

INDIANA COMMISSION FOR HIGHER EDUCATION

2024 HEA 1001

‘Reporting on Degrees ‘Insights



INDIANA COMMISSION *for*
HIGHER EDUCATION

AFFORDABILITY



AFFORDABILITY

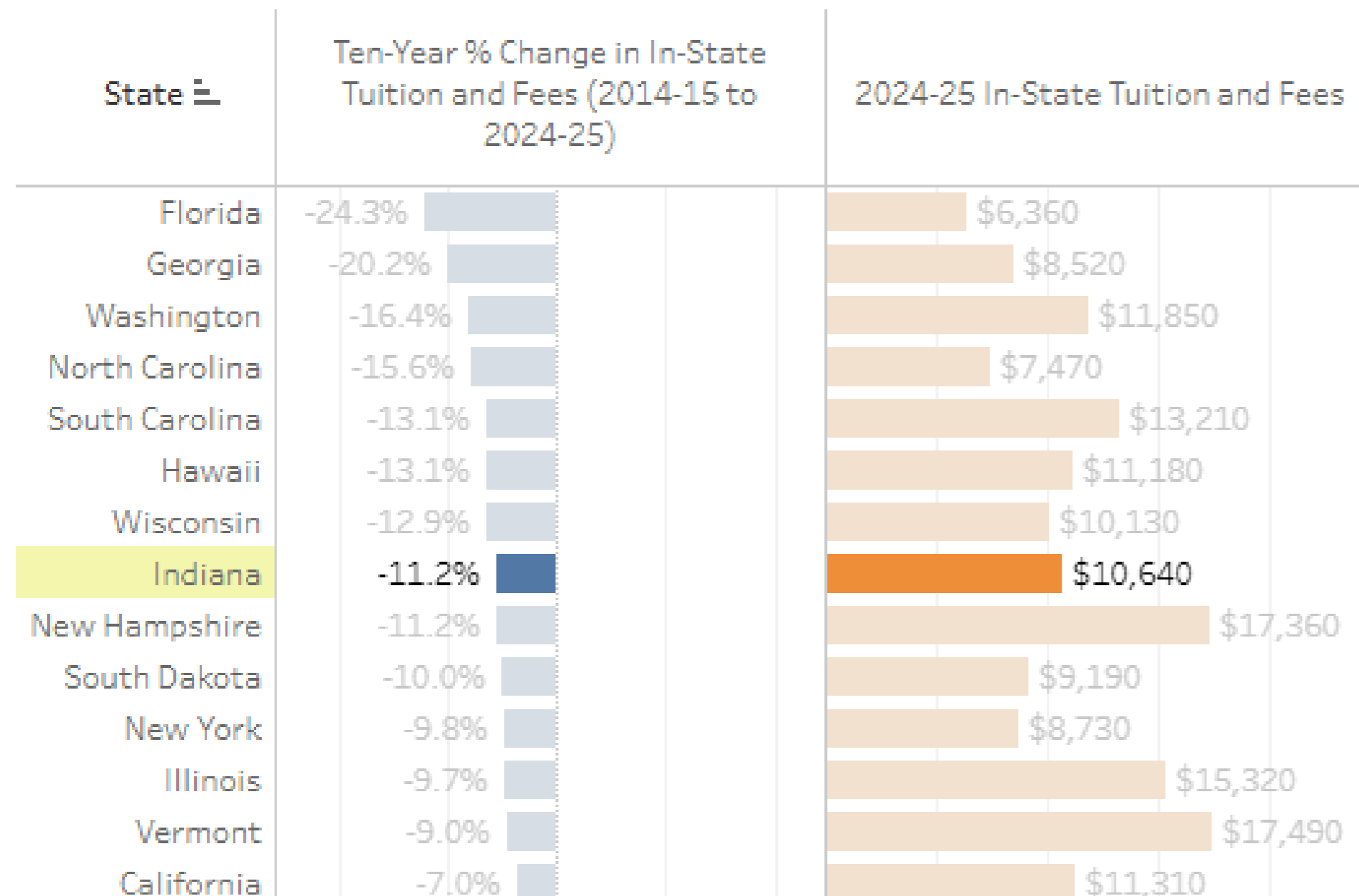


INDIANA COMMISSION for HIGHER EDUCATION

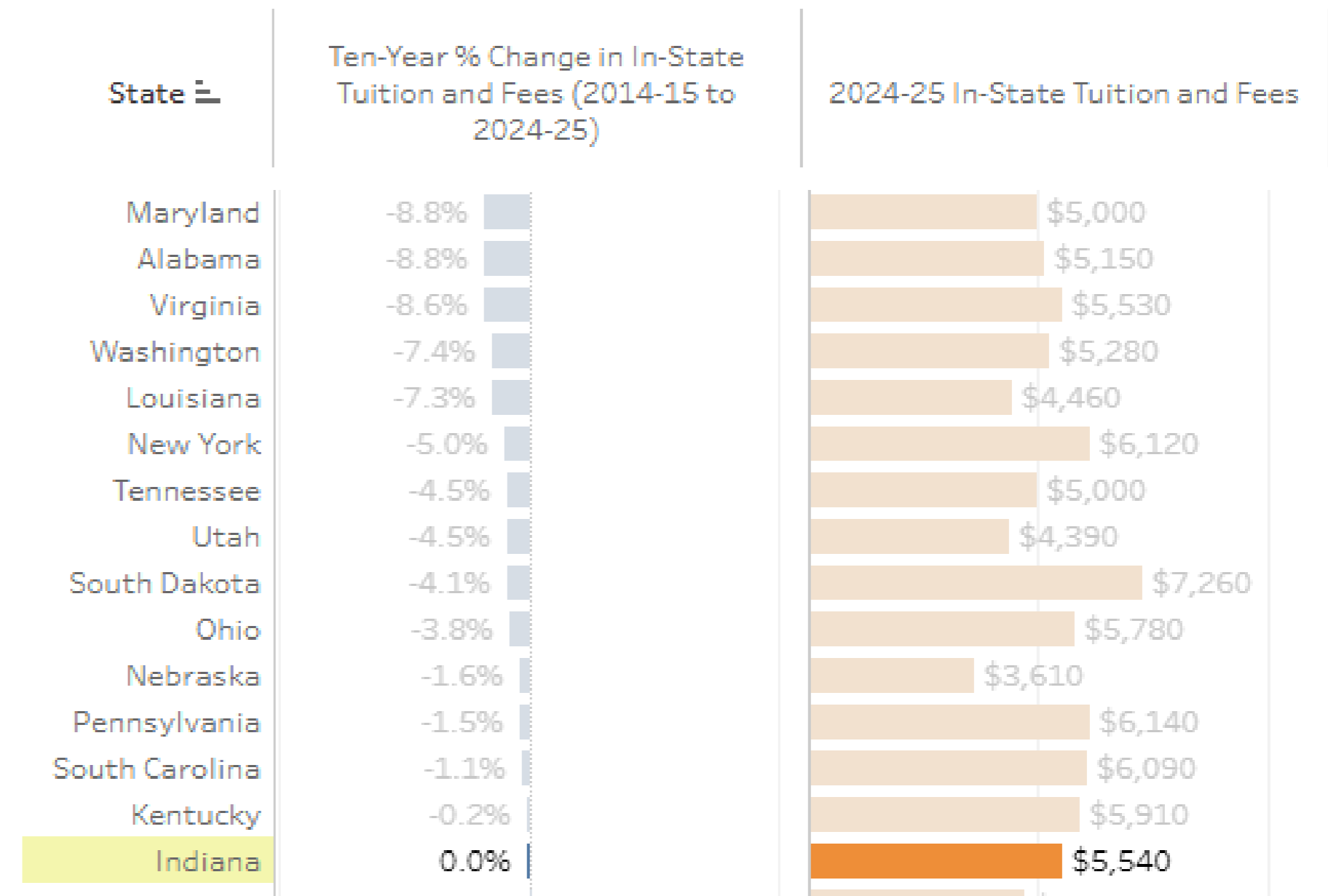
Myth: The cost of tuition and fees at Indiana public colleges and universities has continued to rise over the last decade, making college unaffordable for Hoosier families.

