

Institutional Effectiveness Measures

Final Status of 2012-2016 Targets

Committee of the Whole

May 10, 2017



Institutional Effectiveness Measures (IEMs)

- FY2011 – Board of Trustees first approve and adopt IEMs for Harper College (24 measures)
- FY2012 – Board of Trustees approve target recommendation
 - Expected, Improvement and Stretch
- FY2015 – Board of Trustees adopt an updated, refocused version of the IEMs (10 measures in two categories)
- FY2016 – Implementation of refocused IEMs
- FY2017 – Report final status on 2016 targets, recommend 2020 targets

Student Success Measures

Five measures with 14 indicators

9/14 targets met (64.3%)

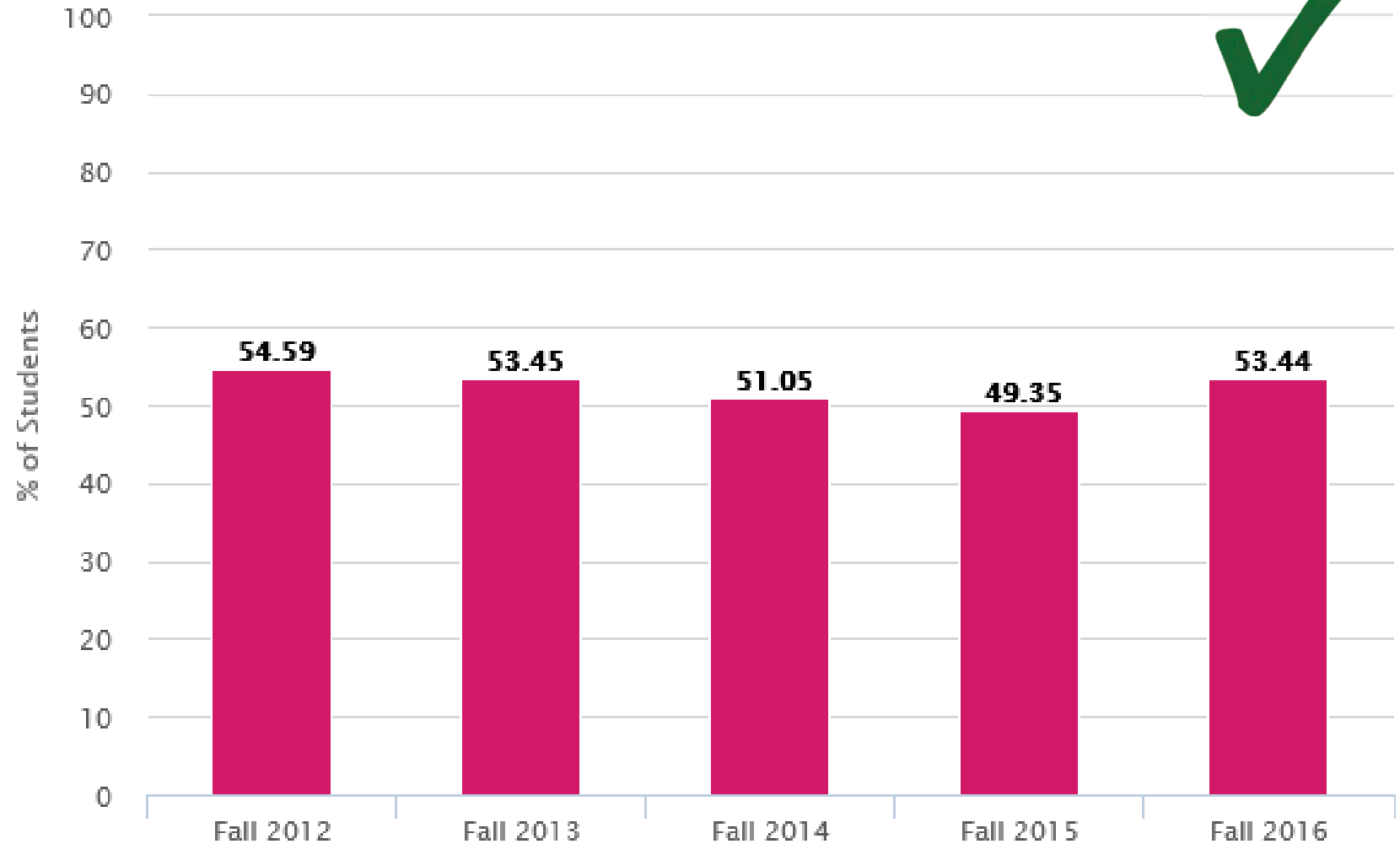
- 4 expected
- 2 improvement
- 3 stretch

Measure	Indicator	Target Not Achieved	Target Achieved
Developmental Education Success	Developmental Math Success		
	Developmental Reading Success		
	Developmental Writing Success		
Success in Gateway Courses	Gateway Math Success		
	Gateway English Success		
	Success in 0 to 15 Courses		
Advancement	Graduation Rate		
	Transfer Rate		
	Still Enrolled		
	Advancement Rate		
Student Persistence	Persistence Rate: Fall to Fall		
	Persistence Rate: Fall to Spring		
Annual Completions	Credentials Conferred		
	Completers		

Developmental Math Success measures students who were enrolled in developmental math in the given fall term and earned a grade of C or higher.

2016 Target Achieved
Expected = 52.0-53.0%

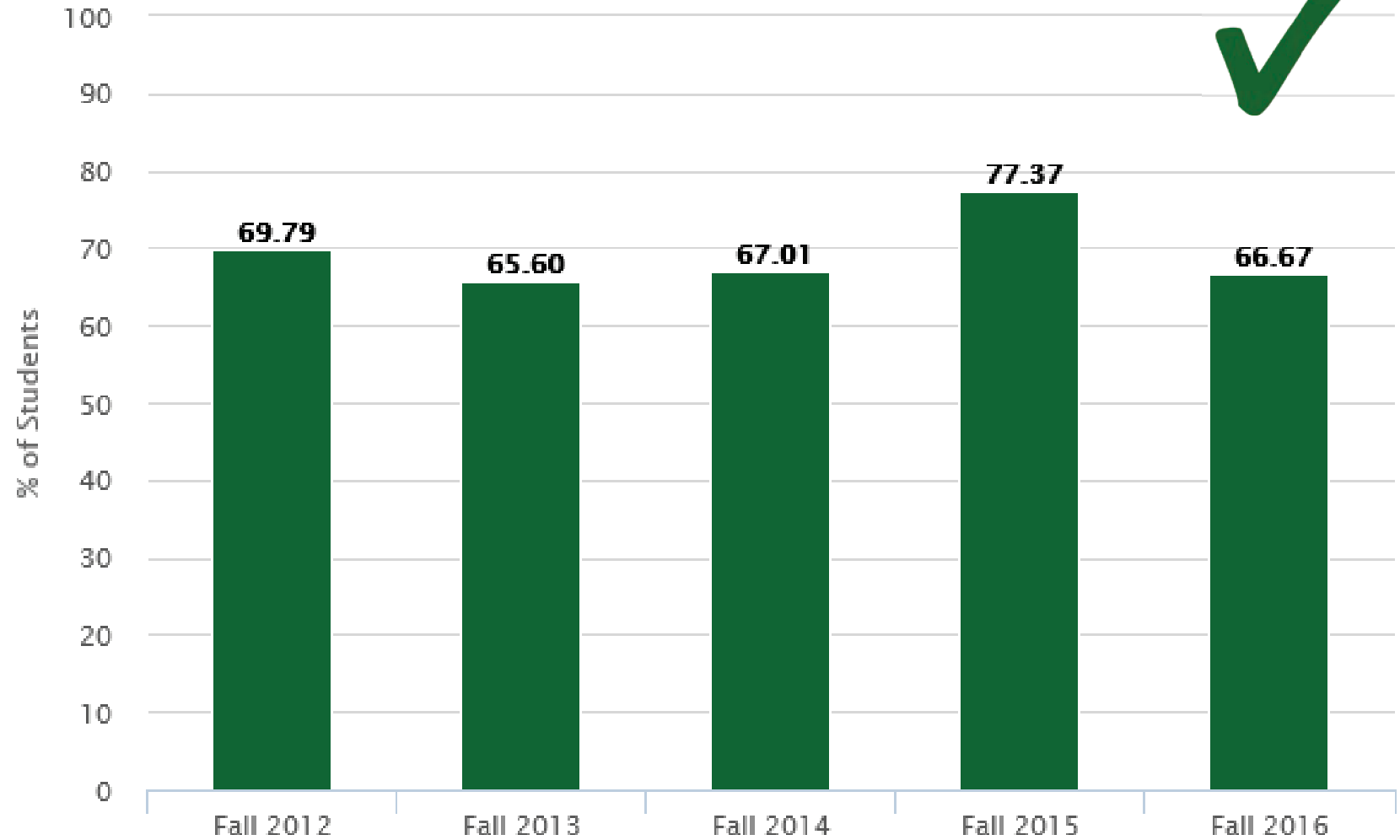
Developmental Math Success



Developmental Reading Success measures students who were enrolled in developmental reading in the given fall term and earned a grade of C or higher.

2016 Target Achieved
Expected = 53.0-54.0%

Developmental Reading Success



Developmental Writing Success measures students who were enrolled in developmental English in the given fall term and earned a grade of C or higher.

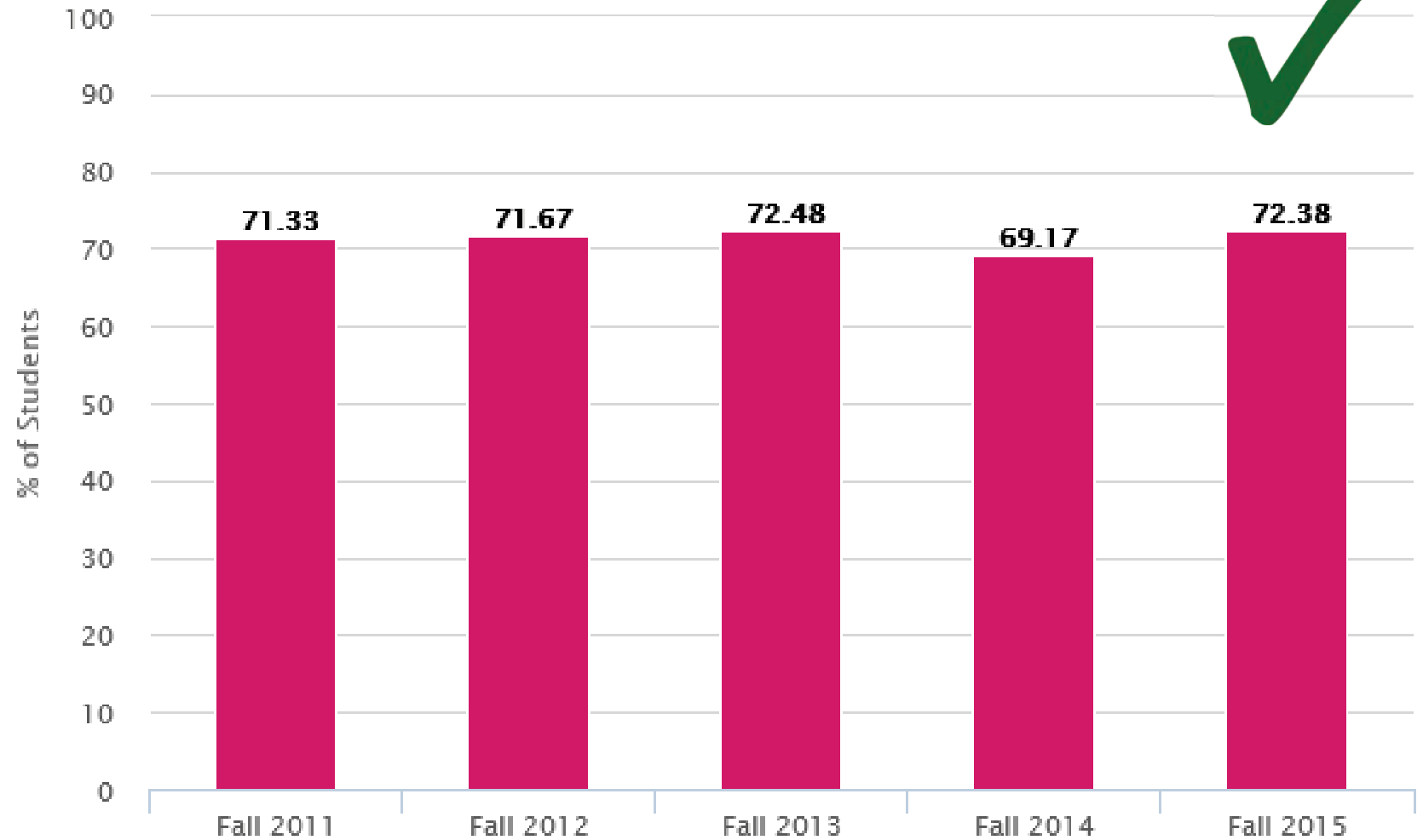
2016 Target Achieved
Expected = 63.0-64.0%



Success of Developmental Students in Gateway Math measures students who successfully completed developmental math in the given fall semester and subsequently successfully completed college-level math before the end of the following fall semester, earning a grade of C or higher.

