



PCC Mission KPIs

Core Theme: Diversity, Inclusion, and Global Education

March 2018

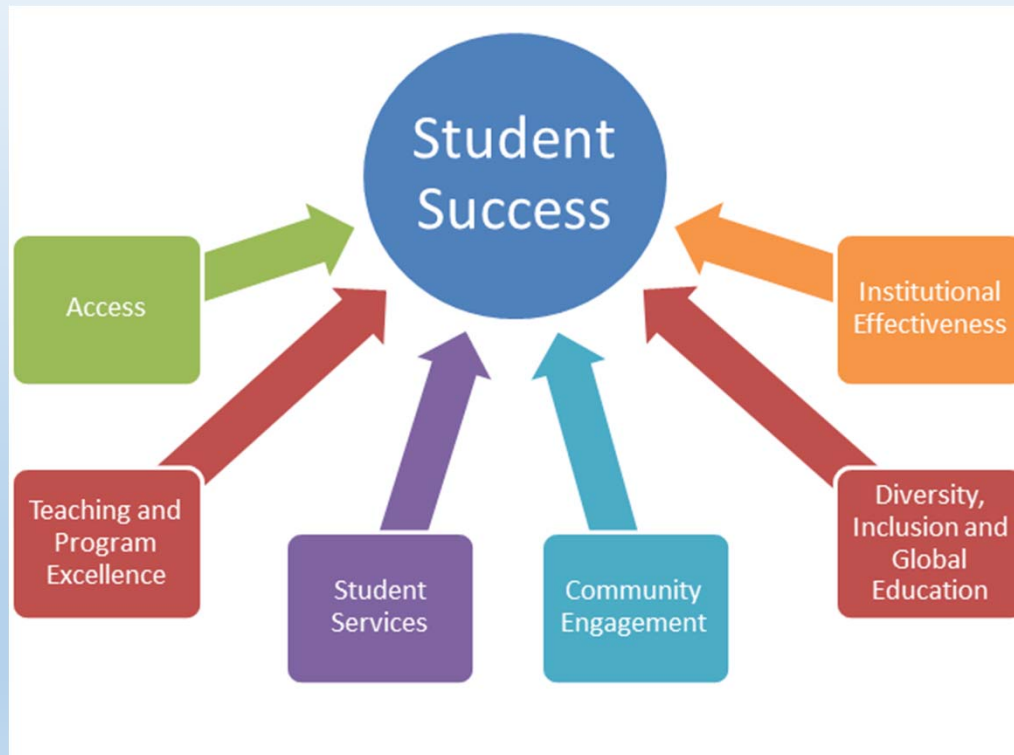
Overview

- Background on Mission Key Performance Indicators (KPIs)
- Diversity, Inclusion, and Global Education KPIs
- Discussion
- Your ideas on using these data to support Diversity, Inclusion, and Global Education

Background on Mission KPIs

- April 2016: Mission fulfillment framework approved by the Board of Governors
 - Vision
 - Mission
 - Values
 - Core Themes
 - Objectives
 - Key performance indicators (KPIs)
- May 2016: Mission KPIs linked to the 2014-2017 Strategic Plan

PCC's Core Themes



Release of the Mission KPIs

- September 2017: Student Success
- October 2017: Access
- November 2017: Teaching and Program Excellence
- December 2017: Student Services
- February 2018: Community Engagement
- **March 2018: Diversity, Inclusion and Global Education**
- April 2018: Institutional Effectiveness

Core Theme: Diversity, Inclusion, and Global Education

Objectives:

- Expand and support the diversity of the College's student population
- Close the achievement gap
- Expand and support the diversity of the College's workforce
- Develop and increase the student population through global education

Core Theme: Diversity, Inclusion, and Global Education

KPIs

- Access KPI “Fall, spring and annual headcount, duplicated enrollment and full-time student equivalent”, with sub-groups by race/ethnicity, gender, age, international status, online enrollment, underprepared students and other relevant populations
- Student Success KPI “Voluntary Framework of Accountability (VFA) six-year outcomes for the Main Cohort,” with sub-groups by race/ethnicity, gender, age, international status, online enrollment, underprepared students and other relevant populations

Core Theme: Diversity, Inclusion, and Global Education

KPIs, continued

- Demographics of employees from the Integrated Postsecondary Education Data System (IPEDS) Human Resources Survey (sub-populations to include full-time faculty, adjunct faculty, staff and administrators) compared with US Census Bureau data for Pima County and the United States
- Demographics of the applicant pool for PCC positions

KPI #1: Student Enrollment

Until Fall 2016, reports were static. Today, the end user can interactively generate reports in the Webi system.

- Choose categories
 - Demographics
 - Program information
 - Course enrollment
 - Many others!

We will see some snapshots here, then spend a few minutes in Webi (pimareports.pima.edu).

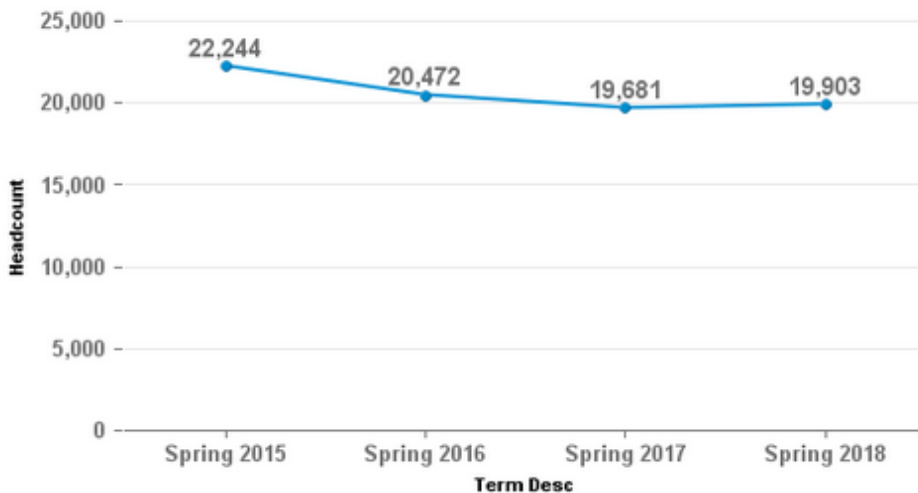
KPI #1: Student Enrollment

Beginning November 2016, interactive daily registration reports have been available in the WebI system.

