

THE HEINZ ENDOWMENTS
HOWARD HEINZ ENDOWMENT • VIRA I. HEINZ ENDOWMENT



Pittsburgh Veteran Employer Coalition Quarterly Workshop #5

September 13, 2018

IN SERVICE TO THOSE WHO HAVE SERVED



Agenda

Welcome:

Grant Oliphant, President, The Heinz Endowments

Introductions:

Anthony Cosby, Director, Network Operations, IVMF

Azimuth Check:

Dr. Nick Armstrong, Senior Director, Research & Policy, IVMF

The Role of Higher Education in Addressing the Post-Service Life Course of Military Connected Members:

Dr. Mike Haynie, Vice Chancellor for Strategic Initiatives and Innovation; Founder & Executive Director, IVMF and Dr. Chris Howard, President, Robert Morris University

Veteran Employer & Higher Education Panel – Creating Pathways for Meaningful Employment:

Dr. Mike Haynie, Vice Chancellor for Strategic Initiatives and Innovation; Founder & Executive Director, IVMF | Robert Morris University, Syracuse University, Veterans Affairs & Highmark Inc.

PVEC Charter, Sustainment & Activity #6:

Dr. Nick Armstrong, Senior Director, Research & Policy, IVMF

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SYRACUSE UNIVERSITY



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The Role of Higher Education in Addressing the Post-Service Course of Military Connected Members

Dr. Mike Haynie, Vice Chancellor for Strategic Initiatives and Innovation; Founder & Executive Director, IVMF and Dr. Chris Howard, President, Robert Morris University

Guest Speakers



Dr. Chris Howard

President | Robert Morris University

Dr. Howard is the 8th president of RMU, and one of the youngest college presidents in the US. He is a distinguished graduate of the US Air Force Academy and earned a doctorate in politics as a Rhodes Scholar from the University of Oxford. He also has an MBA with distinction from Harvard Business School. Dr. Howard's service to his country began as a helicopter pilot, then as an intelligence officer, where he was assigned to the elite Joint Special Operations Command. After 9/11, he served in Afghanistan in the Air Force Reserve and was awarded the Bronze Star. He also served as the Reserve Air Attaché to Liberia



Dr. Mike Haynie

Vice Chancellor | Syracuse University

Dr. Haynie is the Vice Chancellor for Strategic Initiatives & Innovation at Syracuse University. In that role, he is responsible for a diverse portfolio of academic programs, centers, and innovation initiatives that include Syracuse University's Office of Veterans and Military Affairs, Office of Government and Community Relations, and also university College. Mike is also the founding Executive Director of Syracuse University's Institute for Veterans and Military Families. Before beginning his academic career, Haynie served 14 years as an officer in the US Air Force.





“We do this because these men and women must now be prepared to lead our nation in the peaceful pursuit of economic leadership in the 21st century.”

– Barack Obama, 44th President of the United States,
upon signing the Post-9/11 GI Bill (2009)

They Will Make Us Better,
And We Can Help Them Impact the World

They Will Make Us Better:

ACADEMIC PERFORMANCE:

- Student veterans have higher academic performance (GPA) compared to traditional students:
 - Average student veteran GPA: 3.34
 - Average traditional student GPA: 2.94
- Student veterans complete their education at rates similar to the national average and higher than other adult learners.
 - Student veteran completion rate: 54%
 - National completion rate: 53%
 - Adult learners first enrolled at 25 years or older: 39%
- Veterans using the Post-9/11 GI Bill to earn high-level degrees
 - Certificates: 10%
 - Associate Degrees: 27%
 - Bachelor Degrees: 43%
 - Graduate Degrees: 20%



They Will Make Us Better:



DIVERSITY

- Student veterans introduce broad diversity – in all its forms – to the campus and the classroom
- For example, veterans reliably introduce diversity as a function of:
 - Race, gender, and ethnicity
 - Age
 - Disability status
 - Family
 - Work experience
 - Work status
 - Family history in higher-education

They Will Make Us Better:

POST-DEGREE OUTCOMES

Earnings:

- Student veterans earn degrees in high-demand, high-growth fields:
 - Business Degrees: 27%
 - STEM Degrees: 14%
 - Health Degrees: 10%
- Veterans with bachelor's degrees earn higher wages as compared their non-veteran counterparts
- Veterans with more than a bachelor's degree earn significantly higher wages as compared to their non-veteran counterparts

Employment:

- Veterans who earn a college degree are employed at higher rates, as compared their non-veteran counterparts

EARNINGS

IN GENERAL, THE HIGHER THE DEGREE THE HIGHER THE INCOME.



