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SETTING SYSTEM GOALS FOR ACCESS

September 8, 2016

Meeting Purpose, Overview, & Deliverables

Purpose: Approve definition and discuss draft goals.

Overview:

- Update on Strategic Planning Process
- Recap Last Meeting
- Vote on "Access" definition
- Creating a Goal
- Review other State Goals
- Review NC Draft Access Goals
- Discuss each Goal

Deliverables: Approve definition & identify 2-3 topical areas for draft goals.

UPDATE ON STRATEGIC PLANNING PROCESS

Access Recap

Access is important.
- Economic Priority
  - In NC by 2020, 67% of the jobs will require a postsecondary education
- Demographic Reality
  - The state must replace a large cohort of boomer retirees while ensuring the successful integration of a generation of students and workers that includes more women and minorities.

Themes that emerged during our prior meeting:
- Encouragement, aspirations, in-state students, rural students, alignment with K-12, multiple access points, etc.

Proposed Definition of Access for Vote

Access is the opportunity for all North Carolinians who are prepared for the associated rigorous learning experiences to pursue a university education.

Providing North Carolinians access and encouragement to pursue higher education is not confined solely to helping students gain admittance to college. It also includes:

- *Providing multiple access points into the University;*

- *Academic, financial, cultural, and other knowledge-based services to help all students – but particularly for those who are underserved for any reason – to aspire to, enroll in, and graduate from institutions that meet their interests and capabilities.*

Suggestions from Strategic Planning Committee:

None.

CREATING A GOAL

System Goals should be:

- System-focused rather than constituent institution-focused;

- Direction-setting;

- Aligned with and central to the University's mission;

- Aspirational and rigorous; and

- Actionable, time-bound, and measurable.

Creating a Goal

- Too broad
  - Improve the University's six-year graduation rate.

- Too specific
  - Improve the University's six-year graduation rate by [X%] for each of the following student categories by [Y date]: Underserved, Transfer, and Older students.

- Appropriate
  - Increase the University's six-year graduation rate by [X%] by [Y date].

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Goals v. Activities

Goal

- Increase the University's six-year graduation rate by [X%] by [Y date].

System-level activity

- Performance measurement & transparency, incentive funding, etc.

Institutional activity

- Using evidence based practices, Institution [A] will identify and revise high enrollment gate keeper courses to reduce the WDF rate by [X] percentage points.

  - Measurable, Institutional Specific, Aligned to System Goals

SAMPLES FROM OTHER STATE SYSTEMS

Samples from other State Systems

Colorado:

Enhance access to, and through, postsecondary education to ensure that the system reflects the changing demographics of the state while reducing attainment gaps among students from underserved communities.

Virginia:

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

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Samples from other State Systems

Pennsylvania:

Enable more students to obtain credentials that prepare them for life, career, and the responsibilities of citizenship.

- Increase access to higher education of low-income and underrepresented minority students by reducing the difference in the entering class for these groups compared to those of all students graduating from Pennsylvania high schools by half.

- Increase the number of working adult and transfer students enrolled in the System; specifically, increase the number of undergraduate students over the age of 25 to at least 11,000 and the number of Pennsylvania community college transfer students to at least 4,000.

- Increase the number of courses and programs available to students through distance education; specifically, increase the number of students in online and blended courses to 53,000.

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Sample from other State Systems
Goal v Strategy

Texas

Goal: By 2030, at least 550,000 students in that year will complete a certificate, associate, bachelor's, or master's from an institution of higher education in Texas.

Strategy to Achieve this Goal:

Improve academic preparation and academic support for students to enter and complete higher education.

> For example:
>
> o Scale up and share practices that support students in their academic preparation for postsecondary education.
>
> o Streamline credential pathways through the P-16 continuum to ensure that secondary education graduation plans, including endorsement coursework, prepare high school graduates for completing a postsecondary credential.
>
> o Scale up and share practices that support underprepared students to increase persistence and completion and to reduce their time to degree.

Draft Goals for Review/Discussion

1. **Improve outreach.**

Develop outreach and other programs to increase college enrollments for all North Carolinians, with the expectation that demographic, socioeconomic gaps are reduced/eliminated by 2025.

2. **Increase access.**

Develop flexible university admissions processes, to allow each university in the system to achieve their access goals.

