

# Actual Outcomes & Implications

## Vice President for Instructional Services

The Instructional Team is committed to the College's Vision, Mission, and Guiding Principles and will champion the Core Values in all endeavors.

### Intended Outcome:

#### 1 Student Success

##### Performance Indicator:

##### 1A Graduation Rate

##### Performance Standard:

The number of graduates from degree and certificate options will increase by 10% over the preceding year.

Was Standard Met? No

##### Actual Outcome:

No

2001-2002 950 graduates and  
13% rate increase

2002-2003: 1378 graduates and  
45% rate increase

2003-2004: 1414 graduates and  
3% rate increase

##### Improvements:

STC had a graduation rate of 45% for the academic year 2002-03 compared to 13% rate of increase for 2001-2002. The sharp increase was due to introduction of several new Certificate level programs and Associate degrees and specifically the development of an Interdisciplinary degree that created the opportunity for 171 students to graduate during 2002-2003. Because of the unusually high graduation rate in 2002-03 it was difficult to increase the graduation rate by 10% in the following year. Our preliminary number of graduates for 2004-2005 indicate that STC will have approximately 1795 graduates, representing a 26% rate increase from 2003-2004.

## Actual Outcomes & Implications

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**Performance Indicator:****1B Transfer Success****Performance Standard:**

Students who complete a course at STC will score as well or better than native students at the transfer institution.

**Was Standard Met?** Yes

**Actual Outcome:**

Yes

STC 2002-2003 transfers GPA (2.53) was slightly higher than all UTPA undergraduates (2.51) while the 2002-2003 STC graduates' average GPA was 2.83 (p.1-2)

**Improvements:**

The OVPIIS will continue monitoring transfer reports to identify areas where students are performing as well or better. Initiatives that are leading to this success will be enhanced and then applied in courses that are not meeting this standards.

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**Performance Indicator:****1C Retention****Performance Standard:**

The college course fall to spring and annual completion rate will exceed 90%.

**Was Standard Met?** No

**Actual Outcome:**

No

Fall 2004 completion rate 89%  
(71% successful completion)  
Spring 2005 completion rate of 88%  
(70% successful completion)

**Improvements:**

STC has developed many new initiatives to improve student retention rates including: implementation of Mandatory Orientation, introduction of certified faculty advisors, and introduction of the case management process.

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## Actual Outcomes & Implications

### Performance Indicator:

1D Graduate Placement Rate

**Performance Standard:**

95% of graduates will be employed or pursuing additional education. Percentage based on standards set by THECB.

**Was Standard Met?** Yes

**Actual Outcome:**

Yes

96% of graduates were employed or pursuing further education.

**Improvements:**

The OVPIS will continue working with technical program Advisory Committees to align program curriculum with workplace competencies and to recruit more capstone sites for technical program graduates.

STC has developed a four year degree in Technology Management which will provide an opportunity for our students to continue their higher education at STC. In addition, we will continue to advise students about transfer opportunities to other higher educational institutions.

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### Performance Indicator:

1E Graduation Rate for Credit Workforce Programs

**Performance Standard:**

In credit workforce development programs, STC will achieve a 90% graduation rate, or exceed the state rate.

**Was Standard Met?** Yes

**Actual Outcome:**

92% of STC's credit workforce development programs exceeded THECB's rate of 15 graduates over the last three years.

**Improvements:**

The OVPIS will continue to monitor reports on graduation rates with Division Deans and Instructional Services Council. Programs that do not meet the required graduation rate will under go program review process.

### Intended Outcome:

2 Access & Equity

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### Performance Indicator:

#### 2A Demographics

**Performance Standard:**

STC degree and certificate program graduate populations will be consistent with respect to gender, ethnicity, and special population demographics. Accommodations will be made as appropriate.

**Was Standard Met?** Yes

**Actual Outcome:**

Fall 2004 enrollment

STC - Female 68% Community 49%

STC - Male 32% Community 41%

**Improvements:**

STC will develop outreach initiatives to attract more male students to enroll at the College. In addition, through case management STC will develop intervention strategies to retain our male students and work with them until they successfully graduate from the institution.

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### Performance Indicator:

#### 2B Distance Education

**Performance Standard:**

Distance education sections will increase by 5% from previous academic year.

