

Impacts of the Pandemic: 4 year focus

Dr. Kim Poast, Chief Student Success & Academic Affairs
Officer

3/5/2021

- Dr. Rick Miranda, Chief Academic Officer- Colorado State University System
- Todd Saliman, Senior Vice President for Strategy, Government Relations and Chief Financial Officer, University of Colorado System
- Dr. Mark Anderson, Provost and Senior Vice President for Academic Affairs- University of Northern Colorado
- Dr. Kent Buchanan, Vice President for Academic Affairs- Adams State University
- Dr. Bill Henry, Interim Provost and Executive Vice President for Academic Affairs- Metropolitan State University of Denver
- Dr. William Niemi Vice President for Academic Affairs; Professor of Politics & Government- Western Colorado University
- Dr. Kurt Haas, Vice President for Academic Affairs., Colorado Mesa University



CSU SYSTEM

COLORADO STATE UNIVERSITY

FORT COLLINS | PUEBLO | GLOBAL

COVID-19 Pandemic Effects: Enrollment and Operations
March 5, 2021 Presentation to the CCHE

CSU – Fort Collins

Undergraduate Demographics (RI Only)	AY2020		AY2021		1-YEAR CHANGE		Percentage Changes	
	FA19	SP20	FA20	SP21	FALL	SPRING	FALL	SPRING
Non-Resident	7436	6781	7200	6646	-236	-135	-3.2%	-2.0%
Resident	17164	15785	16390	15130	-774	-655	-4.5%	-4.1%
Racially Minoritized (RM)	6217	5740	6209	5680	-8	-60	-0.1%	-1.0%
Non-RM	18383	16826	17381	16096	-1002	-730	-5.5%	-4.3%
Female	12765	11679	12515	11619	-250	-60	-2.0%	-0.5%
Male	11835	10887	11075	10157	-760	-730	-6.4%	-6.7%
First-Generation	6050	5507	5646	5128	-404	-379	-6.7%	-6.9%
Not First-Generation	18550	17059	17944	16648	-606	-411	-3.3%	-2.4%
Total Undergraduates	24600	22566	23590	21776	-1010	-790	-4.1%	-3.5%

Noteworthy:

- (1) A bit better in spring
- (2) Better for minoritized students
- (3) Women vs Men
- (4) First Gen was worse

CSU – Pueblo

Undergraduate Demographics (RI Only)	CY2019		CY2020		1-YEAR CHANGE		Percentage Changes	
	FA19	SP19	FA20	SP20	FALL	SPRING	FALL	SPRING
Pell	1587	1902	1429	1814	-158	-88	-10.0%	-4.6%
Not Pell	2260	1714	2291	1815	31	101	1.4%	5.9%
Racially Minoritized (RM)	1559	1454	1515	1446	-44	-8	-2.8%	-0.6%
Non-RM	2288	2162	2205	2183	-83	21	-3.6%	1.0%
Female	2102	1909	2061	1991	-41	82	-2.0%	4.3%
Male	1745	1707	1659	1638	-86	-69	-4.9%	-4.0%
First-Generation	1573	1194	1528	1446	-45	252	-2.9%	21.1%
Not First-Generation	2274	2422	2192	2183	-82	-239	-3.6%	-9.9%
Total Undergraduates	3847	3616	3720	3629	-127	13	-3.3%	0.4%

Noteworthy:

- (1) Increases in Non-Pell
- (2) Slightly Worse for Minoritized Students
- (3) Women vs Men
- (4) First Gen was much better
- (5) Completion rates off by ~2% (not shown here)

CSU – Global

All students Demographics	CY2019	CY2020	1-YEAR CHANGE	Percentage Changes
	FA19	FA20	FALL	FALL
Racially Minoritized (RM)	4464	4664	200	4.5%
Non-RM	8107	7910	-197	-2.4%
Female	7533	7301	-232	-3.1%
Male	5128	5273	145	2.8%
First-Generation	3212	2287	-925	-28.8%
Not First-Generation	9449	10287	838	8.9%
Total Undergraduates	12661	12574	-87	-0.7%

Noteworthy:

- (1) Increases in Minoritized
- (2) Men vs Women
- (3) First Gen was worse
- (4) Non-First Gen was up
- (5) Overall, relatively flat total

Lessons

- Online/Hybrid will increase, and we are much more capable (faculty training programs)
- Students want both modalities for different reasons
- Experiential learning no less important now, F2F will remain prominent
- Remote working will permanently expand
- Facilities use will change
- Student services may move more online than instruction
- Innovation, innovation, innovation!



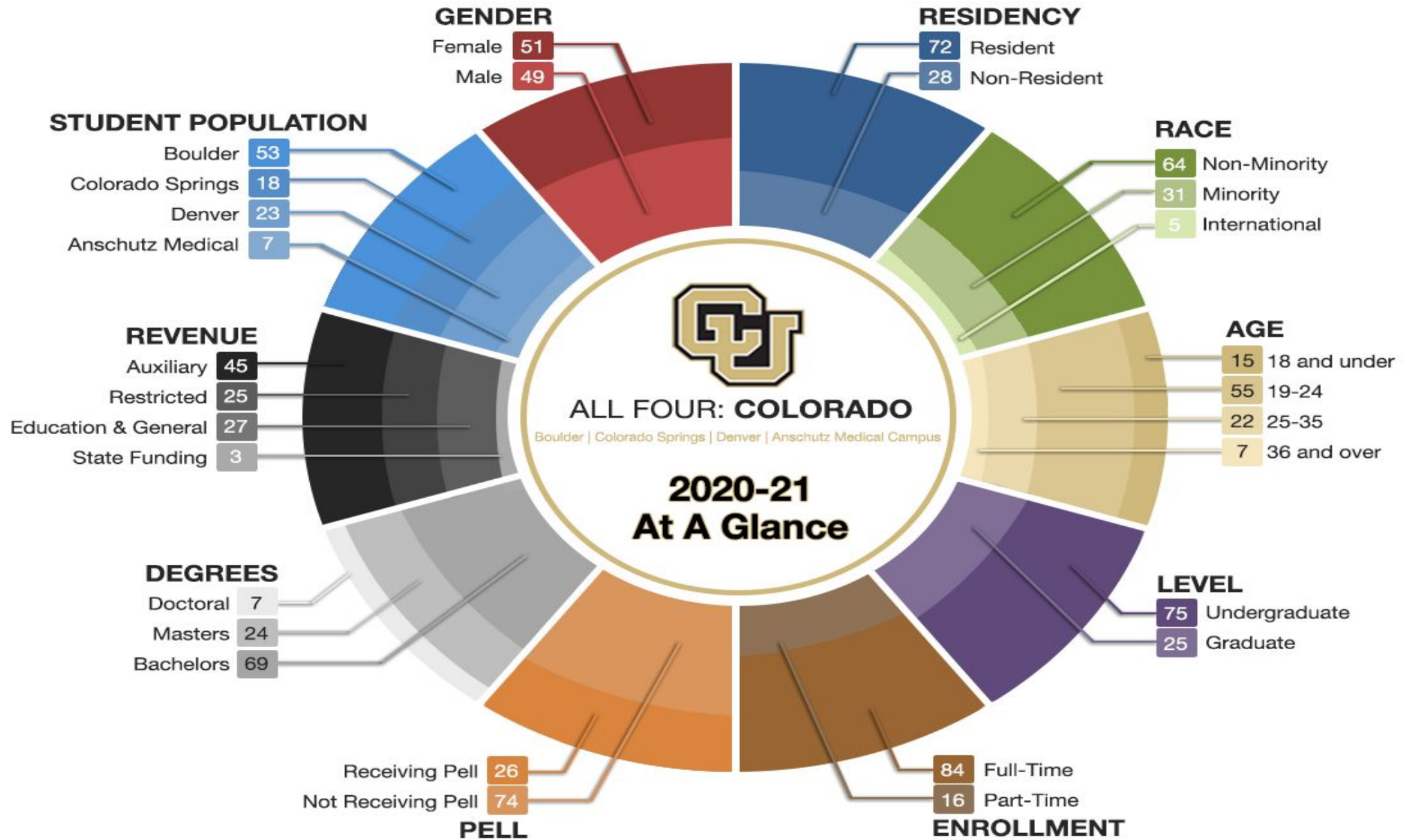
COVID-19 Impact and Response

March 5, 2021

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ALL FOUR:**ONE**



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Boulder | Colorado Springs | Denver | Anschutz Medical Campus



