

Update on a System-wide Approach: Improving Graduation Rates

The University of Texas System
Office of Strategic Initiatives

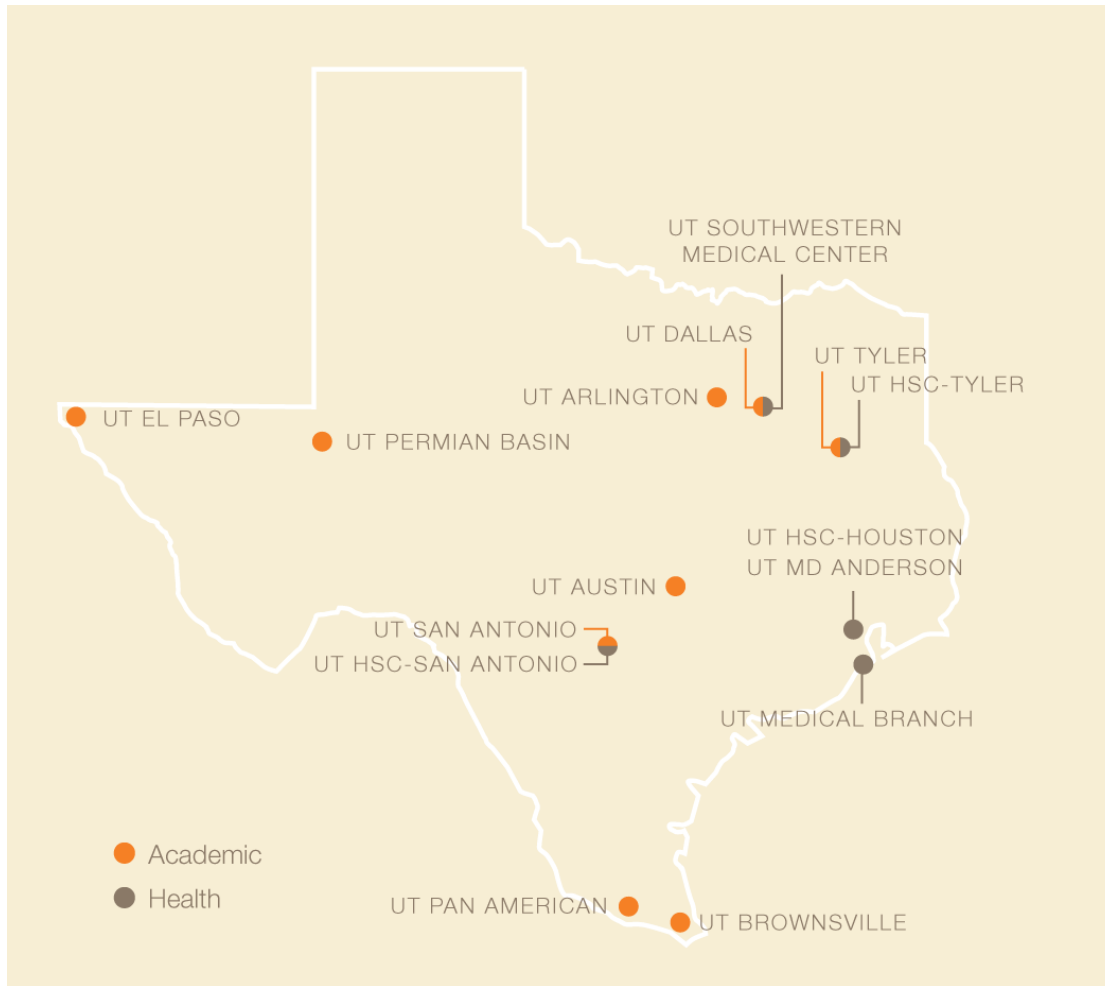
Trish Norman, Assistant Director
Cathy Delgado, Research & Policy Analyst



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Nine Universities. Six Health Institutions. Unlimited Possibilities.

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



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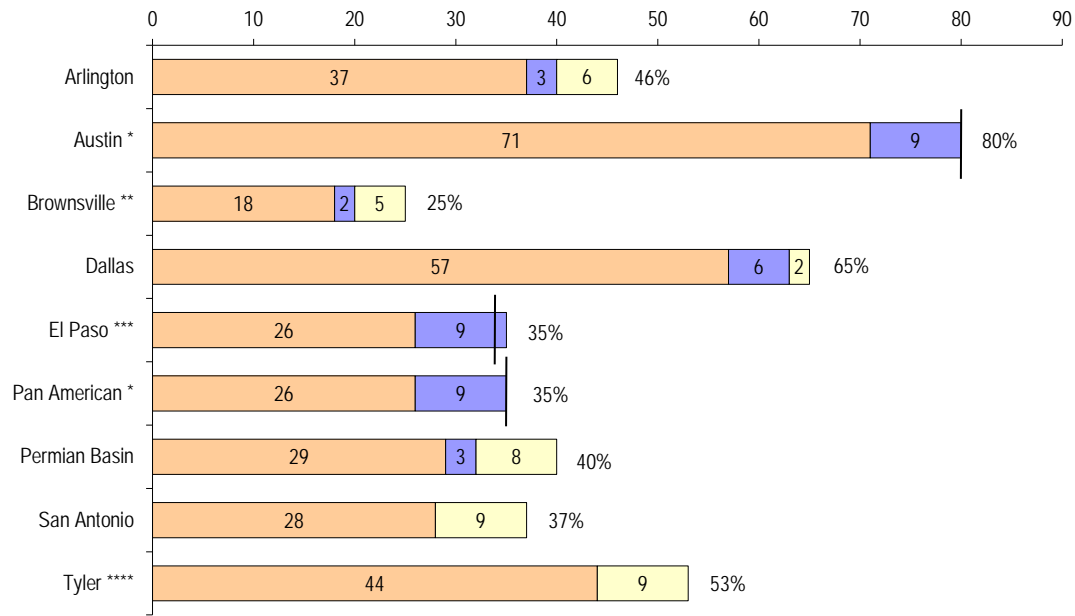
Board of Regents Resolution

