2024
PROGRESS REPORT

HIGHER EDUCATION *Matters*

Progress Toward Kentucky's Statewide Strategic Agenda Goals

An Annual Report of the Kentucky Council on Postsecondary Education

CPE

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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Dear Friends and Colleagues:

Each year, the Kentucky Council on Postsecondary Education publishes a Progress Report to show how the state and campuses are faring on key performance indicators associated with the statewide strategic agenda for postsecondary education. Additionally, the report highlights activities CPE is leading to advance our key priorities: affordability, transitions, success, talent and value, with equity as a cross-cutting concern.

I am pleased to report that undergraduate enrollment has nearly rebounded to pre-pandemic levels, increasing 6.5% at KCTCS and 1.6% at public universities over the previous fall. First-year to second-year retention is at an all-time high, surpassing 80% at public universities and 60% at KCTCS.

These gains are translating into a more highly skilled workforce. Currently, 55.1% of working-age Kentuckians between the ages of 25 and 64 have a postsecondary credential, up from 54.3% the previous year. Kentucky is on pace to achieve its educational attainment goal of 60% by the year 2030, which will accelerate economic development and raise our standard of living and quality of life.

Other positive outcomes for the 2022-23 academic year include:

- a 13.3% increase in credentials awarded to underrepresented minority (URM) students at KCTCS, and a 6.9% increase in bachelor's degrees awarded to URM students at public universities.
- a 7.8% increase in graduate degrees awarded by public universities, and an 11.7% increase in graduate degrees awarded to URM students.
- a 4.8% increase in credentials awarded by KCTCS.
- a 3.4% decrease in the average annual amount of unmet financial need for undergraduates at public universities, which fell from $9,691 to $9,359. This number represents the amount owed for a year of college after savings, scholarships and loans have been applied.

I am proud of what Kentucky's higher education community has accomplished, and I am positive this success is creating a stronger, more vibrant Commonwealth.

Sincerely,

Aaron Thompson, Ph.D., 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 2022-23 academic year.

- **Monitoring Tuition and Fees:** In 2023, the Council approved a slightly higher increase in tuition ceilings for academic years 2023-24 and 2024-25 based on relevant state and national data. The new rates provide an appropriate balance between the resource needs of institutions and college affordability for students and families. CPE staff monitored the impact of approved ceilings over the last year and will determine future adjustments in the upcoming biennium.

- **Total Cost of Attendance Data:** CPE staff recently compiled data showing the the total cost of attendance by institution, including tuition and fees, room and board, books and supplies and other relevant expenses. The research examines tuition and fees as a percent of total price, noting the percentage change over the last decade. Staff will use this research to assist in future policy making and the development of the 2025-27 tuition and fee recommendation.

- **Monitoring Student Debt Levels:** CPE recently released a report on student debt levels among undergraduate students attending a KCTCS college or Kentucky public university. The report shows the proportion of students graduating with loan debt fell nearly 15 percentage points over the last several years, from 58.1% in 2017-18 to 43.2% in 2022-23. Additionally, among completers who graduated with debt, average loan balances fell from $29,224 to $26,414 over the same period, a decline of $2,810 or 9.6%.

- **Financial oversight:** Staff continued to fine-tune a process for assessing the financial health of campuses. The analysis evaluates fiscal stability and sustainability, as well as gauging institutional susceptibility to market risk factors. CPE has worked with several institutions on a voluntary basis and is looking to expand this work as staff capacity allows.

- **Performance Funding:** CPE staff convened the Postsecondary Education Working Group on Performance Funding during the 2023 calendar year to conduct a three-year comprehensive review of Kentucky's public university and KCTCS performance funding models (KRS 164.092). The review focused on current and expected outcomes, unintended consequences for institutions and potential adjustments to the model. As a result, the work group recommended five changes to the university model and six changes to the KCTCS model. All suggestions were approved by the 2024 General Assembly, with an additional request to define a new metric for underrepresented students using criteria other than race.

- **FAFSA awareness campaign:** In light of substantial changes made to the 2024-25 FAFSA form, GEAR UP Kentucky and KHEAA conducted a public awareness campaign to prepare students for the new application process. The promotion included statewide TV and radio commercials via the Kentucky Broadcasters' Association's Public Education Partnership program, a social media campaign and an online resource hub for students.

- **Affordable Learning KY (ALKY):** This Kentucky Virtual Library (KYVL) initiative promotes student success and fosters educational equity by supporting the adoption, adaptation and creation of affordable, Open Educational Resources (OER) in the Commonwealth. Over the past year, ALKY held a symposium celebrating Open Education (OE) Week that brought together over 75 state and national experts to discuss topics such as artificial intelligence, accessibility and social justice in OE. ALKY also has established a learning community focused on Manifold, an OER publishing platform currently available to all postsecondary institutions in the KYVL consortium.

- **Innovative Scholarship Pilot Program:** In partnership with KHEAA, CPE piloted a program supported with General Fund dollars to provide college access and promote undergraduate student success for displaced students (foreign nationals seeking or receiving U.S. asylum or resettled refugees), as well as students participating in international exchange programs. CPE was recognized by the National Association of System Heads (NASH) as a recipient of the Scaling for Change Award in the spring of 2024 for this work.

- **Students' Right-To-Know:** Kentucky continues to be recognized for this novel, interactive web tool managed by CPE and KYSTATS. The site provides information about postsecondary program costs and allows students to research employment outcomes and salary information for graduates by academic program. The site is currently being overhauled to improve its usability and usefulness.

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	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22	2022-23
Eastern Kentucky University						
Overall	$9,533	$9,787	$9,461	$9,320	$7,805	$7,369
URM*	$11,666	$12,097	$11,767	$11,476	$9,662	$9,277
Low-Income	$12,378	$12,484	$12,441	$12,437	$10,605	$9,484
Kentucky State University						
Overall	$14,198	$11,980	$11,505	$13,266	$12,797	$13,171
URM	$14,968	$12,266	$11,774	$13,604	$13,153	$13,375
Low-Income	$15,610	$12,768	$11,943	$13,964	$13,813	$15,177
Morehead State University						
Overall	$9,726	$9,312	$8,931	$8,902	$8,270	$7,385
URM	$11,846	$11,204	$10,791	$10,672	$10,291	$9,209
Low-Income	$12,060	$11,449	$11,256	$11,445	$10,428	$9,460
Murray State University						
Overall	$8,273	$9,637	$9,812	$9,419	$8,166	$6,920
URM	$10,368	$12,530	$12,955	$12,852	$10,844	$9,316
Low-Income	$12,549	$14,195	$14,759	$14,704	$13,386	$11,165
Northern Kentucky University						
Overall	$10,282	$10,192	$10,652	$10,883	$10,404	$11,206
URM	$12,472	$12,517	$13,214	$13,583	$12,144	$14,027
Low-Income	$14,713	$14,679	$15,666	$16,194	$14,242	$16,572
University of Kentucky						
Overall	$12,679	$11,909	$12,012	$11,219	$10,805	$10,485
URM	$15,101	$14,731	$14,579	$13,852	$13,838	$13,109
Low-Income	$18,648	$17,925	$18,550	$18,541	$18,029	$17,455
University of Louisville						
Overall	$9,715	$10,471	$10,609	$10,889	$11,223	$10,989
URM	$11,005	$12,249	$12,456	$12,770	$13,623	$13,079
Low-Income	$13,485	$14,607	$15,091	$15,345	$15,645	$14,906
Western Kentucky University						
Overall	$9,445	$9,200	$8,926	$9,054	$8,782	$8,426
URM	$12,170	$11,790	$11,649	$11,567	$11,029	$10,450
Low-Income	$13,816	$13,729	$13,660	$14,244	$14,077	$13,249

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	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22	2022-23
KCTCS						
Overall	$6,264	$6,290	$5,952	$5,852	$6,137	$6,098
URM	$7,216	$7,243	$6,871	$6,683	$6,938	$6,803
Low-Income	$7,267	$7,303	$7,001	$6,967	$7,367	$7,431
Statewide (Public Universities)						
Overall	$10,291	$10,287	$10,309	$10,212	$9,691	$9,359
URM	$10,314	$10,321	$10,216	$10,430	$12,390	$9,458
Low-Income	$10,516	$10,536	$10,509	$10,732	$14,018	$13,500

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	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22	2022-23	2023-24 Target
Eastern Kentucky University							
Overall	4.39	4.32	4.25	4.17	4.12	4.12	**4.00**
URM*	4.48	4.45	4.45	4.41	4.50	4.29	**No Goal**
Low-Income	4.49	4.43	4.37	4.27	4.24	4.27	
Kentucky State University							
Overall	4.56	4.68	4.60	4.38	4.42	4.55	**4.20**
URM	4.69	4.78	4.76	4.42	4.45	4.54	**No Goal**
Low-Income	4.71	4.71	4.71	4.59	4.72	4.90	
Morehead State University							
Overall	4.35	4.24	4.20	4.14	4.09	4.16	**4.0**
URM	4.59	4.44	4.50	4.32	4.28	4.26	**No Goal**
Low-Income	4.51	4.37	4.36	4.20	4.17	4.31	
Murray State University							
Overall	4.29	4.30	4.17	4.13	4.05	4.05	**4.0**
URM	4.61	4.59	4.52	4.41	4.14	4.35	**No Goal**
Low-Income	4.42	4.56	4.35	4.22	4.19	4.12	

