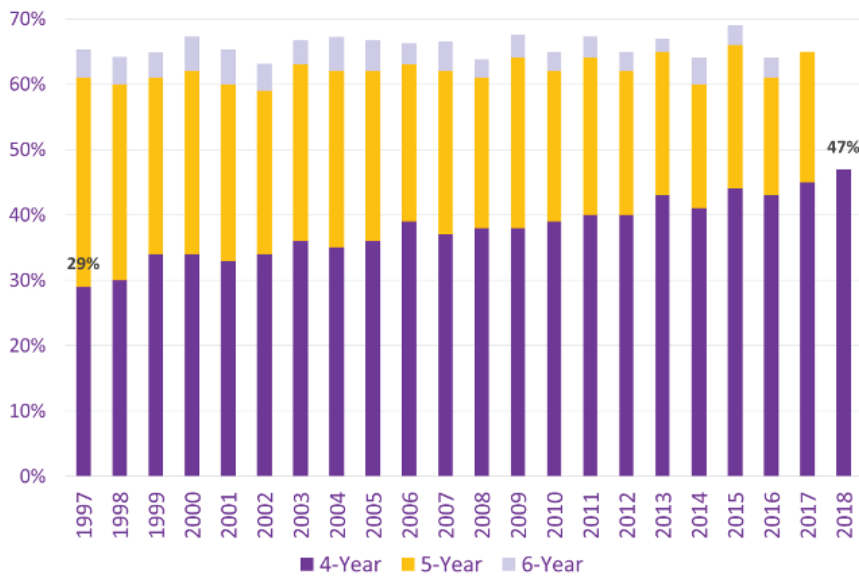


## Undergraduate Graduation Rates



### Key Points

- UNI's four-year graduation rate has increased by 18 percentage points since 1997.
- UNI is 20 percentage points above the average four-year graduation rate of similar universities.
- The vast majority of UNI students complete their degrees in 5 years or less.
- 1 in 12 UNI students graduate in only 3 years
- UNI's success in reducing time students spend earning their degrees also enhances efficiency in university operations

## Undergraduate Student Debt



Breaking away from national trends in student borrowing, the University of Northern Iowa has seen its average student loan indebtedness decrease by 8% since 2011. UNI is \$5,000 below the national average on student debt.

## STUDENT SUCCESS

- **86%** of UNI graduates from Iowa **stay in the state**
- **55%** of UNI undergrads from **outside** of Iowa **stay in the state**
- **90%** of UNI transfer student graduates **stay in Iowa** to live and work after degree completion.



**94%** of UNI bachelors graduates are employed or pursuing advanced study within six months of graduation



**92%** of UNI undergrads **come from Iowa**, representing all 99 counties

**92%** of graduates enter the workforce with experience in their field from UNI's robust internship program, field experiences and pre-professional part time jobs.

### Feeding Iowa's Work Force

"UNI students come to us prepared for the real world. UNI graduates are hardworking, receptive to the continuous learning required in public accounting, and respectful in their interactions with fellow employees and our clients. We can't hire enough UNI students!"

— **Hillary McCauley**,  
RSM US LLP / Staffing & Recruiting



## Meeting Iowa’s Workforce Demands

The University of Northern Iowa focuses on academic programs that are aligned with the economic and workforce needs of Iowa. As can be seen from the table below, UNI’s *signature programs in education, business, accounting, and management* align with nine of the top 10 in-demand careers in Iowa that require a baccalaureate or higher degree. In 2022, 2,441 students (91% of all graduates) earned degrees that aligned with Iowa’s most in-demand jobs.

Largest number of total annual openings in Iowa, baccalaureate or higher
Registered Nurses
Elementary School Teachers
Accountants & Auditors
Project Management/Operations Specialists
General & Operations Managers
Secondary School Teachers
Managers, All other
Coaches & Scouts
Middle School Teachers
Substitute Teachers

Source: Iowa Workforce Development  
2018-2028 Long-term Occupation Projections Demands

## FY 24 State Appropriations Requests

**General Education Fund - \$8M Increase** - To continue serving Iowans and accomplish its mission, UNI requests incremental funding of \$8 million to support the following two strategic initiatives.

**Tuition Differentiation—Holding Student Debt Down** – an additional state investment of \$4M will help UNI remain an affordable education for Iowa families by holding tuition flat for the 2023-24 academic year.

**Educators for Iowa** – UNI has a strong legacy of providing Iowa’s public and private schools with educators. To encourage more students to enter the teaching profession, UNI is requesting \$4 million from the state for a new Educators for Iowa grant program. This initiative will help remove a barrier to recruiting more students into the teaching profession, the cost of getting a teaching degree. The new appropriation will be used for scholarships and paid student teaching, as well as to scale-up current programs such as UNI’s 2+2 online elementary education degree program and our Purple Pathway for Paraeducators program.

