

2024 Impact Report

Empowering Tomorrow's Workforce
through Lifelong Education



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DeVry's Mission

DeVry University strives to close our society's opportunity gap and address emerging talent needs by **preparing learners to thrive in careers shaped by continuous technological change**. Through innovative programs, relevant partnerships, and exceptional care, we empower students to meaningfully improve their lives, communities, and workplaces.





As industries face growing demands, our mission has never been more urgent. The need for adaptable professionals is greater than ever, especially for those navigating major workplace changes. This highlights the importance of skill expansion and reinforces DeVry's role in fostering career resilience and economic mobility."



A Message from Our President & CEO

This past year was another transformative one for DeVry University and our students as we continue delivering on our mission to close society's opportunity gap and meet pressing workforce demands. As inflation and economic shifts continue to create uncertainty for households and businesses alike, we prioritized making a DeVry University education an accessible and enduring path to personal and professional advancement.

Extending our tuition freeze for a fifth consecutive year was chief among our priorities. Paired with an increase in scholarships and grants awarded, this reflects our resolve to make it viable for learners to pursue an affordable and differentiated education that equips them with the skills employers seek. This decision, particularly significant in today's economic environment, reaffirms our commitment to maintaining high standards without increasing financial barriers for students and their families.

The wide-ranging aspirations of our students highlight DeVry's critical role in meeting learner and partner demands. Among our 2024 active DeVry students who shared their reasons for enrolling:

- 32% enrolled to further their current career.
- 31% enrolled to switch their career path.
- 23% enrolled to enter a career field for the first time.

These statistics emphasize the importance of DeVry University and its Keller Graduate School of Management, which have long been distinguished by our ability to align educational offerings with employer needs. We have built upon years of progress addressing the shifting demands across industries, rapidly designing and expanding our innovative programs that continue preparing students to meet the challenges of a competitive labor market. Newly introduced or enhanced programs in artificial intelligence, advanced analytics, leadership, project management, innovation, and entrepreneurship, among others, are poised to drive transformation across public and private sectors.

Raising the bar on quality standards remains at the heart of our work, a principle reinforced by our institutional and programmatic accreditation efforts year after year. In 2024, our Information Technology & Networking and Software Development bachelor's degree programs were accredited by the Computing Accreditation Commission (CAC) of the ABET, a globally recognized standard of excellence in tech-focused education.

It's not just our cutting-edge, high-quality programs that distinguish DeVry; the outcomes we achieve through them prove our commitment to real impact above all else. We believe our primary responsibility is to deliver a return on student investment—work that extends beyond the classroom to ensure that the efforts within the DeVry ecosystem translate into meaningful, measurable success.

As industries face growing demands, our mission has never been more urgent. The need for adaptable professionals is greater than ever, especially for those navigating major workplace changes. This highlights the importance of skill expansion and reinforces DeVry's role in fostering career resilience and economic mobility. Our commitment is reflected in the inspiring stories of our students, alumni, and partners throughout this report, illustrating the far-reaching impact of DeVry's influence and our continued progress in empowering learners to transform their lives, communities, and workplaces.

Elise Awwad
President and CEO
DeVry University



University Administration and Board of Trustees



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Officer, DeVry University



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Betsy Ziegler
CEO, 1871



Ronald L. Taylor
Honorary Lifetime Trustee



Dennis J. Keller
Honorary Lifetime Trustee



//

I decided to get a graduate degree to further my career opportunities as well as excel in my current role.

It really has helped me with time management skills and allowed me to juggle school, work, and being a mom."

Brittany P.

Master of Business Administration, 2023



SECTION 1

Empowering the Workforce of Tomorrow

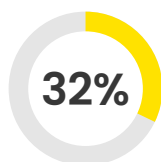
At DeVry University, we are dedicated to preparing learners for success in an ever-changing world. Whether landing their first job, pursuing a new professional direction, or advancing into new roles within a current career, our aim is clear: to equip individuals with the expertise, confidence, and adaptability to excel.

Our approach to education combines technology, personalized support, and a career-focused curriculum crafted in partnership with industry leaders and faculty. We bring real-world expertise to the classroom from day one of a student's journey. This future-focused integration ensures students are not just ready for their next job but are prepared to excel in a workplace shaped by rapid advancements like AI, digital transformation, and emerging technologies.

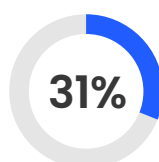
Driven by a commitment to care and workforce-relevancy, our curriculum goes beyond theory. By building knowledge and skill sets to tackle real-world challenges and master new tools, our students shape their success and drive workplace innovation.



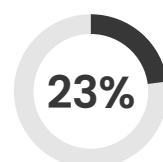
► Goals of Active DeVry Students in 2024¹



**further their
current career**



**switch their
career path**



**enter a career field
for the first time**

9% "Continue my education but not looking for a career move"; 4% "None of the above describe me"



Enabling Upskilling and Supporting Lifelong Learning

DeVry University enables upskilling and supports lifelong learning for professionals navigating a rapidly changing workforce.

As technology is reshaping industries, we equip learners with the tools to succeed. Our technology-driven curriculum and tailored learning experiences are designed to meet the needs of modern professionals while fostering continuous growth.

By May 2024, 75% of knowledge workers were using AI at work.

Microsoft, 2024 Work Trend Index Annual Report.²

Artificial intelligence (AI), in particular, is transforming the workplace. We responded by expanding our core of tech-centric learning options and introducing specialized courses in AI, automation, and machine learning. Collaborating with industry partners through our Advisory Councils, we ensure our programs remain aligned with workplace demands and empower students to build skills that matter today and for their future.

As computer and mathematical occupations continue to grow nationally at a projected rate of 12.9% over the next decade—compared to just 4% growth across all occupations*—DeVry is continuing to fulfill its promise of enabling upskilling and lifelong learning.³ By offering accessible, career-relevant education, we are ensuring our students are ready to succeed in a dynamic and evolving professional landscape.

*Growth projected on a national level. Local growth will vary by location. BLS projections are not specific to DeVry University students or graduates and may include earners at all stages of their career and not just entry level.

¹ DeVry Impact Survey of undergraduate and graduate students who attended DeVry in AY24 and who identified their reason for enrolling, November 11-24, 2024.

² Microsoft and LinkedIn. "AI at Work Is Here. Now Comes the Hard Part." 2024 Work Trend Index Annual Report. May 8, 2024. <https://www.microsoft.com/en-us/worklab/work-trend-index/ai-at-work-is-here-now-comes-the-hard-part>.

³ Nguyen, An and Stanislava Ilic-Godfrey. "New BLS employment projections: 3 charts." U.S. Department of Labor. September 6, 2024. <https://blog.dol.gov/2024/09/06/new-bls-employment-projections-3-charts>.





Our Commitment to Career-Centered Education

Guided by industry leaders, our programs stay aligned with real-world demands. Offering flexible and stackable education pathways, professional accreditations, and strategic partnerships, we equip learners to take lead in shaping the workforce of tomorrow.

▶ Collaborating with Industry Leaders to Shape Our Curriculum

Prioritizing real-world relevance is core to our approach. That's why we foster close partnerships between our faculty and accomplished professionals. For instance, our President's Advisory Council on Technology & the Economy (PACTE) brings together visionary experts who offer valuable perspectives on the future of work. Similarly, our National Advisory Committees (NACs), composed of leaders from a range of industries, partner with our faculty to keep our programs current and aligned with market needs.

▶ Professional Accreditations and Partnerships

We go beyond the basics to pursue the highest standards of academic quality and excellence. Many of our programs have undergone additional rigorous review to earn accreditations and recognition from formal accrediting bodies and industry certification organizations. Some tech-centric programs have received NSA-CAE and TAC/CAC-ABET accreditations or recognition for excellence in cybersecurity and engineering technology. Select business and project management programs are accredited by ACBSP and PMI-GAC, respectively; some align with CAPM and CMP certifications as well. In 2024, our Business Essentials and Accounting Undergraduate Certificates received a new ACBSP accreditation; we also have expanded our offerings as a Premier-level Authorized Training Partner of the Project Management Institute (PMI).

▶ "Stackable" Program Models

Designed to help students build upon their education and skills as their career ambitions progress, our stackable programs offer the opportunity to apply qualifying coursework toward additional credentials. For example, qualifying credits earned in an undergraduate certificate program can be applied toward a related associate or bachelor's program. This career-focused approach lets learners build their resume on their timeline while staying prepared for the ever-changing demands of the workplace.

▶ Strategic Industry Collaborations

We continue to work with leading companies to connect education with industry needs. Partnerships with organizations like KPMG, Microchip Technology, and CompTIA are helping us bridge educational and career opportunities, like apprenticeships, so we can support emerging professionals and those taking nontraditional paths into the workforce.



