Student Access, Equity, and Success in 2020: 
*Data Insights*

Quarterly Meeting of the Tennessee Board of Regents 
September 2020
Supporting Students

Student Access, Retention, Success, & Equity

Supporting Colleges

High Impact Practices
Learning Support
Mindset
Beyond Financial Aid
Digital Engagement Initiative

Adults
Reconnect

K-12 Pipeline
SAILS
TN Pathways
EPSOs

Labor Force
TN Transfer Pathways

Non-completers

Graduates

Workforce Training

Transfers

Achieving the Dream
Academic and Financial Operations
Data Science, Analytics & Tools
Strategic Enrollment Management
Outcomes-Based Funding Formula

Supporting Colleges

Achieving the Dream
Academic and Financial Operations
Data Science, Analytics & Tools
Strategic Enrollment Management
Outcomes-Based Funding Formula
Guiding Questions

Enrollment & Access

What does enrollment look like in an open access system this fall?

How does enrollment reflect the communities that we serve?

How has COVID-19 affected who we serve or how we serve them?

Student Success

What progress have colleges made toward the Drive to 55?

How do we measure success? Are those metrics consistent with our mission and the students we serve?

What do we know about the causes of student success?
Enrollment & Access

Students at Roane State’s Oak Ridge Campus in 2019
What does enrollment look like in an open access system this fall?
Fall 2020 at Community Colleges

Enrollment in fall 2020 declined 11.5% compared to total enrollment in fall 2019. That's 10,000 fewer students.

Full-time equivalent (FTE) enrollment declined 12.6% from fall 2019 to fall 2020.

*Preliminary fall 2020 enrollment is based on unedited census (14th day) enrollment data. Prior years are reported with official end-of-term data. Historically, the end-of-term headcount is 1% higher than census, while end-of-term full-time equivalent (FTE) enrollment is 2% higher than census. Census FTE may not reflect enrollments in courses that begin after the 14th day.
Headcount at Community Colleges

Small Changes

- Volunteer: -4%
- Motlow: -7%
- Columbia: -8%
- Dyersburg: -7%

Moderate Changes

- Chattanooga: -9%
- Nashville: -12%
- Walters: -9%
- Northeast: -12%
- Cleveland: -9%

Significant Changes

- Pellissippi: -14%
- Southwest: -24%
- Roane: -14%
- Jackson: -15%

*Preliminary fall 2020 enrollment is based on unedited census (14th day) enrollment data. Prior years are reported with official end-of-term data.
**Fall 2020 at Community Colleges: Summary**

**Dual enrollment**
- **declined 9%** from 2019 to 2020.
- That’s 1,500 fewer students.

**First-time, full-time freshmen**
- **declined 19%** from 2019 to 2020.
- That’s 3,600 fewer students.

**Adult enrollment**
- **declined 13%** from 2019 to 2020.
- That’s 3,300 fewer students.
Community College Enrollment by Type

- Enrollment by dual enrolled high school students **declined 9%** from fall 2019 to fall 2020.
- Enrollment by freshmen students seeking an associate degree **declined 16%** from fall 2019 to fall 2020.
- Enrollment by associate-seeking sophomores **declined by only 6%**.

*Preliminary fall 2020 enrollment is based on unedited census (14th day) enrollment data.*
15,104 first-time, full-time (FTFT) freshmen enrolled at community colleges in fall 2020. Enrollment by this group declined 19% compared to fall 2019.

13,313 FTFT students in fall 2020 enrolled within one year of high school graduation. This group is also 19% smaller than in fall 2019.

*Preliminary fall 2020 enrollment is based on unedited census (14th day) enrollment data.
Community College Enrollment by Age

Key Takeaways

Enrollment among non-dual enrollment students age 19 or younger declined 10% from fall 2019 to 2020.

The number of students age 35 and older declined 17% from fall 2019 to fall 2020.

Enrollment by all adults (those 25 and older) declined 13%.

*Preliminary fall 2020 enrollment is based on unedited census (14th day) enrollment data.
Tennessee Promise and Reconnect

According to preliminary data...

