

FORESIGHT 2020 ANNUAL PROGRESS REPORT

Foresight 2020 is a 10-year strategic agenda for the state's public higher education system. Originally adopted by the Kansas Board of Regents in 2010 and updated in 2012, the plan sets long-range achievement goals that are measurable and reportable, and ensure the state's higher education system meets Kansans' expectations.





KANSAS BOARD OF REGENTS

January 2014

TO: Kansas Board of Regents
FROM: Andy Tompkins
SUBJECT: *Foresight 2020* Annual Progress Report

In September of 2010, the Kansas Board of Regents approved a strategic agenda for higher education in Kansas called *Foresight 2020*. In January of 2012, the first annual report on this agenda was given to the Board. Improvements were made to the agenda in 2012 to provide greater focus and clarity and those were reflected in the 2013 progress report. The 2014 report continues to build on the previous reports and adds new information that should be helpful in gauging the progress being made on the strategic agenda.

One improvement of note is the tool devised by the National Center for Higher Education Management Systems (NCHEMS). This has helped the Board, staff, and constituents clarify the path to attaining the goal of having 60 percent of Kansans with a certificate, associate, or bachelor's degree by 2020.

Another improvement is the use of a student success index. When looking at graduation rates, it appears that a large number of students have merely left higher education. This new index gives a much more complete picture of the higher education path that students have taken.

Finally, a real benefit included in this report is the many data points with at least three years of information which begins to indicate trends. Having consistent measures and multiple years of information should provide a much richer understanding of how the system is achieving the goals envisioned in *Foresight 2020*.

Developing a report like this requires a team effort. Therefore, I want to express my thanks to Breeze Richardson who wrote and compiled the report; the Data, Research, and Planning team for their tireless efforts to collect, verify, and represent the data; and the program and senior leadership team for their oversight and guidance in its development.

It is our hope that the Board and those who read this report gain a new appreciation for what this outstanding system of higher education has accomplished and what challenges confront the system to achieve the Board's vision expressed in *Foresight 2020*.

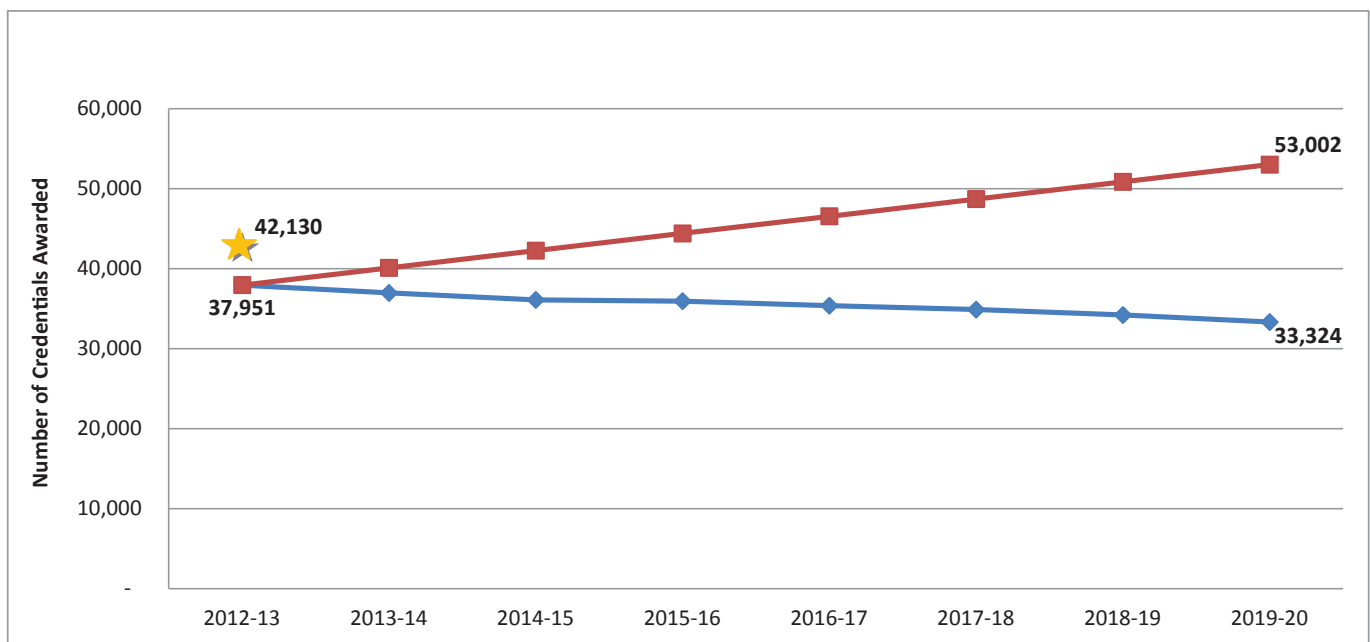
Achieving excellence is not a journey for the faint-hearted but it is worthy of our collective best efforts!

Foresight 2020

Goal 1: Increase Higher Education Attainment Among Kansans

Across the nation, states are establishing educational attainment goals for postsecondary education. Today, 38 states in one way or another have goals similar to Kansas, most setting an attainment goal that ranges from 55 to 65 percent.

The National Center for Higher Education Management Systems (NCHEMS), in partnership with the Center for Law and Social Policy, has developed a model for projecting educational attainment goals for a state based on student flow through postsecondary education. Working with Kansas Board of Regents staff, NCHEMS has adapted its model to fit the specifics of the Board's *Foresight 2020* goal to increase the number of Kansas adults who have a certificate, associate degree, or bachelor's degree to 60 percent by 2020. Board staff has concluded this model is a reasonable approach to both identifying the current gap in credential/degree attainment and for tracking progress towards reaching the 60 percent goal.



According to Dennis Jones, president of NCHEMS, today Kansas is slightly above the national average with 43 percent of the population holding an associate or bachelor's degree. When you include Kansans holding a certificate, total attainment is approximately 52 percent. However, forty years ago the educational attainment of Kansans was only a few percentage points lower – there simply hasn't been much change in this state or in the United States as a whole. Equally troubling is the discovery that if no changes are made, Kansas will actually lose ground – the state is projected to award an estimated 19,000 fewer credentials between now and 2020.

But there are significant opportunities: 25 percent of working age adults (ages 25-64) in Kansas have some college but no degree, and getting these adults back into the postsecondary system is a major focus moving forward. Additionally, the Board has improved the ability of students in Kansas to transfer course credit more seamlessly throughout the public postsecondary education system, and new efforts to coordinate a state-wide reverse-transfer policy would mean more Kansans being awarded the degrees they have already earned, as they continue to work towards additional credentials. Lastly, 2014 Performance Agreements have now been revised to be more in line with *Foresight 2020* – with institutions actively addressing graduation and retention rates, pledging to award more credentials, and working to attract more diverse students including Hispanics and those over the age of 25.

Continuing to align the educational leadership of the state to the goals and aspirations of *Foresight 2020* will best position this strategic plan – and the future of Kansas – for success.

Aspiration 1

Increase to 60 percent the number of Kansas adults who have a certificate, associate degree, or bachelor's degree by 2020.

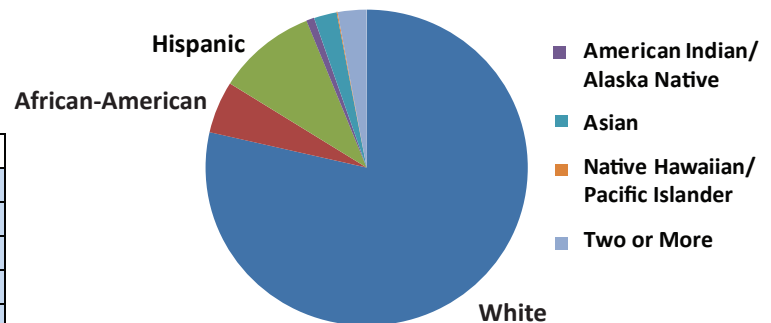
Demographics

Improving the level of participation by underrepresented populations across the state is a critical strategy for increasing the educational attainment level of all Kansans.

The racial and ethnic make-up of Kansas, as measured by the American Community Survey conducted by the United States Census Bureau, is 78.5 percent White, 5.3 percent African-American, 10.0 percent Hispanic, and 6.1 percent Other (American Indian, Alaska Native, Asian, Native Hawaiian, Other Pacific Islander, or a person reporting two or more races). While there has not been much shift in the state's racial and ethnic make-up since 2010, the Hispanic population has slightly increased (9.7 percent to 10.0 percent) while the White population has decreased by the same percentage.

Today, the racial and ethnic make-up of students enrolled in public postsecondary education institutions in Kansas is 77.4 percent White, 8.1 percent African-American, 8.1 percent Hispanic, and 6.5 percent Other. The analysis reported in the 2010 *Foresight 2020* Progress Report identified the need to increase Hispanic enrollments, an effort the public postsecondary education system successfully has made. Overall, Hispanic enrollment has trended up over a three year period from 7.5 percent to 8.1 percent*. Numerous institutions have put strategies in place to support Hispanic students, including scholarships for Hispanic Recognition Scholars and first-generation students, increased academic advising and mentoring, bilingual services, new student organizations, increased research opportunities, and targeted marketing and recruitment efforts.

Kansas Population in 2012
American Community Survey (U.S. Census Bureau)



**Kansas Public Institutions of Higher Education
Racial/Ethnic Composition**

	System (total)			
	AY2010	AY2011	AY2012	AY2013
White	81.7%	79.7%	78.4%	77.4%
African-American	7.6%	7.7%	8.1%	8.1%
Hispanic	6.3%	7.5%	7.5%	8.1%
All Other	4.4%	5.1%	6.0%	6.5%

	State Universities				Washburn			
	AY2010	AY2011	AY2012	AY2013	AY2010	AY2011	AY2012	AY2013
White	85.6%	83.9%	82.4%	81.7%	81.7%	81.1%	79.5%	79.6%
African-American	4.7%	4.8%	5.1%	5.1%	6.7%	7.2%	7.4%	6.7%
Hispanic	4.5%	5.3%	5.8%	6.2%	6.5%	6.4%	6.8%	7.6%
All Other	5.1%	6.0%	6.7%	7.0%	5.1%	5.2%	6.3%	6.1%

	Community Colleges				Technical Colleges			
	AY2010	AY2011	AY2012	AY2013	AY2010	AY2011	AY2012	AY2013
White	79.1%	76.6%	75.5%	74.3%	74.8%	75.3%	74.9%	73.0%
African-American	9.7%	9.8%	10.3%	10.2%	12.3%	10.9%	11.2%	11.1%
Hispanic	7.5%	9.2%	8.7%	9.3%	7.9%	8.5%	8.9%	10.7%
All Other	3.7%	4.4%	5.5%	6.2%	5.0%	5.3%	5.0%	5.2%

Source: KBOR KHEDS, AY Collection 2010-2013. Unknown and non-resident alien are excluded from all numbers. Due to rounding, numbers may not add to 100%. See Appendix for demographic participation by institution.

* Measuring AY2011-AY2013, given the shift in definitions effective with AY2011 reporting, AY2010 being a transitional year.

Increasing educational attainment among the adult population is one of the most important objectives for any state. This is in part because of the positive relationships between an educated citizenry, successful business and industry, and high paying jobs. In addition, evidence has shown that higher levels of education lead to fewer health problems and greater levels of civic engagement.

In Kansas, the number of adults ages 25-64 with an associate degree or higher exceeds the national average across age groups. However, among adults ages 18-24 the number has fallen: while the national average has remained constant at 14 percent, the number of Kansans with an associate degree or higher in this age group has dropped from 16 percent in 2010 to just 13 percent in 2012.

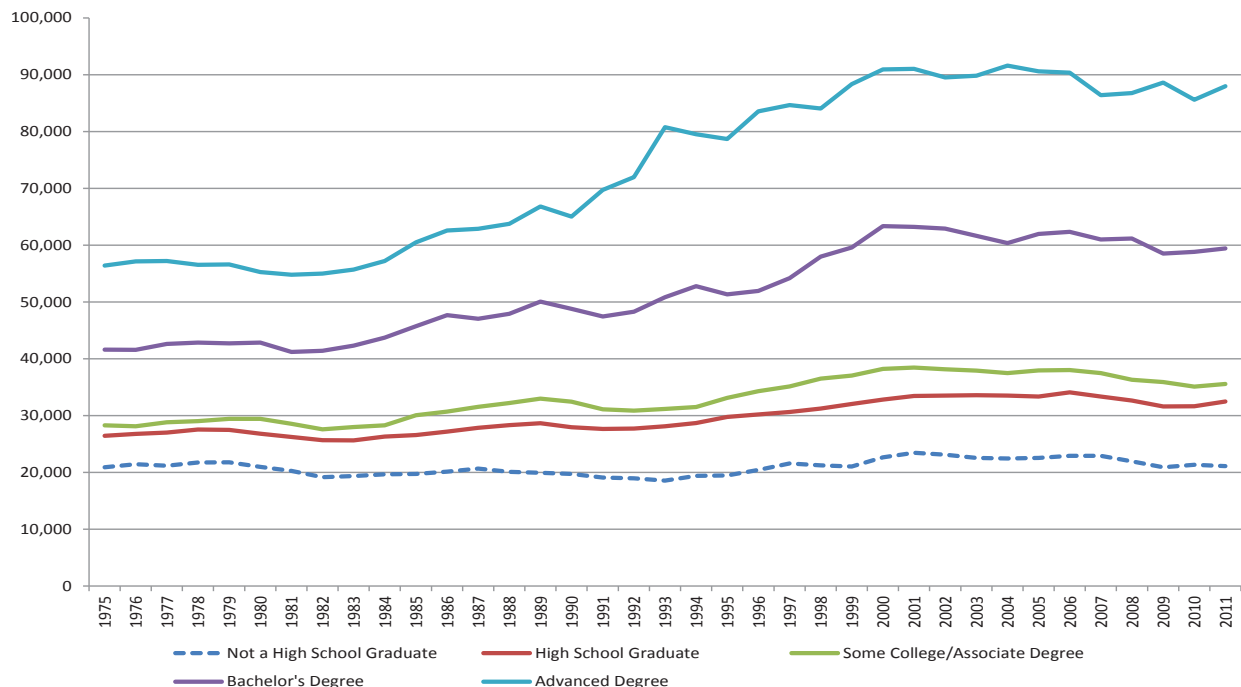
Adults with Associate Degree or Higher

	Kansas			U.S.		
	2010	2011	2012	2010	2011	2012
Adults 18-24	16%	15%	13%	14%	14%	14%
Adults 25-34	43%	44%	43%	40%	40%	41%
Adults 35-44	44%	43%	44%	40%	41%	42%
Adults 45-64	38%	39%	39%	37%	37%	38%

Source: U.S. Census Bureau, American Community Survey, 2010, 2011, & 2012 (1-Year Estimates)

When thinking about the impact of this goal, it is useful to analyze the educational attainment and mean earnings of workers over time. A recent analysis by the Milken Institute, titled "A Matter of Degrees: The Effect of Educational Attainment on Regional Economic Prosperity" (February 2013), clearly demonstrated that a region's economic fortunes are closely tied to the quality of its workforce: adding one extra year to the average years of schooling among the employed in a metropolitan area is associated with an increase in real GDP per capita of 10.5 percent and an increase in real wages per worker of 8.4 percent. Dr. Art Hall, Director of the Center for Applied Economics at the University of Kansas School of Business, confirmed this national research and concluded there is indeed a positive association between the share of the population with a bachelor's degree or better and the average income per worker. Therefore, continuing to pursue a goal to increase educational attainment across the state will result in more Kansans able to meet workforce demands and earn a living that increases their access to the middle class.

U.S. Population Mean Annual Earnings of Workers 18 Years and Over: 1975 to 2011



Source: U.S. Census Bureau, Current Population Survey (adjusted for inflation; 2011 dollars)

Calculated by Art Hall, Director of the Center for Applied Economics at the University of Kansas School of Business

Adult Learners

According to the American Community Survey, just over 237,000 of all Kansas adults are without a high school credential. Of these, 18.4 percent are between the ages of 18-24, 31.3 percent are ages 25-44, and 27.1 percent are ages 45-64*. Offering adult learning programs to support these Kansans' pursuit of an education includes both offering GED test preparation and securing transition to a postsecondary credential.

