



50,000 *additional low- and moderate-income students* at the top US colleges and universities by 2025

**Aspiring to Achieve National Change Through Collective Learning, Action, and Impact**

**Bloomberg  
Philanthropies**

  
THE ASPEN INSTITUTE  
COLLEGE EXCELLENCE PROGRAM

  
ITHACA S-R

 ***#ActivateTalent***



AMERICAN  
TALENT  
INITIATIVE

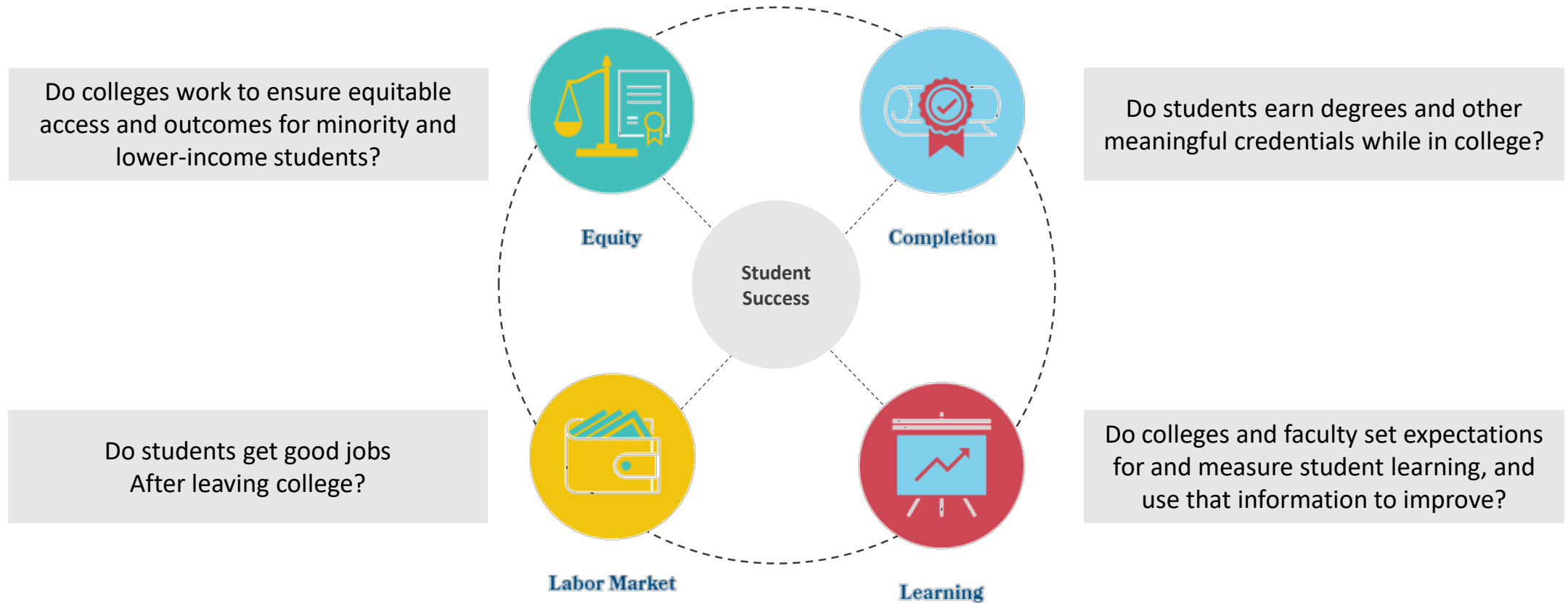
## Agenda for Today

- Overview: Aspen Institute College Excellence Program and the American Talent Initiative
- Alternative Access: Enhancing Connections to Community College Talent

**50,000** additional low- and moderate-income students by 2025

# The Aspen Institute College Excellence Program

**We Believe Four Interrelated Student Outcomes Define Student Success**



# The Aspen Institute College Excellence Program

~10 Programs

Aspen Prize for Community College Excellence  
American Talent Initiative  
State Transfer Workshops  
Siemens Technical Scholars Program  
Aspen Presidential Fellowship for Community  
College Excellence  
Frontier Set  
The Labor Market Playbook (*forthcoming*)  
Hiring Exceptional Community College Presidents  
Leading for Community College Excellence:  
Curricular Resources  
AACC Pathways Institute

