



REACHING HIGHER, ACHIEVING MORE



INDIANA

COLLEGE COMPLETION

2014 REPORT

A clearer and more comprehensive picture
of college completion in Indiana



INDIANA *for* COMMISSION
HIGHER EDUCATION



COMPLETION



PRODUCTIVITY



QUALITY



Introduction: **Indiana's Completion Challenge**

Though education provides greater opportunity at all levels, it's clear that Hoosiers who complete education beyond high school are better equipped for success in the 21st Century economy. The reality is that nearly two-thirds of all new jobs in Indiana this decade will require a postsecondary credential, and those who lack higher education will have limited options for career advancement and upward mobility.

Yet, at a time when a college has never been more essential, many Hoosiers might be surprised to learn that just 3 in 10 students who enroll at an Indiana four-year campus graduate on time and only half finish within six years. The completion challenge is even more apparent at the state's two-year campuses where fewer than 1 in 10 students finish on time and only 12 percent graduate within three years.

Rallying Hoosiers around the common cause of college completion is the foundation of the Indiana Commission for Higher Education's strategic plan, *Reaching Higher, Achieving More*. More Hoosiers than ever before recognize that higher education separates the "haves" from the "have-nots," and Indiana's college completion agenda reflects a growing sense of urgency to increase the percentage of adults with a quality college degree or workforce credential to 60 percent of the state's population by 2025.

Meeting the Challenge

Indiana is embracing its college completion challenge at all levels. Indiana's colleges and universities are creating new innovative programs and financial incentives that promote college completion, including tuition discounts, on-time graduation bonuses, and proactive advising practices that provide the support students need to succeed.

Indiana policymakers also have responded to this call with a performance funding formula that rewards college completion, state financial aid incentives that encourage on-time graduation and new state laws that streamline

college transfer and ensure all Hoosier students have a clear degree map that guides their way to graduation day.

A Closer Look at Completion

An on-time degree will always be the best and most cost-effective path to college completion. At the same time, we recognize that Indiana's completion picture includes not only full-time students who start and finish at the

The Commission for Higher Education is committed to providing a clearer and more comprehensive picture of college completion.

same institution but also students who attend college part-time, students who transfer between colleges, students who take longer to graduate and students who earn a different degree type than the one they set out to pursue.

Every graduate brings Indiana another step closer to reaching its 60 percent education attainment goal, and each student must be acknowledged and accounted for in addressing the state's completion challenge.

A closer look at Indiana's completion picture also reveals stark disparities in graduation rates of low-income and minority Hoosier students. There are 20 to 30 percentage-point gaps in completion rates between the lowest-graduation and highest-graduating demographic groups at the state's two- and four-year campuses. In recognition of this challenge, the Commission passed a resolution in 2013 calling on Indiana colleges to cut this achievement gap in half by 2018 and close it by 2025.





About the Completion Report

The Commission for Higher Education is committed to providing a clearer and more comprehensive picture of college completion in order to inform and advance Indiana's collective efforts to boost education attainment.

In partnership with Indiana public colleges and the National Student Clearinghouse, the Commission has collected completion data for Hoosier students who graduate in this state and out-of-state. Each Indiana college profile shows the percentage of students who start and finish at their campus of origin as well as those who complete at another institution or with a different degree over three different time horizons. The second page of each college profile presents disaggregated completion rates to illuminate how completion patterns differ by student population based on income-level and race/ethnicity.

Improving college completion is a complex problem, but overcoming Indiana's completion challenge begins with a clearer understanding of where we are and where we need to go.

Frequently Asked Questions

What is the purpose of the College Completion Reports?

The reports show a more complete picture of postsecondary success than traditional graduation rates, including students who earn a degree after transferring to another college and those who complete a different degree type than originally sought. These students are not included in traditional graduation rates, which typically are limited to students who start and finish at the same college and with the same degree type.

By contrast, a comprehensive completion rate includes all students who earn a degree, regardless of the path or timeline they took to get there. The Completion Reports also spotlight the deeper trends behind the summary numbers, including the disparities in college completion rates among different student populations.

What are the key takeaways from this report?