*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

Time to Degree, Continued

INSTITUTION	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22	2022-23	2023-24 Target
Northern Kentucky University							
Overall	4.52	4.47	4.36	4.36	4.24	4.24	**4.20**
URM	4.55	4.41	4.43	4.42	4.36	4.28	**No Goal**
Low-Income	4.67	4.63	4.38	4.44	4.34	4.41	
University of Kentucky							
Overall	4.19	4.15	4.14	4.13	4.08	4.06	**4.10**
URM	4.28	4.26	4.23	4.21	4.17	4.09	**No Goal**
Low-Income	4.26	4.28	4.21	4.18	5.25	5.40	
University of Louisville							
Overall	4.38	4.32	4.30	4.30	4.24	4.21	**4.20**
URM	4.48	4.39	4.39	4.32	4.25	4.27	**No Goal**
Low-Income	4.45	4.42	4.37	4.35	4.45	4.36	
Western Kentucky University							
Overall	4.34	4.22	4.18	4.14	4.08	4.06	**4.10**
URM	4.59	4.47	4.39	4.40	4.38	4.30	**No Goal**
Low-Income	4.49	4.40	4.29	4.30	4.19	4.10	
KCTCS							
Overall	3.24	3.18	2.99	2.93	2.92	2.94	**2.70**
URM	3.43	3.40	3.14	3.13	3.14	3.14	**No Goal**
Low-Income	3.28	3.25	3.03	3.01	3.01	3.10	
Statewide (Public Universities)							
Overall	4.32	4.26	4.22	4.19	4.12	4.12	**4.10**
URM	4.46	4.40	4.36	4.32	4.28	4.23	**No Goal**
Low-Income	4.45	4.42	4.32	4.28	4.29	4.27	

Source: Kentucky Postsecondary Education Data System (KPEDS)

Highlights

- Campuses are making strides to improve college affordability. Average unmet financial need decreased 3.4% for public university undergraduates in 2022-23, from $9,691 the previous year to $9,359. Encouragingly, unmet need for URM students fell 23.7% over the same period, from $12,390 to $9,458. Low-income students at public universities also saw their average out-of-pocket costs decline by 3.7%.

- At KCTCS, average unmet financial need decreased more modestly (by 0.6%). While unmet need for URM KCTCS students fell by 1.9%, average unmet need for students with low incomes rose slightly (by 0.9%).

- Finishing college in less time is an often overlooked affordability strategy. Undergraduates at public universities, on average, take 4.12 years to complete a degree, the same as last year. Average time to degree for KCTCS students inched up, from 2.92 years in 2021-22 to 2.94 years in 2022-23.
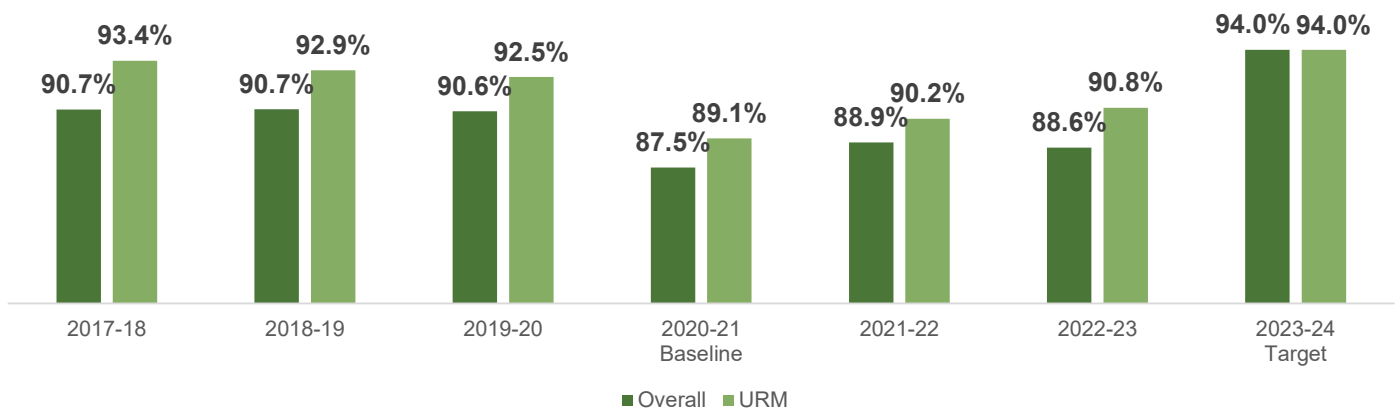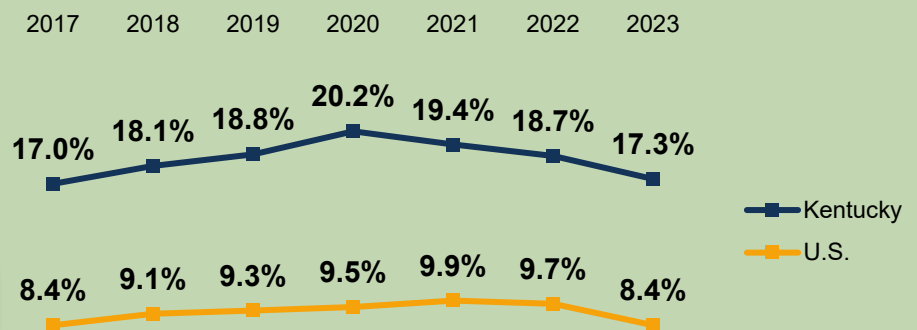
FAFSA Completion

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, student loans and some scholarships. Completing the FAFSA is the best way to unlock available aid and ensure no federal dollars are left on the table. Federal efforts to roll out a simplified FAFSA form for the 2024-25 academic year resulted in technical glitches and massive delays that are impacting hundreds of thousands of students nationally. In light of these issues, Kentucky expects increased volatility in the percentage of students who complete the form, and has stepped up assistance efforts for students and families.

	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22	2022-23	2023-24 Target
Overall	90.7%	90.7%	90.6%	87.5%	88.9%	88.6%	94.0%
URM	93.4%	92.9%	92.5%	89.1%	90.2%	90.8%	94.0%

■ Overall ■ URM

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 state financial aid than the U.S. average

	2017	2018	2019	2020	2021	2022	2023
Kentucky	17.0%	18.1%	18.8%	20.2%	19.4%	18.7%	17.3%
U.S.	8.4%	9.1%	9.3%	9.5%	9.9%	9.7%	8.4%

Source: FY 23 State Higher Education Finance Report, SHEEO

In 2023, 17.3% of Kentucky higher education funding went directly to students in the form of state grants and scholarships. The average annual award per student was $1,897, compared to the national average of $1,050.

STRATEGIC PRIORITY: TRANSITIONS

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

TRANSITIONS
State-Led Initiatives

CPE is working with its partners to help more high school students apply to college and make a successful postsecondary transition.

- **Commonwealth Education Continuum:** CPE continued to facilitate 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. Workgroups are focused on four areas in 2024: postsecondary affordability, K-12 educator workforce, P-20 competency framework and advising and transitional support.

- **Dual Credit and Early Postsecondary Opportunities:** CPE recently overhauled its dual credit policy, which now includes a 2030 statewide goal for 50% of Kentucky high school graduates to complete a dual credit course with a grade of "C" or higher. CPE staff held monthly webinars on dual credit, created and continuously improved an Early Postsecondary Opportunities Toolkit and provided numerous onsite workshops throughout the year.

- **The Great Admissions Redesign:** In early 2024, Lumina Foundation named CPE one of seven winners of The Great Admissions Redesign, a competition to revolutionize the admissions process and increase accessibility to higher education for all students. Led by CPE's Student Success Collaborative (KYSSC), the agency received $150,000 to address long-standing barriers and untapped potential in admissions and financial aid processes. The project also includes an artificial intelligence (AI) webinar series, open to the public, examining opportunities to use AI to shore up campus capacity and streamline the admissions process.

- **Equitable and Accelerated Pathways:** In 2023, CPE joined a national initiative called "Launch: Equitable and Accelerated Pathways for All." CPE leads ten state agency partners in expanding access to high-quality and equitable college and career pathways for all learners. In the first year of implementation, staff conducted equity analyses and needs assessments; participated in cross-state curated academies for each focus area (policy, data, partnerships, and funding); convened stakeholder focus groups and created a strategic action plan to increase access and equity for all in the areas of "credentials of value" and "seamless transitions."

- **Summer Bridge Programs:** CPE awarded over $325,000 in campus grants in 2024 for summer bridge programs, which bring rising first-year students to campus before the fall semester to improve their academic preparation. Grants (supported through federal ARPA funds) were awarded through a competitive RFP process based on specific criteria, including an independent evaluation of effectiveness and impact. In 2024, 27 campuses received up to $15,000 each.

- **Advising Outreach:** Over the past year, KAA produced monthly podcasts, webinars and other advising content through social media channels, as well as facilitating in-person professional learning sessions across the state. KAA has supported over 80% of K-12 public school districts while also garnering good participation from public two-year and four-year institutions. Through a partnership with the Education Strategy Group (ESG), KAA launched an online postsecondary advising toolkit to support educators serving in advising roles. The toolkit includes the newly created Kentucky Postsecondary Advising Framework. Additionally, KAA awarded mini-grants, reimbursable up to $5,000, to 17 Kentucky K-12 public schools and area technology centers to increase students' access to postsecondary opportunities, assist in student readiness for college enrollment and build the essential skills necessary for college and career success. Successful proposals supported college campus visits, family postsecondary awareness nights, activities to help students transition from high school to college and more.