"[With DeVryWorks], we're preparing our workforce to meet the challenges of the working environment today—leveraging data, leveraging the latest learning techniques, and [applying] best-known methods so that we can be prepared to do things faster, smarter, and in a more competitive way."

Curtis Wightman

Operations Manager at Microchip Technology,
a DeVryWorks partner



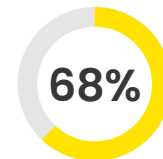
Closing the Workforce Opportunity Gap

In addition to providing an education students can truly put to work we strive to improve professional opportunities for all types of learners. **Our goal is to empower learners to upskill, reskill, and gain new competencies that advance their careers. We place a strong focus on supporting nontraditional students—primarily adult learners. To meet their needs, we’ve developed an innovative approach that offers flexible and accessible educational pathways, tailored to their unique challenges and circumstances.** In doing so, we equip a wide range of professionals with both durable and future-ready skills—data analytics, AI literacy, and others—preparing them to be agile in meeting responsibilities that may not even exist today.

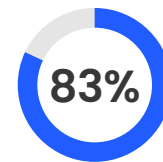
The DeVry experience is transformative for these students, who represent a significant portion of our undergraduate student body. In 2024, we provided an accessible, career-focused education to these learners:



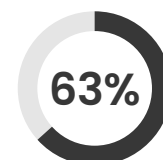
We design our programs to help students successfully balance work, education, and personal commitments. The flexibility of our online programs, combined with our tech-driven learning approach, allows students to upskill or reskill without putting their lives on hold.



of undergraduate DeVry students were female¹, compared to 47% of the U.S. workforce.²



of undergraduates were 25 years or older³, an age group that represents around 80% of the U.S. workforce.²



of undergraduate students were non-white⁴, a growing segment of the U.S. workforce—up over 15% since 2013.²



Extending our tuition freeze for a fifth consecutive year was chief among our priorities.

Paired with an increase in scholarships and grants awarded, this reflects our resolve to make it viable for learners to pursue an affordable and differentiated education that equips them with the skills employers seek.”



Elise Awwad
President and CEO
DeVry University

Helping Make Higher Education More Accessible and Affordable

We understand how limits on time and funds can present barriers to education for some learners, especially adult learners. So, we’ve taken steps to make education more accessible and affordable for students:

2024–2025 marks the fifth consecutive academic year we have frozen our tuition rates, helping to improve affordability to students amidst inflationary changes.

This contrasts to the 2023–2024 year-over-year average tuition rate increase of 2.7% in public four year in-state schools or even a 3.9% increase for private non-profit four-year schools.⁵

- We expanded our scholarship programs in 2024. New programs included the Alumni Accounting Excellence Scholarship for select accounting students; and the Outside Scholarship Match, which provides aid equal to some students’ outside scholarships so they can put that value toward a DeVry education. These programs—part of our more than \$79 million institutional aid commitment for the 2024 academic year⁶—aim to reduce financial barriers for a diverse range of students and support them in pursuing their educational and career goals.
- Our innovative “3-in-1” approach allows students in eligible programs to earn both a certificate and an associate degree as they earn their bachelor’s, maximizing the return on their educational investments and optimizing each student’s unique pathway to success.



Scholars Programs

▶ **Women + Tech, NextGen Hispanic, Future Cyber Defenders Scholars***

	July 2023	Sept 2023	Nov 2023	Jan 2024	March 2024	May 2024	Total enrollments
Women + Tech	277	270	228	252	258	274	1,559
NextGen	143	160	123	124	147	204	901
Future Cyber	514	501	471	432	482	457	2,857

* Data reflects the total number of students enrolled in each program. Students may enroll in more than one scholars program. Total unique students enrolled in Scholars programs is 8686.

“Participating in the Women+Tech Scholars Program has been very beneficial. I am a minority in my workplace—I’m still the only female Project Manager in my department. Listening to ways to put myself out there, believing in myself, finding my voice, and learning to use it are all pieces of advice I needed to push myself.”

Meggan W.
Undergraduate Certificate in Programming Essentials, 2022. Associate of Applied Science in Information Tech & Networking, 2023

Enrollments in our Scholars programs have risen substantially as well, reaching 8,686 total unique students by 2024—some of our noteworthy Scholars programs include⁷:

- **Women+Tech**, achieved 1,559 total enrollments in May 2024
- **Future Cyber Defenders**, achieved 2,857 total enrollments in May 2024

The impact of our efforts is reflected in our rising graduation rates among undergraduate students—from **35.8% in 2011 to up to 54.2% in 2023** and growing.⁷

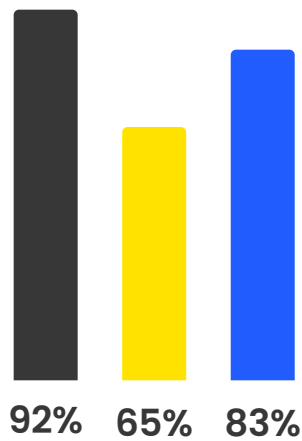
Sources:
¹ Reflects percentage of known (self-reported) excluding unknown gender for new and readmit student data for Academic Year 2024.
² U.S. Bureau of Labor Statistics. Employment Projections. <https://www.bls.gov/emp/tables/civilian-labor-force-summary.htm>.
³ Reflects percentage of known (self-reported) excluding unknown age for new and readmit student data for Academic Year 2024.
⁴ Reflects percentage of known (self-reported) excluding unknown race/ethnicity for new and readmit student data for Academic Year 2024.
⁵ College Board Research. “Trends in College Pricing: Highlights.” October, 2024. <https://research.collegeboard.org/trends/college-pricing/highlights>
⁶ Data is inclusive of all partner tuition savings, institutional scholarships and grants for the period for July 1, 2023 to June 30, 2024.
⁷ Graduation rates are calculated by utilizing the percentage of each academic year’s matriculated starts (new or readmit) that have graduated or are on track to graduate within 150% of program time.



Get to Know the DeVry Student

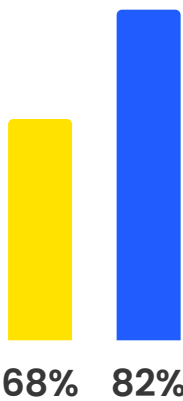
Undergraduate/ Graduate

Academic Year 2023-2024 New Students¹



Undergraduate

Academic Year 2023-2024 New Students¹



Graduate

Academic Year 2023-2024 New Students¹



► Undergraduate ► Female ► At least 25 years old



By attending DeVry online, I have classmates from all over the country. I’m getting different perspectives in a way that I never thought I could.”

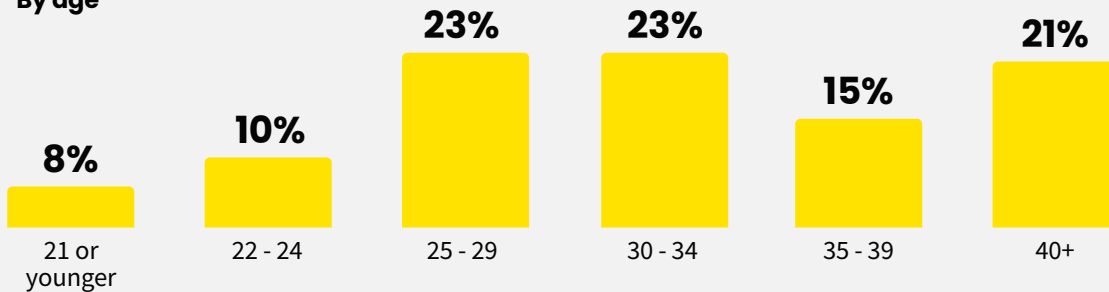
Ebony H.
Bachelor of Science in Business Administration, 2021
Graduate Certificate in Human Resources Management, 2023
Master of Human Resource Management, 2024

¹Internal data. Reflects percentage of Academic Year 2024 new and readmit students who self-reported age and gender.

