

Harford Community College 2019 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.

| | | | | |
|--|--------------------|--------------------|--------------------|--------------------|
| | Fall 2015 | Fall 2016 | Fall 2017 | Fall 2018 |
| A. Credit students enrolled part time | 63.3% | 64.5% | 64.2% | 66.0% |
| B. Credit students with developmental education needs | 58.0% | 59.0% | 51.1% | 50.2% |
| | Spring 2012 | Spring 2014 | Spring 2016 | Spring 2018 |
| C. Credit students who are first-generation college students (neither parent attended college) | 25.5% | 30.8% | 23.9% | 22.0% |
| | FY 2015 | FY 2016 | FY 2017 | FY 2018 |
| D. Annual unduplicated headcount in English for Speakers of Other Languages (ESOL) courses | 276 | 324 | 291 | 289 |
| | FY 2015 | FY 2016 | FY 2017 | FY 2018 |
| E. Financial aid recipients | | | | |
| a. Credit students receiving Pell grants | 25.1% | 21.0% | 20.0% | 21.8% |
| b. Credit students receiving loans, scholarships and/or need-based financial aid | 42.5% | 41.0% | 42.7% | 45.4% |
| F. Students 25 years old or older | Fall 2015 | Fall 2016 | Fall 2017 | Fall 2018 |
| a. Credit students | 27.3% | 26.2% | 25.4% | 25.6% |
| | FY 2015 | FY 2016 | FY 2017 | FY 2018 |
| b. Continuing education students | 74.9% | 72.4% | 73.0% | 74.5% |
| | Spring 2012 | Spring 2014 | Spring 2016 | Spring 2018 |
| G. Credit students employed more than 20 hours per week | 53.0% | 46.9% | 46.0% | 57.6% |
| | Fall 2015 | Fall 2016 | Fall 2017 | Fall 2018 |
| H. Credit student racial/ethnic distribution | | | | |
| a. Hispanic/Latino | 4.8% | 5.1% | 5.0% | 5.5% |
| b. Black/African-American only | 15.2% | 16.0% | 16.3% | 15.8% |
| c. American Indian or Alaskan native only | 0.4% | 0.4% | 0.3% | 0.3% |
| d. Native Hawaiian or other Pacific Islander only | 0.2% | 0.2% | 0.2% | 0.1% |
| e. Asian only | 2.0% | 2.6% | 2.5% | 2.7% |
| f. White only | 72.7% | 70.5% | 70.2% | 69.9% |
| g. Multiple races | 3.0% | 3.2% | 3.5% | 3.5% |
| h. Foreign/Non-resident alien | 1.0% | 1.0% | 1.2% | 1.1% |
| i. Unknown/Unreported | 0.8% | 0.9% | 0.8% | 1.0% |
| | FY 2015 | FY 2016 | FY 2017 | FY 2018 |
| I. Wage growth of occupational program graduates | | | | |
| a. Median income one year prior to graduation | \$16,485 | \$14,177 | \$13,052 | \$15,922 |
| b. Median income three years after graduation | \$43,381 | \$42,553 | \$48,800 | \$47,334 |

Goal 1: Access

| | | | | | |
|--|------------------|------------------|------------------|------------------|--------------------------------|
| | FY 2015 | FY 2016 | FY 2017 | FY 2018 | Benchmark FY 2020 |
| 1. Annual unduplicated headcount | | | | | |
| a. Total | 19,780 | 18,671 | 19,142 | 18,054 | 21,158 |
| b. Credit students | 9,189 | 8,921 | 8,991 | 8,225 | 9,658 |
| c. Continuing education students | 11,147 | 10,276 | 10,624 | 10,231 | 11,500 |
| | Fall 2015 | Fall 2016 | Fall 2017 | Fall 2018 | Benchmark Fall 2020 |
| 2. Market share of first-time, full-time freshmen | 60.7% | 59.0% | 55.6% | 51.9% | 62.0% |
| | Fall 2015 | Fall 2016 | Fall 2017 | Fall 2018 | Benchmark Fall 2020 |
| 3. Market share of part-time undergraduates | 71.3% | 71.3% | 68.9% | 68.8% | 72.0% |
| | Fall 2014 | Fall 2015 | Fall 2016 | Fall 2017 | Benchmark Fall 2020 |
| 4. Market share of recent, college-bound high school graduates Note: Methodology to calculate this indicator, which includes only public high school graduates, was changed in both Fall 2014 and again in Fall 2016. | 67.4% | 68.5% | 69.5% | 65.5% | 70.0% |
| | Fall 2015 | Fall 2016 | Fall 2017 | Fall 2018 | Benchmark Fall 2020 |
| 5. High school student enrollment | 535 | 664 | 737 | 807 | 540 |

