

New Partner Intensive

Creating a Strategic Roadmap for Adult Learner Growth

We will start promptly at 1:02 once everyone has joined

Adult Learner Recruitment

New Partner Intensive

Creating a Strategic Roadmap for Adult Learner Growth

1:00 p.m. ET	Opening Remarks and Zoom Set-Up
1:05 - 1:40 p.m. ET	The New Blueprint for Graduate Growth
1:40 - 2:00 p.m. ET	Peer Breakout Groups
2:00 – 2:35 p.m. ET	Proven Paths to Early Wins
2:35 – 2:55 p.m. ET	Meet with Your EAB Team
2:55 - 3:00 p.m. ET	Closing Remarks: Getting the Most Out of Your Partnership

Today's Presenters



Brittany Murchison
Vice President
BMurchison@eab.com



Beth Donaldson, MPA Senior Consultant and Principal BDonaldson@eab.com



Will Lamb, Ph.D.

Dean of Graduate and

Adult Learner Recruitment

WLamb@eab.com

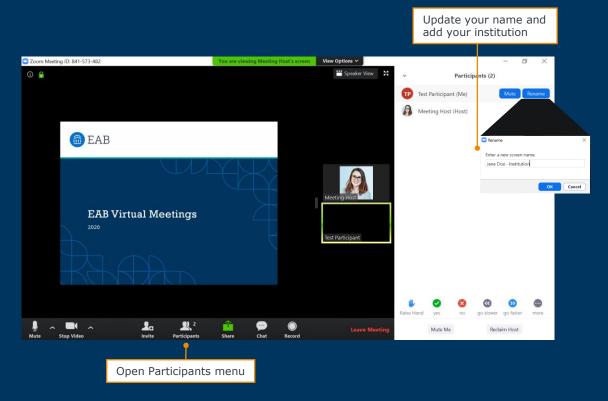


Savon Sampson Senior Strategic Leader SSampson@eab.com

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Update Your Name

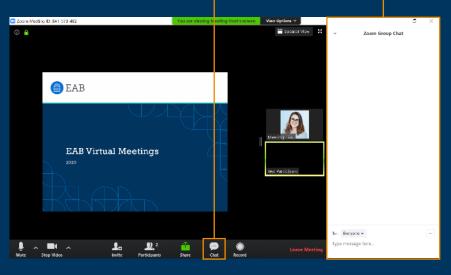


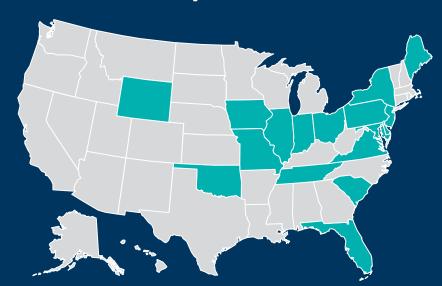
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Chat

 Please utilize the **Chat** button—located in the Zoom menu bar at the bottom of your window to ask any questions throughout the session.

 If you have any technical difficulties with Zoom please message us utilizing the Chat button.





- Avila University
- Cedarville University
- Columbia College
- · Concordia College
- Drexel University
- · Georgian Court University
- IUPUI

- Mercy College
- · Middle Tennessee State University
- Morgan State University
- Notre Dame of Maryland University
- Ohio Christian University
- Richard Bland College
- Saint Joseph's College

- Southern Illinois University Carbondale
- St. Thomas University
- University of Delaware
- University of Oklahoma Online
- University of Wyoming
- William Penn University

Poll

What's the biggest challenge you face in recruiting adult learners today?



The New Blueprint for Growth

Will Lamb, PhD

Dean of Graduate and Adult Learner Recruitment

Adult Learner Recruitment

Our Fall 2019-Winter 2020 Research

Sizing the Adult and Grad Ed Market

- Master's Degrees
- Credit and Noncredit Certificates
- Low-cost and Free Alternatives
- Adult Degree Completion

Today's Focus



Thriving in a New Normal

- Sizing the Countercyclical Opportunity
- The Growing Threat of National Competition
- Assessing Winner-Take-All Markets

Coming Next from EAB



Maximizing Bottom-Line Impact

- Assessing the Revenue Opportunity
- Avoiding Profitless Growth
- Maximizing Program Margins
- Portfolio Diversification Strategy