- UNI’s educator preparation program is the largest in the state; 450 to 500 graduates each year for the past 10 years
- Nearly 90% of teacher education graduates from UNI stay in Iowa to work after they graduate
- UNI-educated teachers are employed in all 99 counties in Iowa and in 99% of Iowa’s school districts

**Special Purpose Funding** – New \$2M for UNI at Iowa Community Colleges (UNI@IACC) to add four additional community college partners

**Economic Development** – Increase \$400,000 to the Family Business Center and Institute for Decision Making

**Mental Health Services** – New \$1 million, directed to the Board of Regents, for allocation to the three public universities for expanded mental health services

**Major Maintenance** – Annually set aside RIF money and allow the Regents universities to bond for academic building renewal projects

### Difference between Tuition and Fees at Public Research Universities and Regional Comprehensive Universities

ILLINOIS	\$3,777
MINNESOTA	\$5,504
MISSOURI	\$2,951
NEBRASKA	\$1,896
WISCONSIN	\$3,296
<b>Average</b>	<b>\$3,484</b>
<b>IOWA</b>	<b>\$832</b>

# RECRUITING STUDENTS INTO TEACHING

## Best in the Midwest

While the number of people completing teacher education programs in the state of Iowa has been on a steady decline in the past decade, UNI's graduating classes remained steady. This puts UNI in the top 1% of public institutions across the country for the number of students who graduate with a bachelor's degree in education.



## 450+

UNI is the top producer of teachers in the state, averaging 450 to 500 graduates each year.



More than a quarter of the undergraduate enrollment at UNI is teacher education (28%).

- + UNI-educated teachers are employed in **all 99 counties** in Iowa and in 99% of Iowa's school districts.
- + Nearly 90% of teacher education graduates from UNI stay in Iowa to work after they graduate.

## ALTERNATIVE PATHWAYS TO GETTING A TEACHING LICENSE

UNI continues to find innovative ways to equip the next generation of teachers

### PURPLE PATHWAY FOR PARAEDUCATORS

UNI has created this simplified, online and practice-based route to go from being a paraeducator to a licensed elementary and special education teacher. In academic year 2022-2023, the first cohort of nearly 70 paraprofessionals from across the state in this program started their coursework. The program provides a needed avenue for paraeducators to earn a bachelor's degree and become licensed elementary and/or special education teachers and builds on the success of UNI's online 2+2 elementary education program.

### ONLINE 2+2 ELEMENTARY EDUCATION

In place for more than 25 years, UNI's online 2+2 elementary education program allows adults to earn their teaching degree through flexible classes designed for place bound, working professionals. It's designed for those pursuing and/or have a community college AA or AS degree or a bachelor's degree from an accredited institution.

### DEGREE IN THREE

This new partnership with Hawkeye Community College and Waterloo Community Schools allows students to earn a bachelor's degree in elementary education within just three years of high school graduation by earning credits toward their associate's degree while in high school.

### RAPIL

The Regents Alternative Pathway to Iowa Licensure (RAPIL) brings the talents and expertise of professionals to Iowa's classrooms. Candidates must have a bachelor's degree and a minimum of three years, post-baccalaureate work experience to qualify for admission. Designed with the working professional in mind, RAPIL is offered online with evening courses and a few Saturday face-to-face classes. The first year is classwork and the second year is a paid internship in a school in grades 5-12. Upon successful completion, RAPIL candidates are recommended for an Initial Iowa Teaching License.

The University of Northern Iowa has a strong legacy of providing Iowa's public and private schools with educators.

Ample data shows that poorly trained teachers are more likely to leave the teaching profession early. A major reason UNI continues to power Iowa's educator workforce is the in-depth field experience every student participates in that may include rural, urban, suburban and even international settings, totaling more than 725 hours by the end of student teaching.

In addition, UNI hosts the Made to Teach visit day for high school and transfer students. This annual event gives students a taste of what it's like to be in UNI's teacher education program and what they can expect once they become teachers.

UNI strives to provide the experience necessary for educators to remain in the profession to bring stability, continuity and, most importantly, expertise to our classrooms and schools.

Currently, Iowa only has the Teacher Loan Forgiveness Program to retain a small number of teachers after they get their degree, but only in certain fields and only for those that have outstanding loan debt. There is no state program to recruit students into the teaching profession.



