


**COLORADO**
**Department of  
Higher Education**

 John Hickenlooper  
Governor

 Dr. Dan Baer  
Executive Director

# SMART Act Report

CRS 2-7-201 through CRS 2-7-205 Colorado Department of Higher Education (CDHE) to report on the progress toward meeting the goals put forth in the Colorado Commission on Higher Education's master plan, described in section 23-1-108 (1.5).

In October 2017, the Colorado Commission on Higher Education (CCHHE) released its statewide master plan, *Colorado Rises: Advancing Education and Talent Development*. This plan is designed to support the Commission's vision of all Coloradans having an education beyond high school to pursue their dreams and improve our communities. To accomplish these goals, CDHE advocates for, develops policies and supports students to maximize higher education opportunities for all.

*Colorado Rises* reaffirms a statewide credential attainment goal of moving from today's 56.2 percent credential attainment rate to 66 percent by 2025. The plan includes four strategic priorities, which serve as the Department's strategic priorities.

The master plan lays out a series of metrics and pursuant to 23-1-108 (1.5)(f). The department works with public institutions of higher education to affirm and measure their specific contribution to improving these measures.

**These efforts inform this report and are reported more in depth on the Colorado Rises Dashboard:**

<http://masterplan.highered.colorado.gov/dashboard/>.

Additionally, the dashboard includes the newest data available.

## STATEWIDE PRIORITIES FOR HIGHER EDUCATION - An Urgent Call to Action

To retain Colorado's position as one of the top state economies in the United States, we must supply homegrown talent to fill jobs that will keep the state attractive to both businesses and residents. By 2020, nearly three in four jobs in the state will require some education beyond high school<sup>1</sup>, and 97 percent of "top jobs" in Colorado will require a credential of value.<sup>2</sup> Because only 56.2 percent<sup>3</sup> of Coloradans hold a credential today, our work to increase postsecondary attainment levels equitably, strengthen communities and ensure the level of talent development needed has never been more urgent.


**CCHE identified four strategic goals within the scope of the public postsecondary system to make this plan actionable:**

STRATEGIC GOAL #1: Increase Credential Completion

STRATEGIC GOAL #2: Erase Equity Gaps

STRATEGIC GOAL #3: Improve Student Success

STRATEGIC GOAL #4: Invest in Affordability and Innovation

This report is organized by these four strategic goals and includes select performance metrics from Colorado's public institutions of higher education. Indicators listed where there is positive progress in the most recent year are denoted with a . While progress has been made in most areas, we must continue to focus on all areas to reach our 2025 goals.

<sup>1</sup> Source: Recovery: Job Growth and Education Requirements Through 2020, State Report. Anthony P. Carnevale, Center on Education and the Workforce, Georgetown University, 2013.

<sup>2</sup> Source: The Colorado Talent Pipeline Report. Colorado Workforce Development Council, issued 2016.

<sup>3</sup> Source: American Community Survey Data retrieved online through the U.S. Census Data Farrett Tool

## COLORADO COMMISSION ON HIGHER EDUCATION MASTER PLAN - Colorado Rises

**The Colorado Rises Goal – Reaching 66 Percent Statewide Attainment by 2025:** While formidable, we’re making progress toward our overarching goal. Colorado’s attainment has risen from 53.5 percent to 56.2 percent since 2012, when the statewide attainment goal was first established. Assuming continuation of current trends in Colorado’s population, migration and credential production rates by all institutions—public and private—the Commission projects Colorado would achieve a statewide attainment rate of 60.9 percent by 2025<sup>4</sup>. Factoring the state’s growing minority population, the Commission has also set an ambitious equity attainment goal of 66 percent for African American, Hispanic and Native American populations; current statewide attainment levels are 45 percent for African Americans, 28.8 percent for Hispanics, and 37.7 percent for Native Americans.<sup>5</sup> By pursuing the following four strategies and tracking the associated metrics, Colorado will begin to close the gap and expand educational opportunity.



