



2022 Annual Report



COLORADO
Department of
Higher Education



COLORADO
Department of
Higher Education

ANNUAL REPORT

This report was prepared by the
Colorado Department of Higher Education (CDHE)

June 2022

For more information contact:

CDHE@dhe.state.co.us



If I were to pick a theme to describe this fiscal year, it would be reflection. After a year of firsts following the pandemic, this year has allowed me to reflect on the changes we see in our society, the ways in which we've had to adapt and grow, and the victory of our achievements and opportunities that lie in our growth.

For the second consecutive year, I present the Department's annual report. This year we took a historic step in hiring our first Chief Educational Equity Officer, Dr. Roberto Montoya, who is leading the charge to advance educational equity through initiatives like the social determinants of student success, where more than 22 institutions across the state have made headway in addressing food insecurity and mental health challenges on their campuses. The Colorado Opportunity Scholarship Initiative launched Back to Work, Finish What You Started and Fund My Future programs, programs that engage adults in returning to postsecondary education to upskill, reskill or retool. Our Path4Ward program is expediting the transition from high school to postsecondary education for students and our Behavioral Health Incentive Program incentivizes students that want to pursue behavioral health certificates or degrees. Lastly, our loan forgiveness programs continue to expand and offer opportunities for educators to reduce/eliminate debt while supporting the most in-demand workforce needs.

These are just a few highlights in this annual report. As we reflect on the last year, I also want to take a moment to look ahead-- CDHE will spend the next year executing new legislation, focusing on student success and affordability, and exploring innovations. We will recommit to a strategic plan with our commission and continue to play a critical role in supporting the development of Colorado's workforce, so every Coloradan has a meaningful career and access to an affordable postsecondary education.

Dr. Angie Paccione, Executive Director



Top 5 Wins

- Historic investment in workforce development and legislation to address workforce shortages and affordability
- New programs for adults and students to upskill, reskill or retool
- Loan forgiveness programs that expand opportunities and eliminate debt while supporting in-demand workforce needs
- Credential As You Go, an effort to recognize learning along a degree pathway and to create new credentials aligned with workforce needs that stack into credential pathways
- Expansion of Healthy Minds and Hunger Free Checklists with more than 20 IHEs earning a designation

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Summary

The Colorado Department of Higher Education (DHE), under its own authority and through the Colorado Commission on Higher Education (CCHE), oversees and coordinates policy for 31 public institutions of higher education (including community colleges, independent local district colleges and local area technical colleges) and authorizes and regulates private colleges, universities and occupational schools.

Mission

We support students, advocate and develop policies to maximize higher education opportunities for all.

Vision

All Coloradans will have an education beyond high school to pursue their dreams and improve our communities.



COLORADO

**Colorado Commission on
Higher Education**

Department of Higher Education

The Colorado Commission on Higher Education (CCHE) was created by the General Assembly in 1965 to maximize opportunities for postsecondary education in Colorado. The Commission is a policy and coordinating board—in contrast to a governing board—and its powers and duties are outlined in Title 23 of Colorado Revised Statutes.

CCHE serves as a bridge among the Governor, General Assembly, and the governing boards of the state-supported postsecondary institutions. It oversees the allocation of state investment, state financial aid and capital construction and has further broad statutory authority for statewide planning and data collection.

COMMISSIONERS

Vanecia Kerr*, Chair
Denver, Colorado

Aaron Harber
Lafayette, Colorado

Steven Trujillo
Pueblo, Colorado

Sarah Kendall Hughes, Vice Chair
Edwards, Colorado

Steve Meyer
Grand Junction, Colorado

Eric Tucker, Ph.D.
Colorado Springs, Colorado

Berrick Abramson
Lakewood, Colorado

Anu Temu Otting
Broomfield, Colorado

Jim Wilson
Salida, Colorado

Teresa Kostenbauer
Parker, Colorado

Josh Scott
Denver, Colorado

* Term ended June 30, 2022



CollegeInvest, which administers Colorado’s 529 college savings program, and College Assist, a federal student loan guaranty agency, are both within the Colorado Department of Higher Education and are Enterprise Funds, receive no taxpayer funding and operate somewhat independently. In addition, for purposes of the state budget and certain administrative functions, the State Historical Society (History Colorado) is authorized under the Department of Higher Education.

For more on CollegeInvest’s 2021-2022 accomplishments, see the Appendix.

■ www.collegeinvest.org



History Colorado

Established in 1879, History Colorado is a 501(c)(3) charitable organization and an agency of the State of Colorado under the Department of Higher Education. History Colorado is a trusted leader in helping people understand what it means to be a Coloradan—by sharing powerful stories, honoring the state’s treasured memories, and creating vibrant communities.

History Colorado’s 11 museums and historic sites across the state are home to interactive exhibitions, programs for kids and adults, special events and cultural performances. Visitors learn about the countless cultures that have made Colorado’s landscapes their home and shaped Colorado’s past—and still shape its present and future.

Read more about History Colorado in the Appendix.

■ www.historycolorado.org

DEPARTMENT OF HIGHER EDUCATION GENERAL FUND BUDGET 2021-22

\$903.1
million

Governing Board Operating

74%

\$235.5
million

Financial Aid

19%

\$40.0
million

Special Programs

3%

\$21.2
million

Local District Colleges

2%

\$15.0
million

Area Technical Colleges

1%

\$6.6
million

History Colorado

1%

\$578,355

**Department
Administrative Office**

**General Fund \$1.222 Billion
FY 2021-22**

The budget is mostly operating support to institutions and student financial aid

COLORADO

Higher Education Snapshot

Today's Students

NATIONWIDE

19,700,000

students enrolled

34%

are older than 25

38%

attend part-time

62%

attend full-time

Source: DIGEST OF EDUCATION STATISTICS, Fall 2018 Enrollment

STATE NUMBERS



251,022

students enrolled

26%

are older than 25

48.9%

attend part-time

51.1%

attend full-time

83.2%

In-State Students

16.8%

Out of State Students

Source: CDHE SURDS data, Fall 2020 Enrollment, Public Institutions

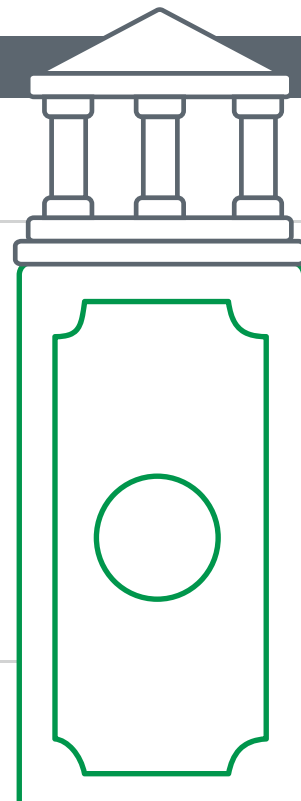
STATE AND FEDERAL FINANCIAL AID PORTFOLIO³

Student aid portfolio totals: **\$2,825,733,295**

■ Federal Unsubsidized	\$981,636,560	■ Other Scholarships	\$120,910,692
■ Institutional Aid	\$824,918,266	■ Other Federal Grants	\$48,444,054
■ Pell Grant	\$268,350,977	■ State Work Study	\$19,140,579
■ Federal Subsidized	\$208,792,438	■ Federal Work Study	\$13,133,207
■ State Need Based Aid	\$167,519,337	■ CO CTE Grant	\$337,036
■ Other Loans	\$147,227,462	■ CO Categorical and Entitlement Aid	\$25,322,687

The largest percent of financial aid is Federally unsubsidized **35%**

Source: SURDS Financial Aid SURDS File



ATTAINMENT

Colorado has the 2nd highest attainment rate in the nation.*



51.9%

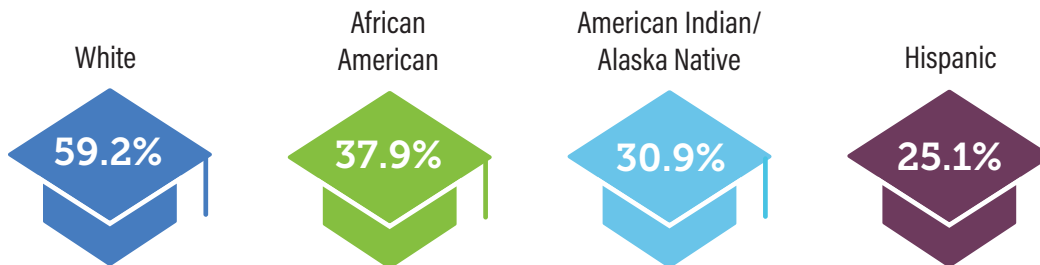
of Americans ages 25-64 earned a certificate, associate degree, bachelor's degree or higher

61.0%

of Coloradans ages 25-64 earned a certificate, associate degree, bachelor's degree or higher

Attainment by Race/Ethnicity

Among Coloradans ages 25-64, does not include certifications completed



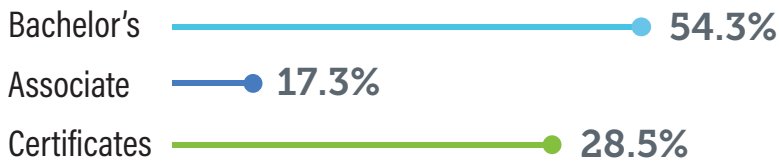
Attainment among Coloradans ages 25-64

Less than high school	7.4%	Associate Degree	8.8%
High school graduate or equivalency	17.0%	Bachelor's Degree	28.2%
Some college	14.5%	Graduate and professional	15.4%
Certificate	8.7%		

Source: Lumina Stronger Nation

*CDHE aligns measurement of educational attainment to the Lumina Foundation's Stronger Nation report. This report relies heavily on the American Community Survey (ACS) from the U.S. Census Bureau to determine educational attainment rates. During the 2020 calendar year, COVID-19 complicated efforts to collect ACS data. CDHE will monitor updates from the U.S. Census Bureau for 2021 ACS data and work with the Lumina Foundation to update educational attainment numbers for Colorado.