1. Traditional graduation rates do not provide a complete picture of student success.
2. A substantial number of Hoosier college grads finish at a different college than where they started.
3. On-time college completion is the exception in Indiana with the majority of students taking longer to graduate.
4. Full-time student success rates are significantly higher than part-time student success rates.
5. Racial/ethnic achievement gaps in college completion rates are substantial on Indiana campuses, and larger than gaps related solely to family income level.

Why do completion rates differ so much by campus?

Indiana's college campuses have different missions and admission standards and serve students with differing levels of academic preparation. As such, each higher education institution faces different challenges in its efforts to improve completion rates and student success.

When comparing completion rates, a campus is best measured against its own improvement over past performance. In future versions of the Completion Reports, the Commission will highlight innovative strategies taking place on Indiana college campuses that are producing results in increasing degree completion and on-time graduation.

What is the source of the data in this report?

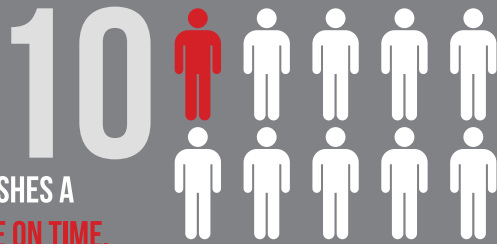
This report relies on data submitted by Indiana colleges through the Commission's annual data collection process as well as data from the National Student Clearinghouse. It is important to understand that this report represents a snapshot in time and looks back six years for community college campuses (to the class of students entering in 2007) and eight years for the other schools (to the class of students entering in 2005). Future versions of the completion reports will include year-over-year analyses to demonstrate progress over time.





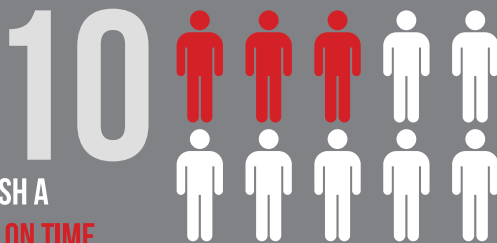
TRENDS & TAKEAWAYS

1 OUT OF EVERY STUDENTS FINISHES A **TWO-YEAR DEGREE ON TIME.**



FULL-TIME STUDENTS AT INDIANA COLLEGES ARE NEARLY TWICE AS LIKELY TO EARN A TWO-YEAR DEGREE AND 6 TIMES MORE LIKELY TO GRADUATE WITH A FOUR-YEAR DEGREE THAN PART-TIME STUDENTS.

3 OUT OF EVERY STUDENTS FINISH A **FOUR-YEAR DEGREE ON TIME.**



COMPLETION GAP

THE GAP IN COLLEGE GRADUATION RATES BETWEEN INDIANA'S STUDENT RACE & ETHNIC GROUPS IS **24% AT TWO-YEAR COLLEGES AND 31% AT FOUR-YEAR COLLEGES.**



INDIANA'S **TWO-YEAR COLLEGES** SPEND AN AVERAGE OF **\$31,369** FOR EACH DEGREE PRODUCED.

INDIANA'S **FOUR-YEAR COLLEGES** SPEND AN AVERAGE OF **\$62,208** FOR EACH DEGREE PRODUCED.





COLLEGE COMPLETION



Data At-a-Glance

Traditional college graduation rates typically include only first-time, full-time students who finish at the same college they started at and with the same degree type they originally sought. Though an on-time degree will always be the most cost-effective path to college completion, the **Total Campus Completion Rate** includes both students who graduate on-time as well as those who take longer to earn their degrees. The **Total Student Completion Rate** provides an even fuller picture of college completion by capturing all students who cross the finish line, regardless of where they complete or what degree they ultimately earn. This includes part-time as well as full-time students, transfer students and students who change to another degree type. Every graduate brings Indiana closer to reaching its 60 percent educational attainment goal, and each Hoosier student must be acknowledged and accounted for in addressing the state's completion challenge.

