

2023 PROGRESS REPORT



Progress Toward Kentucky's Statewide Strategic Agenda Goals

An Annual Report of the Council on Postsecondary Education

About the Council on Postsecondary Education

The Council on Postsecondary Education is Kentucky's higher education coordinating agency committed to strengthening our workforce, economy and quality of life. We do this by guiding the continuous improvement and efficient operation of a high-quality, diverse and accessible system of postsecondary education.

Key responsibilities include:

- developing and implementing a strategic agenda for postsecondary education that includes measures of progress.
- producing and submitting a biennial budget request for adequate public funding of postsecondary education.
- determining tuition rates and admission criteria at public postsecondary institutions.
- collecting and distributing data about postsecondary education performance.
- ensuring the coordination and connectivity of technology among public institutions.
- licensing non-public postsecondary institutions to operate in the Commonwealth.



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FROM THE PRESIDENT

Aaron Thompson, Ph.D.

Dear Friends and Colleagues:

I'm pleased to present Kentucky's higher education 2023 Progress Report for academic year 2021-22, which measures public postsecondary institutions' progress toward strategic agenda goals. There is a lot of good news to report, despite ongoing undergraduate enrollment challenges.

Kentucky is moving closer to achieving our statewide educational attainment goal - for 60% of working-age adults to have some sort of postsecondary credential by the year 2030. With the benefit of Kentucky's robust longitudinal data system, CPE was able to more accurately estimate the number of Kentuckians with short-term postsecondary certificates, increasing our current attainment rate to 54.3%.

Public universities ramped up graduate degree production, which increased 9.8% over the previous year. Graduation and retention rates at public universities and KCTCS also continued their steady climb.

After more than a decade of funding cuts to higher education, per-student appropriations rose 10.1%, similar to last year's increase. The Kentucky General Assembly deserves a special thank you for investing in our future workforce and the economic competitiveness of the Commonwealth and its people. I look forward to your continued support in the upcoming budget session.

Nevertheless, there are several challenges facing our colleges and universities highlighted in this report. Only 51.5% of high school seniors who graduated in 2020 enrolled in college the following year, which has contributed to undergraduate enrollment declines. CPE and our public postsecondary institutions will work harder to improve college affordability and accessibility for Kentucky students and families, and focus recruitment efforts on more non-traditional populations.

I'd like to thank our educational partners, executive and legislative leadership, the business and workforce community, my board and my dedicated staff for their contributions to this strategic agenda framework. Together, we are creating a more prosperous Commonwealth that equips all citizens with the knowledge and skills needed to unlock their highest potential.

Dr. Aaron Thompson, President
Kentucky Council on Postsecondary Education





STRATEGIC PRIORITY: AFFORDABILITY

Kentucky will ensure postsecondary education is affordable for all Kentuckians.



AFFORDABILITY

State-Led Initiatives

College affordability has become a serious concern for Kentucky families, as the burden of college costs has shifted from the state to students. CPE worked with its partners on several initiatives to increase college access and affordability during the 2021-22 academic year.

- CPE's Kentucky Student Success Collaborative led state efforts to improve campus food and housing security. The Student Basic Needs Action Network, a broad state coalition of over 40 organizations and agencies, has been studying student basic needs and auditing available supports at Kentucky public colleges and universities. The network developed policy recommendations to increase students' access to public benefits and scale and replicate effective campus support programs.
- In March 2023, CPE published a comprehensive analysis of unmet financial need among Kentucky's postsecondary students. The analysis identified the tipping point beyond which unmet need diminishes the probability of student persistence and completion at each public university and the Kentucky Community and Technical College System (KCTCS). This first-of-its-kind report also includes research on best practice approaches and recommended state-level actions to address unmet financial need.
- As part of the annual tuition-setting process, CPE analyzed relevant state and national data to inform staff's tuition and mandatory fee recommendation. Following four years of historic lows (i.e., system average tuition increases of 1.4% per year), staff recommended a slightly higher increase in tuition ceilings for academic years 2023-24 and 2024-25. The new rates are designed to balance the resource needs of institutions with college affordability for students and families.
- Kentucky Virtual Library's (KYVL) Affordable Learning Kentucky initiative promotes student success and fosters educational equity by supporting the adoption, adaptation and creation of affordable, open educational resources in the Commonwealth. CPE hired a full-time program coordinator, developed a series of lunch-and-learns attended by over 80 faculty and staff and administered a survey to Kentucky undergraduates regarding the impact of textbook and course materials costs on their learning experiences.
- RaiseMe is a new CPE program that allows students to earn micro-scholarships at participating colleges and universities. Students can earn money for college by having good attendance, taking an honors course, participating in extracurricular activities and more. Maysville Community College, Western Kentucky University (WKU) and the University of Louisville (UofL) signed on to pilot the program.
- Early postsecondary opportunities like dual credit are a key state strategy to help lower college costs and improve affordability. CPE spent much of the last year reviewing and revising the state's dual credit policy to improve program and teacher quality. Importantly, the new policy includes the goal that by 2030, 50% of high school graduates will have completed at least one dual credit course with a qualifying grade of "C" or higher.
- Last summer, CPE, in partnership with the Kentucky Higher Education Assistance Authority (KHEAA), launched the Kentucky Innovative Scholarship to support undergraduate students displaced by crises in their home countries. In addition, CPE partnered with the National Association of System Heads (NASH) to launch the Kentucky Innovative Scholarship community of practice, which provides a forum to share and scale proven practices, offers professional development for faculty and other campus practitioners serving displaced student populations and provides resources to leverage other state, federal and private resources.
- CPE's Kentucky Advising Academy (KAA), launched in 2022, provides free professional learning and resources for school counselors, Family Resource/Youth Service Center coordinators and other professional educators. KAA also provides flexible opportunities to connect with higher education and postsecondary advising leaders. This year KAA hosted face-to-face and virtual learning opportunities and published an online toolkit for K-12 advisors and staff.
- Last fall, CPE coordinated Kentucky's annual Go!vember campaign, a collaboration between CPE, GEAR UP Kentucky, KAA, KHEAA and the Prichard Committee. The campaign directs students and their families to the resources they need to navigate college application and financial aid processes. The 2022 campaign featured a Facebook live event and an enhanced student resource hub.
- CPE's GEAR UP Kentucky program coordinated a FAFSA Frenzy campaign among its 12 partner schools that led to a 54% FAFSA statewide completion rate in 2022, a three percentage-point increase over the previous year.



AFFORDABILITY

Key Performance Indicator

Unmet Financial Need

Unmet need is the average annual amount students pay out of pocket after financial aid and expected family contributions (EFC) are subtracted. The metric includes FAFSA filers only, which is nearly 90% of enrolled students. The metric is calculated by taking the cost of attendance and subtracting EFC and all federal, state, local and institutional scholarships or grants. Campuses did not set targets for this indicator, but the statewide 2023-24 target is \$9,702 for public universities and \$5,559 for KCTCS, a 5% decrease from baseline.

INSTITUTION	2016-17	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22
Eastern Kentucky University						
Overall	\$9,006	\$9,533	\$9,787	\$9,461	\$9,320	\$7,805
URM*	\$11,074	\$11,666	\$12,097	\$11,767	\$11,476	\$9,662
Low-Income	\$11,679	\$12,378	\$12,484	\$12,441	\$12,437	\$10,605
Kentucky State University						
Overall	\$5,860	\$14,198	\$11,980	\$11,505	\$13,266	\$12,797
URM	\$5,886	\$14,968	\$12,266	\$11,774	\$13,604	\$13,153
Low-Income	\$5,554	\$15,610	\$12,768	\$11,943	\$13,964	\$13,813
Morehead State University						
Overall	\$9,018	\$9,726	\$9,312	\$8,931	\$8,902	\$8,270
URM	\$11,276	\$11,846	\$11,204	\$10,791	\$10,672	\$10,291
Low-Income	\$11,376	\$12,060	\$11,449	\$11,256	\$11,445	\$10,428
Murray State University						
Overall	\$7,935	\$8,273	\$9,637	\$9,812	\$9,419	\$8,166
URM	\$9,929	\$10,368	\$12,530	\$12,955	\$12,852	\$10,844
Low-Income	\$12,024	\$12,549	\$14,195	\$14,759	\$14,704	\$13,386
Northern Kentucky University						
Overall	\$10,058	\$10,282	\$10,192	\$10,652	\$10,883	\$10,404
URM	\$12,192	\$12,472	\$12,517	\$13,214	\$13,583	\$12,142
Low-Income	\$14,288	\$14,713	\$14,679	\$15,666	\$16,194	\$14,242
University of Kentucky						
Overall	\$12,154	\$12,679	\$11,909	\$12,012	\$11,219	\$10,805
URM	\$13,896	\$15,101	\$14,731	\$14,579	\$13,852	\$13,838
Low-Income	\$17,830	\$18,648	\$17,925	\$18,550	\$18,541	\$18,029
University of Louisville						
Overall	\$9,596	\$9,715	\$10,471	\$10,609	\$10,889	\$11,223
URM	\$10,782	\$11,005	\$12,249	\$12,456	\$12,770	\$13,623
Low-Income	\$13,540	\$13,485	\$14,607	\$15,091	\$15,345	\$15,645
Western Kentucky University						
Overall	\$8,778	\$9,445	\$9,200	\$8,926	\$9,054	\$8,782
URM	\$11,348	\$12,170	\$11,790	\$11,649	\$11,567	\$11,036
Low-Income	\$12,742	\$13,816	\$13,729	\$13,660	\$14,244	\$14,077

*Underrepresented minoritized students (URM) include Black, American Indian or Alaskan Native, Hispanic or Latinx, Native Hawaiian or Other Pacific Islander and two or more races. Low-income students are Pell grant recipients during their year of entry.



AFFORDABILITY

Key Performance Indicator

Unmet Financial Need, Continued

INSTITUTION	2016-17	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22
KCTCS						
Overall	\$6,455	\$6,264	\$6,290	\$5,952	\$5,852	\$6,137
URM	\$7,330	\$7,216	\$7,243	\$6,871	\$6,683	\$6,938
Low-Income	\$7,461	\$7,267	\$7,303	\$7,001	\$6,967	\$7,367
Statewide (Public Universities)						
Overall	\$9,683	\$10,291	\$10,287	\$10,309	\$10,212	\$9,691
URM	\$9,620	\$10,314	\$10,321	\$10,216	\$10,430	\$14,018
Low-Income	\$10,145	\$10,516	\$10,536	\$10,509	\$10,732	\$12,390

Source: Kentucky Postsecondary Education Data System (KPEDS)

Time to Degree

Students can save thousands of dollars by completing a degree on time, since extra semesters mean extra cost. This indicator measures the average total number of academic years students are enrolled prior to undergraduate degree completion. In general, the goal is to complete a bachelor's degree in four years and an associate degree in two years. Students seeking diplomas and certificates are not included in this measure. Targets were not established for URM and low-income populations, but progress is monitored.