University of Colorado

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CU's Changing Student Population

Since Fall 2011

+79%
Student of Color

11,724 to 21,013
Fall 2011 to Fall 2020

+84%
URM

7,608 to 13,993
Fall 2011 to Fall 2020

+16%
Pell Recipients

11,356 to 13,151
FY 2011 to FY 2020

+2%
White

40,396 to 41,337
Fall 2011 to Fall 2020

Source: Census Enrollment; Includes undergraduate and graduate level, both degree and non-degree seeking; Pell Recipients from CU Financial Aid;
Students of Color include American Indian, Asian, Black, Hispanic, Pacific Islander, & 2 or more ethnicities
URM (Under-Represented Minority) includes American Indian, Black, Hispanic, Pacific Islander



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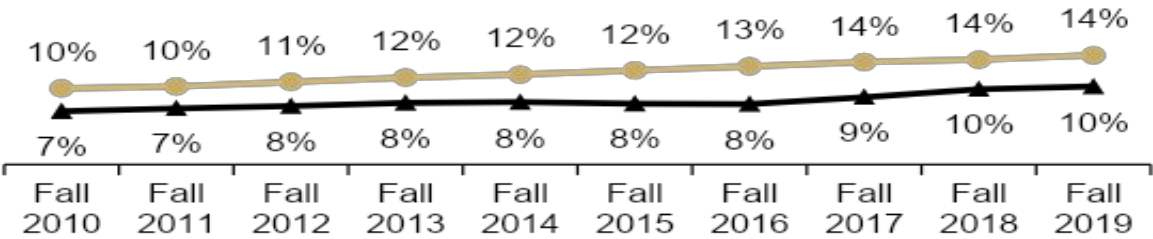
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Student Enrollment – % URM

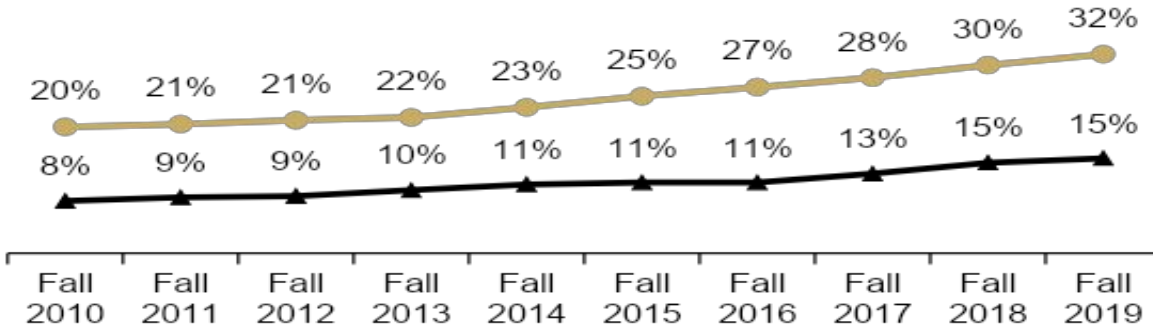
In Colorado, 26% of the population are URM (Under-Represented Minority). URM includes American Indian, Black, and Hispanic.