2016 Target Achieved
Expected = 70.0-71.0%

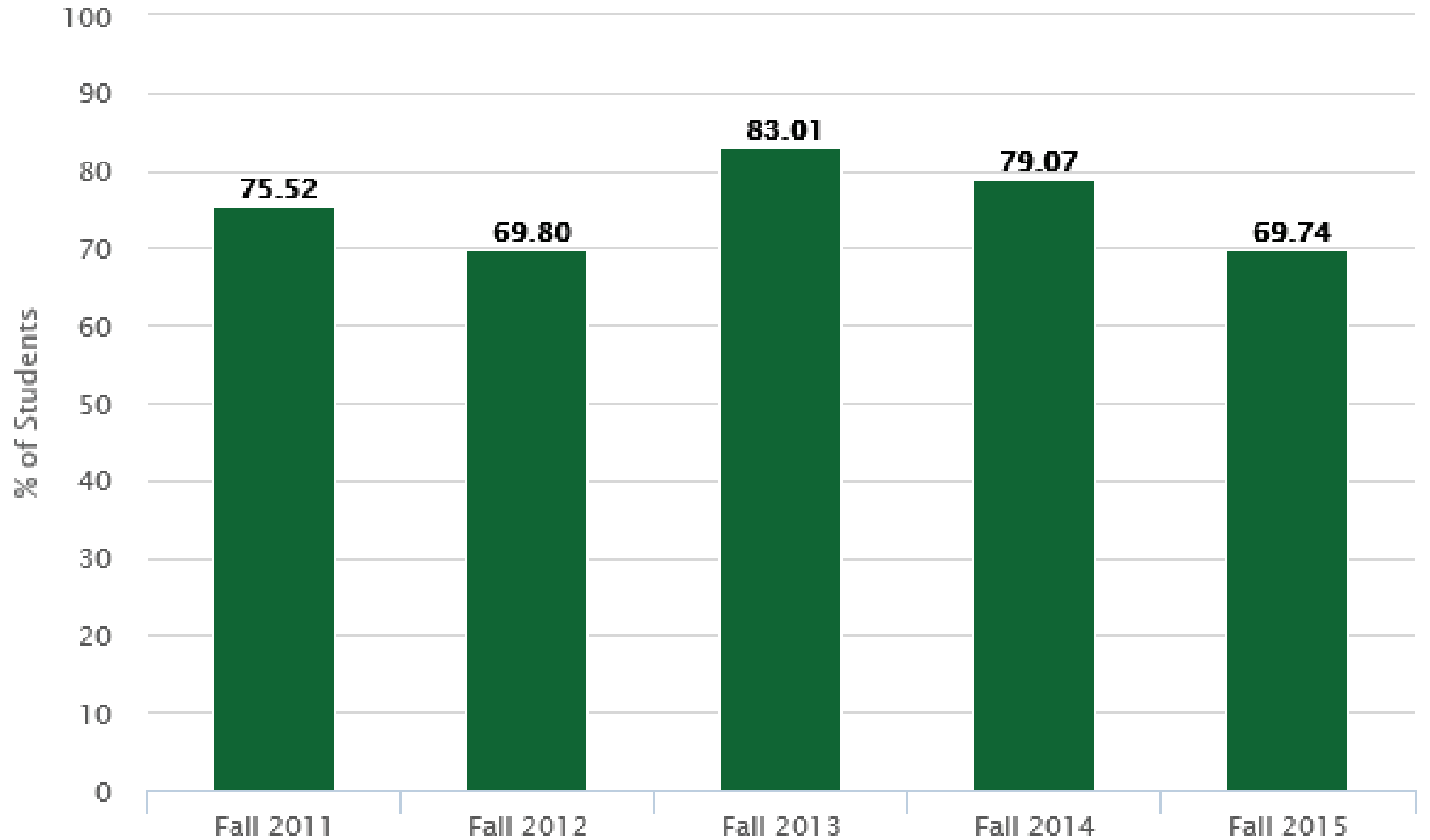
Success of Developmental Students in Gateway Math



Success of Developmental Students in Gateway English measures students who successfully completed developmental English in the given fall semester and subsequently successfully completed college-level English course before the end of the following fall semester.

2016 Target Not Achieved
Expected = 75.0-76.0%

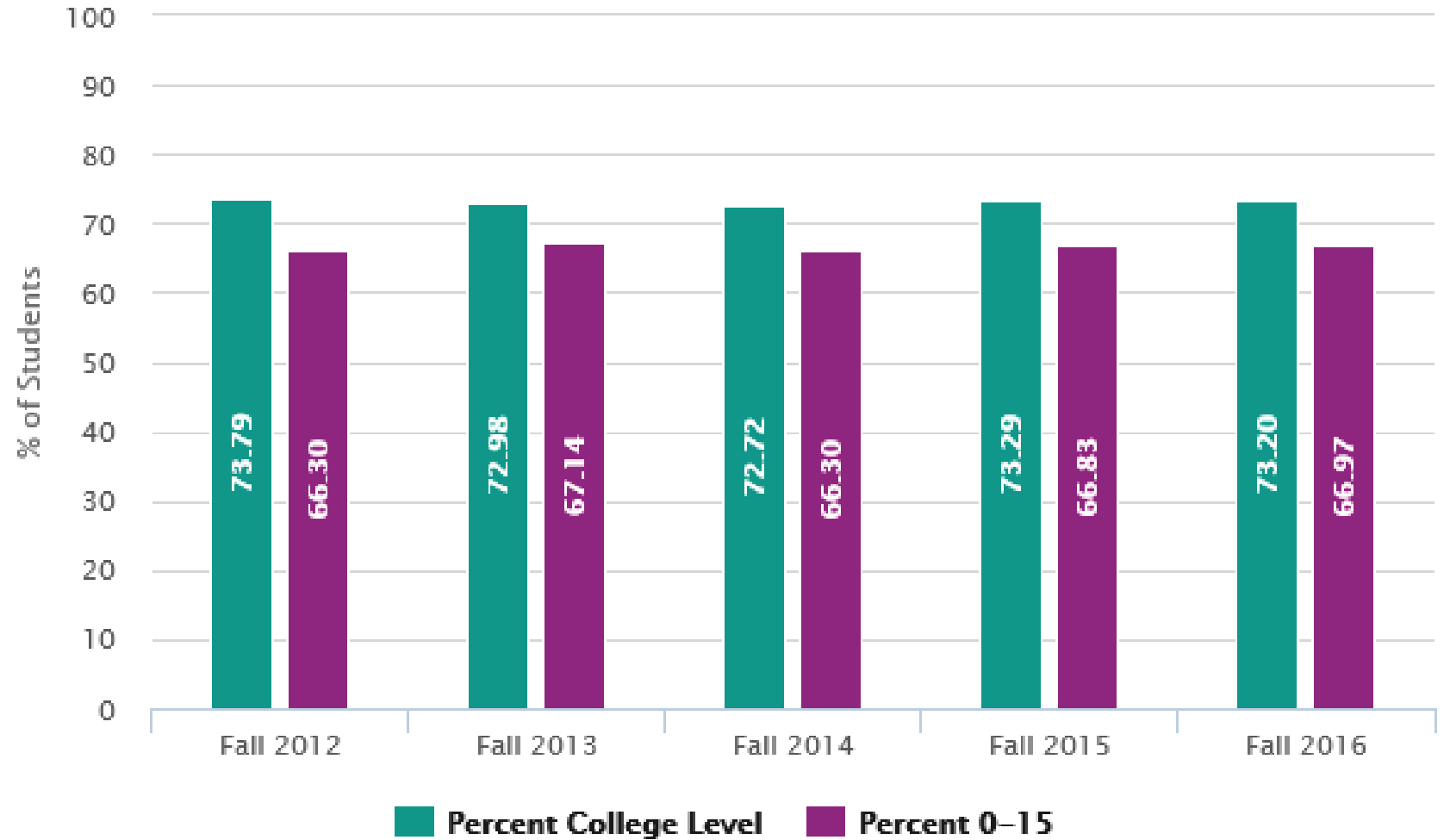
Success of Developmental Students in Gateway English



Success in 0-15 Courses
measures success rates (C or higher) of students enrolled in the identified 0-15 courses during the given fall semester.

2016 Target Not Achieved
Stretch = A percentage equivalent to the overall success rate in college-level courses (2016 = 73.20%)

Success in 0-15 Courses

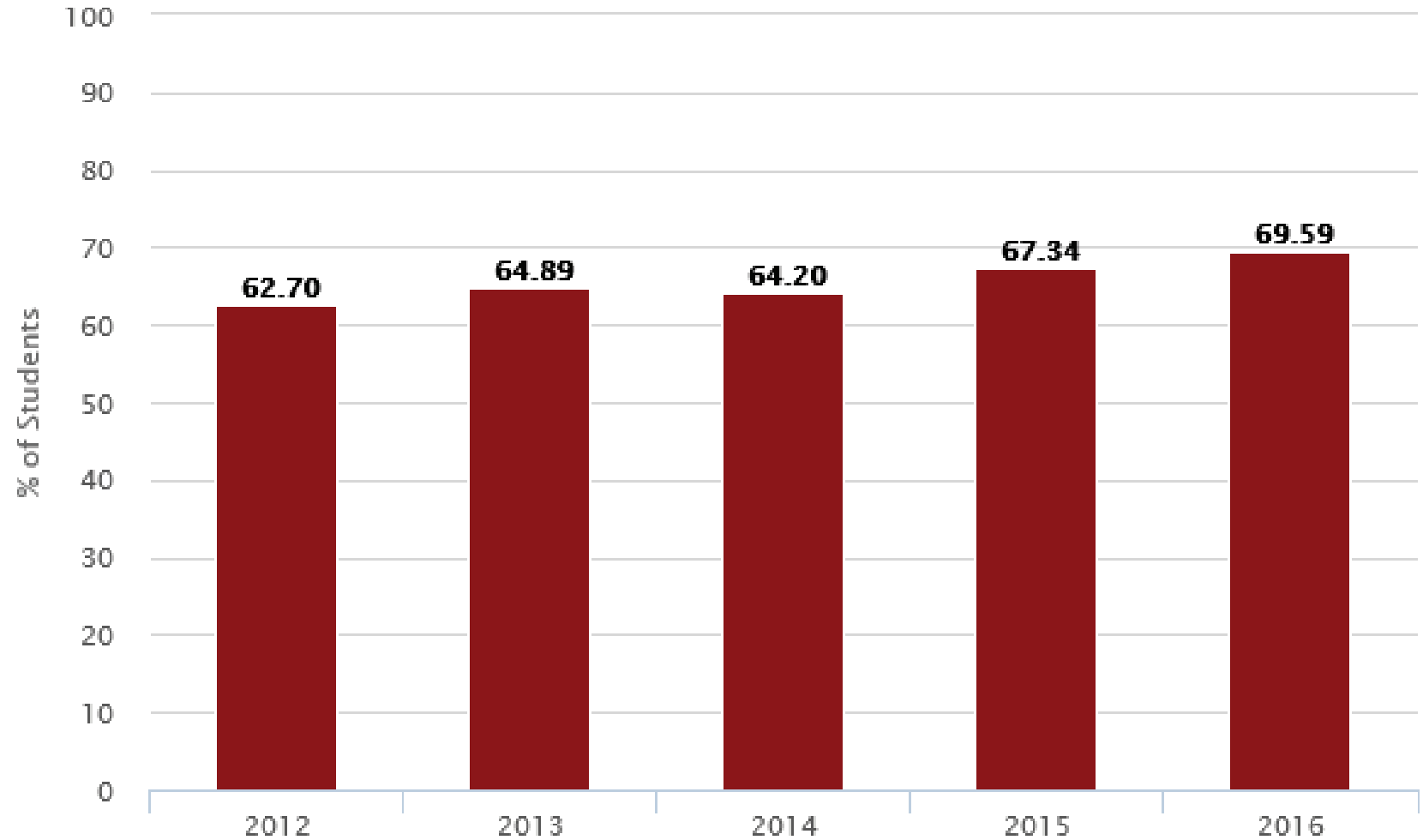


Advancement Rate measures degree/certificate-seeking students who graduated, transferred or continued to enroll at Harper after three years.