**THE TRANSFER PLAYBOOK:**  
**ESSENTIAL PRACTICES FOR**  
**TWO- AND FOUR-YEAR COLLEGES**

THE ASPEN INSTITUTE  
COLLEGE EXCELLENCE PROGRAM

CCRC COMMUNITY COLLEGE  
RESEARCH CENTER  
TRANSFORMING COLLEGES, TRANSFORMING SOCIETY

# Bringing Together a Uniquely Diverse Alliance

## Reaching All Corners of the Segment: A Cross-Section of Our Membership



29 States	6 Carnegie Classes
23 Publics	63 Privates
900-45,000	Range Undergraduate Enrollment
580K Students across public members	306K Students across private members
> 886,000	Total Students Impacted

### Common Goals Fostering Unlikely Partnerships

“Franklin & Marshall College and The Ohio State University might seem like an odd couple. After all, F&M is a private liberal arts college serving 2,300 undergraduates, while Ohio State is a public land grant institution with nearly 30 times as many students at all levels.

In fact, however, we both were founded on the premise that education is the great equalizer in a democracy. **We both believe that, in America, talent must rise.**”

—President Daniel Porterfield and President Michael Drake, *The Washington Post*



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# Community College: An Affordable Portal Into Higher Education for More Than a Third of Entering Students