Competitive Infrastructure

- Capabilities, Expertise, Investments Needed to Compete
- Agile Response to Shifting Consumer Behavior
 - Market Leader Organizational Profiles





New Labor Market and Regional Economic Needs



Certificate Strategies for an Evolving Market



Program Margin Calculators

Then: Anticipating a Market Slowdown



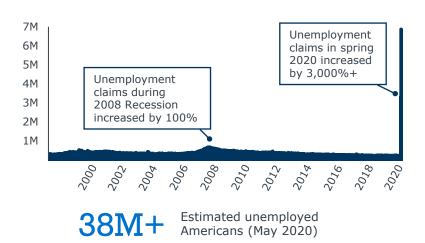
- 2019: almost zero growth expected in yearly master's conferrals
- Growth limited to high-cost fields like computer science, specialized health

Now: New Questions About Disruption and Opportunity

- Do 2008 Recession trends hold in the current crisis?
- How countercyclical are graduate enrollments?
- What competition do new entrants face in online graduate ed?
- · Will winner-take-all markets take off?
- What is higher education's role in helping communities recover?

The Limits of the 2008 Playbook

Confronting the "Light Speed" Recession



28%

Share of newly unemployed with a bachelor's degree vs. 21% during 2008 recession

-3%

Predicted 2020 global economic contraction (vs. -0.1% during Great Recession)

73%

Average likelihood of a second wave of infection predicted by 18 disease modeling experts

A Categorically Different Downturn



Sudden-onset, external economic trigger



Simultaneous downturns in supply and demand



Unprecedented global supply chain disruption

- Sizing the Countercyclical Opportunity
- 2 The Growing Threat of National Competition
- 3 Assessing Winner-Take-All Markets

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Countercyclical Enrollment and Degree Conferral Trends

DATA SOURCES

► METHODOLOGY

► DATA LIMITATIONS

NCES IPEDS, 2005-18:

- Fall undergraduate and graduate enrollment by institution sector
- Degree conferrals by program (2- and 4digit CIP¹ code)

Bureau of Labor Statistics, 2005-18

 US unemployment rate, monthly (seasonally adjusted)

Growth Rates and Unemployment

- Compares annual growth in fall enrollment with unemployment
- Compares vocational institutions², community colleges, and undergrads and graduates at 4year institutions

Countercyclical Effect on Fields

- Compares growth in conferrals from 2008-18 with the recession's impact on conferral growth
- Recession's impact calculated by subtracting average non-recession growth rates from average recession-era growth rates
- Because conferrals lag enrollments by ~2 years, recession-era conferrals are 2011-2013

IPEDS:

- Graduate enrollments include students pursuing a Ph.D. or graduate certificate
- Countercyclical effect is less pronounced in conferrals data than in enrollment data due to lower completion rates
- Enrollment data does not include programlevel data

Unemployment:

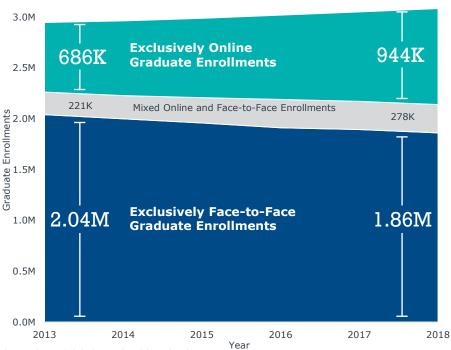
 Does not include discouraged workers or students

¹⁾ Classification of Instructional Programs, the taxonomic scheme for fields of study developed and used by NCES.

Includes all less-than-2-year institutions and all private nonprofit and for-profit 2-year institutions.

Grad Market Growth Was Already All Online

Graduate¹ Enrollments 2013-2018: Exclusively, Some, and No Online² Courses



⁺²⁵⁸K

Total Increase in Online Graduate Students 2013-2018

+6.6%

Avg. Annual Growth

-179K

Total Decrease in Faceto-Face Graduate Students 2013-2018

-1.8%

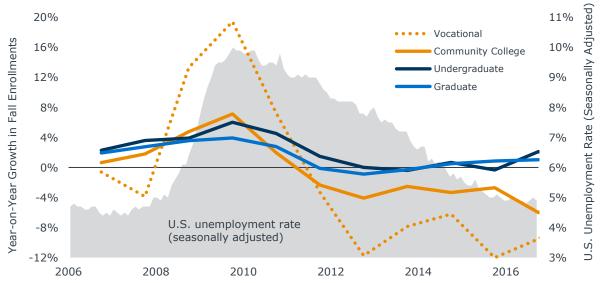
Avg. Annual Decline

Graduate students include both master's and doctoral students.