Reality: Over the last 10 years, tuition and fees at Indiana public 4-year institutions have **declined by 11.2%**, and rates have remained flat at public 2-year institutions.

PUBLIC 4-YEAR INSTITUTIONS



PUBLIC 2-YEAR INSTITUTIONS



SOURCE

HEA 1001 Dashboard, Comparative College Pricing' section; <https://learnmoreindiana.org/wp-content/uploads/2025/03/HMS-Presentation-2025.pdf>

AFFORDABILITY

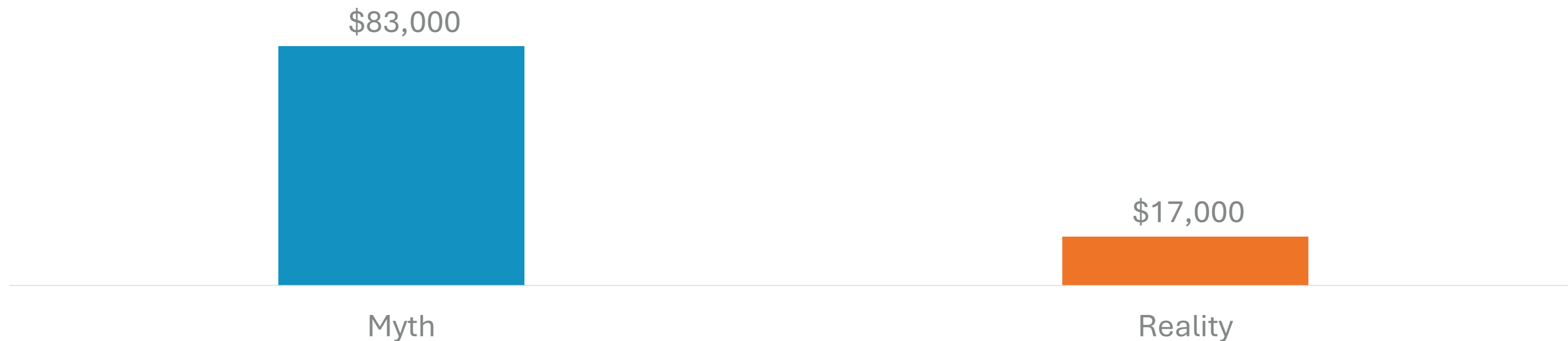


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Myth: *The out-of-pocket tuition and fee cost for an Indiana resident to earn a bachelor's degree at a public Indiana college or university is over \$80,000.*

Reality: Across four-year public institutions in Indiana, Indiana residents who earned a bachelor's degree in 2024 generally experienced a net out-of-pocket cost for tuition and fees (for all years in the program) **between \$15,000 and \$20,000.**

Tuition and Fee Net Cost to Student to Earn a Bachelor's Degree at an Indiana Public College or University



SOURCE

HEA 1001 Dashboard, Institutional Data Submissions, 'Student Net Costs' section <https://learnmoreindiana.org/wp-content/uploads/2025/03/HMS-Presentation-2025.pdf>

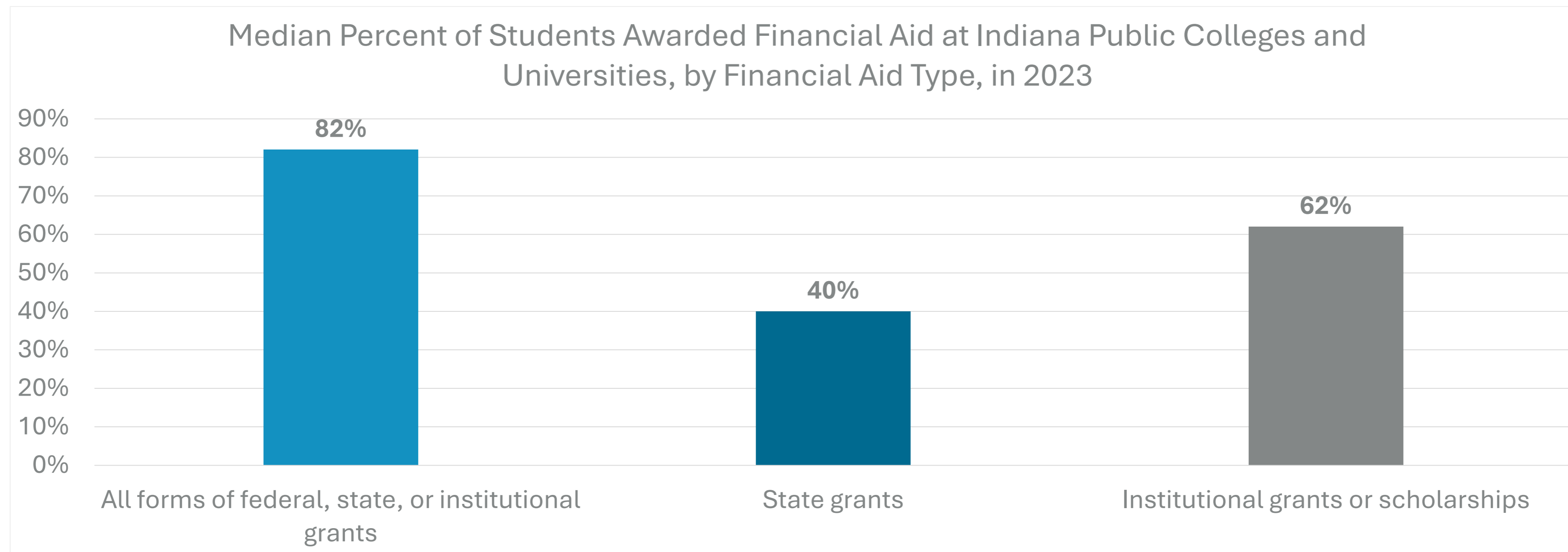
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Myth: Most Indiana resident students don't receive financial aid at Indiana public colleges and universities.

Reality: Indiana public colleges and universities reported awarding **82%** (median) of 2023 first-time, full-time undergraduate students some form of federal, state, and/or institutional grant aid.



SOURCE

HEA 1001 Dashboard, 'College Costs & Financial Aid' section <https://learnmoreindiana.org/wp-content/uploads/2025/03/HMS-Presentation-2025.pdf>

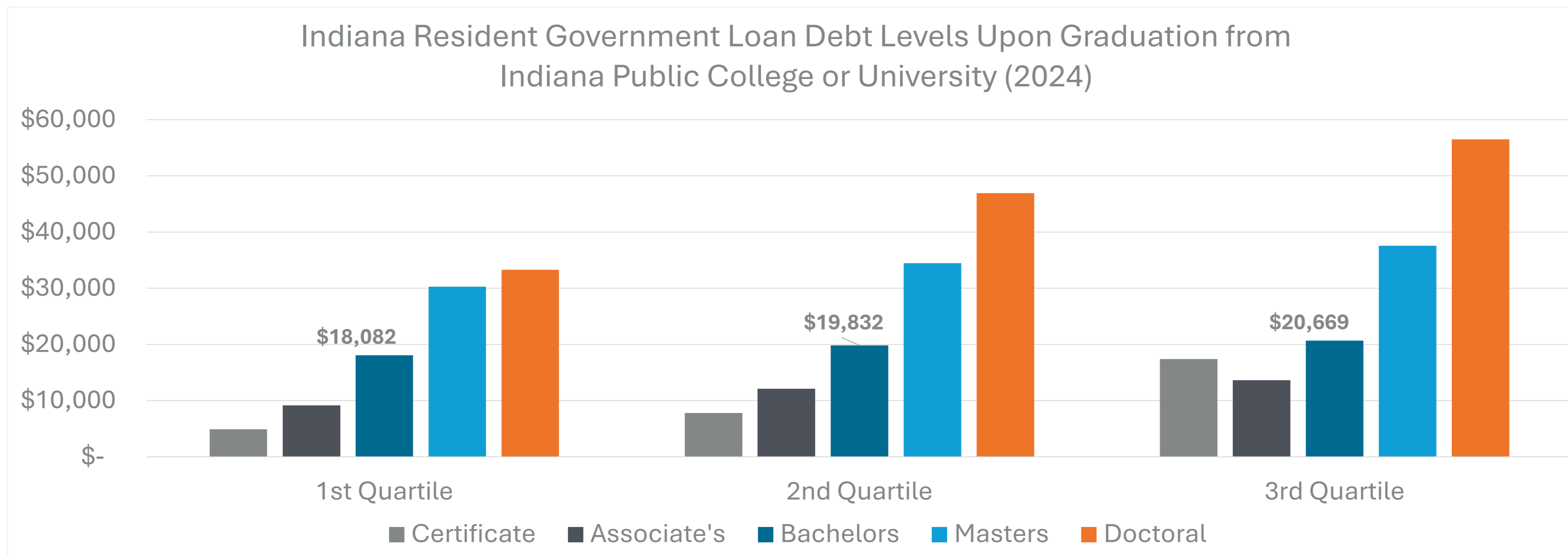
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Myth: Almost all Indiana graduates from an in-state public college or university leave with a six-figure loan debt and monthly loan repayment amounts higher than the cost of rent.