State-Level Completion Data

STATEWIDE	Building a Completion Rate						The Completion GAP					
	CAMPUS Completion Rate			STUDENT Completion Rate			HIGH	LOW	GAP			
	Students who Complete On-Time (same campus)	Students who Complete Late (same campus)	Total Campus Completion Rate	Students who Transfer and Complete OR Complete Other Degree Type	Total Student Completion Rate	Highest-Performing Racial/Ethnic Group	Lowest-Performing Racial/Ethnic Group	Difference between Highest and Lowest Group				
Two-Year Colleges	5.1%	+	15.2%	=	20.3%	+	7.9%	=	28.2%	38.3%	14.2%	24.1%
Four-Year Colleges	29.5%	+	26.2%	=	55.7%	+	12.9%	=	68.6%	74.9%	44.4%	30.5%

Campus-Level Completion Data

A note about campus comparisons: Each higher education institution faces different challenges in its efforts to improve completion and student success. Indiana colleges have different missions, different admission standards and different student populations with varying levels of academic preparation. When comparing completion rates, a campus is best measured by its improvement over its own past performance. In future versions of the Completion Reports, the Commission will highlight innovative strategies on Indiana college campuses that are producing results in increasing degree completion and on-time graduation.

CAMPUS	Building a Completion Rate						The Completion GAP					
	CAMPUS Completion Rate			STUDENT Completion Rate			HIGH	LOW	GAP			
	Students who Complete On-Time (same campus)	Students who Complete Late (same campus)	Total Campus Completion Rate	Students who Transfer and Complete OR Complete Other Degree Type	Total Student Completion Rate	Highest-Performing Racial/Ethnic Group	Lowest-Performing Racial/Ethnic Group	Difference between Highest and Lowest Group				
Ball State University	32.6%	+	24.7%	+	57.3%	+	14.3%	=	71.7%	76.2%	56.3%	19.9%
Indiana State University	20.5%	+	24.0%	+	44.5%	+	14.6%	=	59.1%	67.1%	41.7%	25.4%
IU Bloomington	49.7%	+	24.5%	+	74.2%	+	9.0%	=	83.1%	85.4%	57.8%	27.6%
IU East	6.1%	+	18.6%	+	24.7%	+	10.4%	=	35.1%	suppressed	suppressed	suppressed
IU Kokomo	8.5%	+	16.4%	+	24.9%	+	17.8%	=	42.6%	suppressed	suppressed	suppressed
IU Northwest	8.0%	+	18.4%	+	26.3%	+	16.9%	=	43.2%	48.3%	25.0%	23.3%
IPFW	6.5%	+	25.5%	+	32.0%	+	18.0%	=	50.1%	63.6%	28.4%	35.3%
IUPUI	10.5%	+	27.0%	+	37.5%	+	14.2%	=	51.7%	57.1%	41.7%	15.5%
IU South Bend	4.6%	+	23.1%	+	27.7%	+	14.0%	=	41.7%	45.5%	11.4%	34.1%
IU Southeast	8.1%	+	24.3%	+	32.4%	+	16.7%	=	49.1%	54.5%	31.6%	23.0%
Ivy Tech	3.8%	+	15.7%	+	19.5%	+	8.2%	=	27.7%	35.7%	15.7%	20.1%
Purdue Calumet	6.8%	+	27.5%	+	34.3%	+	12.3%	=	46.6%	63.6%	28.1%	35.5%
Purdue N. Central	6.3%	+	23.0%	+	29.4%	+	16.9%	=	46.3%	47.4%	26.1%	21.4%
Purdue W. Lafayette	37.6%	+	32.3%	+	69.9%	+	11.6%	=	81.5%	83.8%	61.0%	22.7%
Univ. of Southern Indiana	15.3%	+	21.8%	+	37.1%	+	18.4%	=	55.6%	61.5%	23.8%	37.7%
Vincennes University	12.6%	+	12.6%	+	25.3%	+	6.2%	=	31.5%	36.5%	7.5%	29.0%



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Public Two-Year Colleges

THE COMPLETION DASHBOARD

Traditional college graduation rates - which only account for students starting and finishing at the same campus - are a good indicator of a college's effectiveness. Yet, a closer look at Indiana's completion challenge reveals a more complex picture with many students taking longer to graduate, transferring to other colleges and earning other degrees and credentials. These graduates are also an important part of Indiana's completion picture.

TIME TO COMPLETION	Same Campus and Degree Level		Different Campus or Degree Level		Total Completion	
	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME
Complete within 2 years	5.1%	1.4%	1.3%	0.6%	6.4%	2.0%
Complete within 4 years	16.4%	8.0%	3.9%	2.5%	20.3%	10.5%
Complete within 6 years	20.3%	14.3%	7.9%	4.7%	28.2%	18.9%

Represents certificate or associate's seeking students starting in fall 2007

For every 100 students who start college as full-time students...