Summary Last Four Spring Terms - Current Snapshot

Data as of COB: 3/8/18

Total Headcount Trend Last Four Spring Terms - Current Snapshot



Let's look at this for various demographic groups in the WebI report that is compiled every day.

KPI #1: Student Enrollment

Beginning November 2016, interactive daily registration reports are available in Webi.

Enrollment by any Parameter Last Four Spring Terms - Current Snapshot

Data as of COB: 3/8/18

Filters:

	Spring 2015				Spring 2016				Spring 2017				Spring 2018			
	#	Pct of Total	Change	Pct Change	#	Pct of Total	Change	Pct Change	#	Pct of Total	Change	Pct Change	#	Pct of Total	Change	Pct Change
American Indian/Alaskan Nativ	1,396	2.40%			1,195	2.26%	-201	-14.40%	1,111	2.20%	-84	-7.03%	1,103	2.12%	-8	-0.72%
Asian	2,077	3.57%			1,773	3.35%	-304	-14.64%	1,806	3.57%	33	1.86%	1,820	3.50%	14	0.78%
Black, Non-Hispanic	2,831	4.87%			2,453	4.63%	-378	-13.35%	2,539	5.02%	86	3.51%	2,783	5.36%	244	9.61%
Hispanic	24,398	41.94%			22,734	42.95%	-1,664	-6.82%	21,691	42.86%	-1,043	-4.59%	23,582	45.41%	1,891	8.72%
Native Hawaiian or Pacific Islan	163	0.28%			248	0.47%	85	52.15%	226	0.45%	-22	-8.87%	272	0.52%	46	20.35%
Race and Ethnicity Unknown	918	1.58%			911	1.72%	-7	-0.76%	988	1.95%	77	8.45%	1,241	2.39%	253	25.61%
Two or More Races	1,980	3.40%			1,974	3.73%	-6	-0.30%	1,907	3.77%	-67	-3.39%	1,725	3.32%	-182	-9.54%
White, Non-Hispanic	24,404	41.96%			21,639	40.88%	-2,765	-11.33%	20,342	40.19%	-1,297	-5.99%	19,409	37.37%	-933	-4.59%
Total:	58,167	100.00%			52,927	100.00%	-5,240	-9.01%	50,610	100.00%	-2,317	-4.38%	51,935	100.00%	1,325	2.62%

KPI #1: Student Enrollment

The reports can break down the data by several factors.

Enrollment by any Parameter Last Four Spring Terms - Current Snapshot

Data as of COB: 3/8/18

Filters:

		Spring 2015				Spring 2016				Spring 2017				Spring 2018			
		#	Pct of Total	Change	Pct Change	#	Pct of Total	Change	Pct Change	#	Pct of Total	Change	Pct Change	#	Pct of Total	Change	Pct Change
American Indian/Alaskan Nativ	Female	733	1.26%			650	1.23%	-83	-11.32%	623	1.23%	-27	-4.15%	630	1.21%	7	1.12%
American Indian/Alaskan Nativ	Male	619	1.06%			484	0.91%	-135	-21.81%	406	0.80%	-78	-16.12%	404	0.78%	-2	-0.49%
American Indian/Alaskan Nativ	No Value Entered	44	0.08%			61	0.12%	17	38.64%	82	0.16%	21	34.43%	69	0.13%	-13	-15.85%
Asian	Female	1,104	1.90%			936	1.77%	-168	-15.22%	935	1.85%	-1	-0.11%	951	1.83%	16	1.71%
Asian	Male	888	1.49%			744	1.41%	-124	-14.29%	796	1.57%	52	6.99%	790	1.52%	-6	-0.75%
Asian	No Value Entered	105	0.18%			93	0.18%	-12	-11.43%	75	0.15%	-18	-19.35%	79	0.15%	4	5.33%
Black, Non-Hispanic	Female	1,195	2.05%			1,041	1.97%	-154	-12.89%	1,122	2.22%	81	7.78%	1,307	2.52%	185	16.49%
Black, Non-Hispanic	Male	1,530	2.63%			1,297	2.45%	-233	-15.23%	1,299	2.57%	2	0.15%	1,359	2.62%	60	4.62%
Black, Non-Hispanic	No Value Entered	106	0.18%			115	0.22%	9	8.49%	118	0.23%	3	2.61%	117	0.23%	-1	-0.85%
Hispanic	Female	12,973	22.30%			12,047	22.76%	-926	-7.14%	11,486	22.70%	-561	-4.66%	12,787	24.62%	1,301	11.33%
Hispanic	Male	10,379	17.84%			9,490	17.93%	-889	-8.57%	8,827	17.44%	-663	-6.99%	9,467	18.23%	640	7.25%
Hispanic	No Value Entered	1,046	1.80%			1,197	2.26%	151	14.44%	1,378	2.72%	181	15.12%	1,328	2.56%	-50	-3.63%
Native Hawaiian or Pacific Isla	Female	87	0.15%			100	0.19%	13	14.94%	77	0.15%	-23	-23.00%	100	0.19%	23	29.87%
Native Hawaiian or Pacific Isla	Male	66	0.11%			140	0.26%	74	112.12%	130	0.26%	-10	-7.14%	156	0.30%	26	20.00%
Native Hawaiian or Pacific Isla	No Value Entered	10	0.02%			8	0.02%	-2	-20.00%	19	0.04%	11	137.50%	16	0.03%	-3	-15.79%
Race and Ethnicity Unknown	Female	435	0.75%			373	0.70%	-62	-14.25%	403	0.80%	30	8.04%	541	1.04%	138	34.24%
Race and Ethnicity Unknown	Male	399	0.69%			410	0.77%	11	2.76%	467	0.92%	57	13.90%	594	1.14%	127	27.19%
Race and Ethnicity Unknown	No Value Entered	84	0.14%			128	0.24%	44	52.38%	118	0.23%	-10	-7.81%	106	0.20%	-12	-10.17%
Two or More Races	Female	1,037	1.78%			988	1.87%	-49	-4.73%	915	1.81%	-73	-7.39%	928	1.79%	13	1.42%
Two or More Races	Male	858	1.48%			850	1.61%	-8	-0.93%	887	1.75%	37	4.35%	896	1.34%	-191	-21.53%
Two or More Races	No Value Entered	85	0.15%			136	0.26%	51	60.00%	105	0.21%	-31	-22.79%	101	0.19%	-4	-3.81%
White, Non-Hispanic	Female	12,350	21.23%			10,852	20.50%	-1,498	-12.13%	10,073	19.90%	-779	-7.18%	10,040	19.33%	-33	-0.33%
White, Non-Hispanic	Male	10,877	18.70%			9,699	18.33%	-1,178	-10.83%	9,093	17.97%	-606	-6.25%	8,328	16.04%	-765	-8.41%
White, Non-Hispanic	No Value Entered	1,177	2.02%			1,088	2.06%	-89	-7.56%	1,176	2.32%	88	8.09%	1,041	2.00%	-135	-11.48%
Total:		58,167	100.00%			52,927	100.00%	-5,240	-9.01%	50,610	100.00%	-2,317	-4.38%	51,935	100.00%	1,325	2.62%

