

HAGERSTOWN COMMUNITY COLLEGE 2020 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 2016	Fall 2017	Fall 2018	Fall 2019
A. Credit students enrolled part time	73.8%	75.4%	75.6%	72.4%
B. Credit students with developmental education needs	76.4%	70.6%	64.4%	51.7%
	Spring 2014	Spring 2016	Spring 2018	Spring 2020
C. Credit students who are first-generation college students (neither parent attended college)	53.3%	47.8%	45.0%	45.4%
	FY 2016	FY 2017	FY 2018	FY 2019
D. Annual unduplicated headcount in English for Speakers of Other Languages (ESOL) courses	222	270	264	239
	FY 2016	FY 2017	FY 2018	FY 2019
E. Financial aid recipients				
a. Credit students receiving Pell grants	29.9%	30.1%	32.6%	33.5%
b. Credit students receiving loans, scholarships and/or need-based financial aid	66.7%	66.6%	68.1%	58.9%
	Fall 2016	Fall 2017	Fall 2018	Fall 2019
F. Students 25 years old or older	31.9%	30.5%	30.3%	29.3%
a. Credit students				
	FY 2016	FY 2017	FY 2018	FY 2019
b. Continuing education students	71.9%	71.8%	73.8%	75.3%
	Spring 2014	Spring 2016	Spring 2018	Spring 2020
G. Credit students employed more than 20 hours per week	n/a	n/a	n/a	n/a
	Fall 2016	Fall 2017	Fall 2018	Fall 2019
H. Credit student racial/ethnic distribution				
a. Hispanic/Latino	6.1%	6.4%	6.5%	7.6%
b. Black/African-American only	9.6%	10.3%	11.1%	12.2%
c. American Indian or Alaskan native only	0.2%	0.3%	0.2%	0.0%
d. Native Hawaiian or other Pacific Islander only	0.1%	0.1%	0.1%	0.0%
e. Asian only	2.0%	1.9%	2.3%	2.2%
f. White only	74.6%	73.7%	71.6%	69.4%
g. Multiple races	4.4%	4.3%	4.8%	5.2%
h. Foreign/Non-resident alien	1.1%	1.0%	1.2%	1.1%
i. Unknown/Unreported	2.0%	2.1%	2.2%	2.1%
	FY 2016	FY 2017	FY 2018	FY 2019
I. Wage growth of occupational program graduates				
a. Median income one year prior to graduation	\$12,660	\$14,849	\$13,746	\$16,698
b. Median income three years after graduation	\$32,655	\$38,242	\$38,904	\$42,499

Goal 1: Access

	FY 2016	FY 2017	FY 2018	FY 2019	Benchmark FY 2020
1. Annual unduplicated headcount					
a. Total	12,887	12,162	12,366	12,244	15,750
b. Credit students	6,022	5,827	5,761	5,750	7,000
c. Continuing education students	7,470	6,917	7,312	7,065	9,500
	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Benchmark Fall 2020
2. Market share of first-time, full-time freshmen	58.7%	62.0%	60.7%	64.6%	68.0%
	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Benchmark Fall 2020
3. Market share of part-time undergraduates	81.5%	82.7%	81.9%	83.2%	85.0%
	Fall 2015	Fall 2016	Fall 2017	Fall 2018	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.	73.2%	69.6%	73.3%	70.7%	80.0%