INSTITUTION	2016-17	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22	2023-24 Target
Eastern Kentucky University							
Overall	4.40	4.39	4.32	4.25	4.17	4.12	4.00
URM*	4.57	4.48	4.45	4.45	4.41	4.50	No Goal
Low-Income	4.51	4.49	4.43	4.37	4.27	4.24	No Goal
Kentucky State University							
Overall	4.78	4.56	4.68	4.60	4.38	4.42	4.20
URM	4.88	4.69	4.78	4.76	4.42	4.45	No Goal
Low-Income	4.74	4.71	4.71	4.71	4.59	4.72	No Goal
Morehead State University							
Overall	4.31	4.35	4.24	4.20	4.14	4.09	4.0
URM	4.29	4.59	4.44	4.50	4.32	4.28	No Goal
Low-Income	4.45	4.51	4.37	4.36	4.20	4.17	No Goal
Murray State University							
Overall	4.32	4.29	4.30	4.17	4.13	4.05	4.0
URM	4.61	4.61	4.59	4.52	4.41	4.14	No Goal
Low-Income	4.53	4.42	4.56	4.35	4.22	4.19	No Goal

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AFFORDABILITY

Key Performance Indicator

Time to Degree, Continued

INSTITUTION	2016-17	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22	2023-24 Target
Northern Kentucky University							
Overall	4.63	4.52	4.47	4.36	4.36	4.24	4.20
URM	4.62	4.55	4.41	4.43	4.42	4.36	No Goal
Low-Income	4.74	4.67	4.63	4.38	4.44	4.34	No Goal
University of Kentucky							
Overall	4.22	4.19	4.15	4.14	4.13	4.08	4.10
URM	4.27	4.28	4.26	4.23	4.21	4.17	No Goal
Low-Income	4.29	4.26	4.28	4.21	4.18	5.25	No Goal
University of Louisville							
Overall	4.41	4.38	4.32	4.30	4.30	4.24	4.20
URM	4.46	4.48	4.39	4.39	4.32	4.25	No Goal
Low-Income	4.47	4.45	4.42	4.37	4.35	4.45	No Goal
Western Kentucky University							
Overall	4.38	4.34	4.22	4.18	4.14	4.08	4.10
URM	4.66	4.59	4.47	4.39	4.40	4.38	No Goal
Low-Income	4.58	4.49	4.40	4.29	4.30	4.19	No Goal
KCTCS							
Overall	3.25	3.24	3.18	2.99	2.93	2.92	2.70
URM	3.37	3.43	3.40	3.14	3.13	3.14	No Goal
Low-Income	3.32	3.28	3.25	3.03	3.01	3.01	No Goal
Statewide (Public Universities)							
Overall	4.36	4.32	4.26	4.22	4.19	4.12	4.10
URM	4.48	4.46	4.40	4.36	4.32	4.28	No Goal
Low-Income	4.50	4.45	4.42	4.32	4.28	4.29	No Goal

Source: Kentucky Postsecondary Education Data System (KPEDS)

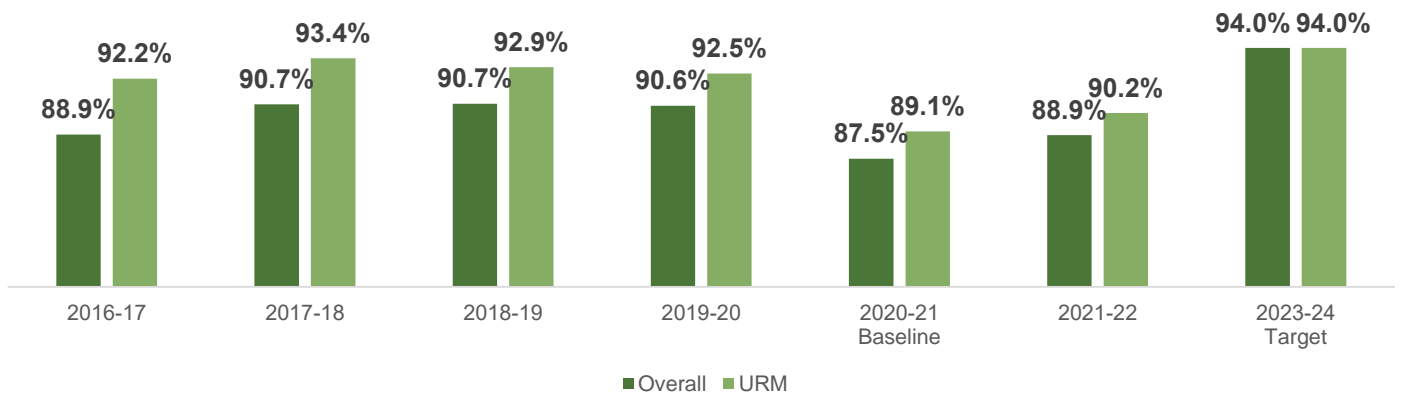


AFFORDABILITY

Key Performance Indicator

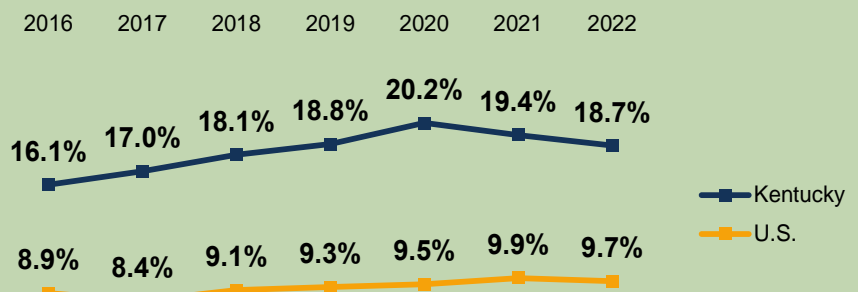
FAFSA Completion

The Free Application for Federal Student Aid (FAFSA) is the form students fill out annually, beginning as high school seniors through their senior year of college, to determine eligibility for federal Pell Grants and other forms of financial assistance, like work-study and student loans. Because many states, colleges and some private financial aid providers use the FAFSA to determine eligibility for their own scholarships and awards, it is recommended that all college-goers submit it, regardless of family income. Completing the FAFSA is the best way to unlock available aid and ensure no federal dollars are left on the table. Kentucky hopes to increase its FAFSA completion rate to 94% of all recent high school graduates who enroll at an in-state public college or university, up from the current rate of 88.9% overall and 90.2% for underrepresented minoritized students.



Source: Kentucky Postsecondary Education Data System (KPEDS). Underrepresented minoritized students (URM) include Black, American Indian or Alaskan Native, Hispanic or Latinx, Native Hawaiian or Other Pacific Islander, and two or more races.

Kentucky allocates a greater share of postsecondary funding to financial aid than the U.S. average



Source: FY 22 State Higher Education Finance Report, SHEEO

In 2022, nearly 19% of Kentucky higher education funding went directly to students in the form of grants and scholarships. The average annual award per student was \$1,490, compared to the national average of \$990.



STRATEGIC PRIORITY: TRANSITIONS

Kentucky will ensure more students transition to college prepared to succeed.



TRANSITIONS State-Led Initiatives

With college-going rates on the decline, CPE is working with its partners to help more high school students apply to college and make a successful postsecondary transition.

- CPE facilitated the [Commonwealth Education Continuum \(CEC\)](#), a P-20 initiative that promotes statewide conversations and actions among P-12 education, higher education and workforce leaders aimed at strengthening Kentucky's education pipeline. Work groups focused on high school college readiness, early postsecondary opportunities, and first-year postsecondary success have recommended strategies to improve advising programs and increase dual credit opportunities.
- The [Kentucky Advising Academy \(KAA\)](#), launched in 2022, got off to a great start. In the past year, KAA produced monthly podcasts, webinars and other advising content through social media channels. Last year, 61% of K-12 public school districts were engaged in KAA professional learning and resources, while 75% of public four-year institutions and 50% of public two-year institutions participated.
- [GEAR UP Kentucky \(GUK\)](#) served over 5,000 students in 12 school districts and eight partner institutions last year with a central goal of improving transitions between secondary and postsecondary education. It provided 4,000 instances of coaching to GUK first-year college freshmen, college visits for over 750 middle and high school students and over 15,000 hours of student advising (a 67% increase from the previous year).
- GUK staff developed [GEAR UP 4 Success](#), a postsecondary transition readiness curriculum for high school students aligned to Kentucky's Academic Standards for Career Readiness and Financial Literacy. As a result, 10 of the 12 GUK high schools exceeded the statewide graduation rate in 2022, and the GUK average high school graduation rate has surpassed the statewide rate for the past four years. Additionally, the percentage of GUK students scoring at or near benchmark on college readiness assessments increased in all subject areas in both cohorts in 2021-22 (grades 7 – 8 to grades 8 – 9).
- [One of CPE's newest initiatives](#) through KAA, in partnership with the Kentucky Department of Education (KDE), is OneGoal. The initiative aims to eliminate equity gaps and improve postsecondary education outcomes for students. Twelve school districts were chosen for

the 2022-23 cohort of the Postsecondary Leadership Series, and their work has centered on improving college readiness, academic performance and leadership coaching. This partnership impacts over 16,000 students, 68% of which participate in federally assisted school meal programs, and 19% of which are minority. After 16 months of implementation, the average postsecondary enrollment rate across these districts is 57%, higher than the statewide average.

- CPE continued to promote the power of [Summer Bridge Programs](#) by awarding \$1.2 million in campus grants in 2023. These programs bring rising first-year college students on campus before the beginning of the school year to improve their academic preparation, which lowers academic disparities among underrepresented students and improves retention and graduation rates. Grants were awarded through a competitive RFP process based on specific criteria, including an independent evaluation of effectiveness and impact. In 2023, 23 campuses received up to \$50,000 each. CPE also convened summer bridge program personnel to learn from state and national experts and each other.
- CPE recently joined a national initiative called "[Launch: Equitable and Accelerated Pathways for All.](#)" CPE is serving as the lead agency with 10 state partners, with the goal of expanding access to high-quality and equitable college and career pathways for all learners. The Launch initiative has a foundational focus of equity and four corresponding areas of work: Alignment of Credentials of Value; Seamless Transitions between K12, Postsecondary and the Workforce; Advising and Student Supports; and Next Generation Work-Based Learning (WBL).
- CPE staff continued development of a web-based portal that will provide prospective students (high school students, adults, military veterans and active-duty personnel) with opportunities to explore career interests and related postsecondary programs and services. The platform will provide essential information about college affordability, enrollment requirements at public postsecondary institutions and occupational outlook data for the state. This platform is being created in partnership with KDE and the Kentucky Center for Statistics (KYSTATS), with feedback provided by multiple stakeholder groups representing all intended audiences.