## Community Colleges at a Glance

NCES, 2016; NCES, 2017

**981** Public 2-Year Colleges

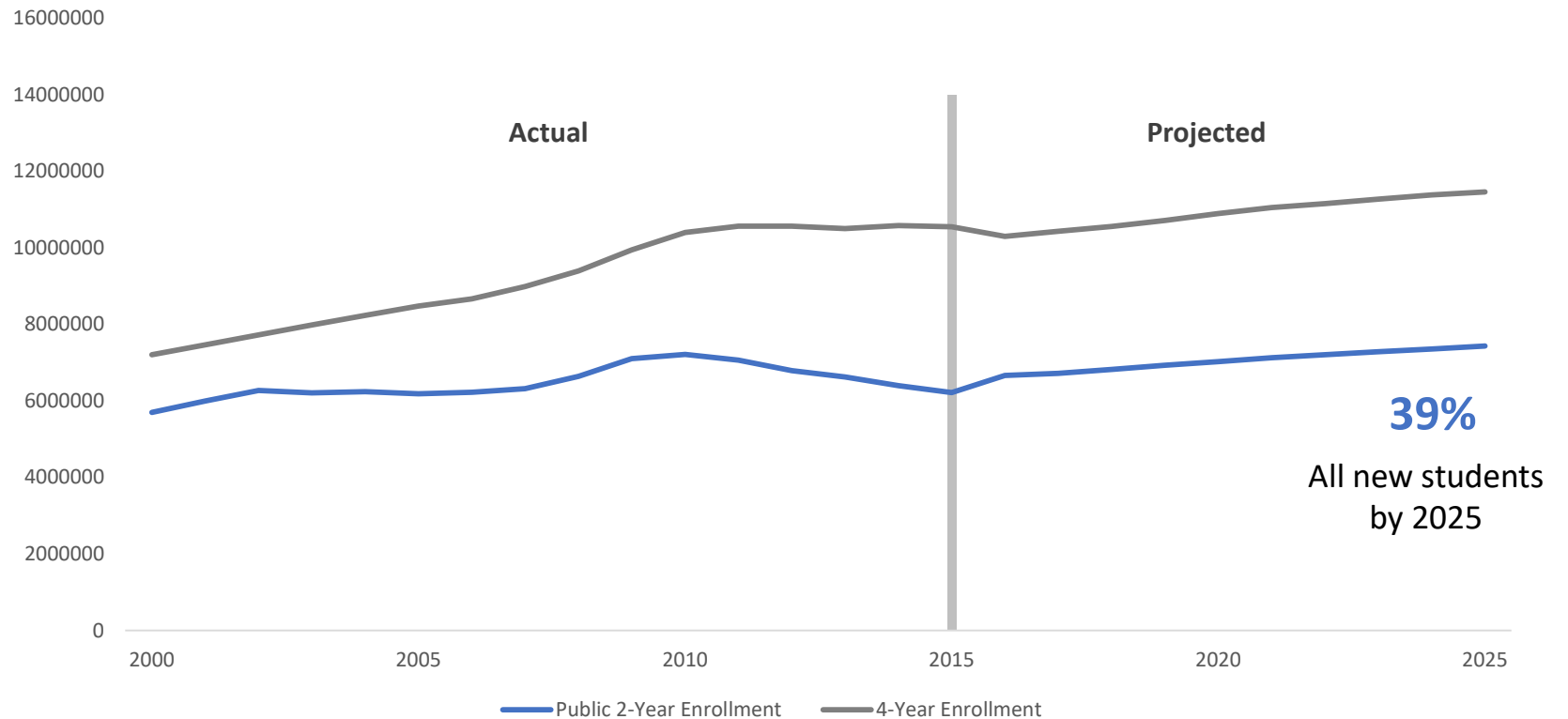
**9 M** Unduplicated headcount

**3.9 M** 12-month full-time enrollment

**\$8,490** Net price for lowest-income students

## Projections: A Fast-Growing Segment

Total actual & projected undergraduate fall enrollment, 2-Year Public & 4-Year institutions, 2010-2025 (NCES)



**72%** Community college presidents plan to bolster recruitment by easing 4-year transfer<sup>1</sup>

2017 Survey of Community College Presidents

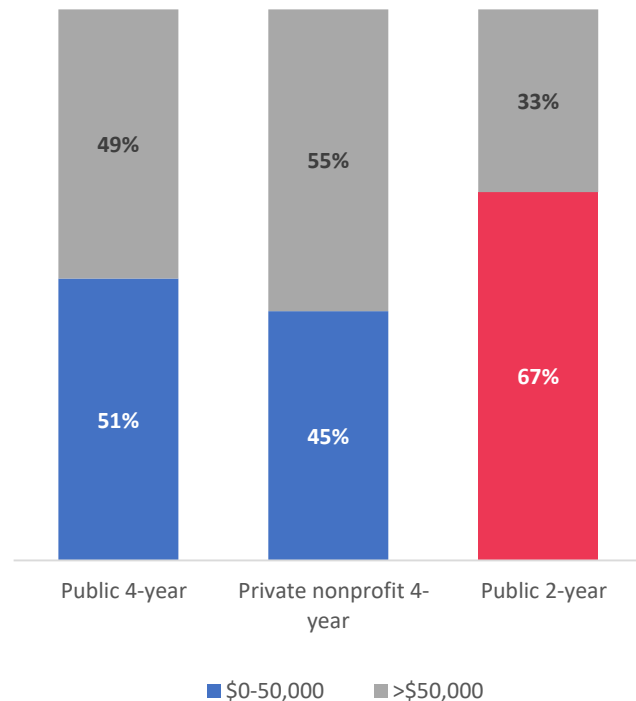
NCES 2017: <https://nces.ed.gov/pubs2017/2017075.pdf>

U.S. Department of Education, National Center for Education Statistics, Higher Education General Information Survey (HEGIS), "Fall Enrollment in Colleges and Universities" surveys, 1970 through 1985; Integrated Postsecondary Education Data System (IPEDS), "Fall Enrollment Survey" (IPEDS-EF:86-99); IPEDS Spring 2001 through Spring 2016, Fall Enrollment component; and Enrollment in Degree-Granting Institutions Projection Model, 2000 through 2026.

