



Monitoring Palomar's Strategic Plan Through Measures of Institutional Effectiveness

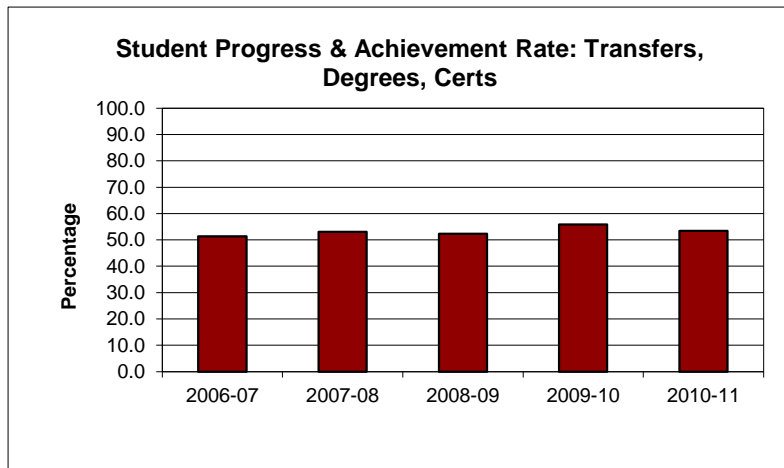
April 17, 2012

ARCC MEASURES

Student Progress and Achievement Rate: Transfer/Degrees/Certs (ARCC)

Percentage of first-time Palomar College students who showed intent to complete and achieved any of the following outcomes within six years of entry into the CCC system: Transfer, Degree/Cert, Transfer Prepared, Transfer Directed.

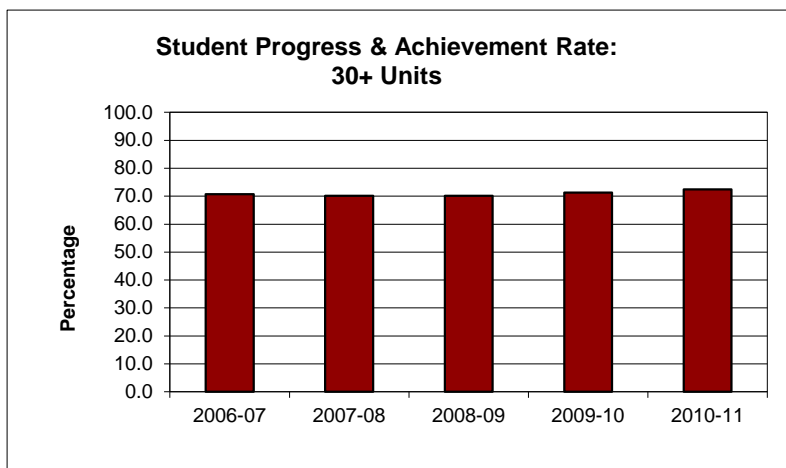
2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	Peer Avg
53.8	55.5	51.4	53.0	52.3	55.9	53.4	56.9



Student Progress and Achievement Rate: 30+ Units (ARCC)

Percentage of first-time Palomar College students who showed intent to complete and earned 30+ units within six years of entry while in the CCC system.

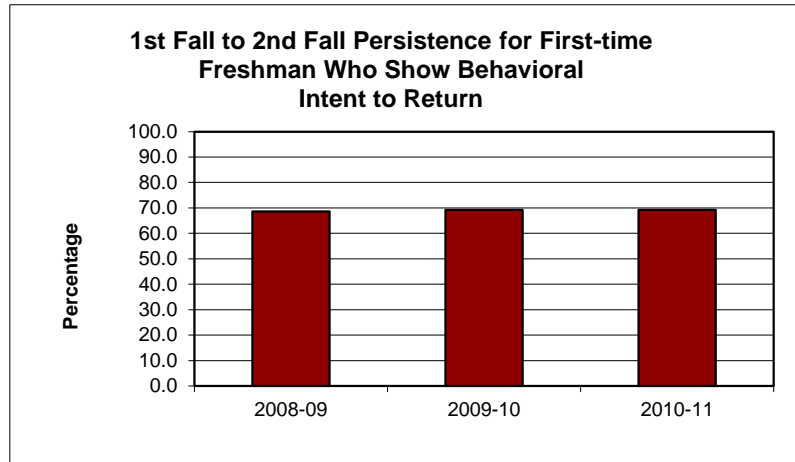
2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	Peer Avg
71.0	74.4	70.7	70.2	70.2	71.3	72.4	76.0



