

2024 PROGRESS REPORT



Progress Toward Kentucky's Statewide Strategic Agenda Goals

An Annual Report of the Kentucky 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:

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 | No Goal |
| 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 | No Goal |
| 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 | No Goal |
| 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 | 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.



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.

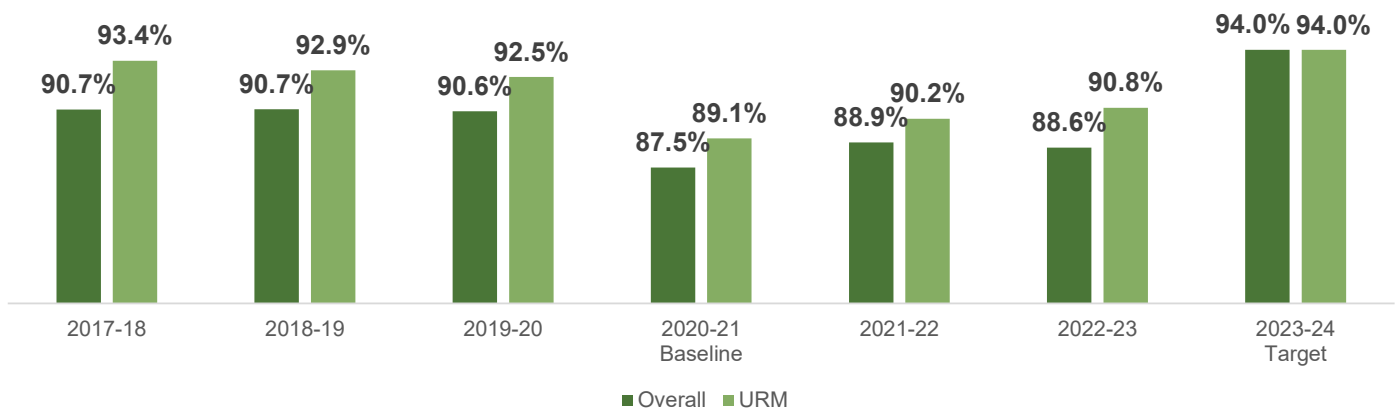


AFFORDABILITY

Key Performance Indicator

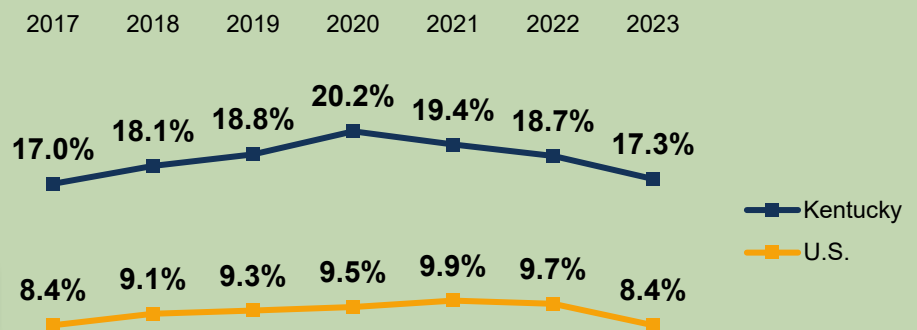
FAFSA Completion

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, 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.



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



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 | No Goal |
| 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 | No Goal |
| 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 | No Goal |
| 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 | No Goal |
| 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 | No Goal |
| 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 | 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 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 surpassed 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.

