

# **Performance Indicators for Parkland College**

**August 2012**

**Compiled by the Office of Institutional Accountability & Research**

ID	Area and Goal	Performance Indicator	Benchmark	Performance Summary
<b>A Enrollment patterns</b>				
A.1	Annual Headcounts of Credit Students	ICCB A1 Data	Remain at 16,413 or increase (5 years previous)	<p>➤ Parkland met the expected benchmark.</p> <p><u>Notes:</u> Parkland's credit student enrollment had an increase of 8.7% between FY07–11. There was virtually no increase in enrollment between FY10-11. For FY11, the annual enrollment (17,840) met the expected benchmark.</p>
A.2	FTE (based on total claimable hours)	ICCB Apportionment Claims	Increase higher than state	<p>➤ Parkland met the expected benchmark.</p> <p><u>Notes:</u> Between FY07 - 11, the percent change of Parkland's annual FTE based on credit hour claims was greater than the state. The five year change for Parkland showed an increase of 18.4% while the state had a five year decrease of 14.3%.</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>➤ Parkland met the benchmark in all funding categories (rounded) except Baccalaureate.</p> <p><u>Notes:</u> From FY07 –11, there has been a consistent pattern of benchmarks being met (rounded) with the exception of the Baccalaureate funding category. Across all years, Baccalaureate, Technical and Adult Ed have shown a decrease. Business increased substantially due to the addition of IFSI students. In FY11, all funding categories met the benchmark (rounded) except Baccalaureate.</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>➤ Parkland met the benchmarks for each category except "In-District."</p> <p><u>Notes:</u> In FY11, Parkland College met each benchmark except for "In-District (-3.7%). From FY07 – 11, a decrease (-4.3%) occurred with In-District students while an increase occurred in all other residency categories. International students have increased by 221 (32.3%) from FY07- 11. The overall headcount from FY07–11 increased by 1,337 students (8.1%).</p>
<b>B Student Achievement</b>				
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>➤ Parkland met the expected benchmark (rounded).</p> <p><u>Notes:</u> The percent <i>completing a degree/certificate program</i> has increased by 0.5% over five years. The FY10-11 increase of <i>degree seeking</i> graduates was 42.0% (402 students). The increase is due to a refined methodology of identifying specific certificate graduates ("auto-grads"). The degree-seeking enrollment between en FY07–11 increased by 20.8% (1,764 graduates).</p>

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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>➤ The transfer data is incomplete at this time.</p> <p><u>Notes:</u> FY10 and FY11 data are incomplete as of August 2012. For FY07 – 09, the percent of those transferring to a four year institution was under the proposed benchmark. Four-year college transfer is not the entire picture. Many Parkland student transfer “laterally” to other community colleges.</p>
B.3	Persistence rates	Persistence rates for fall-to-spring and spring-to-fall for credit students	1% over five years	<p>➤ Parkland did not meet the expected benchmark for Fall-to-Spring persistence or Spring-to-Fall persistence.</p> <p><u>Notes:</u> From FY07–11, the change in persistence rates are as follows:</p> <ul style="list-style-type: none"> <li>➤ Fall-to-Spring credit students: - 10.3%</li> <li>➤ Spring-to-Fall credit students: - 13.8%</li> <li>➤ Fall-to-Fall credit students: -9.0%</li> </ul> <p>Notes: Persistence in FY2011 most likely dropped because of the influx of IFSI students. Most IFSI students take courses on an irregular basis and are not seeking a degree.</p>
B.4	Job placement rates	Percentage of graduates reporting employment	At least 80%	<p>➤ Parkland met the expected benchmark.</p> <p><u>Notes:</u> Since FY2007, at least 80% of Parkland graduates were employed (self reported) within six months of graduation. Hence, the benchmark has been met each year. FY11 showed 83.0% of respondents were employed with 65.7% of those full-time and 17.3% part-time. The highest reported year was FY07 with 83.8%.</p>
B.5	Performance of Parkland students who transfer to UIUC	Average UIUC GPA	2.87 on a 4.0 scale	<p>➤ Parkland met the expected benchmark.</p> <p><u>Notes:</u> Parkland students who transferred to the University of Illinois- Urbana-Champaign (UIUC) in Fall 2011 performed academically better (3.39 GPA) than native juniors (3.23 GPA). Those who transferred in Fall 2010 also performed better (3.41 GPA) than a cohort of native juniors (3.20 GPA). The GPA for Fall 2011 was markedly 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>➤ Parkland met the expected benchmark.</p> <p><u>Notes:</u> The course retention rate for “C or better” in FY11 was higher than the expected bench mark with 74.4% (1.4%). From FY07 – 11 the rate subtly grew from 73.7% to 74.4% which also the benchmark except in FY2010. The “overall retention” grew from 77.9% in FY07 to 79.2% in FY11.</p> <p>The number of sections and enrollment used in the calculations grew substantially. Sections increased by 9.9% (384) and enrollment (duplicated headcount) by 8.1% (5,018) over five years.</p>

