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
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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

  - Illinois Promise is a highly successful Urbana program providing a full ride and intensive mentoring for Illinois students from families with incomes below poverty level

  - 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: +646%
  - Number of Black students has declined at Urbana and Chicago, but increased at Springfield
    - Urbana: -5%; Chicago: -22%; Springfield: +111%

Comparison of Underrepresented Enrollment with Big Ten Universities

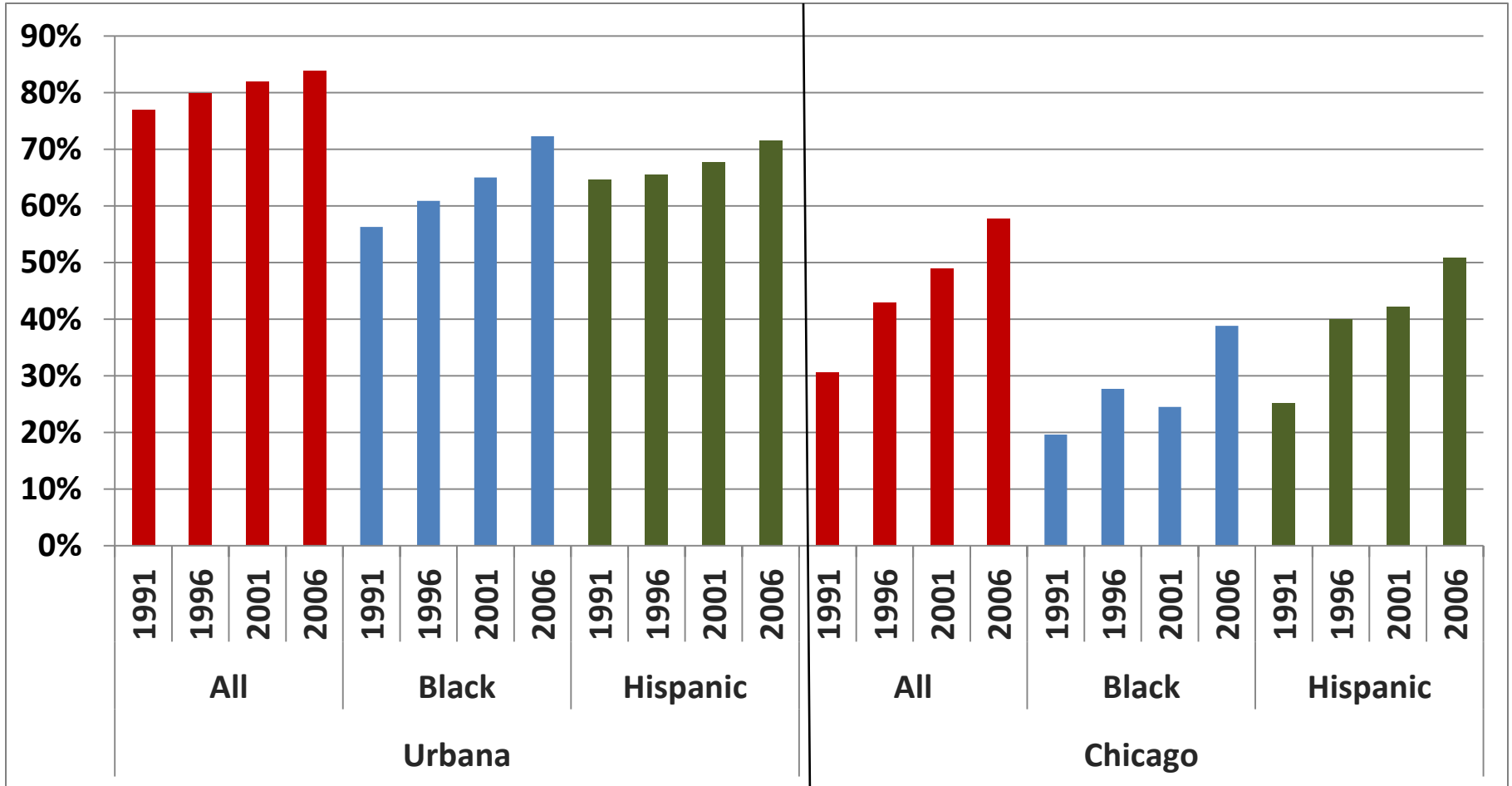## Fall 2011 Undergraduates
Big Ten Institutions*

