

ASSESSING EQUITY IN ILLINOIS HIGHER EDUCATION

Presentation to the Illinois Public University Trustees' Leadership Conference

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Illinois Board of Higher Education**

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Introduction

- 10 years ago, Illinois set the 60 by 25 goal: 60% of adults with post-secondary degree or credential by 2025
- While we have made some progress, we have not reached everyone
- As we have analyzed our data, we see that our higher education system serves African American, Latinx, and White students, males and females, and low-income and non-low-income students, very differently
- Today we will explore:
 - Statewide and national comparisons for post-secondary attainment
 - 5 metrics for how the system serves African American and Latinx students compared to White students and for Low-Income compared to Non Low-Income students
 - Share of Enrollment
 - Placement in Developmental Education
 - Retention and Advancement of Freshmen and Transfer Students
 - College Completion Rates

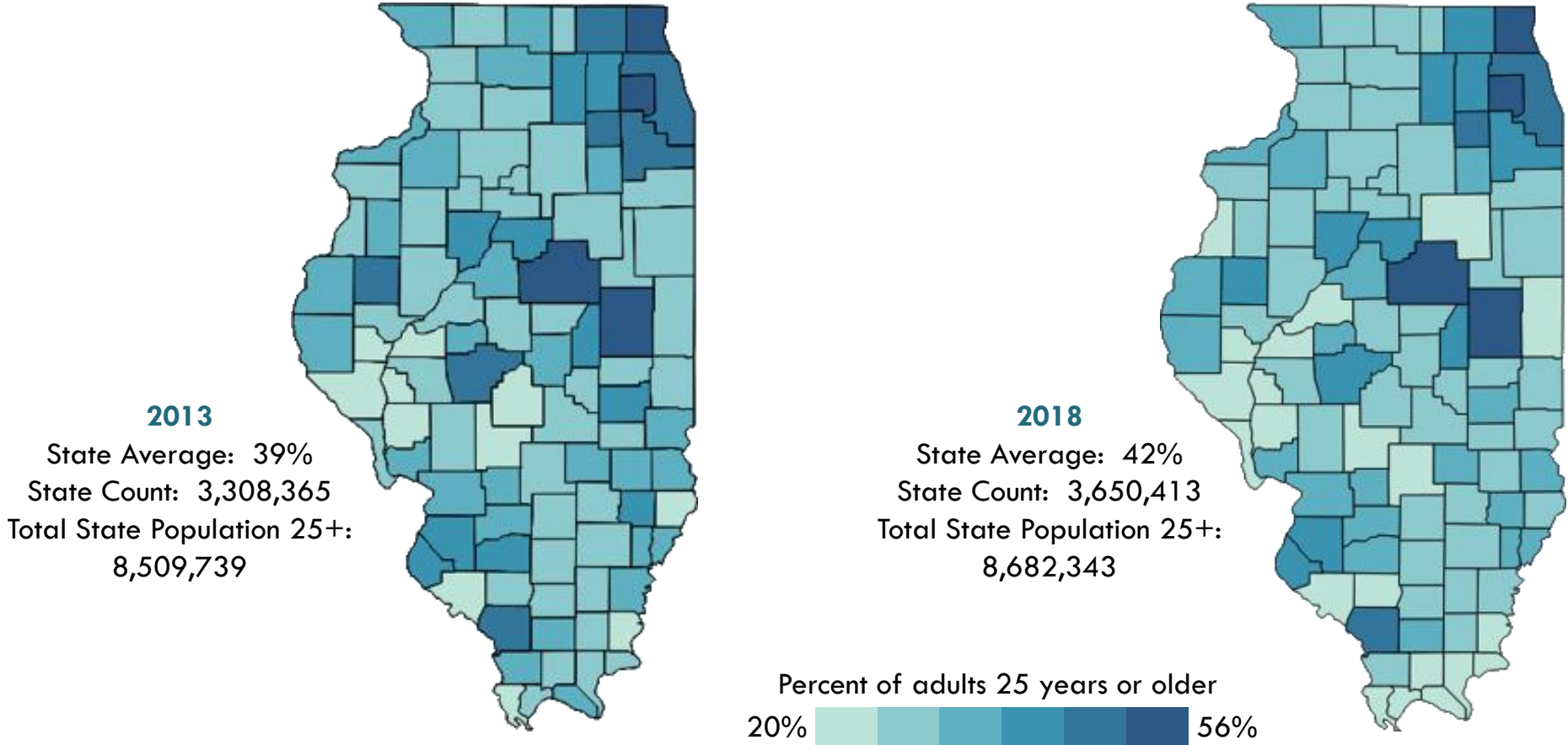


Introduction, continued

- So we have a two-part imperative:
 - Increase post-secondary attainment to meet Illinois' workforce and economic needs; and
 - Close equity gaps so that individuals, families, and communities that have been left out can thrive
- We hope you will help us achieve these goals



Post-secondary attainment varies across the state, with improvement overall, but few counties on track for 60% by 2025

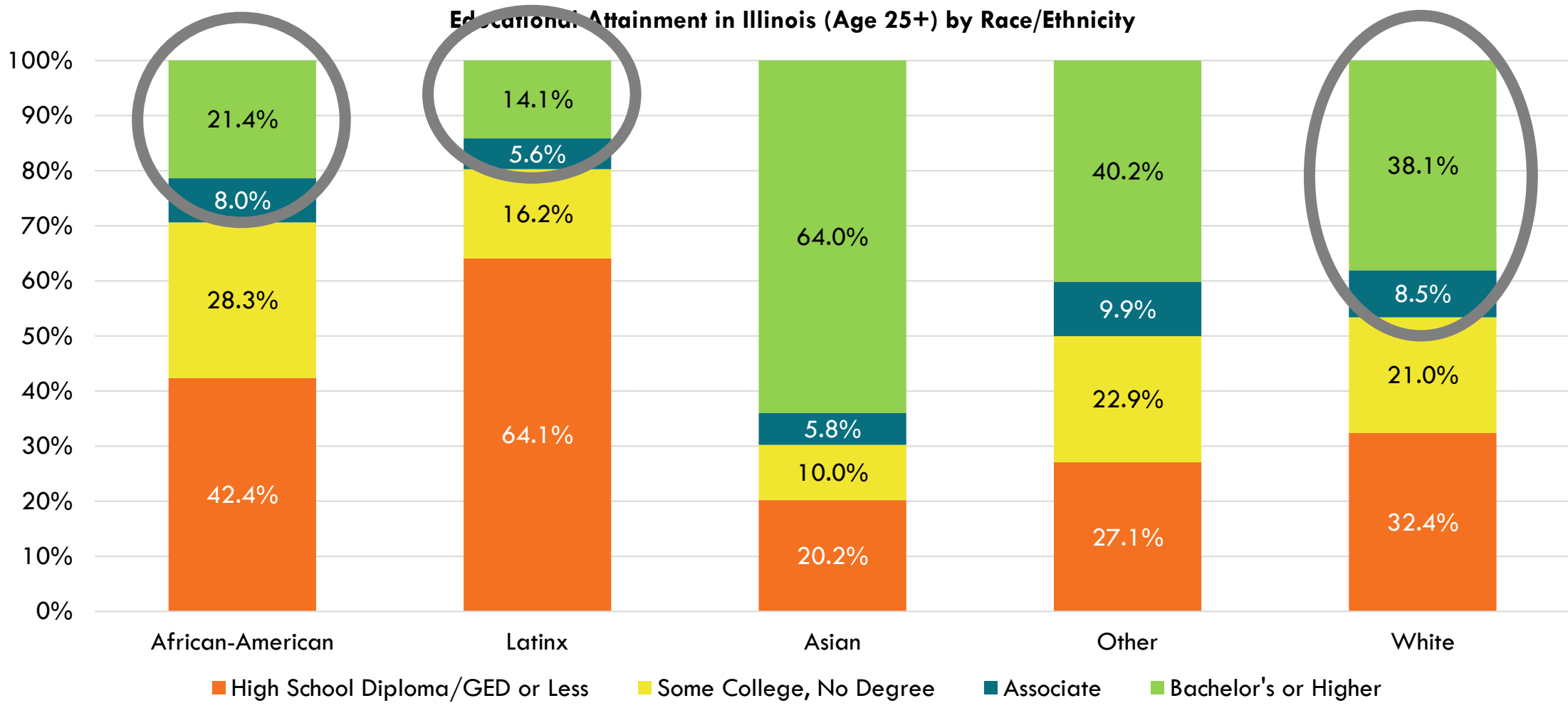


Interactive maps available at <https://www.ibhe.org/equity.html>



Source: 2013 and 2018 American Community Survey 5-Year Estimates of Associate's Degree Attainment or Higher
Special thanks to Advance Illinois for the inspiration and model for this visualization

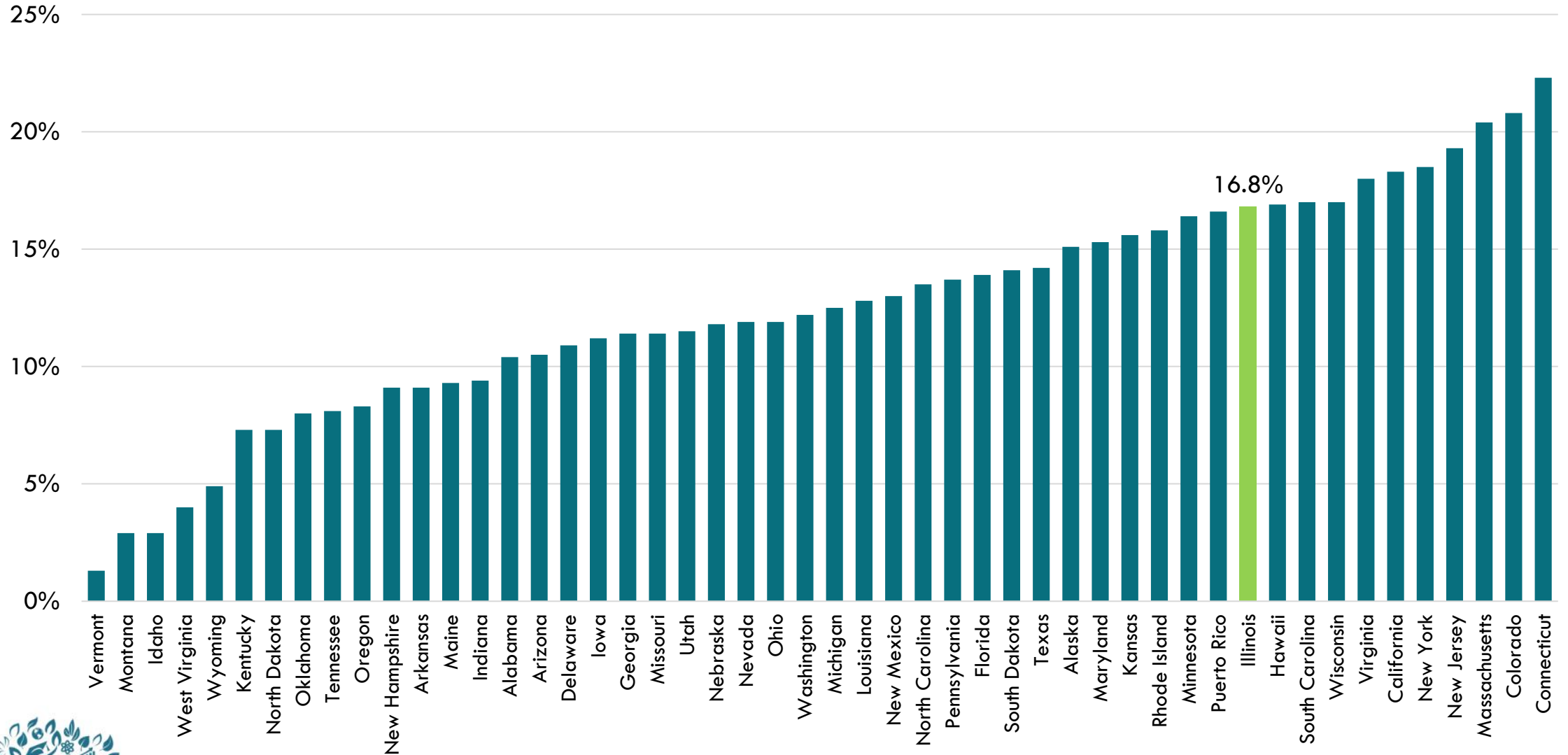
Large attainment gaps between White and African American, Latinx adults



Source: 2018 American Community Survey IPUMS 5-Year Estimates

Illinois has 11th largest BA attainment gap between Whites and African Americans

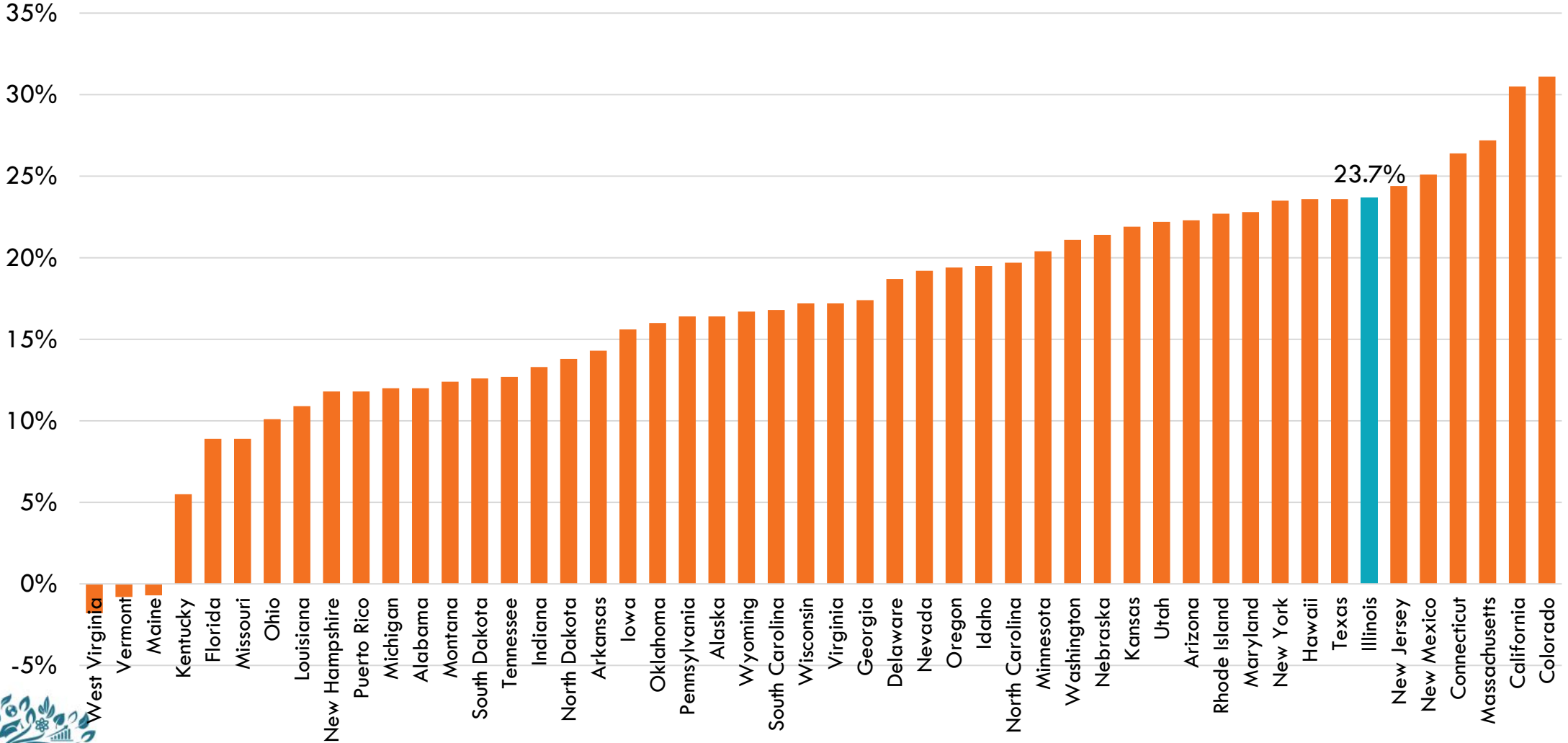
Percentage Point Gap: White and African Americans with Bachelor's Degrees or Higher



Source: 2018 American Community Survey 5-Year Estimates

Illinois has the 7th largest BA attainment gap between Whites and Latinx

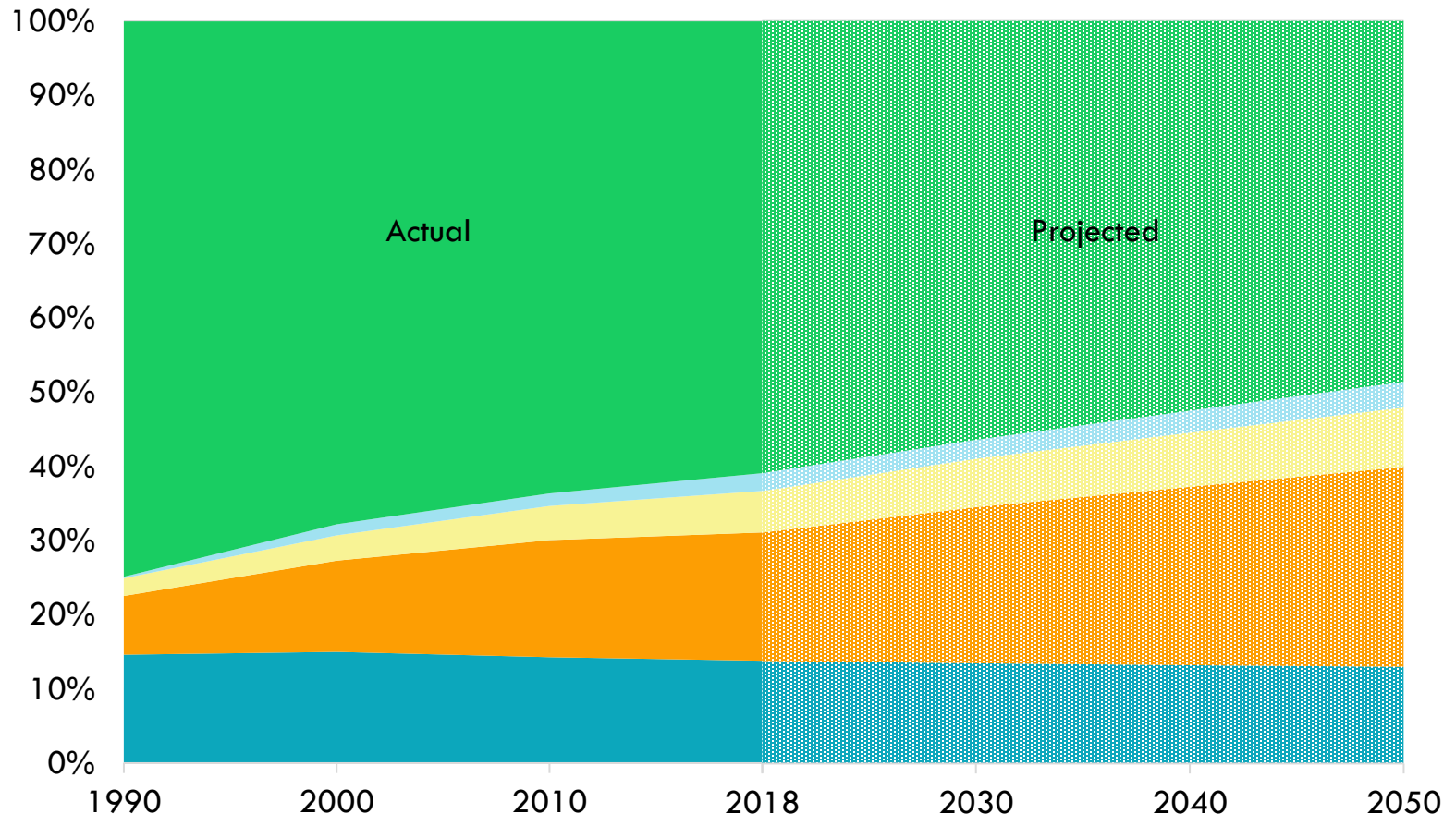
Percentage Point Gap: White and Latinx with Bachelor's Degrees or Higher



Source: 2018 American Community Survey 5-Year Estimates

Illinois has become more diverse and will be even more so in the future

Illinois Actual and Projected Population Distribution

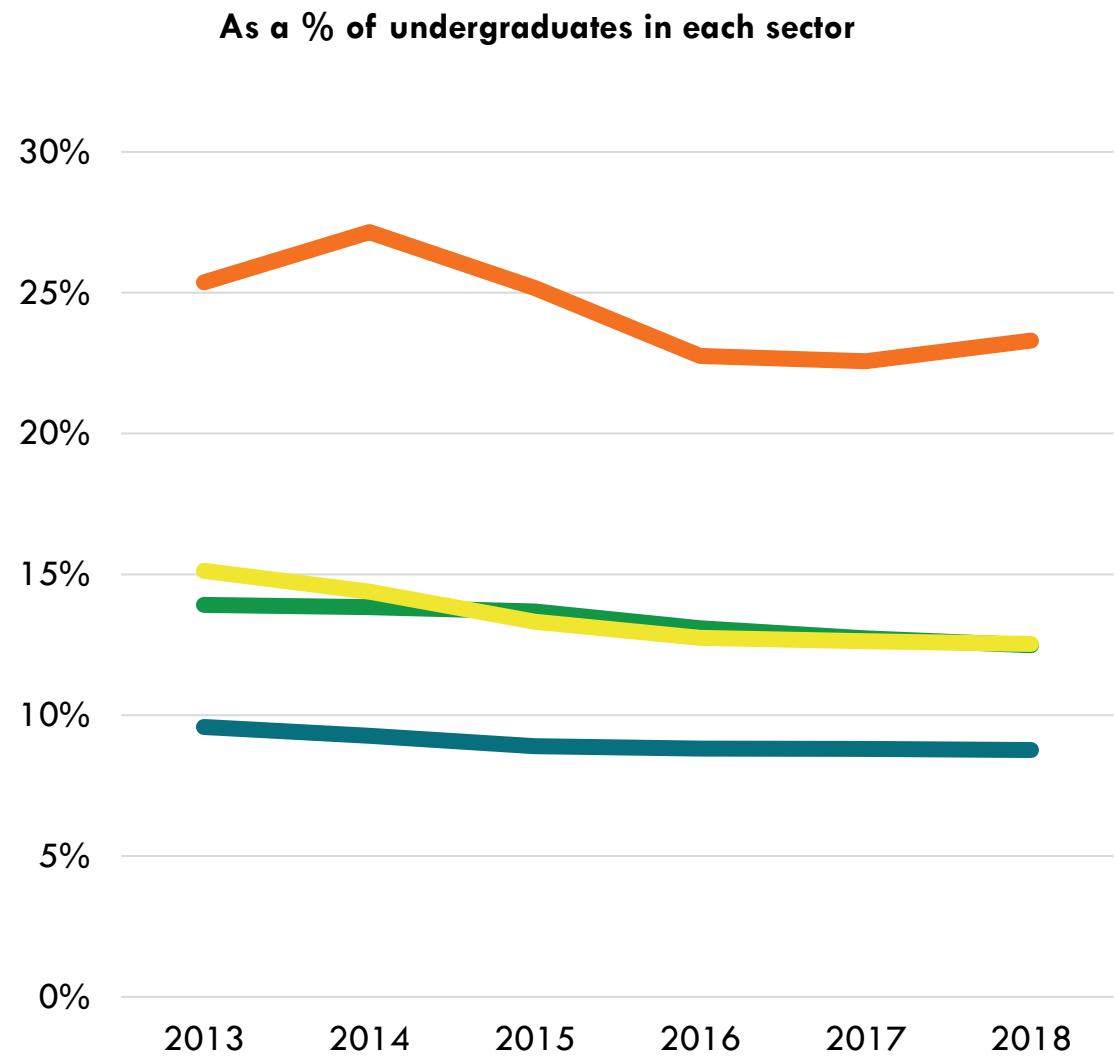
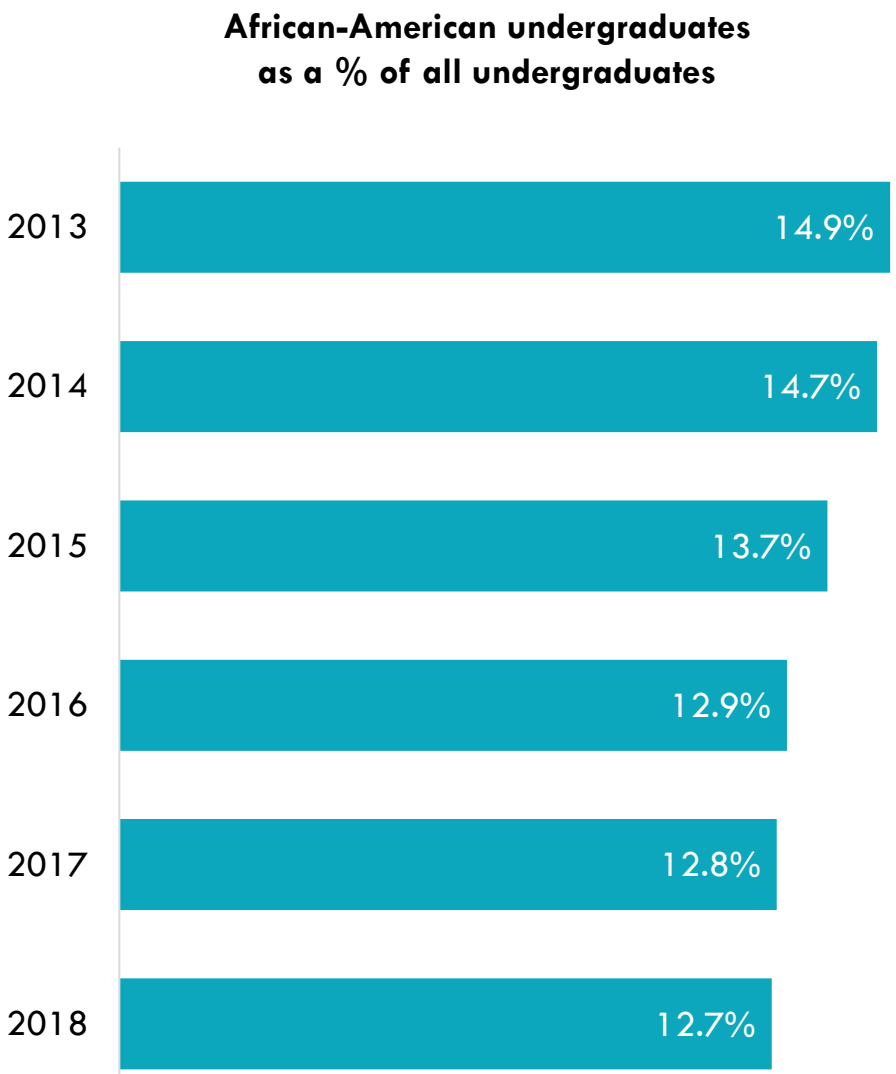


■ African American
 ■ Latinx
 ■ Asian
 ■ Other
 ■ White

Source: National Equity Atlas and American Community Survey 2018 1-Year Estimates



African-Americans make up a declining share of undergraduate enrollment, despite remaining a steady share of the population

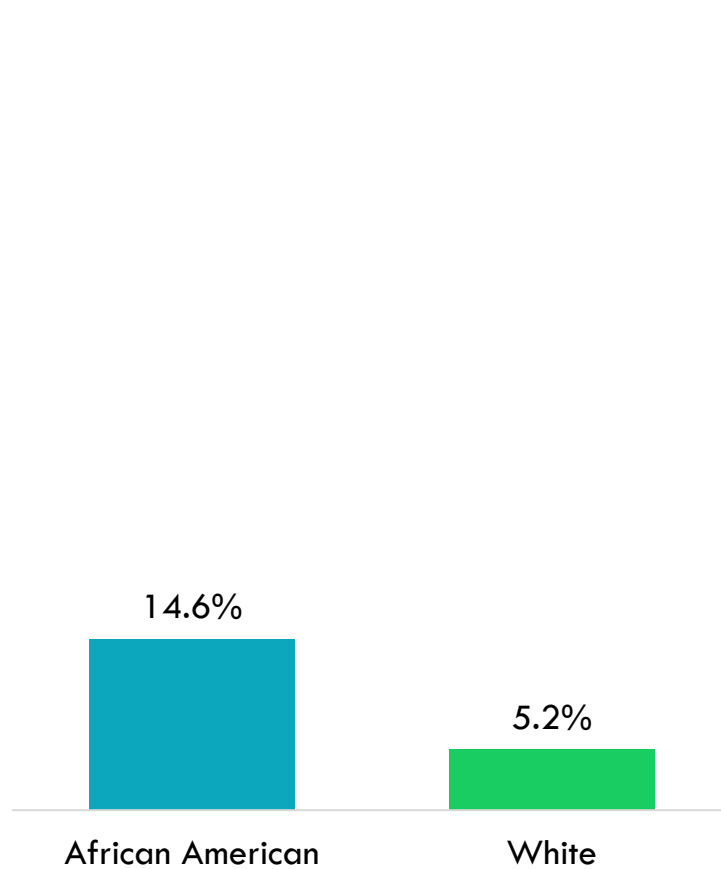


Source: IPEDS Fall Enrollment Survey: 2013 to 2018

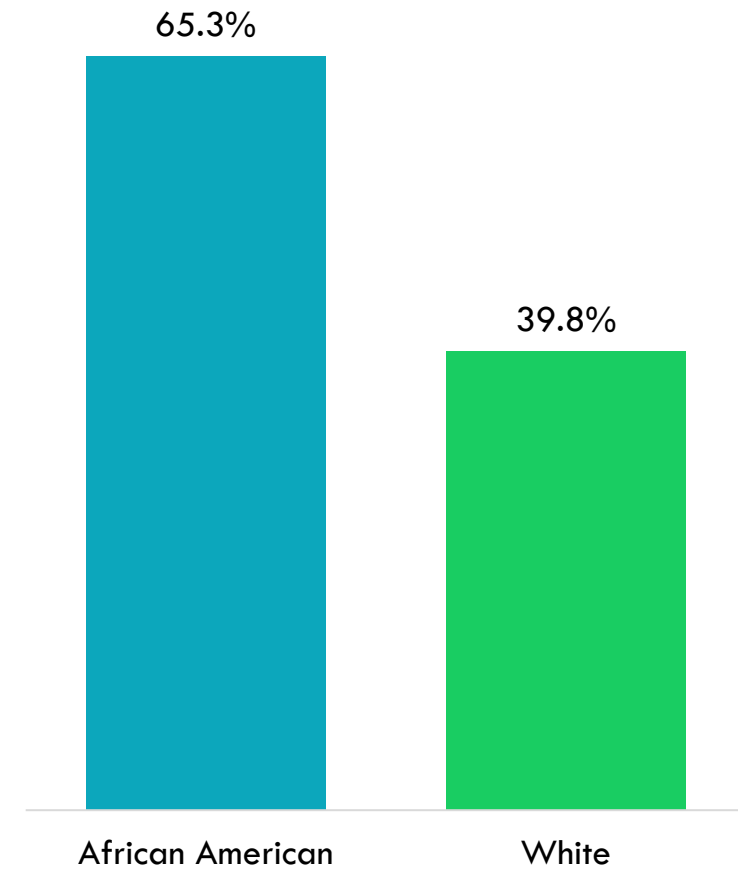
- Public Universities
- NFP Private Colleges
- Community Colleges
- For-Profit Private Colleges

African-American first-year students placed in developmental education at higher rates

% Placed in Developmental Ed: All Public Universities



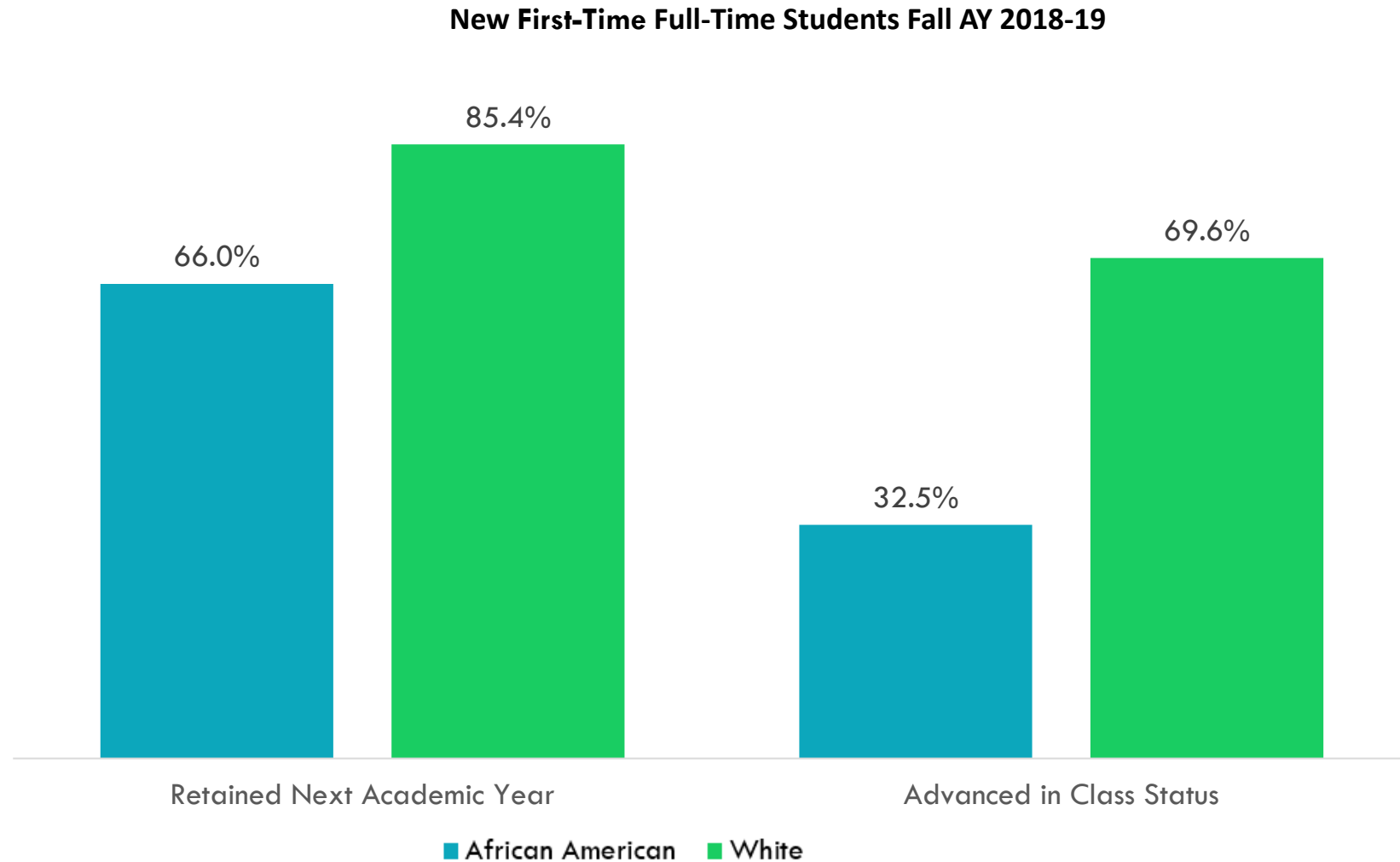
% Placed in Developmental Ed: Community Colleges



