



Foresight 2020

Fifth Annual Progress Report

Presented by Blake Flanders, Ph.D.

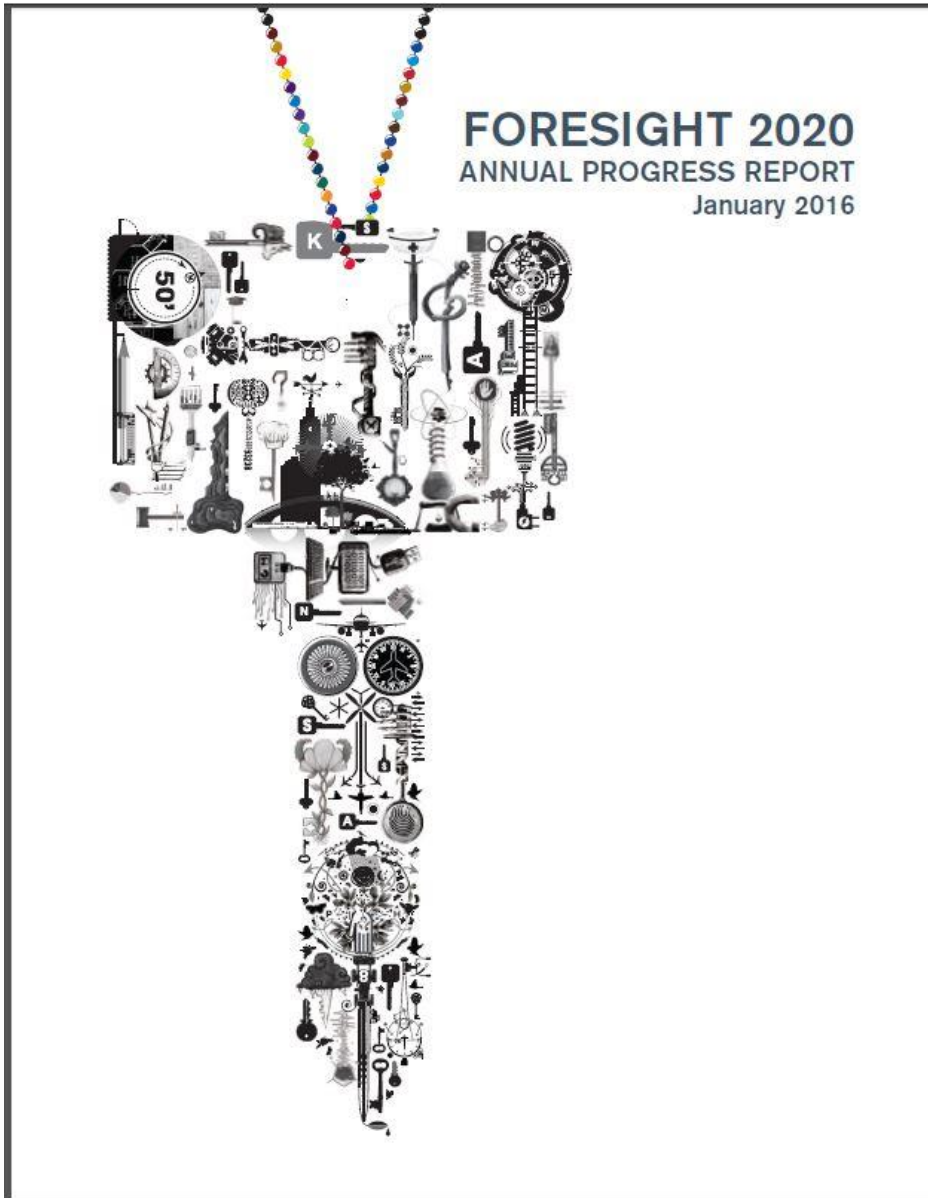
January 20, 2016

★ LEADING HIGHER EDUCATION ★

ATTAINMENT

ALIGNMENT

EXCELLENCE



THE COVER:

"Education is the key to success."

Design by Fort Hays State University Graphic Design Professors Karrie Simpson Voth and Chaiwat Thumsujarit. Additional illustrations by FHSU graphic design students.

Concept: The illustration depicts conceptual keys made up of elements representative of dozens of career choices which then make up the larger key symbolic of the thirty-two Regent's institutions, including blank keys for the prospect of new careers yet to be developed. The colorful ball chain uses the school colors of each institution coordinated by the Kansas Board of Regents.



Cornelius Minor

Staff Developer, Columbia University

“Data doesn’t solve problems.
It names them. Communities of
practice solve problems.”

Foresight 2020 Strategic Goals

Goal One

Increase higher education attainment among Kansans

Goal Two

Improve alignment of the state's higher education system with the needs of the economy

Goal Three

Ensure state university excellence

Goal 1: Increase Higher Education Attainment Among Kansans

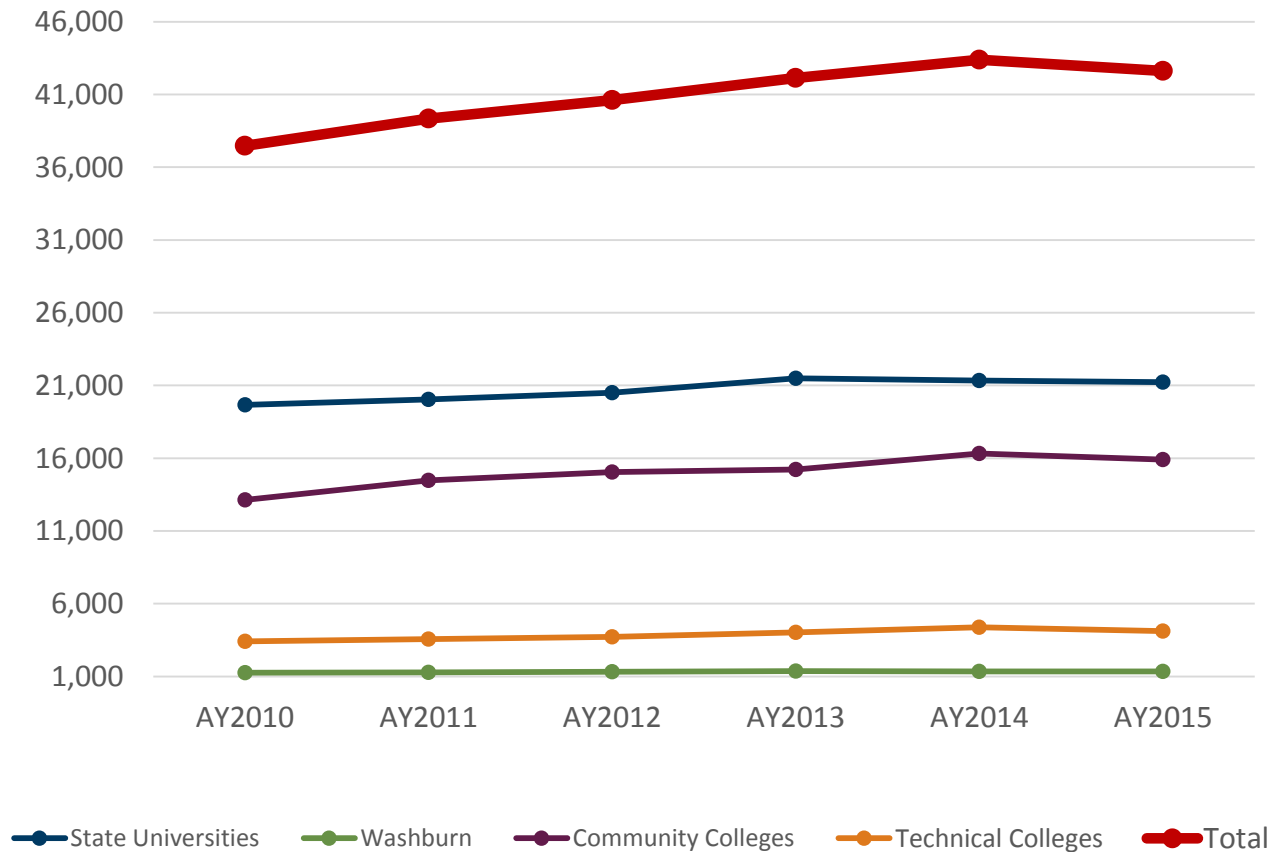
What measures were selected to increase the number of Kansans with a postsecondary certificate or degree?

