



# **ASSESSING EQUITY IN ILLINOIS HIGHER EDUCATION**

**Presentation to the Illinois Board of Higher Education**

**Ginger Ostro, Executive Director**

**August 4, 2020**



# 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
- 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
- This is the first in a series of Board presentations and discussions about equity, equity gaps and how we achieve equity
- We will look at equity through multiple lenses including race/ethnicity, gender, income, geography
- Future meetings will focus on gender, income and geographic equity gaps, specific challenges for institutions, and strategies to close gaps

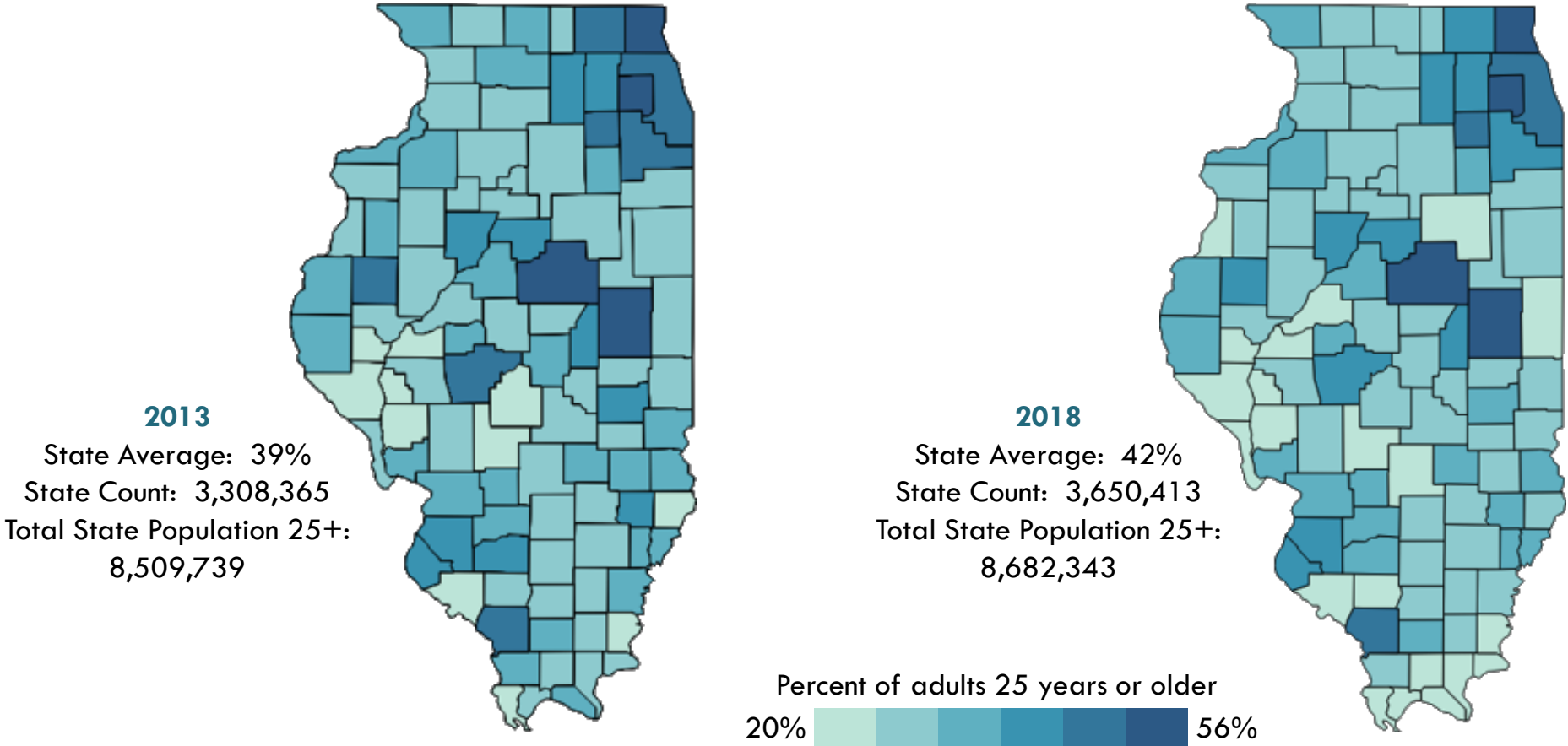


# Introduction, continued

- Today will focus on race/ethnicity equity gaps
  - Post-secondary attainment varies across the state and by race
  - The state is becoming more diverse and increasing attainment for the state requires increasing attainment for people of color
  - On every measure, we are failing African American students: enrollment, retention, progression, placement in developmental education, access to early college, completion, attainment, and earnings post-college
  - Latinx students have made progress on most measures, but lag White students and have the lowest current attainment



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

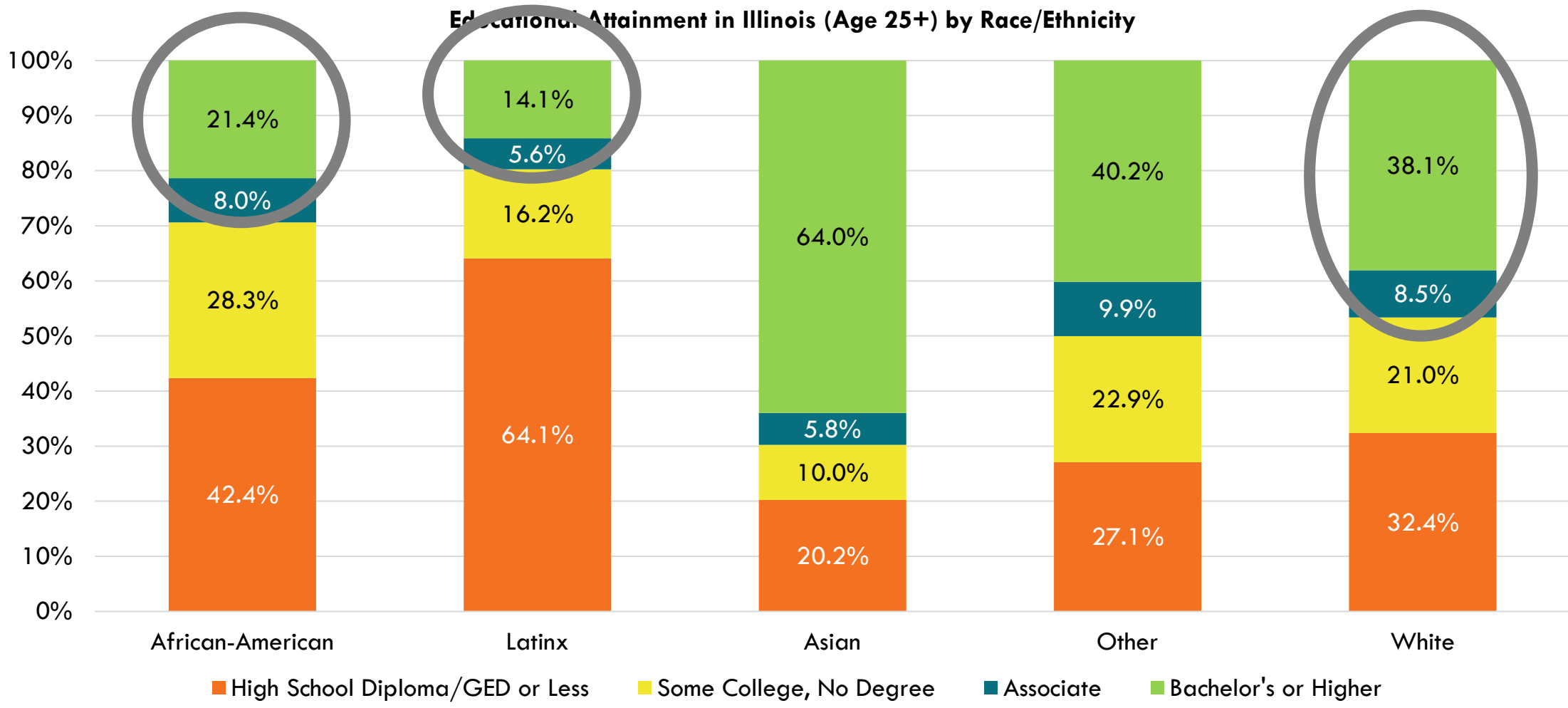


Interactive maps available at <https://www.ibhe.org/equity.html>



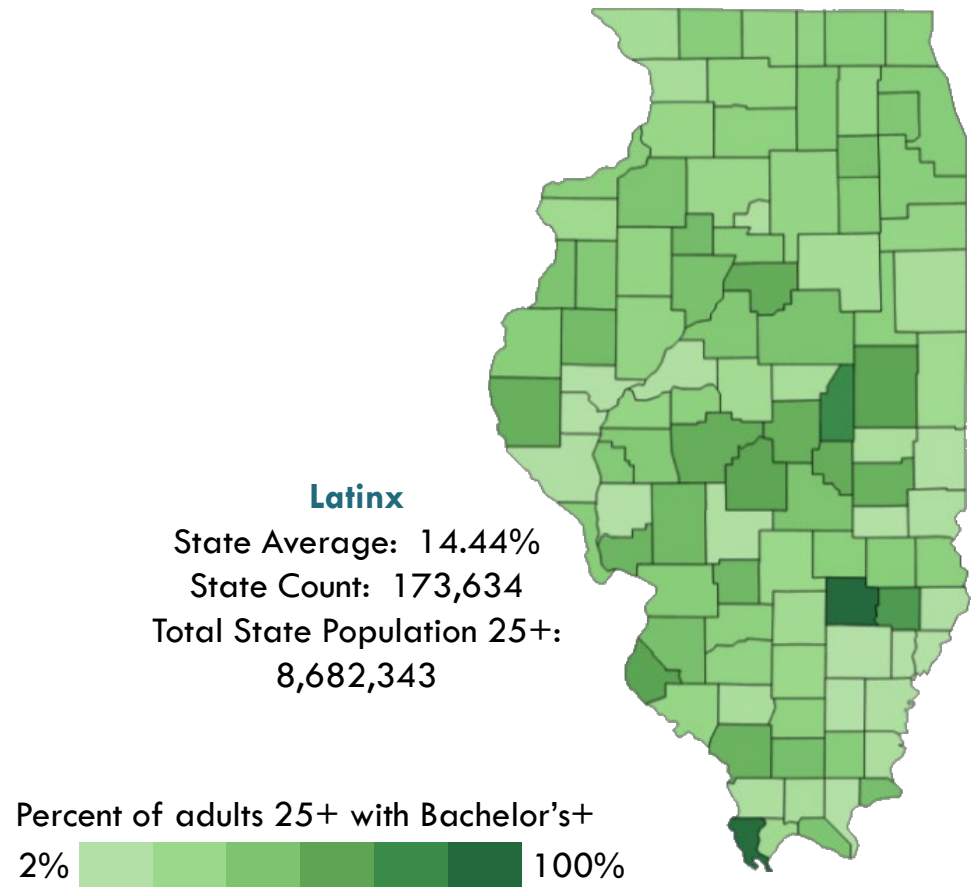
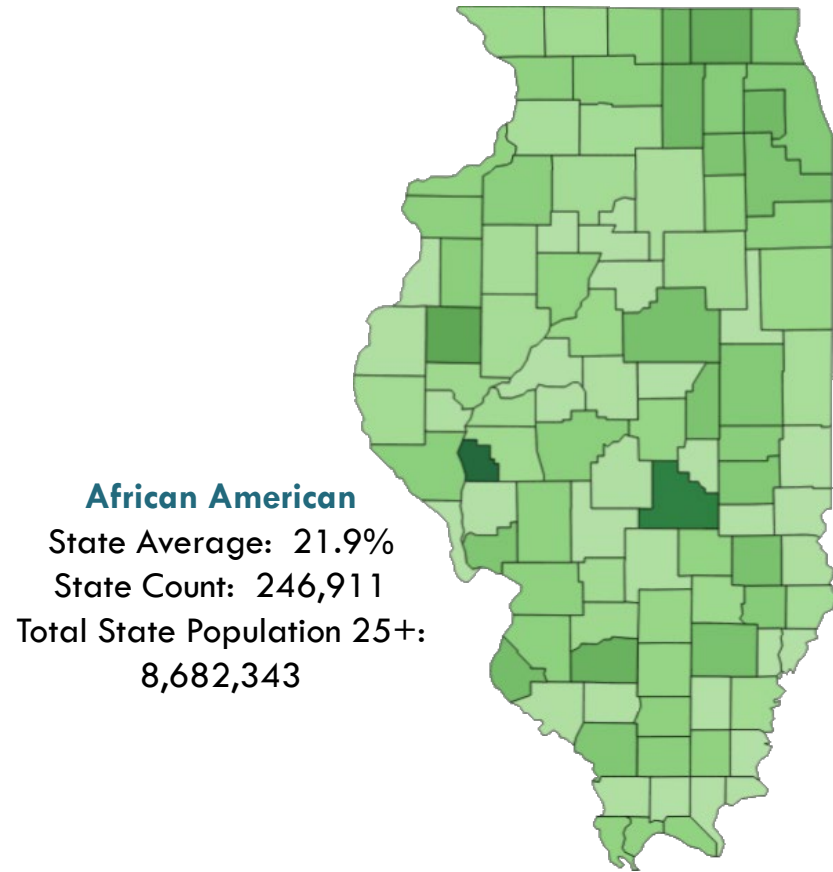
Source: 2013 and 2018 American Community Survey 5-Year Estimates of Associate's Degree Attainment or Higher  
Special thanks to Advance Illinois for the inspiration and model for this visualization

