



REACHING HIGHER, DELIVERING VALUE

A State Agenda to Increase the Value of Higher Education in Indiana

Faculty Leadership Conference

February 16, 2017



HISTORY

- **2008: *Reaching Higher***
 - Moving from college **access** to **completion**
- **2012: *Reaching Higher, Achieving More***
 - Improving college **completion**
 - Increasing **productivity**
 - Ensuring academic **quality**
- **2016: *Reaching Higher, Delivering Value***



REACHING HIGHER, DELIVERING VALUE

- **Delivering increased value through:**
 - Timely college **completion**
 - Quality **competency**-based credentials
 - Purposeful **career** preparation

- **Shared responsibility between:**
 - **Educators** and **Employers**
 - **Students** and the **State**



KEY COLLEGE VALUE QUESTIONS

- **Completion:** How do we keep more students on track to graduate with minimal debt?
- **Competency:** What do college credentials tell us about what students have learned and are able to do?
- **Career:** How can we ensure that graduates equipped to succeed in fulfilling careers?



INDIANA'S GUIDING PRINCIPLES

- **STUDENT-CENTERED**

- Recognizing the changing needs and demographics of Hoosier students and placing students at the center of each and every effort

- **MISSION-DRIVEN**

- Recognizing Indiana's diverse landscape of higher education providers, each filling a distinct but integrated role within the state's system.

- **WORKFORCE-ALIGNED**

- Recognizing the increasing knowledge, skills and education attainment needed for lifetime employment and Indiana's economic competitiveness.



INDIANA'S 2025 Goals

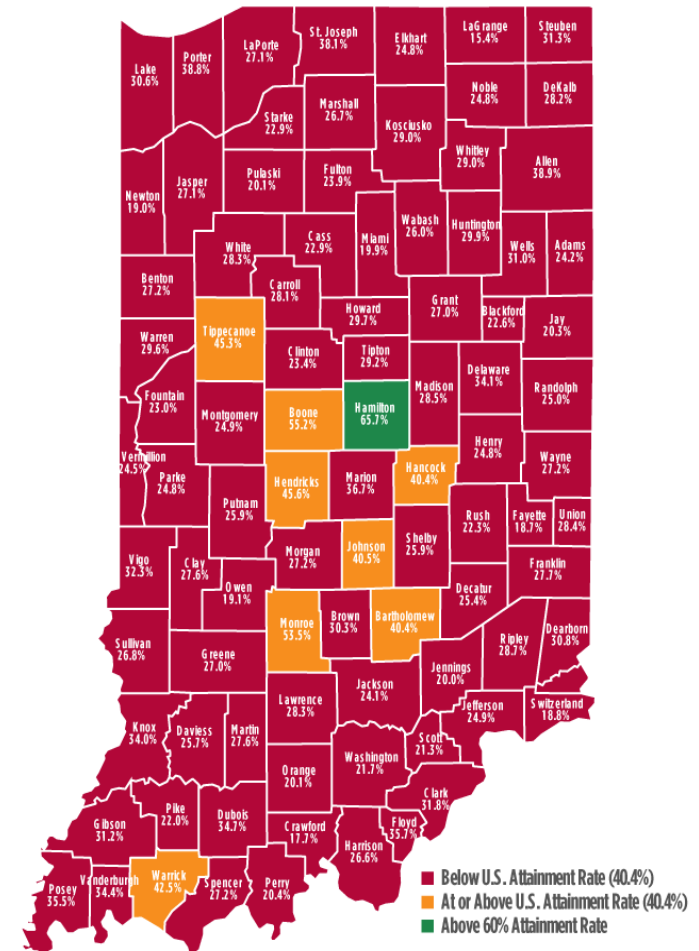
- **INCREASE EDUCATION ATTAINMENT**
 - At least 60 percent of Hoosiers with education and training beyond high school by the year 2025

- **CLOSE THE ACHIEVEMENT GAP**
 - Eliminate gaps in college completion rates by student income and race/ethnicity by 2025



