



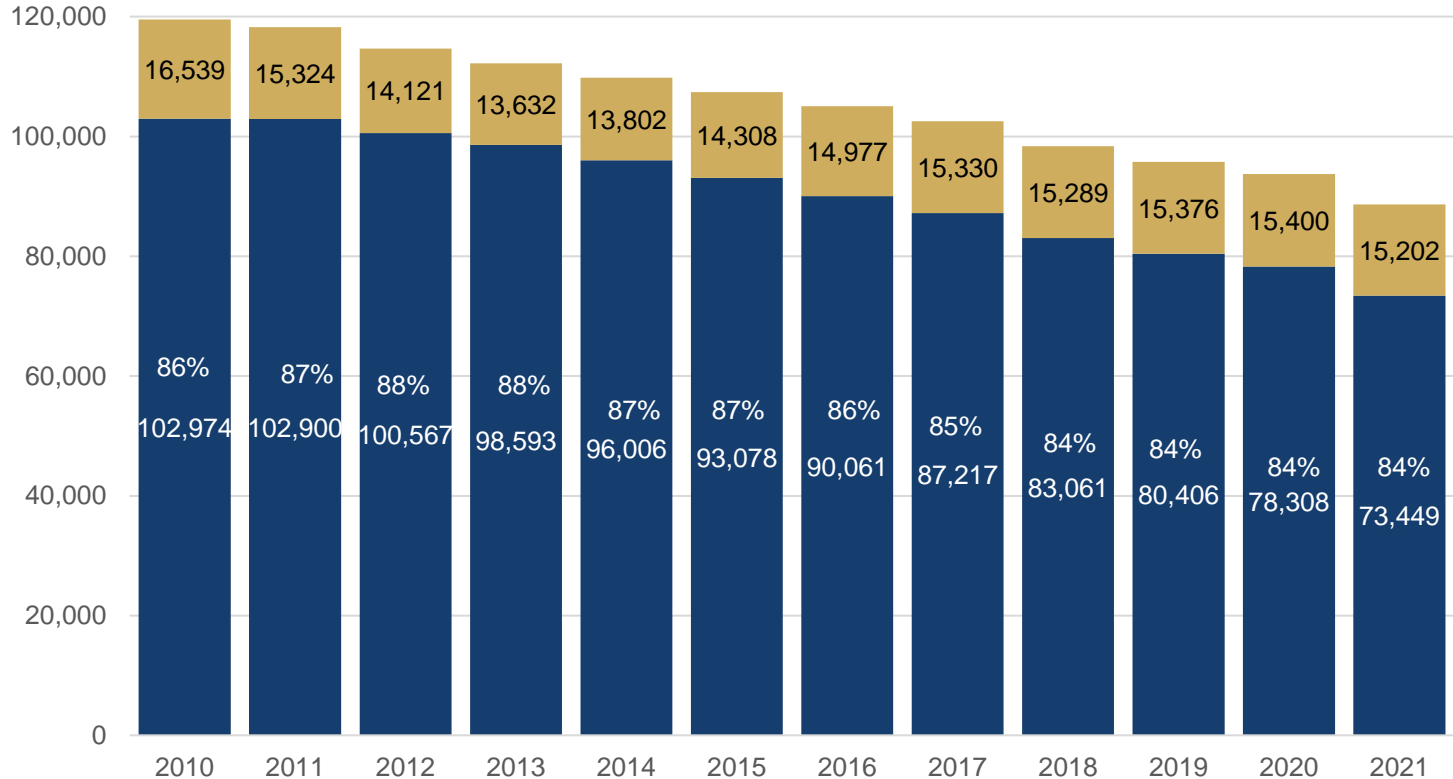
# Equity- Focused Metrics & Measurements

# PA State System of Higher Education



Pennsylvania's  
**STATE SYSTEM**  
of Higher Education

# Historical Headcount Enrollment Undergraduate and Graduate



Fall Headcount Enrollment

■ Undergraduate ■ Graduate

Undergraduate enrollment has decreased from 86% to 84% of total enrollment.

