

**COMMUNITY COLLEGE OF BALTIMORE COUNTY
2019 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.

Indicator A: Credit students enrolled part time	Fall 2015	Fall 2016	Fall 2017	Fall 2018
A. Credit students enrolled part time	71.2%	71.5%	72.4%	73.3%

Indicator B: Credit students with developmental education needs	Fall 2015	Fall 2016	Fall 2017	Fall 2018
B. Credit students with developmental education needs	76.0%	73.9%	63.2%	66.6%

Indicator C: Credit students who are first-generation college students	Spring 2012	Spring 2014	Spring 2016	Spring 2018
C. Credit students who are first-generation college students (neither parent attended college)	31.0%	33.7%	28.5%	35.7%

Indicator D: Annual unduplicated headcount in English for Speakers of Other Languages (ESOL) courses	FY 2015	FY 2016	FY 2017	FY 2018
D. Annual unduplicated headcount in English for Speakers of Other Languages (ESOL) courses	2,709	2,797	2,910	2,612

Indicator E: Financial aid recipients	FY 2015	FY 2016	FY 2017	FY 2018
E.a. Credit students receiving Pell grants	38.1%	34.9%	33.6%	33.1%
E.b. Credit students receiving loans, scholarships and/or need-based financial aid	48.7%	46.2%	45.6%	45.1%

Indicator F: Students 25 years old or older	Fall 2015	Fall 2016	Fall 2017	Fall 2018
F.a. Credit students	41.0%	40.7%	40.3%	40.6%
	FY 2015	FY 2016	FY 2017	FY 2018
F.b. Continuing education students	87.0%	87.4%	87.5%	86.7%

Indicator G: Credit students employed more than 20 hours per week	Spring 2012	Spring 2014	Spring 2016	Spring 2018
G. Credit students employed more than 20 hours per week	57.0%	52.0%	53.3%	47.6%

Indicator H: Credit student racial/ethnic distribution	Fall 2015	Fall 2016	Fall 2017	Fall 2018
H.a. Hispanic/Latino	4.6%	4.9%	5.3%	5.4%
H.b. Black/African-American only	38.5%	38.0%	37.0%	37.6%
H.c. American Indian or Alaskan native only	0.4%	0.3%	0.3%	0.3%
H.d. Native Hawaiian or other Pacific Islander only	0.2%	0.2%	0.3%	0.2%
H.e. Asian only	5.7%	6.1%	6.2%	6.4%
H.f. White only	42.2%	41.6%	40.9%	39.6%
H.g. Multiple races	3.6%	3.4%	3.8%	3.7%
H.h. Foreign/Non-resident alien	4.3%	4.8%	5.3%	5.8%
H.i. Unknown/Unreported	0.5%	0.7%	0.9%	0.9%

Indicator I: Wage growth of occupational program graduates	FY 2015	FY 2016	FY 2017	FY 2018
I.a. Median income one year prior to graduation	\$24,896	\$23,334	\$26,963	\$22,643
I.b. Median income three years after graduation	\$48,533	\$53,105	\$53,470	\$54,334

Goal 1: Access

Goals are performance indicators subject to improvement by the college. Each indicator has a benchmark for that specifies the target outcome. All indicators in this section relate to increasing access to higher education.

Indicator 1: Annual unduplicated headcount	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
1a. Total	63,324	61,971	61,191	60,756	63,000
1b. Credit students	32,119	30,387	29,115	27,792	32,000
1c. Continuing education students	32,629	32,692	33,247	34,456	33,000

Indicator 2: Market share of first-time, full-time freshmen	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Benchmark Fall 2020
2. Market share of first-time, full-time freshmen	37.7%	36.3%	32.2%	31.8%	43.0%

Indicator 3: Market share of part-time undergraduates	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Benchmark Fall 2020
3. Market share of part-time undergraduates	68.9%	69.1%	67.5%	66.2%	73.0%

Indicator 4: Market share of recent, college-bound high school graduates	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Benchmark Fall 2020
4. Market share of recent, college-bound high school graduates.	52.5%	53.2%	49.6%	48.3%	55.0%

Note: Methodology to calculate this indicator, which includes only public high school graduates, was changed in Fall 2014 and again in Fall 2016.