# Large attainment gaps between White and African American, Latinx adults



Source: 2018 American Community Survey IPUMS 5-Year Estimates

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

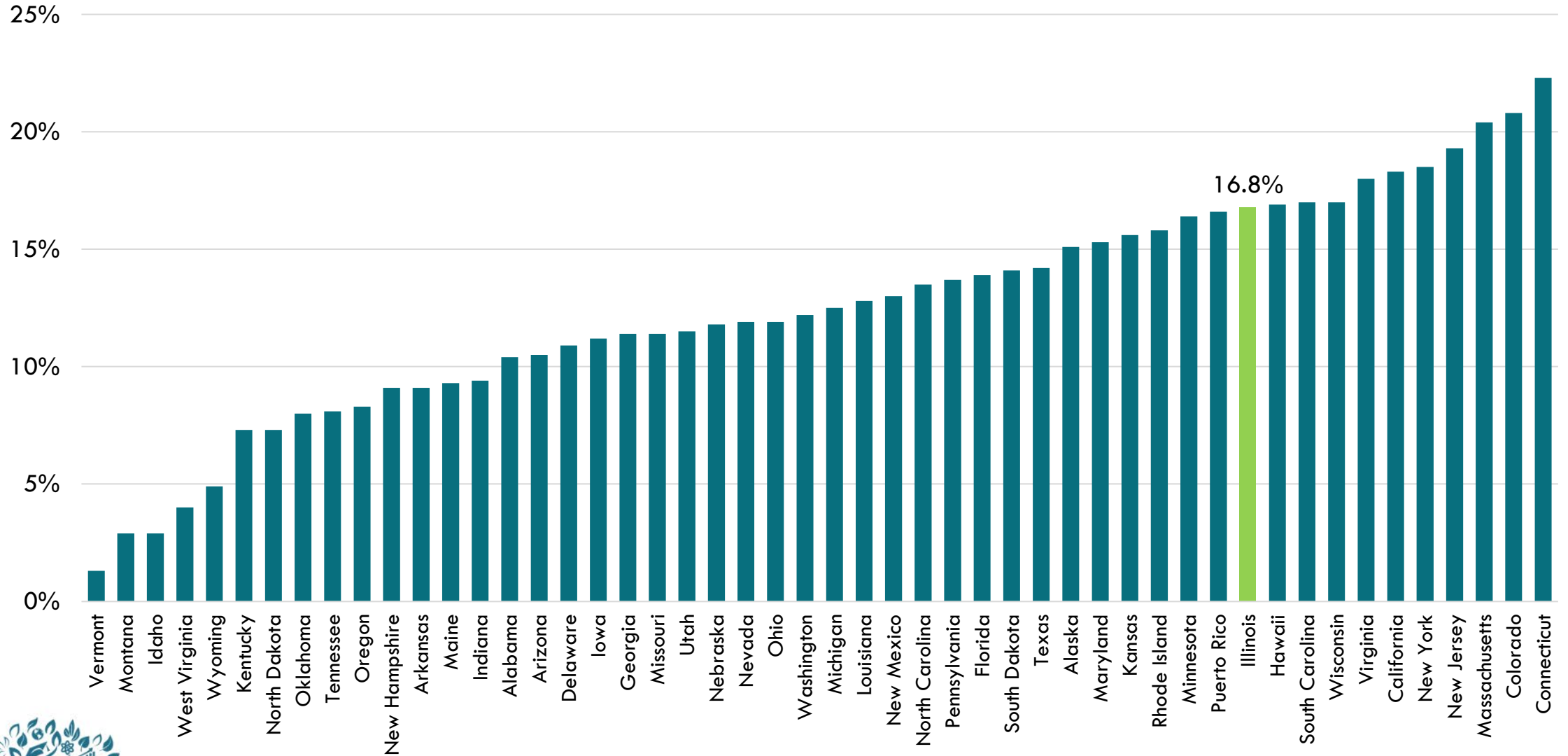


Interactive maps available at <https://www.ibhe.org/equity.html>

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

# Illinois has 11<sup>th</sup> largest BA attainment gap between Whites and African Americans

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

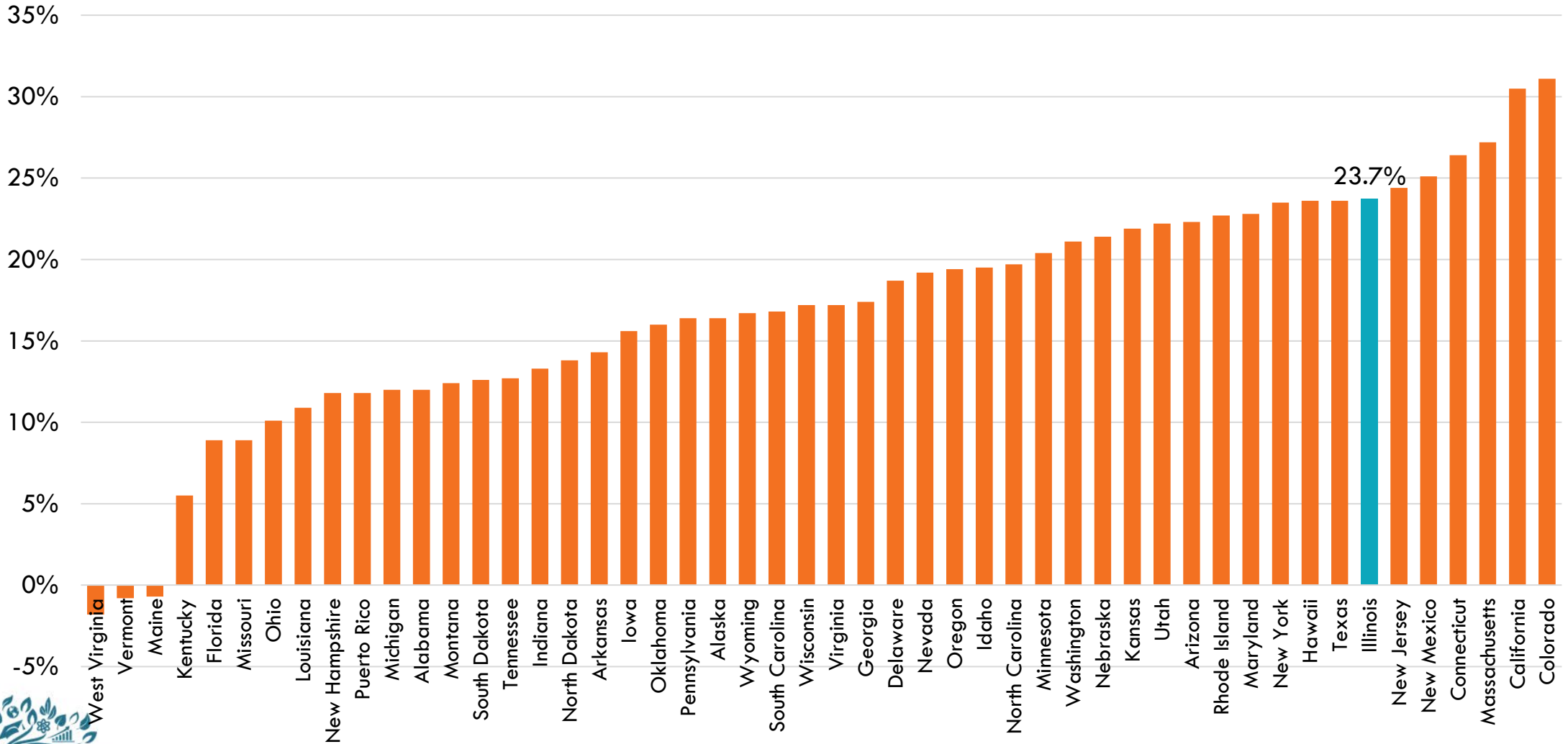


Source: 2018 American Community Survey 5-Year Estimates



# Illinois has the 7<sup>th</sup> largest BA attainment gap between Whites and Latinx

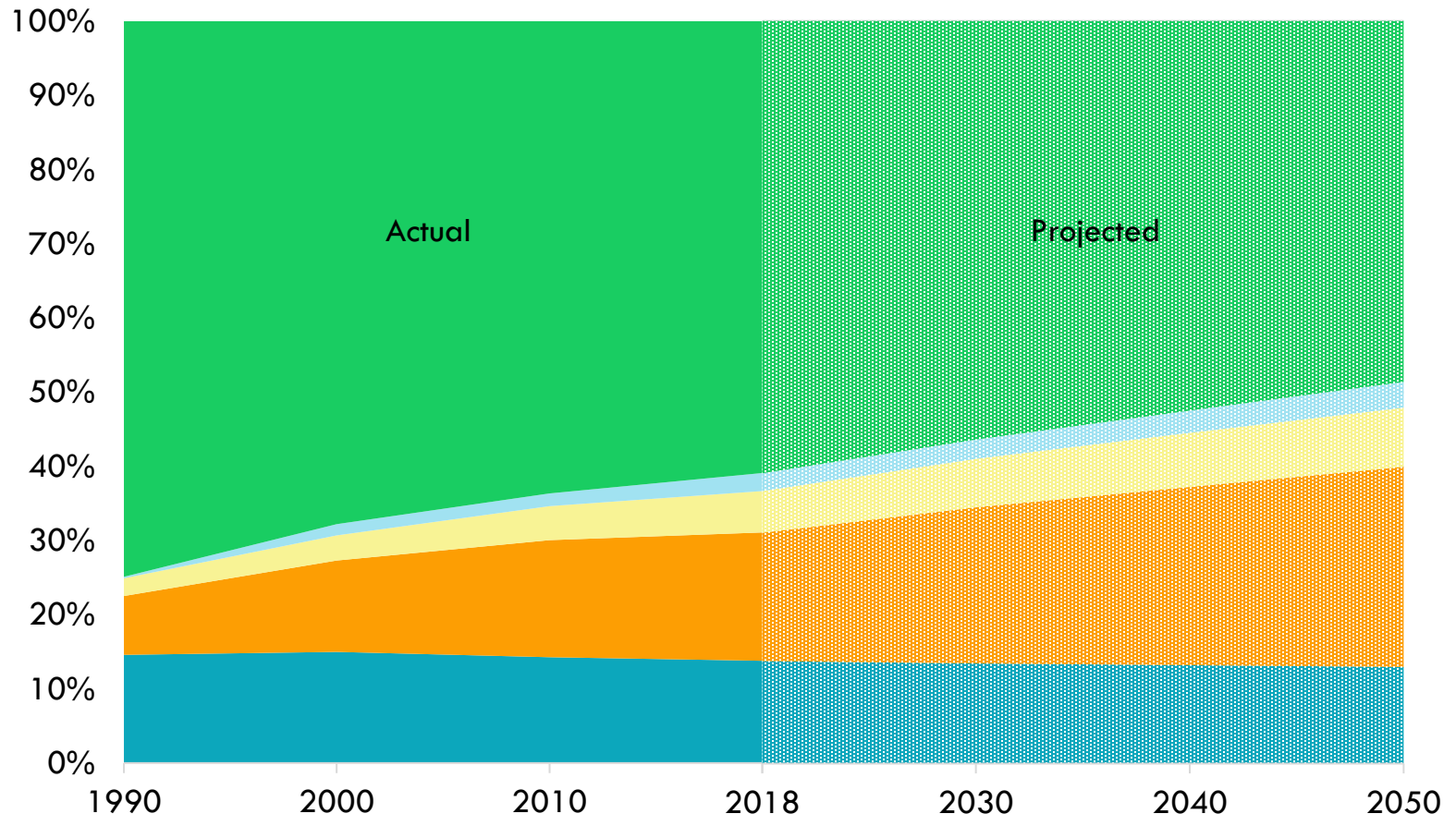
Percentage Point Gap: White and Latinx with Bachelor's Degrees or Higher



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

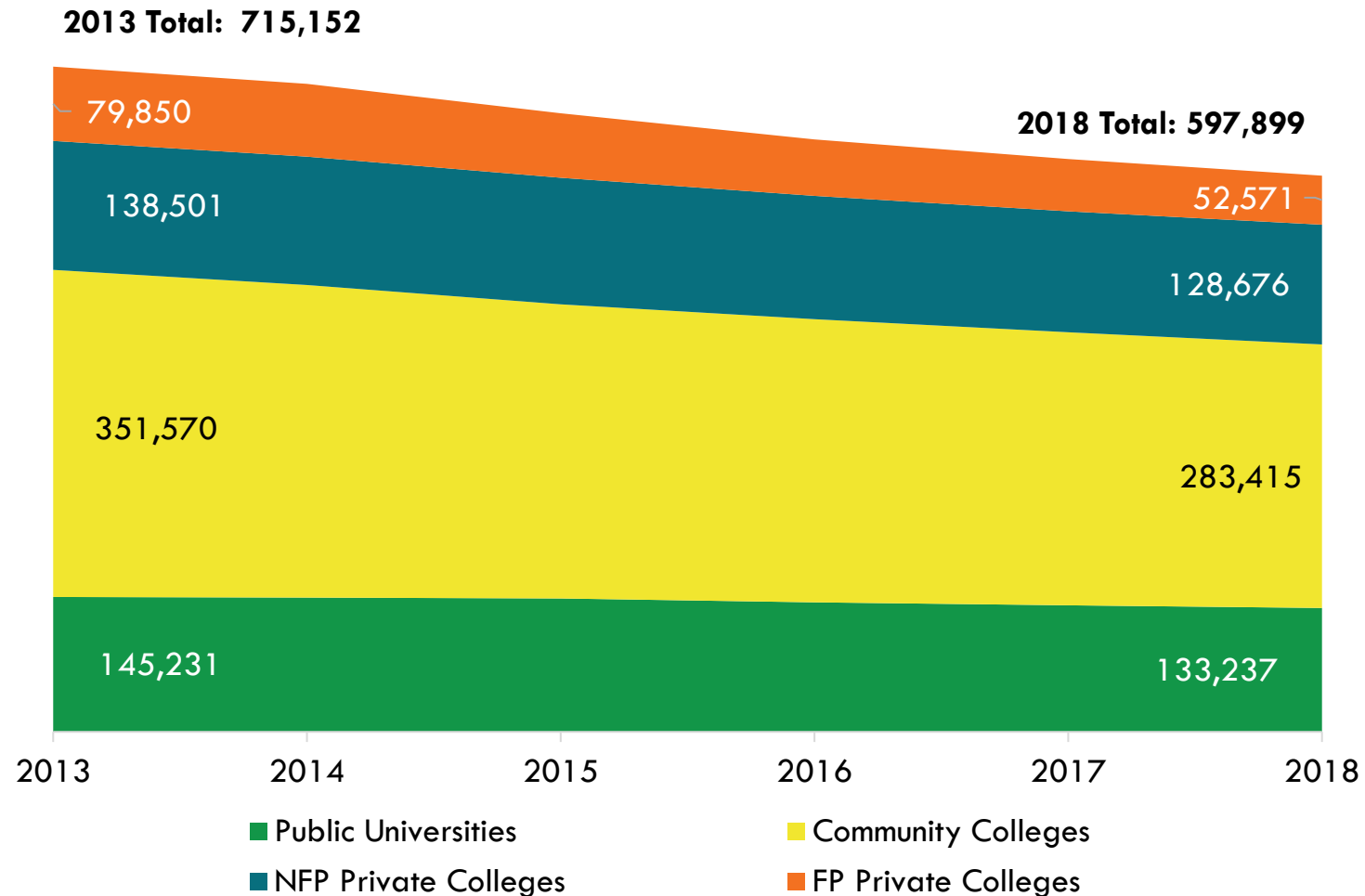


# How are we doing? A look at African-American students



# Overall undergraduate enrollment dropped 16% since 2013

Fall Enrollment Trends: All Students



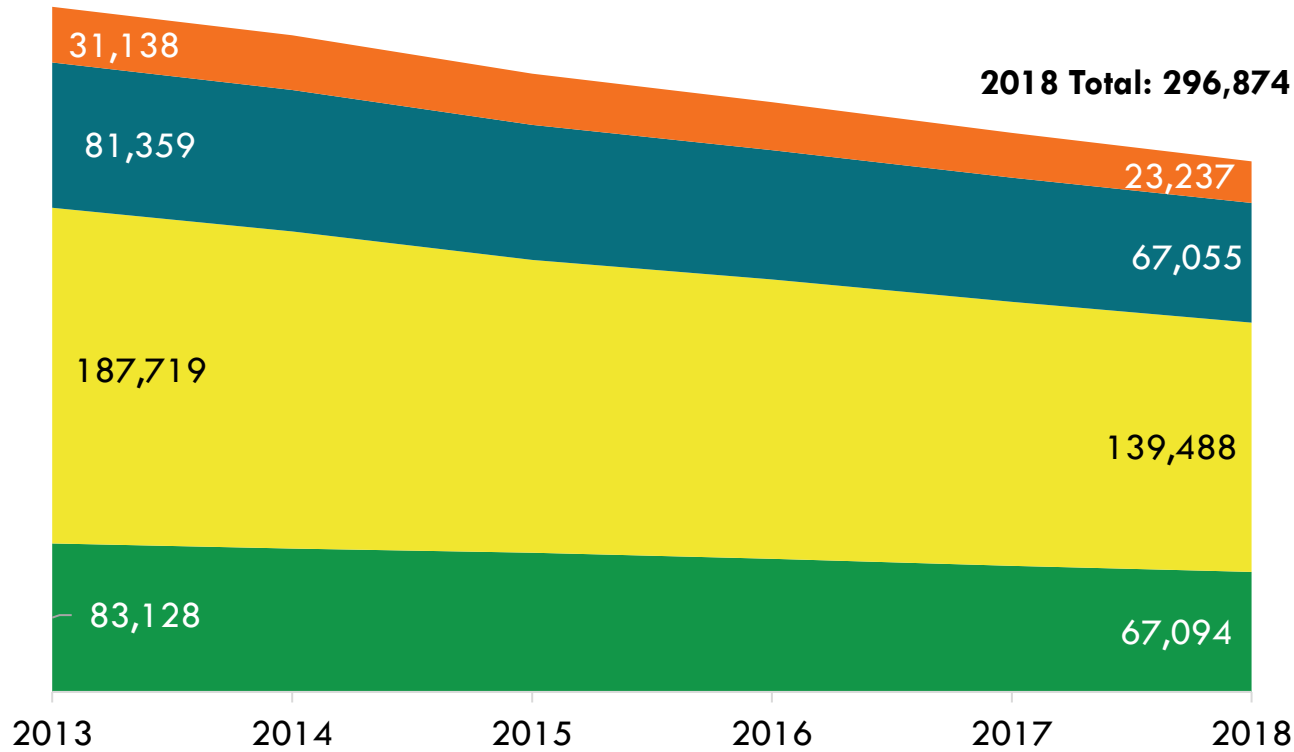
Source: IPEDS Fall Enrollment Survey: 2013 to 2018