Fall	Headcount	Percent Change	
		Annual	Cumulative (since 2010)
2011	118,224	-1.1%	-1.1%
2012	114,688	-3.0%	-4.0%
2013	112,225	-2.1%	-6.1%
2014	109,808	-2.2%	-8.1%
2015	107,386	-2.2%	-10.1%
2016	105,038	-2.2%	-12.1%
2017	102,547	-2.4%	-14.2%
2018	98,350	-4.1%	-17.7%
2019	95,782	-2.6%	-19.9%
2020	93,708	-2.2%	-21.6%
2021	88,651	-5.4%	-25.8%

	Fall 2010	Fall 2020	Fall 2021
Underrepresented Minority	12.5%	20.1%	19.8%
Non-Traditional	10.4%	9.6%	9.8%
Out-of-State	11.3%	11.3%	11.7%
Full-time	84.1%	78.9%	78.2%

Source: Student Data Warehouse; student submission official fall freeze, end of 15<sup>th</sup> day

# PASSHE Mission

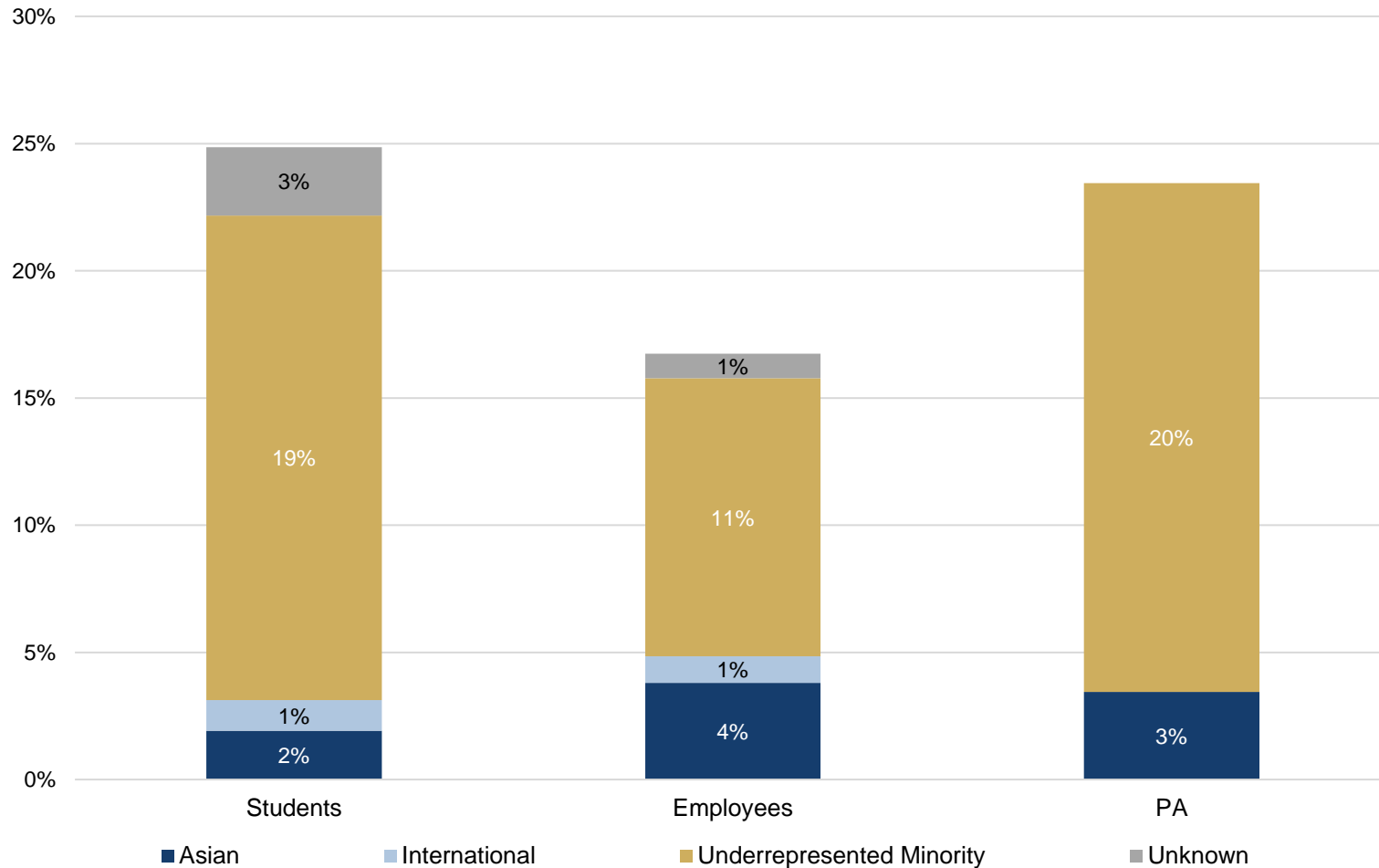
The mission of the System is as relevant today as it was at its founding: to provide **high-quality education at the lowest possible** cost to students; to **increase educational attainment** in the Commonwealth of Pennsylvania; to prepare students at the undergraduate and graduate levels for **professional and personal success** in their lives; and to **contribute to the economic, social, and cultural development** of Pennsylvania's communities, the commonwealth, and the nation.

