Massachusetts Public Higher Education: Retrospective and Future
Objectives

- Review the long-run trajectory of BHE policy objectives and focus area
- Overview of the Strategic Plan for Racial Equity
- Identify Next Steps
2009-2015 The Vision Project:
- College Participation
- College Completion, Student Learning, Workforce Alignment, Student Learning, Preparing Citizens, Elimination of Disparities, Promoting Research.


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

- Prepare Students Of Color To Thrive Beyond Their Time In Higher Education
- Build A Culturally Relevant And Civically Engaged Educational Experience For Students Of Color
- Establish The Infrastructure To Drive Racial Equity
- Transform Institutional Cultures To Be Equity-minded
- Increase Access To Higher Education For Students Of Color

Strategies for Achieving the Goals:

- Degree / Certification Completion (Including Post-transfer)
- Social & Economic Mobility
- Enrollment
- Transfer Rates
- Persistence To 2nd Year
- Timely Completion Of Gateway Courses
- On-time Credit Accumulation
- Sense of Belonging
- Timely Completion
- Persistence To 2nd Year
- Transfer Rates
- Enrollment
Strategic Plan for Racial Equity

Key Data

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

<table>
<thead>
<tr>
<th>Segment Level</th>
<th>2019 Cohort</th>
<th>2020 Cohort</th>
<th>2016 Cohort</th>
<th>2015 Cohort</th>
</tr>
</thead>
<tbody>
<tr>
<td>Timely Completion of Gateway Courses</td>
<td>28.0%</td>
<td>30.5%</td>
<td>22.1%</td>
<td>34.6%</td>
</tr>
<tr>
<td>On-Time Credit Accumulation</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Persistence to 2nd Fall</td>
<td>59.1%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Transfer to Baccalaureate Institutions</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equity Agenda Completion</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Legend:
- ↑: +5.0% vs. 5 prior cohorts
- ↑: +3.5% vs. 5 prior cohorts
- ↓: -0.7% vs. 5 prior cohorts
- ↓: -0.1% vs. 5 prior cohorts
- ↑: +0.8% vs. 5 prior cohorts

Race Breakdown:
- American Indian or Alaskan Native
- Asian or Pacific Islander
- Black or African American
- Hispanic or Latino
- Two or more races
- White

Percentage values for each race category are shown in the chart alongside the segment levels.
Strategic Plan for Racial Equity

Key Data

**Segment Level**

<table>
<thead>
<tr>
<th>Metric</th>
<th>2019 Cohort</th>
<th>2020 Cohort</th>
<th>2015 Cohort</th>
<th>Change vs. 5 prior cohorts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Timely Completion of Gateway Courses</td>
<td>61.9%</td>
<td>66.6%</td>
<td>83.1%</td>
<td>-1.4%</td>
</tr>
<tr>
<td>On-Time Credit Accumulation</td>
<td></td>
<td></td>
<td></td>
<td>-7.6%</td>
</tr>
<tr>
<td>Persistence to 2nd Fall</td>
<td></td>
<td></td>
<td></td>
<td>-4.6%</td>
</tr>
<tr>
<td>Equity Agenda Completion</td>
<td></td>
<td></td>
<td></td>
<td>+0.0%</td>
</tr>
</tbody>
</table>

**University of Massachusetts**

<table>
<thead>
<tr>
<th>Metric</th>
<th>2020 Cohort</th>
<th>2015 Cohort</th>
<th>Change vs. 5 prior cohorts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Persistence to 2nd Fall</td>
<td>88.0%</td>
<td>78.3%</td>
<td>-1.9%</td>
</tr>
<tr>
<td>Equity Agenda Completion</td>
<td></td>
<td></td>
<td>+1.5%</td>
</tr>
</tbody>
</table>
# Strategic Plan for Racial Equity

## Key Data

### System Level

<table>
<thead>
<tr>
<th>Category</th>
<th>Measure</th>
<th>Rate</th>
<th>Percent Change vs. 5 prior cohorts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community Colleges &amp; State</td>
<td>Timely Completion of Gateway Courses</td>
<td>38.0%</td>
<td>+4.4%</td>
</tr>
<tr>
<td>Universities</td>
<td>On-Time Credit Accumulation</td>
<td>43.5%</td>
<td>+1.9%</td>
</tr>
<tr>
<td>System</td>
<td>Persistence to 2nd Fall</td>
<td>75.7%</td>
<td>-0.2%</td>
</tr>
<tr>
<td></td>
<td>Equity Agenda Completion</td>
<td>55.7%</td>
<td>+2.6%</td>
</tr>
</tbody>
</table>

The chart shows the rates for the most recent cohort, assessment of recent change, and assessment of proportionality in outcomes for different racial categories. For example, the rate for American Indian or Alaskan Native students is 0.92 compared to White students at 1.21.

<table>
<thead>
<tr>
<th>Group</th>
<th>American Indian or Alaskan Native</th>
<th>Asian or Pacific Islander</th>
<th>Black or African American</th>
<th>Hispanic or Latino</th>
<th>Two or more races</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Rate 2019</td>
<td>0.92</td>
<td>1.20</td>
<td>0.67</td>
<td>0.70</td>
<td>0.92</td>
<td>1.21</td>
</tr>
<tr>
<td>Total Rate 2020</td>
<td>0.93</td>
<td>1.05</td>
<td>0.66</td>
<td>0.66</td>
<td>0.93</td>
<td>1.22</td>
</tr>
<tr>
<td>Total Rate 2021</td>
<td>0.77</td>
<td>1.11</td>
<td>0.93</td>
<td>0.88</td>
<td>1.00</td>
<td>1.04</td>
</tr>
<tr>
<td>Total Rate 2022</td>
<td>0.63</td>
<td>1.13</td>
<td>0.78</td>
<td>0.70</td>
<td>0.93</td>
<td>1.11</td>
</tr>
</tbody>
</table>
Strategic Plan for Racial Equity

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
Strategic Plan for Racial Equity

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