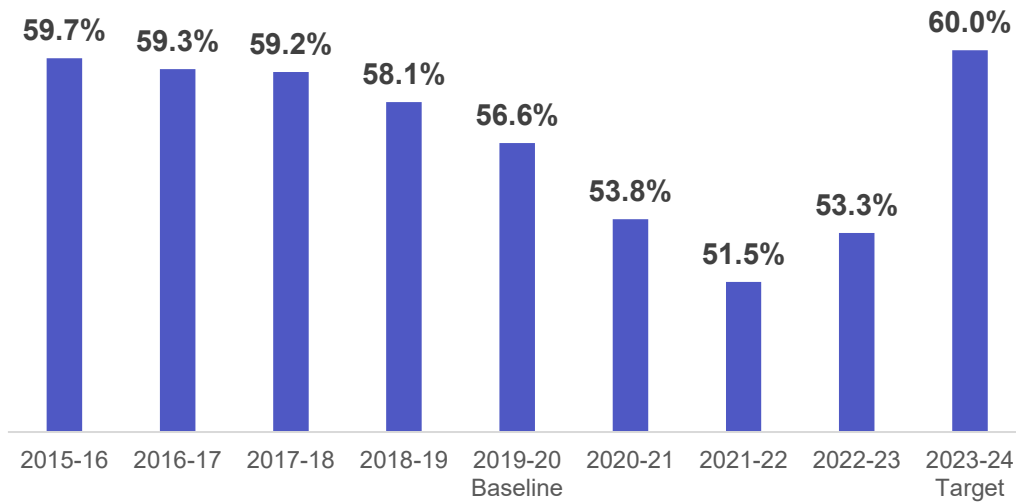


TRANSITIONS

Key Performance Indicator

Immediate College-Going Rate

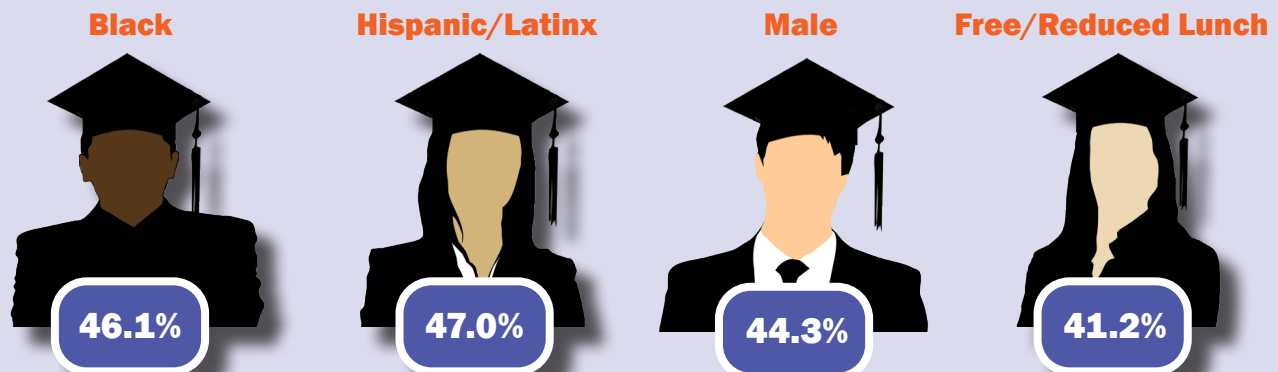
The immediate college-going rate is the percentage of recent Kentucky high school graduates who attend any in-state or out-of-state postsecondary institution in the summer, fall or spring following high school graduation. The year corresponds to the first year of postsecondary enrollment (i.e., 53.3% 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%.



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.



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.



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 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.



SUCCESS

Key Performance Indicator

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.



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 | 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.



SUCCESS

Key Performance Indicator

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.



SUCCESS

Key Performance Indicator

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.