# Enrollment for White students decreased 23% overall

Fall Enrollment Trends: Whites

2013 Total: 383,344

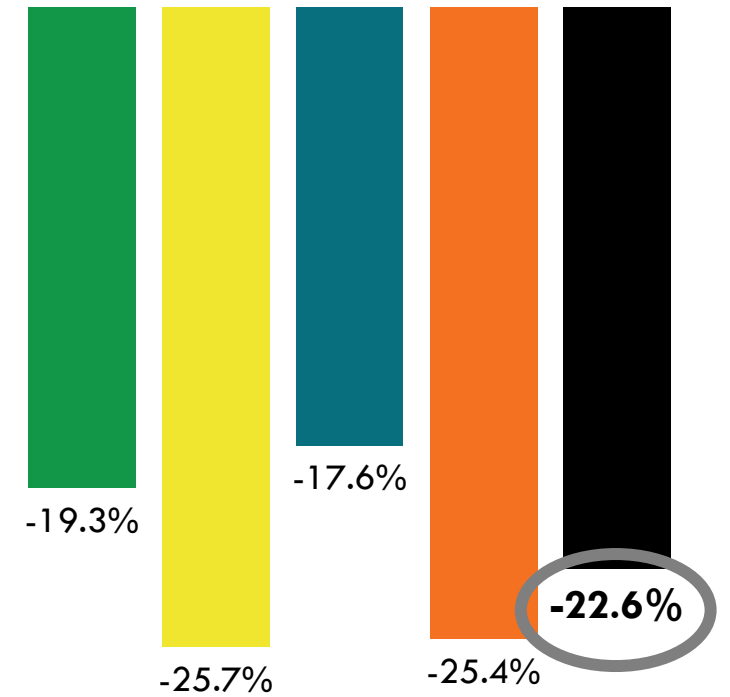
2018 Total: 296,874



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

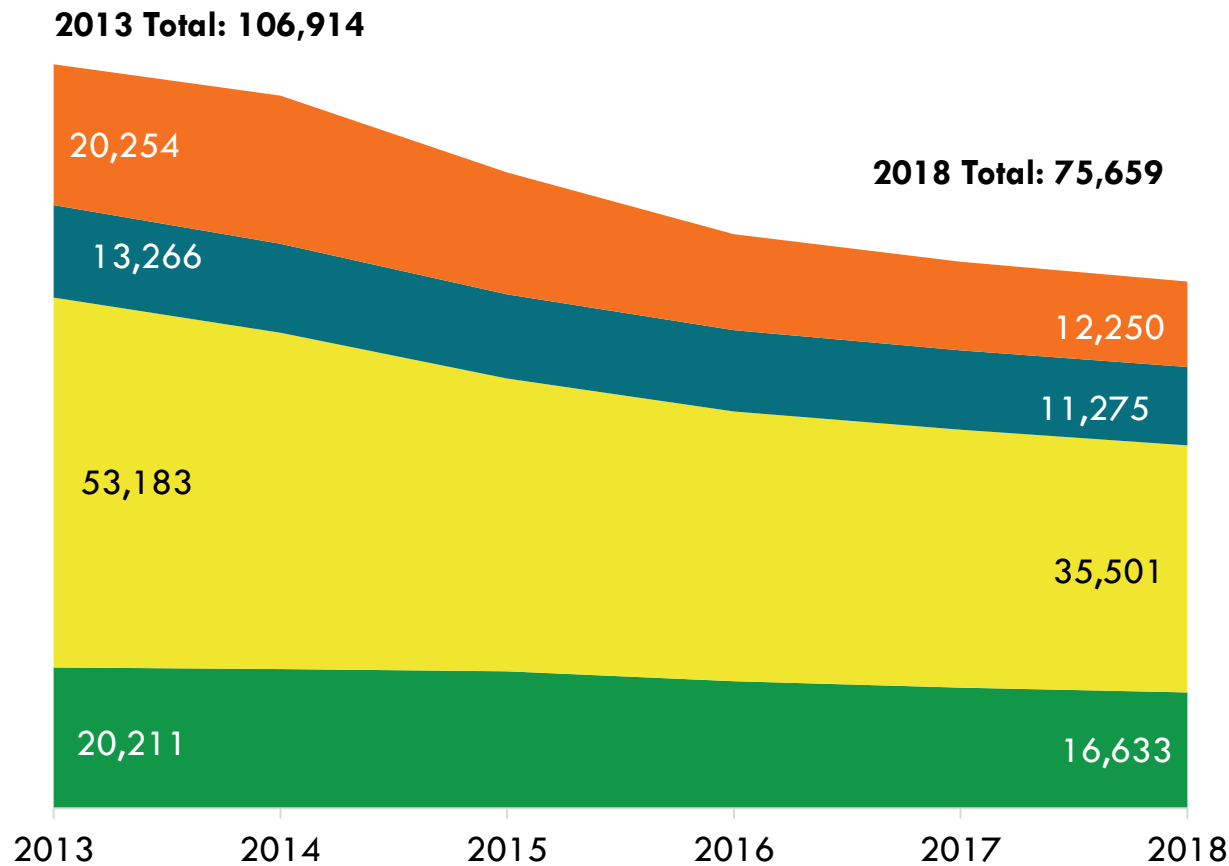
Change in Enrollment 2013 to 2018

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

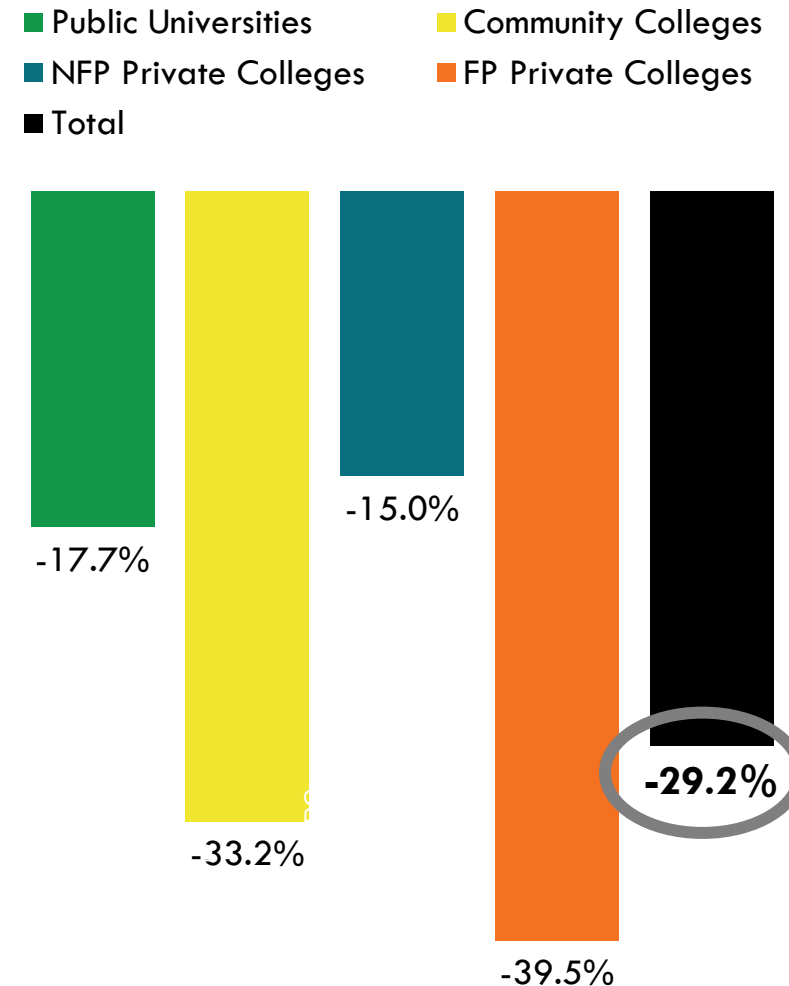


# Enrollment for African-Americans declined disproportionately overall...

Fall Enrollment Trends: African Americans



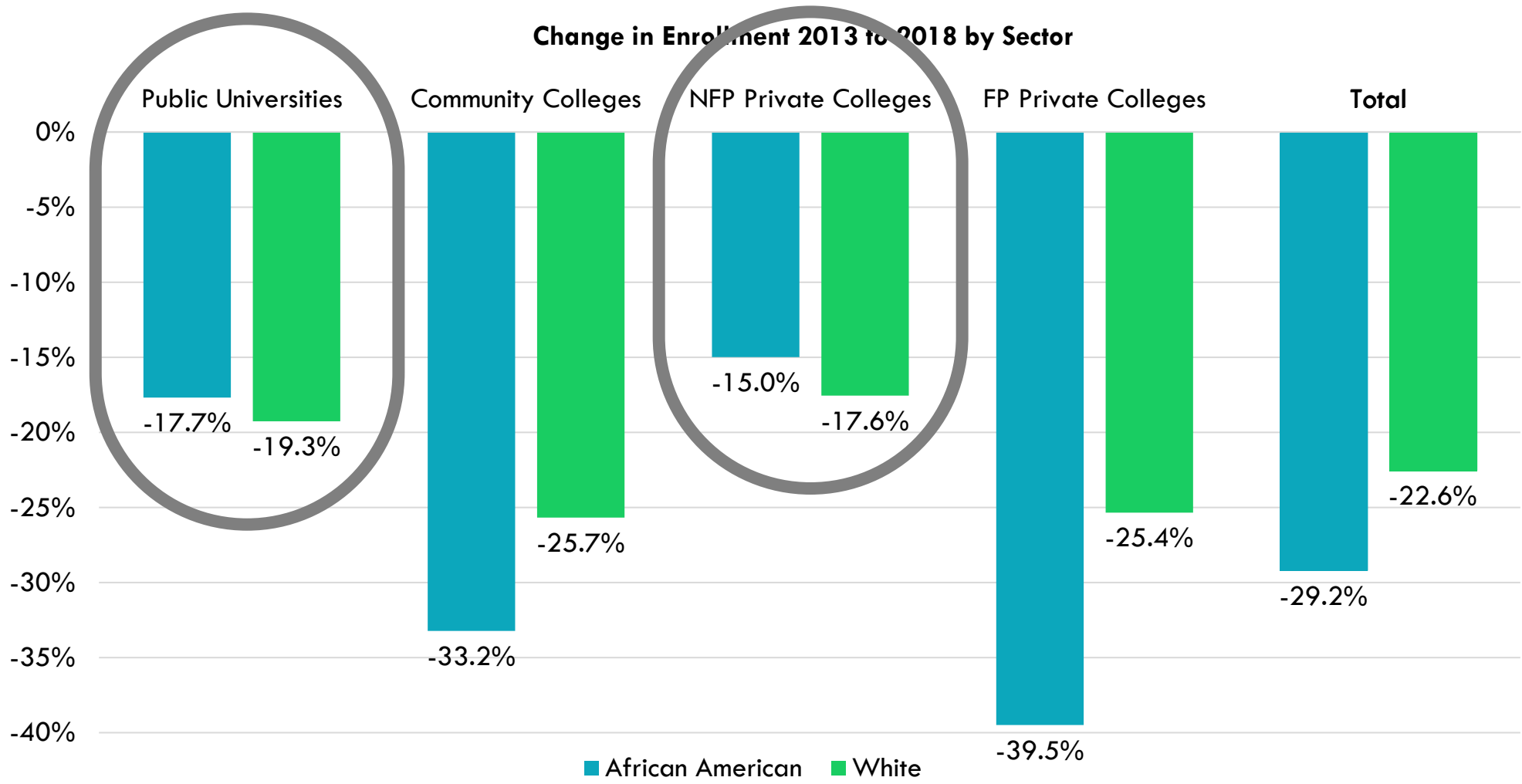
Change in Enrollment 2013 to 2018



■ Public Universities    ■ Community Colleges  
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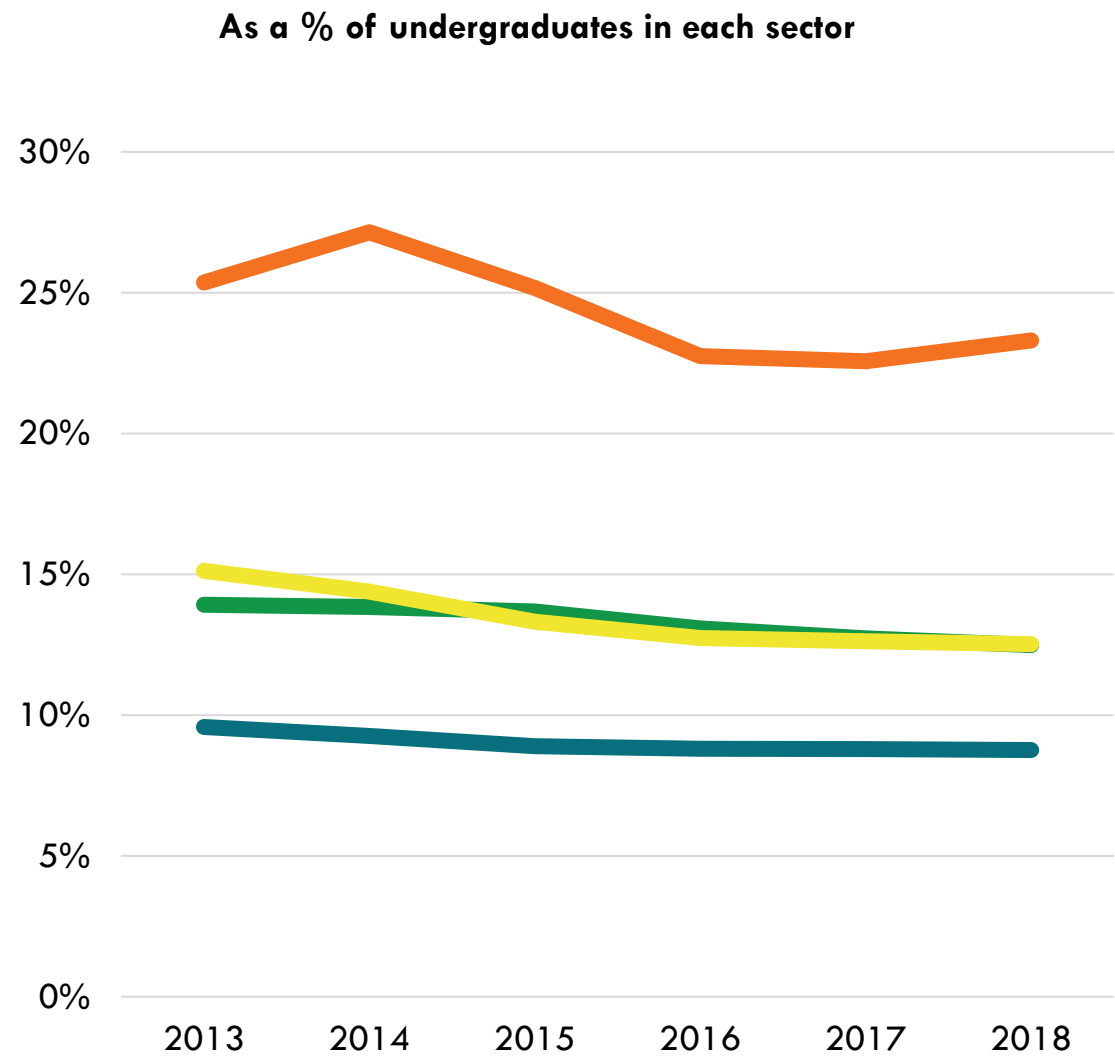
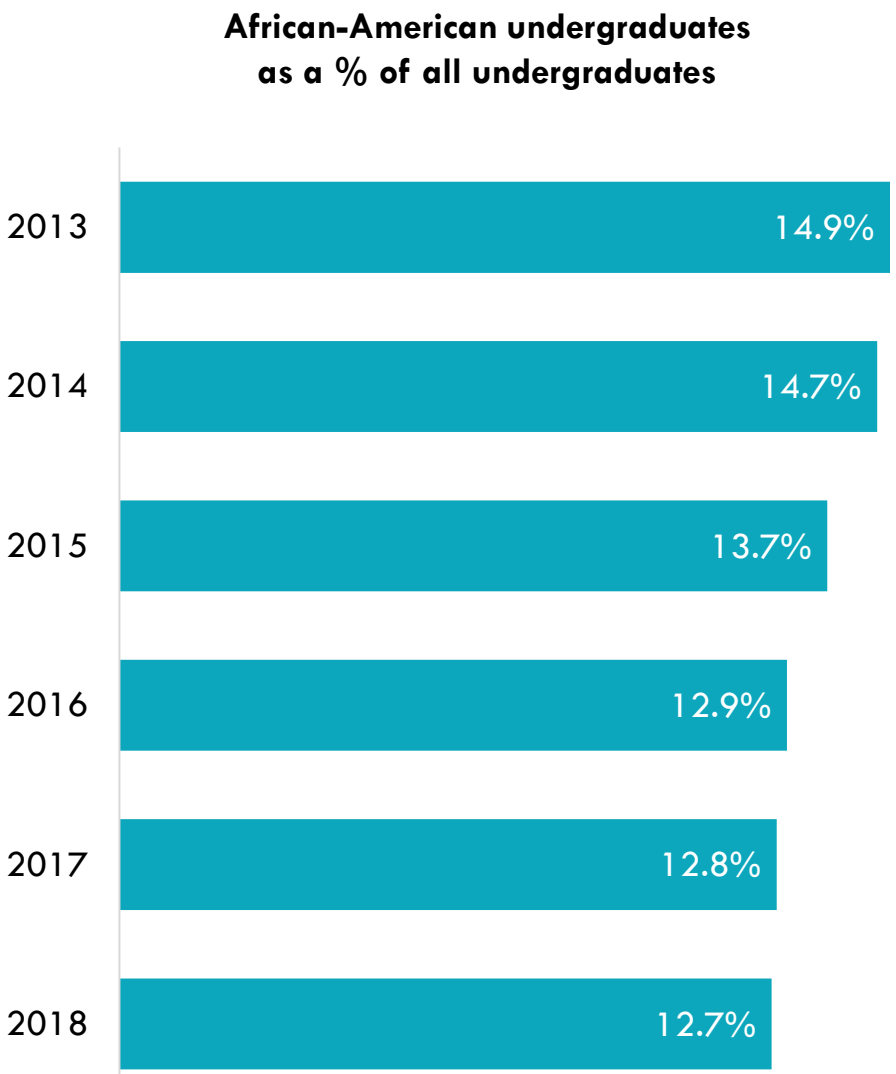
Source: IPEDS Fall Enrollment Survey: 2013 to 2018

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



Source: IPEDS Fall Enrollment Survey: 2013 to 2018

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



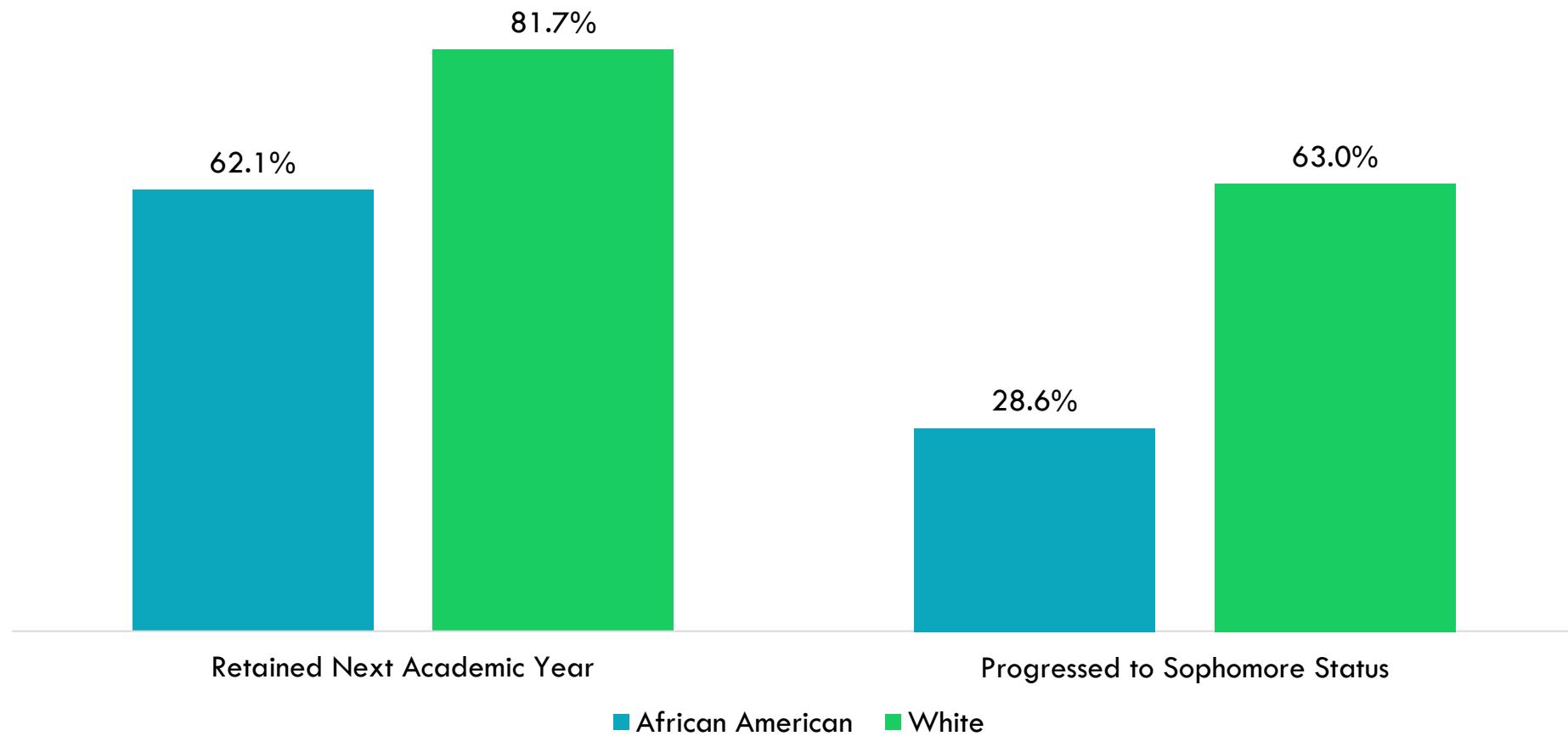
Source: IPEDS Fall Enrollment Survey: 2013 to 2018