- 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

Progress to Six-Year Graduation Rate Targets



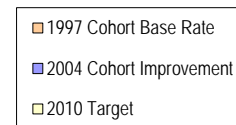
* U. T. Austin and U. T. Pan American met their 2010 target.

** 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.

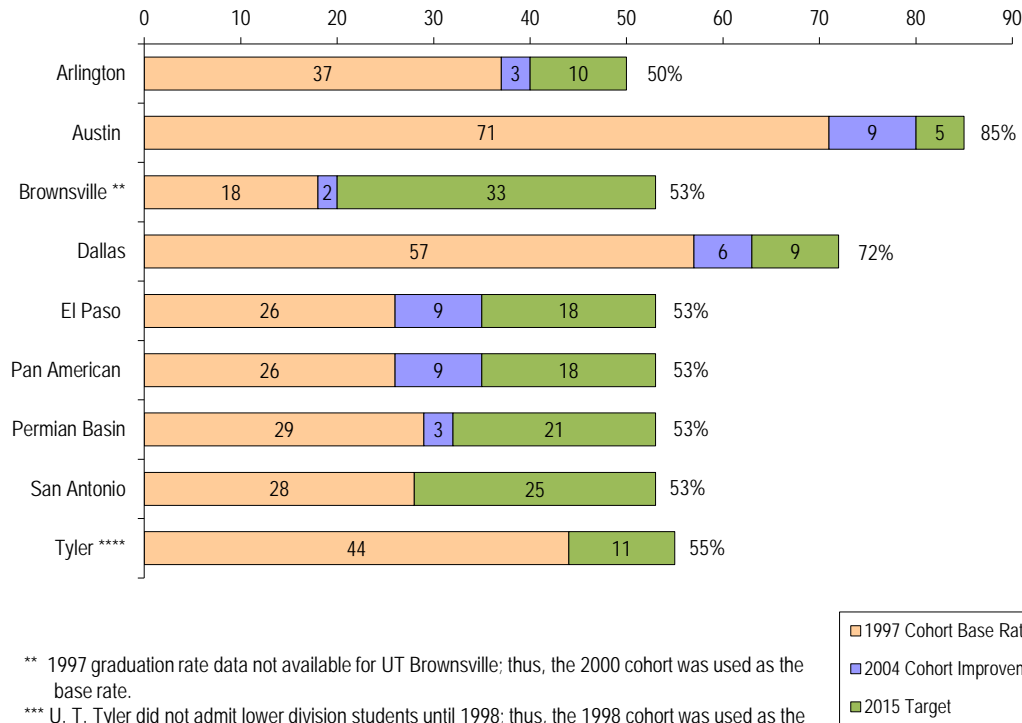


- **UT Austin, UTEP, and UTPA** met or exceeded their 6-year 2010 targets
- **UTD** was close to meeting its target
- Gaps of 5 or more points for other campuses



Measuring Progress: Performance Compared to Approved National 2015 Targets

Progress to Six-Year Graduation Rate Targets



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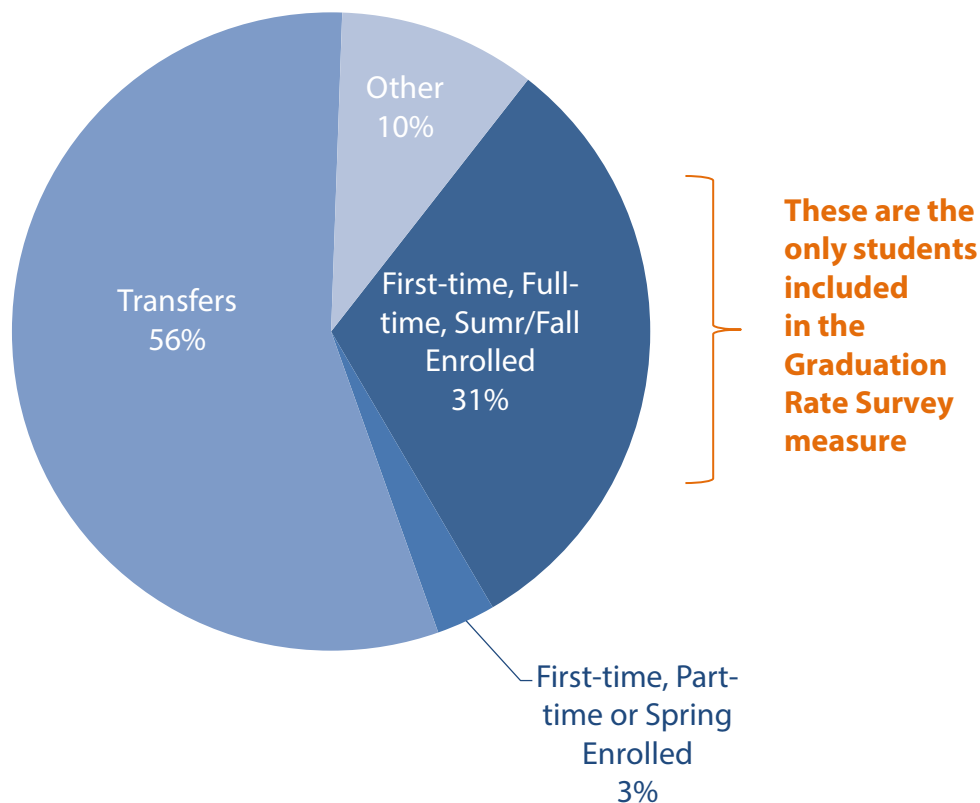
2015 Targets for most campuses were based on national average for 4 year public universities (53%)

