



**TO:** Governor Jim Pillen  
Clerk of the Legislature

**FROM:** Dr. Paul Turman, Chancellor *Paul Turman*  
Nebraska State College System

**DATE:** Dec. 1, 2023

**RE:** Career Scholarship Program Report

---

Legislative Bill 1008 (2020) established the creation of the Career Scholarship Program, and Legislative Bill 902 (2022) further outlined the annual reporting requirements for the Nebraska State College System. Specifically, the State Colleges must provide System-level data to the Clerk of the Legislature and Governor by Dec. 1 each year. The Nebraska State Colleges were asked to report on the following data elements as of Sept. 30 of the current year:

- 1) Total number of students enrolled in each eligible Program from the immediately prior year and current year;
- 2) Total number of career scholars enrolled in each eligible Program;
- 3) Total number of newly awarded career scholars for each eligible Program;
- 4) Total number of students retained in each eligible Program from the immediately prior year to the current year, disaggregated by career scholars and non-scholars;
- 5) Total number of students in each eligible Program who completed an experiential learning activity during the prior academic year, disaggregated by career scholars and non-scholars;
- 6) Total number of completers for each eligible Program from the prior academic year, and of that, number of completers who were career scholars;
- 7) Comparison of 4-year graduation rates of career scholars and non-scholars for each eligible Program;
- 8) Number of students in each eligible Program obtaining jobs in Nebraska within four months of graduation; and
- 9) Average starting salary for graduates of each eligible Program.

Data elements 1 through 6 are included in the following tables below.

**Data Element 1 – Total Enrollments by Eligible Program**

	<b>Fall 2022</b>	<b>Fall 2023</b>
<i>Business Administration</i>	1315	1315
<i>Communication</i>	116	135
<i>Computer Information Systems/Computer Science</i>	154	169
<i>Criminal Justice</i>	506	516
<i>Education</i>	1533	1509
<i>Industrial Technology/Engineering Technology</i>	137	147
<i>Rangeland Management</i>	94	86
<b>Total:</b>	<b>3,855</b>	<b>3,905</b>

**Data Element 2 – Total Number of Scholarship Recipients by Eligible Program**

	<b>Fall 2023</b>
<i>Business Administration</i>	215
<i>Communication</i>	20
<i>Computer Information Systems/Computer Science</i>	47
<i>Criminal Justice</i>	63
<i>Education</i>	263
<i>Industrial Technology/Engineering Technology</i>	29
<i>Rangeland Management</i>	215
<b>Total:</b>	<b>667</b>

**Data Element 3 – New Student Scholarships Awarded by Eligible Program (Cohorts)**

	<b>Fall 2023</b>
<i>Business Administration</i>	51
<i>Communication</i>	2
<i>Computer Information Systems/Computer Science</i>	8
<i>Criminal Justice</i>	11
<i>Education</i>	45
<i>Industrial Technology/Engineering Technology</i>	6
<i>Rangeland Management</i>	9
<b>Total:</b>	<b>132</b>

**Data Element 4 – Retention and Graduation Data by Eligible Program**

<b>Business Administration</b>			
<b>Fall 2022 Cohort</b>	<b># Students</b>	<b>Retention # Year 2</b>	<b>Retention % Year 2</b>
Scholarship Recipients	70	55	79%
Non-Scholarship Recipients	310	197	64%
<b>Total:</b>	<b>380</b>	<b>252</b>	<b>66%</b>
<b>Communication</b>			
<b>Fall 2022 Cohort</b>	<b># Students</b>	<b>Retention # Year 2</b>	<b>Retention % Year 2</b>
Scholarship Recipients	6	5	83%
Non-Scholarship Recipients	35	22	63%
<b>Total:</b>	<b>41</b>	<b>27</b>	<b>66%</b>
<b>Computer Information Systems/Computer Science</b>			
<b>Fall 2022 Cohort</b>	<b># Students</b>	<b>Retention # Year 2</b>	<b>Retention % Year 2</b>
Scholarship Recipients	22	20	91%
Non-Scholarship Recipients	42	34	81%
<b>Total:</b>	<b>64</b>	<b>54</b>	<b>84%</b>
<b>Criminal Justice</b>			
<b>Fall 2022 Cohort</b>	<b># Students</b>	<b>Retention # Year 2</b>	<b>Retention % Year 2</b>
Scholarship Recipients	23	20	87%
Non-Scholarship Recipients	136	86	63%
<b>Total:</b>	<b>159</b>	<b>106</b>	<b>67%</b>
<b>Education</b>			
<b>Fall 2022 Cohort</b>	<b># Students</b>	<b>Retention # Year 2</b>	<b>Retention % Year 2</b>
Scholarship Recipients	74	54	73%
Non-Scholarship Recipients	351	240	68%
<b>Total:</b>	<b>425</b>	<b>294</b>	<b>69%</b>
<b>Industrial Technology/Engineering Technology</b>			
<b>Fall 2022 Cohort</b>	<b># Students</b>	<b>Retention # Year 2</b>	<b>Retention % Year 2</b>
Scholarship Recipients	12	11	92%
Non-Scholarship Recipients	33	26	79%
<b>Total:</b>	<b>45</b>	<b>37</b>	<b>82%</b>
<b>Rangeland Management</b>			
<b>Fall 2022 Cohort</b>	<b># Students</b>	<b>Retention # Year 2</b>	<b>Retention % Year 2</b>
Scholarship Recipients	14	11	79%
Non-Scholarship Recipients	16	11	69%
<b>Total:</b>	<b>30</b>	<b>22</b>	<b>73%</b>