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



# Public Universities retain and progress significantly smaller proportions of African American freshmen

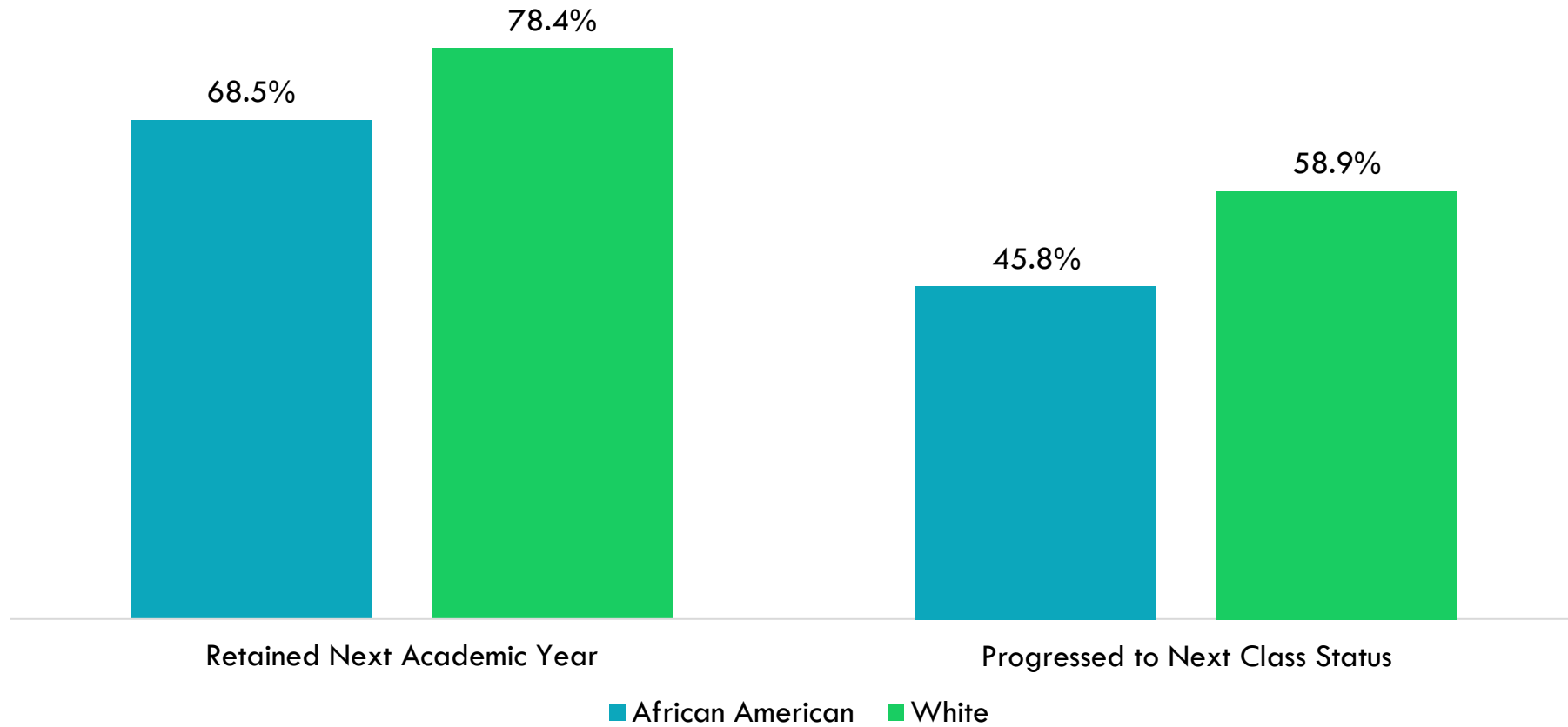
New First-Time Full-Time Students Fall AY 2017-18



Source: IBHE IHEIS 2017 and 2018 Fall Enrollment Collection

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

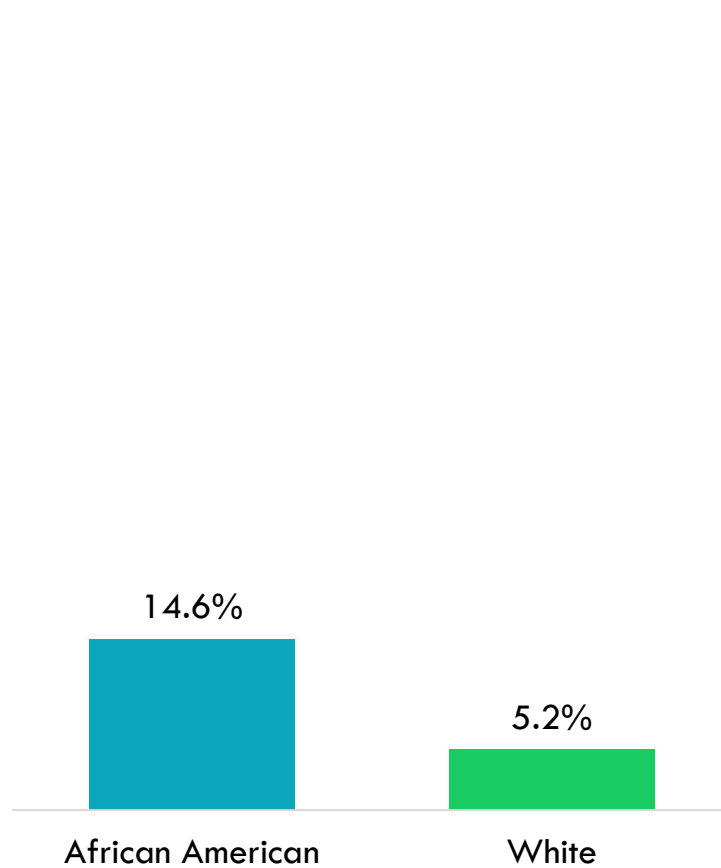
New Full-Time Transfer Students Fall 2017-18



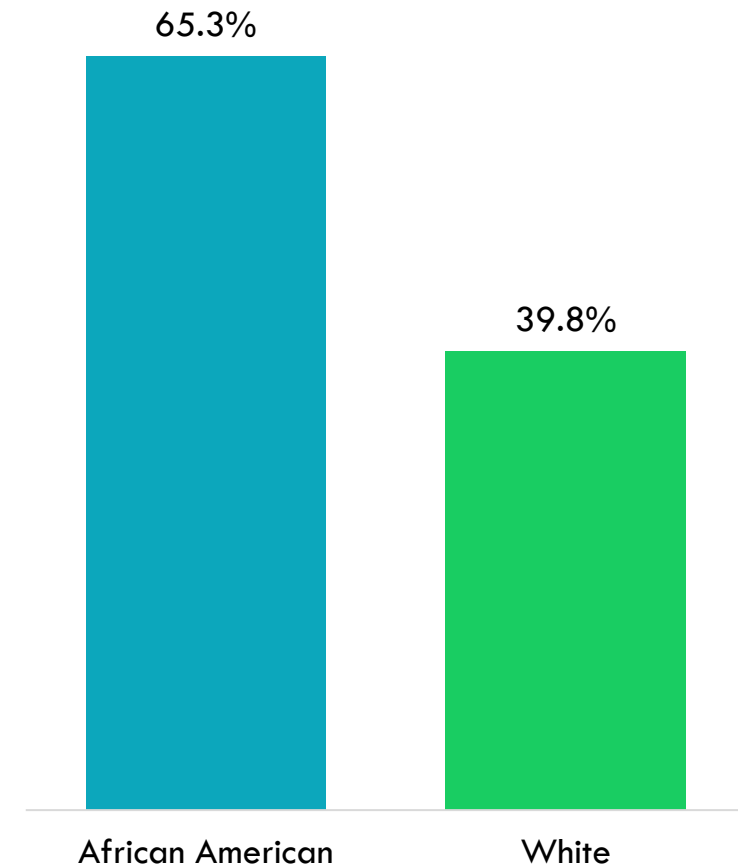
Source: IBHE IHEIS 2017 and 2018 Fall Enrollment Collection

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

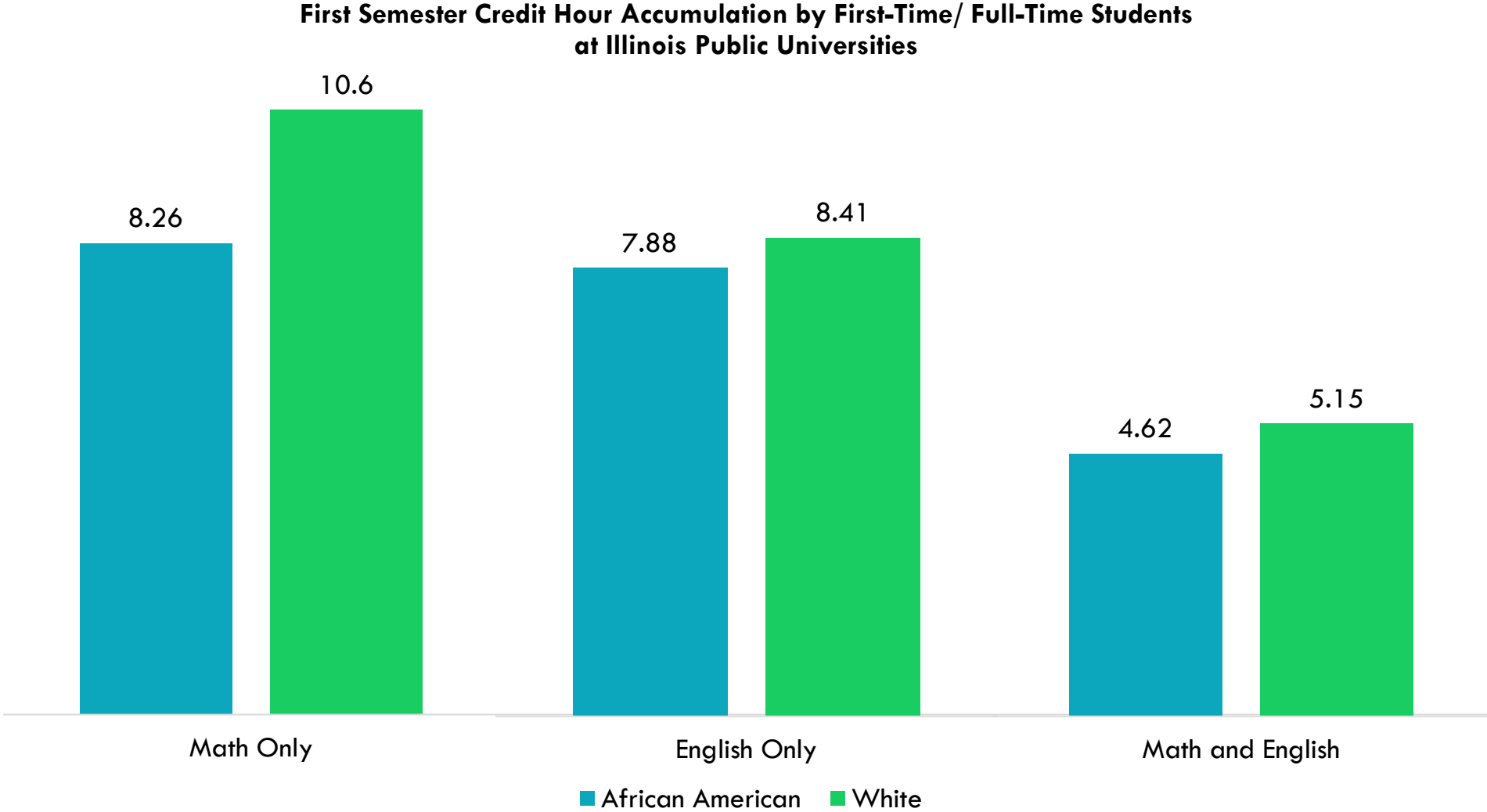
**% Placed in Developmental Ed: All Public Universities**



**% Placed in Developmental Ed: Community Colleges**



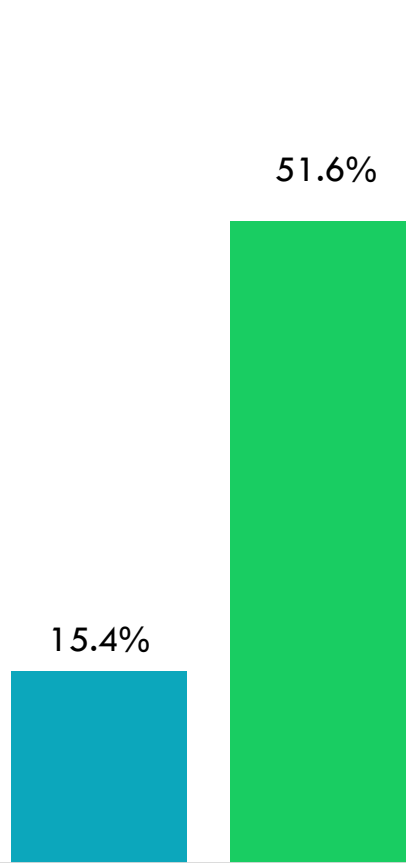
# And when placed in developmental ed, African-Americans accumulate fewer credit hours



Source: IBHE IHEIS 2018 Fall Enrollment Collection

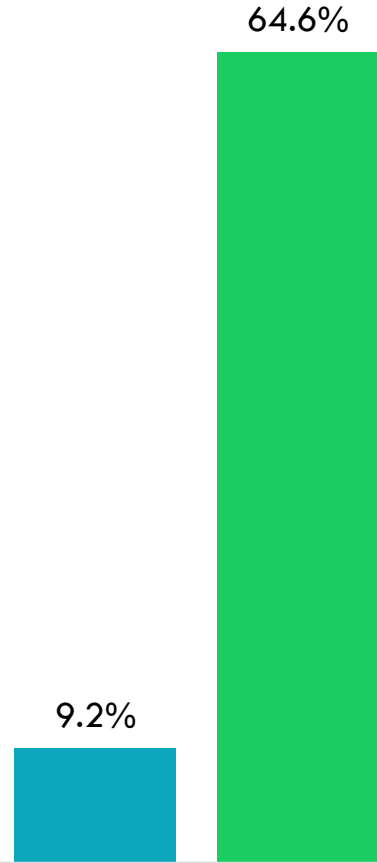
# African-Americans have less access to AP and Dual Credit while in high school

