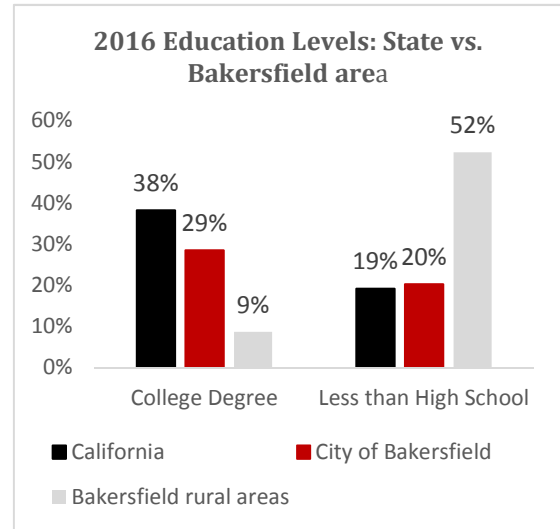


Addressing California Baccalaureate Completion

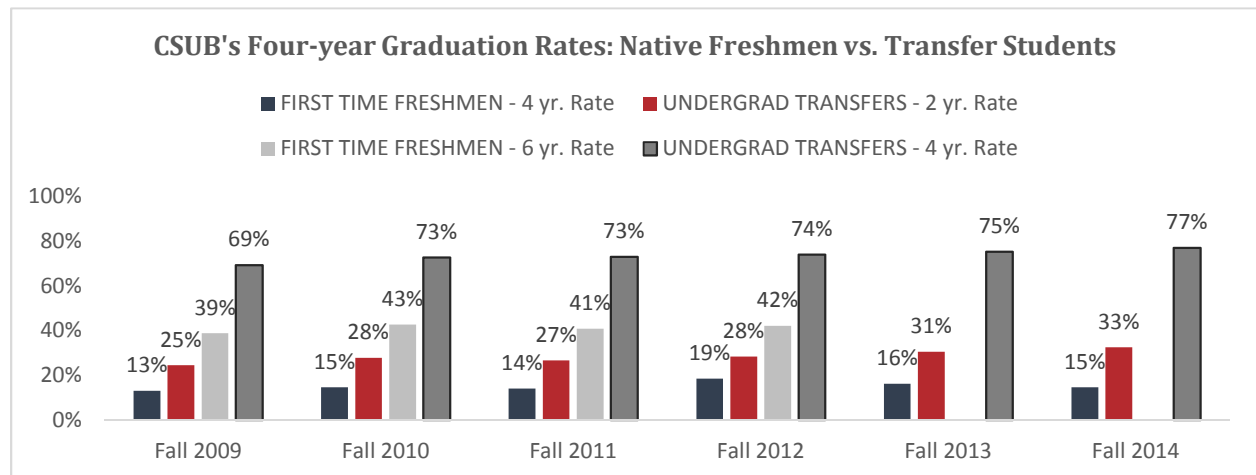
Concept Paper for the proportion of transfer students from CCs to CSUs | September 6, 2019

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According to data reported by the California Department of Education, Kern County's baccalaureate attainment rates are of significant concern at roughly half the statewide rate. In rural service areas, fewer than nine in every 100 residents holds a bachelor's degree or higher. Over 28% of those in BC's service area lack a high school diploma. Low baccalaureate attainment rates in the Central Valley have a massive impact on the health of Central Valley communities. The per capita income in the area is among the lowest in California, at just \$21,094 – well below the state average of \$31,458. The U.S. Bureau of Labor Statistics reports that the unemployment rate in Kern County well exceeds the national rate at 7.7% while nearly a quarter of residents live below the poverty line. In many of our service-area rural communities, residents experience poverty rates topping 35% and debilitating unemployment over double the national average.



Even beyond the borders of Kern County, there is a widely recognized shortage of educated workers in California. The Public Policy Institute of California has estimated that the state will have a shortfall of 1 million workers with bachelor's degrees by 2025.¹ Based on data produced by CSU Analytics, one immediately actionable solution that requires minimal financial investment is to increase the proportion of transfer students relative to first-time freshmen in the CSU's incoming class.