6 students complete within 2 years



20 students complete within 4 years



28 students complete within 6 years



■ Same Campus and Degree Level ■ Different Campus or Degree Level



Indiana two-year colleges and universities spend \$31,369 for each college degree they produce

Full-time college (2 yr) students are **1.5 times** more likely to complete within **6 years** than part-time students

Based on certificate or associate's seeking students starting in fall 2007

The longer it takes for students to earn a degree, the less likely they are to graduate at all. The costs add up as well. An extra year of college costs a Hoosier student nearly \$50,000 in extra tuition, lost wages and related costs while also increasing the college's total expenses for each degree it produces. Getting more students through the completion pipeline faster is a key strategy toward meeting Indiana's education attainment goal.





Public Two-Year Colleges

THE COMPLETION GAP

Disparities in college completion rates exist at all levels of Indiana's higher education system. Indiana's statewide two-year college on time graduation rate is 6 percent for the White students, 4 percent for the Hispanic students and 1 percent for the Black students. Overcoming this challenge is essential to offering all Hoosiers a higher quality of life and providing the state with a stronger economy and workforce.

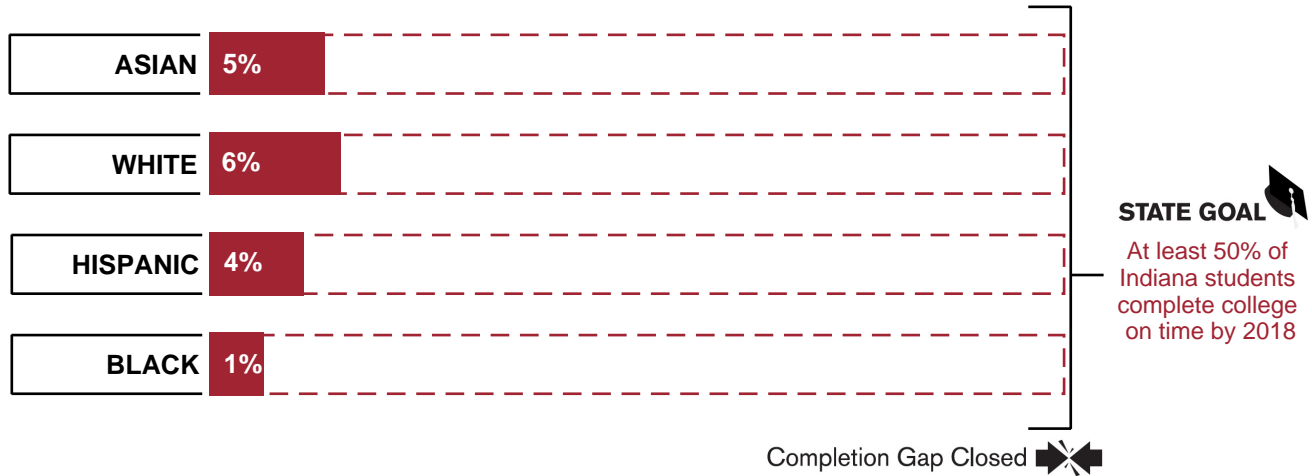
INCOME	COMPLETION RATE	
	Same Campus Same Degree on time	Any Campus Any Degree within 6 yrs
ALL STUDENTS	5.1%	28.2%
FRANK O'BANNON	4.5%	33.8%
SCHOLARS (21st Century)	3.9%	25.8%
PELL	3.5%	23.5%
FEDERAL LOAN	5.7%	27.2%

Frank O'Bannon and 21st Century Scholars are Indiana's need-based financial aid programs.

RACE/ETHNICITY	COMPLETION RATE	
	Same Campus Same Degree on time	Any Campus Any Degree within 6 yrs
ASIAN	5.0%	38.3%
BLACK	1.2%	14.2%
HISPANIC	3.6%	25.9%
WHITE	5.9%	30.6%
OTHER	2.8%	23.0%

Other includes Native American/Alaskan Native, Native Hawaiian/Pacific Islander, Multiracial, and undeclared.