### STRATEGIC GOAL #1—Increase Credential Completion:

The first strategic goal demands we significantly increase the number of credentials that students earn over an eight-year period and credential completion in high-demand areas, such as STEM and teacher preparation.

#### OVERALL UNDERGRADUATE CREDENTIAL PRODUCTION INCREASED YEAR OVER YEAR BETWEEN ACADEMIC YEARS 2011-12 AND 2016-17.<sup>6</sup>

Academic Year	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
<b>Credentials</b>	39,015	41,956	46,023	48,643	49,816	51,477	56,019
1-Year Change		8%	10%	6%	2%	3%	9%
<b>Certificates</b>	10,361	11,567	13,859	15,604	15,741	16,217	20,069
1-Year Change		12%	20%	13%	1%	3%	24%

- Credential production increased between academic years 2010-11 and 2016-17, but to reach our goals, the state must maintain 4.5 percent growth *and* produce approximately 100,000 additional credentials between now and 2025. Though credential production is increasing, Colorado must accelerate trends to meet our goals.
- Colorado must increase certificate production to align with workforce demands. Between academic years 2012-13 and 2016-17, certificate production grew 45 percent, significantly contributing toward this goal.

#### UNDERGRADUATE EDUCATOR PREPERATION CREDENTIALS INCREASED BETWEEN ACADEMIC YEAR 2015-16 AND 2016-17 AFTER MANY YEARS OF DECLINE; STEM CREDENTIALS INCREASED EACH ACADEMIC YEAR BETWEEN 2014-15 AND 2016-17.

Academic Year	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
<b>Educator Prep. Credentials<sup>7</sup></b>	3,274	3,078	2,858	2,704	2,563	2,472	2,674
1-Year Change		-6%	-7%	-5%	-5%	-4%	8%
<b>STEM Credentials<sup>8,9</sup></b>	NA	NA	NA	8,823	9,598	9,961	10,729
1-Year Change					9%	4%	8%



### STRATEGIC GOAL #2—Erase Equity Gaps:

With our state’s changing demographics, the goal of 66 percent is unattainable if we do not make major progress on erasing equity gaps—the racial disparities in educational attainment. Of states with at least one million Latinxs, Colorado ranks the highest in terms of equity gaps<sup>10</sup>. *Colorado Rises* aims to raise African American, Hispanic and Native American students to 66 percent along with their white counterparts.

<sup>4</sup> Source: Colorado State Demographers Office projections using 2016 ACS estimates

<sup>5</sup> Source: American Community Survey Data retrieved online through the U.S. Census Data Farrett Tool

<sup>6</sup> Credential counts in this report have been adjusted from the 2017 SMART Act report to remove post-bachelor’s and master’s certificates.

<sup>7</sup> Source: 2017 Educator Preparation Report, Colorado Department of Higher Education

<sup>8</sup> Source: SURDS Data. STEM credentials include all those CIP codes listed as STEM on lists maintained by NSF and ICE.

<sup>9</sup> STEM Credential counts in this report have been adjusted from the 2017 SMART Act report to include certificates of less than 1-year since they are included in the overall statewide attainment goal.

<sup>10</sup> Source: Rocky Mountain Divide: Lifting Latinos and Closing Equity Gaps in Colorado, Georgetown Center for Workforce and Education.

**AFRICAN AMERICAN, HISPANIC AND NATIVE AMERICAN STUDENTS SAW INCREASED CREDENTIAL COMPLETION BETWEEN ACADEMIC YEARS 2010-11 AND 2016-17 BUT ARE NOT ON TRACK TO MEET MASTER PLAN GOALS; PELL STUDENT CREDENTIAL COMPLETION REMAINED STAGNANT IN MORE RECENT YEARS.<sup>11</sup>**

