

Performance Indicators for Parkland College

June 2009

Compiled by Institutional Accountability & Research

| ID | Area and Goal | Performance Indicator | Benchmark | Performance Summary |
|------------------------------|--|--|--|---|
| A Enrollment patterns | | | | |
| A.1 | Annual Headcounts | ICCB A1 Data | Remain at 16,771 or increase | <p>Parkland's enrollment had a slight decrease (-0.3%) between FY04–08 and a modest increase (1.9%) between FY07-08. For FY08, the annual enrollment (16,724) did not meet the expected benchmark as it was barely under by -0.3%.</p> <p><u>Note:</u> The benchmark (16,771) figure is from FY2004. It's unclear as to why this particular year/figure was selected as the benchmark.</p> |
| A.2 | FTE (based on total claimable hours) | ICCB Apportionment Claims | Increase higher than state average | <p>Between FY04 - 08, Parkland's annual FTE increases from credit hour claims are higher than the state. The five year change for Parkland showed a subtle increase of 0.4% while the state had a slight decrease of -2.5%. Parkland did meet the expected benchmark.</p> |
| A.3 | Reimbursable credit hours generated by category | ICCB Apportionment Claims | Baccalaureate: 64% Business: 4% Technical: 13% Health: 6% Remedial: 10% ABE/ASE: 2% | <p>Through FY05, the college met or exceeded these benchmarks. In FY06 – 08, all of the categories met their respected benchmark (rounded figures) with the exception of “Baccalaureate” and “Remedial. Across all years, both of these categories have shown a gradual decrease while ABE/ASE has more than doubled in percentage. For FY08, the deficient categories were not grossly under their target (i.e. Baccalaureate -2.1% and Remedial -1.3%), but enough to mention in this report.</p> |
| A.4 | Attractiveness to students | Proportion of out-of-district students | In-district: 69% Out-of-district: 25% Out-of-state: 2% International: 4% | <p>In FY08, Parkland College met all the benchmarks for each category (rounded figures). From FY04 – 08, the proportion of students for all categories was virtually static across all categories. There was a slight increase in out-of-district (0.5%) and decrease in foreign students (-.4%). Comparing FY07 – 08, all of the categories had an increase in number of students except foreign students: In-district: 53; Out-of-district: 156; Out –of-state: 73; foreign: -55.</p> |
| B Student Achievement | | | | |
| B.1 | Graduation rates of all students reporting degree/certificate as objective | % of Annual enrollment that complete a degree or certificate. | 1% increase over five years | <p>The percentage change between FY04 – 08 in degree seeking annual enrollment was up by 2.7% (229 students). For those completing a degree or certificate program, a decrease of -3.5% (37 graduates) occurred between FY04 – 08 thus not meeting the benchmark. The largest decrease occurred between FY2006-08: -15.7% (190 graduates).</p> |
| B.2 | Transfer rates of all degree-seeking students | % of degree-seeking annual enrollment that eventually attend a 4-year institution within 5 years | 29.5% | <p>FY07 and FY08 data are incomplete as of June 2009. For FY04 – 06, the percent of those transferring to a four year institution was under the proposed benchmark.</p> <p><u>Note:</u> Four-year college transfer is not the entire picture. Many Parkland student transfer “laterally” to other community colleges.</p> |
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| B.3 | Persistence rates | Persistence rates for fall-to-spring and spring-to-fall for credit students | 1% over five years | <p>From FY04–08, the change in persistence rates (and enrollment) for all categories is:</p> <ul style="list-style-type: none"> • Fall-to-Spring <u>credit</u> students: increase of 0.4% (enrl: -2.0%) • Fall-to-Spring <u>degree-seeking</u> students: increase of 0.3% (enrl: -2.0%) • Spring-to-Fall <u>credit</u> students: increase of 1.9% (enrl: -1.8%) • Spring-to-Fall <u>degree-seeking</u> students of 0.7 % (enrl: -2.2%) <p>Though all of the persistence rates increased over the five year period, only Spring-to-Fall credit students reached the benchmark of 1%.</p> |
| B.4 | Job placement rates | Percentage of graduates reporting employment | At least 80% | <p>Since FY2004, at least 80% of our graduates were employed (self reported) within six months of graduation. Hence, the benchmark has been met. The highest reported year was FY07 with 82.1%. Considering the state of the economy, FY08 had a good report with 80.9%.</p> |
| B.5 | Performance of Parkland students who transfer to UIUC | Average UIUC GPA | 2.87 on a 4.0 scale | <p>Parkland students who transferred to the University of Illinois- Urbana-Champaign (UIUC) in Fall 2005 performed academically better (3.45 GPA) than native juniors (3.19 GPA). Those who transferred in Fall 2008 also performed better (3.40 GPA) than a cohort of native juniors (3.18 GPA). The GPA for Fall 2008 was considerable higher than the benchmark.</p> |
| B.6 | Course completion rates | Student successfully completing courses with a grade of C or better | At least 73% | <p>The retention rates for “C or better” have incrementally grown over the past five years from 72.8% in FY04 to 73.9% in FY08. This benchmark has been exceeded the past four consecutive years.</p> <p>The “overall retention” has also incrementally grown from 77.3% in 2004 to 78.3% in 2008. The “Withdrawal” percent have decreased from 16.7% in 2004 to 14.6% in 2008.</p> |
| B.7 | Academic Engagement | CCSSE results for selected items | <p>Baseline year</p> <p>49% required reading</p> <p>37% written 1-4 papers</p> <p>40% spend 1-5 hours preparing for class</p> | <p>Academic Engagement from CCSSE 2007:</p> <ul style="list-style-type: none"> • 44% of the respondents indicated they have read 1-4 books/manuals of required reading (52% indicated more than 1-4 books/manuals). • 31% have written 1-4 papers; 30% have written 5-10 papers last year (slightly more than the previous administration). • 41% Spend 1-5 hours a week preparing for class and 31% spend 6-10 hours. <p>These responses are similar to or slightly stronger than the other IL community colleges who participated, and similar to national responses.</p> <p><u>Note:</u> CCSSE was not administered in 2009 due to unforeseen turnover in staff. The next administration will be Spring 2010.</p> |