TRANSITIONS

Key Performance Indicators

Undergraduate Enrollment

Undergraduate enrollment captures the total unduplicated number of students who enroll in an undergraduate program offered by one of Kentucky's public colleges or universities in an academic year, either full-time or part-time. Enrollment is a leading indicator, meaning that it provides an early indication of future degree production and educational attainment levels. Enrollment fell significantly with the onset of COVID-19, so Kentucky will be working to return to pre-COVID enrollment levels in the years ahead. Enrollment goals for URM students are established as a percentage of the overall student population and not as a numeric value (see pages 36-37, DEI metrics).

INSTITUTION	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020 Baseline	Fall 2021	Fall 2023 Target
Eastern Kentucky University							
Overall	14,293	14,143	13,399	12,662	12,070	11,684	12,250
URM*	1,584	1,638	1,595	1,590	1,683	1,734	No Goal
Low-Income	5,494	5,529	5,168	4,817	4,533	4,412	No Goal
Kentucky State University							
Overall	1,568	1,757	1,666	2,029	2,148	2,135	2,212
URM	814	942	879	1,156	1,429	1,470	No Goal
Low-Income	819	833	801	876	990	1,011	No Goal
Morehead State University							
Overall	9,754	9,666	9,400	8,964	8,621	8,314	8,700
URM	749	664	729	716	700	735	No Goal
Low-Income	3,118	3,132	3,024	2,832	2,802	2,554	No Goal
Murray State University							
Overall	8,886	8,636	8,142	8,215	7,939	7,735	8,047
URM	971	916	881	935	909	851	No Goal
Low-Income	2,689	2,605	2,522	2,514	2,435	2,380	No Goal
Northern Kentucky University							
Overall	12,643	12,572	12,158	12,058	11,672	10,988	11,854
URM	1,593	1,620	1,580	1,613	1,632	1,540	No Goal
Low-Income	3,800	3,770	3,414	3,239	2,907	2,796	No Goal
Western Kentucky University							
Overall	17,601	17,666	17,035	15,907	15,287	14,729	15,746
URM	2,672	2,739	2,640	2,534	2,621	2,581	No Goal
Low-Income	5,381	5,412	4,973	4,645	4,524	4,267	No Goal

*Underrepresented minoritized students (URM) include Black, American Indian or Alaskan Native, Hispanic or Latinx, Native Hawaiian or Other Pacific Islander, and two or more races. Low-income students are Pell grant recipients during their year of entry.



TRANSITIONS

Key Performance Indicator

Undergraduate Enrollment, Continued

INSTITUTION	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020 Baseline	Fall 2021	Fall 2023 Target
University of Kentucky							
Overall	22,674	22,477	22,188	22,276	22,246	21,928	23,000
URM	3,648	3,725	3,655	3,682	3,752	3,810	No Goal
Low-Income	5,220	5,345	5,154	5,068	4,750	4,642	
University of Louisville							
Overall	16,029	15,738	15,834	16,074	16,118	15,830	16,500
URM	3,259	3,420	3,644	3,772	4,065	4,128	No Goal
Low-Income	4,277	4,468	4,599	4,594	4,426	4,565	
KCTCS							
Overall	79,567	77,679	77,809	78,484	70,233	69,978	74,517
URM	11,746	11,932	12,329	13,126	12,371	12,931	No Goal
Low-Income	33,287	31,873	30,413	29,700	26,532	25,463	
Statewide							
Overall	183,015	180,334	177,631	176,669	166,334	163,321	204,498
URM	27,036	27,596	27,932	29,124	29,162	29,780	No Goal
Low-Income	64,085	62,967	60,068	58,285	49,149	52,090	

Source: Kentucky Postsecondary Education Data System (KPEDS)

Highlights

- Total fall undergraduate enrollment declined for the second consecutive year, but the rate of decline is slowing. In 2021, total undergraduate enrollment fell 1.8%, compared to the previous year's decline of 5.8%.
- From 2020 to 2021, fall undergraduate enrollment dropped slightly (0.4%) at KCTCS and more substantially (2.9%) at public universities, compared to decreases of 10.5% (KCTCS) and 2.1% (public universities) from 2019 to 2020.
- A bright spot is undergraduate minority enrollment, which continues to rise even as total enrollment falls. Total undergraduate minority enrollment was up 2.1% from the previous year, with KCTCS minority enrollment up 4.5% and public university minority enrollment up 0.3%.
- Over the last five years, total URM undergraduate enrollment has increased 10.1%, while total undergraduate enrollment has fallen about the same amount (10.8%).
- Total enrollment of low-income undergraduate students has declined more sharply than enrollment overall, falling 6% from the previous year.

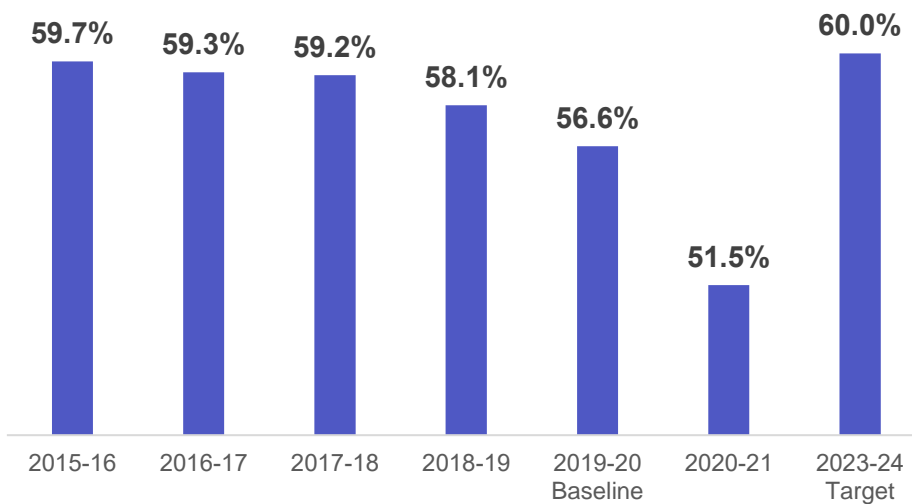


TRANSITIONS

Key Performance Indicator

College-Going Rate

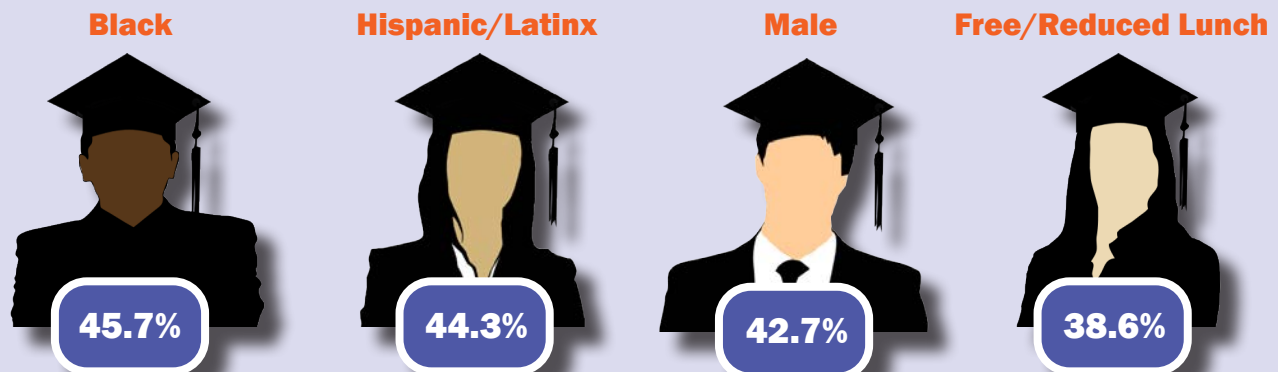
The college-going rate is the percentage of recent Kentucky high school graduates who attend any in-state or out-of-state postsecondary institution in the summer, fall or spring following high school graduation. The year corresponds to the first year of postsecondary enrollment (i.e., 51.5% of students who graduated high school in 2020 were enrolled in college the following academic year, 2020-21). Access to National State Clearinghouse Data has enabled Kentucky to track students going to out-of-state institutions in select states; previously, Kentucky could only track students who enrolled at in-state colleges and universities. The in-state college-going rate is substantially lower (45.6%). Nationally, the immediate college-going rate is around 62%.



Source: Kentucky Center for Statistics (KYSTATS)

Kentucky students need equitable access to college.

Overall, **51.5%** of Kentucky's high school class of 2020 went directly to college, but college going varied by race, ethnicity, gender and income.



Source: Kentucky High School Feedback Report, Kentucky Center for Statistics (KYSTATS)



STRATEGIC PRIORITY: SUCCESS

Kentucky will ensure more students earn high-quality degrees and credentials.



SUCCESS

State-Led Initiatives

Kentucky's future prosperity depends on more people advancing through our postsecondary system and graduating in less time. The following are just a few initiatives underway to improve student success, close achievement gaps and enhance academic quality.

- To remove barriers preventing adults from enrolling or returning to college, CPE released a [statewide adult learner action plan](#) in the fall of 2022. The plan, developed after nearly a year of work from stakeholders around the state, recommends strategies to increase postsecondary accessibility for adults, promote institutional innovation to better serve adult learners and reinforce partnerships to make transitions into postsecondary education easier.
- CPE's [Kentucky Student Success Collaborative](#) (KYSSC) continued its work with both two-year and four-year institutions through a grant funded by the James Graham Brown Foundation. In the last year, staff focused on three issues: meeting student basic needs, improving the transfer process and redesigning gateway courses.
- KYSSC promoted resource sharing through the Impact exChange, [an online platform for faculty and practitioners](#). KYSSC facilitated communities of practice to promote research-based practices, provide professional development, encourage cross-institutional and community collaboration and drive continuous improvement of promising and best-practice implementation. More than 300 practitioners have participated.
- KYSSC partnered with Complete College America (CCA) to work with nine institutions on the Purpose First initiative. Through this work, CPE provided technical assistance related to the first-year experience with embedded career exploration to ensure students find a major suited to their career interests. Campus partners focused on four specific approaches to student support: advising and onboarding to purposeful career pathways, advancing employer engagement, connecting competencies to programs of study and dissecting policy.
- KYSSC facilitated a virtual Program Onboarding Institute with Community College Research Center (CCRC) in the fall of 2022, in which seven community and technical colleges learned about ways to redesign the student onboarding process. Topics included identifying opportunities, developing communication and engagement strategies and using data to make informed decisions.
- KYSSC launched the [Statewide Vision for Transfer Student Success](#), which outlines strategies to make the transfer experience for students moving between Kentucky higher education institutions more transparent and efficient. The vision is organized around three strategic priorities and includes a student-facing transfer website to map degree pathways, identify barriers to seamless transfer, create more network improvement communities, provide professional development opportunities, evaluate existing state-level policies and work with institutions to create state-level initiatives to facilitate transfer.
- Through a National Association of System Heads (NASH) initiative to use improvement science to accelerate baccalaureate completion of transfer students, KYSSC staff facilitated a network improvement community of representatives from CPE and two-year and four-year institutions to identify issues and implement rapid action cycles of change.
- CPE selected 21 participants from public two-year and four-year institutions for the fifth cohort of the [Academic Leadership Development Institute](#) (ALDI), which prepares minority faculty and staff for leadership roles in Kentucky higher education. Participants are nominated based on their leadership ability, interest in professional advancement and dedication to higher education.
- CPE staff and the Committee on Equal Opportunities provided an annual review of public institutions' progress toward diversity, equity and inclusion goals, as well as highlighting institutional best practices over the life of the 2016-20 Diversity, Equity and Inclusion (DEI) agenda. CPE staff is finalizing a report to be presented to the CPE board in 2023.
- This spring, CPE hosted the [2023 Student Success Summit](#) that engaged over 500 faculty and staff from Kentucky institutions on such topics as student basic needs, transfer, equitable learning and essential workplace skills.
- CPE continued work on the [Kentucky Graduate Profile](#), which is now being used by all public two-year and four-year institutions. Teams consist of four experts who are considered voices of influence on their campus. These teams conduct an environmental scan of their programs to determine which impact project to pursue, with the goal of infusing these ten essential skills throughout the curriculum and co-curriculum.