# Community College Student Population Characterized by Socioeconomic and Racial Diversity

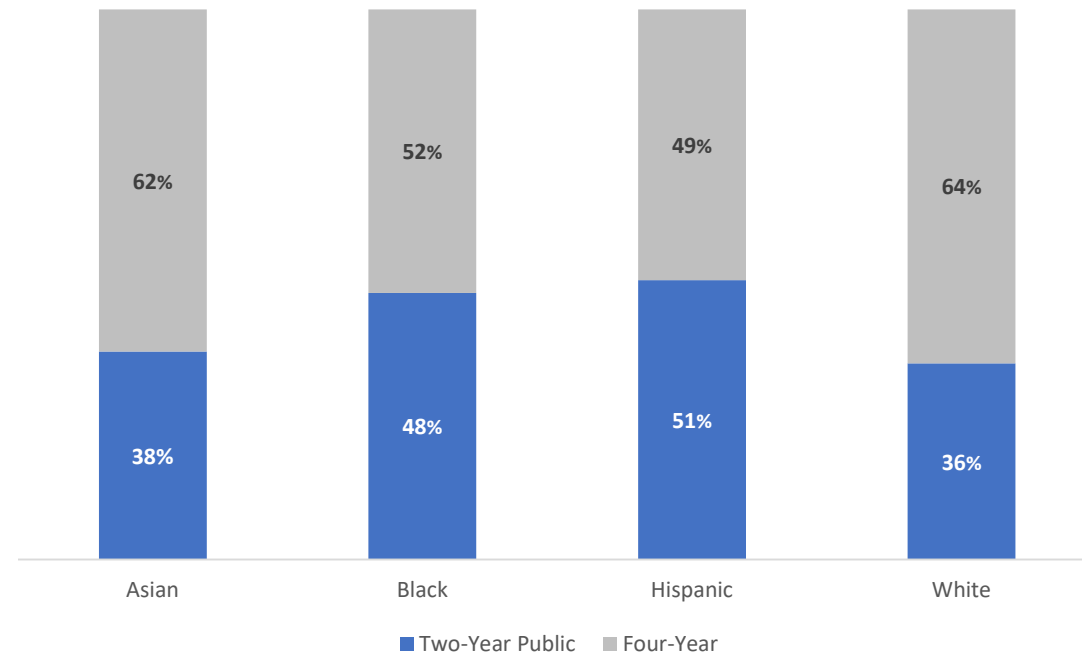
## Community College Students are More Likely to Come from Lower-Income Families

Proportion of enrollment below median household income (\$50,054 in 2011) by institutional sector and level, NPSAS 2011-12



## Black and Hispanic Students Enroll in 2-Year Colleges at Higher Rates than their White Peers

Percentage of ethnicity that started in 2-Year institutions, 2010 Cohort<sup>2</sup>