VETERANS WITH BACHELOR'S DEGREES
EARN ABOUT \$84,255

This is higher compared to their non-veteran counterparts who earn about \$67,232.



VETERANS WITH MORE THAN A BACHELOR'S DEGREE
EARN ABOUT \$129,082

This is higher compared to their non-veteran counterparts who earn about \$99,734.



POST-9/11 VETERANS WITH A BACHELOR'S DEGREE EARN ABOUT

\$71,399

Post-9/11 veterans with more than a Bachelor's degree earn about \$124,534.

They Will Make Us Better:



SERVICE & ENGAGEMENT

As alumni, veterans have a higher-propensity, as compared to non-veterans to:

- Engage as social and civic assets in the community
- Thrive in purpose, social, financial, and economic well-being
- Direct philanthropy toward their educational institution

FINANCIAL AID

The Post-9/11 GI Bill:

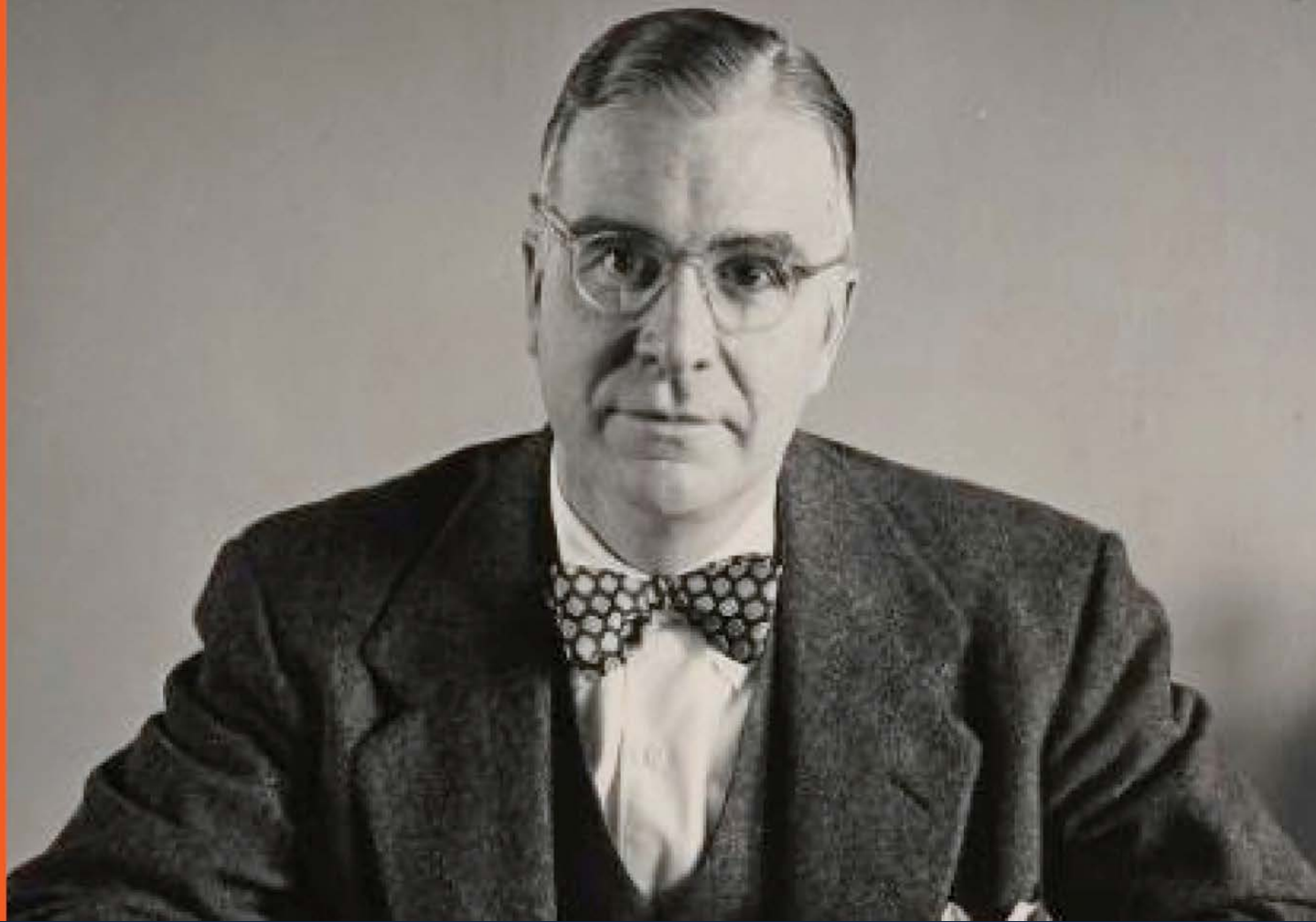
- Covers up to 100 percent of tuition and fees for eligible veterans
- Provides annual book stipends and monthly housing allowances
- Yellow Ribbon Program provides funding for schools and programs costing more than the state tuition cap

.....