Indicator 5: High school student enrollment	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Benchmark Fall 2020
5. High school student enrollment	1,144	1,428	1,431	1,697	1,200

Indicator 6: Enrollments in online courses	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
6a. Credit	19,618	20,138	21,639	22,489	20,000
6b. Continuing education	2,145	2,154	2,599	2,284	2,300

Indicator 7: Tuition and fees as a percent of tuition and fees at Maryland public four-year institutions	FY 2016	FY 2017	FY 2018	FY 2019	Benchmark FY 2021
7. Tuition and fees as a percent of tuition and fees at Maryland public four-year institutions	48.1%	49.0%	49.7%	51.7%	<50%

Note: The goal of this indicator is for the college's percentage to be at or below the benchmark level.

Indicator 8: Enrollment in continuing education community service and lifelong learning courses	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
8a. Unduplicated annual headcount	11,008	10,567	10,820	10,639	11,500
8b. Annual course enrollments	19,098	18,256	18,853	17,809	19,500

Indicator 9: Enrollment in continuing education basic skills and literacy courses	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
9a. Unduplicated annual headcount	4,796	4,688	4,746	4,790	5,000
9b. Annual course enrollments	8,562	8,560	8,322	8,409	8,600

Indicator 10: Minority student enrollment compared to service area population	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Benchmark Fall 2020
10a. Percent nonwhite credit enrollment	55.6%	56.0%	56.4%	57.6%	58.0%
	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark Fall 2020
10b. Percent nonwhite continuing education enrollment	40.5%	40.1%	41.5%	43.0%	42.0%
	July 2015	July 2016	July 2017	July 2018	Benchmark Fall 2020
10c. Percent nonwhite service area population, 18 or older	38.0%	38.8%	39.7%	40.3%	Not Applicable

Indicator 11: Percent minorities (nonwhite) of full-time faculty	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Benchmark Fall 2020
11. Percent minorities (nonwhite) of full-time faculty	26.5%	26.2%	26.2%	26.7%	28.0%

Indicator 12: Percent minorities (nonwhite) of full-time administrative and professional staff	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Benchmark Fall 2020
12. Percent minorities (nonwhite) of full-time administrative and professional staff	30.8%	29.8%	32.5%	32.1%	34.0%

Goal 2: Success

All indicators in this section relate to increasing success in higher education.

Indicator 13: Fall-to-fall retention	Fall 2014 Cohort	Fall 2015 Cohort	Fall 2016 Cohort	Fall 2017 Cohort	Benchmark Fall 2019 Cohort
13a. Developmental students	47.3%	47.2%	41.9%	44.1%	55.0%
13b. College-ready students	46.0%	46.3%	46.5%	40.3%	50.0%

Indicator 14: Fall-to-fall retention	Fall 2014 Cohort	Fall 2015 Cohort	Fall 2016 Cohort	Fall 2017 Cohort	Benchmark Fall 2019 Cohort
14a. Pell grant recipients	45.1%	49.3%	46.9%	41.8%	53.0%
14b. Non-recipients	55.2%	44.3%	40.6%	43.5%	Not Applicable

Indicator 15: Developmental completers after four years	Fall 2011 Cohort	Fall 2012 Cohort	Fall 2013 Cohort	Fall 2014 Cohort	Benchmark Fall 2016 Cohort
15. Developmental completers after four years	36.0%	40.8%	39.9%	41.4%	45.0%

Indicator 16: Successful-persister rate after four years	Fall 2011 Cohort	Fall 2012 Cohort	Fall 2013 Cohort	Fall 2014 Cohort	Benchmark Fall 2016 Cohort
16a. College-ready students	75.8%	79.1%	76.5%	71.4%	80.0%
16b. Developmental completers	84.3%	81.5%	80.2%	82.3%	84.0%
16c. Developmental non-completers	36.2%	36.0%	32.9%	32.9%	Not Applicable
16d. All students in cohort	63.3%	63.4%	62.4%	63.6%	71.0%

Indicator 17: Successful-persister rate after four years	Fall 2011 Cohort	Fall 2012 Cohort	Fall 2013 Cohort	Fall 2014 Cohort	Benchmark Fall 2016 Cohort
17a. Black/African-American only	53.2%	55.6%	53.7%	57.2%	55.0%
17b. Asian only	71.3%	75.8%	73.9%	73.1%	77.0%
17c. Hispanic/Latino	60.1%	73.9%	63.8%	55.8%	65.0%

Note: Not reported for ethnic groups with < 50 students in the cohort for analysis.