First-time Student Persistence Rate (ARCC)

Percentage of first-time students with min. of six units earned in a Fall term who returned and enrolled in the subsequent Fall term anywhere in the CCC system.

2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	Peer Avg
67.9	67.9	70.1	68.0	68.6	69.3	69.3	74.7

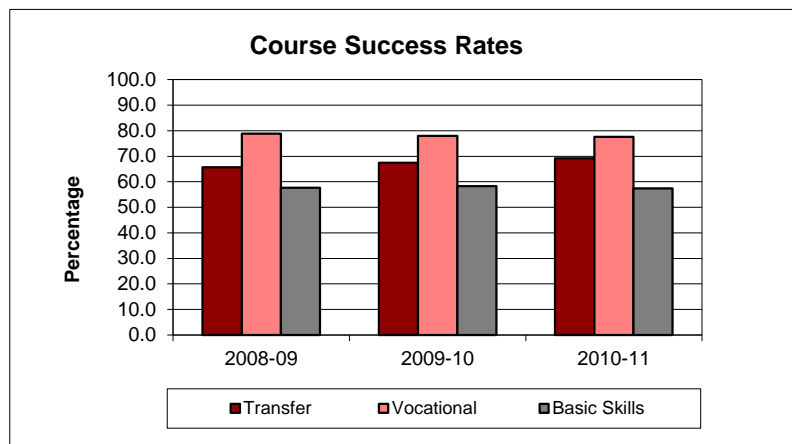


Successful Course Completion Rates (ARCC)

Annual percentage of valid grades that are A, B, C, or CR.

Course Type	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	Peer Avg.
Transfer Courses	71.0	70.8	65.8	65.7	67.4	69.3	NA
Vocational Courses*	80.5	81.3	77.1	78.8	78.0	77.6	75.8
Basic Skills Courses*	61.7	59.4	54.5	57.6	58.3	57.4	63.5

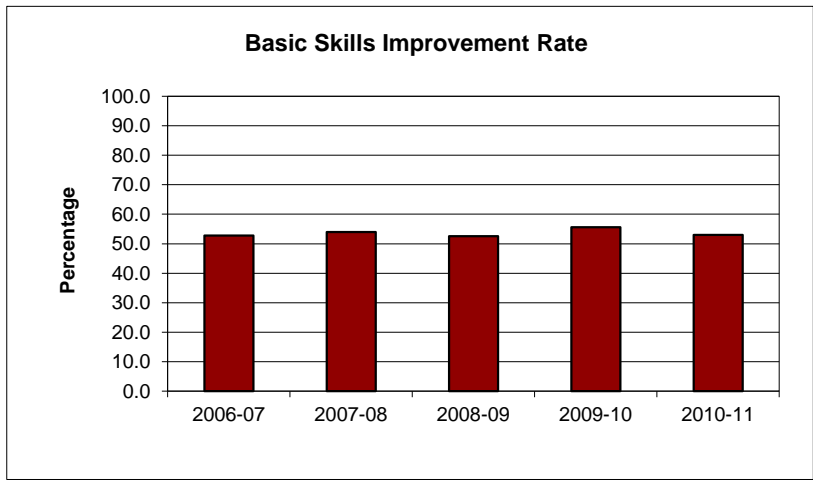
*(ARCC-AB1417 Measure)



Basic Skills and ESL Improvement Rate (ARCC)

Percentage of students, who within three years, successfully complete a course at least one level above their prior (successful) credit basic skills enrollment in English, math or ESL

	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	Peer Avg.
Basic Skills	51.2	52.8	54	52.6	55.6	53	58.4
ESL	51.4	40.9	62.4	55.8	55.7	55.5	54.8



Career Development and College Preparation Progress and Achievement (ARCC)

Percentage of students enrolled in enhanced non-credit courses who earn an enhanced noncredit certificate, take a degree applicable credit course, or complete within three years.