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| B.8 | Academic Satisfaction | CCSSE and Student Satisfaction Survey | 85% would choose Parkland again 95% recommend to a friend 86% educational experience 74% support to succeed | Satisfaction Results from CCSSE 2007 and the FY06 Student Satisfaction Survey: <ul style="list-style-type: none"> 82% (estimated FY06) would choose Parkland if they "had to do it all again" (85.5% in FY04, 80.1% in FY01 and 82% in FY99). There are over 1,000 respondents to these surveys. 96% would recommend Parkland to a friend or family member. 91% rate their entire educational experience at Parkland as "good" or excellent (an increase over FY05 results). 77% feel that Parkland "very much/quite a bit" provides the support they need to succeed at the college (an increase over FY05 results). <u>Note:</u> CCSSE was not administered in 2009 due to unforeseen turnover in staff. The next administration will be Spring 2010. |
| C Participation and Service to Region | | | | |
| C.1 | Proportion of the district students enrolling at Parkland | Percentage of students who come to Parkland directly from District #505 high schools | 35% | From FY03 – 08, the percent of District 505's high school graduates attending Parkland College has varied between 31.0% (FY05) to 35.1% (FY08). Between FY 07 - 08 there was a noticeable increase of 2.0%. FY08 exceeded the benchmark which is the first time dating back to 2000. |
| C.2 | Proportion of age 20-24 population enrolled at Parkland | # and percentage of students in the 20-24 population | 14% (the population estimate) | For the past 5 years, nearly one-third of Parkland's credit enrollment has been students aged 20-24. They represent 14% of District 505's population and this figure has remained relatively constant for several years. Hence, the benchmark has been met for all five years. |
| D Diversity | | | | |
| D.1 | Minority high school graduates who enroll at Parkland the following fall | Percentage of minority high school graduates enrolling at Parkland the semester after graduation | 20% (reflective of the minority population in District 505, as of the most recent Census data) or more | The percentage of minority high school graduates who enroll at Parkland in the Fall semester has fluctuated over the past 5 years from 12.1% to 18.5% (excluding the category "Unknown" ethnicity). The benchmark has not been met in any of the last 5 years. <u>Note:</u> the Benchmark was recently raised from 15% to 20% to reflect the changing District 505 population as per the most recent U.S. Census Data. |
| D.2 | Minority students | Total number and percentage of minority credit-seeking students | 20% (reflective of the minority population in District 505) or more | Parkland's minority enrollment has consistently exceeded the benchmark for the last 5 years with a range of 22.2% to 23.8%. <u>Note:</u> the "Non-Resident Alien" category is excluded from the minority total. |
| D.3 | Minority recipients of degrees | Percent of minority who graduate compared to the number of minority enrolled for credit | 23% | Minority graduates have been between 11.2% and 13.6% of the graduating students over the past 5 years. The benchmark has not been achieved in any of the last 5 years. <u>Note:</u> the "Non-Resident Alien" category is excluded from the minority total. |

