



Federal Regulations 2023/2024: *Preparing your campus*

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Private colleges, public purpose

Federal Higher Education Regulation Updates for 2024 Overview

May 2024

This document provides an overview of major changes and additions to federal higher education regulations beginning in 2024. Most reporting requirements begin in July 2024. We still have many outstanding questions that have yet to be addressed by the Department of Education (ED) but will update this document and provide information as we learn more. In the meantime, please share this information with your staff. Our assumptions of impacted staffing areas by regulation are included below.

	Overview	What does this mean on campus?	Who on campus will be impacted?	What we don't know	Where to get more info
Financial Value Transparency (FVT) & Careful Employment (GE)	<p>ED has released new reporting metrics for all institutions that are similar to the prior GE requirements, which previously impacted only certificate programs at nonprofit and public institutions and all programs offered at for-profit institutions. The new regulation requires program data and student-level data for federally aided students on completions, withdrawals, debt, costs, and institutional aid by program to be submitted to ED for matching with post-graduate incomes. Matching the student-level data provided with income data from other federal sources, ED will publish information on each program with two metrics (earnings premium and debt/earnings ratio).</p> <p>Each institution will receive its program-specific metrics from ED that will be made available to students on a new agency website. Graduate programs that fail to meet the debt/earnings ratio for 2 out of 3 years will require students to sign an acknowledgment before taking Title IV aid. GE programs could lose access to Title IV funds.</p>	<p>This regulation will impose a heavy reporting burden on institutions. The reporting burden will be greatest in 2024 with the first report due by October 1, 2024 and all reports due on October 1st moving forward.</p> <p>Institutional research, enrollment management, registrars, and financial aid offices will all need to work together to report this information. Depending on each institution's student information system(s), fulfilling these reporting requirements may be more or less complex. Reporting is required each year for both programs (descriptors, student totals) and Title IV students in these programs (including completers and withdrawals). While all programs must be reported, only gainful employment graduate programs will have Title IV implications (as of now).</p> <p>* Note: Any reported completion that is not a degree falls into GE, including all stand-alone certificates such as teaching certificates, post-baccalaureate programs, etc. The repercussions for GE are more severe than for FVT, because failure on GE metrics results in loss of Title IV aid.</p>	<ul style="list-style-type: none"> Institutional research Enrollment management Registrars Financial aid IT/web services Legal/general counsel 	<ul style="list-style-type: none"> Reporting mechanisms: formatting data for the NSLDS collection ED's website for this information How to address dual-degree programs that align appropriately with financial aid Potential additional metrics related to other federal regulations Final metrics - currently under review 	<p>February 14 and March 1, 2024 webinars from AIR for reporting staff. Link here to resources.</p> <p>ED Fact Sheet linked here.</p> <p>ED guidance is updated regularly. Updates will be published on the Federal Student Aid Knowledge Center Homepage specific to FVT/GE.</p>
Transcript Withholding	<p>Upon request by a student, institutions must provide an official transcript that includes all the credits for payment periods in which the student received Title IV funds and for which all institutional charges were paid (or included in an agreement to pay) at the time the request was made. Institutions cannot withhold transcripts for a balance owed that resulted from an error in the institution's administration of Title IV aid, fraud or misconduct.</p>	<p>Review your current practices for transcript withholding. Ensure that none of the transcripts withheld are due to errors in Title IV aid administration or fraud. Evaluate whether your transcript software will permit partial transcripts and update your policies. This will likely require registrars to work with student financial services and the CFO/business office to ensure compliance.</p>	<ul style="list-style-type: none"> Registrars Student financial services CFO/business office Institutional policy 	<ul style="list-style-type: none"> How ED will follow-up on this practice outside of institutional policies What constitutes an "agreement to pay." 	<p>NAICU analysis here.</p>
Licensure: Program length	<p>Most in-person/hybrid GE programs that lead to licensure, must not be longer than the hours required* for licensure by the state in which the institution is located.</p> <p>* Note, this is a change from the previous 150% of time length requirement.</p> <p>**Degree and distance programs are exempt from this requirement.</p>	<p>Each institution will need to evaluate programs leading to licensure and ensure that the programs are not longer than minimum training length required by its state for licensure. If it is, the program must be adjusted immediately (starting July 1, 2024) for all incoming students. This change does not impact currently enrolled students.</p> <p>If a program is less than 600 hours it may qualify for Direct Loans but will no longer be eligible for other Title IV aid. This may impact enrollment and financial aid.</p>	<ul style="list-style-type: none"> Program directors Licensing professionals Financial aid Accreditors <p>Institutions may need to hire contractors or work with outside groups to evaluate state-by-state requirements.</p>	<ul style="list-style-type: none"> How ED will evaluate licensure on a state-by-state basis How will this apply to state licensure requirements that shift mid-year? How to adjust for accreditation/state hours differences 	<p>NAICU analysis here.</p>

