

# INSTITUTIONAL EFFECTIVENESS

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# Overview



- Provide background information on Institutional Effectiveness
- Recommend possible Institutional Effectiveness measures
- Share current Harper data on the proposed measures

# What is Institutional Effectiveness?

- A commitment to continuous quality improvement.
- A measure of success as an educational institution.
- Information to document progress towards goals.



# Institutional Effectiveness - Definition

- “... the heart of any definition of institutional effectiveness remains the ability of an institution to **match** its **performance** to the purposes established in its **mission** and **vision** statements and to the **needs** and **expectations** of its **stakeholders** (Alfred, Shults & Seybert, 2007).

# Institutional Effectiveness - Benefits

Provides answers to recurring questions, such as:

- What are our intended outcomes?
  - ▣ Are they being achieved?
- What does Harper College want to accomplish?
  - ▣ What is our progress?
- How can we improve?
  - ▣ What evidence exists that we have improved?



# Establishing Institutional Effectiveness Measures

- Review publications
  - ▣ Core Indicators of Effectiveness for Community Colleges (American Association of Community Colleges)
- Consult plans of other community colleges
  - ▣ Conducted benchmarking activity to examine the Institutional Effectiveness plans of 21 community colleges.
- Consider the following:
  - ▣ Mission and values
  - ▣ Strategic Plan
  - ▣ College Initiatives
  - ▣ Stakeholder expectations

# Institutional Effectiveness Measures

- Initial recommendation organized around seven major themes
  - Student Progress
  - Transfer Preparation
  - Outreach
  - Preparation for College-level Work
  - Workforce Development
  - Fiscal Responsibility
  - Diversity

# Proposed Institutional Effectiveness Measures

- Student Progress
  - ▣ Graduation rate
  - ▣ Persistence rate
  - ▣ Student satisfaction
- Transfer Preparation
  - ▣ Performance after transfer
  - ▣ Transfer rate
- Outreach
  - ▣ Market penetration
  - ▣ Percentage share of high school graduates



# Proposed Institutional Effectiveness Measures

- Preparation for College-level work
  - Completion rate within two years (Developmental Writing and Math)
  - Success rate in Developmental courses
  - Success rate of first-time in college (FTIC)  
Developmental students in first college-level course
    - College-level English
    - College-level Math
  - FTIC needing Developmental courses

# Proposed Institutional Effectiveness Measures

- Workforce Development
  - ▣ Employment in field (Career Graduates)
  - ▣ Graduate satisfaction with preparation for career or transfer
  - ▣ Licensure/Certification pass rate
- Fiscal Responsibility
  - ▣ Expenditure/FTE
- Diversity
  - ▣ Diverse Workforce

# Harper Data on proposed measures

- Current Harper data on the proposed Institutional Effectiveness measures (see handout).

# Questions/Discussion



# Next Steps

- Establish Institutional Effectiveness measures for Harper College.
- Review benchmark data to determine how we compare with our peers on the selected measures.