Recent Illinois Public High School Graduates



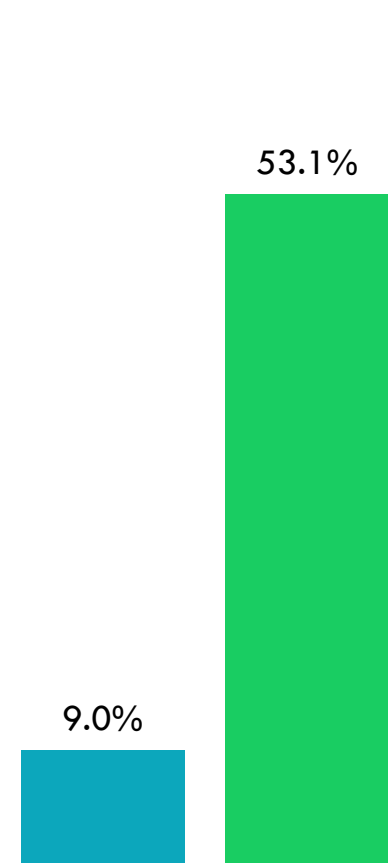
Race/Ethnicity Distribution

% of Participants in Dual Credit by Race/Ethnicity



Grade 12

% of Participants in AP by Race/Ethnicity



Grade 12

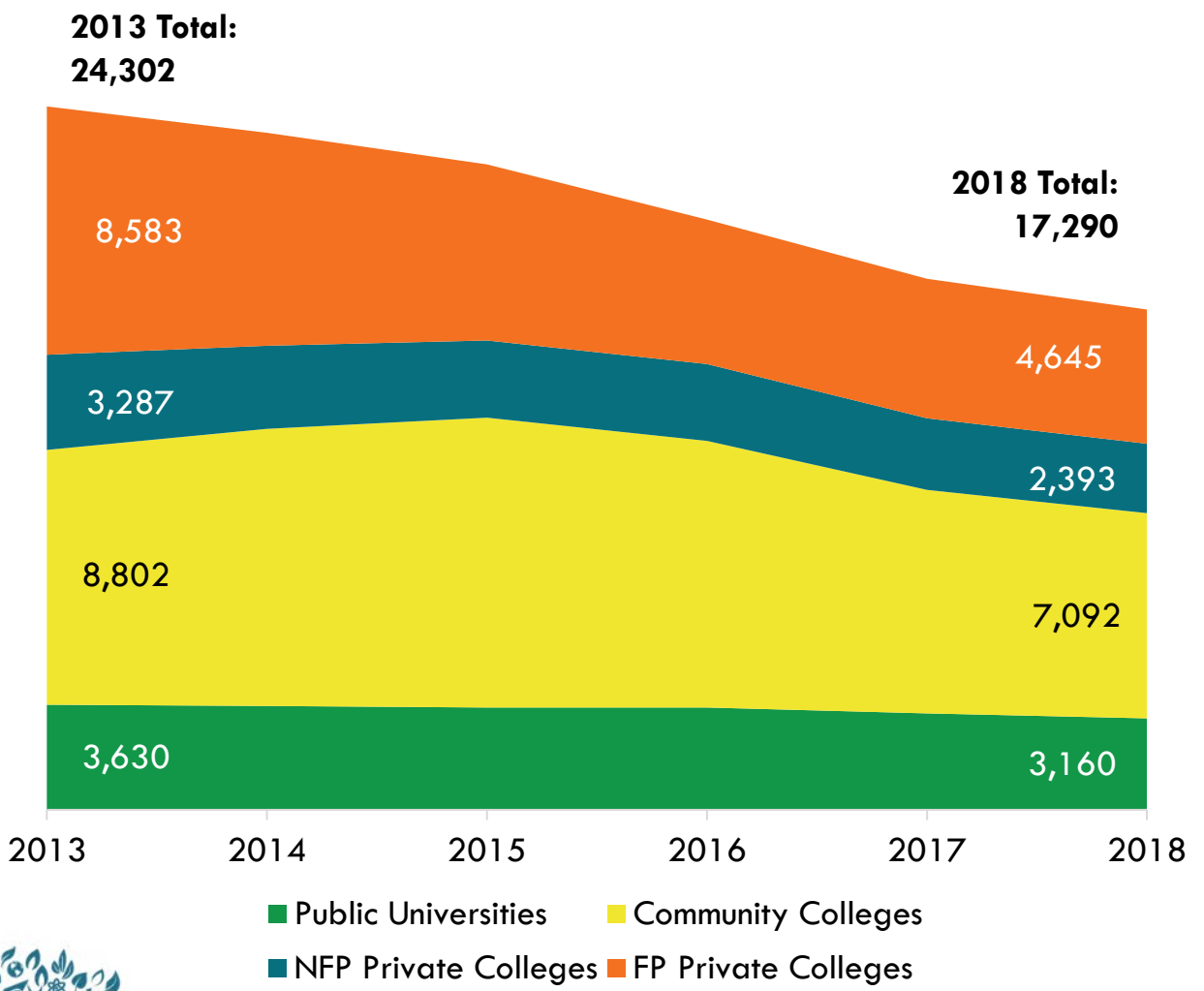
■ African American ■ White



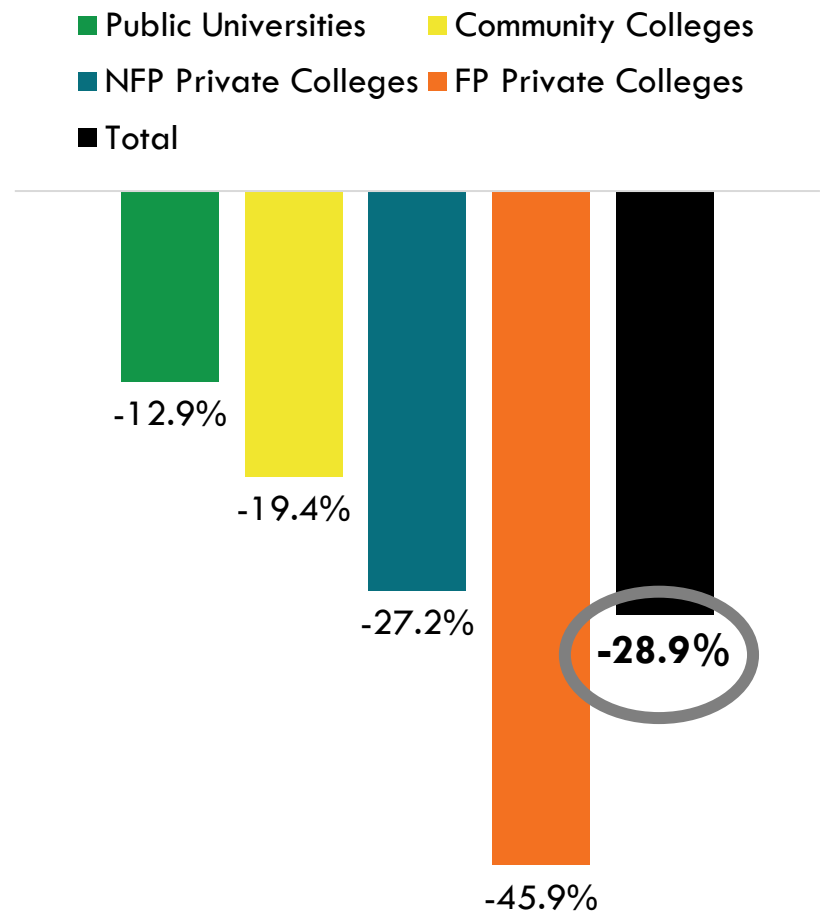
Source: ISBE Report Card

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

Completion Trends: African-American

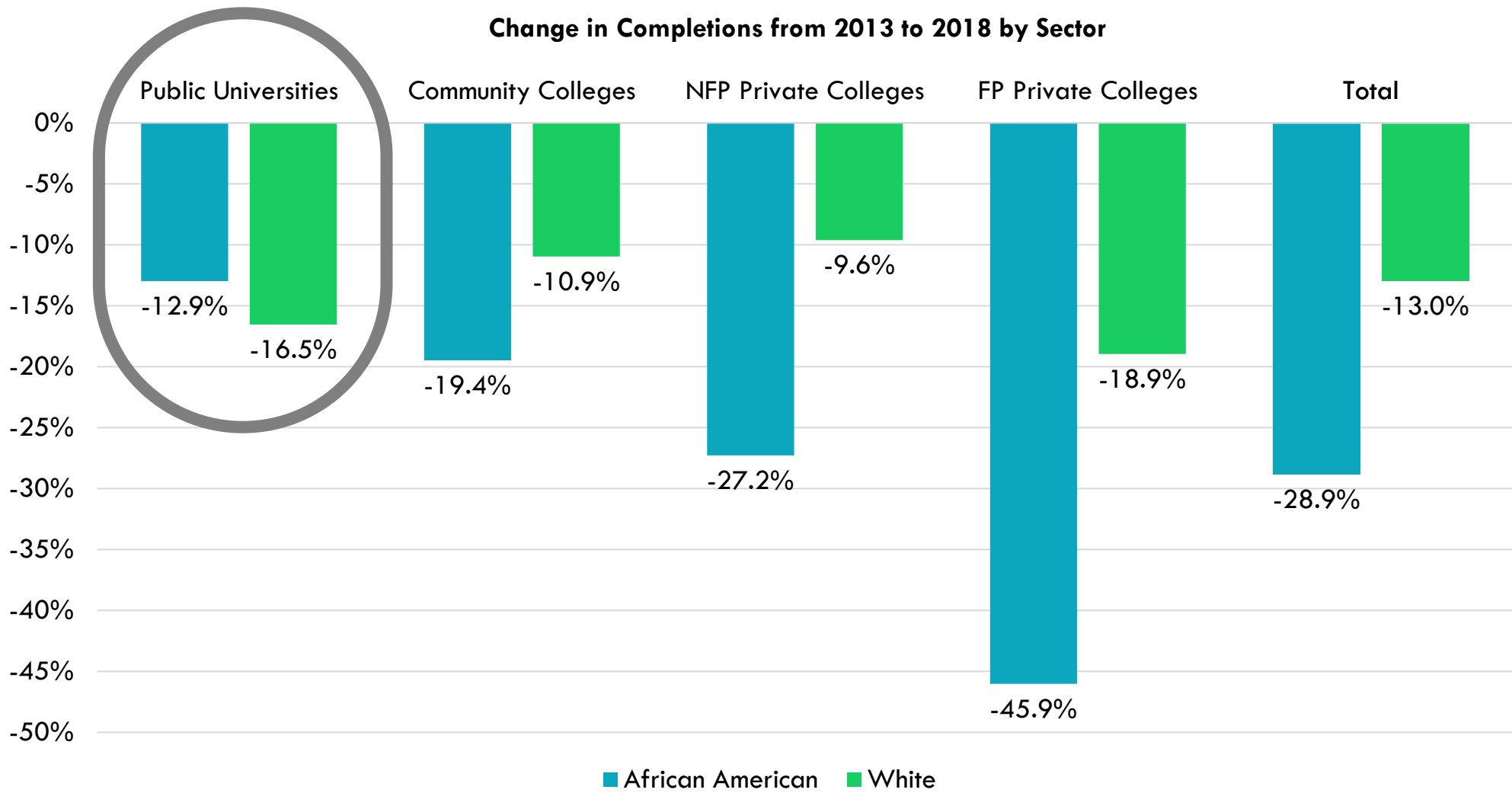


Change in Completion 2013 to 2018



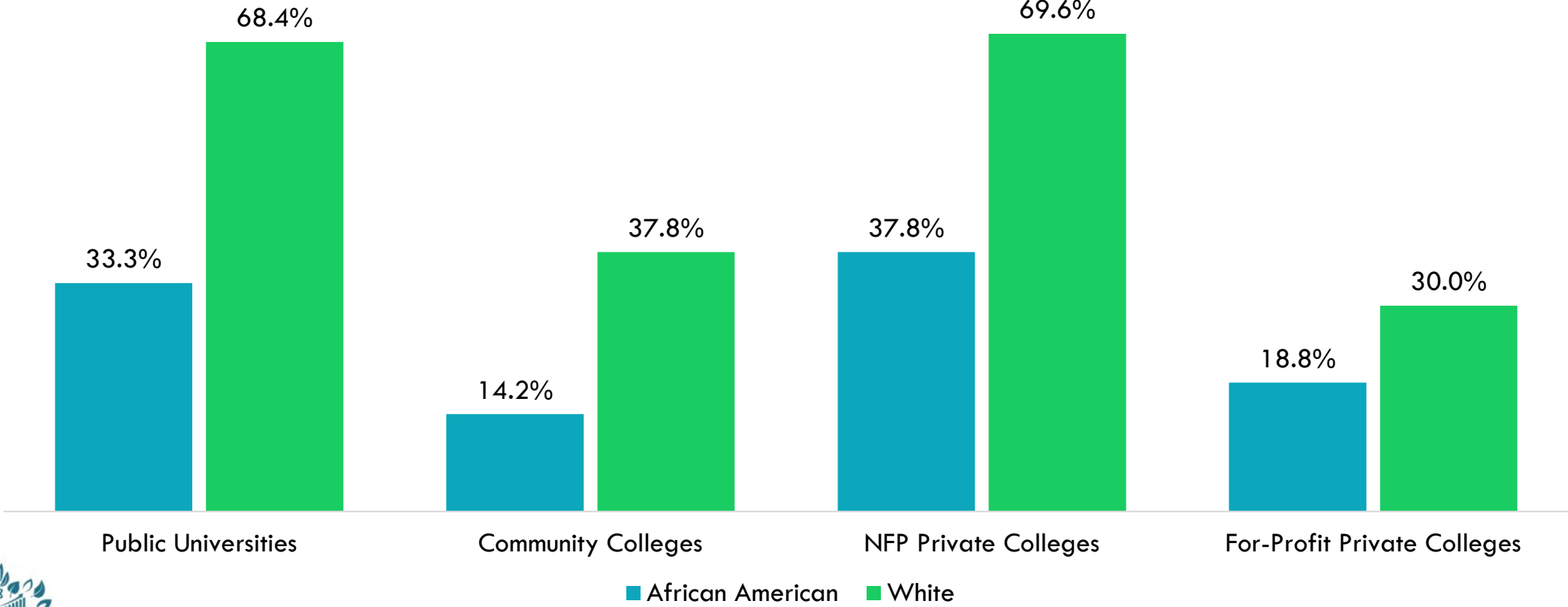
Source: IPEDS Completions Survey: 2013 to 2018

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



Source: IPEDS Completions Survey: 2013 to 2018

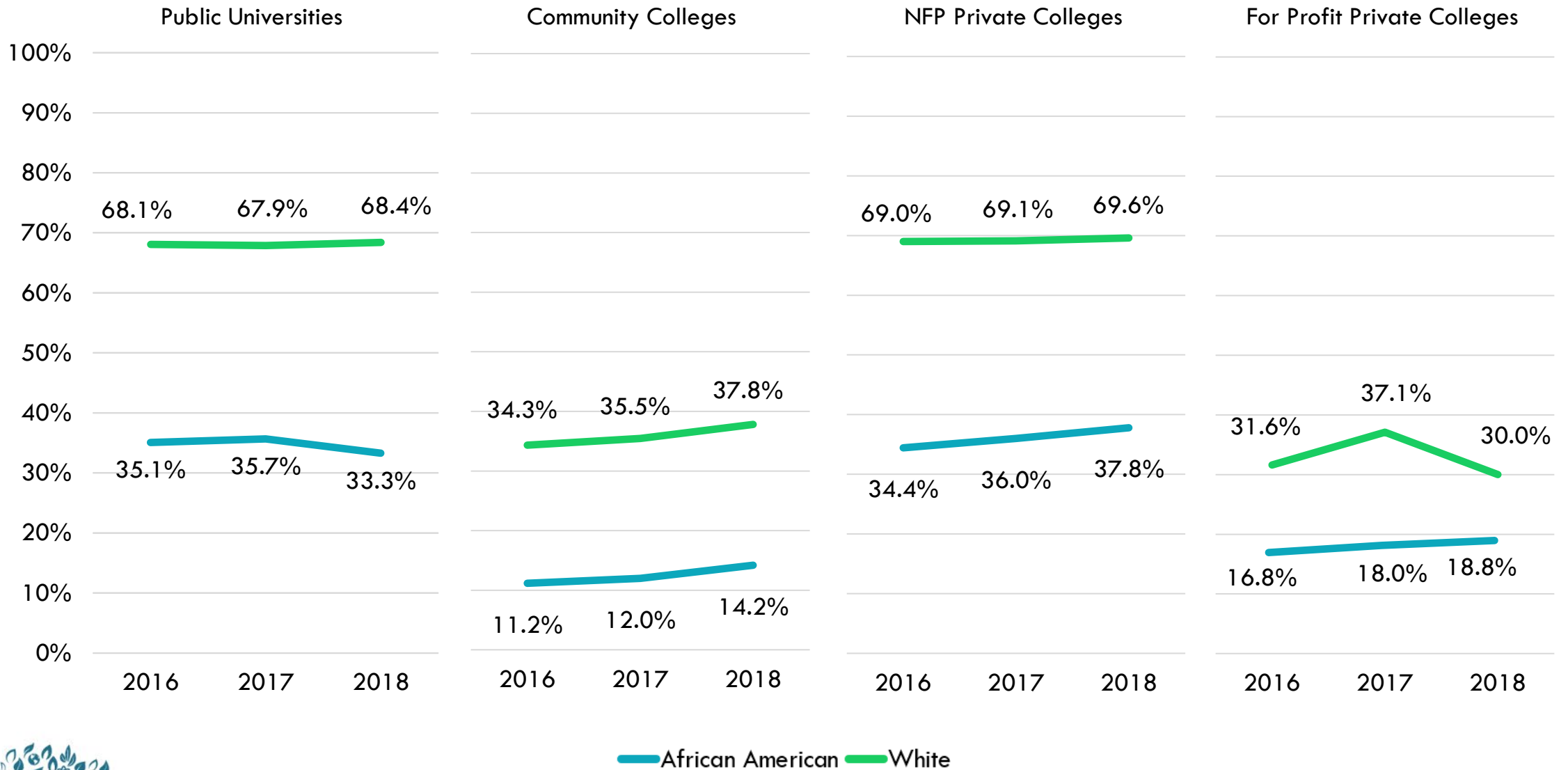
# Gaps persist across undergraduate completion rates



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

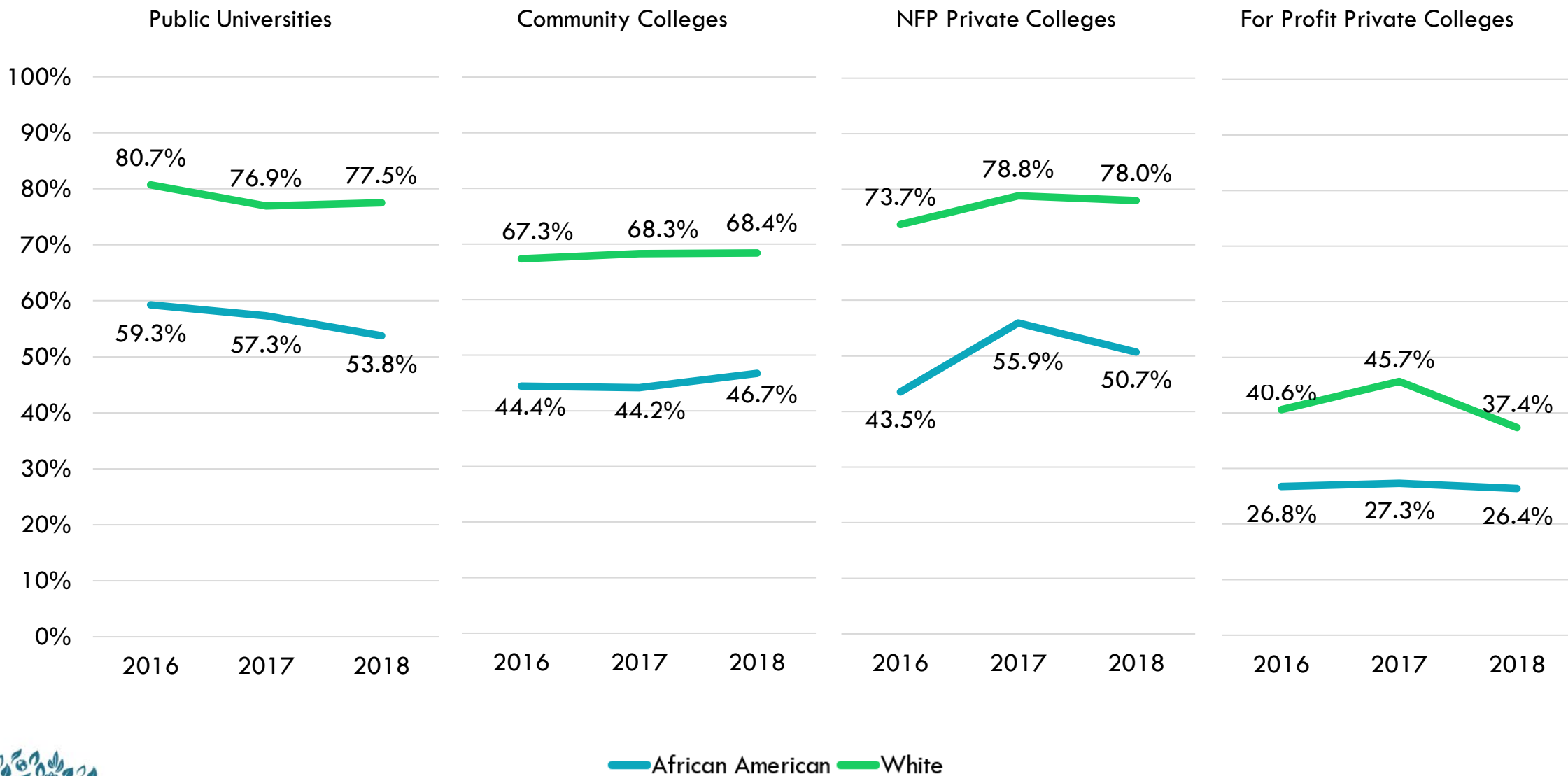


# But gaps in college completion rates are dramatic and persistent



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

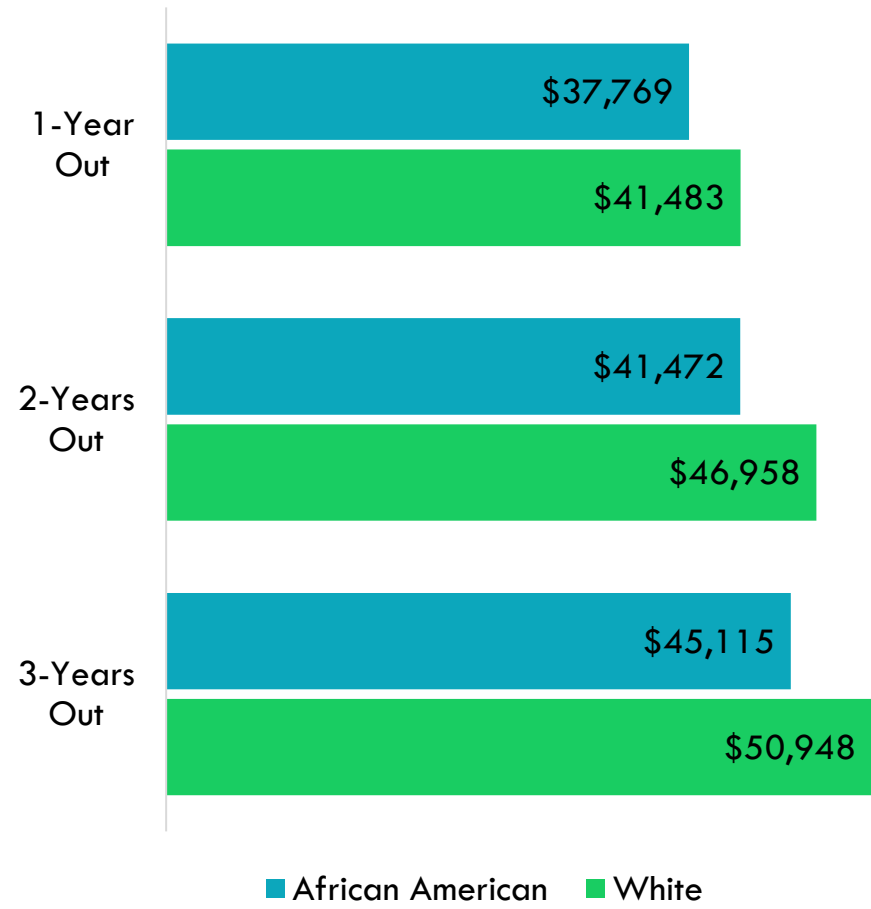
# Gaps somewhat smaller, but still persist when transfer and continuing enrollment are considered