13,000 new Tennessee Promise applicants are enrolled at community colleges this fall. Down approximately 6% from last fall.

11,800 Tennessee Reconnect applicants are enrolled at community colleges this fall. Down approximately 15% from last fall.

*Preliminary fall 2020 enrollment is based on unedited census (14th day) enrollment data. Data on Promise and Reconnect students is preliminary and based on the number of applicants, not the number of recipients.
Fall-to-Fall Retention

First-Year Retention Rates for FTFT Students

Key Takeaways

54% of students who enrolled as first-time, full-time freshmen in fall 2019 were retained in fall 2020.

The fall-to-fall retention rate declined 1 point since last year.

Among Hispanic students who enrolled in fall 2019, the retention rate declined from 60% to 55%.

*First-year retention rates reflect the number of students in the first-time, full-time freshmen cohort who returned the next fall or earned a certificate or degree anytime during the first year of enrollment. Data for the 2019 cohort is preliminary and based on unedited census (14th day) enrollment data for fall 2020.
Fall 2020 Enrollment at TCATs

According to preliminary data...

10,772 students have registered at the Tennessee Colleges of Applied Technology for fall 2020.

Up 3% from this time last fall.

*Preliminary fall 2020 TCAT data is based on the number of students who registered at TCATs as of the second week of September.
How does enrollment reflect the communities that we serve?
Fall 2020 at Community Colleges: Summary


Black male enrollment declined 24% from 2019 to 2020. That's 1,160 fewer students.

Female student enrollment declined 9% from 2019 to 2020. That's 4,790 fewer students.
Community College Enrollment by Group

**Headcount by Race/Ethnicity**
- White: -11%
- Black: -19%
- Hispanic: -4%

**Headcount By Gender**
- White Female: -8%
- White Male: -15%
- Black Female: -16%
- Black Male: -24%

*Preliminary fall 2020 enrollment is based on unedited census (14th day) enrollment data.*

**Key Takeaways**

- Enrollment by Black and African American students **declined 19%** from fall 2019 to fall 2020.
- Enrollment by Black and African American male students **declined 24%** compared to fall 2019.
- Enrollment by Hispanic students declined only 4% compared to fall 2019.
First-Time, Full-Time Freshmen Enrollment by Group

FTFT by Race/Ethnicity
- White: -17%
- Black: -31%
- Hispanic: -18%

FTFT By Gender
- White Female: -14%
- White Male: -20%
- Black Female: -27%
- Black Male: -35%

Key Takeaways

First time, full-time (FTFT) enrollment by Black and African American students declined 31% from fall 2019 to fall 2020.

FTFT enrollment by Black male students declined 35% compared to fall 2019.

FTFT enrollment by Hispanic students declined 18%.

*Preliminary fall 2020 enrollment is based on unedited census (14th day) enrollment data.
How does the freshman class compare to the high school graduating class of 2020?

**Tennessee High School Class of 2020**
64,500+ students

<table>
<thead>
<tr>
<th>Gender</th>
<th>White 65%</th>
<th>Black 23%</th>
<th>Hispanic 9%</th>
<th>Other 3%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>50%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td></td>
<td>50%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Recent HS Grads Enrolled at Community Colleges in Fall 2020**
13,313 students

<table>
<thead>
<tr>
<th>Gender</th>
<th>White 70%</th>
<th>Black 13%</th>
<th>Hispanic 9%</th>
<th>Other 8%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>59%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td></td>
<td>41%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Data on the Tennessee high school class of 2020 represents graduates from the 2019-20 academic year, based on data from the Tennessee Department of Education.*

For more about the high school pipeline, visit the TBR Research Library.
How does adult enrollment reflect unemployment rates?

Change in Adult Enrollment by County
Fall 2019 to Fall 2020

Most counties saw a decline in adult enrollment. This was true even in counties with higher unemployment rates.