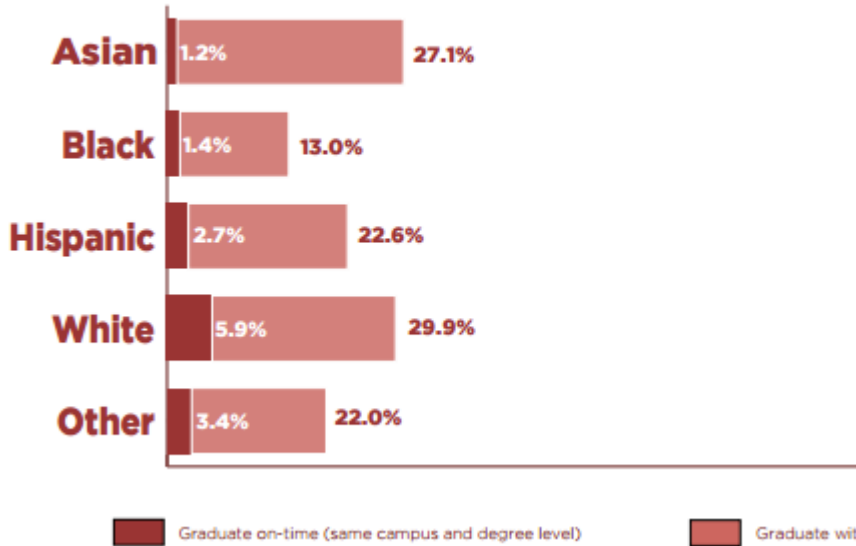
The Attainment Gap

- 1 county above 60% goal
- 9 counties above national attainment average (40.4%)
- 41 counties below national average

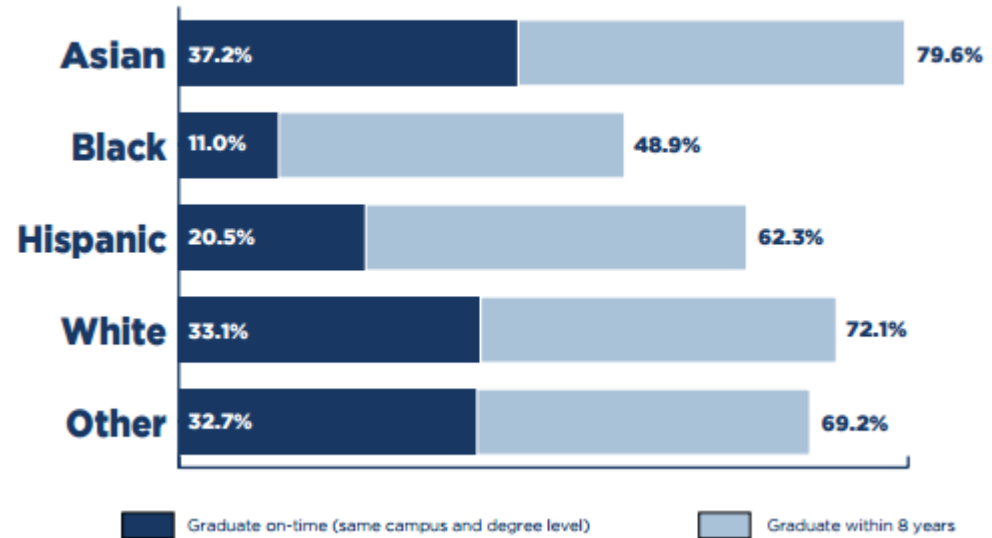


The Completion Gap

TWO-YEAR COLLEGES



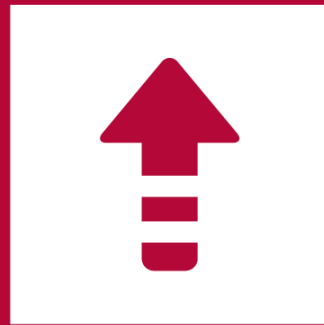
FOUR-YEAR COLLEGES





THE RESPONSE





COMPLETION

**All students deserve a clear and
affordable path to college completion.**

COMPLETION

- **GOAL:**
 - By 2020, Indiana students will have structured paths to timely college completion that include purposeful planning, rigorous preparation and proactive support.
- **CORE STRATEGIES:**
 - Increase college affordability
 - Improve college readiness
 - Strengthen student support



COMPLETION

- **KEY METRICS:**
 - **Affordability:** Percentage of total college costs financed through student loan debt.
 - **Readiness:** Percentage of high school graduates who are prepared for college-level coursework.
 - **Support:** Percentage of students who complete college (and percent completing on time).