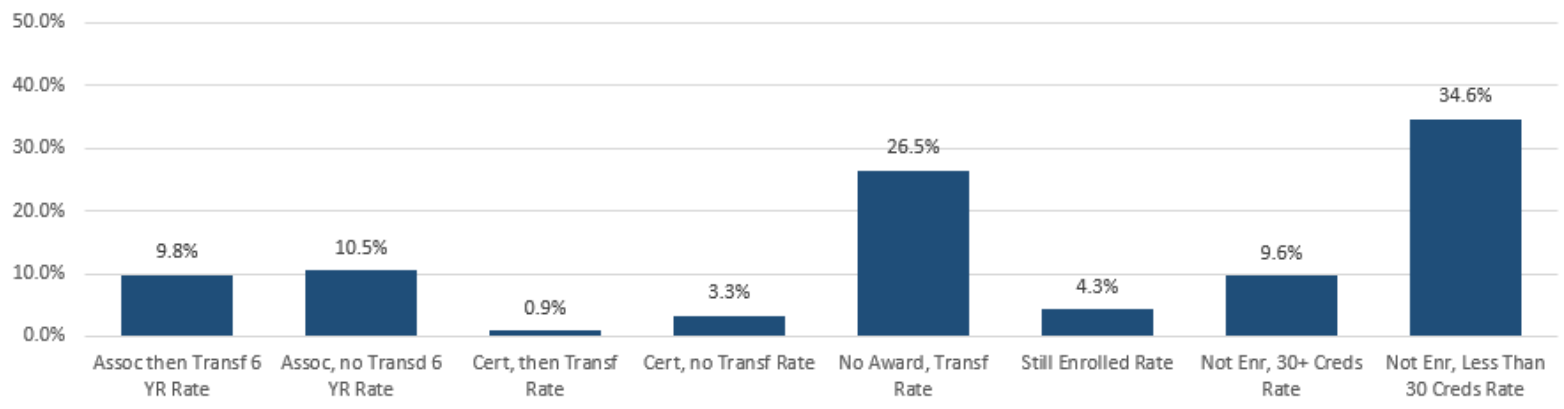
KPI #2: Student Success: 6-year Outcomes

Outcomes of six-year cohort beginning Fall 2010

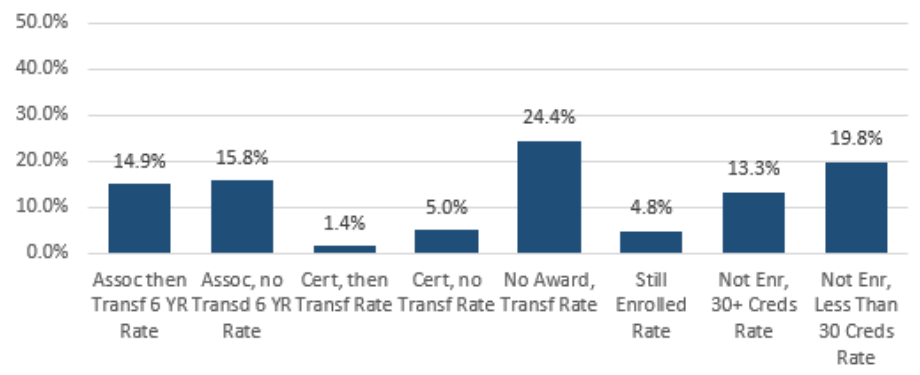
- Two-year degree and transfer to a four-year college
- Two-year degree, without transfer
- Certificate and transfer
- Certificate without transfer
- Transfer without award
- Still enrolled
- Not enrolled, having 30+ credits
- Not enrolled having < 30 credits