- **GEAR UP Kentucky (GUK):** GUK served nearly 6,000 students in 12 school districts and nine partner postsecondary institutions in 2022-23, with a central goal of improving successful transitions between secondary and postsecondary education. Program staff provided over 18,000 hours of student advising, 19,000 hours of college and career readiness curricula and 1,910 hours of student leadership development programs. To provide early exposure to a postsecondary campus, 840 middle and high school students participated in a college visit, and 36 students attended a residential GUK Summer Academy at Morehead State University, where they completed three hours of free college credit. As a result, GUK saw significant gains in key outcomes over the previous year, including a five percentage-point increase in FAFSA completion, a ten percentage-point increase in college applications and a four percentage-point increase in college enrollment. GUK's program-wide average graduation rate exceeded the statewide rate for the fifth year in a row.

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. After declines caused by the global pandemic, enrollment has nearly returned to pre-COVID levels. 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). Low-income enrollment data for fall 2023 is not yet available and will be reported next year.

INSTITUTION	Fall 2017	Fall 2018	Fall 2019	Fall 2020 Baseline	Fall 2021	Fall 2022	Fall 2023	Fall 2023 Target
Eastern Kentucky University								
Overall	14,143	13,399	12,662	12,070	11,684	12,072	12,726	**12,250**
URM*	1,638	1,595	1,590	1,683	1,734	1,981	2,157	**No Goal**
Low-Income	5,529	5,168	4,817	4,533	4,412	4,587	NA	
Kentucky State University								
Overall	1,757	1,666	2,029	2,148	2,135	1,610	1,546	**2,212**
URM	942	879	1,156	1,429	1,470	1,182	1,162	**No Goal**
Low-Income	833	801	876	990	1,011	907	NA	
Morehead State University								
Overall	9,666	9,400	8,964	8,621	8,314	8,218	8,059	**8,700**
URM	664	729	716	700	735	758	783	**No Goal**
Low-Income	3,132	3,024	2,832	2,802	2,554	2,358	NA	
Murray State University								
Overall	8,636	8,142	8,215	7,939	7,735	7,756	8,111	**8,047**
URM	916	881	935	909	851	908	944	**No Goal**
Low-Income	2,605	2,522	2,514	2,435	2,380	2,380	NA	
Northern Kentucky University								
Overall	12,572	12,158	12,058	11,672	10,988	10,940	10,069	**11,854**
URM	1,620	1,580	1,613	1,632	1,540	1,547	1,523	**No Goal**
Low-Income	3,770	3,414	3,239	2,907	2,796	2,516	NA	
Western Kentucky University								
Overall	17,666	17,035	15,907	15,287	14,729	14,442	14,593	**15,746**
URM	2,739	2,640	2,534	2,621	2,581	2,534	2,724	**No Goal**
Low-Income	5,412	4,973	4,645	4,524	4,267	4,147	NA	

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.

Undergraduate Enrollment, Continued

INSTITUTION	Fall 2017	Fall 2018	Fall 2019	Fall 2020 Baseline	Fall 2021	Fall 2022	Fall 2023	Fall 2023 Target
University of Kentucky								
Overall	22,477	22,188	22,276	22,246	21,928	22,767	23,971	**23,000**
URM	3,725	3,655	3,682	3,752	3,810	3,932	4,157	**No Goal**
Low-Income	5,345	5,154	5,068	4,750	4,642	4,929	NA	
University of Louisville								
Overall	15,738	15,834	16,074	16,118	15,830	16,121	16,397	**16,500**
URM	3,420	3,644	3,772	4,065	4,128	4,578	4,930	**No Goal**
Low-Income	4,468	4,599	4,594	4,426	4,565	4,595	NA	
KCTCS								
Overall	77,679	77,809	78,484	70,233	69,978	73,956	78,771	**74,517**
URM	11,932	12,329	13,126	12,371	12,931	14,099	15,643	**No Goal**
Low-Income	31,873	30,413	29,700	26,532	25,463	25,254	NA	
Statewide (4-Yr. Publics)								
Overall	102,655	99,822	98,185	96,101	93,343	93,926	95,472	**129,981**
URM	15,664	15,603	15,998	16,791	16,849	17,420	18,380	**No Goal**
Low-Income	31,102	29,655	28,586	27,367	26,627	26,419	NA	

Source: Kentucky Postsecondary Education Data System (KPEDS)

Highlights

- Total undergraduate enrollment at public universities increased 1.6% over the previous year, from 93,926 in fall 2022 to 95,472 in fall 2023. Despite this gain, public universities fell short of the statewide target by 34,509 students.

- Enrollment at KCTCS climbed 6.5% over the same period, from 73,956 to 78,771. KCTCS supassed its 2023 target by 4,254 students.

- URM undergraduate enrollment at public universities and KCTCS increased 5.5% and 11%, respectively, from the previous year. Enrollment numbers for low-income students are not yet available.

- The majority of public universities experienced enrollment gains in fall 2023, lead by EKU with a 5.4% annual increase and UK with a 5.3% increase. Kentucky State University, Morehead State University and Northern Kentucky University experienced enrollment declines.
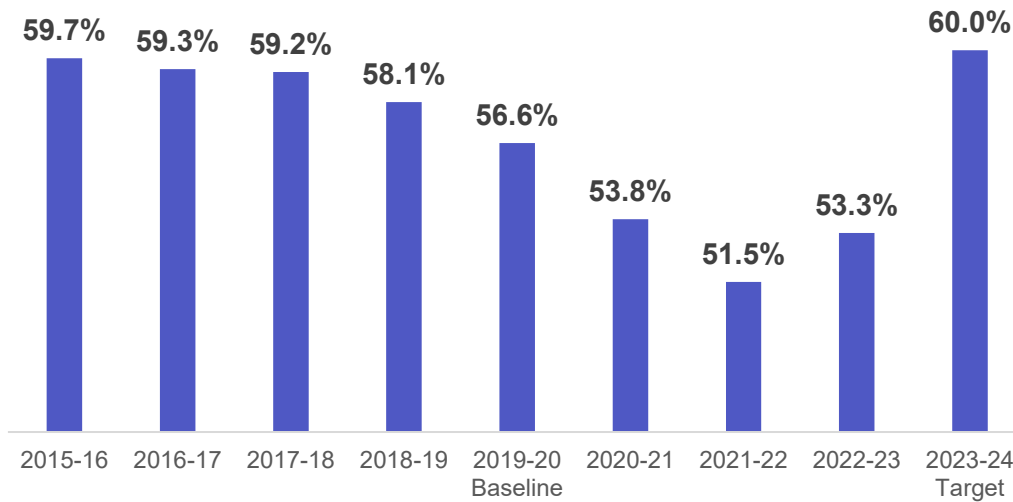
TRANSITIONS
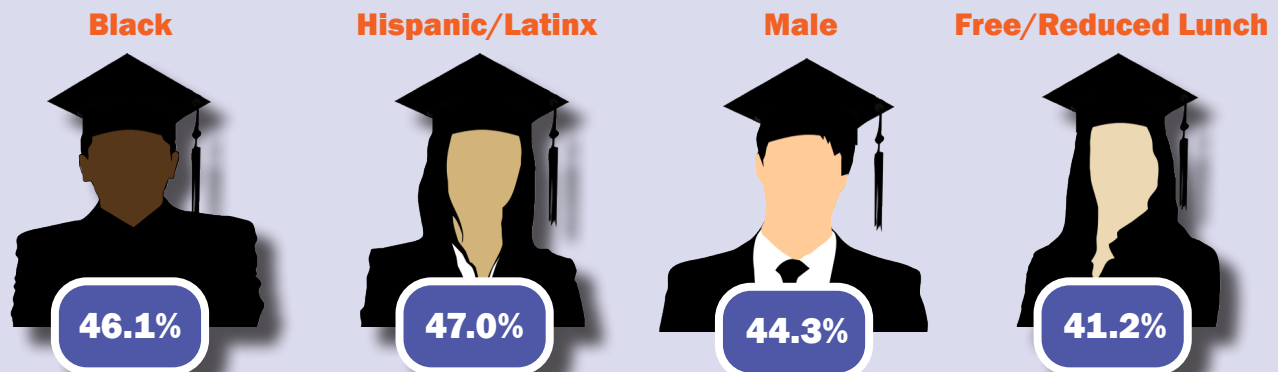## Key Performance Indicator

Immediate College-Going Rate

The immediate 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., 53.3% of students who graduated high school in 2022 were enrolled in college the following academic year, 2022-23). Access to National State Clearinghouse Data has enabled Kentucky to track students going to out-of-state institutions in select states. The national immediate college-going rate is around 62%.

59.7%	59.3%	59.2%	58.1%	56.6%	53.8%	51.5%	53.3%	60.0%
2015-16	2016-17	2017-18	2018-19	2019-20 Baseline	2020-21	2021-22	2022-23	2023-24 Target

Source: Kentucky Center for Statistics (KYSTATS)

Students underrepresented in college enroll at lower rates.

Overall, **53.3%** of Kentucky's high school class of 2021 went directly to college, but college going varied by race, ethnicity, gender and income.

Black	Hispanic/Latinx	Male	Free/Reduced Lunch
46.1%	47.0%	44.3%	41.2%

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.

- **Kentucky Student Success Collaborative (KYSSC):** KYSSC continued its work with both two- and four-year institutions through a grant from the James Graham Brown Foundation. Staff expanded outreach through direct partnerships, onsite professional development convenings, communities of practice and webinars. Key initiatives include Purpose First, Network Demonstration and the College Algebra Success Project. KYSSC also promotes resource sharing through the Impact ex-Change, an online platform for faculty and practitioners.