ON TIME COMPLETION RATE **COMPLETION GAP**



The Indiana Commission for Higher Education has set a goal of cutting the state's college completion achievement gap in half by the year 2018 and eliminating it entirely by 2025. Indiana's colleges and universities also have set targets for narrowing the completion gap on their campuses and are being encouraged to share successful strategies that may be replicated and scaled by other colleges across the state.

All above disaggregations are for certificate or associate's seeking students starting in fall 2007 as full-time students





Public Four-Year Colleges

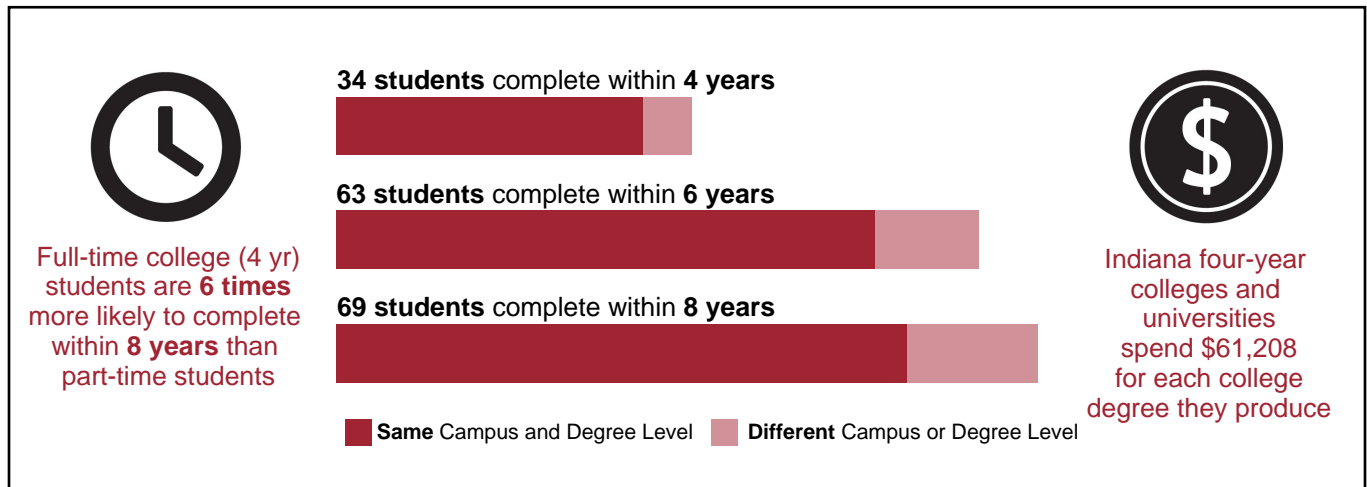
THE COMPLETION DASHBOARD

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TIME TO COMPLETION	Same Campus and Degree Level	Different Campus or Degree Level	Total Completion
Complete within 4 years	29.5%	4.8%	34.2%
Complete within 6 years	52.5%	10.4%	62.9%
Complete within 8 years	55.7%	12.9%	68.6%

Represents bachelor's seeking students starting in fall 2005 as full-time students

For every 100 students who start college as full-time students...



Based on bachelor's seeking students starting in fall 2005

The longer it takes for students to earn a degree, the less likely they are to graduate at all. The costs add up as well. An extra year of college costs a Hoosier student nearly \$50,000 in extra tuition, lost wages and related costs while also increasing the college's total expenses for each degree it produces. Getting more students through the completion pipeline faster is a key strategy toward meeting Indiana's education attainment goal.





Public Four-Year Colleges

THE COMPLETION GAP

Disparities in college completion rates exist at all levels of Indiana's higher education system. Indiana's statewide four-year college on time graduation rate is 31 percent for the White students, 19 percent for the Hispanic students and 11 percent for the Black students. Overcoming this challenge is essential to offering all Hoosiers a higher quality of life and providing the state with a stronger economy and workforce.