SUCCESS

Key Performance Indicator

Undergraduate Degrees & Credentials

Degrees and credentials awarded is the key indicator most directly tied to Kentucky's 2030 educational attainment goal. For KCTCS institutions, the measure captures the total number of diplomas, certificates and associate degrees awarded in an academic year. If a student received more than one credential in an academic year, all awards are counted. For public universities, the measure primarily includes bachelor's degrees (again, if a student earned multiple degrees, all are counted). Total undergraduate degree production did decrease in 2021-22 in all categories, which is partially due to enrollment declines.

INSTITUTION	2016-17	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22	2023-24 Target
Eastern Kentucky University							
Overall	2,573	2,648	2,690	2,634	2,406	2,426	2,500
URM*	213	271	249	284	262	278	275
Low-Income	1,399	1,345	1,327	1,360	1,249	1,220	1,300
Kentucky State University							
Overall	315	222	212	137	154	150	166
URM	182	136	157	105	124	119	135
Low-Income	237	164	158	103	111	115	121
Morehead State University							
Overall	1,291	1,308	1,260	1,139	1,153	1,102	1,200
URM	105	79	101	73	70	109	73
Low-Income	742	765	708	634	669	620	696
Murray State University							
Overall	1,699	1,678	1,577	1,659	1,614	1,480	1,675
URM	174	159	144	183	146	155	151
Low-Income	775	725	680	753	737	669	763
Northern Kentucky University							
Overall	2,238	2,218	2,134	2,222	2,223	2,076	2,300
URM	246	237	256	253	304	279	315
Low-Income	1,040	1,005	954	947	986	892	1,021
Western Kentucky University							
Overall	2,851	3,038	2,984	3,042	2,843	2,794	3,000
URM	310	347	383	386	388	348	414
Low-Income	1,276	1,361	1,298	1,339	1,270	1,211	1,341

*Underrepresented minoritized students (URM) include Black, American Indian or Alaskan Native, Hispanic or Latinx, Native Hawaiian or Other Pacific Islander, and two or more races. Low-income students are Pell grant recipients during their year of entry.



SUCCESS

Key Performance Indicator

Undergraduate Degrees & Credentials, continued

INSTITUTION	2016-17	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22	2023-24 Target
University of Kentucky							
Overall	4,642	4,956	5,105	5,202	5,011	5,062	5,406
URM	594	661	740	777	734	723	792
Low-Income	1,494	1,457	1,501	1,499	1,452	1,507	1,581
University of Louisville							
Overall	3,010	3,041	3,049	3,112	2,991	2,923	3,200
URM	577	557	553	646	644	620	689
Low-Income	1,203	1,184	1,200	1,232	1,204	1,217	1,288
KCTCS							
Overall	34,502	35,418	37,128	39,291	39,458	38,090	41,600
URM	3,705	4,067	4,367	4,679	4,878	5,205	5,263
Low-Income	23,233	22,984	22,733	23,982	23,784	22,641	25,020
Statewide (Public Universities)							
Overall	18,619	19,109	19,011	19,147	18,395	18,013	19,477
URM	2,401	2,447	2,583	2,707	2,672	2,631	2,823
Low-Income	8,166	8,006	7,826	7,867	7,678	7,451	8,111

Source: Kentucky Postsecondary Education Data System (KPEDS)

Highlights

- Undergraduate degrees awarded by public universities in 2020-21 fell 2.1% over the previous year. Degrees awarded to underrepresented minoritized (URM) students were down 1.5%, while degrees awarded to low-income students decreased 3.0% over the same period.
- Overall, credentials awarded by KCTCS were down 3.5% from the previous year. URM degrees increased 6.7%, while degrees awarded to low-income students declined by 4.8% over the same period.
- Six of the eight public universities faced degree production declines in 2020-21. Murray was down 8.3%, NKU was down 6.6%, Morehead was down 3.9%, KSU was down 2.6%, UofL was down 2.3% and WKU was down 1.7%.
- Only EKU and UK increased degree production over the previous year, rising just 0.8% and 1.0%, respectively.



SUCCESS

Key Performance Indicator

Graduation Rate

Three-year graduation rate is the indicator public community and technical colleges report to the United States Department of Education through the Integrated Postsecondary Education Data System (IPEDS). This measure reflects the percentage of first-time, full-time associate or credential-seeking students entering in the fall semester who graduate with an associate degree or credential within three years of entry, or 150% of the normal time frame. A six-year graduation rate is reported to IPEDS by public universities and reflects the percentage of first-time, full-time degree-seeking students who receive a bachelor's degree within six years of entry, or 150% of the normal time frame. As with the three-year rate, part-time and transfer students are excluded from the cohort, as are students who begin in the spring semester. Despite these limitations, graduation rates are a useful way to compare the success of public institutions across the country in fulfilling their core undergraduate mission - ensuring students complete a credential in a timely manner.

INSTITUTION	2016-17	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22	2023-24 Target
Eastern Kentucky University							
Overall	49.3%	50.9%	50.0%	52.3%	52.3%	53.5%	56.0%
URM*	32.9%	38.8%	34.0%	38.2%	38.3%	40.5%	42.3%
Low-Income	35.4%	41.9%	38.3%	43.4%	44.0%	44.4%	48.0%
Kentucky State University							
Overall	21.4%	16.3%	25.8%	30.3%	38.2%	33.3%	40.0%
URM	21.8%	14.5%	24.2%	27.3%	41.1%	32.7%	33.0%
Low-Income	19.2%	15.8%	21.5%	29.2%	37.3%	34.2%	34.3%
Morehead State University							
Overall	41.7%	44.9%	45.9%	42.6%	44.7%	49.0%	48.5%
URM	30.2%	37.9%	43.4%	34.4%	33.1%	38.2%	36.9%
Low-Income	30.0%	38.6%	36.9%	32.9%	35.6%	39.0%	39.4%
Murray State University							
Overall	48.9%	55.4%	54.6%	53.1%	56.0%	61.7%	60.0%
URM	31.3%	41.6%	37.2%	33.3%	39.9%	47.6%	44.9%
Low-Income	35.6%	42.7%	38.6%	40.3%	41.3%	53.7%	46.3%
Northern Kentucky University							
Overall	39.4%	43.8%	47.7%	48.2%	49.7%	51.7%	54.0%
URM	27.4%	34.8%	38.0%	39.8%	41.1%	43.9%	45.9%
Low-Income	28.0%	32.7%	36.7%	36.4%	36.9%	38.3%	41.7%
Western Kentucky University							
Overall	50.7%	53.4%	51.6%	55.1%	57.4%	51.3%	59.0%
URM	30.7%	33.6%	34.7%	36.9%	40.7%	31.1%	43.0%
Low-Income	37.9%	39.9%	38.3%	41.5%	43.2%	37.7%	45.0%

*Underrepresented minoritized students (URM) include Black, American Indian or Alaskan Native, Hispanic or Latinx, Native Hawaiian or Other Pacific Islander, and two or more races. Low-income students are Pell grant recipients during their year of entry.



SUCCESS

Key Performance Indicator

Graduation Rate, continued

INSTITUTION	2016-17	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22	2023-24 Target
University of Kentucky							
Overall	64.6%	65.8%	66.1%	66.0%	67.9%	68.5%	70.0%
URM	51.9%	54.2%	56.0%	53.0%	58.2%	57.2%	60.6%
Low-Income	50.0%	53.0%	54.5%	52.9%	55.2%	54.3%	58.3%
University of Louisville							
Overall	54.4%	56.6%	58.6%	60.4%	61.6%	62.2%	63.0%
URM	47.7%	56.0%	54.3%	53.7%	53.9%	57.2%	56.3%
Low-Income	45.8%	47.1%	48.3%	50.3%	50.6%	52.6%	53.1%
KCTCS							
Overall	27.1%	31.0%	33.9%	36.3%	40.4%	41.5%	43.2%
URM	17.2%	22.1%	22.7%	24.3%	28.7%	29.7%	32.4%
Low-Income	23.8%	28.1%	31.5%	32.7%	37.9%	38.0%	40.9%
Statewide (Public Universities)							
Overall	51.3%	54.5%	54.9%	56.4%	58.2%	59.2%	60.0%
URM	37.8%	42.7%	43.4%	44.0%	48.3%	48.4%	51.7%
Low-Income	37.1%	41.9%	41.5%	43.1%	44.9%	46.1%	48.4%

Source: Kentucky Postsecondary Education Data System (KPEDS)

Highlights

- Overall, public universities increased the average six-year graduation rate by 1 percentage point, from 58.2% in 2020-21 to 59.2% in 2021-22. The six-year graduation rate for URM and low-income students rose 0.1 and 1.2 percentage points, respectively.
- KCTCS increased its three-year graduation rate by 1.1 percentage points, from 40.4% in 2020-21 to 41.5% in 2021-22. The three-year graduation rate for URM students increased 1 percentage point, while the rate for low-income students increased 0.1 percentage point.
- Every institution increased its graduation rate from the previous year except WKU and KSU, which dropped by 6.1 and 4.9 percentage points, respectively. Increases ranged from a high of 5.7 percentage points at Murray to a low of 0.6 of a percentage point at UK and UofL.