Percent of Degrees and Certificates 2021 academic year



Source: SURDS Academic Year 2021 Degree File

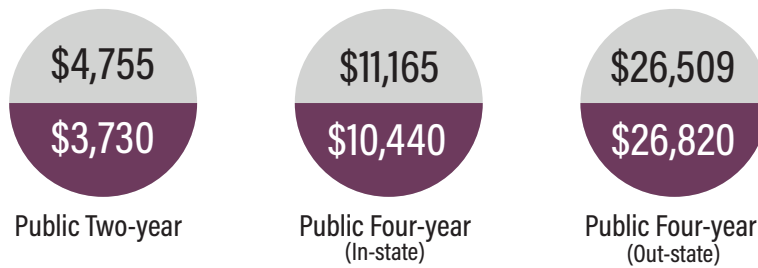


74%
OF COLORADO
JOBS

require postsecondary
education compared
to 65% nationally

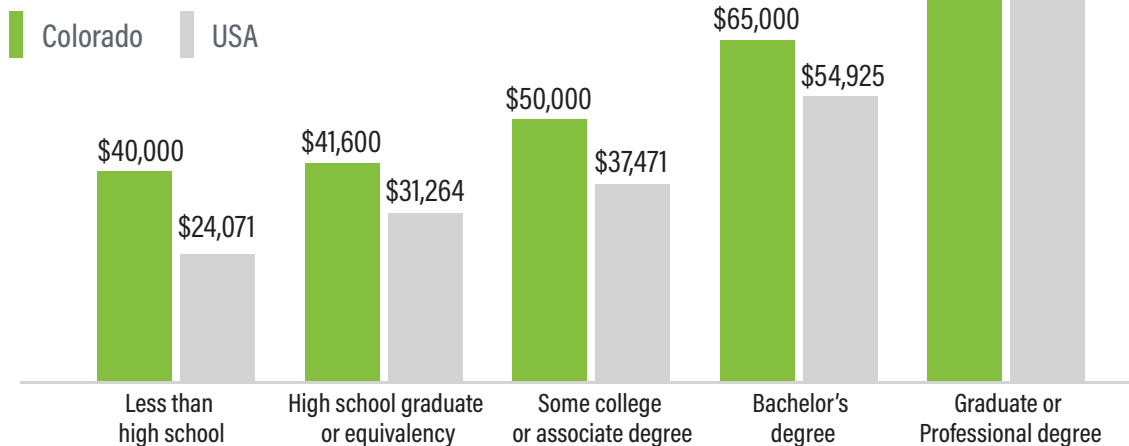
Average Tuition and Fees 2019-2020

Colorado USA



Sources: 2019-20 Tuition and Fee Report (CO Data),
2020 College Board Trends in College Pricing Report (National Data)

Median Salary by Education Attainment*



U.S. Census Bureau, 2013-2017 American Community Survey 5-Year Estimates

*CDHE aligns measurement of educational attainment to the Lumina Foundation's Stronger Nation report. This report relies heavily on the American Community Survey (ACS) from the U.S. Census Bureau to determine educational attainment rates. During the 2020 calendar year, COVID-19 complicated efforts to collect ACS data. CDHE will monitor updates from the U.S. Census Bureau for 2021 ACS data and work with the Lumina Foundation to update educational attainment numbers for Colorado.



Public Institutions

UNIVERSITIES

- Adams State University
- Colorado Mesa University
- Colorado School of Mines
- Colorado State University
- Colorado State University Global
- Colorado State University Pueblo
- Fort Lewis College
- Metropolitan State University of Denver
- University of Colorado Boulder
- University of Colorado Colorado Springs
- University of Colorado Anschutz Medical Campus
- University of Colorado Denver
- University of Northern Colorado
- Western Colorado University

COMMUNITY COLLEGES

- Aims Community College
- Colorado Mountain College
- Arapahoe Community College
- Colorado Northwestern Community College
- Community College of Aurora
- Community College of Denver
- Front Range Community College
- Lamar Community College
- Morgan Community College
- Northeastern Junior College
- Otero College
- Pikes Peak State College
- Pueblo Community College
- Red Rocks Community College
- Trinidad State College
- Western Colorado Community College

TECHNICAL COLLEGES

- Emily Griffith Technical College
- Pickens Technical College
- Technical College of the Rockies

■ See the Appendix for a list of private institutions.

Visit the links below for more information:
<https://higher.ed.colorado.gov/Data/InstSelect.aspx?>
<https://cdhe.colorado.gov/students/attending-college/colleges-universities>



2022 Goals

Colorado Department of Higher Education Annual Report

STRATEGIC PLAN

Higher Education

FY 2022 GOALS, OUTCOME MEASURES, TARGETS AND INDICATORS

Colorado's strategic plan for higher education ***Colorado Rises: Advancing Education and Talent Development*** supports the Colorado Commission on Higher Education's vision that all Coloradans have an education beyond high school to pursue their dreams and improve our communities. The plan provides a series of metrics pursuant to CRS 23-1-108 (1.5)(f).



The Colorado Rises Goal

REACHING 66% STATEWIDE
ATTAINMENT BY 2025

Colorado established an attainment goal in 2012 that has risen from 53.5% to 61% over the past eight years. Factoring the state's changing demographics, the Commission has also set an ambitious equity attainment goal of 66% for African American or Black, Hispanic or Latinx and Native American populations; current statewide attainment levels are 37.9% for African Americans or Blacks, 25.1% for Hispanics or Latinx, and 30.9% for American Indian and Alaska Native. By pursuing the following four strategies and tracking the associated metrics, Colorado can close the gap and expand educational opportunity.

CCHE identified four strategic goals within the scope of the public postsecondary system to make this plan actionable:



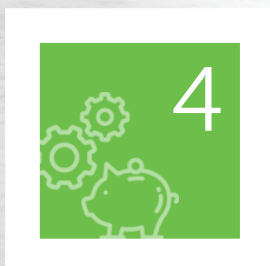
Increase Credential Completion




Erase Equity Gaps



Improve Student Success



Commit to Affordability, Cost Containment, and Innovation

 masterplan.highered.colorado.gov

**THIS REPORT INCLUDES SELECT PERFORMANCE METRICS
RELATED TO THE FOUR STRATEGIC GOALS.**

☑ Indicates positive progress in the most recent year.

STRATEGIC GOAL #1:

Increase Credential Completion

The first strategic goal is to significantly increase the number of credentials that students earn over an eight-year period and credential completion in high-demand areas, such as STEM and teacher preparation.



Main Measures:

- Increase annual credential completion
- Increase high demand credential completion

Overall Undergraduate Credential Production Decreased Slightly in Academic Year 2020-21¹

Academic Year	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Credentials	41,956	46,023	48,643	49,816	51,477	56,019	57,353	59,155	59,232	57,412
1-Year Change		10%	6%	2%	3%	9%	2%	3%	.13%	-3%
Certificates	11,567	13,859	15,604	15,373	16,217	20,069	20,214	21,393	21,215	19,652
1-Year Change		20%	13%	-1%	5%	24%	1%	6%	-1%	-7%



Increase Credential Completion

What's Working

- Concurrent Enrollment
- Statewide Transfer Articulation Agreements
- Student Financial Aid
- Apprenticeships
- Colorado Opportunity Scholarship Initiative

¹ Source: SURDS Data. Also available on the CDHE Master Plan Dashboard.

STRATEGIC GOAL #2:

Erase Equity Gaps



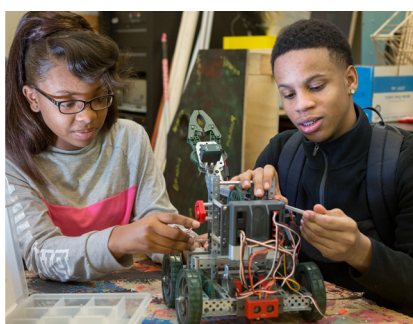
With our state’s changing demographics, the goal of 66% is unattainable if we do not make major progress on erasing equity gaps—the racial disparities in educational attainment. Of states with at least one million Hispanics, Colorado ranks the highest in size of equity gaps.² Colorado Rises aims to raise African American or Black, Hispanic and American Indian and Alaska Native students to 66%.

Main Measures:

- Increase annual credential completion for students of color and low-income populations
- Increase high demand credential completion for students of color and low-income populations

Hispanic students saw increased credential completion in Academic Years 2020-21 but African American and American Indian or Alaska Native students saw declines; Pell student credential completion has declined the past few years.³

Academic Year	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
RACE/ETHNICITY										
African American	1,453	1,449	1,741	1,844	1,809	1,942	2,057	2,164	2,164	2,038
1-Year Change		0%	20%	6%	-2%	7%	6%	5%	0%	-6%
Hispanic	5,438	5,761	7,096	7,755	8,307	9,402	10,281	11,365	11,625	11,862
1-Year Change		6%	23%	9%	7%	13%	9%	11%	2%	2%
American Indian and Alaska Native	437	485	511	532	502	565	536	567	507	467
1-Year Change		11%	5%	4%	-6%	13%	-5%	6%	-11%	-8%
INCOME										
Pell Eligible	12,777	14,084	15,029	14,904	14,926	15,005	15,536	15,483	14,823	13,980
1-Year Change		10%	7%	-1%	0%	1%	4%	0%	-4%	-6%



Erase Equity Gaps What’s Working

- Colorado Opportunity Scholarship Initiative
- Equity Champions Coalition
- Funding Formula
- Social Determinants of Student Success

2 Source: Rocky Mountain Divide: Lifting Latinos and Closing Equity Gaps in Colorado, Georgetown Center for Workforce and Education.
3 Source: SURDS Data. Also available on the CDHE Master Plan Dashboard.

STRATEGIC GOAL #3:

Improve Student Success

To graduate more students, Colorado must focus on promoting and improving successful student retention and momentum.



Main Measures:

- Improve student persistence and retention
- Reduce remediation needs of students
- Reduce average time to degree
- Reduce average credits to degree

Retention rates (the number of students who start at a college one fall and enroll the next fall) stayed relatively constant between the fall 2011 and the fall 2019 cohorts.⁴

Cohort	Fall 2011-12	Fall 2012-13	Fall 2013-14	Fall 2014-15	Fall 2015-16	Fall 2016-17	Fall 2017-18	Fall 2018-19	Fall 2019-20
Fall to Fall Retention	68.8%	70.4%	70.2%	72%	72.5%	71.8%	73%	73.8%	73.2%
1-Year Change		2%	0%	2%	1%	-1%	1%	1%	-0.6%

Graduation rates at two-year and four-year institutions continue to increase.⁴

Cohort Year	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	
2-Year Institutions										
3 Year Graduation	20.9%	21.0%	20.8%	21.8%	21.6%	24.3%	26.9%	29.2%	31.4%	✓
Cohort Year	Fall 2006	Fall 2007	Fall 08	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	
4-Year Institutions										
4 Year Graduation	31.2%	31.8%	32.8%	32.9%	34.2%	34.5%	36.1%	37.4%	39.0%	✓
6 Year Graduation	58.7%	59.3%	59.2%	60.2%	59.9%	59.3%	61.8%	61.1%	63.2%	✓

⁴ Source: SURDS and CDE, also available in the annual Postsecondary Access and Success For Colorado's High School Graduates report and annual Concurrent Enrollment report.