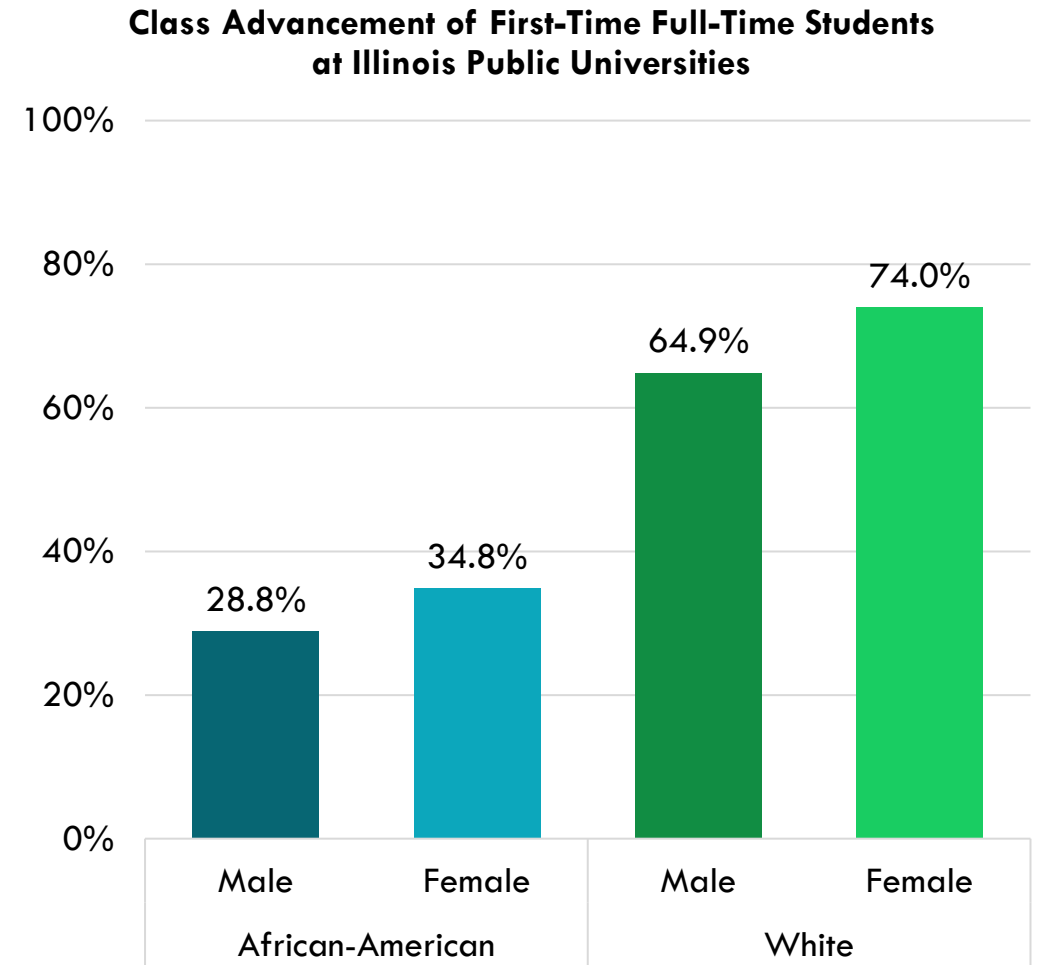
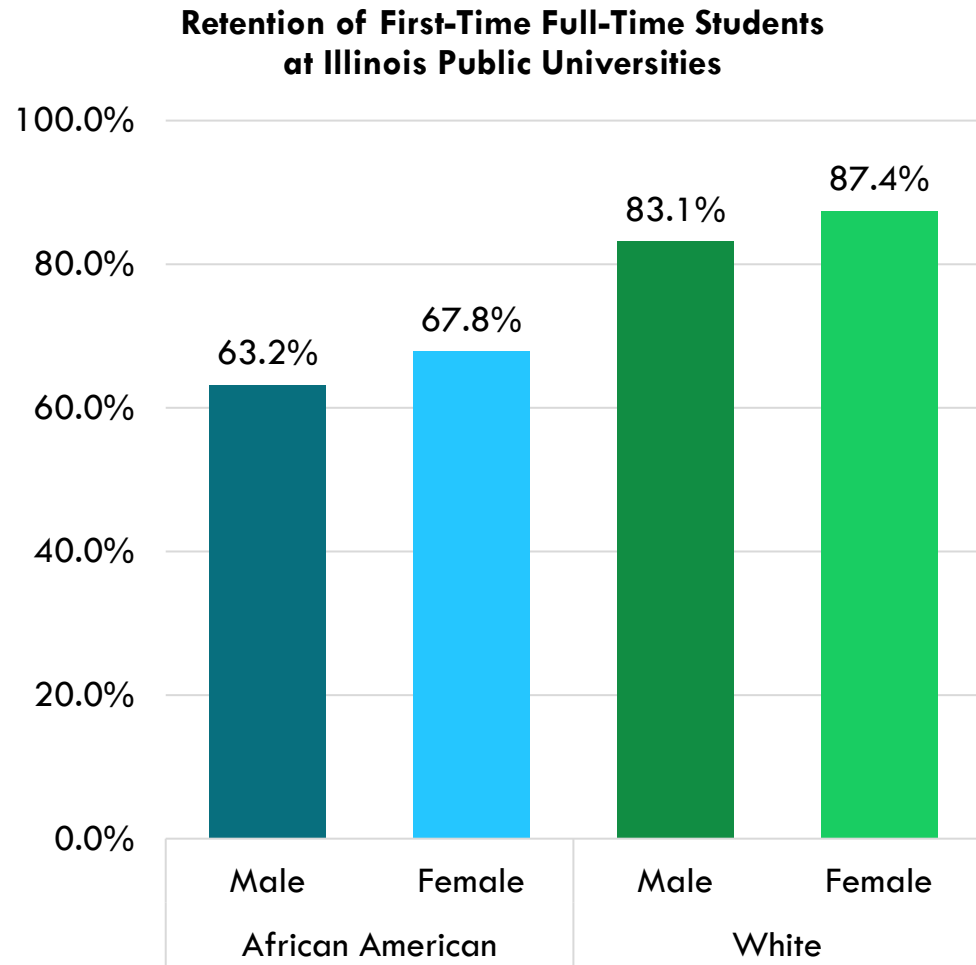
Source: IBHE IHEIS 2018 Fall Enrollment Collection

Source: ICCB Centralized Data System, Fall Semester 2016 -2017

Public Universities retain and advance significantly smaller proportions of African American freshmen



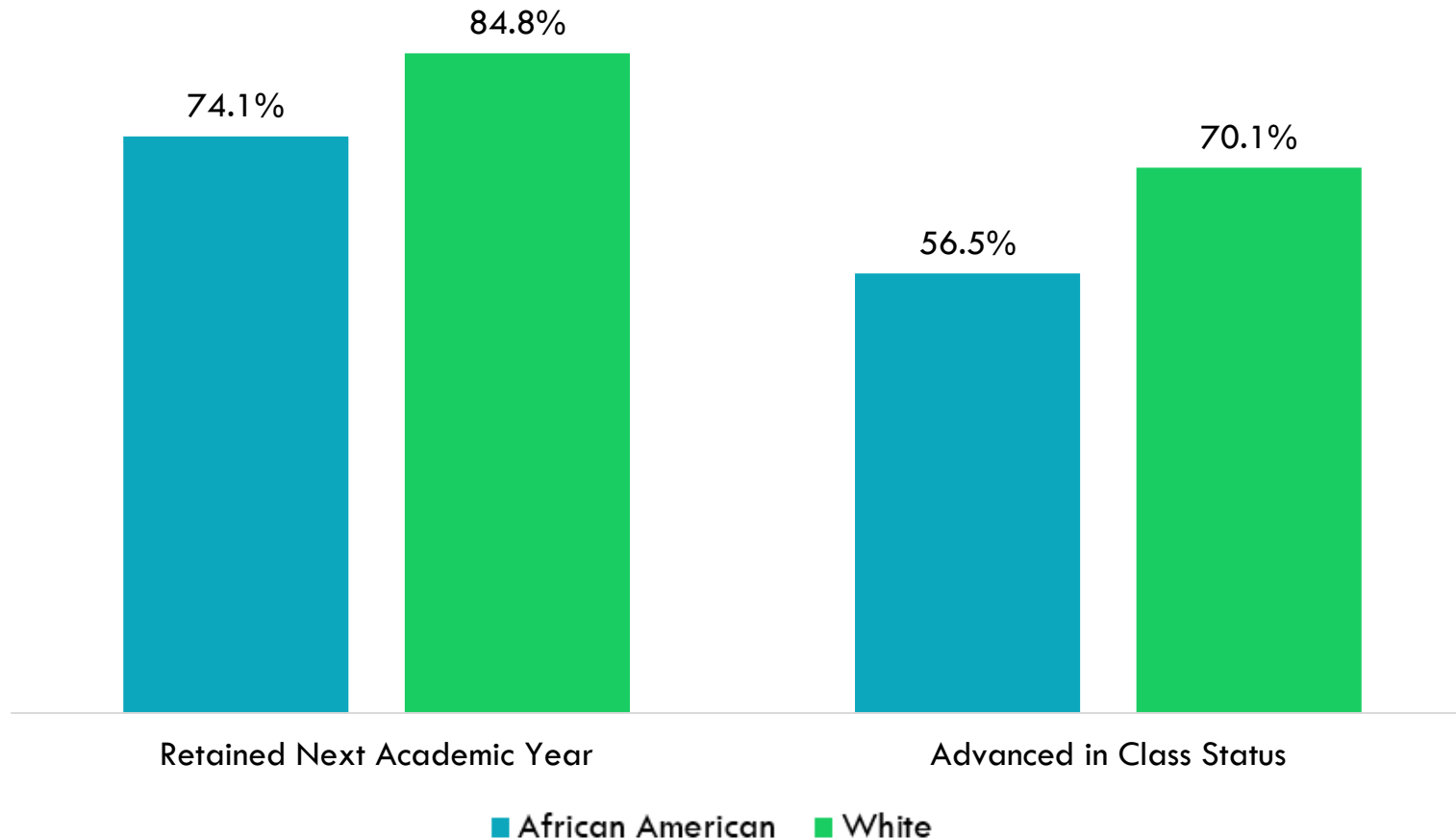
Public universities more likely to retain and advance freshmen females than males, but show gaps between African Americans and Whites of both genders



Source: IHEIS Fall Enrollment Collections from 2018-19 and 2019-20

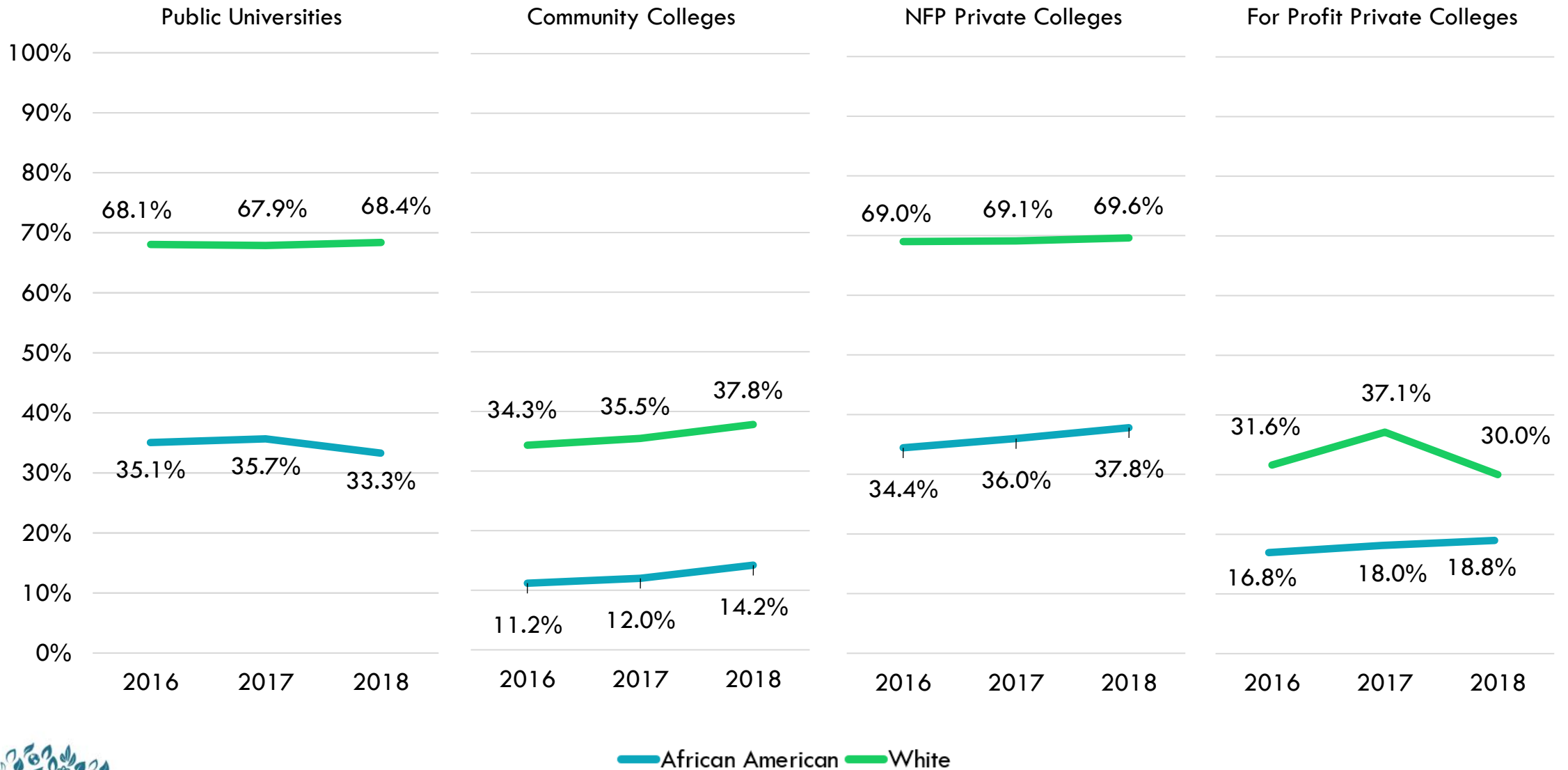
But African American transfer students more likely to be retained and advanced than freshmen. Gap with Whites smaller

New Full-Time Transfer Students Fall AY 2018-19
at Illinois Public Universities



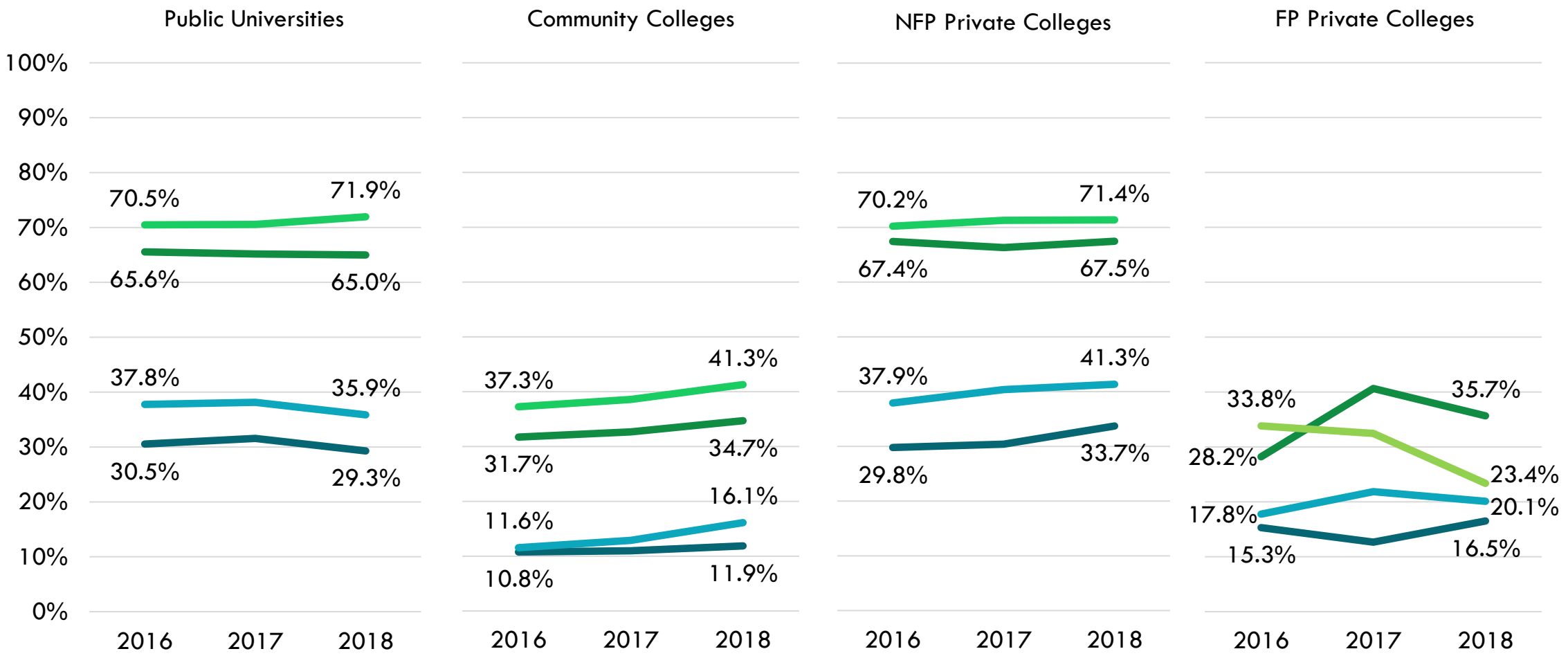
Source: IBHE IHEIS Fall 2018-2019 Enrollment Collections – New Transfer Students from Fall of AY2018-19 tracked to Fall of 2019-20

But gaps in college completion rates are dramatic and persistent



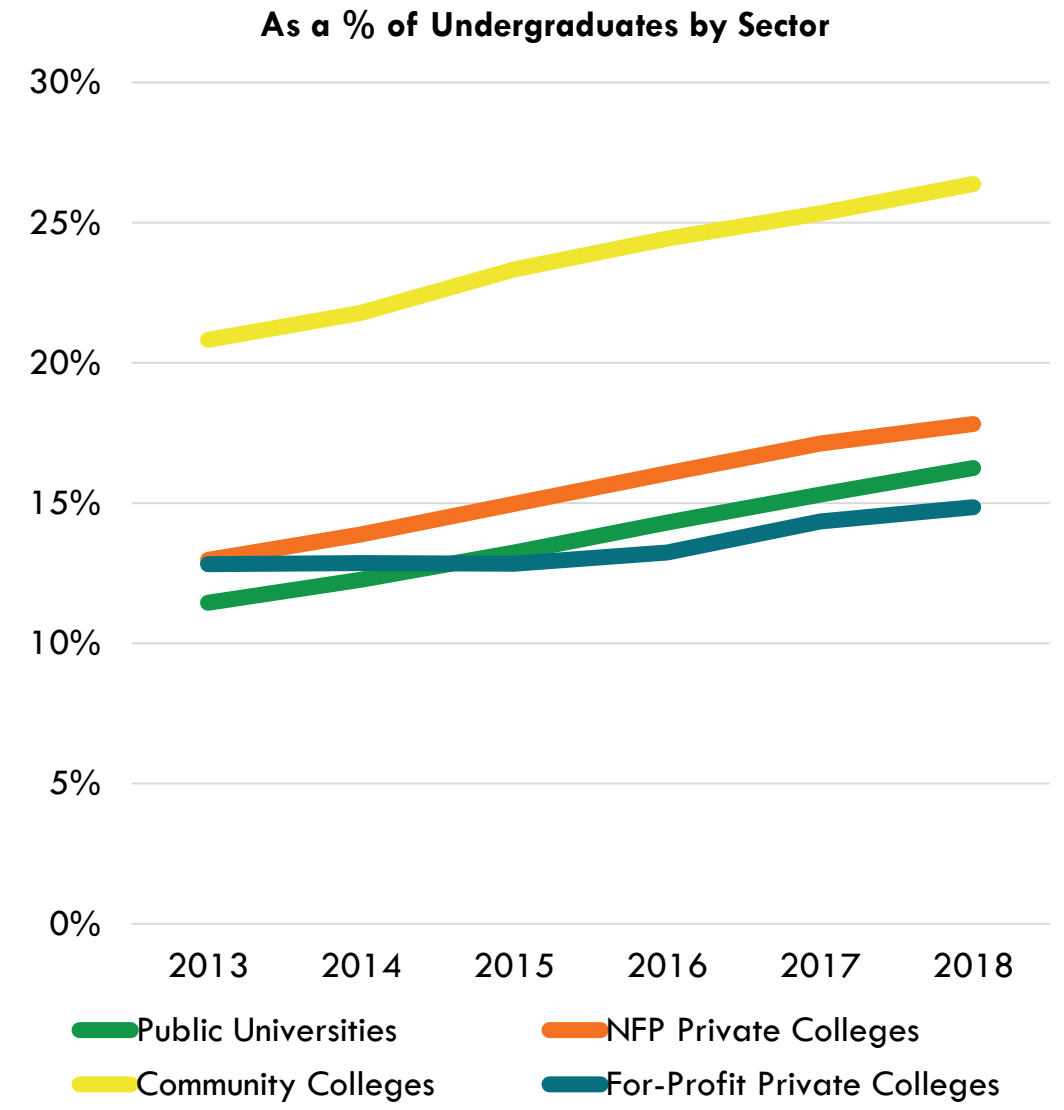
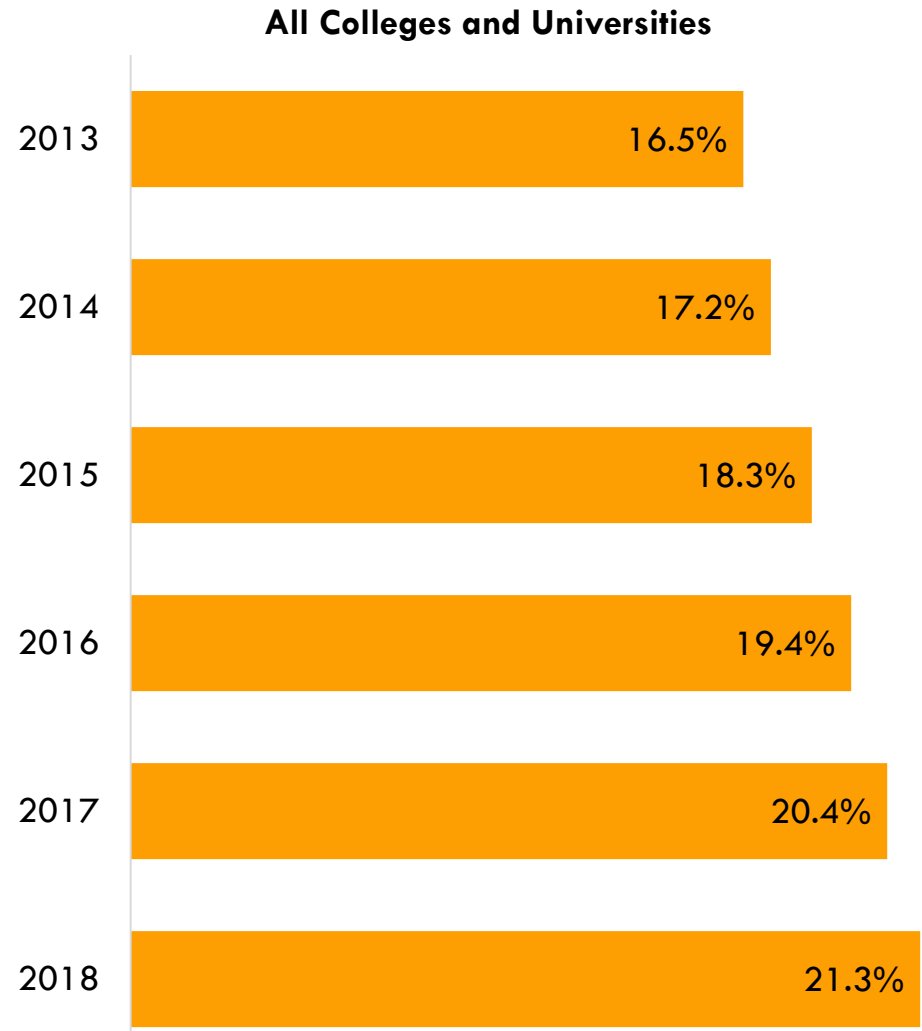
Based on 2016, 2017, and 2018 IPEDS Graduation Rates at 150% of Normal Time for students who first enrolled full time

Female completion rates higher than male, but less so at community colleges. Race still matters



Based on 2016, 2017, and 2018 IPEDS Graduation Rates at 150% of Normal Time for students who first enrolled full time

Latinx students increasing as share of undergraduate enrollment



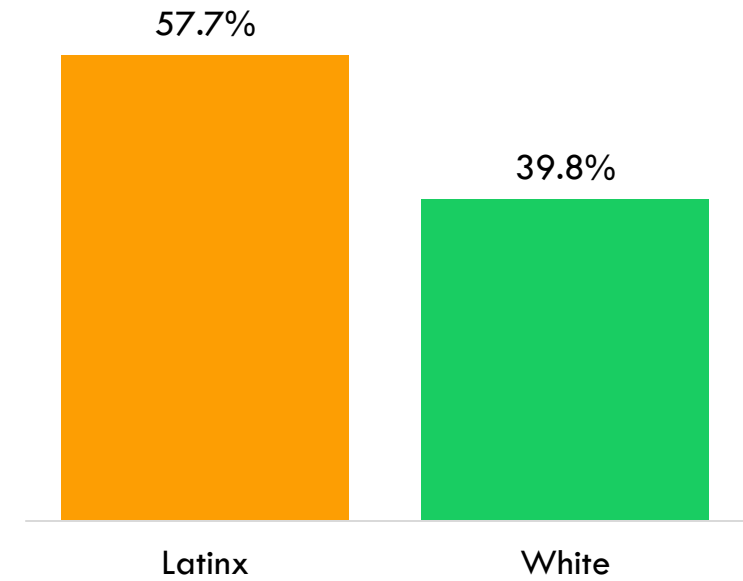
Source: IPEDS Fall Enrollment Survey: 2013 to 2018

But, Latinx first-year students placed in developmental education at higher rates

% Placed in Developmental Ed: All Public Universities

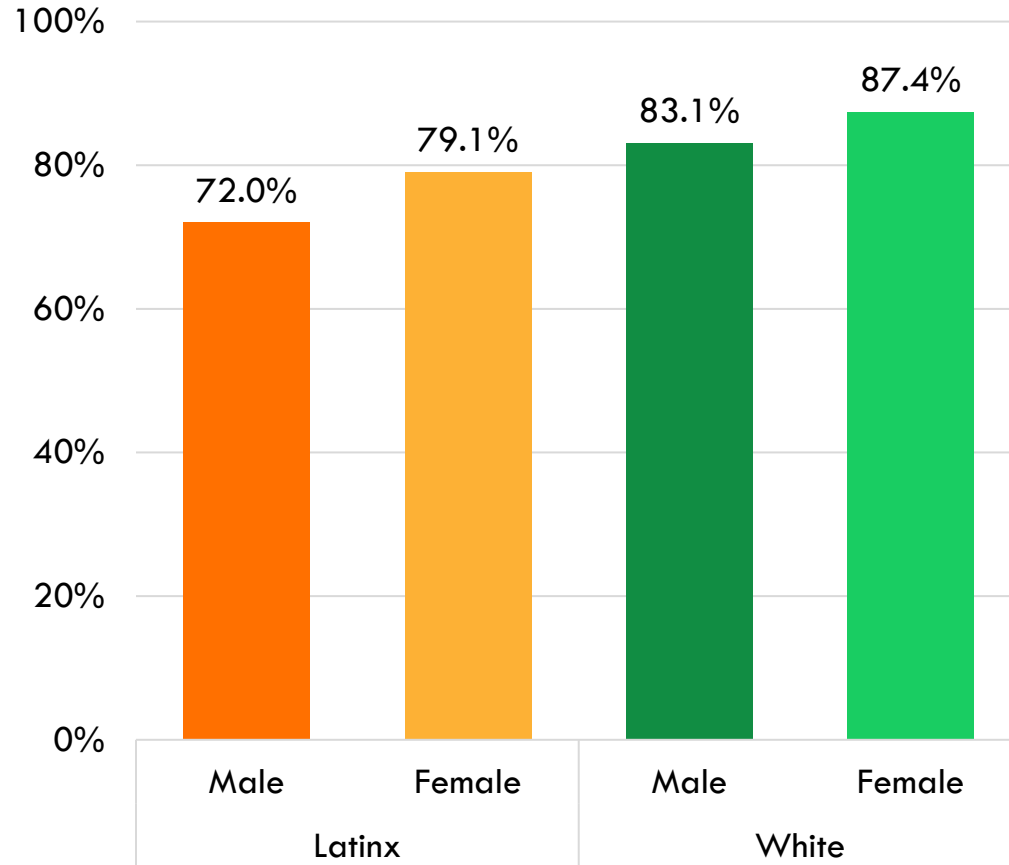


% Placed in Developmental Ed: Community Colleges

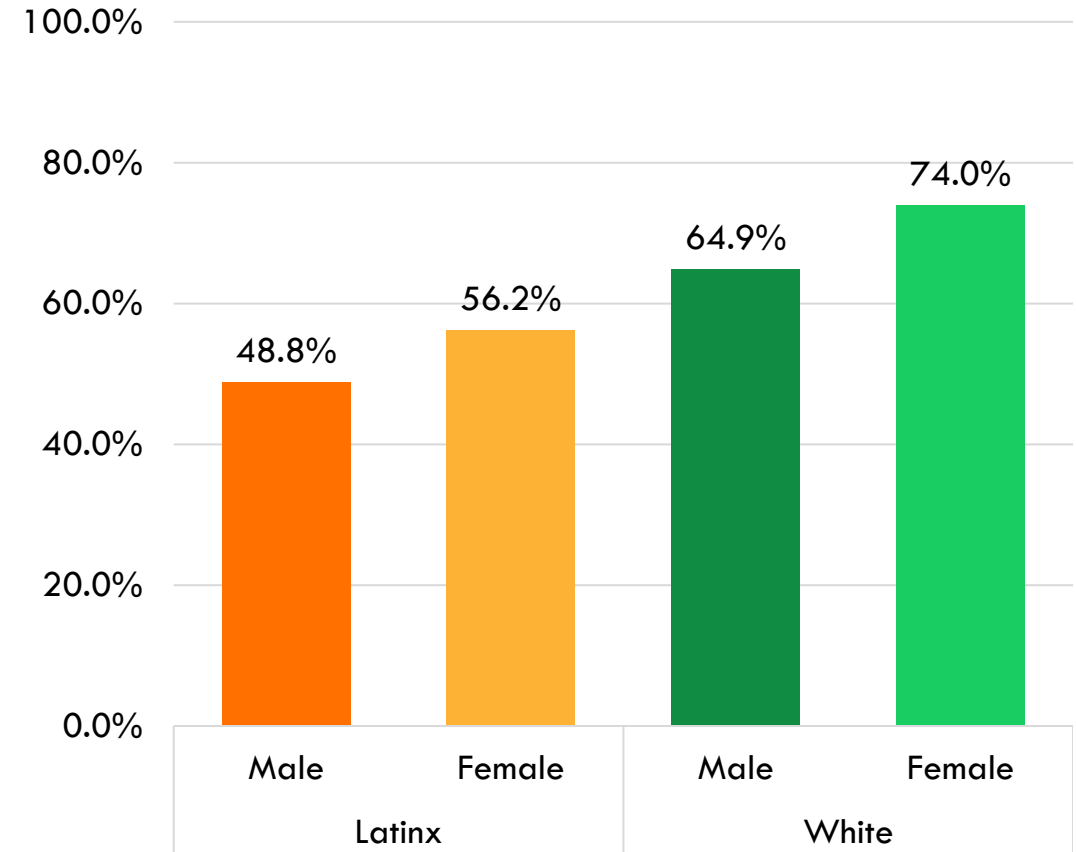


Public Universities retain and advance freshmen females more than males

Retention of First-Time Full-Time Students at Illinois Public Universities



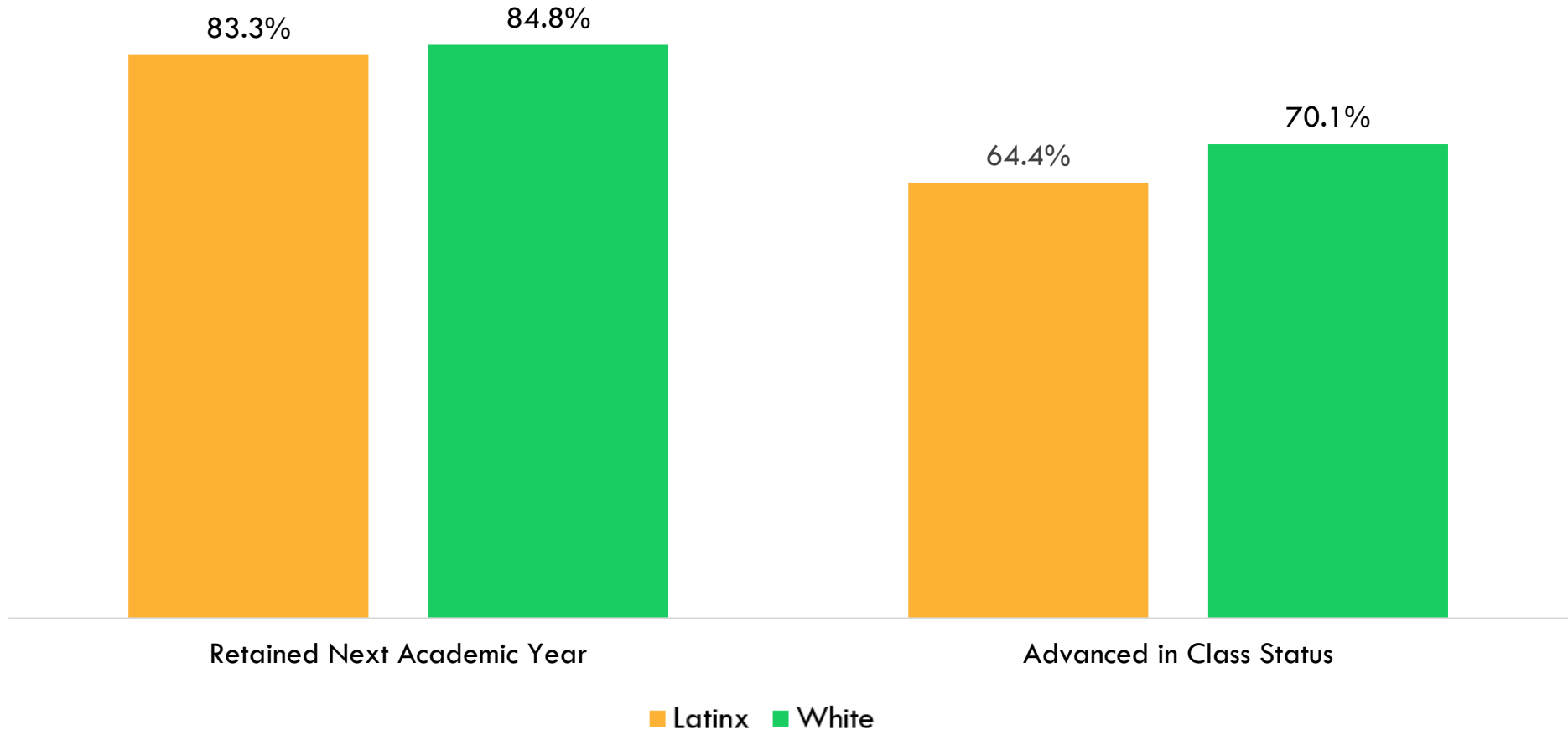
Class Advancement of First-Time Full-Time Students at Illinois Public Universities



Source: IHEIS Fall Enrollment Collections from 2018-19 and 2019-20

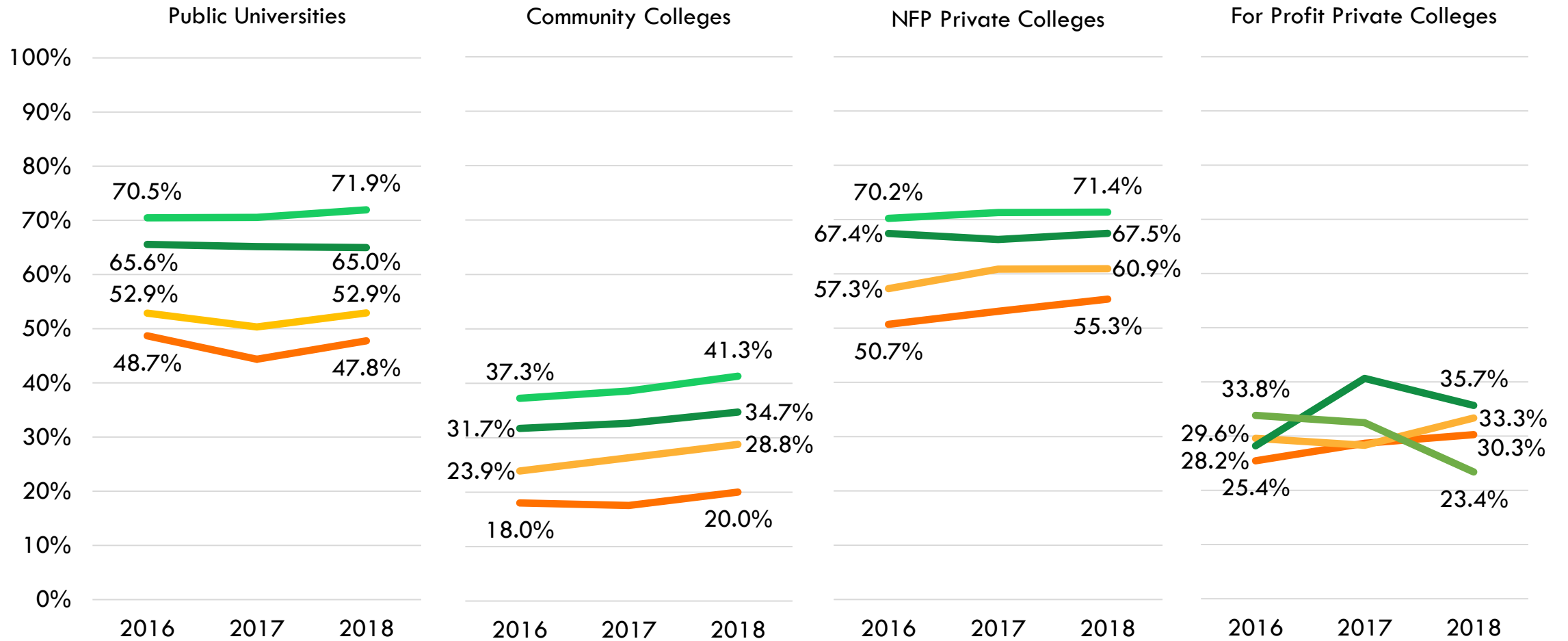
Latinx transfer student retention and advancement *higher* than for White students at public universities

New Full-Time Transfer Students Fall AY 2018-19
at Illinois Public Universities



Source: IBHE IHEIS Fall 2018-2019 Enrollment Collections—New Transfer Students from Fall of AY2018-19 tracked to Fall of 2019-20

Yet, gender-based completion gaps persist...

