

Testimony
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Senate Bill 193
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Mr. Chairman and Members of the House Education Committee:

I am Larry Moeder, I serve as Associate Vice-President of Student Life/Director of Admissions and Student Financial Assistance at Kansas State University.

Today I am presenting testimony on Senate Bill 193 in opposition to this legislation. The point to the opposition is not that the components of the bill are important to students and their families, however the higher education institutions in Kansas are providing this information to prospective students. I think I can speak for all the state universities in the fact this is important information we believe we have an obligation to provide to our prospective and current students.

Attached to this testimony are the responses prepared by each of the state universities to the following questions.

- What do you already do in regards to information provided to students and families about financial options? (scholarships, financial aid, grants, monthly payment options)
- What information do you have that pertains to salaries or expected job market after graduation in their specific degree or certificate program
- What are you currently required by the federal government to submit and report
- What are the other strategies or programs you offer to work with students and families

I can provide additional information on Kansas State University, if you have questions regarding the other institutions I will be sure someone provides you with a response.

Thank you for your time.



1) What does ESU already do in regards to information provided to students and families about financial options? (Scholarships, financial aid, grants, monthly payment options)

ESU's Registrar and Financial Aid Office recently instituted **SALT**, a program that does all of the above in one central location. Students are initiated into this program during their enrollment week, and parents are also given a demo of what is available through SALT. This program includes:

- Tracking and planning student loans
- Managing student loans and repayment options
- Creating a manageable budget
- Credit and debt management
- Saving and investing
- Finding scholarships, internships, and jobs

ESU Financial Aid offers customer-service benefits such as help with:

- Cost of attendance
- Net price calculator
- FAFSA
- Understand the importance of repaying the loan <http://www.emporia.edu/finaid/>

ESU's Financial Aid Office Staff also take an active role in:

- Participating in the Kansas Association of Financial Aid Administrators' FAFSA completion initiatives.
- Working closely with our TRIO programs each semester by giving a presentation on financial aid and money management to classes of TRIO students.
- Conducting Financial Aid Nights at area high schools explaining financial aid and scholarship opportunities to high school students and their parents.

ESU's Scholarships Office takes an active, in-person role with helping students' access to available scholarships and qualifications. <http://www.emporia.edu/finaid/scholarships/>

2) What information do you have that pertains to salaries or expected job market after graduation in their specific degree or certificate program.

- ➔ Salary information is based on choices of graduating students and how they want to use their degrees. This analysis involves an in-person process with career counselors:
- A) The first step in this process is to help students understand the earning potential and job outlook for each career field their choice of major is capable to take them into. We help students in this area by our "Career Pathways" (which students can access from our website) and details all of the generally considered career possibilities for each of our majors.
 - B) One of the issues here is that students are eligible to apply for several types of careers and may do so. This makes it difficult to apply any standard benchmark to a particular major. In my opinion, a student's willingness to relocate or not, it one of the most influential factors in this equation.



- C) Once a career is known, there are several ways to find our wages (based on location), determined by information submitted to federal agencies. These include, but are not limited to: www.stats.bls.gov (which provides average salaries for any state. We also will use www.payscale.com which includes majors and careers compiled by information the Federal Govt. has collected.
- D) We also use <http://www.onetonline.org/find/> also provided by the Federal Govt. to give average wages, how much education is required, and average starting salaries.

→ ESU also sends exit surveys to our graduates six months after graduation. We use our graduates' replies to calculate average salary data for our undergraduate and Masters' students.

3) What are you currently required by the federal government to submit and report?

→ Same as other schools.

4) What are the other strategies or programs you offer to work with students and families

→ Helping students (and their families) feel comfortable and committed to degree plan is the connections we desire most.