Enrollment in and credentials obtained through Concurrent Enrollment continue to grow.⁶

High School Graduating Class	Class of 2012	Class of 2013	Class of 2014	Class of 2015	Class of 2016	Class of 2017	Class of 2018	Class of 2019	Class of 2020	
ENROLLMENT										
High school graduates attempting Concurrent Enrollment	14.7%	18.6%	22.0%	25.7%	26.5%	28.7%	30.4%	32.8%	36.0%	
1-Year Change		4%	3%	4%	1%	2%	2%	2%	3.2%	<input checked="" type="checkbox"/>
High school graduates attempting any Dual Enrollment	21.2%	22.8%	25.7%	31.1%	33.3%	35.7%	38.2%	40%	42.4%	
1-Year Change		2%	3%	5%	2%	2%	3%	1%	2.4%	<input checked="" type="checkbox"/>

Credentials produced from Concurrent Enrollment and ASCENT

Academic Year	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
OUTCOMES								
Credentials Produced	775	956	1,231	1,491	2,017	2,758	3,116	2,877
1-Year Change		23%	29%	21%	35%	37%	13%	-7.7%



Improve Student Success What's Working

- Colorado Opportunity Scholarship Initiative
- Statewide Transfer Articulation Agreements
- More 2-to-4-year partnerships –Bridge to Bachelor's Degree Program
- Funding formula
- Concurrent enrollment
- Social Determinants of Student Success

⁶ Source: SURDS and CDE, also available in the annual Concurrent Enrollment Report

STRATEGIC GOAL #4:

Commit to Affordability, Cost Containment, and Innovation



To help ensure affordability for Colorado students and strengthen Colorado’s economic and community development, Colorado needs to increase public investment and encourage efficient institutional delivery models that reduce costs and time-to-degree.

Main Measures:

- Support student success, research and innovation
- Decrease average undergraduate federal student debt
- Leverage innovation
- Affordability Roadmap

Student Loan Outcomes for Graduates of Public Institutions⁷

Degree Type	2014	2015	2016	2017	2018	2019	2020
ASSOCIATES DEGREE							
Total Average Loans	\$14,329	\$13,942	\$13,852	\$13,584	\$13,484	\$13,462	\$13,212.85
Percent with Loans	53.7%	51.1%	48.9%	47%	45%	42.2%	38.7%
BACHELORS DEGREE							
Total Average Loans	\$26,894	\$26,673	\$26,671	\$27,123	\$26,278	\$26,504	\$26,288.77
Percent with Loans	58.8%	58%	56.4%	55%	52.1%	51.6%	50.7%

The percent of resident associates degree graduates and resident Bachelor’s degree graduates with debt has continued to decline.⁸

Graduation Year	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
Bachelor’s Degree Graduate with Debt	64%	62%	60%	59%	56%	55%	55% <input checked="" type="checkbox"/>
Associates Degree Graduate with Debt	54%	53%	50%	48%	45%	42%	39% <input checked="" type="checkbox"/>



Invest in Affordability and Innovation What’s Working

- Cost Containment Measures
- Financial Aid Access
- Scholarships & Apprenticeships
- Open Educational Resources (OER)

⁷ Source: SURDS Financial Aid and Degree files

⁸ Source: SURDS Financial Aid and Degree files, also available in the annual CDHE’s Return on Investment report

GOVERNOR'S DASHBOARD

Bold 4 Initiatives

Governor Jared Polis



**Tax Reform &
Economic
Development**



**Environment &
Renewables**



Health



**Education &
Workforce**

HOW CDHE SUPPORTS THE EDUCATION & WORKFORCE INITIATIVE



Via the Workforce working group and various other initiatives, CDHE collaborates regularly with our colleagues at the Colorado Department of Education (CDE), the Colorado Department of Labor and Employment (CDLE), the Colorado Department of Human Services (CDHS), the Colorado Workforce Development Council (CWDC), and many other agencies to execute on the Governor's Bold Goals around "Education & Workforce". CDHE supports efforts to grow the early childhood workforce and increase early childhood facility capacity so that more Coloradans can receive these important supports. CDHE also remains committed to erasing equity gaps and ensuring postsecondary education affordability in Colorado's postsecondary education pipeline.

■ <https://dashboard.colorado.gov>

Wildly Important Goals

Colorado Department of Higher Education



EQUITY

Execute on seven practical improvement strategies outlined in the Report on Educational Equity: Creating a Colorado for All.

Successful completion of this goal will reform and revolutionize systems which produce inequitable outcomes for students, and create an environment in Colorado where students succeed regardless of their race or ethnicity.

GOAL MET: Three strategies have exceeded the established goal with more progress anticipated by the end of the fiscal year.



WORK-BASED LEARNING

Increase the number of postsecondary degree programs that require a work-based learning component from 71.9% to 78%.

Successful completion of this goal will ensure that degree programs in our institutions of higher education are preparing students with instruction that has real-world relevance and equips students with competencies needed to succeed in the workforce.

STATUS: CDHE continues to get survey responses from institutions to better understand the landscape of work-based learning and foster partnerships between postsecondary education and industry.



POSTSECONDARY AFFORDABILITY

Make progress on an additional six strategies from the Affordability Roadmap, including FAFSA completions, saving students money on textbook expenses, and designating Hunger Free and Healthy Minds campuses by providing additional assistance from food and behavioral health.

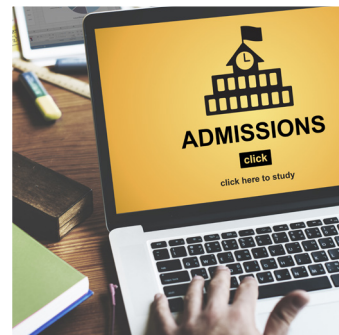
Successful completion of this goal will equip students of any age to know the cost of various education and training programs along with ways to help cover the cost, which will assist in decreasing the time and debt students accrue when working towards their credential.

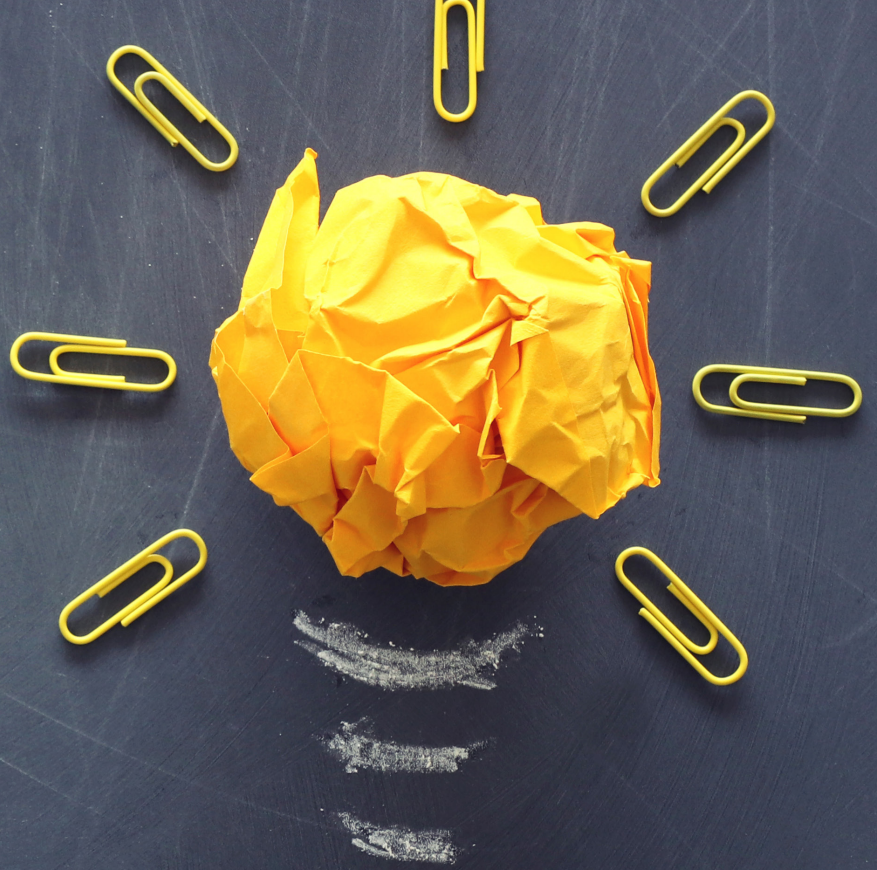
STATUS: Three strategies have exceeded the established goal with more progress anticipated by the end of the fiscal year.



2022-23 WILDLY IMPORTANT GOALS

- Decrease the overall number of students with debt, and decrease the average amount of debt per student.
- Increase the number of credential completions by students of color.
- Increase the number of public postsecondary programs that require a work-based learning.





Division Snapshots

Colorado Department of Higher Education Annual Report

DIVISION

Data, Research, and Policy

NUMBER OF STAFF: 7

Data, Research, and Policy (DRP) manages CDHE's data infrastructure to ensure secure, well-governed, and high-quality data that support targeted research and policy.

DRP is the main steward of individual-level data received from various sources. Data are collected from Colorado postsecondary institutions throughout the academic year through the Student Unit Record Data System (SURDS). Data on K12 students are received from the Colorado Department of Education (CDE) and higher education data on K12 students are shared back with CDE. Additionally, wage data from the Colorado Department of Labor and Employment (CDLE) are shared with the Department annually. These data allow for research into student outcomes along the K12 to postsecondary education to workforce continuum.

DRP provides data submission to the federal Integrated Postsecondary Education Data System (IPEDS) as a service to Colorado's public postsecondary institutions.

DRP supports the publication of annual legislatively mandated reports and other products.