“I realized that if a veteran didn’t go to college as soon as he came back, he’d never have another chance. It was now or never. Now was not the time to shut the doors. Our doors opened wide in 1946.”

- **William Pearson Tolley**
Chancellor of Syracuse
University

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“I believe Syracuse University must once again become the best place for veterans. We have the capacity, we have the opportunity, to be the best in the world at providing opportunity and empowerment to the veterans of our armed forces and their families.”

– **Kent Syverud**
Inaugural Address as
Chancellor and President
of Syracuse University

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Coordinate, Cooperate, Count & Lead

Located in Moon Township, PA
Founded in 1921



Home to over 5,000 students & Five Schools

- Business
- Nursing & Health Sciences
- Communication & Information Systems
- Engineering, Mathematics & Science
- Education & Social Sciences

Nationally ranked Doctoral Granting
University in US News & World Report-Best
Colleges

Ranked in the 100 Best Online Colleges
for 2018



1 of 26 Worldwide Centers of Actuarial Excellence



Presenter of the Pittsburgh Speaker Series



Bill Clinton 2012

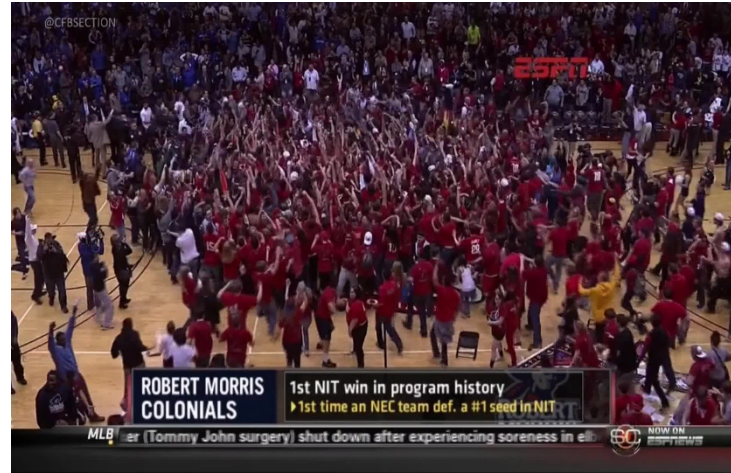
Over 46,500 Alumni worldwide

Home to 16 Division I Athletic Teams



Men's Basketball

- 8 NCAA Tournament appearances
- Upset the University Of Kentucky in the NIT



Robert Morris – “The Man, the Myth, the Legend”



Financier of the American Revolution

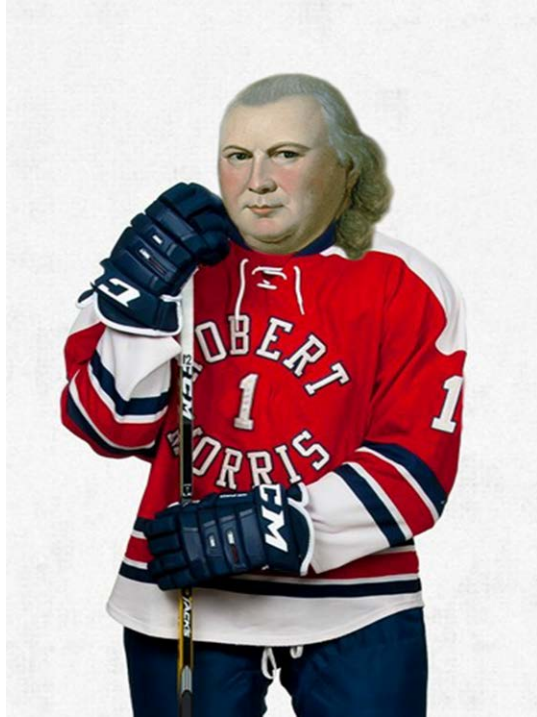
One of the first U.S. Senators in Pennsylvania

Lent his home to George Washington in Philadelphia

AKA The Colonial's "Hat Trick"



