

Update on Performance Measurement & Accountability



Update on Performance Measurement & Accountability

Accountability is Essential

2003

- Launch of original **Performance Measurement Reports**
- Key performance metrics for community colleges and state universities
- Annually updated campus-level reports
- Metrics embedded in research and evaluation

2023

- Launch of **Strategic Plan for Racial Equity**—eliminating disparities in outcomes by 2033
- Launch of **Strategic Plan for Higher Education Finance**—making substantial investments in students and institutions to improve outcomes
- Continued implementation of **Strategic Framework for Support Services for Student Success**—tracking outcomes from program to system level

2018/2019

- Launch of **Equity Agenda**
- Overhaul of Performance Measurement metrics
- Launch of online **Performance Measurement Reporting System (PMRS)**

The foundation of all this work is accountability to measuring and achieving **outcomes for the students of the Commonwealth**

What is PMRS?

- **Performance Measurement Reporting System (PMRS)** provides access to institutional accountability reports required by statute ([MGL Chapter 15A, Section 7a](#))
- Broad objectives defined in 1998 statute—key performance areas; task forces; expectation to use peer analyses, benchmarks, goals, penalties
- Compliance and expectations have wavered over time
 - Current [Tableau-based PMRS](#) launched in May 2019, refreshed annually
 - Currently messaged as a tool to prompt constructive conversations about performance, not a definitive or potentially punitive report card
- Metrics defined through collaboration, consultation among DHE, CCs & SUs, EOE; last updated through two-year process ending in [Dec. 2018 BHE vote](#)

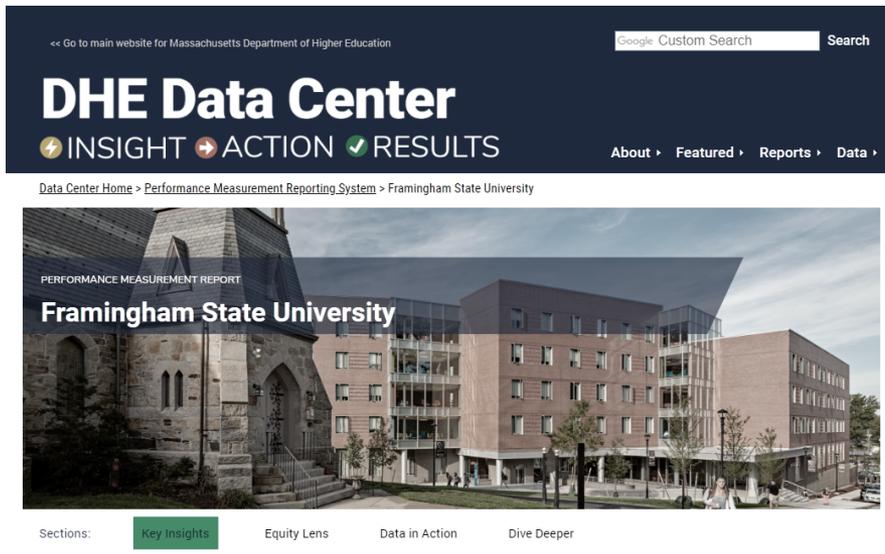
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PMRS Metrics

Outcome Area	Metric	CC	SU	PMRS General	PMRS Equity Lens
Access & Affordability	Fall Undergraduate Enrollment & Representation			☑	☑
	Fall Graduate Enrollment			☑	⌚
	Tuition & Fees as % of Household Income			☑	⊗
	Student Loan Debt at Graduation			☑	⌚
	Unmet Financial Need on Direct Costs			☑	⌚
	Student Loan Default Rate			☑	⊗
Student Success & Completion	Timely Completion of Gateway Courses			☑	☑
	On-Time Credit Accumulation			☑	☑
	Retention After First Year / Persistence to Second Year			☑	☑
	Student Engagement			⌚	⌚
	Six-Year Comprehensive Success Rate (VFA)			☑	☑
	First-time Graduation Rate			☑	☑
	Transfer Graduation Rate			☑	☑
Comprehensive Success of First-time & Transfer Students (IPEDS)			☑	⊗	
Workforce Alignment & Development	Degree Production in High-Demand Fields			☑	⌚
	Comparison of Pre- and Post-Enrollment Earnings			⌚	⌚
	Earnings of Students Who Enroll Immediately After HS			⌚	⌚
	Enrollment in High-Value, Non-Credit Workforce Development			⌚	⌚
Fiscal Stewardship	Modified Composite Financial Index (CFI)			⌚	⊗
	Expenditures Devoted to Student Instruction & Support			☑	⊗
	Cost of Degree Production			⌚	⊗
	Facilities Maintenance			⌚	⊗
	Instructor & Classroom Utilization			⌚	⊗

☑ Implemented or ready to implement ⌚ Not yet implemented ⊗ Not applicable / not available

Update on Performance Measurement & Accountability Analytics & PMRS



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DHE Data Center

⚡ INSIGHT ➕ ACTION ✓ RESULTS

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Data Center Home > Performance Measurement Reporting System > Framingham State University