$$\frac{\text{Graduation Rate} + \text{Transfer Rate} + \text{Still Enrolled}}{\text{Advancement Rate}}$$

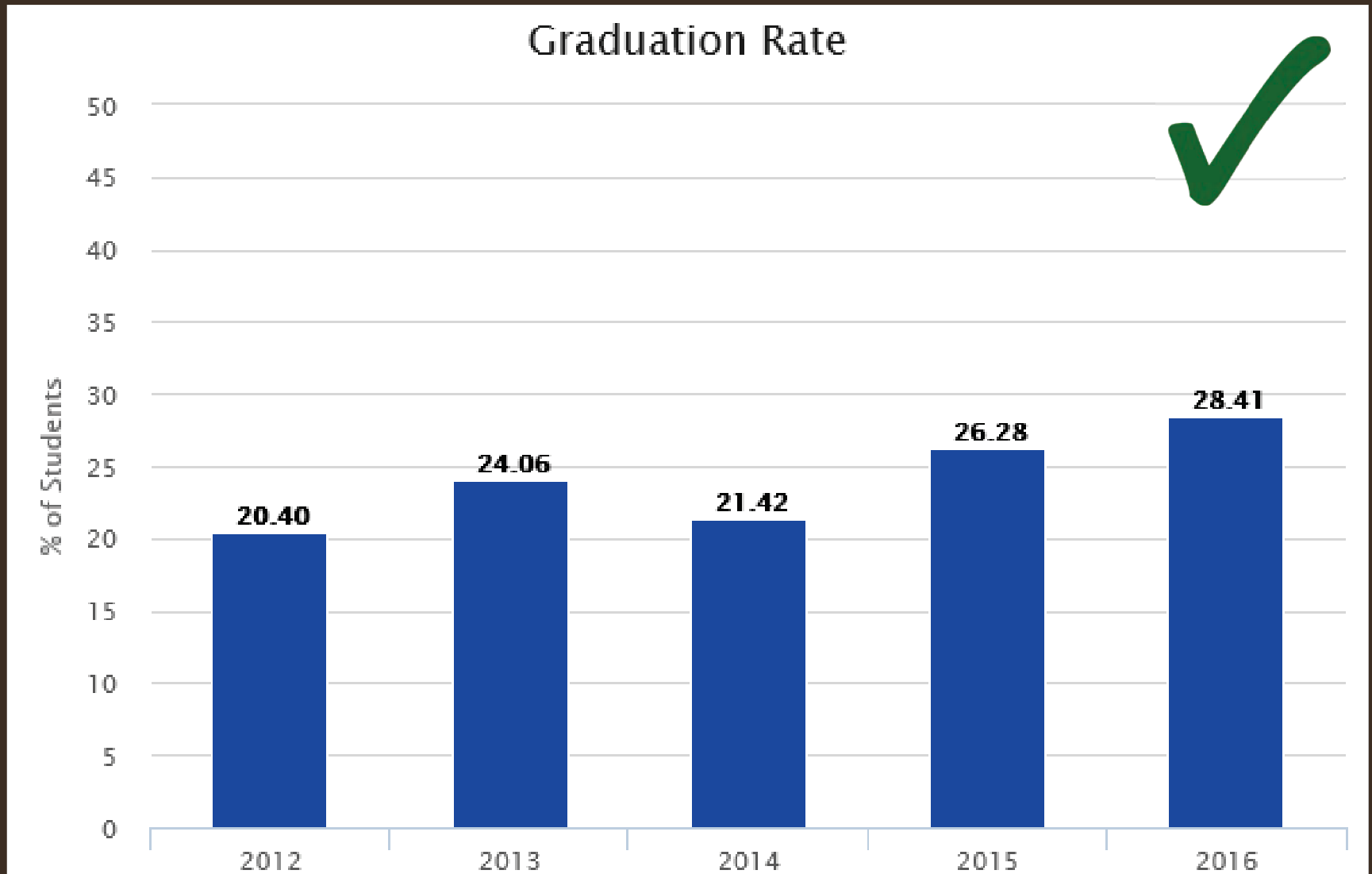
2016 Target Not Achieved
Stretch = 77.0-78.0%

Advancement Rate



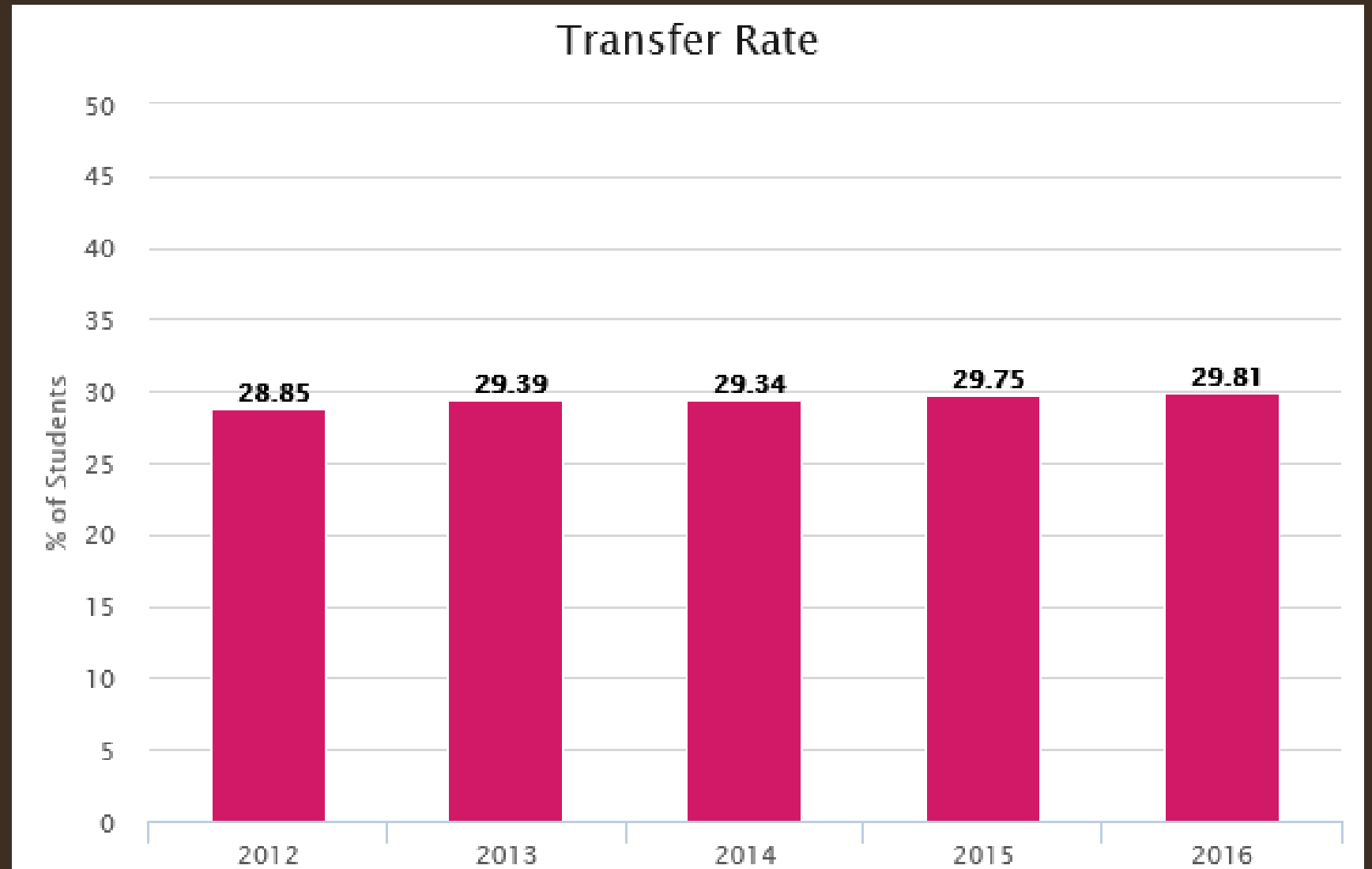
Graduation Rate measures degree/certificate-seeking students who completed a credential within three years of enrolling at Harper.

2016 Target Achieved
Improvement = 16.0-17.0%



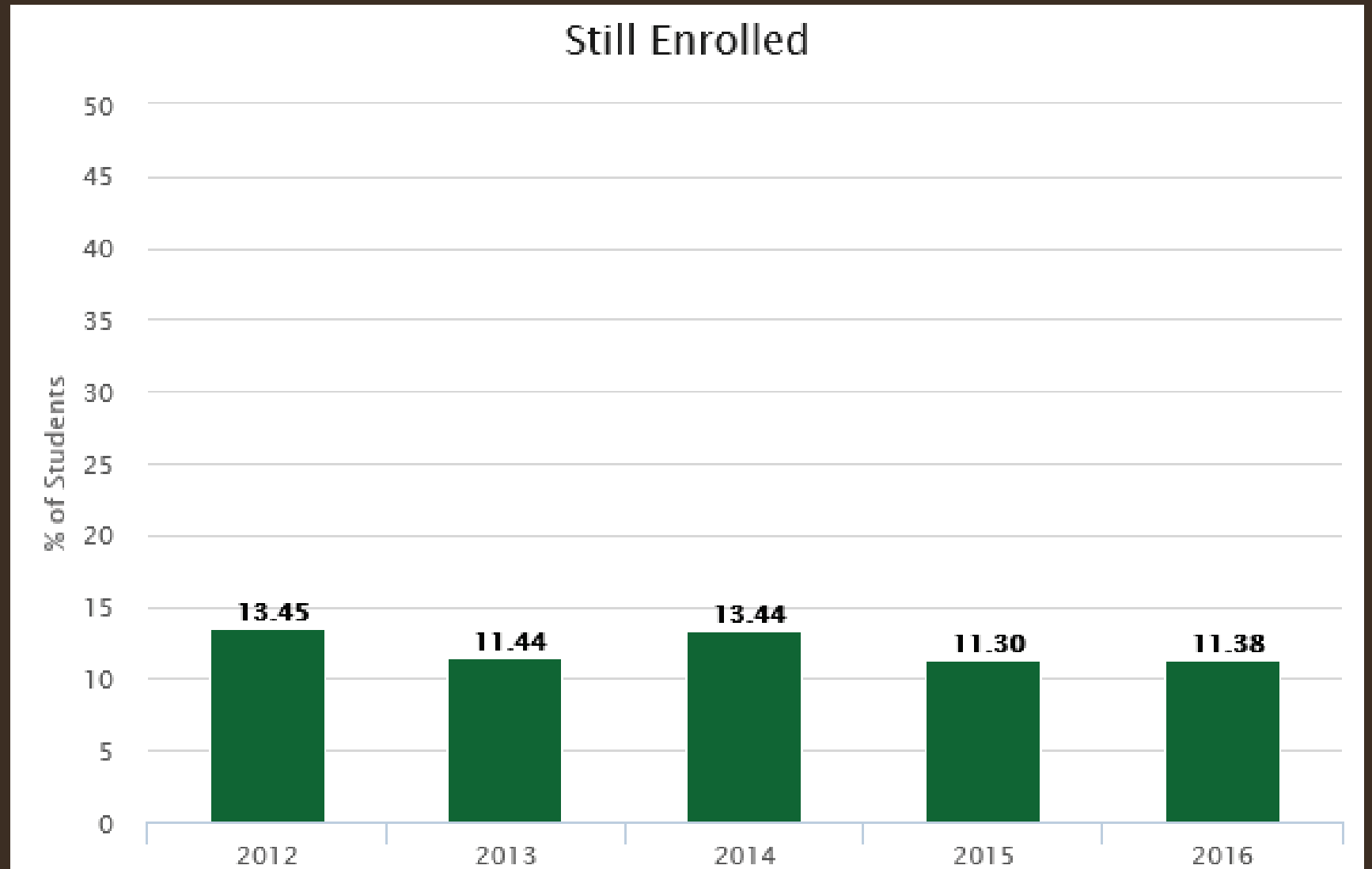
Transfer Rate measures degree/certificate-seeking students who enrolled at another institution within three years of enrolling at Harper.