- The **number of certificates and degrees awarded** by public higher education institutions, and **progress made** according to our Attainment Model
- **Graduation** and **Retention rates** of students enrolled **as well as a more holistic view of student success**
- **Enrollment trends** compared to state demographics including Pell Grant eligibility, race/ethnicity, and age
- **Adult Education** participation, including the number who transition to postsecondary within three years of enrollment
- Success at attracting **students with some college, but no degree, to return** to complete a certificate or degree
- The number of **courses guaranteed to transfer** and the number of students who receive **Reverse Transfer** awards

Goal 1: Attainment

Goal 1: Metric 1

Progress - The number of certificates and degrees awarded by public higher education institutions

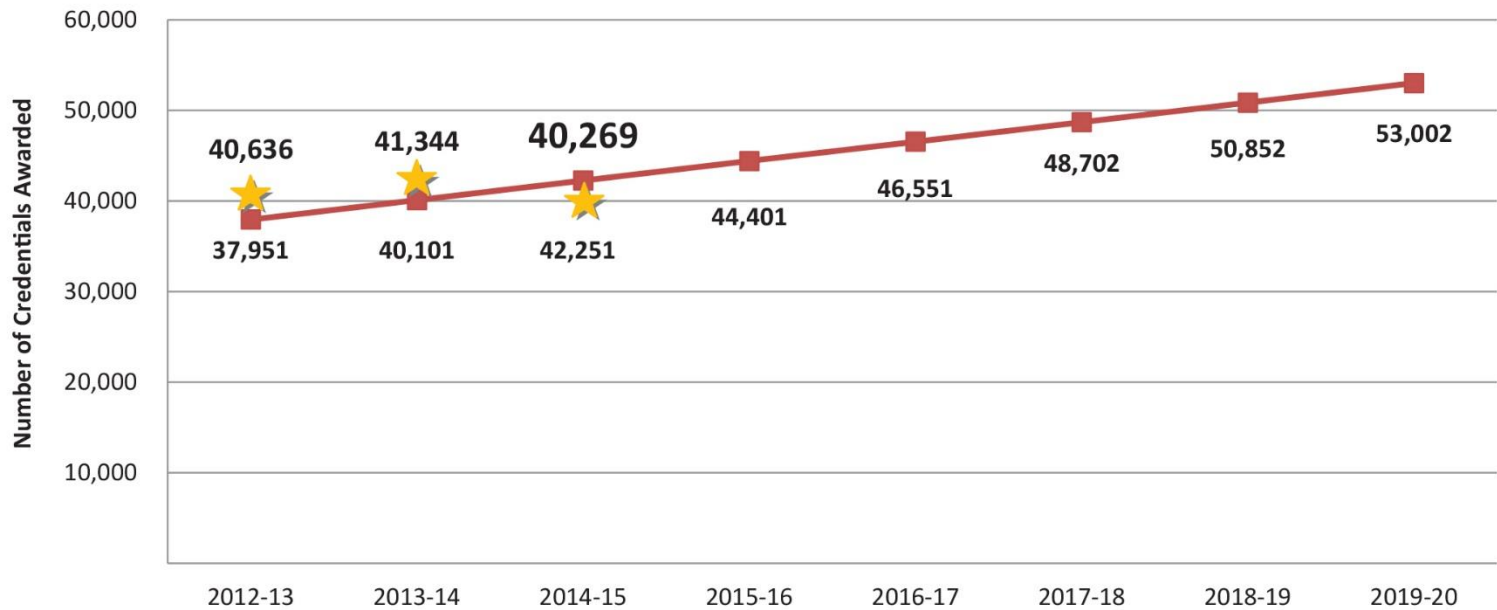


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Goal 1: Attainment

Goal 1: Metric 2

Progress - The gap between the current and desired number of certificates and degrees awarded

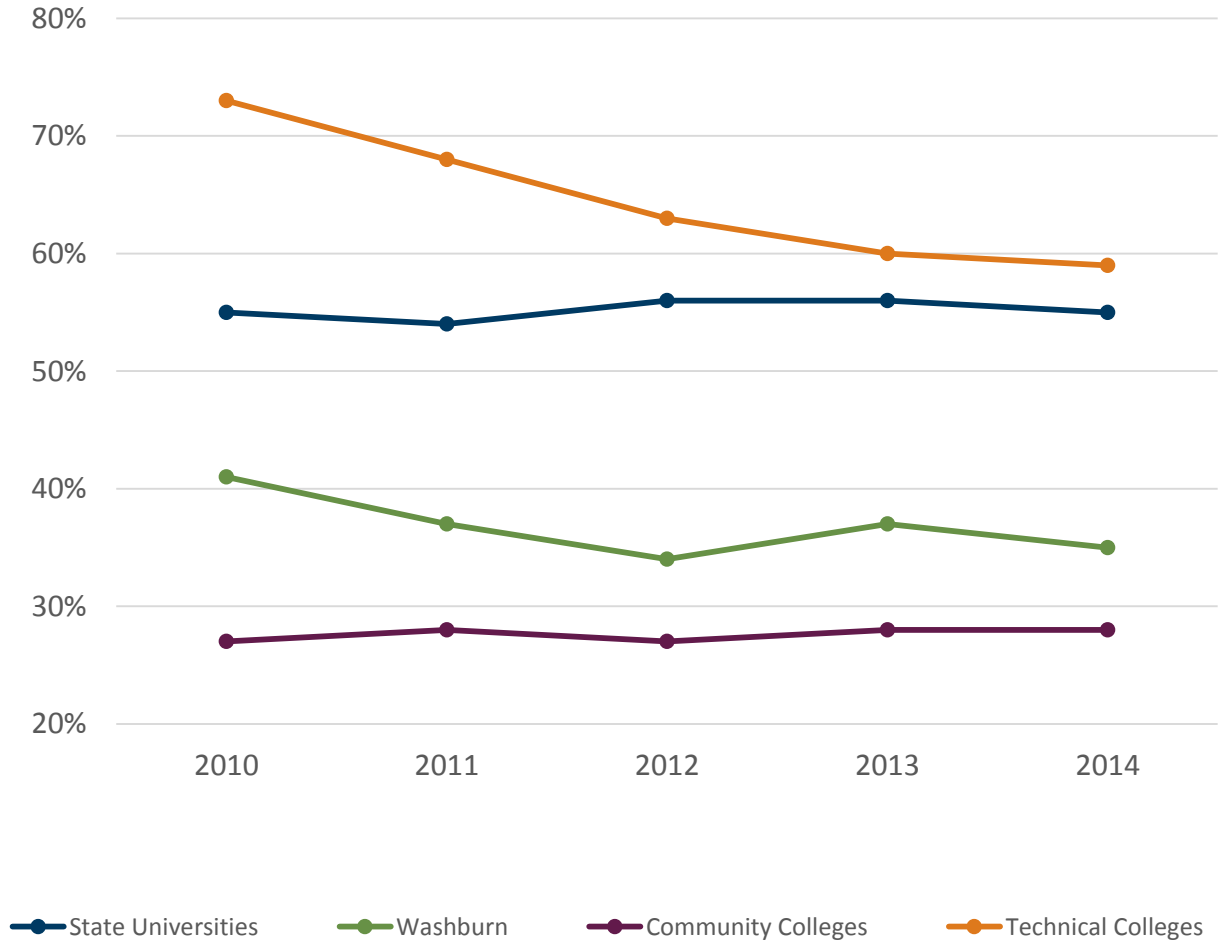


The Board continues to monitor the number of undergraduate certificates and degrees issued by public and independent universities and colleges in Kansas to assess total attainment by 2020.