Indicator 18: Graduation-transfer rate after four years	Fall 2011 Cohort	Fall 2012 Cohort	Fall 2013 Cohort	Fall 2014 Cohort	Benchmark Fall 2016 Cohort
18a. College-ready students	57.0%	57.0%	57.1%	56.5%	60.0%
18b. Developmental completers	50.1%	49.4%	49.9%	50.3%	55.0%
18c. Developmental non-completers	23.5%	24.1%	21.1%	22.3%	Not Applicable
18d. All students in cohort	40.5%	40.7%	40.8%	42.0%	47.0%

Indicator 19: Graduation-transfer rate after four years	Fall 2011 Cohort	Fall 2012 Cohort	Fall 2013 Cohort	Fall 2014 Cohort	Benchmark Fall 2016 Cohort
19a. Black/African-American only	33.4%	35.5%	33.5%	38.4%	38.0%
19b. Asian only	42.5%	50.0%	47.7%	45.3%	50.0%
19c. Hispanic/Latino	42.8%	42.5%	36.2%	36.6%	46.0%

Note: Not reported for ethnic groups with < 50 students in the cohort for analysis.

Indicator 20: Associate degrees and credit certificates awarded	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
20a. Career degrees	941	946	894	884	1,000
20b. Transfer degrees	1,259	1,228	1,239	1,247	1,300
20c. Certificates	1,028	647	625	592	700
20d. Total awards	3,228	2,821	2,758	2,723	3,000

Indicator 21: STEM Programs	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Benchmark Fall 2020
21a. Credit Enrollment	8,544	8,047	7,396	7,193	9,990
	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark Fall 2020
21b. Credit Awards	816	850	807	862	875

Indicator 22: Graduate satisfaction with educational goal achievement	Alumni Survey 2008	Alumni Survey 2011	Alumni Survey 2014	Alumni Survey 2016	Benchmark Alumni Survey 2018
22. Graduate satisfaction with educational goal achievement	96.2%	98.0%	96.5%	97.5%	97.0%

Indicator 23: Non-returning student satisfaction with educational goal achievement	Spring 2011 Cohort	Spring 2013 Cohort	Spring 2015 Cohort	Spring 2017 Cohort	Benchmark Spring 2019 Cohort
23. Non-returning student satisfaction with educational goal achievement	65.0%	65.0%	65.8%	70.8%	70.0%

Indicator 24: Graduate satisfaction with preparation for transfer	Alumni Survey 2008	Alumni Survey 2011	Alumni Survey 2014	Alumni Survey 2016	Benchmark Alumni Survey 2018
24. Graduate satisfaction with preparation for transfer. Note: Response categories changed starting in 2016.	77.0%	77.0%	73.8%	84.0%	80.0%

Indicator 25. Licensure/certification examination pass rates

Indicator 25a: Dental Hygiene

As of FY2012 Dental Hygiene graduates are required to pass two exams to obtain licensure.

National Dental Hygiene Exam	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
Pass Rate	100.0%	100.0%	100.0%	100.0%	Not Applicable
Number of Candidates	25	38	32	37	

Northeast Regional Board Exam	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
Pass Rate	100.0%	100.0%	100.0%	100.0%	Not Applicable
Number of Candidates	25	38	32	37	

Both NDHE and NRBE Exam	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
Pass Rate	100.0%	100.0%	100.0%	100.0%	95.0%
Number of Candidates	25	38	32	37	

Emergency Medical Technology

Indicator 25b: Emergency Medical Tech EMT-Basic	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
Pass Rate	56.0%	76.5%	76.7%	66.1%	90.0%
Number of Candidates	59	51	30	56	

Indicator 25c: Emergency Medical Tech EMT-Paramedic	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
Pass Rate	80.0%	82.4%	85.7%	88.9%	90.0%
Number of Candidates	10	17	7	18	

Massage Therapy

Indicator 25d: Massage Therapy	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
Pass Rate	100.0%	100.0%	100.0%	100.0%	95.0%
Number of Candidates	11	16	9	8	

Medical Laboratory (first class 2010)

Indicator 25e: Medical Laboratory	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
Pass Rate	95.0%	100.0%	100.0%	76.9%	90.0%
Number of Candidates	20	14	13	13	

Indicator 25f: Mortuary Science

Prior to FY2010 Mortuary Science National Exam was one exam comprised of Arts and Science material; as of FY2010 the test is divided into two exams 1)Arts and 2)Science; a student must pass both exams to be eligible for licensure.