- The key here is all that we do to help students feel comfortable committing to a degree, knowing the career they would like to enter. We help students connect to careers in a variety of ways. (psychometric testing, Career Pathways, internships, job shadowing, Discovering your Career (classes), Career Spots (videos) and in class presentations.
- Internships are a very valuable resource in which we offer numerous local internships in a variety of fields, but we also sponsor an online internship link to a plethora of opportunities in all majors, such as: www.internships.com, www.idealists.org, and of course our Hire-a-Hornet data base site for student access.

→ ESU also has programs helping with:

- Graduate or Professional School strategies
- Access to Newsletters (with tips, salaries, etc.)
http://www.nxtbook.com/nxtbooks/nace/JobChoices0812_Diversity/index.php#/59
- Career advice and training videos
- Career fairs
- Optimizing brand through social media
- Applying to graduate or professional school
- "Ace that interview"
- Effectively managing multiple offers
- Credential files for the Teachers College

→ Students and faculty enjoy a lot of interaction at ESU. For those students who request one-on-one meetings about careers, faculty are helpful in having conversations about future career paths.



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Fort Hays State University offers a full spectrum of programs and services to its students as it relates to admissions, academics, financial aid, careers and placement, reporting requirements, etc. Individual attention is given to students by faculty and staff throughout their academic careers and beyond.

1. What do we already do in regards to information provided to students and families about financial options? (scholarships, financial aid, grants, monthly payment options)

As it relates to Fort Hays State University, the resources listed at <http://www.fhsu.edu/finaid/> provides information on scholarships, types of financial aid, how to apply, tuition costs, resources and student employment. Payment options are found on the Student Fiscal Services website (http://www.fhsu.edu/sfs/students_parents/payments/) but we also have portal web page that list links to all the information required by the 2008 Higher Education Opportunity Act (HEOA) at <https://www.fhsu.edu/heoa/>. HEOA mandated several new disclosures of information including the establishment of a Net Price Calculator which is prominently linked on the FHSU web page or <http://www.collegeportraits.org/KS/FHSU/estimator/agree>

Institutions that serve active military and veterans provide what is known as a Shopping Sheet that standardizes the information, terms and format of award letters. While FHSU still provides its long-time/traditional award letter to all students, we implemented the shopping sheet for everyone as well so that all students--regardless of military/veteran status--have access to award information in two different formats. Students can find this information at:

<https://www.ifap.ed.gov/eannouncements/attachments/ShoppingSheetTemplate20152016.pdf>

2. What information do we have that pertains to salaries or expected job market after graduation in their specific degree or certificate program

The FHSU Career Services web page (<https://www.fhsu.edu/career/>) provides a plethora of information as it relates to the programs and services available to students including its Academic Advising and Career Exploration Center which helps students choose a major and find a career path. Students explore different options, learn transferable skills, engage in mock interviewing/on-campus interviews and learn about various employment opportunities nationwide among other services. Six months after graduation all FHSU graduates are contacted by the Career Services staff to determine a graduate's placement be it employment, graduate/professional schools or undecided.

Also, the Bureau of Labor Statistics provides the best nation-wide occupational employment and wage estimate information collected from employers in all industry sectors in metropolitan and nonmetropolitan areas in every state and the District of Columbia available at http://www.bls.gov/oes/current/oes_nat.htm . Students can utilize this information as an additional resource.

3. What are we currently required to do by the federal government to submit and report

Most, if not all of the federal web sites noted above come from the annual submission of the Integrated Postsecondary Education Data System (IPEDS) report. Other than the required reporting for IPEDS, FHSU also report for participation in Title IV Aid (FISAP, COD, NSLDS, etc.).



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4. Are there any other strategies or programs we offer to work with students and families

Financial Aid Office – SALT Program

FHSU has teamed with American Student Assistance to provide students a free, online resource known as SALT that helps students finance a higher education, manage any debt, and build money skills. This resource helps individuals to track and plan student loans; find scholarships, internships, and jobs; manage student loans, create a manageable budget; credit/debt management, and saving and investing.

Admissions

All information related to admissions at FHSU can be found at <https://www.fhsu.edu/admissions/> which also includes an in-depth list of academic opportunities (majors, minors & programs, departments and colleges featuring overviews, requirements, news), getting started as a student, academic calendar, and FHSU student life.