	Overview	What does this mean on campus?	Who on campus will be impacted?	What we don't know	Where to get more info
All Programs: Licensure & State Law Compliance	All programs that lead to licensure, including distance education, must meet all applicable programmatic accreditation & educational requirements for professional licensure or certification and must comply with all state laws related to closure in the states where they are located, enroll distance education students, or where distance education students attest they will seek employment after graduation. Programs that do not align with state requirements must not enroll students from that state or must receive an attestation from the student that they intend to seek employment in a state where the program does meet the requirements. <u>For all licensure programs, each institution must disclose to all prospective and enrolled students a list of all states where it has determined the program does or does not meet the state's educational requirements for licensure.</u>	Each institution will need to evaluate programs leading to licensure and ensure that programs - particularly distance education programs - meet the requirements for the states where students are located at the time of initial enrollment. If the program does not meet the requirements, the institution must stop enrolling students from that state. This new requirement will be a heavy lift for each institution to evaluate state requirements and make the information available to all students. This requirement is now a potential metric included in the FVT/GE framework as currently proposed by ED.	<ul style="list-style-type: none"> Distance education faculty and staff Enrollment management Marketing Financial aid Admissions IT/Web services <p>Institutions may need to hire contractors or work with outside groups to evaluate state-by-state requirements.</p>	<ul style="list-style-type: none"> How ED will evaluate licensure on a state-by-state basis - possibly within FVT/GE but metrics are not yet final At what point does a program need a student to commit to a location? What if the student's plans change? 	NA/OU analysis here.
Career Services	During the recertification process, ED will review information on the number and distributions of career services staff, services promised to students, and partnerships with recruiters and employers. ED also requires that programs for occupations that require an externship or clinical placement provide those to students.	Each institution will need to demonstrate compliance to ED and thus should have a mechanism for easily updating and sharing information on employee counts, lists of partnerships and employers, along with service utilization rates. Verification of externship and clinical placements will also be required.	<ul style="list-style-type: none"> Career Services Staff Human Resources Alumni Offices Business Partnerships 	<ul style="list-style-type: none"> Target ratios or "acceptable" number for benchmarking How ED wants to receive the information 	NA/OU analysis here.
Financial Aid Counseling	An institution must demonstrate that its financial aid communications advise students to accept the most beneficial types of financial assistance available to them, and its advice to students/families includes robust information on costs and sources and types of aid, along with how aid is disbursed and, if a student adjusts their enrollment status, and how aid is returned.	Each institution will need to review financial aid award letters and communications with students to ensure that the information required is provided, including: <ul style="list-style-type: none"> cost of attendance, including each cost category; each type of aid offered and whether or not the aid is gift aid, must be earned, or must be repaid; the student's individual net price (subtracting grant/scholarship aid from the cost of attendance); and instructions on how these funds are disbursed, applied for, and adjusted, as well as instances in which funds may have to be returned. 	<ul style="list-style-type: none"> Financial aid Enrollment management Student recruitment Student financial services 	<ul style="list-style-type: none"> Examples of "adequate" information that satisfies the regulation including instructions for all types of aid 	NA/OU analysis here.
Financial Responsibility	ED has increased the number of mandatory and discretionary triggers and metrics that give them broad authority to address high-risk events that impact an institution's ability to operate. The metrics include meeting payroll obligations, making debt payments, and borrowing from retirement funds without authorization.	The list of additional mandatory and discretionary triggers is extensive. These include declaring a state of financial exigency, being sued, a composite score of less than 1 after considering the cost of Borrower Defense claims, etc. Each institution will have to review the complete list and evaluate its situation prior to July 1, 2024.	<ul style="list-style-type: none"> Leadership Board CFO Legal/general counsel Financial consultants (if retained by institution) 	<ul style="list-style-type: none"> How and in what form schools should report new triggers to ED. No ED guidance on developing/administering new controls 	ED Fact Sheet linked here. NA/OU analysis here.
Other Metrics	If an institution is selected/flagged for further information during the recertification process, they may be required to provide data on licensure pass rates, withdrawal rates, and recruitment spending vs. educational expenses. Licensure pass rates are now included in the FVT/GE reporting framework.	If ED views any of the information provided during the Title IV recertification process to be worthy of more detail, they'll likely ask for additional information and explanations. Anticipating this is somewhat problematic given that several of the measures (noted above), do not have benchmarks for evaluation.	<ul style="list-style-type: none"> Leadership Board CFO Legal/general counsel other staff 	<ul style="list-style-type: none"> Lack of benchmarks for several metrics makes it challenging for institutions to predict the need for more data 	NA/OU analysis here.

FVT/GE - VERY brief overview, more to come in next session!