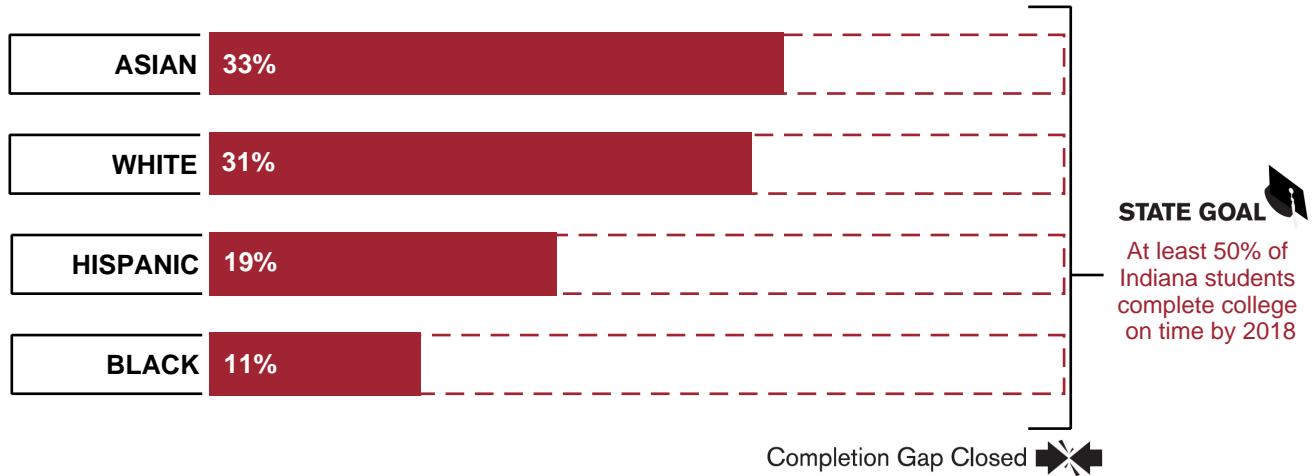
INCOME	COMPLETION RATE	
	Same Campus Same Degree on time	Any Campus Any Degree within 8 yrs
ALL STUDENTS	29.5%	68.6%
FRANK O'BANNON	20.4%	66.5%
SCHOLARS (21st Century)	14.5%	52.2%
PELL	16.5%	53.9%
FEDERAL LOAN	25.4%	65.2%

Frank O'Bannon and 21st Century Scholars are Indiana's need-based financial aid programs.

RACE/ETHNICITY	COMPLETION RATE	
	Same Campus Same Degree on time	Any Campus Any Degree within 8 yrs
ASIAN	32.9%	74.9%
BLACK	10.8%	44.4%
HISPANIC	19.1%	59.0%
WHITE	31.0%	70.7%
OTHER	30.8%	66.2%

Other includes Native American/Alaskan Native, Native Hawaiian/Pacific Islander, Multiracial, and undeclared.

ON TIME COMPLETION RATE **COMPLETION GAP**



The Indiana Commission for Higher Education has set a goal of cutting the state's college completion achievement gap in half by the year 2018 and eliminating it entirely by 2025. Indiana's colleges and universities also have set targets for narrowing the completion gap on their campuses and are being encouraged to share successful strategies that may be replicated and scaled by other colleges across the state.

All above disaggregations are for bachelor's seeking students starting in fall 2005 as full-time students





Public Two-Year Colleges

DATA SOURCES

Cohorts were created using data submitted by Indiana public institutions to CHE through the CHE Data Submission System (CHEDSS). Cohorts were tracked longitudinally using subsequent data submitted by public institutions through CHEDSS and further augmented by enrollment and completion data obtained from the National Student Clearinghouse.

Spending per degree production is sourced from Integrated Postsecondary Education Data System (IPEDS). Calculation methodology is from the Delta Cost Project.

DATA ELEMENT DEFINITIONS

The cohort throughout the report includes students enrolling as first-time Certificate (1 year or more) or Associate's degree-seeking students in the fall of 2007 who were enrolled for credit as of census date.

The Completion Dashboard

Full-Time: enrolled in 12 or more credit hours as of census date for fall 2007

Part-Time: enrolled in less than 12 credit hours as of census date for fall 2007

Same Campus and Degree Level: represents students in cohort who completed a degree at the same level initially sought at the same university system at which they initially enrolled.

Different Campus or Degree Level: represents students in cohort who completed a degree at a lower level than initially sought at the same university system at which they initially enrolled OR completed any degree at any other public institution in Indiana, or at a private or for-profit college/university in Indiana or elsewhere in the United States, provided the college or university participates in the National Student Clearinghouse.