Reality: In 2024, about 50% of Indiana resident students graduating from a 4-year bachelor's degree program had federal student loan debt totaling around **\$20,000 (equivalent to a payment of around \$230 per month)**.



SOURCE

HEA 1001 Dashboard, Institutional Data Submissions, 'Student Debt Levels' section

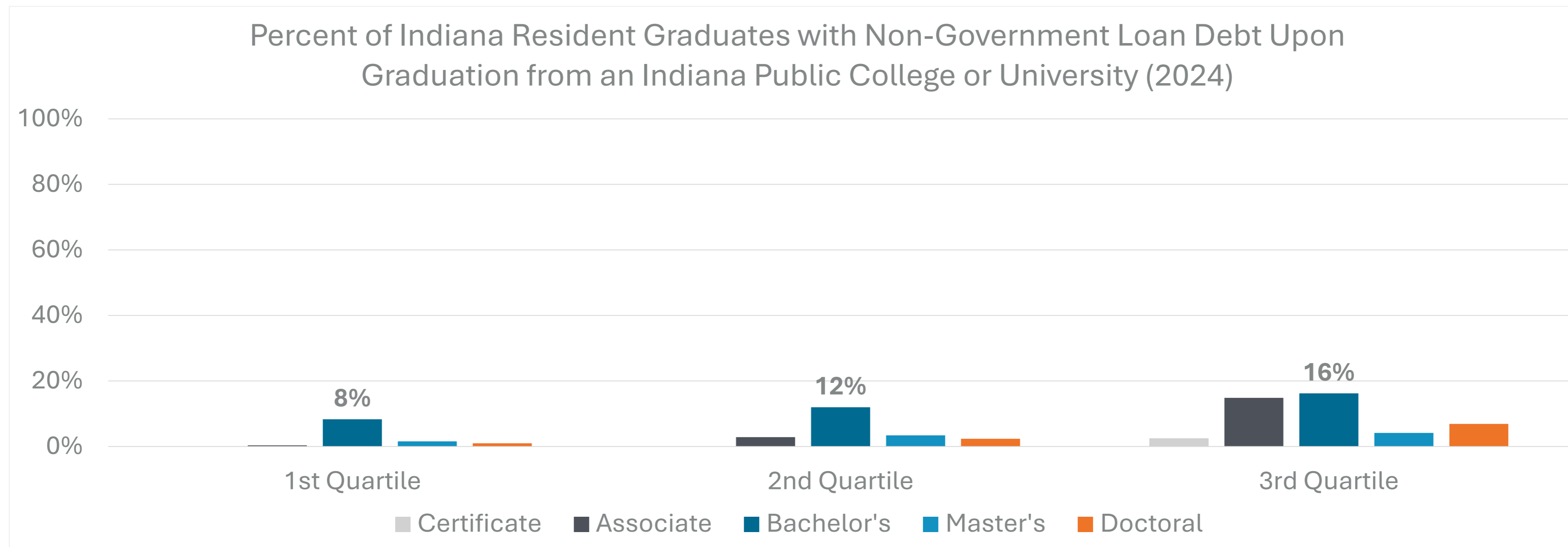
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Myth: Most Indiana students graduating from an Indiana public college or university must borrow private loans in addition to federal student loans.

Reality: In 2024, a small percentage – **about 12-15%** – of Indiana resident students graduating from a bachelor’s degree program graduated with private student loan debt.



SOURCE

HEA 1001 Dashboard, Institutional Data Submissions, 'Student Debt Levels' section

STUDENT RETURN ON INVESTMENT



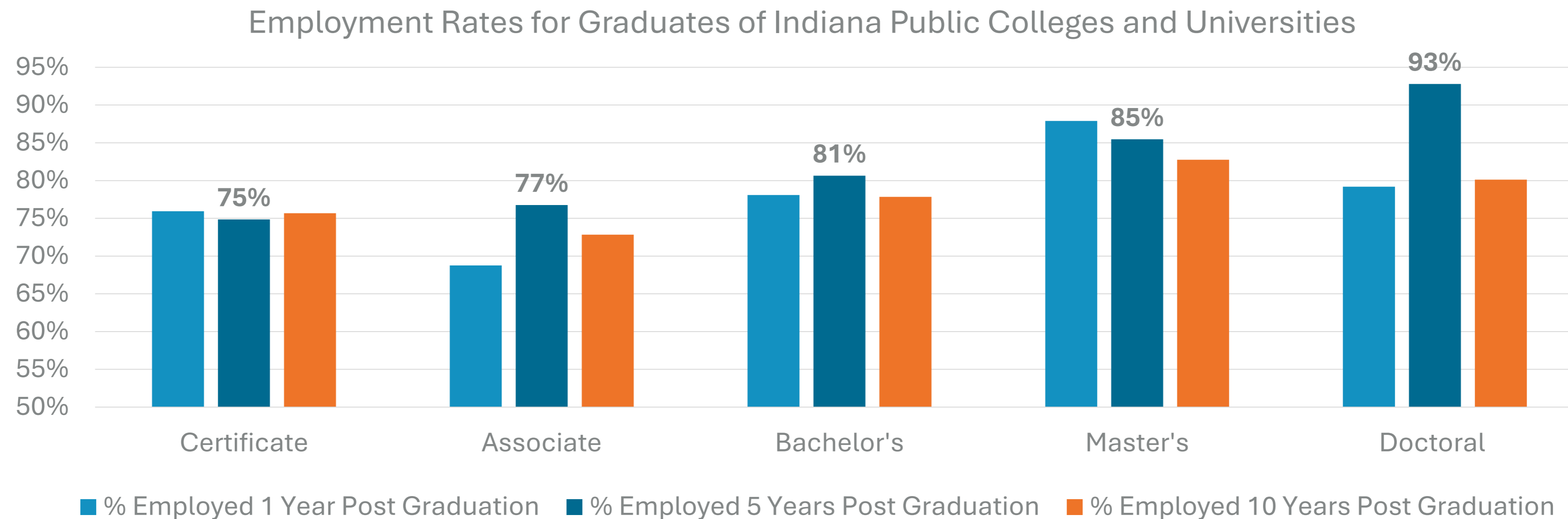
STUDENT RETURN ON INVESTMENT



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Myth: Students graduating from certificate and degree programs at Indiana public colleges and universities have low rates of employment.

Reality: Students graduating from Indiana public colleges and universities generally experience **higher levels of employment** as educational attainment increases.