2006-07	2007-08	2008-09	2009-10	2010-11
6.4	3.3	2.2	2.8	1.8

Student Access and Preparation

District Fall Term Credit Participation Rate

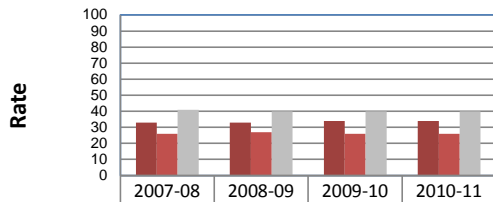
Students per 1,000 Adults

2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11
44	44	44	45	45	45	39

Annual Placement Rates of Students Who Take a Placement Test

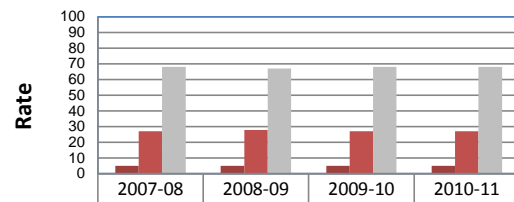
(Approx 8,500 tests administered per subject area)

English Placement Rates



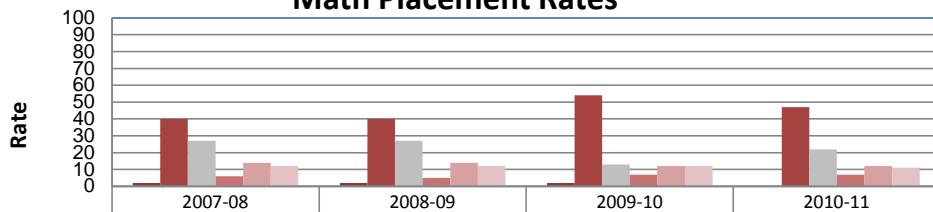
English 10	33	33	34	34
English 50	26	27	26	26
English 100+	41	40	40	40

Reading Placement Rates



Read 30	5	5	5	5
Read 50	27	28	27	27
Read 110	68	67	68	68

Math Placement Rates



Math 10	2	2	2	0
Math 15	40	40	54	47
Math 50	27	27	13	22
Math 56	6	5	7	7
Math 60	14	14	12	12

Persistence and Completion

Traditional First-time Student Persistence Rate

Semester to semester (at Palomar) continuation rate for ALL first-time freshman.

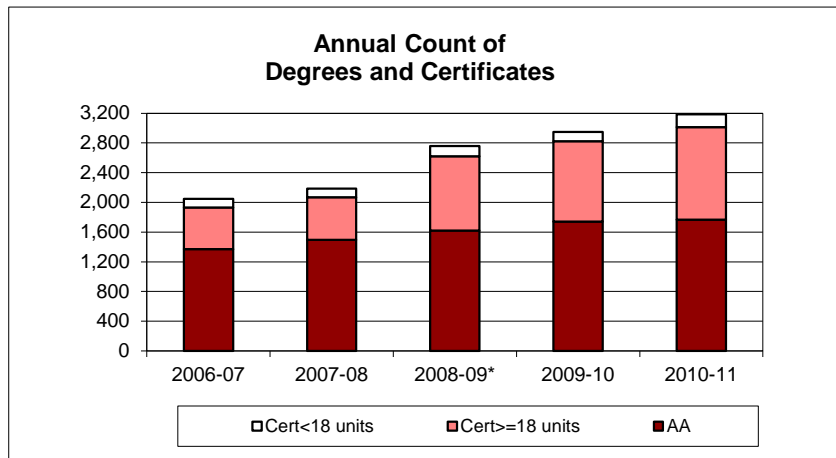
	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11
% 1st Fall to 1st Spr	66.9%	64.6%	66.2%	64.9%	66.3%	67.5%	70.2%
% 1st Fall to 2nd Fall	51.5%	50.3%	49.9%	47.2%	47.4%	47.2%	51.7%

Degrees and Certificates

Annual number of degrees and certificates awarded.

