



October 30, 2019 | Columbia, Missouri

# Equity in Missouri Higher Education Summit

Advancing Equity through Policy & Practice



The Education Trust

# Our Mission

**Through our research and advocacy, The Education Trust supports work that:**

**Expands** excellence and equity in education, from preschool through college;

**Increases** college access and completion, particularly for historically underserved students; and

**Builds and engages** diverse communities that care about education equity, and increases political and public will to act on equity issues.

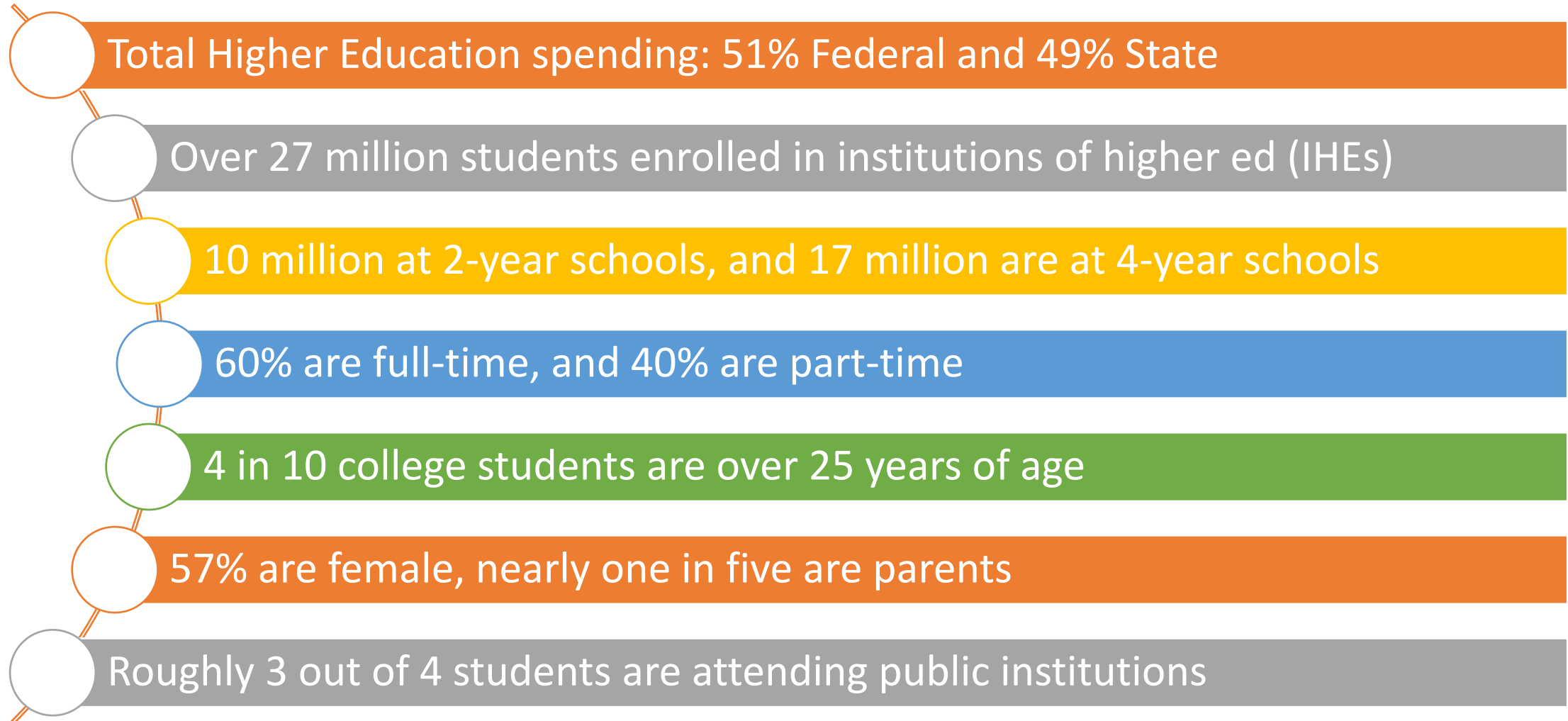
# National Context

- **A college degree is the surest path to a steady job in the middle class, and people with postsecondary education are in high demand by companies looking for skilled workers**
  - In the immediate aftermath of the Great Recession nearly all new “good jobs” went to people with a college
  - More recent data show 9 out of 10 new jobs go to people with a bachelor’s degree
- **The country is increasingly diverse**
  - More than half of students in public schools are students of color
  - In Missouri nearly 30% of students in public schools are students of color
    - And 50% of students qualify for free and reduced lunch.
- **The likelihood of holding a college degree varies greatly by race/ethnicity**
  - Nationwide, nearly half of White adults have an associate degree or higher
  - In the U.S., and in Missouri, fewer than a third of Black adults and fewer than a quarter of Latino adults have an associate degree or higher
  - Black and Latino adults are less likely to hold a college degree today than White adults were in 1990

# National Context

- **There is a college completion crisis in America, especially for students of color and students from low-income families**