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



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

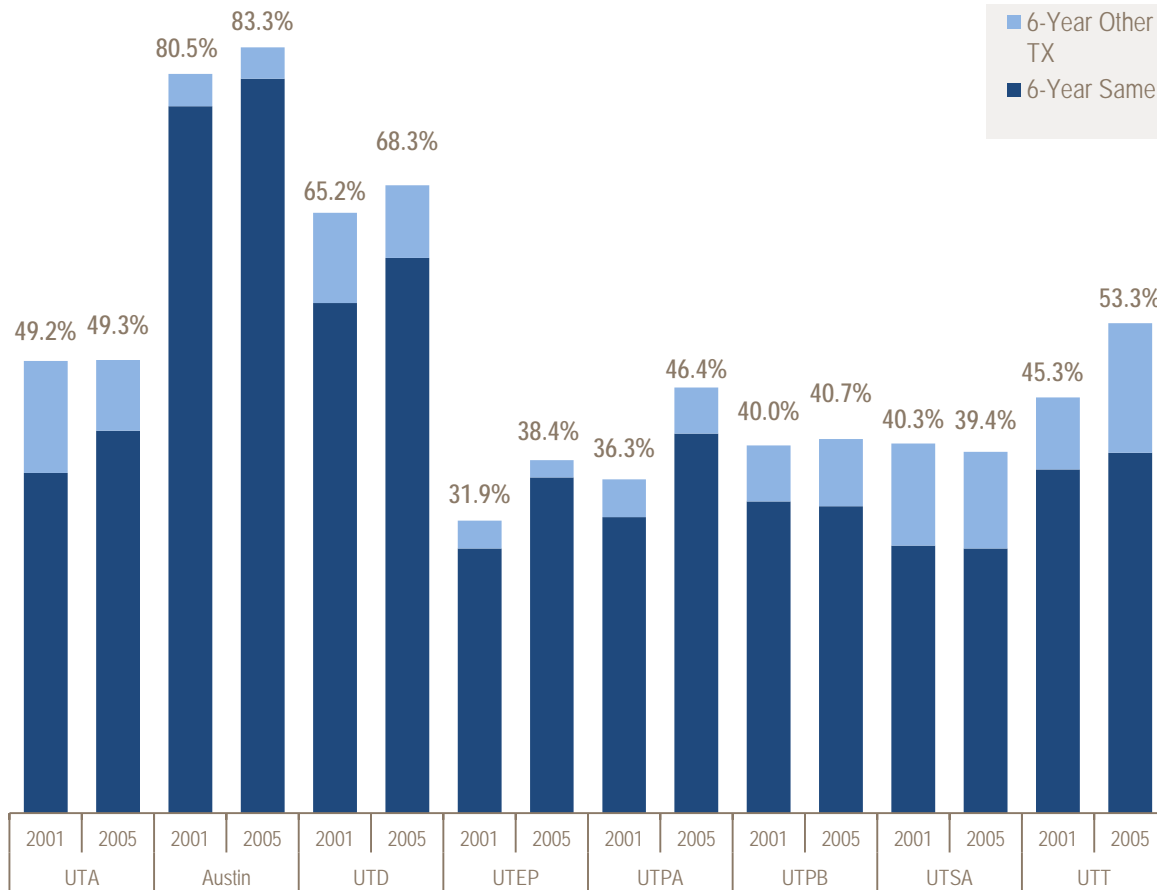


Challenges: UT Austin's Coordinated Admission Program – Traditional Graduation Rates Exclude CAP Students

- 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



A Broader View – Including CAP Students



Data Source: Texas Higher Education Coordinating Board

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**



Chancellor's Framework for Excellence:

Increase Number of Degrees and 4-year Graduation Rates

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



Chancellor's Framework for Excellence:

Determining Top Performers

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

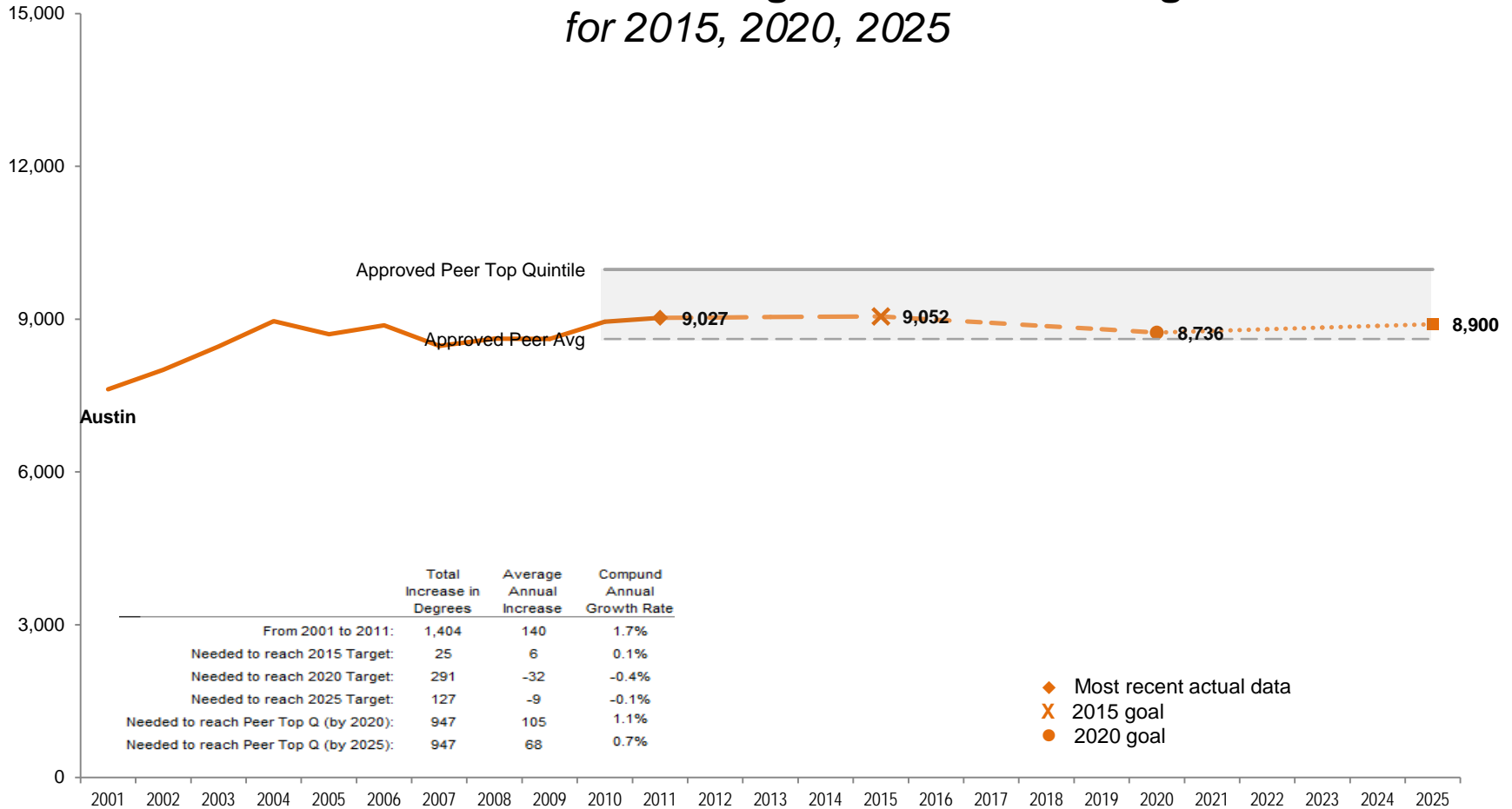
Goal Setting Process:

1. **2015 Targets**– forecast of performance
2. **2020 Targets**– reach the *top quintile* of **Baseline** Comparison Group
3. **2025 Targets**– approach the **Aspirational average**