Boulder

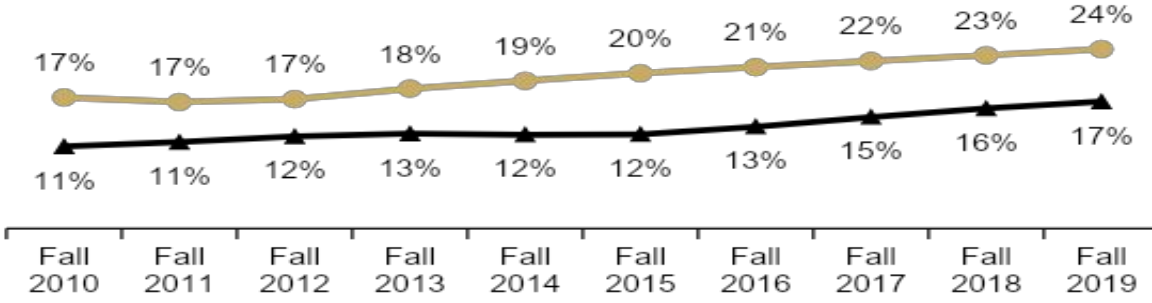
Undergraduate
Graduate



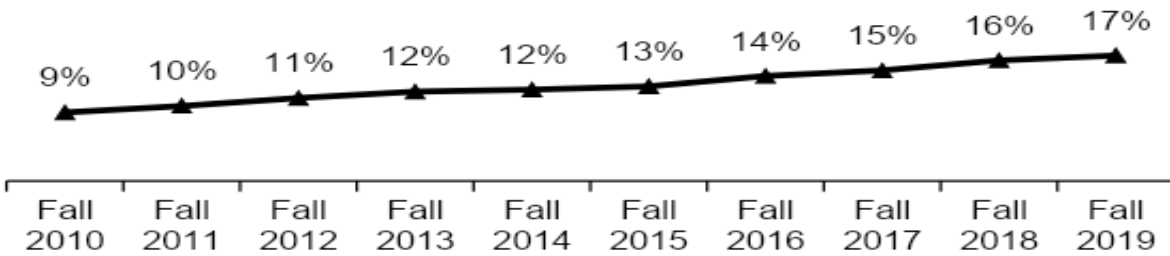
Denver



UCCS



Anschutz Medical Campus



University of Colorado

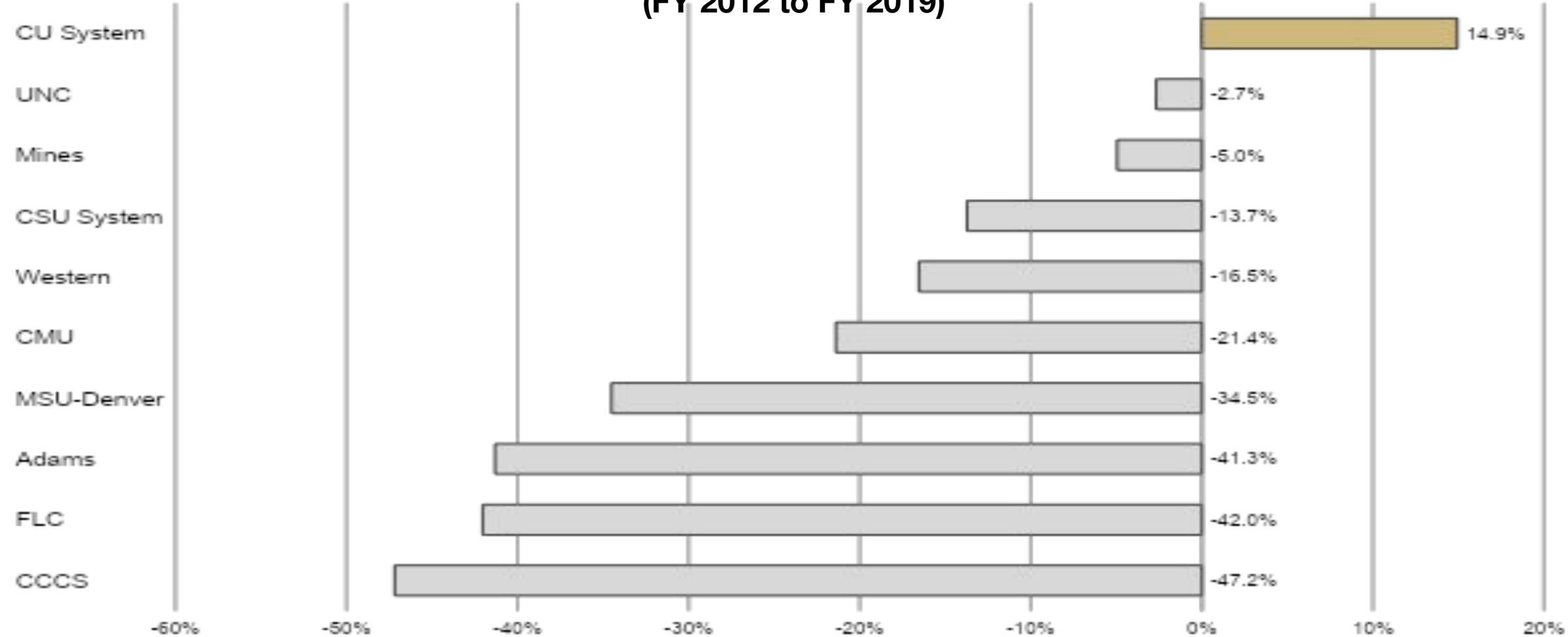
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Source: CU Diversity Report; Colorado percentage from the State Demography Office, 2018

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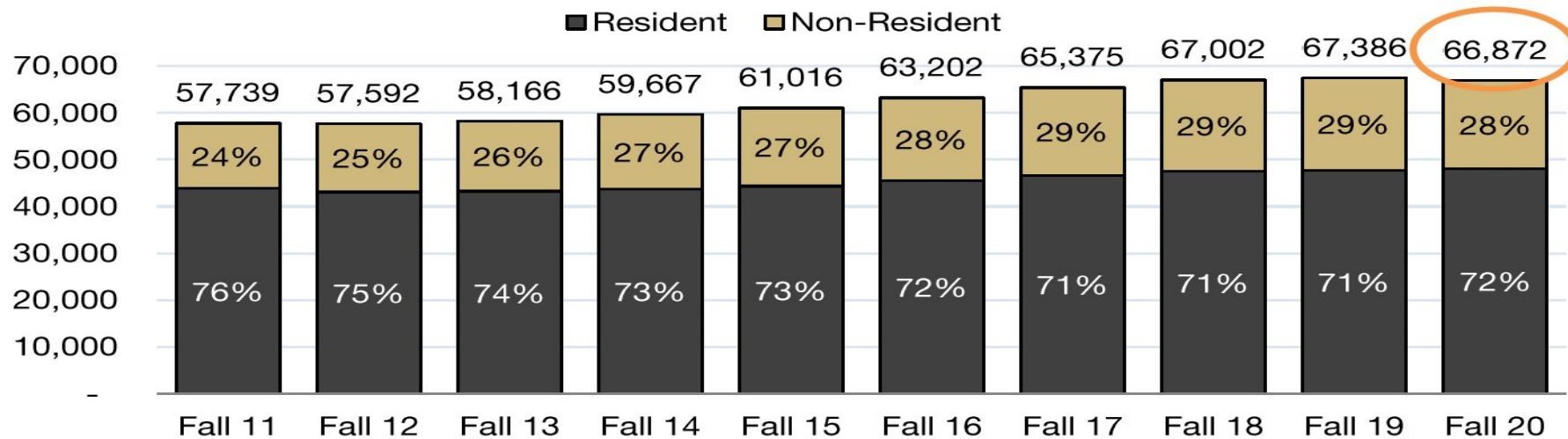
Changes to Pell Eligible Populations

(FY 2012 to FY 2019)



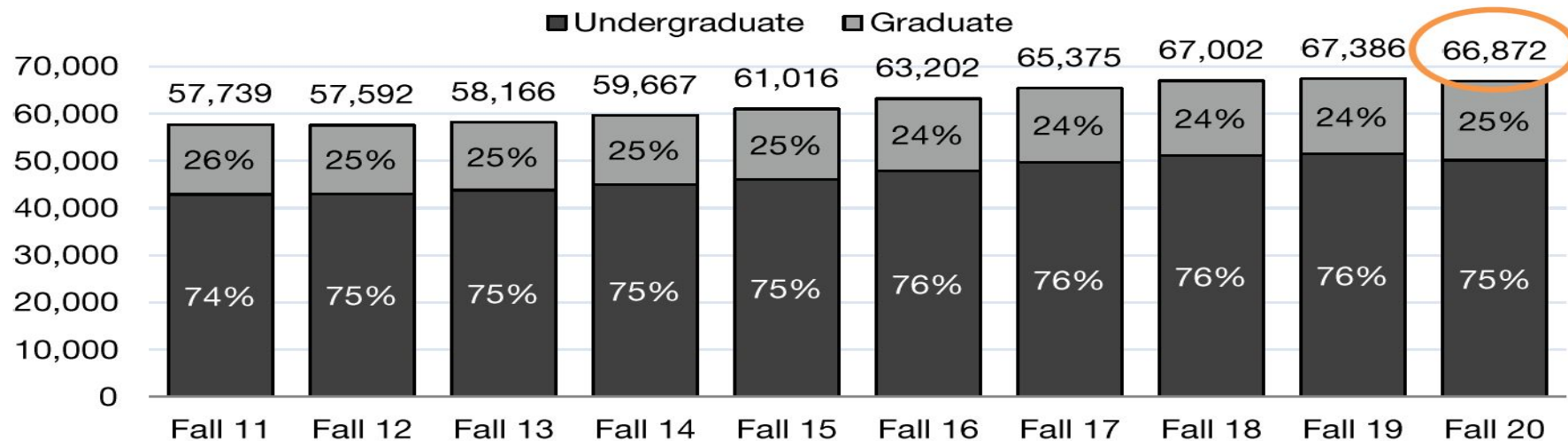
CCHE’s need based financial aid formula rewards retention and progress of Pell eligible students. Since the allocation was implemented in FY 2012, CU has retained Pell eligible students at a greater rate than most colleges thru FY 2019.

Student Headcount Enrollment



Since Fall 2011 —

- Resident enrollment increased 10 percent (~4,200 students).
- Non-resident enrollment increased 36 percent (~4,900 students).
- 1 in 4 students enrolled at a public college in Colorado are at CU*



CU Enrollment as of census date
*Statewide statistic as of fall 2019
census enrollment reporting