  - Nationally, while more than 6 out of 10 White students (64%) complete college\*,
  - About 5 in 10 Latino students and students (54%)
  - and 4 in 10 Black (40%)
  - and students with Pell Grants (49% respectively) graduate
- **Black and Latino students and graduates are underrepresented at public colleges in most states, including Missouri (Ed Trust, [State Equity Report Card](#))**
  - Missouri would have to enroll nearly 11,000 more Black students at community colleges and 4 year public colleges to mirror the statewide Black population
  - Nearly 1,100 more Latino students

# Higher Education Landscape




# Why Should Missouri Care About HEA Reauthorization?

HEA affects almost every aspect of the higher education landscape



2 out of every 3 students receive some form of federal aid authorized under the Higher Education Act



Growing debt-Student loan repayment processes



Student supports for underserved populations



Civil rights protections

# The Higher Education Act: An Overview



- Signed November 8, 1965 in Texas State Gymnasium
- The purpose of the Higher Education Act was “to strengthen the educational resources of our colleges and universities and to provide financial assistance to students in postsecondary and higher education.”

# Growing Momentum to Reauthorize the Higher Education Act

- **December 2017: House Republicans introduce their comprehensive HEA reauthorization (PROSPER Act)**
- **July 2018: House Democrats introduce their comprehensive HEA reauthorization (Aim Higher Act)**
- **September 2019: Senator Lamar Alexander introduces a scaled down HEA reauthorization (Student Aid Improvement Act)**
- **October 2019: House Democrats introduce a second refined comprehensive HEA reauthorization (College Affordability Act)**