Award	2004-05	2005-06	2006-07	2007-08	2008-09*	2009-10	2010-11
AA	1,189	1,309	1,371	1,497	1,622	1,740	1,766
Certificates >=18	427	639	559	572	1,000	1,082	1,246
Certificates <18 units	115	103	116	117	136	126	172
Total Awards	1,731	2,051	2,046	2,186	2,758	2,948	3,184

* Certificates awarded IGETC and CSU

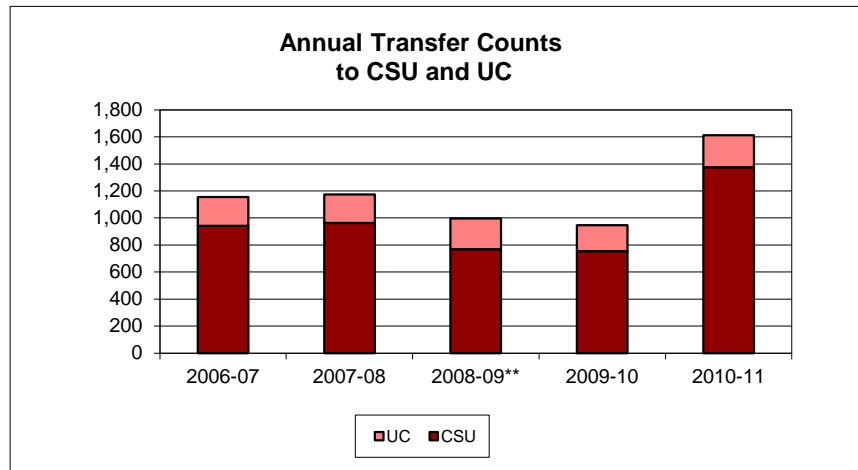


Annual Count Of Palomar Transfers Reported By Transferred-In System

System	2004-05	2005-06	2006-07	2007-08	2008-09**	2009-10	2010-11
California State Univ.	988	971	942	963	770	754	1,374
University of California	199	174	214	210	227	192	238
Private/Out of State *	824	744	748	852	972	1,007	NA

* Estimate based upon AB1417 methodology and match with National Student Clearinghouse.

** CSUSM did not accept Spring transfers.



Community College Survey of Student Engagement

National student survey administered by Palomar every three to four years. The survey assesses how students engage with college faculty and staff, with other students, and with the subject matter being learned.

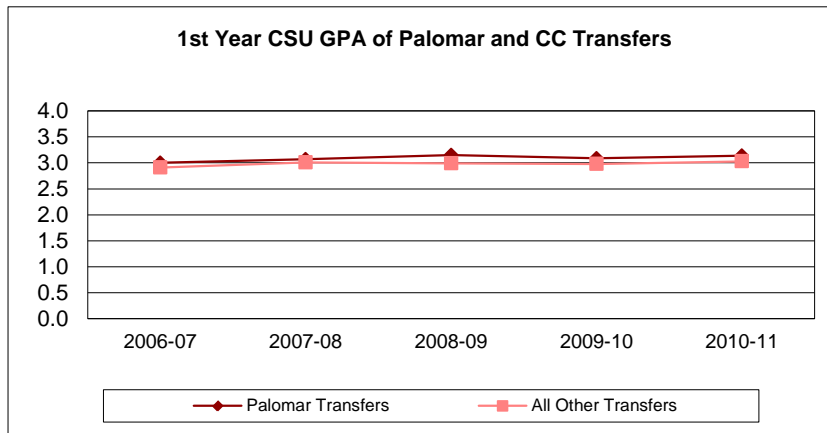
	2002-03	2006-07	2010-11
Administered	X	X	X

Success After Completion

Success After Palomar - Success at Four Year Universities - CSU

First Year CSU GPA of Palomar Transfers compared to all Community College Transfers.