	Black			Hispanic			Black and Hispanic				All Undergrads
	Number	Percent	Rank	Number	Percent	Rank	Number	Rank	Percent	Rank	Number
Northwestern University	492	5.2%	4	712	7.5%	1	1,204	12	12.7%	1	9,466
University of Illinois at Urbana-Champaign	**1,777**	**5.5%**	**3**	**2,250**	**7.0%**	**2**	**4,027**	**1**	**12.5%**	**2**	**32,256**
Michigan State University	2,612	7.1%	1	1,245	3.4%	9	3,857	3	10.6%	3	36,557
Ohio State University-Columbus	2,695	6.3%	2	1,316	3.1%	11	4,011	2	9.3%	4	42,916
Pennsylvania State University-University Park	1,656	4.3%	6	1,956	5.0%	3	3,612	4	9.3%	5	38,954
University of Michigan-Ann Arbor	1,212	4.4%	5	1,123	4.1%	7	2,335	7	8.5%	6	27,407
Indiana University-Bloomington	1,382	4.2%	7	1,225	3.8%	8	2,607	5	8.0%	7	32,543
University of Iowa	533	2.5%	10	1,015	4.7%	4	1,548	10	7.2%	8	21,564
Purdue University-West Lafayette	1,123	3.5%	9	1,078	3.4%	10	2,201	8	6.9%	9	31,988
University of Minnesota-Twin Cities	1,413	4.1%	8	951	2.7%	12	2,364	6	6.8%	10	34,812
University of Wisconsin-Madison	699	2.3%	12	1,283	4.3%	5	1,982	9	6.6%	11	29,880
University of Nebraska-Lincoln	464	2.4%	11	817	4.2%	6	1,281	11	6.6%	12	19,345
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*

	Black			Hispanic			Black and Hispanic				Graduates
	Number	Percent	Rank	Number	Percent	Rank	Number	Rank	Percent	Rank	Total
Northwestern University	108	89%	1	116	92%	1	224	9	90%	1	1,827
University of Michigan-Ann Arbor	284	78%	2	294	88%	2	578	2	83%	2	5,442
Penn State University	177	71%	4	196	79%	3	373	5	75%	3	5,633
Ohio State University	312	73%	3	138	79%	4	450	4	75%	4	4,737
University of Illinois at Urbana-Champaign	**327**	**69%**	**5**	**359**	**71%**	**6**	**686**	**1**	**70%**	**5**	**6,201**
University of Wisconsin-Madison	107	62%	6	152	73%	5	259	7	68%	6	5,014
University of Iowa	47	57%	7	62	60%	10	109	12	58%	7	2,704
Michigan State University	372	55%	8	136	62%	8	508	3	57%	8	5,547
University of Nebraska-Lincoln	44	47%	9	80	58%	11	124	11	54%	9	2,356
Purdue University-Main Campus	119	47%	10	118	61%	9	237	8	53%	10	4,618
Indiana University-Bloomington	190	46%	11	102	67%	7	292	6	52%	11	4,952
University of Minnesota	103	41%	12	66	52%	12	169	10	45%	12	3,704
University of Illinois at Chicago	**99**	**33%**		**251**	**46%**		**350**	**6****	**41%**	**13****	**1,503**
University of Illinois at Springfield	**4**	**57%**		**2**	**67%**		**10**		**60%**	**7****	**84**

* Includes on- and off- campus undergraduate enrollments.

**Rank if included among the Big Ten institutions

Data Source: 2011, IPEDS Data Center.