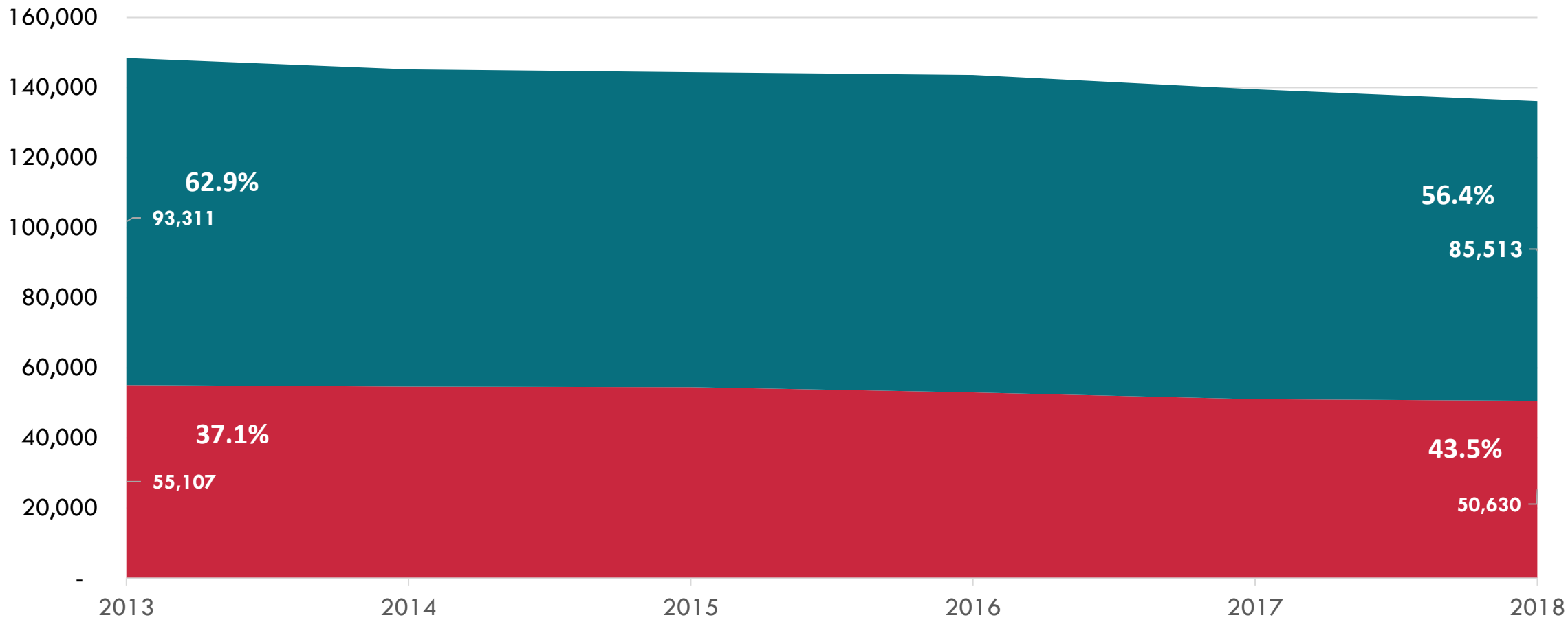


Based on 2016, 2017, and 2018 IPEDS Graduation Rates at 150% of Normal Time for students who first enrolled full time

— Latinx Male
 — Latinx Female
 — White Male
 — White Female

Even with public university enrollment declining, proportion of low-income students increasing

Illinois Public University Low-Income Enrollment Trends

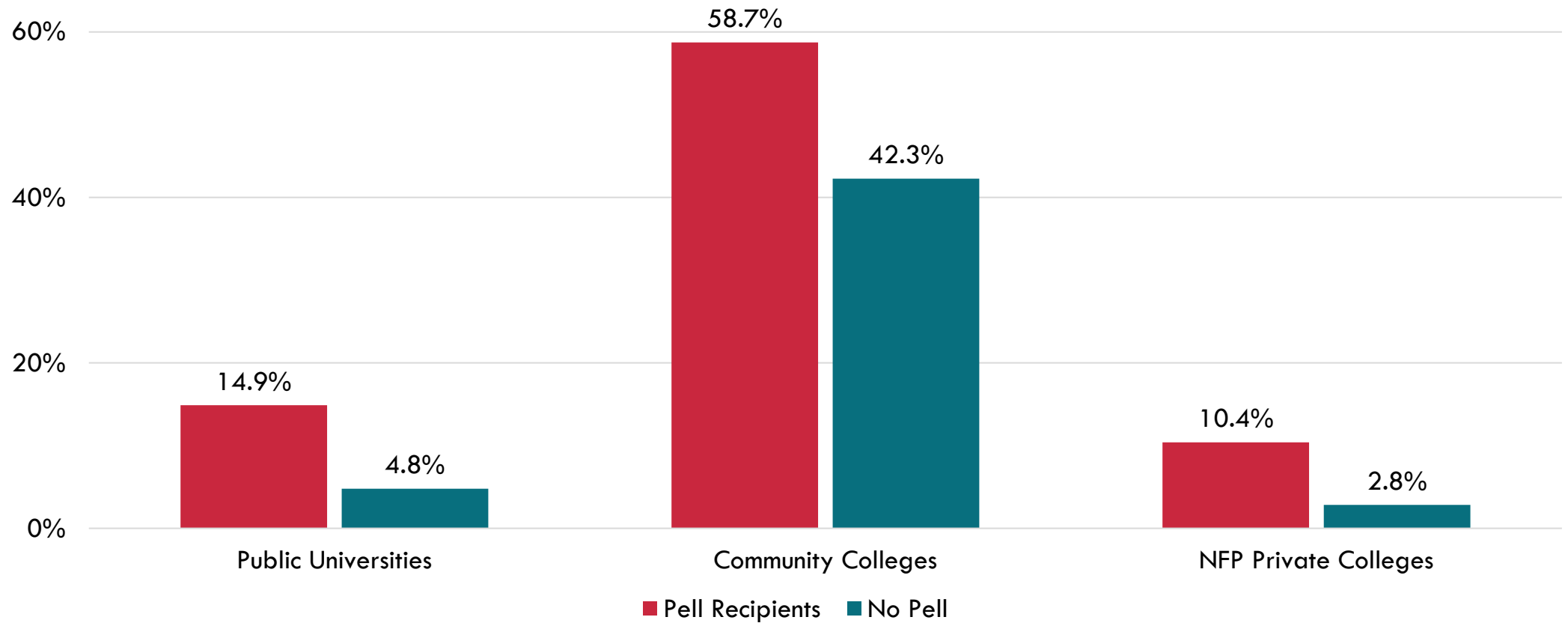


Source: 2013 to 2018 IPEDS Student Financial Aid Survey

— Pell Recipients — Non-Pell

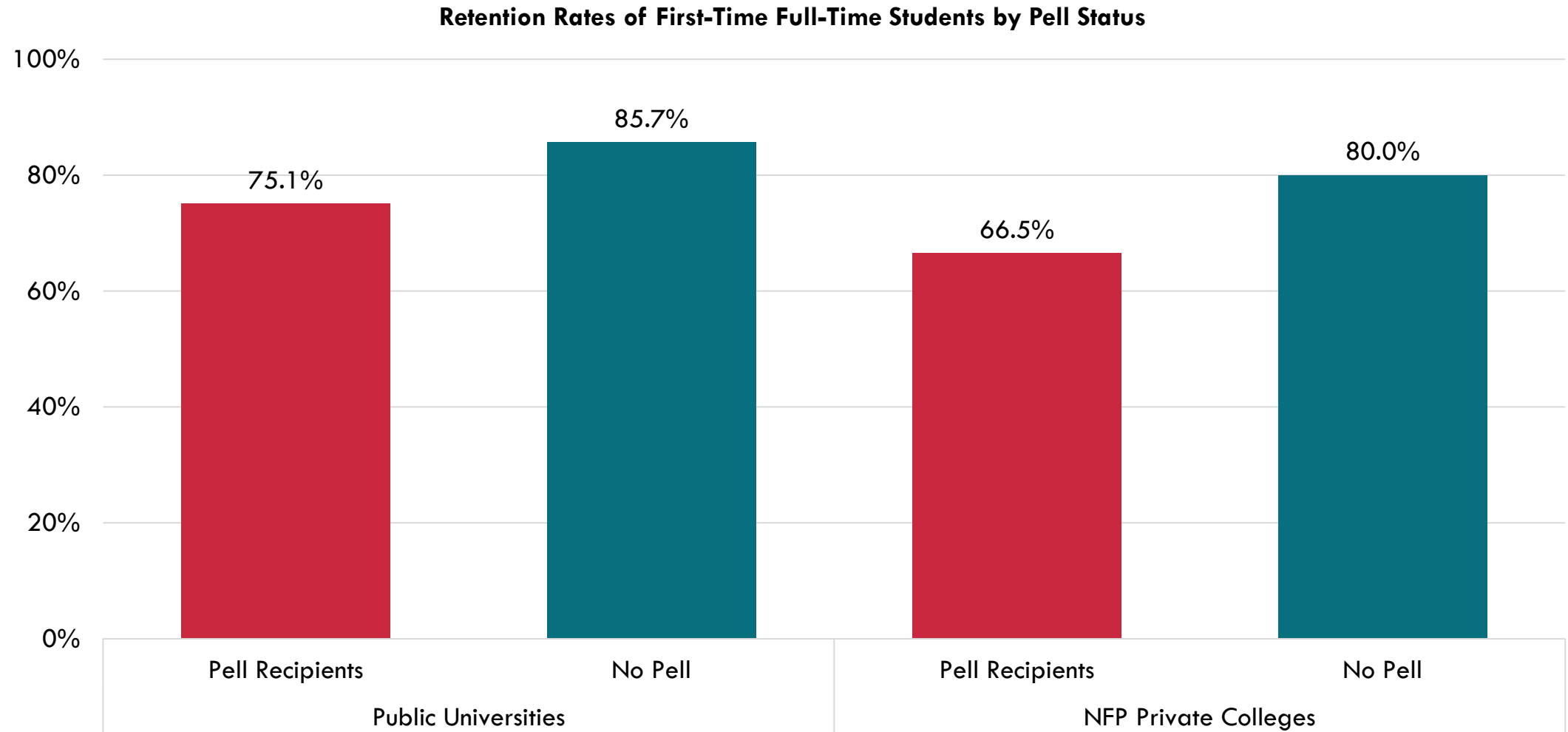
Low-Income students are significantly more likely to be placed in development education.

Developmental Education Placement Rates by Pell Status



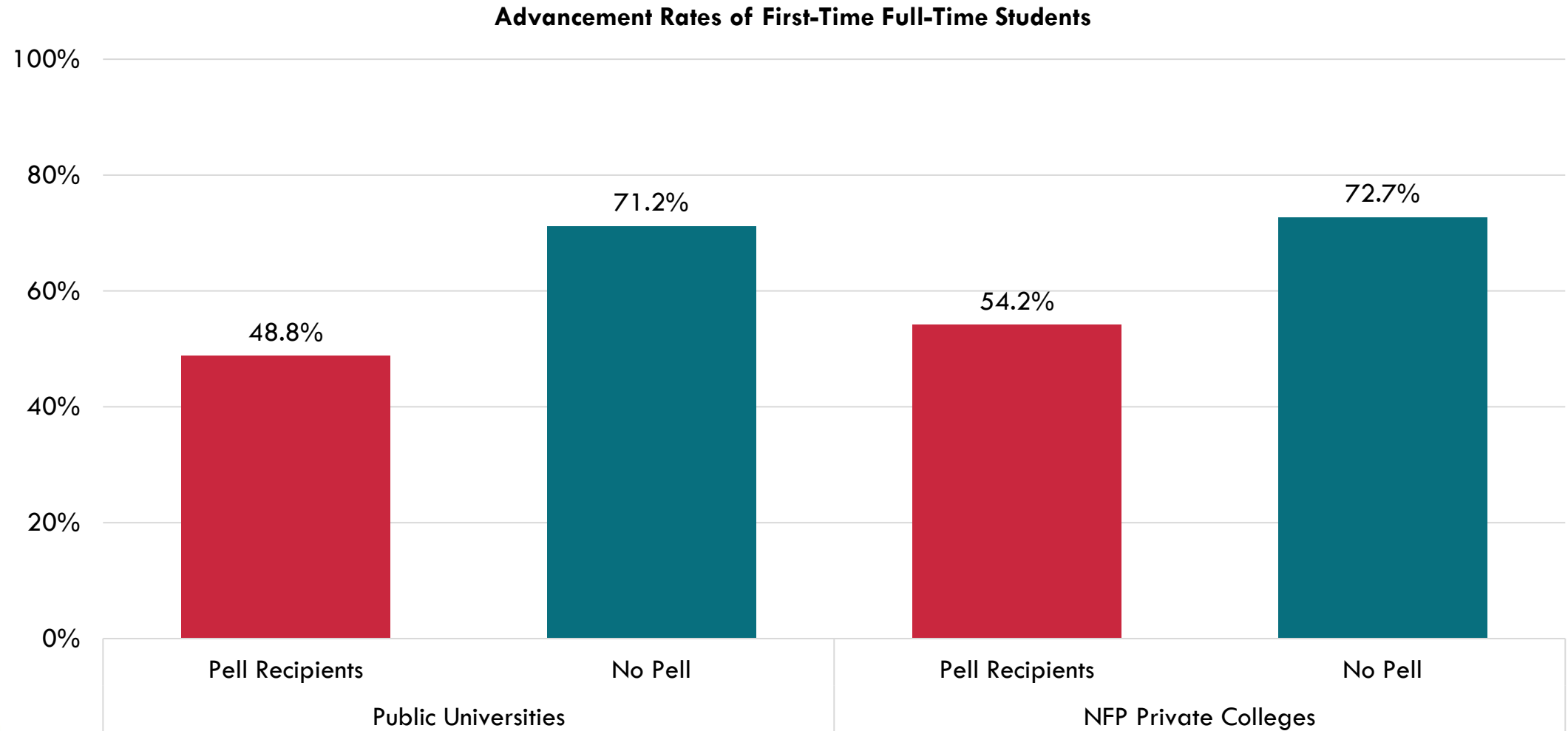
Source: IHEIS Enrollment Collection Fall of AY2018-19 & ICCB Centralized Data System 2014, 2015, and 2016 Tracking Cohorts

Low-Income freshman are retained at a lower rates ...



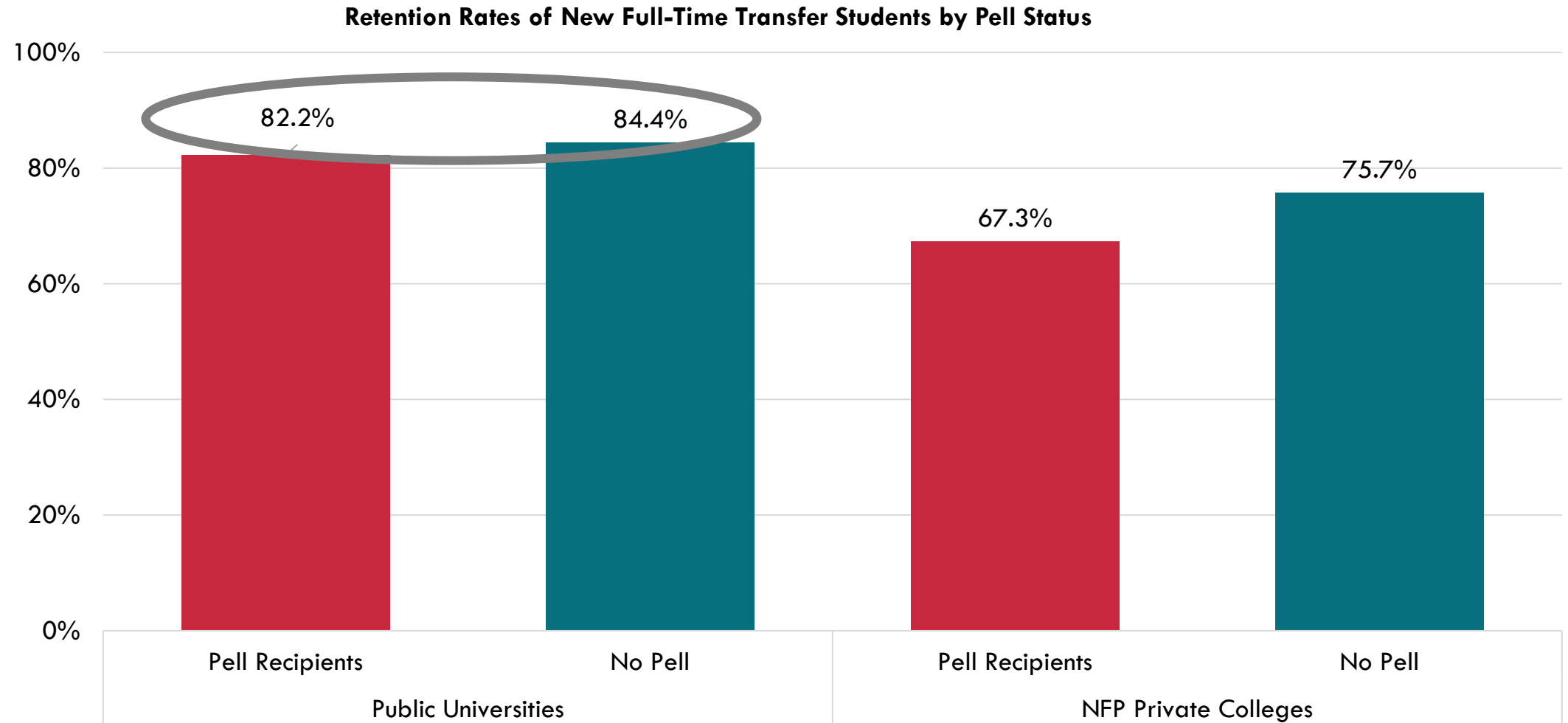
Source: Fall 2018-2019 IHEIS Enrollment

...and are advanced in class status at lower rates than non-low-income students



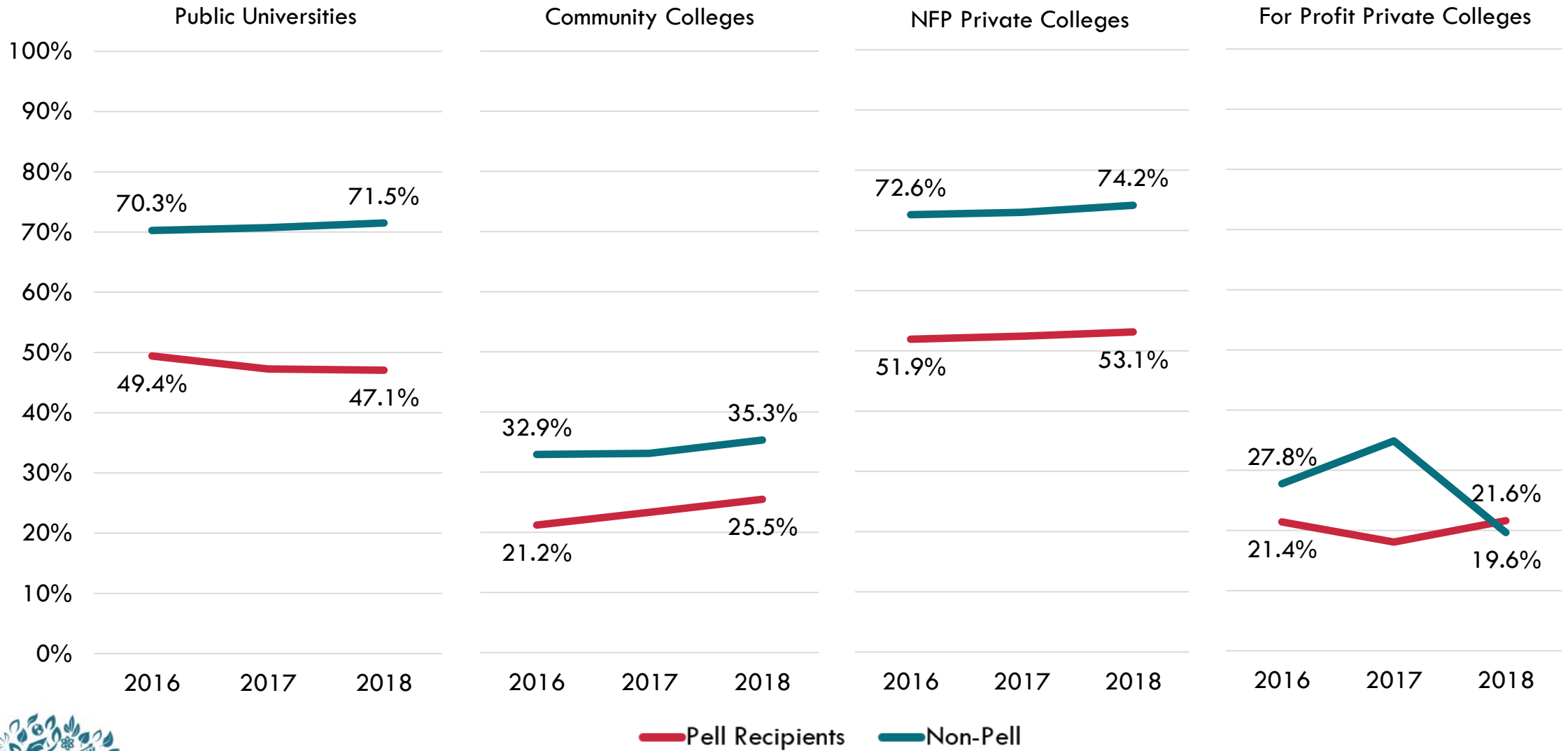
Source: Fall 2018-2019 IHEIS Enrollment

Retention of low-income transfer students gap at public universities small



Source: Fall 2018-2019 IHEIS Enrollment

Completion gaps between low-income and non-low-income students persist over time



Based on 2016, 2017, and 2018 IPEDS Graduation Rates at 150% of Normal Time for students who first enrolled full time. The Non-Pell group also includes those not receiving Stafford loans.

Conclusion

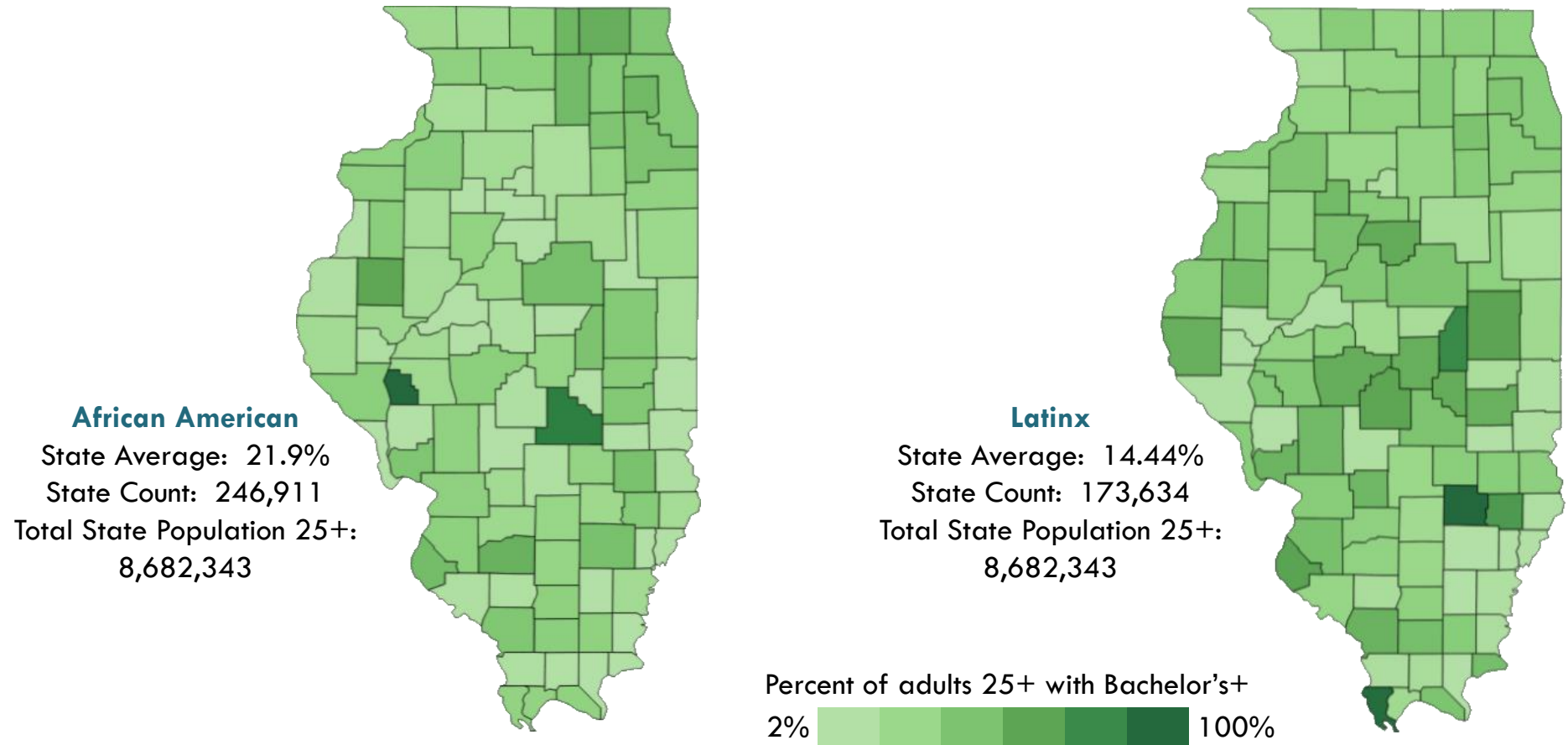
- Data show clear and persistent educational equity gaps between African American and Latinx students and their White peers
- Data also show similar educational equity gaps between low-income and non low-income students
- If Illinois is going to meet its workforce and economic needs and ensure communities across the state thrive, we must work together with relentless focus on closing equity gaps



How are we doing? A look at African-American students



And Bachelor's-level attainment varies across the state for all races/ethnicities



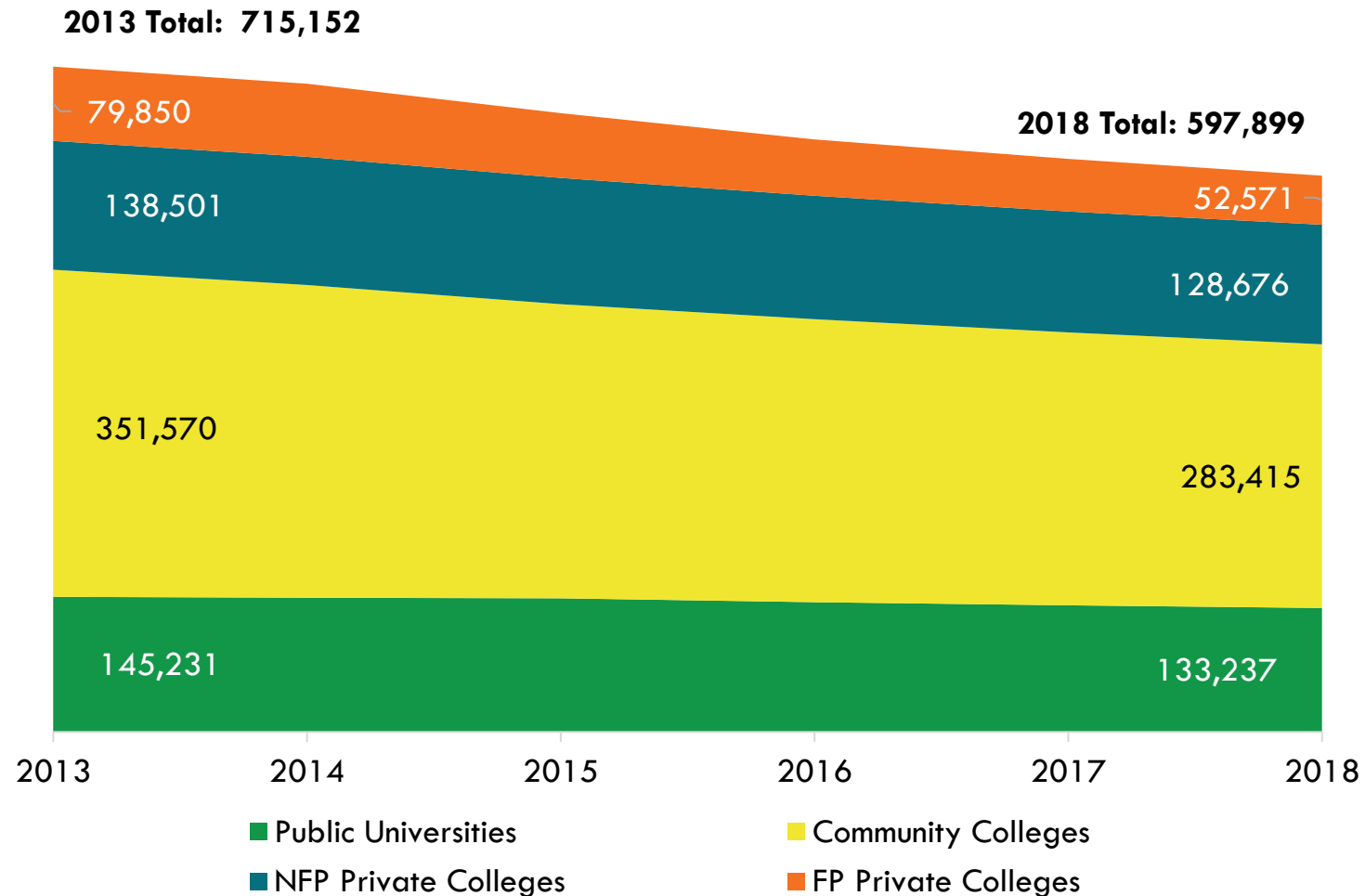
Interactive maps available at <https://www.ibhe.org/equity.html>

Source: 2018 American Community Survey 5-Year Estimates of Bachelor's Degree Attainment or Higher
Special thanks to Advance Illinois for the inspiration and the model for this visualization