SUCCESS

Key Performance Indicator

Retention Rate

This indicator captures the percentage of first-time, degree- or credential-seeking students enrolled in the summer or fall of their first year who are still enrolled at the same institution the following fall, or, in the case of KCTCS students, have completed a credential. A high retention rate suggests that students are satisfied enough with their first-year experience to return for a second year. Student support services like advising, mentoring and financial aid are factors that can positively influence a school's retention rate.

INSTITUTION	2016-17	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22	2023-24 Target
Eastern Kentucky University							
Overall	73.4%	73.0%	75.1%	79.5%	73.9%	77.0%	77.0%
URM*	62.8%	72.0%	65.5%	80.2%	70.3%	72.7%	73.6%
Low-Income	68.7%	67.0%	70.2%	76.7%	69.9%	72.6%	73.2%
Kentucky State University							
Overall	67.7%	56.0%	65.6%	78.5%	70.4%	52.9%	73.0%
URM	74.6%	56.8%	67.0%	78.1%	70.7%	53.8%	75.0%
Low-Income	72.7%	63.5%	69.5%	81.0%	73.5%	51.1%	75.0%
Morehead State University							
Overall	72.3%	73.7%	73.2%	75.8%	69.8%	68.3%	75.0%
URM	63.2%	78.0%	68.5%	71.1%	63.0%	57.3%	68.2%
Low-Income	67.3%	69.5%	67.3%	73.1%	67.3%	63.4%	72.5%
Murray State University							
Overall	77.3%	79.3%	79.3%	81.1%	74.7%	77.4%	81.0%
URM	75.0%	73.6%	70.4%	75.3%	60.0%	71.4%	67.3%
Low-Income	72.0%	73.8%	73.6%	72.1%	67.1%	68.9%	73.4%
Northern Kentucky University							
Overall	72.5%	68.6%	72.1%	74.5%	70.0%	77.5%	78.0%
URM	72.4%	63.0%	69.1%	69.0%	60.2%	74.2%	68.7%
Low-Income	64.2%	61.2%	65.6%	69.1%	61.6%	69.0%	70.1%
Western Kentucky University							
Overall	69.9%	71.5%	72.9%	76.8%	72.8%	76.6%	76.0%
URM	57.8%	57.1%	59.5%	73.0%	65.9%	72.8%	70.1%
Low-Income	60.1%	62.7%	64.7%	69.9%	65.8%	71.3%	70.0%

*Underrepresented minoritized students (URM) include Black, American Indian or Alaskan Native, Hispanic or Latinx, Native Hawaiian or Other Pacific Islander, and two or more races. Low-income students are Pell grant recipients during their year of entry.



SUCCESS

Key Performance Indicator

Retention Rate, continued

INSTITUTION	2016-17	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22	2023-24 Target
University of Kentucky							
Overall	83.3%	84.5%	85.0%	85.9%	85.7%	84.5%	87.0%
URM	79.9%	77.5%	78.5%	82.2%	79.8%	78.5%	81.7%
Low-Income	76.0%	76.4%	77.7%	81.2%	78.1%	77.8%	80.6%
University of Louisville							
Overall	80.7%	80.3%	80.1%	80.9%	76.6%	78.2%	83.0%
URM	81.7%	77.9%	75.4%	79.2%	74.3%	75.0%	81.3%
Low-Income	76.3%	74.5%	75.1%	78.0%	71.6%	72.2%	78.5%
KCTCS							
Overall	54.3%	53.3%	55.5%	57.1%	55.5%	57.3%	58.5%
URM	47.5%	45.4%	49.5%	50.9%	47.9%	51.8%	51.9%
Low-Income	53.1%	52.1%	54.5%	55.8%	55.3%	55.7%	58.5%
Statewide (Public Universities)							
Overall	76.9%	76.9%	78.2%	80.7%	76.9%	78.2%	80.0%
URM	73.4%	70.7%	71.5%	77.9%	71.5%	72.3%	76.6%
Low-Income	69.4%	69.2%	71.1%	75.5%	69.9%	70.7%	75.1%

Kentucky Postsecondary Education Data System (KPEDS)

Highlights

- First-year to second-year retention at public universities was up 1.3 percentage points, from 76.9% in 2020-21 to 78.2% in 2021-22. Retention rates for URM and low-income students also were up by 0.8 of a percentage point each.
- At KCTCS, retention increased 1.8 percentage points, from 55.5% in 2020-21 to 57.3% in 2021-22. Retention rates for URM and low-income students increased by 3.9 and 0.4 percentage points, respectively.
- Five public universities increased retention in 2021-22: NKU (up 7.5 ppt), WKU (up 3.8 ppt), EKV (up 3.1 ppt), Murray (up 2.7 ppt) and UofL (up 1.6 ppt). KSU's retention rate declined 17.5 percentage points, Morehead's declined 1.5 percentage points, and UK's declined 1.2 percentage points.

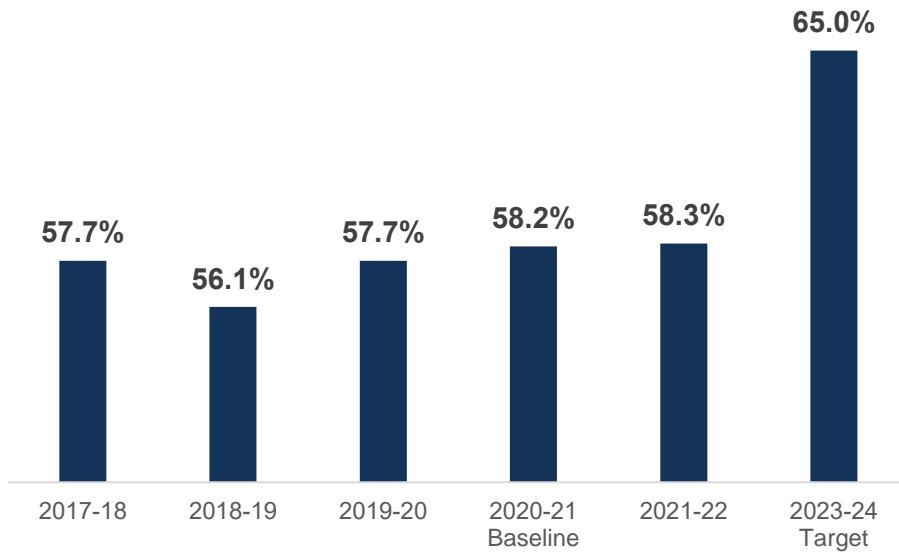


SUCCESS

Key Performance Indicator

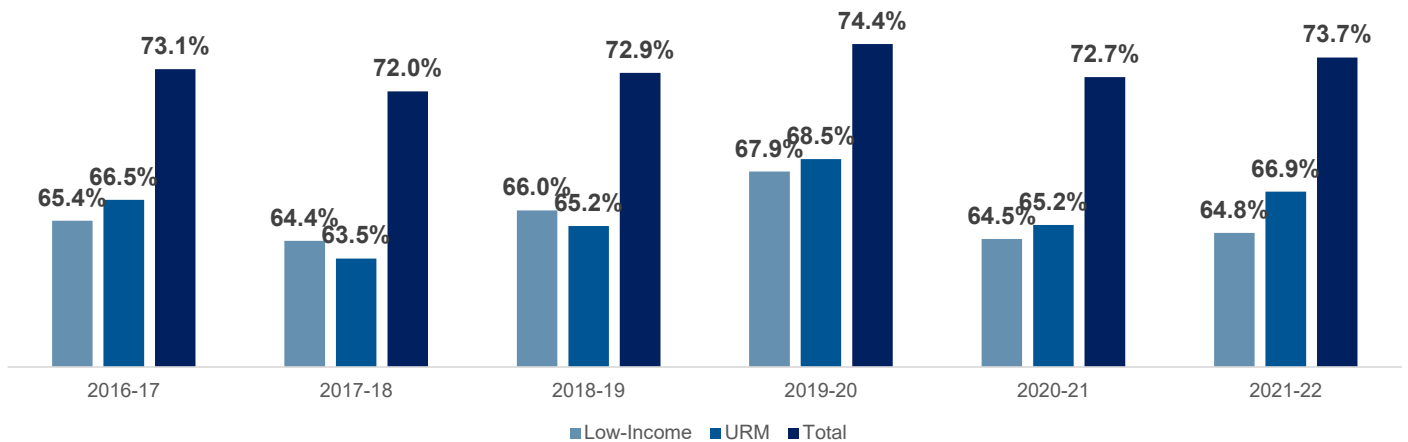
2-Year to 4-Year Transfer

Part of KCTCS's core mission is providing general education requirements at an affordable price to students wishing to start at a community or technical college and transfer to a four-year program. This indicator measures the percentage of first-time, full-time credential-seeking students entering KCTCS in the fall semester who earn an AA or AS degree and transfer to any in-state, four-year public or private institution within the next academic year.



Persistence Rate

Persistence rate is a statewide indicator that examines the percentage of first-time, credential-seeking students enrolled in a public or independent postsecondary institution in the summer or fall who are still enrolled the following fall at any in-state postsecondary institution, or, in the case of KCTCS students, have completed a credential. The persistence rate provides a more complete understanding of whether students are still enrolled in postsecondary education than the retention rate, which only examines whether students are still enrolled at their native institution. The 2023-24 statewide target is 75%.



Source: Kentucky Postsecondary Education Data System (KPEDS). Underrepresented minoritized students (URM) include Black, American Indian or Alaskan Native, Hispanic or Latinx, Native Hawaiian or Other Pacific Islander, and two or more races. Low-income students are Pell grant recipients during their year of entry.



STRATEGIC PRIORITY: TALENT

Kentucky will increase talent and innovation to support our communities, employers and economy.



TALENT State-Led Initiatives

A primary purpose of postsecondary education is to produce adaptive, highly skilled workers to fuel the economy. Besides talent production, higher education drives economic development through basic and applied research and business services to communities. The following represent the primary activities underway at the state level.