## Data Element 5 – Experiential Learning Activity Data by Eligible Program

<b>Business Administration</b>			
<b>Academic Year 2023</b>	<b># Students</b>	<b># Completing Activity</b>	<b>% Completing Activity</b>
Scholarship Recipients	186	13	7%
Non-Scholarship Recipients	1129	59	5%
<b>Total:</b>	<b>1315</b>	<b>72</b>	<b>5%</b>
<b>Communication</b>			
<b>Academic Year 2023</b>	<b># Students</b>	<b># Completing Activity</b>	<b>% Completing Activity</b>
Scholarship Recipients	19	13	68%
Non-Scholarship Recipients	97	52	54%
<b>Total:</b>	<b>116</b>	<b>65</b>	<b>56%</b>
<b>Computer Information Systems/Computer Science</b>			
<b>Academic Year 2023</b>	<b># Students</b>	<b># Completing Activity</b>	<b>% Completing Activity</b>
Scholarship Recipients	44	1	2%
Non-Scholarship Recipients	110	18	16%
<b>Total:</b>	<b>154</b>	<b>19</b>	<b>12%</b>
<b>Criminal Justice</b>			
<b>Academic Year 2023</b>	<b># Students</b>	<b># Completing Activity</b>	<b>% Completing Activity</b>
Scholarship Recipients	66	6	9%
Non-Scholarship Recipients	440	27	6%
<b>Total:</b>	<b>506</b>	<b>33</b>	<b>7%</b>
<b>Education</b>			
<b>Academic Year 2023</b>	<b># Students</b>	<b># Completing Activity</b>	<b>% Completing Activity</b>
Scholarship Recipients	256	84	33%
Non-Scholarship Recipients	1277	621	49%
<b>Total:</b>	<b>1533</b>	<b>705</b>	<b>46%</b>
<b>Industrial Technology/Engineering Technology</b>			
<b>Academic Year 2023</b>	<b># Students</b>	<b># Completing Activity</b>	<b>% Completing Activity</b>
Scholarship Recipients	26	3	12%
Non-Scholarship Recipients	111	36	32%
<b>Total:</b>	<b>137</b>	<b>39</b>	<b>28%</b>
<b>Rangeland Management</b>			
<b>Academic Year 2023</b>	<b># Students</b>	<b># Completing Activity</b>	<b>% Completing Activity</b>
Scholarship Recipients	31	6	19%
Non-Scholarship Recipients	63	14	22%
<b>Total:</b>	<b>94</b>	<b>20</b>	<b>21%</b>

NOTE: Career Scholars are primarily beginning their sophomore or junior year, and have not begun upper-level courses in which most experiential learning activities are embedded.

### Data Element 6 – Completers by Eligible Program

<b>Academic Year 2023</b>	<b>Overall</b>	<b># Scholars</b>
<i>Business Administration</i>	338	10
<i>Communication</i>	20	0
<i>Computer Information Systems/Computer Science</i>	23	0
<i>Criminal Justice</i>	123	6
<i>Education</i>	331	3
<i>Industrial Technology/Engineering Technology</i>	24	1
<i>Rangeland Management</i>	21	3
<b>Total:</b>	<b>880</b>	<b>23</b>

### Data Elements 7 through 9: 4-Year Graduation Rates, Job Placements, and Salaries

The first cohort of Career Scholars began in Fall 2020, which establishes this initial cohort's 4-Year graduation rate as students who began attending a State College in Fall 2020 and complete an eligible Program during academic year 2024. Therefore, data on 4-Year graduation rates and subsequent job placements/salaries will not be available until the Fall 2024 annual report.