	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11
Palomar Transfer GPA	3.04	3.07	3.00	3.07	3.15	3.09	3.14
All CC Transfer GPA	2.94	2.91	2.91	3.01	2.99	2.98	3.03



Success After Palomar - Career and Technical Education Students

Follow-up interviews with program completers and leavers (table shows results for Completer's only).

	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11
% Working Full-time	NA	65.7%	NA	61.8%	NA	57.5%	NA
Education Related to Job	NA	84.8%	NA	87.1%	NA	83.1%	NA
Median Salary	NA	\$50,000	NA	\$54,108	NA	\$41,600	NA

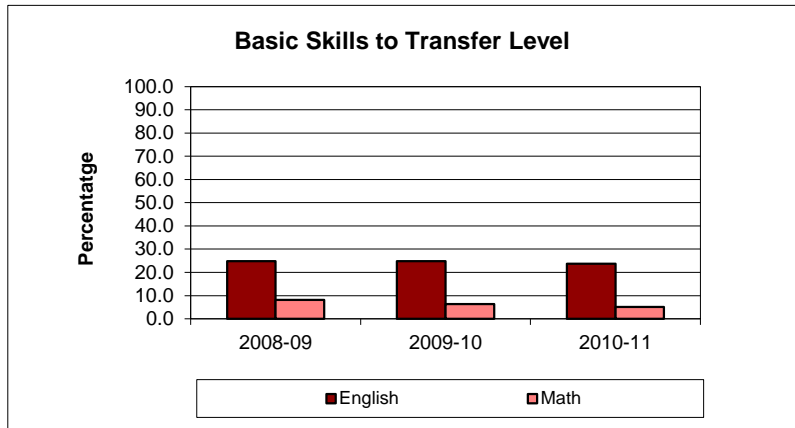
* First survey completed with 1999-00 grads.

Basic Skills

Flow through Course Sequences: Basic Skills to Transfer

Percentage of students who start out at and attempt a Basic Skills course in English or math who successfully complete a transfer level English or math course within four years.

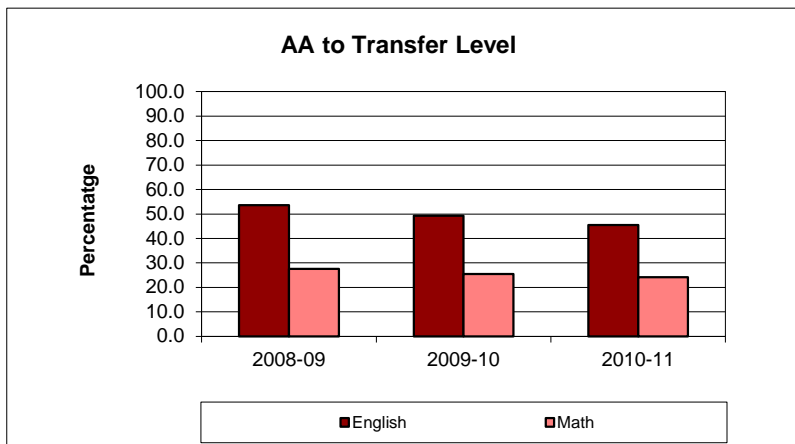
Course Sequence	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11
Eng 10 to Eng 100	27.0	26.0	26.0	23.7	24.8	24.8	23.7
Math 10/15-Math 100+	7.0	7.0	7.0	7.2	8.1	6.4	5.1



Flow through Course Sequences: AA to Transfer

Percentage of students who start out at and attempt an AA level course in English or math who successfully complete a transfer level English or math course within four years.

Course Sequence	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11
Eng 50 to Eng 100	50.0	51.0	50.0	48.3	53.6	49.3	45.5
Math 50-99 - Math 100+	27.0	27.0	25.0	26.0	27.6	25.5	24.2



Other Institutional Measures

Enrollment Load - Percentage Enrollment Compared To Class Maximum

	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011
Percentage	82	73	74	75	87	93	90	90

Weekly Student Contact Hours Per Full-Time Equivalent Faculty (WSCH Per FTEF)

	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011
WSCH/FTEF	467	449	449	454	489	511	505	497

Full-Time Faculty Obligation

Number of full-time faculty required by system office based on Palomar's growth in credit FTES.

