

## HARFORD COMMUNITY COLLEGE 2018 ACCOUNTABILITY REPORT

### Student Characteristics (not Benchmarked)

These descriptors are not performance indicators subject to improvement by the college, but clarify institutional mission and provide context for interpreting the performance indicators below.

	<b>Fall 2014</b>	<b>Fall 2015</b>	<b>Fall 2016</b>	<b>Fall 2017</b>
A. Credit students enrolled part time	62.4%	63.3%	64.5%	64.2%
B. Credit students with developmental education needs	59.6%	58.0%	59.0%	51.1%
	<b>Spring 2010</b>	<b>Spring 2012</b>	<b>Spring 2014</b>	<b>Spring 2016</b>
C. Credit students who are first-generation college students (neither parent attended college)	21.9%	25.5%	30.8%	23.9%
	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>
D. Annual unduplicated headcount in English for Speakers of Other Languages (ESOL) courses	254	276	324	291
	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>
E. Financial aid recipients				
a. Credit students receiving Pell grants	24.8%	25.1%	21.0%	20.0%
b. Credit students receiving loans, scholarships and/or need-based financial aid	42.4%	42.5%	41.0%	42.7%
	<b>Fall 2014</b>	<b>Fall 2015</b>	<b>Fall 2016</b>	<b>Fall 2017</b>
F. Students 25 years old or older				
a. Credit students	28.1%	27.3%	26.2%	25.4%
	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>
b. Continuing education students	75.7%	74.9%	72.4%	73.0%
	<b>Spring 2010</b>	<b>Spring 2012</b>	<b>Spring 2014</b>	<b>Spring 2016</b>
G. Credit students employed more than 20 hours per week	55.4%	53.0%	46.9%	46.0%
	<b>Fall 2014</b>	<b>Fall 2015</b>	<b>Fall 2016</b>	<b>Fall 2017</b>
H. Credit student racial/ethnic distribution				
a. Hispanic/Latino	4.6%	4.8%	5.1%	5.0%
b. Black/African-American only	15.3%	15.2%	16.0%	16.3%
c. American Indian or Alaskan native only	0.4%	0.4%	0.4%	0.3%
d. Native Hawaiian or other Pacific Islander only	0.2%	0.2%	0.2%	0.2%
e. Asian only	2.1%	2.0%	2.6%	2.5%
f. White only	72.6%	72.7%	70.5%	70.2%
g. Multiple races	3.1%	3.0%	3.2%	3.5%
h. Foreign/Non-resident alien	1.0%	1.0%	1.0%	1.2%
i. Unknown/Unreported	0.8%	0.8%	0.9%	0.8%
	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>
I. Wage growth of occupational program graduates				
a. Median income one year prior to graduation	\$14,646	\$16,485	\$14,177	\$13,052
b. Median income three years after graduation	\$42,874	\$43,381	\$42,553	\$48,800

### Goal 1: Access

	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>Benchmark FY 2020</b>
1. Annual unduplicated headcount					
a. Total	20,634	19,780	18,671	19,142	<b>21,158</b>
b. Credit students	9,555	9,189	8,921	8,991	<b>9,658</b>
c. Continuing education students	11,674	11,147	10,276	10,624	<b>11,500</b>
	<b>Fall 2014</b>	<b>Fall 2015</b>	<b>Fall 2016</b>	<b>Fall 2017</b>	<b>Benchmark Fall 2020</b>
2. Market share of first-time, full-time freshmen	58.4%	60.7%	59.0%	55.6%	<b>62.0%</b>
	<b>Fall 2014</b>	<b>Fall 2015</b>	<b>Fall 2016</b>	<b>Fall 2017</b>	<b>Benchmark Fall 2020</b>
3. Market share of part-time undergraduates	71.4%	71.3%	71.3%	68.9%	<b>72.0%</b>
	<b>Fall 2013</b>	<b>Fall 2014</b>	<b>Fall 2015</b>	<b>Fall 2016</b>	<b>Benchmark Fall 2020</b>
4. Market share of recent, college-bound high school graduates	74.2%	67.4%	68.5%	69.5%	<b>70.0%</b>
Note: Methodology to calculate this indicator, which includes only public high school graduates, was changed in both Fall 2014 and again in Fall 2016.					