Baccalaureate Degrees Conferred

	1993	2012	Change	% Change
Urbana				
American Indian	4	13	9	225%↑
Black	282	420	138	49%↑
Hispanic	216	500	284	131%↑
Chicago				
American Indian	6	7	1	17%↑
Black	217	263	46	21%↑
Hispanic	213	680	467	219%↑
Springfield				
American Indian	0	3	3	0%
Black	43	68	25	58%↑
Hispanic	5	11	6	120%↑

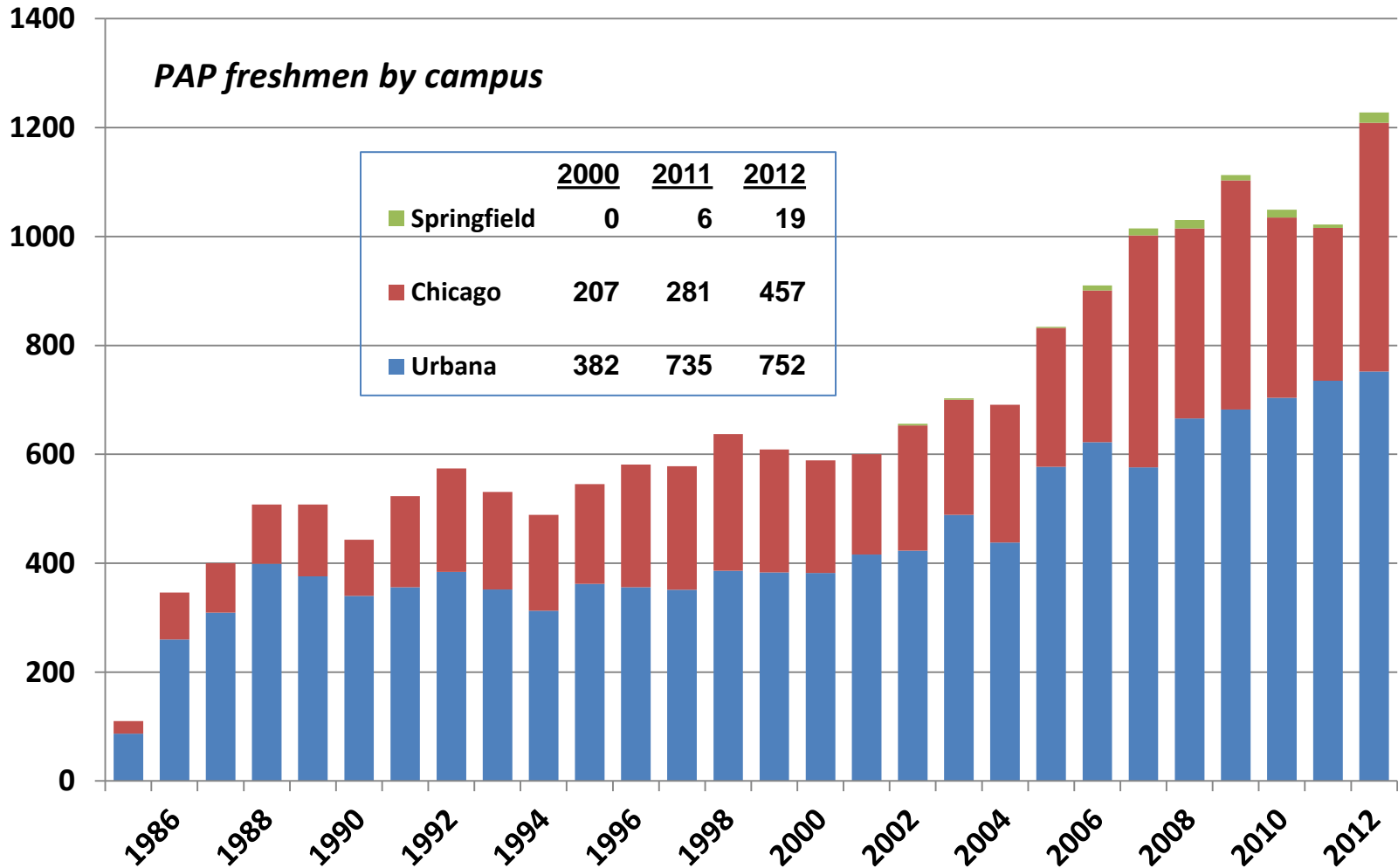# President's Award Program

- Twenty years ago, 500 baccalaureate degrees awarded to Black students, 450 to Hispanic students

- Today 740 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

2006 cohort	UIUC		UIC	
	PAP	**All**	**PAP**	**All**
Black	76.9	72.3	46.7	38.8
Hispanic	78.1	71.5	56.8	50.8
All Students	78.0	83.9	54.2	57.7