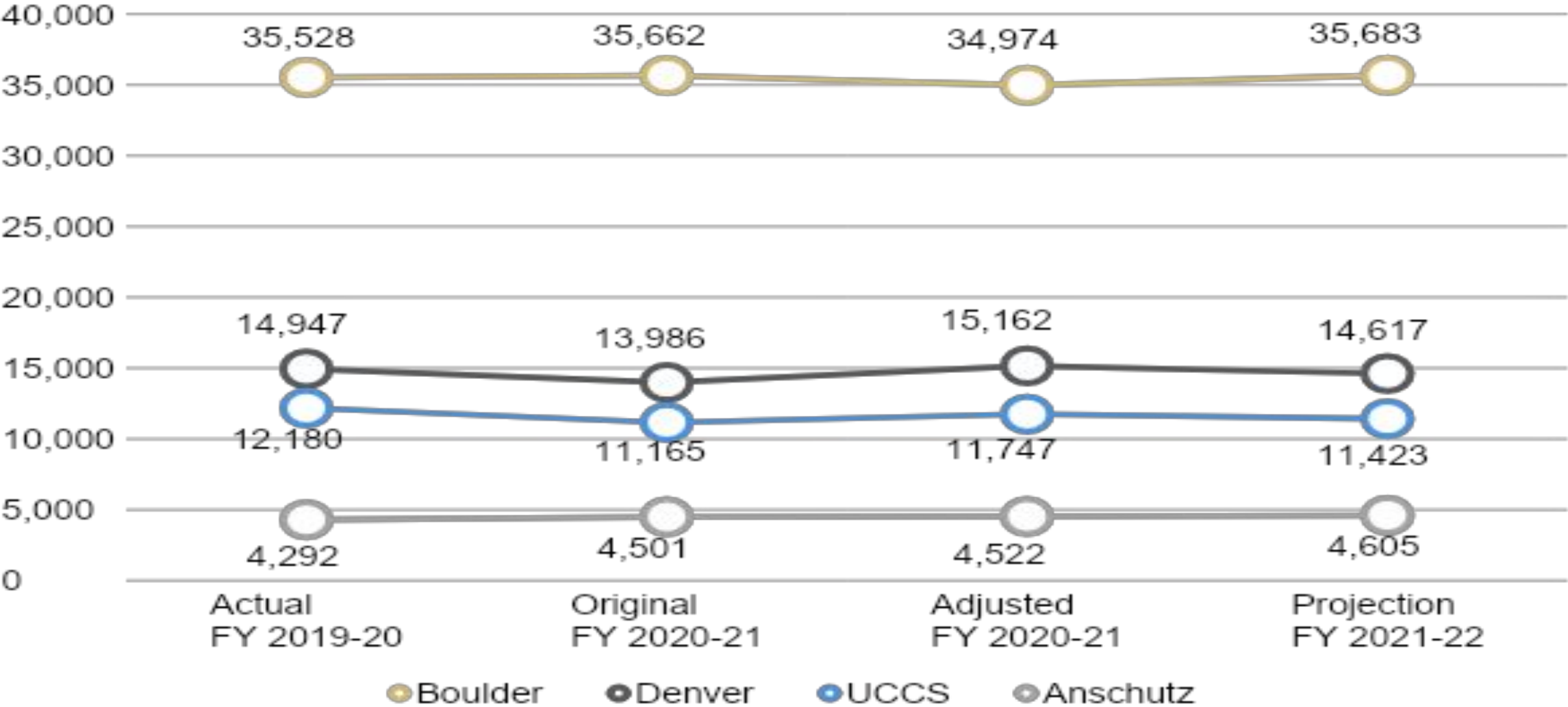


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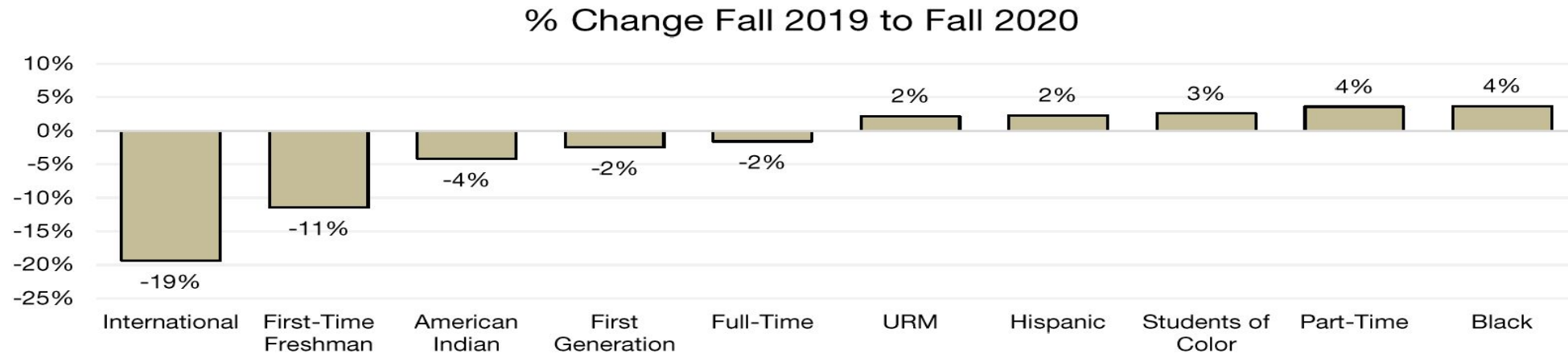
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Enrollment



Student Enrollment – Fall 2019 to Fall 2020



	Boulder		UCCS		Denver		Anschutz		CU Total			
	Fall 2019	Fall 2020	Fall 2019	Fall 2020	Fall 2019	Fall 2020	Fall 2019	Fall 2020	Fall 2019	Fall 2020	1 Yr #	1 Yr %
First-Time Freshman	7,113	6,326	1,918	1,698	1,404	1,216	-	-	10,435	9,240	(1,195)	-11.5%
Students of Color	8,973	9,301	4,093	4,066	6,261	6,385	1,156	1,261	20,483	21,013	530	2.6%
URM	5,783	5,947	2,746	2,743	4,506	4,577	662	726	13,697	13,993	296	2.2%
Hispanic	4,317	4,457	2,193	2,202	3,295	3,349	434	469	10,239	10,477	238	2.3%
Black	913	955	510	503	974	1,001	172	205	2,569	2,664	95	3.7%
American Indian	553	535	43	38	237	227	56	52	889	852	(37)	-4.2%
International	2,936	2,228	202	168	963	877	69	90	4,170	3,363	(807)	-19.4%
First Generation	4,947	4,705	2,960	3,172	5,300	5,002	-	-	13,207	12,879	(328)	-2.5%
Full-Time	33,609	32,751	8,569	8,256	10,916	11,020	3,743	3,918	56,837	55,945	(892)	-1.6%
Part-Time	2,358	2,690	3,611	3,491	4,031	4,142	549	604	10,549	10,927	378	3.6%



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Source: CU Diversity Report; Colorado percentage from the State Demography Office, 2018

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Freshman Retention Rates

First-Time Full-Time Cohort, Fall 2019 to Fall 2020

Boulder Cohort Fall 2019

		Change from prior year
All	85.0%	↓ -1.9%
Resident	87.6%	↓ -2.1%
Non Resident	82.1%	↓ -1.9%
Non-Minority	85%	↓ -2.5%
Minority	85%	↑ +0.2%
URM	83.9%	↑ +0.6%
Pell Recipients	82.6%	↓ -0.4%
First Generation	80.8%	↓ -1.3%

UCCS Cohort Fall 2019

		Change from prior year
All	70.7%	↑ +2.4%
Resident	72.9%	↑ +3.3%
Non Resident	60.7%	↓ -1.2%
Non-Minority	72.1%	↑ +3.0%
Minority	68.6%	↑ +1.1%
URM	66.6%	↑ +0.4%
Pell Recipients	69.6%	↑ +3.1%
First Generation	67.4%	↑ +4.7%

Denver Cohort Fall 2019

		Change from prior year
All	73.3%	↑ +3.5%
Resident	74.5%	↑ +3.2%
Non Resident	64.3%	↑ +2.8%
Non-Minority	71.2%	↑ +4.0%
Minority	73.7%	↑ +2.2%
URM	68.5%	↑ +2.0%
Pell Recipients	74.0%	↑ +0.3%
First Generation	71.0%	↑ +1.1%