Goal 1: Attainment

Goal 1: Metric 3

Progress - Graduation Rates (150%)

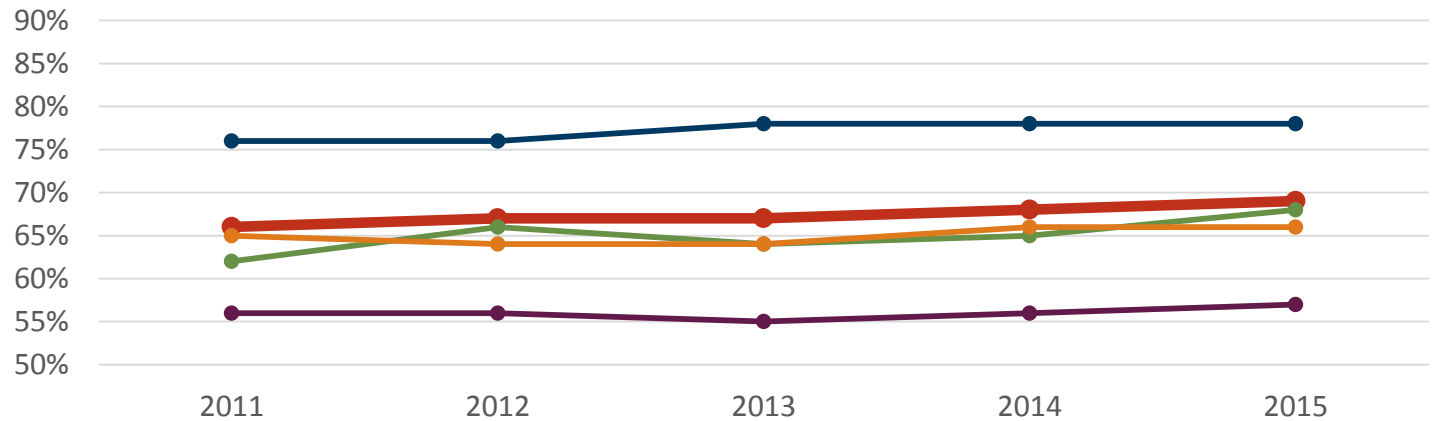


Goal 1: Attainment

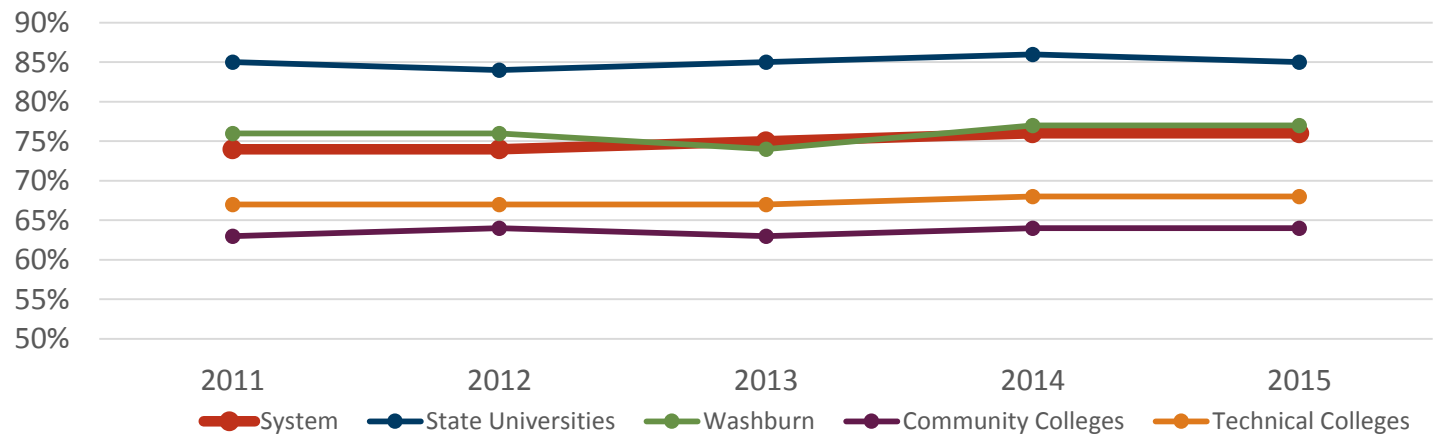
Goal 1: Metric 4

Progress - Retention Rates

Institution Retention

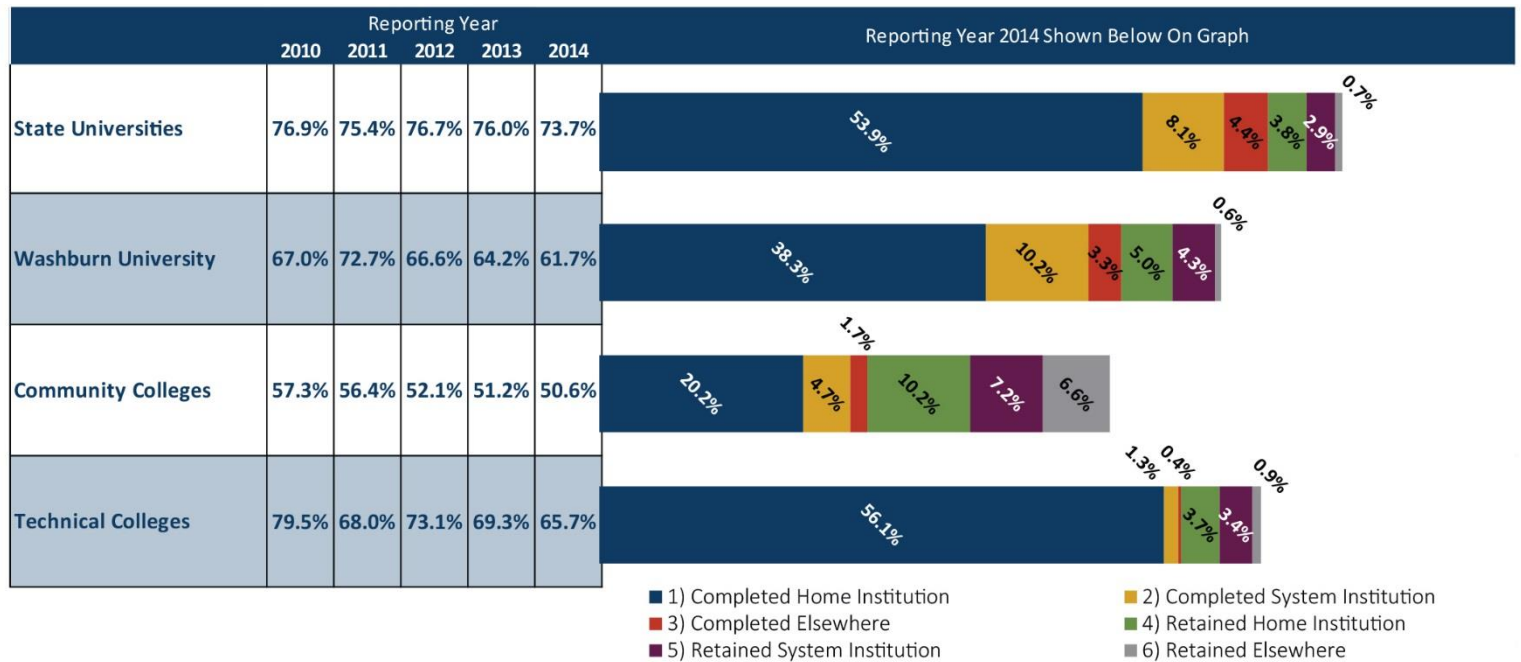


System Retention



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Progress - Student Success Index Rates