<table>
<thead>
<tr>
<th>County</th>
<th>Unemployment Rate in July 2020</th>
<th>Change in Adult Enrollment (2019 to 2020)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shelby</td>
<td>14%</td>
<td>-23%</td>
</tr>
<tr>
<td>Davidson</td>
<td>12%</td>
<td>-6%</td>
</tr>
<tr>
<td>Lauderdale</td>
<td>12%</td>
<td>+16%</td>
</tr>
<tr>
<td>McNairy</td>
<td>12%</td>
<td>-26%</td>
</tr>
<tr>
<td>Cocke</td>
<td>11%</td>
<td>-21%</td>
</tr>
<tr>
<td>Grundy</td>
<td>11%</td>
<td>+17%</td>
</tr>
<tr>
<td>Sevier</td>
<td>10%</td>
<td>-11%</td>
</tr>
</tbody>
</table>

*Data on unemployment rates is provided by the Tennessee Department of Labor and Workforce Development. Adults are defined as students age 25 and older.
How has COVID-19 affected who we serve or how we serve them?
Dual enrollment decreased systemwide.

At community colleges, dual enrollment declined 9% from fall 2019 to fall 2020.

That represents 1,500 fewer students compared to last fall.
Academic preparation increased.

The number of students with ACT scores below 19 declined 25% from fall 2019 to fall 2020.

That represents 1,900 fewer students with ACT scores below 19.

The average high school GPA also rose. The number of students with GPAs below 3.0 dropped by 30%.
The steepest declines among students with lower ACT scores.

This group **declined 25%**. That’s 753 fewer students (463 fewer Black students).

This group **declined 24%**. That’s 1,151 fewer students (345 fewer Black students).

This group **declined 19%**. That’s 1,289 fewer students (541 fewer male students).

This group **declined 16%**. That’s 387 fewer students (186 fewer white female students).
Learning support needs decreased.

55% of first-time, full-time freshmen at community colleges in fall 2020 required learning support in at least one subject area. This was 3 percentage points lower than in fall 2019.

*The percent of students requiring learning support is based on students who would require learning support based on their academic preparedness, not actual counts of students enrolled in learning support courses.
Enrollment in online & hybrid courses nearly doubled.

The number of community college students enrolled in at least one online/remote course in fall 2020 increased 70% over fall 2019, and the number of students in hybrid courses doubled.

*Summing the delivery method categories will result in a headcount higher than the total headcount, as students taking classes through multiple delivery methods will be counted multiple times.*
## Enrollment & Access: Key Takeaways

| **What does enrollment look like in an open access system this fall?** | • Community college enrollment in fall 2020 is **11.5% lower** than in fall 2019.  
• TCAT registrations have increased 3%. |
| **How does enrollment reflect the communities that we serve?** | • At community colleges, full-time enrollment by recent high school graduates **declined by 19%**.  
• Declines were especially pronounced for Black students and male students. |
| **How has COVID-19 affected who we serve or how we serve them?** | • Dual enrollment and adult enrollment decreased.  
• The most significant declines in freshmen enrollment were among students with ACT scores below 19.  
• Enrollment in online and hybrid courses **nearly doubled**. |
Student Success

A Classroom at Southwest Tennessee Community College in 2019
What progress have colleges made toward the Drive to 55?
Community College Students Set a New Record for Awards in 2019-2020

**Enrollment**
19% decrease in enrollment from 2011 to 2020

**Awards**
44% increase in awards from 2011 to 2020

*Preliminary fall 2020 enrollment is based on unedited census (14th day) enrollment data. Prior years are reported with official end-of-term data. Awards include degrees and technical certificates for the academic year.*
Awards at Community Colleges

*Awards include degrees and technical certificates for the academic year (preceding summer, fall, and spring).

15,874 degrees and certificates were earned by community college students in 2019-20. This is the highest number of awards in TBR history.

At 11 community colleges, awards in 2019-20 increased over the prior year. At Jackson, awards increased 21%. At Cleveland, awards increased 32% over the prior year.

Key Takeaways

15,874 degrees and certificates were earned by community college students in 2019-20. This is the highest number of awards in TBR history.

At 11 community colleges, awards in 2019-20 increased over the prior year. At Jackson, awards increased 21%. At Cleveland, awards increased 32% over the prior year.