SOURCE

HEA 1001 Dashboard, Post Secondary Employment Outcomes Explorer

STUDENT RETURN ON INVESTMENT

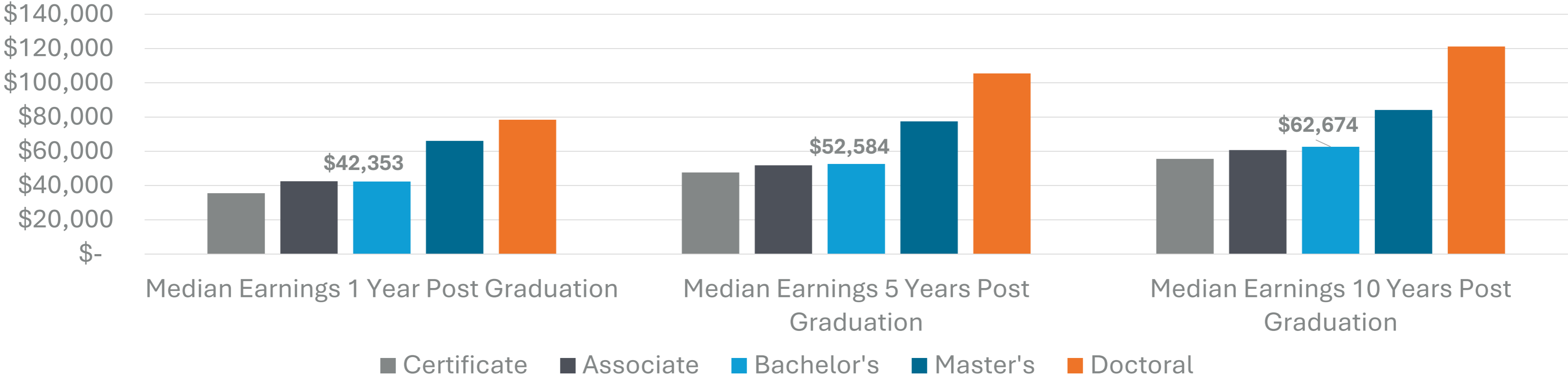


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Myth: Most students graduating from certificate and degree programs at Indiana public colleges and universities do not experience a positive return on investment (ROI).

Reality: The median wage earning for a student **five years** after earning a bachelor’s degree at an Indiana public college or university is over **\$52,500**. **Ten years** after graduation, bachelor’s degree holders have median earnings of **over \$62,500**.

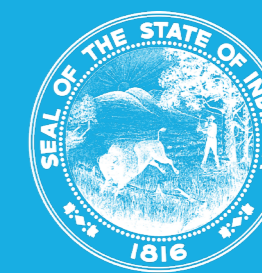
Return on Investment (Median Wage) Post-Graduation from a Indiana Public College or University



SOURCE

HEA 1001 Dashboard, Post Secondary Employment Outcomes Explorer

STUDENT RETURN ON INVESTMENT

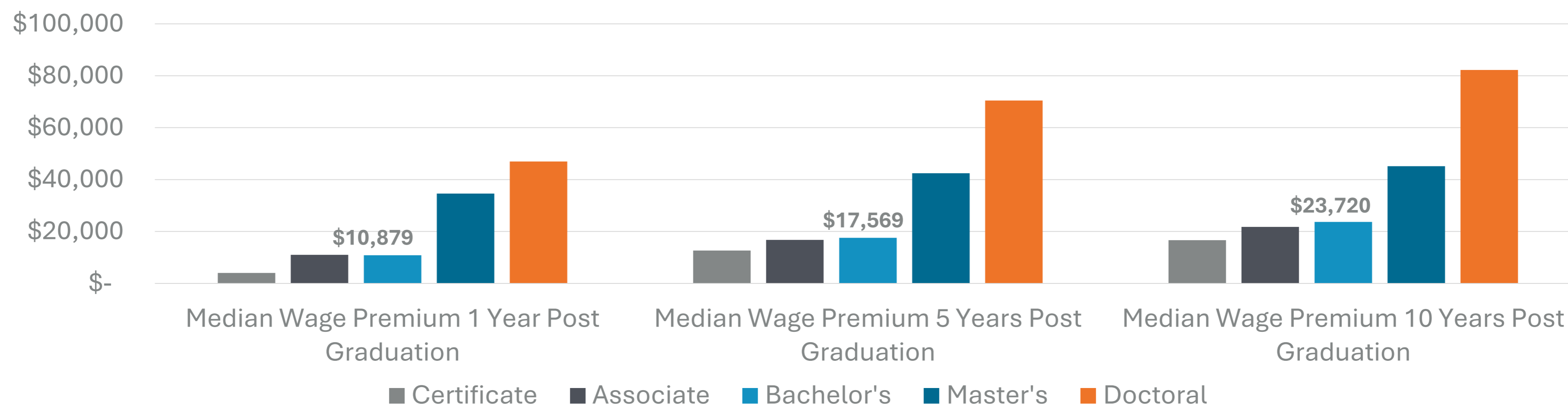


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Myth: Students graduating from certificate and degree programs at Indiana public colleges and universities have similar wages as Indiana workers with a high school diploma.

Reality: The **annual wage premium** five years after graduation from an Indiana public State Educational Institution (SEI) bachelor's degree program is **over \$17,500** compared to wages of a high school graduate in Indiana.

Median Wage Premiums Post Graduation from Indiana Public SEI Compared to High School Diploma Earners



SOURCE

HEA 1001 Dashboard, Post Secondary Employment Outcomes Explorer; wage premium calculated using Indiana high school diploma earnings https://www.rand.org/pubs/research_reports/RRA3407-1.html

WORKFORCE AND ECONOMIC ALIGNMENT



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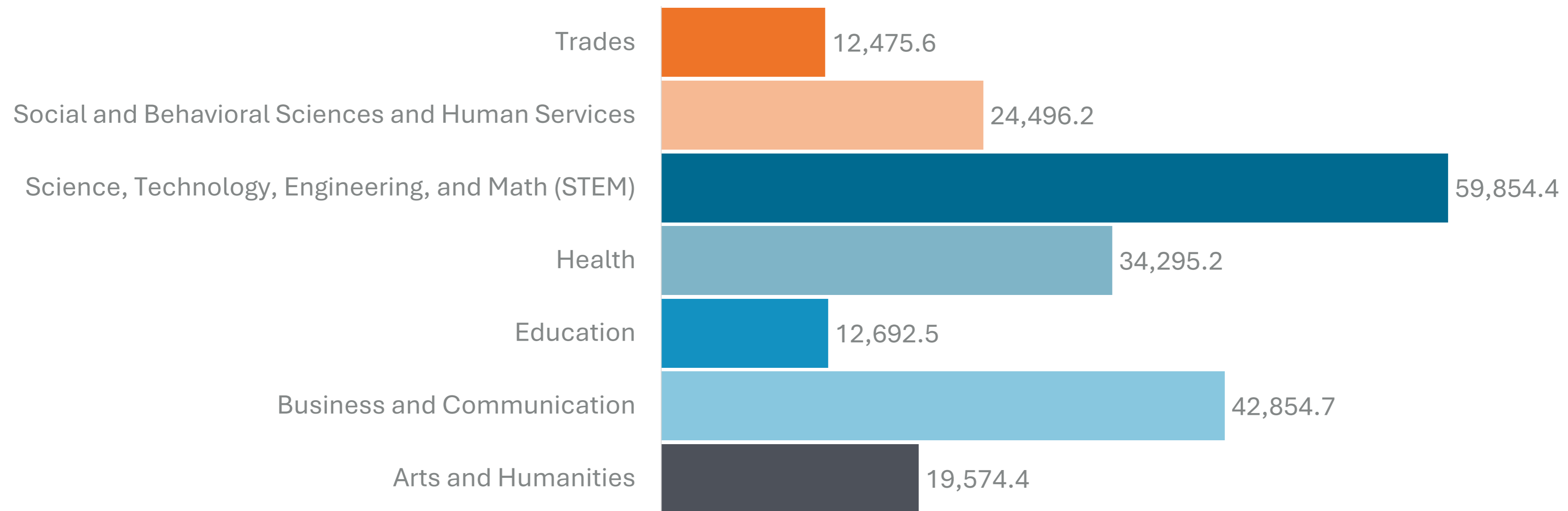


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Myth: *Indiana public colleges and universities primarily support enrollment in the liberal arts.*

Reality: Students enrolled at Indiana public colleges and universities are predominantly enrolled in **STEM, health, and business/communications.**

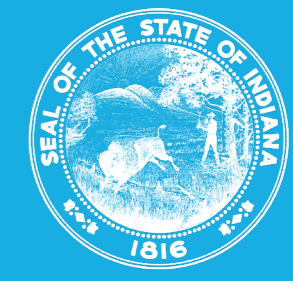
FY 2023 Enrollment (Full-Time Equivalent)



SOURCE

HEA 1001 Dashboard, 'Enrollment & Degrees' section

WORKFORCE AND ECONOMIC ALIGNMENT



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Myth: *Indiana public colleges and universities do not support in-demand workforce industries in Indiana.*

Reality: **Over 80% of graduates** from Indiana public colleges and universities who are working in Indiana one year after graduation are employed in one of Indiana’s top 10 industries.