- In the summer of 2022, CPE launched the [Healthcare Workforce Collaborative](#) to grow the pipeline of healthcare workers in Kentucky. The Collaborative is made up of healthcare professionals, institutional representatives and government and community partners, and it met bimonthly over the last year to develop short- and long-term solutions to meet the state's demand for qualified healthcare professionals. In addition to reviewing the effectiveness of current campus- and state-level programs, the Collaborative oversaw \$8 million in grants awarded to campuses to support and grow programs that train healthcare providers in high-demand disciplines leading to professional certification and/or licensure.
- The CLIMB Initiative, Career Ladders in Mental and Behavioral Health, was conceived of in the spring of 2023 to create postsecondary pathways for Kentuckians recovering from substance use disorders. This \$1.5 million program funded by the Cabinet for Health and Family Services will provide participants with an initial peer support specialist certification, with the goal of moving them through a series of stackable certifications culminating in an Associate of Applied Science in Human Services through KCTCS, and/or a bachelor's degree in social work at a participating four-year university.
- CPE launched the Career Development Officers affinity group in the fall of 2022. This group meets bi-monthly and is comprised of workforce and career services professionals from the state's public and private postsecondary institutions. Currently, this group is exploring workforce and labor market data, hearing from state and national experts, and sharing best practice models to assist students in their transition to meaningful employment.
- CPE continues to act as a liaison with state workforce and economic development agencies to ensure higher education is part of the state's overall economic development strategy, including membership on the Kentucky Workforce Innovation Board, strategy development with sister agencies to improve business outreach and support, and participation in state conversations about support and development of emerging industries and the state's science and technology goals.
- Kentucky's nationally recognized [KY Students' Right to Know](#) interactive web tool provides information about postsecondary program costs and allows students and others to research programs and view salaries of in-state program graduates before choosing a major. CPE, in partnership with KYSTATS, maintains and promotes this site.
- In the fall of 2022, CPE worked with postsecondary campuses, policy makers and others to develop [guidelines for the distribution](#) of the state's recent investment of \$40M to the Bucks for Brains initiative and \$2.2 million to the Workforce Development Trust Fund. Both programs are designed to spark economic and workforce activity through support for innovative programs, research and scholarship.

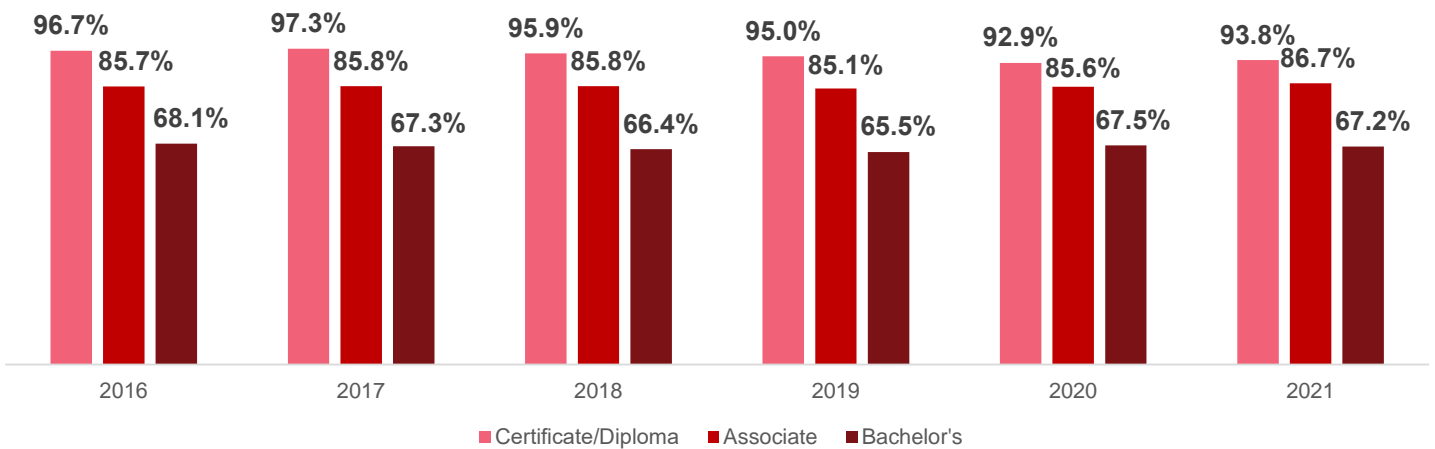


TALENT

Key Performance Indicator

Graduates Working or Pursuing More Education

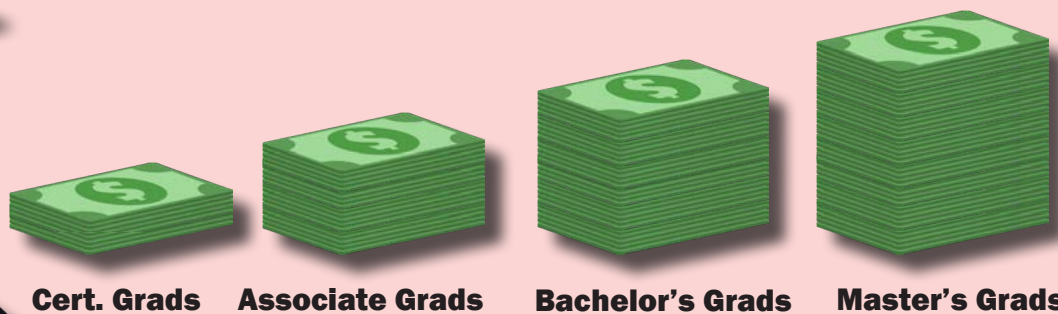
This indicator tracks the percentage of associate and bachelor's degree graduates working in Kentucky or pursuing additional education at the graduate-degree level one year after graduation. Working status is determined by Kentucky wage records. Percentages for reporting year 2021 represent the percent of 2021 college graduates who were employed or seeking advanced degrees in 2022. Data needed to calculate these percentages are not available until the spring of 2022, which accounts for the lag time in reporting.



Source: Kentucky Center for Statistics (KYSTATS)

Median Annual Wages After Graduation in Kentucky

3 Years Out:	\$23,547	\$37,486	\$38,421	\$54,220
5 Years Out:	\$25,883	\$40,107	\$43,109	\$56,650
10 Years Out:	\$30,784	\$46,666	\$52,479	\$61,801



Source: 2023 KY Postsecondary Feedback Report, Kentucky Center for Statistics (KYSTATS)



TALENT

Key Performance Indicator

Graduate & Professional Degrees

Although graduate degree production does not assist Kentucky in meeting its educational attainment goal, it does prepare Kentuckians to work in high-demand occupations like engineering, medicine, law and business management, helping the state meet workforce demand in critical areas. Graduate and professional degrees include the following categories: Master's, Specialist, Doctoral - Research/Scholarship, Doctoral - Professional Practice and Doctoral - Other. Targets were not established for URM and low-income populations, but progress is monitored.

INSTITUTION	2016-17	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22	2023-24 Target
Eastern Kentucky University							
Overall	939	876	926	862	827	825	900
URM*	84	77	78	80	98	120	No Goal
Low-Income	162	185	209	164	168	168	
Kentucky State University							
Overall	40	63	51	30	29	37	50
URM	20	19	17	9	13	16	No Goal
Low-Income	22	12	12	7	12	10	
Morehead State University							
Overall	324	315	312	293	237	247	250
URM	25	22	19	35	23	21	No Goal
Low-Income	62	77	62	59	52	67	
Murray State University							
Overall	626	605	470	500	623	610	680
URM	53	44	32	41	53	63	No Goal
Low-Income	99	117	86	89	106	90	
Northern Kentucky University							
Overall	561	587	617	717	1,218	1,485	1,300
URM	55	77	72	105	151	215	No Goal
Low-Income	66	79	81	76	144	145	
Western Kentucky University							
Overall	879	930	834	868	796	791	825
URM	117	103	119	107	120	112	No Goal
Low-Income	151	155	195	178	145	225	

*Underrepresented minoritized students (URM) include Black, American Indian or Alaskan Native, Hispanic or Latinx, Native Hawaiian or Other Pacific Islander, and two or more races. Low-income students are Pell grant recipients during their year of entry.



TALENT

Key Performance Indicator

INSTITUTION	2016-17	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22	2023-24 Target
University of Kentucky							
Overall	2,073	2,143	2,212	2,244	2,182	2,509	2,300
URM	182	183	220	237	277	323	No Goal
Low-Income	164	179	195	196	218	267	
University of Louisville							
Overall	1,944	1,970	1,992	1,945	2,077	2,269	2,150
URM	266	332	323	327	364	503	No Goal
Low-Income	176	180	199	175	204	182	
Statewide (Public Universities)							
Overall	7,386	7,489	7,414	7,459	7,989	8,773	8,455
URM	802	857	880	941	1,099	1,373	No Goal
Low-Income	902	984	1,039	944	1,049	1,154	

Source: Kentucky Postsecondary Education Data System (KPEDS)

Highlights

- Public universities increased graduate degree production by 9.8%, from 7,989 in 2020-21 to 8,773 in 2021-22. Graduate degrees awarded to URM and low-income students also increased by 24.9% and 10.0%, respectively.
- Five of the eight public universities awarded more graduate degrees in 2021-22 than in the previous year: KSU (up 27.6%), UK (up 15.0%), UofL (up 9.2%) and Morehead (up 4.2%).
- Three public universities experienced declines in graduate degree production: Murray (down 2.1%), WKU (down 0.6%) and EKU (down 0.2%).

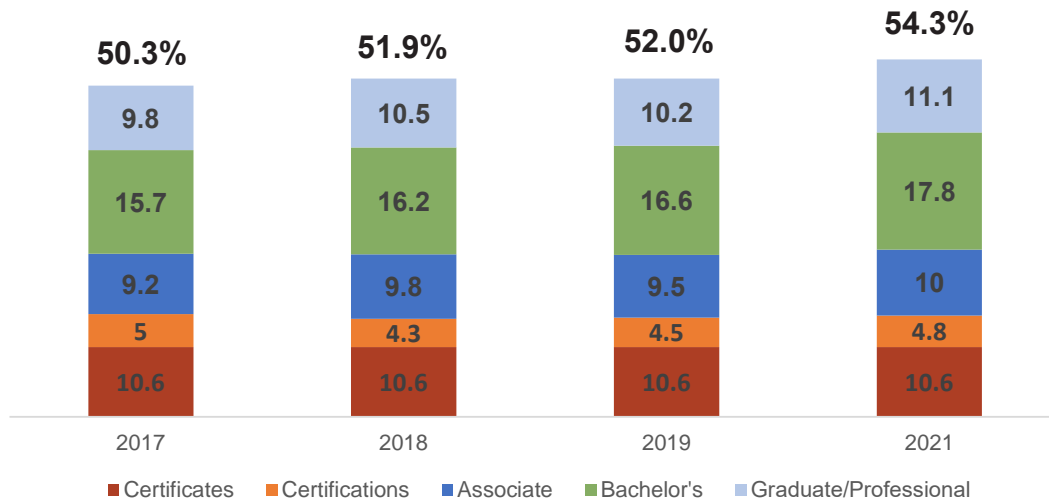


TALENT

Key Performance Indicator

Statewide Educational Attainment Rate

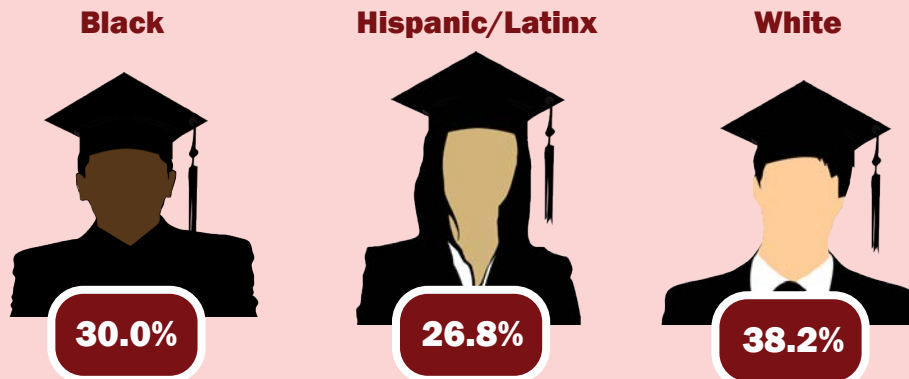
Once a leader in educational attainment beyond high school, the U.S. has fallen behind other industrialized nations in the percentage of adults with a postsecondary credential. When Lumina Foundation established a goal for 60% of Americans to have a certificate or degree by the year 2025, many states followed suit with their own attainment goal. Kentucky's goal is to increase postsecondary attainment among 25-64 year olds to 60% by the year 2030. The national attainment rate is around 50%, which Kentucky exceeds because of a greater proportion of individuals with short-term certificates/certifications.