- Report on Postsecondary Progress and Success of High School Graduates
- Report on Concurrent Enrollment
- Return on Investment Report and an interactive tool on wage outcomes for postsecondary completers
- Report on Resident headcount and FTE for Colorado institutions of higher education
- Talent Pipeline Report (*in partnership with the Colorado Workforce Development Council*)
- Reporting related to goal setting for Colorado public postsecondary institutions as outlined in SB 17-297 and SMART Act requirements
- Other reports on student retention and graduation of Colorado students

DRP manages various database infrastructures for the Department. DRP develops and/or supports a variety of applications including Tableau data visualizations, a Free Application for Federal Student Aid (FAFSA) completion tracking portal, the Eligible Training Providers List (ETPL), and My Colorado Journey, among others.

As a very lean division, research data work conducted with internal and external partners is in many instances partially grant-funded. One current example is SHEEO's State Transfer Policy Standards Project. Others focus on prior learning assessment and developmental education data. DRP will, over the next two years, be engaging in data infrastructure improvements, along with new dashboard building, supported by two recent legislative bills.

KEY PROGRAMS AND INITIATIVES

SEE HOW THE WORK OF DRP ALIGNS WITH THE DEPARTMENT'S STRATEGIC GOALS.

Key programs and initiatives that support *Colorado Rises* strategic goals are marked with the following indicators.

- 1 Increase Credential Completion
- 2 Erase Equity Gaps
- 3 Improve Student Success
- 4 Commit to Affordability, Cost Containment, and Innovation

Democratizing data

- The DRP team continues to provide data on postsecondary outcomes through a variety of reports and visualizations.
- CDHE participates in well-governed, responsible data sharing initiatives such as the Colorado Data Trust (supporting a variety of use cases, especially the My Colorado Journey platform) and the Linked Information Network of Colorado (LINC).

Increasing process and credential transparency

CDHE works in collaboration with the National Skills Coalition, Credential Engine, and EQOS around collecting more robust data on quality, non-degree credentials, and providing more information on these opportunities to all Coloradans.

1

Elevating equity

DRP has supported the efforts of the Equity Champions Coalition and provided a variety of data related to equity to inform the group's work and recommendations.

2

Executing on affordability

Through CDHE's annual ROI report, interactive tools, and alignment to various external/national partnerships, DRP supports efforts to create more comprehensive measures of the return on investment of postsecondary education to individuals, communities, and the state.

4

CONVENINGS/STAKEHOLDERS

DRP convenes the Data Advisory Group (DAG) and represents the Department at OIT's Government Data Advisory Board (GDAB).

DIVISION

Division of Private Occupational Schools (DPOS)

NUMBER OF STAFF: 8.5

The Division of Private Occupational Schools is the only regulatory Division within the Colorado Department of Higher Education and is responsible for regulating approximately 300 private occupational schools in Colorado. In the last year, DPOS schools served approximately 34,000 Colorado students and issued 28,121 credentials. The division administers the Private Occupational School Act on behalf of the governor appointed Private Occupational School Board, which meets monthly throughout the year to approve new schools, school renewals, school programs, and courses per the Act and Rules. To protect students against fraudulent and substandard educational practices, the board also reviews division investigations and issues disciplinary actions against schools when appropriate.

KEY PROGRAMS AND INITIATIVES

SEE HOW THE WORK OF DPOS ALIGNS WITH THE DEPARTMENT'S STRATEGIC GOALS.

Key programs and initiatives that support *Colorado Rises* strategic goals are marked with the following indicators.

- 1 Increase Credential Completion
- 2 Erase Equity Gaps
- 3 Improve Student Success
- 4 Commit to Affordability, Cost Containment, and Innovation

New IT System

The Division launched its new IT system, DPOS Connect, on April 19, 2022. Schools can complete and submit applications, forms, and payments online and conduct all other workflow processes required to maintain board approval. DPOS Connect integrates with the Eligible Training Provider List (ETPL) and allows Coloradans to view division approved schools, programs, and credentials offered. With the launch of the new IT system, the division has created a seamless application process for private occupational schools to participate with ETPL which should increase the number of schools listed and provide additional funding and training opportunities for Colorado students. DPOS can interface more readily with other higher education and labor web portals including ETPL, My Colorado Journey, and Connecting Colorado. This system is funded by the fees collected from DPOS schools.

1 2 3 4

Data Gathering Requirements

New rules require more detailed graduate, placement, race/ethnicity, and gender data from schools. The inclusion of this data in the department's reporting improves the transparency of credentials being awarded to Colorado students and will aid in the department's goals to close equity gaps and improve student success. This data is collected from the private occupational schools via DPOS Connect which enables better access to student enrollment, graduate, ethnicity and diversity data, and employment statistics to allow for analysis and reporting at the statewide and regional levels.

2 3

Toolkit for Identifying Human Trafficking in Postsecondary Education

The Division received a grant from the Seldin/Haring-Smith Foundation to create a toolkit to provide a practical guide for state authorizers to identify and act on human trafficking in higher education institutions. Working in conjunction with the Federation of State Massage Therapy Boards, the toolkit was created to provide fundamental preventative measures to be deployed by state regulators to make an impact by methodically and collaboratively addressing red flags and fact patterns that often lead to trafficking networks among higher education institutions.

To increase accountability, rigorous school oversight is critical to protect students, schools, and the public from low standards that promote the preconditions for fraud, deficient record keeping, and other dubious activity.

3 4

Student Refunds

Per Colorado statutes, private occupational schools are required to be bonded to protect students' financial investments in the event of a school closure. In the event of a school closure, the DPOS Board is authorized to make a demand on the surety to refund students' costs or to implement a train-out for students. From July 1, 2021, thru June 30, 2022, the Division made claims on two bonds and refunded \$48,500.00 to students. The Division also provides students additional resources to assist with loan forgiveness through its work with accreditors and the U.S. Department of Education.

3 4

PRIVATE OCCUPATIONAL SCHOOL BOARD

The Colorado Board of Private Occupational Schools, consisting of seven members appointed by the Governor and confirmed by the Senate have the vested authority in establishing educational standards, ethical business practices and financial responsibility and determining whether applicants (prospective schools) are qualified to operate a private occupational school. The Board meets on the fourth Tuesday of each month.

Industry Representatives

JoAnn Stevens, Secretary
Ryan Z. Minic, Vice-Chair
Barbara Kearns

General Public Representatives

Paul Garibay, Jr., Chair
Chad J. Nash
Jessica Wagner

Financial Community Representative

Ellen Mary Wamser

DIVISION

Executive Division

NUMBER OF STAFF: 10

The Executive Division ensures that the Colorado Commission on Higher Education and Department of Higher Education's array of policies are coordinated, consistent, and aligned to address the goals of Colorado Rises, the Governor's agenda, and the needs of Colorado's postsecondary students. In addition, this division manages the strategy and advocacy efforts on legislative proposals that impact higher education. Finally, the division coordinates all "outward facing" messaging and publications, to ensure clarity and consistency in postsecondary education communications.

Below are the primary responsibilities of the division:

- Coordinates all higher education legislation, proposed and conceptual. Serves as nonpartisan subject matter experts on statewide postsecondary policy issues.
- Develops and coordinates all internal and external communications on Commission and Department activities and priorities.
- Serves as in-house "publishing house" for all annual reports and publications.
- Manages all CORA requests.
- Office of Industry Partnerships advocates for the creation and growth of a wide-ranging spectrum of relationships among industry partners, higher education institutions and student stakeholders. The office promotes and encourages practical workplace experiences like paid student internships, cooperative education and apprenticeships that complement academic programming.
- The outreach team connects students, parents, counselors, and others to help individuals prepare for, enroll in, and succeed in postsecondary education. The outreach team works closely with the Colorado Workforce Development Council and other state agencies on My Colorado Journey, a key tool for student outreach.
- StudyColorado is an initiative that supports public and private higher education institutions with their internationalization efforts. StudyColorado works with Colorado's colleges and universities who focus on international recruitment, international admissions, student and scholar services and study abroad. StudyColorado's primary goal is to market Colorado as a higher education destination for students around the world. In so doing, StudyColorado promotes diversity at our institutions and helps our students prepare for a global workplace. In addition to the direct benefits to students and institutions, international students contribute over \$400 million annually to Colorado's economy.

KEY PROGRAMS AND INITIATIVES

Communications

- Leads several successful campaigns throughout the year to increase postsecondary attainment including Colorado Free Application Days/Colorado Applies Month, FAFSA/CAFSA Completion, Decision Day, social determinants of student success, and more.
 - Communicates on the progress of the state's educational attainment, equity, student success and progress toward affordability metrics.
-

Legislative

- Assists the Governor's staff in forming the postsecondary education component of the legislative agenda.
 - Advocates for postsecondary legislation within the Governor's legislative agenda.
 - Assists legislators in understanding the postsecondary landscape and provides answers to their specific questions.
 - Manages and develops implementation of all legislative items.
-

Office of Industry Partnerships

- Conducts an audit of all public four-year and two-year institutions on the percentage of degree programs that require a work-based learning component.
 - In partnership with OEDIT, convene specific industries to learn about their talent needs that higher education can address, and how state agencies can be an even better resource. These industry-driven round table discussions guide the development of solutions for increasing higher education connections and addressing local skill shortages.
-

Outreach

- Works with CWDC and other agencies to build My Colorado Journey, an innovative platform that provides personalized information to students to help them on their academic and career pathways. Also, under contract with the Colorado Department of Human Services, the outreach team works with foster youth to help remove barriers to postsecondary pathways and help them access Education and Training Vouchers (federal funding for postsecondary education).
-

EXECUTIVE DIVISION

STAKEHOLDERS

- The Governor and staff, OSPB staff, cabinet secretaries
- The Legislature, House and Senate Leadership, and members of the Joint Budget Committee, House and Senate Education Committees and associated legislative staff
- Colorado Commission on Higher Education
- Governing Board members of the state postsecondary institutions
- Chief executive officers and leadership of the state postsecondary institutions
- Communications contacts across the state's postsecondary institutions
- Media contacts

CONVENINGS

- Monthly convenings of the Colorado Commission on Higher Education. Provides administrative support to the Commission, maintains official records of all proceedings and advises on statutory rules and requirements.
- Monthly convenings of the presidents and chancellors of the colleges and universities
- Quarterly convenings of communications contacts from postsecondary institutions
- Yearly governing board member convening- The largest gathering of governor appointed citizens in Colorado.
- **Industry Partnerships-** Bi-monthly convenings of Colorado employers to learn how to improve work-based learning experiences and more engagement opportunities with our institutions and students.
- **Outreach-** Regular convenings of parents, students and educators as to the resources available for students to enter a postsecondary pathway in order to earn a credential or degree. In the past year, the outreach team has carried out 83 webinars with students, parents, and professionals.
- **StudyColorado-** Monthly convenings of international education professionals to discuss the impacts of COVID and issues related to recruitment, travel, and retention.