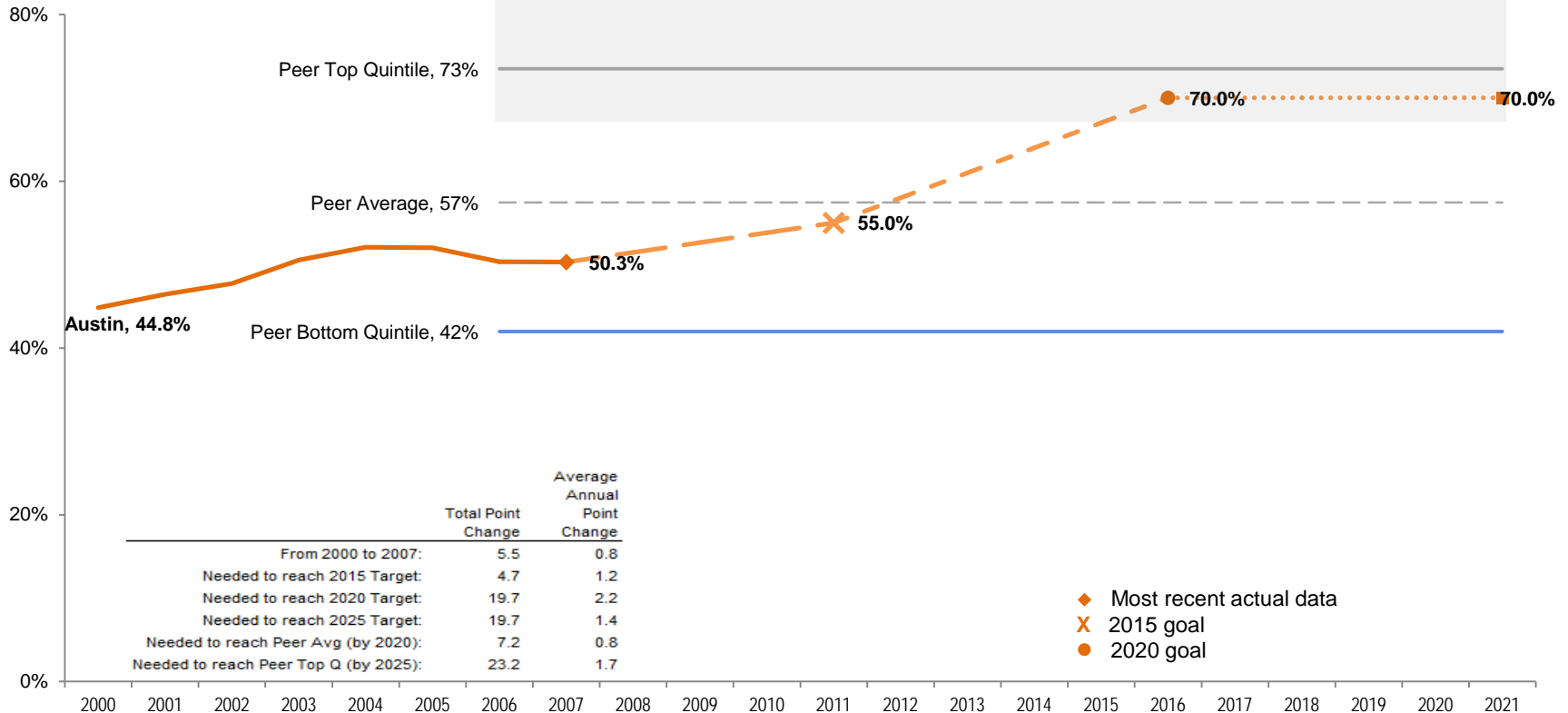
Chancellor's Framework for Excellence: Increase Number of Degrees – UT Austin

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



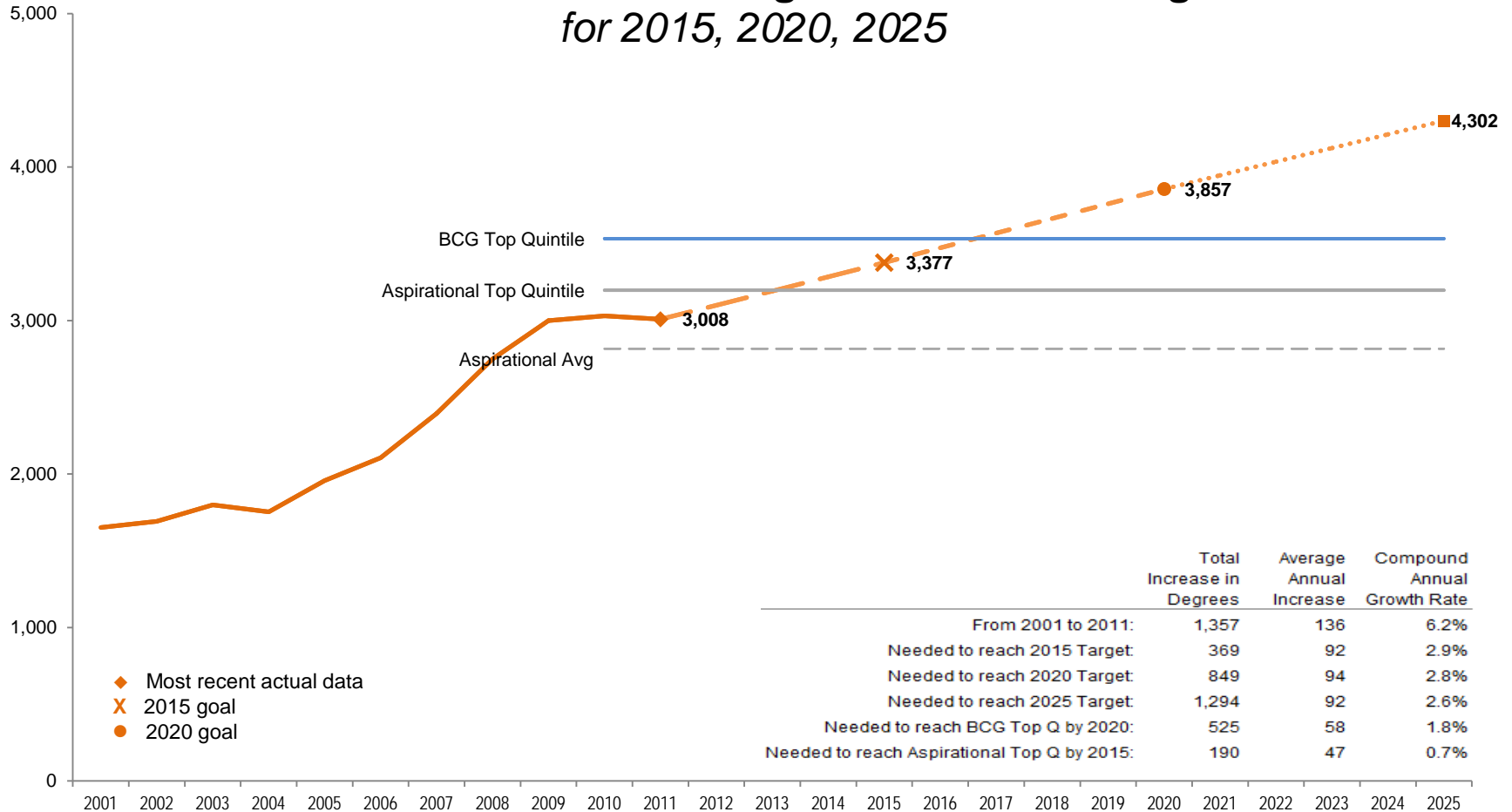
Chancellor's Framework for Excellence: Increase 4-year Graduation Rates – *UT Austin*