Overall undergraduate enrollment dropped 16% since 2013

Fall Enrollment Trends: All Students



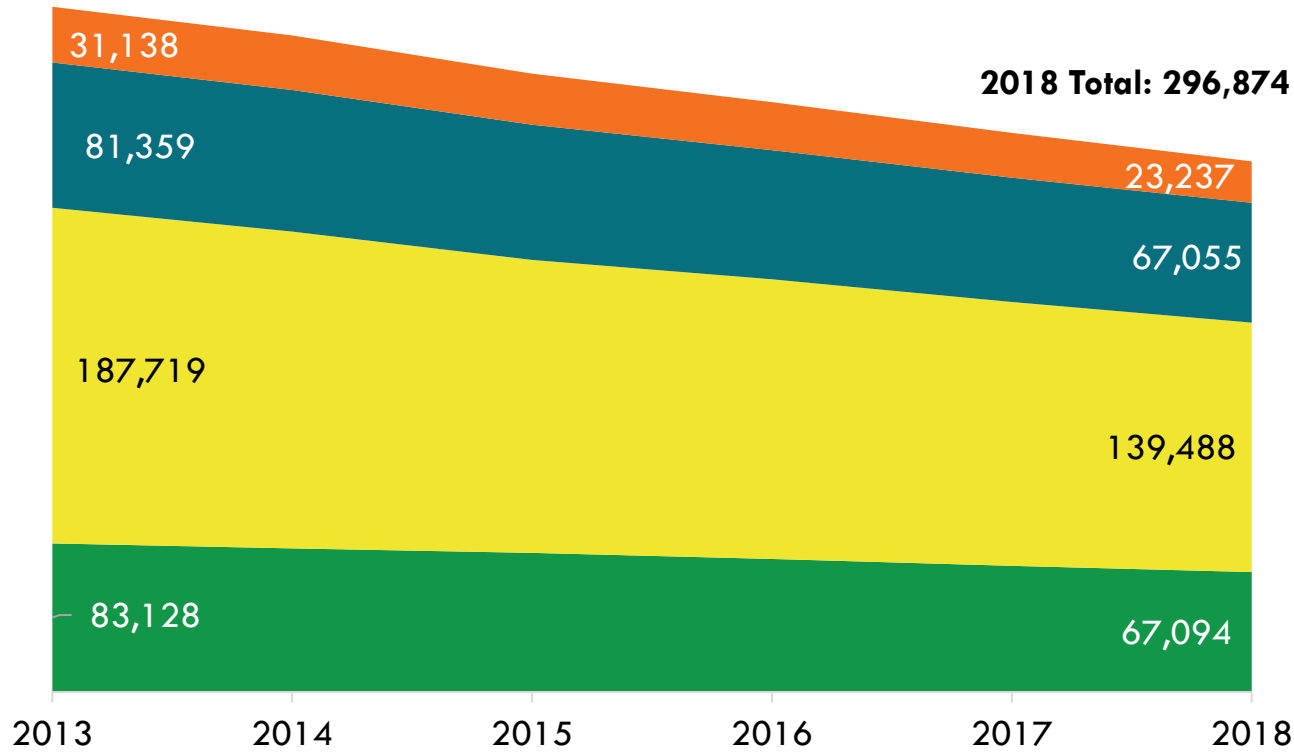
Source: IPEDS Fall Enrollment Survey: 2013 to 2018

Enrollment for White students decreased 23% overall

Fall Enrollment Trends: Whites

2013 Total: 383,344

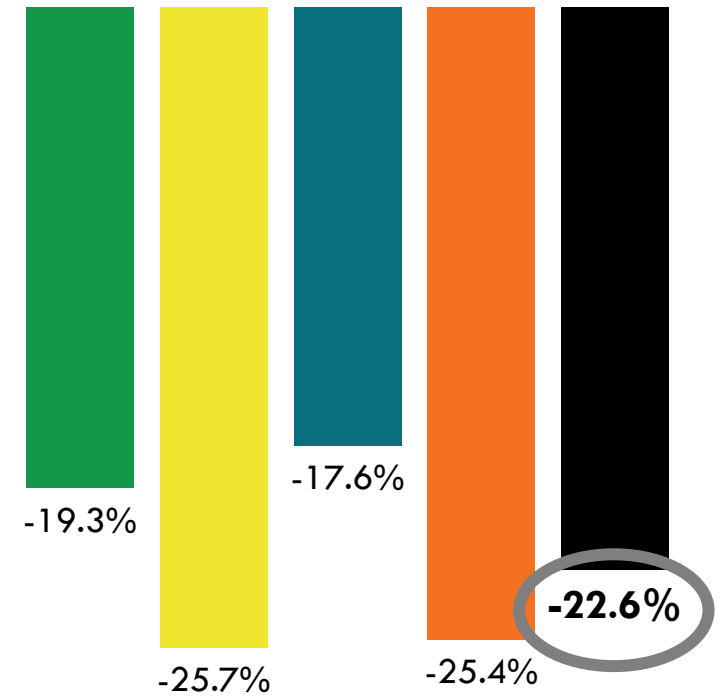
2018 Total: 296,874



- Public Universities
- Community Colleges
- NFP Private Colleges
- FP Private Colleges

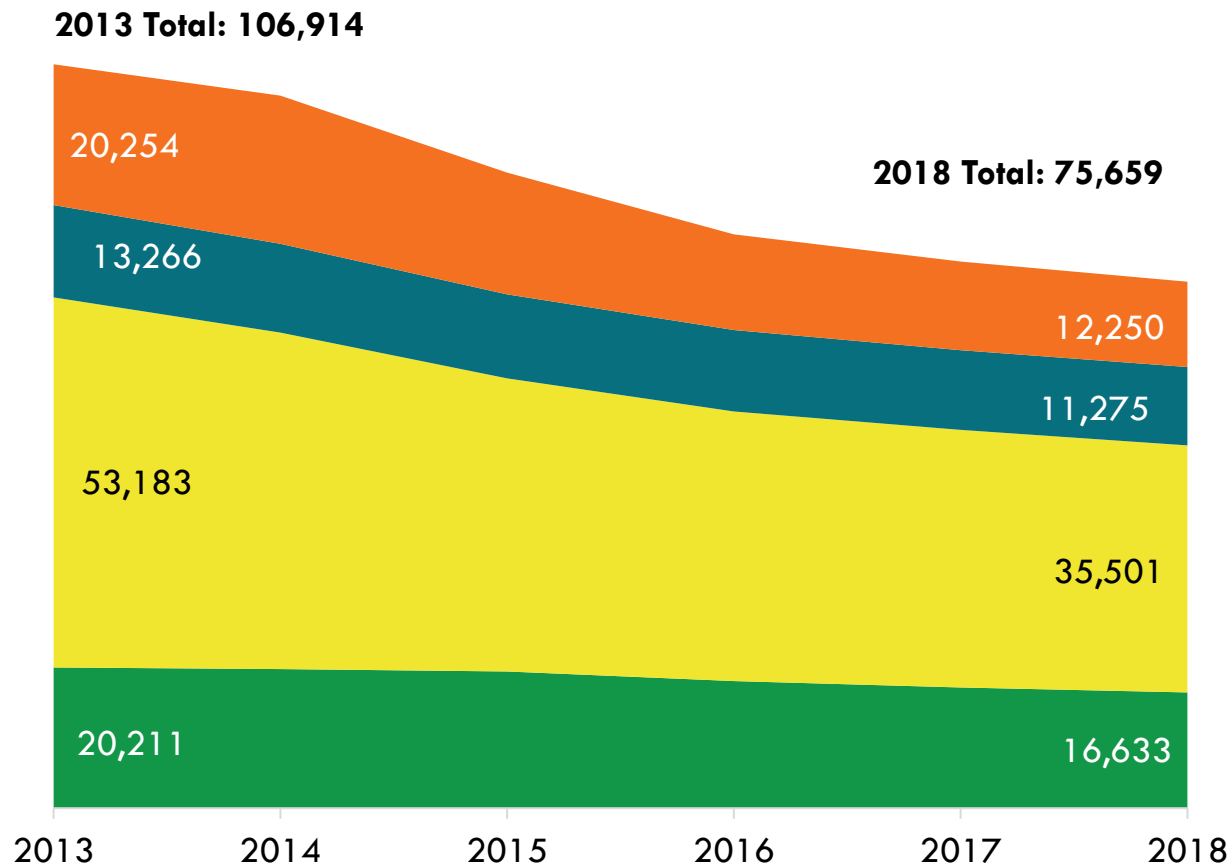
Change in Enrollment 2013 to 2018

- Public Universities
- Community Colleges
- NFP Private Colleges
- FP Private Colleges
- Total

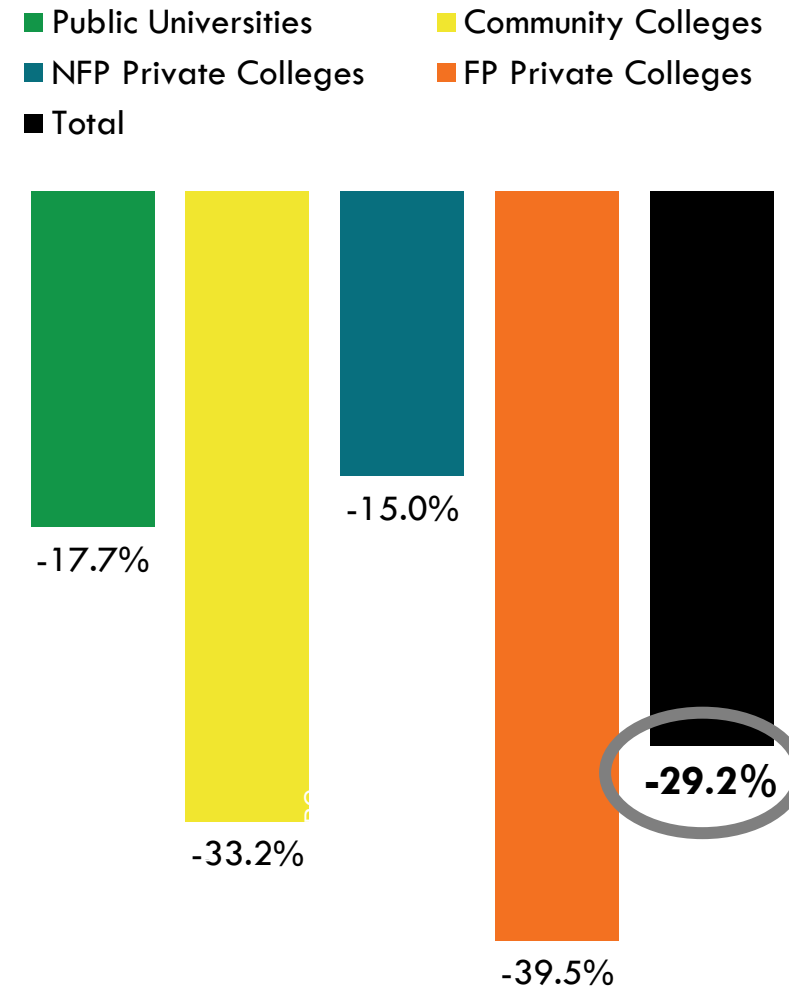


Enrollment for African-Americans declined disproportionately overall...

Fall Enrollment Trends: African Americans



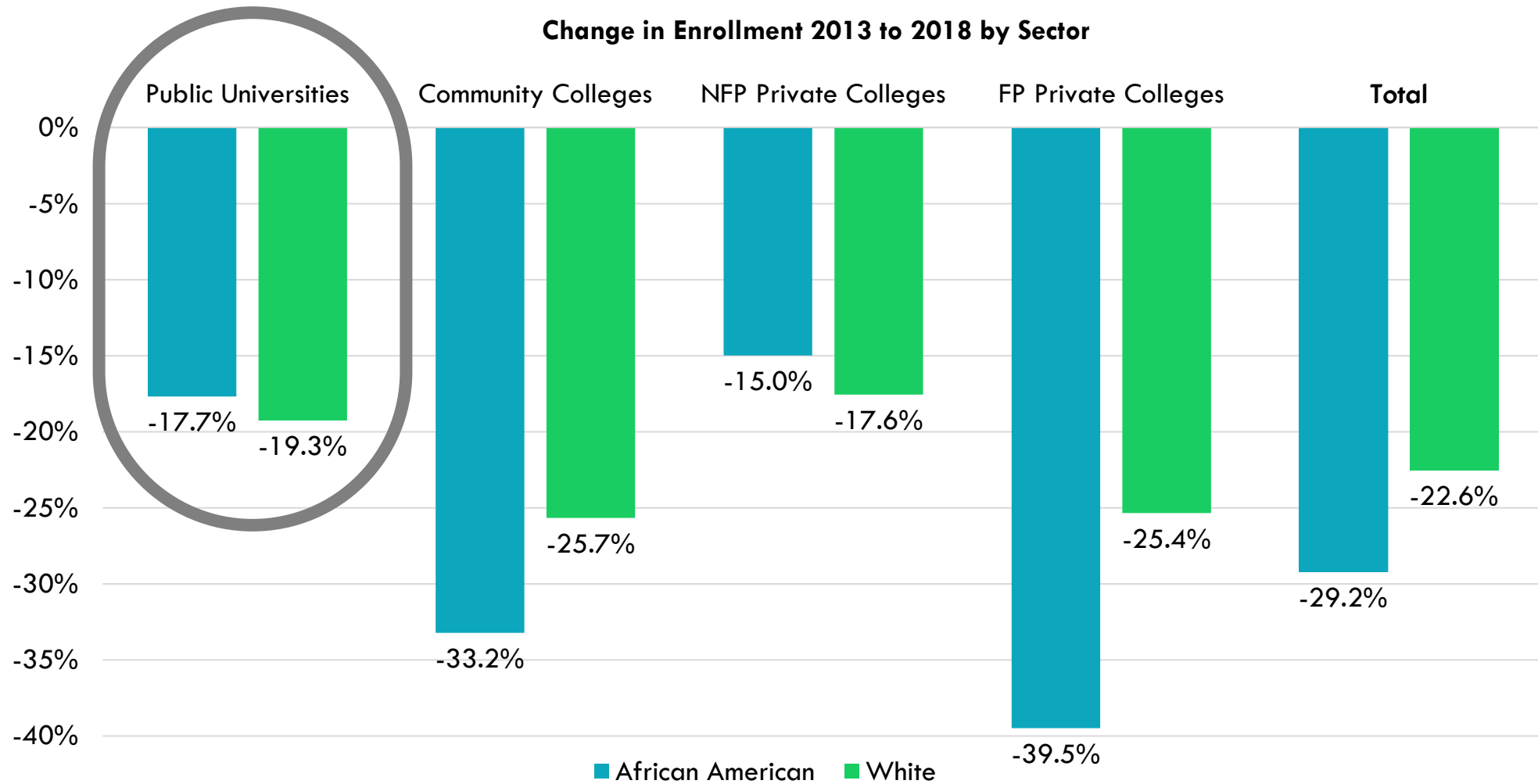
Change in Enrollment 2013 to 2018



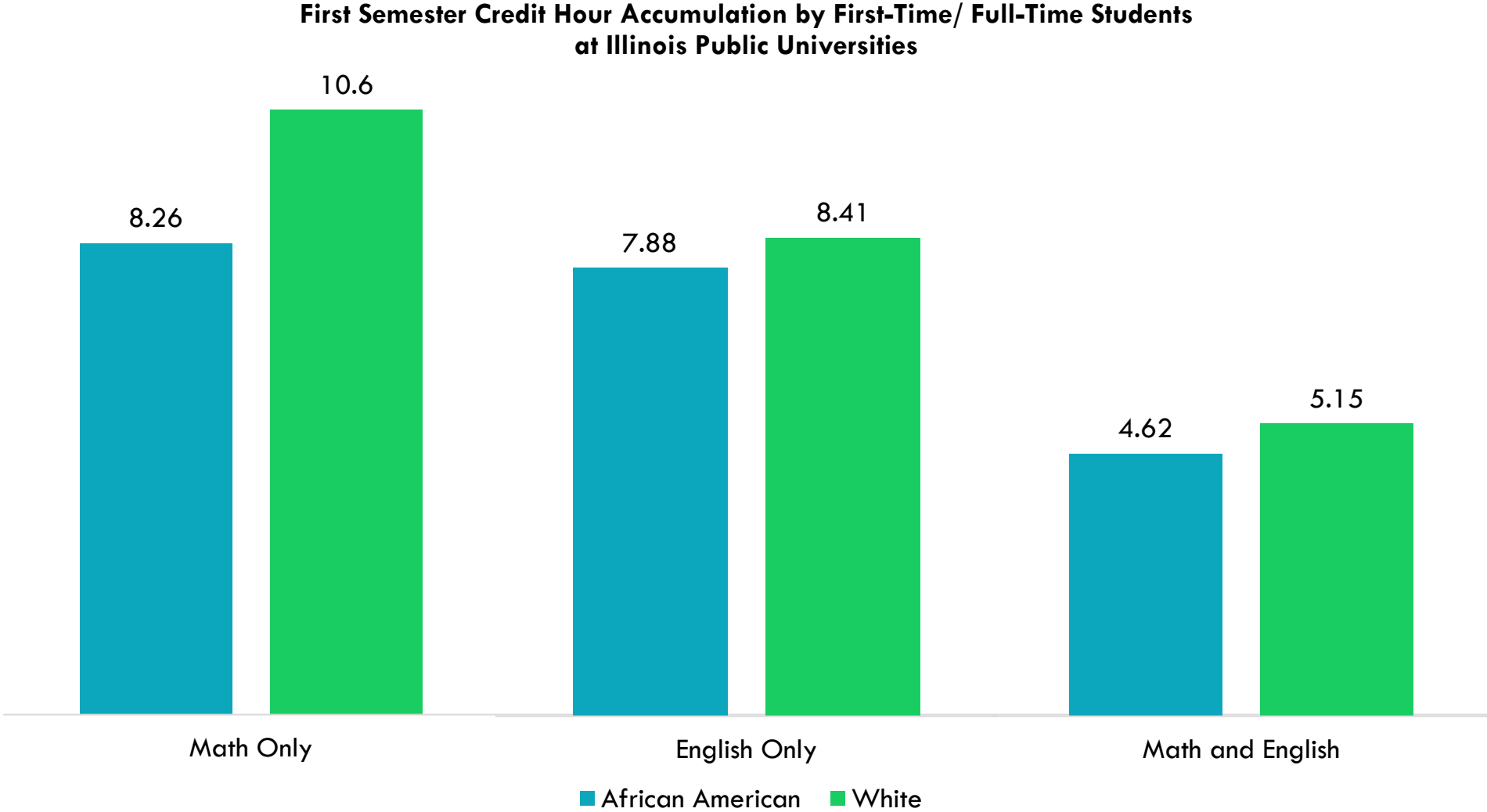
■ Public Universities ■ Community Colleges
■ NFP Private Colleges ■ FP Private Colleges

Source: IPEDS Fall Enrollment Survey: 2013 to 2018

...but less than for Whites in public and NFP private universities



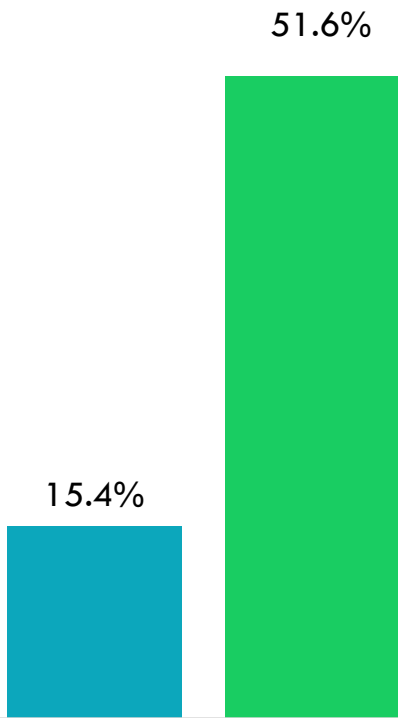
And when placed in developmental ed, African-Americans accumulate fewer credit hours



Source: IBHE IHEIS 2018 Fall Enrollment Collection

African-Americans have less access to AP and Dual Credit while in high school

Recent Illinois Public High School Graduates



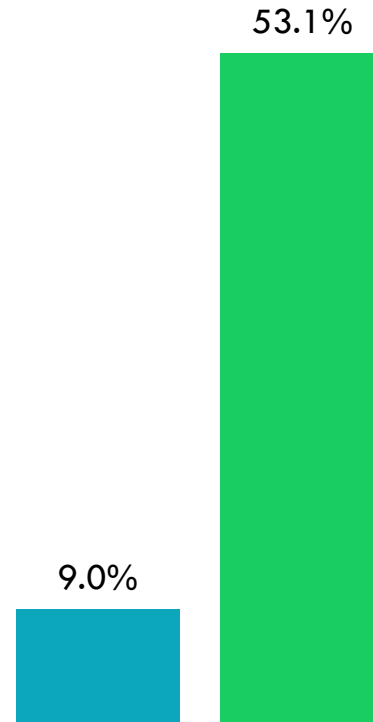
Race/Ethnicity Distribution

% of Participants in Dual Credit by Race/Ethnicity



Grade 12

% of Participants in AP by Race/Ethnicity



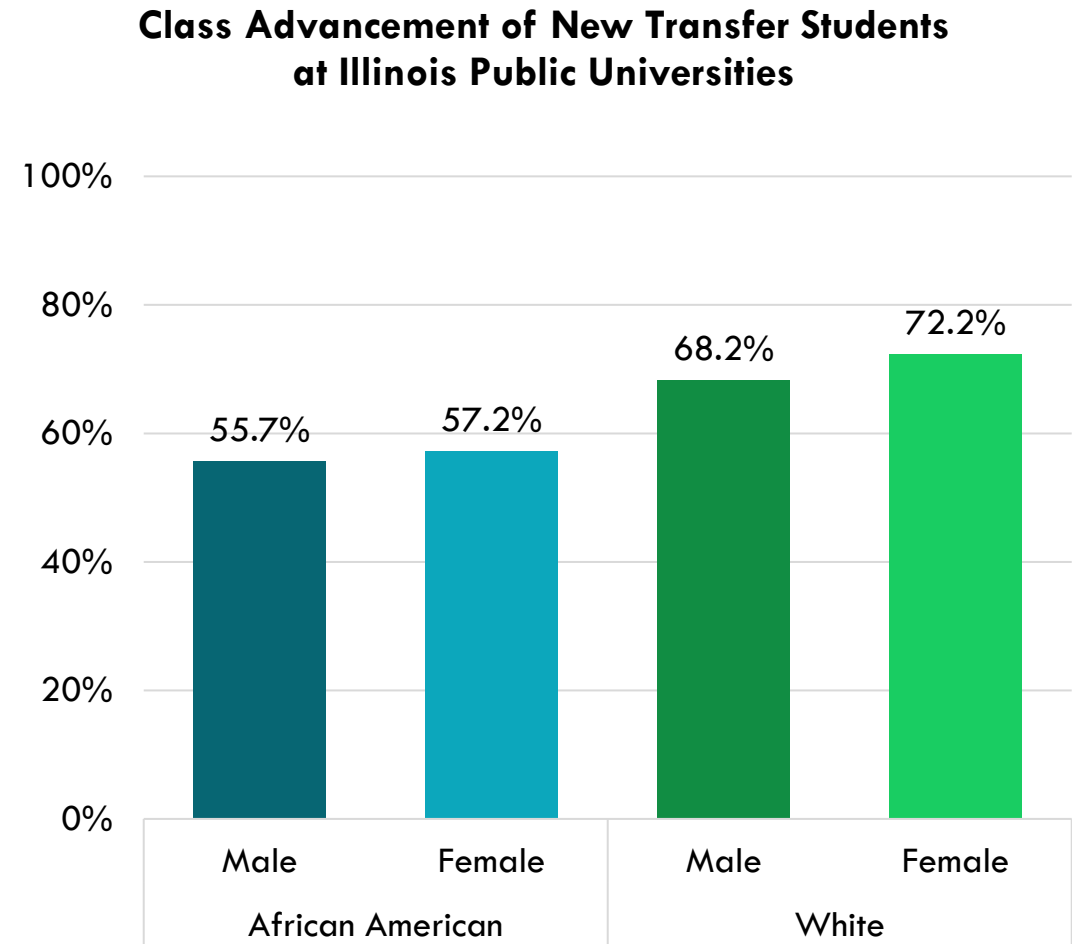
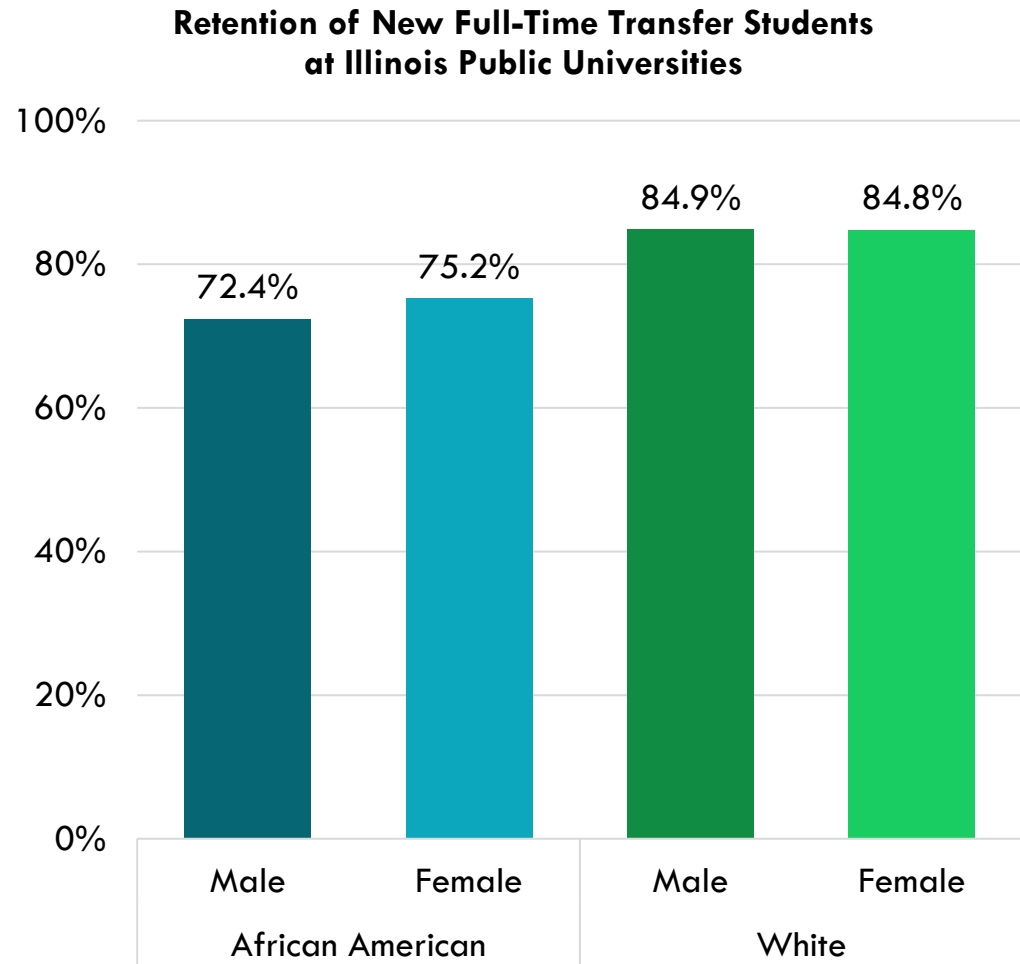
Grade 12

■ African American ■ White



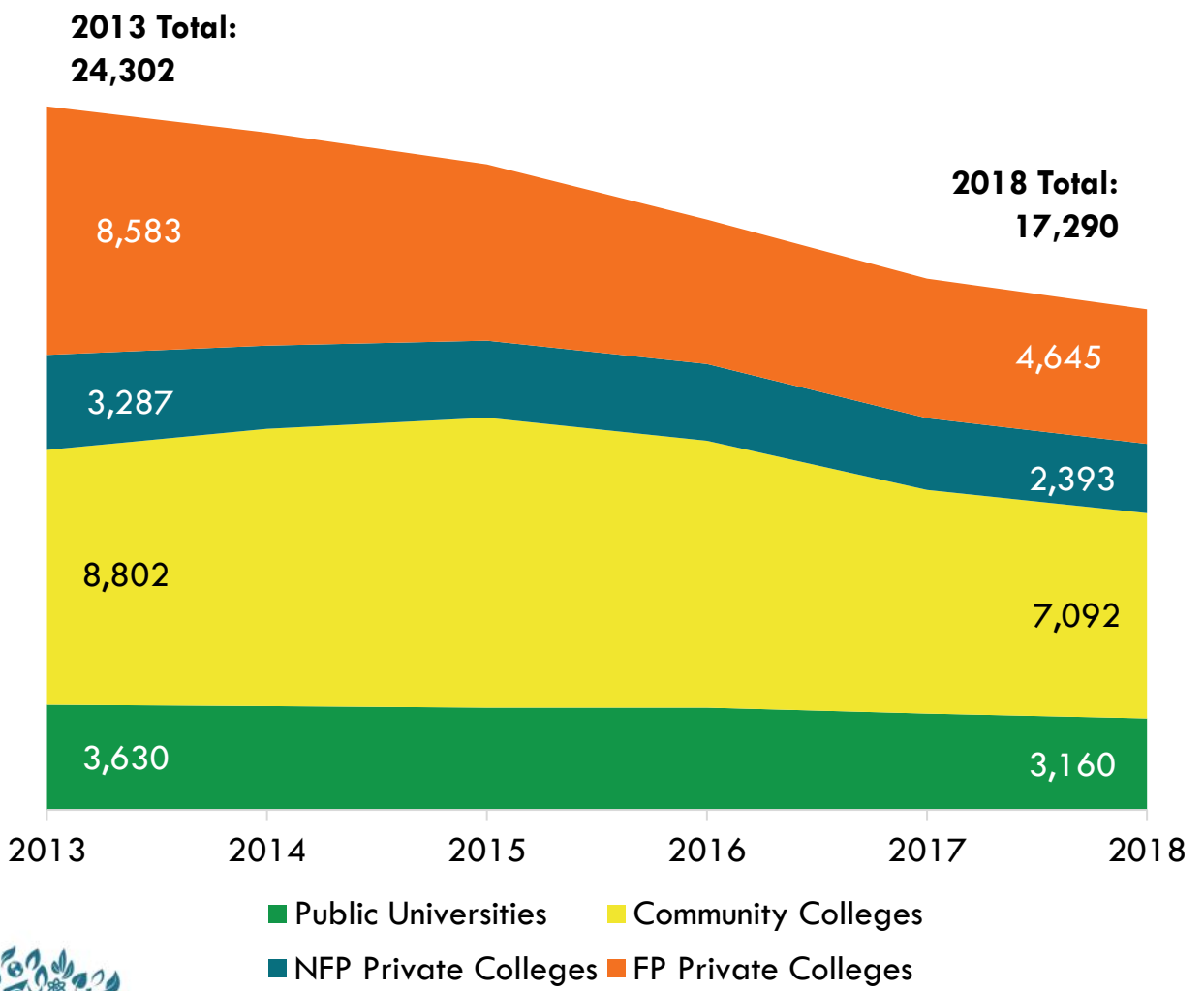
Source: ISBE Report Card

Similarly, gaps by race remain, but public universities do better in retaining and advancing transfer students, except White females. Gender gaps smaller.

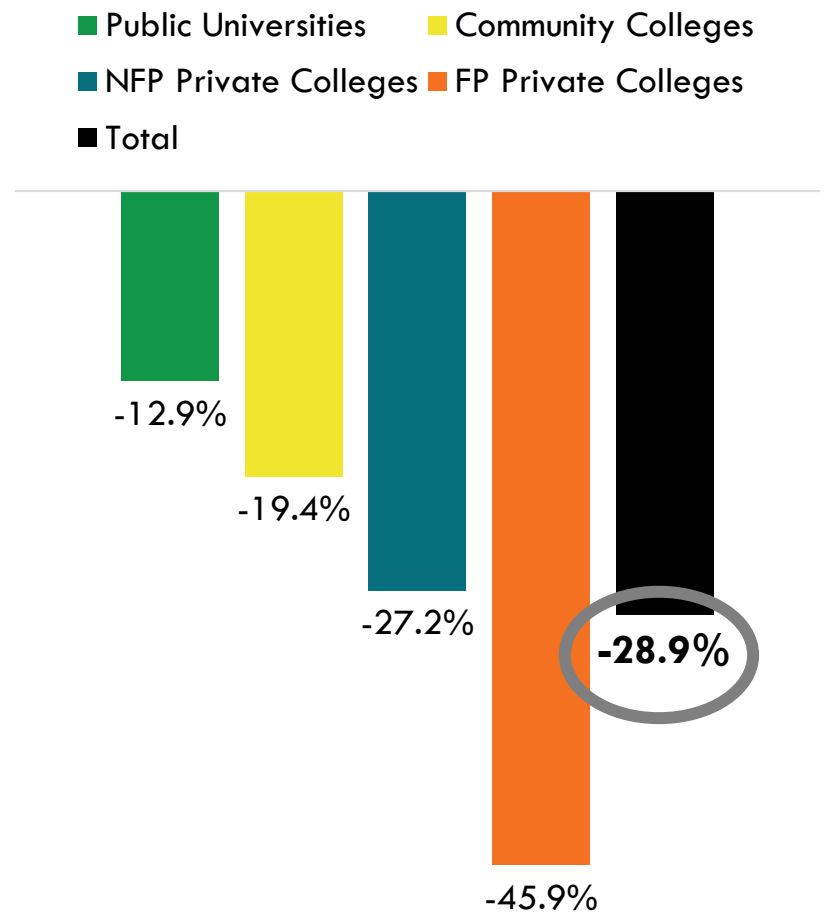


Not surprisingly, completions for African American students dropped...

