2021-2022 Institutional Effectiveness Dashboard Framework, *Approved by the IEC on 5/26/2021*

Academics Dashboard

Student Population Served (Description of Who We Serve)	SCFF Metrics	VSG Metrics	Equity Metrics	ACCJC Metrics
1.1 Credit population by educational journey/goal (don't use SSM categories, use more distinct SMC categories)			X	
1.2 Credit population by ethnicity/race			X	
1.3 Credit population by gender identity			X	
1.4 Credit population by Veteran status			X	
1.5 Credit population by disability status			X	
1.6 Credit population by economically disadvantaged status			X	
1.7 Credit population by first-generation college status			X	
1.8 Credit population by unit load thresholds				
1.9 Credit population by international student status				
1.10 Credit population by age group (use regular IR categories)				
1.11 Credit population by commuting distance (5 miles within campus, 5.1-10 miles from campus, 10.1-20 miles, 20.1+ miles?)				
1.12 Number of special admit students	X			
1.13 Number of Pell Grant recipients	X		X	
1.14 Number of California College Promise Grant recipients (CCPG)	X		X	
1.15 Number of SMC Promise recipients (SMCP)				
1.16 Number of AB 540 students	X			
Progress and Momentum	**SCFF Metrics**	**VSG Metrics**	**Equity Metrics**	**ACCJC Metrics**
1.17 Course success rate 1.17a EGC courses 1.17b Gateway courses				X
1.18 Completed nine or more CE units in first academic year at district	X			
1.19 Completed 15 or more degree-applicable units in first year (GP)				
1.20 Completed 30 or more degree-applicable units in first year (GP)				
1.21 Fall-to-spring persistence			X	

1.22 Fall-to-fall retention				
Math and English Completion	**SCFF Metrics**	**VSG Metrics**	**Equity Metrics**	**ACCJC Metrics**
1.23 Completed transfer-level mathematics and English courses within first academic year of enrollment (within the district)	X		X	
1.24 Completed transfer-level mathematics course within first academic year of enrollment (within the district)				
1.25 Completed transfer-level English course within first academic year of enrollment (within the district)				
Completion and Success	**SCFF Metrics**	**VSG Metrics**	**Equity Metrics**	**ACCJC Metrics**
1.26 Number of Awards/Students Granted • Number of Associate Degrees for Transfer (ADTs) Granted • Number of Non-Transfer Associate Degrees Granted • Number of Bachelor's Degrees Granted • Number of Certificates of Achievements Granted (16 or more units) • Number of online degree/certificates granted		X		X
1.27 Number of Students Completing a Vision Goal (by Highest Goal Achieved)	X		X	
1.28 Number of Transfers to Four-Year University • UC/CSU Only • All Institutions in the U.S.	X	X	X	X
1.29 Average units accumulated by associate degree earners		X		
Employment and Earnings	**SCFF Metrics**	**VSG Metrics**	**Equity Metrics**	**ACCJC Metrics**
1.30 Attained regional living wage	X			
1.31 Unemployed students who became employed				
1.32 All students with a job closely related to field of study		X		

Noncredit	SCFF Metrics	VSG Metrics	Equity Metrics	ACCJC Metrics
1.33 Demonstrated a skills gain				
1.35 Completed from noncredit ESL to short-term vocational or workforce prep				
1.36 Transitioned from noncredit (any) to credit coursework				

1.37 Earned Award
• Certificates
  o Noncredit certificate
  o Credit certificate
  o Online certificates
• Associate degree (ADT vs. local)				

1.38 Transitioned to the workforce • Denominator: Noncredit CE programs only • Perhaps use survey				
Community/Local District Area	**SCFF Metrics**	**VSG Metrics**	**Equity Metrics**	**ACCJC Metrics**
1.38 Percentage of SMMUSD graduates enrolling at SMC within one year				
1.39 Percentage of SMMUSD graduates enrolling at SMC at any time before or within four years of graduating high school • Dual enrolled • First-time freshmen (adult ed/school vs. others) • Reverse transfer (previously attended another college) • Combination of above				
1.40 Number of Emeritus students				
1.41 Number of Emeritus course enrollments				
Other Metrics	**SCFF Metrics**	**VSG Metrics**	**Equity Metrics**	**ACCJC Metrics**
1.42 FTES	X			
1.43 Institutional Learning Outcomes (ILO) mastery rates				X
1.44 Cosmetology license exam pass rate				X
1.45 Registered nursing license exam pass rate				X
1.46 Respiratory therapy license exam pass rate				X

Student Support Dashboard

Metrics	Description
2.1 Financial Aid Application Rate	Percentage of credit students who apply for financial aid
2.2 Financial Aid Eligible Recipient Rate	Percentage of students eligible for aid who were awarded
2.3 Academic or Progress Probation Rate	Percentage of students on academic and/or progress probation or disqualification status
2.4 Loan Default Rate	Percentage of students with loan who defaulted