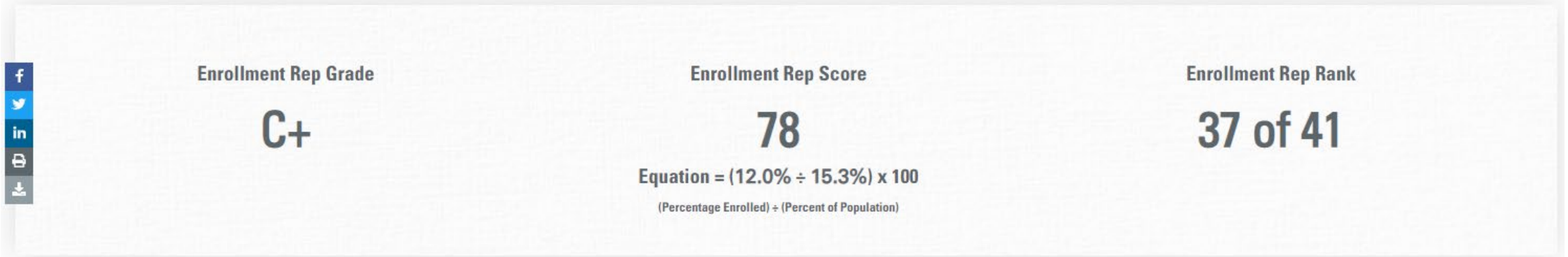


# Access in Missouri

# Access at Community Colleges

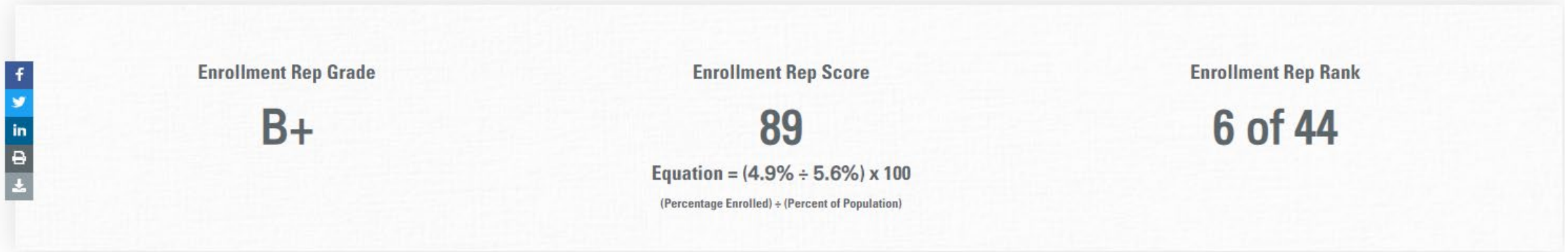
## Enrollment Representation

How well does Black enrollment reflect the racial/ethnic composition of the state?



## Enrollment Representation

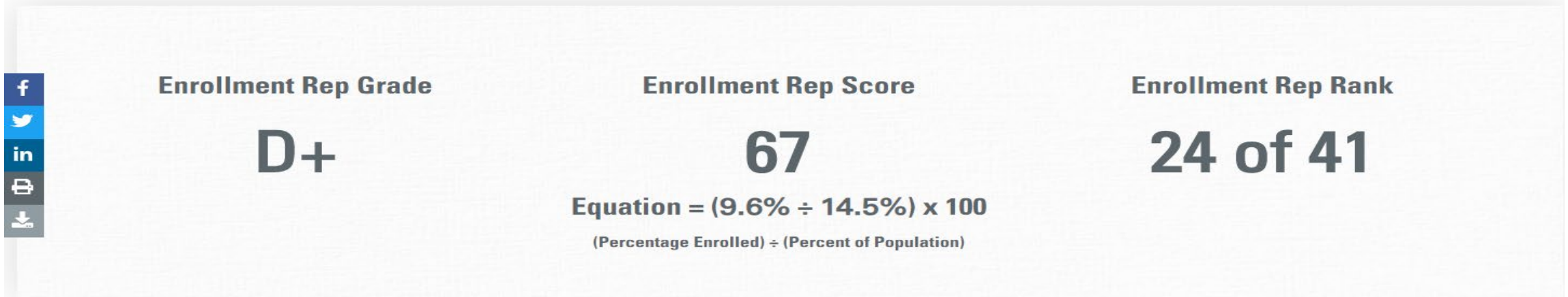
How well does Latino enrollment reflect the racial/ethnic composition of the state?