- **Students' Basic Needs:** The KYSSC expanded its work to assist postsecondary students in meeting their basic needs. After an in-depth analysis of benefit participation rates, CPE partnered with the Cabinet of Health and Family Services (CHFS) to place "kynectors" – CHFS employees who provide benefit eligibility screening, application assistance and referrals to community-based organizations for basic needs support – at each KCTCS college and Kentucky public university. Kynectors promote benefit programs such as SNAP (food assistance), CCAP (childcare assistance), KTAP (cash assistance), and Medicaid (healthcare assistance). CPE and KYSSC received a three-year grant from the ECMC Foundation of $1.5 million to support increasing childcare solutions for adult learners and workers with dependents; communications for basic needs resources; the creation of a basic needs data dashboard and backbone support to drive the basic needs agenda.

- **Improving Transfer:** CPE was selected by the National Association of System Heads (NASH) to participate in a Transfer NASH Improvement Community. Kentucky has used NASH's improvement science model to enhance transfer mapping processes. Data findings are being compiled into a change playbook that ultimately will serve as a resource for institutions.

- **Gateways to Opportunity:** CPE and KYSSC released a report on actions taken to improve the corequisite developmental education model and ensure it works equally well for all students. Specific focus was placed on three main objectives in mathematics and English: (1) center students' needs in the pursuit of scalable improvements in gateway courses; (2) strengthen communication and collaboration within and across institutions; and (3) remove barriers to equitable access and success in gateway courses across modalities.

- **2024 Student Success Summit:** The 13th annual Student Success Summit was held February 2024, in Bowling Green. The theme was "Partnerships that Work," and sessions focused on partnership development as a tool to advance student success and employer partnerships to meet workforce needs and improve the economic mobility of students. Over 400 practitioners attended.

- **Mental Health & Suicide Prevention:** The Jed Foundation, a national nonprofit that advances suicide prevention measures for teens and young adults, announced a four-year pilot program with CPE, KYSSC and KCTCS to evaluate, develop and deploy programming around mental health, suicide prevention and substance misuse for college students. The program will reach nearly 200,000 undergraduate and postgraduate students across Kentucky.

- **Focus on Adult Learners:** CPE expanded its efforts to promote and enhance Credit for Prior Learning (CPL) programs. Staff held a three-part webinar series on CPL, as well as two informational sessions during the 2024 Student Success Summit. CPE teamed up with Ithaka S+R, a non-profit educational research and consulting organization, to identify and reduce barriers that prevent adults from completing a postsecondary credential. This work will consider the impact of administrative holds and past due balances on students and administrators, explore policy opportunities to improve support for adult learners with some college and no credential and assess the readiness of Kentucky institutions to implement programs for stopped-out students.

- **Kentucky Graduate Profile:** CPE extended its work with the Kentucky Graduate Profile to all public postsecondary institutions. Each campus has an Academy Team working to infuse Kentucky's ten essential skills into the curriculum of every academic program, including general education. The goal of the Graduate Profile is to ensure every Kentucky graduate receives high-quality, relevant academic training for career success. This year, CPE is partnering with Competency-Based Education Network (C-BEN) to provide valid and reliable assessment measures for each of the ten essential skills. This work will be showcased at the 2024 Trusteeship Conference.

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 includes bachelor's degrees only (again, if a student earned multiple degrees, all are counted).

INSTITUTION	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22	2022-23	2023-24 Target
Eastern Kentucky University							
Overall	2,648	2,690	2,634	2,406	2,426	2,264	**2,500**
URM*	271	249	284	262	278	310	**275**
Low-Income	1,345	1,327	1,360	1,249	1,220	1,171	**1,300**
Kentucky State University							
Overall	222	212	137	154	150	153	**166**
URM	136	157	105	124	119	130	**135**
Low-Income	164	158	103	111	115	130	**121**
Morehead State University							
Overall	1,308	1,260	1,139	1,153	1,102	992	**1,200**
URM	79	101	73	70	109	79	**73**
Low-Income	765	708	634	669	620	584	**696**
Murray State University							
Overall	1,678	1,577	1,659	1,614	1,480	1,603	**1,675**
URM	159	144	183	146	155	142	**151**
Low-Income	725	680	753	737	669	703	**763**
Northern Kentucky University							
Overall	2,218	2,134	2,222	2,223	2,076	1,962	**2,300**
URM	237	256	253	304	279	244	**315**
Low-Income	1,005	954	947	986	892	800	**1,021**
Western Kentucky University							
Overall	3,038	2,984	3,042	2,843	2,794	2,526	**3,000**
URM	347	383	386	388	348	393	**414**
Low-Income	1,361	1,298	1,339	1,270	1,211	1,074	**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.

Undergraduate Degrees & Credentials, continued

INSTITUTION	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22	2022-23	2023-24 Target
University of Kentucky							
Overall	4,956	5,105	5,202	5,011	5,062	5,238	**5,406**
URM	661	740	777	734	723	800	**792**
Low-Income	1,457	1,501	1,499	1,452	1,507	1,441	**1,581**
University of Louisville							
Overall	3,041	3,049	3,112	2,991	2,923	2,938	**3,200**
URM	557	553	646	644	620	714	**689**
Low-Income	1,184	1,200	1,232	1,204	1,217	1,357	**1,288**
KCTCS							
Overall	35,418	37,128	39,291	39,458	38,090	39,920	**41,600**
URM	4,067	4,367	4,679	4,878	5,205	5,897	**5,263**
Low-Income	22,984	22,733	23,982	23,784	22,641	23,053	**25,020**
Statewide (Public Universities)							
Overall	19,109	19,011	19,147	18,395	18,013	17,676	**19,477**
URM	2,447	2,583	2,707	2,672	2,631	2,812	**2,823**
Low-Income	8,006	7,826	7,867	7,678	7,451	7,260	**8,111**

Source: Kentucky Postsecondary Education Data System (KPEDS)

Highlights

- Total bachelor's degrees awarded by public universities in 2022-23 fell 1.9% over the previous year, less steeply than in 2021-22 (-2.1%). Undergraduate degrees awarded to underrepresented minoritized (URM) students at public universities increased by 6.9%, while undergraduate degrees awarded to low-income students decreased by 2.6% over the same period.

- Credentials awarded by KCTCS were up 4.8% from the previous year. KCTCS URM degrees increased by 13.3%, while degrees awarded to low-income students rose by 1.8% over the same period.

- Four of the eight public universities increased bachelor's degree production in 2022-23. Murray's baccalaureate degree production was up 8.3%, KSU was up 2%, UK was up 0.5%, and UofL was up 0.2% from the previous year.

- Four public universities saw bachelor's degree production decline in 2022-23: Morehead's fell by 10%, WKU's by 9.6%, EKU's by 6.7% and NKU's by 5.5% over the previous year.

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	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22	2022-23	2023-24 Target
Eastern Kentucky University							
Overall	50.9%	50.0%	52.3%	52.3%	53.5%	55.0%	**56.0%**
URM*	38.8%	34.0%	38.2%	38.3%	40.5%	45.9%	**42.3%**
Low-Income	41.9%	38.3%	43.4%	44.0%	44.4%	45.3%	**48.0%**
Kentucky State University							
Overall	16.3%	25.8%	30.3%	38.2%	33.3%	28.4%	**40.0%**
URM	14.5%	24.2%	27.3%	41.1%	32.7%	27.7%	**33.0%**
Low-Income	15.8%	21.5%	29.2%	37.3%	34.2%	26.4%	**34.3%**
Morehead State University							
Overall	44.9%	45.9%	42.6%	44.7%	49.0%	49.3%	**48.5%**
URM	37.9%	43.4%	34.4%	33.1%	38.2%	41.0%	**36.9%**
Low-Income	38.6%	36.9%	32.9%	35.6%	39.0%	41.9%	**39.4%**
Murray State University							
Overall	55.4%	54.6%	53.1%	56.0%	61.7%	62.8%	**60.0%**
URM	41.6%	37.2%	33.3%	39.9%	47.6%	48.8%	**44.9%**
Low-Income	42.7%	38.6%	40.3%	41.3%	53.7%	50.9%	**46.3%**
Northern Kentucky University							
Overall	43.8%	47.7%	48.2%	49.7%	51.7%	49.5%	**54.0%**
URM	34.8%	38.0%	39.8%	41.1%	43.9%	39.3%	**45.9%**
Low-Income	32.7%	36.7%	36.4%	36.9%	38.3%	38.4%	**41.7%**
Western Kentucky University							
Overall	53.4%	51.6%	55.1%	57.4%	54.0%	56.1%	**59.0%**
URM	33.6%	34.7%	36.9%	40.7%	33.3%	36.1%	**43.0%**
Low-Income	39.9%	38.3%	41.5%	43.2%	40.4%	42.3%	**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.

Graduation Rate, continued

INSTITUTION	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22	2022-23	2023-24 Target
University of Kentucky							
Overall	65.8%	66.1%	66.0%	67.9%	68.5%	69.7%	**70.0%**
URM	54.2%	56.0%	53.0%	58.2%	57.2%	54.9%	**60.6%**
Low-Income	53.0%	54.5%	52.9%	55.2%	54.3%	54.3%	**58.3%**
University of Louisville							
Overall	56.6%	58.6%	60.4%	61.6%	62.2%	59.9%	**63.0%**
URM	56.0%	54.3%	53.7%	53.9%	57.2%	50.4%	**56.3%**
Low-Income	47.1%	48.3%	50.3%	50.6%	52.6%	48.2%	**53.1%**
KCTCS							
Overall	31.0%	33.9%	36.3%	40.4%	41.5%	44.2%	**43.2%**
URM	22.1%	22.7%	24.3%	28.7%	29.7%	31.8%	**32.4%**
Low-Income	28.1%	31.5%	32.7%	37.9%	38.0%	41.4%	**40.9%**
Statewide (Public Universities)							
Overall	54.5%	54.9%	56.4%	58.2%	59.2%	59.9%	**60.0%**
URM	42.7%	43.4%	44.0%	48.3%	48.4%	45.9%	**51.7%**
Low-Income	41.9%	41.5%	43.1%	44.9%	46.1%	46.6%	**48.4%**

Source: Kentucky Postsecondary Education Data System (KPEDS)

Highlights

- Overall, public universities increased the average six-year graduation rate by 0.7 of a percentage point, from 59.2% in 2021-22 to 59.9% in 2022-23. The six-year graduation rate for low-income students increased by half a percentage point, but the URM rate fell by 2.5 percentage points.

