



Tab 13

## Certification of Performance on Performance Measures

Coordinating Board for Higher Education  
December 11, 2019

### BACKGROUND

Department of Higher Education and Workforce Development (DHEWD) staff have worked with the institutions to collect data on five of the six performance measures for the fall 2019 collection / FY 2021 budget cycle. Graduate outcomes data (the sixth measure) will be certified in January. As was the case for FY 2020, DHEWD staff will recommend funding based on a subset of three completion- and workforce-focused measures for each sector. Those “priority” measures are detailed below.

### CURRENT STATUS

DHEWD and institutional staff worked together to collect and summarize data for five of the six performance measures. As was the case last year, graduate outcomes data will be collected and summarized in January. The public universities collect graduate outcomes data using the First Destination Survey published by the National Association of Colleges and Employers (NACE), and NACE protocol directs that institutions be given until December 30 following the academic year being reported on to determine the status of graduates. Data collected by the community colleges and Missouri State University–West Plains follows a different protocol, but will be collected concurrently. Graduate outcomes data will be certified during the January teleconference.

Results are summarized in Attachment A, which has previously been shared with the institutions for review. The institutions were generally successful either via improvement or in comparison to sustained excellence benchmarks. Where sustained excellence benchmarks were set by comparison to institutional peers, those peers are now either broad based (e.g. participating institutions in the National Community College Benchmark Project or public two-year institutions in IPEDS), or selected by DHEWD staff using preset criteria. Priority measures to be recommended for funding are as follows:

- Public Universities: completions per FTE student, pass rates on assessment or professional licensure exams, and graduate outcomes;
- Community Colleges and MSU-West Plains: three-year graduation and transfer rate, pass rates on professional licensure exams, and graduate outcomes;
- State Technical College: three-year graduation rate, major field assessment pass rate, and graduate outcomes.

Lincoln University has requested a waiver related to its measure of assessment of general education. In FY 2018, ACT discontinued an assessment instrument at mid-year, and DHEWD staff allowed Lincoln to report using the discontinued instrument for the fall 2017 semester compared to prior years. For FY 2019, Lincoln is reporting results of student assessment using an Educational Testing Service (ETS) instrument, and to maintain comparability of results, Lincoln requested permission to compare spring 2018 and FY 2019 assessment results on the ETS instrument using year-to-year improvement. Lincoln University would not normally be eligible for year-to-year improvement, having made the measure in the fall 2018 / FY 2020 budget year collection cycle. The Commissioner recommends granting a waiver in this circumstance, especially considering that Lincoln University did not choose to change its assessment measure in mid-year.

A formal summary and technical manual are available at <https://dhewd.mo.gov/PerformanceFunding.php>.

## **NEXT STEPS**

DHEWD staff will work with the institutions to collect graduate outcomes data in January 2020, with the Coordinating Board to review and certify during its January teleconference. Following certification, DHEWD staff will continue to respond to questions and information requests regarding the performance funding framework, particularly as institutional budgets progress through the 2020 legislative session.

## **RECOMMENDATION**

Staff recommend that the Coordinating Board approve and certify performance measures as reported by the institutions and summarized in the attachment. Results will be shared with the state Office of Budget and Planning, and results for the final graduate outcomes measure will be certified at the January teleconference.

## **ATTACHMENT**

- 2019 Performance Measure Results

## 2019 Performance Measure Results Community Colleges

	Crowder College	East Central College	Jefferson College	Metropolitan Community College	Mineral Area College	Missouri State University-West Plains	Moberly Area Community College	North Central Missouri College	Ozarks Technical Community College	St. Charles Community College	St. Louis Community College	State Fair Community College	Three Rivers College
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### Three-Year Graduation and Transfer Rate

Fall 2012-Fall 2014	39.5%	36.6%	39.6%	38.6%	41.4%	30.1%	41.5%	50.1%	41.1%	39.1%	27.5%	43.4%	33.4%
Fall 2013-Fall 2015	40.6%	39.5%	39.8%	38.1%	46.0%	33.9%	42.8%	53.4%	42.8%	40.7%	30.1%	44.3%	35.0%
Top third of peers	46.3%	46.3%	46.3%	46.3%	46.3%	46.3%	46.3%	46.3%	46.3%	46.3%	46.3%	46.3%	46.3%
In top third of peers								✓					
Improved	✓	✓	✓		✓	✓ (Y2Y)	✓	✓	✓	✓	✓	✓	✓
Did not improve, not in top third of peers				✓									

### Percent of Attempted Courses Successfully

Fall 2014-Fall 2016	77.4%	75.3%	76.0%	70.6%	85.3%	72.2%	74.8%	83.4%	71.4%	74.0%	69.5%	78.0%	75.6%
Fall 2015-Fall 2017	79.4%	75.8%	77.5%	71.0%	85.8%	73.7%	76.1%	83.1%	70.5%	73.7%	70.5%	78.9%	76.9%
Top third of peers	78.8%	78.8%	78.8%	78.8%	78.8%	78.8%	78.8%	78.8%	78.8%	78.8%	78.8%	78.8%	78.8%
In top third of peers					✓			✓				✓	✓
Improved	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓
Did not improve, not in top third of peers									✓	✓			