²⁾ Recorded as 'Distance Education' in IPEDS data

How Countercyclical are Grad Enrollments?

Grad Enrollment Increase During Last Recession Low Compared to Sub-Baccalaureate



Percentage point growth in enrollment during high unemployment:

Graduate	Undergraduate	Community College ¹	Vocational ²
+2.3%	+3.6%	+6.9%	+20.2%

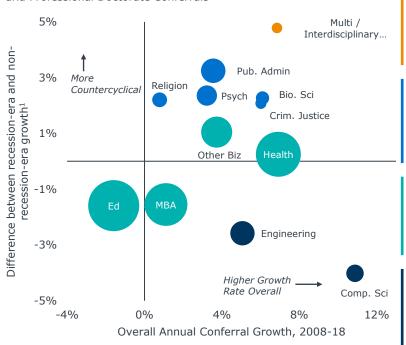
¹⁾ Includes all public 2-year institutions.

Includes all less-than-2-year institutions and all private nonprofit and for-profit 2-year institutions.
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Countercyclical Boost Uneven Across Fields

Fields Best Positioned to Grow are Mostly Small, Few in STEM

Overall 10-year Growth Trend and Countercyclical Growth in Master's and Professional Doctorate Conferrals



The Multidisciplinary Moment?

Interdisciplinary grad degrees fast-growing and among most countercyclical

A Turn Toward Stable Careers

Growth in fields related to government and nonprofit jobs, but will these remain stable in current crisis?

No Boost for Big Fields

Education, MBA growth slowed. Almost no recession impact on health, non-MBA business.

Slowdown in STEM?

Engineering, computer science fast-growing overall but grew more slowly during 2008 recession

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- Sizing the Countercyclical Opportunity
- 2 The Growing Threat of National Competition
- 3 Assessing Winner-Take-All Markets



Sizing the Online Graduate Education Market

► DATA SOURCES

METHODOLOGY

► DATA LIMITATIONS

NCES IPEDS, 2004-18:

 Enrollments by students' academic level, and distance education status

IRS Form 990, 2018:

 2017 advertising spend for nonprofit institutions

Online Enrollments

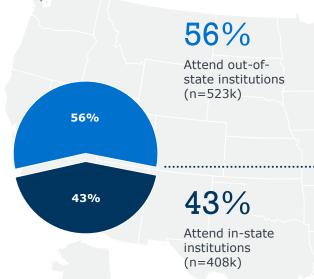
- Reported to IPEDS as 'exclusively distance' enrollments
- Includes all graduate enrollments due to IPEDS reporting methodology

IPEDS:

- Most recent data is from 2018
- All data is self-report
- Online enrollment data does not include program-level data
- IPEDS does not collect data on students at local/ZIP code level

Online Graduate Market More Regional and National

Exclusively online graduate¹ students by state of origin², fall 2018 n= 944,000 students



Institutions with mostly **out-ofstate** online graduate students:

- Larger: Avg. program size is 2,662 students
- More Online: 44% of grad. students are online
- Majority Private: 71% are private

Institutions with mostly **instate** online graduate students:

- **Smaller:** Avg. program size is 1,589 students
- **Less Online:** 36% of grad. students are online
- Both Public and Private:
 51% are private

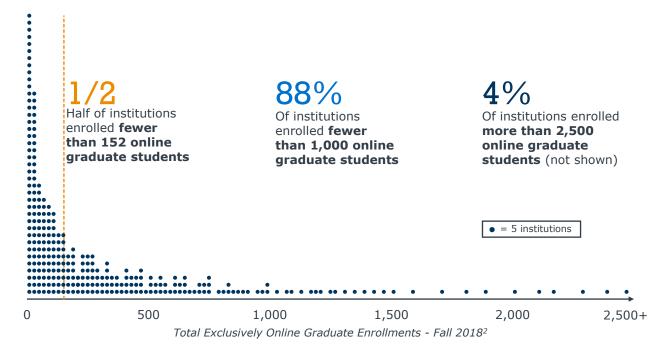
¹⁾ Includes master's and doctoral degrees.

