

2014 Peer Report: Nebraska State College System



Approved by the Commission June 19, 2014



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Introduction

As outlined in Neb. Rev. Stat. § 85-1413(5)(g), Nebraska's Coordinating Commission for Postsecondary Education is required to establish peer groups for public institutions in Nebraska. Selection of peer groups for Nebraska's State Colleges was last conducted in 1993. Since institutions can change over time, the Commission deemed it necessary to develop updated peer groups for each of the State Colleges.

The following report describes the peer selection process utilized by Nebraska's Coordinating Commission for Postsecondary Education for the State Colleges. The Commission's final peer groups for the State Colleges are outlined in [Table 7](#), [Table 8](#), and [Table 9](#). Additionally, analysis datafiles for the State Colleges have been provided as separate documents.

Purpose of Developing Peer Groups

The Comprehensive Statewide Plan for Postsecondary Education defines the Commission's purpose for establishing peer groups for Nebraska's public colleges and universities as follows:

Peer Groups

A peer institution is one which is representative of the institution to which it is compared.

- In the context of the Comprehensive Plan as an evolving document, the Commission will provide a list of peer institutions for each of Nebraska's 13 public postsecondary educational institutions.*
- Peer groups will be used for budget and program review as well as for other comparisons that will aid in Commission decision-making. **The Commission's purposes for the use of peer groups are not intended to influence the collective bargaining process.***

Peer institutions are defined as institutions sufficiently similar in mission, programs, size, students, wealth, etc., and are used to establish basic central tendencies. Aspirational peer institutions in some ways excel the target institution, which would like to emulate the aspirational institutions' accomplishments and set similar goals. Competitors are rival institutions contesting for students, faculty, research dollars, etc.

The Commission staff identified peer institutions consistent with the definition above. As the peer groups are used for program reviews, budget analysis, tuition and fees comparisons, facilities analysis, and similar types of comparisons, the Commission staff did not specifically include aspirational or competitor institutions.

Summary of Evaluation Process

Evaluation Plan Development

Before Commission staff launched the evaluation process for Nebraska's State Colleges, Interim Executive Director Dr. Carna Pfeil met with the Commission's Planning and Consumer Information Committee and identified a number of variables for potential use in analyses of and comparisons between institutions.

Commission staff also researched methodological approaches utilized by other organizations for peer group selection and held several internal meetings throughout the evaluation process to discuss methods for selecting and evaluating peer institutions. Due to the unique makeup of Nebraska's State Colleges, the selection process was very much an iterative process with selection criteria adjusted as deemed necessary.

Evaluation Process

Data Sources

The Integrated Postsecondary Education Data System (IPEDS) served as the main data source for the listing of potential peers. In addition, college housing data was obtained from the College Board's Annual Survey of Colleges.¹ This data was matched to the IPEDS list to form the original database of peers used in the Commission's evaluation.

Selection Criteria

The Commission's Planning and Consumer Information Committee initially identified more than 30 variables for potential use in the selection of peer institutions. Due to the large amount of data points, it was not feasible to include all of these variables in the selection process. *Outcome variables*, such as graduation and retention rates, were excluded from the Commission's analysis. Rather, the Commission focused on key *input variables*—open admission policy, 12-month unduplicated headcount, percent of students who are full time, etc.—that are likely to impact outcome variables.

Focusing on these key variables, Commission staff selected peers through the use of screening variables as well as evaluation variables.

Screening Variables

The listing of potential peers was narrowed by first applying selection criteria to screen in/out potential peer institutions. The use of screening variables ensures essential characteristics of each college are present in its respective peer group. For example, since it would be illogical to compare Nebraska's State Colleges to two-year institutions, two-year institutions were screened completely out of the potential peer pools even though most two-year institutions are classified

¹ Annual Survey of Colleges 2013. Copyright © 2013 The College Board. Custom data file for CDS F question. This material may not be copied, published, rewritten or redistributed without permission.

as open admission. (See [Rational for Selection Criteria](#) for more information on selection criteria.)

As outlined in [Table 1](#), the following screening variables were utilized for all three State Colleges: location, sector, admission policy, availability of Classification of Instructional Programs (CIP) data, 12-month unduplicated headcount, and the percentage of students who are minorities. Through the implementation of these screening variables, the remaining peer pools for the State Colleges were reduced to 26 institutions.

Table 1

Screening Variables Applicable to All State Colleges

Variable Description	Screen In Responses	Remaining N ^a
1. Data source	Institutions that reported to IPEDS in 2012-13	7,735
2. Location	Located in 50 states or D.C.	7,565
3. Sector	Public 4-year or above	693
4. Admission policy	Open admission policy	115
5. CIP data	≠ blank	113
6. 12-month unduplicated headcount graduate students	> 0	49
7. 12-month unduplicated headcount total	1,300 - 8,300	33
8. % of students who are minorities	≠ blank AND ≤ 45%	27

Note. Data source: Integrated Postsecondary Education Data System.

^aN count includes the target institution.

The percent of students enrolled full time and the top five CIP codes were also used as screening variables (see [Appendix A](#) for CIP code definitions). However, as outlined in [Table 2](#), the screen in responses for these variables varied by the target institution. Following the application of screening variables, a total of 23 potential peers remained for Peru State College, while only 18 potential peers remained for Chadron State College and Wayne State College.

