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Metroplex Regional Overview

Prepared for:



GREATER TEXAS FOUNDATION



COMMUNITIES
FOUNDATION
of TEXAS

HOUSTON ENDOWMENT INC.
A PHILANTHROPY ENDOWED BY MR. AND MRS. JESSE H. JONES

**The Meadows
Foundation**

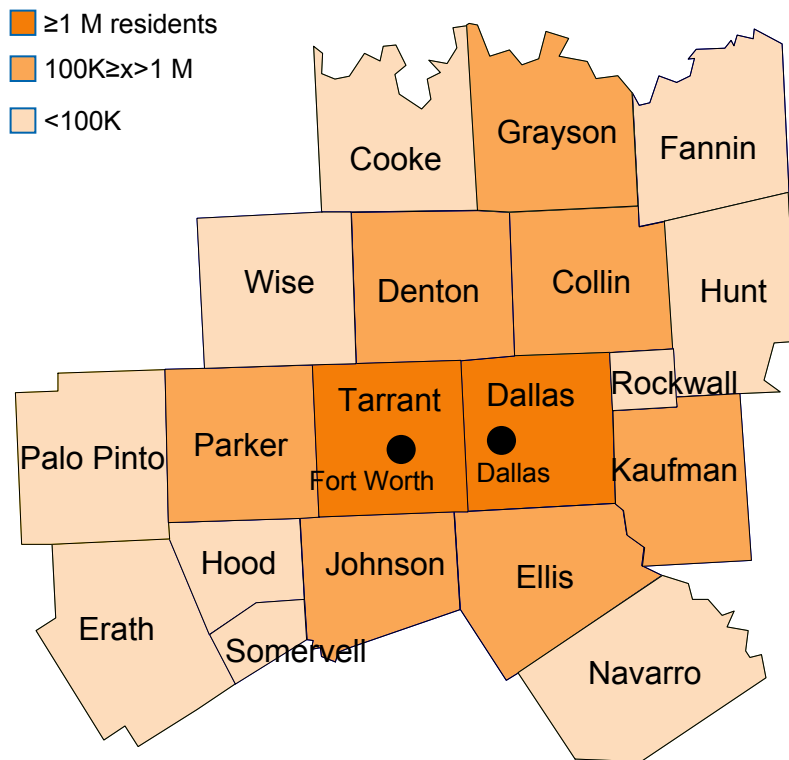
February 2011

Executive Summary – Metroplex

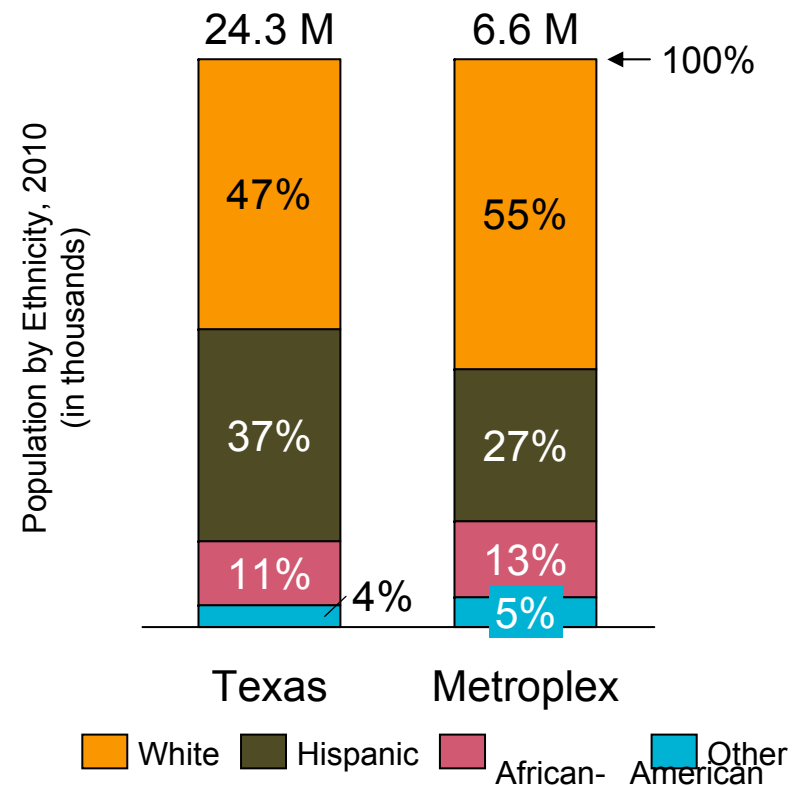
- Metroplex is dominated by two densely populated, largely white urban centers with strong business bases, **Dallas and Fort Worth**. The region is currently experiencing major growth in the Hispanic population, with a **Hispanic college-age population that will increase from 30% to 47%** in the next 20 years
- **Hispanics - the fastest growing population - have the lowest postsecondary completion rate** of any major demographic group in the region. While higher than Hispanic rates, graduation rates for other ethnicities are also below state average - 24% for whites and 9% for African-Americans
- Community colleges are the preferred gateway into postsecondary education, enrolling 60% of the students in the region. **A majority of those students (60%), however, are not ready to enroll in credit bearing courses and require developmental education, halving their chances of graduating with a credential.** Although not as staggering, a significant percent of 4-year students (23%) also require developmental education and have a smaller chance of graduating with a degree. Given these high developmental education rates, **improving postsecondary outcomes will require increased regional collaboration** among IHEs and K12. **Historic dynamics, however, have been more competitive than collaborative** and not focused on student success
- If the Metroplex does not improve its graduation rates, it will not produce enough graduates to fill jobs in rapidly growing industries such as telecom and finance. The inability to produce a career-ready workforce will threaten regional competitiveness and economic development
- The region has numerous assets to leverage towards education reform: a **strong business community, a tradition of collaboration between 2 and 4-year institutions around student transfer and a growing conscience about the need to increasingly collaborate to improve student success.** A public-private partnership can play a critical role in fostering greater collaboration among IHEs and with K12, and in incentivizing change in institutional practices that support student success

The Metroplex Population Is Largely White And Concentrated Around Two Urban Centers, Dallas and Fort Worth

Population Concentrated Around Two Counties: Tarrant and Dallas



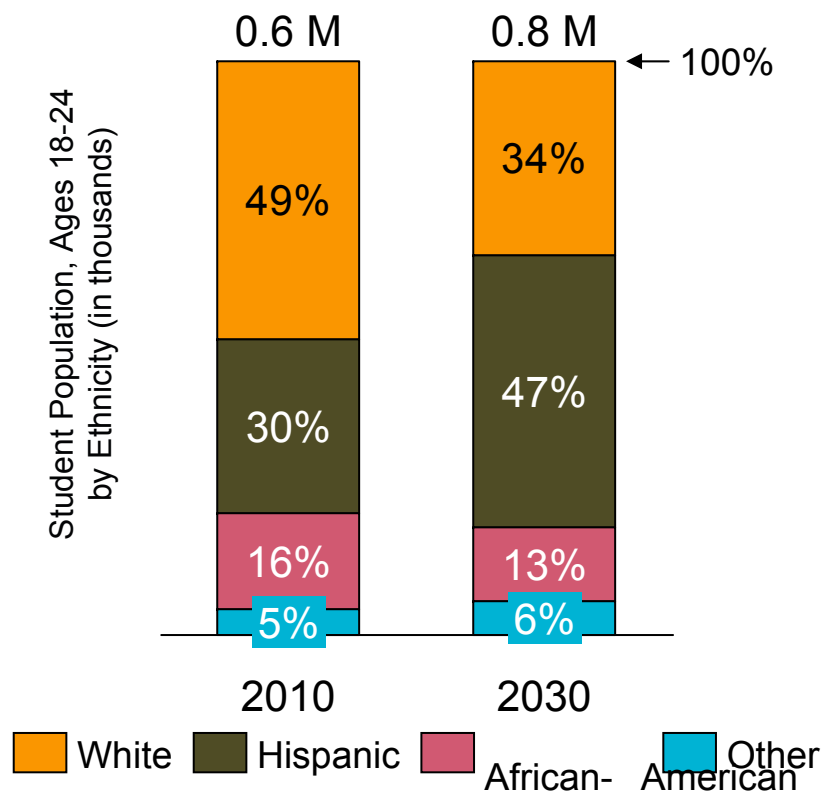
Metroplex Is Majority White and Less Hispanic than Texas as a Whole