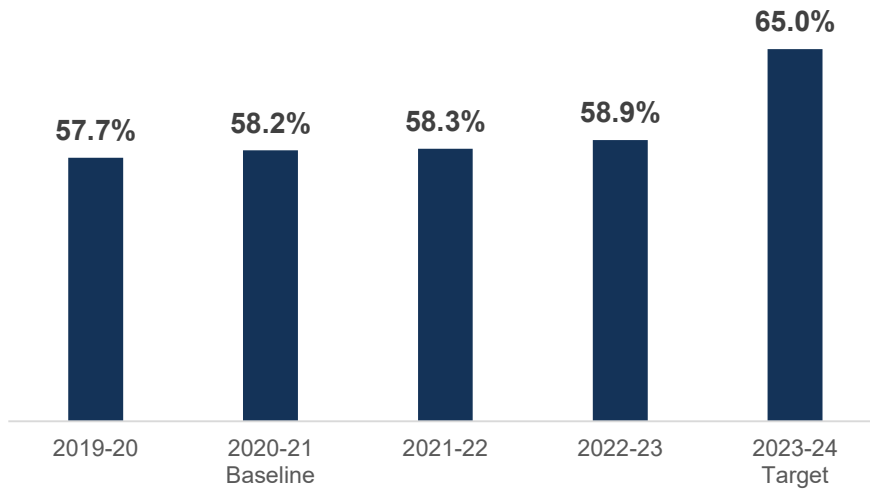


SUCCESS

Key Performance Indicator

2-Year to 4-Year Transfer

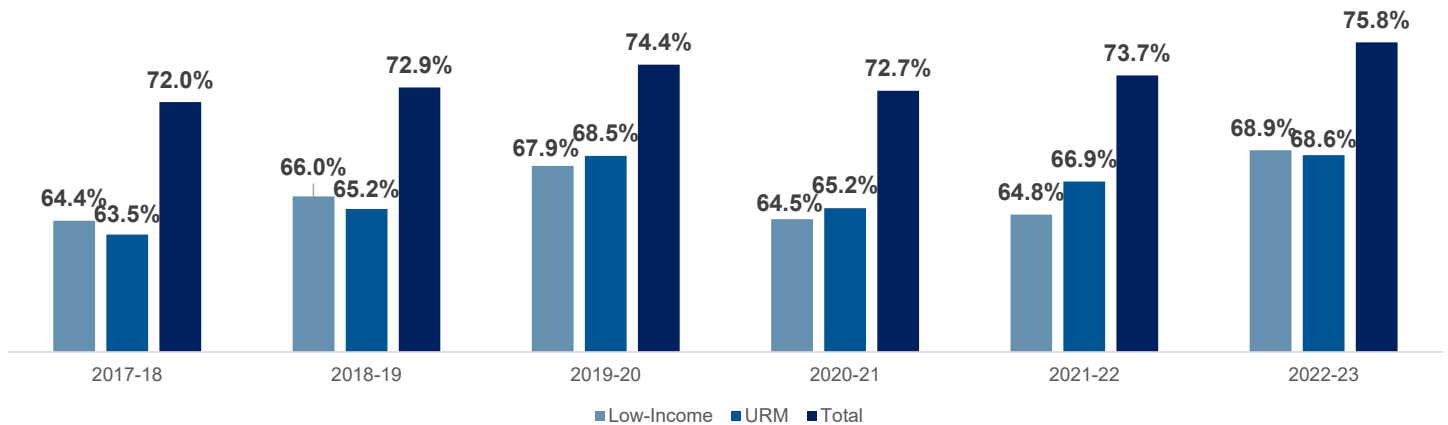
Part of KCTCS's core mission is providing general education requirements at an affordable price to students wishing to start at a community or technical college and transfer to a four-year program. This indicator measures the percentage of first-time, full-time credential-seeking students entering KCTCS 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. While increasing, the transfer rate is not on pace to meet the 2023-24 target of 65%.



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.



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.

- **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.