- Similar to the prior GE requirements (which previously impacted only certificate programs at nonprofit and public institutions and all programs offered at for-profit institutions)
- Requires program data and student-level data for federally aided students on completions, withdrawals, debt, costs, and institutional aid by program to be submitted to ED for matching with post-graduate incomes information.
- Matching the student-level data provided with income data from other federal sources, ED will publish information on each program with two metrics (earnings premium and debt/earnings ratio).
- Each institution will receive its program-specific metrics from ED that will be made available to students on a new agency website. Graduate programs that fail to meet the debt/earnings ratio for 2 out of 3 years will require students to sign an acknowledgment before taking Title IV aid.



***GE programs could lose access to Title IV funds.

Transcript Withholding

- Upon request by a student, institutions must provide an official transcript that includes all the credits for payment periods in which the student received Title IV funds and for which all institutional charges were paid (or included in an agreement to pay) at the time the request was made.
- Review your current practices for transcript withholding. Ensure that none of the transcripts withheld are due to errors in Title IV aid administration or fraud.




- Evaluate whether your transcript software will permit partial transcripts and update your policies. **This will likely require registrars to work with student financial services and the CFO/business office to ensure compliance.**


• <https://www2.ed.gov/policy/highered/reg/hearulemaking/2024/certification-q-and-a.html>

Licensure: Program Length

- Most in-person/hybrid GE programs that lead to licensure, must not be longer than the hours required* for licensure by the state in which the institution is located. Note, this is a change from the previous 150% of time length requirement.
- ****Degree and distance programs are exempt from this requirement.**



Each institution will need to evaluate programs leading to licensure and ensure that the programs are not longer than minimum training length required by its state for licensure. If it is, the program must be adjusted immediately (starting July 1, 2024) for all incoming students. This change does not impact currently enrolled students.




If a program is less than 600 hours it may qualify for Direct Loans but will no longer be eligible for other Title IV aid. This may impact enrollment and financial aid.


<https://fsapartners.ed.gov/knowledge-center/library/dear-colleague-letters/2024-04-15/implementation-program-length-restrictions-gainful-employment-ge-programs>

Licensure: State Law Compliance

- All programs that lead to licensure, including distance education, must meet all applicable programmatic accreditation & educational requirements for professional licensure or certification and must comply with all state laws related to closure in the states where:
 - They are located, enroll distance education students, or where distance education students attest they will seek employment after graduation.



For all licensure programs, each institution must disclose to all prospective and enrolled students a list of all states where it has determined the program does or does not meet the state's educational requirements for licensure.



Each institution will need to evaluate programs leading to licensure and ensure that programs – particularly distance education programs – meet the requirements for the states where students are located at the time of initial enrollment. If the program does not meet the requirements, the institution must stop enrolling students from that state.

FAQs from ED here


:<https://www2.ed.gov/policy/highered/reg/hearulemaking/2024/certification-q-and-a.html>




*****FVT/GE reporting includes licensure reporting buy ONLY for the institution's state OR the states within the institution's MSA.**

Career Services and Clinical Placements

- During the recertification process, ED will review information on the number and distributions of career services staff, services promised to students, and partnerships with recruiters and employers.



ED also requires that programs for occupations that require an externship or clinical placement provide those to students. This means that even distance students must be provided with a placement within a reasonable distance. Students may find their own placements but the responsibility is with the institution.




Each institution will need to demonstrate compliance to ED and thus should have a mechanism for easily updating and sharing information on employee counts, lists of partnerships and employers, along with service utilization rates.



Verification of externship and clinical placements will also be required.

Financial Aid Counseling and Communications

- An institution must demonstrate that its financial aid communications advise students to accept the most beneficial types of financial assistance available to them, and its advice to students/families includes robust information on costs and sources and types of aid, along with how aid is disbursed and, if a student adjusts their enrollment status, and how aid is returned.



Each institution will need to review financial aid award letters and communications with students to ensure that the information required is provided, including:

- cost of attendance, including each cost category;
- each type of aid offered and whether or not the aid is gift aid, must be earned, or must be repaid;
- the student's individual net price (subtracting grant/scholarship aid from the cost of attendance); and
- instructions on how these funds are disbursed, applied for, and adjusted, as well as instances in which funds may have to be returned.


Financial Responsibility and Other Metrics

ED has increased the number of mandatory and discretionary triggers and metrics that give them broad authority to address high-risk events that impact an institution's ability to operate. The metrics include meeting payroll obligations, making debt payments, and borrowing from retirement funds without authorization.

The list of additional mandatory and discretionary triggers is extensive. These include declaring a state of financial exigency, being sued, a composite score of less than 1 after considering the cost of Borrower Defense claims, etc. Each institution will have to review the complete list and evaluate its situation prior to July 1, 2024.



If an institution is selected/flagged for further information during the recertification process, they may be required to provide data on licensure pass rates, withdrawal rates, and recruitment spending vs. educational expenses.