*Awards include degrees and technical certificates for the academic year (preceding summer, fall, and spring).
Graduates at Community Colleges

**Awards in 2019-20 by Type**

- **Associate Degrees in Tennessee Transfer Pathways**: 19%
- **Other Associate Degrees Designed to Transfer**: 32%
- **Associate of Applied Science**: 26%
- **Short-Term Certificate**: 16%
- **Long-Term Certificate**: 6%

**About the Graduates**

- 55% are female students.
- 41% are adult students (25+).
- 10% are Black or African American students.
- 5% are Hispanic students.

*Associate degrees designed to transfer include the Associate of Arts, Associate of Science, Associate of Science in Teaching, and Associate of Fine Arts.*
Awards and Success at TCATs

<table>
<thead>
<tr>
<th>Year</th>
<th>Awards</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>7,235</td>
</tr>
<tr>
<td>2014</td>
<td>7,038</td>
</tr>
<tr>
<td>2015</td>
<td>7,528</td>
</tr>
<tr>
<td>2016</td>
<td>7,470</td>
</tr>
<tr>
<td>2017</td>
<td>7,709</td>
</tr>
<tr>
<td>2018</td>
<td>7,219</td>
</tr>
<tr>
<td>2019</td>
<td>7,165</td>
</tr>
<tr>
<td>2020*</td>
<td>7,124</td>
</tr>
</tbody>
</table>

*Awards include diplomas and certificates for the academic year (fall, spring, and trailing summer). Data on completion, job placement, and licensure are based on data reported to the Council on Occupational Education (COE). Awards for the 2019-20 academic year are based on preliminary data. The total number of 2019-20 awards will be revised when final data is available.
Progress toward Drive to 55 Goals

Community College Goal

In 2019-20, 14,622 students graduated from community colleges.

An additional 273 graduates next year will help us reach the annual target.

TCAT Goal

In 2018-19, 6,980 students graduated from TCATs.

An additional 1,543 graduates next year will help us reach the target.

*Drive to 55 targets capture the annual number of unique graduates. Since some individuals earn multiple awards, the number of award recipients differs from the number of awards.*
How do we measure success?
Are those metrics consistent with our mission and the students we serve?
Community College Graduation Rates

Three-Year Graduation Rate

<table>
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<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Grad.</td>
<td>14%</td>
<td>16%</td>
<td>17%</td>
<td>20%</td>
<td>22%</td>
<td>24%</td>
<td>25%</td>
<td>25%</td>
</tr>
</tbody>
</table>

*Graduation rates include degrees and technical certificates earned at any TBR community college.

**Key Takeaways**

25.3% of students from the 2017 cohort graduated within three years.

Graduation rates have nearly doubled since 2010.

At four community colleges, 2017-20 graduation rates exceeded 30%:

- Motlow: 33%
- Northeast: 32%
- Walters: 31%
- Roane: 31%

For more about graduation rates, visit the TBR Research Library.
Gaps in Graduation Rates by Race

Three-Year Graduation Rate by Race and Ethnicity

<table>
<thead>
<tr>
<th>Year</th>
<th>Black and African American</th>
<th>Hispanic</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010-13</td>
<td>5%</td>
<td>10%</td>
<td></td>
</tr>
<tr>
<td>2011-14</td>
<td>7%</td>
<td>12%</td>
<td></td>
</tr>
<tr>
<td>2012-15</td>
<td>9%</td>
<td>14%</td>
<td></td>
</tr>
<tr>
<td>2013-16</td>
<td>11%</td>
<td>16%</td>
<td></td>
</tr>
<tr>
<td>2014-17</td>
<td>13%</td>
<td>18%</td>
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<tr>
<td>2015-18</td>
<td>15%</td>
<td>20%</td>
<td></td>
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<tr>
<td>2016-19</td>
<td>17%</td>
<td>22%</td>
<td></td>
</tr>
<tr>
<td>2017-20</td>
<td>19%</td>
<td>24%</td>
<td></td>
</tr>
</tbody>
</table>

- 23% of Hispanic students graduated within three years.
- 11% of Black students from the 2017 cohort graduated within three years.