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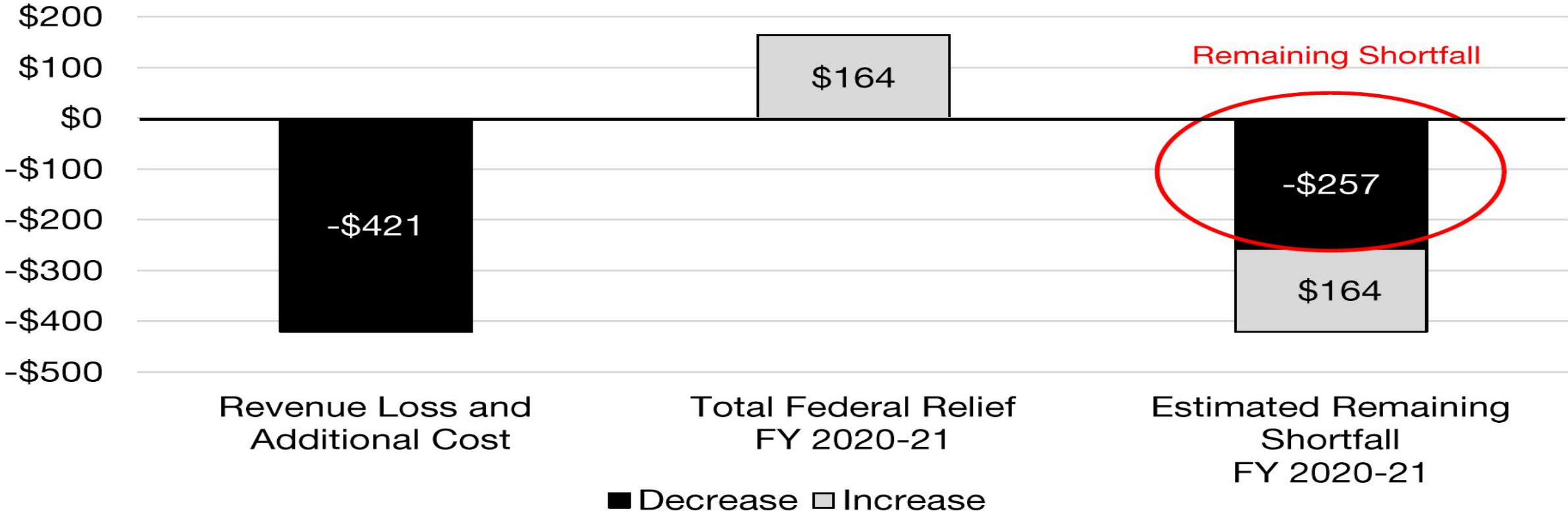
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Source: CU System & Campus Offices of Institutional Research
"Change from prior year" reflects percentage point change in rate

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FY 2020-21 Budget Impact and Remaining Shortfall

(Systemwide, in millions)

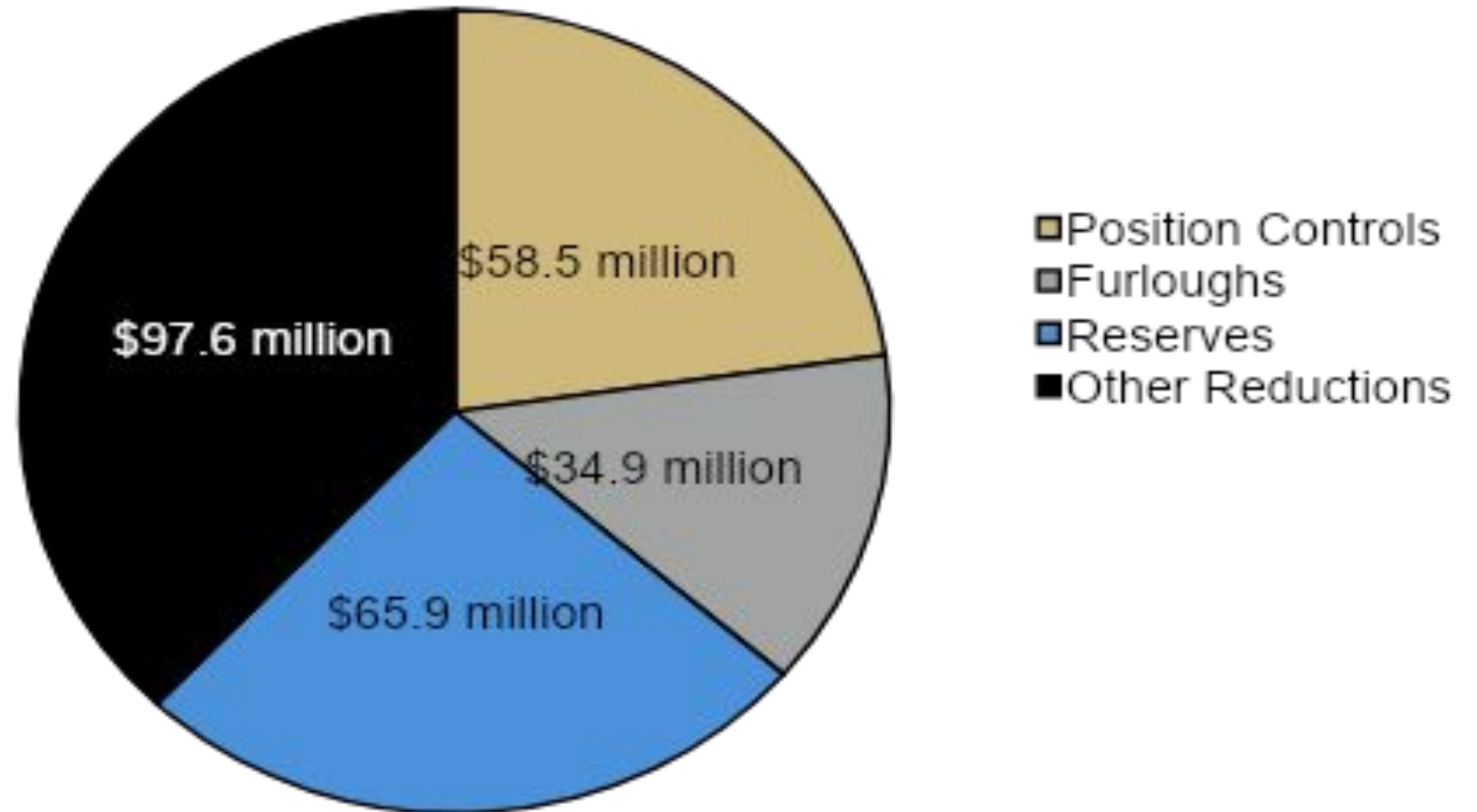


Source: Based on February 2021 estimates, includes FY 2020-21 additional \$20.4 million base core minimum costs.
Analysis by the CU System Office of Budget and Finance.

How CU has balanced in FY 2020-21

(Systemwide, in millions)

\$257 million
Budget Gap



Notes: Based on February 2021 analysis by the CU System Office of Budget and Finance.