## How does this relate to DEI?

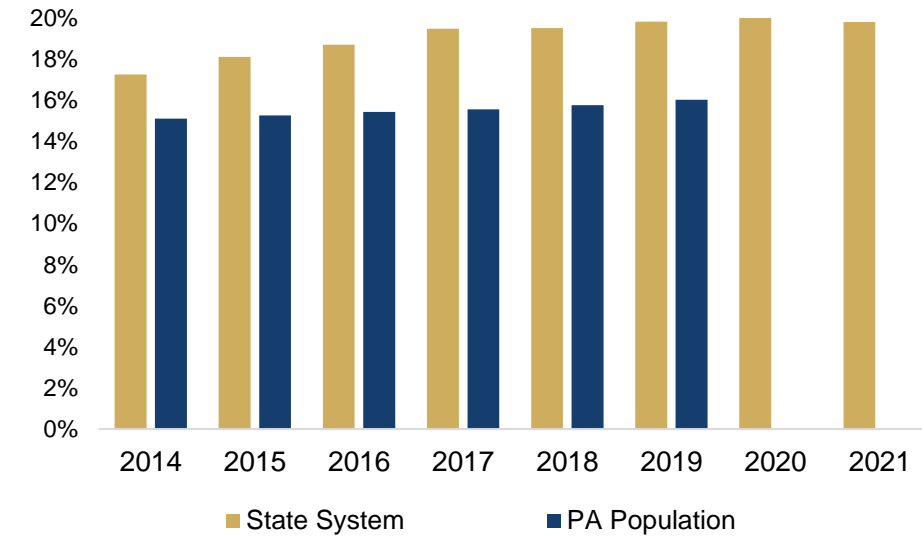
- “The State System and its universities are committed to cultivating diverse, equitable, and inclusive environments that allow all members of the State System community to thrive”
- Centralized office created in August of 2020 to engage institutional and system leaders to develop, implement, and evaluate outcomes-based strategies that address inequities in all areas.