Academic Year	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	
<b>Race/Ethnicity</b>								
African American	1,299	1,453	1,449	1,741	1,844	1,809	1,942	
1-Year Change		12%	0%	20%	6%	-2%	7%	✓
Hispanic	4,775	5,438	5,761	7,096	7,755	8,307	9,402	
1-Year Change		14%	6%	23%	9%	7%	13%	✓
Native American	414	437	485	511	532	502	565	
1-Year Change		6%	11%	5%	4%	-6%	13%	✓
<b>Income</b>								
Pell Eligible	11,881	13,015	14,280	15,310	15,291	15,268	15,452	
1-Year Change		10%	10%	7%	0%	0%	1%	✓

- Colorado has significant work to do to improve outcomes for Coloradans of color. Current projections suggest that by 2025, only 48 percent of African American students, 35 percent of Hispanic students and 31 percent of Native American students will earn a postsecondary credential.<sup>12</sup>



**STRATEGIC GOAL #3—Improve Student Success:**

To graduate more students, Colorado must focus on promoting and improving successful student momentum.

**RETENTION RATES, THE NUMBER OF STUDENTS WHO START AT A COLLEGE ONE FALL AND ENROLL THE NEXT FALL, STAYED RELATIVELY CONSTANT BETWEEN THE FALL 2010 AND THE FALL 2016 COHORTS.**

Cohort	Fall 10-11	Fall 11-12	Fall 12-13	Fall 13-14	Fall 14-15	Fall 15-16	Fall 16-17
Fall to Fall Retention	69.5%	68.7%	70.4%	70.1%	72.0%	72.50%	71.7%
1-Year Change		-1%	2%	0%	3%	1%	-1%

**AT TWO-YEAR INSTITUTIONS, GRADUATION RATES INCREASED BETWEEN THE FALL 2009 AND FALL 2014 COHORTS. AT FOUR-YEAR INSTITUTIONS, ON-TIME GRADUATION RATES INCREASED BETWEEN THE FALL 2005 AND FALL 2011 COHORTS, BUT 150 PERCENT-TIME GRADUATION RATES REMAIN RELATIVELY CONSISTENT.**

<b>2-Year Institutions</b>								
Cohort Year	Fall 08	Fall 09	Fall 10	Fall 11	Fall 12	Fall 13	Fall 14	
3 Year Graduation	25.1%	20.9%	21.0%	20.8%	21.8%	21.6%	24.3%	✓
<b>4-Year Institutions</b>								
Cohort Year	Fall 05	Fall 06	Fall 07	Fall 08	Fall 09	Fall 10	Fall 11	
4 Year Graduation	29.0%	31.2%	31.8%	32.8%	32.9%	34.2%	34.5%	✓
6 Year Graduation	57.5%	58.7%	59.3%	59.2%	60.2%	59.9%	59.3%	

- Retention and completion rates in Colorado stayed relatively consistent in the years reported; we must do more to increase student success if Colorado is to meet its master plan goals.

**DEVELOPMENTAL EDUCATION COURSE ENROLLMENTS AND CREDIT HOURS ENROLLED HAVE DECLINED SIGNIFICANTLY SINCE COLORADO'S 2012 DEVELOPMENTAL EDUCATION REFORM EFFORTS<sup>13</sup>.**

Academic Year	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	
Students Enrolled	N/A	44,813	41,366	32,464	25,947	23,395	22,972	
1-Year Change			-8%	-22%	-20%	-10%	-2%	✓
Remedial Credit Hours Enrolled	258,937	262,343	243,579	177,260	140,007	124,536	121,597	
1-Year Change		1%	-7%	-27%	-21%	-11%	-2%	✓

<sup>11</sup> Credential counts in this report have been adjusted from the 2017 SMART Act report to remove post-bachelor's and master's certificates.

<sup>12</sup> Source: Colorado State Demographers Office projections using 2016 ACS estimates

<sup>13</sup> Source: Legislative Report on Developmental Education for the High School Class of 2016, Colorado Department of Higher Education, Table 7. Include all students enrolled in remedial education (not just recent high school graduates) and include only traditional remediation courses (not SAI).

