



Tab 8

Missouri Equity Project Update

Coordinating Board for Higher Education
June 5, 2019

BACKGROUND

The Coordinating Board for Higher Education is charged in § 173.020, RSMo, with identifying higher education needs in terms of the requirements and potential of young people, and in terms of labor force requirements for the development of commerce and industry, and § 173.030(8), RSMo, requires the CBHE to ensure that Missouri's system of higher education is responsive to the state's needs.

In addition, the CBHE has established the "Big Goal" of having 60 percent of its citizens hold a high-quality postsecondary credential by the year 2025. To achieve this goal Missouri must eliminate inequities in educational attainment for underserved and underrepresented populations. Goal 1.5 in *The Blueprint for Higher Education* commits the state to reducing inequities in higher education by raising completion rates by race, ethnicity, socioeconomic status, gender, and disability by 50 percent by 2025, and increasing efforts to recruit and retain faculty that reflect the diversity of the state.

In response, the CBHE has launched the Missouri Equity Project, a multi-year initiative that will define and drive a statewide agenda for equity in postsecondary education. This agenda item provides an update on the Missouri Equity Project.

CURRENT STATUS

The MDHE's Office of Academic Affairs is leading the Missouri Equity Project. The first year's work is focused on preparing a report on the State of Equity in Missouri Higher Education and planning a statewide summit on equity in Missouri Higher Education. The State of Equity Report will be released in tandem with the Equity Summit, which will be held in October; the exact date has not yet been determined.

MDHE staff formed a planning committee to provide input and commentary on the State of Equity Report, help develop the scope and focus of the summit, and shape the vision for the Equity Project more broadly. The planning committee roster is included as an attachment to this agenda item. The planning committee met in Jefferson City on April 9 to discuss these issues and topics. The committee also met via teleconference on May 14. Monthly meetings have been scheduled leading up to the summit in late October.

The planning committee in April provided MDHE staff with many recommendations on the scope and focus of the State of Equity Report, which will establish a common understanding of the issue, establish a baseline for measuring progress, and include a list of recommendations for action. The committee recommended staff define terms precisely so that there is a shared understanding of their meaning and intent. It also made several other recommendations, including (but not limited to) the following:

- The report should contain both qualitative and quantitative data; quantitative data should be disaggregated by race and ethnicity; rural, urban, and suburban; traditional-age and adult learners; first-generation.
- The report should capture a range of metrics, including student persistence, retention, completions, degrees awarded, costs, and financial aid.
- Data should include credentials other than degrees, such as certificates and apprenticeships
- Change the language from "higher education" to the more inclusive "postsecondary"
- Ensure the report does not pit communities against one another
- Find ways to humanize or personalize the information
- Remove deficit language from the report
- Have an outside entity review or evaluate the report

The committee also made several recommendations for the summit's format, which MDHE used as a guide to draft two options for consideration. During the May teleconference the committee expressed a preference for holding a pre-summit workshop for approximately 100 invited guests and the planning committee, with the State of Equity Report being released the following day. The attendees at the pre-summit workshop, who will have received the Equity Report in advance, will gather to discuss the recommendations and begin developing an action plan for their implementation. They will continue their work the following day, which will include break-out sessions focused on specific issues and topics. The committee discussed a range of individuals to include in the workshop, including college and university presidents; presidents of local Chambers; elected officials; students; and counselors and advisors, among others.

NEXT STEPS

MDHE staff are working on multiple fronts in response to ideas and suggestions offered by the planning committee at both the April and May meetings. New members were added after the April meeting to bring additional voices into the conversation; the full roster of committee members is attached. Staff are refining the research agenda and developing an outline for the report, in addition to plowing through the data. Staff are also securing a venue and drafting a program for the summit, which includes identifying speakers and facilitators. Staff are refining the vision statement, creating a glossary of terms and definitions to guide the work, and seeking partnerships to support the summit. The planning committee will next meet via teleconference on June 11, 2019.