DIVISION

Finance and Budget

NUMBER OF STAFF: 13

The finance and budget team focuses on budget development and management, financial aid policy and administration, and accounting.

Each fiscal year, the budget team works with Department leadership to formulate budget requests for submission to the Office of State Planning and Budgeting. This includes governing board operating funding, financial aid, tuition spending authority, and the Fort Lewis Native American Tuition Waiver. Other items vary from year to year. This past year, funded requests included the formal creation of the Outreach Division and payment of the Single Stop statewide licensing fee. Separately, the team analyzes and makes recommendations to the Commission on the prioritization of capital projects requested by the institutions using set scoring criteria.

The division manages the performance-based higher education funding formula established in HB 20-1366. It allocates \$903 million to Colorado's 10 governing boards, two local district colleges, and three area technical colleges.

The division allocates \$236 million in appropriated financial aid to institutions using a series of formulas. Funded programs include need-based undergraduate and graduate aid, work study, the career and technical education grant, and other categorical and entitlement aid. The division is responsible for statewide financial aid policy and budget parameters and meets with institutional financial aid directors monthly. The team administers the Dependent Tuition Assistance Program and the WICHE Optometry program. This year, the division took on the administration of the educator loan forgiveness program, the financial side of free introductory educator courses, and the administration of the CASFA for undocumented students. The division also manages the College Opportunity Fund.

Finally, this division manages the department budget, contracts, and compliance with state fiscal rules. The accounting department is responsible for tracking funds, managing payroll and making payments to outside vendors or institutions.

KEY PROGRAMS AND INITIATIVES

SEE HOW THE WORK OF FINANCE AND BUDGET ALIGNS WITH THE DEPARTMENT'S STRATEGIC GOALS.

Key programs and initiatives that support *Colorado Rises* strategic goals are marked with the following indicators.

- 1 Increase Credential Completion
- 2 Erase Equity Gaps
- 3 Improve Student Success
- 4 Commit to Affordability, Cost Containment, and Innovation

Implementation of the funding formula established in HB 20-1366. 1 2 3

Implementation of capital construction/renewal scoring criteria. 2 4

Development of new financial aid allocation methodologies (1,2,4) 1 2 4

Implementation of the educator loan forgiveness program (4), 4

Monthly convenings of institutional CFOs and financial aid directors. 1 4

Implementation of the CASFA 1 2 4

Administration of Dependent Tuition Assistance Program and WICHE – Optometry Program 4

Submission of FY 2022-23 budget request. 1 2 3 4

STAKEHOLDERS

The Colorado Commission on Higher Education, CCHE Fiscal Affairs and Audit Standing Committee, Financial Aid Directors, Chief Financial Officers – Higher Education Governing Boards, Higher Education Budget Directors, Colorado Joint Budget Committee Staff, Office of State Planning & Budgeting Staff, Office of the State Controller and the Office of the State Auditor, Office of the State Architect

DIVISION

Office of Educational Equity

NUMBER OF STAFF: 2*

The Office of Educational Equity at the Department of Higher Education works with IHEs to establish and inform statewide policy, acts as a conduit and amplifier of best practices and provides technical assistance. The office receives support from Lumina Foundation and the office is committed to promoting the public value of higher education and encouraging the general public to direct funding in a way that mirrors the diversity in the state and erases racial/ethnic/income/geographic equity gaps in Colorado.

The Department defines equity as: Equity strives to intentionally remove structural barriers, providing all students with the specific supports they need to succeed.

KEY PROGRAMS AND INITIATIVES

SEE HOW THE WORK OF THE OFFICE OF EDUCATIONAL EQUITY ALIGNS WITH THE DEPARTMENT'S STRATEGIC GOALS.

Key programs and initiatives that support *Colorado Rises* strategic goals are marked with the following indicators.

- 1 Increase Credential Completion
- 2 Erase Equity Gaps
- 3 Improve Student Success
- 4 Commit to Affordability, Cost Containment, and Innovation

Equity Champions Coalition (ECC)

The Equity Champions Coalition (ECC) advances statewide policy and informs higher education support and services for Colorado's most vulnerable students aimed at removing educational completion gaps in the state by race, ethnicity, and income. The Coalition serves as advisors to Colorado Department of Higher Education (CDHE) by developing a collective vision and strategic direction to guide the work of the Office of Educational Equity. The ECC also works alongside CDHE to guide the implementation of high-impact strategies across institutions, collaborate on best practices, collect and analyze data and identify necessary work to continue to close gaps.

This group supported the inaugural [Report on Educational Equity: Creating a Colorado for All](#), and will submit an updated report by the end of 2022.

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*2 FTE Equivalent (.5 dedicated staff and 5 staff members dedicating approximately 10%) + 1 FTE as of FY22

OFFICE OF EDUCATIONAL EQUITY

Equity Champions Coalition (ECC) Cont'd

The report sets a broad vision for the department, campuses, legislators, and other community members to drive improvements in success and completion for students of color in Colorado. It also provides a historic look at educational inequities showing racial, gender, and socio-economic gaps in college-going rates, college completion and workforce earnings. It offers recommendations to create a framework, informed by data, to identify elements and actions that collectively create an equitable education system. Finally, the report provides strategies and a plan for work to continue. CDHE published a [Spanish version](#) of the report to ensure broader access to the information reported.

1 2 3 4

Social Determinants of Student Success

Food insecurity, defined as “the condition of limited or uncertain access to food,” impacts more than 45% of college students in the U.S. A student’s job, expenses, social network, and financial resources all impact their access to food. When students are concerned about where their next meal is coming from, food insecurity can lead to a lower GPA, poor mental health and a limited social life. The full scope of the number of students impacted is relatively unknown, leading to student food insecurity being an underrecognized issue with limited infrastructure to address it. The Colorado Department of Higher Education is excited to partner with Young Invincibles, Hunger Free Colorado, the National Mental Health Innovation Center, and our state agency partners to develop the Hunger Free and Healthy Minds campus checklists for institutions of higher education.

The checklists were created to work with existing resources on college campuses and offer a variety of options to ensure that the needs of students are met while still working within available resources. Most schools have food pantries, some form of SNAP assistance and an individual or department that can help students access food services. Below you can find resources to support the success of our students.

1 2 3 4

CDHE Diversity, Equity, and Inclusion (DEI) Committee

The Department has a dedicated DEI committee to empower CDHE employees with the cultural confidence to discuss issues of diversity, equity, and inclusion and effectively carry out strategies that erase equity gaps in Colorado. Over the past year, the DEI Committee held a variety of lunchtime conversations and events centered around current and timely topics and professional development related to diversity, equity, and inclusion.

STAKEHOLDERS, CONVENINGS AND COMMUNICATION

- Equity Champions Coalition (ECC)
- Colorado Higher Education Equity Officer Group
- Equity Day of Dialogue, August 4, 2022
- Hispanic Serving Institution (HSI) and Minority Serving Institution (MSI) Consortium
- Elevating Student Voice Summer Speaker Series
- OEE Policy Fellows
- Lumina Foundation-Equity Policy Audit State Cohort
- OEE Equity-Minded The Podcast: An Educational Equity Podcast
- Happy Haynes Faculty of Color Convening

DIVISION

Student Success and Academic Affairs

NUMBER OF STAFF: 23

The Division is responsible for academic and student affairs policy development and program implementation. Specifically, the Division:

- Collaborates with public institutions in developing and implementing new policies and communicates broadly to stakeholders affected by these changes.
- Oversees academic and student success initiatives including admissions, retention, persistence, transfer, reverse transfer, remedial education, concurrent enrollment, and completion.
- Drives initiatives to get more students into college and save them money in the process through programs such as the Colorado Opportunity Scholarship Initiative, GEAR UP, and Open Educational Resources.
- Provides oversight and support for the state's 22 educator preparation programs in collaboration with the Colorado Department of Education.
- Oversees P-20 alignment efforts.
- Protects consumers through oversight of the state's private degree-granting institutions of higher education and authorization of out-of-state providers serving Coloradans.

KEY PROGRAMS AND INITIATIVES

SEE HOW THE WORK OF STUDENT SUCCESS AND ACADEMIC AFFAIRS ALIGNS WITH THE DEPARTMENT'S STRATEGIC GOALS.

Key programs and initiatives that support *Colorado Rises* strategic goals are marked with the following indicators.

1 Increase Credential Completion

3 Improve Student Success

2 Erase Equity Gaps

4 Commit to Affordability, Cost Containment, and Innovation

Colorado Opportunity Scholarship Initiative (COSI)

COSI was created in 2014 to increase the credential, and degree completion of underserved students throughout Colorado, by focusing on affordability, access, and success for students. The Matching Student Scholarship (MSS) grant works to increase the affordability of higher education and reduce student-loan debt. The Community Partnership Program (CPP) grants provide funds to increase accessibility and student success through the CPP pre-collegiate and postsecondary programs.

1 **2** **3** **4**

STUDENT SUCCESS AND ACADEMIC AFFAIRS

COSI 2021-2022 highlights

- Received an allocation of \$7 million from the state.
- More than \$7.4 million was awarded to organizations across the state to provide scholarships to students. When leveraging the 1:1 match, students will receive more than \$14 million in financial support to assist with the cost of attendance and reduce student loan debt.
- The COSI Board allocated \$100,000 in funds to support the launch of the Second Chance Scholarship, a partnership with CDHS, that focuses on supporting youth who have previously been committed access higher education.
- Through Senate Bill 21-232, \$15 million was provided to COSI to expand the Back to Work Program. The grant prioritizes individuals whose employment was impacted due to the COVID-19 pandemic and provided participants with student support services and direct financial support to access and complete a certificate or degree within the grant term. Participants have an incentive to reskill, upskill, or complete industry-recognized credentials aligned with Colorado Top Jobs, prioritizing health care, education, information technology, and jobs with the most significant projected annual opportunities.
- Through House Bill 21-1330, \$49 million was allocated to COSI to launch the Finish What You Started Program. This program supports the 31 public institutions in Colorado by addressing equity gaps and significant declines in enrollment, a high rate of job loss, continuing unemployment, and the overall disruption to the workforce caused by the pandemic. Finish What You Started gives Coloradans economically impacted by COVID the financial resources to return to school and earn their credential or degree. Participants receive student support services and direct financial assistance to support continued persistence and credential completion.
- HB21-1330 included an allocation of \$1.5 million to launch the Fund My Future Program to provide funds to local education providers to implement strategies to increase the number of students who complete the FAFSA/CASFA before high school graduation. The local education provider must require students to complete a student financial aid application (FAFSA/CASFA) before graduation unless the student is eligible to waive the requirement.
- Hired four new staff members to support the additional programming.