Completion Trends: African-American

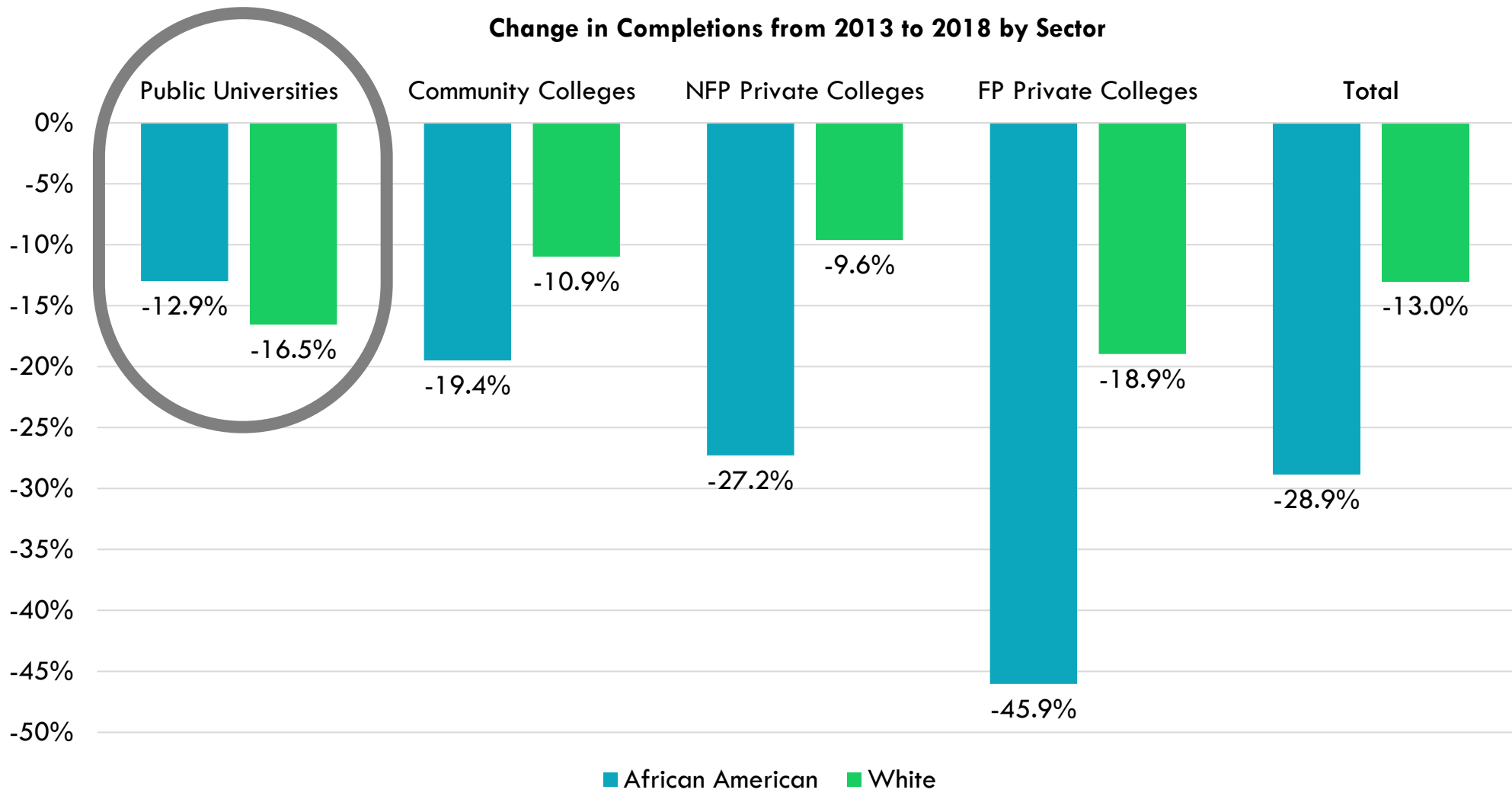


Change in Completion 2013 to 2018



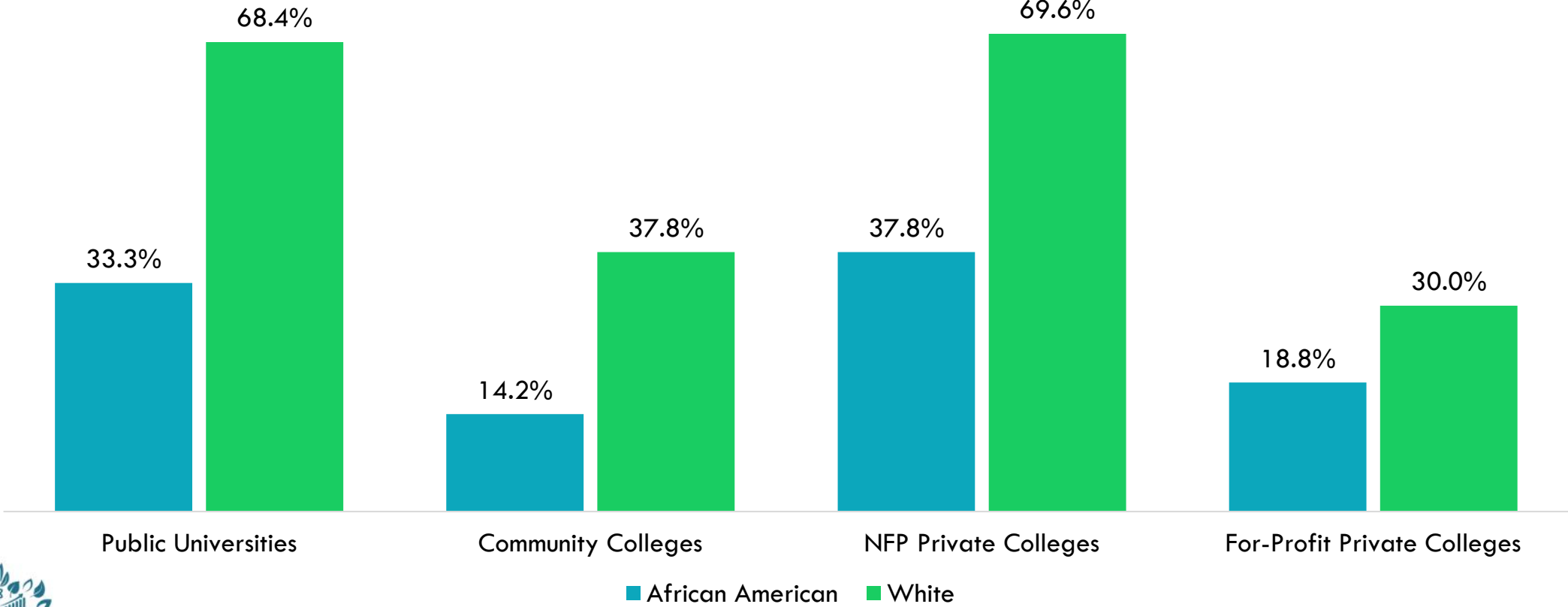
Source: IPEDS Completions Survey: 2013 to 2018

...and dropped more than for White students, except at public universities



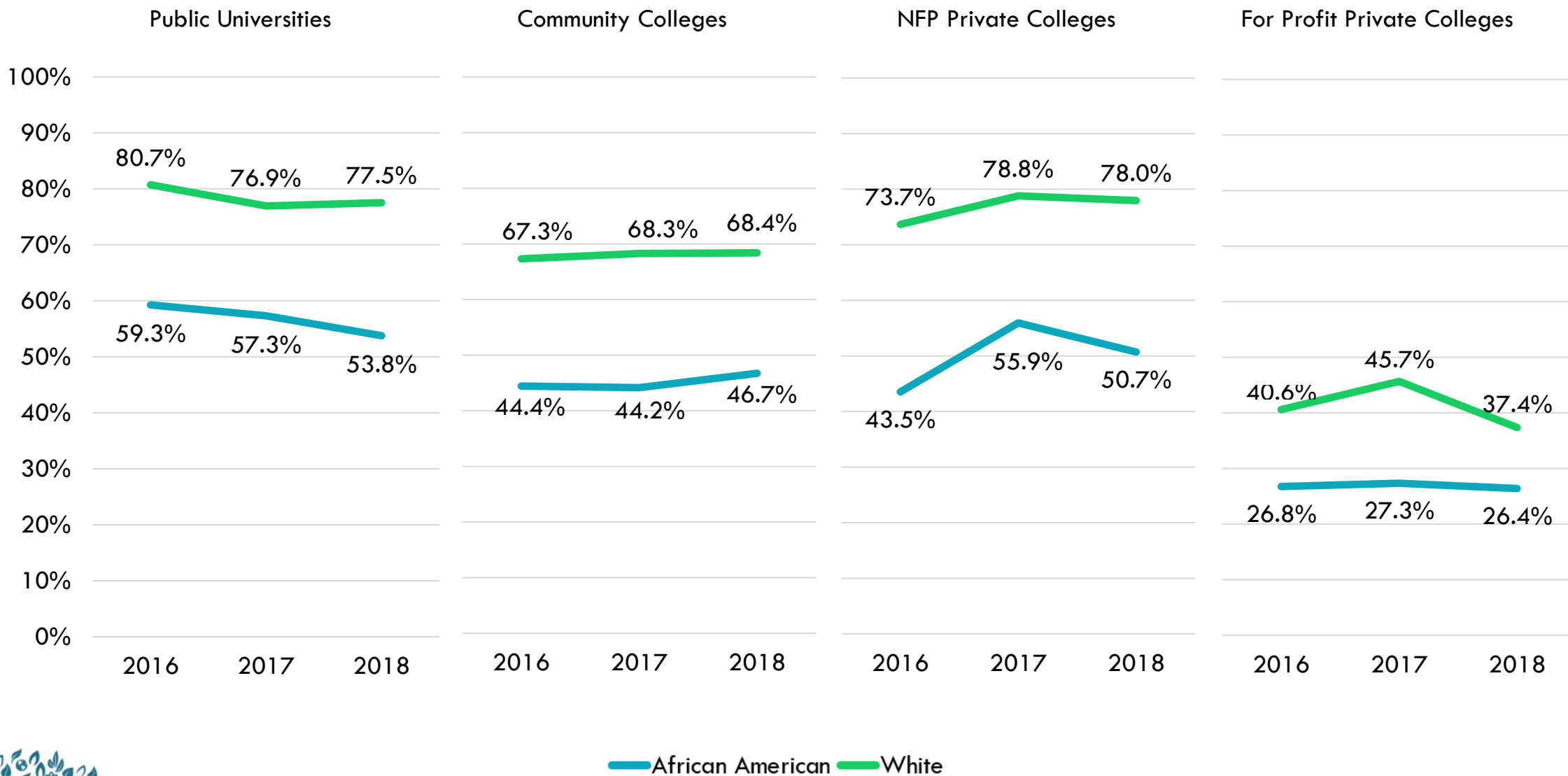
Source: IPEDS Completions Survey: 2013 to 2018

Gaps persist across undergraduate completion rates



Based on 2018 IPEDS Completion Rates at 150% of Normal Time

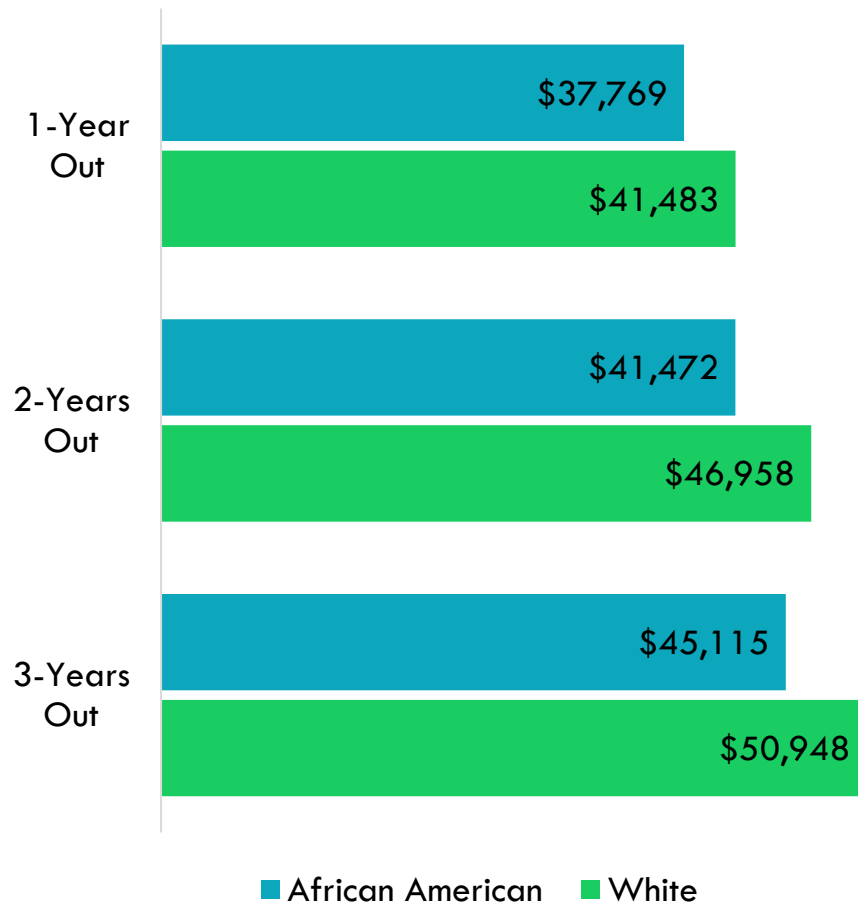
Gaps somewhat smaller, but still persist when transfer and continuing enrollment are considered



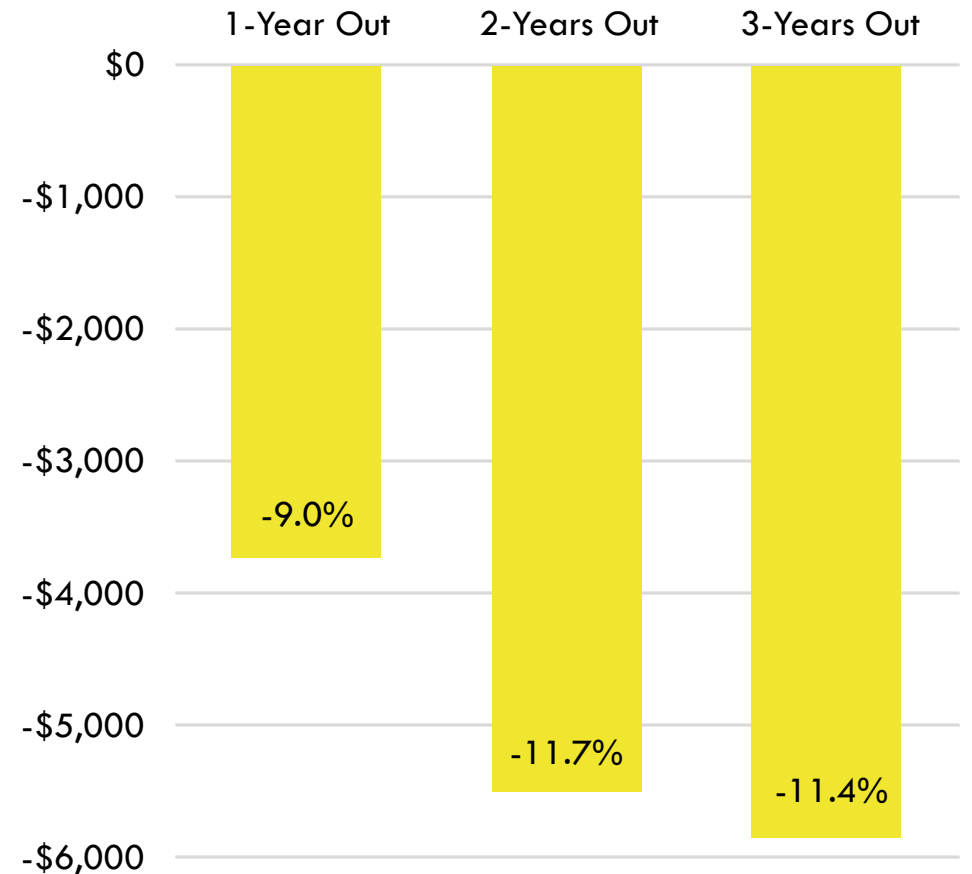
Based on 2016, 2017, and 2018 IPEDS Graduation Rates at 150% of Normal Time for students who first enrolled full time

Even with the same educational level, earnings are lower for African Americans than Whites, and the gap grows

Annualized Illinois Earnings Post Graduation



Difference in Annualized Illinois Earnings between African American and White Bachelor's Completers

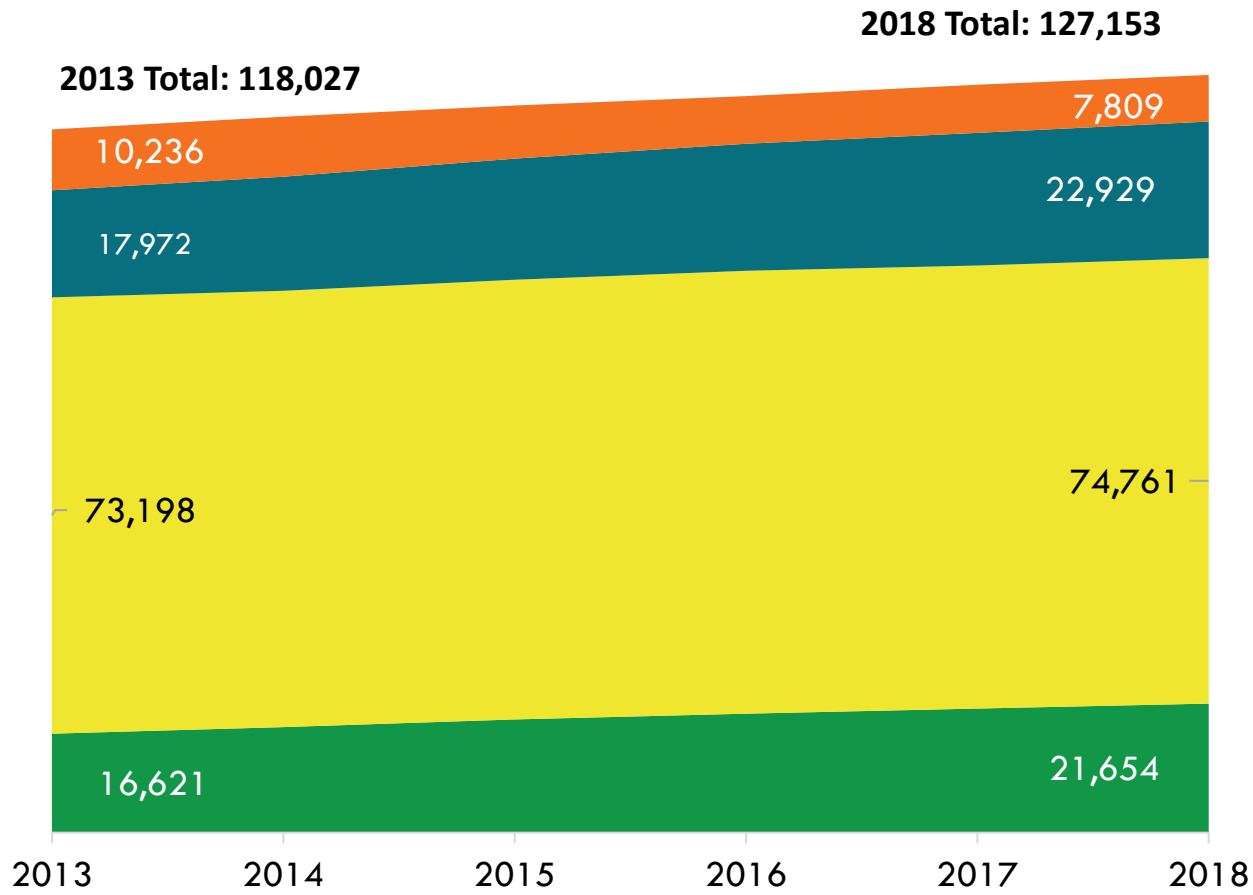


How are we doing? A look at Latinx students

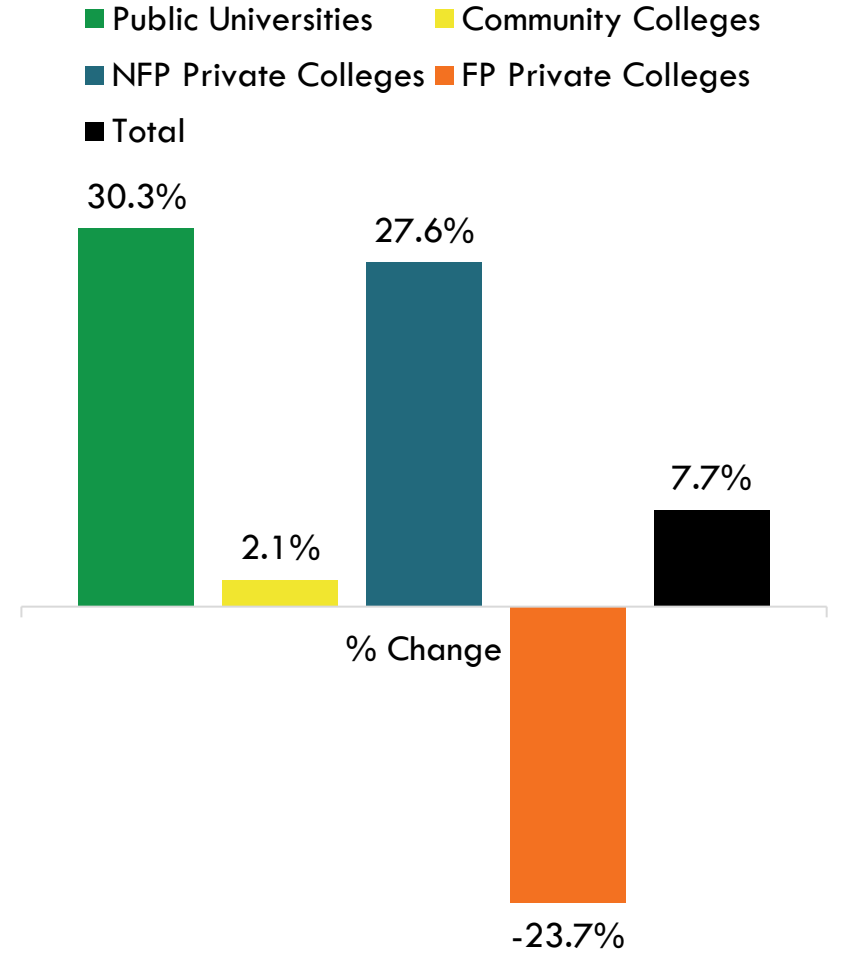


While enrollment overall decreased, enrollment for Latinx students increased...

Fall Enrollment Trends: Latinx



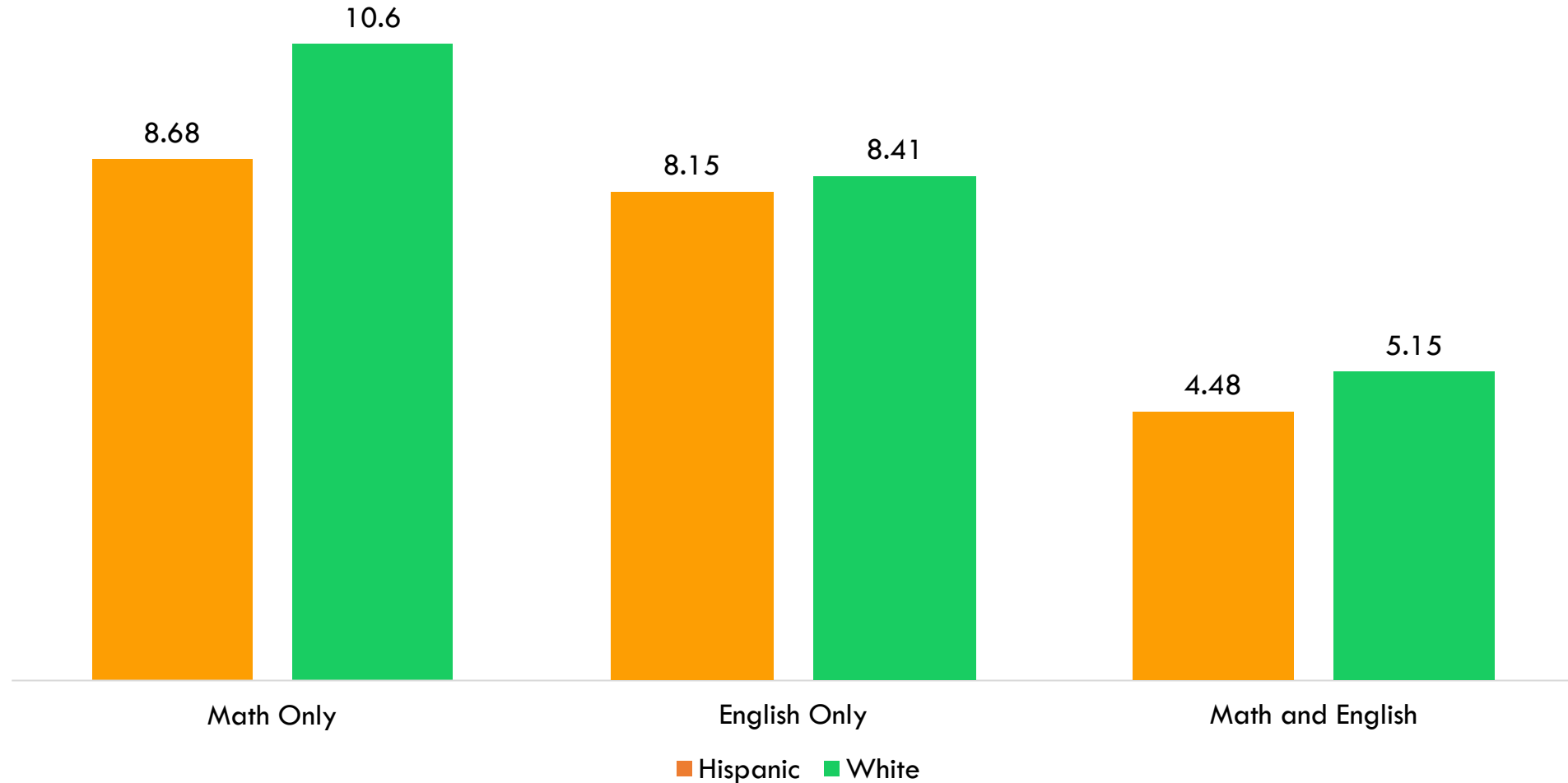
Change in Enrollment 2013 to 2018



Source: IPEDS Fall Enrollment Survey: 2013 to 2018

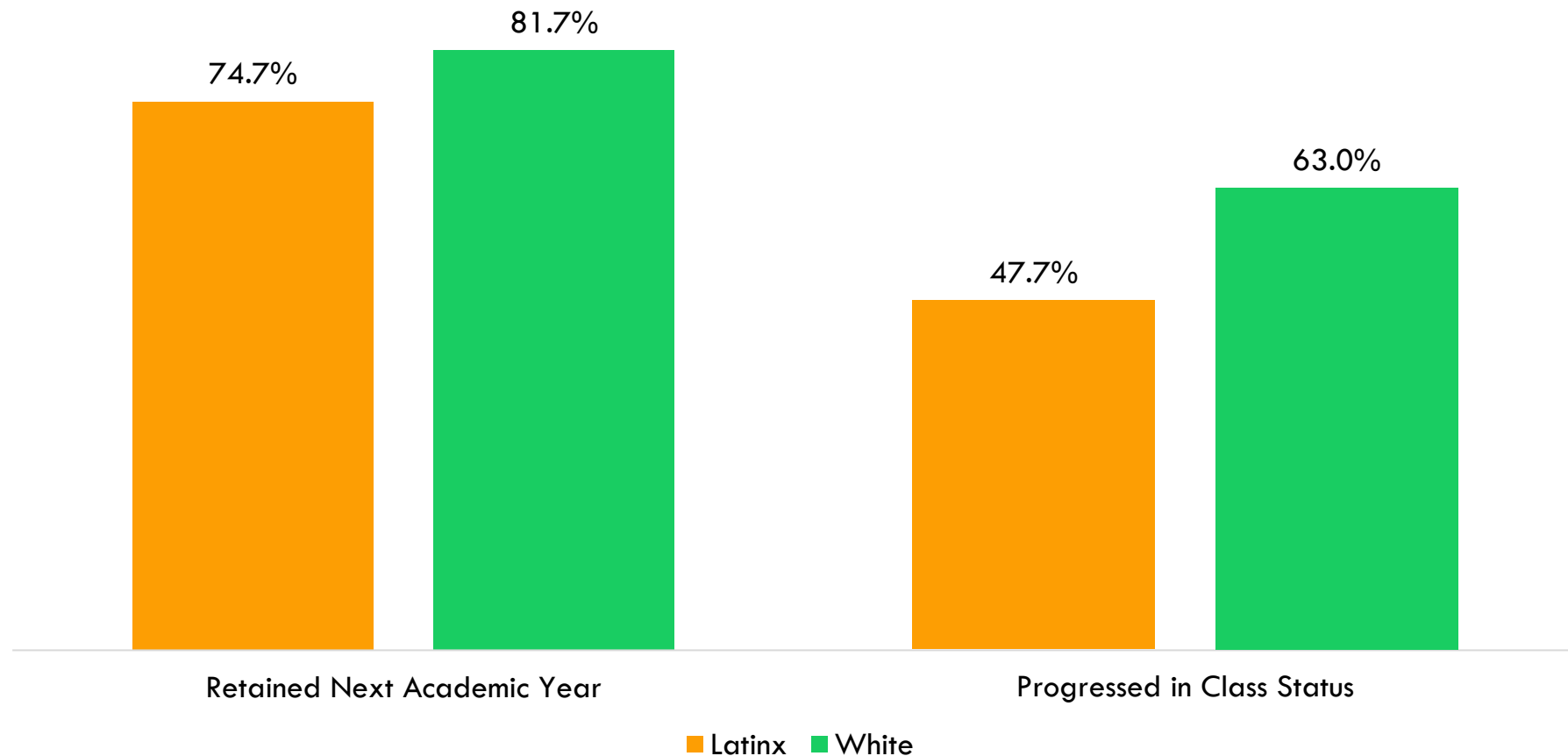
And when placed developmental ed, Latinx accumulate fewer credit hours than White peers

First Semester Credit Hour Accumulation by First-Time/ Full-Time Students at Illinois Public Universities



Public Universities do a good job with freshmen Latinx retention, but progress smaller proportion

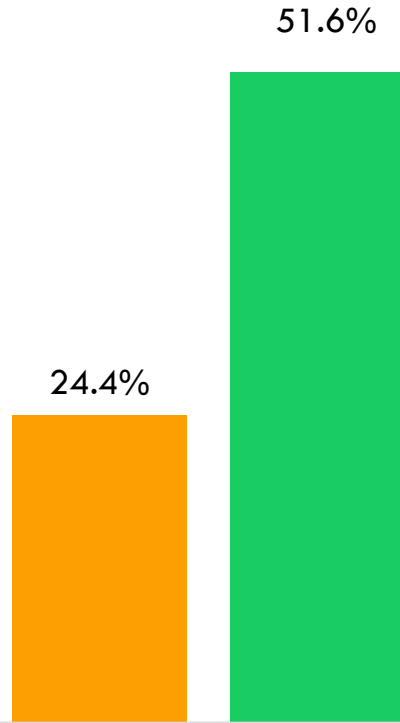
New First-Time Public University Students Fall AY 2017-18



Source: IBHE IHEIS 2017 and 2018 Fall Enrollment Collection

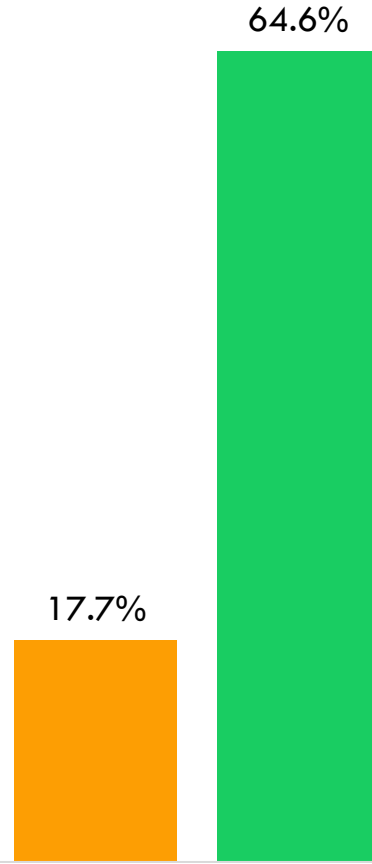
Latinx students have less access to dual credit but proportionate access to AP