2016 Target Not Achieved
Expected = 34.0-35.0%



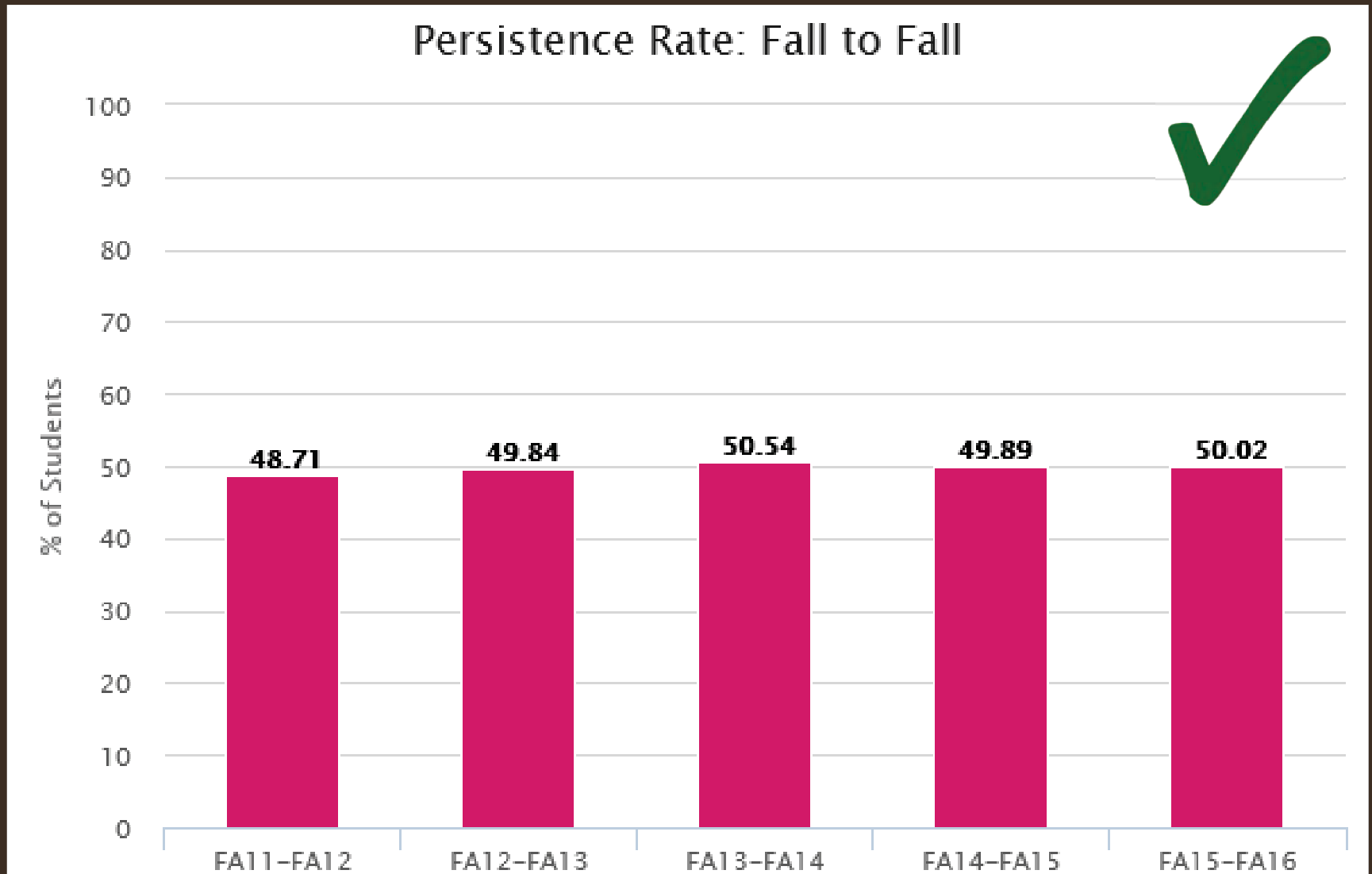
Still Enrolled measures degree/certificate-seeking students who are still enrolled three years after initial enrollment.

2016 Target Not Achieved
Stretch = 19.0-20.0%



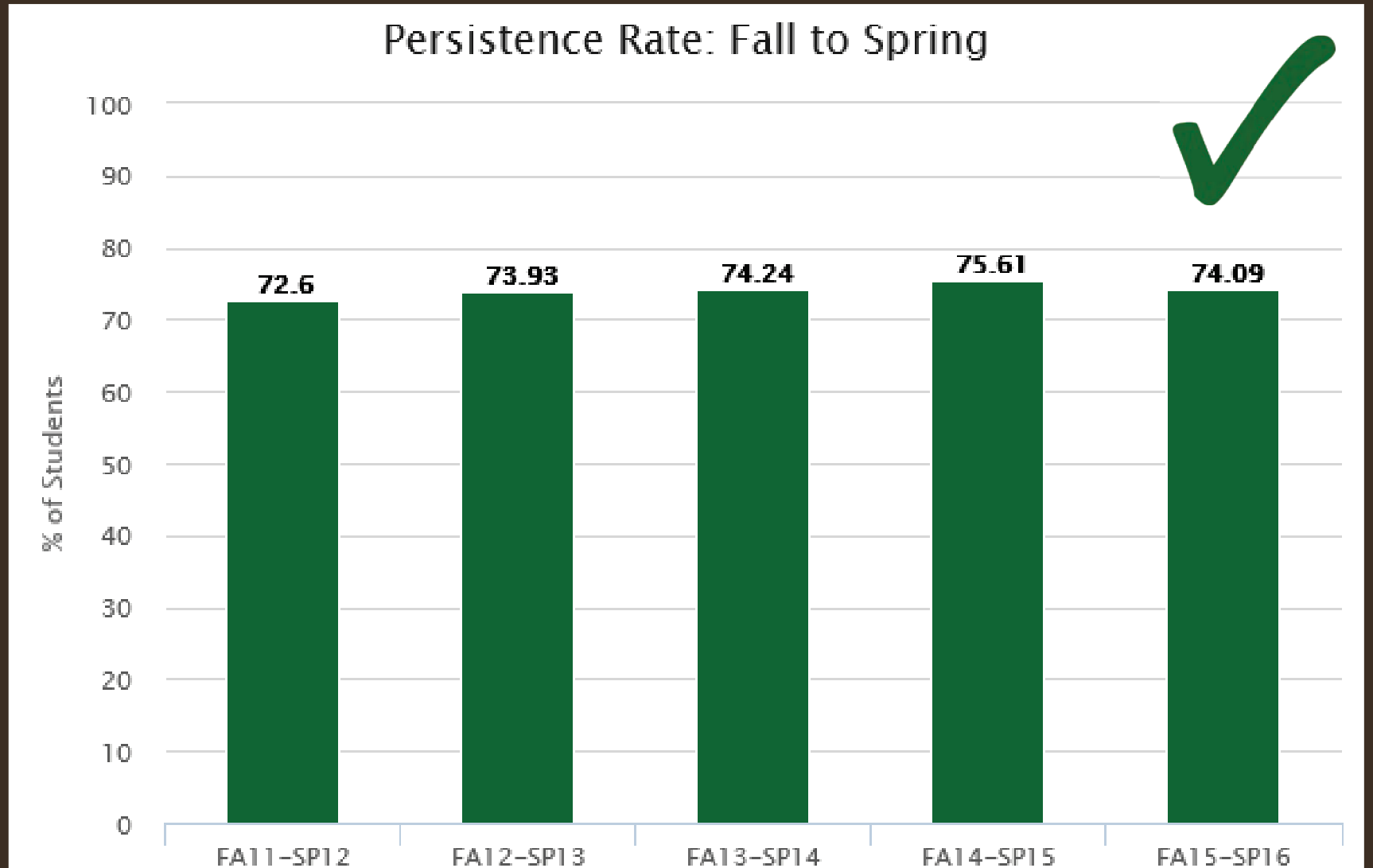
Persistence Rate: Fall to Fall measures all students who were enrolled at Harper in the given fall semester and then re-enrolled the following fall semester.

2016 Target Achieved
Improvement = 50.0-51.0%



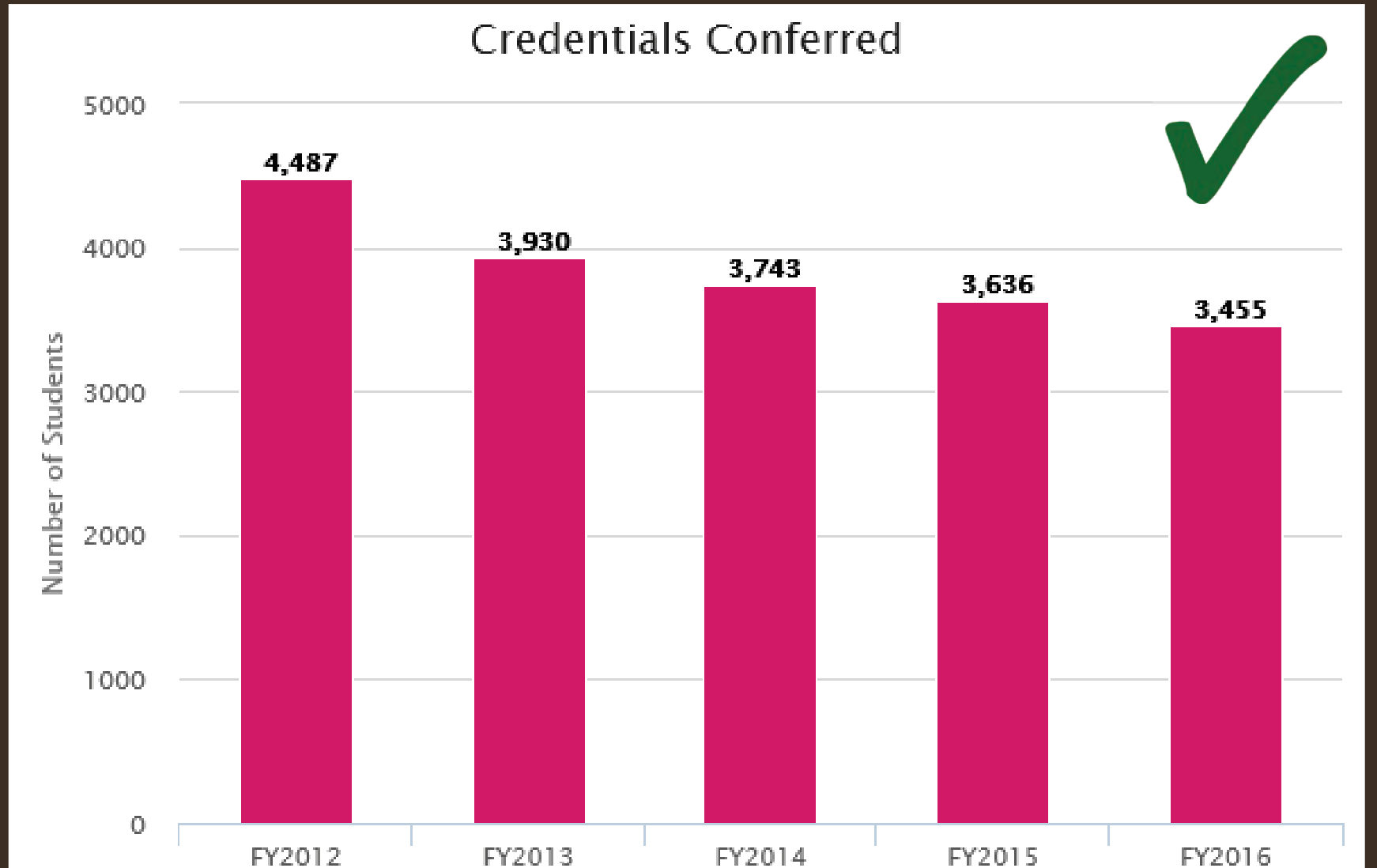
Persistence Rate: Fall to Spring measures all students who were enrolled at Harper in the given fall semester and re-enrolled in the spring semester of the same fiscal year.