Today the number of Kansans enrolled in adult education is the highest it has been since 2004, due in large part to new initiatives such as Accelerating Opportunity: Kansas (AO-K) which began in 2012. Additionally, the introduction of enrollment targets, updated performance-based funding policies, and a new vision focused on college and career readiness has proven successful.

Enrollment in Adult Education Programs

	AY2010	AY2011	AY2012	AY2013
Number Participating	9,034	8,100	7,642	9,560

Source: PABLO Collection AY2010-2013

In July 2013, Kansas adopted the College and Career Readiness Standards for Adult Education. These standards establish a framework for programs to provide all adult students with the opportunity to be prepared for postsecondary education without needing remediation. Today, the number of Kansans successfully completing adult learning programs across the state and transitioning into postsecondary education within three years of enrollment is at its highest level – a trend that is expected to continue.

Beginning in 2015, Kansas will distribute 70 percent of state and federal Adult Education and Family Literacy funds based solely on program performance. College readiness and enrollment/co-enrollment in postsecondary education are among the funded outcomes. Full funding will now require that programs meet two specific postsecondary performance targets: 40 percent (1,517) of participants will be college ready and 27 percent (1,024) of participants at the four highest National Reporting System levels will enroll in postsecondary education within three years.

Adult Education Students Transitioning to Postsecondary Within Three Years

Cohort:	AY2007	AY2008	AY2009	AY2010
% Transitioning	20.8%	22.9%	24.8%	26.6%

Source: PABLO Collection AY2007-2010 and KBOR KHEDS Collection AY2008-2013

Accelerating Opportunity in Kansas (AO-K)

In 2010, the need to integrate basic skills and career/technical education instruction to accelerate completion of workplace credential attainment was identified as a priority. The Kansas Board of Regents in partnership with the Kansas Department of Commerce is now utilizing this program, managed nationally by Jobs for the Future, to transform the delivery system for adult education in Kansas by using career pathways to open doorways to college readiness and career advancement for those struggling to succeed in today's economy.

One of seven participating states, Kansas has more enrollments, college and industry credentials earned, and job placements than any other – with over 1,414 students having earned 663 college credentials and 2,277 industry-recognized credentials, in 27 career pathway programs, and more than 600 adults employed since January 2012. Funded by six national philanthropies, Kansas is leading the nation in this initiative. Additionally, a cooperative agreement was developed with the Department for Children and Families to use Temporary Assistance for Needy Families (TANF) funds to provide tuition scholarships for TANF-eligible students who enroll in and complete a 12-credit hour career pathway – something other states will surely look to replicate.

*Source: Educational Attainment by Age in Kansas – U.S. Census Bureau, American Community Survey, 2011

Aspiration 2

Achieve a ten percentage point increase in retention and graduation rates by 2020.

Graduation Rates

	AY2010	AY2011	AY2012
National (6-year)	56.0%	56.5%	
State Universities (6-year)	55.3%	53.9%	55.9%
Washburn (6-year)	42.3%	37.9%	33.7%
National (3-year)	20.4%	20.2%	
2-year Sector (3-year)	31.0%	32.0%	30.3%
Community Colleges (3-year)	26.7%	27.7%	27.1%
Technical Colleges (3-year)	73.3%	67.9%	63.3%

Source: National, U.S. Department of Education (2013), National Center for Education Statistics (2012 Tables)
Source: Kansas, IPEDS
(Total Cohort 150% of Time)

See Appendix for graduation rates by institution.

At 4-year public institutions, the average 2011 national graduation rate, as reported by the National Center for Education Statistics, was 56.5 percent of full-time, first-time students who began seeking a bachelor's degree in Fall 2005 having completed the degree at that institution within six years. However the median graduation rate for 4-year public institutions was only 43.0 percent*.

In Kansas, the state universities saw graduation rates ranging from a low of 41 percent to a high of 64 percent in AY2012, culminating in an increase in the average to 55.9 percent – coming close to the national average.

At 2-year degree-granting public institutions nationally, an average of 20.2 percent of full-time, first-time undergraduate students who began their pursuit of a certificate or associate degree in fall 2008 attained it within three years. In Kansas, the two-year public sector saw an average graduation rate of 30.3 percent in AY2012, with individual institutions reporting graduation rates ranging from a low of 13 percent to a high of 81 percent.

While rates for some Kansas colleges appear low, Kansas ranks 11th overall in the nation for the statewide average graduation rate at 2-year public institutions, according to *The Chronicle of Higher Education*, and has a graduation rate 10 percentage points higher than the national average for this sector.

Retention Rates

	AY2010		AY2011		AY2012	
	Institution	System	Institution	System	Institution	System
System	66.3%	74.6%	66.6%	74.7%	67.2%	74.7%
State Universities	76.8%	85.7%	75.7%	84.1%	77.7%	85.2%
Washburn	62.1%	76.3%	66.4%	75.5%	64.5%	74.7%
2-year Sector Total	68.8%	77.6%	65.1%	74.0%	64.5%	72.8%
Community Colleges	55.7%	63.4%	56.4%	64.7%	55.2%	63.0%
Technical Colleges	65.2%	68.1%	64.5%	67.4%	64.8%	67.7%

Source: KHEDS AY and KHEDS Fall Collection (One Year Retention Rate). See Appendix for retention rates by institution.

First-to-second-year retention rates indicate the number of first-time, full-time degree-seeking undergraduate students who enroll as freshman in the Fall term and return to enroll the Fall term of the subsequent year. Nationally in AY2011, the average retention rate was 79.3 percent for 4-year public institutions and 58.9 percent for 2-year public institutions* – Kansas exceeded in both sectors (83.5 and 74.0 percent, respectively).

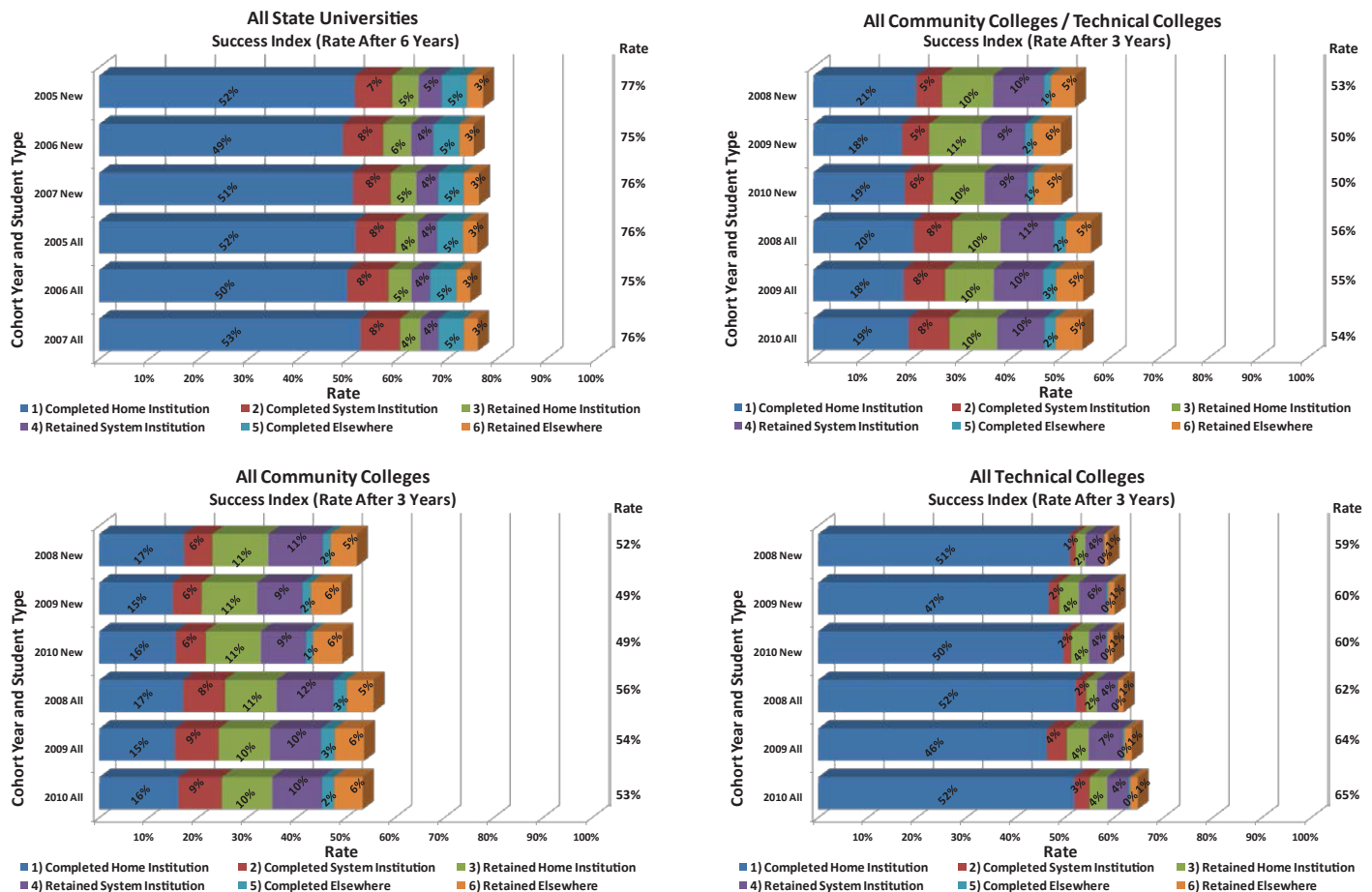
Across the state, institutions are actively working to address retention rates with strategies such as early alert systems, supplemental instruction, and enhanced advising strategies. Financial aid programs and new living communities have also been established. Additionally, significant student engagement and course redesign is underway, including freshman seminar courses taught by senior faculty.

*Source: IPEDS

Student Success Index

It has been widely discussed that while graduation and retention rates are among the most common metrics of student success, they track a select population of students and fail to account for the mobility of student populations between institutions. For the first time, Kansas institutions can now monitor the success of a broader number of students who are retained and/or complete elsewhere by using both retention and graduation across institutions in determining success, showing a truer picture of combined progress at a given point in time.

The index can be filtered in a variety of ways. The rates displayed below, and in the associated appendices, indicate the success of three cohorts of students two ways: 1) first time entering students [New], and 2) first time entering plus transfer [All]. The data represented here includes both degree and non-degree seeking students and both full-time and part-time students – not just the full-time, degree-seeking cohort more traditionally tracked.



Source: KBOR KHEDS AY Collection and National Student Clearinghouse

Percentage rates are rounded; if 0% is shown on graph the percent is less than a 0.5% but greater than zero.

New – First-Time Entering Students

All – First-Time Entering and Transfer Students

Transforming Developmental Education

In 2011, 38 percent of first-time, degree-seeking students entering Kansas community colleges, of which 18 percent were 25 or older, enrolled in one or more remedial courses. Remedial coursework increases the cost and time spent pursuing a degree, reducing the completion rate of underprepared students in Kansas community colleges. These barriers are disproportionately present for poor and minority students: 53 percent of low income students, 52 percent of African-American students, and 45 percent of Hispanic students start in remedial courses. The Regents have charged a taskforce with assessing and, if needed, redesigning developmental education in Kansas. The report is due June 2014.

Certificates and Degrees Awarded

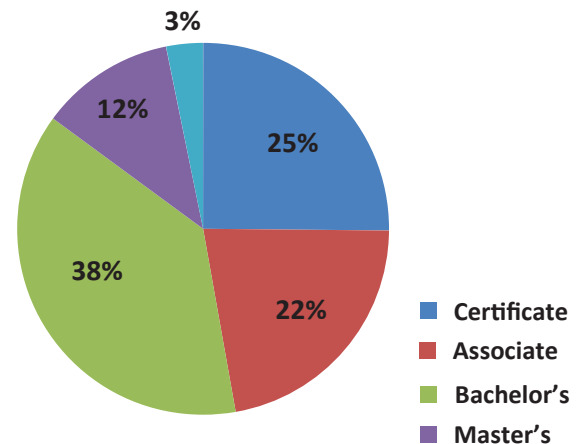
Across the state, new strategies and initiatives have been put in place to address the *Foresight 2020* goal to increase the number of certificates and degrees awarded to Kansas students. At nearly all institutions, this goal has been included among the new 2014 Performance Agreement commitments.

Strategies such as programs to target first-to-second year retention, enhanced advising and tutoring services, the implementation of new student success initiatives aimed specifically at degree completion, and new writing and career centers have now been established to lay the groundwork for success.

In AY2013, the Kansas postsecondary system awarded 42,130 credentials – putting the state above goal projections which outline the number that will need to be awarded annually to increase to 60 percent the number of Kansas adults who have a certificate, associate or bachelor’s degree by 2020. We’re on our way!

AY2013 Certificate and Degree Production, by Award

	AY2010	AY2011	AY2012	AY2013
State Universities	19,661	20,032	20,507	21,500
Washburn	1,248	1,276	1,330	1,368
Community Colleges	13,129	14,467	15,056	15,226
Technical Colleges	3,424	3,569	3,721	4,036
Total	37,462	39,344	40,614	42,130



	State Universities				Washburn			
	AY2010	AY2011	AY2012	AY2013	AY2010	AY2011	AY2012	AY2013
Certificates	45	69	113	130	121	126	131	133
Associate Degrees	225	188	177	213	88	106	122	140
Bachelor's Degrees	13,656	13,619	13,925	15,140	785	763	774	830
Master's Degrees	4,610	4,952	5,128	4,811	115	141	144	123
Doctoral Degrees	1,125	1,204	1,164	1,206	139	140	159	142

	Community Colleges				Technical Colleges			
	AY2010	AY2011	AY2012	AY2013	AY2010	AY2011	AY2012	AY2013
Certificates	6,200	6,976	7,089	6,820	3,045	3,112	3,204	3,512
Associate Degrees	6,929	7,491	7,967	8,406	379	457	517	524

Source: KBOR KHEDS AY Collection 2010-2013. See Appendix for credential production by institution.

Reimagining Career Technical Education

In 2012, Senate Bill 155 became law, providing free college tuition for high school students in postsecondary technical education courses and incentives to school districts for students earning industry-recognized credentials in high-demand occupations. In the first full year, an estimated 6,100 secondary students enrolled in college-level technical education courses, generating over 43,312 credit hours. Following graduation in May 2013, the program awarded 711 secondary students industry-recognized credentials in high-demand occupations. Earlier this year, this initiative received national recognition as a “Top Ten Innovations to Watch” from the Brookings Institute.

Adults with Some College Credit but No Degree Returning

Over the past four years, more and more adults with some college credit but no degree are returning to Kansas postsecondary institutions. While there was a decrease in AY2013, overall there has been a 37.4 percent increase since AY2010 in this student population at the state universities, a 47.5 percent increase at the technical colleges, and a 10.8 percent increase at the community colleges.