Table 2

Screening Variables Individually Tailored to Each State College

Variable Description	Screen In Responses	Remaining N ^b
9. % of students who are full time	Chadron: ≠ blank AND ≥ 45%	18
	Peru: ≠ blank AND ≥ 30%	24
	Wayne: ≠ blank AND ≥ 45%	18
10. Top 2 out of 5 CIP codes	Chadron: 13, 52, 30, 42, 26	18
	Peru: 13, 52, 42, 43, 11	23
	Wayne: 13, 52, 42, 31, 43	18

Note. Data source: Integrated Postsecondary Education Data System.

^bN count does not include the target institution.

Evaluation Variables

After the peer pools were reduced to 23 (Chadron), 18 (Peru), and 23 (Wayne) through screening variables, Commission staff evaluated each remaining peer on an individual basis. Variables examined during this step included the CIP code distribution, student-faculty ratio, percentage of degrees granted at various levels, the number of programs offered (total and distance education), whether or not the institution offers housing and/or athletics, the percentage of freshmen living in college housing, and the location of the institution.

Rational for Selection Criteria

The selection criteria used focused on the size of the institution (via total 12-month unduplicated headcount and the percent of students who are full time) rather than the location of the institution. Therefore, the initial listing of peers had the potential to include institutions from any of the 50 states as well as Washington, D.C. Attention was paid to the location of the institution to ensure the final peer group included institutions from an assortment of different areas.

All of Nebraska's State Colleges have an open admission policy, which means that any individual with a high school diploma or GED is admitted, regardless of test scores, academic records, etc. Therefore, the selection criteria ensured the admission policy of the institution was classified as "open admission" in IPEDS.

The sector of the institution was used to restrict the control and level of the peer pool to those classified as public four-year and higher. Unfortunately, as shown in [Table 3](#), only 115 U.S. public four-year or above institutions have open admission policies (IPEDS, 2012–2013).² While these variables greatly reduced the peer pools for the State Colleges, it was essential to include these variables due to their potential impact on not only program offerings and budget-related items, but also because of their potential impact on outcome variables such as graduation and retention rates.

Selection criteria also ensured potential peers were comparable to each State College in terms of the program mix in degrees granted. The top five CIPs were identified for each institution. Initially, the Commission's goal was to have each potential peer match on at least three out of five of the target institution's top CIP codes. However, due to the limited number of remaining potential peers, the Commission included institutions matching on at least two out of five of the target institution's top CIP codes. Additionally, the CIP distributions were evaluated individually for each potential peer during the evaluation.

Since Nebraska's State Colleges offer graduate-level programs, only institutions that enroll graduate students were screened into the peer pools. Furthermore, the distribution of degrees across award levels was taken into consideration when selecting potential peers. The Commission also attempted to identify institutions similar in terms of the total number of programs offered and the number of programs offered via distance education.

² For selection criteria, the Commission utilized the most up-to-date, final data release from IPEDS and the College Board. In an attempt to increase the pool of potential peers, the Commission also analyzed provisional open admission policy data from IPEDS for 2013–2014. While three public four-year or above institutions changed to open admission, none of these institutions were viable peers.

Table 3*Sector of Institution by Open Admission Policy*

Sector	Open Admission	Not Open Admission	Not Applicable	Not Reported or Missing	Total
Administrative Unit	0	0	80	1	81
Private for-profit, 2-year	895	147	20	19	1081
Private for-profit, 4-year or above	405	318	73	2	798
Private for-profit, less-than 2-year	1649	66	40	30	1785
Private not-for-profit, 2-year	69	79	35	6	189
Private not-for-profit, 4-year or above	192	1118	342	10	1662
Private not-for-profit, less-than 2-year	72	14	8	4	98
Public, 2-year	1012	34	3	12	1061
Public, 4-year or above	118 ^a	547	45	1	711
Public, less-than 2-year	187	70	6	5	268
Sector unknown (not active)	0	0	0	1	1
Total	4599	2393	652	91	7735

Note. Data source: Integrated Postsecondary Education Data System.

^aThree out of 118 public 4-year or above institutions with open admission policies are located outside of the United States.

Given that racial groups often show disparities on outcomes such as graduation rates, the percentage of students who are minorities was also considered during the selection process. Finally, due to the impact on finances, Commission staff considered the student-faculty ratio, whether or not the institution offers housing and athletics, and the percentage of freshmen living in college housing.

Proposed Peers, Alternates, and Potential Replacements

Initially, the Commission's objective was to reduce each State College's peer pool to 18 institutions that are the most similar to the target institution. This list was to include ten Commission-selected peers, two alternate peers (available for substitution in the event an institution from the peer group is not a viable peer), and six potential replacements (for use only during the initial selection - potential replacements for a peer and/or an alternate if the particular target institution requested and provided adequate justification).

However, due to the unique makeup of the State Colleges (in particular, the combination of 'open admission' and 'public four-year or above'), the Commission was not able to identify 18 suitable peer institutions. Rather, a total of 15 institutions were identified for Chadron State College and Wayne State College (10 peers, two alternates, three potential replacements), while 16 institutions were identified for Peru State College (10 peers, two alternates, four potential replacements). The Commission then sent the proposed peer groups to the State Colleges for their review and suggestions.

Goal of Peer Selection Process

The ultimate goal of the Commission was to develop three distinct peer groups—one for each State College—by matching on specific variables. Since the three State Colleges are rather

homogenous, some overlap between these three peer groups was expected. However, after analyzing all IPEDS-reporting institutions, the Commission recommended utilizing essentially the same peer group (including alternates) for each State College (see [Tables 4, 5, and 6](#)). Each proposed peer group was slightly different, simply because the target institution was not included in its own group. (For example: Chadron’s proposed peer group included Peru and Wayne, while Peru’s peer group included Chadron and Wayne.)