# The System Enrolls a Disproportionate Number of URM Students

**Pennsylvania and State System Minority Population**

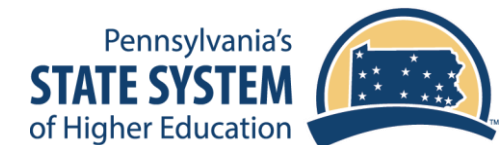


**Population Growth of Underrepresented Minority Groups in Pennsylvania and the State System of Higher Education**



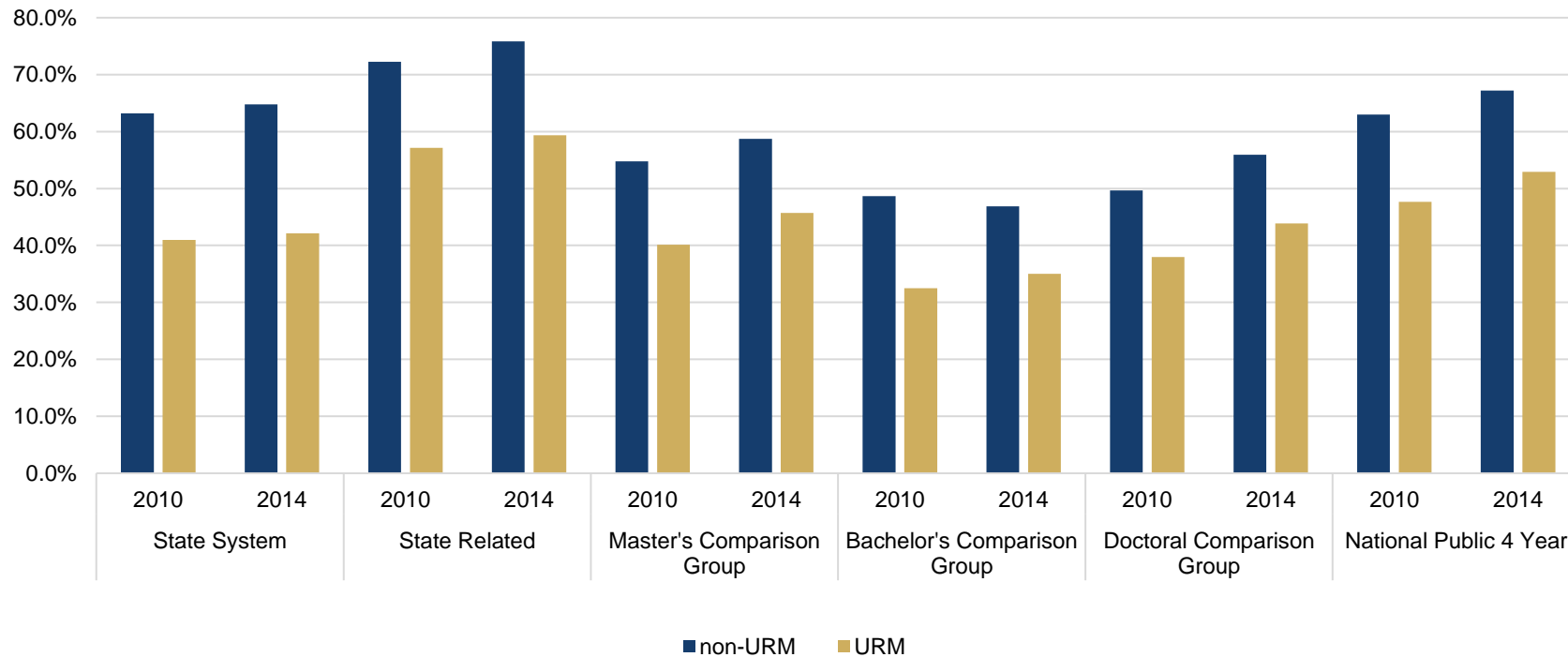
Source: State System Student Data Warehouse, ACS 5 year estimates  
 Note: Underrepresented Minority includes, American Indian or Alaska Native, Black or African American, Hispanic, and Two or More Races

Source: State System Student Data Warehouse, Integrated Postsecondary Education Data System (IPEDS), ACS 5 year estimates  
 Note: Underrepresented Minority includes American Indian or Alaska Native, Black or African American, Hispanic, and Two or More Races.  
 Employees exclude Graduate Assistants and Non-Credit Lecturers.



# Six-year Graduation Rates for URM and non-URM students

**Six-year Graduation Rates of non-URM and URM  
First-time, Full-time, Bachelor's Degree-seeking Students by Comparator Universities**