	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011
Actual	285.1	294.5	295.7	300.9	291.7	286.9	289.9
CCCO Obligation	282.8	285.8	286.8	285.8	285.8	285.8	285.8
<i>Difference</i>	2.3	8.7	8.9	15.1	5.9	1.1	4.1

Spring 2012 Governance Self-Evaluation

Annual Self-Evaluation completed by planning councils: SPC, IPC, SSPC, HRSPC, FASPC. "The governance structure provides an opportunity for each campus constituency to identify and articulate its views on campus-wide issues."

In Progress

Palomar College Demographic Data for Hires, 2006-07 through 2010-11

Administrative Hires

Year	American Indian	Asian	Black	Filipino	Hispanic	White	Total Minority Hires	Total Hires
2006-07	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	2
2007-08	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	6
2008-09	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	2
2009-10*	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0
2010-11	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	1

*Note: The District did not recruit for administrative positions in 2009-10.

Full-Time Faculty Hires

Year	American Indian	Asian	Black	Filipino	Hispanic	White	Total Minority Hires	Total Hires
2006-07	0.0%	25.0%	0.0%	0.0%	0.0%	75.0%	25.0%	8
2007-08	0.0%	8.3%	8.3%	0.0%	8.3%	75.0%	25.0%	12
2008-09	25.0%	0.0%	0.0%	0.0%	0.0%	75.0%	25.0%	4
2009-10	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	2
2010-11	0.0%	0.0%	0.0%	0.0%	16.7%	83.3%	16.7%	6

Professional Non-Faculty Hires

Year	American Indian	Asian	Black	Filipino	Hispanic	White	Total Minority Hires	Total Hires
2006-07	33.3%	0.0%	0.0%	0.0%	33.3%	33.3%	66.7%	3
2007-08	0.0%	20.0%	20.0%	0.0%	0.0%	60.0%	40.0%	5
2008-09	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	2
2009-10	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	1
2010-11	0.0%	0.0%	0.0%	0.0%	33.3%	66.7%	33.3%	3

Classified Unit Hires

Year	American Indian	Asian	Black	Filipino	Hispanic	White	Total Minority Hires	Total Hires
2006-07	0.0%	6.7%	8.9%	0.0%	26.7%	57.8%	42.2%	45
2007-08	0.0%	8.8%	8.8%	1.8%	26.3%	54.4%	45.6%	57
2008-09	0.0%	0.0%	0.0%	9.1%	45.5%	45.5%	54.5%	11
2009-10	0.0%	0.0%	0.0%	0.0%	44.4%	55.6%	44.4%	9
2010-11	4.0%	12.0%	8.0%	4.0%	32.0%	40.0%	60.0%	25

SOURCE PAGE

ARCC Measures

- ARCC-AB1417 Measures - California Community Colleges Chancellor's Office

Student Access and Preparation

- Palomar College Office of Institutional Research and Planning

Persistence and Completion

- Student Engagement - Community College Survey of Student Engagement for Palomar College
- All other measures: Palomar College Office of Institutional Research and Planning

Success After Completion

- CSU Success After Transfer - CSU Office of Analytic Studies
- All other measures: Palomar College Office of Institutional Research and Planning

Basic Skills

- Palomar College Office of Institutional Research and Planning

Other Institutional Measures

- Enrollment Load: Obtained through Standard Enrollment Load Report at Census
- WSCH per FTEF - Annual WSCH per FTEF - Office of Institutional Research and Planning Reports published in July of each year. Generation of WSCH based on Annual CCFS-320 report.
- Palomar Division of Human Resource Services
- Faculty Obligation: Office of Institutional Research and Planning; Calculated per California Code of Regulations; Title 5: Education; Sections 53309 - Rules for Calculating Full-time Equivalent Faculty (FTEF) Attributable to Full-time Faculty
- Annual Planning Council Self Evaluation - Administered through the Office of Institutional Research and Planning