2016 Target Achieved
Stretch = 74.0-75.0%



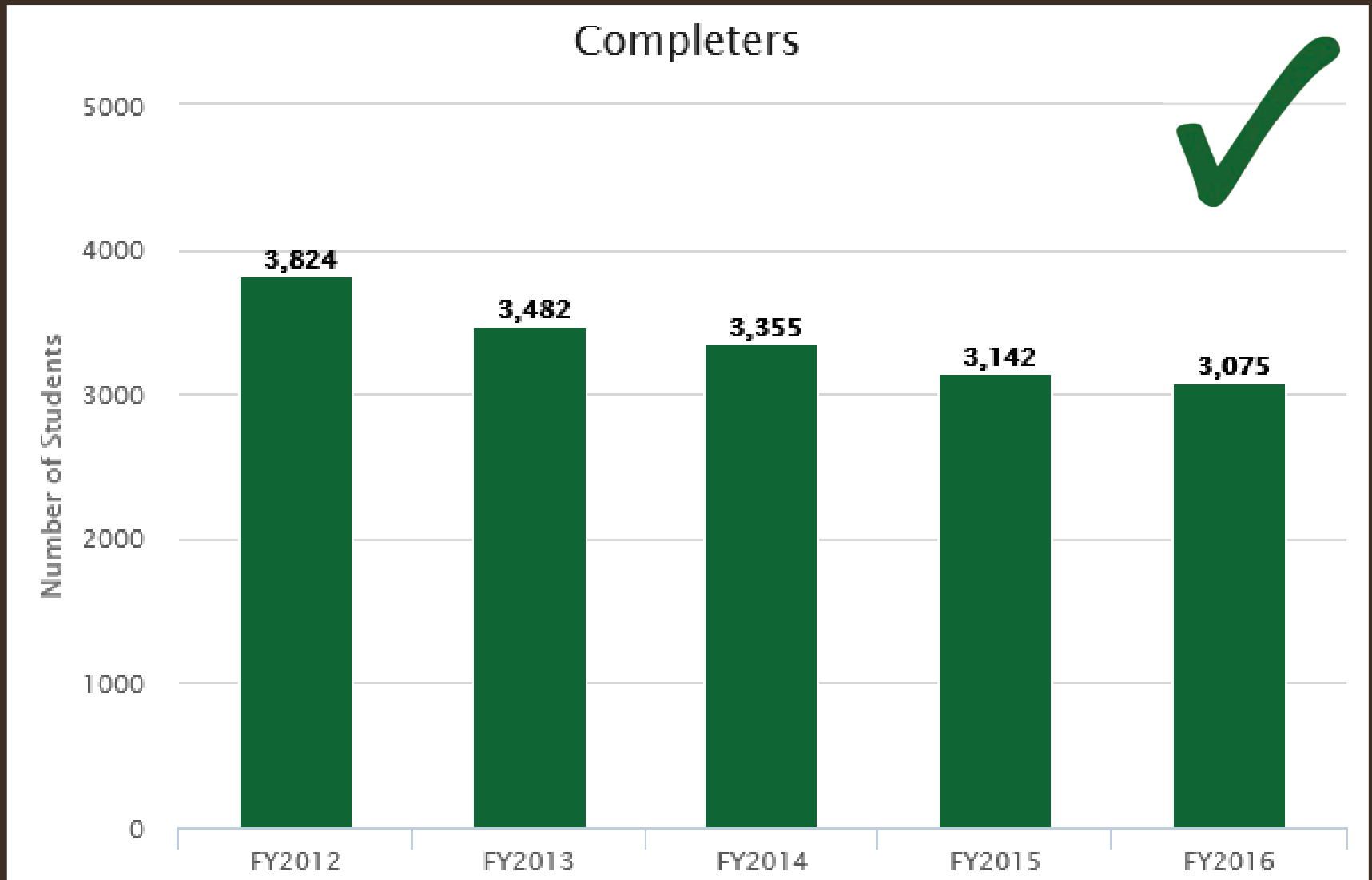
Credentials Conferred
measures the number of
degrees and certificates
conferred during the given
fiscal year.

2016 Target Achieved
Stretch = 3,362



Completers measures the number of students who earned one or more credentials during the given fiscal year.

2016 Target Achieved
Stretch = 2,994



Institutional Success Measures

Five measures, 13 indicators

5/13 targets met (38.5%)

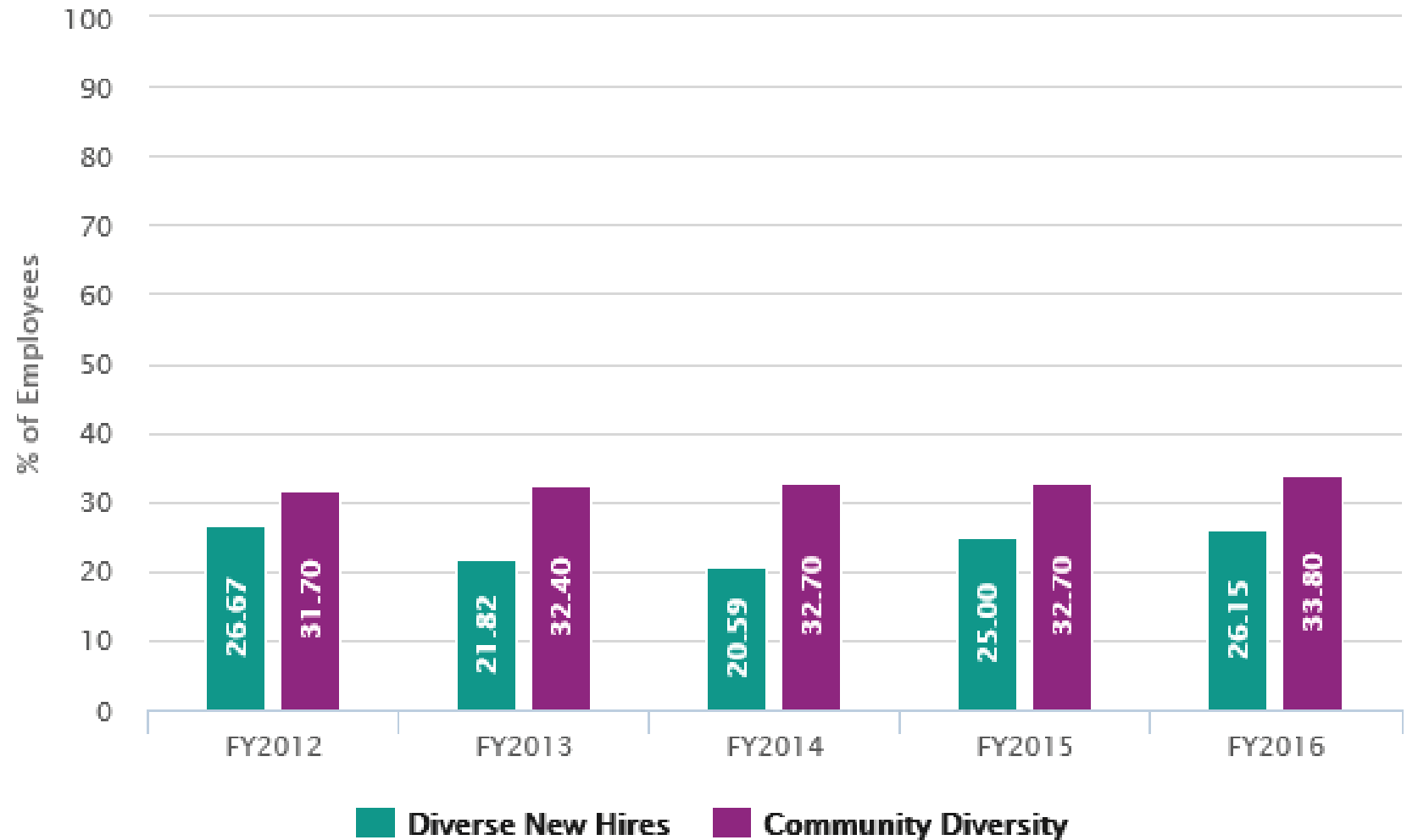
- 3 expected
- 2 improvement

Measure	Indicator	Target Not Achieved	Target Achieved
Employee Diversity	Diverse New Hires		
	Underrepresented Employee Separations		
High School Market Penetration	Dual/Concurrent Credit Penetration Rate		
	Post-High School Penetration Rate		
	New in College Penetration Rate		
Facilities	Major Capital Expenditures		
	Major Preventative Maintenance Expenditures		
	Energy Consumption		
Instructional Cost	Cost Per Credit Hour		
	Cost Per Full-Time Equivalent (FTE) Student		
Information Technology	Student Success Technologies		
	E-learning Technologies		
	Classroom Technologies		

Diverse New Hires measures the percentage of diverse new hires each year.

2016 Target Not Achieved
Stretch = A percentage equivalent to, or exceeding, the percentage of ethnically and racially diverse district residents

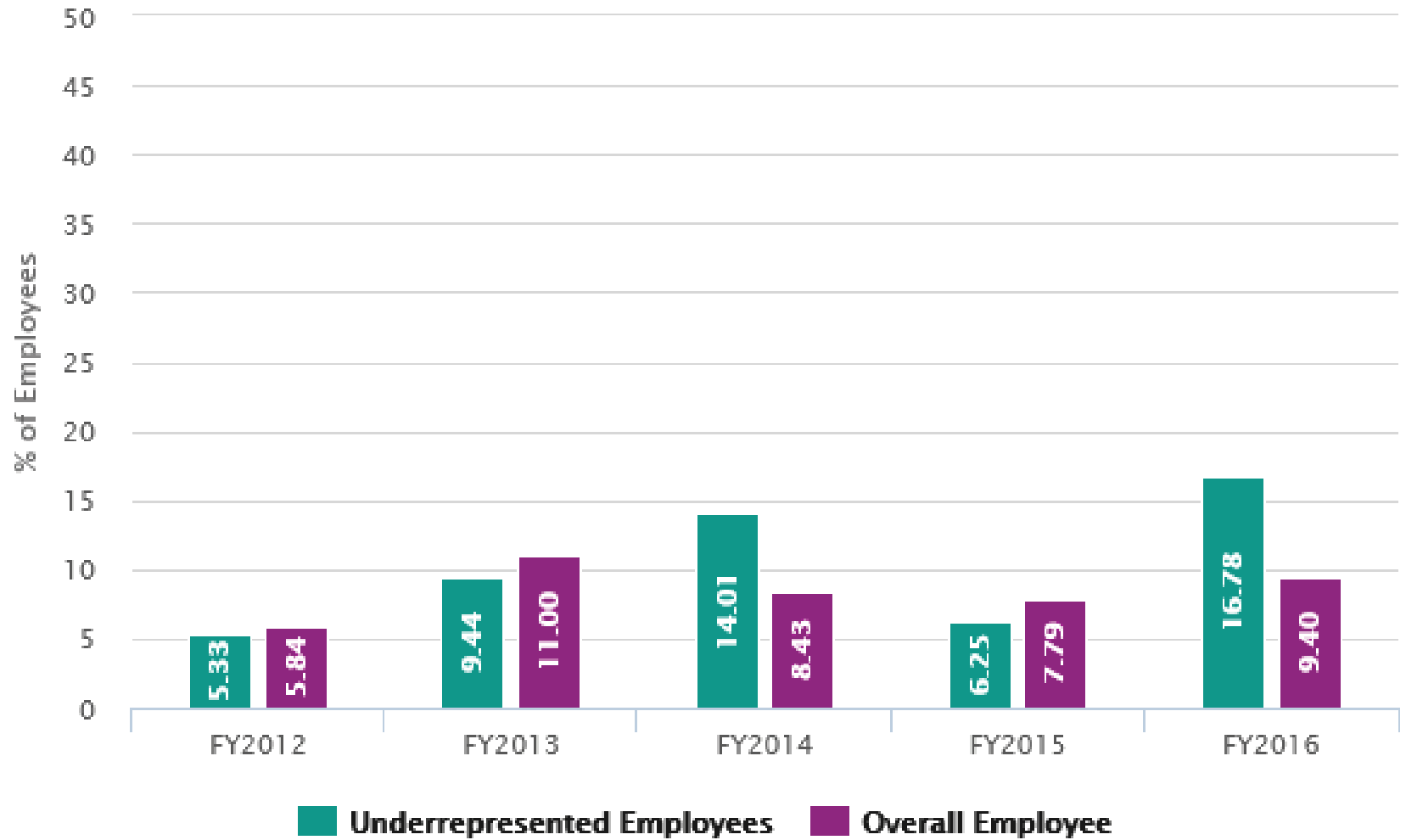
Diverse New Hires



Underrepresented Employee Separations measures the percentage of under-represented employees who separate from the College through voluntary resignation.