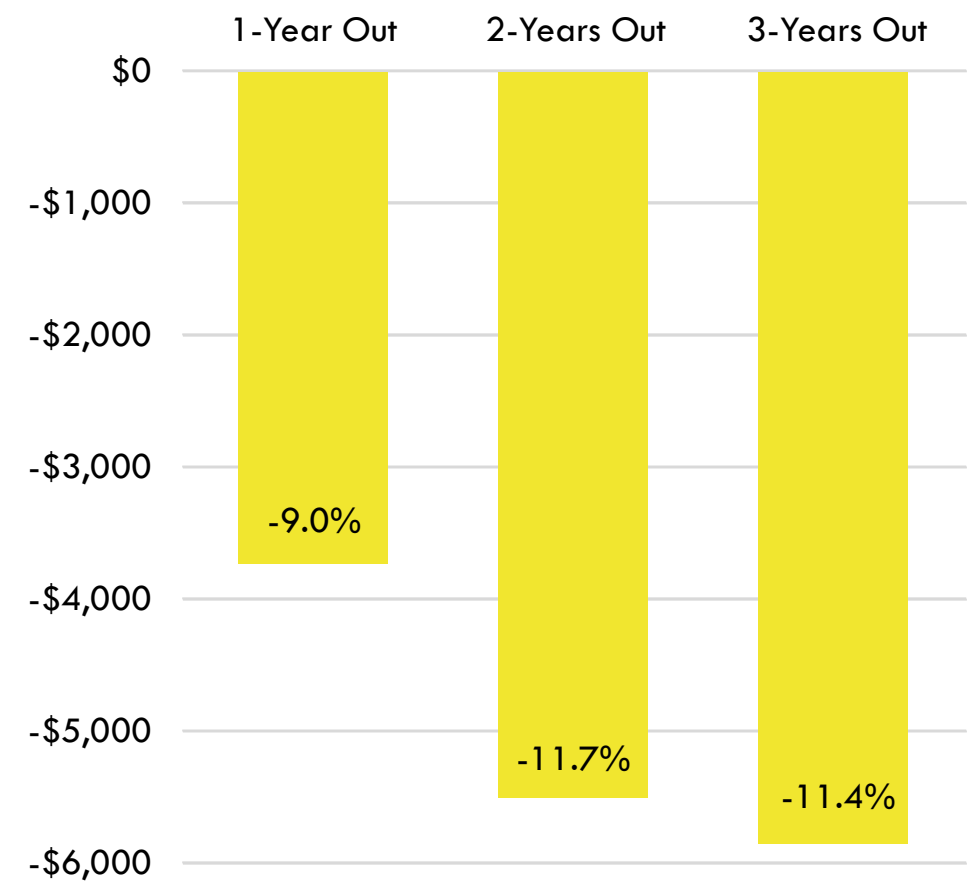
Based on 2016, 2017, and 2018 IPEDS Graduation Rates at 150% of Normal Time for students who first enrolled full time

# 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



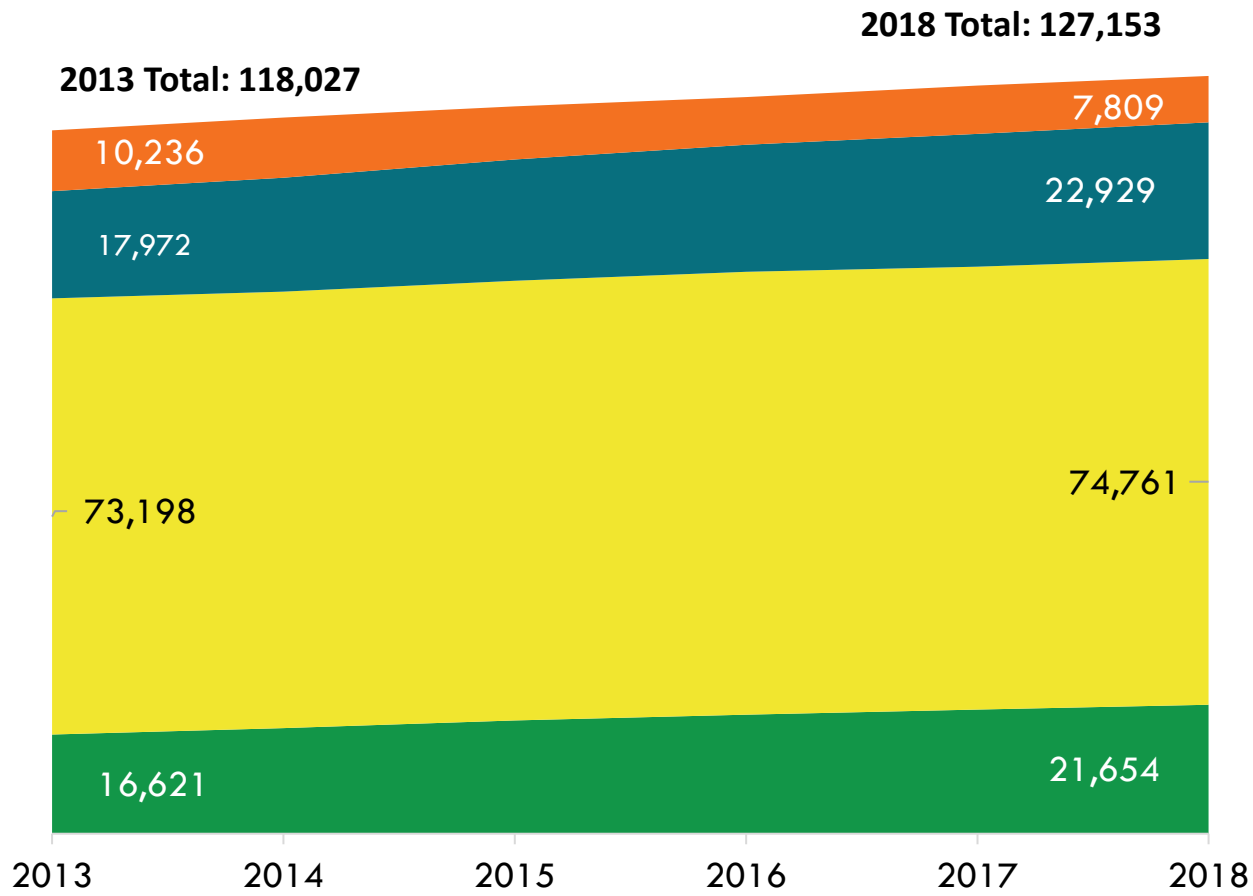
Source: Bachelor's Degree Completers from all MAP-eligible schools from AY 2013-14 and AY 2014-15 in the Illinois College2Career Tool

# How are we doing? A look at Latinx students

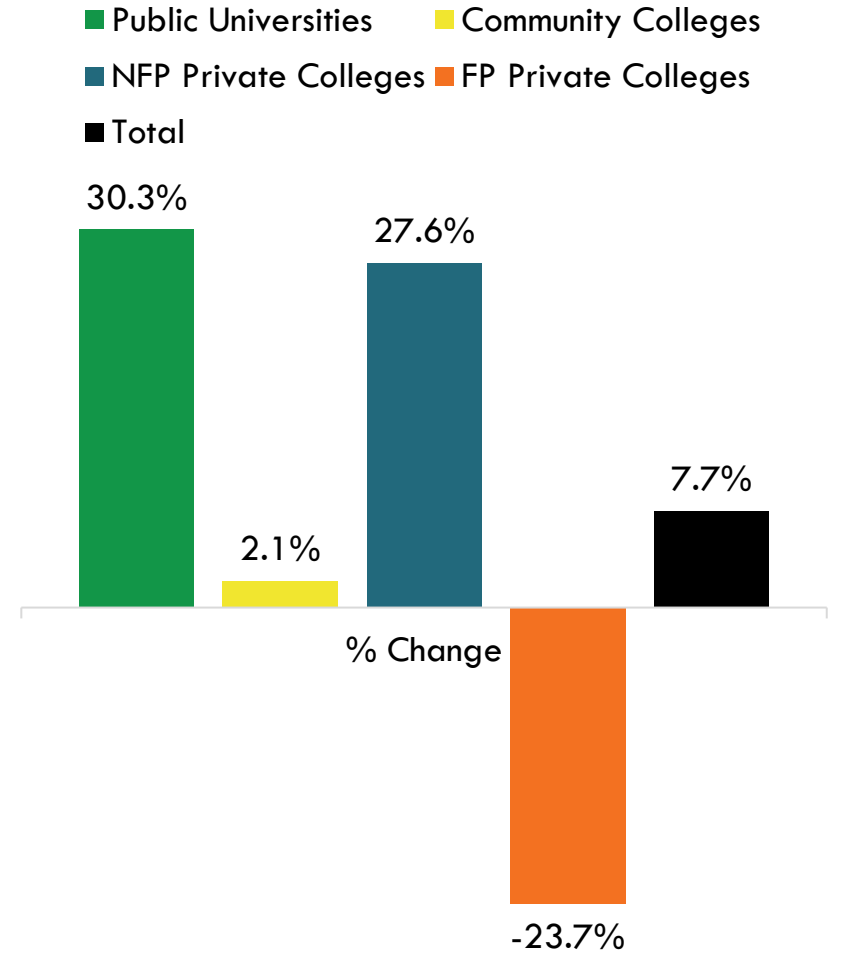


# While enrollment overall decreased, enrollment for Latinx students increased...

Fall Enrollment Trends: Latinx

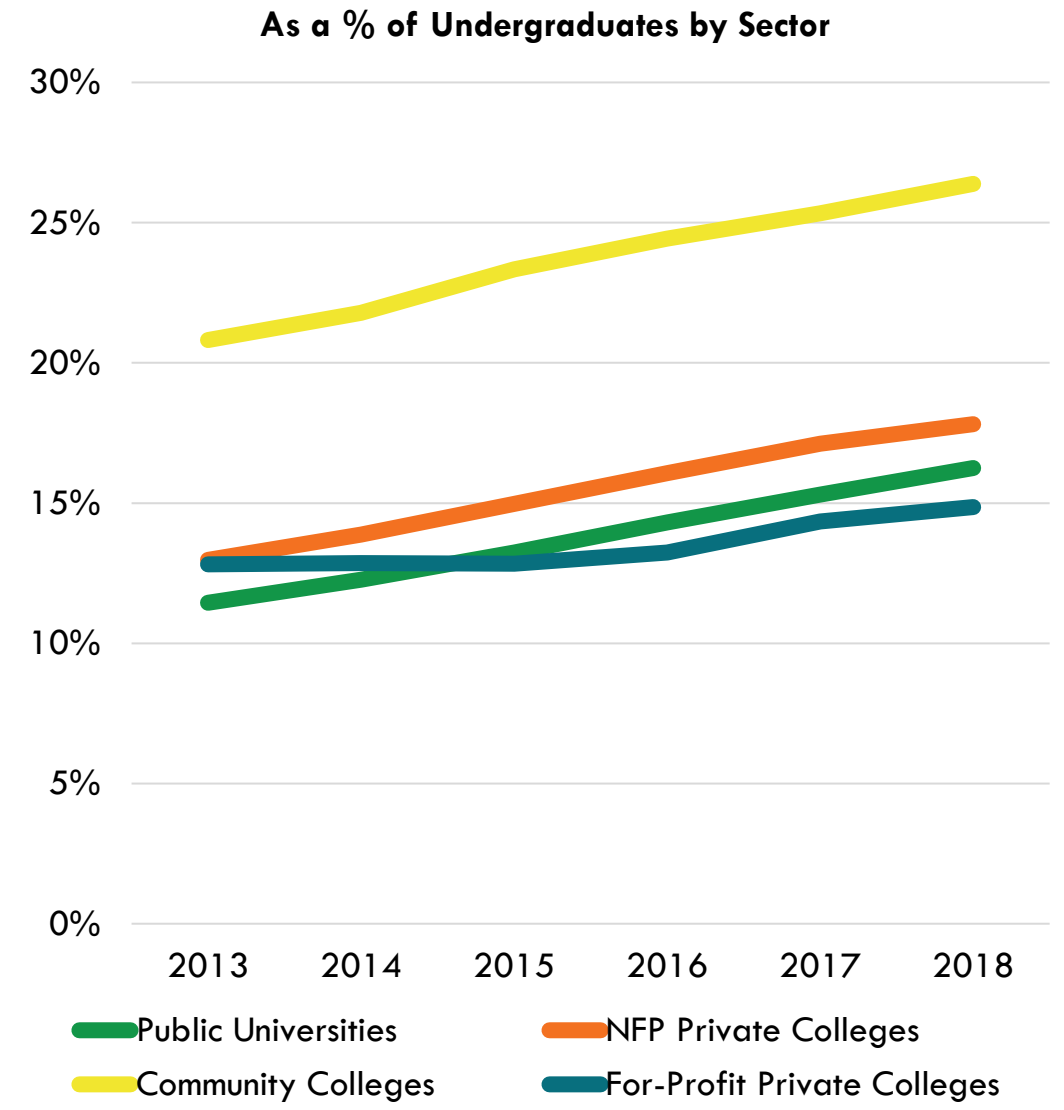
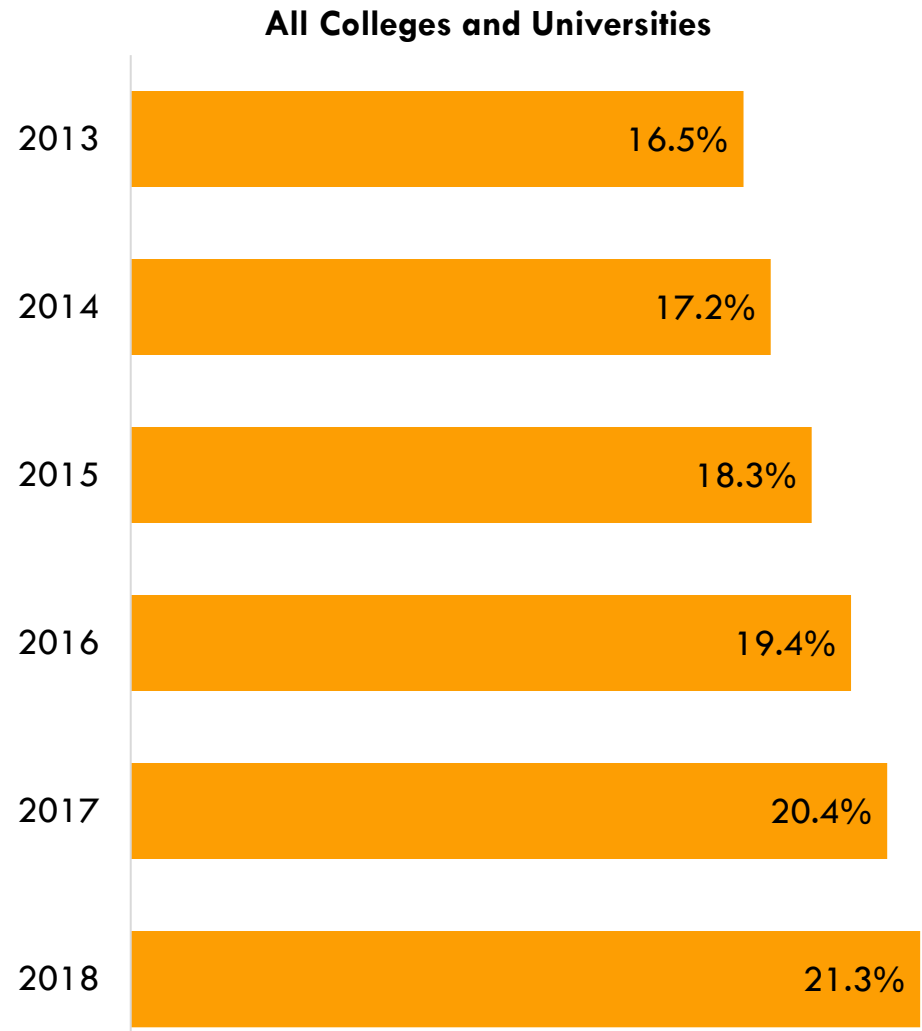