### Pass Rates on Professional Licensure Exams

Fall 2016-Fall 2018	99.2%	98.3%	91.8%	91.8%	95.1%	95.2%	93.6%	96.4%	97.2%	94.0%	95.6%	95.2%	86.8%
Fall 2017-Fall 2019	98.9%	98.0%	93.0%	95.9%	96.0%	96.9%	92.3%	96.6%	97.8%	97.8%	94.6%	97.0%	87.8%
Benchmark	90%	90%	90%	90%	90%	90%	90%	90%	90%	90%	90%	90%	90%
Meets or exceeds benchmark	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Improved			✓	✓	✓	✓	✓	✓	✓	✓		✓	✓
Did not improve, not at benchmark													

### Non-Core Expenditures as a Percent of Total Expenditures

Fall 2014-Fall 2016	10.7%	23.1%	32.8%	23.6%	15.7%	32.0%	13.8%	42.2%	11.7%	17.4%	24.5%	26.1%	19.2%
Fall 2015-Fall 2017	11.8%	24.8%	35.8%	24.2%	16.1%	30.8%	14.1%	37.4%	12.9%	18.3%	23.7%	27.6%	19.1%
Top third of peers	18.1%	18.1%	18.1%	18.1%	18.1%	18.1%	18.1%	18.1%	18.1%	18.1%	18.1%	18.1%	18.1%
In top third of peers	✓				✓		✓		✓				✓
Improved						✓		✓			✓		✓
Did not improve, not in top third of peers		✓	✓	✓						✓		✓	

### Tuition and Fees as a Percent of Median Family Income

Fall 2014-Fall 2016	7.3%	6.3%	5.2%	5.0%	7.1%	7.4%	6.8%	7.3%	8.1%	4.6%	5.8%	7.1%	8.6%
Fall 2015-Fall 2017	7.3%	6.4%	5.3%	5.0%	7.1%	7.5%	6.8%	7.6%	8.5%	4.6%	5.8%	7.3%	9.3%
Median of peers	7.3%	7.3%	7.3%	7.3%	7.3%	7.3%	7.3%	7.3%	7.3%	7.3%	7.3%	7.3%	7.3%
Below national median		✓	✓	✓	✓		✓			✓	✓		
Improved													
Did not improve, above national median	✓					✓		✓	✓			✓	✓

### Graduate Outcomes

Successful Outcomes – 2016-17 Grads	88.6%	94.0%	83.3%	89.1%	94.6%	89.0%	92.0%	93.1%	90.6%	93.1%	86.1%	86.7%	87.4%
Successful Outcomes – 2017-18 Grads													
Benchmark	75.0%	75.0%	75.0%	75.0%	75.0%	75.0%	75.0%	75.0%	75.0%	75.0%	75.0%	75.0%	75.0%
At or above benchmark													
Improved													
Did not improve, not at benchmark													

### Community College Totals

Measures Made	2/2 priority 4/5 overall 1 TBD	2/2 priority 4/5 overall 1 TBD	2/2 priority 4/5 overall 1 TBD	1/2 priority 3/5 overall 1 TBD	2/2 priority 5/5 overall 1 TBD	2/2 priority 4/5 overall 1 TBD	2/2 priority 5/5 overall 1 TBD	2/2 priority 4/5 overall 1 TBD	2/2 priority 3/5 overall 1 TBD	2/2 priority 3/5 overall 1 TBD	2/2 priority 5/5 overall 1 TBD	2/2 priority 3/5 overall 1 TBD	2/2 priority 4/5 overall 1 TBD
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# 2019 Performance Measure Results Public Universities and State Technical College

Harris-Stowe State University	Lincoln University	Missouri State University	Missouri Southern State University	Missouri Western State University	Northwest Missouri State University	Southeast Missouri State University	University of Central Missouri	Truman State University	University of Missouri System	State Technical College
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## Completions Per Full-Time Equivalent Student

FY 2015-FY 2017	18.2	24.0	33.0	35.8	31.0	37.7	29.8	50.5	33.4	40.4
FY 2016-FY 2018	19.3	25.4	33.9	37.9	31.4	37.4	31.0	52.1	33.4	42.0
Benchmark	25.0	25.0	25.0	25.0	25.0	25.0	25.0	25.0	25.0	25.0
Meets or exceeds benchmark		✓	✓	✓	✓	✓	✓	✓	✓	✓
Improved	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Did not improve, not at benchmark										

## Completions Per FTE

FY 2015-FY 2017	66.2
FY 2016-FY 2018	67.3
Benchmark	25.0
Meets or exceeds benchmark	✓
Improved	✓
Did not improve, not at benchmark	