1 2 3 4

Open Educational Resources

- Since 2018, the OER grant program has awarded nearly \$3.4 million in grants to public Colorado higher education institutions to increase the use, development, and creation of open educational resources across the state.
 - In the 2021-22 cohort four cycle, more than \$968,000 in grants were awarded to 19 institutions across Colorado.
- From the \$1.55 million invested during the first two cycles, the OER program has saved students an estimated \$10.2 million and counting, reformed 500 courses, and reached nearly 60,000 enrolled students. Cycle three will complete on June 30 and increase this return on investment.
- The Colorado Open Educational Resources Conference was held on June 24 to highlight OER work across the state and provide professional development to faculty, librarians, instructional designers, administrators, students, and other open education advocates.

2 4

STUDENT SUCCESS AND ACADEMIC AFFAIRS

Educator Preparation

- Provide oversight and support to 22 public and private colleges and universities that offer educator preparation programs and work with community colleges to offer preparation to early childhood educators and pathways into elementary education programs.
- Reauthorized three institutions to offer educator preparation and approved seven new programs, in partnership with the Colorado Department of Education (CDE).
- Updated the annual [Educator Preparation Report](#) and accompanying [dashboard](#) with CDE. The report shows that traditional preparation programs experienced a 5% decrease in enrollment from the prior academic year. More than 65% of postsecondary completers remain in Colorado and represent more than 50% of the P-12 licensed educators.
- Worked with the Center for Rural Education to award nearly \$1 million to support the recruitment and retention of educators in rural Colorado to include stipends and fellowships for pre-service and in-service teachers. A recent evaluation found that 85% of teachers were still in the same school after three years of receiving a retention stipend for their professional development.
- Awarded nearly \$500,000 in Mentor Teacher Grants to institutions that partner with school districts to provide training and coaching to cohorts of teachers who can earn the mentor teacher endorsement while they supervise teacher candidates.
- Convened educator preparation faculty at the 3rd annual conference. The theme was Diversifying the Educator Workforce.
- Worked with [TEACHColorado.org](#) to support the recruitment of candidates into educator preparation provider pathways. Around 1,150 subscribers submitted an application to an EPP, of which 30% identified as POC.
- Hired the educator preparation pathway specialist to work with stakeholders to develop the Teaching Career Pathway leading to licensure for prospective teachers in four years or less. The pathway offers opportunities for diverse aspiring educators to complete a set of coursework; have early, intensive, and meaningful work-based experiences; and receive holistic wraparound supports that spur long-term retention in the field. (SB21-185)
- Partnered with CDE to ensure the Teaching Career Pathway will be available for high school students entering the Teacher Recruitment and Educator Preparation (TREP) program in AY 2022-23. Districts have requested spots for 105 students.

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Early Childhood Educator Preparation and Workforce

- In partnership with the Governor's Office and the Educator Investment Collaborative Grant at CU Denver, created the Early Childhood Education Workforce Director position within the department.
- Represented higher education in the Transition Advisory Group for the new Department of Early Childhood and Universal Preschool (UPK) planning.
- Participated in the Transition Working Group to inform final UPK Recommendations, including a section focused specifically on higher education.
- Led and facilitated an interagency working group to begin strategic planning for the UPK Workforce based on the final UPK Recommendations.
- In partnership with the Office of Early Childhood within the Department of Human Services, distributed more than \$4 million in ECE stipends and scholarships.

1 2 3

STUDENT SUCCESS AND ACADEMIC AFFAIRS

Private Postsecondary Education

- Oversight and support of the state's 40+ private colleges/universities and 40+ religious training institutions; consumer protection for students who enroll in private institutions;
- State Portal Entity for the State Authorization Reciprocity Agreement, supporting and overseeing 40+ participating institutions from all sectors: public, private for-profit, private not-for-profit, and qualifying DPOS schools;
- Funded through the State's General Fund and fees by private and out-of-state institutions.
- Convene private institutions annually to encourage cooperation and inclusion in the overall higher education landscape including statewide articulation agreements and other guaranteed transfer options for students.
- Work closely with public and private institutions alike when an institution closes to ensure a transition and student transfer that is as seamless as possible. Help with aligning programs from the closing institution to other institutions.
- In 2021-22, four new institutions were authorized in Colorado, two of which are institutions offering nursing programs.
- Preparing to draft a legislative proposal to clean up the Degree Authorization Act. No clean-up has occurred since its enactment in 2012.

1 3

Colorado Collegiate Apprenticeship Program

- In 2019, CDHE was awarded a \$12 million dollar Scaling Apprenticeship Grant from the U.S. Department of Labor to work in partnership with the Colorado Community College System to create healthcare apprenticeships across the state of Colorado. The grant created the Colorado Collegiate Apprenticeship Program with the goal to serve 5,000 participants.

As of the end of 2021:

- The program served 459 participants
- 208 individuals had received an industry recognized credential
- Created 16 new registered apprenticeship programs (RAPs)
- 12 employers were engaged in RAPs

1 2 3 4

Student Success Initiatives

- Colorado Free Application Day
 - All 32 state colleges and universities and several private institutions waived admission application fees for Colorado residents on October 13, 2020, as part of the third annual Colorado Free Application Day.
 - 56,896 total applications submitted, representing more than \$2.3 million in application fee savings, 44% submitted by students of color, almost 30% were submitted by first-generation students.

STUDENT SUCCESS AND ACADEMIC AFFAIRS

Student Success Initiatives cont'd

- Colorado Reverse Transfer
 - A process that began in 2014 allows students who transferred from a Colorado two-year institution to a four-year institution to combine credits and apply them toward an associate degree.
 - Through seven rounds, Reverse Transfer has awarded 2,350 total associate degrees.
- Colorado GEAR UP
 - GEAR UP is a national, federally funded pre-collegiate grant program that is designed to increase the number of low-income students who are prepared to enter and succeed in postsecondary education. The program is in 15 Colorado high schools and has a seven-year grant cycle (2018-2025).
 - Highlights include:
 - Recruited 1250 new 9th-grade students.
 - 290 students participated in virtual summer programs during COVID.
 - 523 students enrolled in 655 Concurrent Enrollment courses and earned a 90% pass rate.
 - The percentage of 9th-graders passing Algebra 1 increased from 79% to 87%.

1 2 3 4

Academic Affairs

- We help students get through college in less time at a lower cost with degrees and credentials of value in the workplace. We do this by creating and maintaining diverse academic pathways, promoting transferability of courses, expanding credit for prior learning opportunities, working cooperatively with academic leadership at our institutions, and shaping legislation and policy that advances student success.
- Specific functions include:
- Maintain and expand the statewide general education transfer core (GT Pathways), created in 2001 and now with more than 1,200 courses approved for statewide transfer, and statewide degree transfer agreements (39 agreements in a variety of disciplines and professional fields for associate-to-bachelor's degree transfer).
- Plan, advise, and provide technical assistance on proposed and introduced legislation and commission/departmental initiatives; ensure compliance with legislative directives and commission policies related to academic programs and pathways (e.g., academic program approval, credit for prior learning, developmental education).
 - Review new and modified academic programs from institutions and provide recommendations to the Commission as required by statute and policy.
 - Serve as designated consumer advocates for the Department of Higher Education.
- Partner with regional and national organizations on initiatives to drive longer-term change connected to Colorado Rises and the governor's priorities; lead projects funded by external sources, including:
- U.S. Department of Education, Institute for Education Sciences: began work on "Credential As You Go" – a three-state initiative (CO, NC, NY) to recognize learning along the degree pathway and to create new credentials aligned with workforce needs that can stack into credential pathways (\$430,000 in external funds, October 2021 to September 2024)

STUDENT SUCCESS AND ACADEMIC AFFAIRS

Academic Affairs, cont'd

- SHEEO/Gardner Institution State Transfer Policy Project: Began work to audit transfer policies and practices across the state to help drive equitable outcomes in participation and degree completion for transfer students (\$10,000 in external funds, June 2021 to January 2023)
- Education Commission of the States/Strong Start to Finish: Completed efforts to support students requiring help to succeed in college-level math or English with a focus on academic advising and better tracking the efficacy of different instructional strategies (\$300,000 in external funds)
- Strada Education Network Recovery Incubator initiative: Completed work to advance credit for prior learning, to award students' transferable credit for work-related experience, and to support planning work related to non-degree credentials and stackable credential pathways (\$250,000 in external funds)

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The Colorado Re-Engaged (CORE) Initiative

- The COVID-19 pandemic and resulting economic downturn forced many students – particularly those from low-income communities – to stop attending the state's four-year colleges and universities before attaining a bachelor's degree. These "stop-out" students have invested a significant amount of time and money to advance their knowledge and skills through higher education, but do not have an academic credential to reflect this investment. Created under HB21-1330, the CORE Initiative enables four-year institutions in Colorado to award an associate degree to eligible students who have stopped-out from a bachelor's program and who are not otherwise eligible for the traditional "Reverse Transfer" program.
- A new staff position, director of student transitions and degree completion initiatives, was funded by HB21-1330 and created in late 2021 to oversee the CORE Initiative.
- The Department convened the CORE Associate Degree Design Working Group to implement the authorizing legislation, identify specific steps necessary to successfully establish and administer the program state-wide, and develop guidelines and recommendations for participating four-year institutions. The Working Group is composed of representatives from four-year institutions, two-year colleges, local district colleges, and system offices. The group has met monthly since December 2021.
- The Higher Learning Commission has agreed to allow Colorado institutions seeking authorization to award associate degrees to use HLC's new Accelerated Process for Initial Accreditation - which can reduce the time from application to initial accreditation to as little as six months.

