



**Monitoring Palomar's Strategic Plan
Through Measures of Institutional Effectiveness**

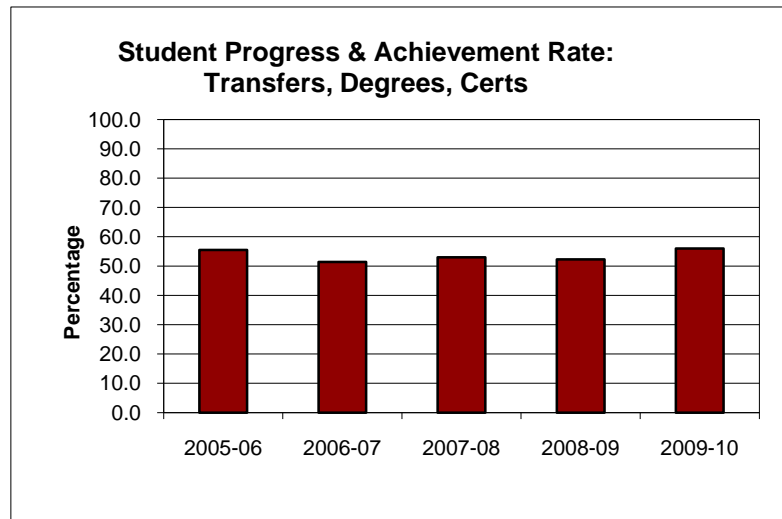
**Palomar College Office of Institutional Research & Planning
April 26, 2011**

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.

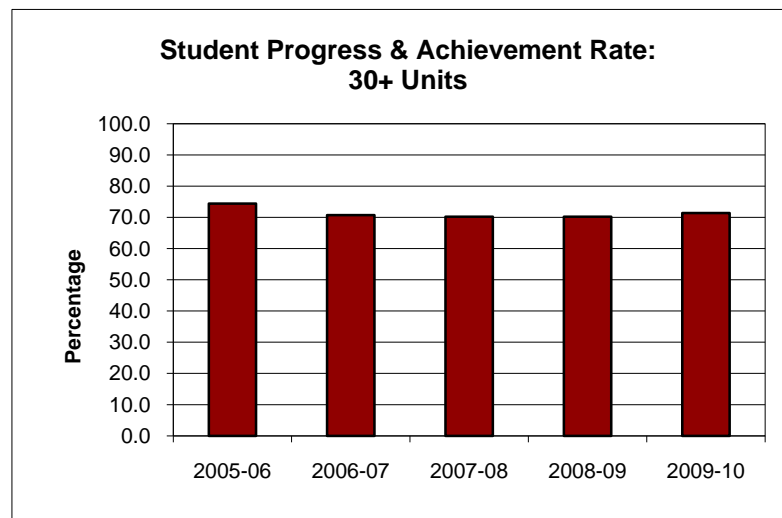
2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	Peer Avg.
51.7	53.8	55.5	51.4	53.0	52.3	56.0	56.8



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.

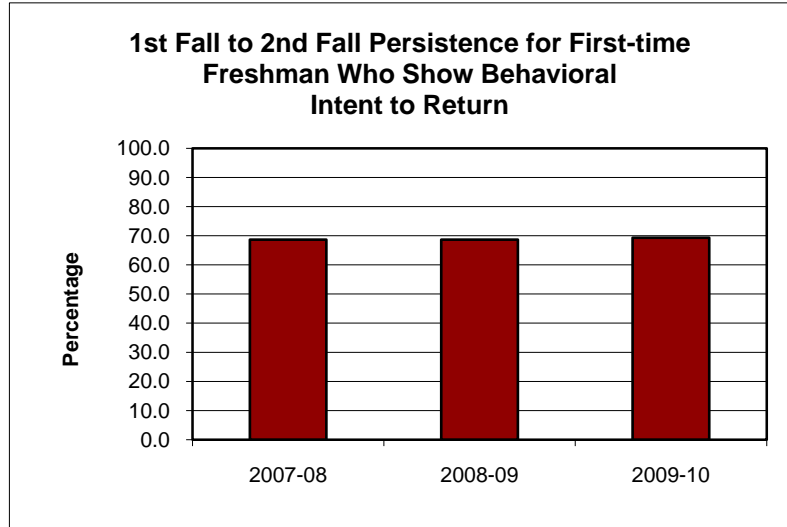
2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	Peer Avg.
66.8	71.0	74.4	70.7	70.2	70.2	71.4	75.1



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.