Draft Access Goal 1

Improve outreach.

Develop outreach and other programs to increase college enrollment for all North Carolinians, with the expectation that demographic, socioeconomic gaps are reduced/eliminated by 2025.

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Background for Goal 1

Demographic Changes in North Carolina

- o 2015-16 Whites for first time are not the majority in NC public schools

- o Hispanic/Latino represent over 16% of the population and are the fastest growing group (325% increase since 2000-01)

- o In 2006, 45% of NC public school students qualified for free or reduced price lunch; in 2013 it was 53%

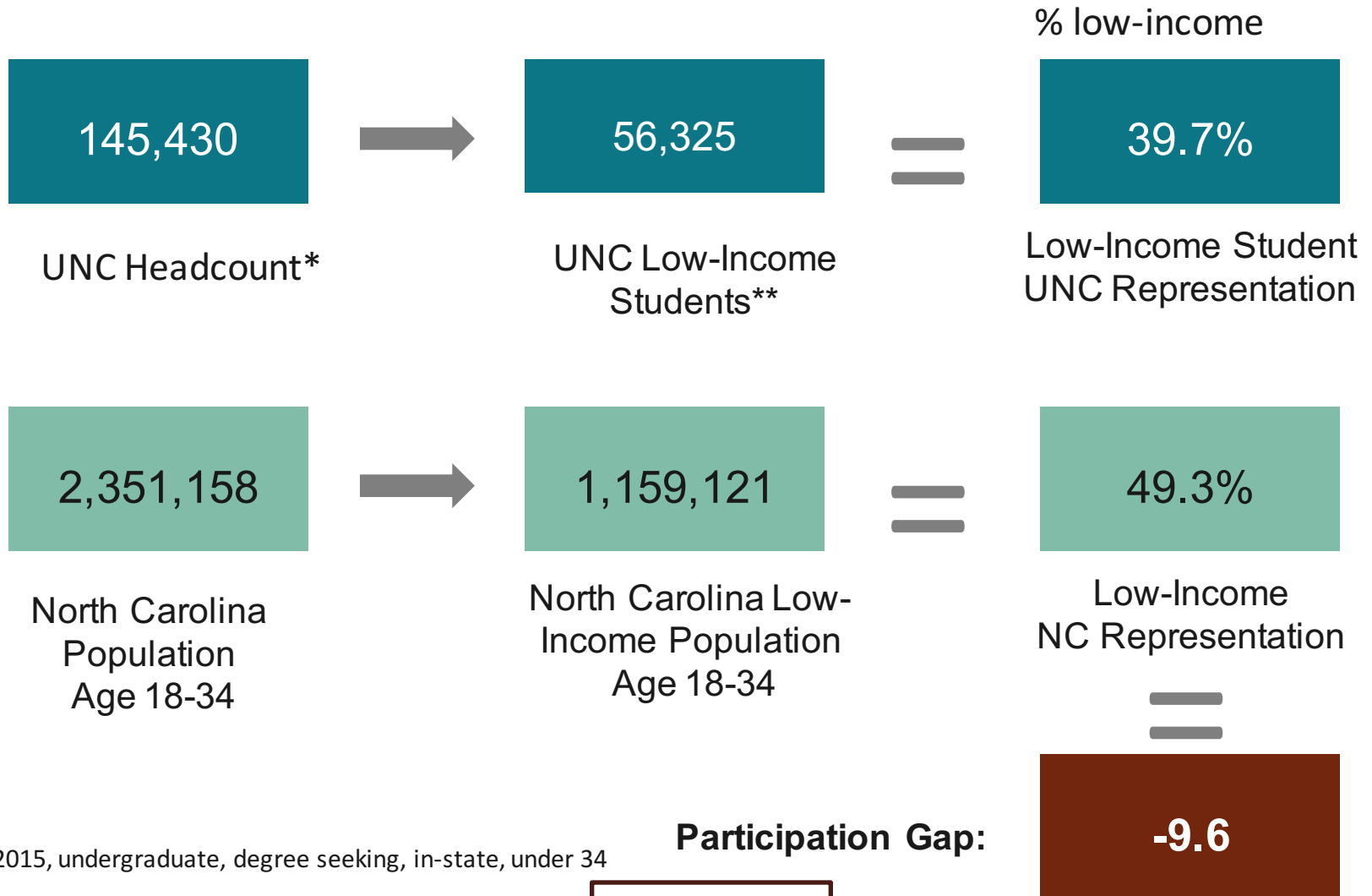UNIVERSITY OF
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Goal 1 Problem Statement

UNC's student body is not reflective of the citizens of North Carolina.