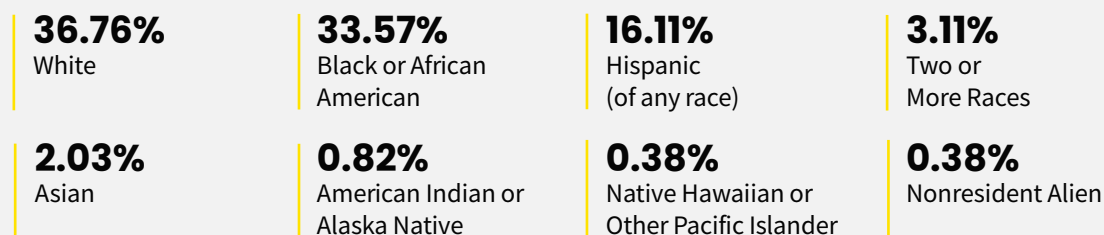


► Undergraduate Student Profile

By age¹

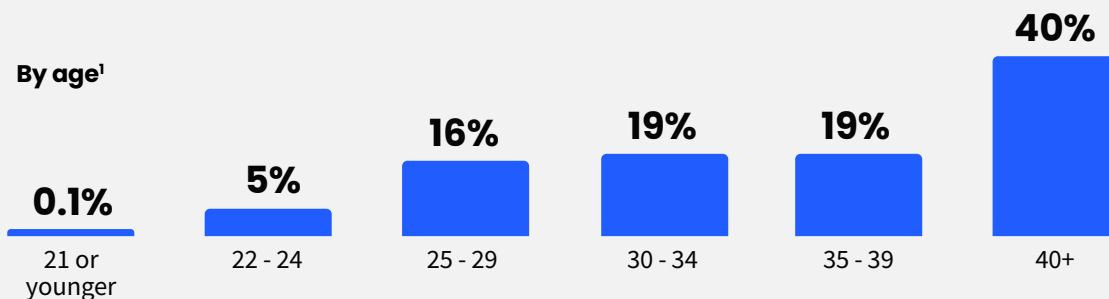


By race and ethnicity²

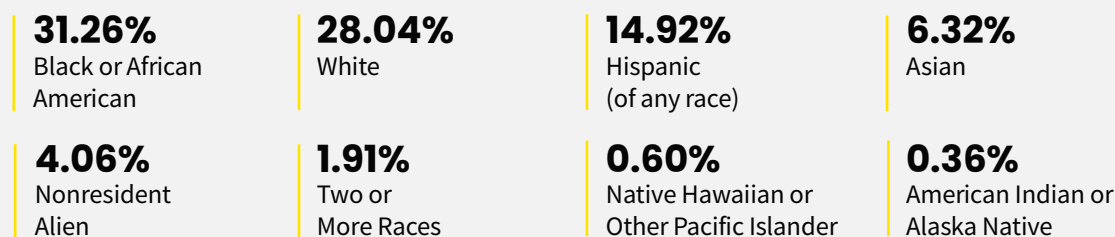


► Graduate Student Profile

By age¹



By race and ethnicity²



¹Internal data. Reflects percentage of known (self-reported) excluding unknown age for new and readmit student data for Academic Year 2024.

²Internal data. Reflects percentage of known (self-reported) excluding unknown race/ethnicity for new and readmit student data for Academic Year 2024.



Commitment to Providing a Positive Return on Student Investment (ROSI)

We stand out in higher education for our unwavering support for student success. Unlike universities that take a “pass/fail” approach to learning, clear measures of student success inform our every move.

- We continue to **update our curriculum** and offer **innovative learning opportunities** through our industry partnerships, represented by our AI lab; our adaptive, AI-powered learning platform; and the industry-relevant credentials students can pursue through our stackable programs.
- We remain **outcomes obsessed**, closely monitoring persistence and graduation rates as important metrics for long-term student success.
- We have an enduring commitment to accountability—Our **Student Financial Transparency Initiative**, helps prospective and current students navigate the financial aid process by providing clear, transparent, and unmatched support through their academic journey.
- We are deeply committed to **a more affordable education**—through scholarships and grants, financial aid, transfer credits, and our tuition freeze—so that all students have an opportunity to succeed.

Our positive metrics on accessibility and affordability, as well as our positive net promoter scores (NPS) showcase the real value of a DeVry education and demonstrate the tangible outcomes that follow.

▶ We Haven’t Raised Tuition Since 2020

Our goal is to ensure our students have access to an education they can afford and that they can put to work. That’s why we have frozen our tuition rates for five consecutive years—even as inflation has increased the cost of living by over 22.6% since 2020.¹ **This commitment to affordability means that while the value of a dollar has decreased, the value of our tuition freeze has only grown, providing our students with meaningful financial relief.**

By maintaining stable tuition rates, we have effectively shielded our students from the rising costs in education and the economy, reinforcing our mission to deliver accessible and career-centered learning opportunities.

Net Annual Cost Per Student²:

Net tuition per enrollment	
2019	\$13,145
2020	\$13,383
2021	\$13,181
2022	\$12,797
2023	\$12,703
2024	\$12,732

2019 to 2024: 3.14% reduction in tuition



▶ **51% Increase in Scholarship and Tuition Savings Dollars Offered Since 2020**

In addition to limiting costs for all of our students, we offer a variety of funding opportunities to help make learning at DeVry more affordable. These include scholarships and grants for qualifying students.

Total scholarships, grants and discounts by academic year
in millions of dollars

2020	2021	2022	2023	2024
\$52MM	\$61MM	\$62MM	\$71MM	\$79MM



Disclaimers & Sources:

¹ [Officialdata.org, US Inflation Calendar](https://officialdata.org/USInflationCalendar)

² Net Tuition is calculated by dividing the total net tuition revenue received in the academic year by the average enrollment for the applicable academic year. (The academic year begins on July 1st and ends on June 30th). Net Tuition Revenue equals total gross tuition less any partner tuition savings, institutional scholarships, and grants. Average Enrollment is calculated by dividing the sum of total students enrolled on the census date for each session during the academic year by six sessions.



▶ Cohort Default Rate by Year vs. Benchmark

At DeVry University, we are committed to supporting students in achieving financial stability after graduation. A cohort default rate (CDR), which is the percentage of a school's borrowers in the U.S. who enter repayment on certain loans during a federal fiscal year (October 1 to September 30) and default prior to the end of the next 2 fiscal years, is a key indicator of how well students are managing their financial obligations. Due to the Covid repayment pause, the national average for all sectors as well as DeVry's were impacted between 2019-2021.

Over the past several years, DeVry has made significant strides in reducing its CDR, demonstrating a strong commitment to improving financial literacy, career outcomes, and repayment support.

National Default Rate Briefing for FY 2021: Official Cohort Default Rates

	2021	2020	2019	2018	2017
	Rate	Rate	Rate	Rate	Rate
DeVry University	0.0%	0.0%	2.3%	8.8%	10.1%
Sector:					
Public 4 Yr	0.0%	0.0%	2.3%	7.0%	7.1%
Independent	0.0%	0.0%	1.7%	5.2%	6.7%
Private (for-profit)	0.0%	0.0%	3.1%	11.2%	14.7%
Public 2 Yr	0.0%	0.0%	3.7%	8.7%	14.1%
National average	0.0%	0.0%	2.3%	7.3%	9.7%

Source for sector data: FSA National CDR Comparison chart



Through DeVry, I have found a great support system in my life. It's helped me grow as an individual to better myself and better my family. I found my "school home" and found that I can do this. It's one thing to get started, but they help you to keep going. I would choose DeVry over and over again."

Braverie A.

Undergraduate Certificate in Medical Billing and Coding, 2023



//
**Earning my
degree from
DeVry has helped
me achieve
my goal to be
an inspiration
to others.**

**My advice?
If you are thinking
about it, go for it.
Never let doubt
hold you back
from something
that will change
your life."**

Leo G.

Associate of Applied Science in Information Technology
& Networking, 2021. Bachelor of Science in Information
Technology & Networking, 2023



SECTION 2

Exceptional Care for Lifelong Success

At DeVry, our commitment to exceptional student care is the cornerstone of our educational philosophy. It drives every decision and inspires our faculty and staff to deliver unparalleled support to our students. This commitment extends far beyond the classroom, encompassing our students' entire journey and continues long after graduation.

▶ The DeVry Difference

Our programs offer practical, personalized, results-oriented benefits to students and graduates. We have a comprehensive ecosystem of resources and programs that provide them with tools for career success.



Going to school at DeVry helped me get an education and still allowed me the flexibility to be a wife, be a mom, and work."



Tiersa C.
Associate of Applied Science
in Business, 2023



DeVry Care Formula:

This award-winning approach integrates personalized support with cutting-edge technology helps ensure each student receives the individualized attention and resources they need.



Whole-student focus:

Recognizing that success extends beyond academics, we offer comprehensive support for all aspects of student life, including confidential mental health resources and virtual student communities.



Advisor and career services:

A dedicated advisor provides personalized guidance, and our career services team provides professional resources and support, throughout and beyond each student's academic journey.



Digital-first education:

We leverage some of the best leading digital learning tools all within our innovative online learning platform to enrich the learning experience where flexibility and accessibility allow students to pursue an engaging education on their own terms.



Student-centric calendars:

Whether attending year round or planning breaks around work and life, we design flexible 8-week sessions that make navigating the time-commitment of a degree attainable for even our busiest students.



Stackable programs:

Waiting a few years to graduate and then pursue the start of your career is outdated. Our curriculum is designed to help students build on their education over time, adapting to changing workforce needs, stacking skills and credentials that empower them to get a start to their career in as little as a year – all while maintaining progress towards their completed degree.