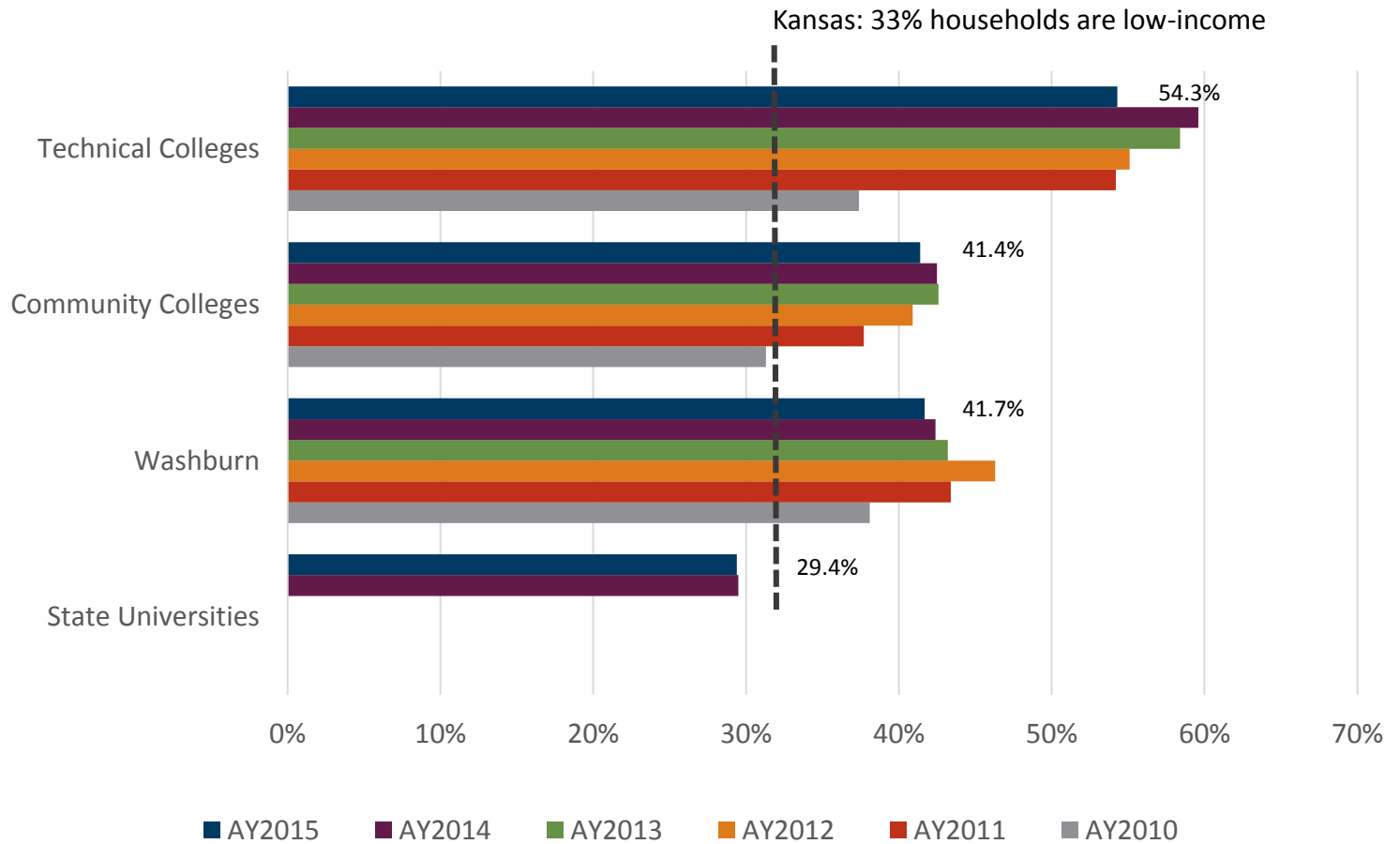
Source: KBOR KHEDS AY Collection 2010-2015 and National Student Clearinghouse
 Note: Due to rounding, numbers may not add to 100 percent.

Goal 1: Attainment

Goal 1: Metric 6

Progress - Enrollment compared to state demographics

In AY2015, 35.9% of students at public postsecondary institutions received Pell Grants, which matches the national average of 35%.

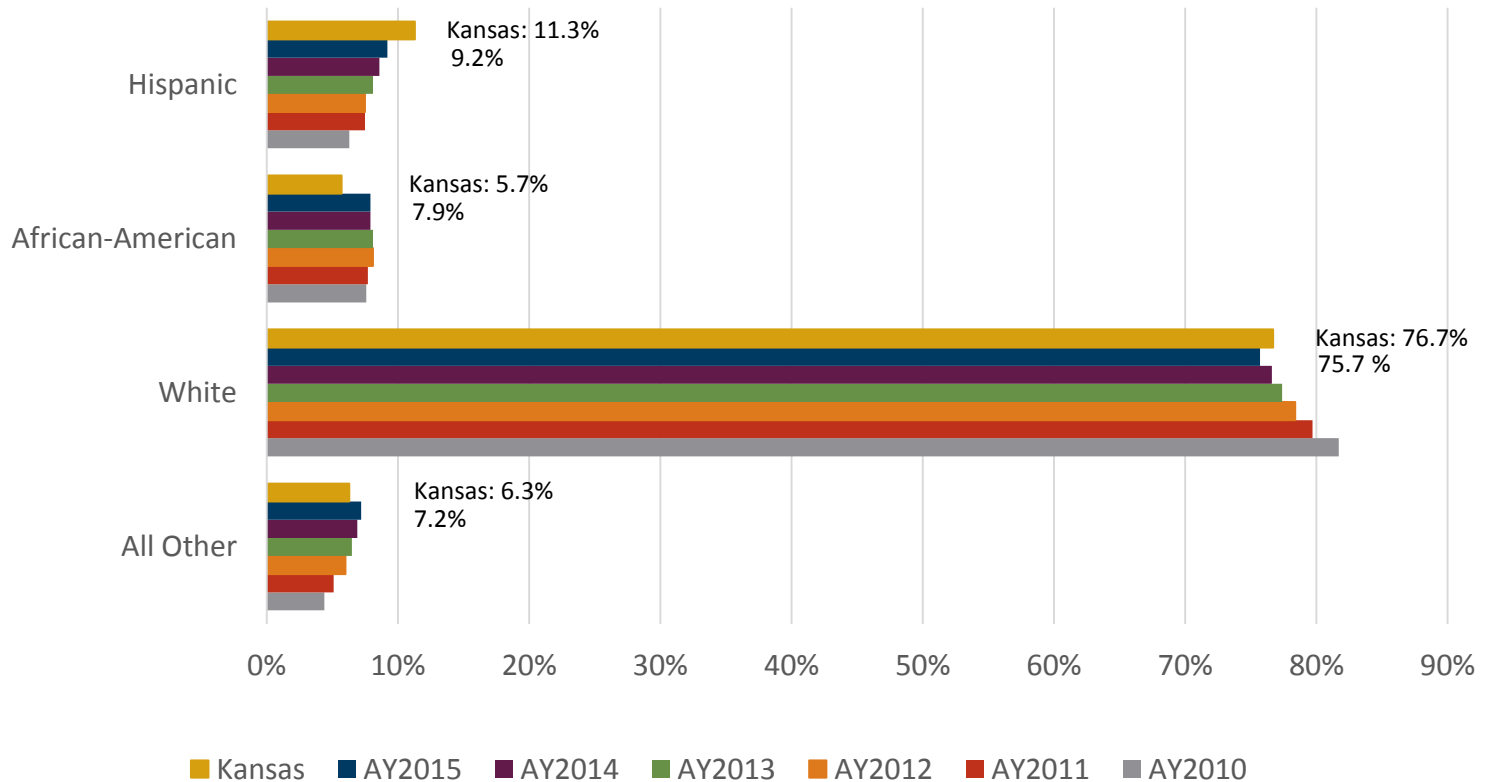


Goal 1: Attainment

Goal 1: Metric 6

Progress - Enrollment compared to state demographics

In AY2015, 7.9% of students identified as African-American, and 9.2% identified as Hispanic. In Kansas, 5.7% of the population identifies as African-American and 11.3% identifies as Hispanic.