Change in Enrollment 2013 to 2018



Source: IPEDS Fall Enrollment Survey: 2013 to 2018

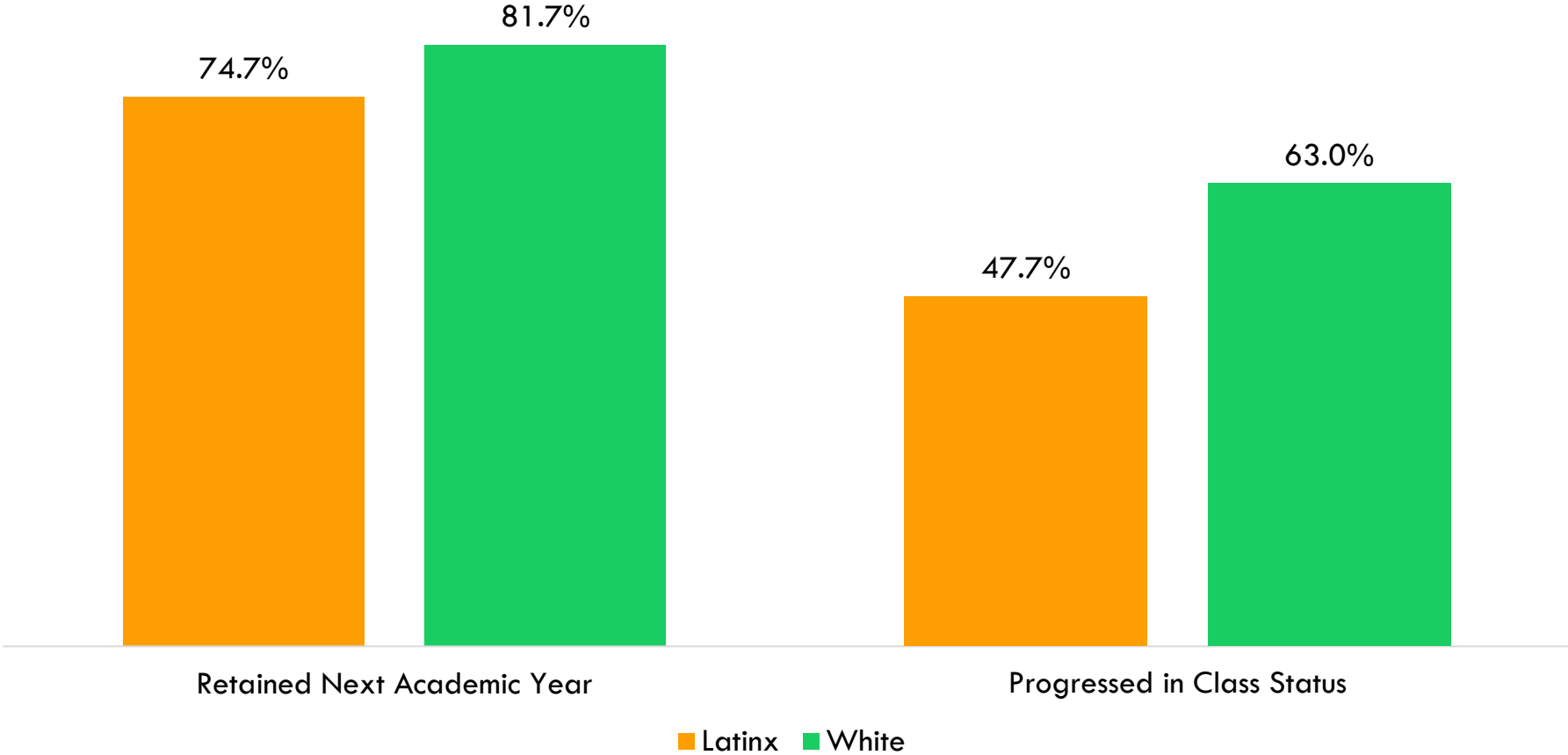
# ...with Latinx students increasing as share of undergraduate enrollment



Source: IPEDS Fall Enrollment Survey: 2013 to 2018

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

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



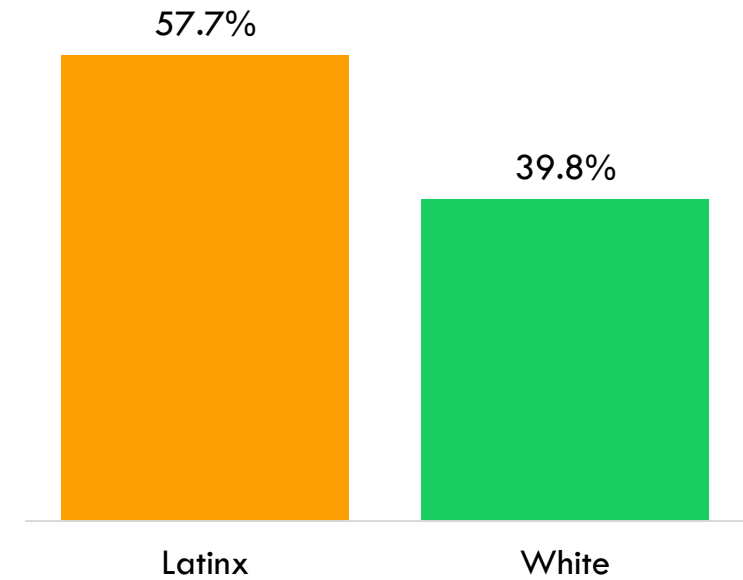
Source: IBHE IHEIS 2017 and 2018 Fall Enrollment Collection

# ...with Latinx first-year students placed in developmental education at higher rates

**% Placed in Developmental Ed: All Public Universities**

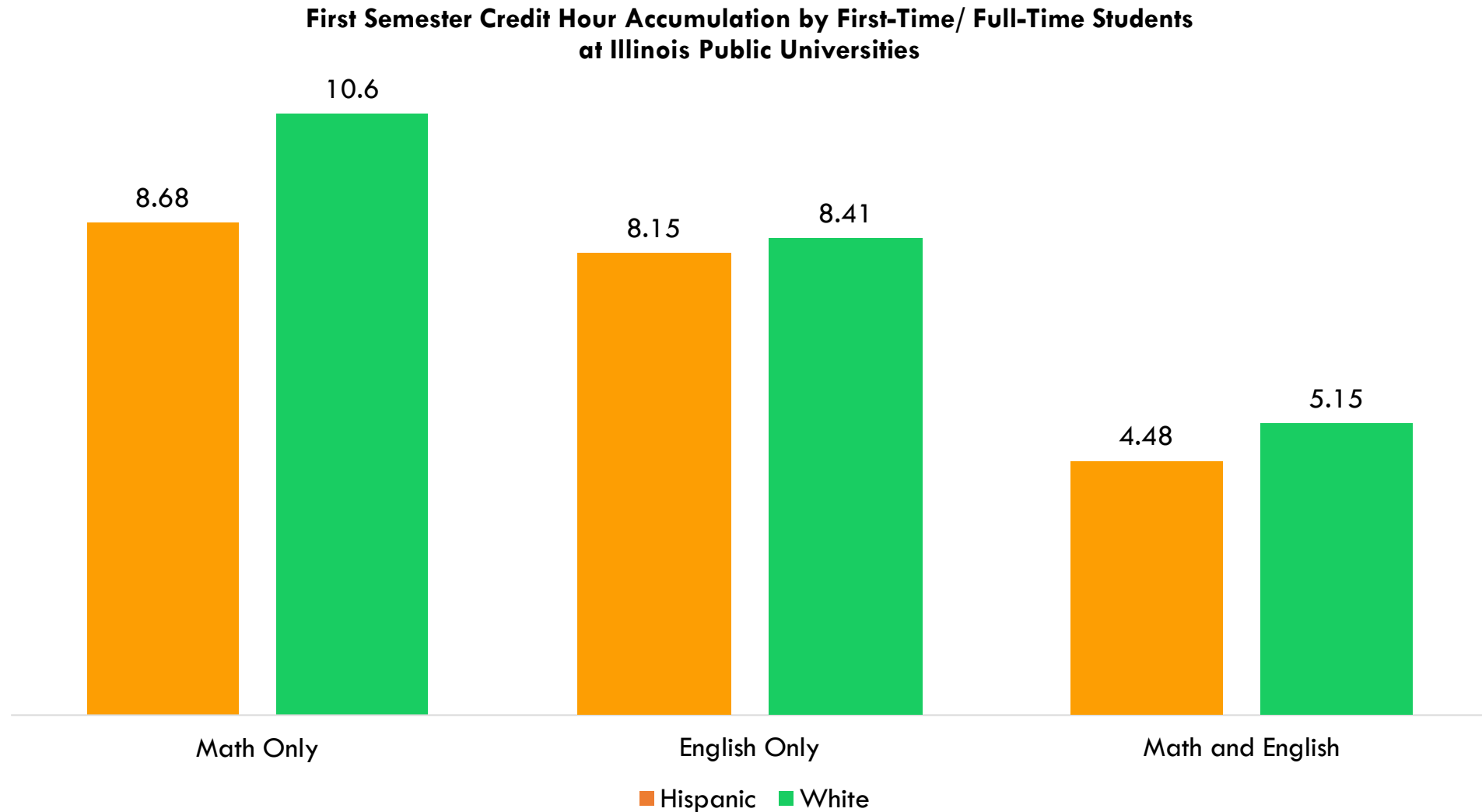


**% Placed in Developmental Ed: Community Colleges**



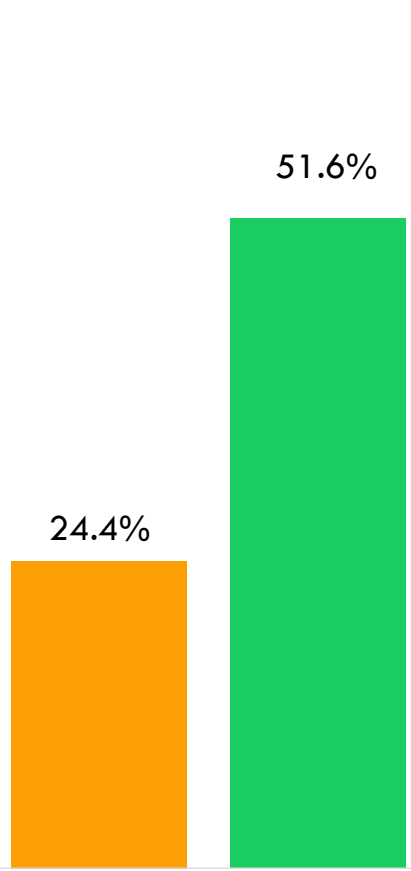


# And when placed developmental ed, Latinx accumulate fewer credit hours than White peers



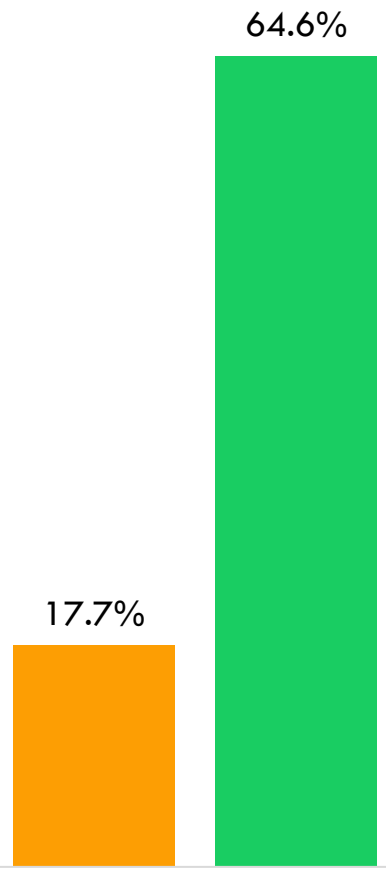
# Latinx students have less access to dual credit but proportionate access to AP

Recent Illinois Public High School Graduates



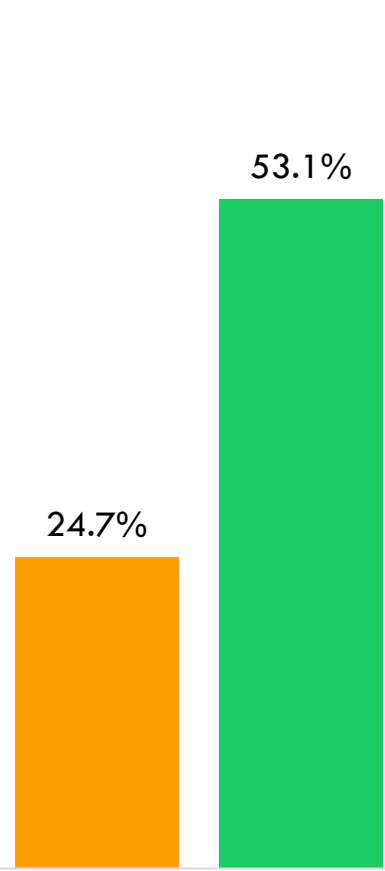
Race/Ethnicity Distribution

% of Participants in Dual Credit by Race/Ethnicity



Grade 12

% of Participants in AP by Race/Ethnicity



Grade 12

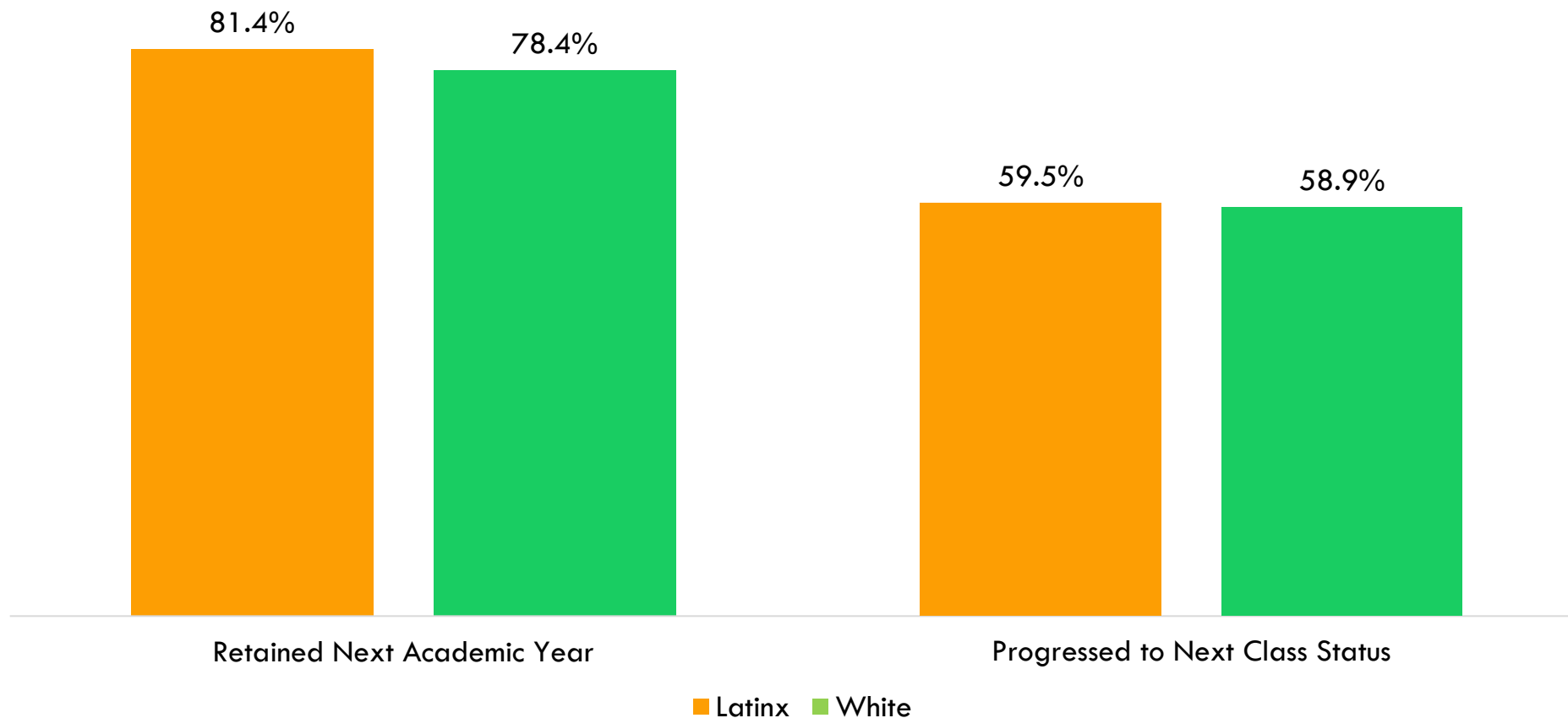


Source: ISBE Report Card

Latinx White

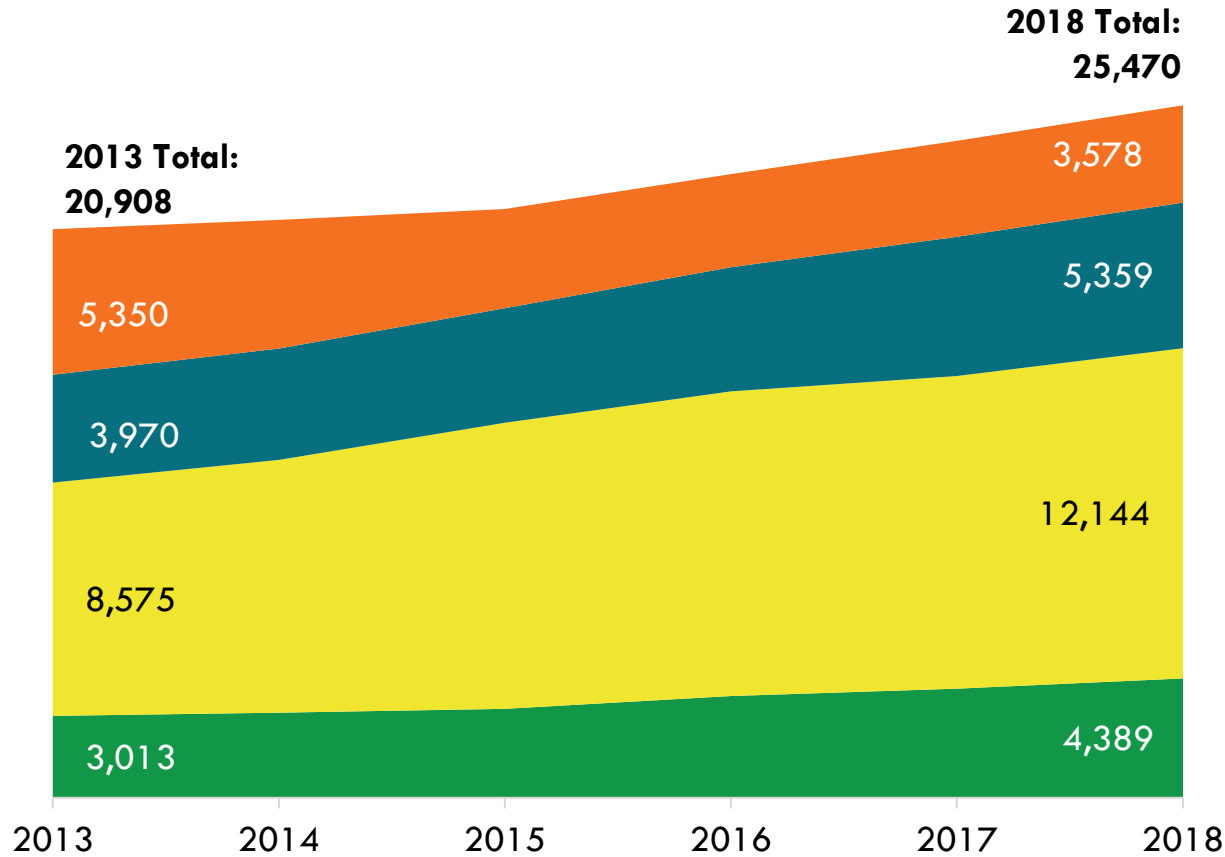
# Latinx transfer student retention and progression higher than for White students at public universities