Source: Kentucky Postsecondary Education Data System using annual data from the American Community Survey (ACS), Kentucky Unemployment Insurance Data and the Current Population Survey.

There are fewer adult degree holders of color in Kentucky.

Removing short-term credentials (certificates and certifications) enables a comparison of Kentucky's adult degree attainment (associate and above) by race/ethnicity. More must be done to ensure equitable educational opportunities for all Kentuckians.



Source: Lumina Foundation, "A Stronger Nation: Kentucky's Progress Toward the Goal," www.luminafoundation.org/stronger-nation/report



STRATEGIC PRIORITY: VALUE

Kentucky will improve public understanding that postsecondary education is key to greater opportunity and economic growth.



VALUE

State-Led Initiatives

Increasingly, Kentuckians are questioning the value of higher education, despite numerous studies showing that college graduates earn higher salaries, enjoy better health and are much less likely to be unemployed or on public assistance. CPE is committed to increasing higher education's value proposition through public awareness and education efforts and other statewide activities.

- The agency's [statewide advocacy campaign, #KYHigherEdMatters](#), continued to gain steam and exceeded industry benchmarks with its multi-level approach to reach prospective students and their families. The campaign had over 20 million impressions, including 165K PSA placements on radio and TV, almost 100K views on YouTube and over 28K visits to the campaign website.
- CPE advocated for the value of higher education by holding Community Conversations throughout the state to discuss with business and government leaders and other community stakeholders how Kentucky can fill workforce gaps through higher education and workforce collaboration. This work is broadening the agency's reach and helping CPE secure additional investment opportunities.
- CPE promoted its work through multiple avenues including news releases, monthly newsletters and weekly infographics. CPE now reaches over 4,500 subscribers through its direct messaging, exceeding benchmark standards for government organizations. Additionally, the news releases and infographics often are the catalyst for media stories and interviews.
- In the fall of 2022, CPE launched the [Higher Ed Matters Podcast](#), where guest speakers discuss how higher education impacts every aspect of our lives – from the economy to health to civic engagement and community development. Listenership is growing, and staff will work to gain new audiences during the 2023-24 academic year.
- CPE increased its social media presence on both the [CPE](#) and [President Thompson's](#) accounts, which furthers the Higher Education Matters message and promotes the work of the Council, its President and its units. As a result, social media engagement rates (likes, comments and shares) greatly exceed the benchmarks for government and higher education sectors.

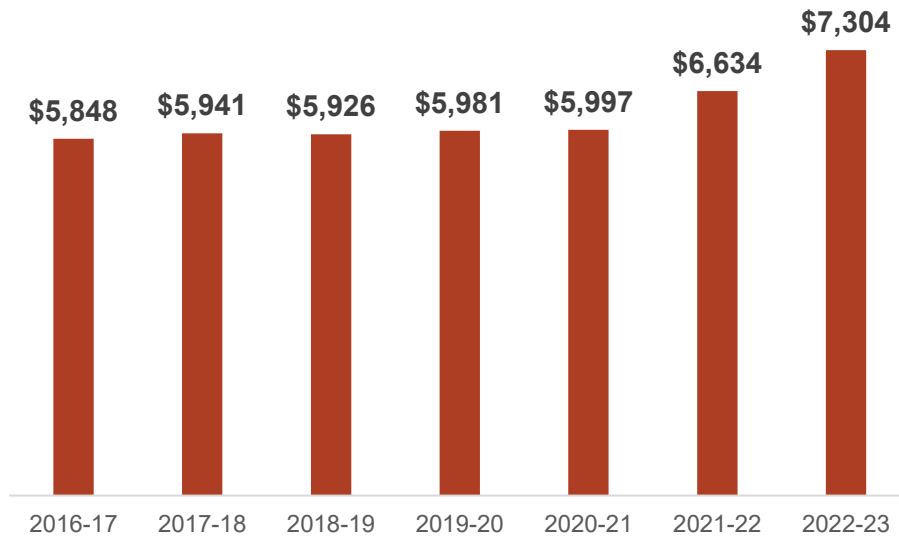


VALUE

Key Performance Indicator

Net General Fund Appropriations per Full-Time Equivalent (FTE) Student

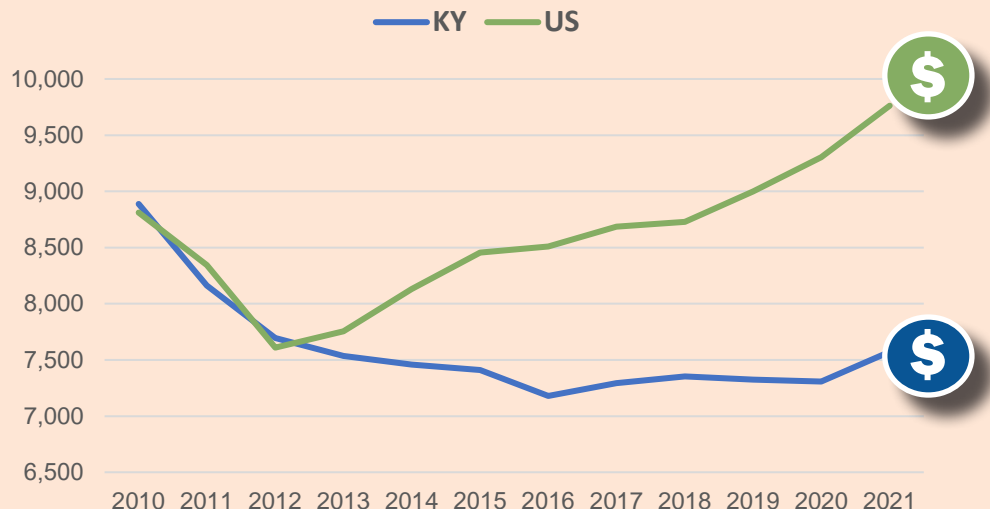
This indicator looks at funding for public in-state postsecondary institutions per full-time equivalent (FTE) student. Unlike the figure reported by SHEEO in its “State Higher Education Finance Report,” this calculation does not include state financial aid provided directly to students or state monies allocated for debt service. Net General Fund appropriations per FTE student increased 10.1% over the previous year.



Source: Kentucky Postsecondary Education Data System (KPEDS)

Per Student State Higher Education Funding Over Time

Because colleges and universities can raise revenue by increasing tuition, higher education usually faces steep cuts when state budgets are tight. Higher education funding per full-time equivalent student fell dramatically during the Great Recession of 2008, but by 2013, most states had begun reinvesting in higher education. However, Kentucky’s funding per FTE continued to fall and has just started to rebound in the last couple of years.



Source: SHEEO, “State Higher Education Finance Report,” 2021.



STRATEGIC PRIORITY: EQUITY

Kentucky will improve public understanding that postsecondary education is key to greater opportunity and economic growth.



EQUITY

Diversity, Equity & Inclusion Plan Metrics

The Council on Postsecondary Education has a rich history of promoting diversity, equity and inclusion at Kentucky's public postsecondary institutions. In 1982, the Commonwealth of Kentucky Higher Education Desegregation Plan was first developed in response to a U.S. Department of Education's Office for Civil Rights (OCR) finding that Kentucky had "failed to eliminate the vestiges of its former de jure racially dual system of public higher education." For the next 25-plus years, CPE focused the desegregation plan and subsequent revisions on increasing the enrollment and success of African-American students, increasing the number of African-American employees on campus and enhancing Kentucky State University, with later versions also focusing on improving campus climate. To provide oversight of plan implementation and to prioritize diversity initiatives, CPE created the Committee on Equal Opportunities (CEO).

In December of 2008, the OCR released Kentucky from the remedial planning process, but CPE continued its efforts to promote equity and close achievement gaps. A new diversity policy was adopted on September 23, 2016, called the Kentucky Public Postsecondary Education Policy for Diversity, Equity and Inclusion. This statewide policy is grounded on the premise that to truly prepare students for life and work in an increasingly diverse society, public postsecondary institutions within the Commonwealth must embrace diversity and equity within constitutional and legal parameters, commit to improving the academic achievement of all students, create an inclusive campus environment and produce culturally competent graduates for the workforce.

The policy directs campuses to develop diversity plans focused on:

- **Undergraduate Enrollment.** The percentage of total undergraduate enrollment that is African American or Black, Hispanic or Latinx or part of an underrepresented minority population. URM students include American Indian or Alaskan natives, native Hawaiian or other Pacific Islanders and students identifying as two or more races.
- **Graduate and Professional Enrollment.** The percentage of total graduate enrollment that is part of an underrepresented minority population. This metric does not apply to KCTCS.

- **First-Year to Second-Year Retention.** The percentage of first-time, underrepresented minority and low-income students seeking a credential or degree who are still enrolled at the same institution the following fall. Low-income students are defined as federal Pell grant recipients.
- **Graduation Rates.** The percentage of first-time, full-time underrepresented minority and low-income students seeking a credential or degree who obtain a degree from the same institution within 150% of the normal time frame (three years for associate degree programs and six years for bachelor's degree programs).
- **Degrees and Credentials.** The number of degrees and credentials awarded to underrepresented minority and low-income students.
- **Faculty/Tenure Track Employees.** The percentage of full-time faculty/tenure-track employees who are from an underrepresented minority group, including those who identify as two or more races. For KCTCS, this metric includes instructional staff.
- **Management Occupations.** The percentage of employees holding managerial or administrative positions who are from an underrepresented minority group, including those who identify as two or more races.

For an institution to remain eligible to offer new academic programs per KRS 164.020(19), it must demonstrate progress toward meeting DEI goals and provide evidence that identified strategies are being implemented with fidelity. If institutions are not making satisfactory progress, they must submit a performance improvement plan. Once approved, an institution may request a waiver to offer a new academic program if the institution can provide sufficient assurance that offering the new program will not divert resources away from improvement efforts. The request for a waiver is submitted to the CEO for review and then to CPE for final approval. Approval must be granted before the institution can initiate the program approval process.