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	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Benchmark Fall 2020
5 High school student enrollment	603	694	755	741	675
	FY 2016	FY 2017	FY 2018	FY 2019	Benchmark FY 2020
6 Enrollments in online courses					
a. Credit	7,454	7,846	8,130	7,745	7,750
b. Continuing education	481	531	580	571	700
	FY 2017	FY 2018	FY 2019	FY 2020	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.	43.4%	43.1%	43.1%	43.1%	44.0%
	FY 2016	FY 2017	FY 2018	FY 2019	Benchmark FY 2020
8 Enrollment in continuing education community service and lifelong learning courses					
a. Unduplicated annual headcount	2,323	1,870	2,520	2,017	2,700
b. Annual course enrollments	3,258	2,810	3,659	3,274	4,275
	FY 2016	FY 2017	FY 2018	FY 2019	Benchmark FY 2020
9 Enrollment in continuing education basic skills and literacy courses					
a. Unduplicated annual headcount	1,328	1,365	1,203	1,002	1,500
b. Annual course enrollments	2,388	3,330	2,519	2,096	2,750
	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Benchmark Fall 2020
10 Minority student enrollment compared to service area population					
a. Percent nonwhite credit enrollment	23.1%	26.7%	28.6%	27.5%	23.0%
	FY 2016	FY 2017	FY 2018	FY 2019	Benchmark FY 2020
b. Percent nonwhite continuing education enrollment	27.3%	31.5%	29.1%	27.8%	27.0%
	July 2016	July 2017	July 2018	July 2019	Benchmark July 2020
c. Percent nonwhite service area population, 18 or older	17.8%	18.5%	19.1%	NA	Not Applicable
	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Benchmark Fall 2020
11 Percent minorities (nonwhite) of full-time faculty	5.0%	5.1%	7.5%	7.8%	7.0%
	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Benchmark Fall 2020
12 Percent minorities (nonwhite) of full-time administrative and professional staff	7.5%	8.4%	8.6%	9.8%	9.0%

Goal 2: Success

	Fall 2015 Cohort	Fall 2016 Cohort	Fall 2017 Cohort	Fall 2018 Cohort	Benchmark Fall 2019 Cohort
13 Fall-to-fall retention					
a. Developmental students	50.7%	49.7%	45.5%	49.4%	55.0%
b. College-ready students	65.6%	56.8%	72.1%	64.9%	64.0%
	Fall 2015 Cohort	Fall 2016 Cohort	Fall 2017 Cohort	Fall 2018 Cohort	Benchmark Fall 2019 Cohort
14 Fall-to-fall retention					
a. Pell grant recipients	52.1%	48.7%	49.7%	48.1%	50.0%
b. Non-recipients	57.7%	57.4%	65.9%	60.8%	Not Applicable
	Fall 2012 Cohort	Fall 2013 Cohort	Fall 2014 Cohort	Fall 2015 Cohort	Benchmark Fall 2016 Cohort
15 Developmental completers after four years	43.3%	45.8%	42.6%	54.8%	50.0%

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	Fall 2012 Cohort	Fall 2013 Cohort	Fall 2014 Cohort	Fall 2015 Cohort	Benchmark Fall 2016 Cohort
16 Successful-persister rate after four years					
a. College-ready students	84.3%	85.9%	84.7%	94.0%	92.0%
b. Developmental completers	86.0%	81.4%	82.2%	79.8%	89.0%
c. Developmental non-completers	41.8%	36.5%	45.0%	44.7%	Not Applicable
d. All students in cohort	72.5%	69.7%	71.5%	77.4%	80.0%
	Fall 2012 Cohort	Fall 2013 Cohort	Fall 2014 Cohort	Fall 2015 Cohort	Benchmark Fall 2016 Cohort
17 Successful-persister rate after four years					
a. Black/African-American only	60.3%	57.8%	73.0%	68.2%	73.5%
b. Asian only	*	*	*	*	*
c. Hispanic/Latino	*	*	*	*	*
Note: Not reported for groups with < 50 students in the cohort for analysis.					
	Fall 2012 Cohort	Fall 2013 Cohort	Fall 2014 Cohort	Fall 2015 Cohort	Benchmark Fall 2016 Cohort
18 Graduation-transfer rate after four years					
a. College-ready students	76.5%	74.8%	75.8%	82.1%	80.0%
b. Developmental completers	62.1%	60.6%	61.6%	61.1%	66.0%
c. Developmental non-completers	21.9%	29.1%	35.0%	34.1%	Not Applicable
d. All students in cohort	52.6%	54.6%	56.5%	61.4%	60.0%
	Fall 2012 Cohort	Fall 2013 Cohort	Fall 2014 Cohort	Fall 2015 Cohort	Benchmark Fall 2016 Cohort
19 Graduation-transfer rate after four years					
a. Black/African-American only	43.1%	42.2%	54.0%	52.3%	62.0%
b. Asian only	*	*	*	*	*
c. Hispanic/Latino	*	*	*	*	*
Note: Not reported for groups with < 50 students in the cohort for analysis.					
	FY 2016	FY 2017	FY 2018	FY 2019	Benchmark FY 2020
20 Associate degrees and credit certificates awarded					
a. Career degrees	237	242	218	234	250
b. Transfer degrees	424	380	350	336	390
c. Certificates	242	247	190	197	380
d. Total awards	903	869	758	767	1,020
	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Benchmark Fall 2020
21 STEM programs					
a. Credit enrollment	1,806	1,765	1,930	2,015	2,200
	FY 2016	FY 2017	FY 2018	FY 2019	Benchmark FY 2020
b. Credit awards	363	391	301	341	425
	Alumni Survey 2011	Alumni Survey 2014	Alumni Survey 2016	Alumni Survey 2018	Benchmark Alumni Survey 2018
22 Graduate satisfaction with educational goal achievement	92.9%	98.3%	99.1%	97.4%	98.5%
	Spring 2013 Cohort	Spring 2015 Cohort	Spring 2017 Cohort	Spring 2019 Cohort	Benchmark Spring 2019 Cohort
23 Non-returning student satisfaction with educational goal achievement	76.9%	66.7%	78.6%	67.0%	78.0%
	Alumni Survey 2011	Alumni Survey 2014	Alumni Survey 2016	Alumni Survey 2018	Benchmark Alumni Survey 2018
24 Graduate satisfaction with preparation for transfer Note: Response categories changed starting in 2008.	75.0%	81.8%	87.0%	79.4%	81.9%