Progress - Enrollment compared to state demographics

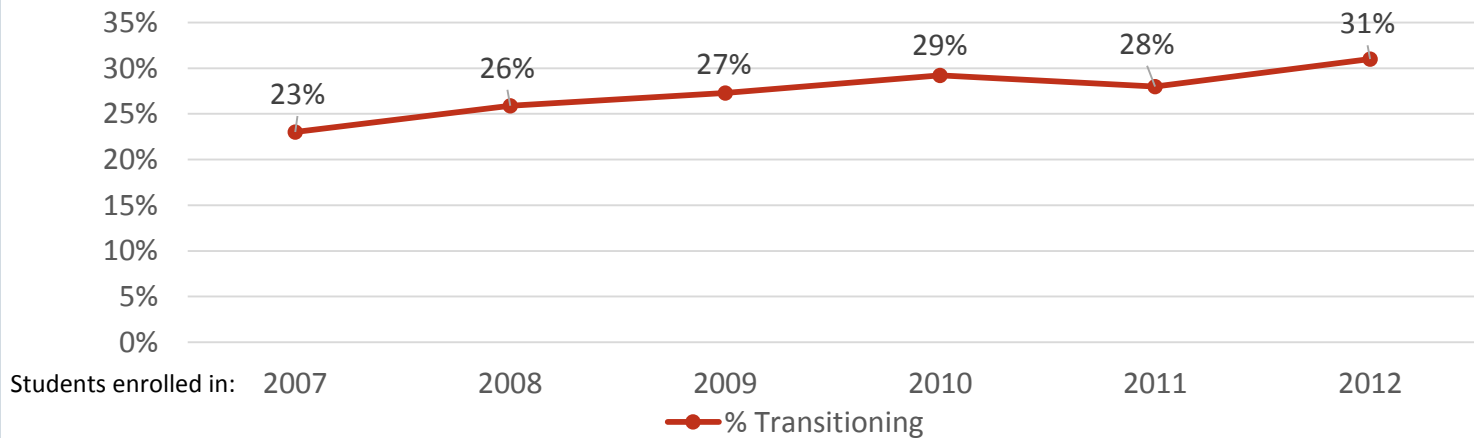
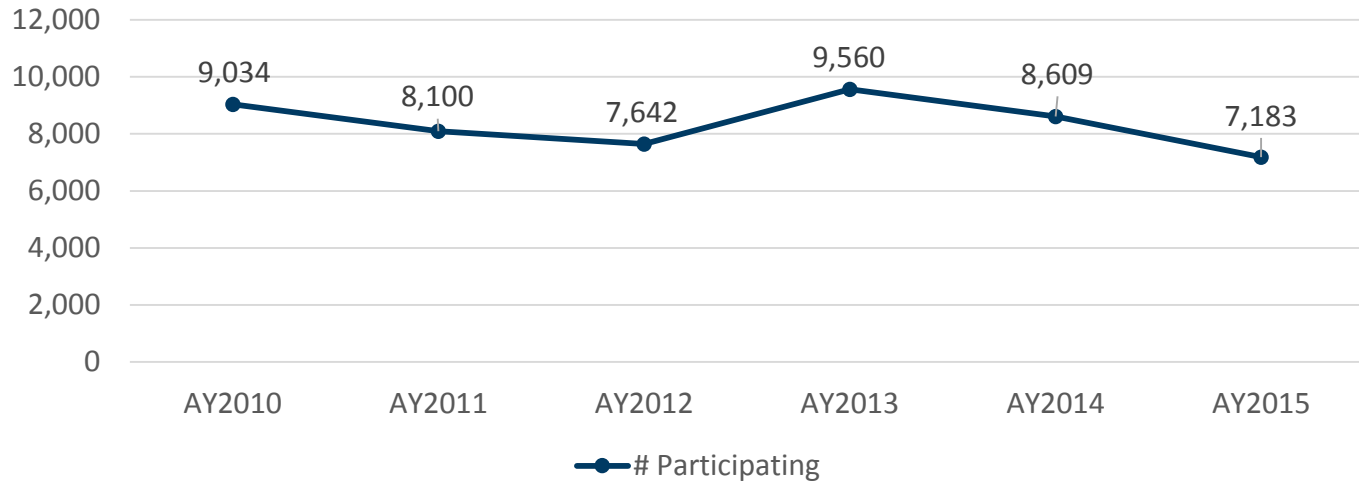
- There has been an increase in participation among students under 18 and among those ages 18-19, and continues to be a decrease among students over 25.
- Across all four age groups, Kansas attainment exceeds the national percentage by 1-3% depending on age group.

	Kansas Population	System Enrollment	Percent Served
18-24 year olds:	300,013	144,813	48%
25-34 year olds:	387,054	54,692	14%
35-44 year olds:	349,971	19,780	6%

Goal 1: Attainment

Goal 1: Metric 8

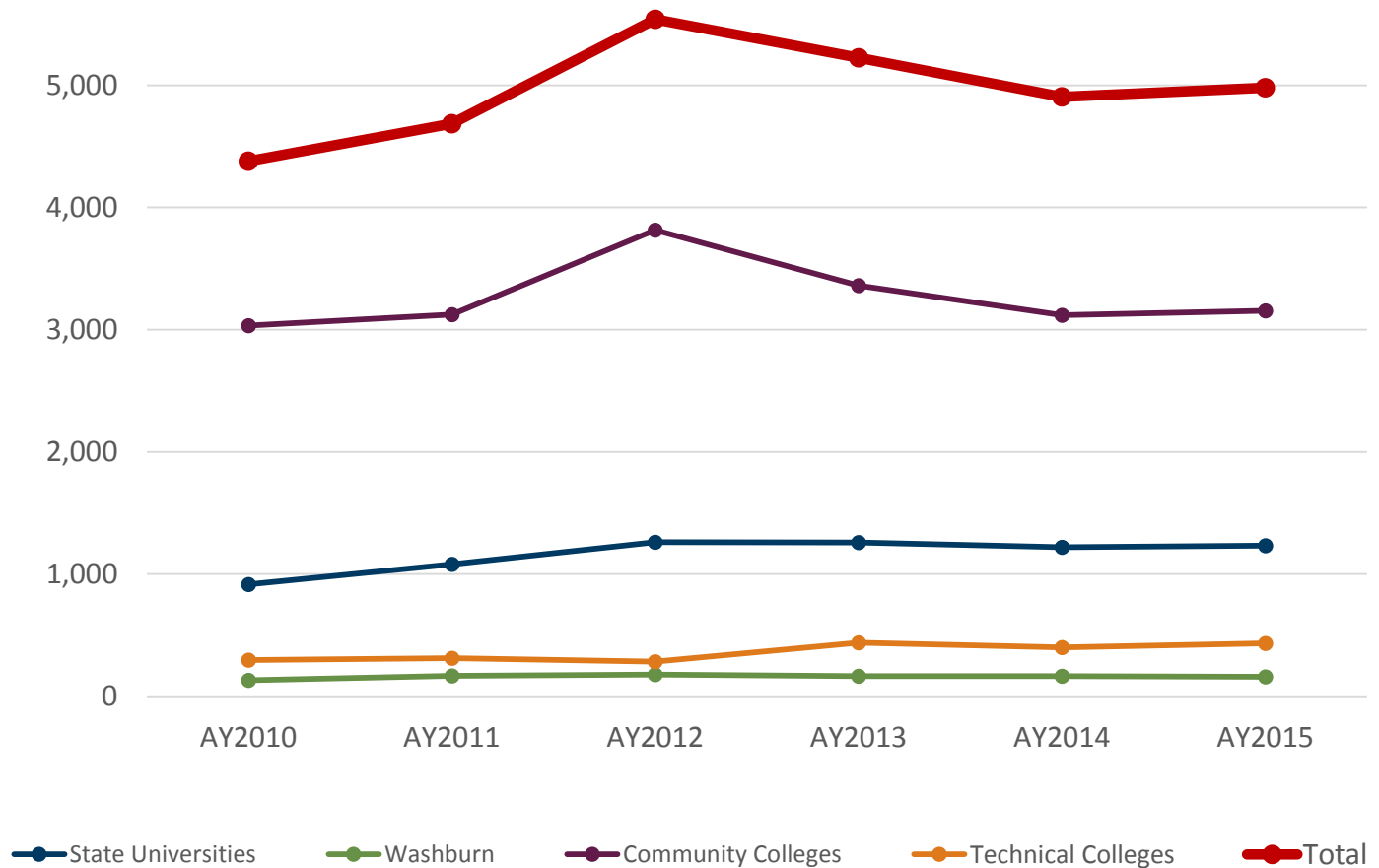
Progress – Adult Education



Goal 1: Attainment

Goal 1: Metric 9

Progress - Students with some college, but no degree, returning to complete a certificate or degree



Progress - Transfer and Articulation

- **56 courses** have now been approved for guaranteed course transfer across the public higher education system, with **another ten being added by you today**, if approved.
- Reverse transfer has now been implemented systemwide, so that students who transfer to a state university can complete the necessary coursework for any associate degree already started and then be awarded that degree by the community or technical college the student last attended.

164 awards were granted in AY2015 through this new policy.

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

What measures were selected to improve alignment with the needs of the Kansas economy?


- **Employment and average wages of graduates** (in Kansas)
- **Occupations that are in high-demand** and the success of public higher education institutions in meeting the demand
- Progress made on **special state initiatives**
- **Technical Program alignment** with the needs of business and industry through established program outcome metrics
- Percent of certificates and degrees awarded in **STEM fields**
- Student Performance on **Foundational Skills** needed by business and industry of all graduates

Goal 2: Alignment

Goal 2: Metric 1

Progress - Employment and average wages

Read straight-across to follow one cohort of graduates across multiple years.