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|----|--|------------------|------------------|------------------|------------------|--------------------------------|
| | | FY 2015 | FY 2016 | FY 2017 | FY 2018 | Benchmark FY 2020 |
| 6 | Enrollments in online courses | | | | | |
| | a. Credit | 9,122 | 9,011 | 9,561 | 9,188 | 9,500 |
| | b. Continuing education | 464 | 608 | 267 | 298 | 500 |
| | | FY 2016 | FY 2017 | FY 2018 | FY 2019 | Benchmark FY 2021 |
| 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. | 47.3% | 49.3% | 48.9% | 49.1% | 40.0% |
| | | FY 2015 | FY 2016 | FY 2017* | FY 2018 | Benchmark FY 2020 |
| 8 | Enrollment in continuing education community service and lifelong learning courses | | | | | |
| | a. Unduplicated annual headcount | 4,415 | 4,800 | 4,990 | 4,988 | 4,800 |
| | b. Annual course enrollments | 9,987 | 10,558 | 10,317 | 10,335 | 10,250 |
| | | FY 2015 | FY 2016 | FY 2017* | FY 2018 | Benchmark FY 2020 |
| 9 | Enrollment in continuing education basic skills and literacy courses | | | | | |
| | a. Unduplicated annual headcount | 1,020 | 1,090 | 1,030 | 885 | 1,140 |
| | b. Annual course enrollments | 2,613 | 2,988 | 2,880 | 2,533 | 3,000 |
| | | FY 2015 | FY 2016 | FY 2017 | FY 2018 | Benchmark Fall 2020 |
| 10 | Minority student enrollment compared to service area population | | | | | |
| | a. Percent nonwhite credit enrollment | 26.0% | 28.1% | 28.4% | 28.6% | 26.5% |
| | | FY 2015 | FY 2016 | FY 2017 | FY 2018 | Benchmark FY 2020 |
| | b. Percent nonwhite continuing education enrollment | 16.3% | 18.1% | 17.7% | 18.8% | 16.5% |
| | | July 2015 | July 2016 | July 2017 | July 2018 | Benchmark July 2020 |
| | c. Percent nonwhite service area population, 18 or older | 20.5% | 20.9% | 21.6% | 22.2% | Not Applicable |
| | | Fall 2015 | Fall 2016 | Fall 2017 | Fall 2018 | Benchmark Fall 2020 |
| 11 | Percent minorities (nonwhite) of full-time faculty | 9.9% | 9.9% | 9.0% | 9.0% | 12.6% |
| | | Fall 2015 | Fall 2016 | Fall 2017 | Fall 2018 | Benchmark Fall 2020 |
| 12 | Percent minorities (nonwhite) of full-time administrative and professional staff | 15.6% | 12.7% | 17.1% | 19.3% | 20.0% |

Goal 2: Success

| | | | | | | |
|----|---------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|---|
| | | Fall 2014 Cohort | Fall 2015 Cohort | Fall 2016 Cohort | Fall 2017 Cohort | Benchmark Fall 2019 Cohort |
| 13 | Fall-to-fall retention | | | | | |
| | a. Developmental students | 53.8% | 53.6% | 56.8% | 55.8% | 58.0% |
| | b. College-ready students | 72.8% | 69.2% | 70.9% | 69.2% | 68.0% |
| | | Fall 2014 Cohort | Fall 2015 Cohort | Fall 2016 Cohort | Fall 2017 Cohort | Benchmark Fall 2019 Cohort |
| 14 | Fall-to-fall retention | | | | | |
| | a. Pell grant recipients | 50.8% | 50.8% | 57.3% | 56.0% | 52.0% |
| | b. Non-recipients | 68.6% | 64.7% | 68.8% | 70.6% | Not Applicable |