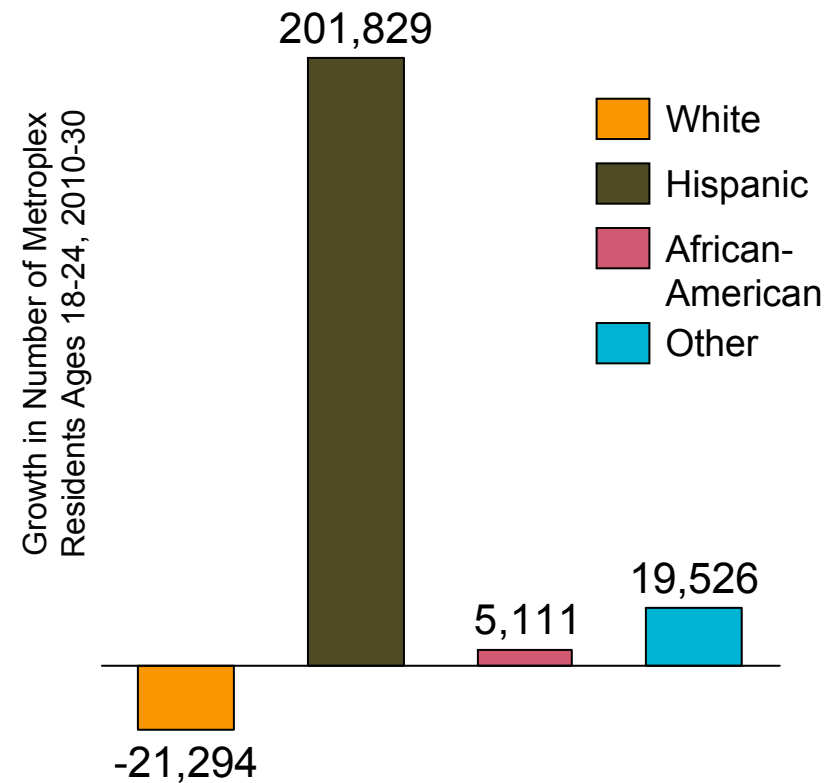
The region contains ~27% of the state population

The Region Will See Significant Growth in the College-Age Population, Fueled Almost Entirely by the Hispanic Population

The Demographics of the College-Age Population Will Shift Hispanic



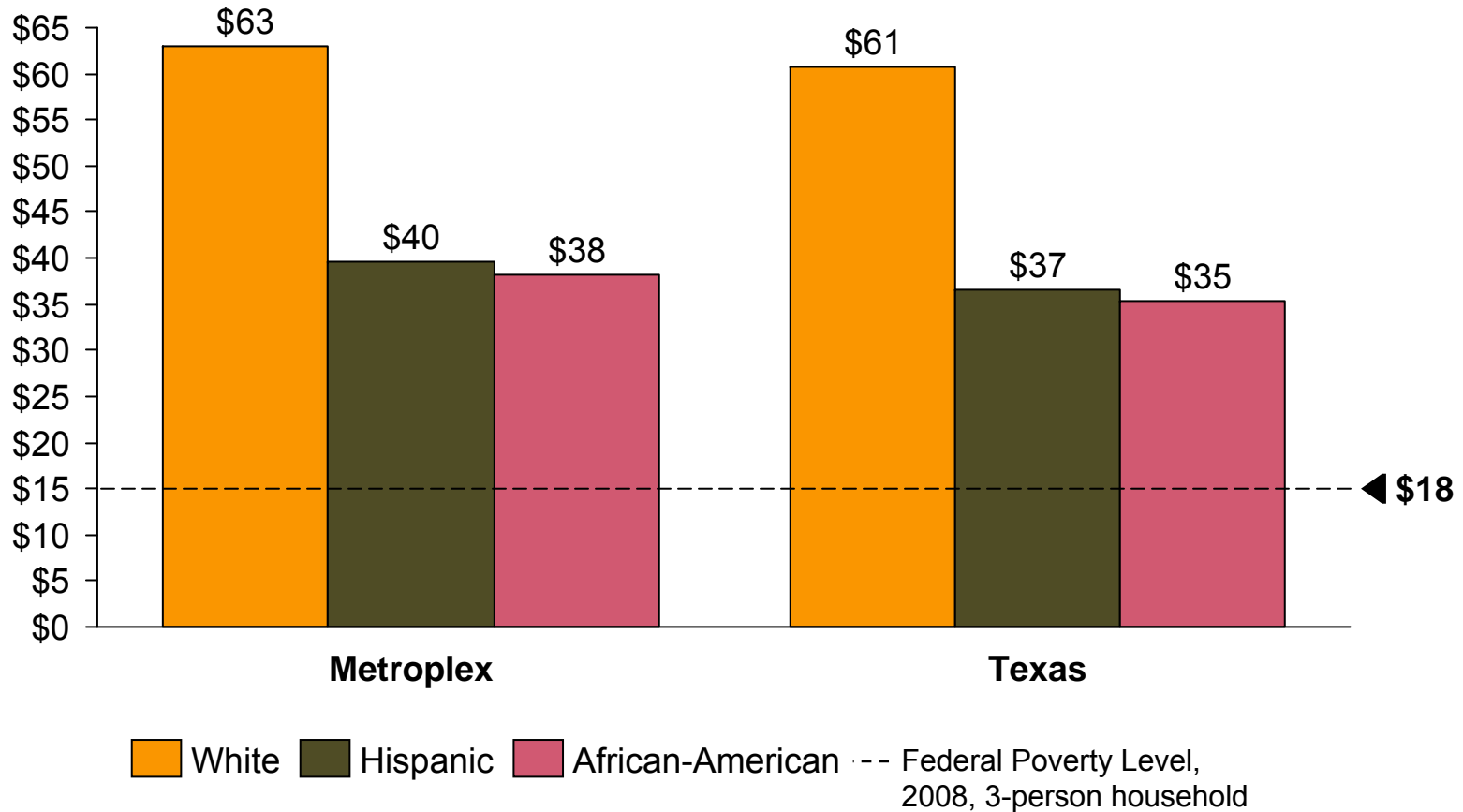
The Hispanic Population Will Add Over 200,000 College-Age Residents



Approximately 25% of the total post-secondary student population in the state is enrolled in the Metroplex

The Metroplex Median Income Mirrors the Broader State Disparity in Incomes Between White and Minority Households