#### General Notes:

Funding authority for the Career Scholarship Program became available from the Governor and the Legislature one week before the Fall 2020 semester. As a result, a limited number of scholarship awards were made during the first year of the Program. Additionally, a standard set of administrative guidelines has been developed across the Nebraska State College System for consistent application of the requirements outlined in LB 902. These administrative guidelines are included in *Attachment I* for your reference.

**ATTACHMENT I: NSCS Career Scholarships  
Data Definitions and Reporting Processes  
(due to SO on Nov. 15 each year)**

**Student Eligibility**

All new **full-time** freshman and transfer students to institution who have declared a major in the approved programs for the institution and have an ACT score of 18 or higher. Students **do not** have to be from Nebraska to be eligible (intent is to allow for recruitment out of state with the thought that the student may remain in NE after graduation). Students are required to remain with a declared major in the approved program(s) of study, successfully complete 24-credit hours of coursework each academic year to maintain eligibility, and complete a career-related experience (internship, apprenticeship, clinical position, major-related field experience).

**Eligible Degree Programs as of Fall 2020:**

Business Administration:

CSC: Business Administration  
PSC: Business Administration  
WSC: Business Administration

Communication:

CSC: Communication Arts  
WSC: Mass Communication, Speech Communication

Computer Information Systems:

WSC: Computer Information Systems, Computer Science

Criminal Justice:

CSC: Justice Studies  
PSC: Criminal Justice  
WSC: Criminal Justice

Education:

CSC: Education – all subject and field endorsement degree programs  
PSC: Education – all subject and field endorsement degree programs  
WSC: Education – all subject and field endorsement degree programs

Industrial Technology:

WSC: Engineering Technology, Industrial Technology

Rangeland Management:

CSC: Rangeland Management

## Reporting Elements

### **Data Element 1: Total number of students enrolled in each eligible Program in the immediately prior academic year and such Program's enrollment as of Oct. 15 for the current academic year**

1. Data will be reported based on Oct. 15 IPEDS census snapshot each year and is only undergraduate enrollment for each eligible program.
2. Fall 2019 establishes the initial "prior year" portion of the data table, and any enrollment figure there after establishes program enrollment growth trend, based upon Oct. 15 data for each year.
3. Enrollment reflects TOTAL program enrollment for each eligible Program regardless of individual student scholarship eligibility and should be **similar** to fall numbers reported in QAR – numbers will not exactly match as CSP uses Oct. 15 and QAR uses end-of-term.
4. Enrollment could be duplicated headcount – if a student is enrolled in multiple eligible programs, student should be counted in each program. However, students with more than one major in the SAME program would be only counted once (i.e., Speech Communication and Mass Communication).

### **Data Element 2: Total Number of Scholarship Recipients in each eligible Program as of Oct. 15**

1. Enrollment reflects all students who have been "identified" as receiving a Career Scholarship in the respective fall term as of Oct. 15 IPEDS snapshot.
2. A Career Scholar attribute will be added each fall term by the IR Leads for all students receiving the scholarship by Oct. 15, which will then determine the overall number of scholars by program.
3. This number may differ from the sum of the original cohorts for all fall terms as this will include any student on scholarship regardless of entry into the program (Fall, Spring, etc.) and will also reflect attrition rates of initial fall cohorts.
4. Post-bac students and those coded as "added endorsement" should not be included.

### **Data Element 3: Newly awarded scholarship recipients in each eligible Program as of Oct. 15**

1. Number of individuals, as of Oct. 15, who were newly awarded the scholarship for the first time that fall semester – this will include only new full-time freshman/transfer students for reporting purposes only to provide consistency with IPEDS retention and graduation rates.
2. Process for obtaining scholarship vs non-scholarship student cohorts (sub-cohort of the IPEDS entering FR and TR full-time cohorts):
  - a. Identify IPEDS FR/TR full-time students as identified in IPEDS reports/definitions and mark with IPEDS attribute;
  - b. Using Oct. 15 financial aid data, identify all career scholar recipients and assign the Career Scholarship attribute;
3. While there may be some students who change majors throughout the academic year and some students who are awarded the scholarship after Oct. 15 each year, the cohort will be established based upon fall new students (per Oct. 15 IPEDS reporting timeline).
  - a. Those newly awarded students reported for this data element will be those who hold both the IPEDS and Career Scholarship attributes for that fall term.