1. What do you already do in regards to information provided to students and families about financial options? (**scholarships, financial aid, grants, monthly payment options**)

K-State recognizes that the cost of going to college is a critical component of a student/family's college decision making process. As such, K-State provides financial aid information through a variety of appropriate avenues. Web sites are provided to detail our costs, scholarship programs, federal and state financial aid programs, and payment options. Web site information is provided in several locations to ensure that it's found by prospective students, parents, and our continuing students. For example, cost and financial aid information can be found at <http://www.k-state.edu/admissions>, <http://www.k-state.edu/sfa>, <http://www.k-state.edu/disclosures>. Daily financial aid briefings are help for prospective students and their parents. Each newly admitted student is provided their own financial aid advisor. The Office of Student Financial Assistance presents financial aid workshops in high schools throughout the state, as well as at every major student recruitment event on the campus.

2. What information do you have that pertains to salaries or expected job market after graduation in their specific degree or certificate program

Career and Employment Services collects the following information already to educate students about their career options and help them with negotiating their first salaries. The information is also shared with colleges and departments for program assessment purposes, employers for salary benchmarking and administration for strengthening industry partnerships. We follow most of the data collection guidelines (see attached) set forth by the National Association of Colleges and Employers. We have a 80+% knowledge/response rate (2013-14 bachelors data collected from 3,130/3,819 grads) which is about 20% higher than the overall national average.

K-State Post-Graduation Statistics (info provided for current and future students, employers, the public)
<http://www.k-state.edu/ces/students/kstatepostgradstats.html>

Public reports include salary offers by major
<http://www.k-state.edu/ces/students/salarycollegemajor.html>

Employers and job titles by major
<http://www.k-state.edu/ces/students/employersjobtitles.html>

3. What are you currently required by the federal government to submit and report

K-State provides prospective and current students with a Net Price Calculator to help them estimate his/her net price cost of attending Kansas State University. With the use of the Net Price Calculator, a student can input simple family financial information, background information, and housing plans, and receive an estimate of their annual costs and average financial aid opportunities for them as an individual student. The Net Price Calculator will also provide the student with an estimate of their likely out-of-pocket expenses to attend K-State.



Federal regulations require all colleges and universities to disclose certain information to prospective and current students. While the list of required disclosure items is extensive, below are required items that would be duplicated by SB193.

1. Financial assistance available to students enrolled in the institution.
2. Cost of attendance
3. The institutions retention rate as reported to the Integrated Postsecondary Education Data Systems (IPEDS)
4. The institutions completion or graduate rate.
5. Current degree programs.
6. Textbook requirements
7. Transfer credit
8. Entrance Loan Counseling for all student loan borrowers
9. Exit Loan Counseling for all student loan borrowers who complete their degree or leave the university



1. What do we already do in regards to information provided to students and families about financial options?

We report to IPEDS and major college guide organizations with student finance information on the annual basis. College guide organizations such as College Board, College Portrait, Peterson's Survey, Princeton Review and U.S. News and World Report all collect some student finance information. To take College Portrait as an example, students and families would view PSU's cost of attendance, average grants, scholarships, and loans, and net price of attending PSU by family income levels for three years at a glance. U.S. News also collects the average amount of cumulative loans for graduates.

IPEDS also collects such information but it may serve researchers more than students.

We also post Common Data Set with financial aid amounts and receiving rates (section H) by aid type, by needs, and by student levels on OIE's website.

But all reported information are not aggregated by majors or degree programs.

We have several publications that we use that speak about financing an education. Each year we print and publish on the web a Financial Assistance and Scholarship brochure. It can be found at <http://www.pittstate.edu/admission/documents/financial-aid-brochure.pdf>.

Much of the information in this brochure can also be found in our Viewbook/Prospectus (<http://www.pittstate.edu/admission/information/pittsburg-state-viewbook.dot>).