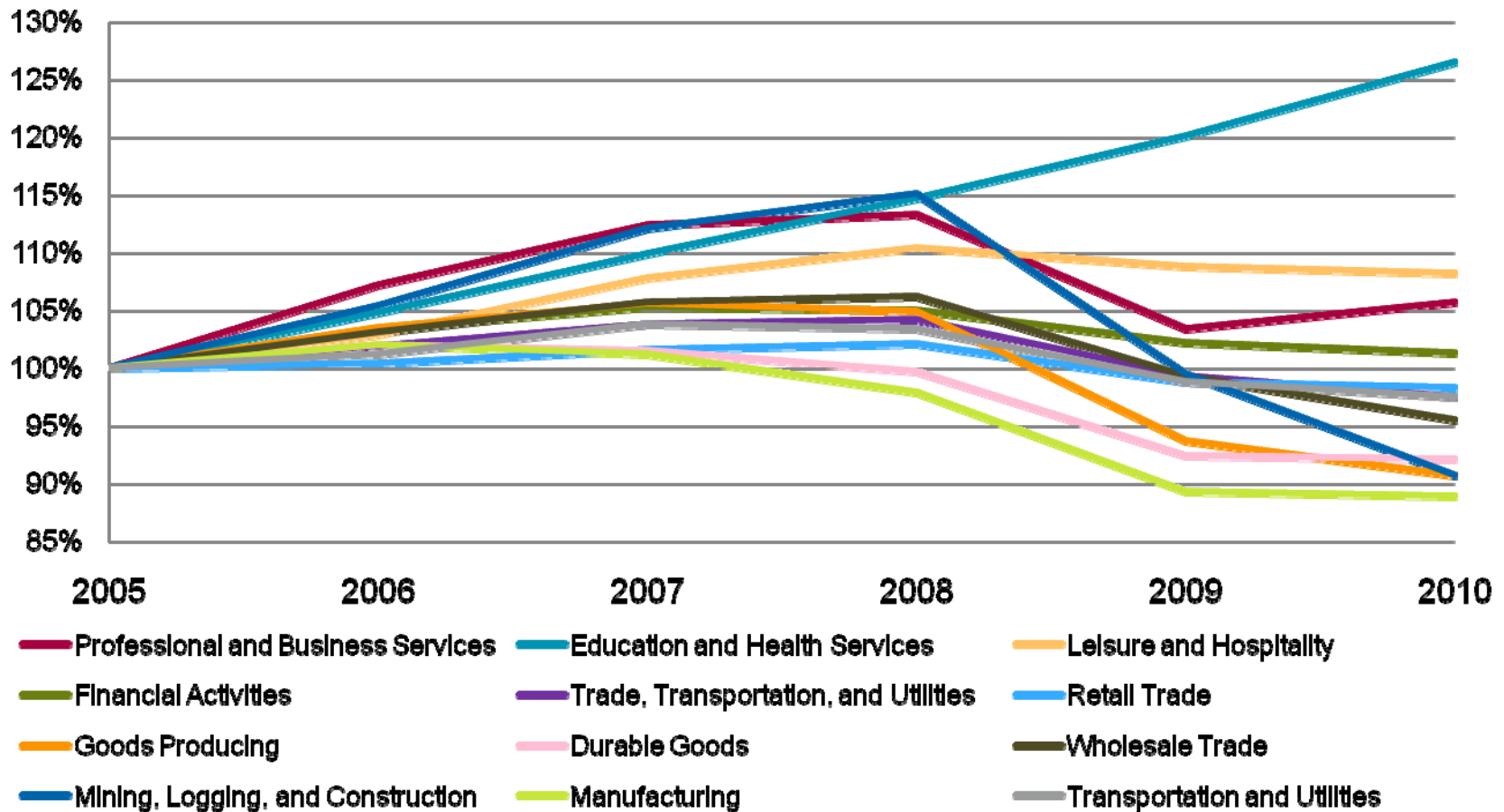
**Median Household Incomes by Ethnicity
(in thousands), 2008^{1,2}**



Notes: (1) Median Household Income by Ethnicity calculated using the median household income per county and weighting by 2008 county population, (2) Federal poverty level for a 3 person household was \$17,600 for 2008
 Source: 2008 American Community Survey; FSG analysis

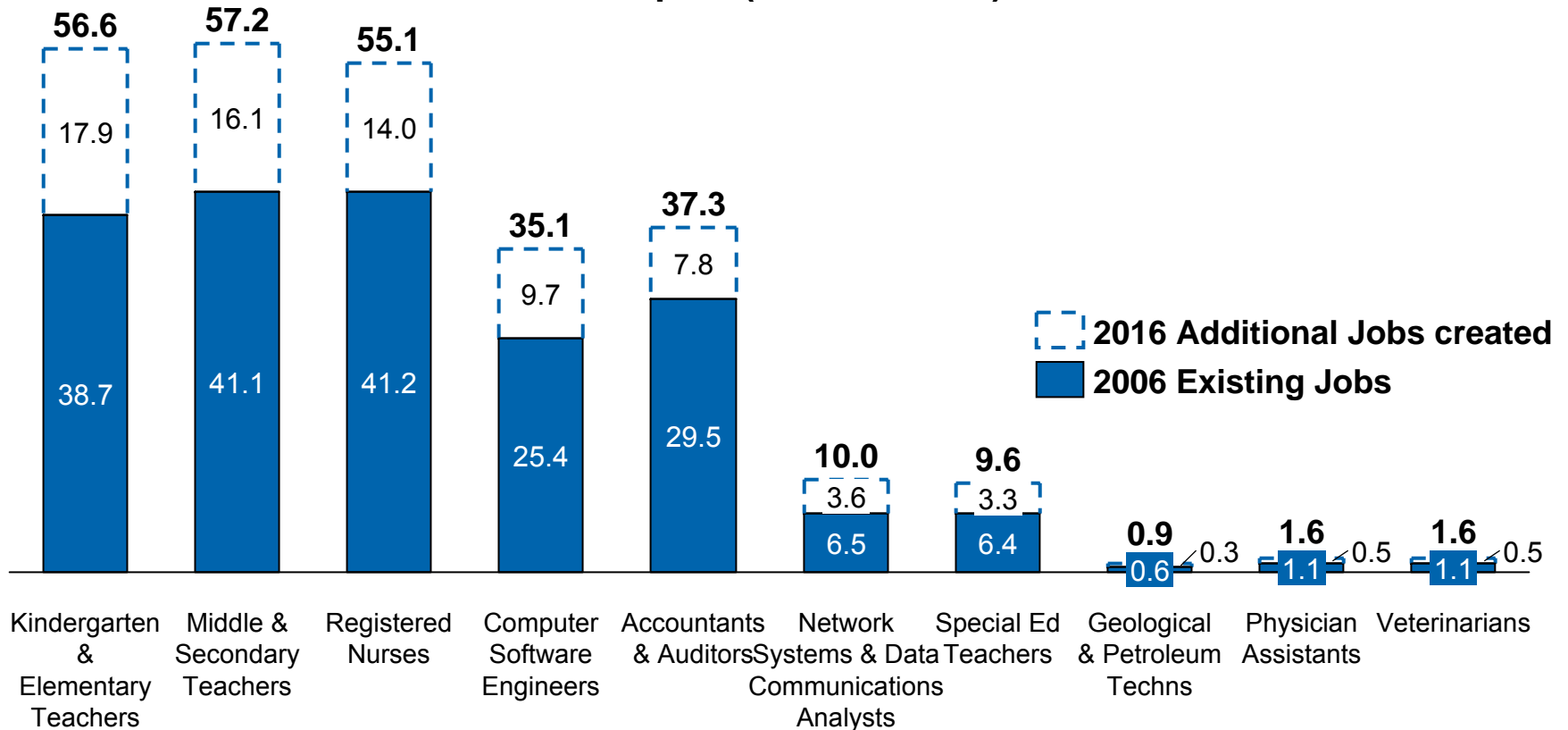
The Recession Has Dampened Growth, but Job Sectors that Are Rebounding Are the Ones that Require Higher Education Degrees

Employment Change from 2005 to 2010



Future Job Growth Will Mostly Occur in Fields Requiring a Higher Education Degree or Credential