RECOMMENDATION

This is an information item only.

ATTACHMENTS

- A. Missouri Equity Project Planning Committee roster
- B. Missouri Equity Project Vision and Scope Statement
- C. Missouri Equity Project Planning Committee meeting schedule

Tab 8 Attachment A
Missouri Equity Project Planning Committee Roster

Mr.	Trent	Ball	Asst. Vice President, Academic Diversity & Outreach	Southeast Missouri State University
Ms.	Claudia	Browner	Executive Director	Governor's Council on Disability
Mr.	Alan	Byrd	Vice Provost of Enrollment Management	University of Missouri-St. Louis
Ms.	Vanessa F.	Cooksey	Managing Director, Communications and Marketing	Spire Energy
Mr.	Brian	Crouse	Vice President	Missouri Chamber
Mr.	Anthony	Cruz	Vice Chancellor of Student Affairs	St. Louis Community College
Mr.	Cedric	Deadmon	Outreach and Advising Project Manager	GradForce KC
Dr.	Roger	Drake	President	Central Methodist University
Mr.	Brian	Fogle	President & Chief Executive Officer	Community Foundation of the Ozarks
Dr.	Joe	Gilgour	President	Mineral Area College
Ms.	Sheri	Gonzales Warren	Vice President & KC Rising Director	Civic Council of Greater Kansas City
Ms.	Gwendolyn	Grant	President & Chief Executive Officer	Urban League of Kansas City
Ms.	Wendy	Johnson	Director	MACC-Hannibal
Dr.	Shirley	Lawler	Chancellor	Missouri State University-West Plains
Mr.	Michael	McMillan	President & Chief Executive Officer	Urban League of St. Louis
Mr.	Aaron	North	Vice President of Education	Kauffman Foundation
Ms.	Francine	Pratt	Director	Prosper Springfield
Ms.	Rachel	Rackers	Disability Program Specialist	Governor's Council on Disability
Ms.	Laura	Winter	Project Director	St. Louis Graduates
Dr.	Jerald	Woolfolk	President	Lincoln University
Mr.	Donell	Young	Assistant Vice Chancellor for Student Engagement and Success	University of Missouri
Ms.	Zora	Mulligan	Commissioner	MDHE
Mr.	Erik	Anderson	Director of Academic Research	MDHE
Mr.	Sam	Bezjak	Research Analyst	MDHE
Ms.	Becky	Dunn	Assistant Commissioner for Strategic Communications and Outreach	MDHE
Ms.	Alicia	Erickson	Research Associate	MDHE
Mr.	Jude	Kyoore	Research Analyst	MDHE
Dr.	Rusty	Monhollon	Assistant Commissioner	MDHE
Ms.	Angelette	Pritchett	Director of Academic Programs and Initiatives	MDHE
Ms.	Sarah	Salmons	Research Associate	MDHE
Mr.	Leroy	Wade	Assistant Commissioner	MDHE

Tab 8 Attachment B

Missouri Equity Project Vision and Scope Statement

Missouri must eliminate educational disparities for underserved and underrepresented populations if it is to achieve the "Big Goal" of having 60 percent of its citizens hold a high-quality postsecondary credential by the year 2025. *Helping Missourians to Succeed: A Blueprint for Higher Education* commits the state to reducing inequities in higher education by raising completion rates by race, ethnicity, socioeconomic status, gender and disability by 50 percent by 2025 and increasing efforts to recruit and retain faculty that reflect the diversity of the state.

In response, the Missouri Department of Higher Education (MDHE) is launching the Missouri Equity Project, a multi-year initiative that will define and drive a statewide agenda for equity in postsecondary education, which we define as identifying and eliminating disparities in educational outcomes of students from historically underserved and underrepresented populations. MDHE staff from the Office of Academic Affairs will lead the department's efforts on this important work.