- KCTCS increased the average three-year graduation rate by 2.7 percentage points, from 41.4% in 2021-22 to 44.2% in 2022-23. The three-year graduation rate for URM students increased 2.1 percentage points, while the rate for low-income students increased 0.5 of a percentage point over the same period.

- Five of the eight public universities increased their graduation rate from the previous year (WKU was up 1.2 points, EKU was up 1.5 points, UK was up 1.2 points, Murray was up 1.1 points and Morehead was up 0.3 of a percentage point).

- The six-year graduation rate declined at three universities (KSU was down 4.9 points, UofL was down 2.3 points and NKU was down 2.2 points).

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	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22	2022-23	2023-24 Target
Eastern Kentucky University							
Overall	73.0%	75.1%	79.5%	73.9%	77.0%	79.6%	**77.0%**
URM*	72.0%	65.5%	80.2%	70.3%	72.7%	78.5%	**73.6%**
Low-Income	67.0%	70.2%	76.7%	69.9%	72.6%	75.3%	**73.2%**
Kentucky State University							
Overall	56.0%	65.6%	78.5%	70.4%	52.9%	60.8%	**73.0%**
URM	56.8%	67.0%	78.1%	70.7%	53.8%	61.2%	**75.0%**
Low-Income	63.5%	69.5%	81.0%	73.5%	51.1%	60.6%	**75.0%**
Morehead State University							
Overall	73.7%	73.2%	75.8%	69.8%	68.3%	69.5%	**75.0%**
URM	78.0%	68.5%	71.1%	63.0%	57.3%	58.9%	**68.2%**
Low-Income	69.5%	67.3%	73.1%	67.3%	63.4%	66.1%	**72.5%**
Murray State University							
Overall	79.3%	79.3%	81.1%	74.7%	77.4%	76.1%	**81.0%**
URM	73.6%	70.4%	75.3%	60.0%	71.4%	64.8%	**67.3%**
Low-Income	73.8%	73.6%	72.1%	67.1%	68.9%	71.6%	**73.4%**
Northern Kentucky University							
Overall	68.6%	72.1%	74.5%	70.0%	77.5%	77.8%	**78.0%**
URM	63.0%	69.1%	69.0%	60.2%	74.2%	75.1%	**68.7%**
Low-Income	61.2%	65.6%	69.1%	61.6%	69.0%	74.6%	**70.1%**
Western Kentucky University							
Overall	71.5%	72.9%	76.8%	72.8%	76.6%	78.0%	**76.0%**
URM	57.1%	59.5%	73.0%	65.9%	72.8%	74.7%	**70.1%**
Low-Income	62.7%	64.7%	69.9%	65.8%	71.3%	69.8%	**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.

Retention Rate, continued

INSTITUTION	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22	2022-23	2023-24 Target
University of Kentucky							
Overall	84.5%	85.0%	85.9%	85.7%	84.5%	86.7%	**87.0%**
URM	77.5%	78.5%	82.2%	79.8%	78.5%	81.1%	**81.7%**
Low-Income	76.4%	77.7%	81.2%	78.1%	77.8%	80.3%	**80.6%**
University of Louisville							
Overall	80.3%	80.1%	80.9%	76.6%	78.2%	80.5%	**83.0%**
URM	77.9%	75.4%	79.2%	74.3%	75.0%	77.3%	**81.3%**
Low-Income	74.5%	75.1%	78.0%	71.6%	72.2%	78.7%	**78.5%**
KCTCS							
Overall	53.3%	55.5%	57.1%	55.5%	57.3%	60.8%	**58.5%**
URM	45.4%	49.5%	50.9%	47.9%	51.8%	53.9%	**51.9%**
Low-Income	52.1%	54.5%	55.8%	55.3%	55.7%	58.4%	**58.5%**
Statewide (Public Universities)							
Overall	76.9%	78.2%	80.7%	76.9%	78.2%	80.7%	**80.0%**
URM	70.7%	71.5%	77.9%	71.5%	72.3%	75.7%	**76.6%**
Low-Income	69.2%	71.1%	75.5%	69.9%	70.7%	74.7%	**75.1%**

Kentucky Postsecondary Education Data System (KPEDS)

Highlights

■ First-year to second-year retention at public universities was up 2.5 percentage points, from 78.2% in 2021-22 to 80.7% in 2022-23, exceeding the 2023-24 target of 80% a year early. Retention rates for URM and low-income students also were up by 3.4 and 4 percentage points, respectively.

■ At KCTCS, retention increased 3.5 percentage points, from 57.3% in 2021-22 to 60.8% in 2022-23, exceeding the 2023-24 goal of 58.5% a year early. Retention rates for URM and low-income students increased by 2.1 and 2.7 percentage points, respectively.

■ Every public university except Murray (down 1.3 percentage points) increased retention in 2022-23, from a high of a 7.9 percentage-point gain at KSU to a 1.2 percentage-point gain at Morehead. EKU and WKU exceeded their 2023-24 retention goals a year ahead of schedule.
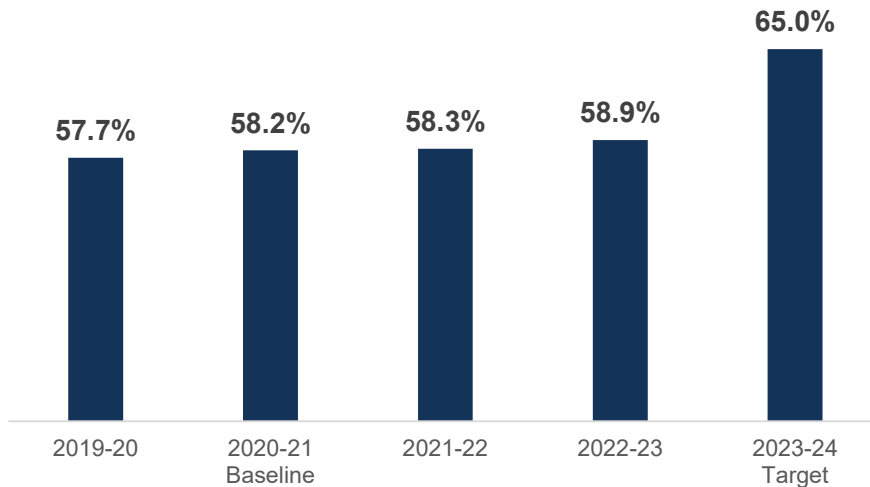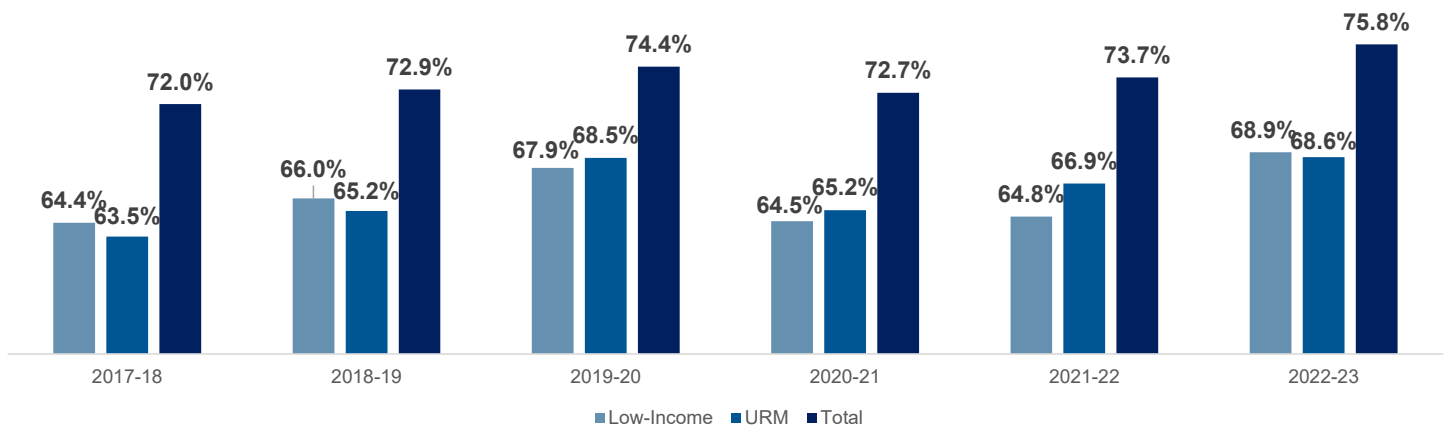
2-Year to 4-Year Transfer

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. While increasing, the transfer rate is not on pace to meet the 2023-24 target of 65%.

2019-20	2020-21 Baseline	2021-22	2022-23	2023-24 Target
57.7%	58.2%	58.3%	58.9%	65.0%

Source: Kentucky Postsecondary Education Data System (KPEDS).