2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	Peer Avg.
68.7	67.9	67.9	70.1	68.6	68.6	69.3	70.7



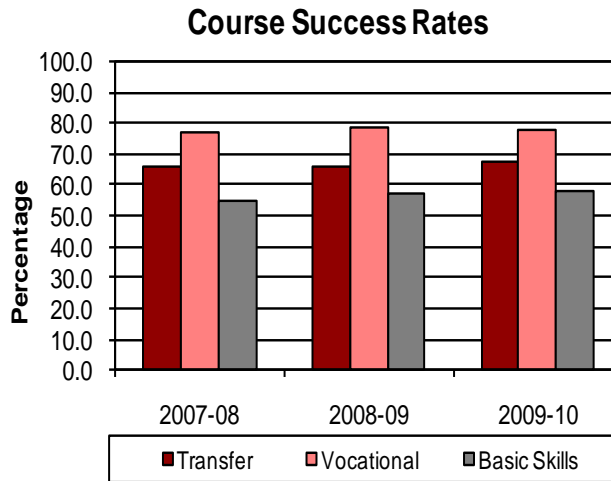
Successful Course Completion Rates (ARCC)

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

Course Type	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	Peer Avg.
Transfer	71.9	71.0	70.8	65.8	65.7	67.4	NA
Vocational*	81.8	80.5	81.3	77.1	78.8	78.0	75.7
Basic Skills *	58.8	61.7	59.4	54.5	57.6	58.3	64.4

* (ARCC-AB1417 Measure)

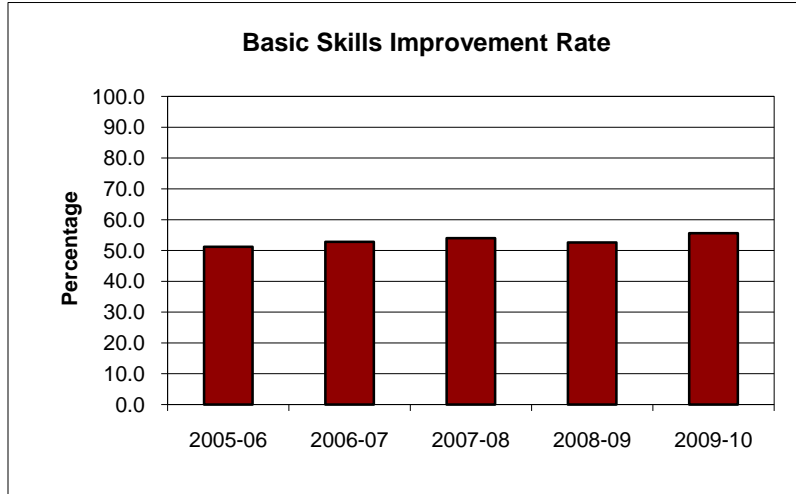
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Basic Skills and ESL Improvement Rate (ARCC)

Percentage of students, who within 3 years, successfully complete a course at least one level above their prior (successful) credit basic skills enrollment in English, math or ESL

	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	Peer Avg.
Basic Skills	52.4	51.2	52.8	54.0	52.6	55.6	57.6
ESL	50.5	51.4	40.9	62.4	55.8	55.7	51.7