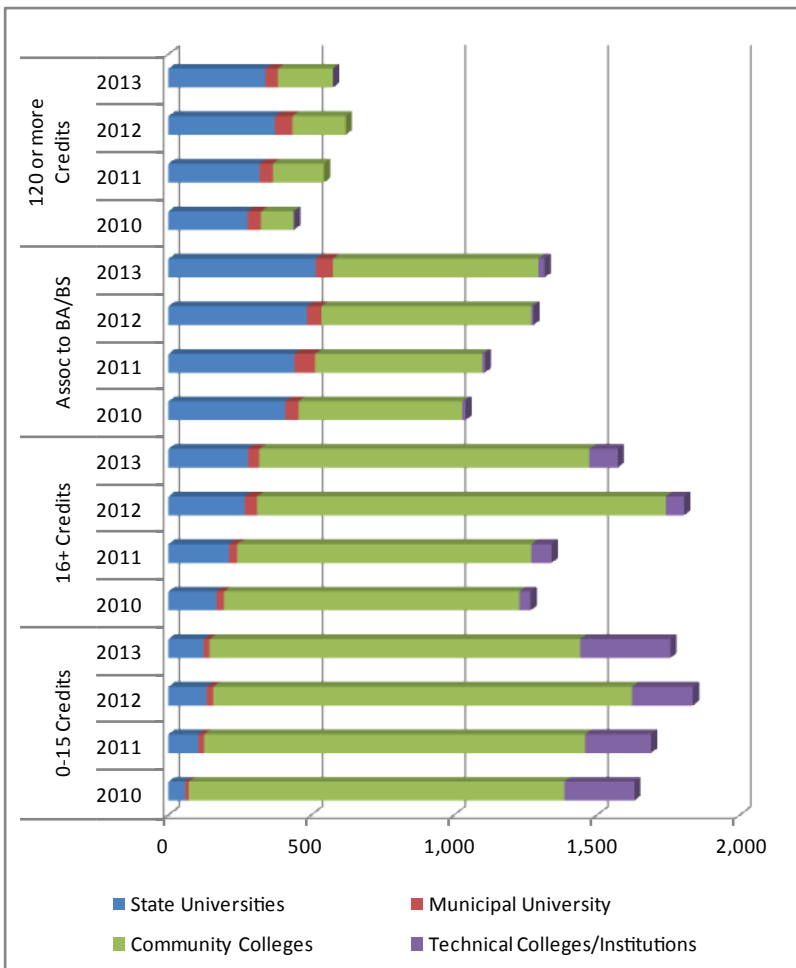
	AY2010	AY2011	AY2012	AY2013
State Universities	916	1,081	1,261	1,259
Washburn	132	168	178	165
Community Colleges	3,034	3,125	3,816	3,362
Technical Colleges	297	311	285	438
Total	4,379	4,685	5,540	5,224

Source: KBOR KHEDS AY Collection 2010-2013

In AY2013, there were nearly 1,000 more adults with previously accumulated college credits who returned after at least two years' absence in pursuit of an undergraduate degree or certificate. These adults, ages 25 or older, fall into four categories: those with 0-16 credit hours earned, those with more than 16 credit hours but less than an associate degree completed, those with more than an associate degree but less than a bachelor's degree completed, and those with 120 or more credits but no bachelor's degree earned.

Since AY2010, those returning with more than an associate degree but less than a bachelor's degree completed have increased by 26.6 percent, while those with 120 or more credits but no bachelor's degree earned have increased by 31.1 percent.

Returning Adults, by Credit Hours Earned



Source: KBOR KHEDS AY Collection 2010-2013

Particularly relevant to this goal, strategies aimed at establishing a consistent set of guidelines and best practices for implementing Prior Learning Assessment (PLA) throughout the Kansas postsecondary system are being developed. A process by which colleges evaluate for academic credit the college-level knowledge and skills an individual has gained outside the classroom, PLA includes national standardized assessments, military training, and industry credentials.

Working closely with volunteer leaders from public universities, community and technical colleges, the goals of PLA adoption include accelerated degree completion, reduced costs for individuals, and clearer standards across the state – resulting in a powerful recruitment tool.

Research from the Council for Adult and Experiential Learning indicates students who earn credit for prior learning experience better educational outcomes, higher retention, and better graduation rates. For those returning to pursue a postsecondary credential after a period of time away, efforts to increase the quality and consistency of PLA implementation across Kansas will be an important strategy for continuing to assist the growth of this student population.

Foresight 2020

Goal 2: Improve Alignment of the State's Higher Education System with the Needs of the Economy

The long-term prosperity of Kansans and the Kansas economy rely on an educated workforce with the skills matching high-wage, high-demand occupations in the state. Although the needs of the workforce are dynamic and fluid, the higher education system, in partnership with the Governor and Legislature, can and must effectively adjust to meet workforce shortages that hamper economic growth and the competitiveness of Kansas.

The Kansas Nursing Initiative is an example of the public higher education system effectively responding to the chronic shortage of Registered Nurses in Kansas. In 2006, the higher education system was charged with increasing the number of registered nurses by increasing the number of nursing students by 250 per year. With funding support from the Legislature, the nursing programs admitted a combined annual average of 437 additional students which surpassed the Legislature's intended goal by 75 percent. Additionally, a strong nursing education infrastructure has been built through improvements to facilities, the utilization of human patient simulators, and a nurse educator service scholarship program that resulted in over 51 new nursing faculty employed at Kansas postsecondary institutions.

Two years later (2008), the higher education system was asked to assist with the shortage of qualified engineers. Engineering deans from Kansas State University, the University of Kansas, and Wichita State University authored a white paper on increasing baccalaureate level engineering graduates for Kansas. This proactive approach, combined with strong support from the Governor and Legislature, led to the passage of the University Engineering Initiative Act (UEIA): with an investment of \$105 million over ten years, the engineering programs at KSU, KU, and WSU will increase the number of graduates from 875 graduates per year (2008 baseline) to 1,365 graduates in 2021. UEIA officially began in AY2012, and after just two years, the programs graduated a combined 1,017 students in AY2013. Additionally, universities are now better connecting current students and graduates to engineering opportunities at Kansas companies, providing a substantial return on investment for both students and Kansas businesses.

Other targeted initiatives, like KU's RedTire program designed to keep rural businesses open by matching graduates with owners looking to retire and WSU's cooperative education program which connects students to work experiences, are examples of programs designed to respond to the needs of Kansas.

A prepared workforce will be increasingly essential. An improved understanding of the education needed to provide the skills industry demands is developing, in alignment with *Foresight 2020*. The Kansas Board of Regents now routinely collects and analyzes workforce data, to be publically reported and form the basis for program adjustments. The Technical Education Authority has worked closely with business and industry stakeholders to confirm how the performance of the state's technical programs can be monitored and improved, and starting in AY2014 all postsecondary institutions in the state will have the opportunity to report how they are assessing student learning in key areas deemed the system's most direct measurement of students' ability to meet and exceed expectations of employers.

Equally important, students and their families can benefit from access to workforce data, in order to make more informed decisions regarding their choice of institutions and programs of study. The Kansas economy is undeniably strengthened when students choose to prepare themselves for high-demand occupations aligned with significant employer needs and accompanying compensation.

Ensuring programs meet quality expectations and demonstrate success will be paramount to credential attainment and support for this *Foresight 2020* goal to improve alignment of the state's higher education system with the needs of the economy. The following metrics, including a) the development of student performance and third-party credential assessments, b) data collection and reporting on employment and earnings, c) improvement in quality measures specifically for the state's technical programs, d) reduction in workforce shortages in selected high demand fields, and e) enhancing understanding of the role of university research in supporting the economy, aim to address how the Kansas Board of Regents can most effectively meet this goal.

Aspiration 3

Respond to business and industry expectations for graduates and ensure all technical programs meet expectations of quality.

Student Performance Assessments

Meeting business and industry expectations for core workplace skills in mathematics/analytical reasoning, written and oral communication, and critical thinking/problem solving has been approved by the Board as the most direct measurement of the system's ability to meet and exceed expectations of employers. System institutions use various mechanisms to assess student learning in these three areas and annual reporting will now occur to track each college and university's assessment of the learning of its students.

Starting in AY2014, each university, community and technical college is using identified assessment instruments, along with departmental and program-based assessments, to report student learning. In October 2013, a format was provided at the request of the Board Council of Chief Academic Officers, and in June 2014 the first report on undergraduate student learning assessment will be received.

University Assessment Instruments

Collegiate Learning Assessment (CLA): assesses critical thinking, analytic reasoning, problem solving and written communication skills

Collegiate Assessment of Academic Proficiency (CAAP): a standardized, nationally normed assessment program from ACT that enables postsecondary institutions to assess, evaluate, and enhance student learning outcomes and general education program outcomes; CAAP offers six independent test modules: Reading, Writing Skills, Writing Essay, Mathematics, Science, and Critical Thinking

iSkills Assessment: measures students' ability to navigate, critically evaluate and make sense of the information available through digital technology using seven task types designed to represent a range of ways students manage information: Define, Access, Evaluate, Manage, Integrate, Create and Communicate

ETS Proficiency Profile: measures four general education skills, including reading, writing, critical thinking and mathematics

National Survey of Student Engagement (NSSE): annual survey of student participation that provides an estimate of how undergraduates spend their time and what they gain from attending college; while not assessing student learning directly, survey results point to areas where colleges and universities are performing well and aspects of the undergraduate experience that could be improved

Assessments embedded in individual courses: may be tailored to match student learning and to reflect individual program goals

Community and Technical College Assessment Instruments

Collegiate Learning Assessment (CLA)

Collegiate Assessment of Academic Proficiency (CAAP)

COMPASS: a computer-adaptive college placement test that evaluates student skill levels in Reading, Writing Skills, Writing Essay, Math, and English as a Second Language

ASSET: a placement test measuring basic writing, numerical and reading skills, and advanced mathematics measures for elementary algebra, intermediate algebra, college algebra and geometry

ACT: a curriculum- and standards-based educational and career planning tool that assesses students' academic readiness for college

WorkKeys: a job skills assessment system that measures foundational and soft skills (e.g., Applied Mathematics, Locating Information, Reading for Information) and offers specialized assessments that may be targeted to institutional needs

Community College Survey of Student Engagement (CCSSE): like NSSE, an indirect survey method asking students about the impact of their community college experience in specific areas

Assessments embedded in individual courses: may be tailored to match student learning and to reflect individual program goals

Third-Party Credential Assessments

In addition to establishing new ways to track and report on academic student performance, many programs of study require students to successfully pass a third-party assessment which can also be monitored as an indicator of how the postsecondary system is meeting business and industry expectations. Beginning with AY2014, systematic reporting of third-party assessments will be included in *Foresight 2020*. A pilot initiative is now underway, so that reporting structures can be addressed and a better understanding of how to secure accurate counts of industry-recognized credentials can be obtained prior to full implementation.

Employment and Earnings

At this time, there is not a national database that exists to track postsecondary graduates throughout their careers from which a university or college might gather data related to employment or earnings of graduates. While voluntary self-reported data does exist, it suffers from potential bias.

The Kansas Board of Regents, with the assistance of Donna Ginther, Professor of Economics and the Director of the Center for Science Technology & Economic Policy at the Institute for Policy & Social Research at the University of Kansas, embarked upon an effort to link Kansas postsecondary data with current labor data, provided by the Kansas Department of Labor.

In the 2013 *Foresight 2020* Progress Report, Dr. Ginther's study reported an employment rate for those employed in Kansas one-year and two-years post graduation, calculated for 2007-2009 graduates. Phase II of Dr. Ginther's research study is presented here, reporting on graduates from 2008-2010.

	One-Year Post Graduation		Two-Years Post Graduation		% Difference in Earnings
	% Employed in Kansas	Average Earnings	% Employed in Kansas	Average Earnings	
Technical Certificates	76.1%	\$19,724	71.2%	\$20,843	5.7%
Associate Degrees	71.3%	\$30,070	66.6%	\$30,540	1.6%
Bachelor's Degrees	63.6%	\$29,057	58.3%	\$32,036	10.3%
Master's Degrees	55.5%	\$44,955	52.3%	\$46,731	4.0%
Professional Degrees	45.2%	\$58,276	41.6%	\$64,283	10.3%
Doctoral Degrees	35.4%	\$51,694	31.4%	\$57,678	11.6%

Source: University of Kansas Center for Research, Inc., KBOR-DOL Crosswalk, 2013
See Appendix for employment and earnings by institution.

During Phase II, Dr. Ginther improved her methodology by excluding students who are continuing on with their education full-time and therefore are not available for full-time employment. Preliminary analysis includes the following observations and findings:

- Gathering employment outcomes of students within the first two years of graduating is not an ideal metric for evaluating the impact of a certificate/degree on earnings. It would be much better to examine the earnings of graduates 10 years post-degree matched to employment records for the entire country. This would give a more complete picture of the long-term impact of higher education degrees on earnings outcomes.
- Employment rates in Kansas fall with the level of degree because graduates at the bachelor's, master's, professional and doctoral levels are more in demand in the national market. According to national reports, many states have higher salaries than Kansas, which serves to draw graduates elsewhere. Also, employment levels in Kansas fall over time as students take advantage of opportunities outside of the state. Keep in mind that the majority of the Kansas population lives near the state border (e.g. the Kansas City metropolitan area) and opportunities across the border can and will draw graduates.
- As a whole, salaries increase more rapidly for bachelor's and advanced degrees than technical certificates or associate degrees. This is consistent with the human capital model. Given the weak labor market in recent years, a significant number of graduates may not be placed in jobs that require a college degree within the first year of graduation.

Aspiration 4

Reduce workforce shortages in selected high demand fields by increasing the number of credentials and degrees awarded, including in the fields of science, technology, engineering, and mathematics (STEM).

The Labor Market Information Services (LMIS), a division of the Kansas Department of Labor, generates a high-demand occupations list based on composite scores each occupation receives in the Job Vacancy Survey, Short Term Projections, and Long Term Projections. The higher the score the more demand for the occupation. These occupations are then assigned a wage score based on at least 70 percent of the average annual wage in Kansas. Occupations listed here received a ranking of a total score of 15 and above on this High Wage-High Demand Occupations listing and had a direct correlation between data available on occupation and award-type so that specific numbers on awards granted could be tracked and reported.

Number of Awards Granted in Selected High Demand Fields

Occupational Title	Average Annual Wage	Total Job Demand 2010 - 2020*	AY2013 Awards Granted
Registered Nurses	\$58,750	12,808	1,695
Accountants and Auditors	\$64,680	4,057	677
Lawyers	\$103,840	1,431	324
Electricians	\$48,310	2,173	121
Pharmacists	\$113,760	1,300	473
Electrical Engineers	\$83,470	833	200
Physicians and Surgeons, All Other	\$205,860	1,223	160
Industrial Engineers	\$74,960	578	92
Mechanical Engineers	\$73,770	968	295
Civil Engineers	\$73,670	732	160
Physical Therapists	\$74,780	764	76
Dental Hygienists	\$63,840	955	84
HVAC Mechanics and Installers	\$43,810	1,143	157
Radiologic Technologists and Technicians	\$49,240	1,032	155
Aircraft Mechanics and Service Technicians	\$57,520	982	192

Source: Kansas Department of Labor, LMIS; KBOR KHEDS Collection AY2013

* Includes both new and replacement job projections

Producing sufficient numbers of graduates who are prepared for science, technology, engineering, and mathematics (STEM) occupations has become a national priority in the United States. In AY2012, the regional average of credentials awarded in STEM fields across credential types was 34.3 percent. Kansas continues to exceed this rate with 38.3 percent of all credentials having been awarded in these fields.

Number of Awards Granted in STEM Fields

	AY2010		AY2011		AY2012		AY2013	
	STEM	%	STEM	%	STEM	%	STEM	%
Certificates	6,623	70.7%	7,184	70.3%	7,240	69.5%	7,181	68.6%
Associate Degrees	2,004	26.3%	2,069	25.1%	2,219	25.3%	2,258	24.3%
Bachelor's Degrees	3,575	24.9%	3,682	25.9%	4,012	27.7%	4,487	28.5%
Advanced Degrees	1,900	31.7%	2,074	32.2%	2,169	32.9%	2,076	33.0%
Total	14,102	37.8%	15,009	38.4%	15,640	38.8%	16,002	38.3%

Source: KBOR KHEDS AY Collection 2010-2013

Aspiration 5

Enhance understanding of the role of university research in supporting the economy.

Beginning in 2013, the Commerce-University Partnerships steering committee brought together representatives from the Kansas Department of Commerce and Board of Regents to oversee and make recommendations to the Secretary of Commerce, as part of Governor Brownback's *Economic Development Strategic Plan* and its focus on "Universities as Engines of Economic Development."

The Innovation Growth Program (\$1.25M), the University Engineering Initiative Act (\$3.5M each to three research universities for 10 years), and University Research Grants (\$5M each to three universities), bring together university partners and related entrepreneurial organizations focused on the state's core strengths.