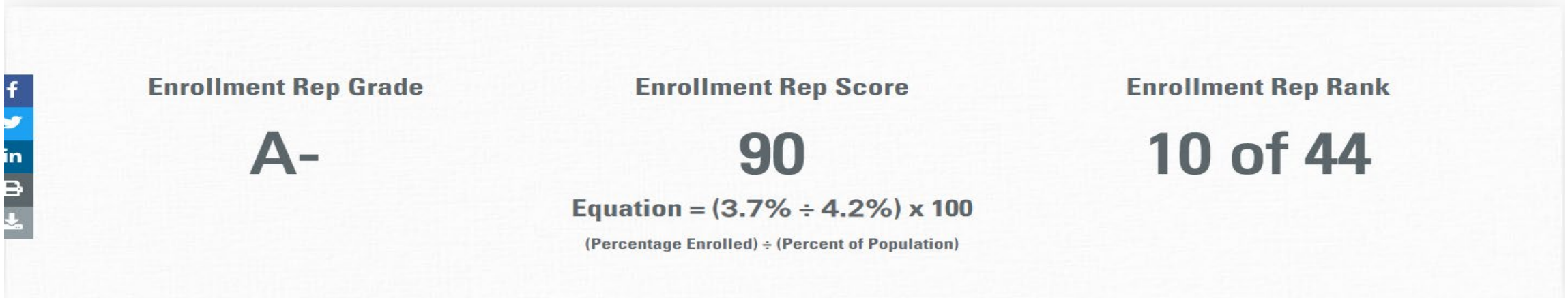
# Access at 4-Year Colleges & University

## Enrollment Representation

How well does Black enrollment reflect the racial/ethnic composition of the state?



How well does Latino enrollment reflect the racial/ethnic composition of the state?



Black Residents in Missouri make up 14.5% of eligible college students. Is your institution a broken mirror?

Institution	% Black Students Among Undergrads	Grade for Black Enrollment
Missouri University of Science & Technology	3.3%	F
Truman State University	3.6%	F
Missouri State University-Springfield	4.5%	F
Northwest Missouri State University	6.1%	F
Missouri Southern State University	6.6%	F
University of Missouri-Columbia	7.8%	F
Missouri Western State University	9.5%	D
Southeast Missouri State University	9.7%	D
University of Central Missouri	10.4%	C
University of Missouri-Kansas City	13.3%	A
University of Missouri-St Louis	14.6%	A
Lincoln University	49.5%	A+
Harris-Stowe State University	79.3%	A+

Fifty percent of students in K-12 in Missouri qualify for free or reduced lunch. Is your institution a broken mirror?

Institution	% Pell Recipients Among Undergrads	Grade for Pell Enrollment
Truman State University	18.7%	F
University of Missouri-Columbia	18.9%	F
University of Missouri-St Louis	23.5%	F
University of Missouri-Kansas City	24.4%	F
Missouri University of Science and Technology	24.7%	F
Missouri State University-Springfield	29.1%	F
Southeast Missouri State University	31.0%	D
Northwest Missouri State University	31.9%	D
University of Central Missouri	32.1%	D
Missouri Western State University	36.3%	C
Missouri Southern State University	44.5%	B
Lincoln University	55.8%	A
Harris-Stowe State University	72.6%	A

# Increasing Access

# Identifying Policies/Barrier

- Within your state what policies and practices will improve postsecondary access for low-income/underrepresented student populations?
- What state/institutional barriers can you identify/remove to improve postsecondary access?

# What Policies/Practices Increase Access

- Use of Alternative Measures of Student Success away from standardized test
- Provide students access to postsecondary courses while in high school/dual enrollment
- FAFSA Completion as a high school graduation requirement
- Information alone is not enough, low-income students and underrepresented students often require additional support
- Incentivize enrollment in performance funding model
- Targeted recruitment of underrepresented population
- State funding for cluster hiring of underrepresented faculty



# Completion

# Do Black & Latino students receive Associate degrees proportionate to their share of the population?

## Degree Earner Representation

How well does the share of undergraduate degree earners reflect the racial/ethnic composition of the state?



Degree Rep Grade

**F**

Degree Rep Score

**50**

Equation =  $(7.6\% \div 15.3\%) \times 100$

(Degrees Earned) ÷ (Percent of Population)

Degree Rep Rank

**39 of 41**



Degree Rep Grade

**D+**

Degree Rep Score

**67**

Equation =  $(3.7\% \div 5.6\%) \times 100$

(Degrees Earned) ÷ (Percent of Population)

Degree Rep Rank

**13 of 44**

# Do Black & Latino students receive Bachelor's degrees proportionate to their share of the population?

How well does the share of undergraduate degree earners reflect the racial/ethnic composition of the state?