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
6.4	3.9	2.5	2.8

Student Access and Preparation

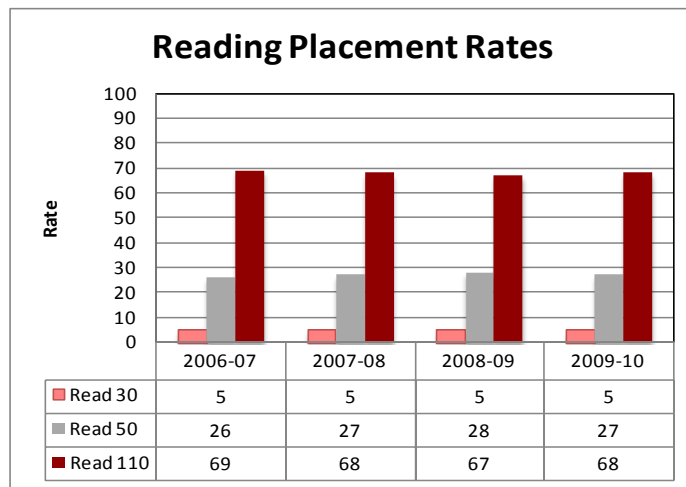
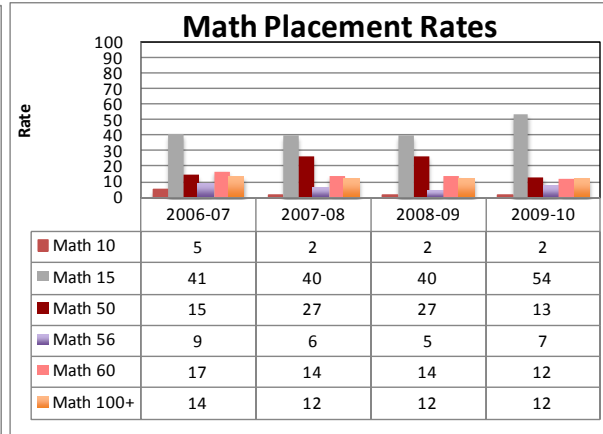
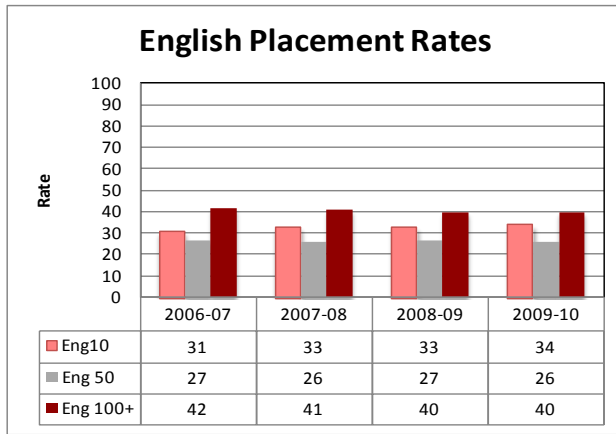
District Fall Term Credit Participation Rate

(# Students per 1,000 Adults)

2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
46	44	44	44	45	45	45

Annual Placement Rates of Students Who Take a Placement Test

(Approx 8,500 tests administered per subject area)



Persistence and Completion

Traditional First-time Student Persistence Rate

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

	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
% 1st Fall to 1st Spr	63.8%	66.9%	64.6%	66.2%	64.9%	66.3%	67.5%
% 1st Fall to 2nd Fall	51.1%	51.5%	50.3%	49.9%	47.2%	47.4%	47.2%

Degrees and Certificates

Annual number of degrees and certificates awarded.

Award	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09*	2009-10
AA	1,202	1,189	1,309	1,371	1,497	1,622	1,740
Certificates >=18	299	427	639	559	572	1,000	1,082
Certificates <18 units	127	115	103	116	117	136	126
Total Awards	1,628	1,731	2,051	2,046	2,186	2,758	2,948