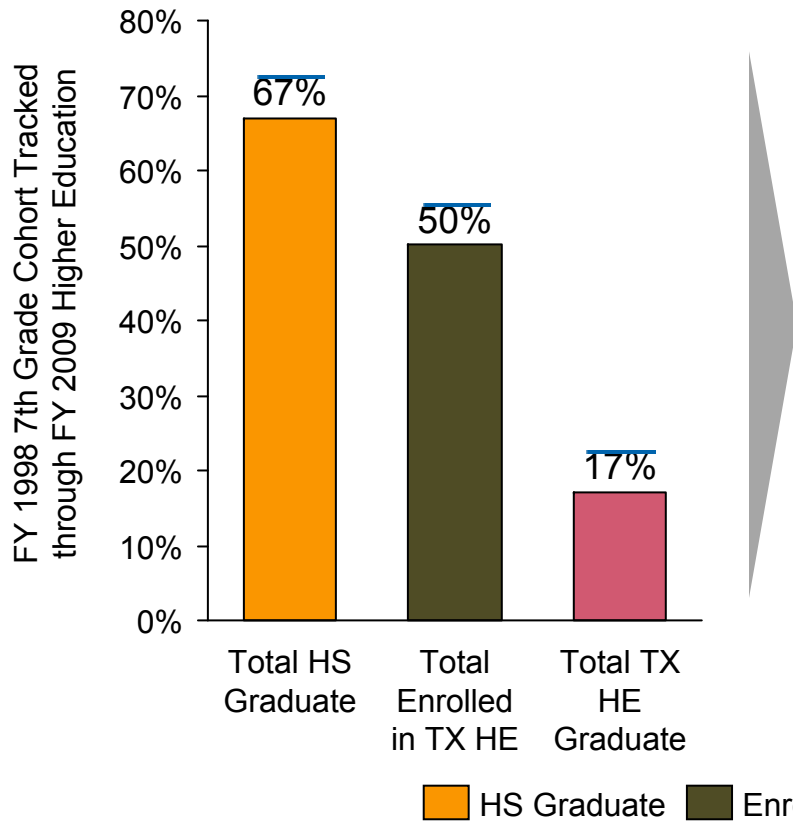
Occupations Adding the Most New Jobs or Growing the Fastest, 2006-2016, Metroplex (in thousands)



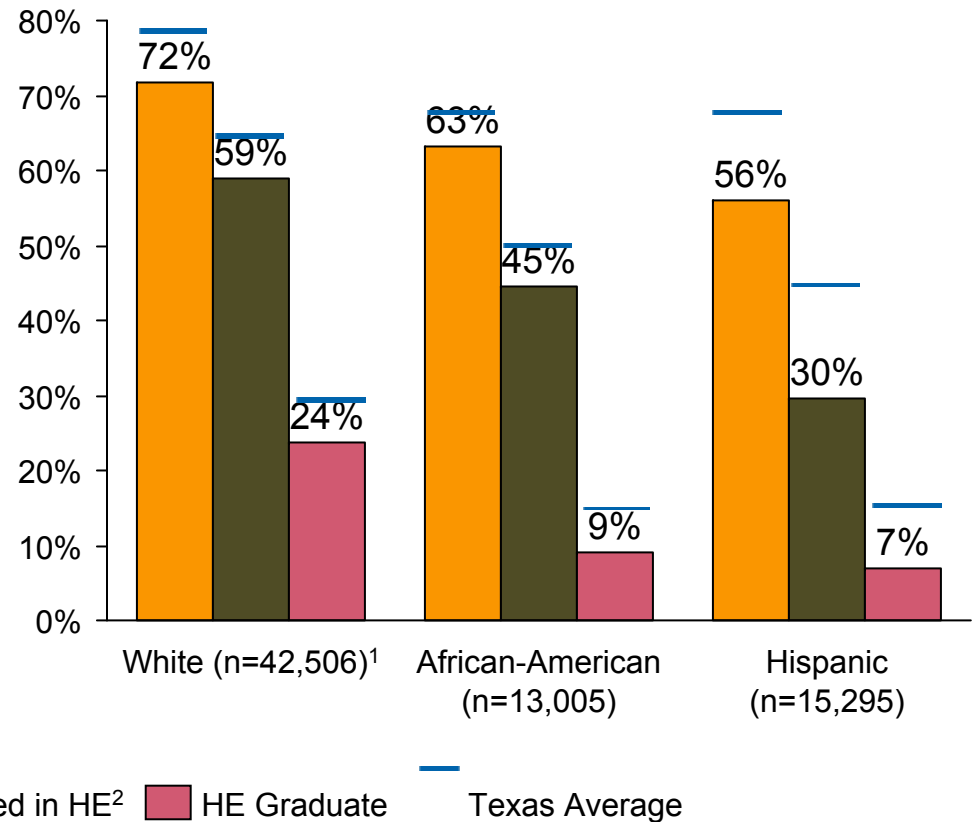
“Right now if you happen to have an accounting background, companies are hiring like crazy, but overall there’s a concern with the base of people applying for jobs and how qualified they are.”
 – Dallas Education Leader

The Metroplex Is Challenged by Low Graduation Rates for Postsecondary Students, Particularly for Hispanics

Total Metroplex Cohort Achievement Slightly Below State Average Across Pipeline



Graduation Rates Slightly Below Average for Whites and African-Americans and Significantly Below Average for Hispanics



Hispanics are the fastest growing student population and the ones furthest below state averages

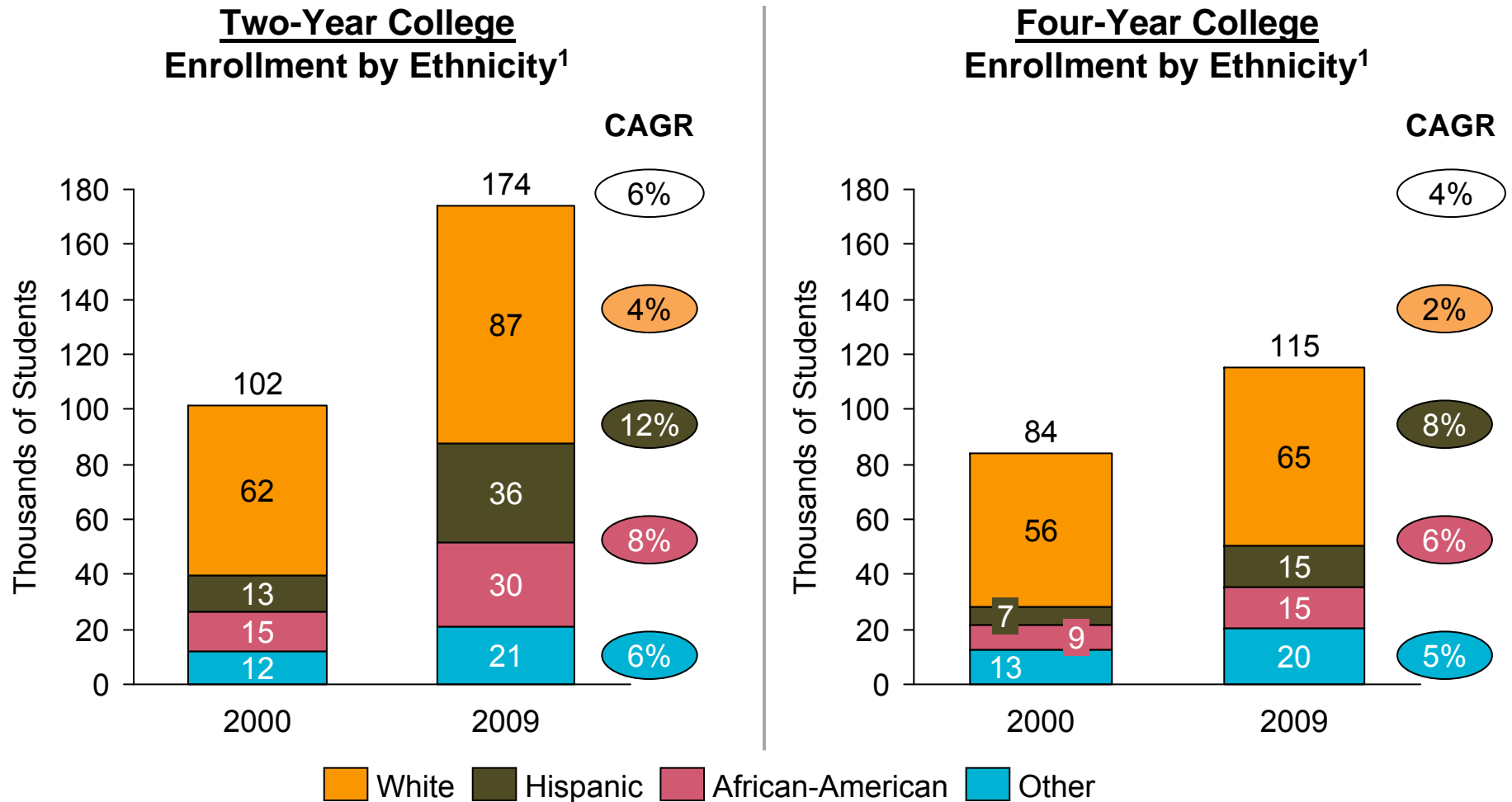
Note: (1) *n* indicates the size of the 7th grade cohort for each ethnicity, (2) HE enrollment includes 5.7% of the 7th grade cohort that did not graduate from public high school. Source: Texas Higher Education Data, Regional Data for Seventh Grade Cohort and High School to College