We also have a packet of information we go through with students and parents when they visit campus (attached).

2. What information do we have that pertains to salaries or expected job market after graduation in their specific degree or certificate program

We have Employment Data Report for FY11-13 posted at Career Services website, and I report it to College Portrait as well. Prospective and enrolled students will learn the average salary by college, major and degree earned by alumni.

Student can also visit U.S. Census Bureau and Bureau of Labor Statistics for KS unemployment rate, occupational employment and wage rates, and other related stats.

The Employment Data Report (EDR) provides aggregate salary for undergraduates by college. Occasionally students will ask our staff questions specifically about average starting salaries for PSU grads. I verbally share with them raw data about salaries Pitt State graduates are earning, never revealing confidential information of course. In the Career Resource Center, we point students to various sources for general salary and employment outlook information, including the OOH or Occupational Outlook Handbook (also available online), ONET (occupational network online), Glassdoor.com and many other sources. OOH and ONET information is provided by the Bureau of Labor Statistics, U.S. Department of Labor. Students taking PSYCH-230 Career Exploration have a required assignment to research this information on two occupations and present it to the class.



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a) All FE and Transitions sections spend one class time in the Career Services area talking about the resources available and development of resumes. The assignment that comes out of this portion of the class is the creation of a resume. Part of the assignment is to have the resume reviewed by staff in the Phillips 66 Career Resource Center with the intent being that the resume reviewed through the eyes of an employer. Additionally, students are encouraged to consider what gaps on their resume they need to fill by looking for opportunities to enhance their job experience, service, and leadership skills.

b) All FE and Transitions sections complete the Do What You Are Inventory (more information is on the Career Counseling page of Career Services). Based on the MBTI, this gives each students a personality type and provides research based information on career areas for individuals with that type (there are 16 type combinations possible). Mindy can give you greater details on this if needed. Once the students have completed the inventory, they are given their type and staff from Career Services explain the instruments purpose and discuss what the results mean. Students given access to the results section of the online instrument, which provide information on all of the career areas. Mindy can provide details about what the information includes, but I have attached the follow-up assignment that many of the instructors use so that you will be able to see some of the information that is available.

c) In every FE class, students are assigned to complete a 4-year degree plan (or less if they came in with transfer hours or 2 year if they are in an Associate program or 5 if they are in music). I have attached the assignment sheet for this as well.

3. What are we currently required by the federal government to submit and report

IPEDS is the only report that institutions are *required* to report to federal government from IR's perspective. Other offices, such as Financial Aid office, may have other required reports, since it operates aid distribution.

- Any other information you believe is relevant to the issue

"Time-to-Degree" and "Time-to-Employment" are missing from my side of the world. We have internal documents showing "Time-to-Degree" by department. If we have to publish it to the world, we can. But "Time-To-Employment" is a tough problem. I cannot imagine how much time we would spend tracking graduates and how little information we might end up collecting. Not even mention, how disappointing such stats may appear to some students.