## **FY 24 BUDGET REQUEST: EDUCATORS FOR IOWA - \$4 MILLION**

To encourage more students to enter the teaching profession, UNI is requesting \$4 million from the state for a new Educators for Iowa grant program. This initiative will help remove a barrier to recruiting more students into the teaching profession, the cost of getting a teaching degree. The new appropriation will be used for scholarships and paid student teaching, as well as to scale-up current programs such as UNI's 2+2 online elementary education degree program and our Purple Pathway for Paraeducators program.



# UNI@IACC Partnership

## CREATING OPPORTUNITIES FOR IOWANS

Access to a four-year degree in Iowa is more attainable than ever with UNI@IACC (Iowa Community Colleges). The UNI@IACC initiative partners with all Iowa community colleges and provides seamless access for students completing their associate's degree to finish their bachelor's degree on line through UNI.

UNI@IACC helps realize UNI's vision of providing affordable and high-quality educational opportunities to learners who may not have easy access to a four-year degree due to their location, job or life commitments, but who need the degree and education to succeed in Iowa's high-demand workforce.

## AVAILABLE ONLINE DEGREE COMPLETION PROGRAMS:

### Bachelor of Liberal Studies

- / Requires 24+ credits or AA/AS degree

### Criminal Justice BAS / BA

- / Requires AAS or AA degree

### Elementary Education 2+2 BA

- / Requires AA or BA degree

### Human Services BA

- / Requires AA degree from any community college or an AAS in Human Services from DMACC

### Management: Business Administration BA

- / Requires AA degree

### Managing Business and Organizations BAS

- / Requires AAS degree
- / Requires two years of relevant work experience

### Technology Management BA

- / Requires an AAS or AAA degree

*Most programs have both part-time and full-time options.*

## FUTURE READY SCHOLARSHIP OPPORTUNITIES:

### Expanding Access through Financial Assistance

American Rescue Plan funding has been designated to support Future Ready Scholarships for UNI@IACC students who meet income and eligibility criteria. These scholarships assist in covering the difference between community college tuition and the UNI tuition rate for students pursuing one of the qualifying UNI online degree completion programs.

### To qualify, students must have:

#### Earned, from an Iowa Community College, either

- / an Associate of Applied Science (AAS) degree, or
- / an Associate of Applied Arts (AAA) degree, or
- / an Associate of Arts (AA) degree, or
- / an Associate of Science (AS) degree, or
- / 24 credits (if enrolled in the BLS program)

#### GPA to be admissible to UNI

- / Students must maintain a GPA of 2.0 or higher

#### Completed the FAFSA demonstrating financial need, as defined by ARP funding guidelines.

Future Ready Scholarships will be automatically awarded to eligible students; no application needed.

#### Awards:

- / 3 credits = \$500
- / 6 credits = \$1,000
- / 9 credits = \$1,500
- / 12+ credits = \$2,000

Completing the FAFSA will allow UNI to potentially reduce - or eliminate - a student's remaining balance through other forms of financial aid, based on availability.



University of  
Northern Iowa

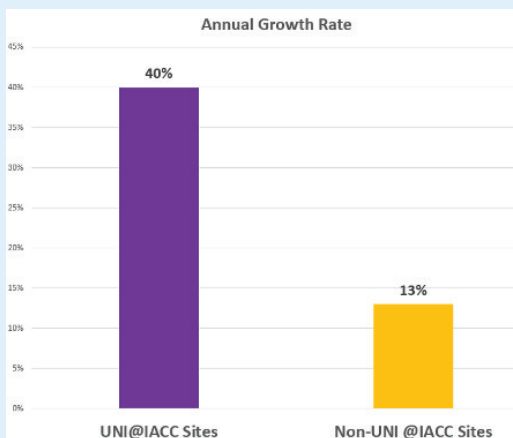
# FY24 BUDGET REQUEST:

\$2M in general fund revenue to support UNI@IACC student financial scholarships and limited operating expenses to assure access and affordability for adult and place-bound learners. The funding will provide an ongoing funding source to eventually replace the one-time ARP funds. The request will allow UNI to expand direct in-person support of students on four additional community college campuses. Specifically, the funds will provide four student support specialists and double the number of communities through the UNI@IACC partnership.

The UNI@IACC program provides an innovative way for adult and place-bound lowans to be able to complete their four-year degree in a way that saves them money, provides them with the necessary support, and prepares them for Iowa's high-demand workforce. This bold and innovative strategy supports the Future Ready Iowa Initiative and is central to UNI's mission to be open and accessible to the people of Iowa.



- UNI@IACC partner community colleges
- Other Iowa community colleges



The impact of UNI@IACC is already being reflected in 2022 fall enrollment.



A UNI student support specialist provides the high-touch, individualized support students need to stay on track and navigate university systems and processes

# 98%

of distance students would recommend a UNI Online & Distance Education program to others



Best Online College in Iowa by College Choice in 2020