Arts Exam	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
Pass Rate	100.0%	94.4%	100.0%	90.0%	Not Applicable
Number of Candidates	14	18	22	20	

Science Exam	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
Pass Rate	100.0%	100.0%	100.0%	75.0%	Not Applicable
Number of Candidates	16	16	22	20	

Both Science & Arts Exam	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
Pass Rate	100.0%	93.8%	100.0%	75.0%	95.0%
Number of Candidates	14	16	22	20	

Nursing

Indicator 25g: Nursing - Practical	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
Pass Rate	100.0%	93.8%	100.0%	97.1%	95.0%
Number of Candidates	30	32	25	34	

Indicator 25h: Nursing (RN)	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
Pass Rate	86.0%	80.8%	88.9%	89.7%	90.0%
Number of Candidates	258	250	235	194	

Occupational Therapy

Indicator 25i: Occupational Therapy Assistant	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
Pass Rate	81.0%	100.0%	85.3%	86.7%	90.0%
Number of Candidates	27	27	34	30	

Physician Assistant

Indicator 25j: Physician Assistant	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
Pass Rate	100.0%	90.0%	95.1%	95.3%	95.0%
Number of Candidates	36	30	41	43	

Radiological Technology

Indicator 25k: Radiological Technology (Radiography)	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
Pass Rate	96.0%	92.3%	88.9%	94.4%	95.0%
Number of Candidates	28	26	18	18	

Radiation Therapy

Indicator 25l: Radiation Therapy Technician	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
Pass Rate	91.0%	86.7%	100.0%	83.3%	90.0%
Number of Candidates	11	15	9	12	

Respiratory Care

Indicator 25m: Respiratory Care Therapist	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
Pass Rate	88.0%	100.0%	93.8%	93.8%	90.0%
Number of Candidates	16	9	16	16	

Veterinary Technology

Indicator 25n: Veterinary Technology	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
Pass Rate	67.0%	50.0%	82.6%	84.2%	90.0%
Number of Candidates	18	16	23	19	

Indicator 26: Performance at transfer institutions	AY 14-15	AY 15-16	AY 16-17	AY 17-18	Benchmark AY 2019-20
26a. Cumulative GPA after first year of 2.0 or above	Not Available	83.3%	84.5%	81.7%	83.0%
26b. Mean GPA after first year	Not Available	2.74	2.79	2.78	2.75

Note: Methodology to calculate this indicator changed starting in AY 15-16.

Indicator 27: Expenditures by function	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
27a. Instruction	51.5%	52.0%	52.3%	52.9%	52.0%
27b. Academic support	7.7%	8.0%	7.4%	7.4%	8.0%
27c. Student services	9.6%	10.0%	10.9%	10.6%	10.0%
27d. Other	31.2%	30.0%	29.3%	29.1%	30.0%

Goal 3: Innovation

All indicators in this section relate to increasing innovation in higher education.

Indicator 28: Full-time employed career program graduates working in a related field	Alumni Survey 2008	Alumni Survey 2011	Alumni Survey 2014	Alumni Survey 2016	Benchmark Alumni Survey 2018
28. Full-time employed career program graduates working in a related field	76.0%	89.0%	87.2%	86.6%	85.0%

Indicator 29: Graduate Satisfaction with job preparation	Alumni Survey 2008	Alumni Survey 2011	Alumni Survey 2014	Alumni Survey 2016	Benchmark Alumni Survey 2018
29. Graduate satisfaction with job preparation Note: Response categories changed starting in 2016.	82.0%	79.0%	80.9%	83.0%	85.0%

Indicator 30. Enrollment in continuing education workforce development courses	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
30a. Unduplicated annual headcount	17,915	15,548	15,971	17,665	19,000
30b. Annual course enrollments	38,118	38,522	36,937	37,189	39,000

Indicator 31. Enrollment in Continuing Professional Education leading to government or industry-required certification or licensure	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
31a. Unduplicated annual headcount	5,966	6,152	5,789	6,390	6,000
31b. Annual course enrollments	11,756	13,281	12,360	13,405	12,000

Indicator 32: Number of business organizations provided training and services under contract	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
32. Number of business organizations provided training and services under contract	147	129	126	114	150

Indicator 33. Enrollment in contract training courses	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
33a. Unduplicated annual headcount	21,781	21,724	22,158	24,239	22,000
33b. Annual course enrollments	49,339	49,247	46,571	48,187	50,000

Indicator 34: Employer satisfaction with contract training	FY 2015	FY 2016	FY 2017	FY 2018	Benchmark FY 2020
34. Employer satisfaction with contract training	94.0%	97.0%	98.0%	99.0%	98.0%