The end result? Growing jobs, economic prosperity for companies and Kansans, and a return on investment for Kansas taxpayers. Reimagined structure and benchmarking are producing significant and sustainable results:

The Innovation Growth Program

This program brings prominent visibility and focus of commercialization to the university President/Chancellor's office, with noted outcomes including:

- 37 startup companies launched by Kansas universities (2010 to present)
- 46 inventions/discoveries licensed to companies that have generated \$10M in revenue (2010 to present)
- \$480.3M in federal funding brought into Kansas (2010 to present)
- Increased efforts towards cultural change and collaborative commercialization efforts:
 - * Kansas State University-Wichita State University – cooperative commercialization contract
 - * Pittsburg State University-Wichita State University – technology transfer operations
 - * University of Kansas-Kansas State University – implementation of constituent relationship management efforts
 - * University of Kansas-Bioscience & Business Technology Center – national recognition for support of entrepreneurial efforts, research networks and high growth businesses
 - * Plans for innovation, technology and research parks at Wichita State University and Kansas State University

University Engineering Initiative Act

This act increases the number of engineering graduates at three research universities to 1,365 annually by 2021; success to-date include:

- 19% increase in engineering enrollments (since 2008)
- 16% increase in engineering graduates (since 2008)
- \$15M in scholarships for engineering students (2012-13)
- Over 200 students at each university participating in engineering internships with 70+ Kansas companies (2012-13)
- \$47,629 average starting wage for engineering graduates (2012-13)

University Research Grants

These grants establish a 1:1 match from each university, doubling state investment in new research, with noted outcomes including:

- National Cancer Institute (NCI) designation achieved; comprehensive NCI cancer designation sought (2017)
- 574 new jobs at KU; 1,256 new jobs regionally; regional economic impact of \$930,556,216 (2007-12)
- KU Cancer Center *US News & World Report* 2013-14 ranking improved from #37 to #27
- National Institute for Aviation Research successfully marketed aircraft industry technologies outside Kansas and US; retention and growth of over 30,400 direct aerospace jobs and 118,894 indirect jobs, with an average wage of \$67,440
- Expansion of the Biosecurity Research Institute at KSU supported by private sector partnerships in animal health and agriculture

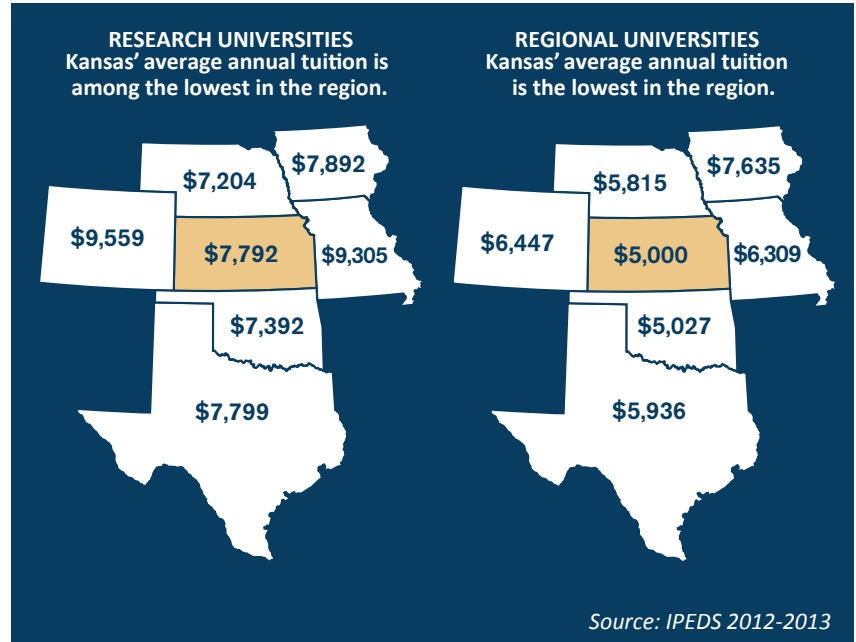
Foresight 2020

Goal 3: Ensure State University Excellence

As students look for a place to obtain education and training beyond high school, they have many options to consider. The postsecondary education system in Kansas has made a commitment to keep costs competitive and reasonable, continuing a 150 year history of excellence. Even with recent tuition increases, the cost of public higher education in Kansas remains among the lowest in the region. Attracting and retaining the state's most valuable resource – its promising young talent – is a top priority.

In 2013, 258,934 students were enrolled in Kansas' 32 public higher education institutions. The system continues to serve the state by providing the best opportunities for postsecondary education and training so these graduates can contribute to building healthy, strong communities.

Kansas graduates are leading the way in new agricultural fields, are the engineers building our nation's future, and work in hospitals, clinics and pharmacies across the state. They become teachers, law enforcement personnel, and technicians in countless industries. While still in school, students work with faculty to conduct basic research and make discoveries that convert findings into new consumer products, businesses, and entrepreneurial ventures.



Aspiration 6

Improve the regional and national reputations of the universities.

Over the past year, the Board conducted a study of university peers and in October (2013) adopted a revised set of peers for each university. Additionally, metrics were identified to be used in reporting comparative performance. The annual CEO evaluation process each Spring will now include reporting performance in comparison to peers.

Research Universities Comparison to Peers Performance Metrics:

- Six-year Graduation Rate
- First-to-Second-Year Retention Rate
- Number of degrees awarded at each level (bachelor's, master's, doctoral)
- Annual research and federal research expenditures
- Endowment Size
- Faculty Awards and National Academy Members
- Progress toward university and Board approved ranking aspirations

Regional Universities Comparison to Peers Performance Metrics:

- Six-year Graduation Rate
- First-to-Second-Year Retention Rate
- Number of degrees awarded at each level (bachelor's, master's, doctoral)
- Average ACT of lowest and highest quartiles
- Endowment Size
- Participation (total headcount)

Federal Research Funding

The state's three research universities each have specific strengths that allow them to successfully compete for Federal Research dollars. The University of Kansas has the National Cancer Institute designation and outstanding research in fields such as pharmacy and medicinal chemistry. Kansas State University provides the hub for agricultural research and animal health in the state, with its recent designation as the site for the National Bio and Agro-Defense Facility. Wichita State University has a long history of aviation excellence and is home to the National Institute for Aviation Research. In addition, Pittsburg State University has an internationally recognized Kansas Polymer Research Center that provides a hub for vegetable oil-based polymer research.

To attract additional federal research dollars to Kansas, the Kansas Board of Regents manages the state's matching program for the Experimental Program to Stimulate Competitive Research (EPSCoR). EPSCoR is a federal program that encourages university partnerships with industry. Designed to stimulate sustainable science and technology infrastructure improvements in states that historically have received a disproportionately low (per capita) average of federal research dollars, taxpayers in the EPSCoR states have therefore subsidized the research efforts of universities in other states. EPSCoR seeks to correct this disparity by improving the ability of universities in designated states to compete for federal and private sector research and development funding.

Federal Research & Development Dollars Awarded, Percent of Total, and Percent Rate of Change

	FY2010		
	Total R&D \$	Federal R&D \$	% of total R&D
United States	61,257,398,000	37,477,100,000	61%
State Universities Total	481,923,000	230,908,000	48%
University of Kansas	267,961,000	147,598,000	55%
Kansas State University	160,679,000	68,560,000	43%
Wichita State University	51,524,000	13,751,000	27%
Pittsburg State University	1,759,000	999,000	57%

	FY2011			
	Total R&D \$	Federal R&D \$	% of total R&D	% Rate of change 2010-2011
United States	65,274,235,000	40,771,096,000	62%	9%
State Universities Total	509,644,000	261,827,000	51%	13%
University of Kansas	274,727,000	162,721,000	59%	10%
Kansas State University	169,167,000	76,953,000	45%	12%
Wichita State University	63,538,000	20,569,000	32%	50%
Pittsburg State University	1,687,000	1,280,000	76%	28%
Emporia State University	525,000	304,000	58%	-

	FY2012				
	Total R&D \$	Federal R&D \$	% of total R&D	% Rate of change 2011-2012	% Rate of change 2010-2012
United States	65,774,524,000	40,130,460,000	61%	-1.57%	7%
State Universities Total	526,218,000	269,253,000	51%	2.84%	17%
University of Kansas	286,262,000	171,043,000	60%	5.11%	16%
Kansas State University	176,141,000	77,689,000	44%	0.96%	13%
Wichita State University	61,279,000	19,078,000	31%	-7.25%	39%
Pittsburg State University	1,479,000	989,000	67%	-22.73%	-1%
Emporia State University	479,000	218,000	46%	-28.29%	-
Fort Hays State University	578,000	236,000	41%	-	-

Source: Higher Education Research and Development (HERD) Survey, 2011; Higher Education Research and Development (HERD) Survey, 2012 including short form surveys

Note: Some data has been revised from previous years reports. Corrections are often made to the data upon discovering process errors following internal review by the individual institutions. This data reflects the most accurate data to date.

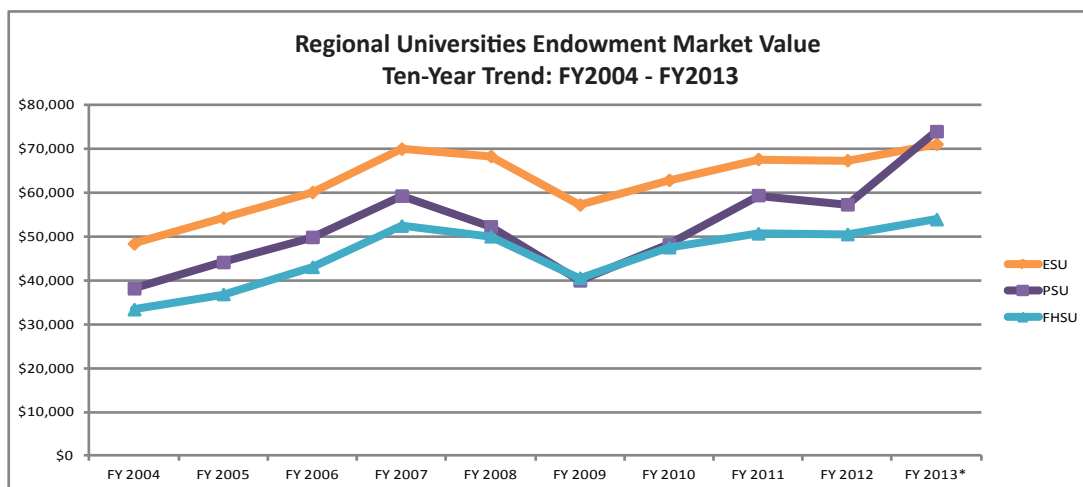
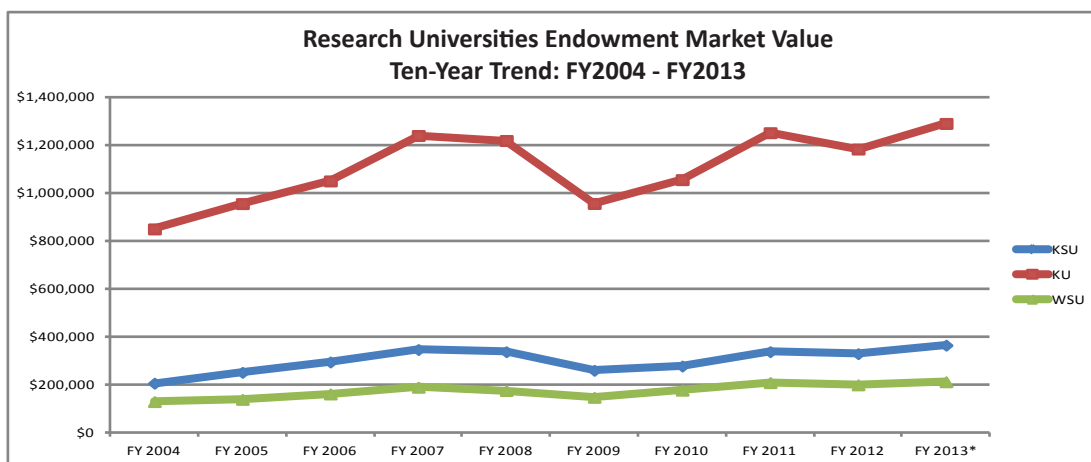
Private Giving

Private gifts allow universities to provide a margin of excellence for its students that cannot be accomplished with state funding and tuition revenues alone. With the decline in state support for public universities, funding from private donors has become increasingly important. Because most private gifts are “restricted” in nature, legally they must only be used as designated by the donor.

It should also be noted, private gifts are administered not by the university directly, but by foundations or associations affiliated with the university. These nonprofit 501(c)(3) tax-exempt organizations are legally and fiscally separate from universities and the State of Kansas. Each year, the foundation or endowment association transfers income from endowed funds to the university with the goal of providing a consistent level of “above and beyond” support for the universities in perpetuity. Across the state, private giving has increased substantially.

Market Value (in thousands) and Percentage Change in Value

	FY2010		FY2011		FY2012		FY2013*		10 yr
	\$	%	\$	%	\$	%	\$	%	% Change
Kansas State University Foundation	277,584	6.8%	337,460	21.6%	329,240	-2.4%	364,675	10.8%	76.9%
Kansas University Endowment Association	1,054,739	10.4%	1,250,443	18.6%	1,182,333	-5.4%	1,288,995	9.0%	51.8%
Wichita State University Foundation	177,017	20.1%	208,667	9.1%	199,316	-4.5%	212,178	6.5%	63.8%
Emporia State University Foundation, Inc.	62,795	8.5%	67,569	18.1%	67,291	-0.4%	71,009	5.5%	46.9%
Pittsburg State University Foundation, Inc.	48,101	20.5%	59,333	23.4%	57,241	-3.5%	73,912	29.1%	94.0%
Fort Hays State University Foundation	47,464	17.2%	50,624	6.7%	50,457	-0.3%	53,852	6.7%	61.6%



Source FY2004 to FY2012: National Association of College and University Business Officers and Commonfund Institute (NACUBO)

*Source FY2013: Individual University Endowment/Foundation

Note: The significant increase in FY2013 for Pittsburg State University Foundation, Inc., reflects a substantial capital campaign to support capital projects. As these funds are expended the future market value may decrease.

APPENDIX

Demographics by Institution, Sector, System	Page 18-19
Graduation Rates by Institution, Sector, System	Page 20
Retention Rates by Institution, Sector, System	Page 21
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Credential Production by Institution, Sector, System	Page 28-29
Earnings in Kansas Post-Graduation by Institution	Page 30-31
Employment Rate in Kansas Post-Graduation by Institution	Page 32

Demographics by Institution, Sector, System

	2010				2011			
	White	African-American	Hispanic	Other*	White	African-American	Hispanic	Other*
*Other includes Asian, Native American, Pacific Islander, and Two or More Races.								
System								
	81.7%	7.6%	6.3%	4.4%	79.7%	7.7%	7.5%	5.1%
State Universities								
Emporia State University	87.7%	4.7%	4.7%	2.9%	86.3%	4.9%	5.5%	3.3%
Fort Hays State University	88.3%	4.4%	5.6%	1.7%	87.4%	4.9%	6.0%	1.8%
Kansas State University	88.7%	4.6%	4.1%	2.6%	85.8%	4.7%	5.1%	4.3%
Pittsburg State University	89.5%	2.8%	2.5%	5.2%	88.6%	3.1%	3.1%	5.2%
University of Kansas	84.7%	4.3%	4.2%	6.7%	83.5%	3.8%	5.0%	7.7%
Wichita State University	78.2%	6.9%	6.1%	8.8%	76.3%	7.3%	6.8%	9.5%
State University Total	85.6%	4.7%	4.5%	5.1%	83.9%	4.8%	5.3%	6.0%
Other Public Universities								
Washburn University	81.7%	6.7%	6.5%	5.1%	81.1%	7.2%	6.4%	5.2%
Community Colleges								
Allen County Community College	87.8%	5.4%	4.4%	2.4%	86.6%	5.8%	4.5%	3.1%
Barton County Community College	73.4%	13.3%	9.4%	3.9%	73.8%	13.0%	9.0%	4.3%
Butler Community College	79.5%	11.1%	7.6%	1.7%	78.5%	10.4%	7.8%	3.3%
Cloud County Community College	83.7%	7.7%	4.8%	3.8%	82.5%	7.8%	5.4%	4.3%
Coffeyville Community College	70.3%	13.9%	3.7%	12.1%	71.1%	14.2%	3.5%	11.3%
Colby Community College	92.6%	2.3%	3.0%	2.1%	92.3%	2.9%	3.2%	1.6%
Cowley County Community College	78.9%	8.0%	8.2%	4.9%	78.7%	8.9%	7.2%	5.3%
Dodge City Community College	61.0%	6.3%	30.0%	2.6%	57.3%	6.4%	33.5%	2.9%
Fort Scott Community College	88.7%	7.5%	2.1%	1.8%	88.3%	7.4%	2.0%	2.3%
Garden City Community College	61.9%	4.5%	30.6%	3.0%	59.2%	6.1%	31.3%	3.4%
Highland Community College	88.3%	6.1%	2.7%	2.9%	89.4%	4.6%	2.6%	3.3%
Hutchinson Community College	86.9%	5.7%	5.3%	2.1%	73.1%	5.1%	20.3%	1.5%
Independence Community College	82.7%	9.8%	4.1%	3.4%	79.5%	9.3%	5.6%	5.6%
Johnson County Community College	83.3%	6.8%	5.0%	5.0%	80.3%	7.1%	6.5%	6.1%
Kansas City Kansas Community College	59.6%	28.6%	8.1%	3.7%	56.8%	29.2%	9.2%	4.7%
Labette Community College	87.8%	5.2%	2.1%	4.9%	87.2%	5.0%	3.5%	4.2%
Neosho County Community College	88.1%	5.4%	2.6%	3.9%	85.8%	6.5%	3.1%	4.5%
Pratt Community College	88.9%	5.4%	3.7%	2.0%	84.3%	7.0%	5.1%	3.7%
Seward County Community College	64.4%	2.7%	29.5%	3.4%	67.4%	3.0%	26.5%	3.1%
Community College Total	79.1%	9.7%	7.5%	3.7%	76.6%	9.8%	9.2%	4.4%
Technical Colleges								
Flint Hills Technical College	80.3%	3.5%	14.4%	1.9%	77.8%	4.9%	14.8%	2.5%
Manhattan Area Technical College	86.1%	6.6%	4.0%	3.3%	84.8%	6.5%	4.7%	4.1%
North Central Kansas Technical College	81.9%	12.1%	2.9%	3.1%	94.7%	0.5%	3.0%	1.8%
Northwest Kansas Technical College	88.9%	1.1%	8.6%	1.3%	80.3%	0.7%	13.9%	5.0%
Salina Area Technical College	82.3%	3.6%	10.9%	3.1%	87.4%	3.3%	6.5%	2.8%
Washburn Institute of Technology	77.6%	6.6%	9.0%	6.9%	77.2%	10.3%	6.4%	6.2%
Wichita Area Technical College	63.3%	19.7%	9.0%	8.0%	59.3%	22.2%	9.8%	8.7%
Technical College Total	74.8%	12.3%	7.9%	5.0%	75.3%	10.9%	8.5%	5.3%

Source: KBOR KHEDS, AY2012. Unknown and non-resident alien are excluded. Due to rounding, numbers may not add to 100%.