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. Kentucky exceeded the 2023-24 statewide target of 75% a year ahead of schedule.

	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Low-Income	64.4%	66.0%	67.9%	64.5%	64.8%	68.9%
URM	63.5%	65.2%	68.5%	65.2%	66.9%	68.6%
Total	72.0%	72.9%	74.4%	72.7%	73.7%	75.8%

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.

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.

■ **Healthcare Workforce Collaborative (HWC):** The HWC's goal is to grow the pipeline of healthcare workers in Kentucky. HWC is comprised of healthcare professionals, institutional representatives and government and community partners, and it meets bimonthly to discuss short- and long-term solutions to Kentucky's healthcare worker shortage. The HWC oversaw $8 million in grants awarded to campuses to support healthcare academic programs, student recruitment into the programs and improved pathways from high school to college-level healthcare programs.

■ **Healthcare Workforce Collaboratory**: The Collaboratory brought together almost 200 policy experts, state leaders and representatives from college campuses and the healthcare industry to consider solutions for meeting healthcare workforce shortages and increasing future capacity. The event featured sessions and networking opportunities to help bridge the gap between postsecondary institutions and workforce partners. An awards ceremony recognized Secretary Eric Friedlander, Senator Robert Stivers and Representative Ken Fleming as 2023 Innovative Healthcare Leaders.

■ **Healthcare Workforce Investment Fund (HWIF)**: Established by HB 200, the HWIF is a public-private partnership to provide healthcare training scholarships for Kentucky resident students and incentives to reward high-performing healthcare professional programs. Staff has filed the appropriate regulations, established and convened a steering committee, developed an implementation plan and is preparing for the first submission of funding proposals in July 2024.

■ **Aerospace, Aviation and Defense Investment Fund:** CPE was tasked with administering the Kentucky Aerospace, Aviation and Defense Investment Fund. Eligibility for this fund not only includes postsecondary aviation programs, but also extends to public high school vocational programs. An advisory committee of industry and postsecondary experts will advise CPE staff and help set criteria for the fund's review processes. Currently the fund has not received an appropriation, but CPE is moving forward with administrative regulations and steering committee appointments.

■ **CLIMB-Health Initiative:** Career Ladders in Mental and Behavioral Health is an initiative for individuals with lived experience in addiction recovery. It provides participants with an initial peer support specialist certification, with the goal of encouraging them to obtain 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. Nine KCTCS colleges have committed to the initiative, and almost 1,000 students enrolled in the program in the first year. Each CLIMB college is collaborating with regional partners to develop expanded employer, agency and provider participation. Those partners were assembled for a day-long convening in May at The Campbell House in Lexington.

■ **Career Development Officers:** CPE launched the Career Development Officers (CDO) affinity group, which is comprised of workforce and career services professionals from the state's public and private postsecondary institutions. The group's purpose is to operate as a resource; to share innovative ideas, policies, and strategies; and to assist those on Kentucky campuses who oversee and work within career services or career development departments. Meetings occur bimonthly, and staff are in the midst of planning an in-person symposium for July 2024.

■ **CPE as a Liaison and Partner:** 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. Staff participates in the Statewide Workforce and Talent Team (SWATT), which ensures employees have the skills and credentials existing and prospective employers need. CPE also partners with the Kentucky Workforce Innovation Board (KWIB) and its subcommittees to identify high-demand occupations and prepare more Kentuckians for these openings.

■ **Research and Workforce Development Funding:** CPE oversaw the $2.2 million Workforce Development Trust Fund distribution to 15 community and technical colleges to increase capacity for programs that address industries' needs for critical workers. To date, universities have used 45% of the state's recent investment of $40M to the Bucks for Brains initiative.
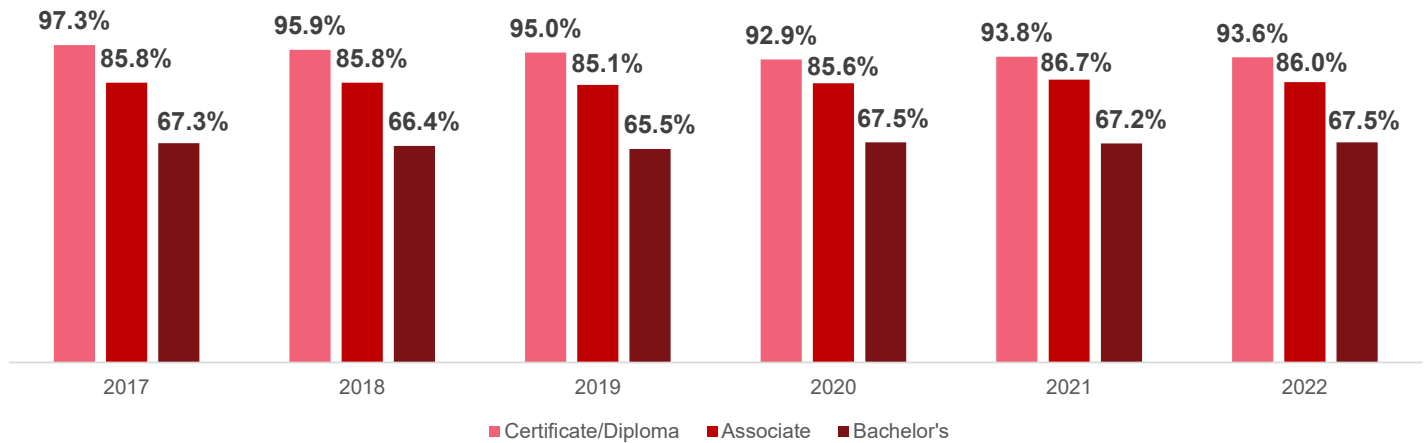
Graduates Working or Pursuing More Education

This indicator tracks the percentage of certificate, associate and bachelor's degree graduates working in Kentucky or pursuing additional education one year following graduation. Working status is determined by Kentucky wage records. Percentages for reporting year 2022 represent the percent of 2022 college graduates who were employed or seeking advanced degrees in 2023. Data needed to calculate these percentages are not available until the spring of 2024, which accounts for the lag time in reporting.

	2017	2018	2019	2020	2021	2022
Certificate/Diploma	97.3%	95.9%	95.0%	92.9%	93.8%	93.6%
Associate	85.8%	85.8%	85.1%	85.6%	86.7%	86.0%
Bachelor's	67.3%	66.4%	65.5%	67.5%	67.2%	67.5%

Source: Kentucky Center for Statistics (KYSTATS)

Median Annual Wages After Graduation in Kentucky

	Cert. Grads	Associate Grads	Bachelor's Grads	Master's Grads
3 Years Out:	$23,547	$37,485	$38,421	$54,219
5 Years Out:	$25,883	$40,106	$43,110	$56,649
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 demands 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 populations, but progress is monitored.

INSTITUTION	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22	2022-23	2023-24 Target
Eastern Kentucky University							
Overall	876	926	862	827	825	818	**900**
URM*	77	78	80	98	120	109	**No Goal**
Kentucky State University							
Overall	63	51	30	29	37	49	**50**
URM	19	17	9	13	16	24	**No Goal**
Morehead State University							
Overall	315	312	293	237	247	203	**250**
URM	22	19	35	23	21	20	**No Goal**
Murray State University							
Overall	605	470	500	623	610	672	**680**
URM	44	32	41	53	63	76	**No Goal**
Northern Kentucky University							
Overall	587	617	717	1,218	1,485	1,659	**1,300**
URM	77	72	105	151	215	293	**No Goal**
Western Kentucky University							
Overall	930	834	868	796	791	762	**825**
URM	103	119	107	120	112	113	**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.

TALENT
Key Performance Indicator

INSTITUTION	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22	2022-23	2023-24 Target
University of Kentucky							
Overall	2,143	2,212	2,244	2,182	2,509	2,961	**2,300**
URM	183	220	237	277	323	405	**No Goal**
University of Louisville							
Overall	1,970	1,992	1,945	2,077	2,269	2,336	**2,150**
URM	332	323	327	364	503	485	**No Goal**
Statewide (Public Universities)							
Overall	7,489	7,414	7,459	7,989	8,773	9,460	**8,455**
URM	857	880	941	1,099	1,373	1,525	**No Goal**

Source: Kentucky Postsecondary Education Data System (KPEDS)

Highlights

- Public universities increased graduate degree production by 7.8%, from 8,773 in 2021-22 to 9,460 in 2022-23. Graduate degrees awarded to URM and low-income students also increased by 11.1% and 0.7%, respectively.

- Five of the eight public universities awarded more graduate degrees in 2022-23 than in the previous year: KSU (up 32.4%), UK (up 18.0%), NKU (up 11.7%), Murray (up 10.2%) and UofL (up 3.0%).