The remaining 1% of students' states of origin were unknown.

Even More Will Play—Few Will Get Big

Few Institutions Poised to Become Online Giants (Or Even Online Mediums)

Institutions by Total Exclusively Online¹ Graduate Enrollments, Fall 2018

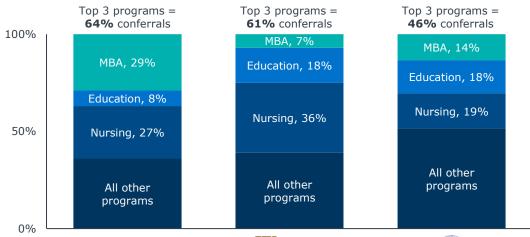


¹⁾ Recorded by IPEDS as exclusively distance enrollments.

Bin widths equal 20 enrollments.

Bigger is Usually Boring-er

Programs (4-digit CIP) by Share of Total Institutional Master's Conferrals, 2018







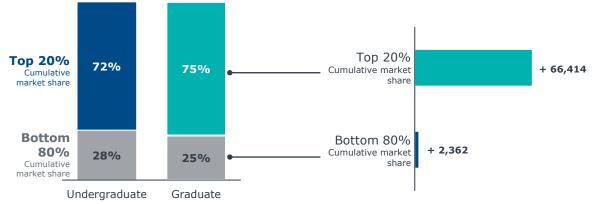


Institutions with Highest Conferrals Control Most of the Market

Percentage of total degrees¹ conferred by top 20% of institutions, 2018

And for Graduate Degrees, the Biggest Have Only Gotten Bigger

Net change in number of graduate degrees conferred, 2013-2018



What Does the Top 20% of the Graduate Market Look Like?



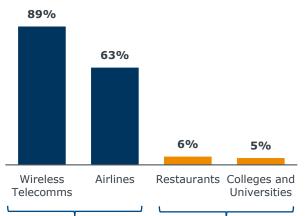
419 institutions 26% are R1 institutions 36% are in large cities



54% are public41% are private, non-profit5% are private, for-profit

Higher Ed is not an Oligopoly, but Still Faces Dominant Market Leaders

Market Share of Top 4 Competitors by Industry (Revenue)



Oligopolies

- National competition
- Large competitors dominate market
- Little room for new entrants

Competitive Markets

- Regional and national competition
- · Room for new entrants
- Still competition from market leaders

Mass Market Leaders Limit Potential for National Growth



Regional Players

- Strong regional brand affinity
- Large online and on-ground presence
- Low cost or elite brand

Market Leaders

- National marketing reach
- Massive online scale
- · Low cost

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Understanding Our Analysis

Competition and Market Concentration

DATA SOURCES

METHODOLOGY

DATA LIMITATIONS

NCES IPEDS, 2013-18:

 Degree conferrals by program (6-digit CIP code)

Selecting Programs to Analyze

- EAB researchers grouped 6-digit CIP codes by commonly-used institutional program title
- Top 88 professional master's and doctoral programs
- Together, these 88 programs account for 81% of the market
- Analysis does not include PhDs

Four Types of Competition

- 20 was used as the cutoff for high median conferrals; overall median conferrals per program was 11
- 66% market share is high for an individual program—not an institution

Growth rates: calculated as compound annual growth rate (CAGR) unless otherwise specified

IPEDS:

- Most recent data is from 2018
- All data is self-report
- Some institutions may still vary in how CIP codes are matched to program titles