2016 Target Not Achieved
Improvement = The percentage of under-represented employees who separate from the College should be consistent with, or less than, each year's overall employee separation rate.

Underrepresented Employee Separations

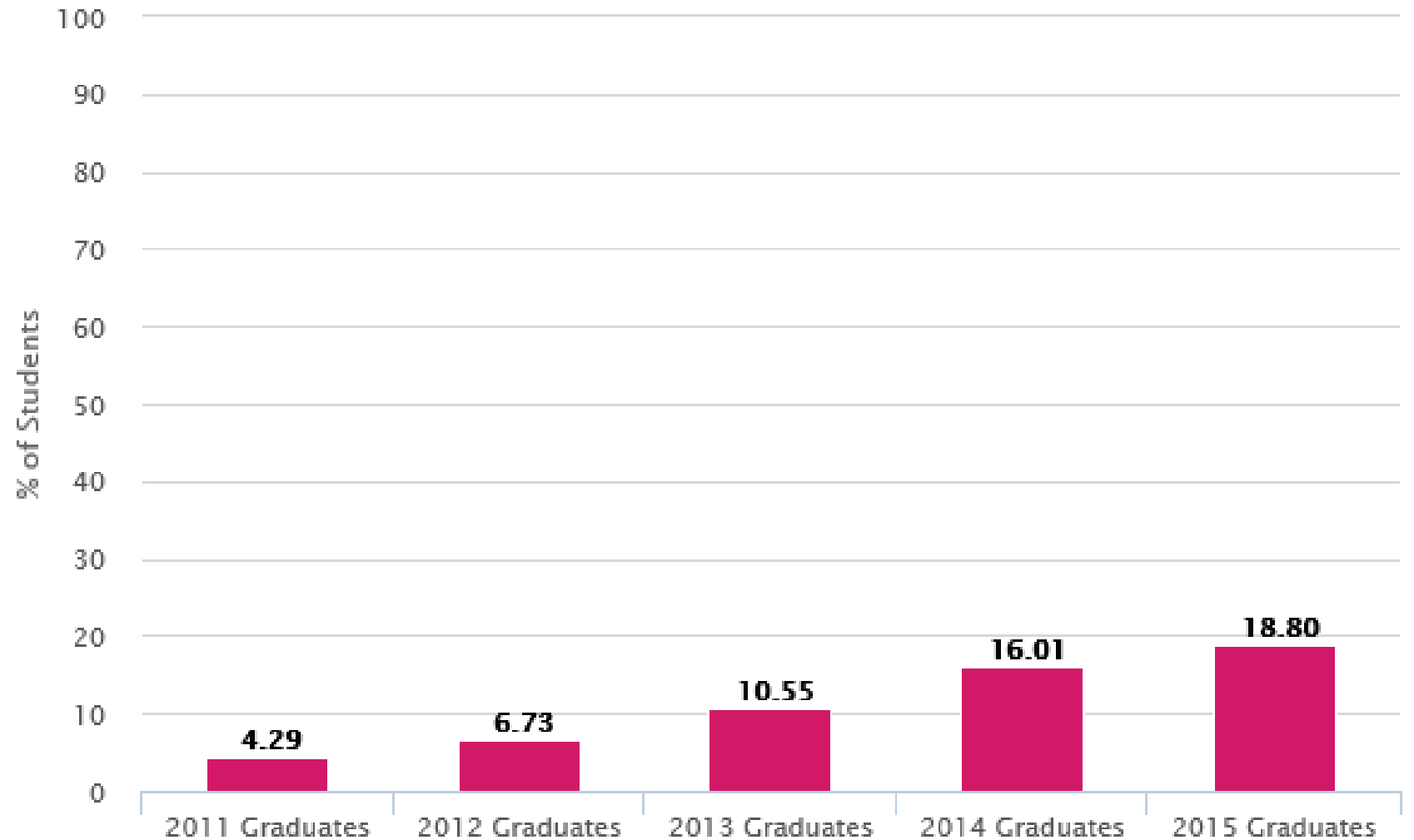


Dual/Concurrent Credit Penetration Rate measures the percent of total district high school students who enrolled at Harper at any time prior to high school graduation and do not enroll within one year after graduation.

2016 Target Not Achieved
Stretch = 24.0-25.0 %

*unofficial 2016 rate = 27%

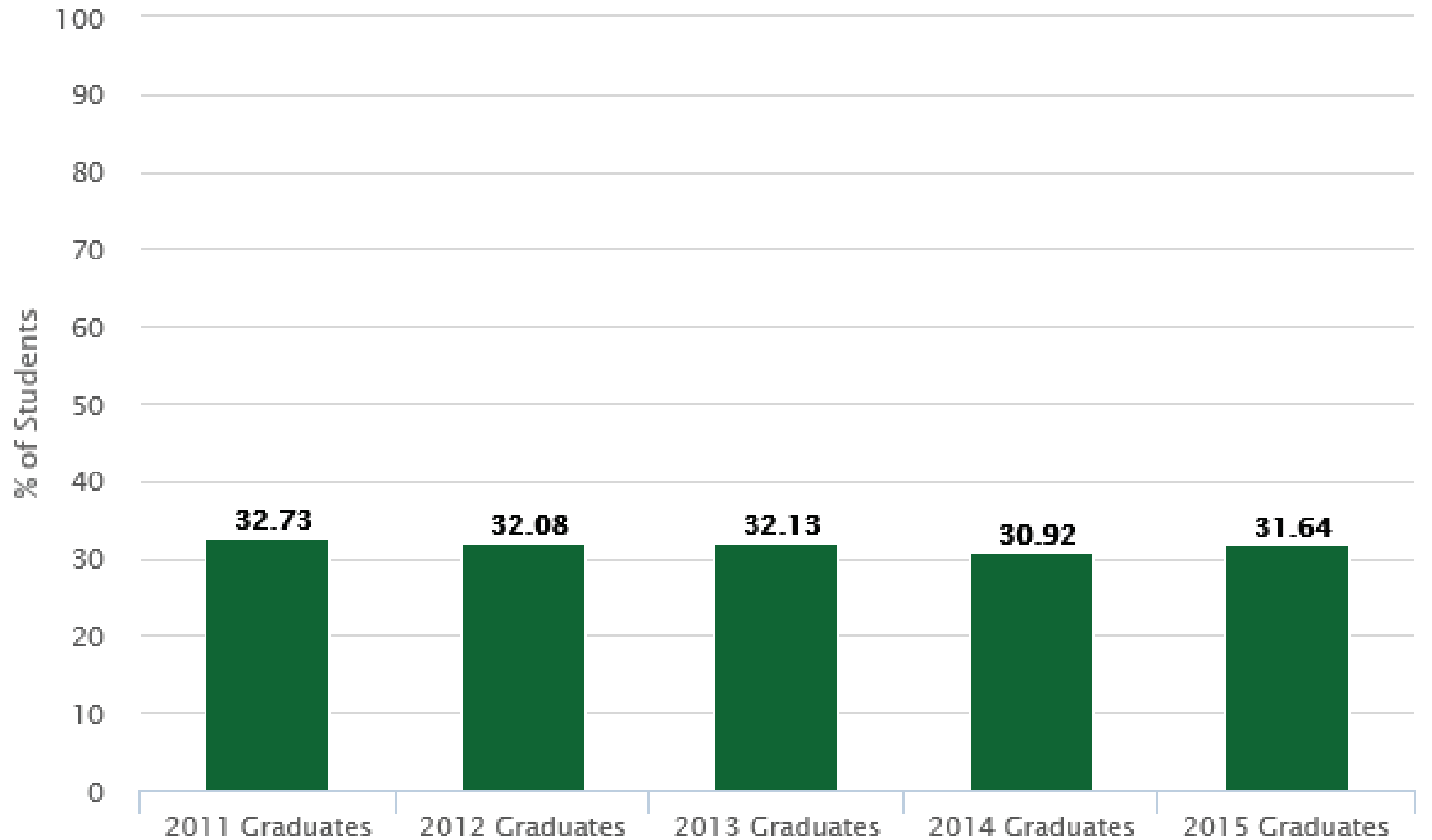
Dual/Concurrent Credit Penetration Rate



Post-High School Penetration Rate measures the percent of total district high school graduates who enrolled at Harper at any time within one year post-high school graduation.

2016 Target Not Achieved
Expected = 32.0-33.0%

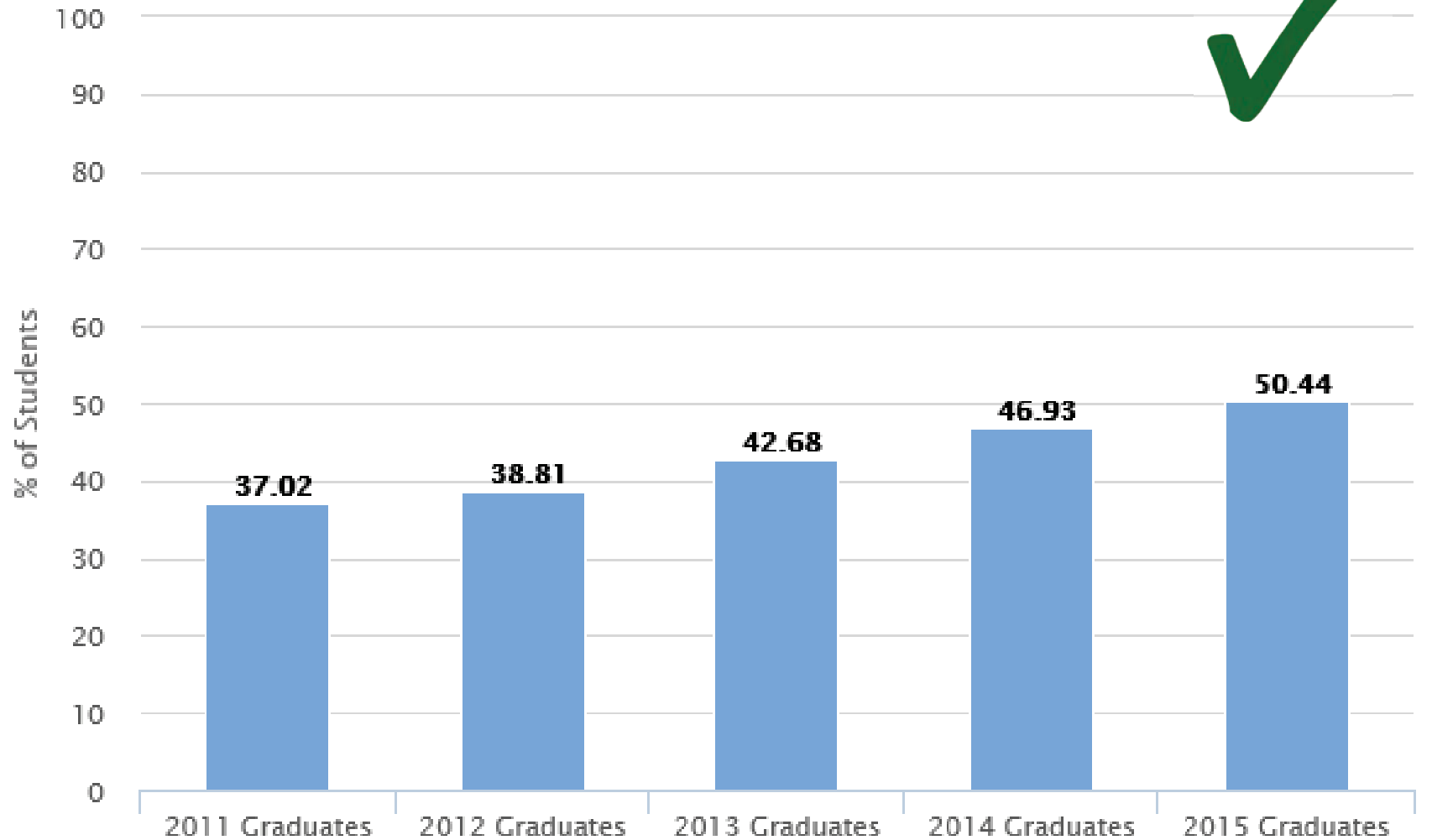
Post-High School Penetration Rate



New in College Penetration Rate measures the percent of total district high school graduates who enrolled at Harper at any time within one year of high school graduation.

