BOARD OF HIGHER EDUCATION
REQUEST FOR BOARD ACTION

NO.:   BHE 23-68

BOARD DATE: June 21, 2022

APPROVAL OF TARGETS FOR STRATEGIC PLAN FOR RACIAL EQUITY METRICS

MOVED: In furtherance of BHE Motion 22-68 *Receipt of the Statewide Strategic Plan for Racial Equity*, the Board of Higher Education (BHE) approves the attached system- and segment-level targets, developed in collaboration with the public higher education system, for the following goals:

- On-time credit accumulation rate
- Gateway course completion rate
- Persistence rate
- Community college student four-year college transfer rate
- Degree completion after transfer rate
- Systemwide degree completion rate

The Board thanks members of the Data Council for their work in developing these targets.

Further, the BHE charges the Commissioner to complete and report back to the BHE for approval, target-setting for the three additional goals of the *Strategic Plan for Racial Equity* no later than Fall 2024*:*

- Enrollment
- Sense of belonging
- Socioeconomic mobility

Additionally, the Board directs the Commissioner to align existing efforts with the goals and targets of the *Strategic Plan for Racial Equity*, including but not limited to areas such as campus strategic planning, the Performance Measurement Reporting System, and presidential evaluation criteria.

VOTED: Motion adopted by the BHE on 6/20/2023.

Authority: M.G.L. c. 15A, §§6 and 9 (c), and (u); BHE 19-03.

Contact: Mario Delci, Ph.D., Associate Commissioner of Research and Planning

APPROVAL OF TARGETS FOR STRATEGIC PLAN FOR RACIAL EQUITY METRICS

Background
In June 2022, in receiving the Strategic Plan for Racial Equity (**BHE Motion 22-68**), the Board directed the Commissioner to recommend systemwide or sector-specific goals and targets to the BHE, in partnership with the institutions of public higher education, by June 2023. To date, targets for six of the nine goals have been developed.

Process
Since the adoption of the Strategic Plan for Racial Equity by the BHE, the Department of Higher Education's (DHE's) Office of Research & Planning has undertaken a process of operationalizing the metrics underlying the goals of the Strategic Plan for Racial Equity. This process has occurred in partnership and consultation with the DHE Data Council, which includes representative data owners from each Community College, State University and UMass Campus as well as the UMass President's Office.

After metric definitions were finalized in coordination with the DHE Data Council, the Office of Research & Planning reviewed recent and historical data submitted to the Higher Education Information Resource System (HEIRS) with the intention of setting targets for each metric to be reached or exceeded by all student racial/ethnic groups by 2033. The team proceeded to design projections which account for the unique nature of the data and reflect the purpose of the Plan. After review of various forecasting models with the DHE Data Council, the team employed two common forecasting techniques, specifically Moving Average and Exponential Smoothing, with the goal of designing statistically feasible targets. Having accounted for the range of statistical error using the two techniques, the majority of projections were ultimately calculated using the Moving Average technique.

Using the selected forecasting techniques, historical data were used to inform projections and the associated error calculations for 2033. The DHE Office of Research & Planning, in collaboration with the DHE Data Council, used these projections, their associated errors, and research from the field to propose targets for each metrics.

Targets
Targets are presented in the final column of Table 1 along with the baseline rate and the projected rate for 2033, which reflects the anticipated outcome if there are no changes in current trends.

Table 1. Targets

Metric Name	Segment	Baseline (Most Recent Cohort)	2033 Projection	Proposed 2033 Target
On-Time Credit Accumulation	System	38%	43%	**55%**
	Community Colleges	30%	29%	**40%**
	State Universities	67%	71%	**80%**
Timely Completion of Gateway Coursework	System	35%	35%	**40%**
	Community Colleges	25%	25%	**30%**
	State Universities	57%	60%	**65%**
Persistence	System	76%	75%	**80%**
	Community Colleges	59%	59%	**65%**
	State Universities	83%	85%	**90%**
	UMass	88%	89%	**95%**
Transfer Rates	System / Community Colleges	22%	22%	**25%**
Degree Completion After Transfer	System	60%	59%	**65%**
	State Universities	60%	59%	**65%**
	UMass	59%	59%	**65%**
Degree / Certificate Completion	System	56%	55%	**60%**
	Community Colleges	35%	34%	**40%**
	State Universities	72%	73%	**80%**
	UMass	78%	78%	**85%**

Equity Context
Following a premise of Targeted Universalism—introduced by Berkeley professor john a. powell of the Othering and Belonging Institute—the Plan sets **universal goals** for the general population that will be accomplished through **targeted approaches** based on the needs of different groups.

Using common forecasting techniques, each target was designed to be aspirational within reasonable statistical bounds with respect to the general population. In the name of racial equity, the proposed target outcomes are the same for each racial/ethnic group and will inform targeted approaches and resource allocation to address structural barriers and improve outcomes. The establishment of these targets sets forth an achievable vision for racial equity within the public higher education system in Massachusetts.

Next Steps
There remain three goals for which metric definition and target setting are still in progress: enrollment, sense of belonging and social and economic mobility. There are DHE Data Council Working Groups engaged in this work with the goal of delivering targets for BHE review by fall 2024.

The Commissioner will continue to support the institutions of public higher education in developing their own plans and priorities for implementation, most notably through campus strategic planning. Further, the Commissioner will continue to make specific systemwide policy recommendations to the BHE that will meet the targets set forth in this motion.