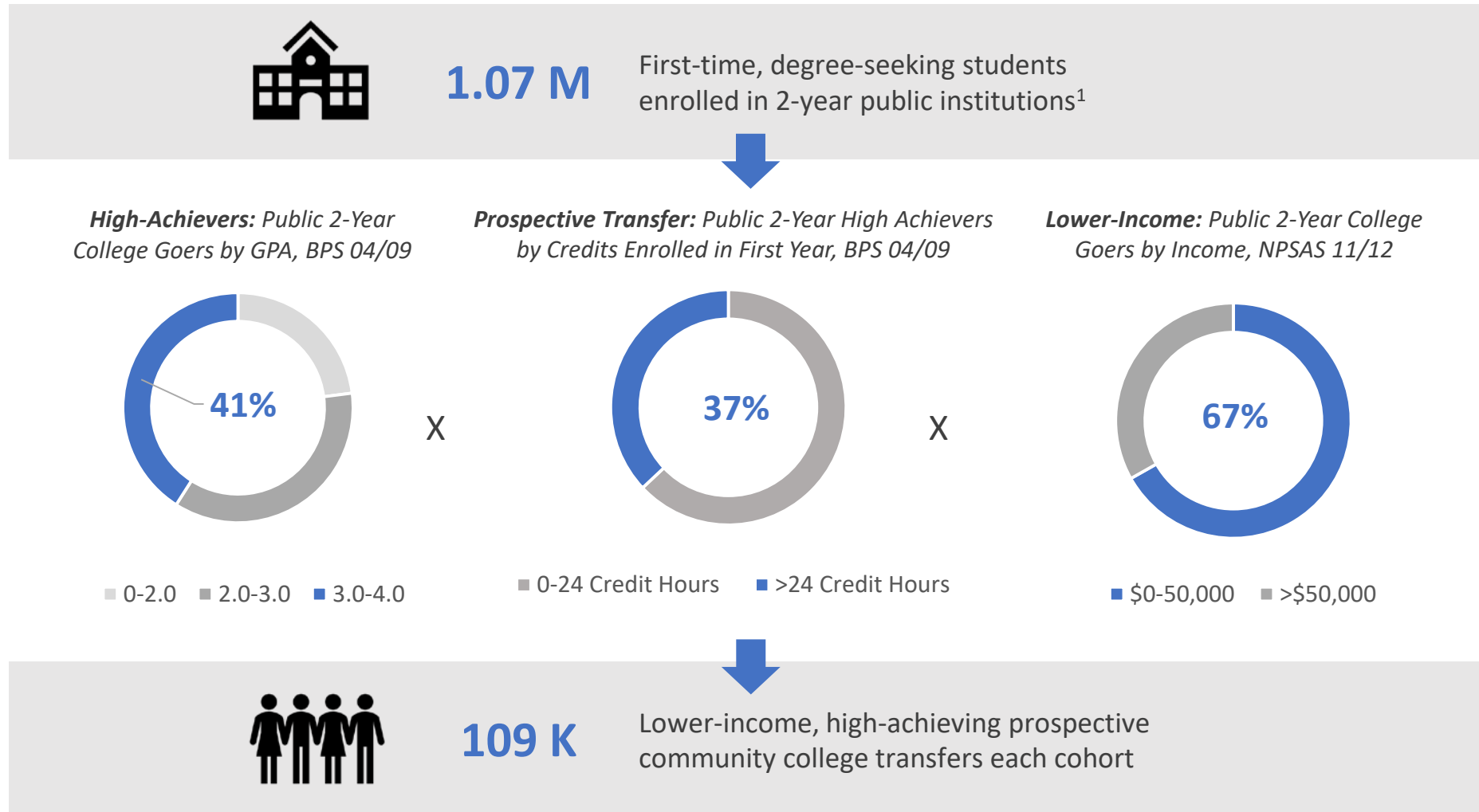
1. ATI Analysis of NPSAS 2011-12 data

2. Shapiro, D., Dundar, A., Huie, F., Wakhungu, P., Yuan, X., Nathan, A & Hwang, Y., A. (2017, April). *Completing College: A National View of Student Attainment Rates by Race and Ethnicity – Fall 2010 Cohort* (Signature Report No. 12b). Herndon, VA: National Student Clearinghouse Research Center.



# An Abundance of Talented Prospective Transfer Students

## Estimating the Annual Population of Lower-Income, High-Achieving Prospective Community College Transfer Students



1. [https://nces.ed.gov/programs/digest/d15/tables/dt15\\_305.10.asp?current=yes](https://nces.ed.gov/programs/digest/d15/tables/dt15_305.10.asp?current=yes)  
2. Beginning Postsecondary Student Longitudinal Survey, 2004-2009.

# Each Cohort, Thousands of High-Achieving Prospective Transfer Students Fail to Transfer

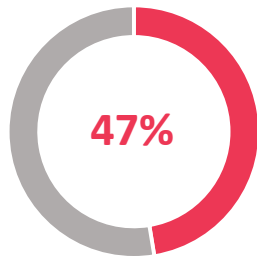
## Leaving Talent On the Table



**109 K**

High-achieving, lower-income community college students with >24 credit hours each cohort

*Transfer Rate: High-Achieving, Lower-Income Prospective Transfers, BPS 04/09*



- Never Transferred\*
- Transferred to 4-Year Public or Private Nonprofit

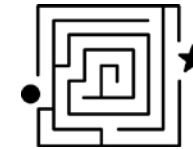


**~51 K**

High-achieving, lower-income prospective transfer students don't transfer each cohort.