Assessing the Threat of Market Concentration

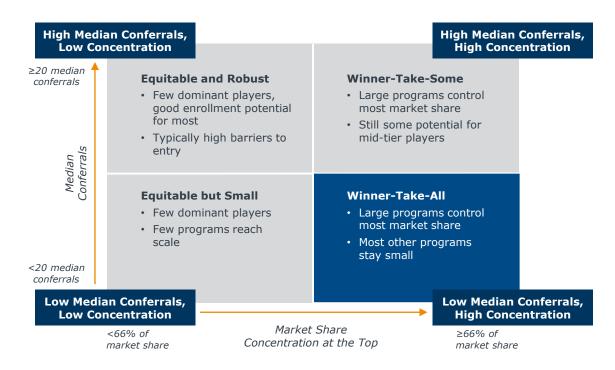


High Median Conferrals, High Median Conferrals, Low Concentration **High Concentration** Winner-Take-Some >20 median **Equitable and Robust** conferrals Large programs control Few dominant players most market share · Typically high barriers to Still some potential for entry mid-tier players Master of Social Work, · MS in Computer *Median Conferrals* Doctor of Physical Therapy Science, MS in Nursing Winner-Take-All **Equitable but Small** Large programs control Few dominant players most market share · Few programs reach · Most other programs scale stay small · MA in English, MS in · MS in Cybersecurity, <20 median **Mathematics** conferrals Master of Public Health Low Median Conferrals, Low Median Conferrals, Low Concentration **High Concentration** Market Share <66% of >66% of Concentration at the Top market share market share

Source: EAB analysis of NCES Integrated Postsecondary Education Data System (IPEDS) data.

Assessing the Threat of Market Concentration





Source: EAB analysis of NCES Integrated Postsecondary Education Data System (IPEDS) data.

Most Won't Benefit from Countercyclical Growth

Representative Program Snapshot

MS in Cybersecurity	2018 Overview	
Total U.S. programs	164	
Total conferrals	5,503	
Median conferrals per program	7	
Conferrals in largest program	1,175 (UMGC)	
Overall growth from 2013-2018	+3,899 conferrals (28% annual growth)	
Top 20% of Market Share in 2018	84% of all degrees	

Other Example Programs:

- MEd in Instr. Design
- MS in Criminal Justice
- MS in HR Management

Market Concentration, 2018



Low Median Conferrals Reflect Limited Growth Potential Outside of Top 20%

Median conferrals per program, 2018

Assessing the Threat of Market Concentration



Concentration at the Top

Source: EAB analysis of NCES Integrated Postsecondary Education Data System (IPEDS) data.

market share

30

market share

Still Potential for Mid-Tier Players to Grow

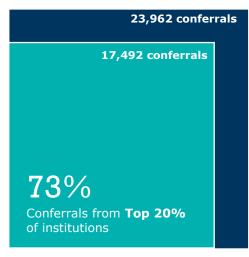
Representative Program Snapshot

MS Computer Sci.	2018 Overview
Total U.S. programs	429
Total conferrals	23,962
Median conferrals per program	20
Conferrals in largest program	1,084 (Georgia Tech)
Overall growth from 2013-2018	+12,499 conferrals (16% annual growth)
Top 20% of Market Share in 2018	73% of all degrees

Other Example Programs:

MS in NursingMS in Data AnalyticsMBA

Market Concentration, 2018



Relatively High Median Conferrals Show There's Still Room for Mid-Tier Competition

Median conferrals per program, 2018



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Breakout Discussions

Reflecting on The Future of the Graduate and Adult Markets

Breakout Discussions



For the next 20 minutes, we're holding **breakout discussions** with your peers and EAB experts to discuss the research findings—and what they mean for your enrollment strategy.

To join a breakout discussion room, please click "join" when the box appears on your screen.

Discussion Facilitators



Brittany
Murchison
Vice President,
Partner Success and
Marketing



Jennifer Winn Senior Vice President



Will Lamb
Dean of Graduate and
Adult Learner
Recruitment



Beth Donaldson Senior Consultant and Principal



Kelly Miller Senior Director, Partner Success



Jesse Holzbach
Director, Partner
Success



Jennie Bailey Senior Strategic Leader



Savon Sampson Senior Strategic Leader



Sam Moll Senior Strategic Leader



Abby Zeiler Senior Strategic Leader



Proven Paths to Early Wins

5 Best Practices for a Successful Partnership

Beth Donaldson, Senior Consultant and Principal Savon Sampson, Senior Strategic Leader

Service Basics Are Important, but Not Enough

Polite | Warm | Helpful | Partner-First | Detail-Oriented | Focused

EAB's Distinctive Service Commitment

Individualized and Invested

- Proactive & anticipatory
- Available & responsive
- Grateful & gracious & hospitable