Supporting Information Goal 1

	2015 Undergraduate In-State Headcount (Under 34)	North Carolina Population (2014): Age 18-34	Participation Gap
American Indian	1.0%	1.2%	-0.2%
Asian	4.2%	2.9%	1.3%
Black	21.9%	22.3%	-0.4%
Latino/a	6.1%	11.0%	-4.8%
Two or More Races	3.7%	2.3%	1.4%
White	60.5%	56.2%	4.3%
Low Income (under $50K)	40%	49%	-10%
Low Income (under $25K)	20%	24%	-4%
Rural	30%	38%	-8%
Tier 1 County	11%	12%	-1%
Tier 2 County	27%	35%	-8%
Male	45%	51%	-6%

Supporting Information Goal 1

% low-income

| 145,430 | → | 56,325 | = | 39.7% |

UNC Headcount*

UNC Low-Income Students**

Low-Income Student UNC Representation

| 2,351,158 | → | 1,159,121 | = | 49.3% |

North Carolina Population Age 18-34

North Carolina Low-Income Population Age 18-34
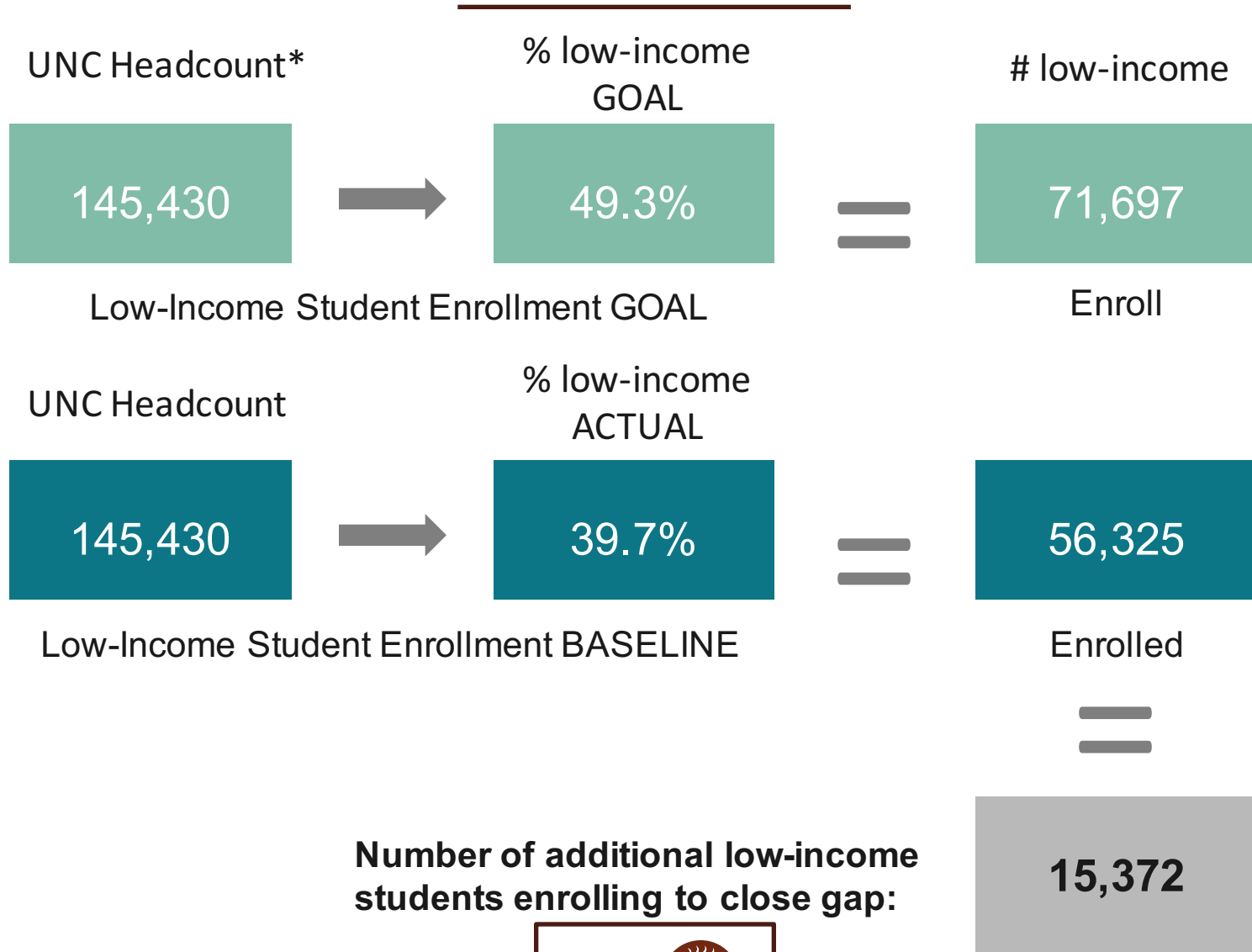
Low-Income NC Representation