Demographics by Institution, Sector, System

*Other includes Asian, Native American, Pacific Islander, and Two or More Races.	2012				2013			
	White	African-American	Hispanic	Other*	White	African-American	Hispanic	Other*
System								
	78.4%	8.1%	7.5%	6.0%	77.4%	8.1%	8.1%	6.5%
State Universities								
Emporia State University	85.3%	5.1%	6.0%	3.6%	84.6%	4.8%	6.8%	3.7%
Fort Hays State University	84.6%	5.3%	6.4%	3.7%	83.1%	6.0%	6.8%	4.1%
Kansas State University	84.3%	4.9%	5.7%	5.1%	84.0%	4.8%	6.0%	5.2%
Pittsburg State University	87.7%	3.6%	3.5%	5.3%	86.3%	4.0%	4.0%	5.8%
University of Kansas	82.3%	4.1%	5.3%	8.3%	81.1%	4.2%	5.7%	9.0%
Wichita State University	74.8%	7.6%	7.5%	10.0%	74.4%	7.1%	8.0%	10.5%
State University Total	82.4%	5.1%	5.8%	6.7%	81.7%	5.1%	6.2%	7.0%
Other Public Universities								
Washburn University	79.5%	7.4%	6.8%	6.3%	79.6%	6.7%	7.6%	6.1%
Community Colleges								
Allen County Community College	86.6%	6.0%	4.7%	2.7%	85.4%	6.9%	5.3%	2.4%
Barton County Community College	71.2%	13.8%	9.3%	5.7%	69.3%	13.5%	9.5%	7.7%
Butler Community College	74.2%	10.4%	8.5%	6.8%	73.5%	10.2%	9.9%	6.5%
Cloud County Community College	79.1%	10.1%	6.0%	4.7%	77.5%	10.4%	6.4%	5.7%
Coffeyville Community College	70.0%	14.4%	3.7%	12.0%	71.2%	13.4%	3.7%	11.7%
Colby Community College	90.6%	3.1%	4.0%	2.3%	89.4%	3.5%	4.1%	3.0%
Cowley County Community College	75.6%	9.4%	7.5%	7.4%	72.4%	11.1%	8.4%	8.1%
Dodge City Community College	56.8%	7.4%	32.9%	2.9%	56.6%	7.8%	32.2%	3.4%
Fort Scott Community College	87.8%	8.3%	2.0%	2.0%	86.8%	8.1%	2.5%	2.6%
Garden City Community College	58.4%	5.5%	33.1%	3.0%	53.9%	5.7%	36.4%	4.0%
Highland Community College	86.7%	6.1%	3.3%	4.0%	86.2%	5.3%	3.4%	5.1%
Hutchinson Community College	84.0%	6.7%	6.3%	2.9%	82.9%	6.2%	7.2%	3.7%
Independence Community College	80.7%	9.0%	4.5%	5.7%	83.2%	7.9%	4.0%	4.9%
Johnson County Community College	79.1%	6.9%	6.8%	7.2%	78.6%	6.5%	6.9%	8.0%
Kansas City Kansas Community College	54.8%	30.0%	9.9%	5.4%	53.7%	29.1%	11.1%	6.2%
Labette Community College	86.8%	4.8%	3.7%	4.7%	86.2%	5.3%	3.9%	4.5%
Neosho County Community College	86.3%	6.3%	3.4%	4.1%	85.8%	6.8%	3.7%	3.7%
Pratt Community College	78.1%	11.1%	6.0%	4.7%	75.6%	12.2%	5.6%	6.5%
Seward County Community College	56.3%	3.0%	38.1%	2.6%	50.0%	3.7%	43.7%	2.6%
Community College Total	75.5%	10.3%	8.7%	5.5%	74.3%	10.2%	9.3%	6.2%
Technical Colleges								
Flint Hills Technical College	74.0%	5.5%	17.4%	3.2%	72.8%	4.7%	19.3%	3.2%
Manhattan Area Technical College	85.0%	6.8%	4.6%	3.6%	82.1%	8.1%	6.7%	3.1%
North Central Kansas Technical College	92.0%	2.2%	3.8%	2.0%	91.3%	1.8%	4.4%	2.6%
Northwest Kansas Technical College	81.3%	1.2%	15.2%	2.3%	73.9%	6.1%	16.9%	3.1%
Salina Area Technical College	87.5%	3.9%	6.4%	2.2%	86.8%	3.3%	7.2%	2.7%
Washburn Institute of Technology	77.6%	8.3%	8.3%	5.8%	76.4%	6.8%	11.3%	5.4%
Wichita Area Technical College	60.4%	22.2%	9.0%	8.3%	61.0%	20.0%	11.1%	7.9%
Technical College Total	74.9%	11.2%	8.9%	5.0%	73.0%	11.1%	10.7%	5.2%

Source: KBOR KHEDS, AY Collection 2012-2013.

Unknown and non-resident alien are excluded. Due to rounding, numbers may not add to 100%.

Graduation Rates by Institution, Sector, System

The Graduation Rate is calculated based on students who begin and graduate from the same institution in 150% time (six years for 4-year institutions, three years for 2-year institutions). Each Sector Graduation Rate shows the overall graduation rate for all like institutions.

	Reporting Year		
	2010	2011	2012
State Universities			
Emporia State University	40%	43%	42%
Fort Hays State University	42%	42%	43%
Kansas State University	59%	56%	58%
Pittsburg State University	55%	50%	52%
University of Kansas	61%	61%	64%
Wichita State University	42%	44%	41%
State University Total	55%	54%	56%
Other Public Universities			
Washburn University	42%	38%	34%
Community Colleges			
Allen County Community College	25%	28%	28%
Barton County Community College	31%	30%	28%
Butler Community College	22%	24%	21%
Cloud County Community College	31%	20%	19%
Coffeyville Community College	36%	33%	35%
Colby Community College	50%	51%	48%
Cowley County Community College	30%	29%	28%
Dodge City Community College	31%	35%	34%
Fort Scott Community College	40%	33%	49%
Garden City Community College	33%	38%	33%
Highland Community College	18%	24%	34%
Hutchinson Community College	32%	30%	31%
Independence Community College	38%	21%	27%
Johnson County Community College	16%	17%	13%
Kansas City Kansas Community College	21%	23%	25%
Labette Community College	10%	14%	16%
Neosho County Community College	11%	29%	21%
Pratt Community College	36%	37%	32%
Seward County Community College	37%	47%	40%
Community College Total	27%	28%	27%
Technical Colleges			
Flint Hills Technical College	65%	67%	68%
Manhattan Area Technical College	48%	46%	42%
North Central Kansas Technical College	82%	81%	69%
Northwest Kansas Technical College	77%	76%	75%
Salina Area Technical College	79%	65%	61%
Washburn Institute of Technology	87%	79%	81%
Wichita Area Technical College	59%	60%	46%
Technical College Total	73%	68%	63%
Community and Technical College Total	31%	32%	30%

Source: IPEDS, 2010, 2011, 2012 GRS Collections, Total Cohort (150% of Time); some data have been revised from previous reports.

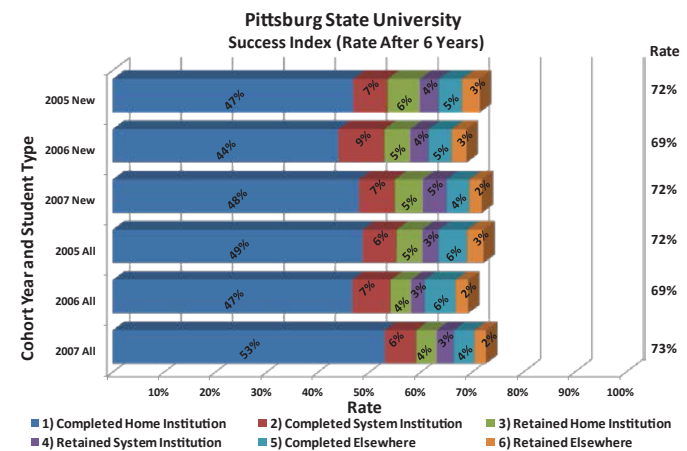
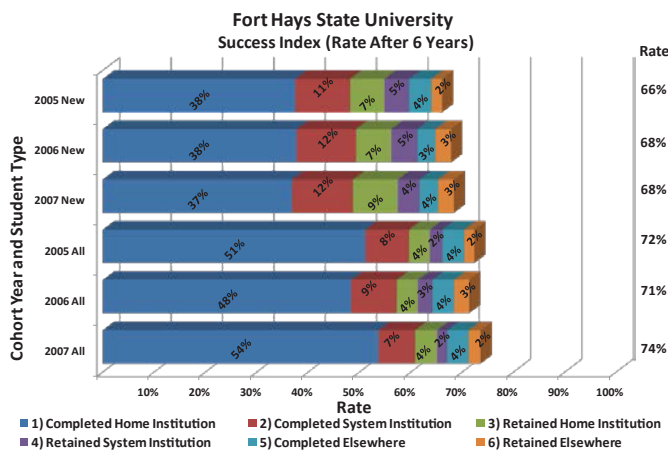
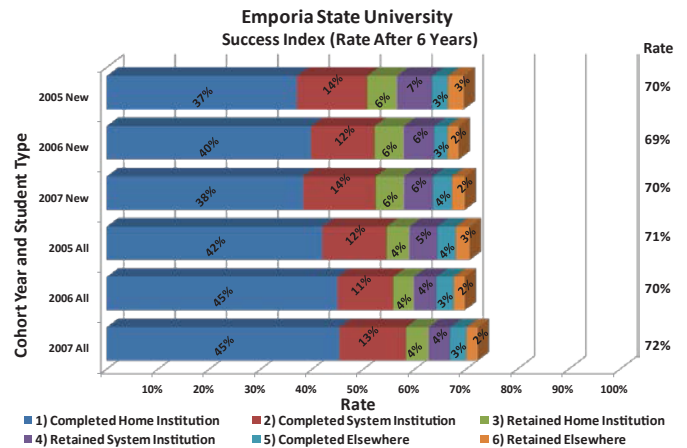
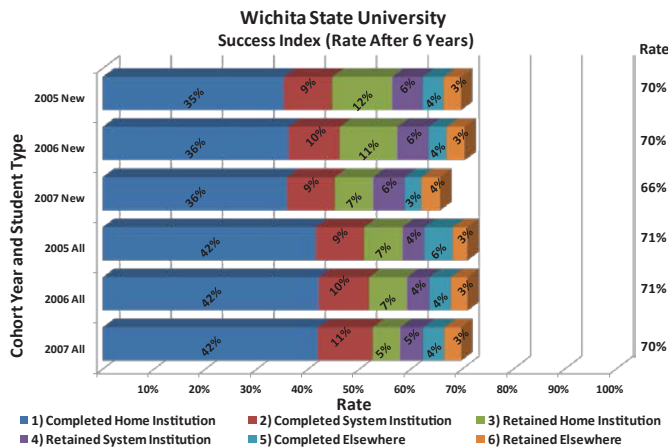
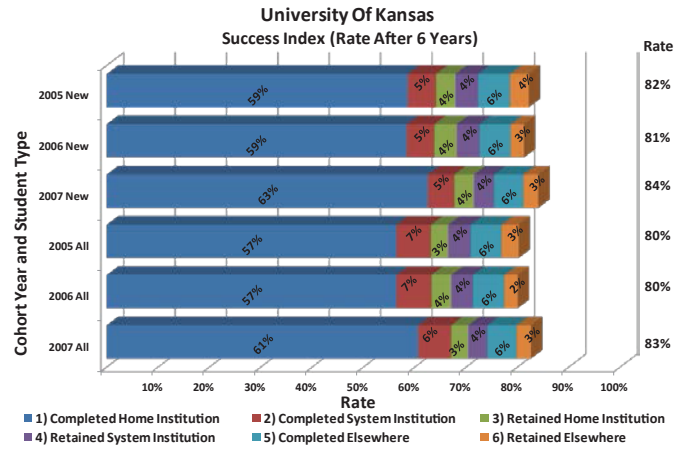
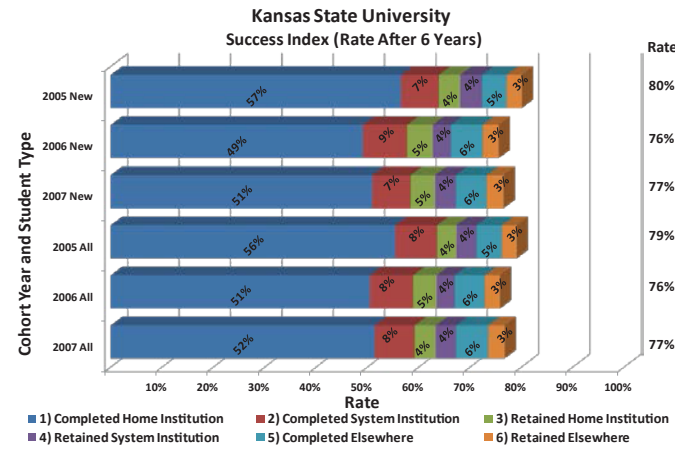
Retention Rates by Institution, Sector, System

Retention Rates are calculated at the *Institution* and *System* levels from a cohort of first-time, full-time, degree-seeking students for the Fall term. The Institution Retention Rate reflects the cohort of students who return to the same institution for the subsequent Fall term. The System Retention Rate reflects the same cohort of students who return the second Fall term at any public higher education institution.