1. What do you already do in regards to information provided to students and families about financial options? (scholarships, financial aid, grants, monthly payment options)
 - During the recruitment process, we provide informational brochures about scholarships and financial aid, as well as specific communications sent to students and parents. Admissions and Financial Aid and Scholarships staff talk about financial options during any presentations and campus visits.
 - After a student files the Free Application for Federal Student Aid, a personalized Financial Aid Overview is sent to incoming freshmen, which provides details about their financial aid package and estimated costs.
 - At Orientation in the summer, for students who have chosen KU, the Office of Financial Aid and Scholarships and Student Account Services are available to discuss financial aid, monthly payment options, etc.
 - Affordability messaging, including estimated costs and a transparent Scholarship and Pell Advantage matrix, is available on our KU website at affordability.ku.edu.
 - Personalized email and postcard communications are sent to newly admitted students and parents related to costs, affordability, and filing the annual FAFSA by the March 1 priority date for consideration of the best aid package possible.
 - We provide opportunities for students and families to meet with Financial Aid and Scholarships counselors on campus and/or by phone/email, to learn more about funding options, including special circumstances.
 - We provide targeted presentations and a FAS Help Room during Orientation events.
2. What information do you have that pertains to salaries or expected job market after graduation in their specific degree or certificate program
 - The University of Kansas provides students a wealth of information on post-graduation employment prospects, as well as a number of tools to help them research that information. These resources are centralized through our University Career Center, which maintains career.ku.edu as a robust portal for students to learn about career options and prospects.
 - For example, the [Careers and KU Majors](#) resource provides career-related information for each undergraduate major at KU, including common career paths, potential employers and job titles, and targeted job and internship search links. The resource does this by using a number of popular national services, including [CareerOneStop](#), [WetFeet](#), [O*NET](#), and [focus](#).
 - Additionally, many individual schools and departments compile industry-specific data and resources specifically for their students. For example, the schools of pharmacy and nursing do annual job placement surveys of their alumni.
3. What are you currently required by the federal government to submit and report
 - We have detailed reporting on Financial Aid via IPEDS, information on Price of Attendance in the IPEDS Institutional characteristics survey, and IPEDS Admissions information, IPEDS Graduation rate data upon request. There are also surveys on degrees completed, enrollment, financial and human resources.
 - Common Data Set annual report, which includes significant data related to FTFT frosh, as well as all UGs.
 - Annual FISAP report (federal financial aid report)



4. What are the other strategies or programs you offer to work with students and families
- The Office of Admissions and/or Office of Financial Aid and Scholarships speak to high schools, Financial Aid nights, etc. as much as schedules allowed. We are often asked and participate in these types of events throughout Kansas and in select out-of-state areas.
 - College Goal Sunday events held on campus, as well as other targeted events to assist students and families submit their annual FAFSA.
 - Targeted collaboration with TRiO colleagues on and off-campus to promote financial aid awareness.
 - KU Pell Advantage is designed to assist Pell-eligible in-state students with a minimum 3.25 HS GPA and minimum 22 ACT attend KU with KU's commitment to fund tuition and fees for up to 15 credit hours each term for up to four years.
 - FAS also offers a Net Price Calculator for incoming freshmen, available on our website at <http://affordability.ku.edu/costs/calculator>.



1. What do you already do in regards to information provided to students and families about financial options?

We provide financial options on the front end in much of the marketing materials, especially regarding scholarships. There is also information on the FAFSA and applying for federal aid. Most of the information is found in brochures and online. We also have the Net Price Calculator online at <http://webapps.wichita.edu/netprice/>. Once the student has applied for federal aid, details about each of the aid programs is provided through a piece called Understanding Your Financial Aid. Students also have to complete a "Terms and Conditions" section on myWSU that speaks to all of the requirements and obligations when accepting their aid package. The student is also able to view the Shopping Sheet, as required by regs, through myWSU. It provides the break out of cost of attendance and aid details as well as national and WSU cohort default rates, graduation rates, median loan amount, median loan payment per month, etc.

We also have consumer information on the web. Much of the information is on our web site at www.wichita.edu/financialaid or information can be requested in writing. This year we offered the Parent PLUS loan as estimated aid for dependent students so we put together a brochure about the PLUS loan, private loans and payment plans so that families have various options related to the cost of attendance. The payment plan information is also on the Financial Operations web site, but we promote it frequently.

All of this is relayed in person as well, at the nearly 135 in-person presentations and approximately 240 campus-visit programs we conduct annually.

2. What information do you have that pertains to salaries or expected job market after graduation in their specific degree or certificate program?

We do share general information from data releases from KBOR that shows of all traditional state universities.

3. What are you currently required by the federal government to submit and report

Same as other schools

4. What are the other strategies or programs you offer to work with students and families?

We do a lot of individual work with students/families by helping them compare our scholarship offer plus our costs so that students can fully and accurately compare colleges.