"an extension of your office"

Deeply Committed to Results

- Strategically aligned to your institutional goals
- Collaborative & innovative
- Data-driven insights
- Stubborn about your success

"driving uncommon results"

Trusted Advisor

- Value beyond the campaign
- Consultative presence
- Accountability for success
- Campus leadership resources
- Strategize for long-term success

"improve institutional trajectory"



Your Key Points of Contact



Strategic Leader

Our expert on your institution, advises you on strategy



Account Manager

Your day-to-day point of contact, oversees execution



A Team of Experts Backing Your Success



Campaign Data Manager

Dedicated liaison for your data staff



Data Scientist

Develops your custom audience models



Strategic Analyst

Tracks your campaign performance



Targeting Analyst

Industry-leading list expertise



Copywriter

A communications bestpractice expert



Art Director

Leverages your branding and ensures consistency



Web Designer

Expert in responsive, userfriendly web design



Marketing Strategy Expert

Expertise in adult learner marketing, drives innovation



Digital Marketer

Develops and tests digital marketing campaigns



Project Manager

Oversees campaign creation and launch



Subject Matter Experts

"Sage counsel" at your service



Market Insights Analyst

Performs competitive analyses

- Establish a Good Data Infrastructure
- 2 Manage the Creative Process Effectively
- 3 Be Ready for a Coordinated Effort
- 4 Be Prepared to Evolve
- 5 Leverage Your EAB Team

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Poll

What types of data or analyses will be most important for you to access in your partnership with EAB? (choose 2)

A Strong Data Partnership Is Key to Optimal Campaign Performance

Marketing Execution & Refinement

- Audience inclusion and segmentation
- · Ongoing refresh of exclusion population

Strategic Planning

- Assess opportunities and campaign options for future year(s)
- Audience targeting review and finalization



Integration with Admissions Outreach

- Send communications to EAB-generated inquiries
- Utilize campaign data for personal outreach

Analysis of Campaign Impact

- Measure of impact on entering class and enrollment goals
- ROI

Monitoring of Campaign Performance

- Trends and YOY analysis
- Ongoing evaluation against campaign goals

Establish Regular Calls

Check-in calls should include all pertinent stakeholders (Admissions, IT, and Marketing)

Appoint Skilled IT Staff

IT staff should understand the importance and purpose of the data and be responsive when data issues arise

Ensure Commitment from Leadership

Consistent support from leaders helps maximize partnership and overcome data concerns

Break Down Internal Silos

Be sure to include stakeholders from various departments and keep the lines of communication open throughout the setup process

Leverage Data Integration Services

If possible, lean on the DIS team to automate your entering class data and minimize the burden on your staff

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- 1 Establish a Good Data Infrastructure
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Creation of Customized Student Journey Strategy

Multichannel Strategy to Engage Prospects at Every Stage Based on Intent

Campaign Recommendations Included in Your Strategy Overview:

✓ Audiences

✓ Channels

✓ Imagery strategy

✓ Campaign flows

- ✓ Campaign objectives
- ✓ Calls to action

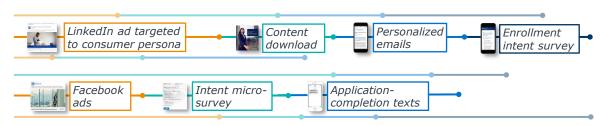
✓ Timing and schedule

- ✓ Messaging strategy
- √ Suggested A/B tests



Intent-Driven Campaign Flows Enable Unique and Highly Personalized Journeys

How Sample Campaign Elements Map to Individual Student Journeys



Marketing Objectives at Each Stage of the Student Journey

Awareness Consideration Decision Yield Identify enrollment introduce your offering motivations and concerns Decision Yield Identify enrollment intent

Our Goal: To ensure that communications are student-centric, make the right impression, and get the desired response

Typical Creative Time Frame:

Core Review Package About 6 Weeks* Full Creative Package About 9 Weeks*



12 Weeks

Examples of Creative:

- √ Campaign emails
- \checkmark Paper-based mailings
- ✓ Personalized landing pages
- ✓ Proprietary content offerings
- ✓ Online surveys
- ✓ Digital ads

4 Weeks

✓ Fmail newsletters

Best Practices

Include Key Stakeholders

If your marketing department or other key stakeholders need to weigh in on creative assets, be sure to include them early in the process to avoid delays.