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B.7	Academic Engagement	CCSSE results for selected items	Baseline year 49% required reading 37% wrote 1-4 papers 40% spend 1-5 hours preparing for class	<ul style="list-style-type: none"> <li>➤ Parkland did not meet the benchmark for required readings or number of written papers. Parkland did meet the benchmark for hours preparing for class.</li> </ul> <p><u>Notes:</u> Academic Engagement from CCSSE 2012:</p> <ul style="list-style-type: none"> <li>➤ 43% of the respondents indicated they have read 1-4 books/manuals of required reading.</li> <li>➤ 29% have written 1-4 papers; 30% have written 5-10 papers.</li> <li>➤ 40% Spend 1-5 hours a week preparing for class and 33% spend 6-10 hours.</li> </ul>
B.8	Academic Satisfaction	CCSSE and Student Satisfaction Survey	95% recommend to a friend 86% educational experience 74% support to succeed	<ul style="list-style-type: none"> <li>➤ Parkland did not meet the expected benchmark for “recommendation to a friend/relative.” The rating of good/excellent and “support to succeed at college” were exceeded.</li> </ul> <p><u>Notes:</u> Satisfaction Results from CCSSE 2012:</p> <ul style="list-style-type: none"> <li>➤ CCSSE: 94% would recommend Parkland to a friend/family member.</li> <li>➤ CCSSE: 87% rate their entire educational experience at Parkland as “good” or “excellent.”</li> <li>➤ CCSSE: 80% feel that Parkland “very much/quite a bit” provides the support they need to succeed at the college.</li> </ul>
<b>C Participation and Service to Region</b>				
C.1	Proportion of the district students enrolling at Parkland	Percentage of students who come to Parkland directly from District #505 high schools	35%	<ul style="list-style-type: none"> <li>➤ Parkland did not meet the expected benchmark.</li> </ul> <p><u>Notes:</u> The last two years' proportion of District 505 HS graduates attending Parkland College has not met the bench mark.</p>
C.2	Proportion of age 20-24 population enrolled at Parkland	# and percentage of students in the 20-24 population	14% (the population estimate)	<ul style="list-style-type: none"> <li>➤ Parkland met the expected benchmark.</li> </ul> <p>For the past five years, nearly one-third of Parkland’s credit enrollment has been students aged 20-24. This age cohort comprises 14% of District 505’s population and this figure has remained steady for several years. Hence, the benchmark has been met for all five years.</p>

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D	<b>Diversity</b>			
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	<ul style="list-style-type: none"> <li>➤ Parkland met the expected benchmark.</li> </ul> <p><u>Notes:</u> The percent of minority high school graduates who enroll at Parkland in the Fall semester following graduation has fluctuated over the past 5 years from 12.1% to 21.1%. FY11 had 21.1% which is above the benchmark by 1.1%.</p> <ul style="list-style-type: none"> <li>➤ Non-Resident Aliens are excluded from the calculation.</li> <li>➤ Unknown category is excluded from the calculation.</li> </ul> <p>The Benchmark was <b>raised</b> from 15% to 20% to reflect the changing District 505 population as per the most recent U.S. Census Data.</p>
D.2	Minority students	Total number and percentage of minority credit-seeking students	20% (reflective of the minority population in District 505) or more	<ul style="list-style-type: none"> <li>➤ Parkland met the expected benchmark.</li> </ul> <p><u>Notes:</u> Parkland's minority enrollment has consistently exceeded the benchmark the last five years with a range of 23.1% to 29.8%. The percent of minority credit students in FY11 was 29.8% which is the highest percent over the past five years.</p> <ul style="list-style-type: none"> <li>➤ In FY11, 16.8% of student race/ethnicity was unknown (i.e. missing).</li> <li>➤ Non-Resident Aliens are excluded from the calculation.</li> <li>➤ Unknown category is excluded from the calculation.</li> </ul>
D.3	Minority recipients of degrees	Percent of minority who graduate compared to the number of minority enrolled for credit	23%	<ul style="list-style-type: none"> <li>➤ Parkland did not meet the expected benchmark.</li> </ul> <p><u>Notes:</u> Minority graduates have been between 11.9% and 18.9% of those graduating the past five years. In FY11, 18.9% were minorities which is the highest percent for the reporting time-frame. This is a 6.3% increase since FY07. The benchmark has not been achieved in any of the years.</p> <ul style="list-style-type: none"> <li>➤ In FY11, 9.6% of degree recipient race/ethnicity was unknown (i.e. missing).</li> <li>➤ Non-Resident Aliens are excluded from the calculation.</li> <li>➤ Unknown category is excluded from the calculation.</li> </ul>

