



College Priority 2: Promote Student, Faculty, and Staff Success

Version: 9/25/2023

LEGEND:



Target Met



Showing Progress



Static/Minimal Change



Moving Away from Target

Objective 1: Employees will engage in purposeful work set in a positive environment with dedicated resources

1.1 The college provides purposeful work, creates and maintains a positive environment, and provides needed resources for employees to complete their work.

MEASURE	BASELINE	CURRENT	TARGET	STATUS
A) Average Score of selected metrics from PACE Climate Survey is at least 3.5 or higher . (Scale of 1 to 5)	3.48	3.30 (2023)	≥ 3.50	▼

1.2 Employees help students reach their educational goals.

MEASURE	BASELINE	CURRENT	TARGET	STATUS
A) Average score of selected indicators from annual Graduate Survey is 3.5 or higher . (Scale of 1 to 4)	3.44 (2020)	3.32 (2023)	≥ 3.50	▼
B) Average score of selected indicators from annual Student Survey is 1.52 or higher (Scale of 0 to 2)	1.47 (2017)	1.55 (2020)	≥ 1.52	★

Objective 2: Students will reach their educational goals

2.1 Students reach their goal(s) of course and degree/certificate completion

MEASURE	BASELINE	CURRENT	TARGET	STATUS
A) 82% of all college-level courses will be completed successfully.	80%	81.0% (2022-23)	≥ 82%	▲
B) 32% of all first-time students will complete a degree or certificate within 3 years of their starting date.	30%	29% (2019-20)	≥ 32%	▼

2.2 Students reach their goal of obtaining and finding success in meaningful employment and/or Transfer

MEASURE	BASELINE	CURRENT	TARGET	STATUS
A) 68% of all first-time students are employed within 4 years of their starting date.	66%	69% (2018-19)	≥ 68%	★
B) 27% of all first-time students will transfer to a 4-year institution within 4 years of their starting date.	23%	23% (2018-19)	≥ 27%	◆

LEGEND:

Target Met: ★

Showing Progress: ▲

Static/Minimal Change: ◆

Moving Away from Target ▼

2.3 DEI and Program-to-Program data demonstrates equitable success for all student groups

MEASURE	BASELINE	CURRENT	TARGET	STATUS
A) Increase HU-SoC ⁱ Equity Index ⁱⁱ for Course Completions to 0.96 or greater , demonstrating a narrowing of the equity gap.	0.93	0.92 (2022-23)	≥ 0.96	▼
B) Increase HU-SoC Equity Index for Completion of a Degree or Certificate by Year 3 to 0.86 or greater , reducing equity gap from “moderate” to “mild.”	0.81	0.78 (2019-20)	≥ 0.86	▼
C) Increase HU-SoC Equity Index for Employment by Year 4 to 0.97 or greater , showing a continued decrease in the equity gap.	0.96	0.99 (2018-19)	≥ 0.97	★
D) Increase HU-SoC Equity Index for Transfer to a 4-year Institution by Year 4 to 0.90 or greater , reducing equity gap from “moderate” to “mild.”	0.85	0.94 (2018-19)	≥ 0.90	★

ⁱ HU-SoC: Historically Underserved Students of Color. This grouping includes student who have self-identified as at least one of: Black or African American, Latino or Hispanic, American Indian or Alaska Native, or Pacific Islander, including Native Hawai’ian.

ⁱⁱ An Equity Index is a ratio that demonstrates whether the target population is over- or under-represented in the population of successful students. Ratio values below 1.0 indicate the target population is under-represented. Moving the ratio closer to one shows a narrowing of the gap.

The Equity Index is based on work from the USC Center for Urban Education.

GHC aggregates the most recent 3 years of data when calculating an Equity Index.