## Pass Rates on Learning Assessments or Professional Licensure Exams

FY 2016-FY 2018	19.3%	25.3%	100.0%	96.2%	55.5%	74.5%	89.4%	68.5%	75.3%	94.6%
FY 2017-FY 2019	16.8%	34.7%	100.0%	95.3%	54.5%	71.2%	92.9%	68.8%	76.3%	94.4%
Benchmark	50.0%	50.0%	90.0%	90.0%	50.0%	60.0%	90.0%	60.0%	70.0%	90.0%
Meets or exceeds benchmark			✓	✓	✓	✓	✓	✓	✓	✓
Improved		✓ (Y2Y / W)					✓	✓	✓	
Did not improve, not at benchmark	✓									

## Graduation Rate

Fall 2011-Fall 2013	62.6%
Fall 2012-Fall 2014	66.4%
Top Third of Peers	
At or above top third	
Improved	✓
Did not improve, not at benchmark	

## Percent of Total Expenditures on Core Mission

FY 2014-FY 2016	48.3%	60.0%	68.3%	58.7%	64.2%	62.8%	61.9%	65.5%	68.9%	73.4%
FY 2015-FY 2017	48.5%	58.4%	68.2%	59.2%	65.3%	62.5%	62.0%	64.7%	68.6%	72.7%
Top third of peers	58.0%	56.4%	62.6%	61.2%	60.1%	60.1%	60.4%	62.8%	61.5%	70.6%
At or above top third		✓	✓		✓	✓	✓	✓	✓	✓
Improved	✓			✓	✓		✓			
Did not improve, not in top third of peers										

## Major Field Assessment Pass Rate

FY 2016-FY 2018	88.1%
FY 2017-FY 2019	87.8%
Benchmark	60.0%
Meets or exceeds benchmark	✓
Improved	
Did not improve, not at benchmark	

## Change in Salary Expenditures Compared to Median Household Income

Change in salaries exp. per FTE, FY15-17 to 16-18	-.3%	3.3%	-1.0%	-2.3%	5.0%	3.1%	2.6%	4.2%	-1.5%	1.4%
Change in Median Household Income (MHI)	2.7%	2.7%	2.7%	2.7%	2.7%	2.7%	2.7%	2.7%	2.7%	2.7%
Salary expenditures did not increase	✓		✓	✓					✓	
Salary expenditures grew more slowly than MHI	✓		✓	✓			✓		✓	✓
Salary expenditures increased and faster than MHI		✓			✓	✓		✓		

## Core as a Percent of Total Expenditures

FY 2014-FY 2016	70.6%
FY 2015-FY 2017	70.6%
Benchmark	60.8%
At or above top third	✓
Improved	
Did not improve, not at benchmark	

## Net Tuition Revenue per Full-Time Equivalent Student Compared to Median Household Income

Net Tuition Revenue/FTE, FY 2015-FY 2017	\$4,619	\$6,544	\$6,967	\$5,719	\$6,737	\$5,853	\$6,106	\$7,147	\$4,914	\$9,452
Net Tuition Revenue/FTE, FY 2016-FY 2018	\$4,678	\$6,727	\$7,084	\$5,770	\$6,754	\$6,330	\$6,214	\$7,235	\$4,807	\$9,668
Change in Net Tuition Revenue/FTE	1.3%	2.8%	1.7%	0.9%	0.2%	8.1%	1.8%	1.2%	-2.2%	2.3%
Change in MHI	2.7%	2.7%	2.7%	2.7%	2.7%	2.7%	2.7%	2.7%	2.7%	2.7%
Net tuition revenue decreased									✓	
New tuition grew more slowly than MHI	✓		✓	✓	✓		✓	✓	✓	✓
Net tuition increased and faster than MHI		✓				✓				

## Tuition & Fees as a Percent of Median Family Income

FY 2015-FY 2017	11.3%
FY 2016-FY 2018	11.1%
Median of peers	
Meets or exceeds benchmark	
Improved	✓
Did not improve, not at benchmark	

## Graduate Outcomes

Successful Outcomes – 2017-18 Grads	76.3%	80.6%	83.1%	84.9%	76.4%	83.3%	84.0%	85.8%	77.2%	86.5%
Successful Outcomes – 2018-19 Grads										
Benchmark	75.0%	75.0%	75.0%	75.0%	75.0%	75.0%	75.0%	75.0%	75.0%	75.0%
At or above benchmark										
Improved										
Did not improve, not at benchmark										

## Graduate Outcomes

FY 2015-FY 2017	96.4%
FY 2016-FY 2018	97.3%
Benchmark	75.0%
Meets or exceeds benchmark	✓
Improved	✓
Did not improve, not at benchmark	

## Public University and State Technical College Totals

Measures Made	1/2 priority 4/5 overall 1 TBD	2/2 priority 4/5 overall 1 TBD	2/2 priority 5/5 overall 1 TBD	2/2 priority 5/5 overall 1 TBD	2/2 priority 4/5 overall 1 TBD	2/2 priority 3/5 overall 1 TBD	2/2 priority 5/5 overall 1 TBD	2/2 priority 4/5 overall 1 TBD	2/2 priority 5/5 overall 1 TBD	2/2 priority 5/5 overall 1 TBD	3/3 priority 6/6 overall 0 TBD
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