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D.4	Minority employees	Percentage of minority employees college-wide	30% (reflective of FY11 credit student population)	<p>➤ Parkland did not meet the expected benchmark.</p> <p><u>Notes:</u> The percent of minority staff has hovered around 11-13% from FY08-11. Compared to the current student population (30%), the staff under-represents minorities. The expected benchmark has not been met from FY08 – FY11.</p> <ul style="list-style-type: none"> <li>➤ All calculations exclude the “Unknown/Refuse to Indicate” category.</li> <li>➤ Non-Resident Aliens are excluded from the calculation.</li> </ul>
D.5	Diversity of district compared to staff population	Comparison of the percentage of the district minority population with the Parkland’s staff minority population.	20% (reflective of the minority population in District 505) or more	<p>➤ Parkland did not meet the expected benchmark.</p> <p><u>Notes:</u> In FY11, Parkland’s minority workforce was 11.9%. The college’s workforce under-represents District 505’s minority population. The expected benchmark has not been met in the past five years.</p> <ul style="list-style-type: none"> <li>➤ All calculations exclude the “Unknown/Refuse to Indicate” category.</li> <li>➤ Non-Resident Aliens are excluded from the calculation.</li> </ul>
D.6	Minority full-time and part-time faculty	# and percentage of minority full-time and part-time faculty	30% (reflective of FY11 student population)	<p>➤ Parkland did not meet the expected benchmark.</p> <p><u>Notes:</u> Faculty (full or part-time) demographics show a minority under-representation, relative to the student population (thus not attaining the benchmark). Minorities make up 11.7% in FY11 and 10.8% in FY12 of total faculty at Parkland.</p>
<b>E Maintenance of Institutional Assets</b>				
E.1	Facilities	Ratio of capital outlay to building assets	2% assuming a useful life of 50 years	<p>➤ Parkland met the expected benchmark.</p> <p><u>Notes:</u> The five-year average ratio is 6.5% which includes the expenditure of purchasing the land/building on Mattis Avenue. This purchase occurred in FY08 which significantly increased the building asset and capital outlay between FY08-09 resulting in a ratio of 7.4%. The FY11 ratio of 7.9% exceeds the expected benchmark of 2%. The Applied Technology Center and Fitness Center were completed in FY2011.</p>
E.2	Equipment	Ratio of annual expenditures on equipment to book value of equipment.	12.5% assuming a useful life of 8 years	<p>➤ Parkland did not meet the expected benchmark.</p> <p><u>Notes:</u> The five-year (FY07-11) average ratio is 24.5%. The significant increase between FY07-09 is due to the same categories of depreciable assets. This increase is also contributed to equipping “Parkland on Mattis,” purchasing additional vehicles for Public Safety and the physical plant. The ratio for FY11 is 9.70%.</p>

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E.3	Personnel	Ratio of expenditures on personnel development to annual personnel (salary) expenditures	2-5%	<p>➤ Parkland met the expected benchmark.</p> <p><u>Notes:</u> From FY07 – 11, the ratio subtly increased from 2.10% to 2.11%. However, the ratio has shown a decrease between FY08-10 due to less expenditures in travel (-11.3%) and CET (-12.7%). The college as a whole made concerted efforts to reduce out-of-state travel expenses due to the uncertainty of state funding. The benchmark has been attained every year.</p>
<b>F Budget Flexibility</b>				
F.1	Commitment to Personnel	Compensation as a proportion of total education and general expenditures.	79% or less	<p>➤ Parkland did not meet the expected benchmark.</p> <p><u>Notes:</u> Between FY07 -09, the annual compensation ratio decreased from 78.9% to 73.2%. Between FY09 -10, the ratio jumped by 5.6% to 78.8%. The annual salary increases, fixed costs, and rising healthcare expenditures have contributed to this increase. All years except FY11 (79.8%) have been under the proposed benchmark. The five-year compensation ratio average is 77.4 %.</p>
F.2	Level of fixed commitments	Utilities and other fixed costs as a proportion of total general funds expenditures.	83% or less	<p>➤ Parkland did not meet the expected benchmark.</p> <p><u>Notes:</u> Between FY07-09, the annual total fixed cost ratio has substantially increased from 84.3% to 95.4%- an increase of about ~11%. The notable increase in the general funds total expenditures between FY08-09 is mainly due to the purchase of Datatel (Student Information System). The FY11 ratio (84.1%) increased slightly by 1.1% from FY10 pushing it over the expected benchmark. The average total fixed ratio over the past five years is 85.7%.</p>
F.3	Operating revenue by source	Ratio of State, local, and tuition support	Ratios equal to each other	<p>➤ Parkland did not meet the expected benchmark.</p> <p><u>Notes:</u> Between FY07-11, local and tuition revenue sources have steadily increased while state apportionment dollars have decreased. This trend will likely continue with the state's fiscal problems. The funding ratios are quite disparate which has been the trend the several years. State support is expected to decrease proportionately compared to local and tuition revenue. As the fluctuations occur in the different revenue streams, the benchmark will be difficult to attain.</p>