Note: Identifying/reporting numbers in this manner provides consistency when comparing Career Scholarship retention/graduation to overall rates reported in IPEDS. This reporting method will not account for those students who start in a semester other than fall, are awarded a scholarship after the Oct. 15 date, and/or declare an eligible major after their entering freshman/transfer year – this number is a smaller number and being able to exclude these numbers in the report tracking provides the most comparability as well as easiest workload to reporting personnel.

**Data Element 4: Total number of students retained in each eligible Program from the immediately prior academic year to the current academic year and corresponding retention rates**

1. Data will be captured as of Oct. 15 IPEDS date each year and will reflect first-to-second year retention of the established fall cohort from the prior year, disaggregated by scholarship recipient and non-scholarship recipient.
2. Retention is calculated by counting those retained at the institution, regardless of Program eligibility or changes in major.
3. Students included will be both FR/TR students who have been assigned the IPEDS attribute for the prior fall semester and will combine all students.
4. Disaggregation of retention data for scholars vs non-scholars will be completed using the Career Scholarship attribute, for each eligible Program.

**Data Element 5: The number of students in each eligible Program who participated in an internship, apprenticeship, clinical position, or major-related field of employment during the immediately prior academic year (fall, spring, and trailing summer) and comparison of participation rates for scholarship and non-scholarship recipients.**

1. Data reflect the number of students in each eligible Program who completed an experience at any time during the prior academic year (fall, spring, trailing summer), as evidenced through specific coursework that embeds/requires such an experience.
2. Begin with the Experiential Learning list of courses that have been identified for Strategic Plan data element – enrollments in these courses will establish those who complete an experience the prior year.
3. Compare this list of students to the Oct. 15 identification of students who were enrolled in each eligible Program for Data Element 1 from the Fall of the prior year (Fall 2021 Data Element 1 is used to establish students for AY22 reporting)
4. Disaggregate this group by scholars and non-scholars, using the Career Scholar attribute.

Example for 2022 Report:

1. Identify all students who were Bus Admin majors as of prior year's report (Data Element 1 Fall 2021)
2. Identify the number who completed an internship in prior year (F21, S22, Su22), based upon all courses identified as included experiential learning (SP list of courses)
3. Disaggregate by students who have the CS attribute with those representing scholarship recipients and remaining students as non-scholarship recipients



**Data Element 6: The total number of graduates in each eligible Program for the immediately prior academic year and the total number of scholarship recipients for such academic year.**

1. A student will be counted as graduated from an eligible Program if a degree in that Program was awarded during the prior academic year (fall, spring, trailing summer).
2. Identification of the number of scholarship recipients who have graduated will be completed by using the Career Scholar attribute (which is assigned each Fall term) to identify those students within the overall group of graduates who were scholarship recipients in the Fall term of the Academic Year being reported.

Example for 2022 Reporting:

1. Identify all Bus Admin graduates from AY22 (F21, S22, SU22); that is overall count.
2. From that group, identify those students who held CS attribute in Fall 2021.

**Data Element 7: Comparison of 4-year graduation rates of scholarship recipients and non-scholarship recipients in each eligible Program. (Not reported until Nov 2024)**

1. These data will solely focus upon the 4-year graduation rates of students for each eligible Program, **beginning with the Fall 2020 cohort for completion of this data element in the 2024 Career Scholarship report.**
2. A student will be counted as graduated if a degree was awarded by Aug. 31 of Year 4 after entering cohort term (matching IPEDS reporting processes).
3. Graduation is calculated by counting those who graduated from the institution, regardless of program eligibility at time of graduation.
4. Numbers are based on established IPEDS cohorts for each eligible Program and will report a 4-year graduation rate, disaggregated by scholarship vs non-scholarship recipients.
5. In addition to identifying those who have completed each Program within 4 years, the number of students still enrolled by Oct. 15 of Year-5 for each IPEDS cohort will be reported, disaggregated by scholarship and non-scholarship recipients.

**Data Element 8: The number of students in each eligible Program obtaining jobs in Nebraska within four months of graduation**

1. Data will be tracked and completed at NSCS System Office level via NDOL placement data reporting

**Data Element 9: The average starting salary for graduates of each eligible Program**

1. Data will be tracked and completed at NSCS System Office level via NDOL placement data reporting