PERFORMANCE MEASUREMENT REPORT
Framingham State University

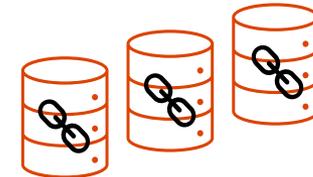
Sections: **Key Insights** Equity Lens Data in Action Dive Deeper

The Performance Measurement Reporting System (PMRS) is designed to fill the DHE's statutory obligation to "promote accountability for effective management and stewardship of public funds and to achieve and demonstrate measurable educational outcomes" (MGL, Chapter 15a, Section 7). The PMRS provides a comprehensive examination of the performance of each of Massachusetts' community colleges and state universities on a set of key indicators focused on Access & Affordability, Student Success & Completion, Workforce Alignment and Fiscal Stewardship. This tool is intended to prompt constructive conversations about performance and accountability between and among DHE/BHE, the campuses, boards of trustees, legislators and others, and ultimately to contribute to the discovery of insights that point to actions that lead to results—and a better public higher education system for the Commonwealth.

Public Dashboards
www.mass.edu/pmrs



Detailed Internal Dashboards
Tableau Server



**Rich, Secure Data Sources with
Student IDs**
Tableau Server & Snowflake

PMRS as Foundational Metrics



Employment & Earnings Outcomes

PMRS: Employment and Earnings

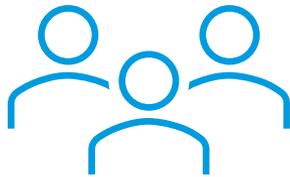
- **Work ahead to design and implement workforce metrics**

Planned Measure	Definition
Comparison of Pre- and Post-Enrollment Earnings	Compares earnings before postsecondary enrollment with earnings after postsecondary graduation or last date of known enrollment for non-traditional students
Earnings of Students Who Enroll Immediately After HS	Compares earnings of high school graduates who immediately enter postsecondary education with those who do not continue to postsecondary
Enrollment in High-Value, Non-Credit Workforce Development	Measures employment and earnings outcomes of those students who enroll in non-credit courses

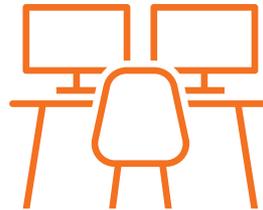
PMRS: Employment and Earnings

- **Data constraints require careful reporting**

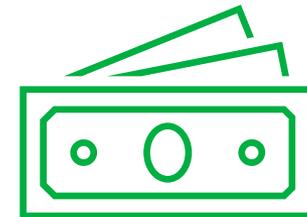
Weaknesses of data set can lead to incomplete and/or misleading view of employment & earnings



☝ “Why are only 60% of graduates employed three years after graduation?”



☝ “Are the graduates employed in the Retail industry working in the discipline they studied?”