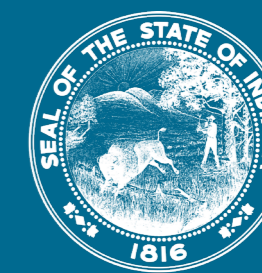
<u>NAICS Industry and Rank (by number of jobs in Indiana Q1 2024)</u>	<u>Working in Indiana in designated industry 1 year after graduation</u>	<u>Working in Indiana in designated industry 5 years after graduation</u>	<u>Working in Indiana in designated industry 10 years after graduation</u>
Manufacturing (1)	9.22%	10.56%	11.33%
Health Care and Social Services (2)	24.65%	24.29%	23.39%
Retail Trade (3)	7.07%	4.71%	3.88%
Accommodation and Food Services (4)	4.35%	2.13%	1.51%
Educational Services (5)	17.49%	20.08%	21.18%
Transportation & Warehousing (6)	2.39%	2.12%	2.16%
Admin. & Support & Waste Mgt. & Rem. Services (7)	4.29%	3.16%	2.88%
Construction (8)	2.43%	2.35%	2.34%
Professional, Scientific, and Technical Services (9)	8.33%	8.46%	8.50%
Wholesale Trade (10)	2.84%	3.45%	3.91%
Total % of Graduates from Indiana Public Colleges and Universities working in Top 10 Industries	83.1%	81.3%	81.1%

SOURCE

HEA 1001 Dashboard, Post Secondary Employment Outcomes Explorer (graduates between 2001 and 2020)

STATS Indiana, using Indiana Department of Workforce Development data aggregated by the Indiana Business Research Center

WORKFORCE AND ECONOMIC ALIGNMENT



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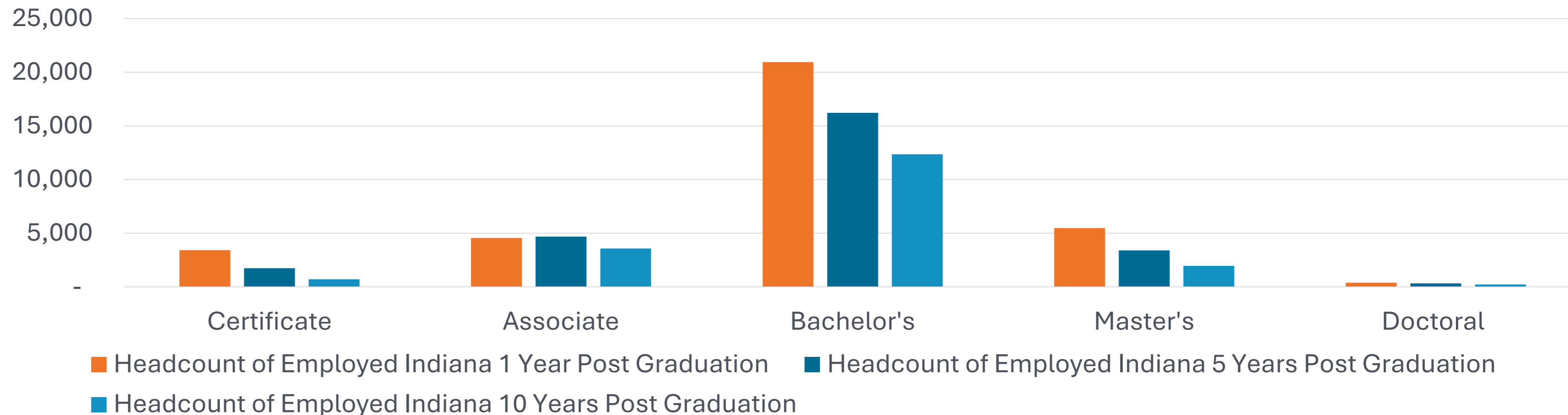
Myth: Degree programs at Indiana public colleges and universities don't align with the jobs needed in Indiana.

Reality: Since 2001, almost **35,000 graduates** from Indiana public colleges and universities have begun working in the state's **manufacturing industry** within one year of graduation.

MANUFACTURING INDUSTRY

Activities of this sector are the mechanical, physical, or chemical transformation of materials, substances, or components into new products.

Count of Graduates (2001 – 2020) from Indiana Public Institutions Employed in Manufacturing Industry in Indiana upon Graduation



SOURCE

HEA 1001 Dashboard, Post Secondary Employment Outcomes Explorer

WORKFORCE AND ECONOMIC ALIGNMENT



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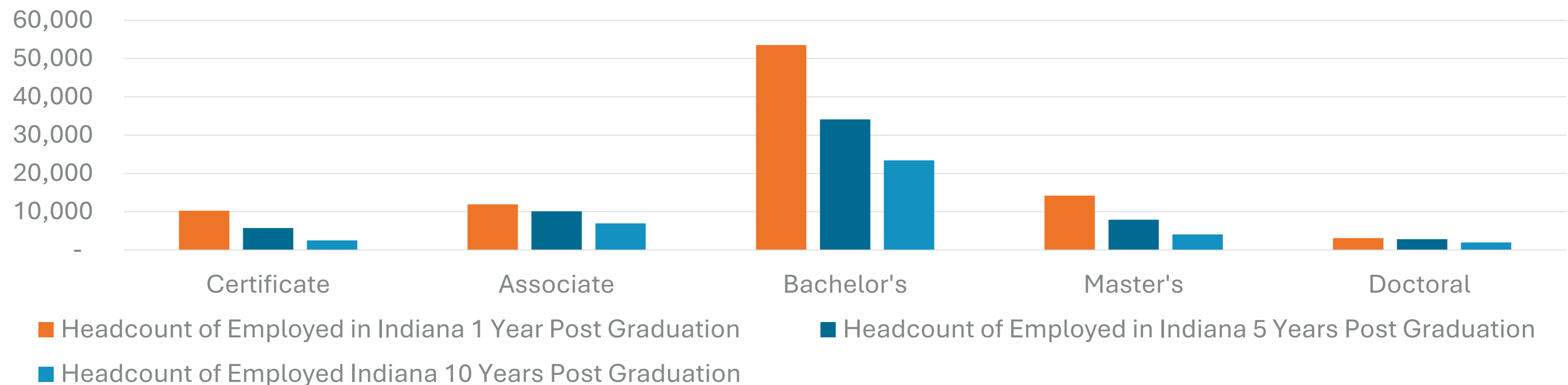
Myth: Degree programs at Indiana public colleges and universities don't align with the jobs needed in Indiana.

Reality: Since 2001, almost **93,000 graduates** from Indiana public colleges and universities have begun working in the state's **healthcare and social assistance** industry within one year of graduation.

HEALTH CARE AND SOCIAL ASSISTANCE INDUSTRY

Activities of this sector are providing health care and social assistance for individuals.