UT Austin: 4-Year Graduation Rates Performance Targets for students graduating in 2015, 2020, 2025 (from the same institution)



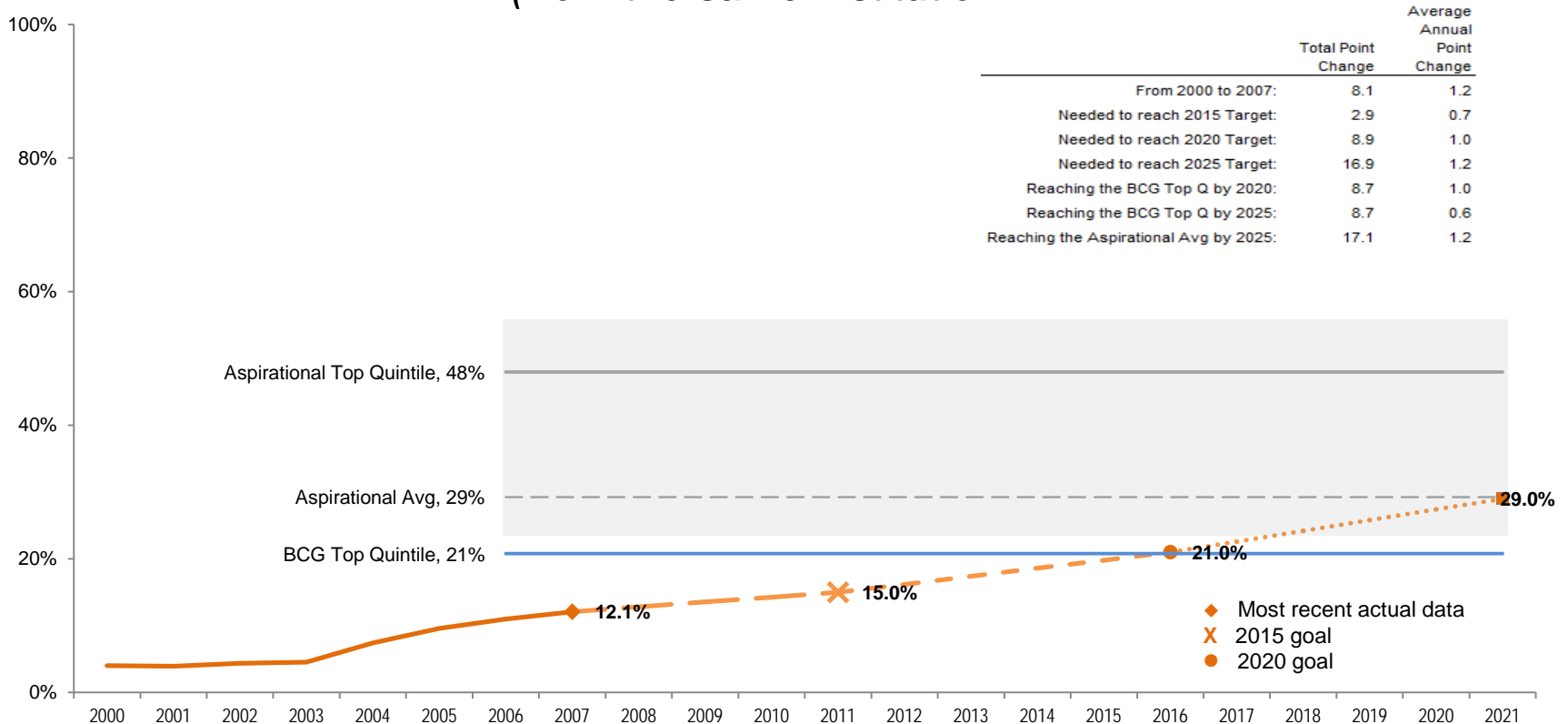
Chancellor's Framework for Excellence: Increase Number of Degrees – *UT El Paso*