	Cohort Year							
	2010		2011		2012			
	Institution	System	Institution	System	Institution	System		
State Universities								
Emporia State University	68%	83%	69%	80%	73%	84%		
Fort Hays State University	62%	73%	67%	77%	66%	75%		
Kansas State University	82%	90%	80%	87%	81%	87%		
Pittsburg State University	71%	79%	68%	75%	74%	80%		
University of Kansas	80%	88%	79%	88%	80%	88%		
Wichita State University	73%	83%	70%	81%	75%	84%		
State University Total	77%	86%	76%	84%	78%	85%		
Other Public Universities								
Washburn University	62%	76%	66%	76%	65%	75%		
Community Colleges								
Allen County Community College	47%	59%	57%	65%	56%	64%		
Barton County Community College	56%	64%	63%	71%	59%	67%		
Butler Community College	60%	69%	61%	68%	58%	66%		
Cloud County Community College	53%	59%	53%	60%	47%	60%		
Coffeyville Community College	50%	61%	54%	68%	62%	69%		
Colby Community College	60%	68%	57%	64%	57%	68%		
Cowley County Community College	58%	65%	62%	69%	59%	63%		
Dodge City Community College	57%	62%	50%	56%	51%	63%		
Fort Scott Community College	57%	66%	55%	68%	55%	59%		
Garden City Community College	54%	62%	62%	68%	56%	62%		
Highland Community College	56%	64%	49%	61%	54%	63%		
Hutchinson Community College	53%	61%	49%	58%	52%	61%		
Independence Community College	40%	53%	43%	54%	44%	56%		
Johnson County Community College	58%	65%	58%	65%	55%	62%		
Kansas City Kansas Community College	53%	59%	52%	57%	49%	54%		
Labette Community College	48%	54%	58%	66%	50%	57%		
Neosho County Community College	52%	64%	53%	67%	48%	60%		
Pratt Community College	60%	69%	53%	65%	57%	73%		
Seward County Community College	56%	59%	66%	72%	64%	67%		
Community College Total	56%	63%	56%	65%	55%	63%		
Technical Colleges								
Flint Hills Technical College	76%	78%	61%	63%	63%	65%		
Manhattan Area Technical College	57%	68%	56%	63%	74%	78%		
North Central Kansas Technical College	71%	73%	74%	77%	71%	72%		
Northwest Kansas Technical College	67%	68%	65%	66%	66%	69%		
Salina Area Technical College	66%	70%	75%	78%	79%	79%		
Washburn Institute of Technology	68%	72%	69%	72%	61%	67%		
Wichita Area Technical College	52%	53%	51%	54%	49%	53%		
Technical College Total	65%	68%	64%	67%	65%	68%		
Community and Technical College Total	69%	78%	65%	74%	65%	73%		

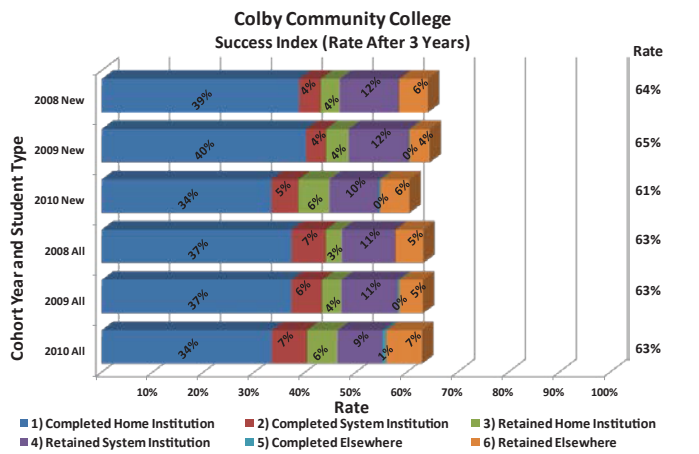
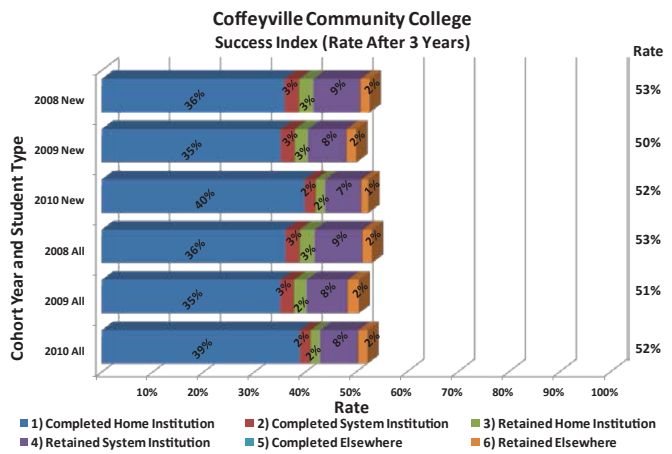
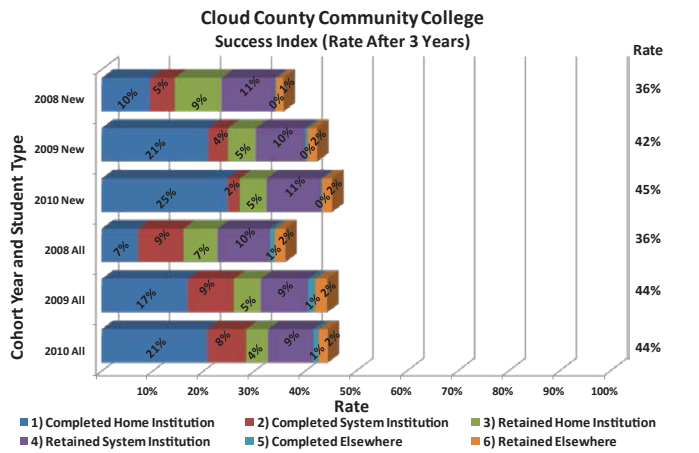
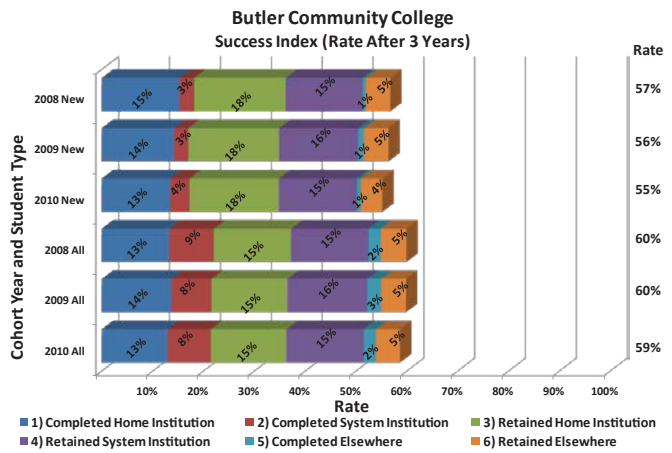
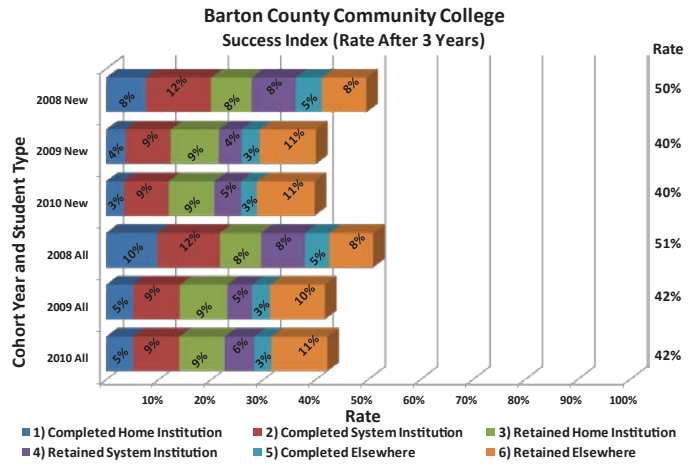
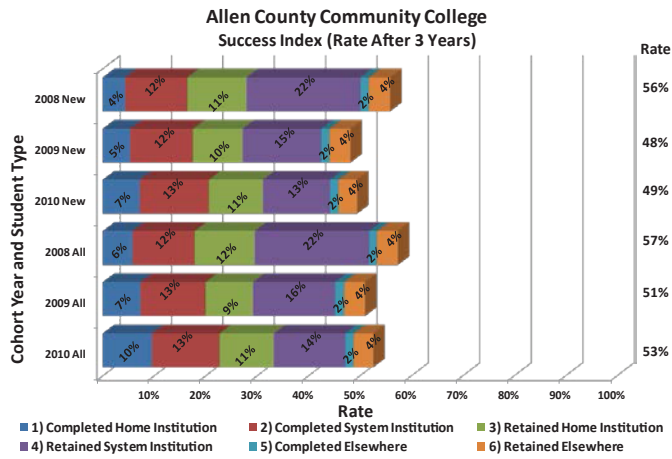
Source: KBOR KHEDS, AY2010-AY2013, FA2010-FA2013; some data have been revised from previous reports.

Kansas Board of Regents Student Success Index State Universities



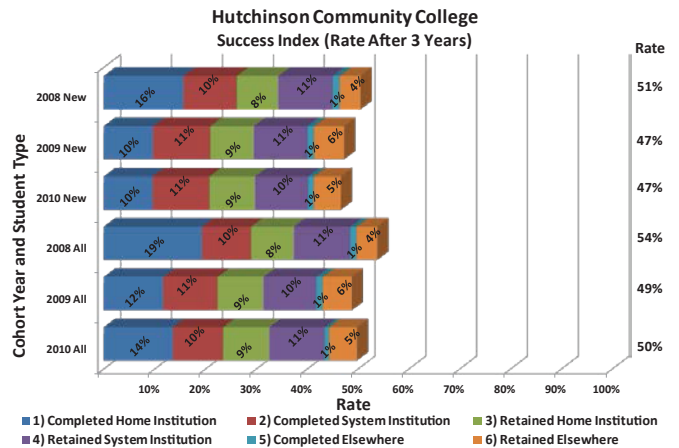
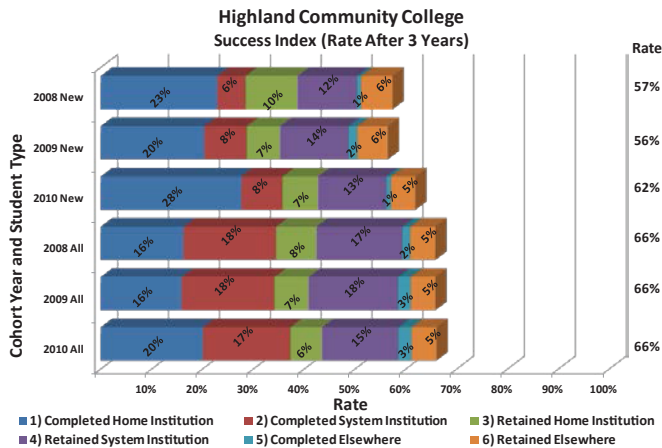
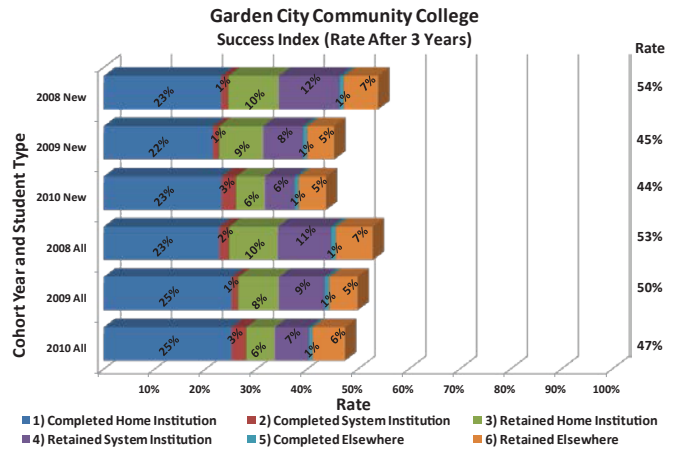
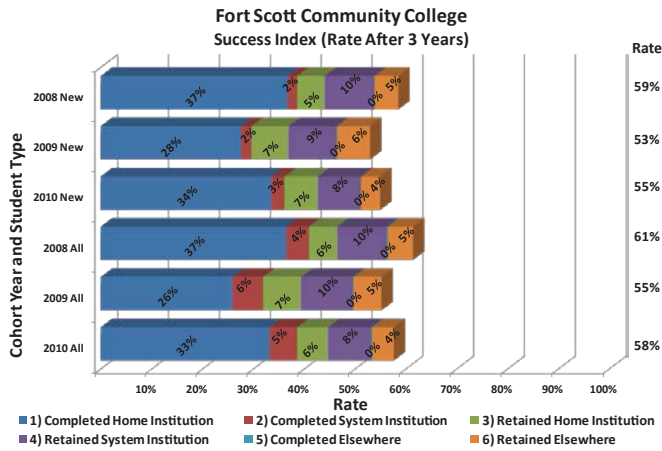
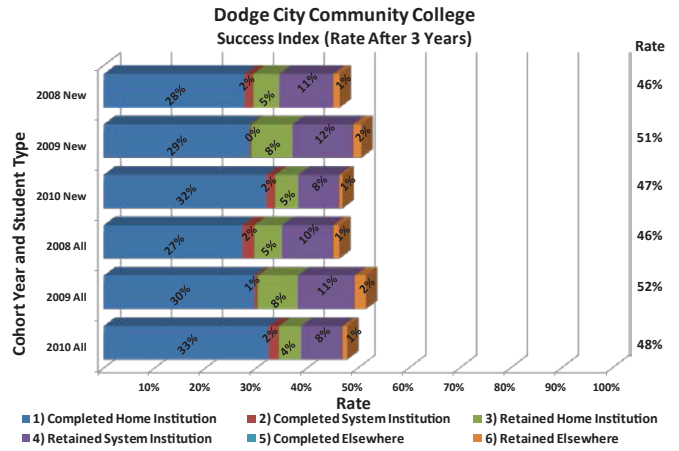
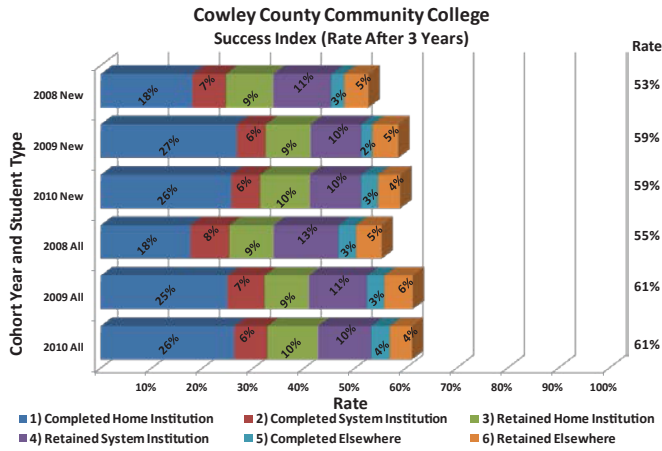
Source: KBOR KHEDS AY Collection and National Student Clearinghouse
 Percentage rates are rounded; if 0% is shown on graph the percent is less than a 0.5% but greater than zero.
 New – First-Time Entering Students
 All – First-Time Entering and Transfer Students

Kansas Board of Regents Student Success Index Community Colleges



Source: KBOR KHEDS AY Collection and National Student Clearinghouse
 Percentage rates are rounded; if 0% is shown on graph the percent is less than a 0.5% but greater than zero.
 New – First-Time Entering Students
 All – First-Time Entering and Transfer Students

