Enrolling and Graduating Underrepresented Students: The Role of the President’s Awards Program

UNIVERSITY OF ILLINOIS

URBANA-CHAMPAIGN • CHICAGO • SPRINGFIELD

Prepared for Presentation at the Board of Trustees Meeting
January 24, 2013
President’s Award Program

• Started in 1985 by President Ikenberry
• *First year*: 110 high-achieving underrepresented minority students enrolled
• *Now*: over 1,000 high-achieving students enroll each year
  – Underrepresented minorities
  – Low-sending counties
  – Family income at or below poverty line
• Over 18,000 PAP students enrolled since 1985
Recruiting Underrepresented Students

• PAP is a significant, but not the only, program to recruit underrepresented students
• Each campus has extensive recruiting and support programs, many focused on CPS and Chicago area schools. Some examples:
  – Principal’s Scholars Program works with students, parents and teachers
  – UIC College Prep charter high school already has strong record of preparing underrepresented students for success
  – The Illinois Promise at Urbana funds students fully for four years, with a graduation rate higher than campus average
  – The Necessary Steps Mentoring Program helps first-generation students transition to university life at UIS
Recruiting Underrepresented Students

• Overall record of recruiting, supporting, and graduating underrepresented students
  – Numerous obstacles
  – Many successes
  – Uneven progress
  – Much to be done
Growth in Enrollments—Urbana

• From 1993 to 2012:
  – 1993 Underrepresented Enrollments: 3,281
  – 2012 Underrepresented Enrollments: 4,192
  – Change: +28%
  – Total Enrollment: +22%
  – Total Domestic Enrollment: +7%

• Underrepresented growth: 15% of total growth, 48% of domestic growth
  – Total Enrollment Growth: 5,944
  – Total Domestic Growth: 1,886
  – Total Underrepresented Growth: 911
Growth in Enrollments—Chicago

• From 1993 to 2012:
  – 1993 Underrepresented Enrollments: 4,329
  – 2012 Underrepresented Enrollments: 5,311
  – Change: +23%
  – Total Enrollment: +1%
  – Total Domestic Enrollment: +2%

• Underrepresented growth: 402% of total growth, 282% of domestic growth
  – Total Enrollment Growth: 244
  – Total Domestic Growth: 348
  – Total Underrepresented Growth: 982
Growth in Enrollments—Springfield

• From 1993 to 2012:
  – 1993 Underrepresented Enrollments: 208
  – 2012 Underrepresented Enrollments: 567
  – Change: +173%
  – Total Enrollment: +17%
  – Total Domestic Enrollment: +15%

• Underrepresented growth: 80% of total growth, 92% of domestic growth
  – Total Enrollment Growth: 446
  – Total Domestic Growth: 390
  – Total Underrepresented Growth: 359
Growth in Enrollments

• Combined underrepresented students increases significant, even with introduction of “Two or More Races” category in 2010

• Growth of underrepresented groups not even
  – Rapid growth among Latino/a students from 1993 to 2012:
    • Urbana: +72%; Chicago: +55%; Springfield: +179%
  – Number of Black students has declined at Urbana and Chicago, but increased at Springfield
    • Urbana: -7%; Chicago: -22%; Springfield: +111%
Comparison of Underrepresented Enrollment with Big Ten Universities