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



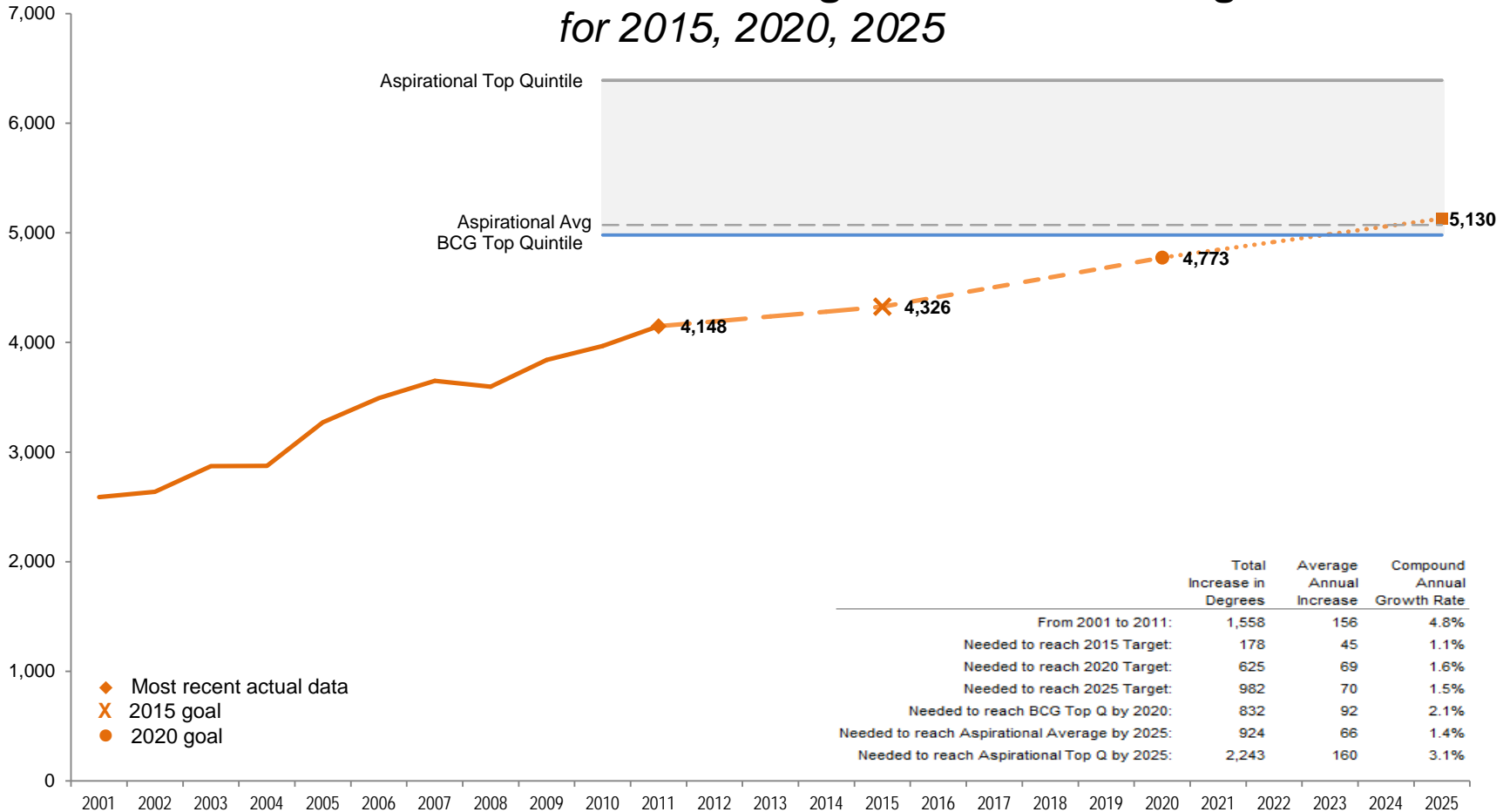
Chancellor's Framework for Excellence: Increase 4-year Graduation Rates – *UT El Paso*

UT El Paso: 4-Year Graduation Rates Performance Targets for students graduating in 2015, 2020, 2025 (from the same institution)



Chancellor's Framework for Excellence: Increase Number of Degrees – UT San Antonio

