>29% 40% 32%</td>
</tr>
<tr>
<td>UTSA</td>
<td>28% 37% 27%</td>
</tr>
<tr>
<td>UTT</td>
<td>44% 53% 38%</td>
</tr>
</tbody>
</table>
Measuring Graduation Success: Broader Measures Needed

- First-year persistence rates
- 4-year graduation rates
- 6-year graduation rates
- Combined 6-year graduation rates
- Composite graduation and persistence rates

Initial focus of 2006 Initiative

These metrics measure the success of the traditional student population.

- 4-year graduation rates of community college transfer students
- Degree production

These metrics are a more inclusive look at success.
Productivity Dashboard:
https://data.utsystem.edu

Research Brief on Graduation Success:
http://www.utsystem.edu/osm/reports.htm

Chancellor’s Framework for Advancing Excellence:
http://www.utsystem.edu/framework
UT Austin Perspective

Kristi Fisher, Associate Vice Provost
Information Management and Analysis

FINAL REPORT OF THE TASK FORCE ON UNDERGRADUATE GRADUATION RATES (Feb 2012):
http://www.utexas.edu/graduation-rates/documents/GRAD-REPORT.pdf
UT El Paso Perspective

Dr. Roy Mathew, Associate Vice President
Center for Institutional Evaluation, Research, and Planning
• 77.4% Hispanic
• 83.5% from El Paso County (7th poorest Metropolitan Area in the Nation)
• 37.9% Part Time
• 56.8% of New students are first-generation (Fall 2011)
• 61.1% receive Pell Grants (FY 2011)
• About 30% of undergraduate students report family incomes of $20,000 or less
By 2004, UTEP was nationally recognized for fostering student success.

- Dr. George Kuh and the American Association for Higher Education identified UTEP as one of 20 colleges and universities that was “unusually effective in promoting student success.”

- UTEP is recognized as one of six NSF’s Model Institutions for Excellence for its success in creating educational opportunities for non traditional students.

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(1) NSSE Institute for Effective Educational Practice, Project DEEP Final Report, p. 4
In 2004, President Natalicio asked what more could we do?

- UTEP secured two grants from Lumina Foundation for Education to study first-time (2005-2008) and transfer student success (2009-2012)
- Focused on identifying actionable insights

By 2006, UTEP began to implement insights from Lumina studies.
• Institutional Impact (2004 to 2012)
  - Degrees awarded increased by **78%** (preliminary), while enrollment only grew by 22% (between 2004 and 2012)

• Comparative Impact (2005 to 2009)
  - **98th percentile** in terms of growth in undergraduate degrees awarded, among 2,300+ institutions awarding baccalaureate degrees
  - **100th percentile** in undergraduate degrees to Hispanics, among 2,300+ institutions awarding baccalaureate degrees
• National Impact (2011)
  - 3rd in nation awarding baccalaureate degrees to Hispanics
  - 5th in nation awarding master’s degrees to Hispanics
  - Top 10 in nation as institution of origin for Hispanic doctoral students

• National Recognition (2012)
  - Ranked 1st for Social Mobility in 2012 Washington Monthly’s Rankings of National Universities, and ranked 12th overall
Selected continuing efforts

• Focus on Seniors to ensure progress and completion
• Focus on retention (term-to-term and year-to-year)
• Track success in first term and first year
• Track success in first year courses / Professor Ambler initiative

Selected new efforts

• More aggressive monitoring of progress and target setting
• Tracking of sufficient progress to degree completion
• Integration of Ambler model across campus
• Address student barriers through off-site locations, hybrids, and online courses
UT San Antonio Perspective

Dr. Steve Wilkerson, Associate Vice Provost
Accountability and Institutional Effectiveness
• Total Enrollment: 30,616
• Undergraduate Enrollment: Approximately 26,000
  ▪ 50% first-generation
  ▪ 70% receive financial aid
  ▪ 60% from underrepresented populations
    • 47% Hispanic
• 2,500 new transfer students each year
• Ranked 5th in the degrees awarded to Hispanics
• Ranked 5th in STEM degrees awarded to Hispanics
• Approximately 4,200 UG degrees awarded per year
• Stakeholders engaged throughout the University
• Goals based on enrollment management and student population projections
• Key factors
  ▪ Student academic preparedness
  ▪ Curriculum structure and course delivery
  ▪ Advising and student support services
  ▪ Policies and incentives
• 23 strategies intended to enhance student success
• Each strategy assigned to “Coordinator” responsible for organizing and leading the effort
• Each strategy team has developed implementation timelines and checklists to ensure progress
• Central cross-campus team meets weekly to provide oversight and address issues
Facilitate implementation of UTSA’s GRIP strategies

- Two strategy coordinators report progress and present barriers
- Open session for other coordinators to request help with addressing barriers
- OIR presents a data related to a specific research question
• Assistance with other offices/divisions evolving data structures to support evaluation
• Assistance with metrics development
• Ensure Cross-Campus team has data it needs to make decisions/recommendations
• Help strategy teams assess efficacy of their activities
• Turning the ship toward research
  ▪ Refocusing mission
  ▪ Reprioritization
• Developing tools and strengthening skills
  ▪ Multivariate analyses
  ▪ Dashboards
• Increasing visibility of Institutional Research staff
• Expanding analytical capacity through efficiencies