Massachusetts Public Higher Education: Retrospective and Future

MASSACHUSETTS
Department of
Higher Education

Objectives

- ✓ Review the long-run trajectory of BHE policy objectives and focus area

- ✓ Overview of the Strategic Plan for Racial Equity

- ✓ Identify Next Steps

Trajectory

- **2009-2015 The Vision Project**:
  - College Participation
  - College Completion, Student Learning, Workforce Alignment, Student Learning, Preparing Citizens, Elimination of Disparities, PromotingResearch.

- **2015-2018 The Big Three**: College Participation, Student Success, Closing Gaps.

- **2019-2022 The Equity Agenda**: Eliminating Disparities

The Equity Agenda
Trajectory

2009-2015
The Vision Project

- College Participation
- College Completion
- Student Learning
- Workforce Alignment
- Student Learning
- Preparing Citizens
- **Elimination of Disparities**
- Promoting Research

2016-2018
The Big Three

- College Participation
- Student Success
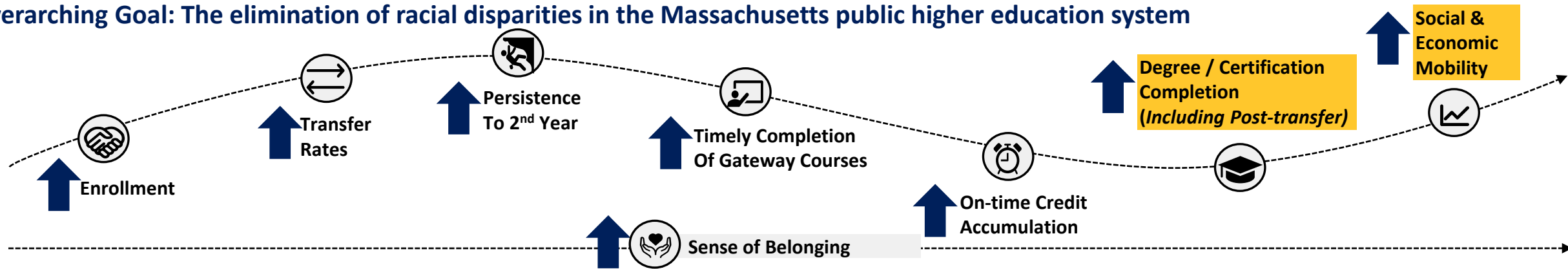- **Closing Gaps**

2019-
The Equity Agenda

- **Eliminating Racial Disparities**

Strategic Plan for Racial Equity

Strategic Plan for Racial Equity Overview

Overarching Goal: The elimination of racial disparities in the Massachusetts public higher education system

Enrollment

Transfer Rates

Persistence To 2nd Year

Timely Completion Of Gateway Courses

On-time Credit Accumulation

Sense of Belonging

Degree / Certification Completion *(Including Post-transfer)*

Social & Economic Mobility

Strategies for Achieving the Goals

Prepare Students Of Color To Thrive Beyond Their Time In Higher Education

Establish The Infrastructure To Drive Racial Equity

Transform Institutional Cultures To Be Equity-minded

Build A Culturally Relevant And Civically Engaged Educational Experience For Students Of Color

Increase Access To Higher Education For Students Of Color

Key Data

Segment Level Rate for most recent cohort, assessment of recent change, assessment of proportionality in outcomes
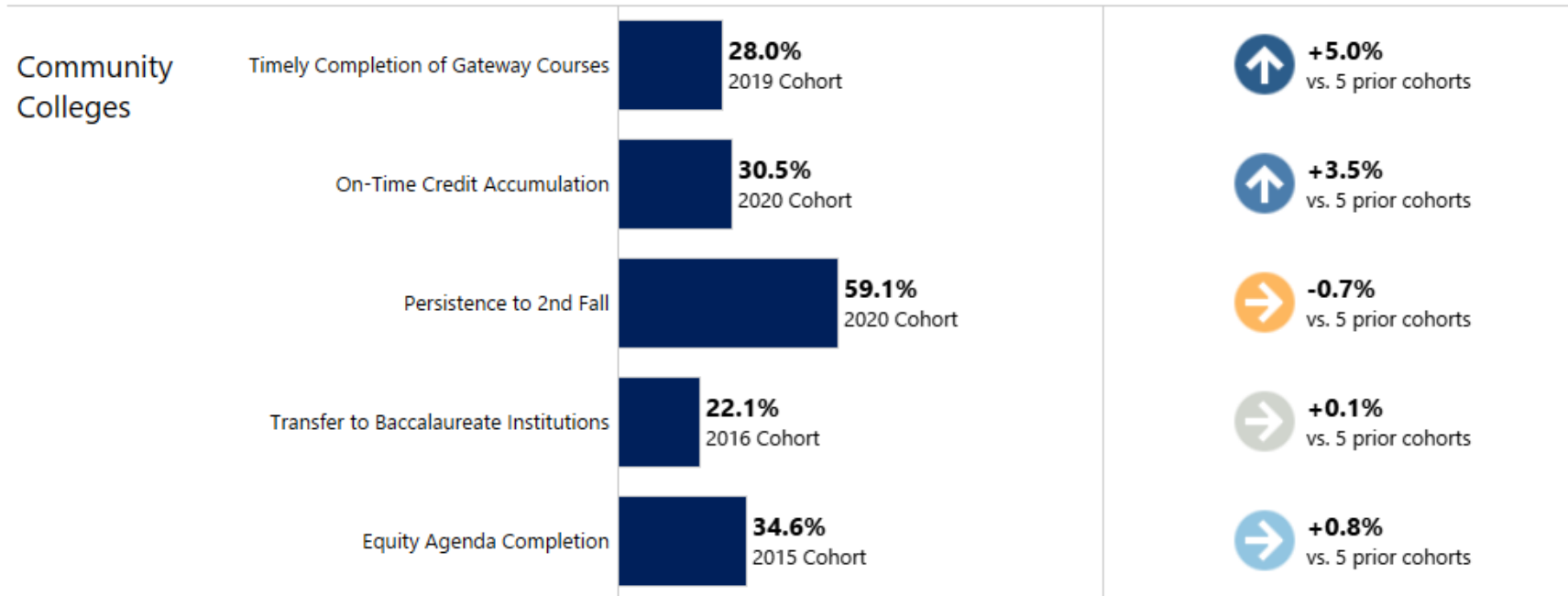
			American Indian or Alaskan Native	Asian or Pacific Islander	Black or African American	Hispanic or Latino	Two or more races	White
Community Colleges	Timely Completion of Gateway Courses	28.0% 2019 Cohort	↑ +5.0% vs. 5 prior cohorts	0.77	1.39	0.71	0.76	0.85	1.21
	On-Time Credit Accumulation	30.5% 2020 Cohort	↑ +3.5% vs. 5 prior cohorts	0.75*	1.20	0.72	0.70	0.94	1.21
	Persistence to 2nd Fall	59.1% 2020 Cohort	→ -0.7% vs. 5 prior cohorts	0.72	1.09	0.99	0.90	0.96	1.05
	Transfer to Baccalaureate Institutions	22.1% 2016 Cohort	→ +0.1% vs. 5 prior cohorts	0.73	1.40	0.91	0.76	1.03	1.11
	Equity Agenda Completion	34.6% 2015 Cohort	→ +0.8% vs. 5 prior cohorts	0.60	1.11	0.85	0.74	0.90	1.15