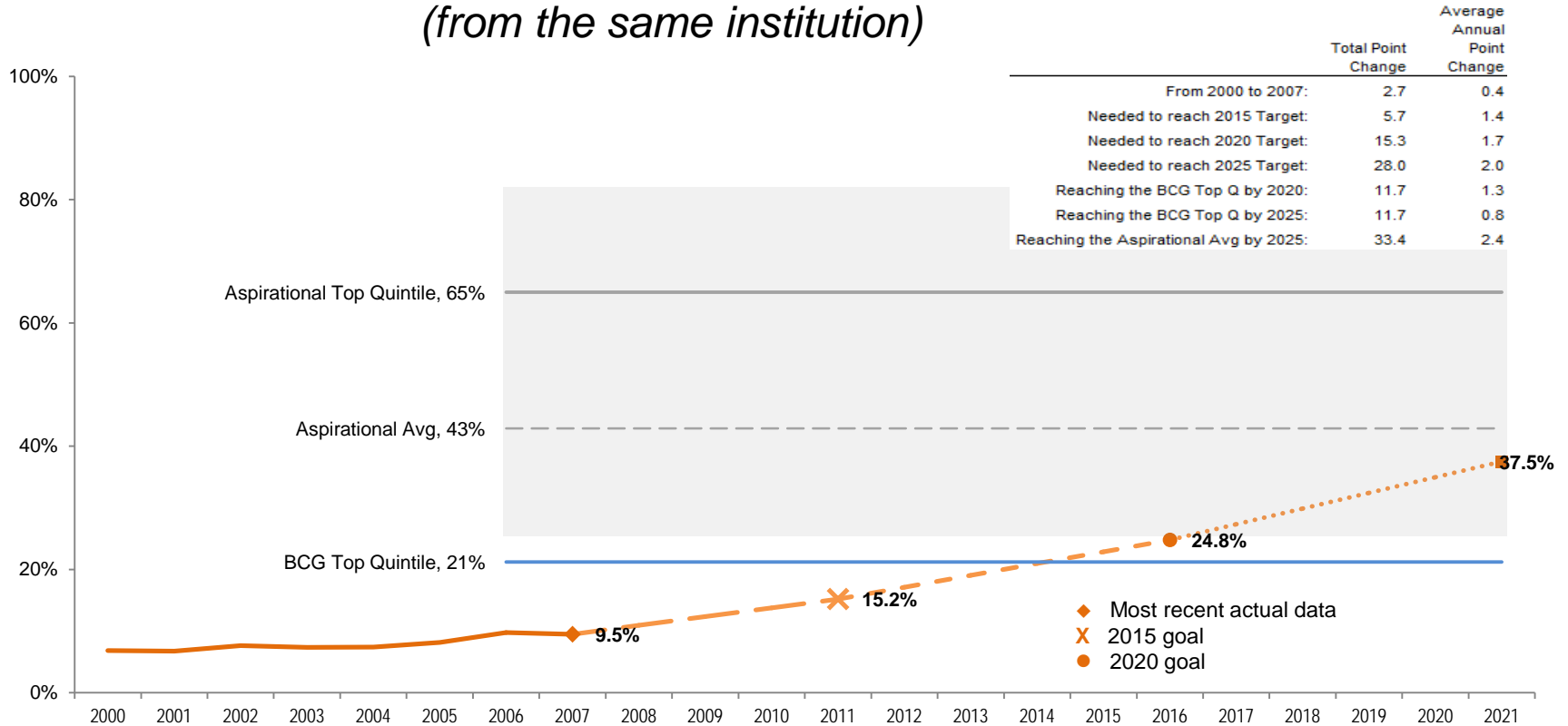
UT San Antonio: Bachelor's Degree Production Targets for 2015, 2020, 2025



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)*



Original Goal Setting Limitation: Target Setting Process Based on National Averages – UTEP Example

Graduation Rates and Targets for FTFT Degree-seeking Undergraduates UTEP						
	UT El Paso	2000 Carnegie Class Average	All Public 4-year Institution Average	Accountability Peer Group Average (For information only)	Enter your targets below:	
					2010 Target	2015 Target
	1997 Entering Cohort					
Four-year Rate	2%	20%	26%	20%	10%	20%
Five-year Rate	15%	40%	47%	40%	23%	40%
Six-year Rate	26%	46%	53%	44%	34%	53%



Raising Graduation Rates: Where Are We Now?

	2006 Graduation Rates Initiative			Most recent 2011 Actual (2005 cohort)	2012 Goal-Setting Process	
	Base Rate 2003 (1997 cohort)	2010 Target (2004 cohort)	2010 Actual (2004 cohort)		2015 Target (2009 cohort)	2020 Target (2014 cohort)
UTA	37%	46%	40%	42%	45%	52%
Austin	71%	80%	80%	80%	83%	85%
UTB	18%	25%	20%	--	--	--
UTD	57%	65%	63%	60%	66%	69%
UTEP	26%	34%	35%	37%	42%	48%
UTPA	26%	35%	35%	41%	44%	52%
UTPB	29%	40%	32%	33%	34%	37%
UTSA	28%	37%	27%	29%	31%	45%
UTT	44%	53%	38%	39%	38%	49%



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

These metrics measure the success of the traditional student population.

These metrics are a more inclusive look at success.



Dashboard and Research Briefs

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>



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SAIR CONFERENCE 2012

UT El Paso Perspective

Dr. Roy Mathew, Associate Vice President
Center for Institutional Evaluation, Research, and Planning



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SAIR CONFERENCE 2012

UTEP: Student Demographics

- 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.”⁽¹⁾
- UTEP is recognized as one of six NSF’s Model Institutions for Excellence for its success in creating educational opportunities for non traditional students.

(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



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SAIR CONFERENCE 2012

UTSA: Graduation Rate Improvement Plan (GRIP)

- 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



UTSA: Graduation Rate Improvement Plan (GRIP)

- 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



UTSA: Changes in Institutional Research

- 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