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5	High school student enrollment	<b>Fall 2014</b>	<b>Fall 2015</b>	<b>Fall 2016</b>	<b>Fall 2017</b>	<b>Benchmark Fall 2020</b>
		451	535	664	737	540
6	Enrollments in online courses	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>Benchmark FY 2020</b>
	a. Credit	8,416	9,122	9,011	9,561	9,500
	b. Continuing education	368	464	608	267	500
7	Tuition and fees as a percent of tuition and fees at Maryland public four-year institutions Note: The goal of this indicator is for the college's percentage to be at or below the benchmark level.	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>	<b>Benchmark FY 2021</b>
		43.9%	47.3%	49.3%	48.9%	40.0%
8	Enrollment in continuing education community service and lifelong learning courses	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>Benchmark FY 2020</b>
	a. Unduplicated annual headcount	5,362	4,415	4,800	5,876	4,800
	b. Annual course enrollments	11,321	9,987	10,558	10,666	10,250
9	Enrollment in continuing education basic skills and literacy courses	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>Benchmark FY 2020</b>
	a. Unduplicated annual headcount	1,142	1,020	1,090	1,215	1,140
	b. Annual course enrollments	3,523	2,613	2,988	3,346	3,000
10	Minority student enrollment compared to service area population	<b>Fall 2014</b>	<b>Fall 2015</b>	<b>Fall 2016</b>	<b>Fall 2017</b>	<b>Benchmark Fall 2020</b>
	a. Percent nonwhite credit enrollment	26.2%	26.0%	28.1%	28.4%	26.5%
	b. Percent nonwhite continuing education enrollment	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>Benchmark FY 2020</b>
		16.5%	16.3%	18.1%	17.7%	16.5%
	c. Percent nonwhite service area population, 18 or older	<b>July 2014</b>	<b>July 2015</b>	<b>July 2016</b>	<b>July 2017</b>	<b>Benchmark July 2020</b>
		20.1%	20.5%	20.9%	21.6%	Not Applicable
11	Percent minorities (nonwhite) of full-time faculty	<b>Fall 2014</b>	<b>Fall 2015</b>	<b>Fall 2016</b>	<b>Fall 2017</b>	<b>Benchmark Fall 2020</b>
		8.9%	9.9%	9.9%	9.0%	12.6%
12	Percent minorities (nonwhite) of full-time administrative and professional staff	<b>Fall 2014</b>	<b>Fall 2015</b>	<b>Fall 2016</b>	<b>Fall 2017</b>	<b>Benchmark Fall 2020</b>
		15.0%	15.6%	12.7%	17.1%	20.0%

**Goal 2: Success**

13	Fall-to-fall retention	<b>Fall 2013 Cohort</b>	<b>Fall 2014 Cohort</b>	<b>Fall 2015 Cohort</b>	<b>Fall 2016 Cohort</b>	<b>Benchmark Fall 2019 Cohort</b>
	a. Developmental students	56.4%	53.8%	53.6%	56.8%	58.0%
	b. College-ready students	67.8%	72.8%	69.2%	70.9%	68.0%
14	Fall-to-fall retention	<b>Fall 2013 Cohort</b>	<b>Fall 2014 Cohort</b>	<b>Fall 2015 Cohort</b>	<b>Fall 2016 Cohort</b>	<b>Benchmark Fall 2019 Cohort</b>
	a. Pell grant recipients	52.3%	50.8%	50.8%	57.3%	52.0%
	b. Non-recipients	64.8%	68.6%	64.7%	68.8%	Not Applicable

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15	Developmental completers after four years	Fall 2010 Cohort	Fall 2011 Cohort	Fall 2012 Cohort	Fall 2013 Cohort	Benchmark Fall 2016 Cohort
		52.2%	51.4%	53.2%	54.8%	54.0%
16	Successful-persister rate after four years	Fall 2010 Cohort	Fall 2011 Cohort	Fall 2012 Cohort	Fall 2013 Cohort	Benchmark Fall 2016 Cohort
	a. College-ready students	89.9%	88.1%	89.7%	89.3%	90.0%
	b. Developmental completers	88.5%	82.5%	87.0%	83.9%	86.0%
	c. Developmental non-completers	39.7%	40.1%	43.5%	32.2%	Not Applicable
	d. All students in cohort	80.0%	76.5%	81.4%	79.9%	77.0%
17	Successful-persister rate after four years	Fall 2010 Cohort	Fall 2011 Cohort	Fall 2012 Cohort	Fall 2013 Cohort	Benchmark Fall 2016 Cohort
	a. Black/African-American only	65.0%	62.7%	71.2%	64.2%	77.0%
	b. Asian only	n<50	n<50	n<50	n<50	n<50
	c. Hispanic/Latino	79.6%	70.6%	n<50	77.2%	77.0%
	Note: Not reported for groups with < 50 students in the cohort for analysis.					
18	Graduation-transfer rate after four years	Fall 2010 Cohort	Fall 2011 Cohort	Fall 2012 Cohort	Fall 2013 Cohort	Benchmark Fall 2016 Cohort
	a. College-ready students	74.0%	68.1%	70.5%	73.5%	74.0%
	b. Developmental completers	61.2%	58.2%	61.0%	59.8%	65.0%
	c. Developmental non-completers	28.6%	30.2%	26.6%	22.8%	Not Applicable
	d. All students in cohort	59.7%	56.5%	59.3%	61.5%	60.0%
19	Graduation-transfer rate after four years	Fall 2010 Cohort	Fall 2011 Cohort	Fall 2012 Cohort	Fall 2013 Cohort	Benchmark Fall 2016 Cohort
	a. Black/African-American only	51.1%	44.7%	46.2%	43.8%	60.0%
	b. Asian only	n<50	n<50	n<50	n<50	n<50
	c. Hispanic/Latino	68.5%	58.8%	n<50	54.4%	60.0%
	Note: Not reported for groups with < 50 students in the cohort for analysis.					
20	Associate degrees and credit certificates awarded	FY 2014	FY 2015	FY 2016	FY 2017	Benchmark FY 2020
	a. Career degrees	257	286	290	289	280
	b. Transfer degrees	646	718	798	778	844
	c. Certificates	61	55	60	58	72
	d. Total awards	964	1,059	1,148	1,125	1,196
21	STEM programs	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Benchmark Fall 2020
	a. Credit enrollment	1974	1908	1,886	1,951	2,000
	b. Credit awards	FY 2014	FY 2015	FY 2016	FY 2017	Benchmark FY 2020
		267	276	300	348	270
22	Graduate satisfaction with educational goal achievement	Alumni Survey 2008	Alumni Survey 2011	Alumni Survey 2014	Alumni Survey 2016	Benchmark Alumni Survey 2018
		99.3%	98.7%	96.5%	99.4%	95.0%
23	Non-returning student satisfaction with educational goal achievement	Spring 2011 Cohort	Spring 2013 Cohort	Spring 2015 Cohort	Spring 2017 Cohort	Benchmark Spring 2019 Cohort
		75.3%	69.4%	53.2%	59.3%	65.0%