**Fall 2011 Undergraduates**

**Big Ten Institutions***

<table>
<thead>
<tr>
<th></th>
<th>Black</th>
<th></th>
<th></th>
<th>Hispanic</th>
<th></th>
<th></th>
<th>Black and Hispanic</th>
<th></th>
<th>All Undergrads</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
<td>Percent</td>
<td>Rank</td>
<td>Number</td>
<td>Percent</td>
<td>Rank</td>
<td>Number</td>
<td>Rank</td>
<td>Number</td>
</tr>
<tr>
<td>Northwestern University</td>
<td>492</td>
<td>5.2%</td>
<td>4</td>
<td>712</td>
<td>7.5%</td>
<td>1</td>
<td>1,204</td>
<td>12</td>
<td>9,466</td>
</tr>
<tr>
<td>University of Illinois at Urbana-Champaign</td>
<td>1,777</td>
<td>5.5%</td>
<td>3</td>
<td>2,250</td>
<td>7.0%</td>
<td>2</td>
<td>4,027</td>
<td>1</td>
<td>32,256</td>
</tr>
<tr>
<td>Michigan State University</td>
<td>2,612</td>
<td>7.1%</td>
<td>1</td>
<td>1,245</td>
<td>3.4%</td>
<td>9</td>
<td>3,857</td>
<td>3</td>
<td>36,557</td>
</tr>
<tr>
<td>Ohio State University-Columbus</td>
<td>2,695</td>
<td>6.3%</td>
<td>2</td>
<td>1,316</td>
<td>3.1%</td>
<td>11</td>
<td>4,011</td>
<td>2</td>
<td>42,916</td>
</tr>
<tr>
<td>Pennsylvania State University-University Park</td>
<td>1,656</td>
<td>4.3%</td>
<td>6</td>
<td>1,956</td>
<td>5.0%</td>
<td>3</td>
<td>3,612</td>
<td>4</td>
<td>38,954</td>
</tr>
<tr>
<td>University of Michigan-Ann Arbor</td>
<td>1,212</td>
<td>4.4%</td>
<td>5</td>
<td>1,123</td>
<td>4.1%</td>
<td>7</td>
<td>2,335</td>
<td>7</td>
<td>27,407</td>
</tr>
<tr>
<td>Indiana University-Bloomington</td>
<td>1,382</td>
<td>4.2%</td>
<td>7</td>
<td>1,225</td>
<td>3.8%</td>
<td>8</td>
<td>2,607</td>
<td>5</td>
<td>32,543</td>
</tr>
<tr>
<td>University of Iowa</td>
<td>533</td>
<td>2.5%</td>
<td>10</td>
<td>1,015</td>
<td>4.7%</td>
<td>4</td>
<td>1,548</td>
<td>10</td>
<td>21,564</td>
</tr>
<tr>
<td>Purdue University-West Lafayette</td>
<td>1,123</td>
<td>3.5%</td>
<td>9</td>
<td>1,078</td>
<td>3.4%</td>
<td>10</td>
<td>2,201</td>
<td>8</td>
<td>31,988</td>
</tr>
<tr>
<td>University of Minnesota-Twin Cities</td>
<td>1,413</td>
<td>4.1%</td>
<td>8</td>
<td>951</td>
<td>2.7%</td>
<td>12</td>
<td>2,364</td>
<td>6</td>
<td>34,812</td>
</tr>
<tr>
<td>University of Wisconsin-Madison</td>
<td>699</td>
<td>2.3%</td>
<td>12</td>
<td>1,283</td>
<td>4.3%</td>
<td>5</td>
<td>1,982</td>
<td>9</td>
<td>29,880</td>
</tr>
<tr>
<td>University of Nebraska-Lincoln</td>
<td>464</td>
<td>2.4%</td>
<td>11</td>
<td>817</td>
<td>4.2%</td>
<td>6</td>
<td>1,281</td>
<td>11</td>
<td>19,345</td>
</tr>
</tbody>
</table>

University of Illinois at Chicago       1,362 | 8.0% | 3,711 | 21.9% | 5,073 | 1** | 30.0% | 1** | 16,925 |
University of Illinois at Springfield   345   | 11.1%| 135   | 4.3%  | 480   | 15.4%| 2**  | 3,112 |

* Includes on- and off- campus undergraduate enrollments.