6-year Outcomes: All VFA Participating Colleges

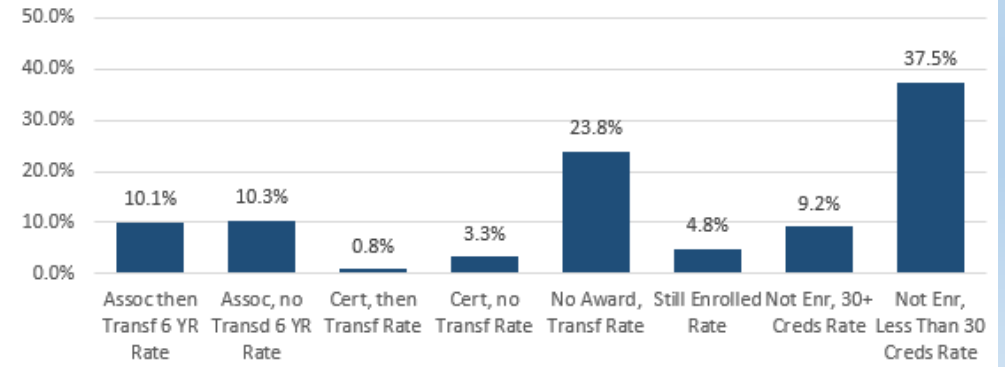
Main Cohort



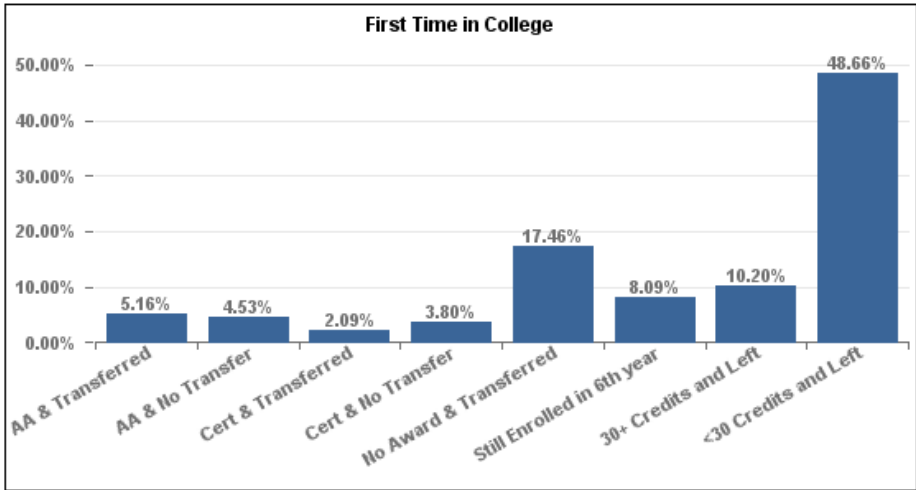
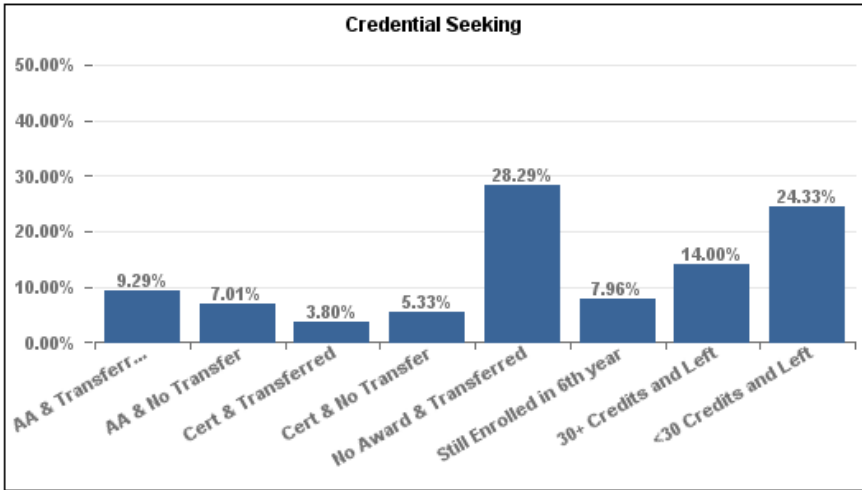
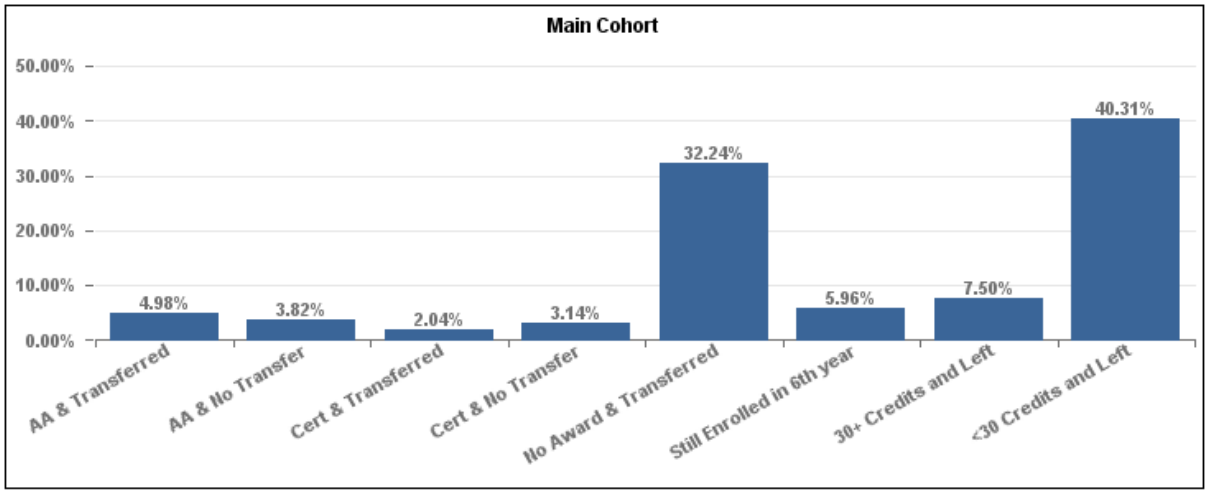
Credential Seeking Cohort