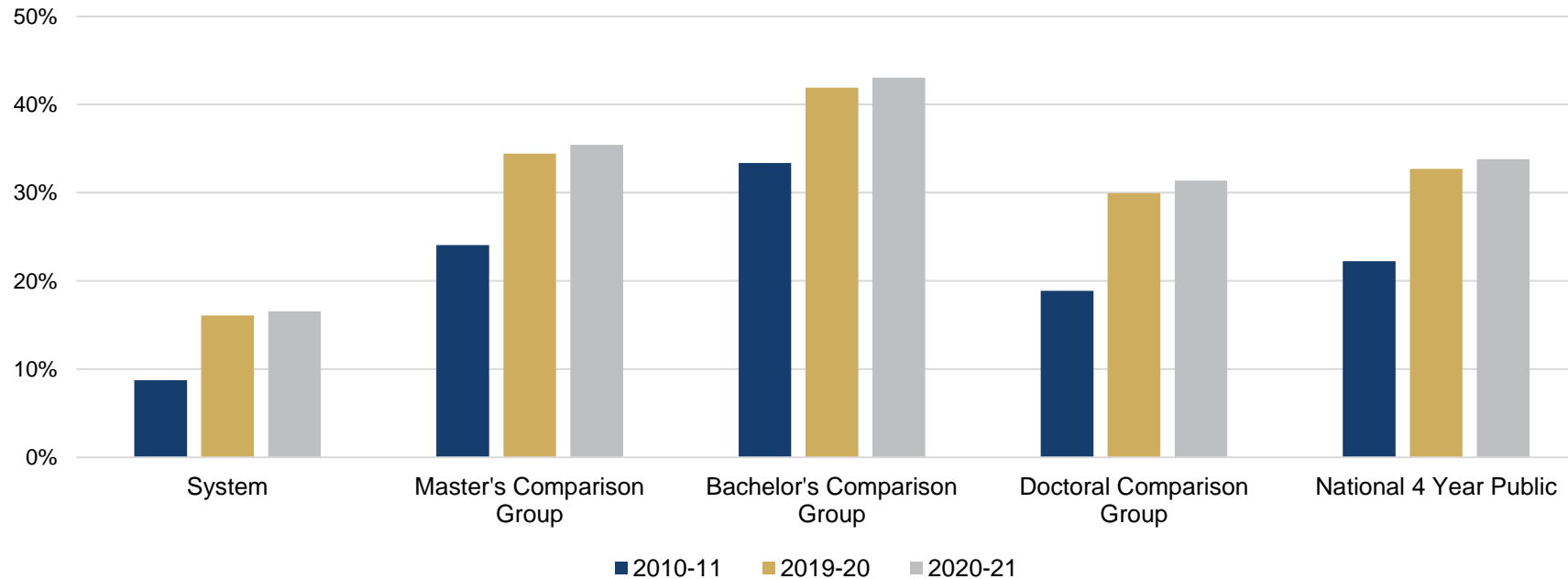


Source: State System Data - State System Student Data Warehouse, Annual Data Collection; Comparator data - Integrated Postsecondary Education Data System (IPEDS)

Notes: Non URM includes White, Asian, and Native Hawaiian or Other Pacific Islander. URM includes American Indian or Alaska Native, Black or African American, Hispanic, and Two or More Races. Data excludes Nonresident Alien and Race Unknown.. State System is System rate, which includes intra-System transfers. Comparator Data is weighted by institution size.

# Conferred Degrees for Underrepresented Minority Students with Comparators

**Pennsylvania's State System of Higher Education  
Percentage of Total Degrees Conferred for  
Underrepresented Minorities, by Comparator Universities**