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	FY 2016	FY 2017	FY 2018	FY 2019	Benchmark FY 2020
25 Licensure/certification examination pass rates					
a. NCLEX for Registered Nurses	90.1%	96.0%	98.0%	97.7%	96.0%
Number of Candidates	81	74	50	86	Not Applicable
b. Cert. Exam Amer. Registry of Rad. Tech.	92.9%	100.0%	83.3%	87.0%	100.0%
Number of Candidates	28	23	30	31	Not Applicable
c. NCLEX for Licensed Practical Nurses	100.0%	100.0%	100.0%	100.0%	100.0%
Number of Candidates	11	14	17	24	Not Applicable
					Benchmark AY 2019-20
26 Performance at transfer institutions					
a. Cumulative GPA after first year of 2.0 or above	89.3%	82.5%	88.4%	86.0%	89.0%
b. Mean GPA after first year	3.00	2.96	3.00	2.97	3.00
Methodology to calculate this indicator changed starting in AY 15-16					
					Benchmark FY 2020
27 Expenditures by function					
a. Instruction	42.2%	42.6%	43.1%	39.9%	40.0%
b. Academic support	8.7%	9.2%	8.8%	8.7%	7.0%
c. Student services	11.3%	12.2%	13.3%	11.9%	13.0%
d. Other	37.8%	35.9%	34.8%	39.7%	40.0%

Goal 3: Innovation

	Alumni Survey 2011	Alumni Survey 2014	Alumni Survey 2016	Alumni Survey 2018	Benchmark Alumni Survey 2018
28 Full-time employed career program graduates working in a related field	75.0%	88.2%	97.5%	78.2%	90.0%
					Benchmark Alumni Survey 2018
29 Graduate satisfaction with job preparation Note: Response categories changed starting in 2008.	83.3%	76.2%	96.3%	82.7%	90.0%
					Benchmark FY 2020
30 Enrollment in continuing education workforce development courses					
a. Unduplicated annual headcount	3,999	3,930	3,800	4,291	5,565
b. Annual course enrollments	5,748	5,452	5,389	6,522	8,150
					Benchmark FY 2020
31 Enrollment in Continuing Professional Education leading to government or industry-required certification or licensure					
a. Unduplicated annual headcount	2,813	2,636	2,498	2,492	4,055
b. Annual course enrollments	3,901	3,565	3,378	3,570	5,500
					Benchmark FY 2020
32 Number of business organizations provided training and services under contract	32	30	28	32	45
					Benchmark FY 2020
33 Enrollment in contract training courses					
a. Unduplicated annual headcount	1,342	1,159	1,203	1,581	2,725
b. Annual course enrollments	2,061	1,882	1,729	2,146	4,180
					Benchmark FY 2020
34 Employer satisfaction with contract training	100.0%	92.3%	95.0%	100.0%	100.0%