Kansas Board of Regents Student Success Index Community Colleges



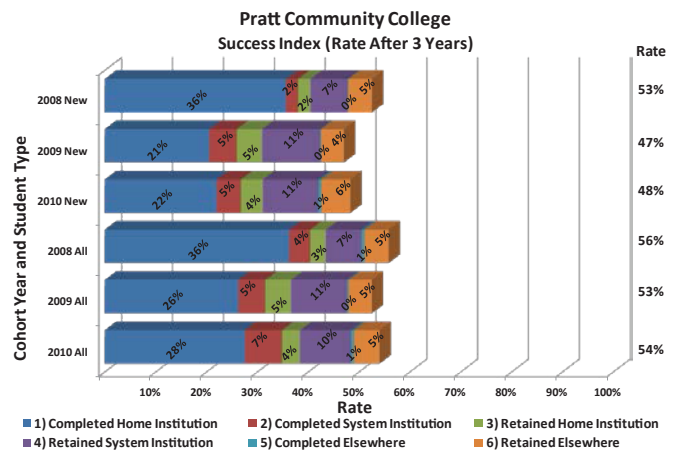
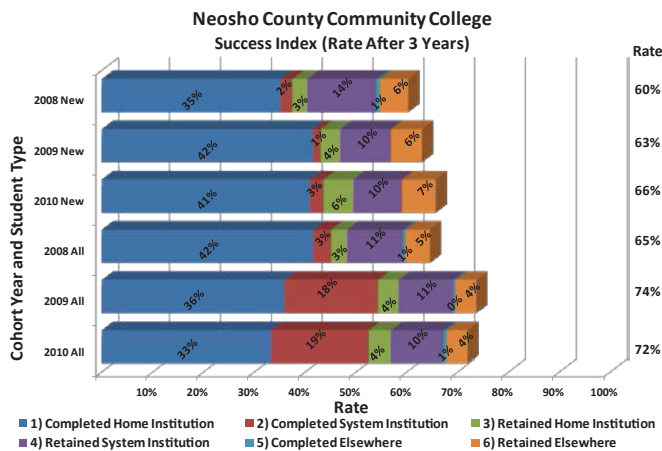
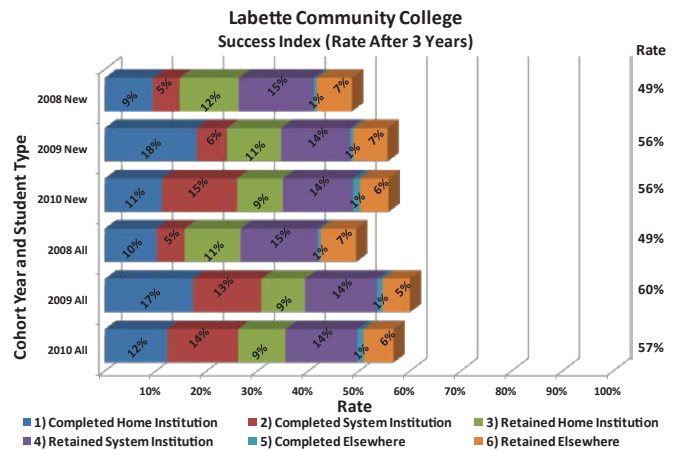
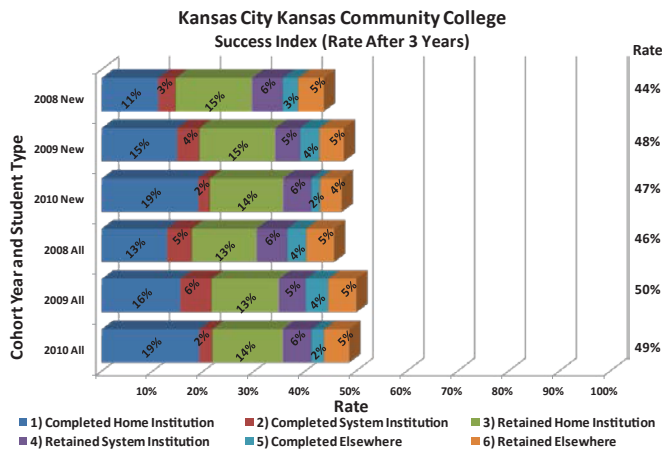
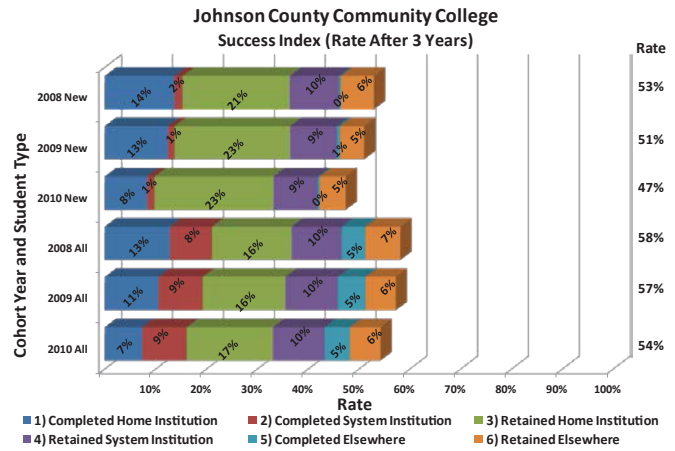
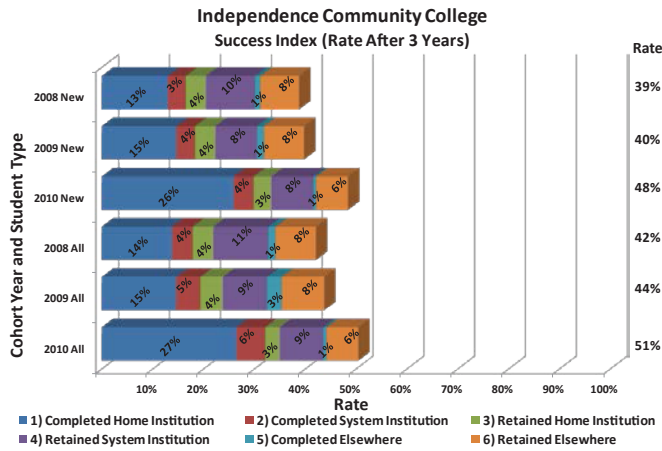
Source: KBOR KHEDS AY Collection and National Student Clearinghouse
Percentage rates are rounded; if 0% is shown on graph the percent is less than a 0.5% but greater than zero.

New – First-Time Entering Students
All – First-Time Entering and Transfer Students

Kansas Board of Regents

Student Success Index

Community Colleges



Source: KBOR KHEDS AY Collection and National Student Clearinghouse

Percentage rates are rounded; if 0% is shown on graph the percent is less than a 0.5% but greater than zero.

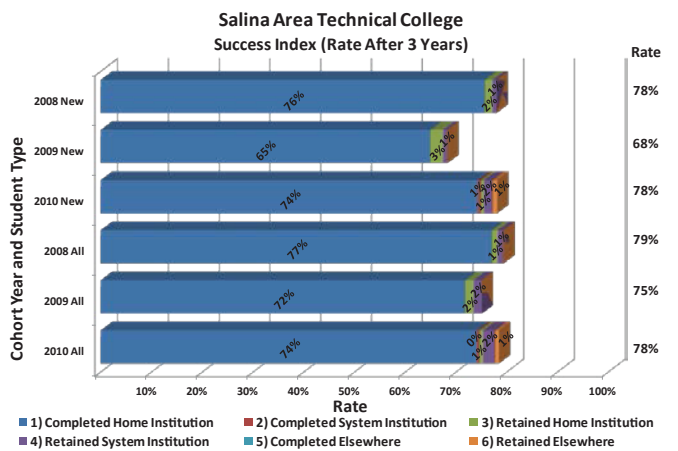
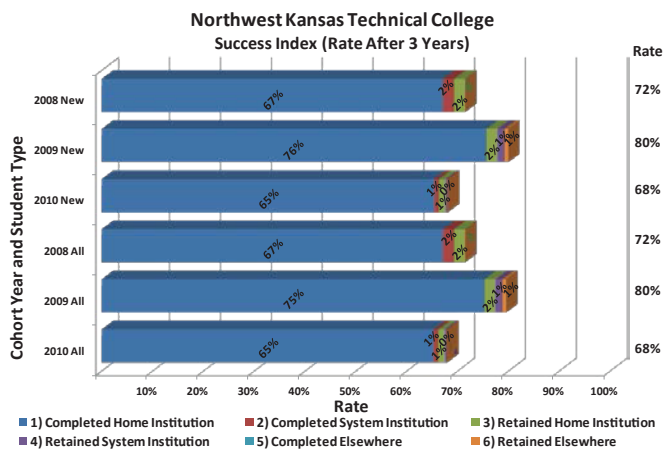
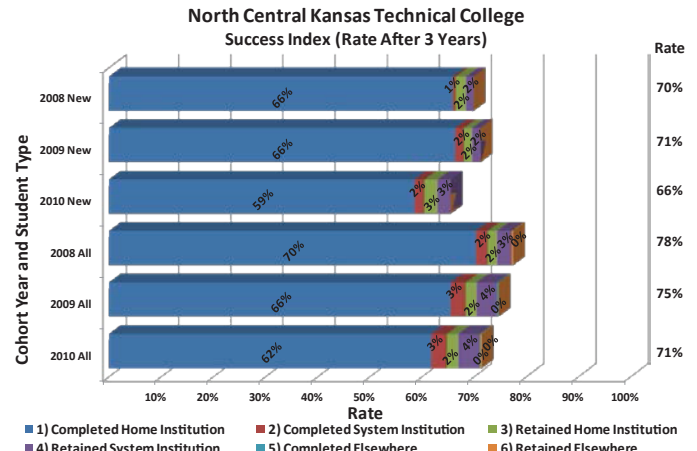
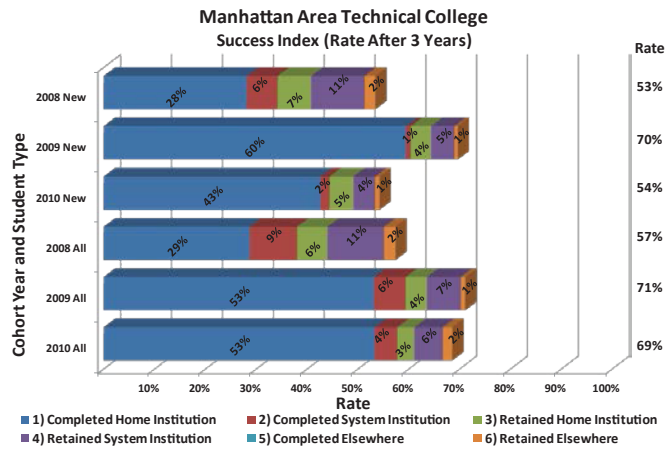
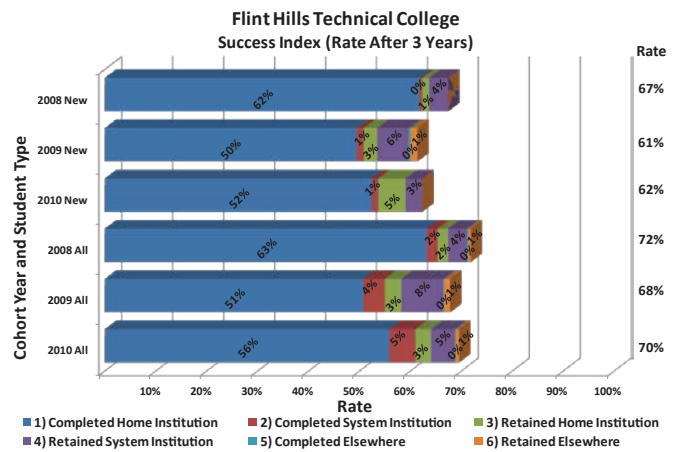
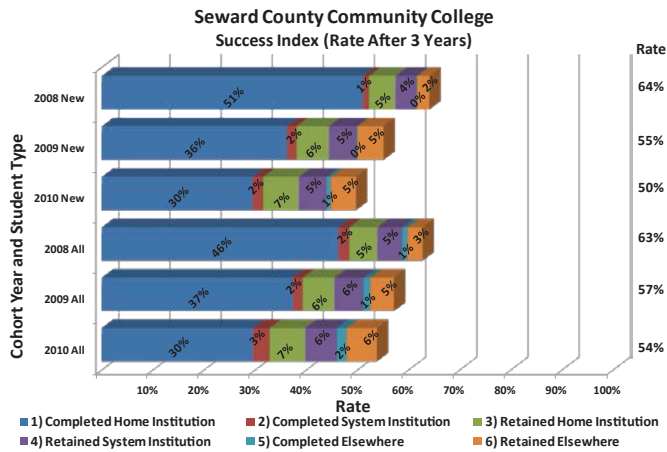
New – First-Time Entering Students

All – First-Time Entering and Transfer Students

Kansas Board of Regents

Student Success Index

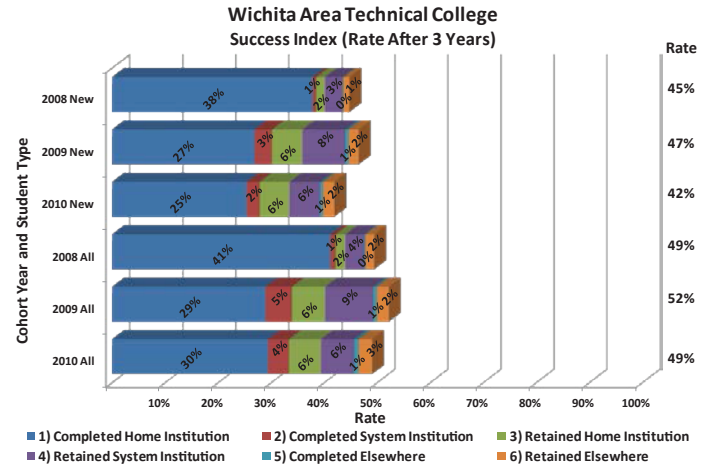
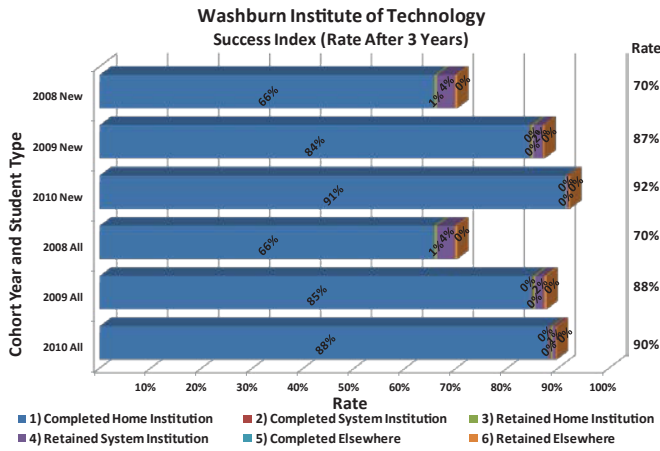
Community Colleges & Technical Colleges



Source: KBOR KHEDS AY Collection and National Student Clearinghouse
 Percentage rates are rounded; if 0% is shown on graph the percent is less than a 0.5% but greater than zero.

New – First-Time Entering Students
 All – First-Time Entering and Transfer Students

Kansas Board of Regents Student Success Index Technical Colleges



Source: KBOR KHEDS AY Collection and National Student Clearinghouse

Percentage rates are rounded; if 0% is shown on graph the percent is less than a 0.5% but greater than zero.