Lifelong Learning

We believe education is an ongoing journey that doesn't end at graduation. That's why we provide our graduates with early and extended learning opportunities. Our approach ensures alumni can continue to access tools, training, resources, and support, even after they complete their core undergraduate or graduate coursework.



Extended Programs for Working Professionals

Our thoughtfully designed programs, featuring curated content for in-demand skill sets, help our graduates meet the diverse needs of a wide range of industries. Their purpose is to offer an approachable learning experience while enabling a positive return on students' educational investments.

▶ Certificate Programs

These programs provide graduates with discipline-focused shorter pathways to new in-demand skills. Learners can quickly upskill or reskill without the time or financial commitment of pursuing a full degree program.

▶ Re-matriculation Opportunities

Alumni can apply to re-enter DeVry's academic programs, building upon their previous degrees and expanding their skill sets.

▶ DeVryPro

Building on our commitment to lifelong learning, we began work toward new credentialing options that will be offered starting in 2025. DeVryPro courses will allow learners to obtain skills without pursuing a degree or certificate and have been thoughtfully created to align with the emerging demands of talent needs.



The skills and knowledge I gained at DeVry University have empowered me to take on new challenges with a sense of readiness and purpose. My academic journey has not only enhanced my expertise but also strengthened my self-assurance, paving the way for greater opportunities and success in my chosen field."

Ihesha F.

Bachelor of Science in Business Administration, 2024



I know that I am in very capable hands with my advisor at DeVry. I highly encourage fellow students to make full use of the excellent advice and resources available."



Khurram K.
MBA, 2024
Spring of 2022 DeVry
Scholarship Fund
Award Recipient

Alumni Support That Delivers Results

Alumni support is at the core of our innovative approach to education beyond graduation. Our connections with alumni become partnerships that can empower graduates beyond graduation throughout every stage of their careers. We offer alumni a unique variety of benefits and resources to help facilitate continuous professional growth and development.

- **Career services beyond graduation:** Alumni have ongoing access to our career services resources, providing support at every stage of their professional journey.
- **Career Compact:** Our comprehensive program provides a one-stop shop for alumni seeking to advance their education, access career services, or give back to the DeVry community.
- **Professional development options:** We are developing new offerings to bridge the gap between undergraduate and graduate learning, catering to those seeking professional development outside the traditional classroom structure.
- **Alumni savings:** We offer reduced tuition rates for alumni pursuing further education.

Comprehensive student support and a culture of exceptional care are more than just differentiators at DeVry. They are contributors to the exceptional value we provide our students.

▶ Alumni Support at a Glance, 2023 - 2024

20,000+

benefit interactions

4,769

lifelong learning resources accessed

5,194

individuals received an alumni tuition savings

3,554

individuals registered with a career advisor

4,059

individuals logged into HireDeVry



2024 Alumni Award Recipients

▶ Alumni Achievement Award



Jack Freund, Ph.D. '00, '02, '03

Bachelor's in Computer Information Systems. Master's in Telecommunications Management. Master's in Project Management.

Chief Risk Officer
Kovrr



Khalid Gajraj '05, '06

Bachelor's in Business Administration. Master's in Business Administration.

Senior Vice President & Chief Marketing Officer
CAN Community Health



Cassandra Mack '12, '21

Bachelor's in Technical Management. Master's in Information Technology Management.

Head of Security and GRC / CISO
Spekit

▶ Alumni Legacy Award



Edwige A. Robinson '06, '13

Bachelor's in Technical Management. Master's in Business Administration.

Senior Executive in Strategy & Innovation.

Founder & CEO
Lean Star Solutions Advisory



The DeVry University Advantage Academy

Lifelong learning at DeVry can begin as early as high school. The DeVry University Advantage Academy-Chicago (DUAA) equips qualified Chicago Public School students with the skills they need to tackle real-world challenges in high-demand fields.

► How the Academy Works

The Academy uses a dual-enrollment structure, allowing qualified high school juniors and seniors to earn an associate degree in Information Technology and Networking or Business Administration alongside a high school diploma. Students attend high school classes in the morning and college courses in the afternoon on DeVry's campus, giving them a head start on college education and future professional success.

► Key Benefits of the Academy



Cost-free education

Students take college-level courses at no cost, with tuition, books, and technology charges covered by DeVry and the participating high school district.



Qualified instruction

Board-certified public-school teachers and DeVry professors collaborate to deliver a high-quality educational experience.



Comprehensive support

Students access university services, including libraries, labs, tutoring, and mentoring.



Industry-aligned curriculum

The curriculum is developed with industry input, bridging the gap between high school, college, and the workforce.



Pathway to further education

Students can apply associate degree credits toward a bachelor's degree, reducing time and costs.

► The Academy at a Glance

In the 2023–2024 academic year:

- DUAA had more than 125 students enrolled as part of a partnership with Chicago Public Schools.
- DUAA maintained a 100% graduation rate since June 2020, with 90% of students continuing their education at a four-year institution—1.5x higher than the national average.
- 72% of DUAA students came from low-income families and participated free of cost, with tuition, books, and technology fees covered by DeVry and the school district.



► Recognition and Accolades for the Academy

DUAA is recognized as one of the top high schools in Chicago and Illinois:

- Ranked #11 among 148 Chicago Public High Schools and #33 out of 724 Illinois high schools in *U.S. News & World Report's* 2024 Best High Schools issue.
- Ranked #13 out of 100 high schools in *Chicago Magazine's* first "Best Public High Schools" report in five years (2024).

Spotlight: Guadalupe Miranda

A Journey of Dedication, Service, and Ambition

Guadalupe Miranda is one of nearly 50 young alumni who earned both a high school diploma and an associate degree in Information Technology & Networking from DeVry University Advantage Academy in 2024. This achievement marked the beginning of an exciting future, with Guadalupe now preparing to attend Stanford University on a full scholarship to pursue a pre-med track. Her goal is to specialize in women's health or pediatric cancer, with the aim of providing free and affordable healthcare to women in low-income communities.

"I want to start my own clinic so I can offer pro bono work in Chicago, in my neighborhood on the West Side," Guadalupe shares, emphasizing her deep-rooted commitment to her community.

Throughout her academic career, Guadalupe has demonstrated an unwavering dedication to service. She

founded Resilient Hands for Latine, an initiative that organizes donations for newly arrived migrant families, and Eyes on Chicago, a program that brings science lessons to children at her local library.

Her journey through DeVry's Advantage Academy is a testament to the power of hard work and perseverance. The Academy offers high school juniors and seniors the opportunity to earn both a college degree and a high school diploma at no cost to students or their families. With 100% of the Class of 2024 receiving college acceptances, DeVry's Advantage Academy continues to create pathways for students like Guadalupe to achieve their educational and professional goals.

In August, 85 new Advantage Academy students will begin their dual-degree journey, following in the footsteps of graduates like Guadalupe. We congratulate the Class of 2024, DeVry's

youngest alumni, and wish them continued success as they move forward in their education and careers.





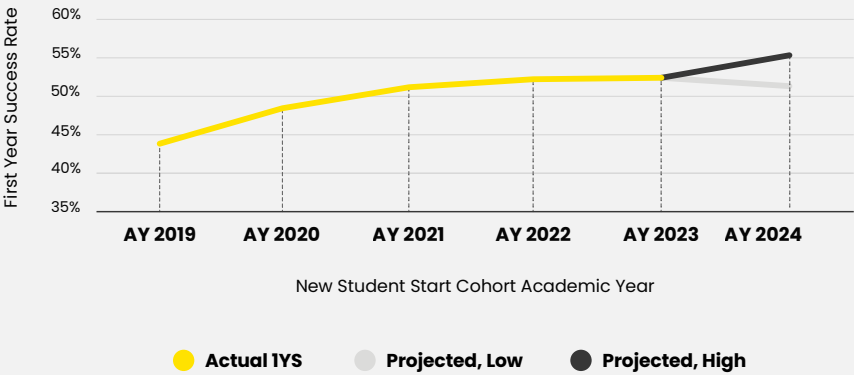
Measuring and Enhancing Student Success

At DeVry University, we prioritize student success by closely monitoring key performance indicators such as first-year success, persistence rates, term withdrawals, and projected graduation rates. In Academic Year 2024, we achieved some of the strongest metrics we’ve seen in recent years, including notable improvements in persistence and withdrawal rates. These metrics provide valuable insights into the student experience, enabling us to assess outcomes, address challenges, and implement targeted improvements.

▶ First Year Success

First-year success is a critical measure of how effectively we support new and returning students as they begin their academic journey at DeVry University. This metric reflects the percentage of an academic year’s starts—both new and readmitted students—who, by the 8th session census, have either graduated or are on track to graduate within 150% of their program time.

In Academic Year 2024, we are proud to report notable improvements in first-year success metrics, reflecting our ongoing commitment to helping students build a strong foundation for their academic and career goals.