Table 4

Proposed Peer Group for Chadron State College and Select Screening/Evaluation Variables

Description & Unit ID	Institution Name	State	12-mo Undup HC			% Minority	% FT
			Under Grad	Grad	Total		
Target Institution:							
180948	Chadron State College	NE	2,879	1,010	3,889	14%	63%
Proposed Peers:							
206914	Cameron University	OK	7,535	727	8,262	45%	64%
183257	Granite State College	NH	2,540	465	3,005	6%	49%
177940	Lincoln University	MO	3,950	260	4,210	43%	62%
178387	Missouri Western State University	MO	7,027	236	7,263	15%	68%
180179	Montana State University Billings	MT	5,736	869	6,605	13%	69%
204671	Ohio State University-Lima Campus	OH	1,482	81	1,563	10%	83%
181534	Peru State College	NE	2,786	443	3,229	10%	52%
205443	Shawnee State University	OH	5,393	97	5,490	9%	86%
106485	University of Arkansas at Monticello	AR	4,675	213	4,888	39%	67%
181783	Wayne State College	NE	3,243	1,036	4,279	10%	83%
Proposed Alternates:							
200226	Mayville State University	NH	1,289	21	1,310	14%	58%
206613	Wright State University-Lake Campus	OH	1,980	191	2,171	7%	60%
Potential Replacements:							
204680	Ohio State University-Mansfield Campus	OH	1,556	88	1,644	12%	83%
204699	Ohio State University-Marion Campus	OH	1,700	108	1,808	19%	78%
204705	Ohio State University-Newark Campus	OH	3,034	125	3,159	21%	83%

Note. Undup = unduplicated. HC = headcount. FT = full time. Data source: Integrated Postsecondary Education Data System.

Table 5*Proposed Peer Group for Peru State College and Select Screening/Evaluation Variables*

Description & Unit ID	Institution Name	State	12-mo Undup HC			% Minority	% FT
			Under Grad	Grad	Total		
Target Institution:							
181534	Peru State College	NE	2,786	443	3,229	10%	52%
Proposed Peers:							
206914	Cameron University	OK	7,535	727	8,262	45%	64%
180948	Chadron State College	NE	2,879	1,010	3,889	14%	63%
183257	Granite State College	NH	2,540	465	3,005	6%	49%
177940	Lincoln University	MO	3,950	260	4,210	43%	62%
178387	Missouri Western State University	MO	7,027	236	7,263	15%	68%
180179	Montana State University Billings	MT	5,736	869	6,605	13%	69%
204671	Ohio State University-Lima Campus	OH	1,482	81	1,563	10%	83%
205443	Shawnee State University	OH	5,393	97	5,490	9%	86%
106485	University of Arkansas at Monticello	AR	4,675	213	4,888	39%	67%
181783	Wayne State College	NE	3,243	1,036	4,279	10%	83%
Proposed Alternates:							
200226	Mayville State University	NH	1,289	21	1,310	14%	58%
206613	Wright State University-Lake Campus	OH	1,980	191	2,171	7%	60%
Potential Replacements:							
204680	Ohio State University-Mansfield Campus	OH	1,556	88	1,644	12%	83%
204699	Ohio State University-Marion Campus	OH	1,700	108	1,808	19%	78%
204705	Ohio State University-Newark Campus	OH	3,034	125	3,159	21%	83%
102632	University of Alaska Southeast	AK	5,787	614	6,401	28%	30%

Note. Undup = unduplicated. HC = headcount. FT = full time. Data source: Integrated Postsecondary Education Data System.

Table 6*Proposed Peer Group for Wayne State College and Select Screening/Evaluation Variables*

Description & Unit ID	Institution Name	State	12-mo Undup HC			% Minority	% FT
			Under Grad	Grad	Total		
Target Institution:							
181783	Wayne State College	NE	3,243	1,036	4,279	10%	83%
Proposed Peers:							
206914	Cameron University	OK	7,535	727	8,262	45%	64%
180948	Chadron State College	NE	2,879	1,010	3,889	14%	63%
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180179	Montana State University Billings	MT	5,736	869	6,605	13%	69%
204671	Ohio State University-Lima Campus	OH	1,482	81	1,563	10%	83%
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205443	Shawnee State University	OH	5,393	97	5,490	9%	86%
106485	University of Arkansas at Monticello	AR	4,675	213	4,888	39%	67%
Proposed Alternates:							
200226	Mayville State University	NH	1,289	21	1,310	14%	58%
206613	Wright State University-Lake Campus	OH	1,980	191	2,171	7%	60%
Potential Replacements:							
204680	Ohio State University-Mansfield Campus	OH	1,556	88	1,644	12%	83%
204699	Ohio State University-Marion Campus	OH	1,700	108	1,808	19%	78%
204705	Ohio State University-Newark Campus	OH	3,034	125	3,159	21%	83%

Note. Undup = unduplicated. HC = headcount. FT = full time. Data source: Integrated Postsecondary Education Data System.

Final Peers and Alternates

Initially, the Nebraska State College System (NSCS) agreed with nine peer institutions and both alternates. The Commission reviewed NSCS's recommended changes and corresponding rationale and was agreeable with the proposed modifications. The final peer groups for the State Colleges are itemized in [Table 7](#), [Table 8](#), and [Table 9](#). Additionally, a map detailing the location of each peer is included in [Figure 1](#), and CIP distribution comparisons are provided in [Appendix B](#).

