**USHE Performance Metrics—Snow College**

**Performance Metric Updates:**

* **Funding** will be on the All Students categories (Parts A). The Underrepresented student categories will not impact funding. They are currently being used for tracking only.
* **Reporting** to USHE is by percentages
  + **Access:** Percentage share of all HS graduates from Utah
  + **Timely Completions:** Percentage of cohort timely completers
  + **High Yield:** Percentage of non-GE major graduates in High Yield (4/5 star) programs.
* **Technical Education breakout:** There is discussion about having technical education performance metrics distinct from non-technical education metrics. This would apply to USU, SLCC, and Snow College. We will need to determine how students fit into a Technical Education cohort. This will be a major disruption to our current metrics/goals as we will have two sets of performance metrics/goals: technical education and non-technical education. This potentially gives us access to technical education performance and non-technical education performance funding sources. The status of this is in discussion/study is on hold and will be re-visited spring semester prior to our new performance metrics updates.

**Interactive Dashboard:** [Snow College Performance Metrics](https://public.tableau.com/views/PerformanceMetrics_16575673526310/PerformanceMetrics?:language=en-US&publish=yes&:display_count=n&:origin=viz_share_link)  
**Dedicated Web Presence:** <https://www.snow.edu/offices/oie/ir/performancemetrics.html>

**Summary for Review and Approval**

**All Students:**

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| --- | --- | --- | --- |
| **Measure** | **2026-2027 Goal** | **2022-2023 Goal** | **Comments for internal goal** |
| **Access** | 1,775 or 3.69% share | 1,407 or 3.33% share | +75 students/year |
| **Completions** | 1,289 or 73.31% (rate) | 1,213 or 66.18% (rate) | +22 completions/year |
| **High Yield** | 612 or 50.2% (4/5) | 452 or 46.2% (4/5) | +40 more high yield grads/year |

**Underrepresented Students:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Measure** | **2026-2027 Goal** | **2022-2023 Goal** | **Comments for internal goal** |
| **Access** | 585 or 2.96% share | 415 or 2.74% share | +36 students/year |
| **Completions** | 172 or 57.57% (rate) | 153 or 58.08% (rate) | +22 completions/year |
| **High Yield** | 440 or 49.27% (4/5) | 353 or 48.34% (4/5) | +25 more high yield grads/year |

**Access:** The Access metric looks at the three-year college-going rate of Utah high school graduates. The graduates from the Utah State Board of Education high school graduation cohort from three years’ previous to the metric year are matched to the National Student Clearinghouse and then to the USHE Technical college data warehouse to identify student enrollments in post-secondary education after high school graduation.

**Access Metric: All Students**

All Students are included as college-going if they have an enrollment at any postsecondary education institution within three years of their high school graduation cohort. Students count as part of an institution’s share of the cohort if it is the first institution the student attended after high school graduation. This applies to Utah/resident students only.

**Updates:** USHE under-estimated the number of Utah HS graduates for 2021 and 2022. The following annual increases are needed to maintain the 2027 percentage-share goals:

* + USHE: 3.69% which adds 73.8 new Utah HS graduates per year.
  + Snow Goal: 3.70% which adds 75 new Utah HS graduates per year.

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| --- | --- | --- | --- | --- | --- | --- | --- |
| **Year** | **USHE Estimated HS Graduates** | **USHE Enrolled Target** | **Snow College Goal Target** | **Snow College Actual** | **Snow College Actual Share** | **Snow College Projected Goal Share** | **USHE-Snow College Projected Share** |
| **2021** | ~~41,246~~ 41,323 | 1,332 | 1,332 | 1,332 | 3.22% | 3.22% | 3.22% |
| **2022** | ~~41,924~~ 42,235 | 1,406 | 1,407 | **1,335** | **3.16%** | 3.33% | 3.33% |
| **2023** | **43,148** | **1,480** | **1,482** |  |  | **3.43%** | **3.43%** |
| **2024** | 44,060 | 1,553 | 1,557 |  |  | 3.53% | 3.53% |
| **2025** | 44,973 | 1,627 | 1,632 |  |  | 3.63% | 3.62% |
| **2026** | 45,885 | 1,701 | 1,707 |  |  | 3.72% | 3.71% |
| **2027** | 46,486 | 1,775 | 1,782 |  |  | **3.70%** | **3.69%** |

*Currently we are below target, but new HS student enrollments need to be added for spring 2023. Data is not complete*

**Access Metric: Underrepresented Students**

Underrepresented students for the Access metric are those graduates from the USBE high school graduation who are low income OR Hispanic, Pacific Islander, Multiracial, American Indian/Alaska Native, or Black/African American. This applies to Utah/resident students only.