The following tables show minority enrollment as a percentage of total enrollment, as well as minoritized employees as a percent of total employees. The remaining diversity metrics are included on pages 18-23 of this report.



EQUITY

Diversity, Equity & Inclusion Plan Metrics

Undergraduate & Graduate Enrollment

INSTITUTION	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020 Baseline	Fall 2021	Fall 2023 Target
Eastern Kentucky University							
UG Black, Non-Hispanic Only	5.5%	5.6%	5.6%	5.6%	5.8%	5.8%	6.0%
UG Hispanic or Latinx	2.7%	2.8%	3.0%	4.6%	4.1%	4.5%	5.0%
UG URM	11.1%	11.6%	11.9%	12.6%	13.9%	14.8%	15.0%
Graduate URM	8.8%	10.4%	10.8%	11.3%	13.1%	14.8%	13.5%
KCTCS							
UG Black, Non-Hispanic Only	8.0%	7.9%	8.0%	8.2%	8.5%	8.5%	9.2%
UG Hispanic or Latinx	3.7%	4.2%	4.4%	4.9%	5.3%	5.8%	6.0%
UG URM	14.8%	15.4%	15.8%	16.7%	17.6%	18.5%	19.0%
Kentucky State University							
UG Black, Non-Hispanic Only	46.8%	48.2%	46.3%	51.5%	59.8%	63.3%	61.0%
UG Hispanic or Latinx	2.2%	2.0%	2.9%	2.4%	3.2%	1.9%	4.0%
UG URM	51.9%	53.6%	52.8%	57.0%	66.5%	68.9%	68.0%
Graduate URM	42.9%	43.2%	42.6%	46.5%	50.0%	53.5%	52.0%
Morehead State University							
UG Black, Non-Hispanic Only	3.4%	3.1%	3.2%	3.0%	2.8%	2.9%	3.0%
UG Hispanic or Latinx	1.9%	1.8%	2.1%	2.1%	2.4%	2.7%	2.8%
UG URM	7.7%	6.9%	7.8%	8.0%	8.1%	8.8%	8.2%
Graduate URM	6.5%	6.4%	9.5%	11.5%	11.5%	10.9%	11.6%
Murray State University							
UG Black, Non-Hispanic Only	6.4%	5.8%	5.7%	5.7%	5.7%	5.4%	7.0%
UG Hispanic or Latino	1.9%	1.9%	2.2%	2.3%	2.6%	2.5%	3.1%
UG URM	10.9%	10.6%	10.8%	11.4%	11.5%	11.0%	11.5%
Graduate URM	8.9%	8.9%	10.0%	9.6%	12.4%	13.0%	13.5%
Northern Kentucky University							
UG Black, Non-Hispanic Only	6.7%	6.7%	6.5%	6.4%	6.5%	6.4%	6.7%
UG Hispanic or Latinx	3.1%	3.2%	3.3%	3.6%	4.0%	4.2%	4.5%
UG URM	12.6%	12.9%	13.0%	13.4%	14.0%	14.0%	14.5%
Graduate URM	12.2%	12.8%	13.3%	15.3%	16.7%	18.5%	18.0%
University of Kentucky							
UG Black, Non-Hispanic Only	7.8%	7.7%	7.4%	7.1%	7.1%	7.1%	7.7%
UG Hispanic or Latinx	4.4%	4.8%	4.9%	5.2%	5.6%	5.8%	6.0%
UG URM	16.1%	16.6%	16.5%	16.5%	16.9%	17.4%	17.7%
Graduate URM	9.8%	8.9%	9.7%	10.4%	11.8%	12.6%	13.0%



EQUITY

Diversity, Equity & Inclusion Plan Metrics

Undergraduate and Graduate Enrollment, continued

INSTITUTION	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020 Baseline	Fall 2021	Fall 2023 Target
University of Louisville							
UG Black, Non-Hispanic Only	11.1%	11.3%	11.7%	11.9%	12.9%	13.7%	14.5%
UG Hispanic or Latinx	4.4%	4.8%	5.3%	5.3%	6.0%	6.5%	7.4%
UG URM	20.3%	21.7%	23.0%	23.5%	25.2%	26.1%	26.5%
Graduate URM	14.5%	15.3%	15.8%	17.2%	18.1%	18.9%	19.5%
Western Kentucky University							
UG Black, Non-Hispanic Only	8.8%	8.5%	8.1%	8.0%	8.6%	8.4%	9.6%
UG Hispanic or Latinx	3.1%	3.4%	3.7%	4.2%	4.5%	5.1%	5.5%
UG URM	15.2%	15.5%	15.5%	15.9%	17.1%	17.5%	18.0%
Graduate URM	11.5%	13.6%	15.1%	15.9%	17.3%	16.9%	18.3%

Source: Kentucky Postsecondary Education Data System (KPEDS)

Workforce Diversity

INSTITUTION	2016-17	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22	2023-24 Target
Eastern Kentucky University							
Tenured/Tenure-Track Faculty	8.3%	7.3%	6.6%	6.5%	6.6%	7.8%	7.4%
Management Occupations	12.0%	11.2%	9.8%	9.4%	9.2%	9.5%	10.0%
KCTCS							
FTE Instructional Staff	5.9%	6.0%	6.2%	6.4%	6.6%		NG*
Management Occupations	11.3%	13.2%	12.1%	14.0%	13.2%		NG*
Kentucky State University							
Tenured/Tenure-Track Faculty	34.1%	40.4%	38.8%	44.9%	38%	38.9%	45.0%
Management Occupations	67.7%	70.7%	69.6%	70.7%	68.9%	62.8%	70.0%
Morehead State University							
Tenured/Tenure-Track Faculty	7.5%	7.0%	6.5%	7.2%	7.2%	8.1%	7.5%
Management Occupations	2.6%	4.4%	1.7%	3.3%	3.2%	11.1%	5.0%
Murray State University							
Tenured/Tenure-Track Faculty	5.8%	5.9%	6.7%	7.4%	7.5%	7.7%	9.0%
Management Occupations	6.9%	8.3%	8.0%	7.7%	8.3%	9.3%	10.0%
Northern Kentucky University							
Tenured/Tenure-Track Faculty	9.1%	9.5%	8.9%	10.7%	10.2%	10.7%	11.0%
Management Occupations	10.0%	9.0%	12.0%	13.6%	17.5%	18.0%	18.0%

*No Goal (NG) was set for the KCTCS system office, since individual KCTCS campuses set individual goals.



EQUITY

Diversity, Equity & Inclusion Plan Metrics

Workforce Diversity

INSTITUTION	2016-17	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22	2023-24 Target
University of Kentucky							
Tenured/Tenure-Track Faculty	6.5%	8.1%	8.0%	8.6%	9.2%	9.7%	11.0%
Management Occupations	5.9%	6.4%	7.6%	8.1%	8.3%	9.0%	10.0%
University of Louisville							
Tenured/Tenure-Track Faculty	10.8%	10.9%	10.6%	10.4%	11.0%	11.1%	12.5%
Management Occupations	12.2%	10.9%	12.8%	12.7%	12.7%	11.3%	14.0%
Western Kentucky University							
Tenured/Tenure-Track Faculty	9.4%	8.9%	9.6%	9.2%	9.7%	9.6%	10.7%
Management Occupations	14.0%	14.6%	12.8%	12.0%	13.3%	9.0%	15.3%

Source: Kentucky Postsecondary Education Data System (KPEDS)

Progress of Kentucky URM Students: 5-Year Trend

Total Enrollment



Degrees & Credentials



6-Yr Graduation Rate



URM	↑ 15.1%	↑ 37.0%	↑ 10.6 points
TOTAL	↓ 7.5%	↑ 9.1%	↑ 7.9 points

From 2016-17 through 2021-22, the rate of progress for URM students exceeded the overall rate on several key indicators of performance. Enrollment and degrees/credentials include both two-year and four-year public institutions at the undergraduate and graduate levels. Graduation rate is for public universities only.



AIKCU DATA

Association of Independent KY Colleges & Universities

The Association of Independent Kentucky Colleges and Universities serves as the voice of Kentucky's private, nonprofit, four-year colleges and universities. AIKCU's 18 member institutions serve more than 50,000 students and play a critical role in Kentucky's postsecondary education system, awarding nearly 15,000 degrees annually. AIKCU institutions are accredited by the Southern Association of Colleges and Schools Commission on College and licensed by the Council on Postsecondary Education.

METRIC	2012-13	2013-14	2014-15	2015-16 Baseline	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Fall Total Headcount Enrollment										
Undergraduate	28,953	28,855	27,602	27,598	27,831	28,626	29,833	30,655	30,931	
Graduate	7,245	7,340	7,600	8,320	10,491	15,532	22,346	25,222	26,336	
Six-Year Graduation Rate										
Overall	49.1%	49.1%	48.3%	47.4%	48.1%	49.0%	51.3%	50.8%	51.2%	
URM	33.9%	34.4%	32.5%	32.4%	32.9%	34.6%	39.2%	37.1%	39.6%	
1st Year to 2nd Year Retention										
Overall	68.7%	69.7%	70.8%	67.6%	68.4%	69.7%	69.7%	71.3%	64.5%	
URM	61.3%	57.9%	63%	63.5%	60.4%	65.6%	67.4%	67.2%	58.1%	
Average Credits to Degree										
Overall	136.2	135.5	135.4	135.7	138.6	133.1	133.6	133.1	132.1	
Degrees Awarded										
Bachelor's - Total	4,595	4,538	4,573	4,704	4,570	4,557	4,716	4,718	5,028	
Bachelor's - URM	509	482	523	577	519	546	570	633	701	
Bachelor's - STEM	1,017	1,093	1,129	1,169	1,187	1,176	1,275	1,301	1,386	
Graduate Degrees	2,857	2,718	2,714	2,864	3,253	4,150	5,891	8,348	7,739	

Source: Kentucky Postsecondary Education Data System (KPEDS)

AIKCU Member Institutions

- Alice Lloyd College, Pippa Passes
- Asbury University, Wilmore
- Bellarmine University, Louisville
- Berea College, Berea
- Brescia University, Owensboro
- Campbellsville University, Campbellsville
- Centre College, Danville
- Georgetown College, Georgetown
- Kentucky Christian University, Grayson
- Kentucky Wesleyan College, Owensboro
- Lindsey Wilson College, Columbia
- Midway University, Midway
- Spalding University, Louisville
- Thomas More University, Crestview Hills
- Transylvania University, Lexington
- Union College, Barbourville
- University of Pikeville, Pikeville
- University of the Cumberland, Williamsburg



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