Table 7*Final Peer Group for Chadron State College and Select Screening/Evaluation Variables*

Description & Unit ID	Institution Name	State	12-mo Undup HC			% Minority	% FT
			Under Grad	Grad	Total		
Target Institution:							
180948	Chadron State College	NE	2,879	1,010	3,889	14%	63%
Peer Institutions:							
183257	Granite State College	NH	2,540	465	3,005	6%	49%
177940	Lincoln University	MO	3,950	260	4,210	43%	62%
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181534	Peru State College	NE	2,786	443	3,229	10%	52%
205443	Shawnee State University	OH	5,393	97	5,490	9%	86%
106485	University of Arkansas at Monticello	AR	4,675	213	4,888	39%	67%
181783	Wayne State College	NE	3,243	1,036	4,279	10%	83%
Alternates:							
200226	Mayville State University	NH	1,289	21	1,310	14%	58%
206613	Wright State University-Lake Campus	OH	1,980	191	2,171	7%	60%

Note. Undup = unduplicated. HC = headcount. FT = full time. Data source: Integrated Postsecondary Education Data System.

Table 8*Final Peer Group for Peru State College and Select Screening/Evaluation Variables*

Description & Unit ID	Institution Name	State	12-mo Undup HC			% Minority	% FT
			Under Grad	Grad	Total		
Target Institution:							
181534	Peru State College	NE	2,786	443	3,229	10%	52%
Peer Institutions:							
180948	Chadron State College	NE	2,879	1,010	3,889	14%	63%
183257	Granite State College	NH	2,540	465	3,005	6%	49%
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181783	Wayne State College	NE	3,243	1,036	4,279	10%	83%
Alternates:							
200226	Mayville State University	NH	1,289	21	1,310	14%	58%
206613	Wright State University-Lake Campus	OH	1,980	191	2,171	7%	60%

Note. Undup = unduplicated. HC = headcount. FT = full time. Data source: Integrated Postsecondary Education Data System.

Table 9

Final Peer Group for Wayne State College and Select Screening/Evaluation Variables

Description & Unit ID	Institution Name	State	12-mo Undup HC			% Minority	% FT
			Under Grad	Grad	Total		
Target Institution:							
181783	Wayne State College	NE	3,243	1,036	4,279	10%	83%
Peer Institutions:							
180948	Chadron State College	NE	2,879	1,010	3,889	14%	63%
183257	Granite State College	NH	2,540	465	3,005	6%	49%
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204671	Ohio State University-Lima Campus	OH	1,482	81	1,563	10%	83%
204705	Ohio State University-Newark Campus	OH	3,034	125	3,159	21%	83%
181534	Peru State College	NE	2,786	443	3,229	10%	52%
205443	Shawnee State University	OH	5,393	97	5,490	9%	86%
106485	University of Arkansas at Monticello	AR	4,675	213	4,888	39%	67%
Alternates:							
200226	Mayville State University	NH	1,289	21	1,310	14%	58%
206613	Wright State University-Lake Campus	OH	1,980	191	2,171	7%	60%

Note. Undup = unduplicated. HC = headcount. FT = full time. Data source: Integrated Postsecondary Education Data System.



A.	Chadron State College	G.	Montana State University Billings
B.	Peru State College	H.	Ohio State University-Lima Campus
C.	Wayne State College	I.	Ohio State University- Newark Campus
D.	Granite State College	J.	Shawnee State University
E.	Lincoln University	K.	University of Arkansas at Monticello
F.	Missouri Western State University		

Figure 1. Final peers for Nebraska’s State Colleges.

Suitability of Peers over Time

Since institutions are subject to change over time, the Commission has built in a five-year evaluation process to ensure the peer groups for the State Colleges remain suitable. In 2019, the Commission will verify the suitability of the peer groups and make modifications if warranted. Before any changes are finalized, the Commission will distribute the modified list to each State College and the State College System Office for their review and suggestions. Additionally, if any State College determines at any point in time that a peer is no longer viable, it may contact the Commission to ask for a review of the peer group.

If no changes to the peer groups are identified by the State Colleges or by Commission staff, the peer groups will remain valid until 2024, when the Commission generates new peer groups for the State Colleges.