Licensure pass rates are now included in the FVT/GE reporting framework.
****** if your accreditation does NOT require licensure pass rates, then this can be left blank!!***

Race and ethnicity Reporting updates - not in effect YET

Must be offered the option of selecting
1+ racial and ethnic designations.

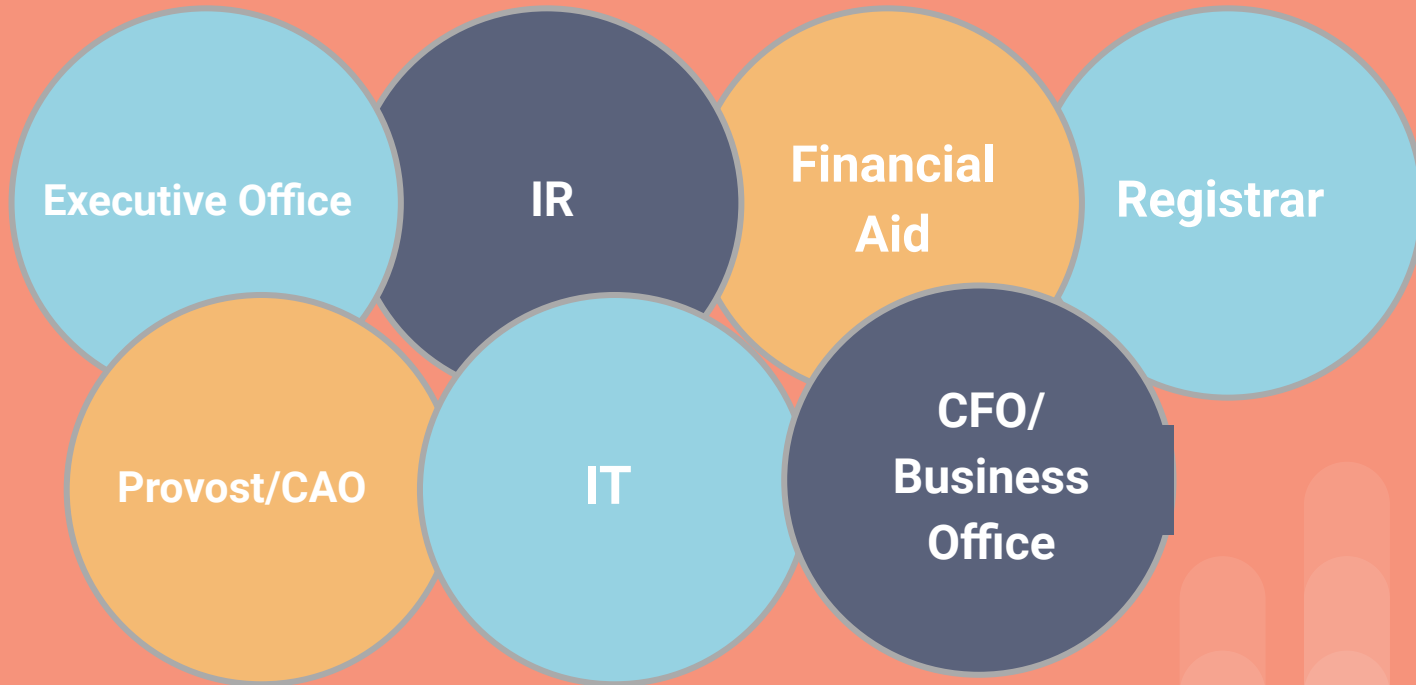
No longer a 2-part question



2+ races may be larger than before...

- Categories:
 - American Indian/Alaskan Native
 - Black or African American
 - Asian
 - Hispanic or Latino
 - 2 or more races
 - **Middle Eastern or North African**
 - Native Hawaiian or Pacific Islander
 - White
 - Race/ethnicity unknown category
 - Report them to IPEDS in U.S. nonresident category

Building your Response Teams - Title IV recertification, Financial Responsibility, and more



What to do NOW to prepare:

- **Set-up your reporting/response teams**
 - **Provide teams with all training materials available to-date**
 - <https://fsapartners.ed.gov/knowledge-center/topics/financial-value-transparency-and-gainful-employment-information>
 - <https://fsapartners.ed.gov/sites/default/files/2024-04/FVTGEIntroductionUserGuide.pdf>



COLLABORATE across your institution!

Give your team the time and space needed to get up-to-speed and start collecting information



Start simulating data for your institution's programs for as many metrics as you can

- **ID the income thresholds that students would need to have for the program to "pass". Do these seem reasonable?**
- **What programs might be on the rocks at your institution? How can you address this?**
- **FRS check-in, are you at risk for additional verification?**

Thank you!

Questions?

Documents (matrix and leadership checklist) can also be found here:
micolleges.org in the Federal Reporting section

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