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| D.4 | Minority employees | Percentage of minority employees college-wide | 23% (reflective of student population) | The percentage of minority staff has been between 9.9% and 11.5%. Compared to the student population (23%) at the college, the staff population under represents minorities. The expected benchmark has not been met from FY05 – 09. <u>Note:</u> The percent of the category “Refuse to indicate/unknown” is at a five year high in FY09 (7.5%). |
| D.5 | Diversity of district compared to staff population | Comparison of the percentage of the district minority population with the staff minority population at Parkland | 20% (reflective of the minority population in District 505) or more | The entire college workforce was 9.9% minority in FY09. The workforce at the college still under represents minorities. The expected benchmark was not met in FY09. <u>Note:</u> The percent of the category “Refuse to indicate/unknown” is at a five year high in FY09 (7.5%). |
| D.6 | Minority full-time and part-time faculty | # and percentage of minority full-time and part-time faculty | 23% (reflective of student population) | Faculty (full or part-time) demographics show a minority under representation, relative to the student population (thus not attaining the benchmark). The percentage of minority full-time faculty has been relatively stable around 13-14%, and the percentage of minority part-time faculty has slightly declined from nearly 9% to under 7%. <u>Note:</u> The percent of the category “Refuse to indicate/unknown” is at a five year high in FY09 (7.5%). |
| E | Maintenance of Institutional Assets | | | |
| E.1 | Facilities | Ratio of capital outlay to building assets | 2% assuming a useful life of 50 years | The five-year (FY04-08) average ratio is 4.4% which includes the expenditure of purchasing the land and building on Mattis Avenue (i.e. “K’s Building”). This purchase occurred in FY08 which significantly increased the building asset and capital outlay between FY07-08 resulting in a ratio of 8.26%. FY08 meets the expected benchmark of 2%. |
| E.2 | Equipment (Dave) | Ratio of annual expenditures on equipment to book value of equipment. | 12.5% assuming a useful life of 8 years | The five-year (FY04-08) average ratio is 12.06%. There was a marked increase in capital outlay between FY06-07 which is due to increased expenditures related to A/V equipment, furniture, computers and plant equipment. The significant increase between FY07-08 is due to the same categories of depreciable assets. This increase is also contributed to equipping the “K’s Building,” purchasing additional vehicles for Public Safety and the physical plant. The ratio for FY08 (24.9%) is nearly twice the benchmark. |
| E.3 | Personnel | Ratio of expenditures on personnel development to annual personnel (salary) expenditures | 2-5% | From FY04 – 08, the ratio has significantly increased from 1.7% to 2.5%. The growth has been triggered by increased spending in travel (65.8%) and the CETL (62.1%) over the same time frame. This obviously has outpaced the growth of salaries (11%) during the five year period. The benchmark has been attained from FY2006 – 08. |

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| F Budget Flexibility | | | | |
| F.1 | Commitment to Personnel | Compensation as a proportion of total education and general expenditures. | 79% or less | Between FY04 and 08, the annual compensation ratio has steadily decreased from 81.4% to 76.3%. The last four years have been under the proposed benchmark. With rising salaries/ benefits (17.1%) and fixed costs (17.2%), this is noteworthy to mention. The five-year (FY04-08) average is 79.11%. The total fixed ratio also showed a downward trend over the five years from 87% to 81.6%. |
| F.2 | Level of fixed commitments | Utilities and other fixed costs as a proportion of total general funds expenditures. | 83% or less | Between FY04-08, the annual total fixed cost ratio has decreased from 87.1% to 81.6% even though the total expenditures increased substantially. The increase in the general funds total expenditures, salaries and benefits between FY07-08 is due to increased salaries of \$2.1 million, \$.8 million in benefits and \$3 million for Datatel. The FY08 ratio of 81.6% is less than the expected benchmark. The average total fixed ratio over the past five years is 84.64% which is above the benchmark. |
| F.3 | Operating revenue by source | Ratio of State, local, and tuition support | Ratios equal to each other | Between FY04-08, revenue from local (20.6%) and tuition (23.4%) sources has steadily increased. However, state support slightly decreased (-0.32%) from FY05-08 which will most likely continue. The funding ratios are quite disparate from each other which has been the trend the past five years. State support has continued to decline as local and tuition slightly grew in earlier years and remained virtually static the past few years. As the fluctuations occur in the different revenue streams, the benchmark will continually be difficult to attain. |
| F.4 | Size of financial reserves | Ratio of the fund balance to total education and O&M. | 20% | Over the past five years, the ratio has grown significantly from 10.8% to 29.3%. The percent growth in the fund balance has exponentially grown compared to expenditures during this time resulting in a large ratio for FY07 and FY08 which exceeds the benchmark. The five year average of 18.7% is below the benchmark but this includes FY04 and 05 which were well under the target ratio. |
| F.5 | Total number of new grants and dollars available to the institution (Dave) | Proportion of grant revenues to the total budget | 9% | <p>Grant/contract revenue grew between FY04 -07 by 24.3%, but slightly decreased in FY08 by -1.9%. Hence, the FY08 ratio (9.7%) also declined, but is still above the benchmark of 9%. The ratio from FY05-08 has consistently been over the bench mark of 9%.</p> <p>Restricted funds have grown over the past five years especially from FY06-08 -by \$1.6 million (9%). Audited financial aid revenues have fluctuated over this same timeframe, but are up significantly in FY08 by \$2.86 million (24%).</p> |