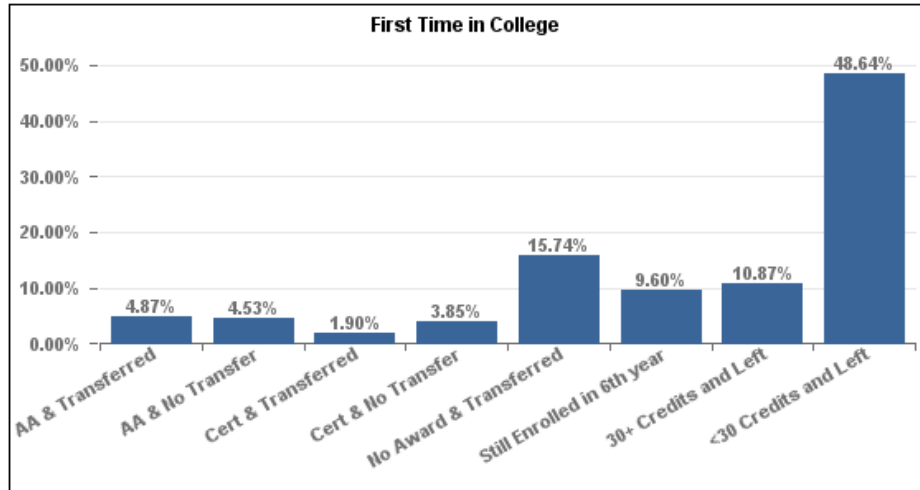
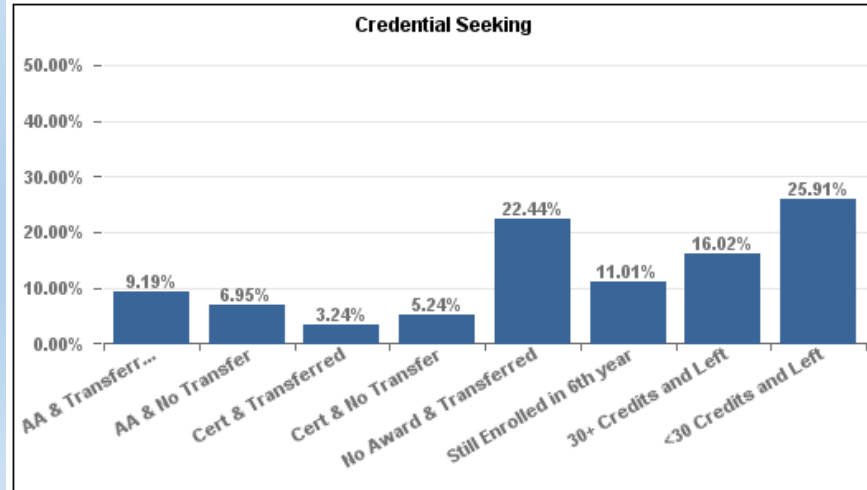
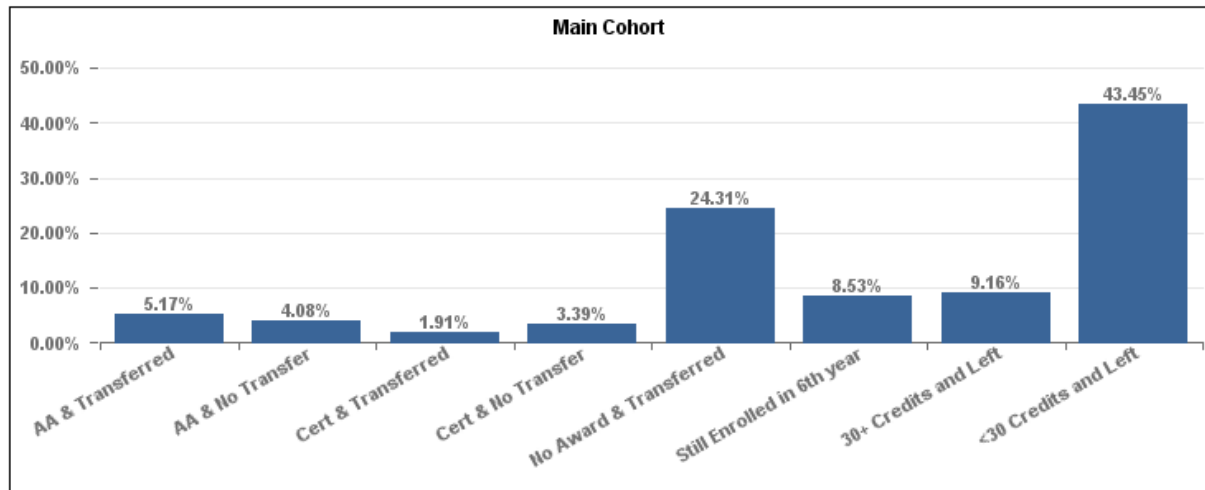
First Time in College



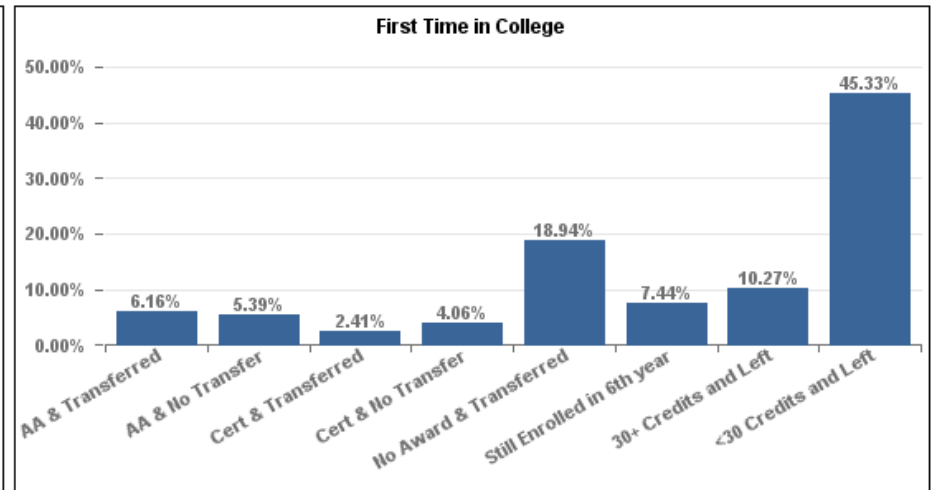
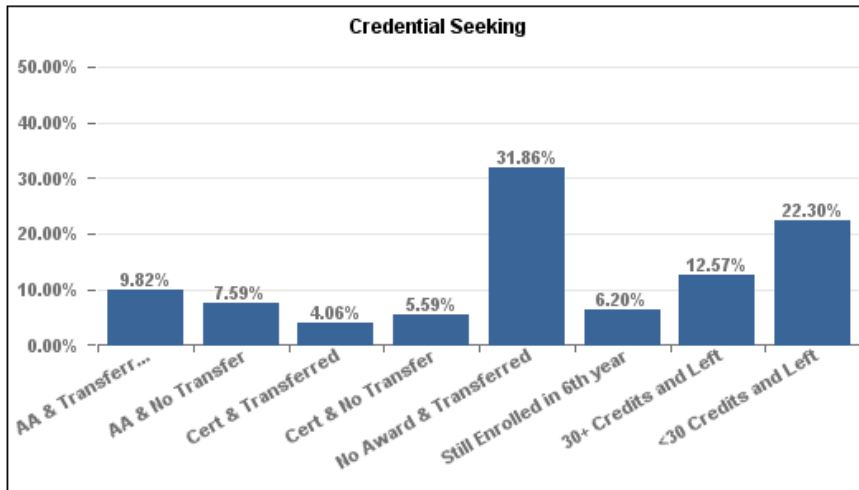
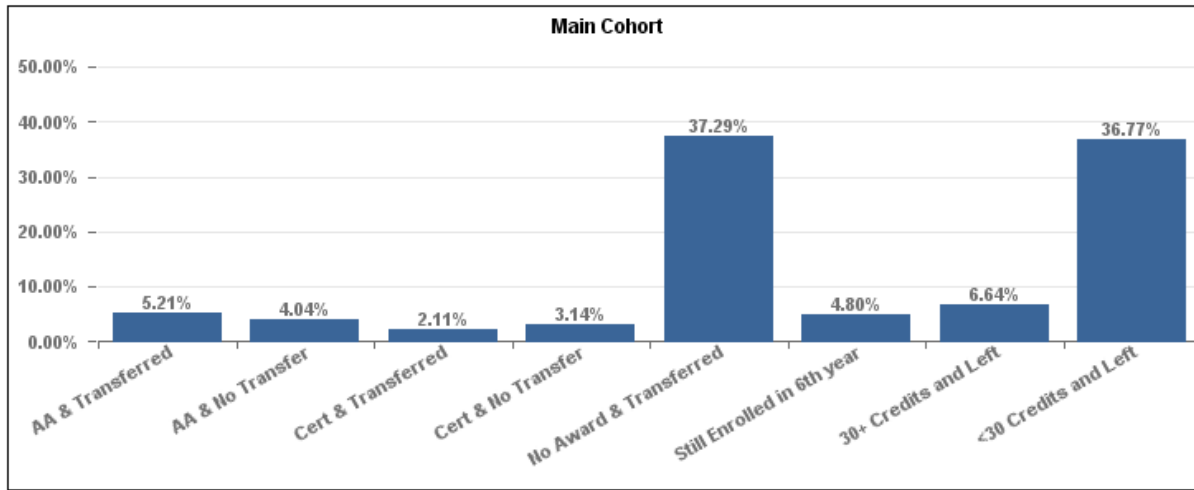
6-year Outcomes: PCC – Fall 2010 Cohort