Degree Rep Grade

**F**

Degree Rep Score

**57**

Degree Rep Rank

**24 of 41**

Equation =  $(8.3\% \div 14.5\%) \times 100$

(Degrees Earned)  $\div$  (Percent of Population)



Degree Rep Grade

**C**

Degree Rep Score

**75**

Degree Rep Rank

**9 of 44**

Equation =  $(3.1\% \div 4.2\%) \times 100$

(Degrees Earned)  $\div$  (Percent of Population)

# How well are public institutions in Missouri serving Black students?

Graduation Rate	Black Grad Rate	Black/White Grad Rate Gap	Grade
Harris-Stowe State University	5.8%	11.8 percentage points	F
Lincoln University	10.1%	17.5 percentage points	F
Missouri Southern State University	38.6%	-4.4 percentage points	A
Missouri State University-Springfield	45.2%	10.7 percentage points	A+
Missouri University of Science and Technology	48.8%	16.5 percentage points	A+
Missouri Western State University	10.6%	19.5 percentage points	F
Northwest Missouri State University	25.6%	25.7 percentage points	D
Southeast Missouri State University	41.8%	12.2 percentage points	A+
Truman State University	74.1%	2.0 percentage points	A+
University of Central Missouri	36.8%	16.0 percentage points	A
University of Missouri-Columbia	51.3%	19.6 percentage points	A+
University of Missouri-Kansas City	28.3%	18.8 percentage points	C
University of Missouri-St Louis	46.3%	12.4 percentage points	A+

# How well are public institutions in Missouri serving Pell Grant students?

Graduation Rate	Pell Grad Rate	Pell/Non Pell Grad Rate Gap	Grade
Harris-Stowe State University	45.3%	15.0 percentage points	A
Lincoln University	47.9%	9.9 percentage points	A+
Missouri Southern State University	52.1%	-1.5 percentage points	A+
Missouri State University-Springfield	38.3%	18.1 percentage points	B
Missouri University of Science and Technology	41.0%	13.9 percentage points	B
Missouri Western State University	43.0%	11.2 percentage points	A
Northwest Missouri State University	34.6%	19.1 percentage points	C
Southeast Missouri State University	41.8%	5.9 percentage points	A
Truman State University	26.7%	16.1 percentage points	F
University of Central Missouri	21.4%	13.4 percentage points	F
University of Missouri-Columbia	22.1%	3.6 percentage points	F
University of Missouri-Kansas City	23.4%	No Data	F
University of Missouri-St Louis	14.8%	15.6 percentage points	F

# Increasing Completion

# Identifying Policies/Barrier

- Within your member institutions what policies and practices will improve the graduation rates for low-income/underrepresented student populations?
- What institutional barriers can you identify/remove to improve graduation rates?