2016 Target Achieved
Improvement = 38.0-39.0%

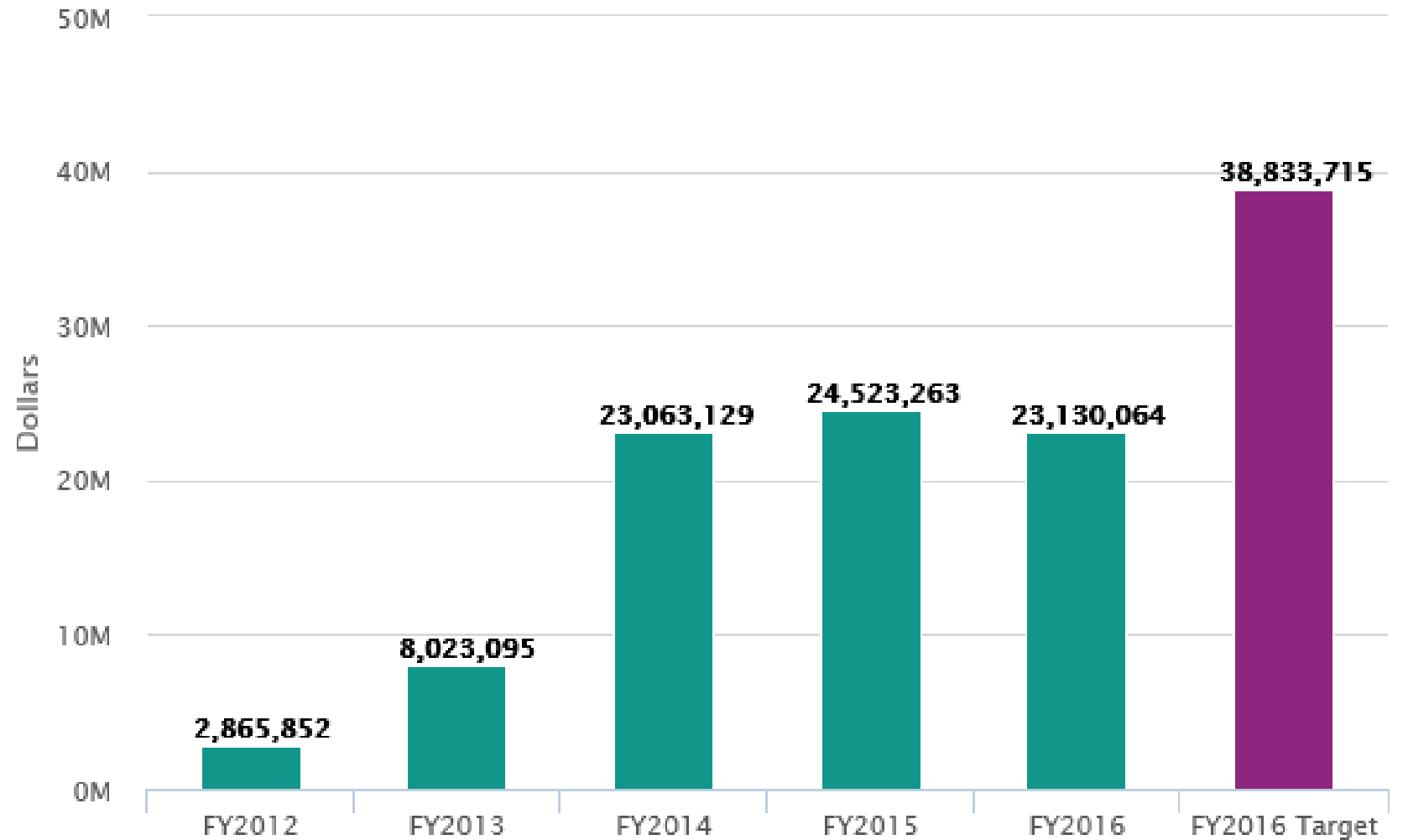
New in College Penetration Rate



Major Capital Expenditures measures the annual amount spent for new buildings, renovations and additions.

2016 Target Not Achieved
Expected = An amount equivalent to the amount of planned expenditures (\$38,833,715).

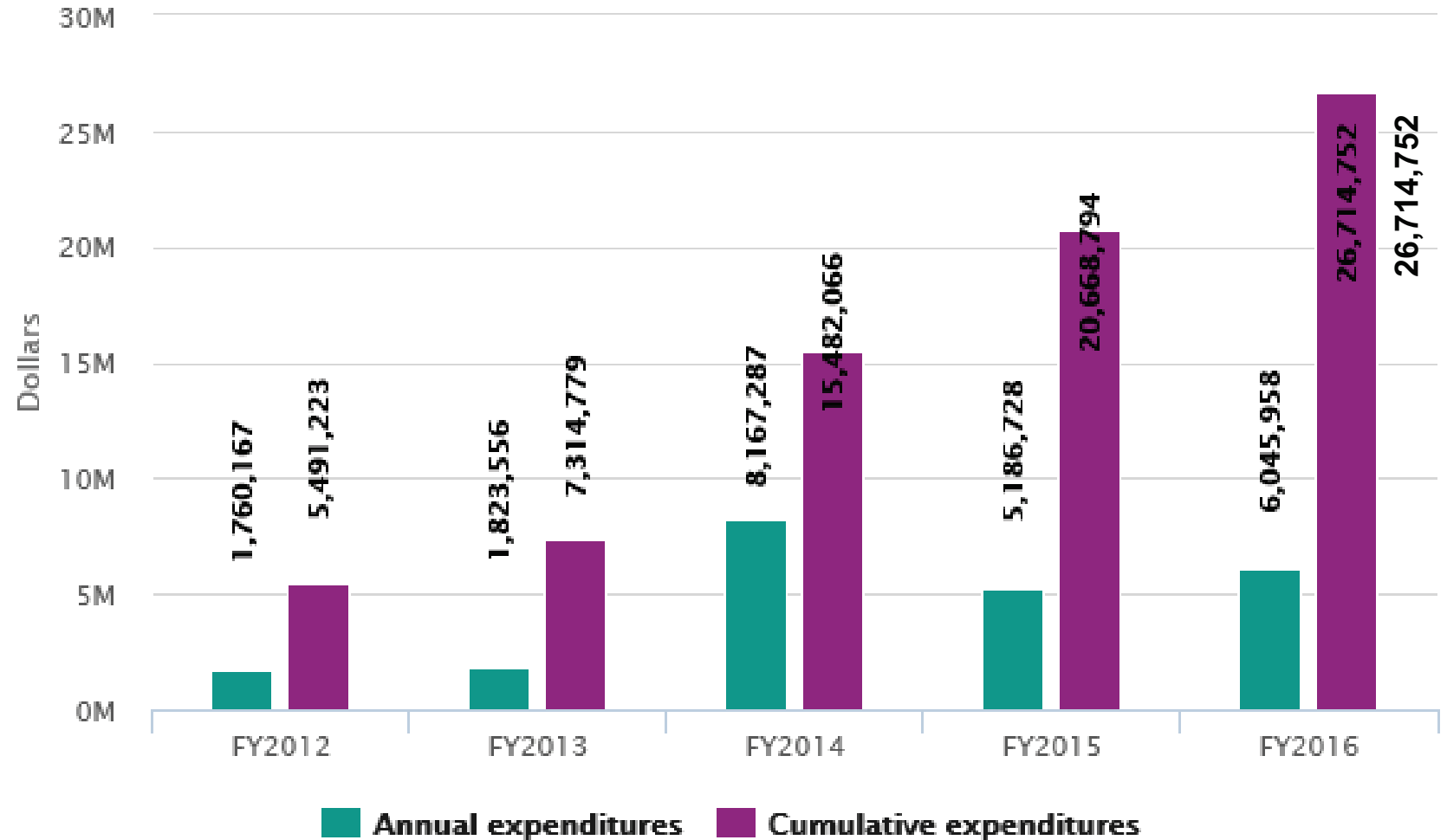
Major Capital Expenditures



Major Preventative Maintenance Expenditures measures the amount of preventative maintenance funds expended.

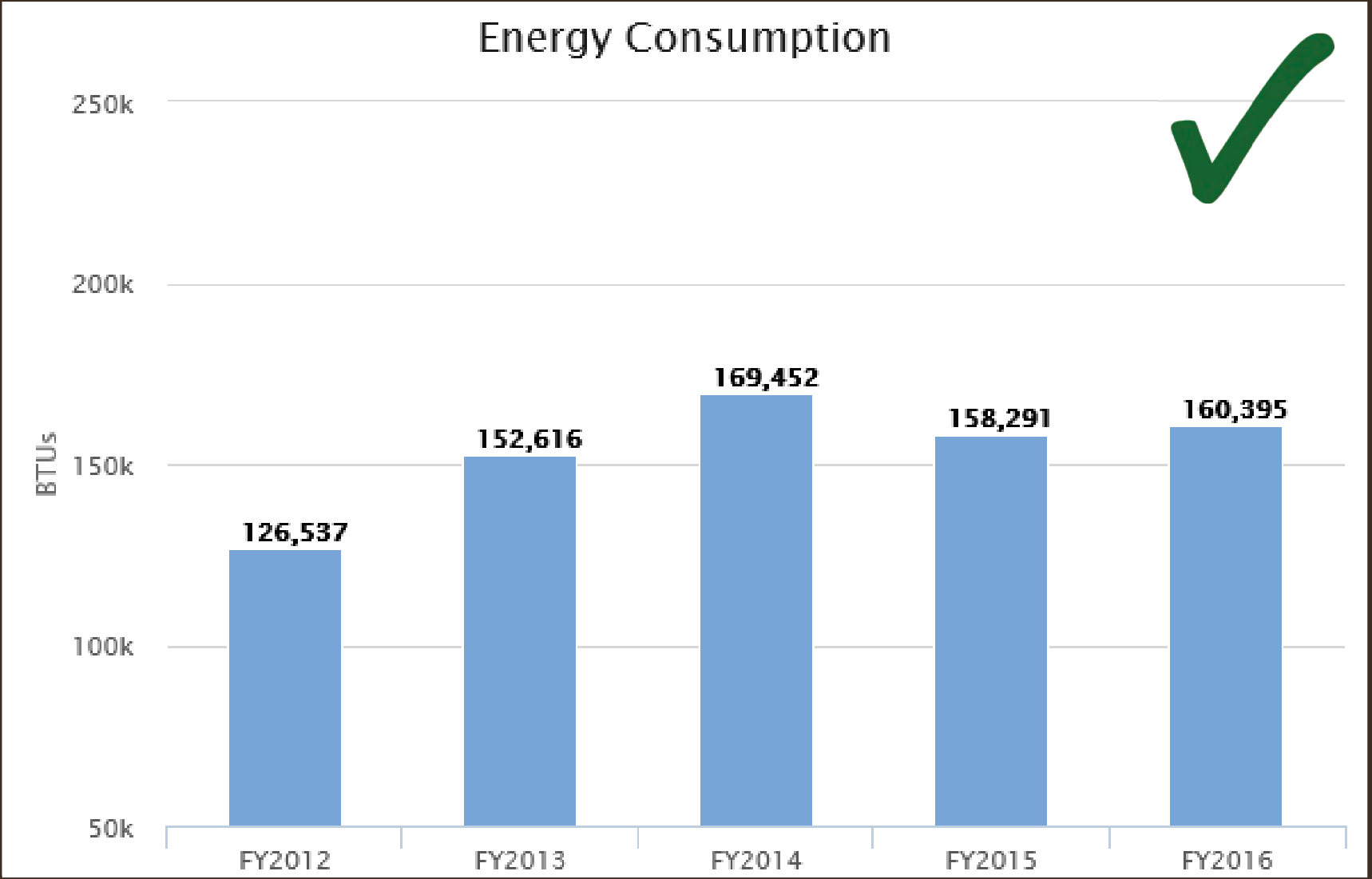
2016 Target Not Achieved
Expected = \$27-28 million