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	Alumni Survey 2008	Alumni Survey 2011	Alumni Survey 2014	Alumni Survey 2016	Benchmark Alumni Survey 2018
24 Graduate satisfaction with preparation for transfer Note: Response categories changed starting in 2016.	80.0%	86.7%	70.7%	75.4%	80.0%
	FY 2014	FY 2015	FY 2016	FY 2017	Benchmark FY 2020
25 Licensure/certification examination pass rates					
a. NCLEX RN	84.5%	88.3%	87.7%	83.0%	90.0%
Number of Candidates	116	137	122	129	140
b. NCLEX PN	0.0%	0.0%	100.0%	0.0%	90.0%
Number of Candidates	0	0	2	0	0
c. MEDICAL ASSISTING	71.0%	69.2%	74%	61.5%	73.0%
Number of Candidates	14	13	31	13	15
	AY 13-14	AY 14-15	AY 15-16	AY 16-17	Benchmark AY 2019-20
26 Performance at transfer institutions					
a. Cumulative GPA after first year of 2.0 or above	Not Available	Not Available	90%*	90.1%	90.0%
b. Mean GPA after first year	Not Available	Not Available	2.96	2.98	2.96
Methodology to calculate this indicator changed starting in AY 15-16					
	FY 2014	FY 2015	FY 2016	FY 2017	Benchmark FY 2020
27 Expenditures by function					
a. Instruction	42.0%	40.9%	40.3%	40.2%	41.0%
b. Academic support	13.7%	13.8%	14.3%	13.8%	14.0%
c. Student services	11.6%	12.1%	12.2%	11.7%	12.0%
d. Other	32.8%	33.2%	33.1%	34.3%	33.0%

**Goal 3: Innovation**

	Alumni Survey 2008	Alumni Survey 2011	Alumni Survey 2014	Alumni Survey 2016	Benchmark Alumni Survey 2018
28 Full-time employed career program graduates working in a related field	88.0%	97.0%	89.5%	81.4%	92.0%
	Alumni Survey 2008	Alumni Survey 2011	Alumni Survey 2014	Alumni Survey 2016	Benchmark Alumni Survey 2018
29 Graduate satisfaction with job preparation Note: Response categories changed starting in 2008.	86.4%	81.3%	85.7%	69.8%	86.0%
	FY 2014	FY 2015	FY 2016	FY 2017	Benchmark FY 2020
30 Enrollment in continuing education workforce development courses					
a. Unduplicated annual headcount	5,732	4,013	4,813	3,995	4,100
b. Annual course enrollments	10,155	6,843	8,784	8,364	7,000
	FY 2014	FY 2015	FY 2016	FY 2017	Benchmark FY 2020
31 Enrollment in Continuing Professional Education leading to government or industry-required certification or licensure					
a. Unduplicated annual headcount	1,556	1,817	2,103	1,840	2,000
b. Annual course enrollments	2,231	2,651	3,042	4,903	2,900
	FY 2014	FY 2015	FY 2016	FY 2017	Benchmark FY 2020
32 Number of business organizations provided training and services under contract	24	29	25	35	30
	FY 2014	FY 2015	FY 2016	FY 2017	Benchmark FY 2020
33 Enrollment in contract training courses					
a. Unduplicated annual headcount	1,181	593	799	1,616	700
b. Annual course enrollments	1,508	712	987	1,985	800

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	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>Benchmark FY 2020</b>
34 Employer satisfaction with contract training	100.0%	100.0%	100.0%	100.0%	<b>100.0%</b>