6-year Outcomes: PCC Hispanic students



6-year Outcomes: PCC White, non-Hispanic students



KPI #2: Student Success: 6-year Outcomes

In Webi, we can “slice and dice” the data for various sup-populations based on combinations of:

- Ethnicity
- Age groups
- Gender
- Pell Grant status
- Full-time/part-time
- College ready/not college ready (DevEd)
- High school attended

We are developing this reporting capability in WebI. Let's have a look...

KPI #3: Demographics of Employees

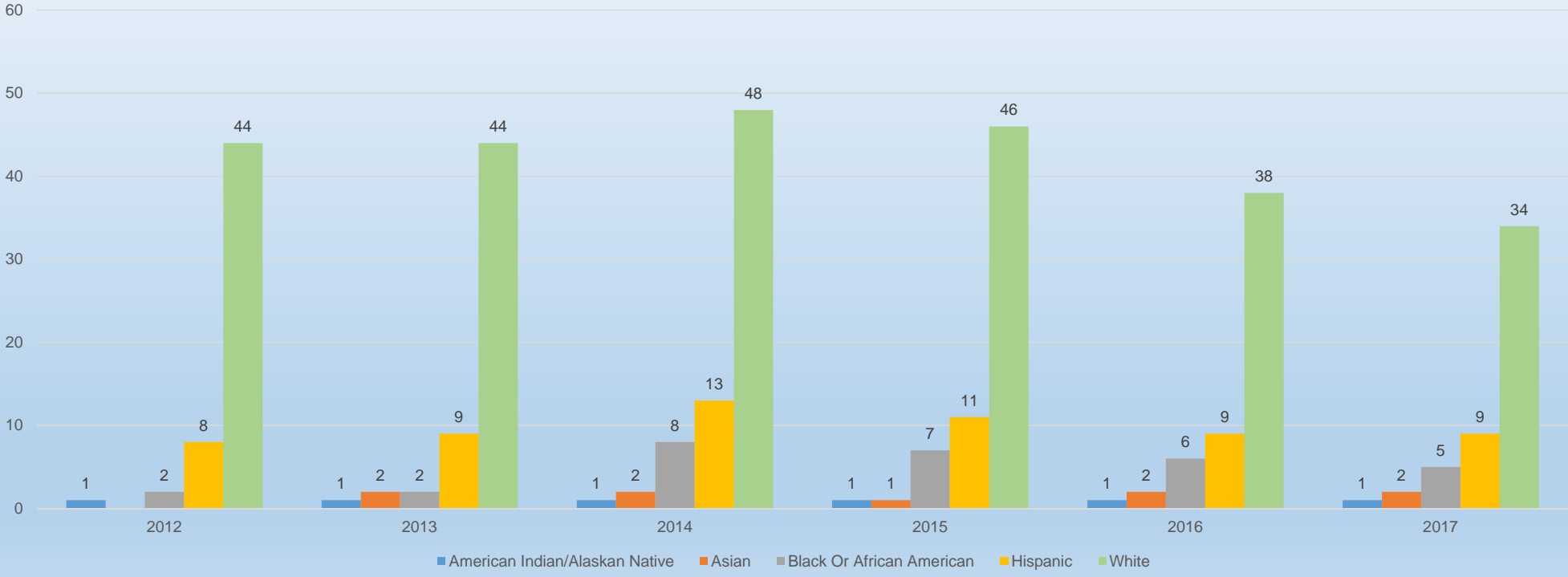
Each year, the College reports to IPEDS the employee counts based on

- Race/ethnicity
- Gender
- Employee type
 - Administration
 - Faculty (full-time and part-time)
 - Exempt staff
 - Non-exempt staff

Our examples here focus on administration and full-time faculty.