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

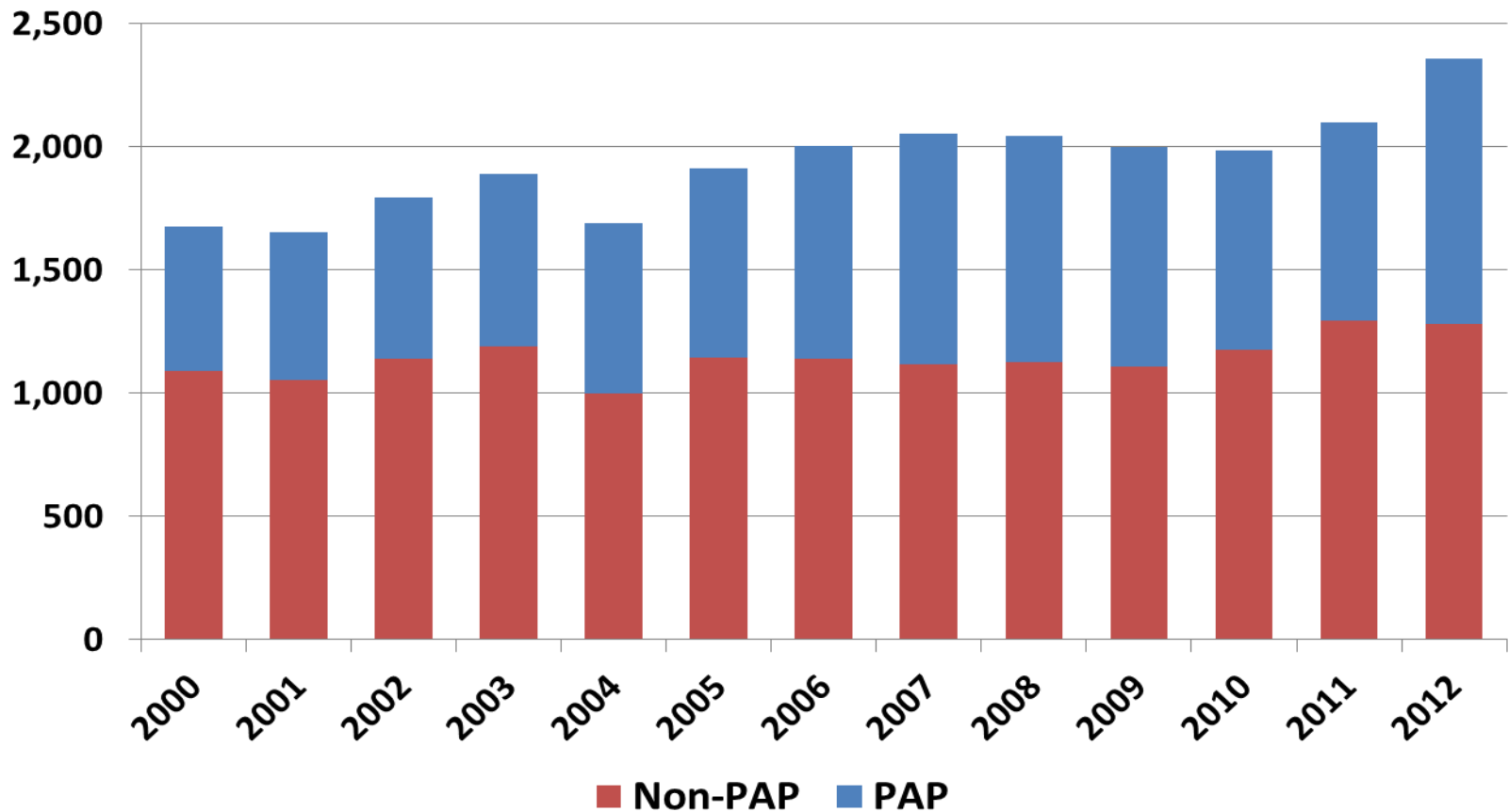|	2000	2011	2012
Springfield	0	6	19
Chicago	207	281	457
Urbana	382	735	752

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