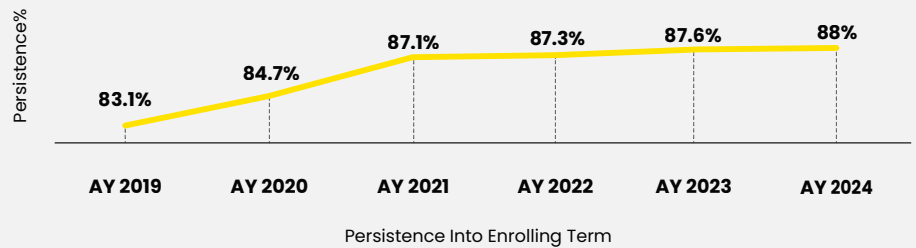
2024 First Year Success rates are estimated to fall between 51.9% and 55.9%.



► Total Persistence Over Time

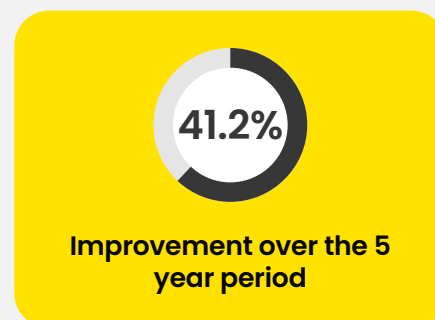
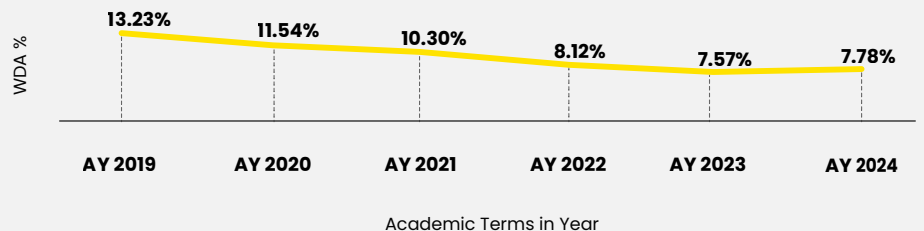
Persistence reflects the commitment of our students to continue their educational journey session after session. This metric measures the percentage of students who enroll in the next session, excluding those who have graduated.

Since 2019, persistence has steadily increased each year, reflecting our efforts to enhance student support and engagement. In Academic Year 2024, we achieved the highest persistence in at least the last decade, underscoring our dedication to empowering learners and fostering their success.



► Term Withdrawal

Term withdrawal measures the percentage of DeVry and Keller students who withdrew from all (WDA) courses within an academic term. **Since Academic Year 2019, WDA% has decreased every year, reflecting our commitment to improving student support and engagement.** Over the past five years, we achieved a dramatic improvement in this metric, with WDA% decreasing by 41.2% from 13.23% in AY19 to 7.78% in AY24. In Academic Year 2024, we recorded the lowest WDA% rate in recent years, demonstrating the success of our efforts to help students overcome challenges and stay on their educational path.





Projected Graduation Rates

Projected graduation rates provide a forward-looking measure of student success, estimating the percentage of students expected to graduate within 150% of their program time. This metric helps us evaluate the long-term effectiveness of our programs and support systems, ensuring we are meeting the needs of our students and empowering them to achieve their educational goals.

Fall Cohort	Education Level		DeVry Total ¹
	Undergraduate ² IPEDS / Internal	Graduate ³ IPEDS	
Graduation rates for completed cohorts (undergraduate rates from Student Right to Know disclosures)			
2011	35.8%	64.4%	45.6%
2012	39.7%	64.4%	48.0%
2013	35.5% / 38.2%	62.2%	42.8% / 46.5%
2014	34.0% / 37.6%	61.3%	44.4% / 46.6%
2015	34.6% / 41.5%	63.0%	44.9% / 49.3%
2016	34.0% / 42.6%	66.3%	44.7% / 50.5%
2017	41.1% / 42.6%	66.0%	49.6% / 50.5%

Start Year	Projected Graduation Rates ⁴		
	Undergraduate	Graduate	Total DeVry
AY 21	46.8%	73.8%	52.4%
AY 22	50.3%	73.5%	54.3%
AY 23	53.3%	73.4%	56.2%

Disclaimers:

¹Includes all full-time (including transfers), degree-seeking new students at 150% of program time.

²For Fall 2013 reporting NCES/IPEDS modified the methodology to only count graduations in the numerator of the graduation rate calculation if they graduated from the same state that they started; the second % in this column is the method consistent with Fall 2012 and prior in which all graduations were counted.

³Graduate level graduation rates calculated using same methodology as undergraduate but with 6 credit hours as full time rather than 12, and no state exclusion described in preceding note.

⁴Projections based on a statistical model utilizing remaining time to 150% limit and student characteristics such as whether still attending, program credit hours remaining, academic standing, etc. It includes all new students in matriculating programs each academic year, does not exclude graduates who changed home state between start and graduation (so for Undergraduate it is more comparable to the older calculation method after the slash in the upper table), and does not treat Summer (or Spring) starts differently than Fall starts.



Average Course Net Promoter Score (NPS) Across All Courses

We recognize that student satisfaction is a leading indicator of student success. One measure of student satisfaction is the Net Promoter Score (NPS), a globally recognized metric that evaluates the likelihood of students recommending their courses to peers or colleagues based on their learning experience and overall satisfaction. In higher education, the average NPS is 32.1, according to the Hanover Institute.¹

For the 2024 academic year (July 1, 2023–June 30, 2024), DeVry’s average course NPS was an impressive 69.5, more than double the industry benchmark. This achievement highlights our commitment to delivering an exceptional learning experience and fostering an environment where students can succeed.

► NPS Improvement Over Time

DeVry’s NPS has steadily risen, showcasing consistent growth in student satisfaction:

For the academic year 2024 (July 1, 2023–June 30, 2024), DeVry’s average course NPS was 69.5.

	July	Sept	Nov	Jan	March	May
AY 21	64.8	64.8	64.1	66.7	65.5	65.7
AY 22	65.8	65.1	64.9	67.6	65.4	66.1
AY 23	67.6	67.9	68.3	70.1	67.8	68.8
AY 24	69.0	68.1	69.6	71.0	69.5	69.9

Disclaimers & Sources:

¹ Ghosh, Anirban. “NPS: The Most Important Metric Your Higher Education Competitors Aren’t Using.” Hannover Research, March 10, 2022. <https://www.hanoverresearch.com/insights-blog/higher-education/metric-your-higher-education-competitors-arent-using>.



//
**The courses were
very engaging,
and I learned so
much from them.**
The professors are
very kind and really
teach you how to
apply the lessons
to real world
experiences and
break it down in a
very simple way."

Augustine K.

Undergraduate Certificate in Programming Essentials,
2023. Associate of Applied Science in Information
Technology & Networking, 2023





SECTION 3

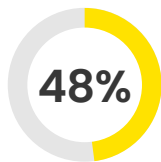
Innovating Education for a Changing World

In a fast-paced, technology-driven world, DeVry's mission to prepare students and partners for success has never been more important. We remain committed to preparing learners for AI-driven workplaces through programs aligned with industry certifications and flexible, supportive learning tailored to working professionals. Through strategic partnerships and innovative programs, we are well-prepared to deliver practical skills and real-world solutions that drive meaningful impact.

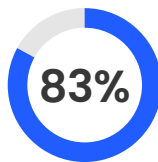
Preparing Students for an AI-Driven Workplace

Artificial intelligence is no longer just a tech-industry concept—it has become a transformative force reshaping nearly every aspect of the workplace. Across IT, business, healthcare, and beyond, professionals are increasingly relying on AI-powered tools to enhance their work and productivity. However, as the AI revolution progresses, it also highlights critical gaps in skills and training.

In 2024, DeVry University partnered with independent research firm Reputation Leaders to release the second annual report, [Closing the Gap: Upskilling and Reskilling in an AI Era](#), which surveyed over 1,500 workers and 580 hiring decision-makers across sectors.¹ The report provides valuable insights into the evolving needs of the workforce in the age of AI and the pressing need for more equitable and effective upskilling strategies. Key findings include:



48%
of workers surveyed say AI skills have at least some influence on their ability to remain employable.



83%
of workers and 77% of employers surveyed believe that everyone needs upskilling or reskilling to keep up with the pace of technology.



98%
of employers surveyed are providing incentives to workers, such as bonuses, awards, recognition, or tuition reimbursement for AI certifications.

This shift is transforming how tasks are performed, decisions are made, and value is created in organizations of all sizes. Already, the impact has been widespread and tangible.



▶ We Understand the Professional Realities of AI

We recognize how artificial intelligence is reshaping industries, careers, and the future of work. That is why we have designed our curriculum to address these realities directly, equipping students with the skills to navigate an AI-driven world.