Appendix A

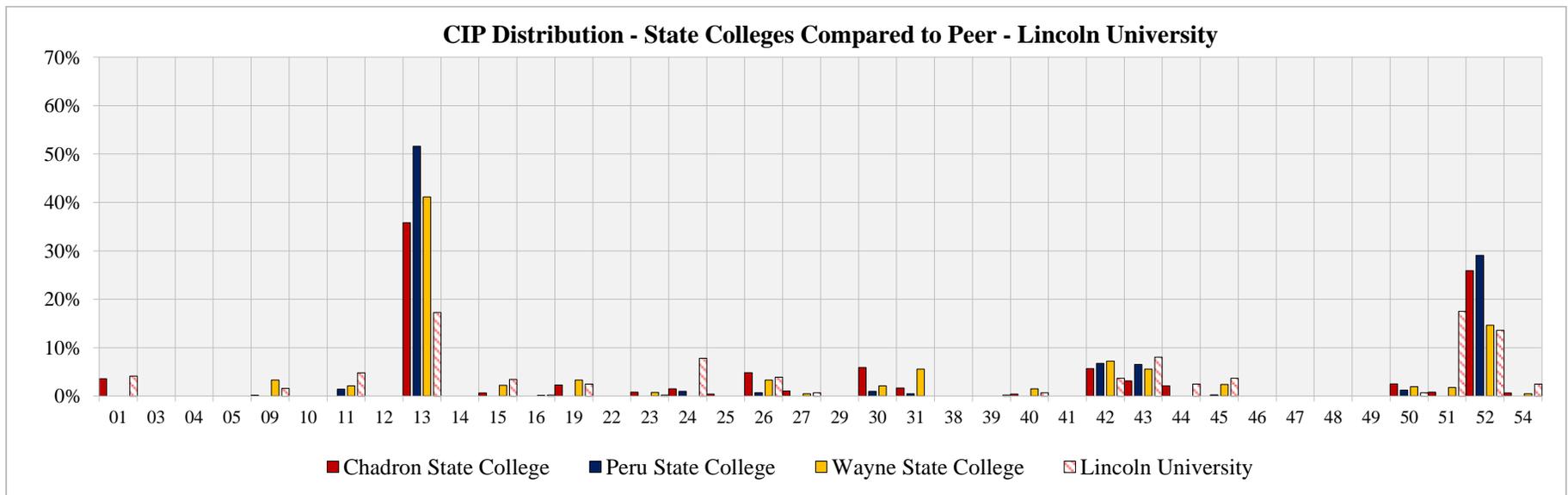
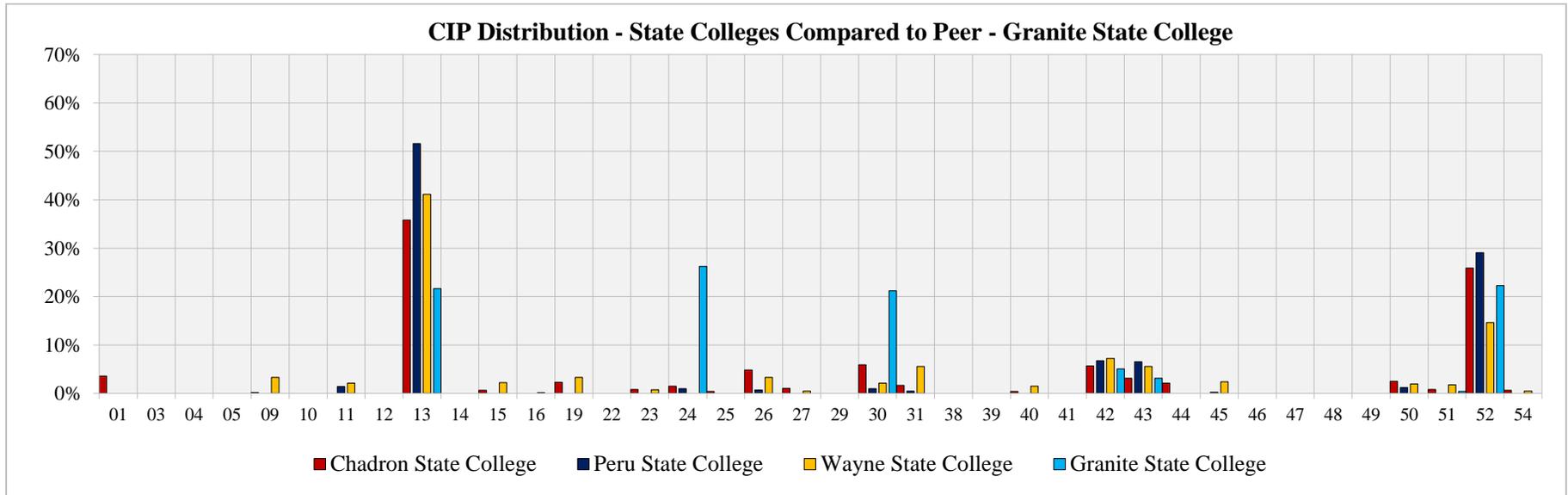
CIP Code Definitions