Only One University and Three Community Colleges Have Better Than State Average Graduation Rates

	Four-year Institutions (6-year Graduation Rates)	Fall '09 Total UG Enroll.	% Hispanic or African-American
U. of Texas At Dallas	71%	9,634	20%
University of North Texas	56%	27,427	26%
Regional Average	56%	1,696	63%
Texas Average	56%		
U. of Texas At Arlington	55%	20,642	35%
Texas Woman's University	54%	7,251	40%
Texas A&M University-commerce	51%	5,349	29%
Tarleton State University	46%	7,154	15%
Univ. of North Texas At Dallas	N/A ¹	79,153	29%
Two-year Institutions (6-year Graduation Rates)			
Grayson County College	37%	4,712	14%
Collin County Community College District	34%	24,517	23%
North Central Texas College	33%	9,037	20%
Texas Average	30%		
Navarro College	29%	9,124	35%
Weatherford College	28%	5,370	13%
Regional Average	28%	69,012	52%
Dallas Community College District ²	27%	52,349	36%
Tarrant County College District ³	25%	174,121⁴	38%

Notes: (1) University is new, started in 2000, and does not report graduation rate, (2) Includes seven of nine colleges: Brookhaven, Cedar, Eastfield, El Centro, Mountain View, North Lake, Richland, (3) Includes five campuses: Northeast, Northwest, South, Southeast, Trinity River (4) Data from THECB for Fall enrollment – credit students
Source: THECB, FSG analysis

Community Colleges Are a Preferred Gateway for Most Ethnicities and Grew at a Faster Rate than 4-Year Institutions

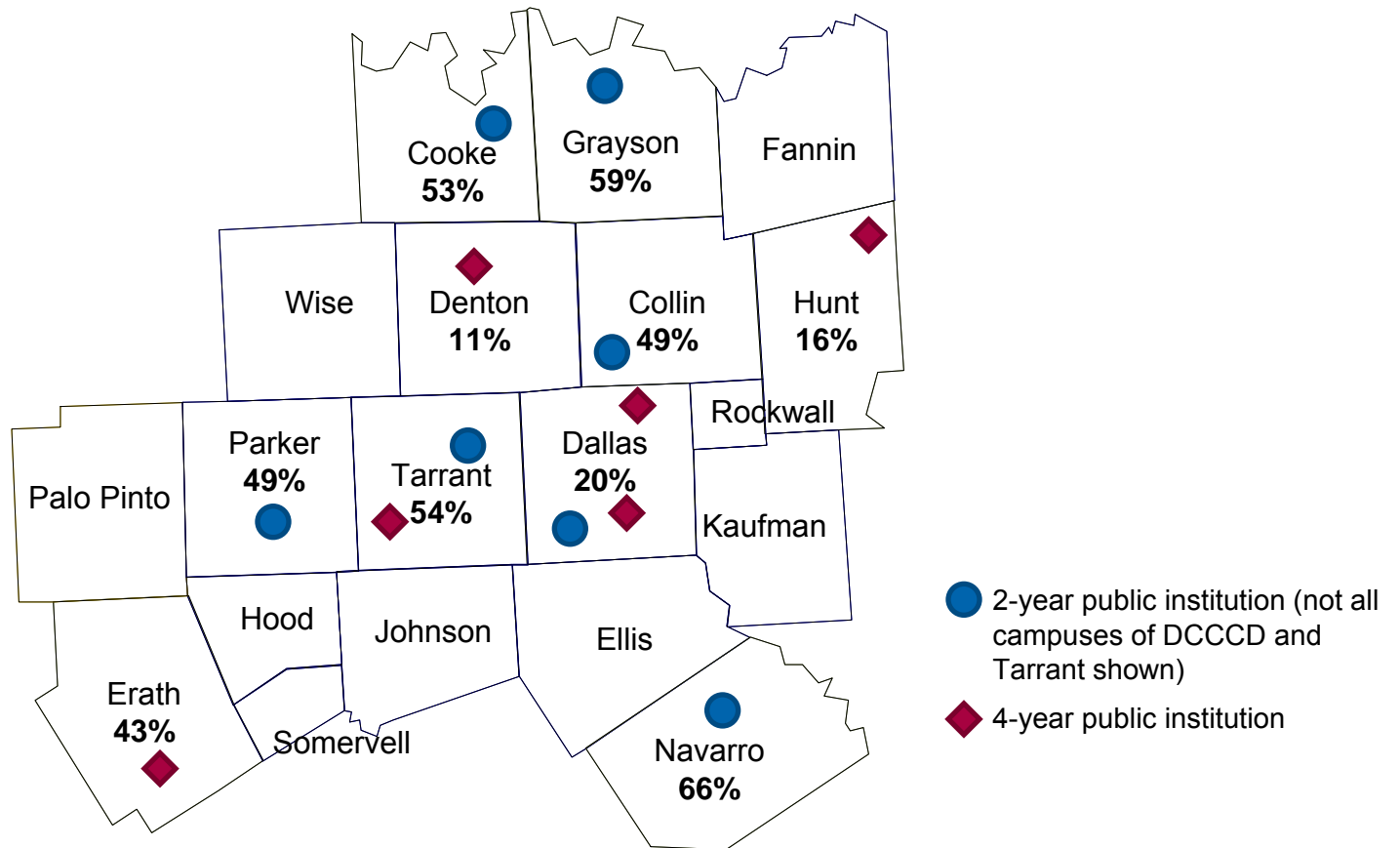


Total White enrollment grew the most, but annual Hispanic enrollment grew 3 times as fast in two-year colleges, and 4 times as fast in four-year colleges

Note: (1) Enrollment for Metroplex residents
 Source: THECB and Institutional Data

60% of Metroplex High School Graduates Who Enroll in College Stay within the Region, Which Underscores the Need for a Regional Approach