Recent Illinois Public High School Graduates



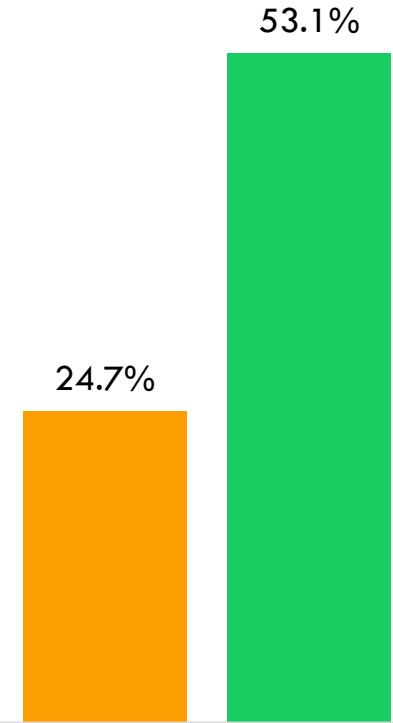
Race/Ethnicity Distribution

% of Participants in Dual Credit by Race/Ethnicity



Grade 12

% of Participants in AP by Race/Ethnicity



Grade 12

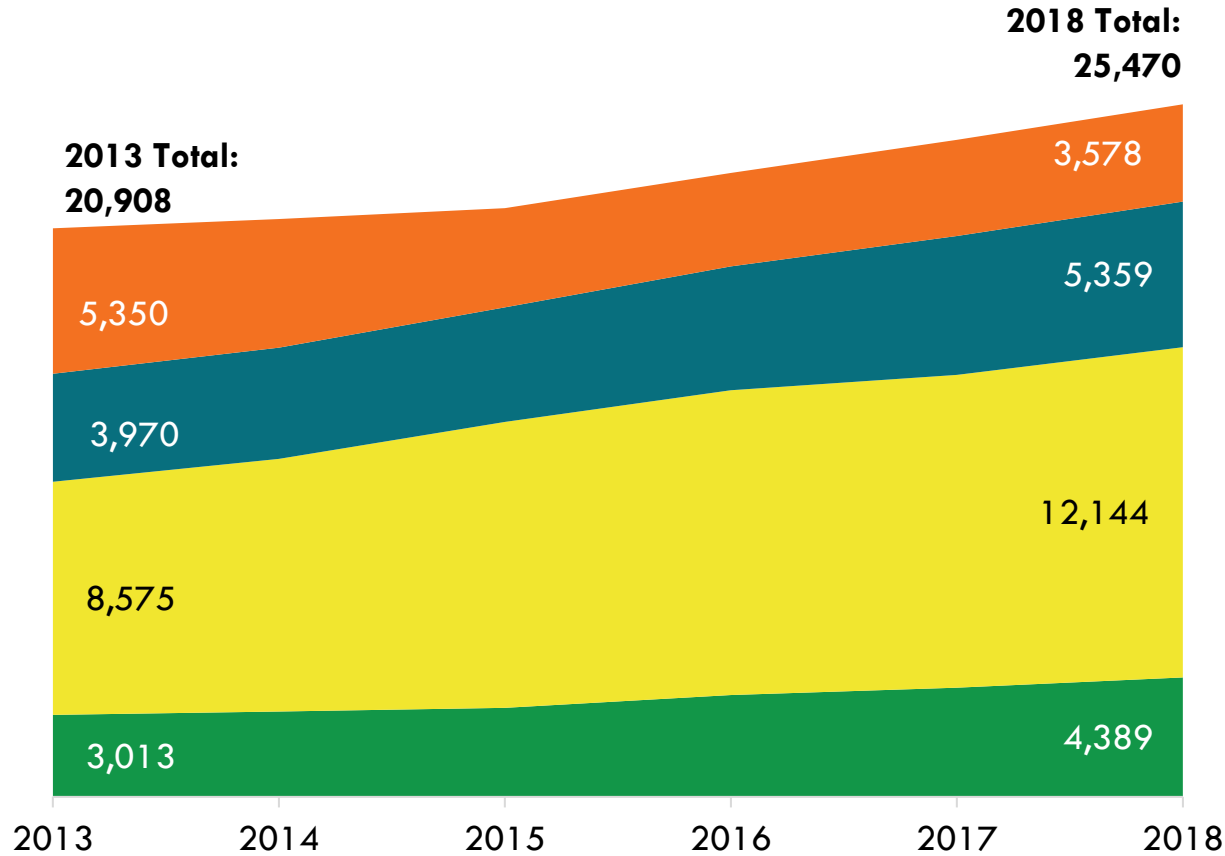


Source: ISBE Report Card

Latinx White

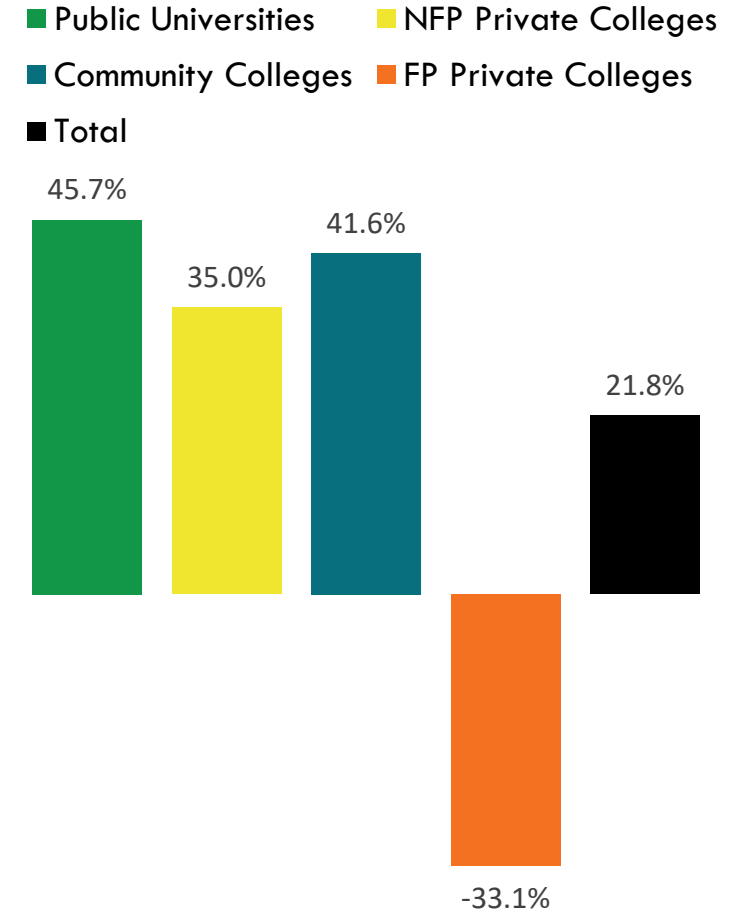
All this leads to increasing number of Latinx students completing degrees

Completion Trends: Latinx



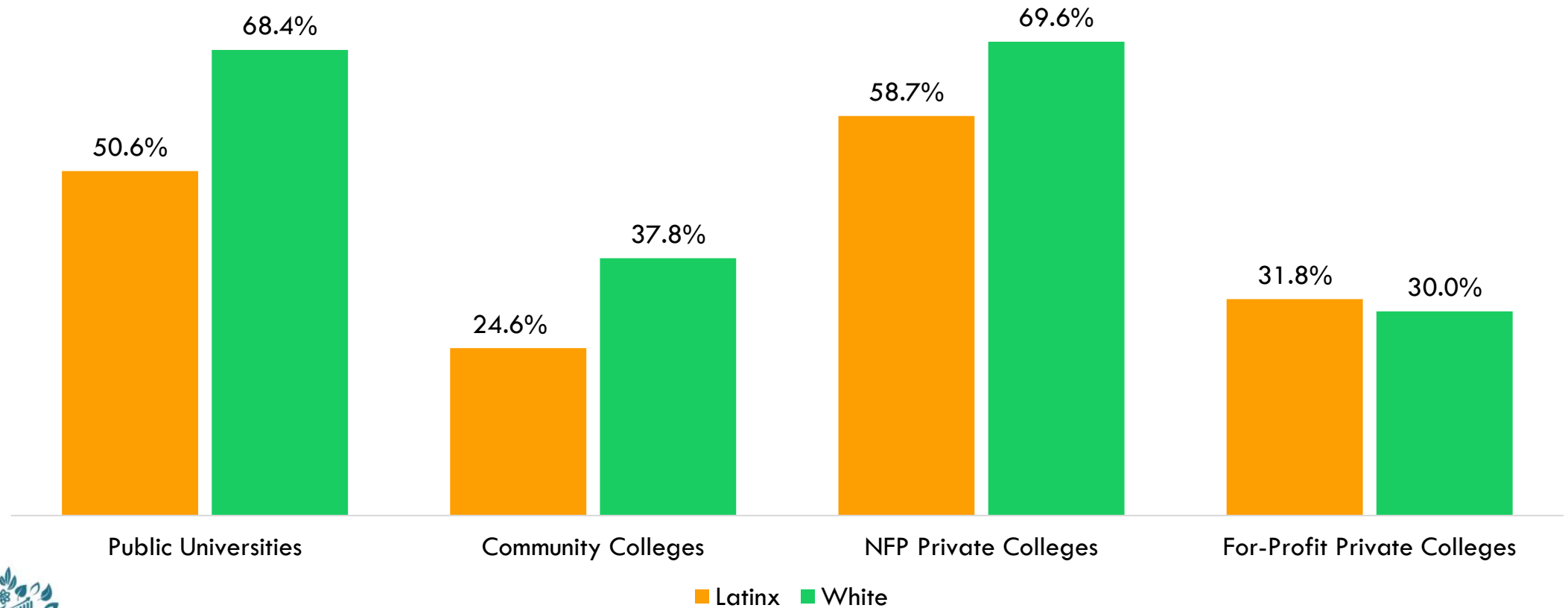
■ Public Universities ■ Community Colleges
■ NFP Private Colleges ■ FP Private Colleges

Change in Completion 2013 to 2018



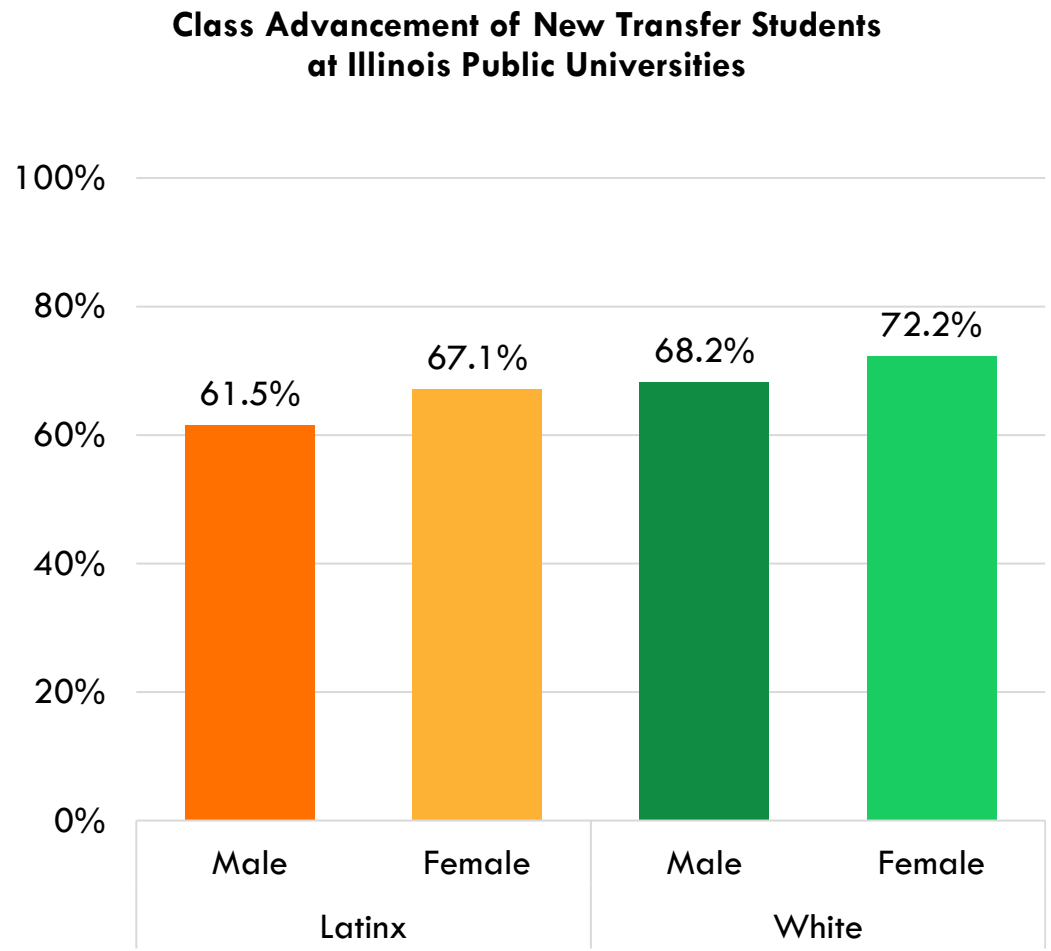
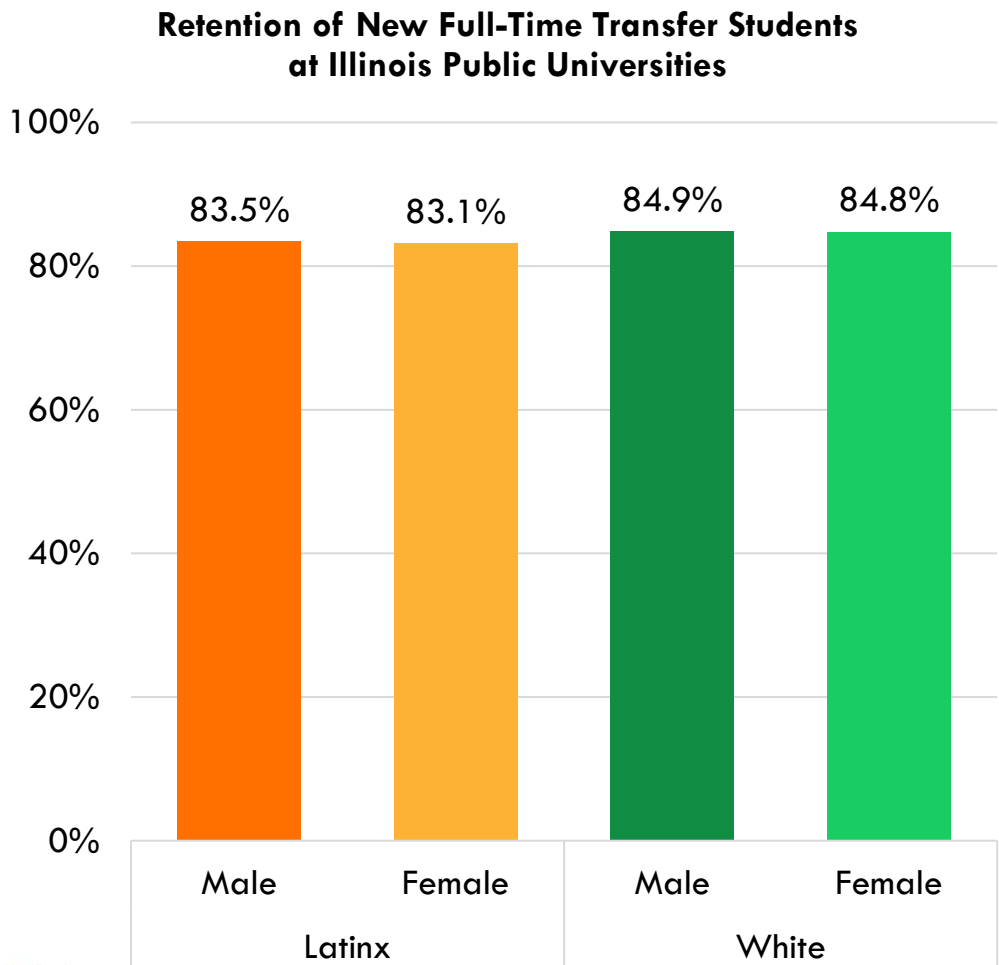
Source: IPEDS Completions Survey: 2013 to 2018

Yet, gaps in completion rates between White and Latinx students are significant...



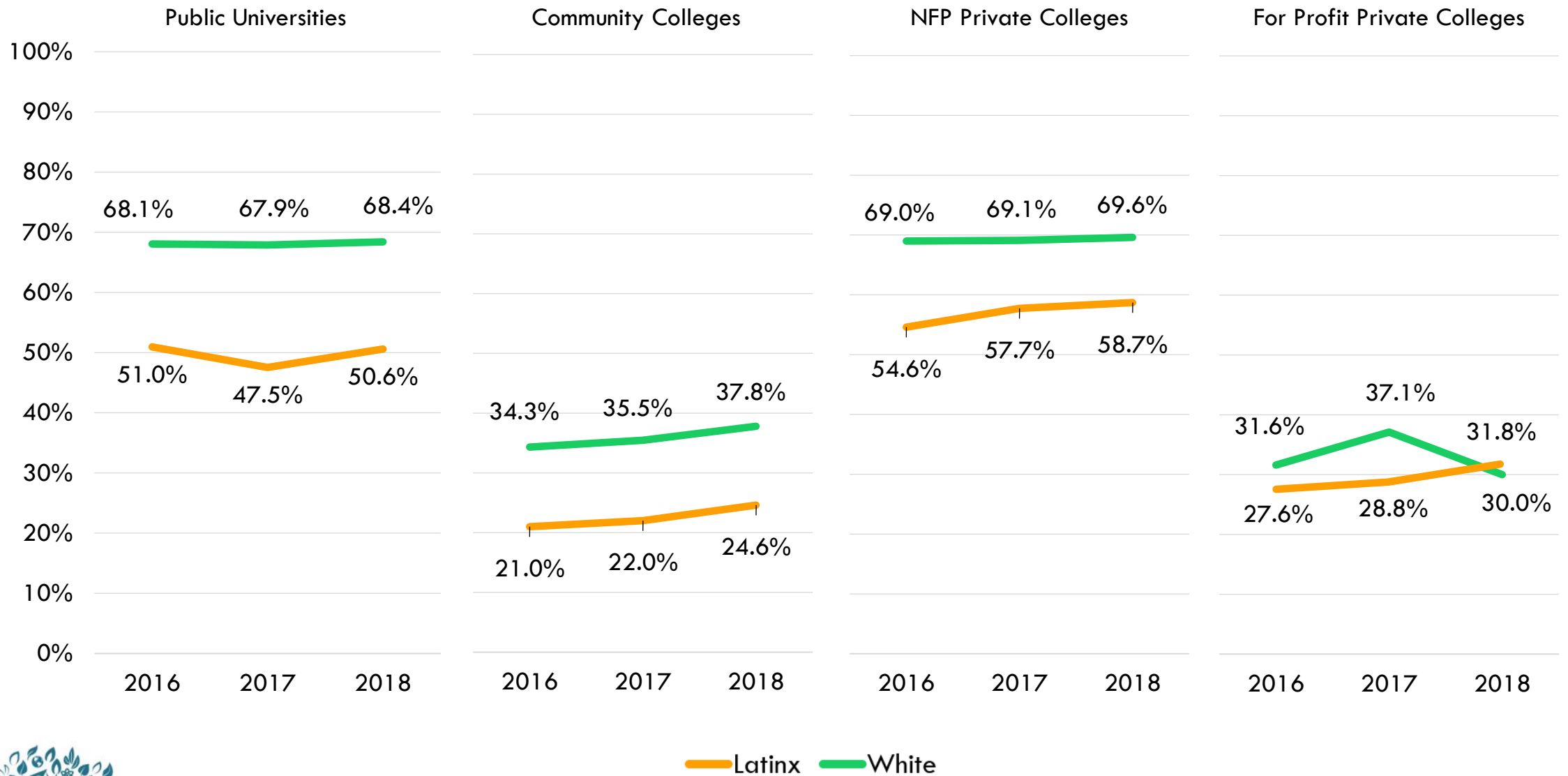
Based on 2018 IPEDS Completion Rates at 150% of Normal Time

Public universities more likely to retain transfer students, with gender gaps closing



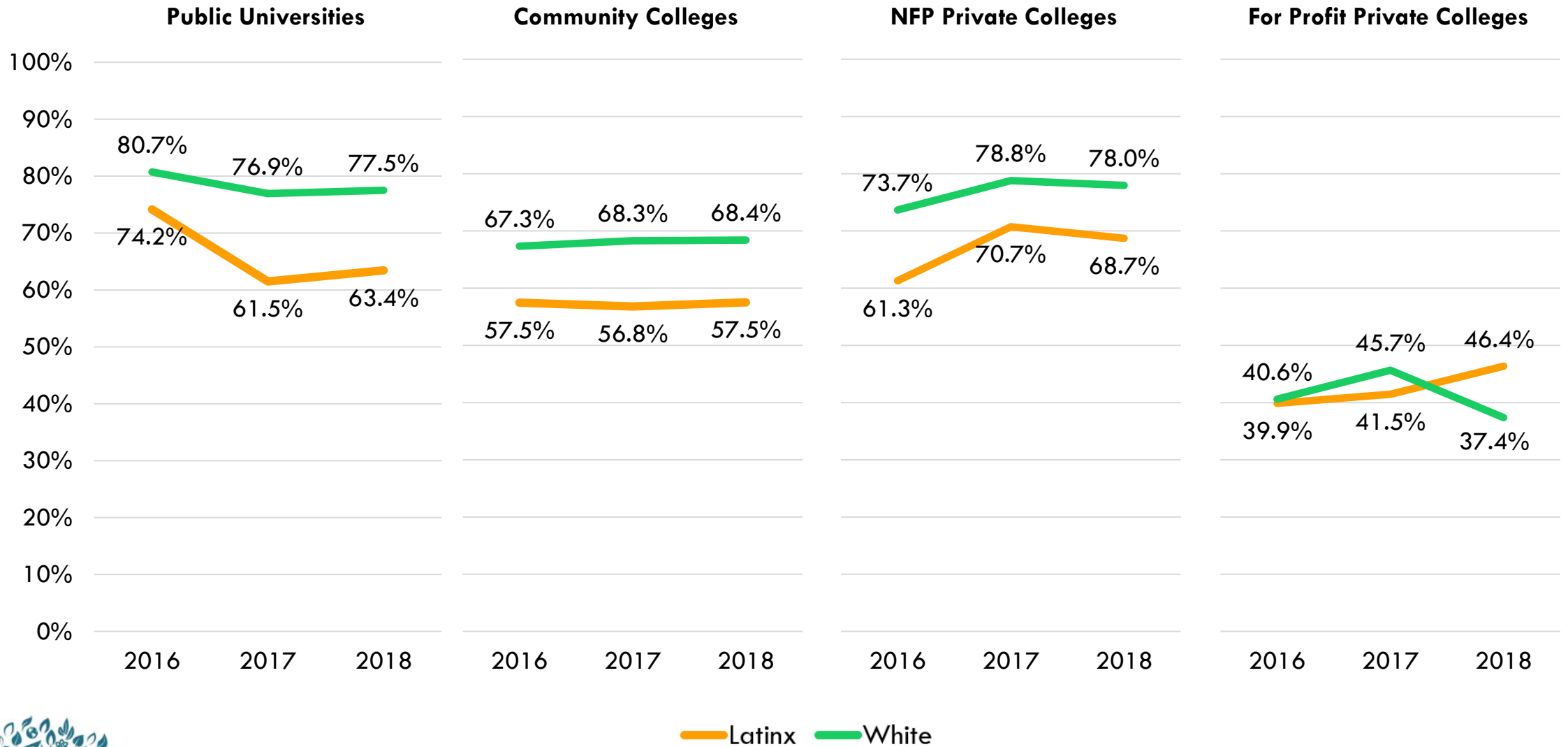
Source: IHEIS Fall Enrollment Collections from 2018-19 and 2019-20

...and persist over time



Based on 2016, 2017, and 2018 IPEDS Graduation Rates at 150% of Normal Time for students who first enrolled full time

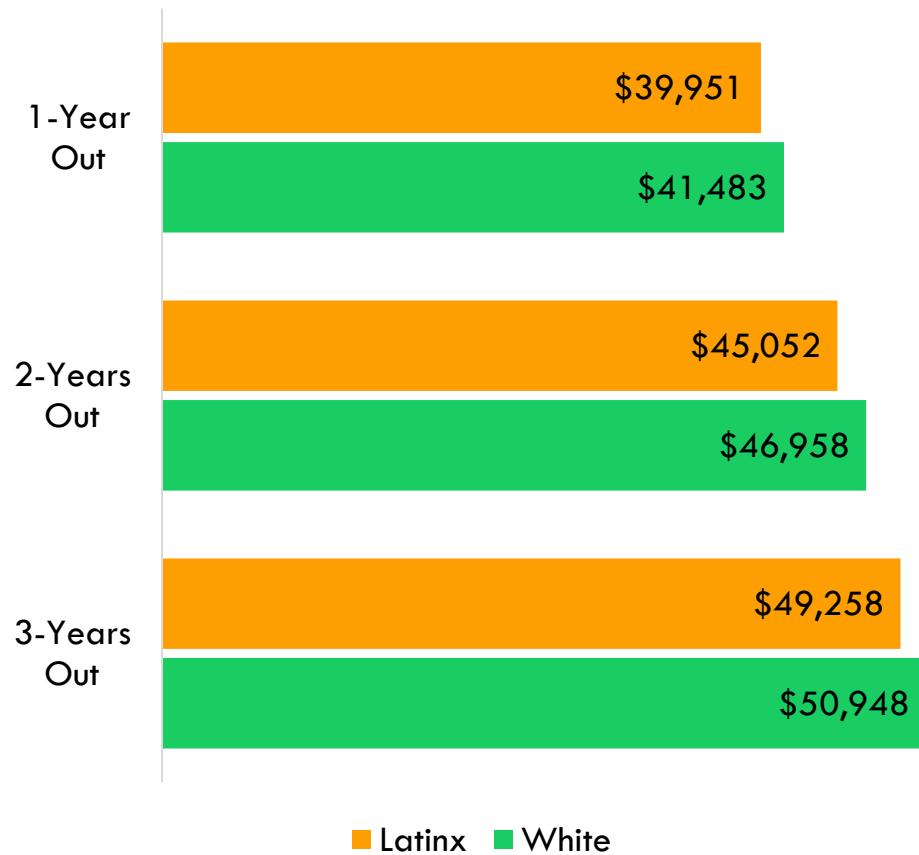
Gaps somewhat smaller, but still persist when transfer and continued enrollment are considered.



Based on 2016, 2017, and 2018 IPEDS Graduation Rates at 150% of Normal Time for students who first enrolled full time

However, even with the same educational level Latinx have lower earnings relative to Whites

Annualized Illinois Earnings Post Graduation

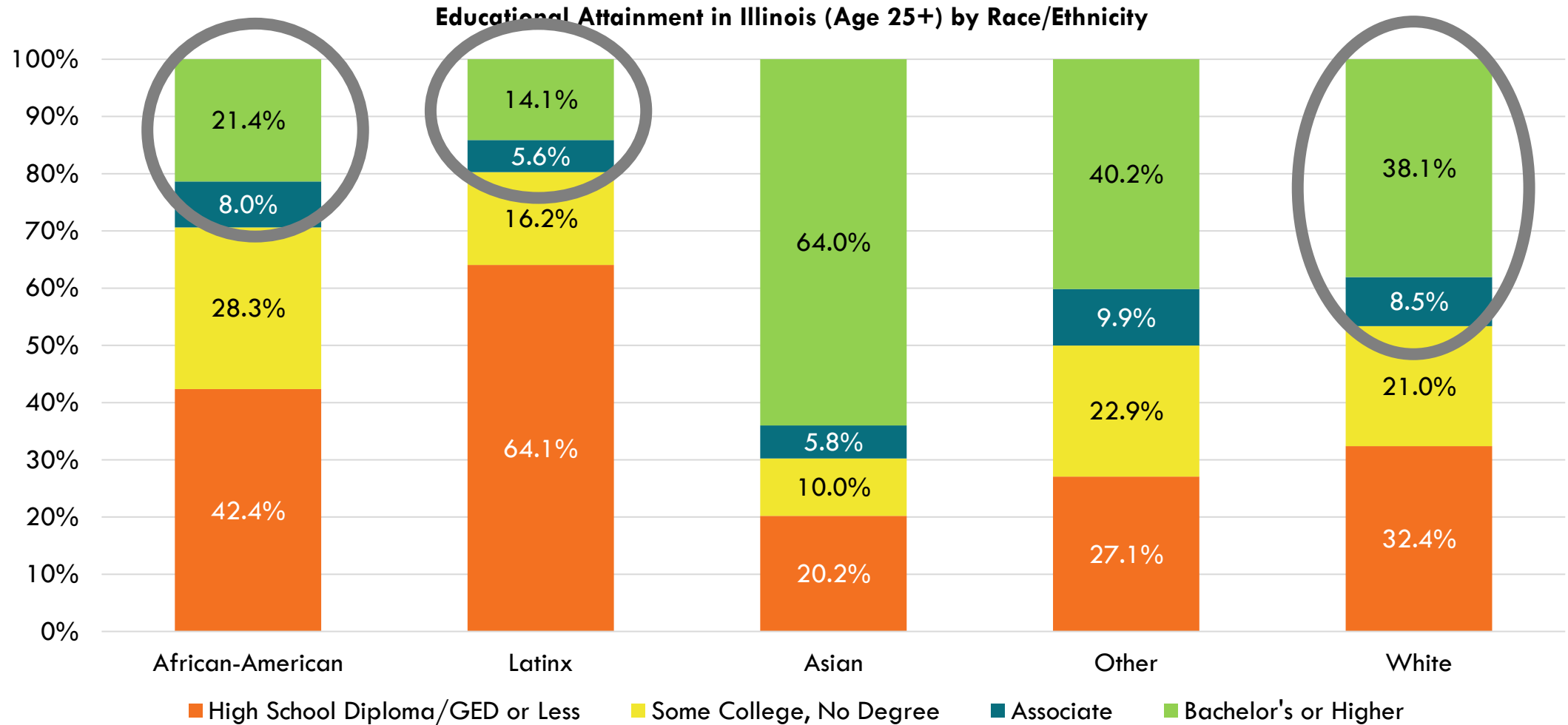


Difference in Annualized Earnings between Latinx and White Bachelor's Completers

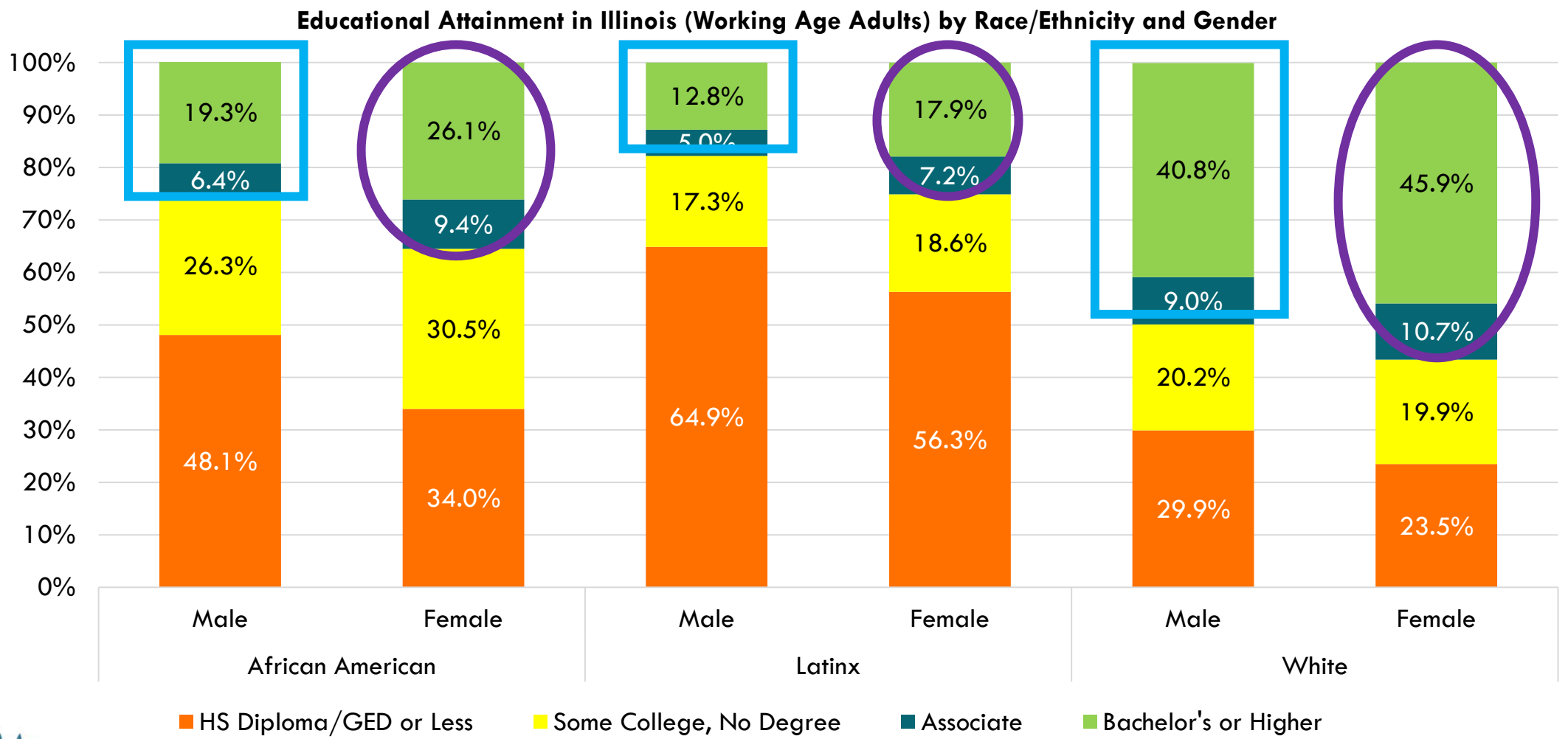


Source: Bachelor's Degree Completers from all MAP-eligible schools from AY 2013-14 and AY 2014-15 in the Illinois College2Career Tool

Last time we focused on the large attainment gaps between White and African American, Latinx adults



Here, we see females have higher attainment levels than males across all races/ethnicities

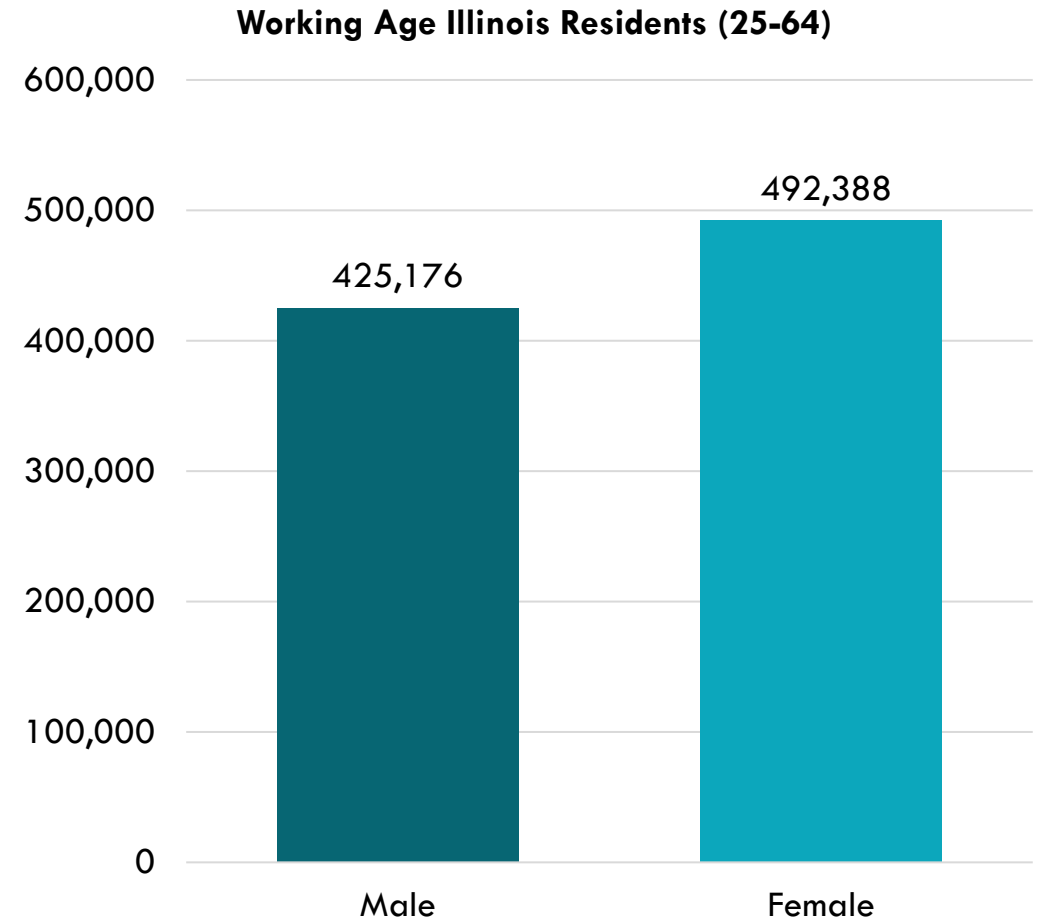
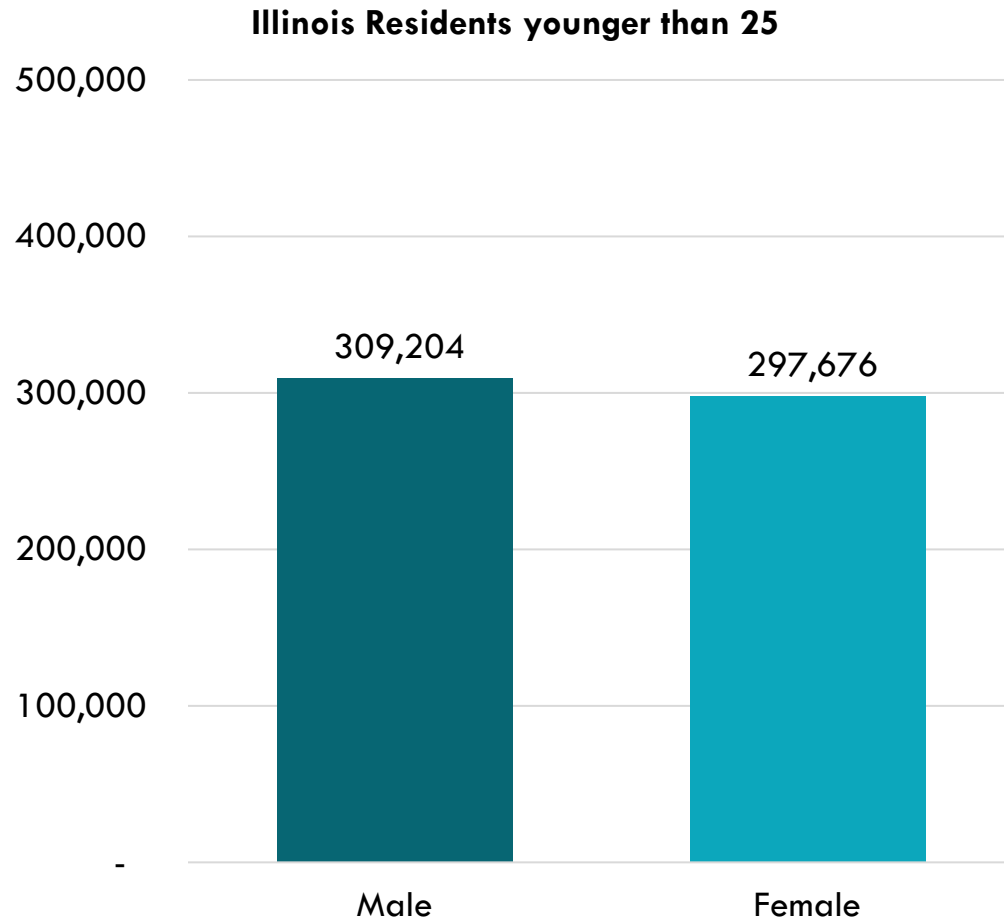