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| G Utilization of Assets | | | | |
| G.1 | Student credit hours attempted | Number of credit hours over a 5 year period – A1 dataset | Maintain at 206,653 credit hours or increase | Parkland's annual attempted credit hours have fluctuated between FY04-08. In FY08, the attempted hours were slightly under the benchmark by -0.6% (by 1,278 hours). FY06 had the highest number of attempted hours in the time-frame. Between FY06-07, there was a notable decline by 5,684 hours (-2.7%), but this decrease was offset some in FY08 with an increase of 3,353 hours (1.7%). <u>Note:</u> The benchmark (206,653) figure is from FY2004. It's unclear as to why this particular year/figure was selected as the benchmark. |
| G.2 | Proportion of equated contact hours (ECH) by full and part-time faculty | 5 year average of FT versus PT teaching ratio | 60:40 over five years | The proportion of FT faculty has been consistently under the benchmark over the past five years. The percentage has dropped from a high of 57.7% in FY04 to 56.4% in FY08. The FT faculty ratio dropped from FY04 (57.7%) to FY06 (55.1%) and then rose slightly to its current level in FY08 (56.4%). |
| G.3 | Proportion of employees satisfied with overall work environment | Staff Satisfaction Survey – response to question, "If I had to do it over again, I would take a job at Parkland" | 95% | In FY07= 96.8% (n=157) indicated that they "agreed" or "strongly agreed" with this statement; an increase over the last four administrations. Agreement has steadily increased for faculty, but has been decreasing for staff. FY07 saw a sharp drop in agreement amongst staff (72.2%). FY07 results should be interpreted with care – the overall response rate was very low relative to other survey years. <u>Note:</u> The next survey administration will be Fall 2009. |
| H Economic Accessibility and Affordability | | | | |
| H.1 | State MAP Coverage of Tuition and Fees | % Coverage of tuition and fees for students with zero expected family contribution | 75% | The percent coverage of tuition/fees has been above the benchmark the past four years (including 2008 with 76%). Both 2004 & 2005 were well below the target percent, but have steadily grown. The <u>estimated</u> percent coverage for FY10 is under the benchmark with 72%. |
| H.2 | Total Financial Assistance needed | % those receiving financial assistance provided through scholarships, loans and federal work-study | 60% | The number of students <u>applying</u> for financial assistance has increased (5.1%) from 2003 – 08, but the percent <u>receiving</u> assistance has dropped slightly (-1.1%). The benchmark has not been attained since 2006 and percent of those receiving aid dropped 6.6% between 2006-08. The percent of degree-seeking applicants who receive aid also decreased over the past six years by 2%. |
| H.3 | Amount Parkland College Foundation contributes to students | 5 year increase of \$ in scholarship/other assistance provided to students | 15% increase in the amount distributed | Total Foundation scholarships have fluctuated over the past five years. The amount distributed had significant growth (35.3%) between FY04-06. However, a drop of -36.1% occurred between FY06-08 negating the previous growth. Over the past five years, Foundation dollars applied towards scholarships have dropped by 13.4%. Hence, the benchmark has not been met. |
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| H.4 | Tuition | Amount per credit hour by residency | Maximum \$5 annual increase for in-district tuition | The in-district tuition rate has increased five dollars each year from FY04 – 08 netting an increase of 33.9%. The in-district rate has remained within the parameters of the benchmark. The out-of-district tuition rate has fluctuated but virtually remained unchanged from FY04 -08. The out-of-state/international rate has increased by \$75 (or 28%) over the past five years. |