**Was Standard Met?** Yes

**Actual Outcome:**

Yes

Academic year 2004 sections offered 302

Academic year 2005 sections offered 415

37% increase

**Improvements:**

The OVPIS will continue monitoring Distance Education courses. Additionally, DE courses will be added to STC course offerings based on feedback received from Division Deans, the Instructional Services Council and Distance Education department.

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### Performance Indicator:

2C Enrollment

**Performance Standard:**

Contact hour generation for base period will exceed previous base by 5%.

**Was Standard Met?** Yes

**Actual Outcome:**

Yes

Base year 2002 - 2003 = 6,274,966

Base year 2004-2005 = 7,096,368

12% increase

**Improvements:**

The OVPIIS will continue monitoring and developing new enrollment plans by working with Division Deans and the Instructional Services council.

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### Performance Indicator:

2D Student access to full time

**Performance Standard:**

Ratio of full time faculty to students will be 1:40 or less. This ratio will be comparable throughout the college district.

**Was Standard Met?** No

**Actual Outcome:**

No

Full time Regular faculty 2003 = 329

Full time Temporary faculty 2003 = 28

Total full-time faculty for 2003 = 357

Student enrollment 2003 = 15334

Ratio = 43

Full time regular faculty 2004 = 334

Full time temporary faculty 2004 = 37

Total full-time faculty for 2004 = 371

Student Enrollment 2004 = 17138

Ratio = 46

**Improvements:**

The OVPIIS is committed to bring down the ration of student to full-time faculty by implementing new initiatives to recruit and hire full-time faculty and by hiring additional full-time temporary faculty.

### Intended Outcome:

3 Community Service

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**Performance Indicator:****3A Service to Faculty/Staff****Performance Standard:**

90% of the faculty/staff who responded to the Campus Climate instrument will respond as being satisfied or very satisfied with the relationship between faculty/staff and administration.

**Was Standard Met?** No

**Actual Outcome:**

No

The results indicate that 62% of faculty at STC responded as being satisfied or very satisfied with the relationship between faculty and administration. The rate for all two year institution was 60%.

**Improvements:**

The OVPIS will continue to develop college-wide events with faculty and staff. In addition, we will continue to invite faculty and staff to participate in college-wide committees. The OVPIS will continue providing on-going support to Faculty Senate and Council of Chairs.

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**Performance Indicator:****3B Professional Development for Faculty/Staff****Performance Standard:**

85% of faculty/staff will rate the Professional Development activities as helpful as measured by the activity evaluation at all events.

**Was Standard Met?** Yes

**Actual Outcome:**

Yes.

The survey of faculty indicate that 86.6% of the faculty and staff found Professional Development activities helpful.

**Improvements:**

Continue working with faculty and staff to plan professional development activities. Monitor recommendations from faculty and staff to continuously improve professional development activities.

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### Performance Indicator:

3C Service to Community

#### Performance Standard:

The Instructional Departments will promote the college in a positive manner to the local community by having one event per division and site that includes non-college attendees.

**Was Standard Met?** Yes

#### Actual Outcome:

Yes

Each division sponsored multiple community events.

#### Improvements:

Each Instructional Divisions sponsored multiple community events to promote the college in a positive manner.

BMST division sponsored "Kids on-line" where elementary students brought to the College and were given technology training.

LASS division sponsored numerous plays for the community.

DEV Studies division provided free THEA workshops for the community.

NAH division provided free health seminars for the community.

### Intended Outcome:

4 Fiscal Responsibility

### Performance Indicator:

4A Effective use of Instructional Budgets

#### Performance Standard:

All instructional budgets will be managed effectively as per auditor reports.

**Was Standard Met?** Yes

#### Actual Outcome:

Yes

Instructional budgets have been used effectively.

#### Improvements:

The OVPIS will continue monitoring instructional budgets, review quarterly reports, and provide progress reports.

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### Performance Indicator:

4B Instructional Grants

**Performance Standard:**

All instructional grants will be managed with 100% fiscal accuracy.

**Was Standard Met?** Yes

**Actual Outcome:**

Yes,

**Improvements:**

The OVPIIS will continue monitoring instructional grants and review quarterly reports provided by grant managers.

### Intended Outcome:

5 Compliance

### Performance Indicator:

5A Program Review and IE Results

**Performance Standard:**

Improvements in 100% of programs based on Program Review and IE Process.

**Was Standard Met?** No

**Actual Outcome:**

**Improvements:**