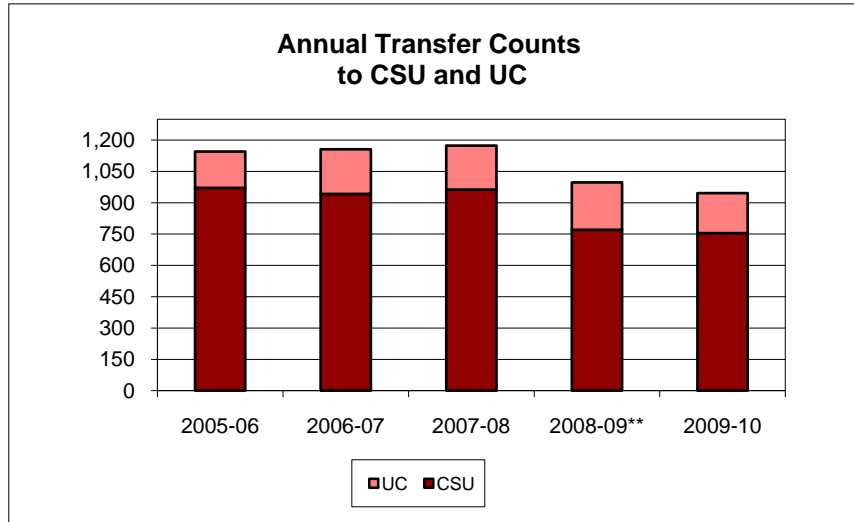
* Certificates awarded IGETC and CSU

Annual Count of Palomar transfers reported by transferred-in system

System	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09**	2009-10
California State Univ.	855	988	971	942	963	770	754
University of California	211	199	174	214	210	227	192
Private/Out of State *	NA	824	744	748	852	972	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.

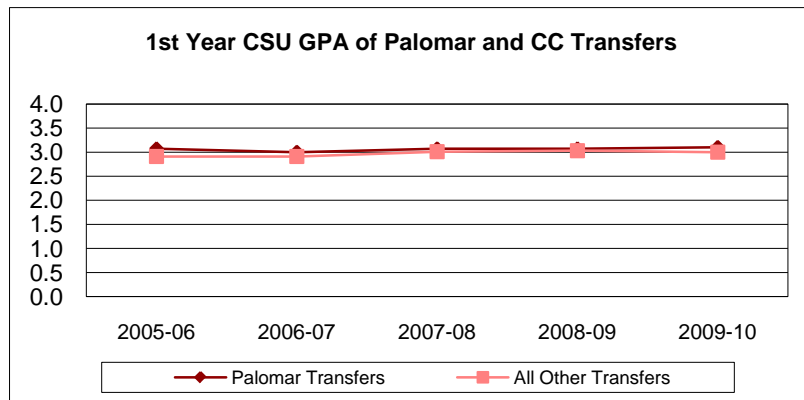
	2002-03	2006-07	2010-11
Administered	X	X	<i>In Progress</i>

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.

	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
Palomar Transfer GPA	3.06	3.04	3.07	3.00	3.07	3.07	3.10
All CC Transfer GPA	2.93	2.94	2.91	2.91	3.01	3.03	3.00



Success After Palomar - Career and Technical Education Students

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

	2002-03	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
% Working Full-time	60%	NA	65.7%	NA	61.8%	NA	In Progress
Education Related to Job	81%	NA	84.8%	NA	87.1%	NA	
Median Salary	40,000	NA	50,000	NA	54,108	NA	