Our commitment to AI education is grounded in real-world applications and years of innovation:

- In 2018, we implemented an **AI-powered adaptive learning platform** to enhance math course outcomes.
- Starting in 2020, we began offering **AI and machine learning courses** embedded in several of our degree programs and certificate programs.
- In 2023, we launched an **AI Lab** to focus on using AI to enhance learning and engagement in the classroom and prepare students with the skills and resources they need for an AI-driven workplace.
- In 2024, we piloted many **AI-fueled student support tools** including our first industry-leading AI-powered virtual assistant in the classroom, AI tutor and remediation plug-ins in several eLearning course platforms, and an automated library chatbot – all with the intention of providing real-time, always-on support to our students, when they need it.
- In June 2024, we **partnered with 1871** and participated in their annual AI Innovation Summit and shared our innovations in AI on their panel alongside leaders such as Discover Financial and Microsoft, connecting students and faculty with AI innovators in the startup community.
- In November 2024, we launched a dedicated **AI and Business Analytics track** in our MBA program and a corresponding graduate certificate credential.
- Throughout academic year 2024, over 1600 course takers completed coursework addressing the ways AI is reshaping the workforce across each of our colleges, **up 29% from the year prior**.
- We built **seven AI and machine learning courses** – which focus on applied AI in workplace disciplines – set to be released in early 2025.

Our Partnership with 1871

1871 is a collective of entrepreneurial leaders and innovators and a catalyst in Chicago's entrepreneurial ecosystem. Known for fostering groundbreaking ideas and supporting businesses at every stage, 1871's annual AI Innovation Summit brings together 250+ startups, investors, corporate partners, and industry experts for a full day of programming centered around AI innovation and critical industry topics.

Our collaboration with 1871 expands opportunities for our students, corporate partners, and communities by connecting them with a thriving ecosystem of innovators and leaders. These opportunities include exposure to cutting-edge AI technologies, participation in industry-leading events like the AI Innovation Summit, and access to mentorship, networking, and real-world applications of entrepreneurial and technological skills. Through initiatives like the Innovation Lab and AI-focused programming, our students can engage directly with industry trends, positioning them for success in tech-driven careers.

By combining our innovative curriculum with strategic partnerships like 1871, DeVry is uniquely positioned to empower students with the AI skills needed to do well in today's tech-driven workplace.



Our partnership is a powerful synergy of DeVry's innovative educational programs and 1871's thriving network of startups and industry leaders. Together, we are poised to accelerate AI innovation, create impactful opportunities for our communities, and lead the charge in developing the future tech workforce."

Betsy Ziegler
CEO of 1871 and DeVry
University Trustee



Faculty AI Experience

DeVry's instructors bring real-world expertise in artificial intelligence applications across various industries. They collaborate with tech leaders and attend AI-focused conferences to stay ahead of advancements in the field, bringing the latest insights into the classroom. Their experience ensures that our curriculum remains aligned with industry needs.

DeVry faculty members emphasize two critical skill areas:



Prompt engineering

Students master the art of crafting effective prompts to elicit optimal results from AI models, a skill increasingly valued across industries.



AI integration in professional workflows

Our courses teach students to incorporate AI tools and concepts into their daily work, preparing them for modern workplaces.

Many of our courses incorporate hands-on experience with leading AI platforms, including:



OpenAI's ChatGPT

Students learn to leverage this powerful language model for various tasks, from content creation to complex problem-solving.



Anthropic's Claude

Our courses explore Claude's capabilities in analysis, coding assistance, and ethical AI applications.



Microsoft Copilot

We provide in-depth training on utilizing Copilot across the Microsoft 365 suite, enhancing productivity and collaboration skills.

Our aim is not only to build students' familiarity with AI but help them become proficient in applying the latest AI technologies in practical, workplace-relevant scenarios. This career-readiness approach positions our students as valuable assets in their fields—be it business, health, IT, or others.



Market-Relevant Artificial Intelligence Courses & Training

In addition to our existing AI-focused classroom tools and course modules, we added 7 new AI courses to our curriculum in the 2024 Academic Year.

- AI, Machine Learning and Data Science
- AI and Machine Learning Services Platform
- Applied AI for Cybersecurity
- Introduction to Artificial Intelligence Applications
- Applied AI for Management & Technology
- Leadership in the Age of AI
- AI Applications for Business

We designed our courses to deliver on specific business needs based on our students' chosen fields of study. Today, every DeVry University bachelor's programs and most of Keller Graduate School of Management master's programs feature AI courses, offered as required components or elective options.

This comprehensive approach spans disciplines, offering both general AI fluency and specialized, context-specific AI training. **From foundational AI courses to discipline-specific offerings and advanced graduate-level programs, all types of learners can gain practical AI skills relevant to their future careers.**

By offering this range of AI-focused courses, we ensure students at all stages of their education and careers can develop crucial AI skills. This approach helps prepare our students for success in an increasingly AI-driven world.

Our AI-Powered Virtual Assistant

In 2024, we introduced our first **conversational AI virtual assistant**, helping us make learning more accessible for all types of learners. The virtual assistant is available 24/7 to help all students, even those with the most challenging schedules. Its capabilities include:

- ▶ Providing personalized classroom support and guidance
- ▶ Summarizing content for more efficient studying
- ▶ Assisting with organization and time management
- ▶ Escalating student issues to faculty when needed

By November 2024, the virtual assistant was implemented in 449 sections across all 100 and 200 level courses, serving over 10,000 students. Looking ahead, DeVry is piloting its first proactive AI virtual assistant, taking an even bolder step towards exceptional AI-driven student support.

Sources:

¹ To conduct this study, DeVry University partnered with independent research firm Reputation Leaders to survey more than 1,500 American workers and hundreds of American employers in June 2024 about their approach to worker training and skill building, including in AI. See our 2024 AI report, "Closing the Gap: Upskilling and Reskilling in the AI Era", for more.



Ready for the Future of Work

Our learning experiences are carefully crafted to align with the real-world challenges, needs, and opportunities:

▶ Employer-specific Education

We develop tailored pathways for individual industry partners—such as GE HealthCare, American Airlines, and others—addressing specific skill gaps and workforce needs.

▶ Employer-driven Opportunities

We are partnered with OneTen, a coalition of employers committed to unlocking opportunities for skilled talent. Working with OneTen helps us align qualifying students with industry training as well as relevant scholarship opportunities and even career opportunities provided by this group of companies.*

▶ Pathways to Apprenticeships

We offer IT apprenticeship programs through our partnership with the trade association CompTIA.



It's paramount for us to continue to create shorter, agile forms of education, and work closely with our partners to provide hands-on learning experiences."

Shantanu Bose

Ph.D., DeVry University's provost and chief academic officer,
DeVry University



Our Partnership with OneTen

Helping to Close the Opportunity Gap with Work-Ready Skills and Certificate Programs

In October 2024, we partnered with OneTen, a coalition of leading employers committed to unlocking opportunities for skilled talent without four-year degrees. OneTen works to change hiring practices in America through “skills-first” strategies, creating new opportunities for Black talent, and others, throughout their careers.

Reaching students in Atlanta, Chicago, Dallas, New York, and Los Angeles, key highlights of the partnership include²:

- Scholarships for nearly 75 students enrolled in qualifying certificate programs for up to \$3,000 for standard certificate programs; \$1,500 for essentials certificate programs

- Participation in OneTen’s career advancement program
- Access to job opportunities from OneTen-coalition companies
- Access to our Career Services both before and after graduation

By combining DeVry’s educational resources with OneTen’s employer network, this collaboration directly addresses employers’ challenges of finding qualified talent and broadens opportunities for diverse candidates.

CompTIA’s Apprenticeships for Tech

Closing Skill Gaps and Preparing Talent for High-Demand IT Roles

CompTIA’s Apprenticeships for Tech program aims to expand IT certification and training efforts, preparing students for high-demand IT occupations. This effort is an approach where workforce experiences are embedded into a degree program and equip students with knowledge, skills-building, and mentorship opportunities. Key benefits of this apprenticeship effort include:

- Hands-on experience in real-world IT environments for learners
- Preparation for industry-based certifications for participants
- Upskilling opportunities for current workers
- Creation of a predictable talent pipeline for employers

Our partnership with CompTIA is another way we are preparing a new generation of IT professionals to meet the evolving demands of the digital workplace. It not only helps students—it accelerates how employers address skill gaps in high-demand IT positions and creates a more diverse talent pool of skilled workers for those roles.



My success came from the motivation and encouragement that I received from the diverse staff as well as professors.”

Stephanie W.

Associate of Applied Science in Business, 2022

Bachelor of Science in Technical Management, 2023



Academic and Program Innovation

Year after year, we continue to enhance our robust, careers-aligned collection of program offerings. In 2024, we strengthened our portfolio by launching new and refining several key programs, demonstrating our ongoing commitment to providing education that directly addresses the evolving needs of the workforce.