- Three public universities experienced declines in graduate degree production: Morehead (down 17.8%), WKU (down 3.7%) and EKU (down 0.8%).
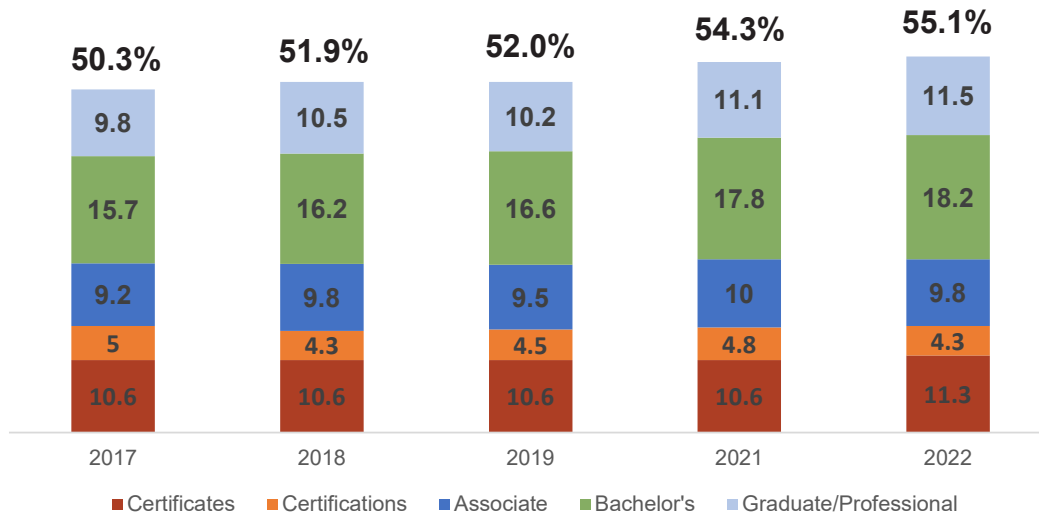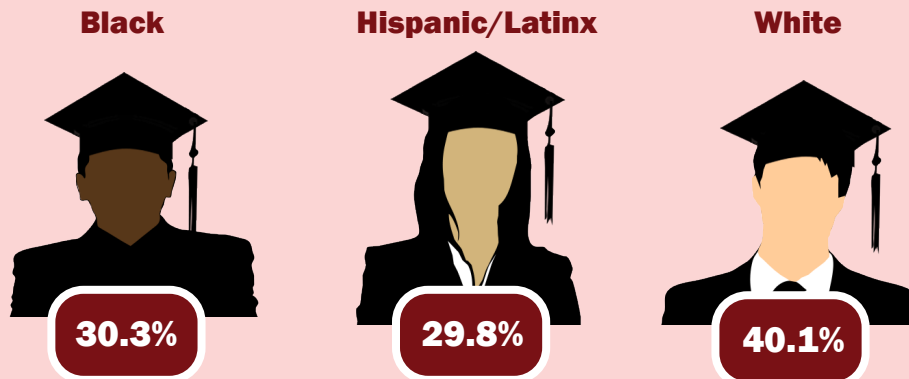
Statewide Educational Attainment Rate

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.

	2017	2018	2019	2021	2022
Total	50.3%	51.9%	52.0%	54.3%	55.1%
Graduate/Professional	9.8	10.5	10.2	11.1	11.5
Bachelor's	15.7	16.2	16.6	17.8	18.2
Associate	9.2	9.8	9.5	10	9.8
Certifications	5	4.3	4.5	4.8	4.3
Certificates	10.6	10.6	10.6	10.6	11.3

■ Certificates ■ Certifications ■ Associate ■ Bachelor's ■ Graduate/Professional

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 certfications) from Kentucky's attainment rate enables a comparison of adult degree attainment (associate and above) by race/ethnicity. More must be done to ensure equitable educational opportunities for all Kentuckians.

Black	Hispanic/Latinx	White
30.3%	29.8%	40.1%

Source: Lumina Foundation, "A Stronger Nation: Kentucky's Progress Toward the Goal," www.luminafoundation.org/stronger-nation/report, 2022.

STRATEGIC PRIORITY: VALUE

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

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.

- **#KyHigherEdMatters:** The statewide advocacy campaign continues through social media and other channels, despite the lack of dedicated funding. Staff are researching ways to expand this work and collaborate with campuses to promote a unified message.

- **Legislative Outreach:** President Thompson and his leadership staff engaged in numerous conversations with the governor, executive branch staff, legislators, legislative staff and members of state and federal education organizations on issues affecting higher education in Kentucky. Additionally, CPE advised key legislators and staff throughout the budget development process, served as a key resource on several bills and provided testimony before and during the 2024 Regular Session of the Kentucky General Assembly.

- **Community Outreach**: President Thompson and CPE leadership held numerous meetings and events throughout the state to advocate for the value of higher education. Audiences included statewide and local Chambers of Commerce, Toyota, Kentucky Hospital Association and Fort Campbell. This outreach is broadening the agency's reach and helping CPE secure additional funding opportunities.

- **Direct Marketing Outreach:** CPE promoted its work through multiple avenues including news releases, op-eds and weekly infographics. CPE News now has nearly 10,000 unique subscribers, exceeding benchmark standards for government organizations. Additionally, CPE's news releases and infographics often are the catalyst for media stories and interviews.

- **Social Media Outreach:** The social media accounts for CPE and President Thompson continue to grow, 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 outreach and engagement.

- **Direct Media & Outreach:** President Thompson and key leadership staff were interviewed by state and national media outlets nearly 100 times, and they provided over 100 keynote or plenary presentations at state and national conferences and events.

- **Weekly infographics:** Each week, CPE distributes a #KYHigherEdMatters Infographic of the Week - which features CPE, state or national data related to higher education trends - to 4,000 email subscribers and almost 4,000 social media followers through CPE's channels. In addition, these graphics are distributed to President Thompson's social media accounts, broadening distribution to approximately 8,900 users.

- **Research and Publications:** CPE released several key research reports this past year, including a study on undergraduate student debt, a report on DEI best practices, reports on gateway courses and improving transfer, a student basic needs report and the annual progress report on strategic agenda key indicators. These publications continue to solidify CPE's reputation as a trusted and reliable provider of higher education content.

- **External Funding:** CPE's reputation as an organization that creates value is corroborated by the increase in external funding in recent years. Grants from organizations like the James Graham Brown Foundation, Lumina, Save the Children, Cabinet for Health and Family Services and NASH enhance CPEs ability to affect change in Kentucky higher education. In total, CPE has been entrusted with several multi-year grants from national, state and community organizations totaling over $36 million.
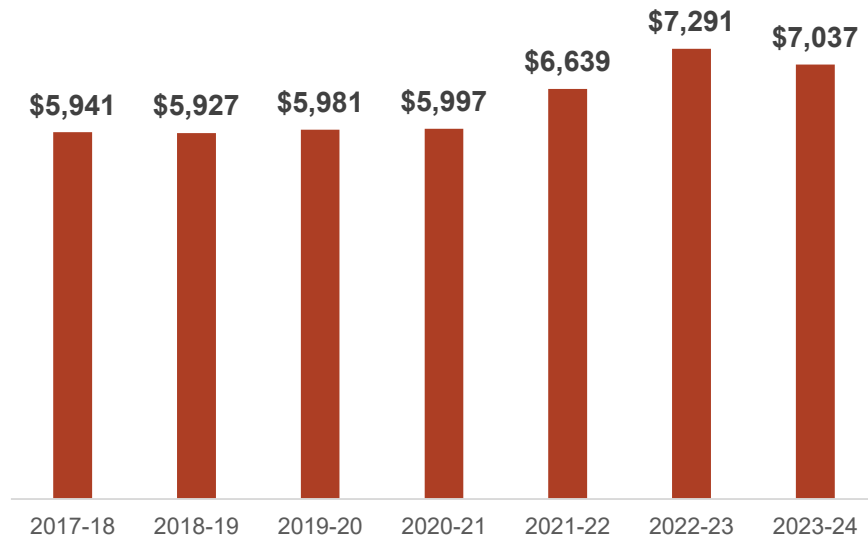
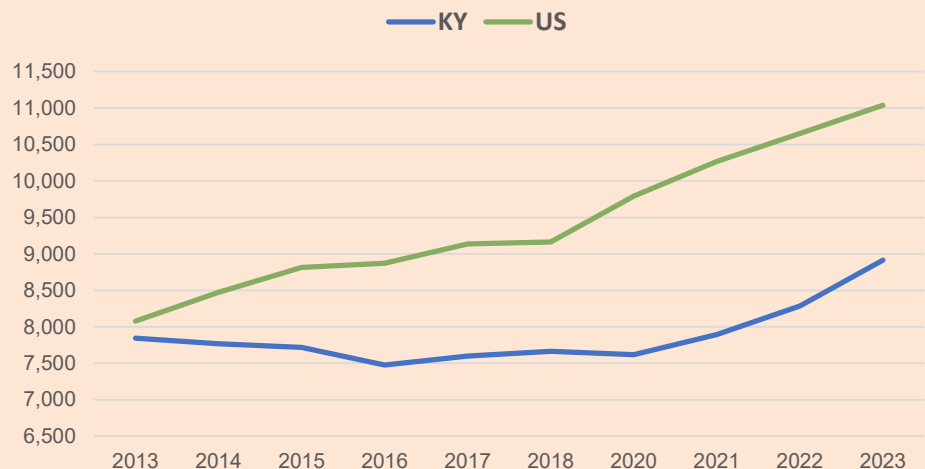## Net General Fund Appropriations per Full-Time Equivalent (FTE) Student

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 decreased 3.5% from the previous year but is still higher than the baseline.

2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
$5,941	$5,927	$5,981	$5,997	$6,639	$7,291	$7,037

Source: Kentucky Postsecondary Education Data System (KPEDS)

Per Student State Higher Education Appropriations Over Time

Because colleges and universities can raise revenue by increasing tuition, higher education typically experiences cuts when budgets are tight. Nationally, 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. Kentucky's state appropriations per FTE has only recently begun to rebound; as a result, it is about 81% of the U.S. average.

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 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 in September 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 minoritized propulation. 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 minoritized population. This metric does not apply to KCTCS.

- **First-Year to Second-Year Retention.** The percentage of first-time, underrepresented minoritized 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 minoritized 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 minoritized and low-income students.