* First survey completed with 1999-00 grads

Basic Skills

Flow through Course Sequences: Basic Skills to Transfer

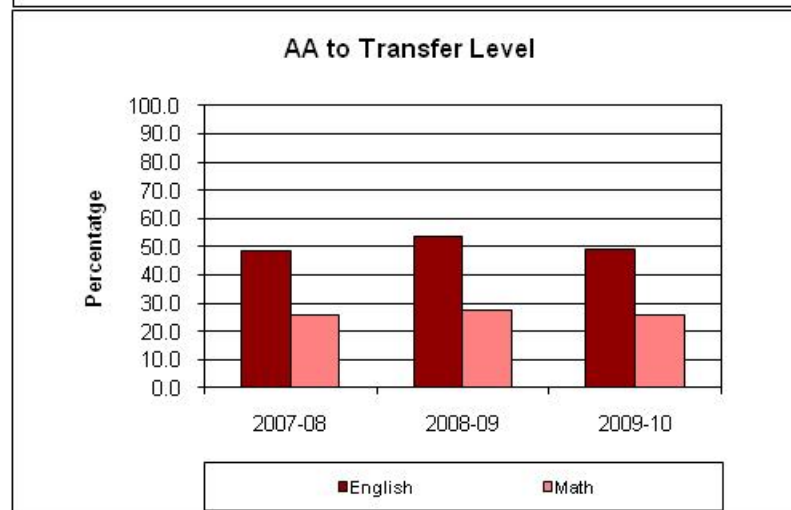
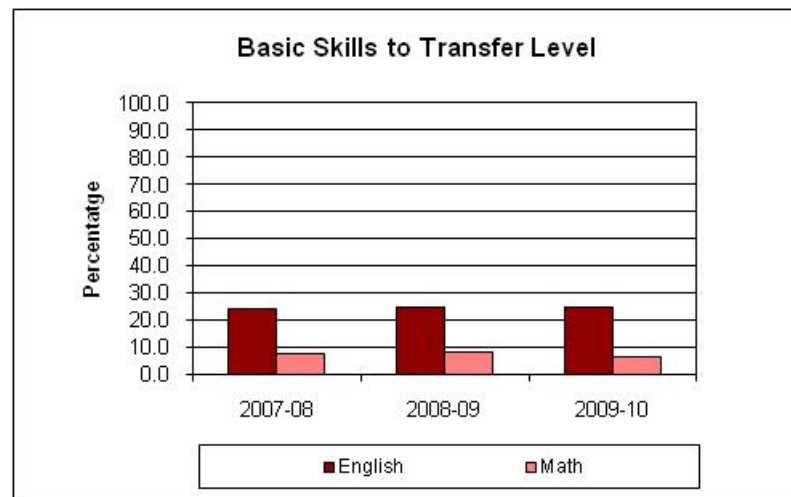
Percentage of students who start out at and attempt a Basic Skills course in English or math who successfully complete a transfer level English or math course within four years.

Course Sequence	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
Eng 10 to Eng 100	28.0	27.0	26.0	26.0	23.7	24.8	24.8
Math 10/15-Math 100+	10.0	7.0	7.0	7.0	7.2	8.1	6.4

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	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
Eng 50 to Eng 100	50.0	50.0	51.0	50.0	48.3	53.6	49.3
Math 50-99 - Math 100+	27.0	27.0	27.0	25.0	26.0	27.6	25.5



Other Institutional Measures

Enrollment Load – Percentage enrollment compared to class maximum

Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010
NA	84	75	76	77	89	96	92

Weekly Student Contact Hours per Full-time Equivalent Faculty (WSCH per FTEF)

Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010
475	467	449	449	454	487	511	507

Palomar College Demographic Data for Hires, 2005-06 through 2009-10

Administrative Hires

Year	American Indian	Asian	Black	Filipino	Hispanic	White	Total Minority Hires	Total Hires
2005-06	0.0%	25.0%	25.0%	0.0%	0.0%	50.0%	50.0%	4
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

*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
2005-06	5.6%	11.1%	11.1%	0.0%	11.1%	61.1%	38.9%	18
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

Professional Non-Faculty Hires								
Year	American Indian	Asian	Black	Filipino	Hispanic	White	Total Minority Hires	Total Hires
2005-06	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	1
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

Classified Unit Hires								
Year	American Indian	Asian	Black	Filipino	Hispanic	White	Total Minority Hires	Total Hires
2005-06	1.9%	1.9%	3.8%	0.0%	53.8%	38.5%	61.5%	52
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

Full-time Faculty Obligation

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

	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010
Actual	281.0	285.1	294.5	295.7	300.9	291.7	286.9
Obligation	275.8	282.8	285.8	286.8	285.8	285.8	285.8
<i>Difference</i>	5.2	2.3	8.7	8.9	15.1	5.9	1.1

Spring 2010 Governance Self-Evaluation (Measure to be Updated)

Annual Self-Evaluation completed by planning councils: SPC, IPC, SSPC, HRSPC, ASPC.

"The governance structure provides an opportunity for each campus constituency to identify and articulate its views on campus-wide issues."

N=36

Response	%
Strongly Agree/Agree	86%
Strongly Disagree/Disagree	8%

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