For example:

- Our **Undergraduate Certificate in Accounting** program prepares students to start in the accounting field and apply technical, communication, and problem-solving skills within a variety of accounting-related scenarios in the workplace.
- Our **Bachelor of Science in Cybersecurity and Networking** program prepares students to support the successful design, development, and testing of cybersecurity solutions; exercise critical and systemic thinking; and take ethical responsibility in solving professional challenges at all types of organizations.
- Our **Graduate Certificate in Cyber Security and Information Assurance** program helps students gain critical security competencies in cryptography, intrusion detection and mitigation, contingency planning, and the legal issues surrounding data protection.
- Our AI and Business Analytics track in MBA and the corresponding **Graduate Certificate in AI and Business Analytics** program prepares students for critical AI-driven roles in analytics management, modeling, and tools assessment, supporting senior-level decision-making concerning new AI applications.





Enhancing Cyber Security Education In and Out of the Classroom

► Cyber Competition – National Cyber League

Fueled by the Cyber Skyline platform, the National Cyber League (NCL) Competition has an almost a 15-year history of preparing the next generation of cybersecurity professionals. The NCL provides high school and college students, and their mentors, a safe and virtual environment to take on real-world cybersecurity challenges and games. The individuals and teams who participate in the NCL build practical skills solving real-world cyber challenges.

DeVry University has regularly participated in these cyber games the past three years and has consistently placed in the Top 50 of the National Cyber League (NCL) Cyber Power Rankings in the Fall 2023, Spring 2024 and Fall 2024 competitions. The Cyber Power Rankings represent the performance of over 10,000 students from more than 500 colleges & universities and 100 high schools across the US.

► Cyber Range Launch

In October 2024, we launched our new **cyber range platform**—a cutting-edge initiative that prepares students for critical technologies and workforce needs in cyber security.

► The Cyber Range Experience – Practical, Hands-On Skill-building

This platform, powered by Cloud Range, will be used as a capstone in the cyber curriculum for undergraduate programs, as well as an enrichment for future cyber managers in the master's degree space.

The cyber range platform provides students of all backgrounds with unique access to real-world cyber threat simulations. Our approach includes:

- Integration with both our Security Operations Analysis and our Incident Response and Digital Forensics courses
- Access through our B2B upskilling and practice/training simulation exercise
- Opportunities with extra-curricular events such as hackathons, cyber competitions, and cyber showcases.

Our cyber range platform and real-world approach align with our mission of providing career-focused learning experiences that benefit both students and future employers.



DeVry's cyber range platform works to train the next generation of cybersecurity leaders. Learners will be better equipped to identify and address vulnerabilities, respond effectively to cyber threats, and build a stronger security culture for the future."

William Phillips, Ph.D

Dean of Colleges and Curriculum, DeVry University



Accreditations and Recognitions

We continue to expand, earn, and reaffirm accreditations for our university, and align academic offerings with industry-relevant certifications—providing students with access to industry-recognized skills that have the potential to boost their career opportunities.

Our 2024 accreditations and updates include:

- Expansion of offerings as a PMI Approved Training Partner (ATP)
- The Computing Accreditation Commission of ABET granted new accreditation for Bachelor's in Software Development and Bachelor's Information Technology & Networking
- Reaffirmation of over 20 business programs by the Accreditation Council for Business Schools and Programs (ACBSP), as well as new accreditation for the Business Essentials and Accounting Undergraduate Certificates

DeVry also received Center for Academic Excellence in Cyber Defense (CAE-CD) designation for the Bachelor's of Computer Information Systems with the Cyber Security Program specialization (BCIS-CSP) in March of 2024. This designation is awarded by the National Center of Academic Excellence in Cybersecurity managed by National Security Agencies (NSA) National Cryptologic School.

▶ Medical Billing, Coding and Health Information

In 2024, we took the bold step of aligning our entry-level Medical Billing and Coding (MBC) certificate program with a high-demand outpatient certification from the American Academy of Professional Coders (AAPC). We continue to focus our higher-level credentials in this space, Medical Billing and Coding – Health Information Coding (MBC –HIC) certificate program and the associate degree program in Health Information fields with inpatient certifications from AHIMA.

- Our MBC program aligns with the Outpatient Certified Professional Coder (CPC) certification offered by the American Academy of Professional Coders (AAPC).
- Our MBC–HIC, AHIT, and BSTM-HIM programs align with the inpatient certifications of Certified Coding Specialist (CCS), Registered Health Information Technician (RHIT), and Registered Health Information Administrator (RHIA), respectively, offered by the American Health Information Management Association (AHIMA).

The University maintains its institutional accreditation with the Higher Learning Commission and specialized programmatic accreditation and/or recognitions for many of its programs, as noted in the University's academic catalogs, available via <https://www.devry.edu/online-programs/academics/academic-catalog.html>



▶ Accreditations & Recognitions

Institutional Accreditation

- Higher Learning Commission (HLC)

Programmatic Accreditation and Recognition Bodies

- Computing Accreditation Commission of ABET (CAC of ABET)
- Engineering Technology Accreditation Commission of ABET (ETAC of ABET)
- Accreditation Council for Business Schools and Programs (ACBSP)
- ACBSP Specialized Accounting Accreditation
- National Center of Academic Excellence in Cyber Defense (CAE-CD)
- Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM)
- Global Accreditation Center for Project Management Education Programs (GAC) of the Project Management Institute
- National Initiative for Cybersecurity Careers and Studies (NICCS)

Recent Accreditation

- 2 programs newly accredited by ABET;
Reaffirmation of business programs by ACBSP;
Endorsement from NSA for cybersecurity



Specialization Tracks

We’ve also introduced new specialization tracks in our Associate programs, including:

- **IT and Cybersecurity** specialization within **Associate in Health Information Technology**
- **Analytics** specialization within **Associate in Health Information Technology**
- **General Health Services** within **Associate in Health Information Technology**

These innovative additions reflect our proactive approach to aligning education with industry demands, ensuring our graduates are well-prepared for the challenges of tomorrow’s workplace.

By continuously refining our offerings in collaboration with industry partners, we reinforce DeVry’s position as a leader in career-focused education, setting new standards for academic excellence and professional readiness.



▶ Number of course developments

	New	Redev	Updates
Total/type	44	108	133
% of total courses	9%	22%	27%



Faculty Experience and Accomplishments

Exceptional faculty form the foundation of DeVry University, delivering high-quality, industry-relevant education. Our faculty's credentials, experience, and accomplishments speak to this commitment.

Our faculty members are not just educators; they are thought leaders and innovators in their respective fields. Their noteworthy contributions include:

- Delivering keynote speeches at international workshops focused on technology innovations that empower women and girls globally.
- Receiving distinguished service awards from prestigious healthcare organizations and participating in leadership panels at health symposiums.
- Being honored with awards recognizing outstanding contributions to health information management.
- Publishing research papers on sustainability in property taxation in leading international journals.



The courses at DeVry are developed to meet industry needs and are taught by DeVry's experienced faculty.... Students hear applications-oriented, real-world experiences from the hands-on work history of their instructors."

Bonnie Rucks
DeVry business faculty member

▶ Advancing STEM Education

DeVry University faculty are dedicated to expanding STEM education and have been recognized for their outstanding contributions:

- Earning community impact awards for philanthropy and support of younger generations pursuing STEM/STEAM careers.
- Receiving global awards honoring innovation, leadership, and contributions to engineering fields.
- Coaching a student team that placed nationally in a cybersecurity competition, showcasing DeVry's state-of-the-art cyber range platform.

▶ Innovative Teaching and Research

Our faculty continue to push the boundaries of education and research through initiatives such as:

- Presenting at national conferences on the importance of numeracy in decision-making.
- Being selected as fellows of international research organizations dedicated to fostering real-world innovations.
- Leading DeVry's student organizations to achieve national recognition for providing superior growth and development opportunities.

DeVry faculty's accomplishments demonstrate their dedication to excellence in teaching, research, and industry engagement.



Boosting Corporate Talent with DeVryWorks Custom Learning Solutions



Reskilling and upskilling of the existing workforce to work more effectively alongside AI emerges as the most anticipated workforce strategy for companies headquartered in 45 out of the 55 economies covered by the report. By 2030, 77% of surveyed employers plan to implement this strategy.”

Future of Jobs Report 2025, World Economic Forum¹

DeVryWorks helps organizations upskill and reskill their employees.

Through partnerships, we offer companies and their employees education solutions that address critical skill gaps and foster employee growth within their organizations. By aligning coursework with specific industry needs, we have made significant strides in empowering the workforce, providing benefits for both our partners and their employees.

DeVryWorks also provides resources for qualifying family members of our partners' employees, extending the value of our corporate education partnerships.