To close the gap between white and Black students in 2017, community colleges would have needed to graduate 614 additional Black students.

For more about graduation rates, visit the TBR Research Library.

*Graduation rates include degrees and technical certificates earned at any TBR community college.
Equity Gaps Persist in Graduation Rates

One third (32%) of white students in the 2017 cohort had ACT scores below 19. By 2020, 17% of these students graduated.

Nearly three-quarters (71%) of Black students in the 2017 cohort had ACT scores below 19. By 2020, 9% of these students graduated.

*Graduation rates include degrees and technical certificates earned at any TBR community college.
Graduation Rates by Academic Preparation

Three-Year Graduation Rate for the 2017 Cohort
By ACT Score

ACT Composite Score

<table>
<thead>
<tr>
<th>ACT Score</th>
<th>Graduation Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;= 12</td>
<td>4%</td>
</tr>
<tr>
<td>13</td>
<td>6%</td>
</tr>
<tr>
<td>14</td>
<td>8%</td>
</tr>
<tr>
<td>15</td>
<td>9%</td>
</tr>
<tr>
<td>16</td>
<td>11%</td>
</tr>
<tr>
<td>17</td>
<td>14%</td>
</tr>
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<td>18</td>
<td>18%</td>
</tr>
<tr>
<td>19</td>
<td>22%</td>
</tr>
<tr>
<td>20</td>
<td>26%</td>
</tr>
<tr>
<td>21</td>
<td>30%</td>
</tr>
<tr>
<td>22</td>
<td>34%</td>
</tr>
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<td>23</td>
<td>39%</td>
</tr>
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<td>24</td>
<td>40%</td>
</tr>
<tr>
<td>25</td>
<td>41%</td>
</tr>
<tr>
<td>26</td>
<td>46%</td>
</tr>
<tr>
<td>&gt;= 27</td>
<td>49%</td>
</tr>
</tbody>
</table>

By High School GPA

<table>
<thead>
<tr>
<th>High School GPA</th>
<th>Graduation Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Below 2.0</td>
<td>4%</td>
</tr>
<tr>
<td>2.0-3.0</td>
<td>11%</td>
</tr>
<tr>
<td>3.0 or Above</td>
<td>39%</td>
</tr>
</tbody>
</table>

*Graduation rates include degrees and technical certificates earned at any TBR community college.*
Early Indicators of Success Rates

Early indicators suggested that graduation rates increases might plateau with the 2017 cohort:

- Gateway math completion declined 3 points from 2016 to 2017.
- Gateway English completion declined 1.3 points from 2016 to 2017.
- First-year retention rates declined 3 points from 2016 to 2017.

*Data for gateway course completion includes first-time-ever-in-college students. The 2019 cohort does not yet include courses completed in summer 2020. First-year retention rates reflect the number of students in the first-time, full-time freshmen cohort who returned the next fall or earned a certificate or degree anytime during the first year. Data for the 2019 cohort is preliminary and based on census enrollment for fall 2020.
Graduation Rates Beyond Three Years

*The cumulative graduation rate reflects the cumulative number of students in a cohort who earned a technical certificate or degree from any TBR community in each semester, beginning with the student's first semester of enrollment as a first-time, full-time freshman.
Unpacking Student Success: Tennessee Promise Students

Success after Five Semesters
All Recent High School Graduates

<table>
<thead>
<tr>
<th>Year</th>
<th>Still Enrolled</th>
<th>Transferred</th>
<th>Graduated</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>50%</td>
<td>14%</td>
<td>36%</td>
</tr>
<tr>
<td>2015</td>
<td>49%</td>
<td>18%</td>
<td>33%</td>
</tr>
<tr>
<td>2016</td>
<td>49%</td>
<td>20%</td>
<td>31%</td>
</tr>
<tr>
<td>2017</td>
<td>49%</td>
<td>21%</td>
<td>30%</td>
</tr>
</tbody>
</table>

Tennessee Promise Students

<table>
<thead>
<tr>
<th>Year</th>
<th>Still Enrolled</th>
<th>Transferred</th>
<th>Graduated</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>52%</td>
<td>22%</td>
<td>26%</td>
</tr>
<tr>
<td>2016</td>
<td>52%</td>
<td>23%</td>
<td>25%</td>
</tr>
<tr>
<td>2017</td>
<td>51%</td>
<td>23%</td>
<td>25%</td>
</tr>
</tbody>
</table>

Key Takeaways

Within five semesters of initial enrollment, 49% of students who enrolled in 2017 within a year of high school graduation:

- earned a credential,
- transferred, or
- were still enrolled at a community college.