Understand Objectives

Each piece of creative content is meant to serve a unique purpose. When reviewing, be sure you understand the intent of each piece.

Focus on Your Creative Assets

Good imagery as well as other brand elements will make the biggest difference when it comes to student engagement. If you don't have the right assets, start addressing that now.

Rely on Your EAB Team's Expertise

All our creative decisions are rooted in testing. While reviewing, keep in mind that making certain revisions may mean departing from best practice.

^{*}Based on 3-week Discovery Phase timeline. Individual timelines may vary based on partner goals and context.

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Be Ready for a Coordinated Effort



Student Journey Frees Your Team Up for High-Touch Outreach

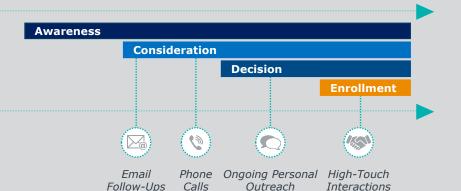
How Student Journey Complements Your Institution's Recruitment Outreach

Student Journey Campaign

Consistent, personalized outreach at scale

Institutional Outreach

High-touch, incremental contact that enables deeper relationship-building



Understand Your Contact Audiences

Know the source, enrollment value, and recruitment opportunity for each audience



Ensure Up-to-Date Responder Data

Best Practices

Load EAB campaign responders to so you can engage students based on actions they've taken



Attend a Communications Planning Workshop

Create an integrated communications plan during a virtual workshop with your EAB team

Coordination Is Especially Critical Right Now

How EAB Is Helping Partners Adapt Messaging During COVID-19

EAB's COVID Survey Has Informed Marketing Strategy

Address Pandemic

Have Your Plans Changed Due To COVID-19?

34%

Have changed educational plans

"Play a role in shaping the future during this unprecedented time..."



Outcomes Marketing

What Impact Has COVID-19 Had On Your Career?

54%

Have job security or career concerns

"Pharmacists are needed now more than ever... you can earn your PharmD..."



Highlight Online

Does an Online Experience Impact Your Plans?

61%

Are open to online options

Online imagery with copy highlighting "engaged faculty"



Poll

What strategies have you used to communicate value to your prospects this spring and summer?

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- Establish a Good Data Infrastructure
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The Same Inputs Won't Create the Same Outputs Year After Year



- Identify target audiences
- · Deploy campaigns
- Execute high-touch outreach strategy
- Implement tactics for maximizing yield



- Engage leadership to understand future goals
- Evaluate planned recruitment strategies against goals
- Refine targeting and audience strategy
- Consider value propositions and program adjustments

EVALUATE 👊

- Monitor application and admit performance
- Determine health of admit pool
- Monitor and track yield performance
- Conduct a detailed analysis of current class performance
- Assess health of inquiry pool for future pipeline

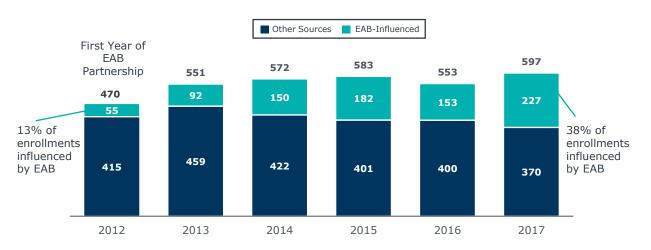
Case in Point

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Long-Term Success Through a Growing Partnership with EAB

Graduate Enrollments

Entering Classes 2012 - 2017





Institutional Profile

Private Graduate School in the South

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Sample Partner Ouestions



"I'm struggling with getting Program Directors on board with assessing program prerequisites."



"My admissions team wants to understand how to **better engage with** leads generated by EAB."



"We are struggling with graduate student retention; could EAB help?"



How Your Strategic Leader Can Help





Facilitate a training session



Connect you with EAB's Student Success team

Do you have questions about how EAB can support you? Let us know in the chat.