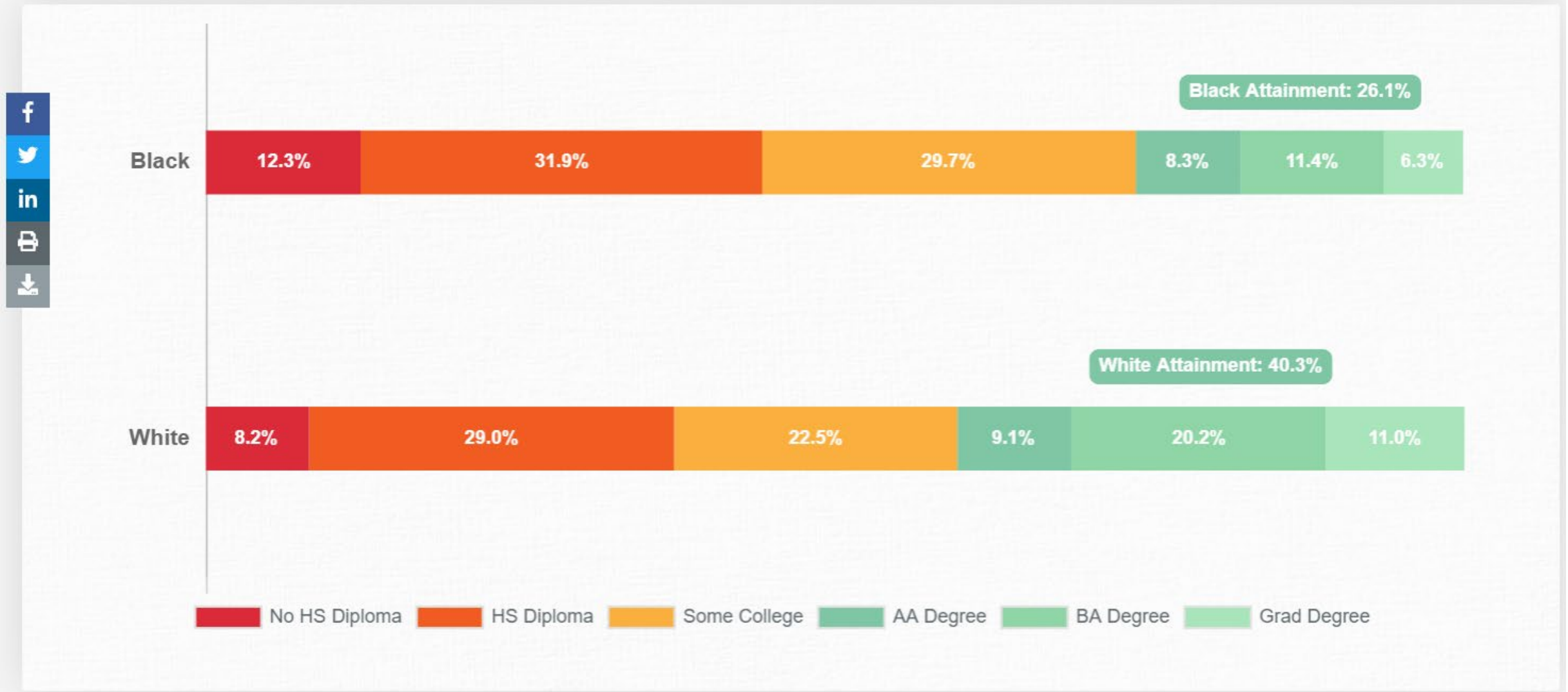
# What Policies/Practices Increase Completion

- Increase student support structures to meet student (CUNY ASAP, Stay the Course, One Million Degrees)
- Intrusive advising
- Emergency grants,
- Developmental ed reform
- Identification of course redesign and redesign of developmental education/ corequisite models
- Evidence of impact of positive/negative campus climate for students of color (faculty training, faculty diversity, etc.);
- Growing evidence on basic needs insecurity (homelessness, hunger, unique challenges facing undocumented students like lack of access to healthcare).
- Use of data to identify and direct interventions at students most likely to drop out
- Performance/Outcomes Based Funding Policies Are Showing Positive Results in Improving Graduation Rates
- Community College Pathways
- Improve Transfer and Articulation