Major Preventative Maintenance Expenditures



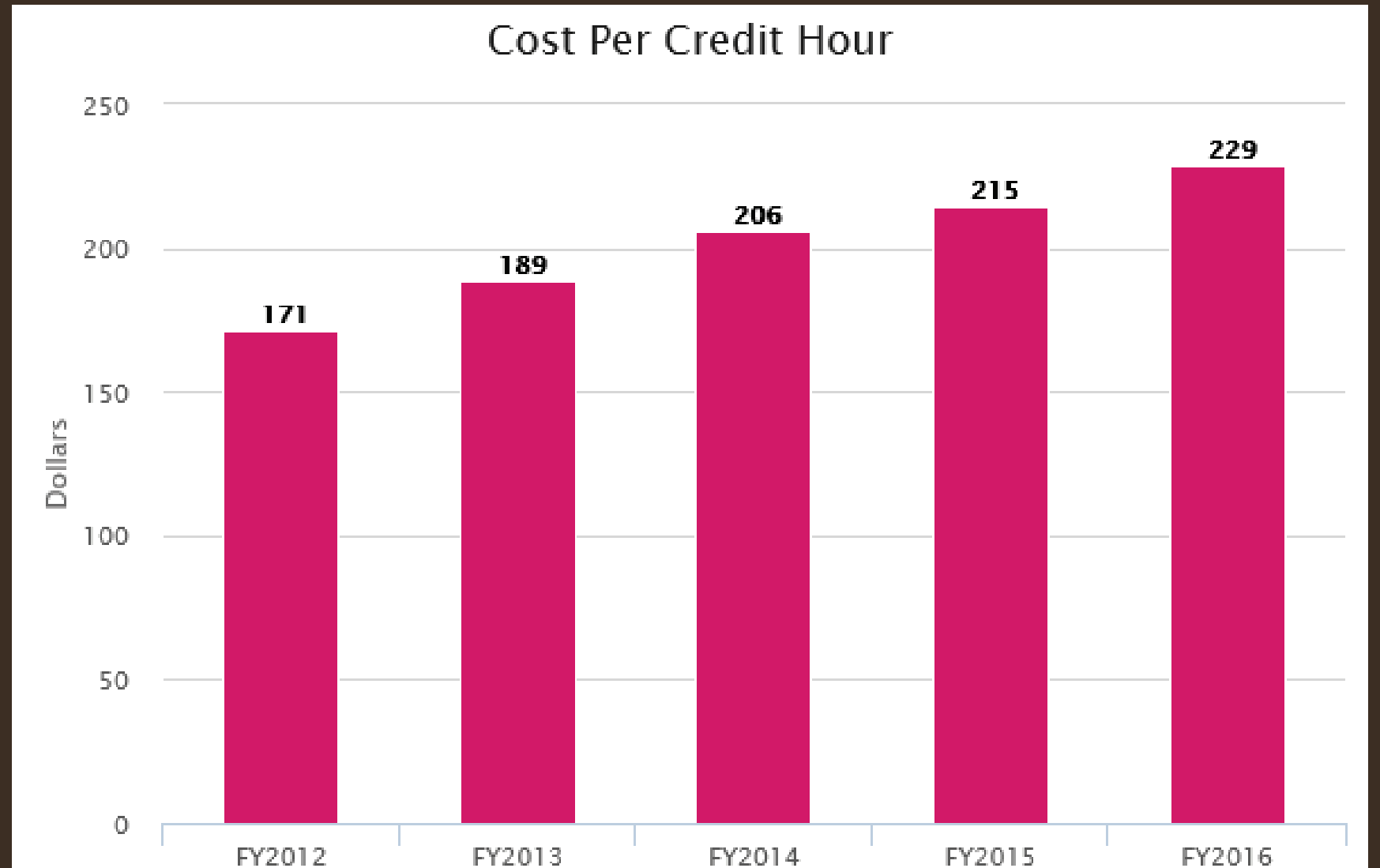
Energy Consumption measures the energy consumed by fuel per gross square foot (GSF) of campus space, measured in British thermal units (BTUs).

2016 Target Achieved
Improvement = 160,000-169,999 BTU/GSF



Cost Per Credit Hour measures total direct credit instructional expenditures divided by total number of credit hours.

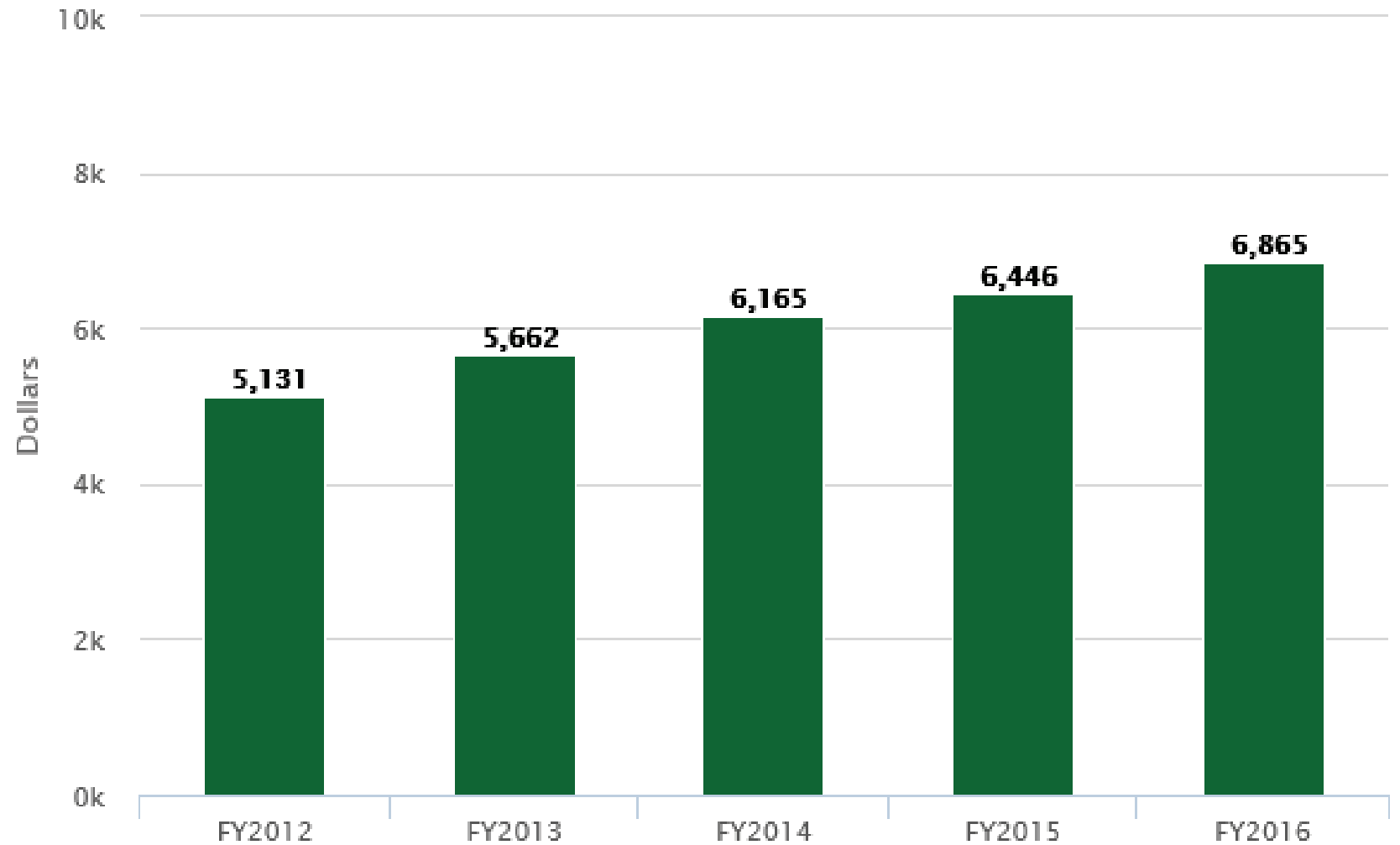
2016 Target Not Achieved
Expected = \$171-\$175



Cost Per Full-Time Equivalent (FTE) Student measures total direct credit instructional expenditures divided by student FTE.

2016 Target Not Achieved
Expected = \$5,130-\$5,250

Cost Per Full-Time Equivalent (FTE) Student



Student Success Technologies measures the College compared to EDUCAUSE Associate Institutions on the most commonly deployed student success technologies.

2016 Target Achieved
 Expected = Identified technologies deployed and in use

Student Success Technologies



Most commonly deployed student success technologies	Percent of Associate Institutions	Deployed at Harper College	Usage Statistics
1. Degree Audit	71%	Ellucian CAPP and Degree Audit	44.72% (6,351/14,201) degree-seeking students have run a Degree Audit
2. Academic early-alert system	63%	Starfish	21.82% (862/3,951) degree-seeking students are actively tracked in Starfish
3. Advising Center Management	59%	SARS	69.18% (9,824/14,201) degree-seeking students saw a counselor

E-learning Technologies measures the College compared to EDUCAUSE Associate Institutions on the most commonly deployed E-learning technologies.

2016 Target Achieved

Expected = Identified technologies deployed and in use



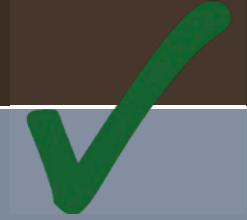
E-learning Technologies			
Most commonly deployed E-learning technologies	Percent of Associate Institutions	Deployed at Harper College	Usage Statistics
1. Full-function online learning delivery system	99%	Blackboard	57.88% (1,594/2,754) course sections utilized Blackboard (spring 2016)
2. Student evaluation of teaching effectiveness	87%	Student Opinionaire of Instruction	29.82% (1,945/6,522) courses sections surveyed in the online format
3. Collaboration tool for learning	80%	Collaborate	0.76% (21/2,754) course sections utilized Collaborate (spring 2016)

Classroom Technologies measures the College compared to EDUCAUSE Associate Institutions on the most commonly deployed classroom technologies.

2016 Target Achieved

Expected = Identified technologies deployed and in use

Classroom Technologies



Most commonly deployed classroom technologies	Percent of Associate Institutions	Deployed at Harper College	Usage Statistics
1. Wireless projection	37%	WePresent	5.95% (16/269) of classrooms using technology
2. Automatic lecture capture systems (audio and video)	28%	Camtasia	11.69% (322/2,754) course sections utilized Camtasia
3. Interactive external monitor	19%	Extron, Espon, SMART	86.62% (233/269) of classrooms actively monitored

Institutional Effectiveness Dashboard

Questions?