Table A1

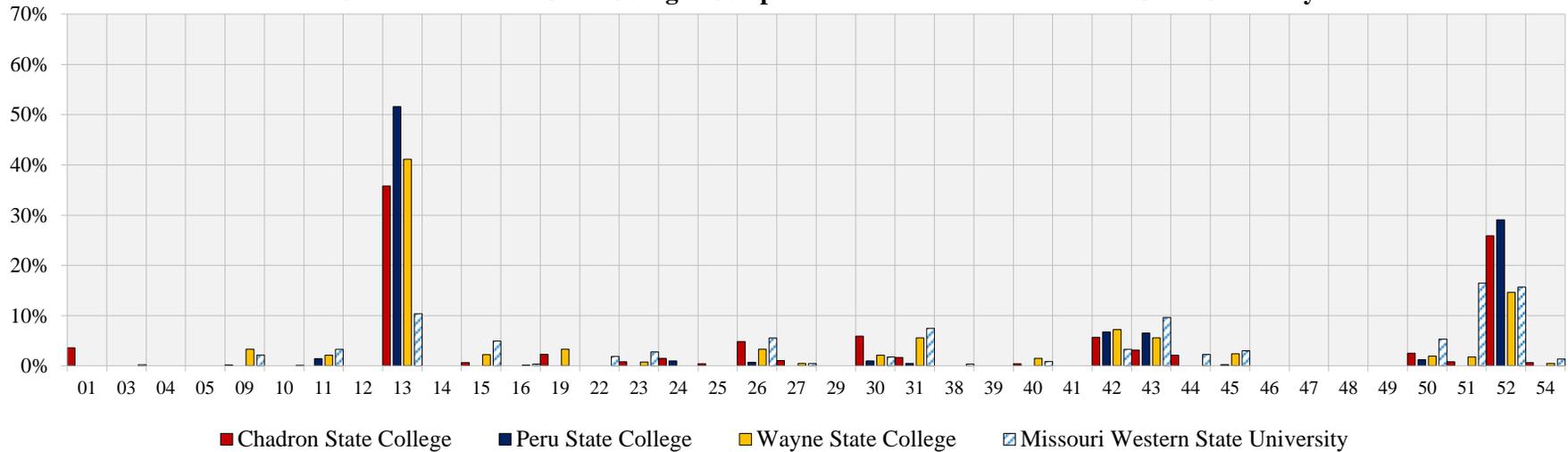
CIP Code Definitions

Code	Definition
01	Agriculture, Agriculture Operations and Related Sciences
03	Natural Resources and Conservation
04	Architecture and Related Services
05	Area, Ethnic, Cultural, Gender, and Group Studies
09	Communication, Journalism, and Related Programs
10	Communications Technologies/Technicians and Support Services
11	Computer and Information Sciences and Support Services
12	Personal and Culinary Services
13	Education
14	Engineering
15	Engineering Technologies and Engineering-related Fields
16	Foreign Languages, Literatures, and Linguistics
19	Family and Consumer Sciences/Human Sciences
22	Legal Professions and Studies
23	English Language and Literature/Letters
24	Liberal Arts and Sciences, General Studies and Humanities
25	Library Science
26	Biological and Biomedical Sciences
27	Mathematics and Statistics
29	Military Technologies and Applied Sciences
30	Multi/Interdisciplinary Studies
31	Parks, Recreation, Leisure and Fitness Studies
38	Philosophy and Religious Studies
39	Theology and Religious Vocations
40	Physical Sciences
41	Science Technologies/Technicians
42	Psychology
43	Homeland Security, Law Enforcement, Firefighting, and Related Protective Service
44	Public Administration and Social Service Professions
45	Social Sciences
46	Construction Trades
47	Mechanic and Repair Technologies/Technicians
48	Precision Production
49	Transportation and Materials Moving
50	Visual and Performing Arts
51	Health Professions and Related Programs
52	Business, Management, Marketing, and Related Support Services
54	History

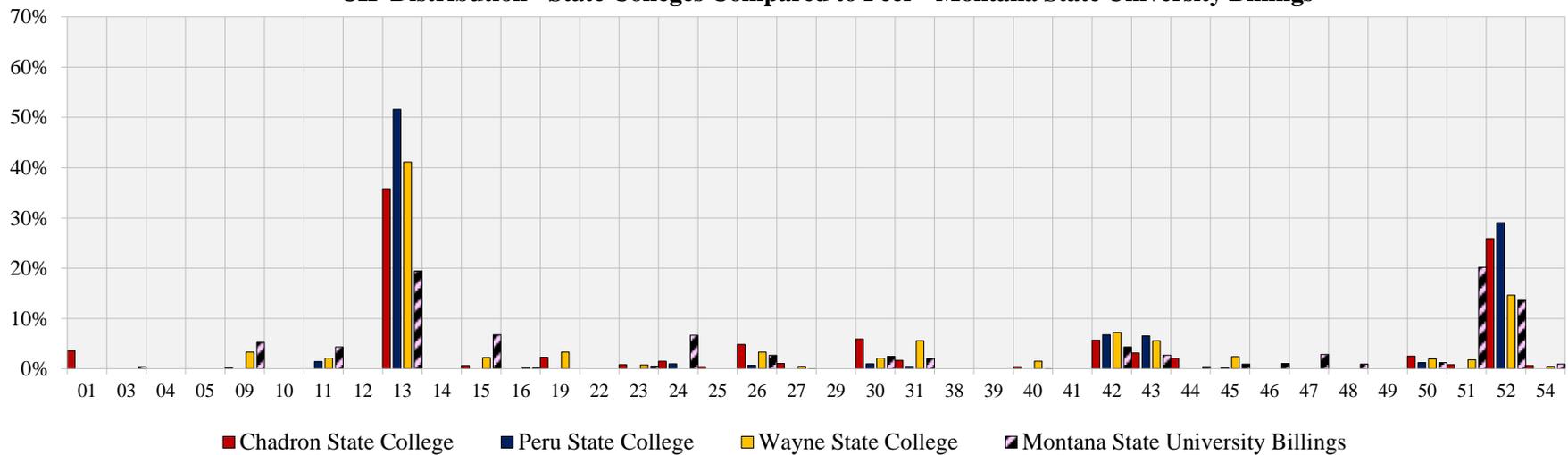
Appendix B CIP Code Distribution Comparisons



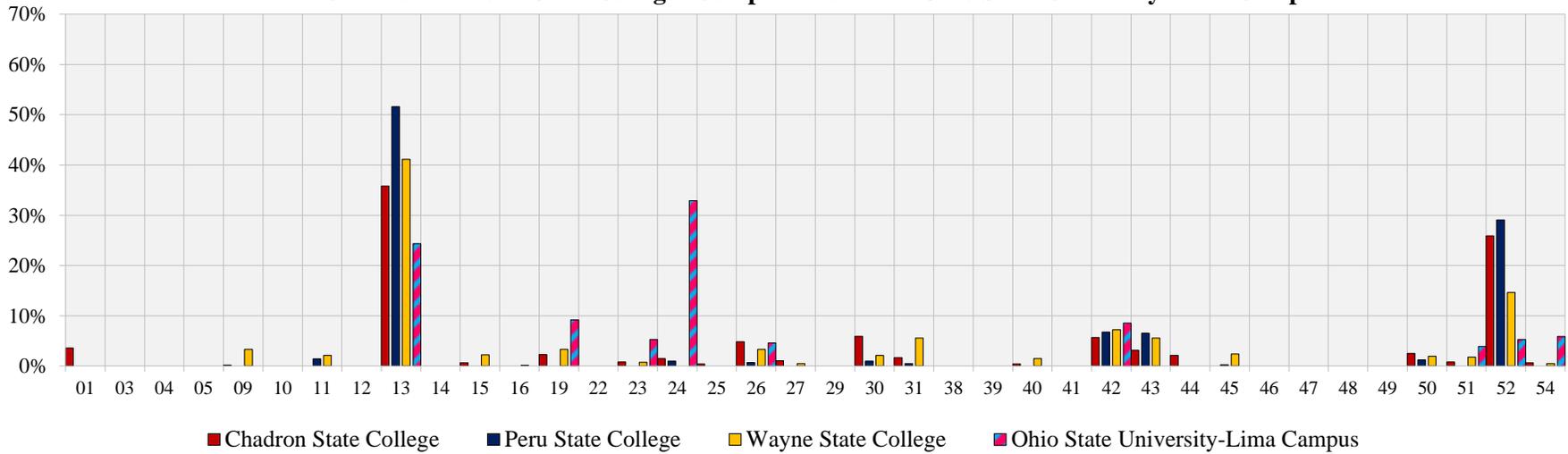
CIP Distribution - State Colleges Compared to Peer - Missouri Western State University