Bachelor's Degrees

Cohort	2009		2010		2011		2012		2013	
	% graduates employed in Kansas	Average Earnings	% graduates employed in Kansas	Average Earnings	% graduates employed in Kansas	Average Earnings	% graduates employed in Kansas	Average Earnings	% graduates employed in Kansas	Average Earnings
2008	53.99%	\$34,168	51.47%	\$36,863	50.40%	\$38,274	48.60%	\$42,849	47.11%	\$45,969
2009	--	--	52.83%	\$33,346	50.38%	\$35,673	48.86%	\$38,956	47.98%	\$42,022
2010	--	--	--	--	52.58%	\$32,780	50.41%	\$36,562	48.96%	\$39,369
2011	--	--	--	--	--	--	52.87%	\$34,353	50.46%	\$37,893
2012	--	--	--	--	--	--	--	--	53.04%	\$35,578

Read diagonal to compare various cohorts over a comparable length of time post-graduation.



Goal 2: Alignment

Goal 2: Metric 1

Progress - Employment and average wages

Associate Degrees										
Completion Year	2010		2011		2012		2013		2014	
	% graduates employed in Kansas	Average Wages	% graduates employed in Kansas	Average Wages	% graduates employed in Kansas	Average Wages	% graduates employed in Kansas	Average Wages	% graduates employed in Kansas	Average Wages
2009	59.23%	\$33,126	58.08%	\$33,808	58.51%	\$35,541	57.52%	\$37,865	56.01%	\$40,250
2010	--	--	57.31%	\$31,950	56.87%	\$34,196	55.45%	\$36,472	55.22%	\$39,243
2011	--	--	--	--	58.45%	\$31,703	57.45%	\$34,217	56.32%	\$36,704
2012	--	--	--	--	--	--	59.94%	\$33,178	58.93%	\$35,779
2013	--	--	--	--	--	--	--	--	59.76%	\$32,763

Bachelor's Degrees										
Completion Year	2010		2011		2012		2013		2014	
	% graduates employed in Kansas	Average Wages	% graduates employed in Kansas	Average Wages	% graduates employed in Kansas	Average Wages	% graduates employed in Kansas	Average Wages	% graduates employed in Kansas	Average Wages
2009	52.83%	\$33,346	50.38%	\$35,673	48.86%	\$38,956	48.00%	\$42,042	46.92%	\$46,833
2010	--	--	52.58%	\$32,780	50.41%	\$36,577	49.02%	\$39,375	47.79%	\$43,763
2011	--	--	--	--	52.87%	\$34,353	50.51%	\$37,898	49.32%	\$41,989
2012	--	--	--	--	--	--	53.12%	\$35,582	50.22%	\$39,330
2013	--	--	--	--	--	--	--	--	52.24%	\$37,938

It appears the percentage of graduates employed in Kansas diminishes with each subsequent year of employment, and with each level of education attained (from certificates to doctoral degrees).

Goal 2: Alignment

Goal 2: Metric 2

Progress – High-Demand Occupations

Occupational Title	2015 Median Wages	AY2015 Awards Granted	Occupational Projections Have: 2012	Occupational Projections Need: 2022	Occupational Projections (Gap)	
Accountants and Auditors	\$58,570	686	12,457	14,467	2,010	16.1%
Aircraft Mechanics and Service Technicians	\$56,770	109	1,893	1,966	73	3.9%
Civil Engineers	\$71,970	169	1,647	2,019	372	22.6%
Computer Systems Analysts	\$75,650	139	2,965	3,791	826	27.9%
Dental Hygienists	\$69,790	84	1,708	2,075	367	21.5%
Electrical Engineers	\$82,090	222	2,114	2,453	339	16.0%
Electricians	\$48,500	127	5,515	6,182	667	12.1%
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$44,200	145	2,686	3,065	379	14.1%
Industrial Engineers	\$72,980	145	2,096	2,367	271	12.9%
Lawyers	\$79,250	262	4,948	5,610	662	13.4%
Mechanical Engineers	\$69,440	392	1,815	2,079	264	14.5%
Network and Computer Systems Administrators	\$63,730	152	5,024	5,728	704	14.0%
Pharmacists	\$122,620	166	3,281	3,785	504	15.4%
Physical Therapists	\$78,940	84	1,876	2,387	511	27.2%
Physicians and Surgeons	^	189	2,877	3,312	435	15.1%
Radiologic Technologists	\$48,110	76	2,207	2,559	352	15.9%
Registered Nurses	\$55,880	1,615	28,438	33,460	5,022	17.7%
Software Developers, Systems Software	\$90,830	220	2,863	3,500	637	22.2%

Source: Kansas Department of Labor, LMIS; KBOR KHEDS AY Collection 2015

^ Figure suppressed due to confidentiality and/or reliability standards.

Goal 2: Alignment

Goal 2: Metric 2

Progress – Excel in Career Technical Education

In 2012, Senate Bill 155 became law, providing state-funded college tuition for high school students enrolling in postsecondary technical education courses.

	AY2011	AY2012	AY2013	AY2014	AY2015
Participating Headcount	3,475	3,870	6,101	8,528	10,390
College Credit Hours Generated	28,000	28,161	44,087	62,787	77,204
Credentials Earned	--	548	711	1,419	1,682

Source: KBOR KHEDS AY Collection 2010-2015

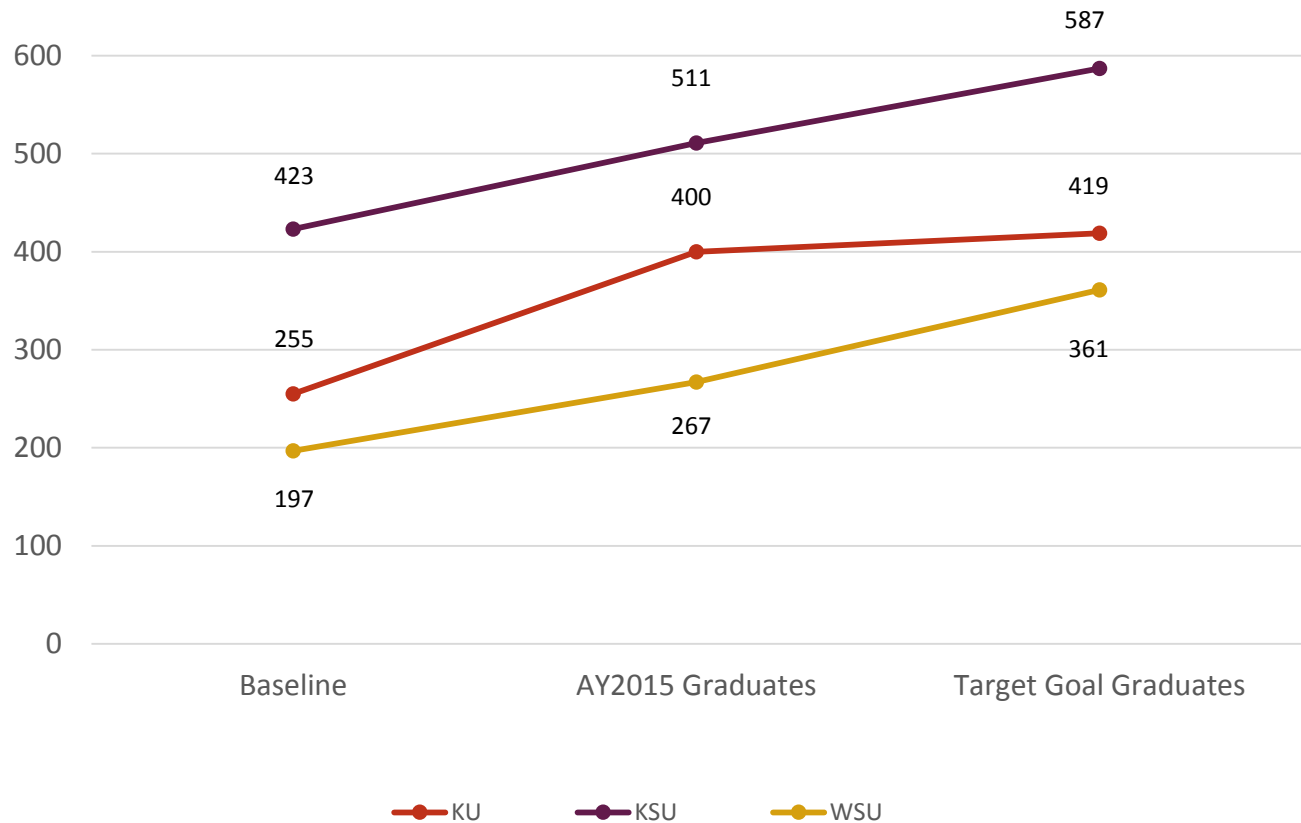
Enrollment has nearly tripled since the program began, and the number of college credit hours earned has increased by 175%.