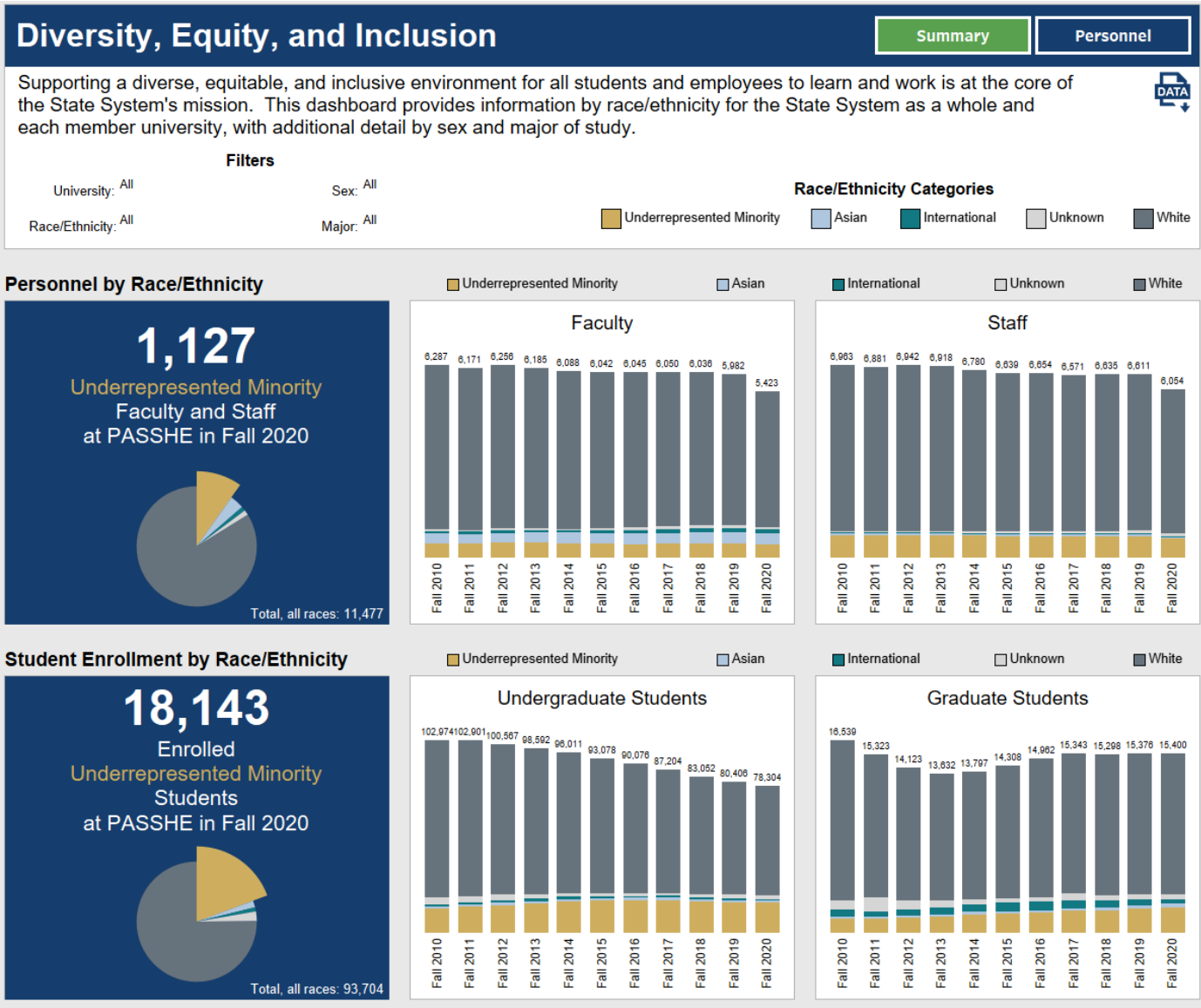


Source: Integrated Postsecondary Education Data System (IPEDS)

Notes: Comparator Data is weighted by institution size. Comparison groups are Public, 4 year or above, Degree granting institutions, grouped by Carnegie Classifications. Bachelor's Comparator Group includes Baccalaureate Colleges: Arts & Sciences, Diverse Fields, Mixed Baccalaureate/Associate's. Doctoral comparator group includes Doctoral/Professional Universities only. Beginning with the collection of 2021-22 data, Indiana and West Chester will be classified in the Doctoral High Research Carnegie Classification.