Don't Hesitate to Ask for Support Outside of Our Current Work Together

Full Student-Lifecycle Support

- Inquiry Search and Fulfillment
 - Undergraduate Student Recruitment

The High School **Student**

- - Transfer Student Recruitment
 - Admissions

The **Undergraduate** Student - Financial Aid Optimization

- Student Success Collaborative
 - Job Placement
- The Adult Student
- Adult Learner Recruitment

Examples of Consultative Services

Board and Leadership Briefings

Operational and Policy Assessments Communication Flow Planning

Best Practice Research

Admission Team Training

Data Analyses

Strategic Enrollment Program Assessments

- Application Submission & Completion
 - Yield Intelligence

The Alumnus

Advancement Marketing

Recap

Five Takeaways...

- Establish a Good Data Infrastructure
- Put in the effort up front and it will pay dividends as you progress through the enrollment cycle
- Manage the Creative Process Effectively
- Bring the right stakeholders to the table early in the process, and help them understand the intent of each creative asset
- Be Ready for a Coordinated Effort
- To maximize the impact of our combined efforts, ensure your responder data is up-to-date and attend a communications workshop
- Be Prepared to Evolve
- As the enrollment landscape continues to change, you will need to adjust your goals and reassess your strategy regularly
- Leverage Your EAB Team
- Don't hesitate to ask for our support on any aspect of enrollment management or other areas of the student lifecycle



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Breakout Discussions

Meet with Your EAB Team

Breakout Discussions



For the next 20 minutes, we're holding **breakout discussions** with your peers and EAB experts to reflect on best practices for partnership.

To join a breakout discussion room, please click "join" when the box appears on your screen.

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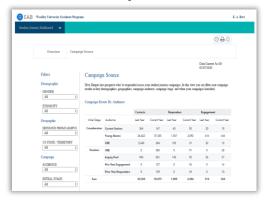


Closing Remarks

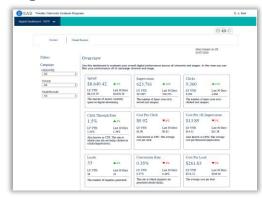
Getting the Most Out of Our Partnership

Consistent Visibility Into Your Campaign Performance From Your Desktop

Student Journey Dashboard



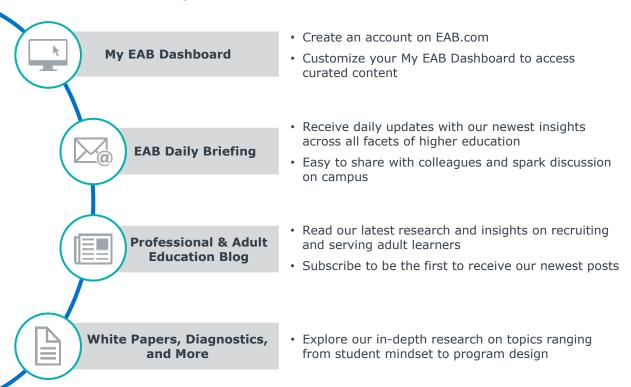
Digital Dashboard



Use the Partner Portal To...

- Access the latest campaign performance data on demand
- Filter data by key demographic information for detailed insights into campaign performance
- Easily share campaign performance data and facilitate strategic conversations with your team
- Maintain consistent visibility into the return on your marketing investments

Find Research, Insights, and Recommendations on EAB.com



Final Thoughts

Please Complete the Brief Exit Poll

We appreciate your feedback on your overall experience today.

Please don't hesitate to share additional feedback with your Strategic Leader.

Tomorrow's Agenda

New Partner Intensive

Marketing and Recruitment Best Practices to Fuel Enrollment Growth

1:00 p.m. ET	Opening Remarks and Zoom Set-Up
1:05 - 1:35 p.m. ET	Finding Your Best-Fit Students: EAB's Approach to Targeting
1:35 - 2:05 p.m. ET	Leveraging Data Science to Drive Applications
2:05 – 2:25 p.m. ET	Meet with Your EAB Team
2:25 - 2:30 p.m. ET	Closing Remarks: Getting the Most Out of Your Partnership

Thank You!

Please reach out to your Strategic Leader with questions about the information shared today



Jennie Bailey JBailey@eab.com



Sam Moll SMoll@eab.com



Camden Francis
CFrancis@eab.com



Savon Sampson SSampson@eab.com



Kelly Miller KMiller@eab.com



Abby Zeiler
AZeiler@eab.com