Pennsylvania’s Master Plan for Higher Education

Building the Roadmap for Reaching Pennsylvania’s Postsecondary Attainment Goal

Pennsylvania Association of Councils of Trustees
2022 Spring Conference

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March 25, 2022
The Pennsylvania Department of Education is grateful to the Lumina Foundation for supporting the update to Pennsylvania’s Master Plan for Higher Education

This work was made possible through the support of Lumina Fund for Policy Acceleration, a sponsored project of Rockefeller Philanthropy Advisors
Objectives

• Understand Pennsylvania’s equity gaps
• Introduce belonging as critical to postsecondary attainment
• Understand the urgency and complexity of measuring the value of postsecondary credentials
• Understand why we need to make college more affordable for all Pennsylvanians
Goal:
60 percent of the population ages 25-64 will hold a postsecondary degree or industry recognized credential by 2025, with a particular focus on closing attainment gaps for historically underrepresented populations.

Reaching Pennsylvania’s Postsecondary Attainment Goal

Pennsylvania cannot:

Increase Credential Completion (Strategic Priority 1)

unless it both:

Increases College Affordability (SP3) and

Increases Transparency on the Value of Postsecondary Credentials (SP5)

in order to:

Erase Equity Gaps by Race, Ethnicity, Income, Age, Gender, and Geography (SP2)

while:

Innovating and Redesigning Postsecondary Institutions for Today’s Learners (SP4)

60% by 2025

Note: The Master Plan for Higher Education Table of Contents, which includes these five strategic priorities, was approved by the Pennsylvania State Board of Education Council of Higher Education on January 13, 2021.
## Pennsylvania’s Equity Gaps

<table>
<thead>
<tr>
<th></th>
<th>Enrollment</th>
<th>18-24 year-olds enrolled in postsecondary (2019)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>77%</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>46%</td>
<td></td>
</tr>
<tr>
<td>Native American</td>
<td>50%</td>
<td></td>
</tr>
<tr>
<td>Black/African-American</td>
<td>35%</td>
<td></td>
</tr>
<tr>
<td>Hispanic/Latinx</td>
<td>34%</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Attainment</th>
<th>25–64-year-olds with a postsecondary credential of value (2019)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>65%</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>47%</td>
<td></td>
</tr>
<tr>
<td>Native American</td>
<td>37%</td>
<td></td>
</tr>
<tr>
<td>Black/African-American</td>
<td>30%</td>
<td></td>
</tr>
<tr>
<td>Hispanic/Latinx</td>
<td>24%</td>
<td></td>
</tr>
</tbody>
</table>

Not all Pennsylvanians are on a path to economic self-sufficiency and intergenerational wealth creation.

Pennsylvania’s Equity Gaps

1,068,137

Pennsylvanians ages 25-64 with some college, no credential

22%

Pennsylvanians ages 25-64 enrolled in postsecondary

Why Belonging is Essential to Postsecondary Attainment
What is Belonging?

Belonging

Experiencing appreciation, validation, acceptance, and fair treatment within an environment

Status Quo: Sacrificing Belonging for Access

Source: Floyd Cobb and John Krownapple. 2019. *Belonging Through a Culture of Dignity: The Keys to Successful Equity Implementation*
Disrupting the Status Quo: Putting Belonging Where It Belongs

1. Physiological
2. Safety
3. Belonging
4. Achievement
5. Self-Actualization

Source: Floyd Cobb and John Krownapple. 2019. *Belonging Through a Culture of Dignity: The Keys to Successful Equity Implementation*
Acknowledging All Our Social Identities

Which of these aspects of your social identity would you be willing to give up?

Source: Adapted from The College of Literature, Science and the Arts. Inclusive Teaching at U-M. Retrieved August 2021, from https://sites.lsa.umich.edu/inclusive-teaching/the-spectrum-activity-questions-of-identity/.
Why We Need to Measure Postsecondary Value
Importance of Publicly-Available Data on Quality

93% very or somewhat important

“How important is it for colleges and universities to provide publicly-available data on key indicators of quality, such as graduation rates or graduates’ employment rates?”