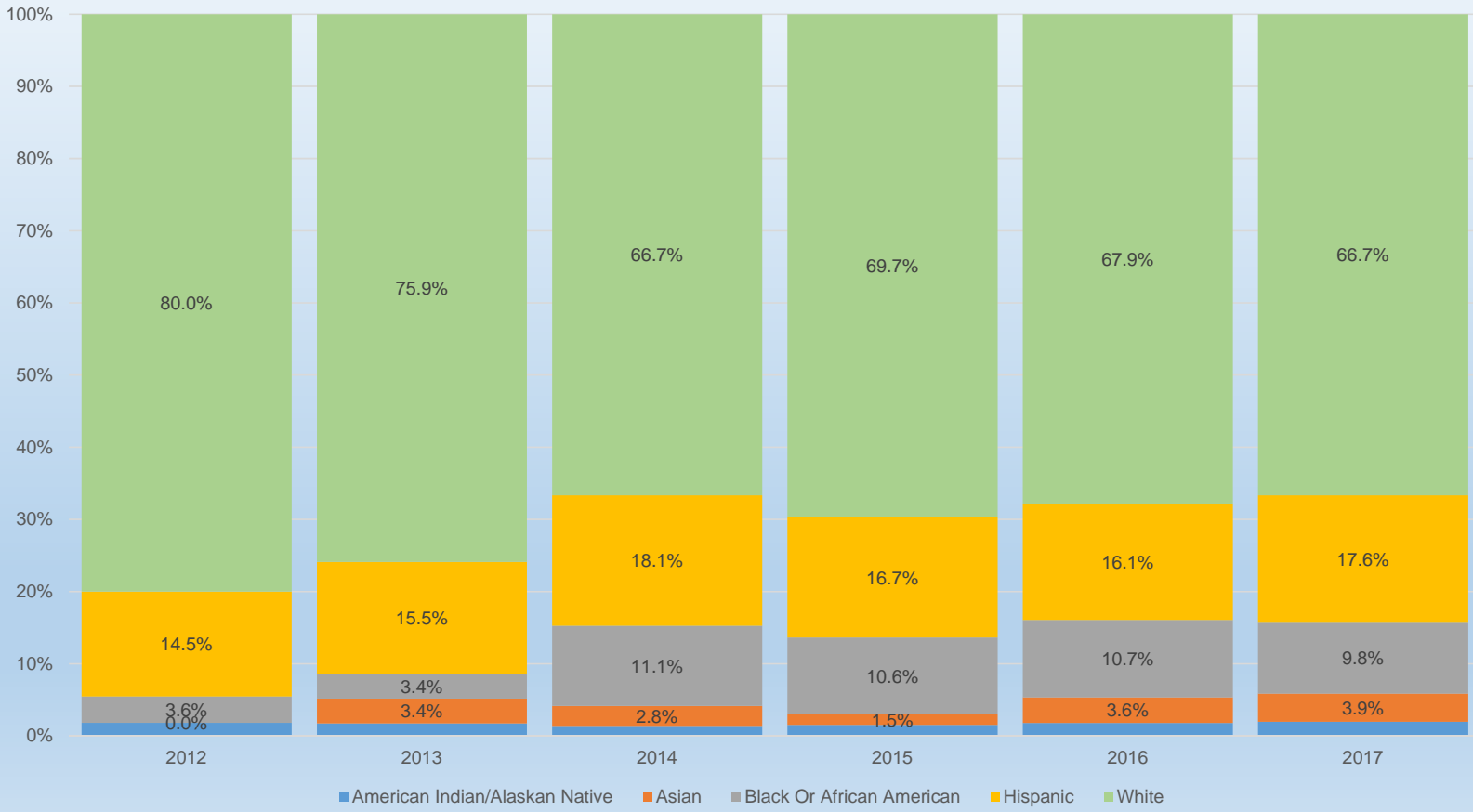
KPI #3: Demographics of Employees

Number of Pima Community College Administrators, by Race/Ethnicity



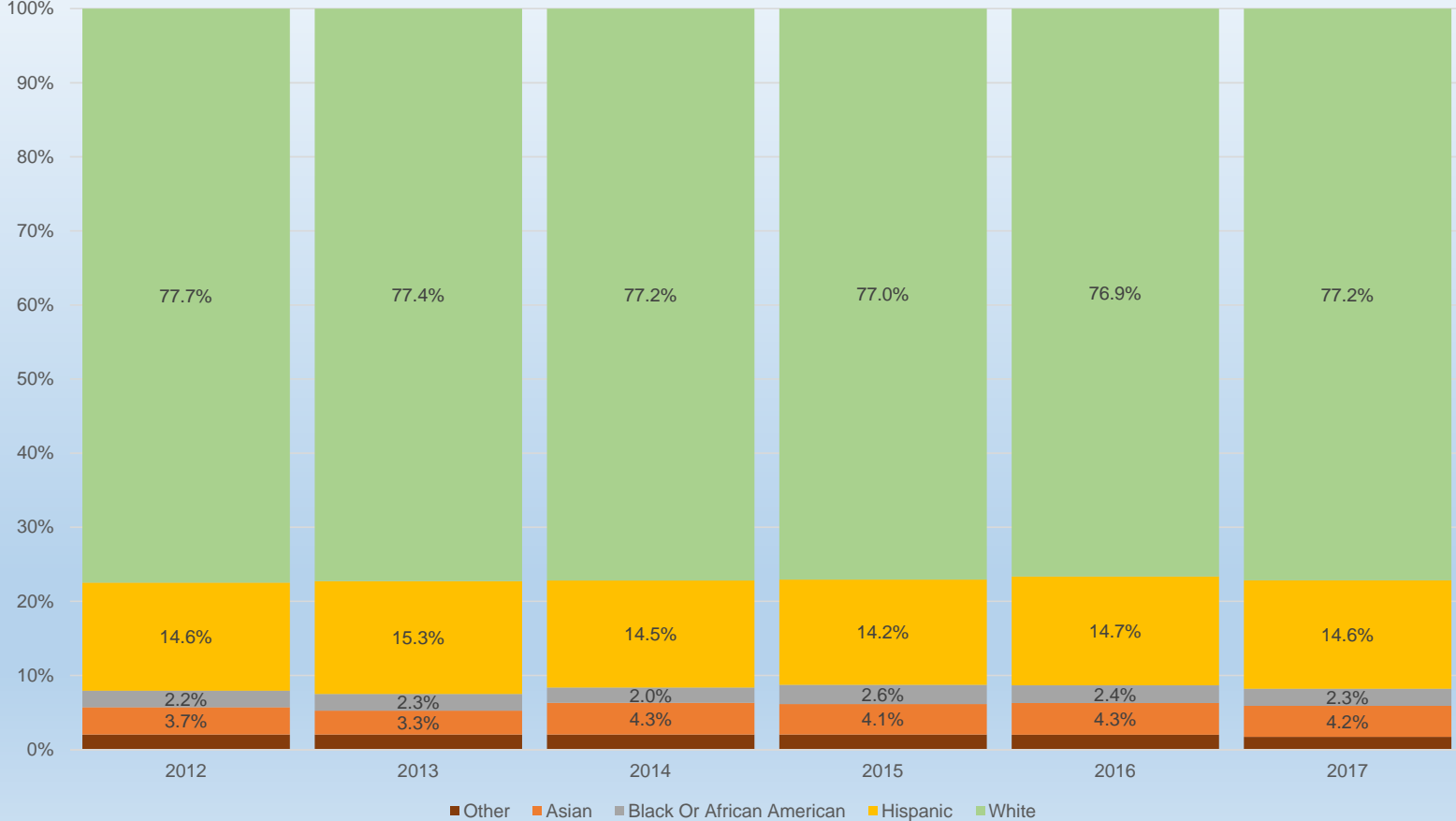
KPI #3: Demographics of Employees

Distribution of Pima Community College Administrators by Race/Ethnicity



KPI #3: Demographics of Employees

Distribution of Pima Community College Full-time Faculty by Race/Ethnicity



KPI #3: Demographics of Employees

Compare current employee (fulltime faculty and administrators) representation to US Census estimates (2016):

	% of PCC administrators 2016	% of PCC full-time faculty 2016	% of Pima County pop., age 25+	% of Pima County pop. with Bach. degree or higher, age 25+	% of Pima County pop. with Grad. or Prof. degree, age 25+
White, non-Hispanic	69.7	76.9	60.2	75.4	78.0
Hispanic	16.7	14.7	30.3	15.5	11.6

Notes:

1. Totals include all people ages 25 and older. Recent “Working age”-only data not available for educational level (broken down by race/ethnicity).