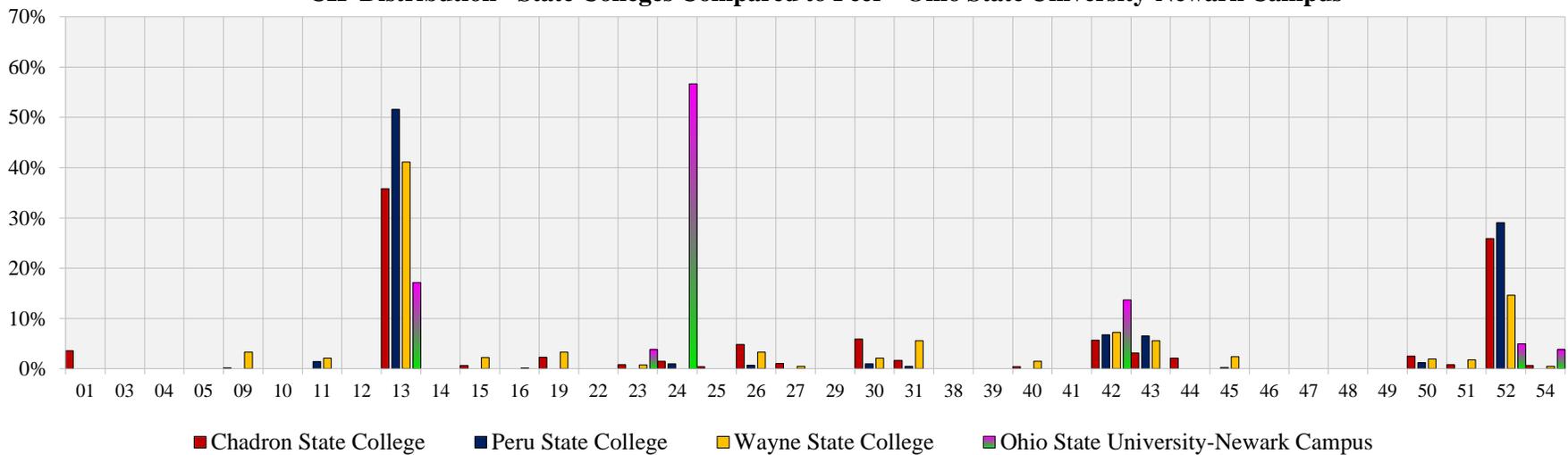
CIP Distribution - State Colleges Compared to Peer - Montana State University Billings



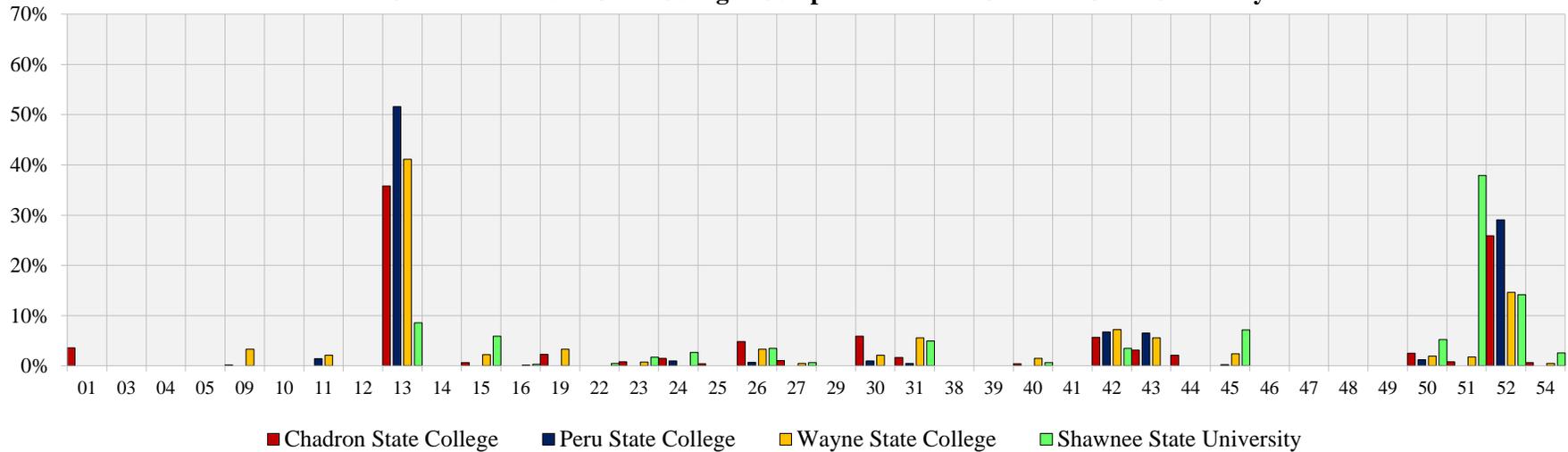
CIP Distribution - State Colleges Compared to Peer - Ohio State University-Lima Campus