% of Students Attending PSE Who Stay Within Their Home County

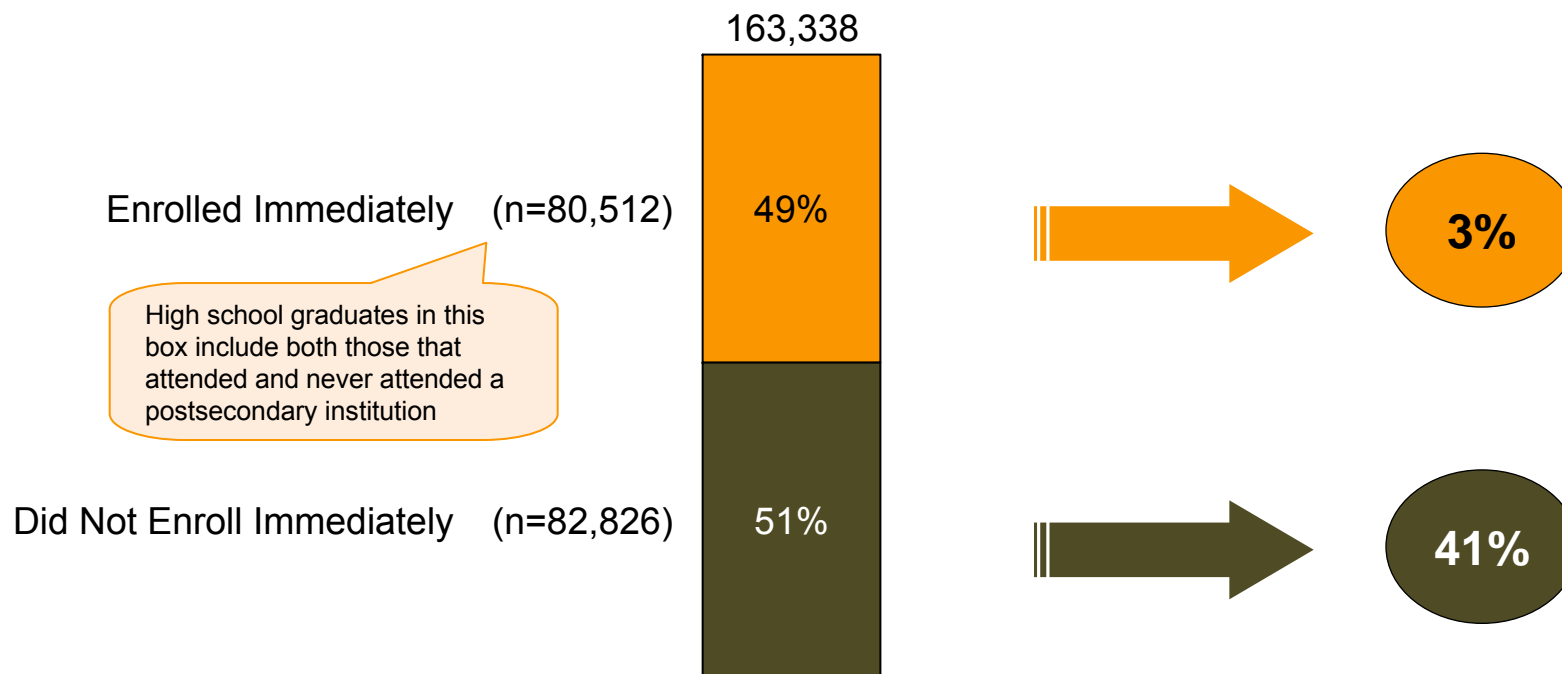


32% of continuing students also stay within their county

49% of High School Graduates Do Not Go Directly Into College, Which Translates Into a Low Probability of Graduating College

Status of Postsecondary Enrollment After Graduating High School¹

Probability of Completing Higher Education in 6 Years



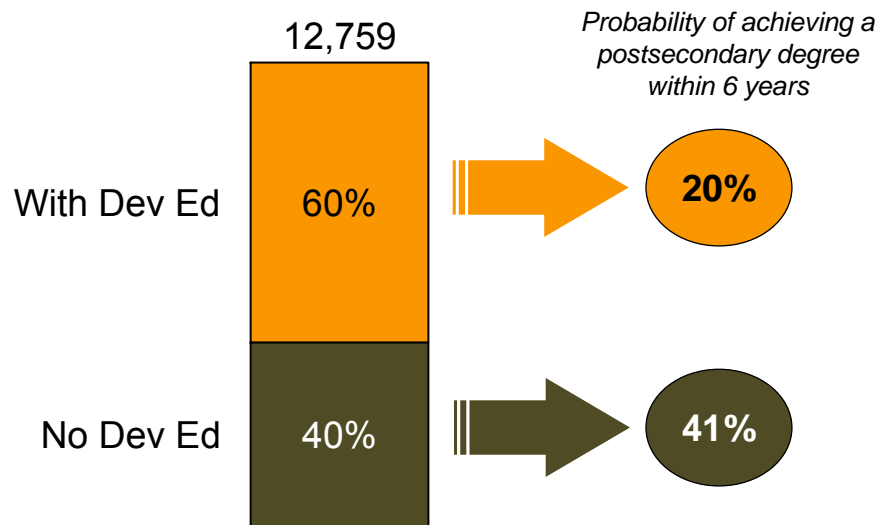
Students enrolling in postsecondary education immediately after graduating high school are 14 times more likely to complete a degree than those who did not

Note: (1) 'n' refers to total number of students for that status of enrollment after graduating from high school

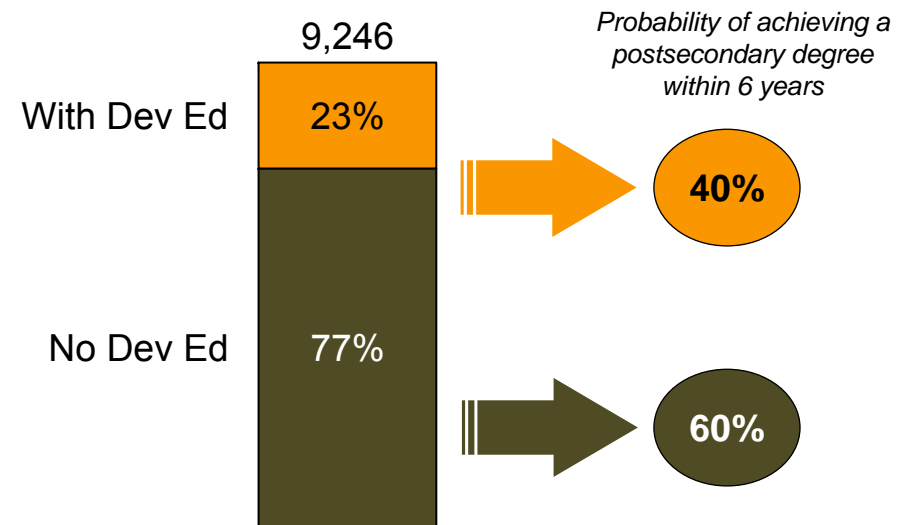
Source: THECB data on public high school graduates who earned a degree or certificate in a two-year or four-year institution within six years of high school graduation, for FY 2001, 2002, & 2003

Furthermore, Almost Half (45%) of Students Enrolling in PSE Are Not Academically Ready and Require Developmental Education