Declaration of Independence



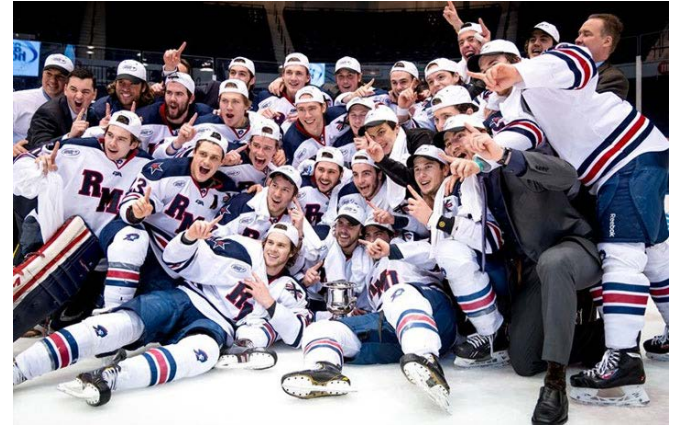
Constitution of The United States

Colonials on the ice:

First "Elite 8" Appearance in 2016-17 season

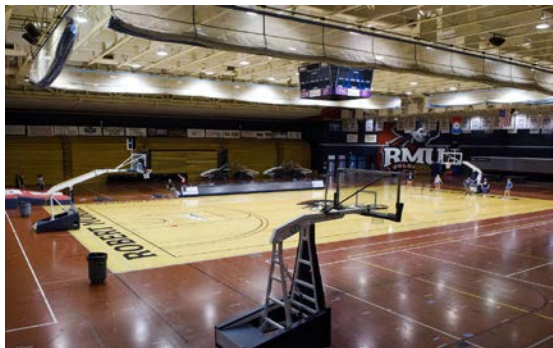


2017-18 AHA Runner Ups



Robert Morris University will co-host the 2021 NCAA Frozen Four with the Pittsburgh Penguins!

Bright Past



Brighter Future



Why Now?

Key structural factors impacting the regional employment landscape over the next 10 years

Workforce openings

Baby Boomer retirements 29,000/year **290,000**

Job growth 5,000/year **50,000**

Total 340,000

Pipeline

26,000/year **260,000**

Potential shortfall 80,000

Why Pittsburgh?



- Founded in 1944
- A 70+ year history of innovation: The Tale of Three Renaissances
 - 1940s: Post WWII Economy & Clean Air Development
 - 1980s-90s: Collapse of the Steel Industry & Recovery
 - 2000s: Med's, Tech & Ed's
 - Over 60 Board Members
 - Covering Education, Industry and Foundations in Pittsburgh



Richard
King
Mellon
Foundation

Thrive RMU: Every Student has a unique journey, including Vets

- An initiative to increase retention and graduate rates through predictive data analysis and customized academic interventions
- The “Student Success Collaborative”
- Funded by a \$2 million grant from the Henry L. Hillman Foundation



Coordination: Pipelines



Counting: RMU Center for Veterans & Military Families

Robert Morris University
Center for Veterans and Military Families



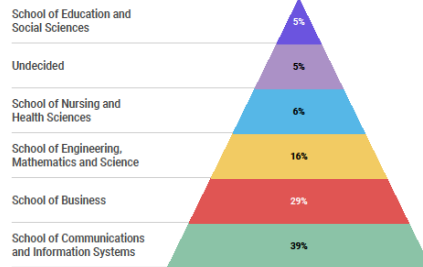
Success Tracker

Category	RMU	INVEST* (2017)
Gender		
Male	75%	72.69%
Female	25%	27.31%
Age Range		
18-34	71%	80%
Marital Status		
Married	51%	45.20%
Single	49%	54.80%
Graduation Rate	51%	54%
Completion Rate	86.30%	54%
Retention Rate	68.80%	53.60%
GPA	3.19	71.62% @ 3.00-3.99

* National Veterans Education Success Tracker (2017)

Areas of Study

CVMF students are represented in each of the university's five schools. While the School of Communications and Information Systems and School of Business jointly enroll almost 70% of CVMF students, the School of Engineering, Mathematics and Science holds the second most popular major.



Popular Majors	CVMF Students
Cyber Forensics & Information Security	14%
Engineering	11%
Management	8%
Organizational Leadership	7%
Finance	5%

51%

veterans graduation rate
2009 - 2011
All RMU: 61%

3.19

veterans GPA
School Year 2017 - 2018
All RMU: 3.22

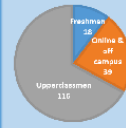
87%

veterans retention
Spring 2017 - Fall 2017
All RMU: 92%



Undergraduate Military & Veteran Student Financial Aid

2017-18 Certified Undergraduates



173 undergraduate students certified in the VA System by the RMU Center for Veterans and Military

Category	Percentage
Male	75%
Female	25%
PA Resident	83%
Non resident	17%

Average federal loan debt (sub & unsub) per student = \$19,840
Average RMU contribution per student = \$6,919

Types of Funding

Chapter 31, Vocational Rehabilitation: 100% tuition, fees and book reimbursement paid directly to the school plus monthly housing allowance paid directly to the veteran

Chapter 33, Post 9/11 GI Bill: Provides a percentage of tuition and fees directly to the school plus a monthly housing allowance & book stipend to veteran based on length of service.