1 3

STUDENT SUCCESS AND ACADEMIC AFFAIRS

Behavioral Health Incentives

- Implemented by SB21-137, the Behavioral Health Incentive Program provides financial incentives to rural and low-income Colorado students to obtain a credential in certain behavioral health programs of study, with the objective of increasing the number of qualified behavioral health professionals in Colorado. The program provides tuition assistance for eligible students enrolled in approved behavioral health programs at public and private institutions of higher education in Colorado. Nine million dollars was dedicated for this effort from the federal American Rescue Plan Act.
- CDHE finalized an Interagency Agreement with the Colorado Department of Human Services to transfer program funds and finalize the reporting requirements and grant structure for the program.
- In early May 2022, CDHE opened a request for proposals from all institutions that offer behavioral health degree and certificate programs. The RFP closed May 31, 2022.
- CDHE staff will review funding requests and determine the allocation of funds between RFPs and will begin disbursing these funds in June 2022.

1 3 4

Path4Ward

- Established by SB21-106, the Path4Ward pilot program allows early high school graduates from low-income households to receive funding for postsecondary education or training programs during what would have been their fourth year of high school. The pilot serves early graduates from the 2021-22 graduation cohort through the 2025-26 graduation cohort. Eligible students can use program funds to cover tuition, fees, and other costs of attendance at Colorado public higher education institutions (including community and technical colleges), private occupational schools, or workforce training programs approved by the Department of Labor and Employment.
- Five local education providers were selected to participate in the pilot through an application and review process.
- A memorandum of understanding is in place with each of the five participants.
- CDHE has formalized a partnership with Colorado Succeeds to provide technical assistance to participants and eligible students.
- CDHE has created a communications toolkit with program-branded content which participating LEPs and high schools can use to inform current students, early graduates, parents, and staff about the program.

2 3 4



Future Forward

Colorado Department of Higher Education Annual Report

While we're proud of what we've accomplished this year, we're not done yet.

While *Colorado Rises* gives us a firm foundation for our work, we're inspired to think bigger. We aren't afraid to ask hard questions, create innovative solutions or aim for the moon.

Here is a sampling of what's in store.



Implement Legislation

During the 2022 legislative session, the General Assembly passed several bills aimed at ensuring Colorado students have access to a wide variety of quality, affordable, postsecondary education options while also addressing the need to fill in-demand jobs.

The department succeeded in passing all its legislative priorities including but not limited to:

- Improving Higher Education for Students with a Disability ([HB22-1255](#)) charges CDHE with creating a task force to make recommendations to the Colorado Commission on Higher Education, the General Assembly and institutions of higher education on how to best serve postsecondary students with disabilities.
- Higher Education Support for Foster Youth ([SB22-008](#)) provides free cost of attendance for Colorado resident students who have been in foster care. The bill requires each institution of higher education to have a single point of contact, or navigator, to help these students access and complete their postsecondary education. The bill also invests in a new office in the Department to work directly with foster youth, in partnership with the Department of Human Services, to ensure students are accessing all federal benefits available to them.
- Economic Mobility Program ([SB22-182](#)), allows CDHE to cover the statewide licensing costs of Single Stop. Having this system in place allows a campus to better connect eligible students to the wide array of public benefit programs, further leveraging federal dollars.

“Thank you to everyone who made this a successful legislative session for Colorado students and families. Let’s build on this momentum and ensure every Coloradan has access to high-quality, affordable postsecondary options,” said Dr. Angie Paccione, executive director of CDHE. “There has never been a better time to upskill, reskill or learn new skills. Colorado is ready to invest in your education and training.”



There has never been a better time to upskill, reskill or learn new skills. Colorado is ready to invest in your education and training.

Dr. Angie Paccione
Executive Director of CDHE



Several pieces of legislation built on laws put into place last year, specifically [HB 21-1330](#) which created a statewide task force and resulting report that outlined a range of bold and innovative efforts Colorado can undertake to make the state more affordable and create student success in today's work environment. From that legislation, three bills passed, including

- Improving Students' Postsecondary Options ([HB22-1366](#)) provides federal dollars to both the Colorado Department of Education and CDHE to bolster the postsecondary and workforce readiness of Colorado students by creating greater awareness, participation, and understanding of cost and ways to pay for industry training and higher education, including increasing the completion rates of federal and state financial aid forms (FAFSA/CAFSA), and making postsecondary options more accessible and affordable. This bill supports recommendations from the Financial Aid Working Group report, as convened by the Department.
- Regional Collaborative Grants ([HB22-1350](#)) establishes the regional talent development initiative grant program in the Office of Economic Development to fund talent development initiatives across the state that meet regional labor market needs and specified grant program goals. This includes initiatives that meet workforce development needs in regions as they recover from the negative economic impacts of the COVID-19 pandemic.
- Opportunities for Credential Attainment ([SB22-192](#)) –Tasks CDHE, in consultation with the state institutions of higher education, to develop and implement a process that encourages institutions to identify incremental achievements on the path to degree completion, organize stackable credentials, and identify how credentials may become stacked into stackable credential pathways.
- Postsecondary Student Success Data System ([HB22-1349](#)) requires the department to create and maintain a statewide student success data system that includes institution-specific interfaces and a public interface. The data system will include student success information aligned with student success measures. It also directs the department to provide the General Assembly with reports on the opportunities and barriers in deploying a statewide longitudinal data system.

Two other key bills address the needs of healthcare workers (in collaboration with the Colorado Department of Public Health & Environment) and teachers and provide \$113 million in federal aid.

- Programs To Support Health-care Workforce ([SB 22-226](#)):
 - Health Care Workforce Resilience and Retention Program (\$2M) provides technical assistance and grants to community partners to develop programs, services, and best practices, and for planning, research, and evaluation related to resilience and retention of health care workers.
 - Practice-Based Health Education Grant Program (\$20M) increases clinical, practice-based training opportunities for students enrolled in a health care profession, degree or license program.
 - School Nurse Grant Program (\$3M) removes current limits on the amount of grants and the length of grant awards made from this existing School Nurse Grant Program.
 - Reengagement initiative (\$10M) supports the recruitment and re-engagement of health care workers with current or expired licenses and staffing.
 - In-Demand Short-Term Health Care Credentials Program (\$26M) directs money to community colleges, area technical colleges, district colleges and community nonprofits that deliver a program to support the expansion and availability of in-demand health care professionals in direct collaboration with the partners listed here.
- Removing Barriers to Educator Preparation ([HB 22-1220](#)) creates two educator preparation stipend programs (\$42M) and a temporary educator loan forgiveness program (\$10M) at CDHE; expands options for assessing the professional competency of prospective educators; and allows CDE to offer temporary eligibility authorization to additional types of educators.

Making Higher Education Affordable and Accessible

The Department continues to focus on keeping postsecondary education affordable and accessible for all students. This year CDHE will engage in renewing the state's strategic plan for higher education with the Commission. We have no doubt that plan will recommit to equity and student success. Engaged with the Governor and his vision for higher education, we'll explore new innovations and share the many successes of our institutions of higher education.



Appendix

CollegeInvest

This year, CollegeInvest awarded more than \$1.6 million in non-taxpayer dollars to Colorado families who are saving for their child's higher education goals.

Governor Polis signed a Child Savings Account bill (HB19-1280) which provides \$100 to every child born or adopted in the State of Colorado on or after January 1, 2020. Since the application period started in February 2020, CollegeInvest has awarded the \$100 contribution to 3,460 families and the number grows daily. These enrollment trends are in line with the launch of similar programs in other states and appear to be on track to exceed them. Most states with these programs require the parents to open the account before the child's first birthday. The CollegeInvest program is unique in that it gives them additional time, up to the child's fifth birthday. This additional time is a huge advantage to Colorado families.

CollegeInvest's Matching Grant Program is focused on low- and middle-income families, providing them with an incentive to save for college. CollegeInvest matches up to 1,000 a year and families can earn up to five awards for a total of \$5,000. Colorado families must fall at or below 600% of the federal poverty limit. For the 2021 program year, there were 1,352 families for a total of 656,629 awarded funds. The awards were added to their accounts in April 2022. The application period for the 2022 program year ran from October 1, 2021, through December 31, 2021. Starting this year, all First Step awardees will be automatically enrolled in the Matching Grant Program for the next 5 consecutive years. CollegeInvest exceeded their goal of 2,000 applications of eligible applications with 6,285, the largest cohort in our history. Contributions made during the 2022 calendar year will be matched in April 2022.

The 529 Scholarship targets families that make too much money or have too many assets to qualify for federal financial aid. Missing out on financial aid makes it difficult for these families to pay for college without assistance. In November 2021, CollegeInvest gave out 250 awards for a total of \$500,000.

The Employer Contribution program growth has continued in spite of the pandemic as small businesses take the opportunity to help their staff and take advantage of the tax credit. A record high of 279 employers enrolled in the program. Since the passing of the tax law, employers have contributed a total of \$2.4 million into 873 employee owned CollegeInvest accounts.

■ **View the CollegeInvest Board of Directors:**

<https://www.collegeinvest.org/about-collegeinvest/board-of-directors/>

History Colorado

LOCATIONS



History Colorado Center
Denver, CO



Center for Colorado Women's History
Denver, CO



El Pueblo History Museum
Pueblo, CO



Fort Garland Museum & Cultural Center
Fort Garland, CO



Fort Vasquez
Platteville, CO



Georgetown Loop Historic Mining &
Railroad Park
Georgetown, CO



Healy House Museum & Dexter Cabin
Leadville, CO



Trinidad History Museum
Trinidad, CO



Ute Indian Museum
Montrose, CO

This past year History Colorado overcame the challenges of the pandemic and found ways to expand—rather than constrict our presence. In fact, we are honored that both our membership and our volunteer base grew. Our current moment illustrates the undeniable relevance of history in our lives and in our world. Through this last year, History Colorado has shown up as a trusted resource committed to evidence-based truth telling and thoughtful civil dialogue. Here are just a few of our notable successes.