- **Faculty/Tenure Track Employees.** The percentage of full-time faculty/tenure-track employees who are from an underrepresented minoritized 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 minoritized 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 diversity 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.

CPE and the CEO currently are reviewing the annual campus diversity planing process and metrics and expect signficant revisions after next year.

EQUITY
Diversity, Equity & Inclusion Plan Metrics

Undergraduate & Graduate Enrollment

INSTITUTION	Fall 2017	Fall 2018	Fall 2019	Fall 2020 Baseline	Fall 2021	Fall 2022	Fall 2023 Target
Eastern Kentucky University							
UG Black, Non-Hispanic Only	5.6%	5.6%	5.6%	5.8%	5.8%	6.4%	**6.0%**
UG Hispanic or Latinx	2.8%	3.0%	4.6%	4.1%	4.5%	5.5%	**5.0%**
UG URM	11.6%	11.9%	12.6%	13.9%	14.8%	17.0%	**15.0%**
Graduate URM	10.4%	10.8%	11.3%	13.1%	14.8%	15.5%	**13.5%**
KCTCS							
UG Black, Non-Hispanic Only	7.9%	8.0%	8.2%	8.5%	8.5%	8.7%	**9.2%**
UG Hispanic or Latinx	4.2%	4.4%	4.9%	5.3%	5.8%	6.8%	**6.0%**
UG URM	15.4%	15.8%	16.7%	17.6%	18.5%	19.9%	**19.0%**
Kentucky State University							
UG Black, Non-Hispanic Only	48.2%	46.3%	51.5%	59.8%	63.3%	69.9%	**61.0%**
UG Hispanic or Latinx	2.0%	2.9%	2.4%	3.2%	1.9%	1.6%	**4.0%**
UG URM	53.6%	52.8%	57.0%	66.5%	68.9%	75.2%	**68.0%**
Graduate URM	43.2%	42.6%	46.5%	50.0%	53.5%	39.2%	**52.0%**
Morehead State University							
UG Black, Non-Hispanic Only	3.1%	3.2%	3.0%	2.8%	2.9%	2.7%	**3.0%**
UG Hispanic or Latinx	1.8%	2.1%	2.1%	2.4%	2.7%	3.4%	**2.8%**
UG URM	6.9%	7.8%	8.0%	8.1%	8.8%	9.7%	**8.2%**
Graduate URM	6.4%	9.5%	11.5%	11.5%	10.9%	10.5%	**11.6%**
Murray State University							
UG Black, Non-Hispanic Only	5.8%	5.7%	5.7%	5.7%	5.4%	5.4%	**7.0%**
UG Hispanic or Latino	1.9%	2.2%	2.3%	2.6%	2.5%	3.1%	**3.1%**
UG URM	10.6%	10.8%	11.4%	11.5%	11.0%	11.6%	**11.5%**
Graduate URM	8.9%	10.0%	9.6%	12.4%	13.0%	12.9%	**13.5%**
Northern Kentucky University							
UG Black, Non-Hispanic Only	6.7%	6.5%	6.4%	6.5%	6.4%	6.6%	**6.7%**
UG Hispanic or Latinx	3.2%	3.3%	3.6%	4.0%	4.2%	4.7%	**4.5%**
UG URM	12.9%	13.0%	13.4%	14.0%	14.0%	15.1%	**14.5%**
Graduate URM	12.8%	13.3%	15.3%	16.7%	18.5%	19.8%	**18.0%**
University of Kentucky							
UG Black, Non-Hispanic Only	7.7%	7.4%	7.1%	7.1%	7.1%	6.6%	**7.7%**
UG Hispanic or Latinx	4.8%	4.9%	5.2%	5.6%	5.8%	6.4%	**6.0%**
UG URM	16.6%	16.5%	16.5%	16.9%	17.4%	17.3%	**17.7%**
Graduate URM	8.9%	9.7%	10.4%	11.8%	12.6%	14.8%	**13.0%**

Undergraduate and Graduate Enrollment, continued

INSTITUTION	Fall 2017	Fall 2018	Fall 2019	Fall 2020 Baseline	Fall 2021	Fall 2022	Fall 2023 Target
University of Louisville							
UG Black, Non-Hispanic Only	11.3%	11.7%	11.9%	12.9%	13.7%	15.4%	**14.5%**
UG Hispanic or Latinx	4.8%	5.3%	5.3%	6.0%	6.5%	8.3%	**7.4%**
UG URM	21.7%	23.0%	23.5%	25.2%	26.1%	30.1%	**26.5%**
Graduate URM	15.3%	15.8%	17.2%	18.1%	18.9%	20.8%	**19.5%**
Western Kentucky University							
UG Black, Non-Hispanic Only	8.5%	8.1%	8.0%	8.6%	8.4%	8.1%	**9.6%**
UG Hispanic or Latinx	3.4%	3.7%	4.2%	4.5%	5.1%	6.1%	**5.5%**
UG URM	15.5%	15.5%	15.9%	17.1%	17.5%	18.7%	**18.0%**
Graduate URM	13.6%	15.1%	15.9%	17.3%	16.9%	18.0%	**18.3%**

Source: Kentucky Postsecondary Education Data System (KPEDS)

Workforce Diversity

INSTITUTION	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22	2022-23	2023-24 Target
Eastern Kentucky University							
Tenured/Tenure-Track Faculty	7.3%	6.6%	6.5%	6.6%	7.8%	9.3%	**7.4%**
Management Occupations	11.2%	9.8%	9.4%	9.2%	9.5%	10.4%	**10.0%**
KCTCS							
FTE Instructional Staff	6.0%	6.2%	6.6%	6.6%	6.6%	7.0%	**NG***
Management Occupations	13.2%	12.1%	12.8%	12.2%	11.0%	12.2%	**NG***
Kentucky State University							
Tenured/Tenure-Track Faculty	40.4%	38.8%	44.9%	38%	38.9%	39.2%	**45.0%**
Management Occupations	70.7%	69.6%	70.7%	68.9%	62.8%	57.1%	**70.0%**
Morehead State University							
Tenured/Tenure-Track Faculty	7.0%	6.5%	7.2%	7.2%	8.1%	8.5%	**7.5%**
Management Occupations	4.4%	1.7%	3.3%	3.2%	11.1%	7.5%	**5.0%**
Murray State University							
Tenured/Tenure-Track Faculty	5.9%	6.7%	7.4%	7.5%	7.7%	5.8%	**9.0%**
Management Occupations	8.3%	8.0%	7.7%	8.3%	9.3%	10.4%	**10.0%**
Northern Kentucky University							
Tenured/Tenure-Track Faculty	9.5%	8.9%	10.7%	10.2%	10.7%	9.7%	**11.0%**
Management Occupations	9.0%	12.0%	13.6%	17.5%	18.0%	20.7%	**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	2017-18	2018-19	2019-20	2020-21 Baseline	2021-22	2022-23	2023-24 Target
University of Kentucky							
Tenured/Tenure-Track Faculty	8.1%	8.0%	8.6%	9.2%	9.7%	10.0%	**11.0%**
Management Occupations	6.4%	7.6%	8.1%	8.3%	9.0%	10.5%	**10.0%**
University of Louisville							
Tenured/Tenure-Track Faculty	10.9%	10.6%	10.4%	11.0%	11.1%	11.1%	**12.5%**
Management Occupations	10.9%	12.8%	12.7%	12.7%	11.3%	12.6%	**14.0%**
Western Kentucky University							
Tenured/Tenure-Track Faculty	8.9%	9.6%	9.2%	9.7%	9.6%	10.6%	**10.7%**
Management Occupations	14.6%	12.8%	12.0%	13.3%	9.0%	9.4%	**15.3%**

Source: Kentucky Postsecondary Education Data System (KPEDS)

Progress of Kentucky URM Students: 5-Year Trend

	Total Enrollment	Degrees & Credentials	Retention Rate
URM	↑ 29.4%	↑ 42.6%	↑ 5.0 ppt
TOTAL	↑ 5.2%	↑ 15.1%	↑ 3.8 ppt

From 2017-18 through 2022-23, 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. Retention rates are 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 over 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	2013-14	2014-15	2015-16 Baseline	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Fall Total Headcount Enrollment										
Undergraduate	28,855	27,602	27,598	27,831	28,626	29,833	30,655	30,931	30,700	31,232
Graduate	7,340	7,600	8,320	10,491	15,532	22,346	25,222	26,336	24,650	23,171
Six-Year Graduation Rate										
Overall	49.1%	48.3%	47.4%	48.1%	49.0%	51.3%	50.8%	51.2%	49.6%	51.0%
URM	34.4%	32.5%	32.4%	32.9%	34.6%	39.2%	37.1%	39.6%	36.5%	44.3%
1st Year to 2nd Year Retention										
Overall	69.7%	70.8%	67.6%	68.4%	69.7%	69.7%	71.3%	64.5%	70.1%	69.0%
URM	57.9%	63%	63.5%	60.4%	65.6%	67.4%	67.2%	58.1%	65.6%	63.0%
Degrees Awarded										
Bachelor's - Total	4,538	4,573	4,704	4,570	4,557	4,716	4,718	5,028	5,161	5,252
Bachelor's - URM	482	523	577	519	546	570	633	701	721	767
Bachelor's - STEM	1,093	1,129	1,169	1,187	1,176	1,275	1,301	1,386	1,278	1,292
Graduate Degrees	2,718	2,714	2,864	3,253	4,150	5,891	8,348	7,739	8,487	7,925

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 Cumberlands, Williamsburg**