173 Students

FAFSA Stats

> Average estimated family contribution = \$7,054
> Average family income = \$49,875
> Number of students with unmet need over \$1,000 = 65

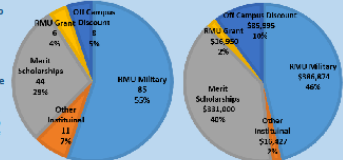
> Average amount of unmet need = \$8,947.
Unmet need is determined by the FAFSA, which factors in the type of military benefit earned, federal, state, institutional and any other aid.

RMU participates in the Yellow Ribbon Program for veterans that have been awarded 100% benefits. The benefits provide tuition and fees equal to the tuition and fees for a state public university. The balance is then split evenly, and RMU and the military each pay one half. For 2017-18, each paid \$352,886.

For those veterans that have less than 100% post 9/11 benefits, RMU has a Military Service Award to help close the financial gap. The average Military Service Award not including Yellow Ribbon funds is \$2,614.

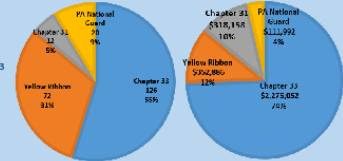
Total RMU Funds Awarded and Number of Students Receiving Fund

> In 2017-18, \$837,246 in institutional funds went to support the 173 veteran students enrolled at the undergraduate level.
> While the off campus discount makes up 10% of the budget, it only benefits 5% of students. This award discounts the price per credit to get it to the military rate of \$250, the maximum covered by military benefits and the rate among competitors.
> Conversely, the RMU Military Award benefits 55% of certified students, while comprising just 46% of the budget.



Total Military Funds Received and Number of Students Receiving Fund

> In 2017-18, \$3,058,088 in military funds were received to support the 173 veteran students enrolled at the undergraduate level.
> 72% of students receive 40% to 100% of the maximum tuition and fees benefit from Chapter 33 funding, the Post 9/11 GI Bill. For 2017-18, 126 students received Chapter 33 funding:
> 100%, 108 students > 60%, 5 students
> 90%, 2 students > 50%, 3 students
> 80%, 3 students > 40%, 2 students
> 70%, 3 students



Leadership: RMU Center for Veterans & Military Families

Modeled after the Syracuse University IVMF (Institute for Veterans and Military Families)

New Initiatives

- RMU CVMF 14 member Board of Visitors established April 2018
- Military MBA Program
- \$400,000 newly renovated space for RMU CVMF



Cooperate: SEAL Future Fund & RMU



SEAL FUTURE FUND

Sgt. Major Jason Green:



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Veteran Employer & Higher Education Panel

Creating pathways for meaningful employment throughout greater Pittsburgh

*Dr. Mike Haynie, Vice Chancellor for Strategic Initiatives and Innovation;
Founder & Executive Director, IVMF*

Veteran Employer & Higher Education Panel



Dr. Chris Howard
President | Robert Morris University



Dr. Mike Haynie
Vice Chancellor | Syracuse University



Dr. Lonie Haynes
VP of Diversity & Inclusion | Highmark Inc.



Ron Novack
*Executive Director, Office for Veterans
and Military Affairs | Syracuse University*



Dr. Daniel Rota
*Director, Center for Veterans and Military
Families | Robert Morris University*



Lee Wagner
*Veteran Outreach Specialist | White Oak
Vet Center*

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PVEC Charter & Sustainment Update

Dr. Nick Armstrong, Senior Director, Research & Policy, IVMF

PVEC Workshop #6 Preview – December 4th, EIC

This meeting will focus on PVEC's future, the transfer of responsibility, and the way forward. *Social hour will follow with refreshments provided.*

Dr. Nick Armstrong, Senior Director, Research & Policy, IVMF



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IVMFSyracuseU

Thank You

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12 Month Activity Cadence with Quarterly Meet-Ups

Activity 6 – Coalition Azimuth Check – Sustainability | December 4th 2018

This meeting will focus on PVEC's future, the transfer of responsibility, and the way forward. Social hour will follow with refreshments provided.