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| | | | | | |
|----|--|-------------------------------|-------------------------------|-------------------------------|---|
| | Fall 2011 Cohort | Fall 2012 Cohort | Fall 2013 Cohort | Fall 2014 Cohort | Benchmark Fall 2016 Cohort |
| 15 | Developmental completers after four years | | | | |
| | 51.4% | 53.2% | 54.8% | 58.0% | 54.0% |
| | Fall 2011 Cohort | Fall 2012 Cohort | Fall 2013 Cohort | Fall 2014 Cohort | Benchmark Fall 2016 Cohort |
| 16 | Successful-persister rate after four years | | | | |
| | 88.1% | 89.7% | 89.3% | 90.6% | 90.0% |
| | 82.5% | 87.0% | 83.9% | 83.8% | 86.0% |
| | 40.1% | 43.5% | 32.2% | 29.1% | Not Applicable |
| | 76.5% | 81.4% | 79.9% | 80.6% | 77.0% |
| | Fall 2011 Cohort | Fall 2012 Cohort | Fall 2013 Cohort | Fall 2014 Cohort | Benchmark Fall 2016 Cohort |
| 17 | Successful-persister rate after four years | | | | |
| | 62.7% | 71.2% | 64.2% | 66.0% | 77.0% |
| | n<50 | n<50 | n<50 | n<50 | n<50 |
| | 70.6% | n<50 | 77.2% | 69.1% | 77.0% |
| | Note: Not reported for groups with < 50 students in the cohort for analysis. | | | | |
| | Fall 2011 Cohort | Fall 2012 Cohort | Fall 2013 Cohort | Fall 2014 Cohort | Benchmark Fall 2016 Cohort |
| 18 | Graduation-transfer rate after four years | | | | |
| | 68.1% | 70.5% | 73.5% | 77.4% | 74.0% |
| | 58.2% | 61.0% | 59.8% | 59.9% | 65.0% |
| | 30.2% | 26.6% | 22.8% | 23.6% | Not Applicable |
| | 56.5% | 59.3% | 61.5% | 63.8% | 60.0% |
| | Fall 2011 Cohort | Fall 2012 Cohort | Fall 2013 Cohort | Fall 2014 Cohort | Benchmark Fall 2016 Cohort |
| 19 | Graduation-transfer rate after four years | | | | |
| | 44.7% | 46.2% | 43.8% | 51.0% | 60.0% |
| | n<50 | n<50 | n<50 | n<50 | n<50 |
| | 58.8% | n<50 | 54.4% | 54.5% | 60.0% |
| | Note: Not reported for groups with < 50 students in the cohort for analysis. | | | | |
| | FY 2015 | FY 2016 | FY 2017 | FY 2018 | Benchmark FY 2020 |
| 20 | Associate degrees and credit certificates awarded | | | | |
| | 286 | 290 | 289 | 251 | 280 |
| | 718 | 798 | 778 | 633 | 844 |
| | 55 | 60 | 58 | 70 | 72 |
| | 1,059 | 1,148 | 1,125 | 954 | 1,196 |
| | Fall 2015 | Fall 2016 | Fall 2017 | Fall 2018 | Benchmark Fall 2020 |
| 21 | STEM programs | | | | |
| | 1,908 | 1,886 | 1,951 | 1,904 | 2,000 |
| | a. Credit enrollment | | | | |
| | FY 2015 | FY 2016 | FY 2017 | FY 2018 | Benchmark FY 2020 |
| | 276 | 300 | 348 | 322 | 270 |
| | b. Credit awards | | | | |
| | Alumni Survey 2008 | Alumni Survey 2011 | Alumni Survey 2014 | Alumni Survey 2016 | Benchmark Alumni Survey 2018 |
| 22 | Graduate satisfaction with educational goal achievement | | | | |
| | 99.3% | 98.7% | 96.5% | 99.4% | 95.0% |
| | Spring 2011 Cohort | Spring 2013 Cohort | Spring 2015 Cohort | Spring 2017 Cohort | Benchmark Spring 2019 Cohort |
| 23 | Non-returning student satisfaction with educational goal achievement | | | | |