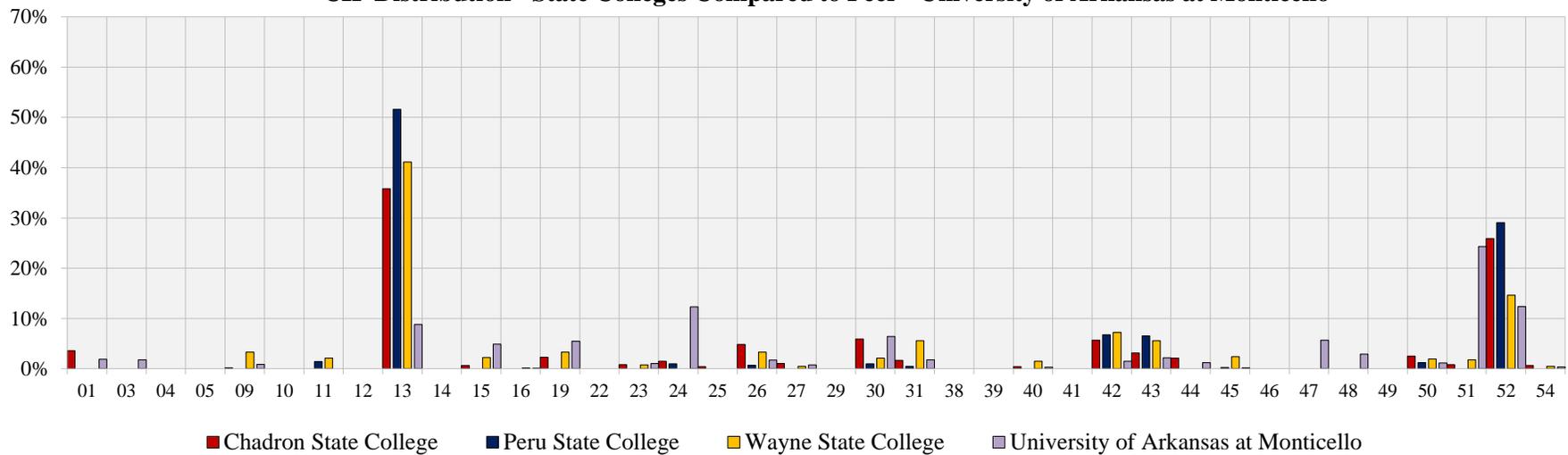
CIP Distribution - State Colleges Compared to Peer - Ohio State University-Newark Campus



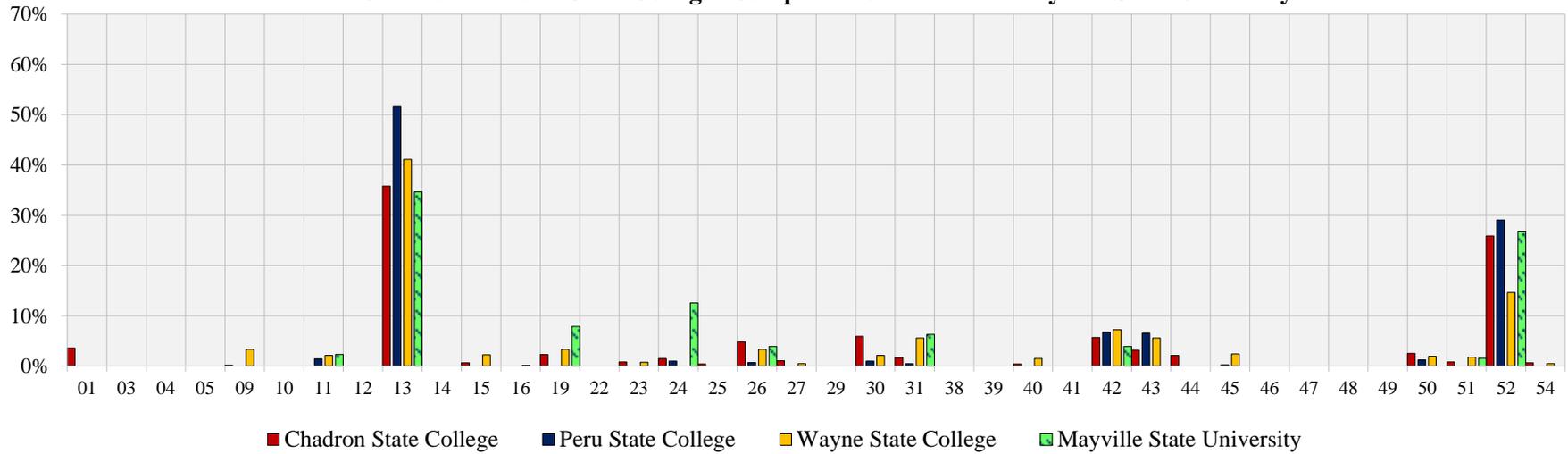
CIP Distribution - State Colleges Compared to Peer - Shawnee State University



CIP Distribution - State Colleges Compared to Peer - University of Arkansas at Monticello



CIP Distribution - State Colleges Compared to Alternate - Mayville State University



CIP Distribution - State Colleges Compared to Alternate - Wright State University-Lake Campus