New – First-Time Entering Students

All – First-Time Entering and Transfer Students

Credential Production by Institution, Sector, System

	2010						2011						
	Other*	Certificate**	Associate Degree	Bachelor Degree	Master Degree	Doctoral Degree	Total	Certificate**	Associate Degree	Bachelor Degree	Master Degree	Doctoral Degree	Total
*In 2010, institutions were allowed to note a completion without assigning a specific award level.													
**Includes all certificates, including undergraduate certificates.													
System													
	95	9,316	7,621	14,441	4,725	1,264	37,462	10,283	8,242	14,382	5,093	1,344	39,344
State Universities													
Emporia State University	-	-	-	826	620	1	1,447	-	-	750	670	1	1,421
Fort Hays State University	-	-	61	1,905	387	-	2,353	-	66	2,034	506	-	2,606
Kansas State University	-	33	64	3,422	887	239	4,645	57	59	3,451	980	268	4,815
Pittsburg State University	-	-	25	1,041	444	-	1,510	-	31	1,064	426	-	1,521
University of Kansas	-	-	-	4,233	1,285	575	6,093	-	-	4,079	1,402	585	6,066
University of Kansas Medical Center	-	-	-	228	205	244	677	3	-	227	191	271	692
Wichita State University	-	12	75	2,001	782	66	2,936	9	32	2,014	777	79	2,911
State University Total	-	45	225	13,656	4,610	1,125	19,661	69	188	13,619	4,952	1,204	20,032
Other Public Universities													
Washburn University	-	121	88	785	115	139	1,248	126	106	763	141	140	1,276
Community Colleges													
Allen County Community College	17	22	154	-	-	-	193	15	264	-	-	-	279
Barton County Community College	-	150	406	-	-	-	556	159	477	-	-	-	636
Butler Community College	-	394	938	-	-	-	1,332	361	886	-	-	-	1,247
Cloud County Community College	-	362	212	-	-	-	574	171	221	-	-	-	392
Coffeyville Community College	-	387	207	-	-	-	594	336	250	-	-	-	586
Colby Community College	-	213	280	-	-	-	493	165	240	-	-	-	405
Cowley County Community College	-	573	510	-	-	-	1,083	648	550	-	-	-	1,198
Dodge City Community College	-	291	133	-	-	-	424	319	163	-	-	-	482
Fort Scott Community College	-	297	265	-	-	-	562	249	295	-	-	-	544
Garden City Community College	-	41	251	-	-	-	292	404	243	-	-	-	647
Highland Community College	-	385	375	-	-	-	760	382	237	-	-	-	619
Hutchinson Community College	-	120	565	-	-	-	685	141	676	-	-	-	817
Independence Community College	23	289	65	-	-	-	377	209	101	-	-	-	310
Johnson County Community College	-	880	1,222	-	-	-	2,102	1,082	1,431	-	-	-	2,513
Kansas City Kansas Community College	-	667	521	-	-	-	1,188	776	593	-	-	-	1,369
Labette Community College	-	50	157	-	-	-	207	304	166	-	-	-	470
Neosho County Community College	-	876	206	-	-	-	1,082	866	226	-	-	-	1,092
Pratt Community College	-	57	260	-	-	-	317	246	244	-	-	-	490
Seward County Community College	-	106	202	-	-	-	308	143	228	-	-	-	371
Community College Total	40	6,160	6,929	-	-	-	13,129	6,976	7,491	-	-	-	14,467
Technical Colleges													
Flint Hills Technical College	55	265	88	-	-	-	408	348	97	-	-	-	445
Manhattan Area Technical College	-	238	75	-	-	-	313	304	96	-	-	-	400
North Central Kansas Technical College	-	319	91	-	-	-	410	337	110	-	-	-	447
Northwest Kansas Technical College	-	148	73	-	-	-	221	119	84	-	-	-	203
Salina Area Technical College	-	421	19	-	-	-	440	383	19	-	-	-	402
Washburn Institute of Technology	-	802	-	-	-	-	802	826	-	-	-	-	826
Wichita Area Technical College	-	797	33	-	-	-	830	795	51	-	-	-	846
Technical College Total	55	2,990	379	-	-	-	3,424	3,112	457	-	-	-	3,569
Community/Technical Colleges Total	95	9,150	7,308	-	-	-	16,553	10,088	7,948	-	-	-	18,036

Source: KBOR KHEDS, AY 2010, AY 2011

Credential Production by Institution, Sector, System

	2012						2013					
	Certificate*	Associate Degree	Bachelor Degree	Master Degree	Doctoral Degree	Total	Certificate*	Associate Degree	Bachelor Degree	Master Degree	Doctoral Degree	Total
*Includes all certificates, including undergraduate certificates.												
System	10,537	8,783	14,699	5,272	1,323	40,614	10,595	9,283	15,970	4,934	1,348	42,130
State Universities												
Emporia State University	-	-	752	670	-	1,422	-	-	733	601	3	1,337
Fort Hays State University	-	67	1,424	442	-	1,933	-	81	2,794	465	-	3,340
Kansas State University	89	49	3,871	979	267	5,255	116	49	3,931	988	263	5,347
Pittsburg State University	12	23	1,150	503	-	1,688	3	31	1,119	436	-	1,589
University of Kansas	-	-	4,393	1,489	549	6,431	-	-	4,271	1,325	600	6,196
University of Kansas Medical Center	-	-	240	242	271	753	-	-	214	215	263	692
Wichita State University	12	38	2,095	803	77	3,025	11	52	2,078	781	77	2,999
State University Total	113	177	13,925	5,128	1,164	20,507	130	213	15,140	4,811	1,206	21,500
Other Public Universities												
Washburn University	131	122	774	144	159	1,330	133	140	830	123	142	1,368
Community Colleges												
Allen County Community College	364	253	-	-	-	617	361	243	-	-	-	604
Barton County Community College	319	480	-	-	-	799	461	571	-	-	-	1,032
Butler Community College	384	1,031	-	-	-	1,415	337	1,115	-	-	-	1,452
Cloud County Community College	312	274	-	-	-	586	62	240	-	-	-	302
Coffeyville Community College	332	234	-	-	-	566	251	248	-	-	-	499
Colby Community College	147	214	-	-	-	361	80	235	-	-	-	315
Cowley County Community College	445	521	-	-	-	966	326	619	-	-	-	945
Dodge City Community College	256	184	-	-	-	440	201	182	-	-	-	383
Fort Scott Community College	230	271	-	-	-	501	434	254	-	-	-	688
Garden City Community College	257	258	-	-	-	515	239	249	-	-	-	488
Highland Community College	323	279	-	-	-	602	411	242	-	-	-	653
Hutchinson Community College	167	701	-	-	-	868	185	762	-	-	-	947
Independence Community College	236	124	-	-	-	360	196	118	-	-	-	314
Johnson County Community College	1,030	1,558	-	-	-	2,588	961	1,724	-	-	-	2,685
Kansas City Kansas Community College	764	647	-	-	-	1,411	629	641	-	-	-	1,270
Labette Community College	262	192	-	-	-	454	244	181	-	-	-	425
Neosho County Community College	765	257	-	-	-	1,022	829	308	-	-	-	1,137
Pratt Community College	285	303	-	-	-	588	363	274	-	-	-	637
Seward County Community College	211	186	-	-	-	397	250	200	-	-	-	450
Community College Total	7,089	7,967	-	-	-	15,056	6,820	8,406	-	-	-	15,226
Technical Colleges												
Flint Hills Technical College	319	101	-	-	-	420	362	84	-	-	-	446
Manhattan Area Technical College	290	117	-	-	-	407	277	123	-	-	-	400
North Central Kansas Technical College	351	111	-	-	-	462	438	108	-	-	-	546
Northwest Kansas Technical College	110	98	-	-	-	208	143	100	-	-	-	243
Salina Area Technical College	552	21	-	-	-	573	561	20	-	-	-	581
Washburn Institute of Technology	846		-	-	-	846	951		-	-	-	951
Wichita Area Technical College	736	69	-	-	-	805	780	89	-	-	-	869
Technical College Total	3,204	517	-	-	-	3,721	3,512	524	-	-	-	4,036
Community/Technical Colleges Total	10,293	8,484	-	-	-	18,777	10,332	8,930	-	-	-	19,262

Source: KBOR KHEDS AY Collection 2012-2013

Earnings in Kansas Post-Graduation by Institution

NOTE: Earnings Data is calculated only for 2008, 2009, and 2010 graduates available for full-time employment. Excludes students enrolled in 12 or more credit hours post graduation and students who earned an additional degree within two years of graduation. Records with incomplete data were not considered in the analysis.	Bachelor Degree			Master Degree		
	One- Year Post Graduation	Two-Years Post Graduation	% Difference in Earnings	One- Year Post Graduation	Two-Years Post Graduation	% Difference in Earnings
System	\$29,057	\$32,036	10.3%	\$44,955	\$46,731	4.0%
State Universities						
Emporia State University	\$28,222	\$30,214	7.1%	\$42,555	\$43,171	1.4%
Fort Hays State University*	-	-	-	-	-	-
Kansas State University	\$29,000	\$32,379	11.7%	\$38,619	\$41,872	8.4%
Pittsburg State University	\$27,704	\$30,287	9.3%	\$42,472	\$43,389	2.2%
University of Kansas	\$24,788	\$29,234	17.9%	\$42,252	\$44,948	6.4%
University of Kansas Medical Center	\$44,346	\$44,070	-0.6%	\$63,411	\$66,368	4.7%
Wichita State University	\$31,772	\$33,813	6.4%	\$51,047	\$51,913	1.7%
Other Public Universities						
Washburn University	\$33,197	\$35,058	5.6%	\$44,298	\$45,138	1.9%

NOTE: Earnings Data is calculated only for 2008, 2009, and 2010 graduates available for full-time employment. Excludes students enrolled in 12 or more credit hours post graduation and students who earned an additional degree within two years of graduation. Records with incomplete data were not considered in the analysis.	Professional Degree			Doctoral Degree		
	One- Year Post Graduation	Two-Years Post Graduation	% Difference in Earnings	One- Year Post Graduation	Two-Years Post Graduation	% Difference in Earnings
System	\$58,276	\$64,283	10.3%	\$51,694	\$57,678	11.6%
State Universities						
Emporia State University	-	-	-	-	-	-
Fort Hays State University*	-	-	-	-	-	-
Kansas State University	\$42,209	\$50,160	18.8%	\$53,201	\$58,761	10.5%
Pittsburg State University	-	-	-	-	-	-
University of Kansas	\$74,475	\$81,598	9.6%	\$45,758	\$52,573	14.9%
University of Kansas Medical Center	\$43,265	\$46,315	7.0%	\$53,091	\$59,639	12.3%
Wichita State University	\$64,827	\$65,841	1.6%	\$61,353	\$63,332	3.2%
Other Public Universities						
Washburn University	\$41,438	\$48,137	16.2%	-	-	-

Source: University of Kansas Center for Research, Inc., KBOR-DOL Crosswalk, 2013

*Records from Fort Hays State University for 2008, 2009, 2010 did not have complete data, and so were not analyzed as a part of this study.

Earnings in Kansas Post-Graduation by Institution

NOTE: Earnings Data is calculated only for 2008, 2009, and 2010 graduates available for full-time employment. Excludes students enrolled in 12 or more credit hours post graduation and students who earned an additional degree within two years of graduation. Records with incomplete data were not considered in the analysis.	Technical Certificate			Associate Degree		
	One-Year Post Graduation	Two-Years Post Graduation	% Difference in Earnings	One-Year Post Graduation	Two-Years Post Graduation	% Difference in Earnings
Community Colleges						
Allen County Community College	\$18,285	\$18,854	3.1%	\$23,974	\$24,217	1.0%
Barton County Community College	\$24,661	\$23,644	-4.1%	\$30,007	\$30,013	0.0%
Butler Community College	\$17,117	\$19,095	11.6%	\$29,421	\$30,310	3.0%
Cloud County Community College	\$17,205	\$15,945	-7.3%	\$26,423	\$26,217	-0.8%
Coffeyville Community College	\$14,800	\$16,246	9.8%	\$15,619	\$15,895	1.8%
Colby Community College	\$19,176	\$19,090	-0.4%	\$28,692	\$29,979	4.5%
Cowley County Community College	\$18,931	\$20,043	5.9%	\$25,811	\$26,505	2.7%
Dodge City Community College	\$18,189	\$18,316	0.7%	\$27,773	\$30,022	8.1%
Fort Scott Community College	\$22,944	\$26,084	13.7%	\$26,815	\$27,542	2.7%
Garden City Community College	\$17,682	\$19,499	10.3%	\$28,388	\$29,009	2.2%
Highland Community College	\$19,793	\$20,113	1.6%	\$27,926	\$27,871	-0.2%
Hutchinson Community College	\$22,994	\$22,745	-1.1%	\$31,199	\$31,897	2.2%
Independence Community College	\$15,761	\$16,994	7.8%	\$21,675	\$21,089	-2.7%
Johnson County Community College	\$21,766	\$22,193	2.0%	\$28,486	\$28,772	1.0%
Kansas City Kansas Community College	\$19,964	\$20,451	2.4%	\$33,057	\$33,787	2.2%
Labette Community College	\$13,728	\$12,972	-5.5%	\$29,532	\$28,786	-2.5%
Neosho County Community College	\$17,106	\$17,968	5.0%	\$40,716	\$38,786	-4.7%
Pratt Community College	\$18,137	\$18,278	0.8%	\$38,724	\$38,998	0.7%
Seward County Community College	\$18,949	\$21,510	13.5%	\$30,165	\$31,374	4.0%
Technical Colleges						
Flint Hills Technical College	\$23,004	\$25,001	8.7%	\$32,254	\$34,727	7.7%
Manhattan Area Technical College	\$26,177	\$27,905	6.6%	\$37,398	\$38,322	2.5%
North Central Kansas Technical College	\$20,255	\$21,330	5.3%	\$33,631	\$35,900	6.7%
Northwest Kansas Technical College	\$15,075	\$17,368	15.2%	\$25,344	\$28,267	11.5%
Salina Area Technical College	\$18,490	\$19,971	8.0%	\$27,935	\$26,430	-5.4%
Washburn Institute of Technology	\$18,787	\$19,963	6.3%	-	-	-
Wichita Area Technical College	\$20,489	\$22,308	8.9%	\$30,055	\$32,644	8.6%

Source: University of Kansas Center for Research, Inc., KBOR-DOL Crosswalk, 2013

Employment Rate in Kansas Post-Graduation by Institution

Employment rate is calculated only for 2008, 2009, and 2010 graduates available for full-time employment. Excludes students enrolled in 12 or more credit hours post graduation and students who earned an additional degree within two years of graduation. Records with incomplete data were not considered in the analysis.	One-Year	Two-Years*
System	65.4%	60.8%
State Universities		
Emporia State University	72.0%	68.8%
Fort Hays State University**	-	-
Kansas State University	55.6%	51.4%
Pittsburg State University	60.1%	57.5%
University of Kansas Main Campus	49.2%	43.5%
University of Kansas Medical Center	52.7%	50.3%
Wichita State University	74.8%	70.4%
Other Public Universities		
Washburn University	71.3%	67.4%
Community Colleges		
Allen County Community College	85.1%	82.2%
Barton County Community College	52.6%	49.8%
Butler Community College	79.3%	73.9%
Cloud County Community College	72.3%	69.0%
Coffeyville Community College	63.1%	59.4%
Colby Community College	74.9%	69.1%
Cowley County Community College	78.4%	71.6%
Dodge City Community College	78.4%	75.2%
Fort Scott Community College	62.4%	55.7%
Garden City Community College	70.4%	61.2%
Highland Community College	77.9%	73.8%
Hutchinson Community College	84.3%	79.6%
Independence Community College	77.1%	68.7%
Johnson County Community College	61.0%	57.4%
Kansas City Kansas Community College	74.0%	69.6%
Labette Community College	69.3%	70.0%
Neosho County Community College	84.3%	79.4%
Pratt Community College	80.4%	75.2%
Seward County Community College	63.8%	57.2%
Technical Colleges		
Flint Hills Technical College	87.7%	82.4%
Manhattan Area Technical College	81.7%	77.7%
North Central Kansas Technical College	83.3%	80.9%
Northwest Kansas Technical College	61.1%	55.0%
Salina Area Technical College	85.6%	82.4%
Washburn Institute of Technology	86.4%	81.9%
Wichita Area Technical College	82.7%	76.4%












Source: University of Kansas Center for Research, Inc., KBOR-DOL Crosswalk, 2013

**Records from Fort Hays State University for 2008, 2009, and 2010 did not have complete data, and were not analyzed as a part of this study.








SCORECARD

Foresight 2020 is a 10-year strategic agenda for the state's public higher education system.




Goal 1: Increase Higher Education Attainment Among Kansans

-  Comparison of state demographics with higher education participation levels, including underrepresented groups
-  Review of higher education participation levels by age groups, including traditional students (18-24), and adults between the ages of 25-34, 35-44, and 45-64
-  Comparison of Kansans' postsecondary attainment to the nation by age groups
-  Overall number of Adult Basic Education (ABE) participants
-  Percentage of ABE participants in postsecondary education
-  Three-year graduation rates for community and technical colleges
-  Six-year graduation rates for universities
-  First to second year retention rates at universities, community colleges and technical colleges
-  Student Success Index
-  Number of certificates and degrees awarded by universities, community colleges and technical colleges
-  Number of adults with college credit but no certificate or degree who are returning to complete a certificate, associate or bachelor's degree

Goal 2: Improve Alignment of the State's Higher Education System with the Needs of the Economy

-  Performance of students on institutional assessments in three areas:
 1. Mathematics/Quantitative/Analytical Reasoning
 2. Written and Oral Communication
 3. Critical Thinking/Problem Solving
-  Performance of students on selected third-party technical program certificate/credential assessments
-  Percent of graduates employed in Kansas
-  Average wages earned by graduates
-  Improvement in quality measures on technical program outcome metrics
-  Number of certificates and degrees awarded in selected high-demand occupations
-  Percent of certificates and degrees awarded in STEM fields

Goal 3: Ensure State University Excellence

-  Institutional performance on quality measures compared to peers, including select regional and national rankings
-  Increase in proportion of federal research dollars awarded
-  Increase in private giving to universities

Public Higher Education in Kansas

Kansas has seven public universities, 19 community colleges, and six technical colleges. These institutions employ nearly 29,000 of our friends and neighbors. Public colleges and universities benefit from a system that brings accountability, advocacy, and resources.

The Kansas Board of Regents

The Kansas Board of Regents is a nine-member governing board working for Kansans. The board advocates for continuous improvement in public higher education while making it accessible to all qualified Kansans.

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