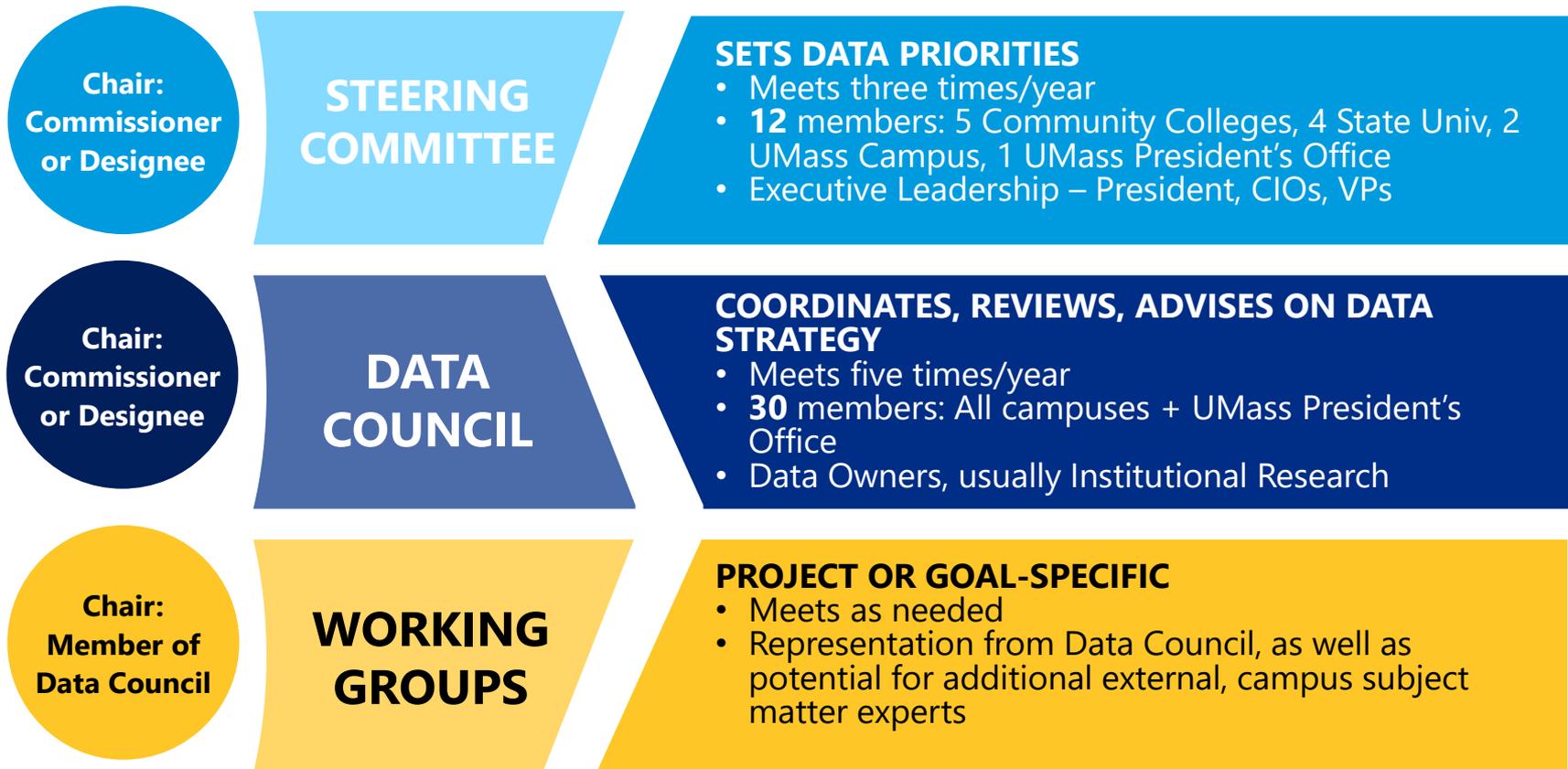


☝ “Did this individual work this quarter full-time at minimum wage or part-time at a more competitive wage?”

PMRS: Employment and Earnings

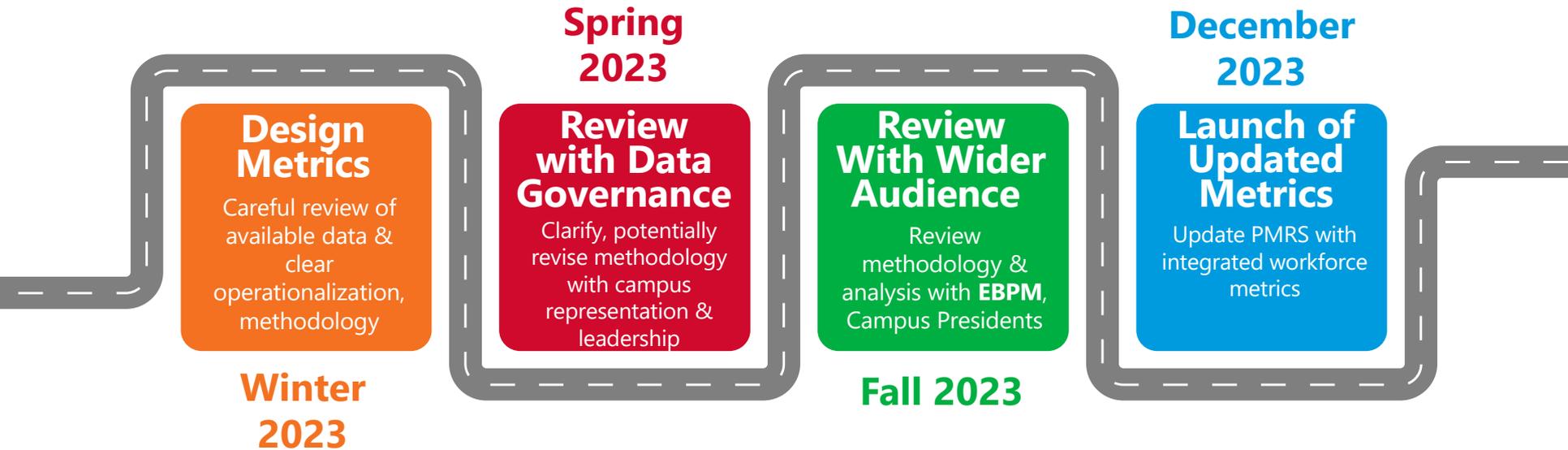
- **Precise methodology and shared understanding essential to ensuring validity & acceptance**
 - Metrics reported with essential caveats and context
 - Strong, participatory governance that ensures public higher ed community informs and invests in the accountability and public information value of the analysis

Data Governance & PMRS



Formed in January 2022, a significant priority for our Data Governance groups so far has been the Strategic Plan for Racial Equity.

Leveraging Data Governance



As a result of our partnership with the US Census, MA is a participant in the Public Post-Secondary Employment Outcomes Project, you can view aggregate earnings of graduates from MA public institutions by degree and area of study now: [US Census PSEO](#)

PMRS and the Strategic Plan for Racial Equity

Strat. Plan for Racial Equity & PMRS



Strategic Plan for Racial Equity

- Strategic Plan for Racial Equity uses some PMRS metrics, some metrics that resemble PMRS but differ, and some unique metrics
- Unlike PMRS, SPRE applies to UMass along with CCs and SUs
- Work this year will include aligning PMRS and SPRE metrics

Discussion