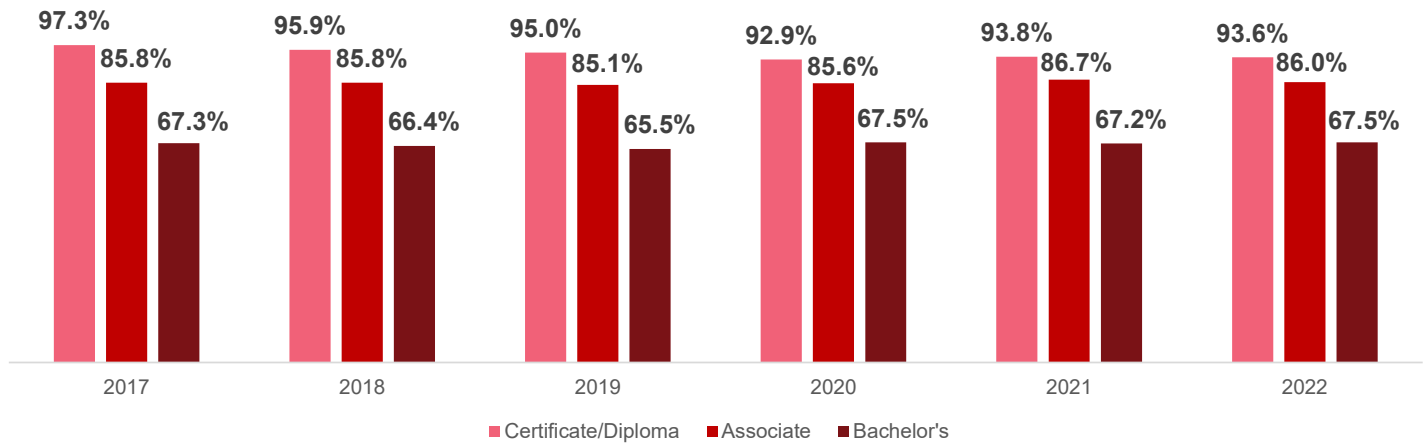


TALENT

Key Performance Indicator

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.



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%).

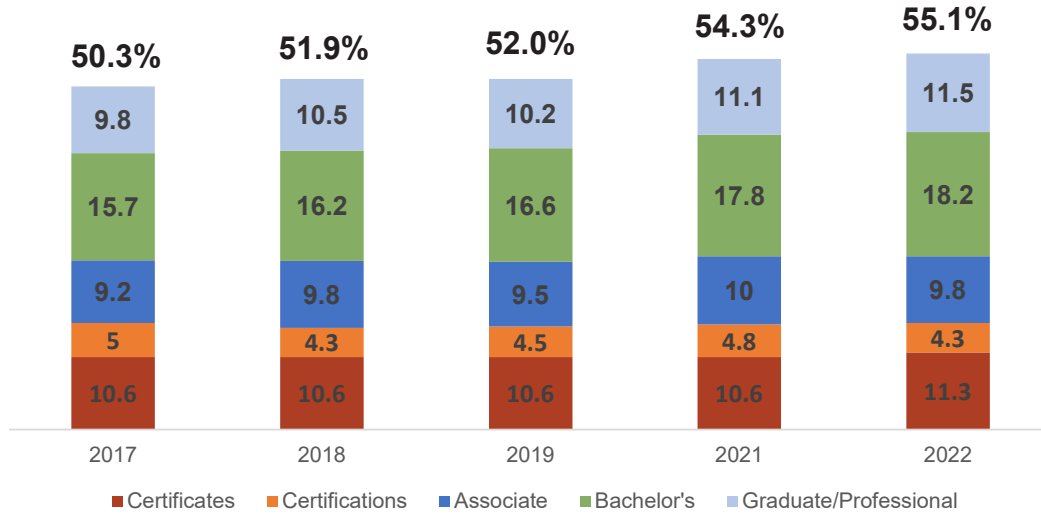


TALENT

Key Performance Indicator

Statewide Educational Attainment Rate

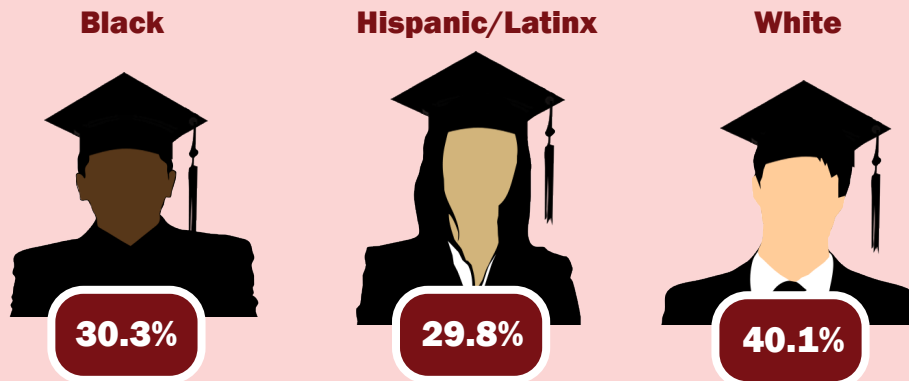
Once a leader in educational attainment beyond high school, the U.S. has fallen behind other industrialized nations in the percentage of adults with a postsecondary credential. When Lumina Foundation established a goal for 60% of Americans to have a certificate or degree by the year 2025, many states 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.