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F.4	Size of financial reserves	Ratio of the fund balance to total education and O&M.	20%	<p>➤ Parkland met the expected benchmark.</p> <p><u>Notes:</u> Over the past five years, the ratio has grown significantly from 24.1% to 35.1%. The percent growth in the fund balance has substantially increased compared to expenditures creating a large ratio the past four years. The fund balance has increased due to tuition increases, a broad residency mix, and subtle increased EAV of local property taxes. The college has also made conscious efforts of reducing energy costs, travel expenditures, and other miscellaneous costs. The five year average of 28.2% exceeds the benchmark.</p>
F.5	Total number of new grants and dollars available to the institution	Proportion of grant revenues to the total budget	9%	<p>➤ Parkland did not meet the expected benchmark.</p> <p><u>Notes:</u> The total net grant revenue grew from FY2008-2010, but decreased between FY10-11 by -10.2%. The percent of college revenue dropped by 1.25% between FY 10-11. In FY10, financial aid revenues were up due to increased PELL grants and more financial aid being awarded than previous years. The grant to total college revenue ratio did not exceed the expected benchmark in FY11.</p> <p>➤ It is worth noting the total revenue <i>includes</i> payments-on-behalf.</p>
<b>G</b>	<b>Utilization of Assets</b>			
G.1	Student credit hours attempted	Number of credit hours over a 5 year period – A1 dataset	Maintain at 202,022 credit hours or increase	<p>➤ Parkland met the expected benchmark.</p> <p><u>Notes:</u> Parkland's annual attempted credit hours have grown 7.9% between FY07-11. The increase was even greater from FY07 – 10 with 11.7% (23,616 hours). FY10 had a large influx of students due to the downward economy which accelerated the number of attempted hours. The total attempted hours between FY10-11 decreased by 3.4% (7,618). Though attempted hours have decreased the percent of full-time students has remained fairly consistent cross most years.</p>
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	<p>➤ The FY2011 data has not been finalized.</p> <p><u>Notes:</u> The faculty load data for FY2011 is still being finalized by Parkland's IT department. The proportion of full-time faculty has been under the benchmark from FY2006-10. The full-time percentage has dropped from a high of 56.8% in FY06 to 54.3% in FY10 while the part-time percentage has increased over the same time frame.</p>



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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%	<p>➤ Parkland did not meet the expected benchmark.</p> <p><u>Notes:</u> In 2012, 94% (rounded) of all employees agreed they would take a job at Parkland again. By employment category, administration had 94%, faculty had 94%, and staff had 93%. The 2012 results are higher than 2010 when considering all employees. However, the results vary by employment groups- Administration had a decrease (-3.1%), faculty had an increase (3.6%), and staff had a slight decrease (-0.9%).</p>
<b>H Economic Accessibility and Affordability</b>				
H.1	State MAP Coverage of tuition and Fees	% Coverage of tuition and fees for students with zero expected family contribution	75%	<p>➤ Parkland did not meet the expected benchmark.</p> <p><u>Notes:</u> The percent coverage of tuition/fees has fluctuated the past several years. From FY06-09, the coverage exceeded the target value. However, from FY10 – 12, coverage has continually dropped (-20% since 2009) below the benchmark. The <u>estimated</u> percent coverage for FY13 is also under the benchmark with 53%.</p>
H.2	Total Financial Assistance needed	% those receiving financial assistance provided through scholarships, loans and federal work-study	60%	<p>➤ Parkland did not meet the expected benchmark.</p> <p><u>Notes:</u> The number of students <u>applying</u> for financial assistance substantially increased by (65.8%) from FY07–11. Yet, the percent <u>receiving</u> assistance has steadily dropped since FY07 by (-4%). The benchmark has not been reached since FY06.</p>
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	<p>➤ Parkland met the expected benchmark.</p> <p><u>Notes:</u> Total Parkland Foundation scholarships have grown by 34.9% (\$64,781) over the past five years. From FY09-10, there was a decrease of 7.2% (-\$14,625), but significant growth from FY10-12 of 32.6% (\$61,608).</p>
H.4	Tuition	Amount per credit hour by residency	Maximum \$5 annual increase for in-district tuition	<p>➤ Parkland met the expected benchmark.</p> <p><u>Notes:</u> The in-district tuition rate has increased five dollars each year from FY07 – 11 netting an overall increase of 27%. Hence, the in-district rate has remained within the parameters of the benchmark. During the past five years, the rate for out-of-district students has increased by 19% while out-of-state/international tuition has increased by 25%.</p>