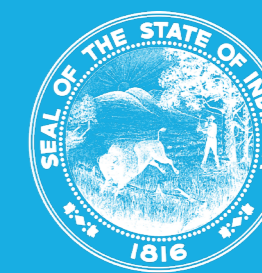
Count of Graduates (2001 – 2020) from Indiana Public Institutions Employed in Healthcare and Social Assistance Industry in Indiana upon Graduation



SOURCE

HEA 1001 Dashboard, Post Secondary Employment Outcomes Explorer

WORKFORCE AND ECONOMIC ALIGNMENT



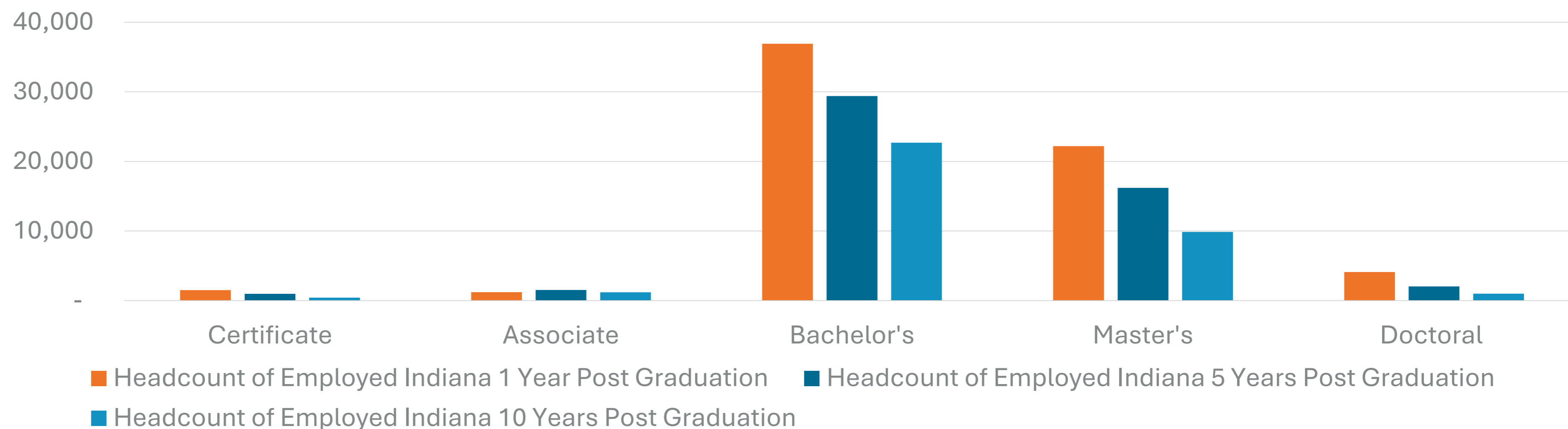
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Myth: Degree programs at Indiana public colleges and universities don't align with the jobs needed in Indiana.

Reality: Since 2001, **66,000 graduates** from Indiana public colleges and universities have begun working in the **education services** industry in the state of Indiana within one year of graduation.

EDUCATION SERVICES INDUSTRY
Activities of this sector are providing instruction and training in a wide variety of subjects.

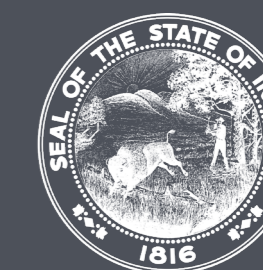
Count of Graduates (2001 – 2020) from Indiana Public Institutions Employed in Education Services Industry in Indiana upon Graduation