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) 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.



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.



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.

- **#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 CPE's 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.

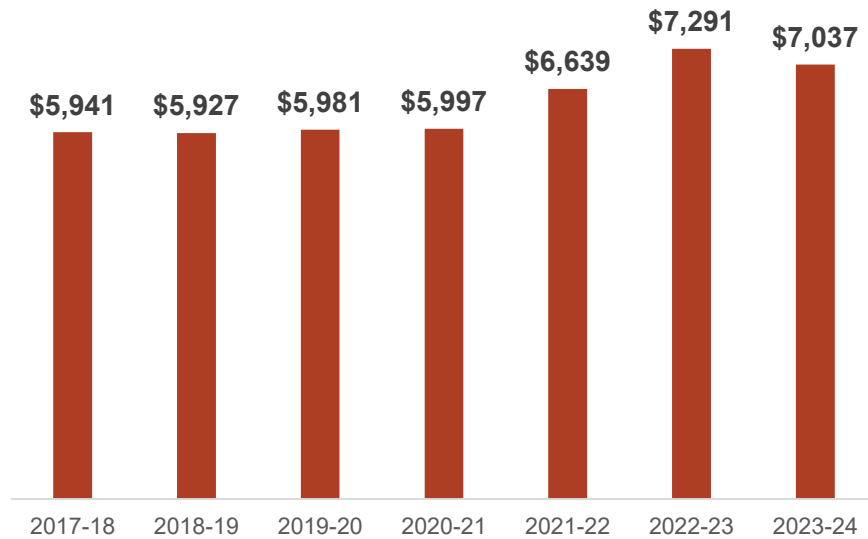


VALUE

Key Performance Indicator

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

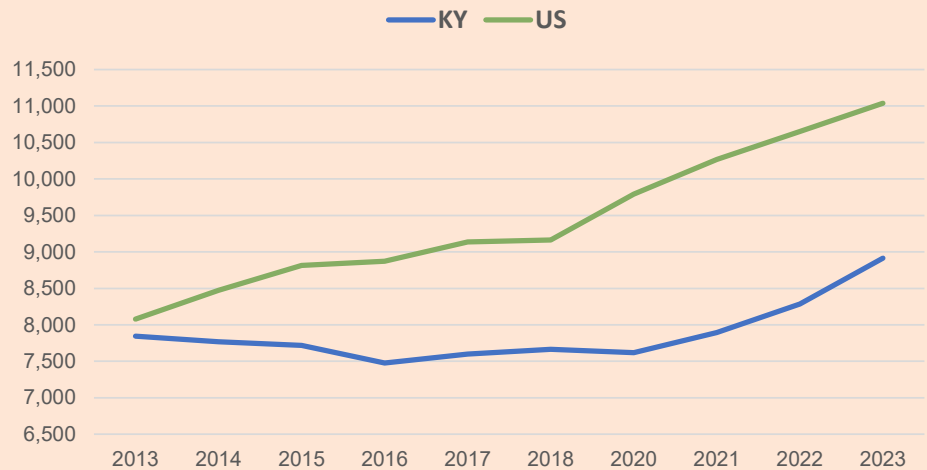
This indicator looks at funding for public in-state postsecondary institutions per full-time equivalent (FTE) student. Unlike the figure reported by SHEEO in its “State Higher Education Finance Report,” this calculation does not include state financial aid provided directly to students or state monies allocated for debt service. Net General Fund appropriations per FTE student decreased 3.5% from the previous year but is still higher than the baseline.



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 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 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 planning process and metrics and expect significant 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% |



EQUITY

Diversity, Equity & Inclusion Plan Metrics

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



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