Goal 2: Alignment

Goal 2: Metric 2

Progress – University Engineering Act

There were 1,178 engineering graduates in AY2015:



Goal 2: Alignment

Goal 2: Metric 2

Progress – Kansas Nursing Initiative

Established in 2006, this initiative charged the higher education system with increasing the number of nursing students by 250 per year as a 10-year initiative.

Achievements: FY2007 – FY2014

- 3,455 additional nursing students admitted (172% above goal)
- 307 additional full-time faculty hired
- 335 additional part-time faculty hired
- 200 Nurse Educator Service Scholarships awarded
- 27 new human patient simulators placed in classrooms
- 2,462 additional nursing students graduated

Goal 2: Alignment

Goal 2: Metric 2

Progress – University Research Grants

Grants for KU, KSU, and WSU have focused research on cancer, global food systems, veterinary medicine, and aviation – all important contributors to the Kansas economy.



- NCI designation
- expanded clinical trials
- Midwest Cancer Alliance



- vaccine development
- NBAF partnership
- increased entrepreneurship



- #1 industry-financed research
- advanced research projects
- NIAR improvements

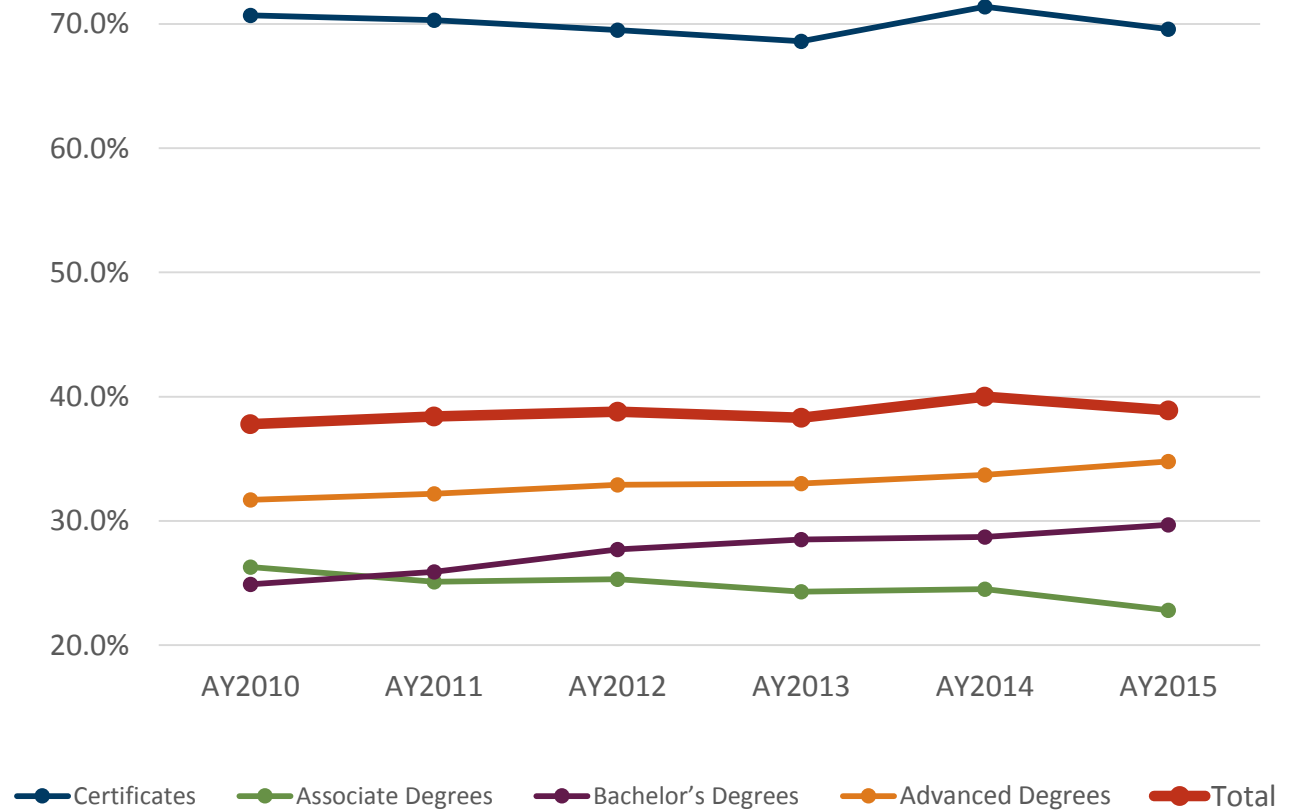
Progress – Technical Program Alignment (K-TIP)

- The Kansas Training Information Program (K-TIP) Report includes data for all approved postsecondary career technical programs offered at community and technical colleges.
- Compiled annually, K-TIP provides data by academic discipline and by institution.
- Approved metrics for quality assessment include:
 - Employment - 80% of graduates within six months
 - Wages - 95% of the statewide entry level wage for that occupation
- **6 Academic Disciplines (aggregate statewide) met both targets**
- Another 2 met the employment target only
- Another 1 met the wages target only

Goal 2: Alignment

Goal 2: Metric 4

Progress – Awards granted in STEM fields



Progress - Foundational Skills

- Common outcomes identified as needed by business and industry leaders include:
 - Mathematics/Quantitative/Analytical Reasoning
 - Written and Oral Communications
 - Critical Thinking/Problem Solving
- AY2015 focused on mathematics.
- All institutions reported on assessment of student learning in this area, established benchmarks and baselines against which to measure future results and make comparisons with national results.

Goal 3: Ensure State University Excellence

What does the Board track in order to ensure state university excellence?

- Performance of state universities **compared to peers** on selected metrics
- Support universities receive through **private giving**
- **Federal research expenditures** which have historically been a national indicator of excellence, especially for research universities, and the **role of Industry in supporting research**
- The creation of a **University Excellence Profile** for each, reviewing select rankings, Composite Financial Index, and an assessment of economic impact

Progress - Performance compared to peers

	Rankings Among Peers					
	ESU		PSU		FHSU	
Graduation Rate	5th		2nd		4th	
Retention Rate	2nd		2nd		3rd	
Degrees Awarded	3rd		5th		1st	
Endowment	1st		1st		1st	
Enrollment	6th		5th		1st	
ACT Scores (25 th /75 th)	3rd	3rd	3rd	3rd	4th	3rd

ESU Peers:

Colorado State University - Pueblo
 Pittsburg State University
 West Texas A&M University

Northwest Missouri State University
 University of Nebraska - Kearney

FHSU Peers:

Northwest Missouri State University
 Northeastern State University - OK
 Tarleton State University

Colorado Mesa University
 Southeast Missouri State University

PSU Peers:

Arkansas Tech University
 Indiana University of Pennsylvania
 Valdosta State University

Ferris State University
 Northwest Missouri State University

Progress - Performance compared to peers

	Rankings Among Peers		
	KU	KSU	WSU
Graduation Rate	6th	6th	5th
Retention Rate	6th	5th	4th
Degrees Awarded	5th	6th	6th
Endowment	3rd	4th	2nd
Research Expenditures	3rd	3rd	5th
Faculty Awards	2nd	6th	6th
National Academy Members	4th	6th	6th

KU Peers:

Indiana University
 University of Oregon
 University of Buffalo

University of Missouri
 Michigan State University

KSU Peers:

Auburn University
 Colorado State University
 University of Massachusetts-Amherst

Clemson University
 Oklahoma State University

WSU Peers:

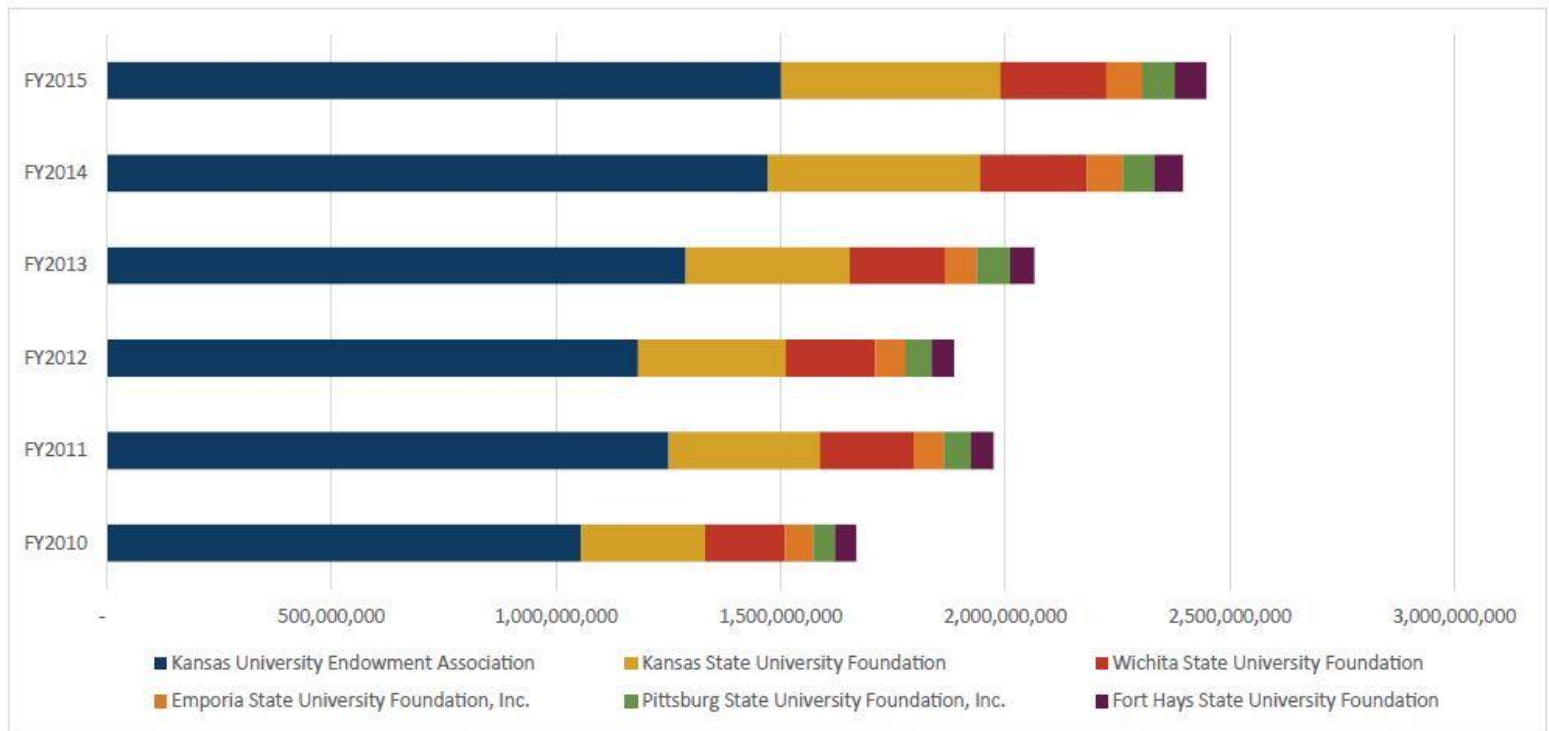
New Mexico State University
 University of Nevada – Reno
 Wright State University

University of Massachusetts - Lowell
 University of North Dakota

Goal 3: Excellence

Goal 3: Metric 2

Progress - Private Giving



Source FY2005 to FY2014: National Association of College and University Business Officers (NACUBO) and Commonfund Institute

*Source FY2015: Individual University Endowment Association or Foundation

Progress - Research Expenditures

Federal Support fell at all three research universities, and the percent of research expenditures from federal dollars declined as well, however total dollars received increased at nearly every institution:

	KU	KSU	WSU	PSU	ESU	FHSU
FY2014						
Total R&D dollars	\$301,534,000	\$184,945,000	\$58,859,000	\$2,475,000	\$326,000	\$775,000
Federal R&D dollars	\$165,442,000	\$67,438,000	\$10,424,000	\$1,023,000	\$187,000	\$485,000
Federal % of total	55%	36%	18%	41%	57%	63%

Source: Higher Education Research and Development (HERD) Survey, FY2010-2014

Industry Support in AY2015 included:

- More than \$12.7 million in industry-sponsored research at KU
- 31 active start-up companies based on KU research
- 1,656 grant proposals submitted at K-State
- K-State approval for unmanned commercial flight training
- \$20 million from 234 clients in contract funding to NIAR at WSU
- Airbus relocating to WSU's new Innovation Campus

Progress - University Excellence Profiles

Goal 3: Metric 4
University Excellence Profile

EMPIRIA STATE UNIVERSITY

Mission
 Preparing students for lifelong learning, rewarding careers, and adaptive leadership.

Economic Impact
 Emporia State University has a reputation as a gateway university helping many first-generation college students gain a higher education. With more than one-third of its students pursuing master's degrees, ESU helps many Kansas citizens move up the economic ladder even further with niche-oriented skills.

The university is the third-largest employer in Lyon County behind only Tyson Fresh Meats and Emporia Public Schools. Nearly \$80.75 million was paid in payroll costs in FY 2015 by the university, which equates to nearly \$13,200 per student.

From those salaries, approximately \$1.3 million is put back into the community through property taxes paid by employee homeowners and landlords who rent to students. An estimated \$1.8 million in sales tax revenue is generated on disposable income, and another \$2.7 million is paid in state income taxes. Students give back to the Emporia-area community through service hours: during the 2014-2015 academic year, students and student-athletes contributed more than 13,000 hours worth nearly \$300,000.

When added together, Emporia State faculty, staff, and students contribute \$86.85 million to the Emporia region and state economy in wages and taxes paid. With the Kansas Master Teacher Celebration, Kansas high school championship football game, Homecoming, conferences, and many other annual events, Emporia State University contributes millions more to the economic engine of Emporia and the surrounding areas.

Composite Financial Index
 Calculated annually, a university's CFI is a combined financial measurement of a public institution's health based on four core ratios, reasonably weighted: Primary Reserve, Liquidity, Return on Net Assets, and Net Operating Revenues. By using the same criteria to determine the CFI over a period of time, an institution is given the opportunity to measure overall financial progress. A score of -4 to 2 indicates adjustments are needed; a score of 3 or more suggests resources can be directed towards transformation, competition in the marketplace, and expansion.

	Sum Overall (CFI)
FY2010	4.15
FY2011	4.90
FY2012	2.94
FY2013	3.55
FY2014	5.22

Five-Year Average: 4.15

Source: University Annual Financial Reports; IACUBO Strategic Financial Analysis for Higher Education (Sixth Edition)

January 2016 Progress Report

#4 Most Affordable Online Master's Degrees in Accounting (2015 Accounting Degree Review)

#5 Best Online Master's Degree in Special Education Programs (2013 Top Masters in Education)

#9 Top 50 Best Online MBA Programs (Affordable Colleges Online)

#11 Online Graduate Education (2015 U.S. News & World Report)

#14 Top 100 Nursing Schools (2014 College Atlas from Encyclopedia of Higher Education)

#14 Community Service by Student-Athletes Across All Divisions (Affordable Colleges Online)

Mission, statement of Economic Impact, and select rankings were authored by each university.

Progress - University Excellence Profiles

Goal 3: Metric 4
University Excellence Profile

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#14 Community Service by Student-Athletes Across All Divisions (Affordable Colleges Online)

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Composite Financial Index Information is calculated to provide measurement of a public institution's financial health.

Some Closing Thoughts

- As predicted, the difficulty in making progress on our attainment goal is becoming apparent.
- We have now secured employment and wage data for graduates who relocate to Missouri – this will improve the picture of wages and jobs of our graduates tremendously, however we need continue to pursue agreements with other contiguous states.
- Modifications to the Foresight 2020 report, including the reordering throughout Goal 1, clarification to metrics in Goal 2, and the addition of several metrics in Goal 3, are helpful and an improvement.
- Continuing to assess the value of some metrics, and revision to others, should be considered.