* USHE under-estimated the number of Utah HS graduates for 2021 and 2022. The following annual increases are needed to maintain the 2027 percentage-share goals:
  + USHE: 2.96% which adds 34 new Utah HS graduates per year.
  + Snow Goal: 3.02% which adds 36 new Utah HS graduates per year.

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| **Year** | **USHE Estimated HS Graduates** | **USHE Enrolled Target** | **Snow College Goal Target** | **Snow College Actual** | **Snow College Actual Share** | **Snow College Projected Goal Share** | **USHE-Snow College Projected Share** |
| **2021** | ~~7,824~~ 14688 | 381 | 381 | 381 | 3.22% | 2.59% | 2.59% |
| **2022** | **~~8,290~~ 15154** | 415 | 417 | **216** | **1.42%** | 2.75% | 2.74% |
| **2023** | 15,620 | **449** | **453** |  |  | **2.90%** | **2.87%** |
| **2024** | 16,086 | 483 | 489 |  |  | 3.04% | 3.00% |
| **2025** | 16,552 | 517 | 525 |  |  | 3.17% | 3.12% |
| **2026** | 17,018 | 551 | 561 |  |  | 3.30% | 3.24% |
| **2027** | 19,791 | 585 | 597 |  |  | **3.02%** | **2.96%** |

*Currently we are below target, but new HS student enrollments need to be added for spring 2023. Data is not complete*

**Timely Completions:** The Timely Completion metric takes all the students who enter an institution as an undergraduate degree or certificate-seeking post-secondary student for the first time in a given academic year and measures their completion status in the year of the metric. Like the IPEDS Outcome Measures metric, students are part of the entering cohort in a given year whether the student is first-time in higher education or transferring into the institution. Similar to the IPEDS Graduation Rate metrics, the year of the cohort is determined based on the predominant level of the institution (bachelor’s, associate’s, certificate).

**Timely Completions All:**

All students count as timely completers if the length of the degree they earned was completed within 150% of time of their entering the institution. Cohorts now account for missionary/military exclusions.

* USHE: 73.31%, cohort decrease by -18.7 students/year; completers increase 20.1 students/year
* Snow Goal: 74.01%, cohort decrease by -18.7 students/year; completers increase 22 students/year.

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| --- | --- | --- | --- | --- | --- | --- | --- |
| **Year** | **Student Cohort  (3 years prior)** | **USHE Completer Target** | **Snow College Goal Target** | **Snow College Actual** | **Snow College Completion Rate** | **Snow College Projected Completion Rate** | **USHE Projected Completion Rate** |
| **2021** | 1,870 | 1,168 | 1,168 | 1,168 | 62.46% | 62.46% | 62.46% |
| **2022** | **1,851** | 1,188 | 1,191 | **1,122** | **60.61%** | 64.34% | 64.18% |
| **2023** | 1,822 | **1,208** | **1,213** |  |  | 66.18% | **65.93%** |
| **2024** | 1,814 | 1,228 | 1,235 |  |  | **68.08%** | 67.72% |
| **2025** | 1,795 | 1,248 | 1,257 |  |  | 70.03% | 69.54% |
| **2026** | 1,777 | 1,268 | 1,279 |  |  | 71.98% | 71.40% |
| **2027** | 1,758 | 1,289 | 1,301 |  |  | **74.01%** | **73.31%** |

**Timely Completions Underrepresented:**

Underrepresented students for the Timely Completion metric are students whose race/ethnicity as classified for IPEDS is Hispanic, Pacific Islander, Multiracial, American Indian/Alaska Native, or Black/African American.