Two-Year College
Percent of Students Who Take Dev Ed
Fall 2003 Cohort



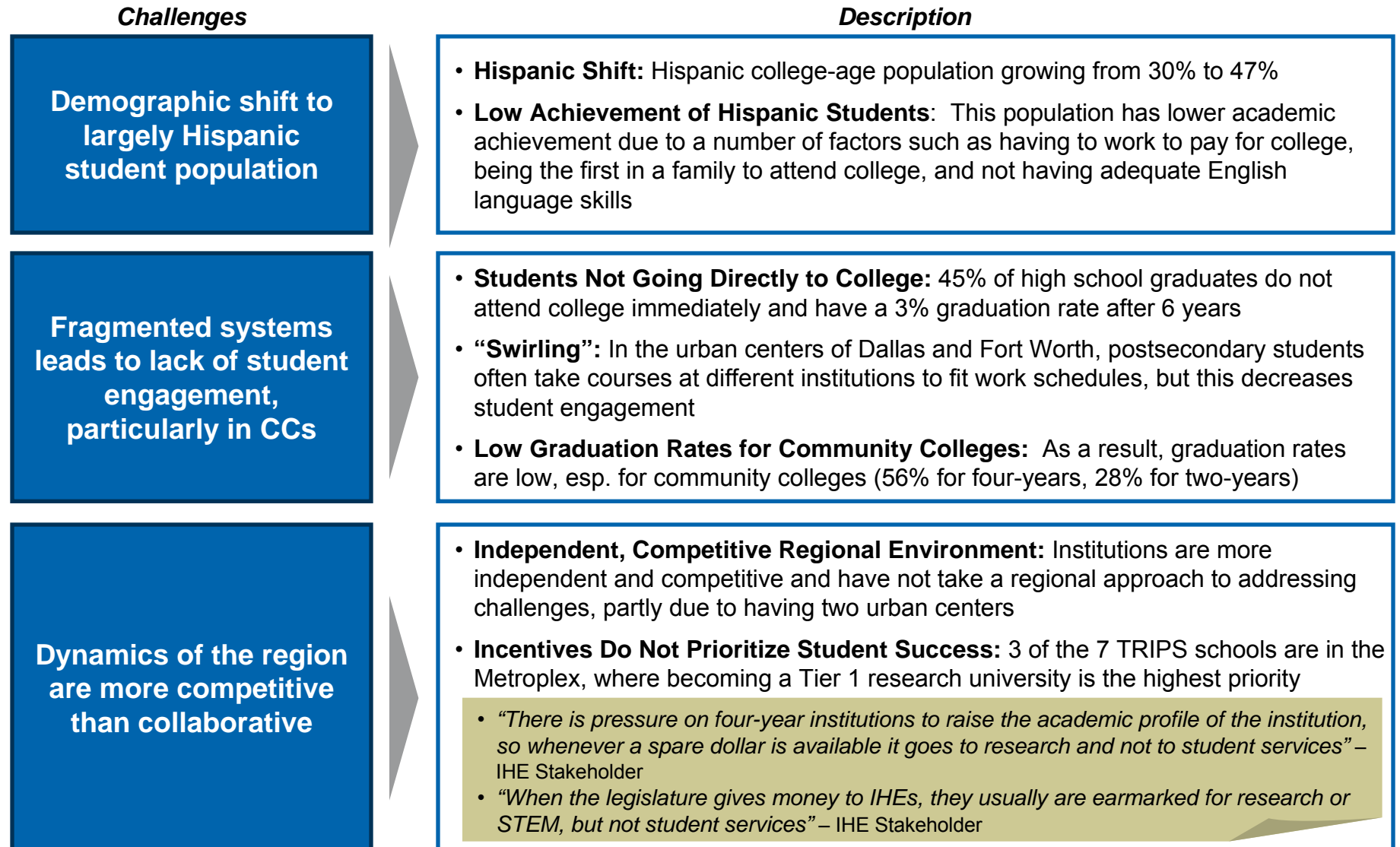
Four-Year College
Percent of Students Who Take Dev Ed
Fall 2003 Cohort



- Graduation rate for African-Americans taking dev ed is especially low – 13%, while for others it is 24%

Most students who need developmental education start in community colleges, but their chances of graduating college are half that of college-ready students

To Improve Student Success Rates, Metroplex Must Address the Hispanic Shift And A Fragmented Education System More Used to Compete than Collaborate



The Metroplex, However, Has Unique Assets to Build on As It Moves to Address These Challenges

Key Regional Assets

Strong Business Community

- 6th largest metro economy in the U.S.
- Greatest concentration of Fortune 500 Companies in the state
- 25 billionaires in Dallas-Fort Worth

Strong Pipeline from Two-Year to Four-Year Institutions

- 69% of enrolled undergraduates at four-year universities transferred from two-year colleges
- 54% of transfer students have earned over 30 semester credit hours in community college (nearly a quarter of hours required for a bachelor's degree)

Increasing Collaboration to Improve Student Success

- Universities and two-year colleges increasing level of partnership to promote student success (e.g., through articulation and reverse transfer agreements)
- Emergence of regional student success initiatives involving multiple stakeholders (e.g., Dallas Regional Chamber Education Initiative and UNT at Dallas' collaborative)

Business
Community

Metroplex Is an Economic Powerhouse but the Business Community Has Been Slow to Engage on Education Issues

Dallas-Fort Worth Has One of the Most Vibrant and Wealthy Economies in Texas

- Metroplex is the 6th largest metro economy in the U.S.
 - 2008 GDP was \$380B¹
- 24 Fortune 500 companies headquartered in the Dallas-Fort Worth area
 - Examples include Exxon Mobile, AT&T, Burlington Northern Santa Fe, Dean Foods, and Texas Instruments
- A fast-growing electronics and telecommunications presence
 - Located along Telecom corridor, and dubbed “Silicon Prairie,”
 - Companies include Dell Services, Ericsson, HP, Verizon, among others
- 25 billionaires in Dallas-Fort Worth

Business Community Has Not Played a Significant Role in Higher Education

- **Perceived lack of concern and investment** in supporting education and workforce development

“There is no commitment from the private sector...they are not serving on advisory committees to help. We provide a skilled labor force, abatement, and TIF, and then they don’t support you and say you’re not doing a good job.” –IHE Stakeholder

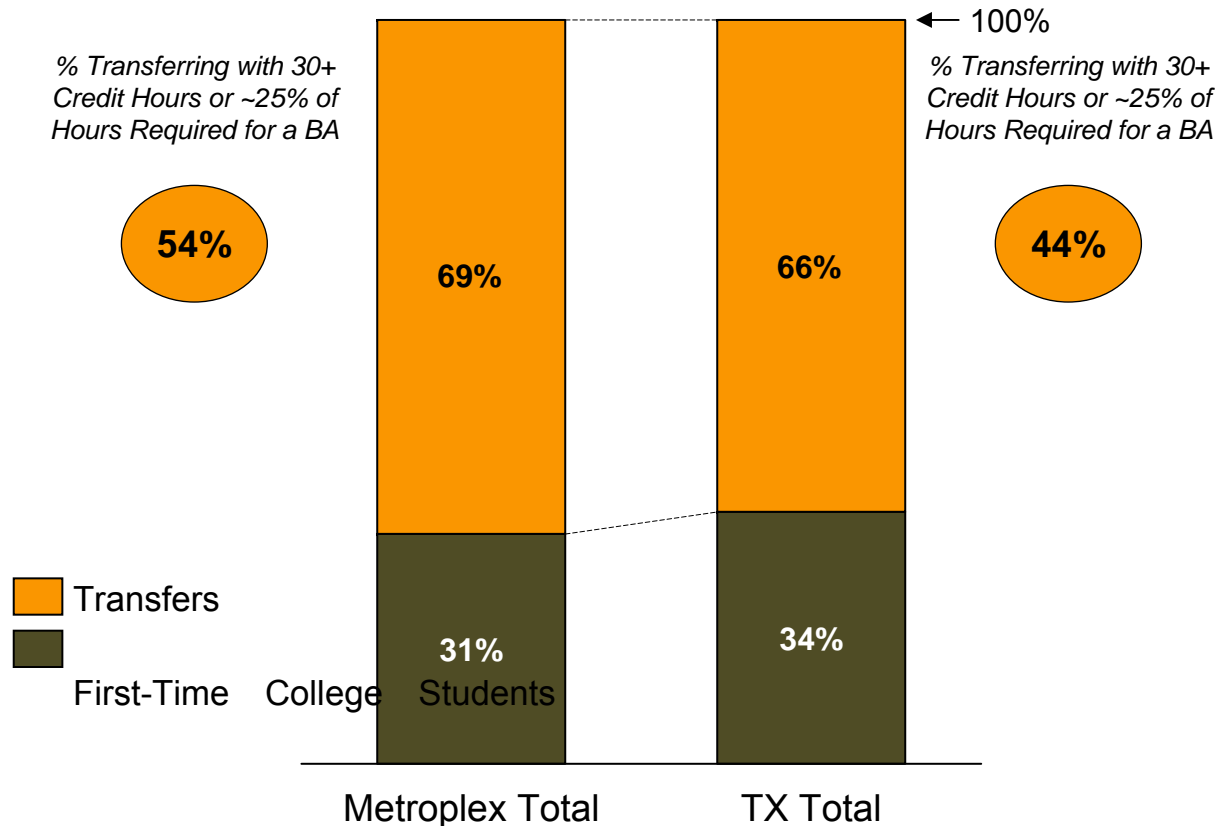
- However, the business community is **beginning to engage on this issue**