# DEI Dashboard

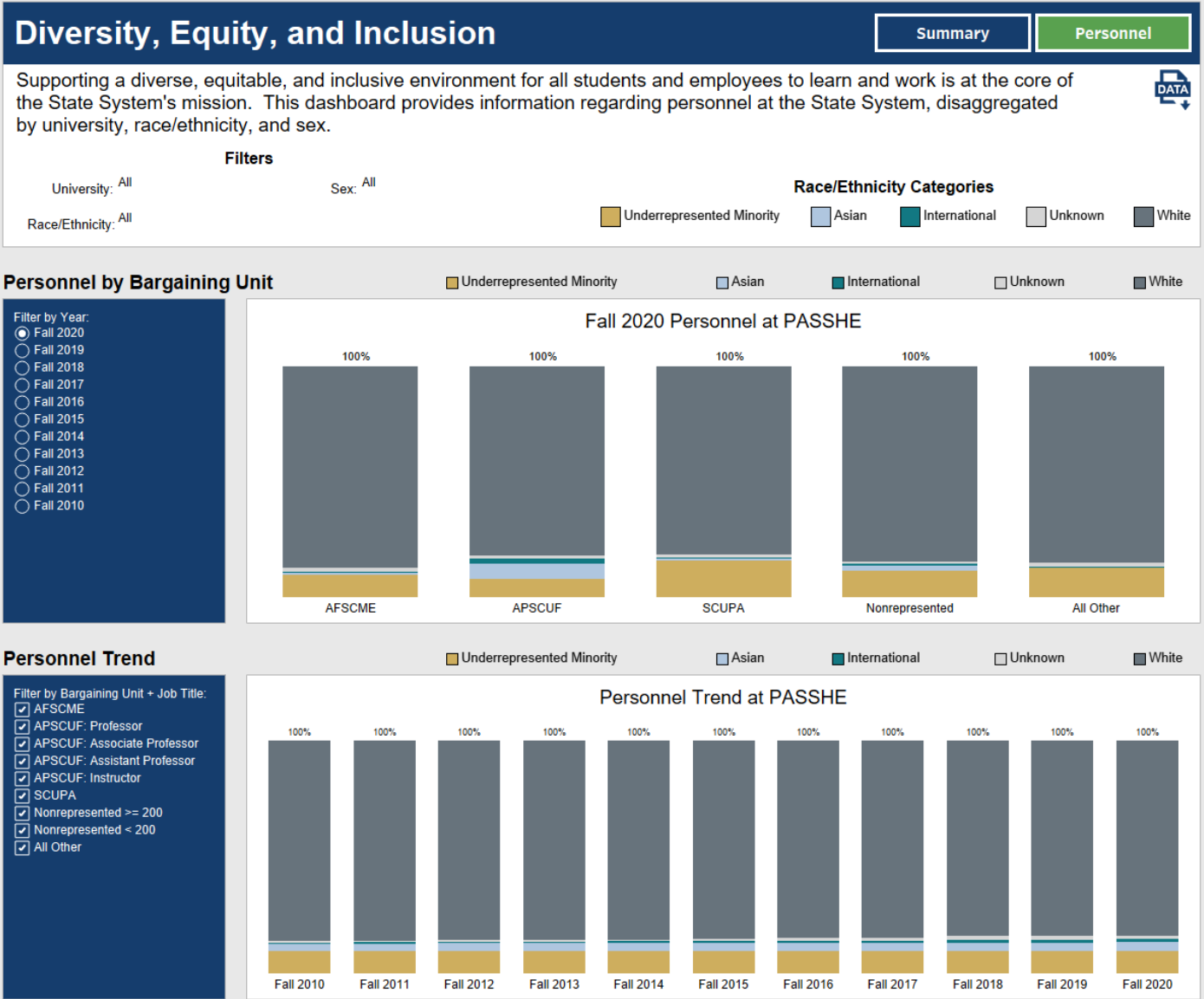
## Version 1



- Based on feedback from a subcommittee of CDOs to create a baseline of information around basic demographics and student success
- All universities and system level
- Additional filter for race/ethnicity and sex
- Snapshot data available for 10 years of data
- Persistence and graduation data also presented
- Disaggregation of broad categories available
- Aggregate data files also available



# DEI Dashboard



## Version 2 of dashboard includes specific breakout for personnel

- All universities and system level
- Additional filter for race/ethnicity and sex
- Snapshot by bargaining unit for 10 years of data
- Trend data available for all bargaining and sub units
- Disaggregation of broad categories available
- Aggregate data files also available
- Future updates include an ongoing conversation about career trajectories including time/success for tenure



Questions?

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<https://www.passhe.edu/SystemData/Pages/default.aspx>