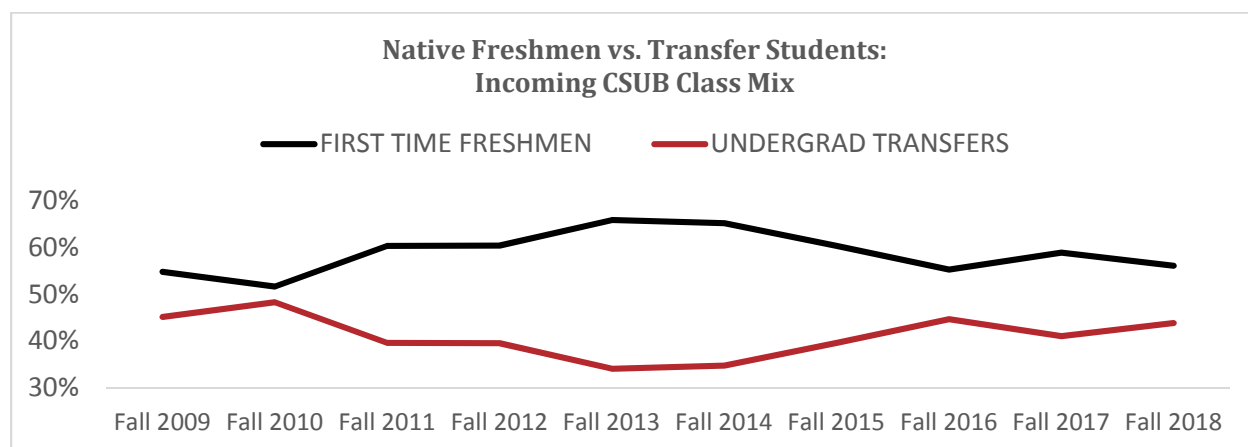
Increasing the proportion of transfer students in the incoming class will improve graduation rates and increase the total production of bachelor's degrees in the state. As shown in the figure above,

¹ <https://www.ppic.org/publication/californias-need-for-skilled-workers/#fn-1>

transfer students at CSUB enjoy a 15- to 30-point advantage over first-time freshmen students in terms of their graduation rates – whether after just two years at CSUB or after four years (as compared to the four-year and six-year graduation rates of first-time freshmen). The CSU can optimize capacity and produce more bachelor’s degrees by shifting to a mix of incoming students who are able to complete at higher rates and in less time.

To increase equitable baccalaureate attainment, Bakersfield College proposes that CSUs significantly increase its proportion of transfer students to native freshmen through enrollment management practices. This shift will lead to three key outcomes: 1) increase in timely completions, 2) greater equity in completion, and 3) economic value.

Timely Completion: Students who transfer complete at a higher rate and in a shorter amount of time. California community college transfers have a 73.6% graduation rate after four years compared to a 41.1% average graduation rate of native CSUB freshmen after a six-year period.



Enrollment Management: Currently, CSUB’s incoming class includes approximately 40% upper-division transfer students. If CSUB were to shift its mix of incoming students to 90% upper division students by 2020, the result would be a sharp increase in the output of baccalaureates. By 2025, CSUB would produce 2,726 more graduates than if it remained with a 40% mix of transfer students. This increase in graduates represents a 63% greater output and is the result of both a shorter time to graduation and an overall higher graduation rate. In effect this shift maximizes CSUB’s ability to produce graduates efficiently and in as short a period as possible.

Equitable Completion: Students who transfer show a reduction in the completion gap by race. While 40.6% of native CSU freshmen who are Latinx graduate within six years, the comparable rate for Latinx transfer students is 68.3% - a more than 27-point difference.

Financial Sense: Improving completion rates at the CSU will be a boon to the local and statewide economy by improving the productivity and economic outlook of industries that are reliant on educated workers. Additionally, from a student perspective, students will save tuition dollars by completing the first two years of the baccalaureate at the community college where tuition is just \$46/unit and recent legislation ensures full-time enrollees free tuition for the first two years.

Bakersfield College proposes that the CSU system consider:

1. Increasing the proportion of transfer students to at least 60%. The greater the shift, the greater the increase in graduates.
2. Expanding masters-level programs.