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Challenges for Students

- Social Isolation
- Mental Health
- Financial Instability
- Access to Technology and Reliable Internet
- Food Insecurity
- Transportation for In-Person Learning



CU's COVID-19 Response

CU Foundation Funding

- Mental Health
- Student Aid

Emergency Student Funding from Federal Relief

Food Pantries to Combat Food Insecurity

Housing and Dining Refunds

FY 2020-21 Flat Tuition

Waving Holds

Waiving and Reducing Fees



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Indicators, Insights & Opportunities

Mark R. Anderson, PhD
Provost and Senior Vice President for Academic Affairs
[Date]

UNC



SNAPSHOT OF OUR COMMUNITY

**Numbers taken from Fall 2019 census*

FALL 2019 ENROLLMENT

12,242

undergraduate and graduate students

9,326 UNDERGRADUATES

7,921 Colorado residents

1,405 non-residents

2,916 GRADUATE STUDENTS

1,888 Colorado residents

1,028 non-residents

CAMPUS COMMUNITY

3,772 TOTAL EMPLOYEES*

Faculty and Staff **1,803**

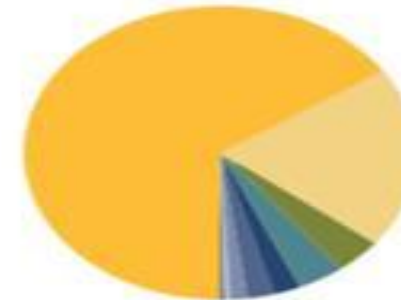
Students **1,969**

**as of October 2019*



40% of UNDERGRADUATE students identify
as **FIRST-GENERATION** college students

UNC'S COMBINED STUDENT POPULATION IDENTIFIES AS



- 65.7% White
- 20% Latinx
- 4% Multiracial
- 3.7% African American
- 2.4% Temporary U.S. Residents
- 2.1% Asian
- 1.5% Unknown
- .4% Native American
- .2% Hawai'ian/Pacific Islander

24% of UNDERGRADUATE
students identify as **LATINX**



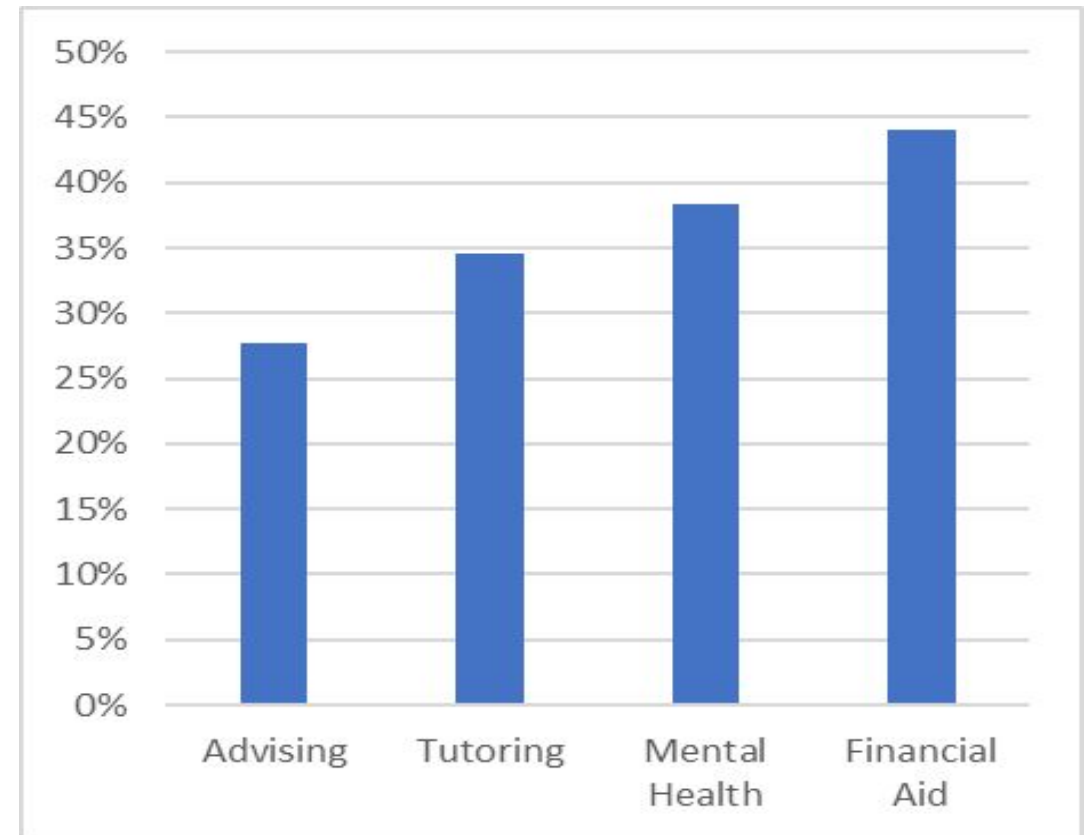
Covid 19 Impact on Students

Lost opportunities to connect with faculty and peers

Greatest Support Needs

“Despite all the efforts it’s not the same. I can’t learn, communicate, or feel a sense of community this way. Everything is much harder than before.”

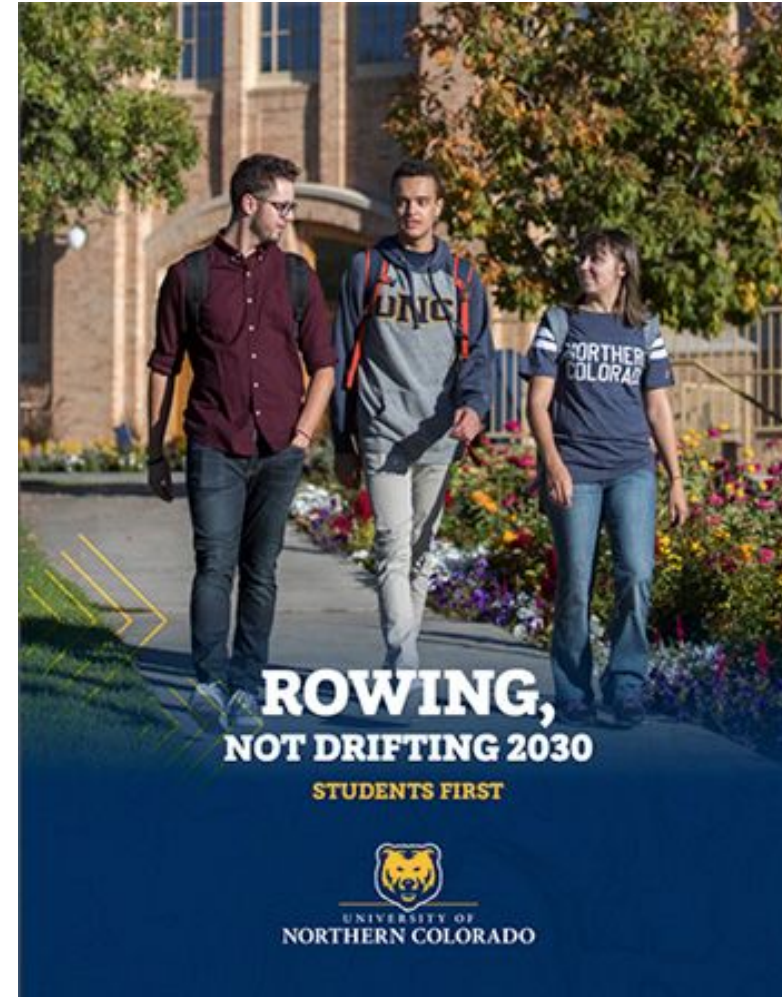
-UNC Junior October 2020





Moving Forward

- Continued investment in support for quality teaching and advising
- Improving student sense of belonging and connection
- Supporting underserved populations



Covid-19 Pandemic

The Grizzly Response



Enrollment Trends and Retention

Fall 2020 Total Headcount: 3039 (99.5% of prior year)

- Undergraduate: 1784 students (-6.5%: 1908 prior year)
 - Decreased mostly with non-resident students (but WUE up)
 - High school concurrent enrollment grew
 - 38% Hispanic (53% students of color)
 - 44% Pell eligible
 - 41% First Generation
 - FTFT retention rates held except with non-residents
- Graduate: 1255 (+9% from prior year - up from 1147 students)
- Enrollment in teacher professional development courses increased dramatically in spring and summer of 2020



Grizzly Persistence Aid

Emergency Aid Funding for COVID-19 related circumstances

- **Multiple Aid Sources:** CARES Act HEERF, HEERF II, Colorado COVID-19 Relief (Help Colorado Now), COSI Governor's Emergency Education Relief Fund, Project Success, and various private donors.
- **Needs:** food, medical care, transportation, child care, technology for remote learning, basic living expenses due to loss of employment, and more.
- **Students helped:** Just over 1000 students assisted to date
- **Total dollars:** \$870,000.