Participation Gap:

-9.6

*Fall 2015, undergraduate, degree seeking, in-state, under 34

*Fall 2015, undergraduate, degree seeking, in-state, under 34, Pell recipient (income under $50,000)

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Supporting Information Goal 1

UNC Headcount*		% low-income GOAL		# low-income
145,430	➡	49.3%	=	71,697
Low-Income Student Enrollment GOAL				Enroll

UNC Headcount		% low-income ACTUAL		
145,430	➡	39.7%	=	56,325
Low-Income Student Enrollment BASELINE				Enrolled

=

Number of additional low-income students enrolling to close gap:

15,372

*Fall 2015, undergraduate, degree seeking, in-state, under 34

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Examples of Strategies/Activities

- Create or enhance current transfer programs like UNC-Chapel Hill C-Step, NC Central's Eagle Connect, UNC Charlotte's Passport Program and Winston Salem's Dual Admission program to increase number and success of transfer students.

- Expand Carolina College Advising Corps to increase information dissemination to underserved high school students.

Supporting Information

C-Step

- UNC-CH partners with 10 NC cc's to identify low- to moderate-income students who are prepared academically at a 4-year institution but often not thinking about transferring
- Students are guaranteed transfer admission if they meet program requirements
- Graduation rate over 10 years is 85%; next year 100 students will enroll as juniors

Carolina College Advising Corps

- Program recruits recent UNC-CH graduates, trains them as admissions and financial-aid advisers, and places them in local schools
- Advisers help students find their way to institutions where they will thrive and help principals and counselors build college-going culture
- Students at partner high schools have:
  - enrolled in 4-year institutions at rates as much as 11 percentage points higher than students at other schools with similar profiles
  - persist into the 2nd year at rates that exceed the national average
- In 2016-17, 51 advisers are serving 71 high schools and 62,000 students statewide

DISCUSSION

Draft Access Goal 2

Increase access.

Develop flexible and evidence-based admissions processes, to allow each university in the system to achieve their access goals.

Background for Goal 2

UNC institution admission policies generally follow a common set of criteria (e.g., GPA and SAT minimums).

Goal 2 Problem Statement

Current system policies may constrain innovative evidence-based strategies to increase access.

Supporting Information Goal 2

Flexibility on Minimum Admission Requirements

- National literature suggests that high school GPA is a stronger predictor of collegiate success than standardized tests such as the SAT or ACT.

- Over 850 colleges and universities have recently shifted to "test optional," "test flexible" or otherwise de-emphasized the use of standardized tests.

Impact of international & out-of-state students

- Out-of-state/International students enrich the education of North Carolina residents and help them prepare for leadership in an increasingly interconnected world.

Examples of Strategies/Activities

Minimum Admission Requirements

- Pilot evidence-based admission processes (e.g., ECSU, FSU, and NCCU pilot that allows these institutions to rely more on high school GPA rather than test scores).

18% Cap

- Consider calculating the 18% cap on a 3 or 5 year rolling average.

DISCUSSION

DISCUSS OTHER BROAD TOPIC AREAS TO CONSIDER

IDENTIFY 2-3 TOPIC AREAS FOR FURTHER GOAL DEVELOPMENT

NEXT STEPS

Draft goals based on topical areas identified for further discussion at October BOG meeting.