- The master plan outlines a goal of reducing remediation rates. The number of students who graduate from high school in Colorado needing remediation has hovered around 35 percent over the last four years.<sup>14</sup> However, since Colorado began redesigning remediation in 2012, replacing it with an alternative type of remediation called supplemental academic instruction, the number of remedial credits and enrollments declined dramatically.

#### ENROLLMENT IN AND CREDENTIALS OBTAINED THROUGH CONCURRENT ENROLLMENT CONTINUE TO GROW.

Academic Year	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
<b>Enrollment</b>						
Students in Concurrent Enrollment	13,928	17,873	20,488	23,127	25,534	28,290
1-Year Change		28%	15%	13%	10%	11%
Student in Any Dual Enrollment	24,079	26,935	31,092	35,713	38,519	41,857
1-Year Change		12%	15%	15%	8%	9%
<b>Outcomes</b>						
Credentials Produced	483	775	956	1,231	1,491	2,017
1-Year Change		60%	23%	29%	21%	35%

- Dual enrollment<sup>15</sup> improves student retention and completion by allowing high school students to earn college credit that can reduce their time-to-degree. In the years reported Colorado has seen significant growth in both enrollment and completion of dual enrollment courses and programs.



#### STRATEGIC GOAL #4—Invest in Affordability and Innovation:

Increase public investment and encourage models that reduce costs and time-to-degree.

#### WHILE MEDIAN FAMILY INCOME EXPERIENCED 26 PERCENT GROWTH BETWEEN FISCAL YEARS 2011-12 AND 2017-18, RESIDENT TUITION HAS OUTPACED INCOME WITH A GROWTH RATE OF 44 PERCENT.

Fiscal Year	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Resident Tuition <sup>16</sup>	\$5,902	\$6,513	\$7,028	\$7,338	\$7,666	\$8,144	\$8,519
1-Year Change		10%	8%	4%	4%	6%	5%
Median Family Income <sup>17</sup>	\$58,629	\$57,255	\$67,912	\$60,940	\$66,596	\$70,566	\$74,377
1-Year Change		-2%	19%	-10%	9%	6%	5%
Tuition as a Percent of Income	10.1%	11.4%	10.3%	12.0%	11.5%	11.5%	11.5%

#### OVER THE LAST THREE YEARS THE PERCENT OF GRADUATES WITH DEBT HAS BEEN DECLINING.

Graduation Year	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Associate Degree Graduate with Debt <sup>18</sup>	52.8%	66.3%	65.5%	63.4%	60.4%	58.1%
Bachelor's Degree Graduate with Debt	58.9%	69.2%	70.2%	68.9%	67.4%	65.5%

- State investment in higher education has allowed tuition increases to grow at a lower rate in recent years. The number of students with debt also decreased between fiscal year 2011-12 and 2016-17. Still, costs are outpacing income. The legislature must continue to chip away at historic disinvestment to ensure higher education is more affordable for students and families.

## INNOVATION

- The Department will award \$500,000 in funding to support Open Education Resources adoption with the goal of saving students \$2 million dollars in textbooks costs each academic year.
- The Department recently updated their policies to expand the ways that students can receive credit for prior learning, which will save students both money and time.
- The Department established a higher education innovation council to identify and collaborate on opportunities to adapt the higher education model and better serve all Coloradans.

<sup>14</sup> Source: Legislative Report on Developmental Education for the High School Class of 2016, Colorado Department of Higher Education

<sup>15</sup> In Colorado, dual enrollment refers to any program where high school students take college-level courses for credit while Concurrent Enrollment refers only to the statewide program detailed in the Concurrent Enrollment Programs Act (C.R.S. §22-35-101et seq.).

<sup>16</sup> Source: DHE Tuition and Fees Data

<sup>17</sup> Source: OSPB Economic Forecast

<sup>18</sup> Source: DHE Financial Aid Data