**If included in the Big Ten, UIC and UIS would rank 1 and 2 in total Black and Hispanic enrollment percentage.**

Data Source: 2011, IPEDS Data Center.
Six-Year Graduation Rate

Data Sources: Enterprise Data Warehouse, UIC Office of Institutional Research
# Six-Year Graduation Rate
## 2005 Cohort with Big Ten Universities

### Fall 2005 Undergraduates

**Big Ten Institutions***

<table>
<thead>
<tr>
<th>University</th>
<th>Black</th>
<th>Hispanic</th>
<th>Black and Hispanic</th>
<th>Graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
<td>Percent</td>
<td>Rank</td>
<td>Number</td>
</tr>
<tr>
<td>Northwestern University</td>
<td>108</td>
<td>89%</td>
<td>1</td>
<td>224</td>
</tr>
<tr>
<td>University of Michigan-Ann Arbor</td>
<td>284</td>
<td>78%</td>
<td>2</td>
<td>578</td>
</tr>
<tr>
<td>Penn State University</td>
<td>177</td>
<td>71%</td>
<td>4</td>
<td>373</td>
</tr>
<tr>
<td>Ohio State University</td>
<td>312</td>
<td>73%</td>
<td>3</td>
<td>450</td>
</tr>
<tr>
<td>University of Illinois at Urbana-Champaign</td>
<td>327</td>
<td>69%</td>
<td>5</td>
<td>686</td>
</tr>
<tr>
<td>University of Wisconsin-Madison</td>
<td>107</td>
<td>62%</td>
<td>6</td>
<td>259</td>
</tr>
<tr>
<td>University of Iowa</td>
<td>47</td>
<td>57%</td>
<td>7</td>
<td>109</td>
</tr>
<tr>
<td>Michigan State University</td>
<td>372</td>
<td>55%</td>
<td>8</td>
<td>508</td>
</tr>
<tr>
<td>University of Nebraska-Lincoln</td>
<td>44</td>
<td>47%</td>
<td>9</td>
<td>124</td>
</tr>
<tr>
<td>Purdue University-Main Campus</td>
<td>119</td>
<td>47%</td>
<td>10</td>
<td>237</td>
</tr>
<tr>
<td>Indiana University-Bloomington</td>
<td>190</td>
<td>46%</td>
<td>11</td>
<td>292</td>
</tr>
<tr>
<td>University of Minnesota</td>
<td>103</td>
<td>41%</td>
<td>12</td>
<td>169</td>
</tr>
<tr>
<td>University of Illinois at Chicago</td>
<td>99</td>
<td>33%</td>
<td></td>
<td>350</td>
</tr>
<tr>
<td>University of Illinois at Springfield</td>
<td>4</td>
<td>57%</td>
<td></td>
<td>10</td>
</tr>
</tbody>
</table>

* Includes on- and off-campus undergraduate enrollments.

**Rank if included among the Big Ten institutions

Data Source: 2011, IPEDS Data Center.
# Baccalaureate Degrees Conferred

<table>
<thead>
<tr>
<th></th>
<th>1993</th>
<th>2012</th>
<th>Change</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Urbana</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>American Indian</td>
<td>4</td>
<td>13</td>
<td>9</td>
<td>225%↑</td>
</tr>
<tr>
<td>Black</td>
<td>282</td>
<td>420</td>
<td>138</td>
<td>49%↑</td>
</tr>
<tr>
<td>Hispanic</td>
<td>216</td>
<td>500</td>
<td>284</td>
<td>131%↑</td>
</tr>
<tr>
<td>Chicago</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>American Indian</td>
<td>6</td>
<td>7</td>
<td>1</td>
<td>17%↑</td>
</tr>
<tr>
<td>Black</td>
<td>217</td>
<td>263</td>
<td>46</td>
<td>21%↑</td>
</tr>
<tr>
<td>Hispanic</td>
<td>213</td>
<td>680</td>
<td>467</td>
<td>219%↑</td>
</tr>
<tr>
<td>Springfield</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>American Indian</td>
<td>0</td>
<td>3</td>
<td>3</td>
<td>0%</td>
</tr>
<tr>
<td>Black</td>
<td>43</td>
<td>68</td>
<td>25</td>
<td>58%↑</td>
</tr>
<tr>
<td>Hispanic</td>
<td>5</td>
<td>11</td>
<td>6</td>
<td>120%↑</td>
</tr>
</tbody>
</table>
President’s Award Program