Proactive Response for Enrollment/Retention

- Calling campaign in late spring to encourage enrollment of current and prospective students for fall
 - Checked in on students and asked about their needs (they weren't fond of going completely remote)
 - Provided tablets and wifi hotspots as needed
- Called students again in the summer to check in, see what they needed, and encourage enrollment
- Provided emergency training for faculty in teaching remotely in spring (critical for student retention)
 - More training and feedback sessions (Su, Fall, Spring)

Proactive Response for Health/Safety

- Met with County Public Health officials early to partner in mitigation and contact tracing strategies
 - Weekly meetings
 - Multiple campus building tours to examine our approach to mitigation and give guidance
- Worked with Public Health to develop first mass testing of campus and community in the Valley
- Partnered to develop testing and quarantining processes for competing student athletes

Student Mental Health Concerns

- Decrease in number of requested counseling sessions when we shifted to remote teaching and lower campus capacity
 - Provided remote counseling sessions
- Counseling sessions in fall and spring leveled out to numbers observed in earlier years
- Growing concern on severity and impact mental health has on the day to day function of our students
 - Increase in students presenting with suicidal ideation, major depressive disorder, post-traumatic stress disorder and anxiety attached to concern for their own health and of their loved ones.
- Established a Mental Health Task Force and developed an Adopt a Quarantined Student Program.

Lessons Learned and Ongoing Concerns

- Policies and Processes were not very responsive to a crisis like the pandemic, but our people were amazing
 - Will continue to deploy appropriate technology and training to be prepared for sudden changes in instructional delivery.
 - Students are resilient, but extended disruption from the pandemic and other crises raises mental health concerns.
 - All Hands On Deck mindset was essential to adequately preparing for students, faculty, and staff to be back on campus.
 - Weekly Safe To Return Task Force meetings brought together a large group of diverse people from all areas of campus to solve problems.
 - Safe To Return Task Force communicated often to the campus and brought transparency and a caring attitude to all constituents.
- This collaboration should continue after the pandemic.

Covid-19 Pandemic

The Grizzly Response





Impact of COVID Pandemic on University Operations

Reimagine possible

March 5, 2021

Bill Henry, Interim Provost and Executive Vice
President of Academic Affairs

Our Story

- MSU Denver is ideally positioned to help Colorado close the equity gap
 - We are the third-largest IHE in Colorado
 - We are a federally designated Hispanic-Serving Institution and the only modified open-access university in Colorado
 - 95% of our students come from Colorado
 - 57% are first-generation college students
 - 47% are students of color
 - 30% Latina/o
 - Nearly 80% of our graduates stay in Colorado

Spring 2021 Enrollment

- Headcount: 16,035 (-7.25% from Spring 2020)
- FTES: 5,918.57 (-9.89% from Spring 2020)

Gender	Headcount	Percent	Change
Female	8,923	55.6	-3.29
Male	7,112	44.4	-11.77

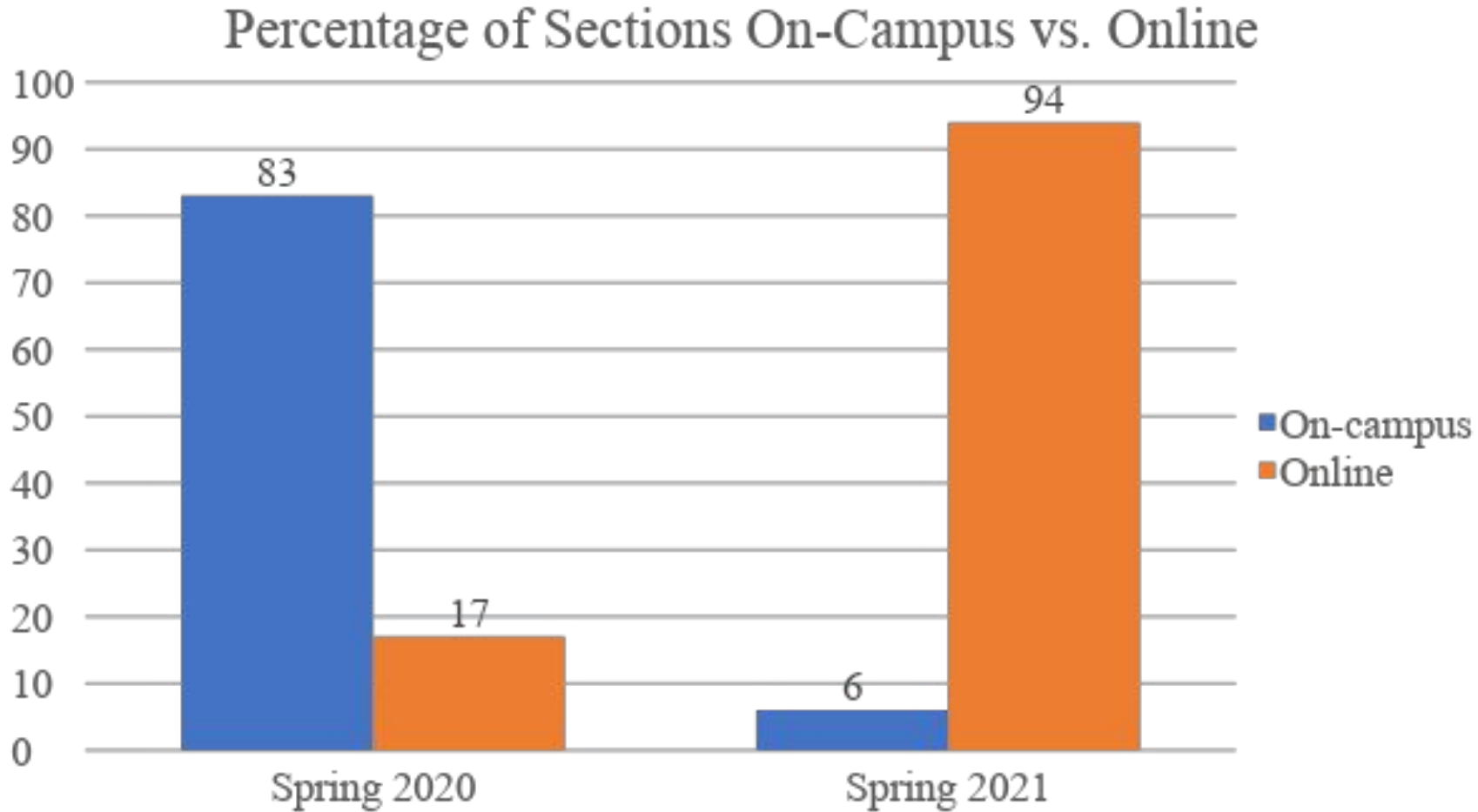
Spring 2021 Enrollment

Classification	Headcount	Percent	Change
Freshman	3,070	19.1	-14.27
Sophomore	3,021	18.8	-16.25
Junior	3,949	24.6	-4.84
Senior	5,433	33.9	-2.04

Spring 2021 Enrollment

Race/Ethnicity	Headcount	Percent	Change
American Indian/Alaska Native	84	0.5	-14.29
Asian	705	4.4	-7.36
Black/African American/Non-Hispanic	1,047	6.5	-3.06
Hispanic/Latinx	4,933	30.8	-3.88
Native Hawaiian/Pacific Islander	27	0.2	3.85
Two or more races	809	5.0	-2.29
Caucasian/Non-Hispanic	7,928	49.4	-10.37
International	109	0.7	-18.66

Shift to Online Programming



Shift to Online Programming

- Summer 2020: Shifted to a new Learning Management System (Canvas).
 - 1,144 faculty (88%) completed at least 10 hours of training
 - Total of approximately 20,000 hours of faculty training to support transition to online delivery
- Shifted to virtual student support services, e.g., mental health counseling services, academic and career advising, new student orientations, etc.