Source: 2018 American Community Survey IPUMS 5-Year Estimates

How are we doing? A look at African-American students and gender



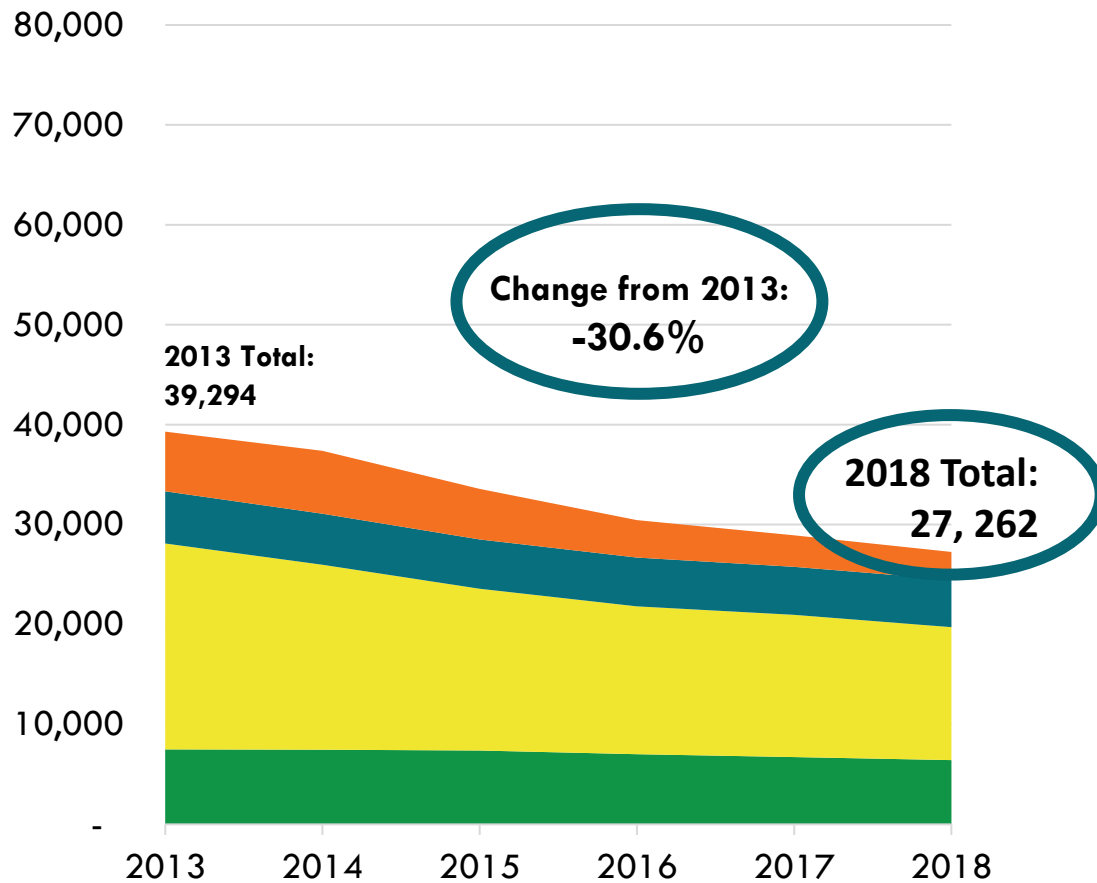
African American males outnumber females in the under 25 population by 3.7% while females outnumber males in the over 25 population by 15%



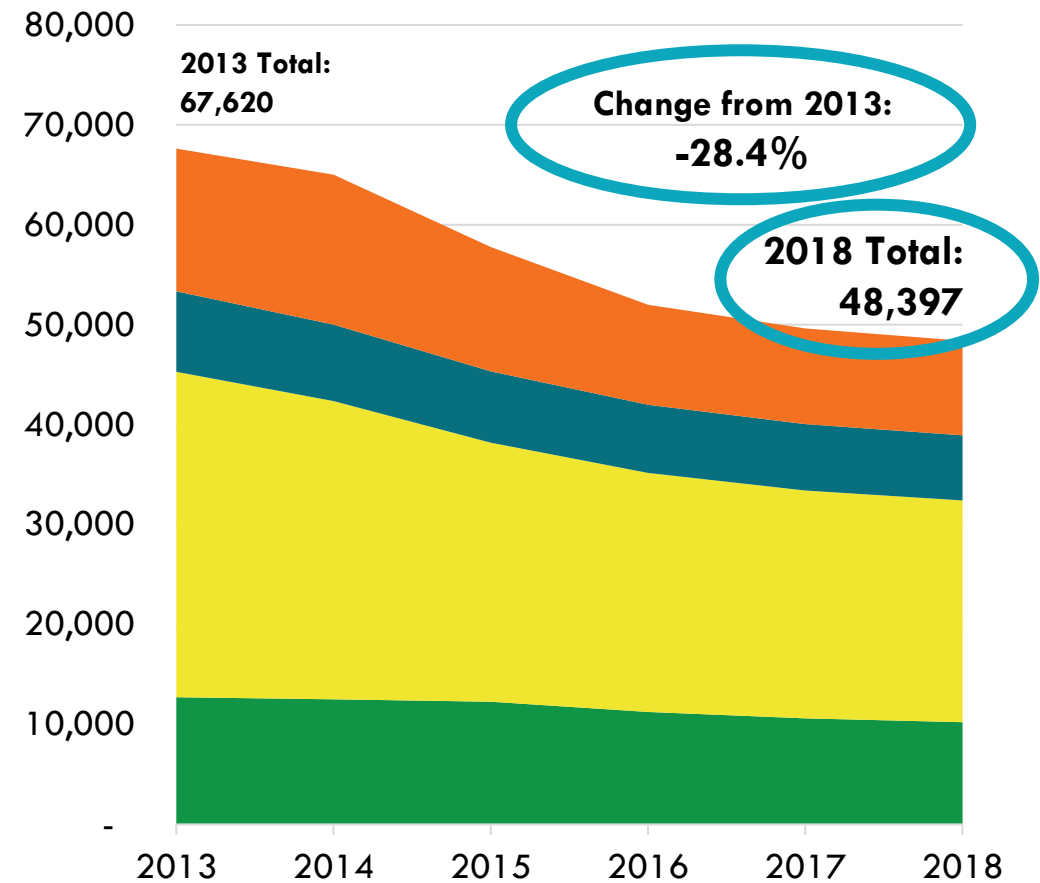
Source: IPUMS American Community Survey 2018 1-Year Estimates

However, institutions enroll just over half as many African American males as females

**Undergraduate Enrollment Patterns:
African American Males**



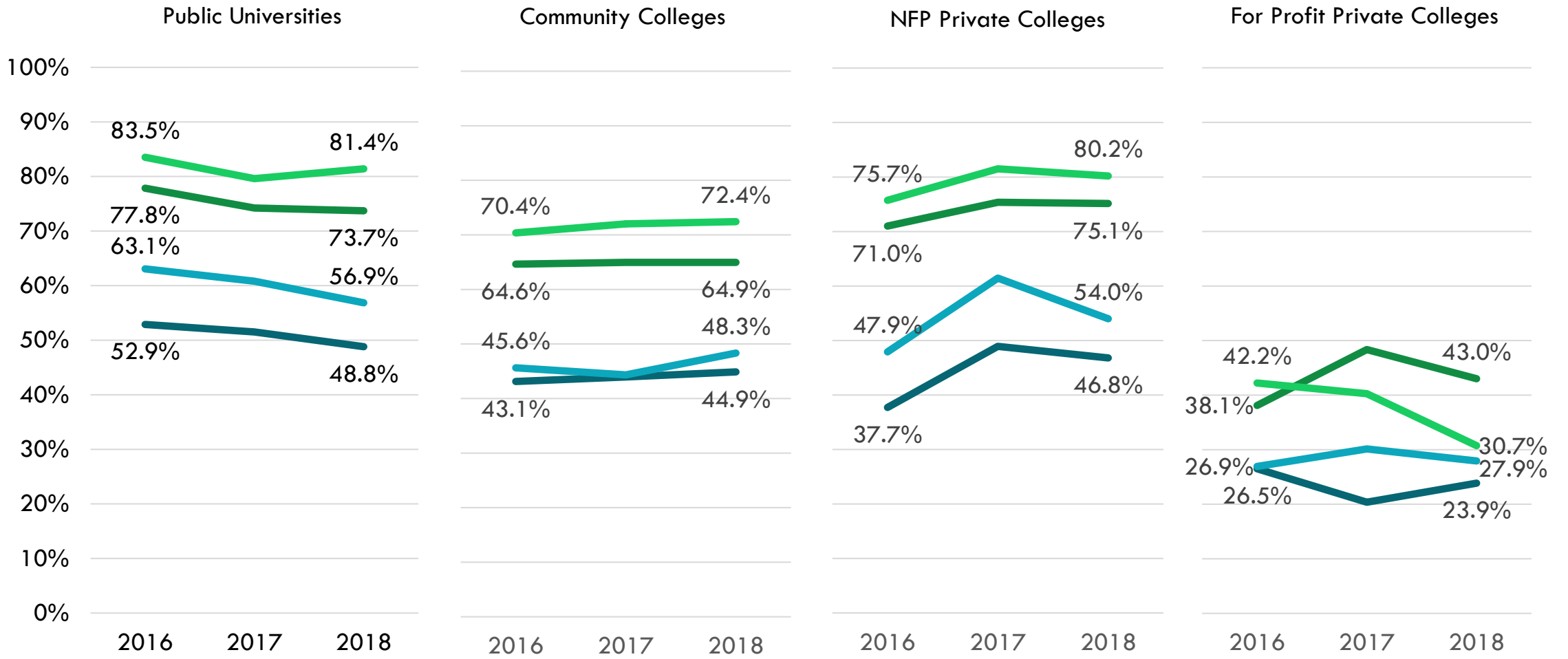
**Undergraduate Enrollment Patterns:
African American Females**



■ Public Universities ■ Community Colleges ■ NFP Private Colleges ■ FP Private Colleges

Source: IPEDS Fall Enrollment Survey from 2013 to 2018

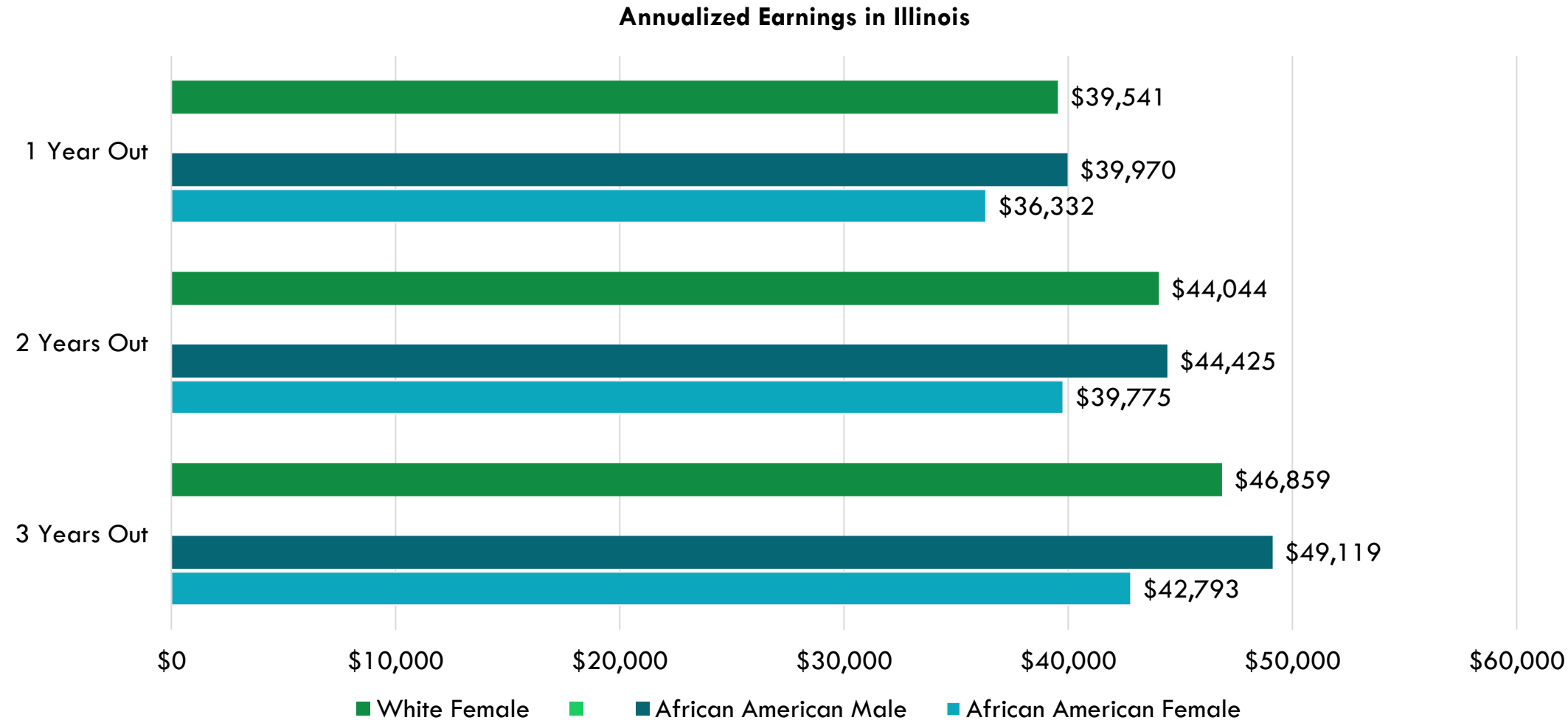
Gaps by gender persist when transfer and continuing enrollment taken into account



— African American Male
 — African American Female
 — White Male
 — White Female

Based on 2016, 2017, and 2018 IPEDS Graduation Rates at 150% of Normal Time for students who first enrolled full time

But patterns flip in the workforce: Males with same education out-earn females. Race gaps in earnings persist.

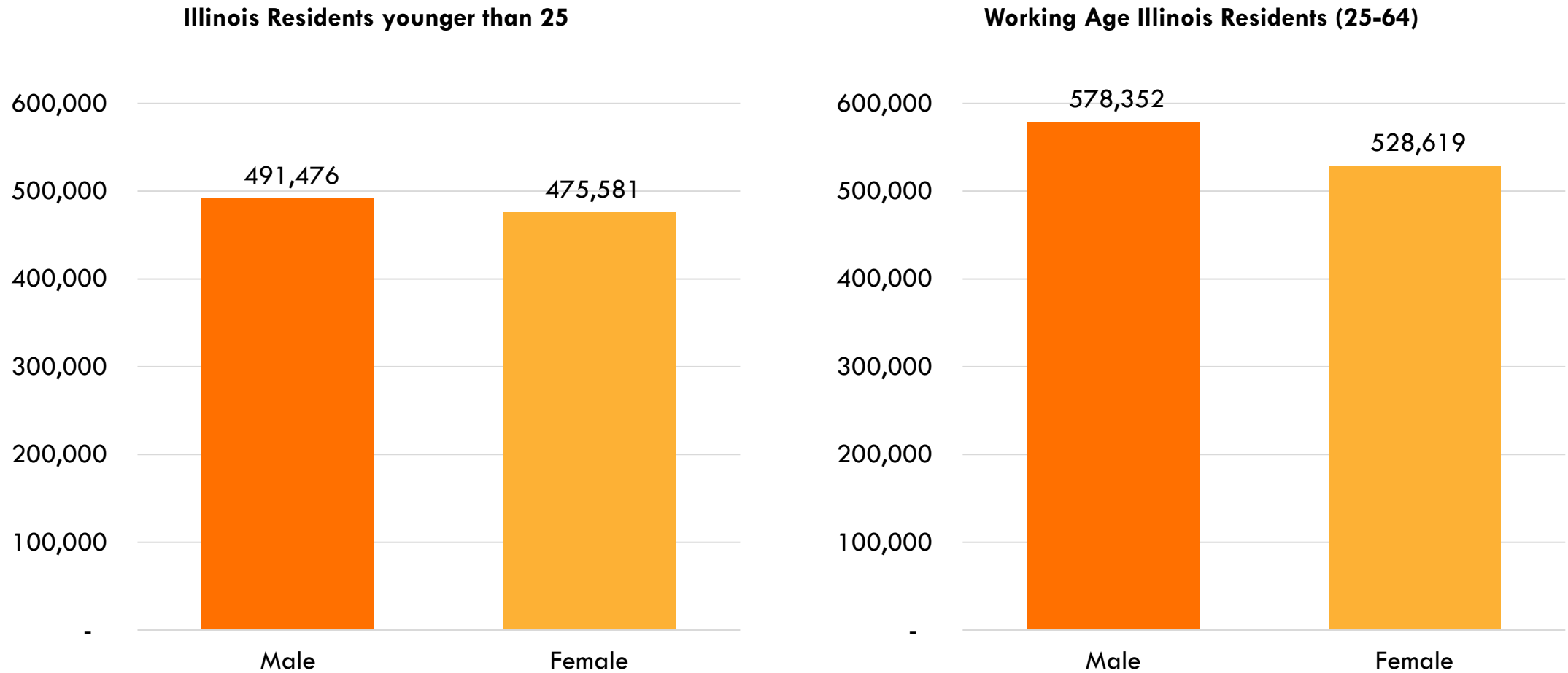


Source: Bachelor's Degree Completers from all MAP-eligible schools from AY 2013-14 and AY 2014-15 in the Illinois College2Career Tool

How are we doing? A look at Latinx students and gender



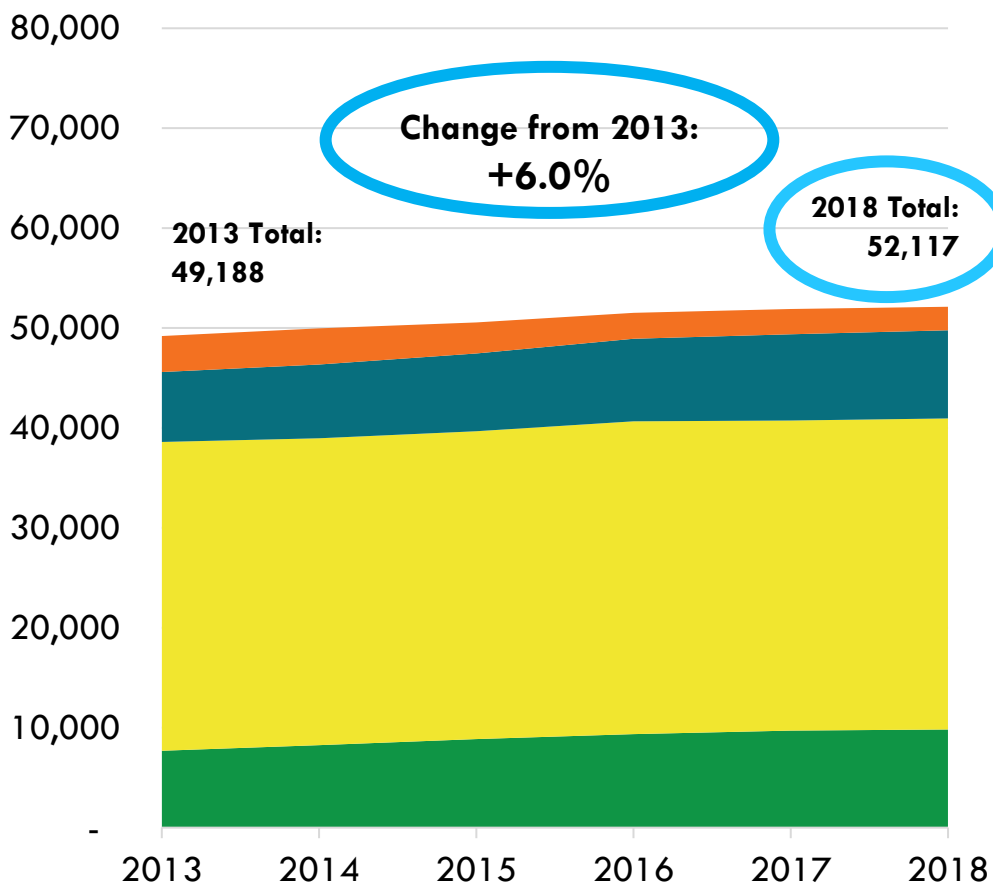
Even though Latinx males outnumber females in Illinois...



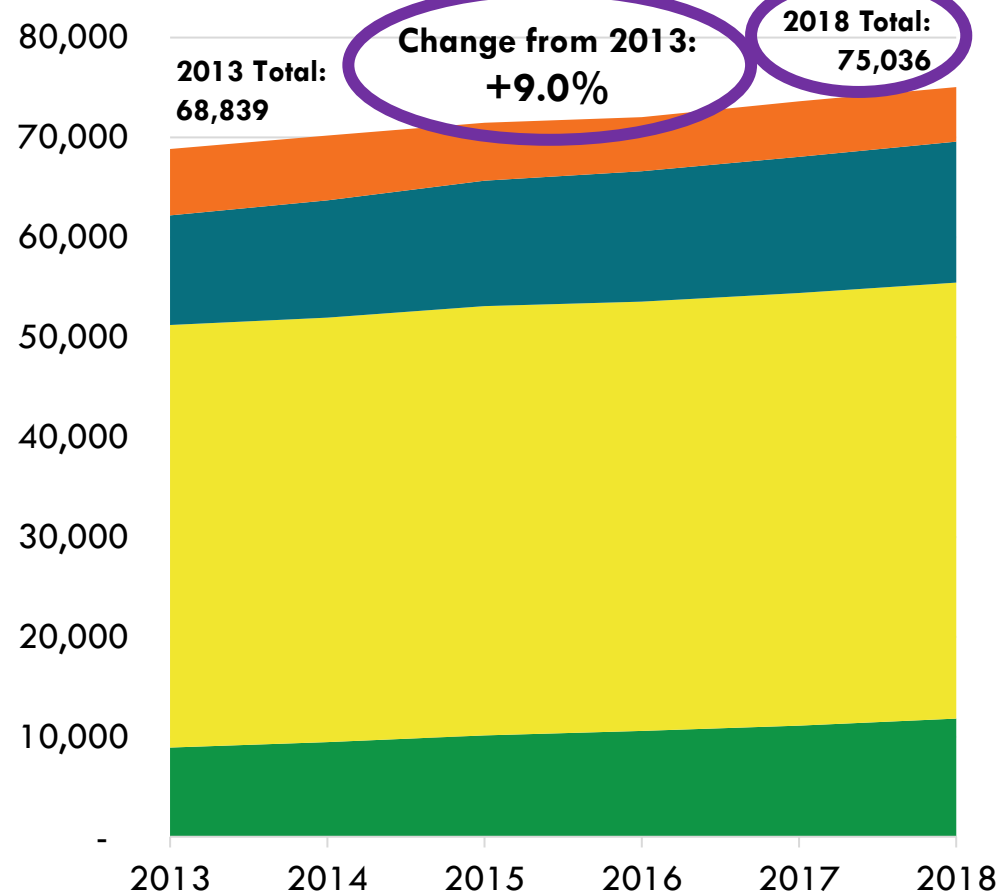
Source: IPUMS American Community Survey 2018 1-Year Estimates

...more Latinx females are enrolled, and enrollment increasing faster than for Latinx males

**Undergraduate Enrollment Patterns:
Latinx Males**



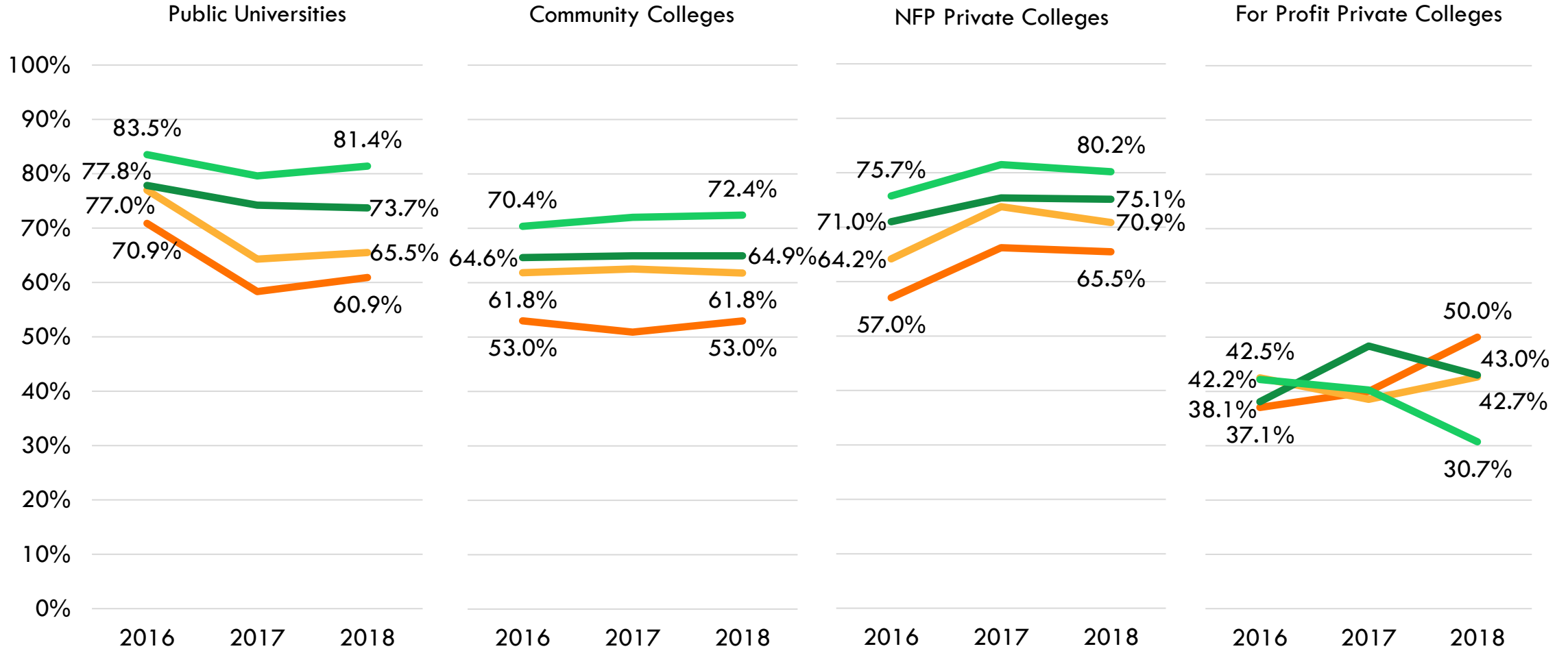
**Undergraduate Enrollment Patterns:
Latinx Females**



■ Public Universities ■ Community Colleges ■ NFP Private Colleges ■ FP Private Colleges

Source: IPEDS Fall Enrollment Survey from 2013 to 2018

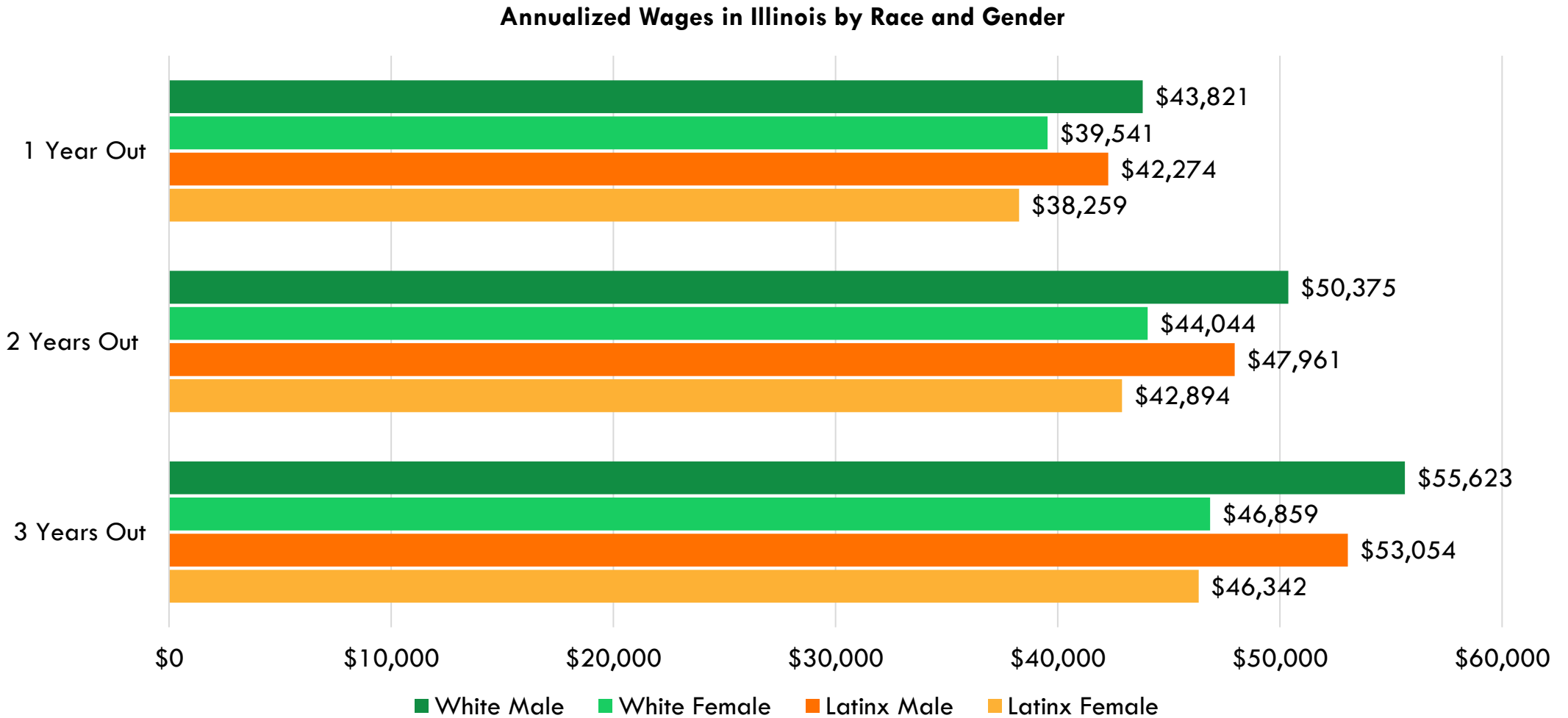
...even when transfer and continuing enrollment are taken into account



Based on 2016, 2017, and 2018 IPEDS Graduation Rates at 150% of Normal Time for students who first enrolled full time

— Latinx Male
 — Latinx Female
 — White Male
 — White Female

But, again, females with the same educational level earn less than males. Race/ethnicity gaps persist

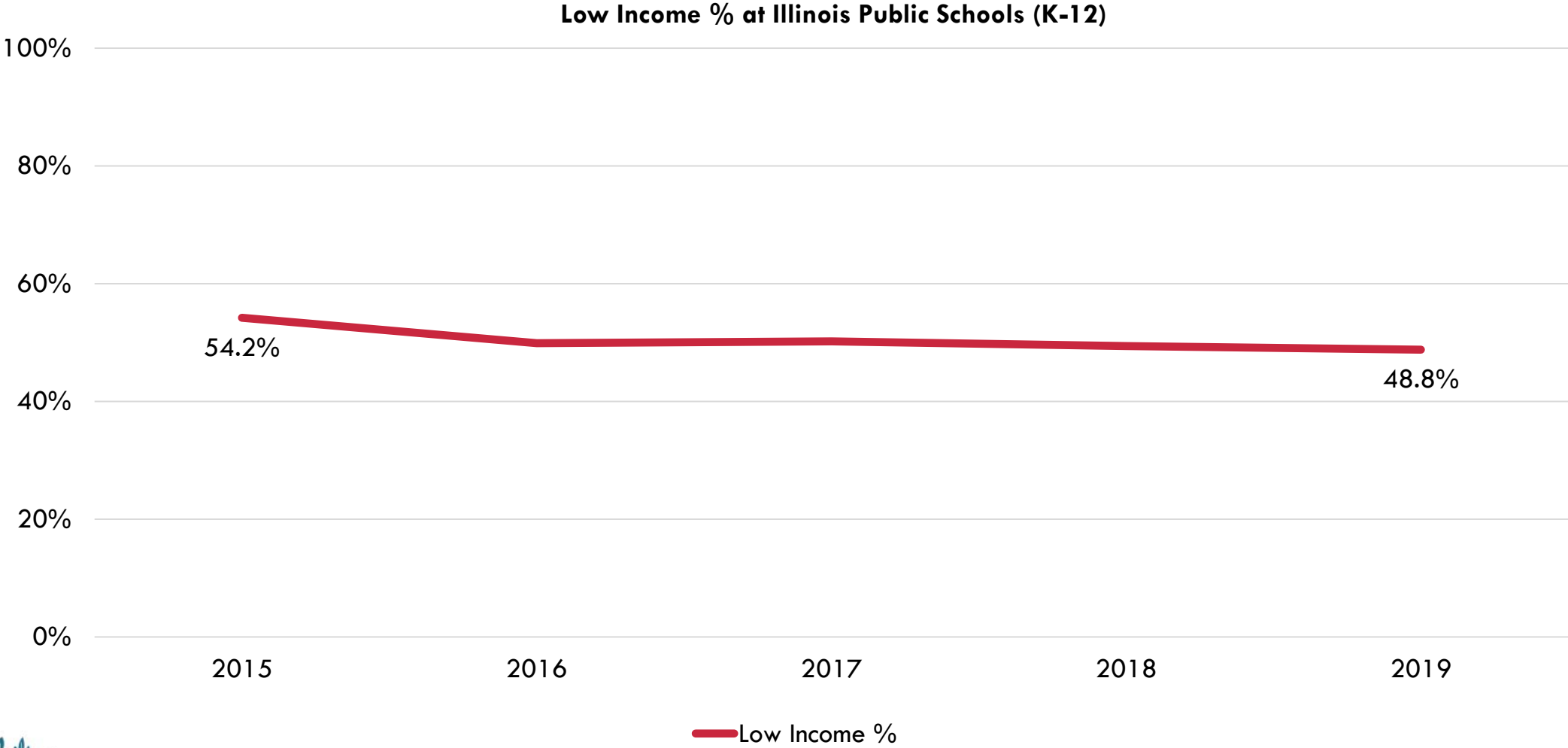


Source: Bachelor's Degree Completers from all MAP-eligible schools from AY 2013-14 and AY 2014-15 in the Illinois College2Career Tool