* USHE: cohort increase by 7.1 students/year; completions increase by 3.8 students/year
* Snow Goal: cohort increase by 7.1 students/year; completions increase by 5 students/year

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| --- | --- | --- | --- | --- | --- | --- | --- |
| **Year** | **Student Cohort  (3 years prior)** | **USHE Completer Target** | **Snow College Goal Target** | **Snow College Actual** | **Snow College Completion Rate** | **Snow College Projected Completion Rate** | **USHE Projected Completion Rate** |
| **2021** | 256 | 149 | 145 | 149 | 58.20% | 58.20% | 58.20% |
| **2022** | 263 | 153 | 150 | **182** | **69.20%** | 58.53% | 58.08% |
| **2023** | **270** | **157** | **155** |  |  | **58.85%** | **58.96%** |
| **2024** | 277 | 160 | 160 |  |  | **59.17%** | 57.84% |
| **2025** | 284 | 164 | 165 |  |  | 59.42% | 57.74% |
| **2026** | 292 | 168 | 170 |  |  | 59.69% | 57.63% |
| **2027** | 299 | 172 | 175 |  |  | **59.95%** | **57.54%** |

**High Yield Graduates:** The High-Yield Award metric examines all graduates reported by Utah higher education institutions and identifies the proportions of which that are associated with high-wage, high-demand career fields as identified by the Utah Department of Workforce Services. In performing this analysis, USHE staff examined expected educational levels associated with DWS’4-and 5-star jobs, then cross walked those jobs with certificates and degrees conferred using IPEDS award levels and CIP codes. Consideration was given to region-specific high-wage/high-demand jobs, in addition to statewide needs.

**High Yield All:**

All graduates who earned a degree or certificate in an identified high-wage, high-demand career fields. Cohort is a sub-population of non-general education graduates (excludes CIP 24.0102).

* USHE: Cohort adds 57 graduates/year; 4/5-star growth adds 36.9 graduates/year
* Snow Goal: adds 60 graduates/year; 4/5-star growth adds 40 graduates/year

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| --- | --- | --- | --- | --- | --- | --- | --- |
| **Year** | **Cohort (USHE/Snow)** | **USHE High Yield Target** | **Snow College High Yield Target** | **Snow College Actual** | **Snow College Completion Rate** | **Snow College Projected Completion Rate** | **USHE Projected Completion Rate** |
| **2021** | 859/934 | 372 | 372 | 466 | 50.1% | 46.3% | 43.3% |
| **2022** | **917/919** | 409 | 412 | **508** | **55.94%** | 44.8% | 44.6% |
| **2023** | 974/979 | **446** | **452** |  |  | **46.2%** | **45.8%** |
| **2024** | 1032/1039 | 483 | 492 |  |  | 47.4% | 46.8% |
| **2025** | 1089/1099 | 520 | 532 |  |  | 48.4% | 47.7% |
| **2026** | 1146/1159 | 556 | 572 |  |  | 49.4% | 48.5% |
| **2027** | 1204/1219 | 593 | 612 |  |  | **50.2%** | **49.3%** |

**High Yield Underrepresented:**

Underrepresented students for the High-Yield Graduates metric are graduates who are female OR Hispanic, Pacific Islander, Multiracial, American Indian/Alaska Native, Asian, or Black/African American OR Women.

* USHE: Cohort adds 41 graduates/year; 4/5-star growth adds 21.67 graduates/year
* Snow Goal: adds 45 graduates/year; 4/5-star growth adds 25 graduates/year

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| **Year** | **Cohort (USHE/Snow)** | **USHE High Yield Target** | **Snow College High Yield Target** | **Snow College Actual** | **Snow College Completion Rate** | **Snow College Projected Completion Rate** | **USHE Projected Completion Rate** |
| **2021** | 650/650 | 310 | 310 | 466 | 47.7% | 47.69% | 47.69% |
| **2022** | **691/695** | 332 | 335 | **424** | **61.01%** | 48.20% | 48.03% |
| **2023** | 731/740 | **353** | **360** |  |  | 48.65% | **48.34%** |
| **2024** | 772/785 | 375 | 385 |  |  | **49.04%** | 48.61% |
| **2025** | 812/830 | 397 | 410 |  |  | 49.40% | 48.85% |
| **2026** | 853/875 | 418 | 435 |  |  | 49.71% | 49.07% |
| **2027** | 893/920 | 440 | 460 |  |  | **50.00%** | **49.27%** |