## Barriers to Transfer for Lower-Income Students: Unclear Pathways Feed Financial and Social Anxieties

*Transfer Student Experience*



Unclear Pathways



Financial and Social Anxiety

*Underlying Causes*



Underdeveloped Community College Partnerships



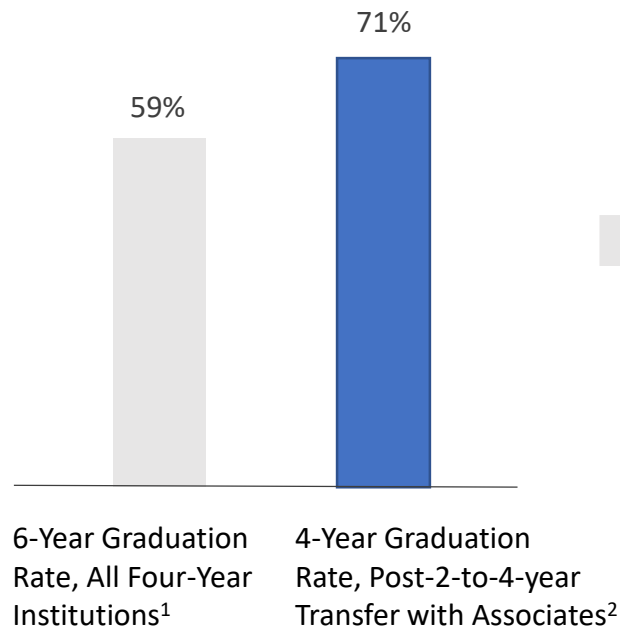
Inadequate support for prospective transfer students



# Transfer Pathway Efficient, But Less So For Lower-Income Students

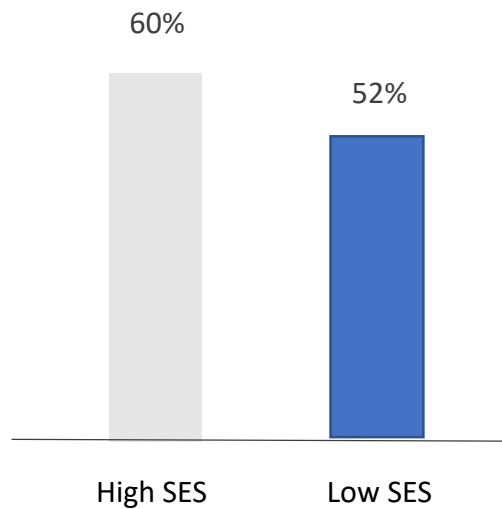
## Transfer, When Done Right, Offers Efficient Path to Graduation\*

2007-08 Entering Cohort



## Transfer Rarely Goes as Intended, Especially for Lower-Income Students

Bachelor's completion at selective institutions six years after community college entry, 2007-08 Cohort<sup>3</sup>



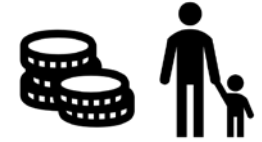
\*These are not direct comparisons (within or between charts)