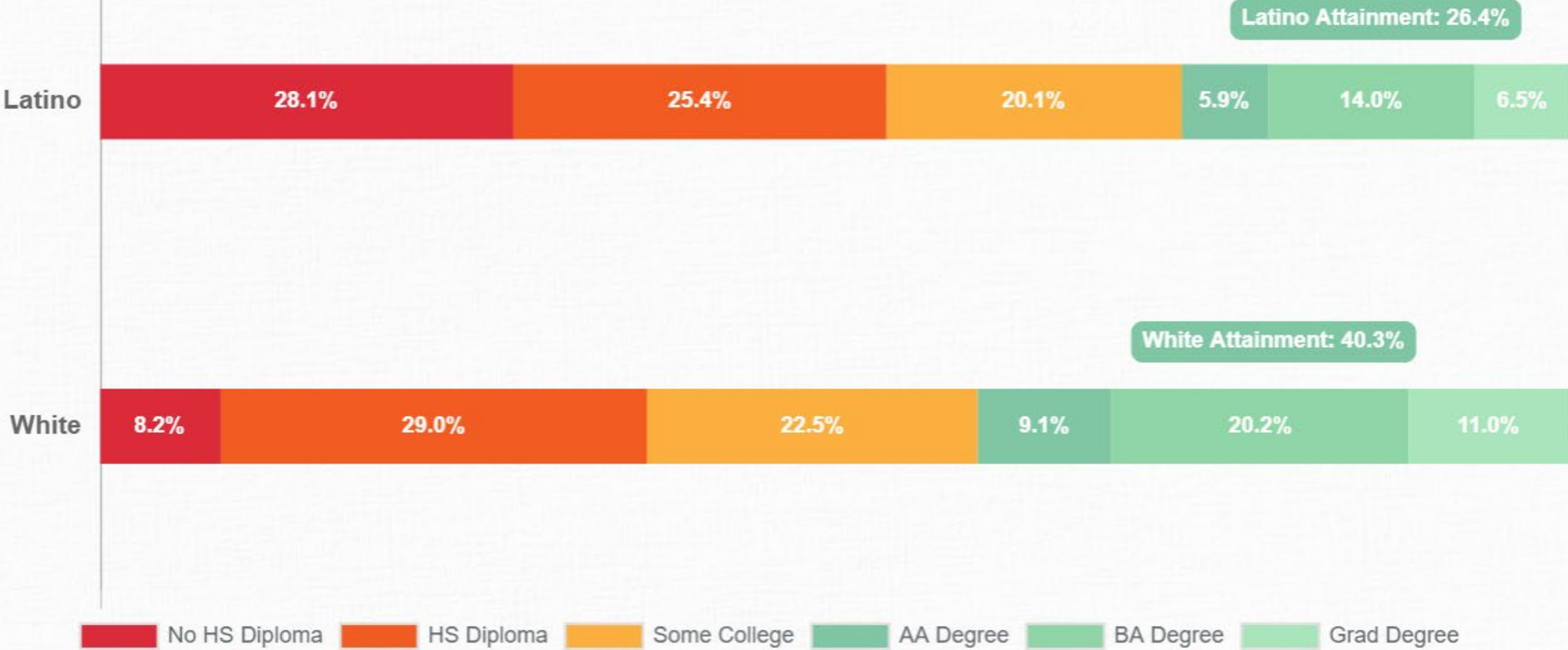


Attainment

# Black Attainment in Missouri



# Latino Attainment in Missouri



# Attainment Results - Missouri

## Black adults, 25-64, 2016

- **Attainment rate: 26.1%** (**D-**, ranked 31<sup>st</sup>)
- **Growth:** 6.3 points since 2000
- **Gap:** 14.2 points (**Average gap**)
- Rankings out of 41 states with usable data

## Latino adults, 25-64, 2016

- **Attainment rate: 26.4%** (**B+**, ranked 9<sup>th</sup>)
- **Growth:** 4.6 points since 2000
- **Gap:** 12.9 points (**Below average gap**)
- Rankings out of 44 states with usable data

*Grades are based on relative position compared to other states, rather than absolute cutscores*

# Increasing Attainment

# Identifying Policies/Barrier

- Within your state/institutional context what policies and practices will improve the attainment rates for low-income/underrepresented student populations?
- What institutional barriers can you identify/remove to improve attainment rates?

# What Policies/Practices Increase Attainment Rates

- Stay committed to the 60X20 Attainment Goal and establish benchmarks to measure progress
- Statewide reengagement initiatives to increase adult returning students.
- Make changes to the A+ scholarship program to benefit low-income students.
  - Statewide scholarships for those with some college no degree
  - Free College policies that include adult returners.
  - 1/3 of recipients in 2017 were from families earning over \$100,000, and over half were from families earning more than \$80,000 annually
- Models which improve credit for prior learning assessment.
- Performance/Outcomes Based Funding policies that incentivize graduation.