KEY COMPLETION STRATEGIES

- Support **proactive college saving** and planning to shift reliance on debt financing
- Promote **college readiness** through increased academic preparation, especially in math
- Smooth **transition to college** through summer bridge and first year experience programs
- Scale **proven practices** that keep college students on track to graduate (guided pathways, proactive advising, etc.)
- Increase **targeted support** for at-risk, adult and transfer students.





COMPETENCY

Competency—what students know and are able to do—should be the building block of higher education.

COMPETENCY

- **GOAL:**
 - By 2020, Indiana college degree programs will have clearly defined student learning outcomes, comparable measures of student learning and flexible options for accelerated completion.

- **CORE STRATEGIES:**
 - Define learning outcomes
 - Measure student learning
 - Encourage competency-based approaches



COMPETENCY

- **KEY METRICS:**
 - **Define outcomes:** Percentage of graduates who say their college prepared them well for life outside of college.
 - **Measure learning:** Percentage of college graduates who demonstrate mastery of core competencies on comparable measures of student learning outcomes.
 - **Encourage innovation:** Percentage of college students enrolled in competency-based education programs.



KEY COMPETENCY STRATEGIES

- Increase transparency around student **learning outcomes**
- Promote **collaboration** between faculty and employers
- Measure **core competencies** through comparable assessments and student work
- Provide state policy **flexibility and incentives** that support competency-based approaches
- Publicly report quantitative and qualitative measures of student learning through **Indiana College Value Index**





CAREER

Career preparation should be an integral and intentional part of a student's education.

CAREER

- **GOAL:**
 - By 2020, Indiana high school and college graduates will engage in intentional career preparation as a core component of their education experience.

- **PRIORITIES:**
 - Ensure intentional career planning
 - Integrate workplace experience
 - Streamline job placement



CAREER

- **KEY METRICS:**
 - **Planning:** Percentage of graduates who start and finish in the same college meta-major.
 - **Experience:** Percentage of graduates who complete an internship or related workplace experience during college.
 - **Placement:** Percentage of alumni who say their college helped them find their first job after graduation.



KEY CAREER STRATEGIES

- Promote early and ongoing **career planning and advising** aligned with academic advising (K-12 through college)
- Incorporate **career interest assessment** results, **labor market** and **ROI data** into advising and program selection practices
- Encourage **employer engagement** to increase student opportunities for workplace exposure and experience
- Integrate **work-based and applied learning** experiences across college programs and majors
- Ensure **job placement** is intentional and informed by ongoing surveying of alumni and employers





PAYING FOR WHAT WE VALUE



College Performance Funding

COMPLETION

- **CURRENT:** Degree completion, on-time completion, at-risk completion
- **FUTURE:** Accelerated completion

COMPETENCY

- **CURRENT:** Remediation Success
- **FUTURE:** Mastery of Core Competencies

CAREER

- **CURRENT:** High-impact Degrees
- **FUTURE:** Labor Market Outcomes



Student Financial Aid

COMPLETION

- **CURRENT:** Credit Completion Incentives
- **FUTURE:** Flexibility for Accelerated Degree Programs

COMPETENCY

- **CURRENT:** Satisfactory Academic Progress (SAP)
- **FUTURE:** Flexibility for competency-based programs, Aid for prior learning assessments

CAREER

- **CURRENT:** EARN Indiana work-study program
- **FUTURE:** Flexibility for workplace experience



REACHING HIGHER, DELIVERING VALUE



COMPLETION



COMPETENCY



CAREER



INDIANA COMMISSION *for*
HIGHER EDUCATION