## Attrition and Delays Start with Unclear Articulation, Compounded by Lack of Tailored Support

Transfer Student Experience



Inefficient Credit Transfer



Financial and Social Insecurity

Underlying Causes

Underdeveloped Community College Partnerships

Inadequate support for enrolled transfer students

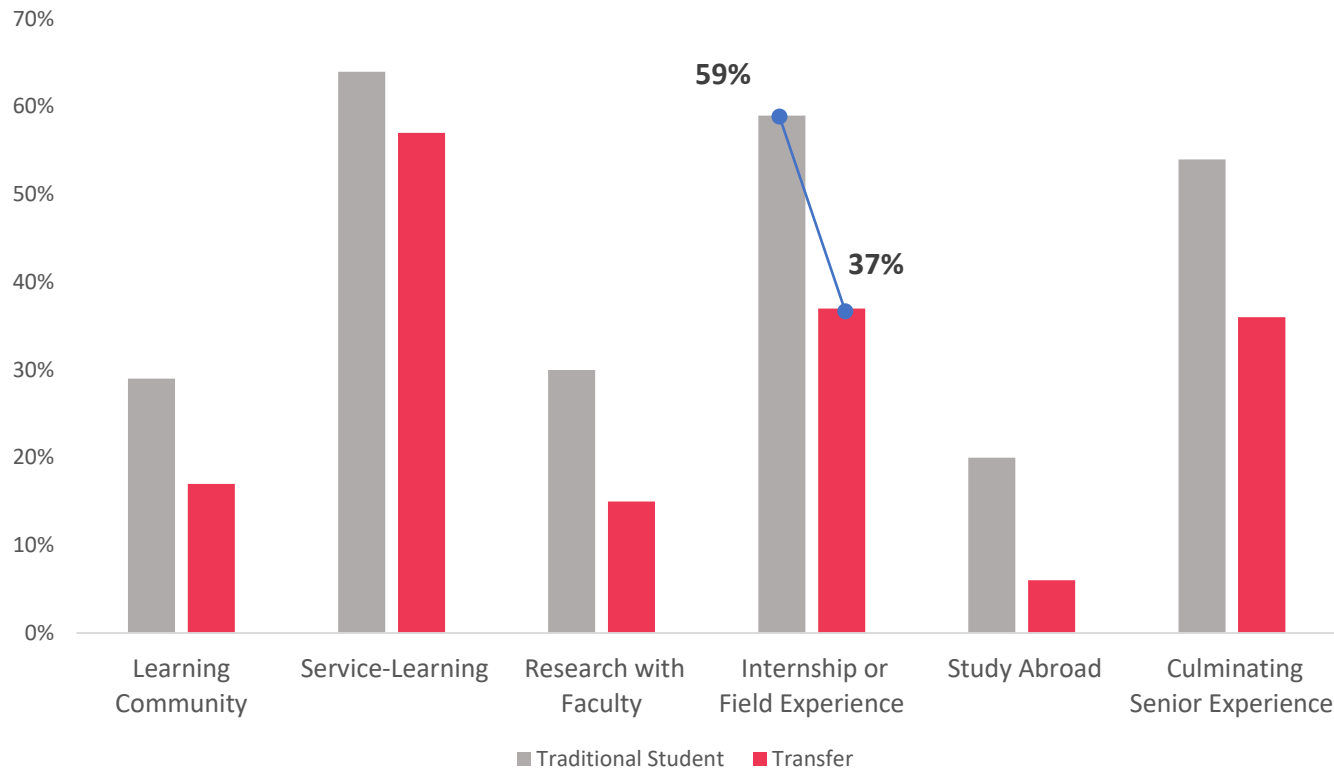


1. NCES Table 326.10. Retrieved from: [https://nces.ed.gov/programs/digest/d16/tables/dt16\\_326.10.asp](https://nces.ed.gov/programs/digest/d16/tables/dt16_326.10.asp)  
 2. Snapshot Report: Degree Attainment. (2012). Outcomes of Students Who Transferred from Two-Year to Four-Year. National Student Clearinghouse Research Center. <https://nscresearchcenter.org/wp-content/uploads/SnapshotReport8-GradRates2-4Transfers.pdf>  
 3. Jenkins, D., & Fink, J. (2016). Tracking Transfer: New Measures of Institutional and State Effectiveness in Helping Community College Students Attain Bachelor's Degrees. Community College Research Center; The Aspen Institute College Excellence Program; National Student Clearinghouse Research Center.