New Public University Transfer Students Fall 2017-18



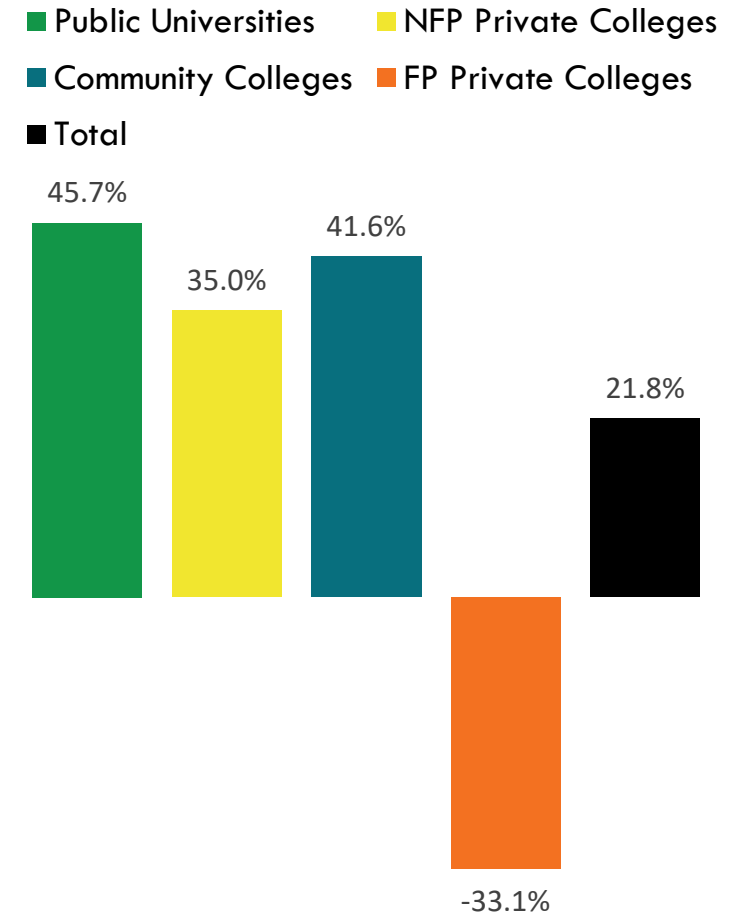
# All this leads to increasing number of Latinx students completing degrees

Completion Trends: Latinx



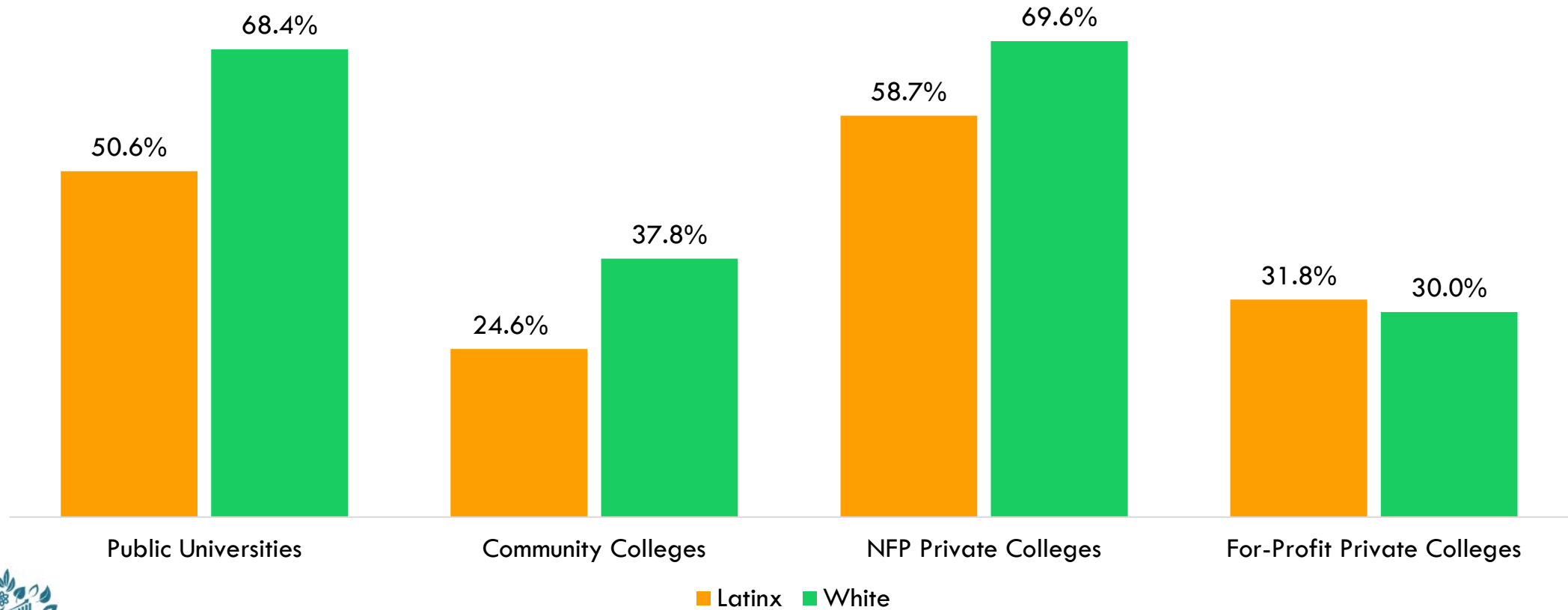
■ Public Universities    ■ Community Colleges  
■ NFP Private Colleges    ■ FP Private Colleges

Change in Completion 2013 to 2018



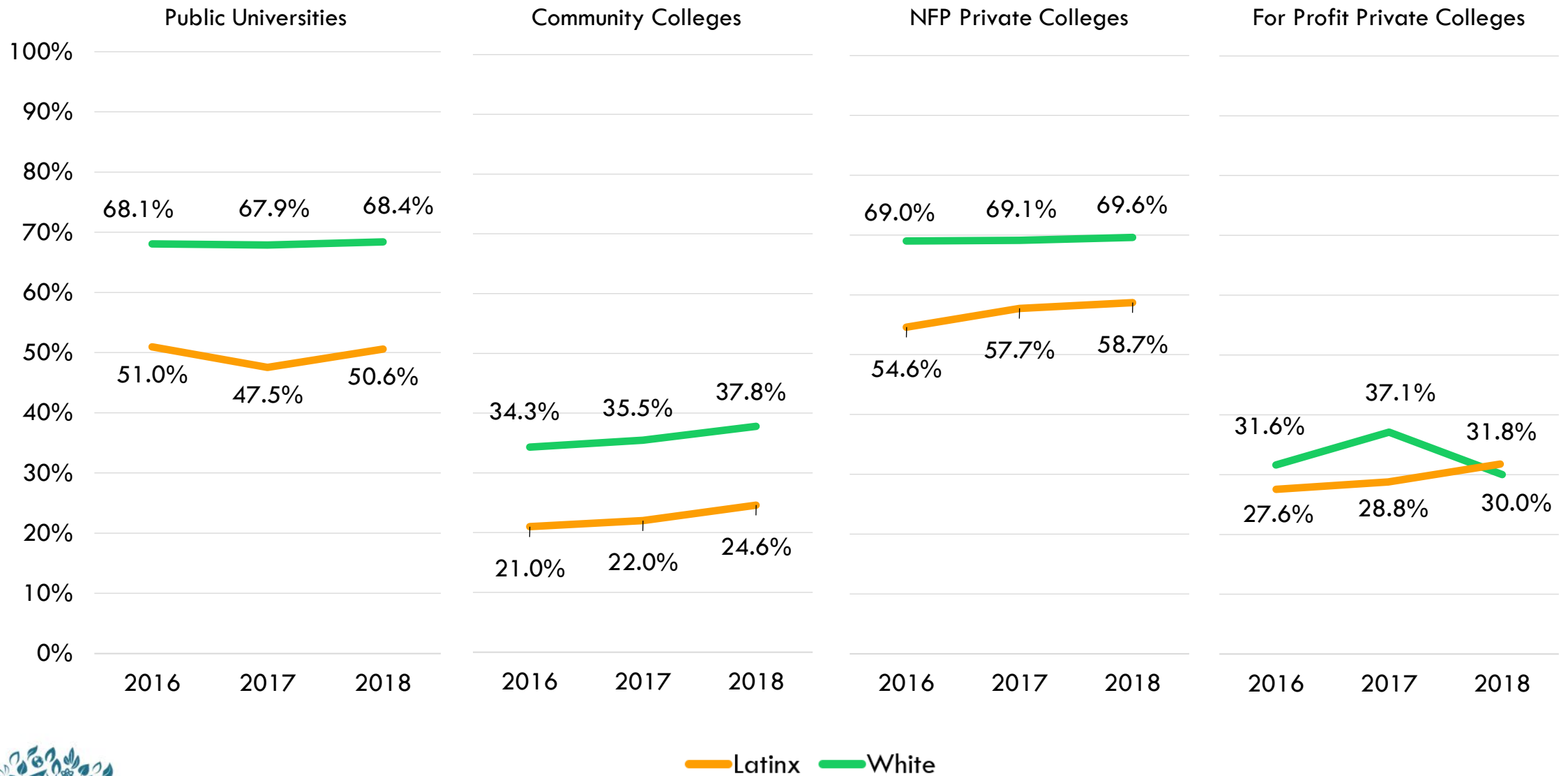
Source: IPEDS Completions Survey: 2013 to 2018

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



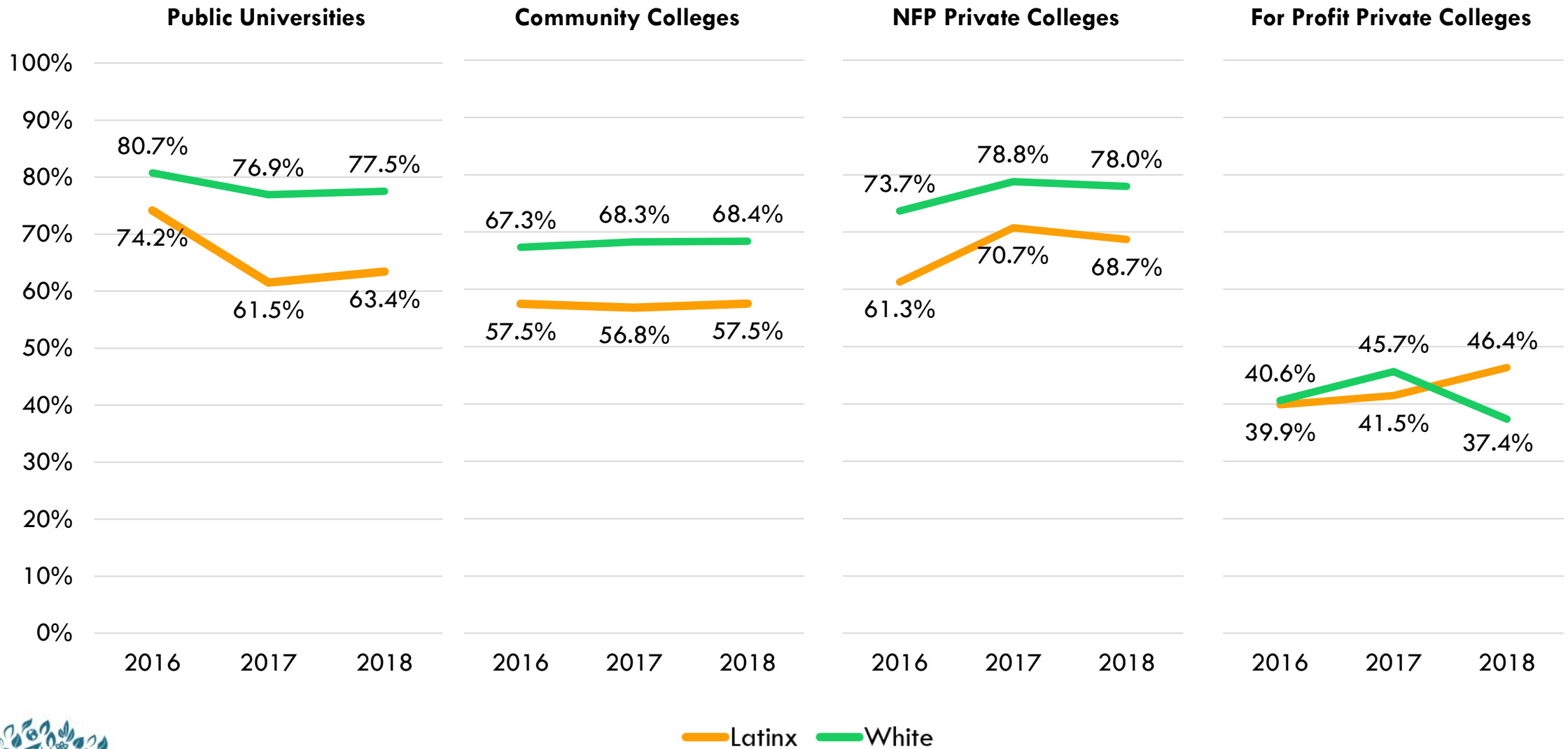
Based on 2018 IPEDS Completion Rates at 150% of Normal Time

## ...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

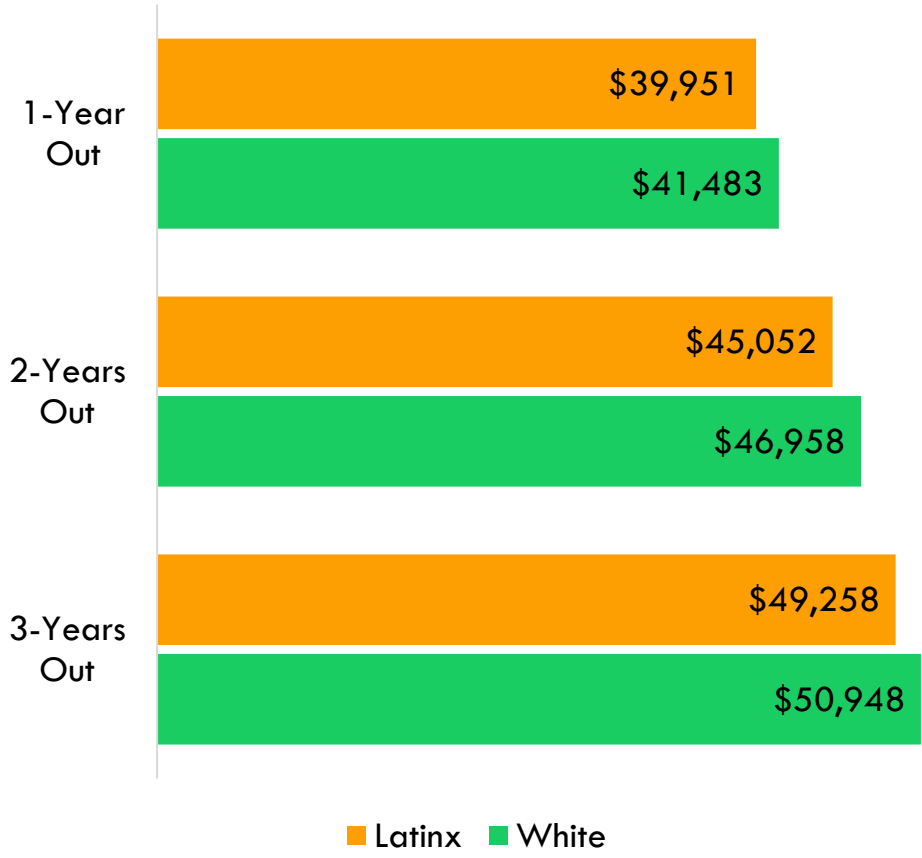
# Gaps somewhat smaller, but still persist when transfer and continued enrollment are considered.



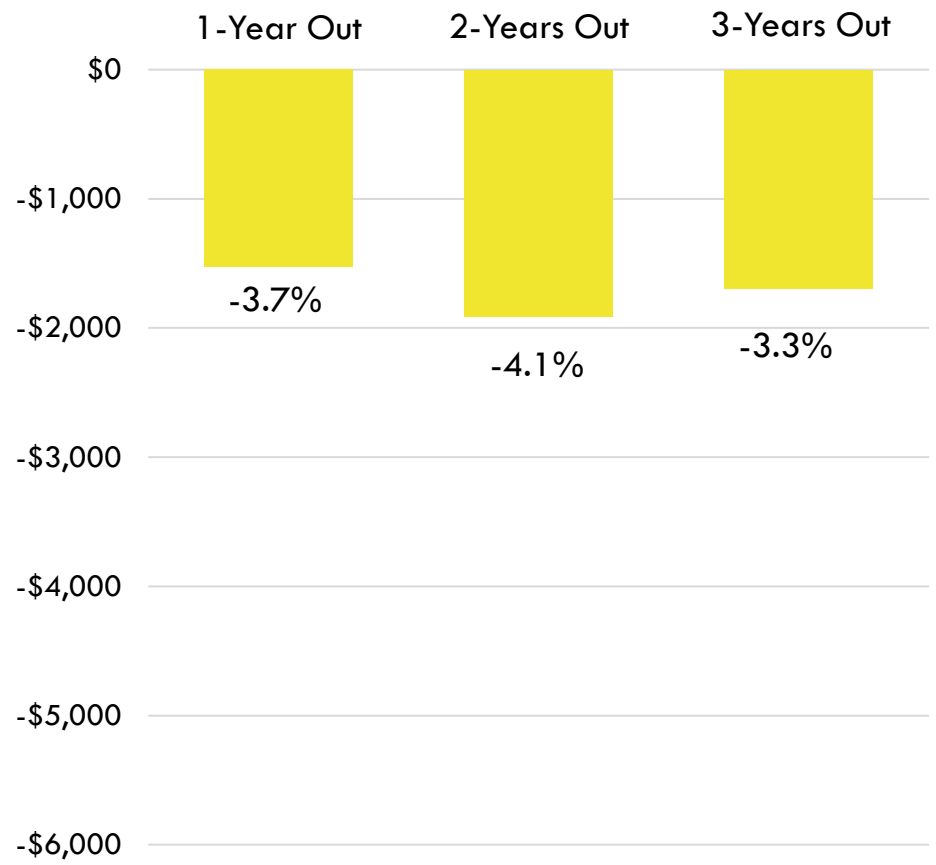
Based on 2016, 2017, and 2018 IPEDS Graduation Rates at 150% of Normal Time for students who first enrolled full time

# 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



# Conclusion

- Data shows clear and persistent educational equity gaps between African American and Latinx students and their White peers
- And as the employment data shows, inequities do not end with a college degree
- 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