SOURCE

HEA 1001 Dashboard, Post Secondary Employment Outcomes Explorer

ACCOUNTABILITY



ACCOUNTABILITY

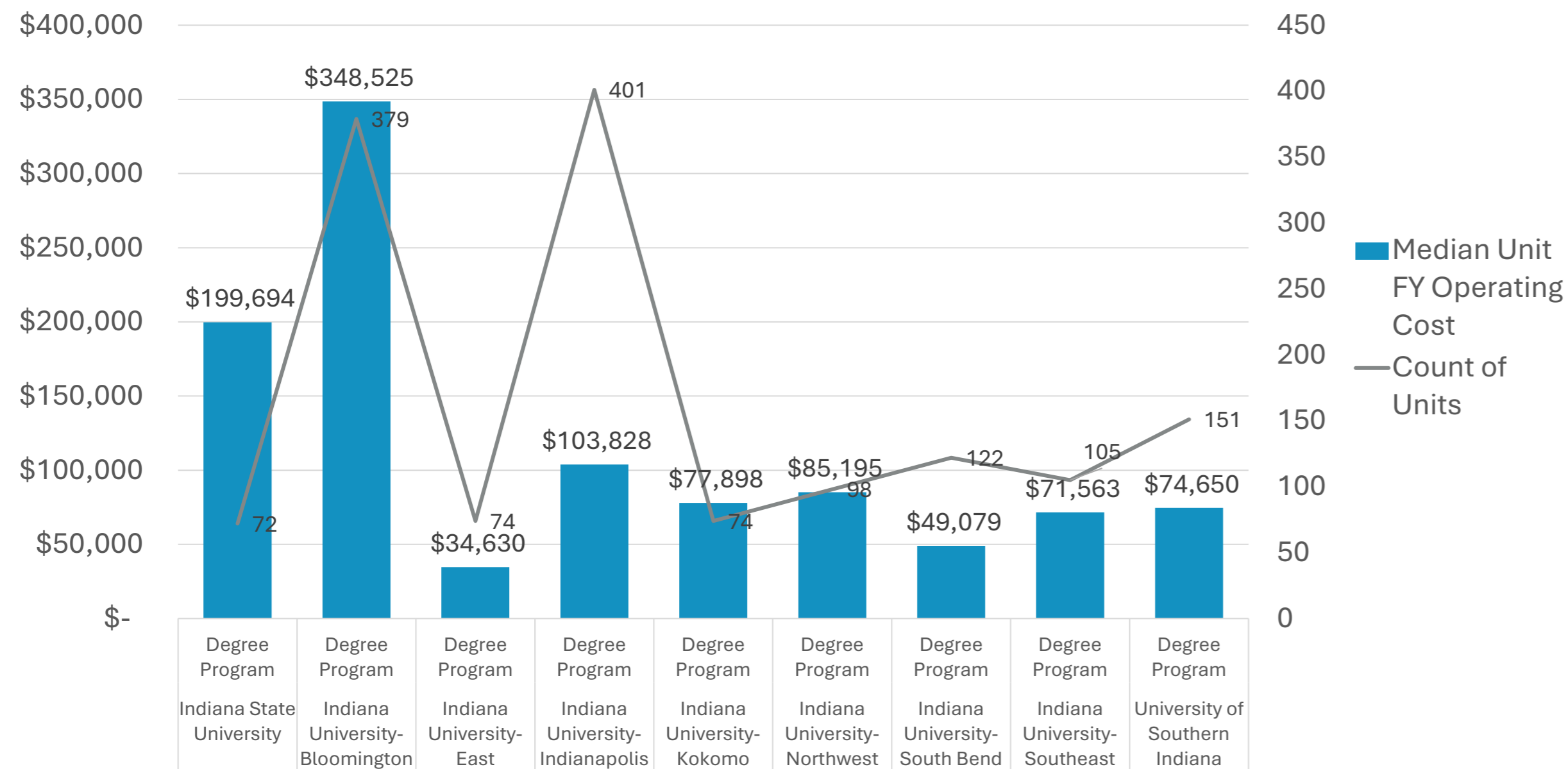


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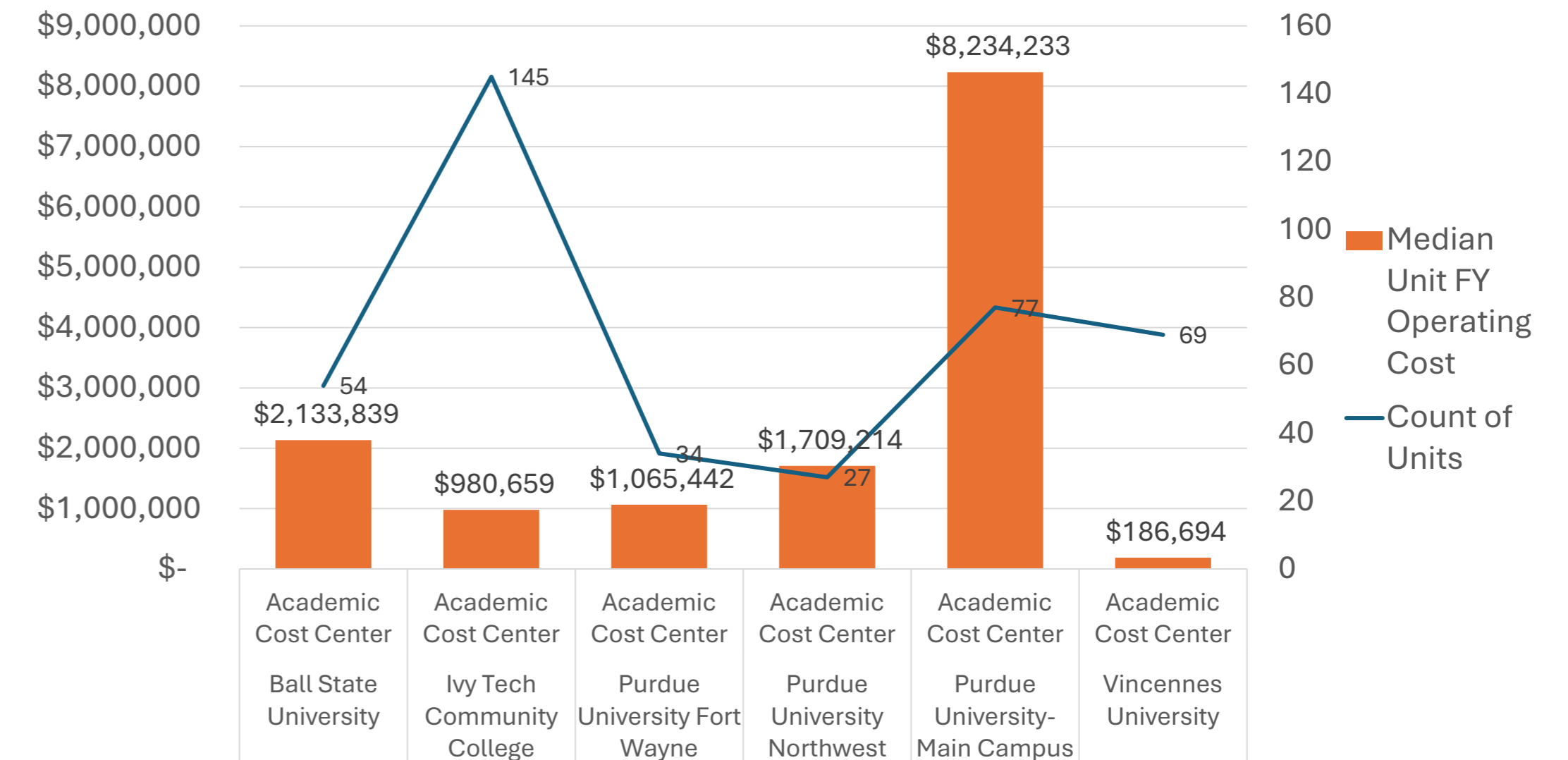
Myth: Institutions do not know how much it costs to run their degree programs.

Reality: Some Indiana public colleges and universities capture operational costs per degree program (left) while others capture operational costs per cost center (right). In both instances, institutions can quantify their operational costs.

Median Operational Cost per Degree Program



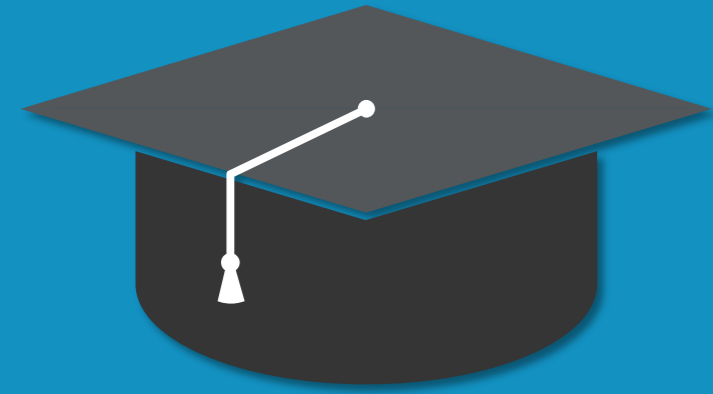
Median Operational Cost per Cost Center



SOURCE

HEA 1001 Dashboard, Institutional Data Submissions, "Operational Costs" section

ACCOUNTABILITY

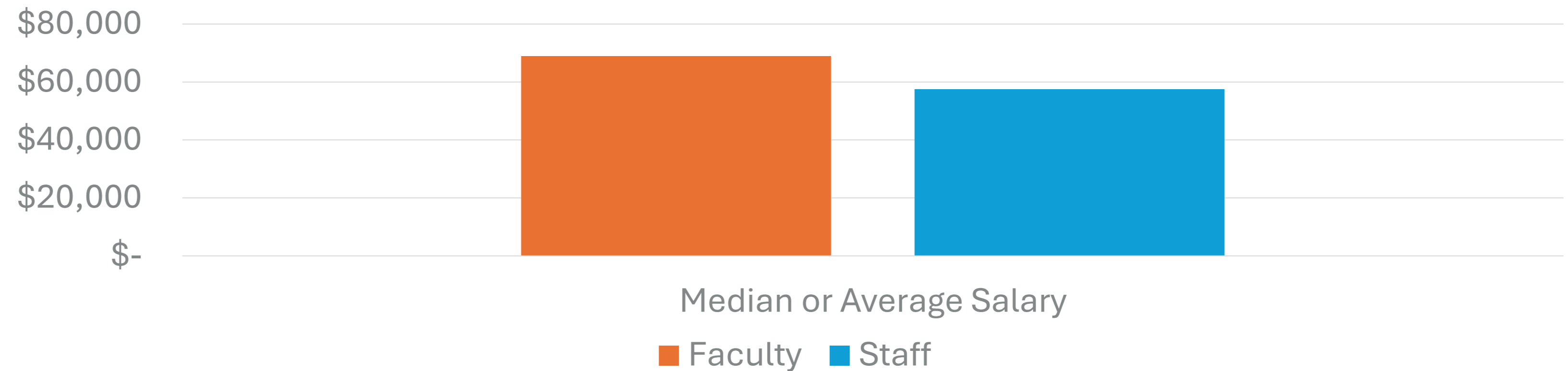


The average salary for full-time non-instructional staff (excluding medical staff) was \$57,524 in 2022.

Myth: Indiana public college and university faculty and staff are paid excessive salaries compared to professionals in other industries, increasing the cost to students.

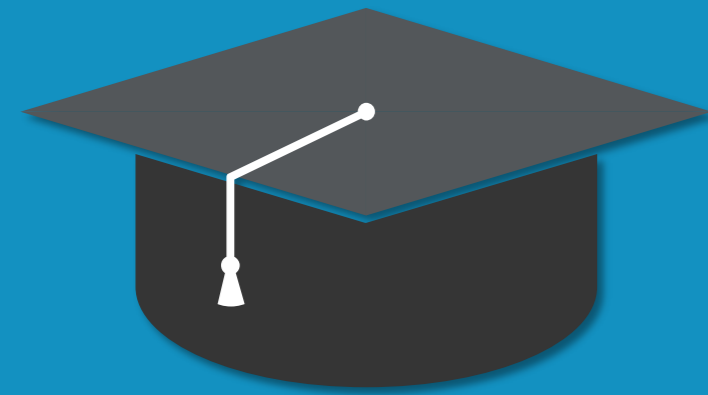
Reality: Across all Indiana public colleges and universities, the **median full-time instructional staff salary** across all ranks (excluding medical faculty) was **\$68,850** in 2022.