From our July 2023 – May 2024 sessions:

- **6,646** graduates utilized DeVryWorks partnerships
- **4,787** graduates were employees at **819** different organizations
- **1,859** graduates were family members of employees at **451** organizations

Since 2016, DeVryWorks has worked with thousands of companies—including **GE HealthCare**, **Comcast**, and **KPMG** — addressing talent gaps and driving innovation among their employees.



CASE STUDY

How GE HealthCare and DeVryWorks Reshaped Talent Development

GE HealthCare and DeVryWorks implemented an Informal Leader Program, designed to develop leadership skills among individual contributors. The program focused on improving cross-departmental communication and collaboration in a matrix environment, where teams support multiple leaders.

- **Leveraging External Proficiency:** By working with DeVryWorks, GE HealthCare could tap into DeVry's educational experience and existing resources, helping them save time and giving the participants access to college credit-bearing courses.
- **Tailored Program Design:** DeVryWorks and GE HealthCare worked closely to identify courses aligned to the skills the employees needed, including communications, business analytics, cultural leadership, and organizational behavior to name a few.
- **Flexible Learning Approach:** The DeVry courses allowed for both graduate and undergraduate-level participants to engage with the same topics simultaneously. In addition, DeVry's flexible online learning made it possible for them to balance work and school.
- **Financial Accessibility:** Program participants could combine GE HealthCare's tuition benefits and DeVry's tuition savings, making it more financially feasible for eligible employees to invest in their professional development.
- **Practical Application:** Learning circles, or small facilitated discussions, allowed participants to immediately apply their newly acquired skills from DeVry to the real-world business opportunities at GE HealthCare.

By partnering with DeVryWorks, GE HealthCare was able to create a transformative learning experience that directly addressed their organizational needs and fostered the development of their informal leaders.

Key outcomes of the GE HealthCare partnership include:

- Improved cross-departmental communication and collaboration
- Enhanced leadership skills among participants
- Immediate application of learned concepts
- Increased employee engagement and retention



The learning circles, powered by DeVry's courses, have given my team the ability to enhance their communication, leadership, and presentation skills, as well as work better together and cross-functionally. They're changing the way things work at GE HealthCare."

Nicolas Anderson

Sr. Director Customer Experience at GE HealthCare

Sources:

¹ Future of Jobs Report 2025. World Economic Forum. January 2025. https://reports.weforum.org/docs/WEF_Future_of_Jobs_Report_2025.pdf



Community Support: Fostering a Culture of Service



Our commitment to closing the opportunity gap extends beyond the classroom, reaching into the communities we serve. Through partnerships, volunteering, and innovative programs, DeVry University is fostering a culture of care that empowers individuals and creates lasting impact.

Making a Difference Through Service

In the 2024 academic year:

116 colleagues engaged in volunteer activities.

1,009 hours were dedicated to community service.

Our faculty, staff, and leadership embody DeVry's mission to make a positive impact on society by addressing pressing needs and championing pathways to success.

► Supporting the Boys & Girls Clubs of America (BGCA)

DeVry supported BGCA for the 2024 academic year, with their Life and Workforce Readiness programming through volunteering and support. These contributions helped BGCA to:

- **Support caring** and enthusiastic mentors
- **Enhance club safety** through improved policies and training
- **Boost financial opportunities** via national partnerships
- **Provide innovative youth programming** that enhances lives

Our engagement with BGCA extended to the local level, where DeVry was actively involved in various initiatives:

- **Leadership Involvement:** Our President & CEO judged the **Midwest Youth of the Year** competition, recognizing a young leader for academic excellence and community service.
- **Showcasing STEM Innovation:** At the Blue Star Celebration & VIP Reception, DeVry faculty demonstrated technologies taught in our Advantage Academy, offering hands-on experiences for Club members and their families.
- **Colleague Volunteerism:** Employees used DeVry's Volunteer Time Off benefit to support BGC-NIL through activities like reading sessions, panel discussions, and campaign assistance.



▶ Supporting the OneTen Mission

DeVry's partnership with **OneTen** extends into the community through volunteer activities that directly support the coalition's mission to create 1 million family-sustaining jobs for Black talent.

- **Mentoring and Skills Development:** DeVry colleagues volunteered time to mentor participants, provide career guidance, and share insights on navigating high-growth industries.
- **Community Outreach:** Faculty and staff participated in events designed to connect local talent with educational and career opportunities, emphasizing the importance of skills-based learning.

▶ Community Engagement through DeVry Advantage Academy

Beyond its academic benefits, the **Advantage Academy** contributes to the community by fostering a collaborative environment that bridges education and opportunity.

- **Faculty and Leadership Outreach:** DeVry faculty and leadership regularly participate in community events to showcase the program's impact and inspire local high school students.
- **Hands-On STEM Exposure:** Activities like STEM lab demonstrations and interactive events at local schools give students and their families a glimpse into the possibilities of a tech-driven future.
- **Volunteer Efforts:** Colleagues engaged with Advantage Academy students and families through mentoring, workshops, and career readiness activities that emphasize community connection and empowerment.



At DeVry University, we are proud to partner with organizations and programs that reflect our mission of empowering individuals to achieve their goals and contribute meaningfully to society. From mentoring young leaders to expanding career opportunities, we are actively building a brighter future for the communities we serve.



NetZero: Advancing Sustainability and Environmental Impact



At DeVry University, sustainability guides how we operate, innovate, and educate. Through NetZero initiatives, we are reducing our environmental footprint and fostering responsible practices across campus locations and virtual spaces.

▶ Progress in Academic Year 2024

- Optimization of our real estate footprint, eliminating under-utilized spaces by 42% leading to more responsible energy and resource consumption.
- 23% reduction in consumption expenditures related to facilities, travel, and entertainment.

These milestones highlight our commitment to sustainability and operational efficiency, made possible by our dedicated colleagues.

▶ Remote Work and Study: Reducing Carbon Emissions

Remote work and study contribute to significant environmental benefits:

- **Remote Work:** In February 2024, 600 remote employees saved an estimated 168,374 gallons of gas, preventing 3.3 million pounds of CO₂ emissions.
- **Remote Study:** Between May 2023 and March 2024, our online coursetakers saved an estimated 8.7 million miles of travel to campus, eliminating 340,138 gallons of gas and 6.6 million pounds of CO₂ emissions.

▶ Sustainable Campus Practices

Across our campus locations, DeVry has implemented environmentally friendly measures:

- **Paperless Operations:** Digital billing, forms, applications, and records have replaced paper.
- **Resource Conservation:**
 - 83% of locations use automatic faucets to save water.
 - 78% feature motion sensor lighting to reduce electricity use.
- **Single-Use Plastic Reduction:** Accessible water sources encourage reusable containers.
- **Recycling Initiatives:** 72% of buildings participate in recycling programs.

▶ Building a Greener Future

DeVry's NetZero initiatives foster a culture of environmental responsibility. By modernizing campus operations and embracing remote solutions, we are reducing waste, conserving resources, and empowering our community to create a greener future. Sustainability is a defining aspect of who we are and the future we are building.



Transforming Lives and Shaping Industries

At DeVry University, we don't just talk about closing the opportunity gap and empowering the workforce of tomorrow, we act on it.

In 2024, we sharpened our focus, expanding access to quality education, strengthening industry partnerships, and refining our curriculum to prepare students for a variety of meaningful careers. We understand that our commitment extends far beyond the classroom, as we remain by our learners' sides throughout their careers, embodying what it means to be a true lifelong partner.

As we look to the future, we are leveraging 2024's momentum and doubling down on the areas that matter most: expanding programs in emerging fields, leveraging innovative approaches and technology to enrich the learning experiences, and deepening partnerships with industry to address workforce demands.

Working alongside our dedicated partners, we are confident we will continue expanding access, driving innovation, and developing highly skilled talent, ready to tackle challenges and seize opportunities across industries.





Connect With Us

▶ Media and Public Relations

Email: media@devry.edu

▶ DeVry University



▶ Keller Graduate School of Management



Learn more about DeVry



In New York, DeVry University operates as DeVry College of New York. DeVry University is accredited by The Higher Learning Commission (HLC), www.hlcommission.org. The University's Keller Graduate School of Management is included in this accreditation. DeVry is certified to operate by the State Council of Higher Education for Virginia. Arlington Campus: 1400 Crystal Dr., Ste. 120, Arlington, VA 22202. DeVry University is authorized for operation as a postsecondary educational institution by the Tennessee Higher Education Commission, www.tn.gov/thec. Lisle Campus: 4225 Naperville Rd., Ste. 400, Lisle, IL 60532. Unresolved complaints may be reported to the Illinois Board of Higher Education through its online compliant system <https://complaints.ibhe.org/> or by mail to 1 N. Old State Capitol Plaza, Ste. 333, Springfield, IL 62701-1377. Program availability varies by location. In site-based programs, students will be required to take a substantial amount of coursework online to complete their program. ©2025 DeVry Educational Development Corp. All rights reserved.