# Surveys Signal That Receiving Institutions Must Be More Intentional About the Transfer Student Experience

*Missed Opportunity: Transfer Students Less Likely to Engage with Experiences Linked to Postgraduate Success*

**Percentage of Seniors Indicating Participation in High-Impact Experience by Transfer Status, NSSE 2017**



**Graduates Who Reported Applied Learning Through an Internship or Job Were<sup>2</sup>...**

**1.8x**

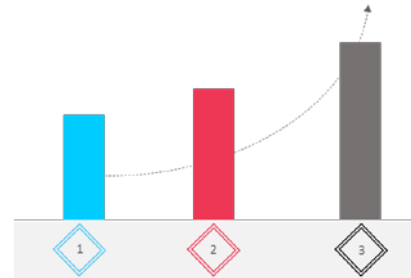
More likely to be engaged in the workplace

**1.3x**

More likely to report holistic well being

1. NSSE 2017 High-Impact Practices. Retrieved from: [http://nsse.indiana.edu/2017\\_institutional\\_report/pdf/HIPTables/HIP.pdf](http://nsse.indiana.edu/2017_institutional_report/pdf/HIPTables/HIP.pdf)
2. Gallup (2015). The Gallup-Purdue Index 2015 Report. Retrieved from: <http://www.gallup.com/services/185924/gallup-purdue-index-2015-report.aspx>

# Alternative Access: Alternative Access: Enhancing Connections to Community College Talent



## Defining Clear Pathways Through Strong Partnerships

- Organizing a Coordinated, Mission-Based Transfer Enterprise
- Establishing Strong, Leadership-Driven Community College Partnerships
- Fostering Long-Term Inter-Institutional Faculty Alignment



## Engaging and Advising Community College Students

- Engaging Students Through Community College Advisor Champions
- Relating to Prospective Students Through Real Transfer Success Stories
- Reinforcing a National Transfer Market



## Fostering Holistic Transfer Student Success with Dedicated Supports

- **Promoting Timely Completion in Competitive Majors**
- Facilitating Connections to Community and Resources
- Jumpstarting Engagement with High-Impact Experiences

### Coda

The Transfer-Friendly Ecosystem: From Start to Sustainability

# Promoting Timely Graduation for Transfer Students— A focus on STEM and Other Competitive Majors

*Oversupply in STEM sub-BA attainment and undersupply in STEM bachelor's attainment emphasizes importance of robust community college transfer pipelines to national economy*

## For “Bachelor’s+” Earners...

**48%**

Of entry-level jobs requiring at least a BA are in STEM fields

**29%**

Of Bachelor’s graduates earn a STEM degree

## For “Sub-BA” Earners...

**24%**

Of sub-BA entry-level jobs are in STEM fields

**32%**

Of sub-BA degrees are in STEM fields

## Entry-Level Salary Premium for STEM Bachelor’s

**+ \$14K**

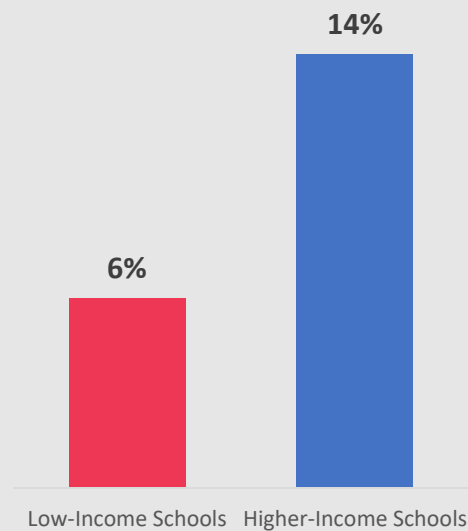
“Bachelor’s +” STEM vs. Non-STEM field earnings

**+ \$18K**

“Bachelor’s +” STEM vs. Sub-BA STEM field earnings

## Lower-Income Students Less Likely to Earn STEM Degrees

*STEM Bachelor's Completion Six Years After HS Graduation, Class of 2008*



## High Touch Support & Subsidized Summer Enrollment for Competitive, Capacity-Constrained Majors

*How One Institution Supports Timely Graduation for Engineering Transfer Students*



### Navigating the Maze:

Robust face-to-face pre-transfer advising conducted by engineering departments



### Jumpstarting Credit Accumulation:

Mandatory, capacity-constrained major requirements not offered in CCs are taught in summer session



### Allaying Affordability Concerns:

Transfer students offered scholarships to subsidize summer enrollment, keep pace to timely graduation