- We supported economic stimulus with \$4 million in State Historical Fund awards and \$103 in Historic Preservation Tax Credit investment towards the preservation of Colorado communities. Every \$1 million spent on historic preservation in Colorado leads to \$1.03 million in additional spending, fourteen new jobs and \$636,700 in increased household incomes across the state.
- We created and hosted more than twenty-five new exhibitions, including Building Denver, Five Points Plus, Apron Chronicles, Unsilenced and the Smithsonian Institution's ¡Pleibol! and American Democracy.
- We grew our adult education audiences, reaching more than 59,000 participants, with more accessible virtual programming, including two beloved speaker series: Borderlands of Southern Colorado and Bold Women. Change History.
- 419,393 people interacted with our collections, and we exceeded 287,000 engagements generated by our programs and visits to our museums and historic sites.
- History Colorado became a model for museums around the country when we put Colorado's toppled Civil War monument on exhibit at the History Colorado Center. Our exhibition encouraged civil conversations about the purpose of monuments and inspired hundreds of thoughtful comments.

■ **View History Colorado's board and leadership:**

<https://www.historycolorado.org/board-and-leadership>

Private Occupational Schools

160 Driving Academy	Colorado Beauty College	Rocky Mountain
360training.com, Inc. Db a Van Education Center	Colorado Crane Operator School	InspectionGo Academy
A Plus Real Estate School	Colorado Dental Assistant School	Institute for the Psychology of Eating
Academy for Dental Assisting Careers	Colorado Institute of Massage Therapy	IntelliTec College
Academy of Advanced Beauty, Inc.	Colorado Media School	International Academy of Elite
Academy of Cosmetology Arts	Colorado Real Estate School	Esthetics & Micropigmentation
Academy of Massage Essentials	Colorado School for Family Therapy	International Guide Academy
Academy of Natural Therapy	Colorado School of Animal Massage	International Salon and Spa Academy
Accent Beauty Academy, LLC	Colorado School of Clinical Herbalism, Inc	Internet Technology University
ACE Surgical Assisting, Inc.	Colorado School of Energy Studies	Jack Zamora MD Aesthetic Institute
Aceable Real Estate School	Colorado School of Healing Arts	JBe Beauty Training Studio LLC
ACI Learning	Colorado School of Trades	JC Styles Salon Academy
ACRE School	Colorado Springs School of Massage	Josh Lyons, LLC
Acuity Institute LLC	Colorado Trucking College, LLC	Kantor & Company Academy
Advanced Therapy Institute of Touch, LLC	Commercial Vehicle Training Center	Kaplan Financial Institute- D
Alandi Ayurveda Gurukula	CompTIA Tech Career Academy	Kaplan Real Estate Education
Allure Academy	Concorde Career College	Kings and Queens Barber Academy
American Dream Real Estate School	Cook Street School of Culinary Arts	KMG Academy
American Institute of Dental Assisting	Cosmo Beauty Academy	Lang Institute for Canine Massage
American Real Estate College	Crestone Healing Arts Center	Lash & Company
American School of Dental Assisting	Cuttin' Up Beauty Academy	Lash Blvd
American School of Real Estate Express	Dental Careers of Colorado, LLC	Lashed 5280
Apex College of Veterinary Technology	Denver Ad School	Life Time Academy
Aplmed Academy, Inc.	Denver Dental Assistant School	Lincoln College of Technology
Appraisal Institute	Denver Integrative Massage School (<i>aka The</i>	Lizzie's Beauty Shop
Arch Dental Assistant Academy	<i>School of Botanical & Medical Aesthetics</i>)	Lotus Education Institute
Armbrust Real Estate Institute	Designing Beauty Academy	LSO Training
Assist To Succeed	Diagnostic Medical Sonography Program at	MacIntosh Real Estate School, Inc.
At-Home Professions	UHealth University of Colorado Hospital	MANA Collaborative Beauty
Atma Buti	Digital Workshop Center	Studio + Training Center
Auguste Escoffier School of Culinary Arts	Dogs Own Grooming School	Max International Beauty School
Aurora College	DollFace Advanced Education	Mbition LLC dba American
Avalon Institute	Dr. Ida Rolf Institute	Home Inspectors Training
Aveda Institute Denver	Elevate Salon Institute	Mbition LLC dba Mbition Learn Real Estate
Avila's Barber School	Elysian Academy of Cosmetology	Mclver Real Estate School
Ayurved Sadhana Vidyalaya	Empire Beauty School	McKissock, LLC
Barbizon School of Modeling &	Empire Real Estate School	Medcerts, LLC
Personal Improvement D	Essentials Therapeutic Massage School	Medical Sales College
Bartending School, Inc., The	Excel Driver Services	Medisense
BASI Pilates	Executive Security International, Ltd.	Mile High Modern Beauty Academy
Bear Heart School of Massage	Flatiron School	MountainHeart School of
Beautiful You Skincare Academy	Fort Collins Academy of Bartending	Bodywork & Transformation
Beauty Mark	Frequent Flyers Productions, Inc.	National Beauty College
Bel-Rea Institute of Animal Technology	Frying Pan Anglers Guide School	National Institute for Medical
Berkana Institute of Massage Therapy	Full Circle School, Inc.	Assistant Advancement
Blackfox Training Institute, LLC	Functional Strength Pilates	National School of Dental Assisting
Blades & Fades Barber Academy	Galvanize, Inc.	New Horizons Colorado
Blue Light LLC	General Assembly	Northern Colorado Advanced
Boulder Massage Therapy Institute	Giving Touch, The	Aesthetics Academy
Career Coders, LLC	Glo Academy	Northern Colorado College of Real Estate
Careers World Wide	Gobbell Hays Partners, Inc.	Northern Colorado Truck Driving Academy
CDL Certifiers/CDL Trainers	Hair Fusion Training Institute	NuAge Para-Medical Esthetics & Laser College
CDL Safety School	Healing Spirits Massage Training Program	Nutrition Therapy Institute
Center Beauty College	Helten Institute of Real Estate	OCL Financial Services LLC
Centriq Training	Development dba HIRED Schools	dba OnCourse Learning
Cheeks Beauty Academy	Heritage School of Interior Design	Palmer School of Floral Design
Cinco Brothers Barber School	Higher Elevation Healing Arts School, LLC	Paragon Culinary School
Cloverleaf University	Homeopathy School International	Parelli Natural Horsemanship University
Colorado Academy of Veterinary Technology	IBMC College	Paul Mitchell The School
Colorado Advanced Esthetics	Independent Electrical Contractors	Permanent Makeup Aesthetics Academy

Pharmakeia Pre-Pharmaceutical School, LLC
 Phlebotomy Training Specialists
 Phoenix Strategies, Inc.
 Pikes Peak School of Real Estate
 Pilates Career Institute
 Pima Medical Institute
 Pueblo School of Cosmetology
 Real Estate College of Colorado - Front Range
 Real Estate Training Center
 Rocky Mountain Electrical Training Institute
 Rocky Mountain Laser College
 Rocky Mountain Ortho-Bionomy Center
 Rocky Mountain Real Estate School, LLC
 Rocky Mountain School of Animal
 Acupressure and Massage
 Royal Academy of Surgical Assisting, Inc.
 Rusetto College
 SAGE Technical Services
 School of Inner Health
 School of Natural Cookery, The
 Semion Academy
 She She University

Skill Distillery
 Solar Energy International
 Spartan College of Aeronautics & Technology
 Springs Truck Driving School
 Stacey James Institute
 Starkey International Institute for
 Summit Barber Academy
 Household Management
 Swift Driving Academy
 Tave's Nail Academy
 The Beauty Collective Academy
 The CE Shop, LLC
 The New Colorado Outdoor
 Adventure Guide School
 The Pilates Center
 The Rita B Institute
 The Salon Professional Academy
 The School of Tennis Management
 The White Magnolia Advanced
 Skin Care Institute
 TIGI Hairdressing Academy Legacy
 Transpersonal Hypnotherapy Institute

Tresses Studio
 Tuana European Beauty Academy
 Tulsa Welding School
 Turing School of Software & Design
 U of Q Institute
 U.S. Career Institute
 UCHealth School of Radiologic Technology
 United Beauty College
 United College of Health and Beauty
 United States Truck Driving School, Inc.
 United Training Academy
 Vail Institute of Pilates
 Vail Valley Dental Assisting School
 Victoria James Salon Spa School
 Well Animal Institute LLC dba K-9 Smiles
 Western States College of Construction
 Westland Beauty Academy
 WyoTech

Private 4-Year Higher Education Institutions

AdventHealth University
 Arizona College of Nursing
 Artios Christian College
 Asbury Theological Seminary
 Aspen University Inc
 Augustine Institute
 Bear Valley Bible Institute
 BEE World (Biblical Education by Extension)
 Central American Theological Seminary
 Chambers College
 Charis Bible College
 Christian Learning Institute
 College for Financial Planning
 Colorado Biblical University
 Colorado Christian University
 Colorado College
 Colorado School of Traditional Chinese
 Medicine
 Colorado Technical University
 Colorado Theological Seminary
 Columbia College, Denver Campus
 Denver College of Nursing
 Denver Seminary
 DeVry University
 ECPI University
 Embry Riddle Aeronautical University

Front Range Bible Institute
 Galen College of Nursing
 Gateway Seminary
 Harvest Bible College
 Harvest University
 Holmes Institute
 Iliff School of Theology
 Institute of Taoist Education and Acupuncture
 International Reformed University & Seminary
 Johns Hopkins University
 Lesley University
 Liberty University
 Loyola Institute for Ministry, Loyola University
 New Orleans
 Loyola University in Maryland, The Montessori
 Institute
 Master's International University of Divinity
 Miami University
 Naropa University
 Nazarene Bible College
 New Geneva Theological Seminary
 Newman University
 Norwich University
 Nova Southeastern University
 Patriot Bible University
 Platt College

Reach University
 Regis University
 Relay Graduate School of Education
 Rocky Mountain Bible College and Seminary
 Rocky Mountain College of Art and Design
 Rocky Mountain School of Ministry & Theology
 Rocky Vista University
 Sangre de Cristo Seminary
 School Of the Prophets Christian University
 Southwest Acupuncture College
 St. John Vianney Theological Seminary
 SUM Bible College and Theological Seminary
 Summit Christian College
 Taft University System
 The Way International, Camp Gunnison, Inc.
 University of Arizona Global Campus
 University of Denver
 University of Maryland Global Campus
 Veritas College International
 Wagner University
 Webster University
 William Tennent School of Theology
 Yeshiva Torah Institute
 Yeshiva Toras Chaim Talmudical Seminary

■ **View an interactive map of Colorado Colleges and Universities here:**
<https://cdhe.colorado.gov/students/attending-college/colleges-universities>



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