Annual Salaries for Faculty and Staff at Indiana Public Colleges and Universities (2022)



SOURCE

HEA 1001 Dashboard, Institutional Data Submissions, Student to Faculty / Student to Staff Ratios



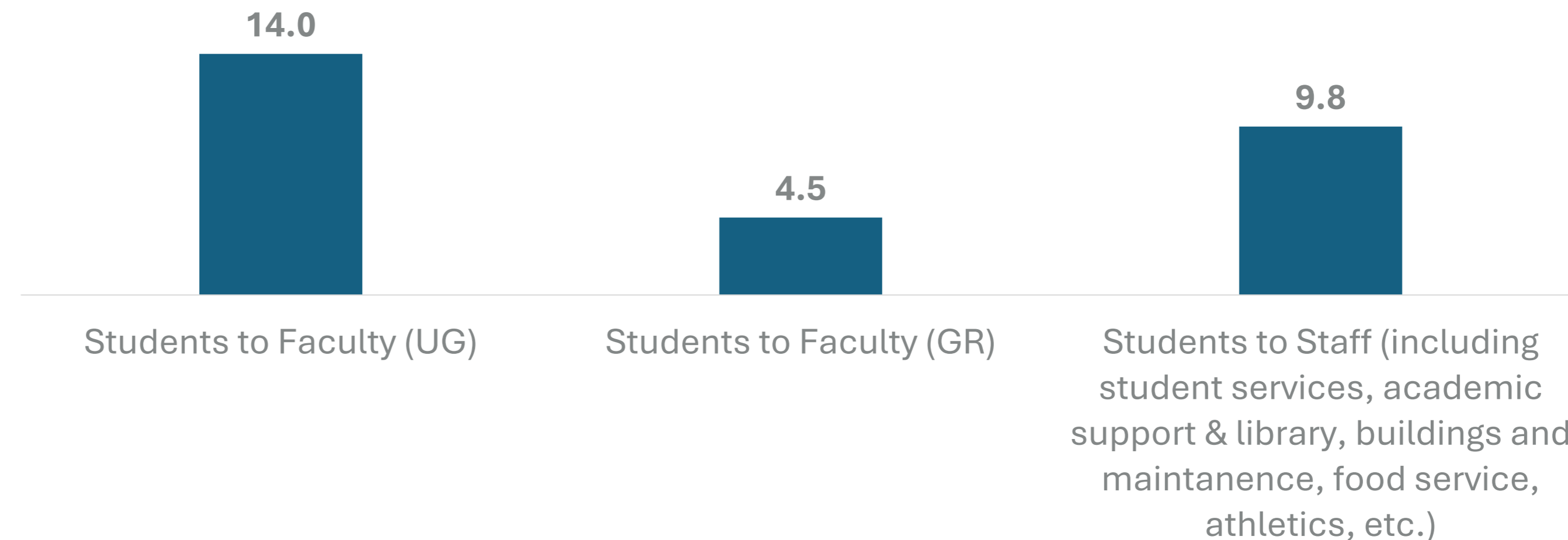
While faculty serve the most critical role as instructors, **non-instructional staff provide essential support** for academic services, maintenance of buildings and grounds, operating athletics and student activities, providing food service, medical facility and hospital maintenance, and other campus functions.

ACCOUNTABILITY

Myth: *Indiana public colleges and universities have disproportionate staffing levels compared to instructors.*

Reality: Across all Indiana public colleges and universities, there are 14 undergraduate students for every faculty member and 10 students (both undergraduate and graduate) for every staff member.

Median Number of Students to Faculty and Staff at Indiana Public Colleges and Universities



SOURCE

HEA 1001 Dashboard, Institutional Data Submissions, Student to Faculty / Student to Staff Ratios

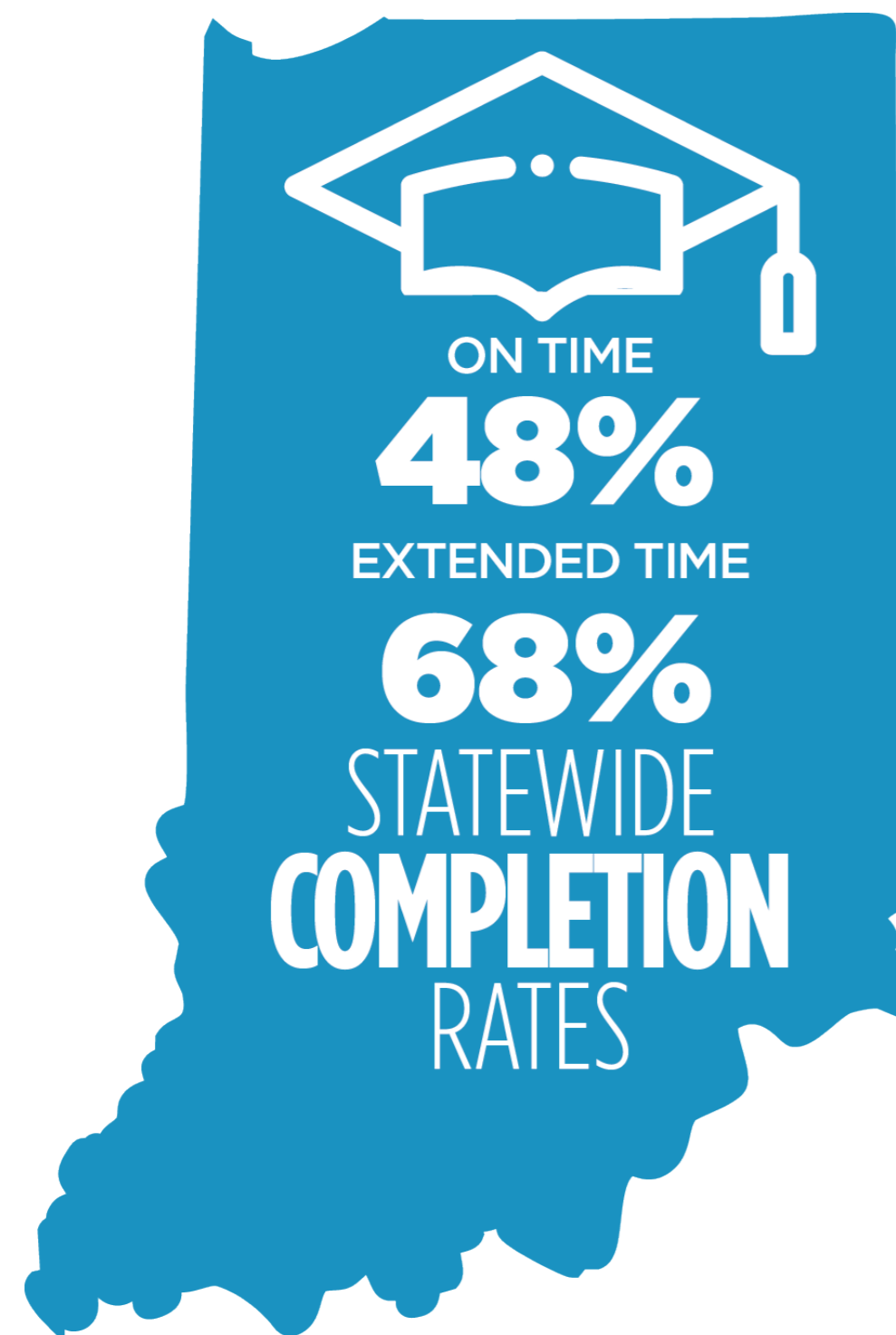
ACCOUNTABILITY



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Myth: Compared to other states, Indiana colleges and universities graduate their students at far lower rates than their peers.

Reality: Indiana is one of the **top 10 states** in the nation for the percentage of students (68%) who complete their degree within six years, and close to half of students complete their degree on time. At Indiana's four-year main campuses, **60%** of students complete their degree on time and **80%** complete in six years.



**EXTENDED TIME
COMPLETION RATES**
(Students who complete their
degree within six years)

SOURCE

HEA 1001 Dashboard, External Data Links, 'Degree Completion Rates'

KEY TAKEAWAYS





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KEY TAKEAWAYS

- ▶ Indiana public 2-year and 4-year institutions **use taxpayer dollars effectively** to prioritize student success, helping **Indiana lead the nation (8th)** in successfully graduating students.
- ▶ Indiana public 2-year and 4-year institutions **use taxpayer dollars efficiently** to prioritize students, as evidenced by **small student-to-faculty ratios** and reasonable compensation levels for faculty and staff.

KEY TAKEAWAYS



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- ▶ Hoosier students and families have **affordable, quality** options for training beyond high school across the state's public 2-year and 4-year institutions.
- ▶ Hoosier students and families can count on a **strong return on investment (ROI)** when they choose to attend any of the state's public 2-year and 4-year institutions.



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