Lessons Learned

- Fall 2021: Return to a robust on-campus/in-person footprint.
 - Augmented by an expanded online presence, including synchronous, asynchronous, and high-flex offerings
- The online shift has highlighted inequities regarding access to the technological infrastructure required for online learning.

Lessons Learned

- The online shift has highlighted the importance of culturally-relevant pedagogy.
- The pandemic created a disparate impact on communities of color. This elevates MSU Denver's key mission of providing access.

Western Colorado University and the Impact of COVID-19

**Dr. William Niemi
Vice President for Academic
Affairs**



About Western

- 3,400 students (3rd highest enrollment growth rate over past 5 years among governing boards)
- 100+ areas of study
- 18:1 student to faculty ratio
- 80% students receive financial aid
- Higher graduation rate than Hanover and Colorado peer set
- Lower student loan default rate than national average and Colorado peer set



Undergraduate Enrollment: Fall 2020

Total Enrollment
2,913

Pell Eligible
24%

Underrepresented
Minority
872

First Generation
24%



Decreases from Fall 2019 (Due to COVID-19)

Total Undergraduate
Enrollment

-10%
(excl. CE)

Hispanic

-33%
(Loss of 76)

Underrepresented
Minority

-19%

Campus Retention Rate

67%
(projected ~75% in late winter '20)



Challenges and Western Responses

- Access to Technology for Students and Staff
 - WiFi and software expansions, hardware purchases
- Access to Professional Development for Faculty/Staff
 - Hired Director and Asst. Director of Online Learning
 - Refocused Western's Center for Teaching Excellence
- Impact of COVID-19 Recession
 - Distributed CARES Act Funds Directly to Students
 - Obtained and Distributed Targeted Donor Support to Students
 - Significant Budget Reductions Threatened Ability to Fully Accomplish Western's Mission



On-Campus Instruction, 2020-2021

- Collaborated with Gunnison County Public Health and Human Services and Gunnison Valley Health
- Faculty developed all courses as hyflex and hybrid, with in-person and online components
- Adjusted academic calendar, with no return to campus after Thanksgiving
- Classrooms cleaned daily, before and after each class; enhanced ventilation
- Messaging regarding safety protocols, 1-way directional traffic, enhanced social distancing
- Installed 3 large outdoor tents for classes (used before winter)
- Spring semester includes stratified, random testing protocol combined with contact tracing
 - Low and Declining Positivity Rate for Spring Semester
- Enhanced student conduct process aimed at keeping campus community healthy



Lessons Learned: What Will We Keep Doing?

- We will continue to offer flexible learning modalities suited to student needs
 - Will be in-person, most in-demand at Western
- Faculty development: enhanced professional development opportunities for online instruction
- Increasing number of virtual student services, e.g., student mental health support





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CMU's COVID-19 Response

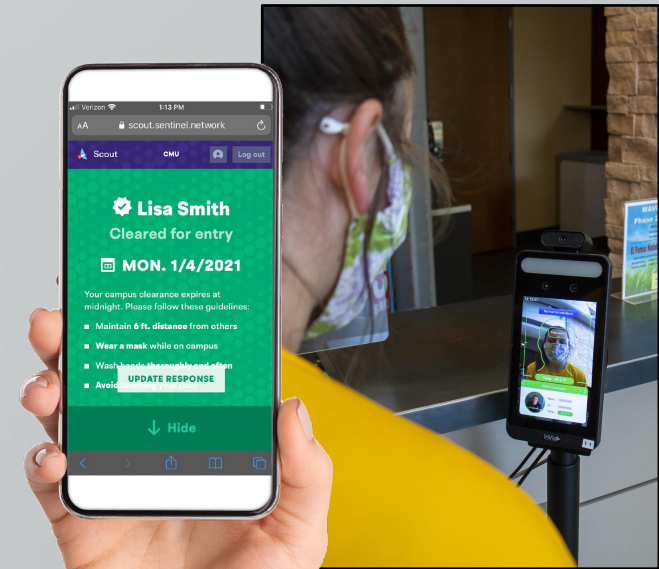
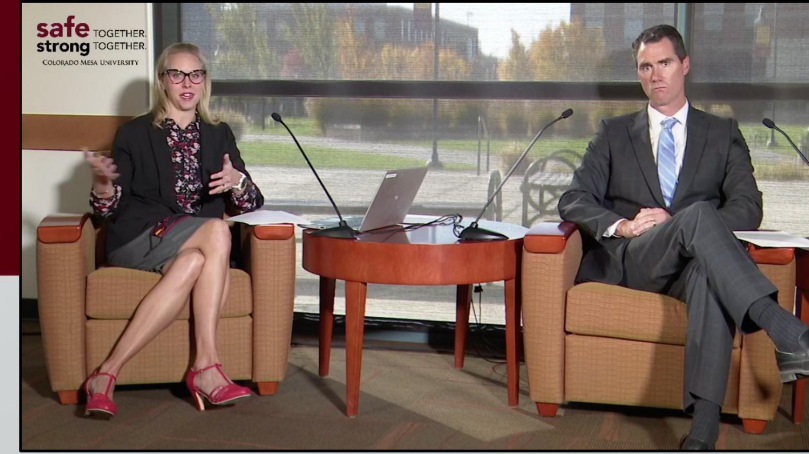
CMU Enrollment Picture

- Slight Fall 2019 to Fall 2020 enrollment losses. Slight drop in expected retention from Fall 2020 to Spring 2021.
- The two add up to meaningful drops in student numbers.
- By far, the dominant indicator for likelihood of melting before Fall 2020 or for leaving before Spring 2021 was First Generation status.
- Perhaps the most important challenge for higher education as we emerge from the pandemic is trying to recover and support as many of these “lost” students as possible.



CMU Strategy in the Pandemic

- Stay as fully in-person as possible using creative scheduling, extensive COVID testing, and technological innovations to support learning. About 80% of our classes maintained “normal” modality in Fall 2020.
- Communicate constantly with parents and students via emails, texts, and phone-in town hall meetings.
- Provide extensive training to faculty for upgrades in electronic resources for their students (including fully in-person students, to support quarantine protocols). The majority of our faculty took some sort of training over the summer on such resources.



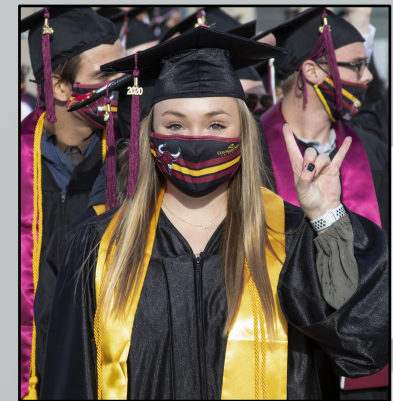
Gains

- Ability to pivot quickly
- Accelerated automation of processes
- Much greater ability to adapt to different modalities in the future
- Cross-functional teamwork



Challenges and Mysteries

- Maintaining high quality of student learning across modalities
- Financial impacts to institutions due to enrollment impacts, classroom modifications, technology, testing, etc.
- Discovering what student expectations will be going forward
- Financially supporting students in need of help, especially those whose families were particularly impacted by the pandemic



Thank you!