Among Promise students who enrolled in 2017, 51% had succeeded in 5 semesters.

For more about Tennessee Promise students’ success, visit the TBR Research Library.
Unpacking Student Success: 
**Inbound Transfer Students**

**Graduation Rates for Inbound Transfer Students**
Former FTFT Freshman at Tennessee Public Universities

<table>
<thead>
<tr>
<th></th>
<th>At TBR Colleges</th>
<th>At Any TN Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>3-Year Graduation Rate (2010-2016 Transfers)</td>
<td>16% 20% 17%</td>
<td>21% 28% 24%</td>
</tr>
<tr>
<td>6-Year Graduation Rate (2010-2013 Transfers)</td>
<td>20% 26% 22%</td>
<td>36% 46% 39%</td>
</tr>
</tbody>
</table>

*Data is from P20 Connect, the Tennessee Longitudinal Data System.*

**Key Takeaways**

Inbound transfers are students who transfer into a community college from outside of the system.

From 2010 to 2016, more than **52,000 students** transferred into TBR community colleges. Nearly 15,000 were former FTFT freshmen from Tennessee public universities.

Within six years of transferring, 22% of these students graduated from a community college, and **39% graduated** from a community college or a TN public university.

For more about inbound transfer students, visit the TBR Research Library.
What do we know about the causes of student success?
Gateway course completion has doubled since 2011.

Completion of gateway courses, like college-level math, has improved significantly.

**Completion of gateway math doubled**, from 20% in 2011-12 to 40% in 2019-20. But gaps persist.

*Data for the 2019 first-time-ever-in-college cohort does not yet include summer 2020.*
Success in online courses lags behind in-person courses.

Many students took online courses prior to 2020. But success rates in online courses were typically lower than success rates for in-person courses.

Course Success Rates in Fall 2019

*Course success rates include the percent of students who earned a grade of A, B, C, D, P, or S in the course.
Students’ life circumstances influence their success.

Results from the Community College Survey of Student Engagement (CCSSE)

According to the 2019 CCSSE at TBR colleges:

- 77% of students worked while enrolled.
- 62% of students worked more than 20 hours per week.
- 52% of students are responsible for the care of dependents.
- 28% of students said caring for dependents made them likely or very likely to withdraw from college.

A 2020 TBR/UT study of CCSSE responses found:

- Time spent caring for dependents had a negative effect on the probability of graduation and on students’ grades.
- Long commutes to school had a negative effect on time to graduation.
- Student advising increased the likelihood of graduation and was associated with higher grades.
Student Success: Key Takeaways

What progress have colleges made toward the Drive to 55?
- Community colleges set a record, with 15,874 awards earned in 2019-20.
- TCAT students earned 7,124 awards.

How do we measure success? Are those metrics consistent with our mission and the students we serve?
- 25% of students from the 2017 freshman cohort have graduated.
- Equity gaps persist, especially between white and Black students.

What do we know about the causes of student success?
- Online course success rates lag behind success rates for in-person courses.
- Students’ life and personal circumstances play a significant role in their success.
Ongoing Research

**Adult enrollment declined 13% from 2019 to 2020.**
Which strategies promote the enrollment, retention, and success of returning adult students?

Support from Lumina Foundation and Ascendium

**25% of incoming students graduate within three years.**
How do we improve learning support and promote the use of high impact teaching practices?

Support from the Education Commission of the States

**Nearly 23,000 students graduated from TBR colleges in 2019-20.**
How do community college and TCAT graduates perform in the workforce?

Support from the Heckscher Foundation and partnership with the University of Virginia Nudge4 Lab