How are we doing? A look at low-income students

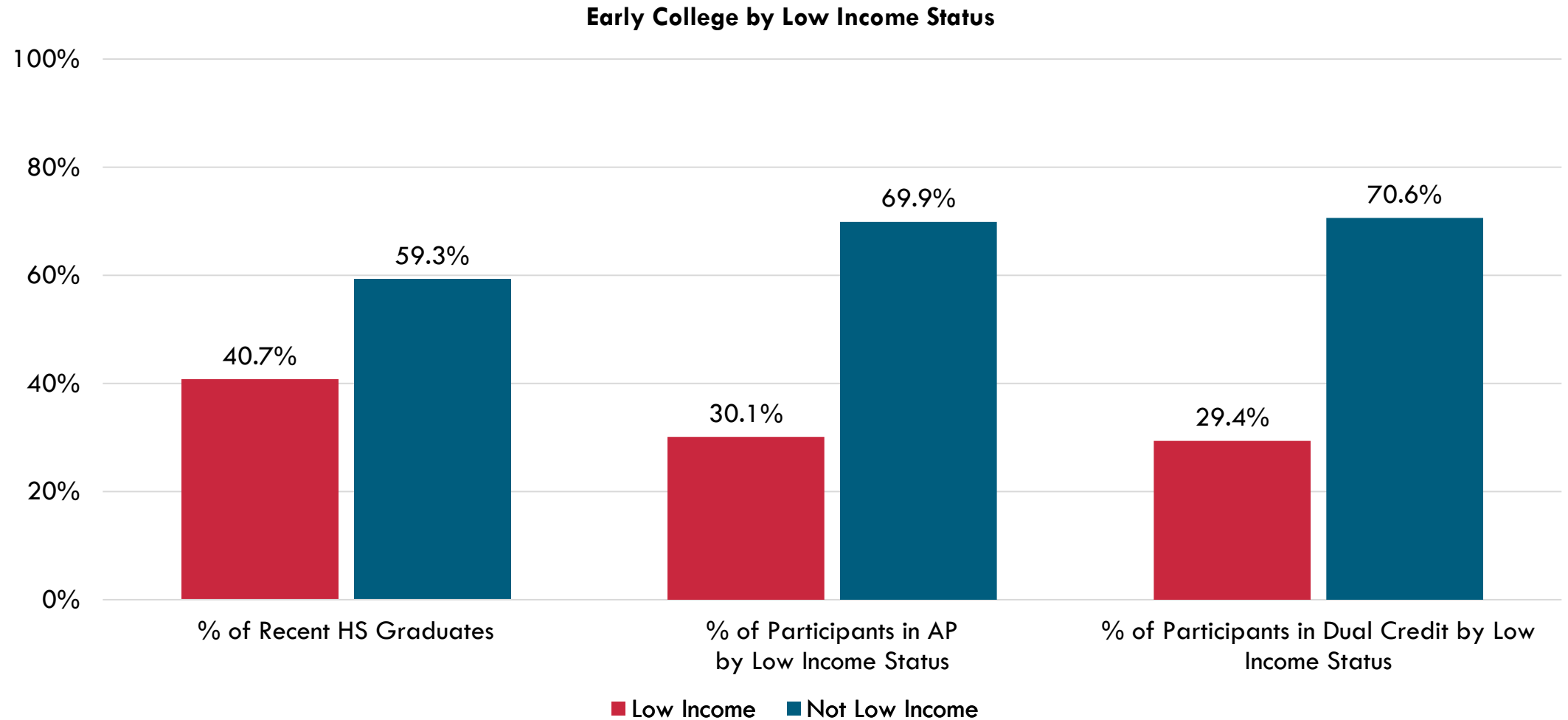


One out of two students at public schools are low-income

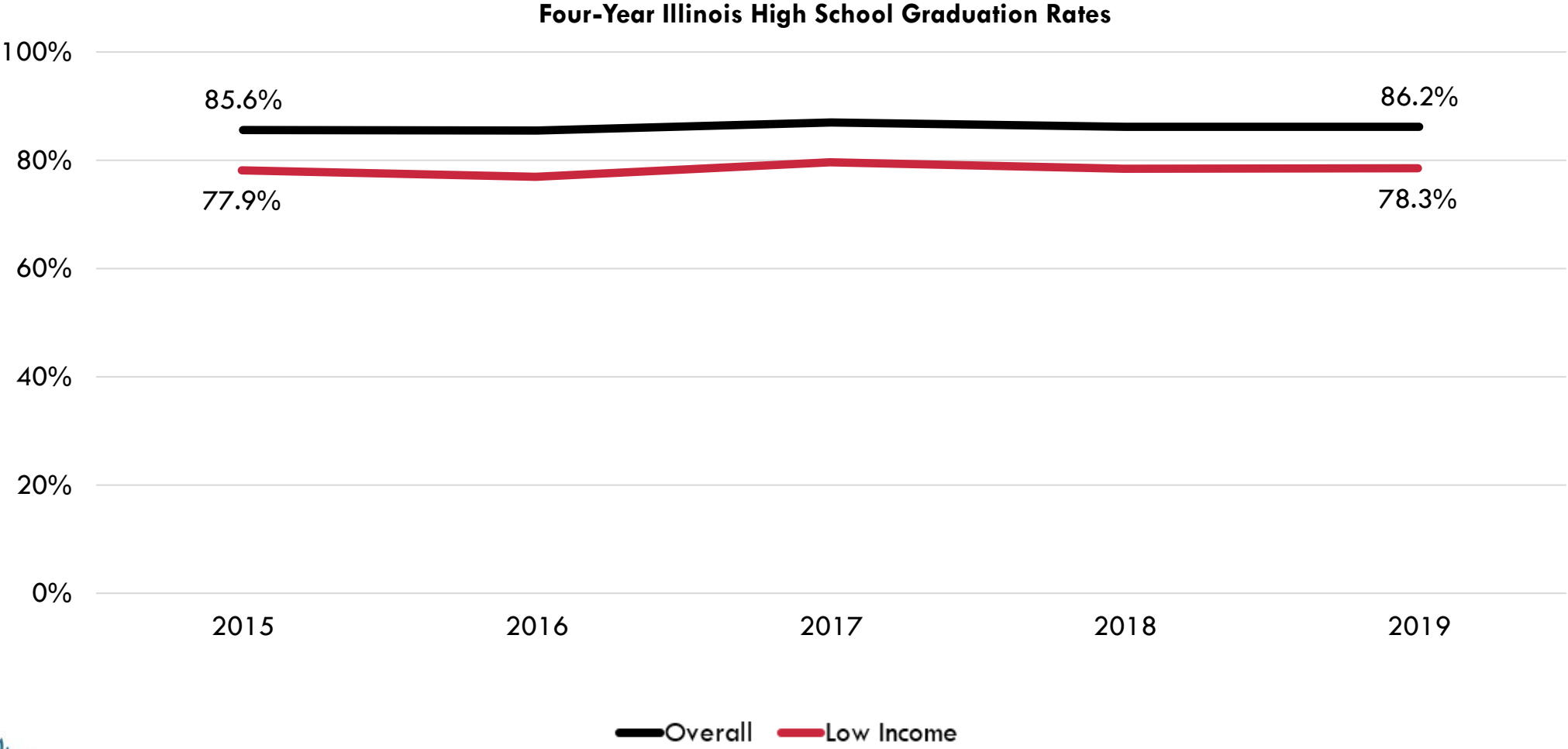


Source: Illinois State Board of Education Interactive Report Card

Low-Income high school seniors have less access to AP and Dual Credit

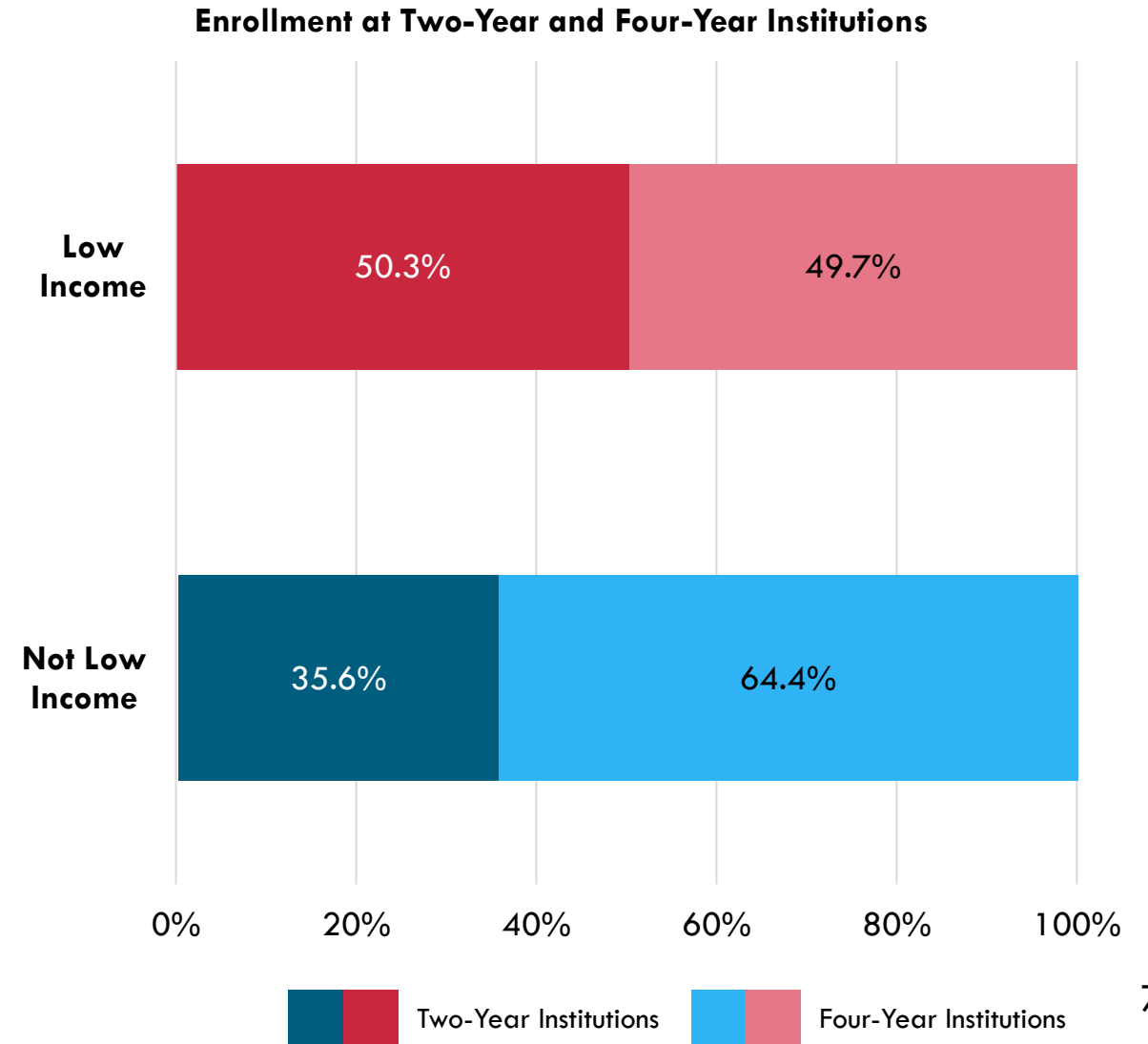
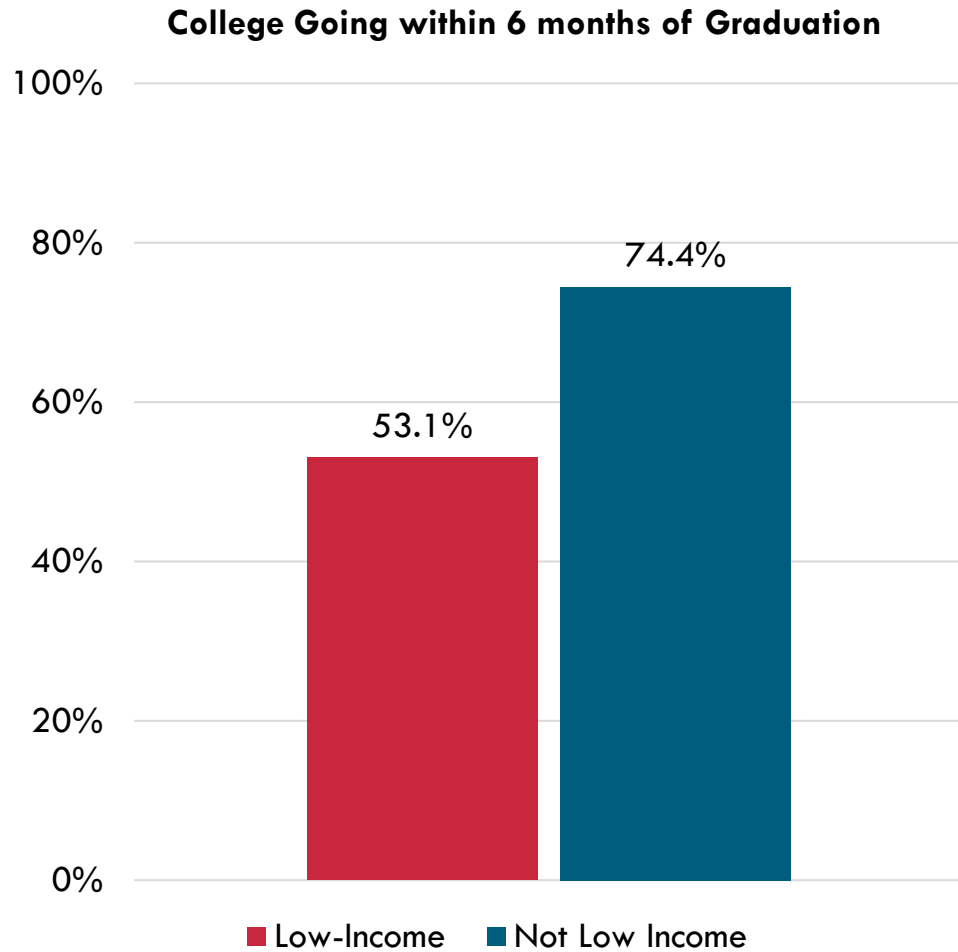


Low income high school students have lower graduation rates than the overall state average



Source: Illinois State Board of Education Interactive Report Card

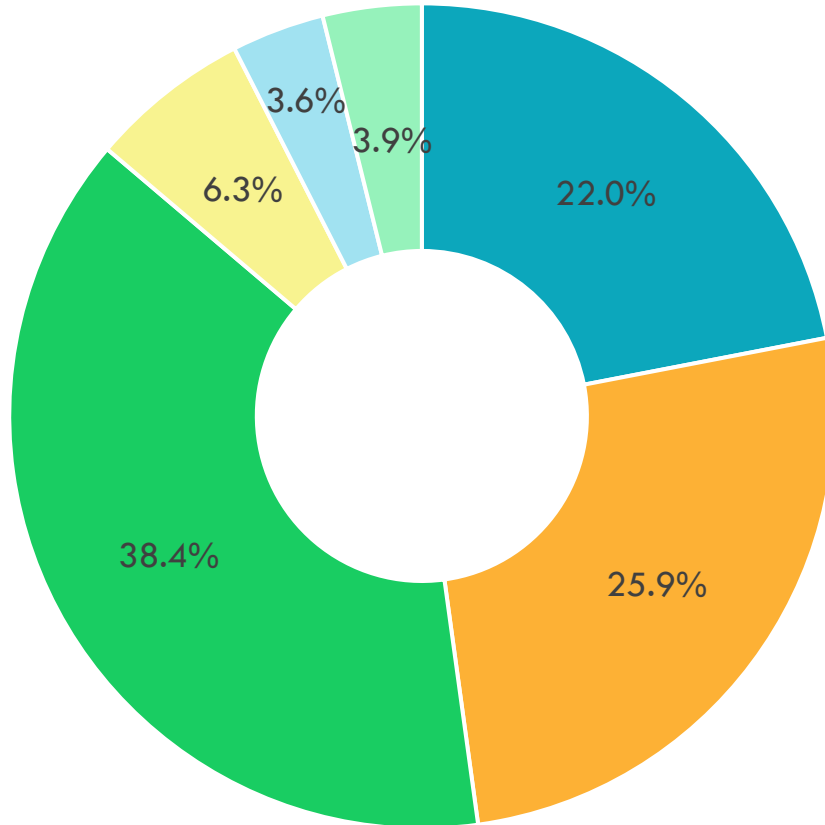
Low-income high school grads are less likely to go straight to college, and if they go, more likely to go to community college



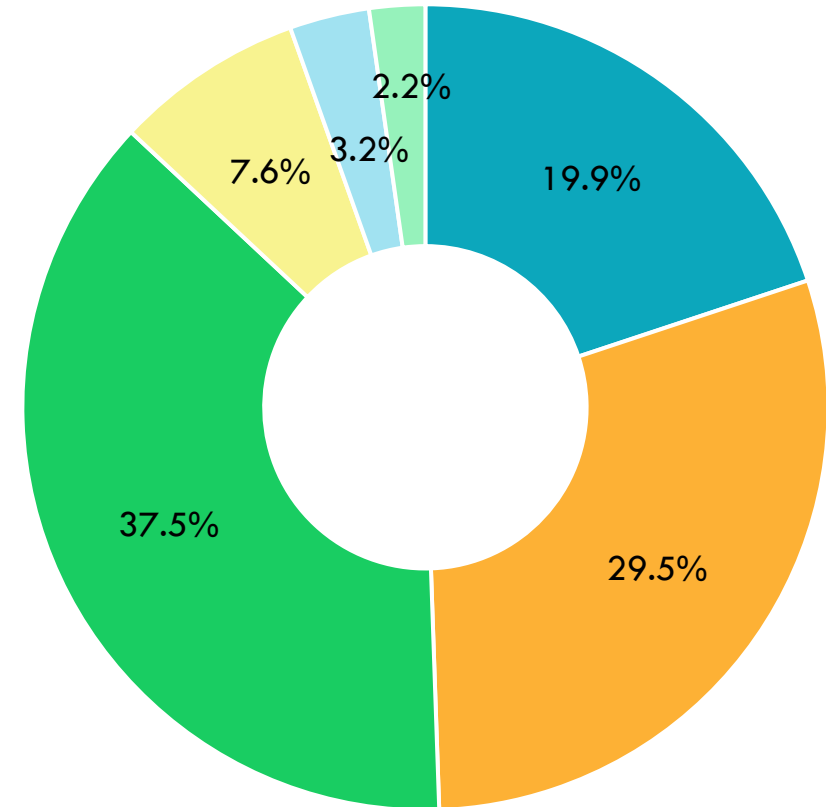
Source: Illinois State Board of Education

Pell v. MAP: A quick look at defining low-income and the relationship between low-income and race

Race/Ethnicity Distribution of Pell Recipients at All Degree-granting Institutions



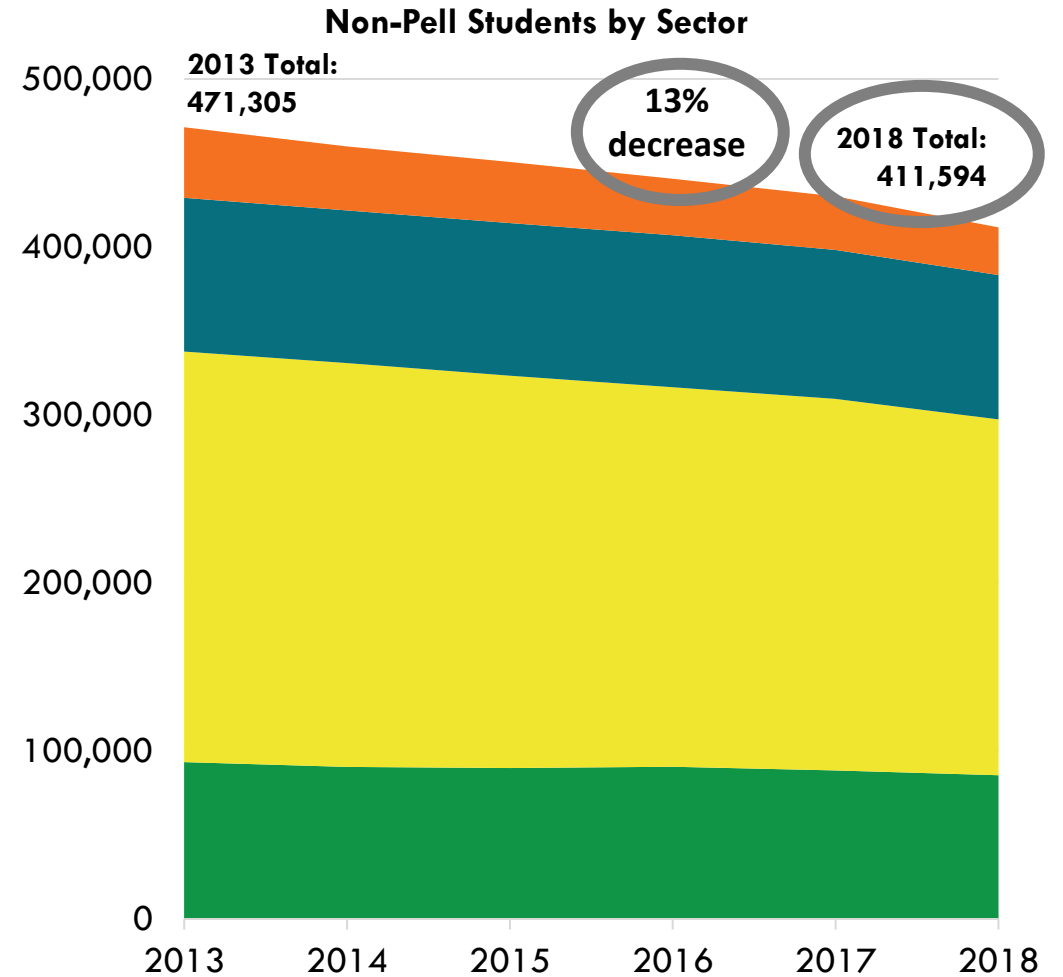
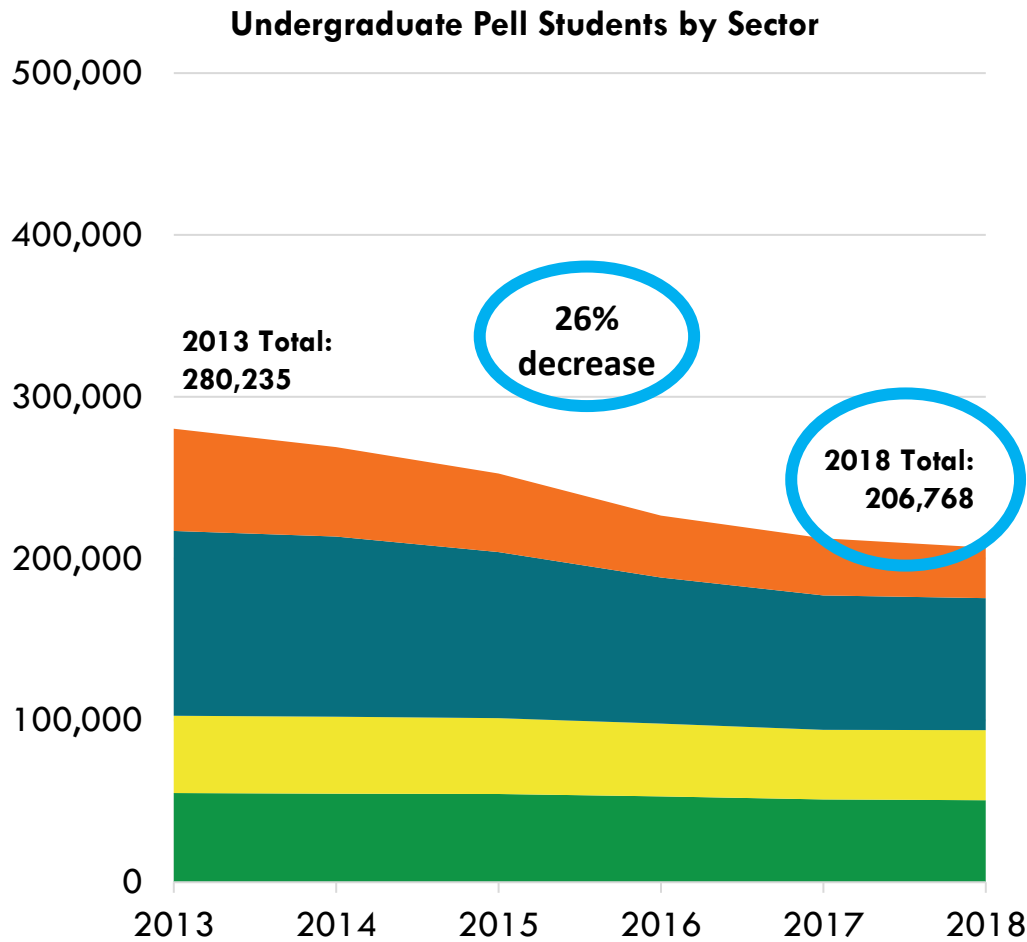
Race/Ethnicity Distribution of MAP Recipients at All Illinois Degree-granting Institutions



■ African American ■ Latinx ■ White ■ Asian ■ Other ■ Not Reported/Non-Resident Alien

Source: IHEIS Enrollment Collection Fall of AY2018-19; ICCB Centralized Data System: Annual Headcount Enrollments AY2018-19

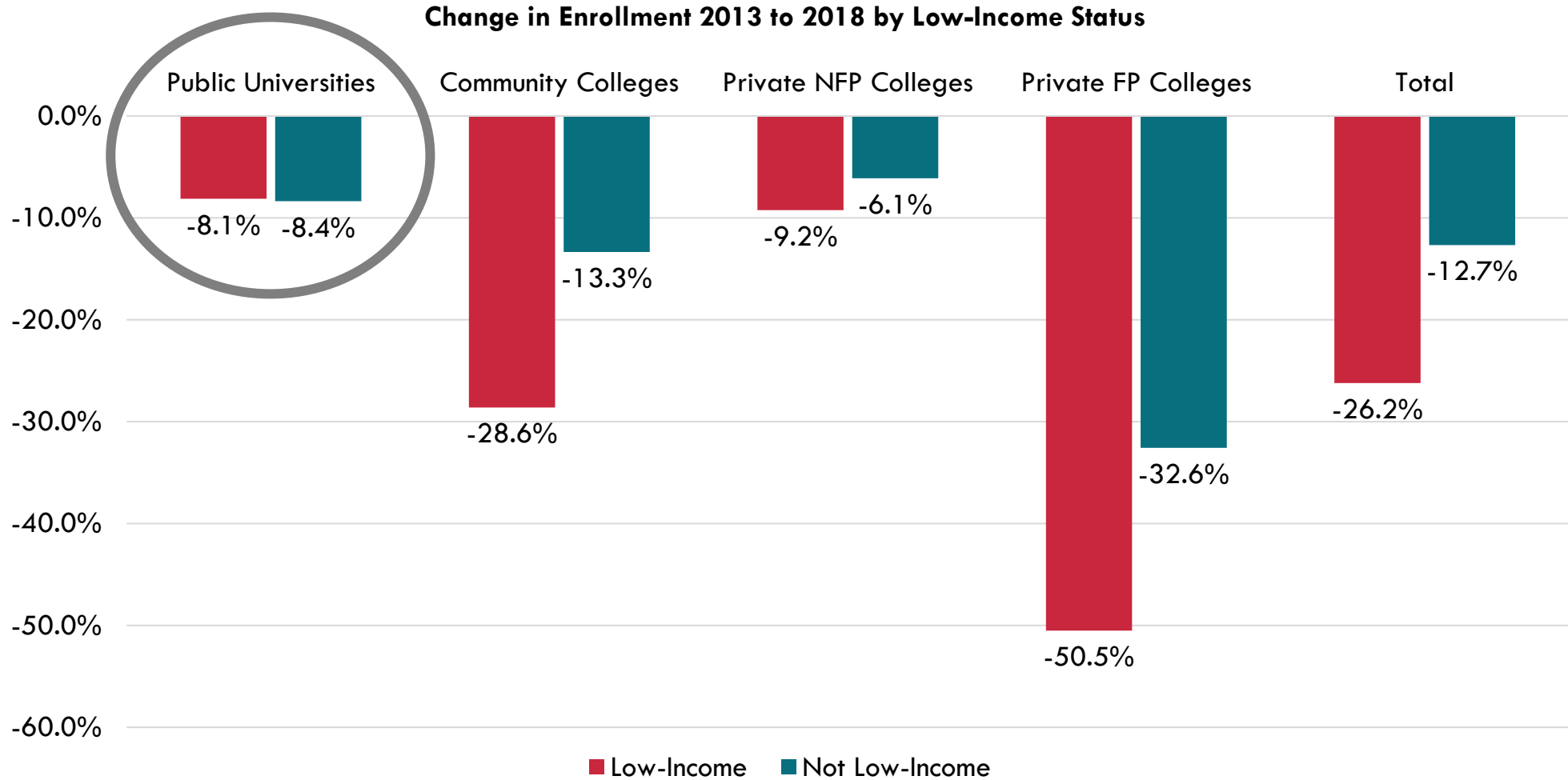
Illinois colleges lost nearly 75,000 low-income undergraduate students between 2013 and 2018...



■ Public Universities ■ Community Colleges ■ NFP Private Colleges ■ FP Private Colleges

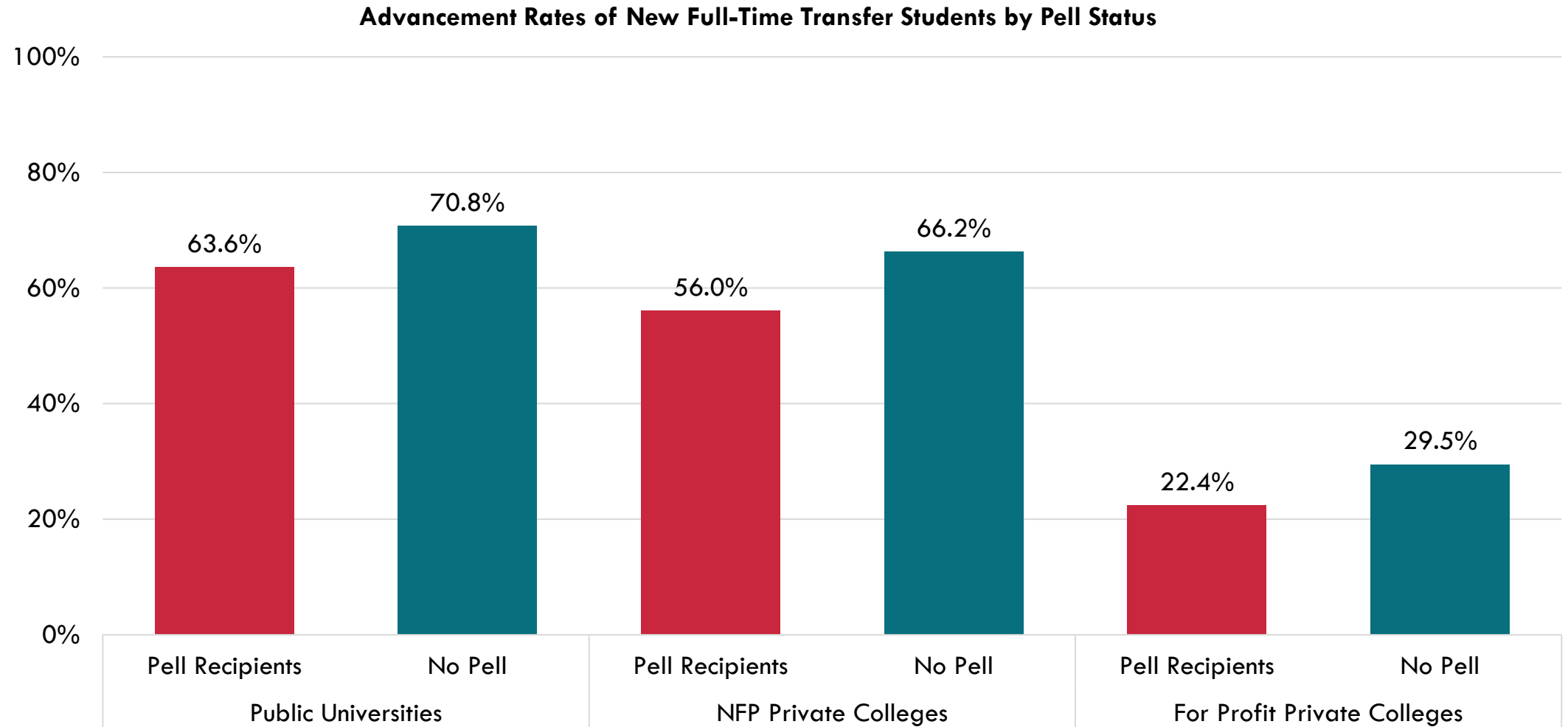
Source: 2013 to 2018 IPEDS Student Financial Aid Survey

...a disproportionate share, except at public universities



Source: 2013 & 2018 IPEDS Student Financial Aid Survey

But the gap widens for transfer students advancing in class status



Source: Fall 2018-2019 IHEIS Enrollment

Conclusion

- Gender gaps exist, with institutions *less likely* to enroll, retain, advance, and complete *males than females* of the same race/ethnicity.
- However, *males earn more than females across race*, even with the same educational level. Earnings gap grows over first three years in workforce.
- *Low-income students less likely* to graduate from high school and go straight to college than non-low-income. Fewer low-income students are enrolled, and enrollment has declined disproportionately. They are more likely to be placed in developmental education and less likely to be retained, advanced, and completed.
- These equity gaps are in addition to gaps we showed last month between African Americans and Whites and Latinx and Whites.
- All the data points to the imperative to close equity gaps. What will it take?