The US Economy Has Become Extremely Complex

840
# of occupations (2010)

2,260
# of programs of study (2010)

4,720
# of colleges & universities (2014)

20.2 million
# of postsecondary learners (2014)

967,734
# of unique credentials in US (2020)

15,383
# of unique credentials in PA (2020)

Why We Need to Increase College Affordability
An estimate of:
• tuition and fees
• room and board (or living expenses)
• books
• supplies
• transportation
• loan fees, and
• **miscellaneous expenses** such as reasonable costs for a **personal computer**, allowance for **childcare** or other dependent care, costs related to a **disability**, and reasonable costs for eligible **study-abroad** programs

## Mismatch: These Are Today’s Postsecondary Learners

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult Learners</td>
<td>37%</td>
<td>Of today’s students are older than 25.</td>
</tr>
<tr>
<td>Part-Time Students</td>
<td>40%</td>
<td>Of students are part-time.</td>
</tr>
<tr>
<td>First-Generation Students</td>
<td>34%</td>
<td>Of undergraduates are the first in their families to attend college.</td>
</tr>
<tr>
<td>Veterans</td>
<td>340,000</td>
<td>More than post-9/11 veterans have used G.I. Bill benefits to complete their degrees.</td>
</tr>
<tr>
<td>Low-Income Students</td>
<td>31%</td>
<td>Are at or below the federal poverty level.</td>
</tr>
<tr>
<td>Independent Students</td>
<td>49%</td>
<td>Of students are financially independent.</td>
</tr>
<tr>
<td>Working Students</td>
<td>64%</td>
<td>Of students work while in college.</td>
</tr>
<tr>
<td>Student Parents</td>
<td>24%</td>
<td>Of students are raising children while studying.</td>
</tr>
</tbody>
</table>

**Students of Color:**
- African-American student enrollment grew by 72% between 1996 and 2020,
- Hispanic enrollment grew by 240% between 1996 and 2020.

### What Percent of Family Income Would Be Needed to Attend College Full Time?

<table>
<thead>
<tr>
<th></th>
<th>Percent of Income 2008</th>
<th>Percent of Income 2013</th>
<th>Ranking*</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Public Two-Year</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(23 percent of enrollment)**</td>
<td>18</td>
<td>19</td>
<td>36</td>
</tr>
<tr>
<td><strong>Public Four-Year Nondoctoral</strong></td>
<td>29</td>
<td>37</td>
<td>47</td>
</tr>
<tr>
<td>(22 percent of enrollment)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Public Research</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(17 percent of enrollment)</td>
<td>36</td>
<td>47</td>
<td>50</td>
</tr>
<tr>
<td><strong>Private Four-Year Nondoctoral</strong></td>
<td>43</td>
<td>47</td>
<td>30</td>
</tr>
<tr>
<td>(29 percent of enrollment)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Private Research</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(8 percent of enrollment)</td>
<td>50</td>
<td>51</td>
<td>16</td>
</tr>
</tbody>
</table>

* This measure ranked states 1-50. The lower the ranking on this measure, the better a state performed on overall college affordability.

** Enrollment may not add up to 100% due to rounding.

**NOTE:** The "net price" reported in the following tables for each sector of higher education includes tuition, mandatory fees, room/board and books minus all financial aid (federal, state and institutional).

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Pennsylvania’s college graduates have the **third highest** student loan debt, after New Hampshire and Delaware.

- **64%** College graduates with student debt
- **$39,375** Average student debt load

We need to increase financial aid officers’ awareness of the full range of non-tuition supports because of their role in making college more affordable.

Public Perceptions of College Affordability

FIGURE 2. College attendance rates by 2016 for the high school class of 2013, by their views of college affordability and highest level of parent education in 2012

- **Parent has high school diploma or less**
  - Family cannot afford college: 55%
  - Family can afford college: 67%

- **Parent has certificate or Associate’s degree**
  - Family cannot afford college: 59%
  - Family can afford college: 79%

- **Parent has Bachelor’s or graduate degree**
  - Family cannot afford college: 71%
  - Family can afford college: 90%

• Develop a greater understanding of the challenges facing today’s students

• Become more comfortable connecting college and career data

• Keep innovating!
Questions?