Total Completion: represents students in cohort who completed any degree at any public institution in Indiana, or at a private or for-profit college/university in Indiana or elsewhere in the United States, provided the college or university participates in the National Student Clearinghouse. This is a combination/sum of the above two completion categories.

Spending Per Degree Production: represents the total expenditures for education and related expenses divided by total completions in a year. Education and related expenses is [total instruction expenditures + total student service expenditures + (education share x (total academic support expenditures + total institutional support expenditures + total instruction, research, public service, academic support, student services, and institutional support shares of operation and maintenance of plant))]. Education share is (total instruction expenditures + total student services expenditures) / (total instruction expenditures + total student services expenditures + total research expenditures + total public service expenditures). Data is from FY 2011-2012. State value is calculated using an average of all public 2 year institution values weighted by actual degree production for each institution in same FY.

Full-Time/Part-Time Comparison: for all students in state of Indiana enrolling in a 2 year public institution as first-time Certificate (1 year or more) or Associate's degree-seeking students in the fall of 2007; represents a ratio of the odds that a student starting as a full-time student (enrolled in 12 or more credit hours as of census date) completes any degree at any campus within 6 years over the odds that a student starting as a part-time student (enrolled in less than 12 credit hours as of census date) completes any degree at any campus within 6 years.

The Completion Gap

Disaggregations

Note that only cohorts having 10 or more students included are reported.

Frank O'Bannon: includes any students who were identified as receiving a Frank O'Bannon grant any time in their academic career.

Scholars: includes any students who were identified as receiving a 21st Century Scholar grant any time in their academic career.

Pell: includes any students who were identified as receiving a Pell grant in their first year of enrollment.

Federal Loan: includes any students who were identified as receiving a federal loan in their first year of enrollment.

Race/Ethnicity Categories: a student is assigned to a race/ethnicity category based on his/her race/ethnicity as reported in the first year in which the student enrolled.

Completion Rate:

Same Campus Same Degree on time: represents students in cohort who completed, within 2 years, a degree at the same level initially sought at the same university system at which they initially enrolled.

Any Campus Any Degree within 6 yrs: represents students in cohort who completed, within 6 years, any degree at any public institution in Indiana, or at a private or for-profit college/university in Indiana or elsewhere in the United States, provided the college or university participates in the National Student Clearinghouse.





Public Four-Year Colleges

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Spending per degree production is sourced from Integrated Postsecondary Education Data System (IPEDS). Calculation methodology is from the Delta Cost Project.

DATA ELEMENT DEFINITIONS

The cohort throughout the report includes students enrolling as first-time Bachelor's degree-seeking students in the fall of 2005 with full-time status (12 credit hours or more) as of census date.

The Completion Dashboard

Same Campus and Degree Level: represents students in cohort who completed a degree at the same level initially sought at the same university system at which they initially enrolled.

Different Campus or Degree Level: represents students in cohort who completed a degree at a lower level than initially sought at the same university system at which they initially enrolled OR completed any degree at any other public institution in Indiana, or at a private or for-profit college/university in Indiana or elsewhere in the United States, provided the college or university participates in the National Student Clearinghouse.

Total Completion: represents students in cohort who completed any degree at any public institution in Indiana, or at a private or for-profit college/university in Indiana or elsewhere in the United States, provided the college or university participates in the National Student Clearinghouse. This is a combination/sum of the above two completion categories.

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Full-Time/Part-Time Comparison: for all students in state of Indiana enrolling in a 4 year public institution as first-time Bachelor's degree-seeking students in the fall of 2005; represents a ratio of the odds that a student starting as a full-time student (enrolled in 12 or more credit hours as of census date) completes any degree at any campus within 8 years over the odds that a student starting as a part-time student (enrolled in less than 12 credit hours as of census date) completes any degree at any campus within 8 years.

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Completion Rate:

Same Campus Same Degree on time: represents students in cohort who completed, within 4 years, a degree at the same level initially sought at the same university system at which they initially enrolled.

Any Campus Any Degree within 8 yrs: represents students in cohort who completed, within 8 years, any degree at any public institution in Indiana, or at a private or for-profit college/university in Indiana or elsewhere in the United States, provided the college or university participates in the National Student Clearinghouse.