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Key Data

Segment Level
Rate for most recent cohort, assessment of recent change, assessment of proportionality in outcomes

	Metric	Rate	Change vs. 5 prior cohorts	American Indian or Alaskan Native	Asian or Pacific Islander	Black or African American	Hispanic or Latino	Two or more races	White
State Universities	Timely Completion of Gateway Courses	61.9% (2019 Cohort)	↓ -1.4%	1.18*	1.13	0.78	0.84	0.96	1.05
	On-Time Credit Accumulation	66.6% (2020 Cohort)	↓ -7.6%	1.20*	1.04	0.70	0.75	0.91	1.10
	Persistence to 2nd Fall	83.1% (2020 Cohort)	↓ -4.6%	1.03*	1.03	0.92	0.91	1.02	1.03
	Equity Agenda Completion	72.4% (2015 Cohort)	→ +0.0%	0.72*	1.00	0.91	0.89	0.88	1.03
University of Massachusetts	Persistence to 2nd Fall	88.0% (2020 Cohort)	↓ -1.9%	1.14*	1.05	0.95	0.95	0.99	1.02
	Equity Agenda Completion	78.3% (2015 Cohort)	↑ +1.5%	0.85*	1.04	0.83	0.89	0.95	1.06

Key Data

System Level
Rate for most recent cohort, assessment of recent change, assessment of proportionality in outcomes

				American Indian or Alaskan Native	Asian or Pacific Islander	Black or African American	Hispanic or Latino	Two or more races	White
Community Colleges & State Universities	Timely Completion of Gateway Courses	38.0% 2019 Cohort	⬆ +4.4% vs. 5 prior cohorts	0.92	1.20	0.67	0.70	0.92	1.21
	On-Time Credit Accumulation	43.5% 2020 Cohort	⬆ +1.9% vs. 5 prior cohorts	0.93	1.05	0.66	0.66	0.93	1.22
System	Persistence to 2nd Fall	75.7% 2020 Cohort	➡ -0.2% vs. 5 prior cohorts	0.77	1.11	0.93	0.88	1.00	1.04
	Equity Agenda Completion	55.7% 2015 Cohort	⬆ +2.6% vs. 5 prior cohorts	0.63	1.13	0.78	0.70	0.93	1.11

Key Initiatives

Enrollment

- Bridges to College
- GEAR UP
- Early College
- MAICEI
- MassGrant Plus
- SAT Optional Pilot

Timely Completion of Gateway Courses

- Developmental Education Reform
- STEM Starter Academy (SSA)
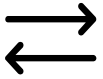
On-time Credit Accumulation

- Competency Based Education
- Dual Enrollment
- Prior Learning Assessment

Persistence To 2nd Year

- Basic Needs Security
- Open Educational Resources
- SUCCESS

Key Initiatives

Transfer Rates

- MassTeach
- MassTransfer
- SSA Transfer Academy

Sense of Belonging

- Campus Safety and Violence Prevention
- Performance Measurement Reporting System

Degree/Certification Completion

- Civic Engagement & Learning
- Financial Aid Expansion
- Program Approval
- Strategic Finance
- Student Learning Outcomes Assessment

Social & Economic Mobility

- Community College Internships
- State University Internships
- Training Resources and Internship Program (TRAIN)

Key Functions & Initiatives

- **Regulatory and Statutory Initiatives**
  - Campus Safety- Landmark State Campus Sexual Assault Law
  - Consumer Protection (e.g., Program Approval and SARA)
  - Define and measure educational success using standards and measurements (PMRS)
  - Financial Assessment and Risk Monitoring
  - Optional Retirement and 403(b) Plan
  - Veterans Affairs

Future Directions

System-level Actions in Support of the Strategic Plan for Racial Equity

- Communications and Stakeholder Engagement

- Project Management

- Professional Development

- Racial Equity Toolkit

- Student Success Framework Coordination

Discussions and Questions