KPI #4: Applicant Pool

- Goal: Compare current full-time faculty breakdown to 2017 applicant pool
- 2017 applicants
 - 3856 applications for positions
 - 2457 reported race/ethnicity (64%)
 - 2750 reported gender (73%)

KPI #4: Applicant Pool

Compare current *full-time faculty* race/ethnic breakdown to 2017 applicant pool

	2012	2013	2014	2015	2016	2017	2017 Applicants*
Other or Multiracial	3	3	3	3	3	4	3
American Indian/Alaskan Native	4	4	5	3	3	2	4
Asian	15	13	17	16	16	15	54
Black Or African American	9	9	8	10	9	8	22
Hispanic	59	61	57	55	55	52	62
White, non-Hispanic	313	309	304	298	287	274	307
Total	403	399	394	385	373	355	452

KPI #4: Applicant Pool

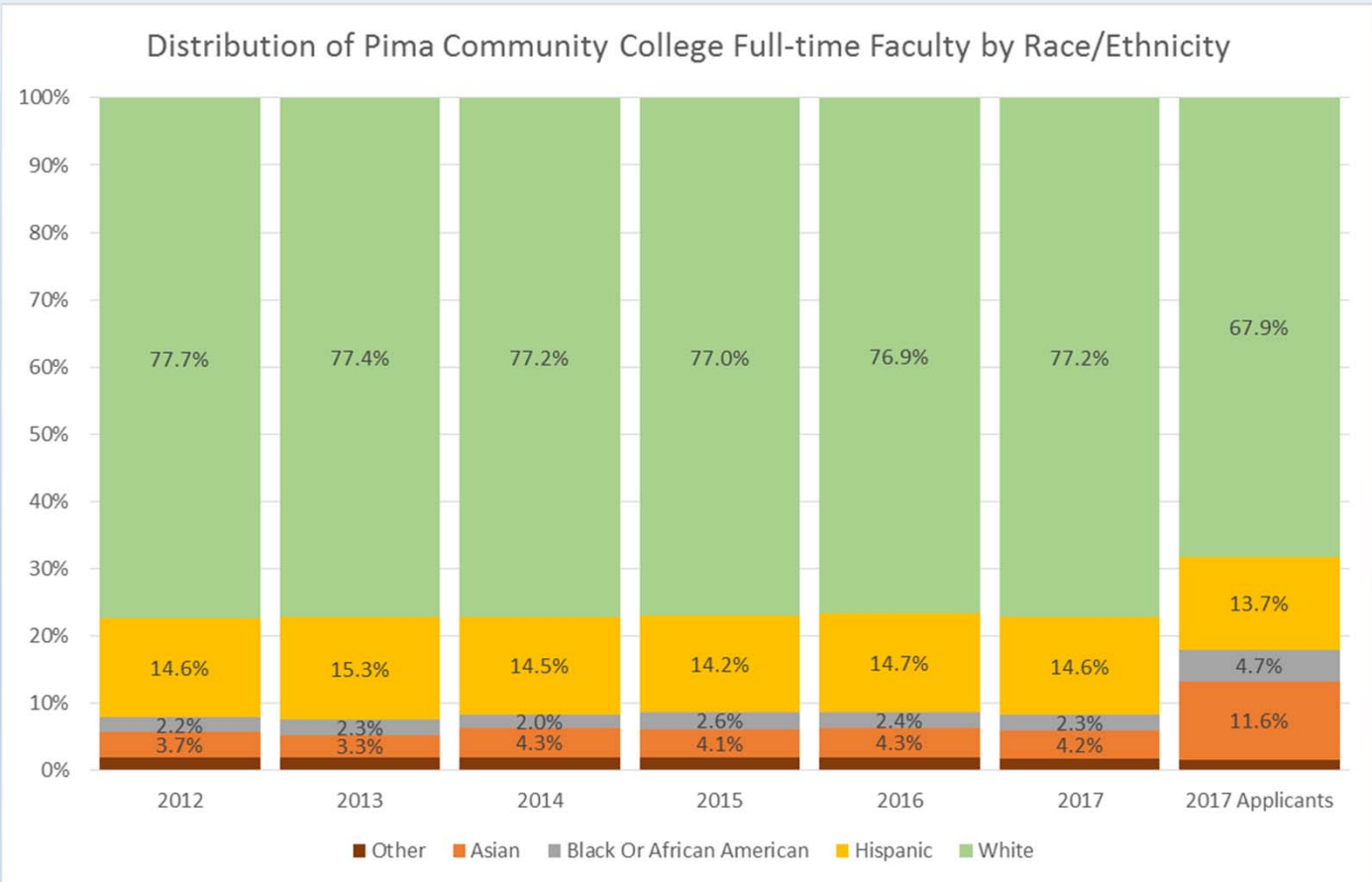
Compare current full-time faculty applicant breakdown to 2017 applicant pool

	2012	2013	2014	2015	2016	2017	2017 Applicants*
Other or Multiracial	0.7%	0.8%	0.8%	0.8%	0.8%	1.1%	0.7%
American Indian/Alaskan Native	1.0%	1.0%	1.3%	0.8%	0.8%	0.6%	0.9%
Asian	3.7%	3.3%	4.3%	4.2%	4.3%	4.2%	11.6%
Black Or African American	2.2%	2.3%	2.0%	2.6%	2.4%	2.3%	4.7%
Hispanic	14.6%	15.3%	14.5%	14.3%	14.7%	14.6%	13.7%
White, non-Hispanic	77.7%	77.4%	77.2%	77.4%	76.9%	77.2%	67.9%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

* For a total of six faculty positions (23 in 2016).

KPI #4: Applicant Pool

Compare current full-time faculty applicant breakdown to 2017 applicant pool



Core Theme: Diversity, Inclusion, and Global Education

Question:

What kind of reports would you like to see made available for assessing our commitment to diversity?



Thank you!