“There’s a concern from businesses about building a pipeline, especially with the number of people going into math, science, or computer technology...The business community is now focusing on economic development and education is part of it.” – Dallas Education Leader

Four-Year Institutions

Universities Rely On Community Colleges to Provide Lower Division Education and a Strong Pipeline of Students

Undergraduates at Universities Receive More Transfer Students Than the Texas Average, and Students Come with More Credit Hours¹



The intertwined systems afford great impetus and opportunity for closer collaboration between two-year and four-year colleges

Note: (1) Universities typically require 120 hours min. to graduate with a Bachelor's, while two-year IHEs typically require 60 hours min. for an Associates degree
 Source: THECB Accountability System

Collaboration,
Success

Metroplex Is Beginning to Launch Large Scale Collaboration Efforts

University and Community College Partnerships

- Easing the transfer process for students by establishing articulation agreements 2+2 programs, and dual enrollment programs (e.g., Eagle Bound Program between UNT and DCCCD)
- RN to BSN program allows nurses to earn a Bachelor's degree through UT Arlington's partnership with a consortium of North Texas schools
- Encouraging stronger transfer partnerships with reverse transfer agreements (e.g., between University of Texas at Arlington and DCCCD)

Dallas Regional Chamber Education Initiative

- Education has become a strategic priority to drive economic development
- Established goals to improve higher education outcomes
 - Increase % of Dallas ISD students who are college and career ready
 - Increase % of Dallas residents with advanced degrees
- Taking regional partnership approach
 - Engaging other education actors such as nonprofits, foundations, districts, and IHEs, to encourage alignment and reduce duplication

UNT at Dallas Collaborative

- Convened ISDs, universities, 2-year colleges, private colleges to discuss improve college readiness standards; convening was well-received
- Working committee in process of developing preliminary goals for a collaboration of actors, and a proposed structure

Coordination is moving from individual agreements between colleges to emerging regional collaboration between businesses, IHEs, ISDs, and nonprofits

Collaboration,
Success

A Number of Specific Solutions Are Being Implemented Across the Region to Increase Postsecondary Student Success

Initiative	Parties Involved	Description
University College	University of Texas at Arlington	One-stop center for freshmen, focused on supporting students to successfully transition to college. Programs and services offered include: <ul style="list-style-type: none"> •Mentorship of faculty and peer academic leaders •Counseling services •Freshman seminar that teaches academic self-management and study skills
Partnership with CC on Transfers	University of Texas at Arlington	Through partnership, UT-Arlington sends counselors to CCs to prepare students who desire to transfer; also has reverse articulation agreements
Rising Star Scholarship Program	Dallas County Community College District Foundation	Rising Star provides academic support services and up to \$4,000 for tuition and books over a three year period for students with financial need attending any of the DCCCD colleges
College Counseling	Dallas ISDs, Education is Freedom	Education is Freedom provides college access services to 20 of 23 ISDs in Dallas; also partners with colleges to provide scholarships to students in their program
College-Readiness and Academic Success Unit	UNT-Dallas (with assistance from AT&T Foundation)	Initiative by UNT-Dallas to tackle college readiness issues and promote higher educational standards in the region. Activities include: <ul style="list-style-type: none"> •Working with school districts, civic groups, and other organizations to promote higher educational standards in area schools •Providing informational presentations •Increasing the campus' Hispanic population to become an HSI
Male Leadership Initiative	UNT-Dallas	Initiative at UNT to create a college-going culture among the male population and tackle low male enrollment at UNT Dallas (current enrollment is 70% female, 30% male)

A Public Private Partnership Could Help the Metroplex Build On Its Assets, Address Critical Gaps, and Drive Student Success

ILLUSTRATIVE

Preliminary Opportunities for the Region

Collaboration with Business

- Partner to **invest in workforce pipeline** (e.g., fill funding gap to pilot initiatives and scale efforts that are working to improve student success)
- **Engage businesses in the higher education system**
 - Ask executives to serve on advisory committees for colleges, P-16 councils, regional initiatives
 - Actively engage regional chambers of commerce to prioritize building a strong workforce pipeline and helping to build an infrastructure to measure progress (e.g., developing shared metrics, collecting data)

K-12 and PSE Alignment

- Foster greater **academic alignment between K-12 and PSE**
 - Dedicate resources for redesigning gateway and dev ed courses
- Encourage a culture of **going to college immediately after high school**
- Encourage four-year institutions to deepen partnerships with community colleges and **strengthen pipeline of transfer students** (e.g., encouraging students to transfer with AA)
- Emphasize **regional approaches** that cut across entire Metroplex

Institutional Change

- **Incentivize institutions to prioritize student success**
 - Provide professional development to educate the entire staff and faculty on how to address students and their environment
 - Change incentives for four-year institutions so that student success is a competing priority with becoming a top-tier institution (e.g., offer matching grants to increase success)
- **Incorporate wrap-around services into the infrastructure of the institutions** (e.g., mandatory student success course)

Appendix

FSG Interviewed 15 Stakeholders in the Metroplex Region

Name	Title	Organization	Category
Interview with IHEs			
Dr. Pam Haws	Associate Vice President and Director of Institutional Research Planning and Effectiveness	University of Texas at Arlington	Institutional researcher (4-year institution)
Michael Moore	Senior Vice Provost	University of Texas at Arlington	4-year institution
Carey Israel	District President	Collin County Community College District	4-year institution
Dr. Brenda Kihl	Vice President of Academic & Institutional Effectiveness	Collin County Community College District	Institutional researcher (2-year institution)
Dr. Wright Lassiter	Chancellor	Dallas County Community College District	2-year institution
Dr. Teri Walker	District Director of Institutional Research	Dallas County Community College District	2-year institution
Dr. Andrew Jones	Executive Vice Chancellor of Education Affairs	Dallas County Community College District	2-year institution
Betheny Reid	Associate Vice Chancellor, Development; President DCCCD Foundation	Dallas County Community College District	2-year institution
Dr. Mary Brumbach	Executive District Director of Strategic Funding, Development Office/Foundation	Dallas County Community College District	2-year institution
Dr. John Price	President	UNT at Dallas	4-year institution
Dr. Lee Jackson	President	UNT Dallas	4-year institution
Interviews with Other Stakeholders			
Marcia Page	President & CEO	Education is Freedom	Nonprofit
Adam Powell	Manager of Student and Parent Services	Education is Freedom	Nonprofit
Ilyssa Schlereth	VP of Evaluation and Accountability	Education is Freedom	Nonprofit
Patti Clapp	Vice President, Education	Dallas Regional Chamber	Private Sector