The Missouri Equity Project will look to work conducted in other states and by national organizations, such as the Lumina Foundation's Equity Policy Academy, to develop a framework for action. Of singular importance is the imperative to prioritize equity: It cannot simply be something we talk about but something we are actively working to address. The depth and breadth of the challenge demands a sustained, multi-year and multi-faceted effort.

In prioritizing equity in Missouri higher education we will follow a general plan of action developed by participants in the Lumina Foundation's Equity Policy Academy, which include the following key elements:

1. Know Missouri
2. Build a Careful Process
3. Craft a Strong Message
4. Know What Works
5. Make the Plan a Living Document

For the first phase of this initiative, the focus will be to "Know Missouri." To that end, our primary objectives will be to:

1. Conduct a thorough study of and publish a report on the "state" of equity in Missouri higher education, modeled on examples and research from other states and educational systems.
2. Plan and host a statewide Equity in Higher Education Summit; and
3. Identify a path forward to address fully persistent inequities in Missouri higher education.

MDHE staff have established a planning committee to guide the department's work in the initial phase of the Missouri Equity Project. The planning committee will assist the department in achieving the objectives identified above.

PHASE I: KNOW MISSOURI

1. Conduct a thorough study on the "state" of equity in Missouri higher education
Our first task is to have an understanding of for whom and by how much higher education access and success must improve. We will investigate the demographic and economic situation in that state, identify underserved populations and high-need occupations, and assess how attainment gaps limit the economic prospects of the state and its residents. MDHE staff, in consultation with appropriate external audiences, will produce a Report on the State of Equity in Missouri Higher Education. The Report will mine the state's demographic and economic data to provide a data-rich context for understanding where and why equity gaps exist in Missouri higher education. While the net will be cast statewide,

careful attention will be given to local and regional needs, both geographic and urban/suburban/rural divides. The publication of the report will coincide with the statewide Equity in Higher Education Summit in October.

The report will also assess the effectiveness and long-term potential of statewide initiatives as viable strategies in reducing educational disparities. MDHE staff will assess the effectiveness of such statewide initiatives as Best Practices in Remediation, CORE 42, Math Pathways, Guided Pathways, Reverse Transfer, and perhaps others in addressing and reducing educational inequities. The findings will be embedded in the state of equity report. The remediation report will be presented to the CBHE in March, and data about CORE 42 and Math Pathways will be reported at the June CBHE meeting.

2. Plan and host a statewide Equity in Higher Education Summit

MDHE staff will plan and host a statewide Equity in Higher Education summit, tentatively scheduled for October 2019. The summit will provide a forum in which to share the results of the Equity Report, but also to showcase the department's commitment to prioritizing equity in higher education.

Academic Affairs staff will develop a timeline for planning the summit, which includes the formation of an ad hoc planning committee. The planning committee will meet monthly (either in person or via teleconference) to develop a theme/focus for the summit and its program. MDHE staff will identify and vet individuals to serve on the planning committee.

3. Identify a path forward

Based on the recommendations in the Report on Equity in Missouri Higher Education and the response to the Missouri Equity Summit, the MDHE will facilitate a path forward to address fully persistent inequities in Missouri Higher Education. At a minimum, this path should include the formation of a statewide advisory council on equity in higher education. The final composition of the advisory council will be determined after the completion of the Equity report and summit, but its members will be strong champions for higher education equity and hold positions of influences within the state. The council will likely have 25-35 representatives, with members drawn geographically from across the state, and include representatives from urban, suburban, and rural perspectives. The council should have a fair representation of business and industry, as well as P-12 and higher education. The MDHE will staff the council and facilitate its meetings.

Coordinating Board for Higher Education
June 5, 2019

Tab 8 Attachment C
Missouri Equity Project Planning Committee Meeting Schedule

Date	Location
April 9, 2019	Jefferson City
May 14, 2019	Conference Call
June 11, 2019	Conference Call
July 16, 2019	Conference Call
August 13, 2019	Jefferson City
September 17, 2019	Jefferson City
October 15, 2019	Conference Call