- Twenty years ago, 500 baccalaureate degrees awarded to Black students, 450 to Hispanic students
- Today 700 to Black students, 1,200 to Hispanic students
- PAP identified as a key to strengthening underrepresented student enrollment and graduation
- Graduation rates rising overall
- Gap closing…but still present

<table>
<thead>
<tr>
<th>2006 cohort</th>
<th>UIUC</th>
<th>UIC</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>PAP</td>
<td>All</td>
</tr>
<tr>
<td>Black</td>
<td>76.9</td>
<td>72.3</td>
</tr>
<tr>
<td>Hispanic</td>
<td>78.1</td>
<td>71.5</td>
</tr>
<tr>
<td>All Students</td>
<td>78.0</td>
<td>83.9</td>
</tr>
</tbody>
</table>
Building on PAP Success

• Revised going into 2012-13
  – Awards and requirements increased for regular PAP
    $5,000 a year, four years; ACT 25, HSPR 60
  – Honors PAP awards created
    $10,000 a year, four years; ACT 27, HSPR 75
  – Awards significantly augmented by additional campus and college contributions

• Overall amount awarded increased from approximately $12M in 2010 to $17M in 2012 with added funds from University Administration and campuses
Fall 2012: Record high PAP enrollment

PAP freshmen by campus

<table>
<thead>
<tr>
<th></th>
<th>2000</th>
<th>2011</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Springfield</td>
<td>0</td>
<td>6</td>
<td>19</td>
</tr>
<tr>
<td>Chicago</td>
<td>207</td>
<td>281</td>
<td>457</td>
</tr>
<tr>
<td>Urbana</td>
<td>382</td>
<td>735</td>
<td>752</td>
</tr>
</tbody>
</table>

Graph showing enrollment by campus from 1986 to 2012.
Fall 2012 PAP Outcomes

• Increased PAP enrollment
• Higher ACTs among new PAP students
  – % students with ACT of 27+ went from 35% to 45%
• PAP Honors enrollments exceeded targets
  – UIC target of 50, actual 83
  – UIUC target of 150, actual 166
  – UIS achieved target of 2 enrolled
• Urbana Honors offered at ACT 30 minimum
  – 32.6% yield 2011
  – 45.8% yield 2012
Underrepresented Minority First-time Freshmen

• Increase of 262 students, 12.5%, from 2011 to 2012
Early Tuition Decision

• Significantly simplified student decision-making process and reduced anxious calls
  
  “It was the single best change that improved our ability to help students. We packaged aid once and didn’t spend our time responding to anxious questions; parents knew what to expect.” (UIC and UIUC Admissions)

• Eliminated the questions that almost every family asked when they contacted staff:
  
  – What is the official amount of tuition and fees, as we need to make a decision by May 1st?
  – When are you going to set the tuition and fees and notify us?
  – Why don’t you know the tuition and fees?
  – How can we make an informed decision where to attend next fall when we don’t know what it costs?
Early Tuition Decision

• Early tuition determination in 2012 was a convergent factor in PAP success
• Increased PAP awards were well-received
  “When we can compete financially, we can bring in students.” (Urbana Financial Aid Office)
• PAP recruits given full financial information about award when admitted
• Early financial aid notification a key to competing
Expanding Recruitment of PAP Prospects

• Historically held one large luncheon and college fair in Chicago – ~700 people

• In 2012, changed the process of inviting students and added downstate event
  – Reached more students and parents (925 attendees in Chicago, 240 in Urbana)
  – New reception for counselors
  – Doubling size of downstate luncheon in Fall 2013

• In 2013 adding outreach to high school sophomores
Going Forward

• University Administration and campuses expended more for PAP than anticipated in 2012
• Likely could have recruited more PAP students with additional funds
• We have more PAP students at a higher award, most multiplied by four years. Need to assess carefully how we fund this program