| | 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 2008. | 80.0% | 86.7% | 70.7% | 75.4% | 80.0% |
| | FY 2015 | FY 2016 | FY 2017 | FY 2018 | Benchmark FY 2020 |
| 25 Licensure/certification examination pass rates | 88.3% | 87.7% | 83.0% | 92.8% | 90.0% |
| a. NCLEX RN | 137 | 122 | 129 | 111 | 140 |
| Number of Candidates | 0.0% | 100.0% | 0.0% | 0.0% | 90.0% |
| b. NCLEX PN | 0 | 2 | 0 | 0 | 0 |
| Number of Candidates | 69.2% | 74% | 57.1%* | 62.5% | 73.0% |
| c. MEDICAL ASSISTING | 13 | 31 | 14* | 24 | 15 |
| Number of Candidates | | | | | Benchmark AY 2019-20 |
| | AY 14-15 | AY 15-16 | AY 16-17 | AY 17-18 | AY 2019-20 |
| 26 Performance at transfer institutions | | | | | |
| a. Cumulative GPA after first year of 2.0 or above | Not Available | 90%* | 90.1% | 88.2% | 90.0% |
| b. Mean GPA after first year | Not Available | 2.96 | 2.98 | 2.93 | 2.96 |
| Methodology to calculate this indicator changed starting in AY 15-16 | | | | | |
| | FY 2015 | FY 2016 | FY 2017 | FY 2018 | Benchmark FY 2020 |
| 27 Expenditures by function | | | | | |
| a. Instruction | 40.9% | 40.3% | 40.2% | 38.3% | 41.0% |
| b. Academic support | 13.8% | 14.3% | 13.8% | 14.5% | 14.0% |
| c. Student services | 12.1% | 12.2% | 11.7% | 12.0% | 12.0% |
| d. Other | 33.2% | 33.1% | 34.3% | 35.2% | 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 2015 | FY 2016 | FY 2017* | FY 2018 | Benchmark FY 2020 |
| 30 Enrollment in continuing education workforce development courses | | | | | |
| a. Unduplicated annual headcount | 4,013 | 4,813 | 5,119 | 4,863 | 4,100 |
| b. Annual course enrollments | 6,843 | 8,784 | 9,501 | 9,243 | 7,000 |
| | FY 2015 | FY 2016 | FY 2017* | FY 2018 | Benchmark FY 2020 |
| 31 Enrollment in Continuing Professional Education leading to government or industry-required certification or licensure | | | | | |
| a. Unduplicated annual headcount | 1,817 | 2,103 | 2,408 | 2,251 | 2,000 |
| b. Annual course enrollments | 2,651 | 3,042 | 3,568 | 3,594 | 2,900 |
| | FY 2015 | FY 2016 | FY 2017* | FY 2018 | Benchmark FY 2020 |
| 32 Number of business organizations provided training and services under contract | 29 | 25 | 35 | 39 | 30 |
| | FY 2015 | FY 2016 | FY 2017* | FY 2018 | Benchmark FY 2020 |
| 33 Enrollment in contract training courses | | | | | |
| a. Unduplicated annual headcount | 593 | 799 | 1,550 | 1,595 | 700 |
| b. Annual course enrollments | 712 | 987 | 1,897 | 2,034 | 800 |
| | FY 2015 | FY 2016 | FY 2017 | FY 2018 | Benchmark FY 2020 |
| 34 Employer satisfaction with contract training | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

* Incorrect data was reported last year, these are the correct data.

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Please note that HCC's Office of Analytics and Planning re-ran the FY 2017 data using MHEC's parameters, which led to a difference of 466 annual course enrollments. MHEC instructed HCC to footnote the new submission to indicate the FY 2017 that was corrected.