Fiscal Dashboard

Metrics	Description
3.1 Structural Surplus/(Deficit)	Net increase or decrease in unrestricted general fund balance (**excludes** one-time items)
3.2 Operating Excess/Deficit	Net increase or decrease in unrestricted general fund balance (**includes** one-time items)
3.3 Cash Balance ($)	Unrestricted and restricted general fund cash balance, excluding investments
3.4 Fund Balance ($)	Ending unrestricted general fund balance
3.5 Fund Balance Ratio (%)	Ending unrestricted general fund balance as a percentage of total expenditures
3.6 Percentage of Expenditures Spent on Academic	Percentage of unrestricted general fund expenditures (excluding other outgoing expenditures) spend on salaries of academic personnel (management + faculty) • Disaggregate by management vs. faculty
3.7 Percentage of Expenditures Spent on Classified	Percentage of unrestricted general fund expenditures (excluding other outgoing expenditures) spend on salaries of Classified personnel (management + staff) • Disaggregate by management vs. Classified
3.8 Percentage of Expenditures Spent on Benefits	Percentage of unrestricted general fund expenditures (excluding other outgoing expenditures) spend on benefits
3.9 Percentage of Expenditures Spent on Supplies	Percentage of unrestricted general fund expenditures (excluding other outgoing expenditures) spend on supplies
3.10 Percentage of Expenditures Spent on Contract	Percentage of unrestricted general fund expenditures (excluding other outgoing expenditures) spend on contracts
3.11 Percentage of Expenditures Spent on Capital	Percentage of unrestricted general fund expenditures (excluding other outgoing expenditures) spend on capital
3.12 Revenue: Non-Resident Tuition	Total revenue generated by fees collected from international and out-of-state residents and Intensive English Program students
3.13 Revenue: State Apportionment	Total revenue generated through state apportionment (based on FTES claimed)
3.14 Revenue: Other	Total revenue generated by other sources
3.15 Non-Resident FTES	Total FTES generated for all attendance types as reported on the CCFS-320 report
3.16 WSCH/FTEF	Sum of class contact hours per week per student in each class section divided by the sum of weekly teaching load (FTEF)
3.17 FTES/FTEF	Get correct definition from Teresita

3.18 FTES Served	FTES generated through course enrollment
3.19 FTES Claimed (Funded)	FTES paid for through state apportionment
3.20 Revenue Supplemental Allocation Metrics	(Revenue generated by SCFF)
3.21 Revenue Student Success Allocation Metrics	(Revenue generated by SCFF)
3.22 Percentage of WTH Taught by Full-time Instructional Faculty	Sum weekly teacher hours taught by full-instructional faculty (includes overload, courses taught by counselors and librarians, reassigned time, leaves and sabbaticals) / Sum weekly teacher hours total.
3.23 Percentage of Counseling Hours Fulfilled by Full-time Counselors (Non-Teaching)	Sum counseling hours fulfilled by full-time counselors (excludes non-teaching) / Sum counseling hours total for semester.
3.24 50% Law	Percentage of general fund expenditures spent on salaries of classroom instructions is greater than or equal to 50%

College Infrastructure Dashboard

Metric	Description
4.1 Electricity Usage (kWh) by Sq. Foot	Annual electricity usage in kilowatt-hour (kWh) by the gross square footage from space inventory (not including space that does not meter electricity)
4.2 Gas Usage (BTU) by Sq. Foot	Annual natural gas usage in British Thermal Unit (BTU) by the gross square footage from space inventory (not including space that does not meter electricity)
4.3 Water Usage	TBD with consultation with Sustainability Office
4.4 Greenhouse Gas Emissions Reduction (GHG Omission)	TBD with consultation with Sustainability Office
4.5 Renewable Energy Consumption	Produced from solar or purchased
4.6 Zero-Emission Vehicles	Percentage of fleet vehicles that are zero-emission
4.7 Municipal Solid Waste	Percentage of municipal solid waster diverted through recycling and composting (excluding construction tonnage)
4.8 Average Vehicle Ridership (AVR) – Employees	Employees worked per week day in survey week divided by the number of vehicles used to commute to work per week day in survey week (fall semester only)
4.9 Average Vehicle Ridership (AVR) - Students	
4.10 Central IT FTEs per 1000 Institutional FTEs	A ratio of the full-time equivalent of staff – including clerical, support, and management – employed in central IT to the full-time equivalent of the institution (students, staff, faculty) divided by 1000
4.11 Technology-Integrated Classrooms	Percentage of classrooms integrated with technology (hyflex classes) – define technology (Jason Beardsley, IT)
4.12 Number of Work-Place Injuries	Lagging indicator that measures safety
4.13 Space Efficiency	Usage by classroom/office rooms and other spaces (conference, outdoor, etc.) to inform future master plans
4.14 M&O FTEs per Sq. Footage/FTEF	Measured against best practices, benchmark against other institutions

Collegial Environment and Employee Diversity Dashboard

Metric	Description
5.1 Employee attrition rates	1. Through retirement (years of service); 2. Resignation 3. Promotion Disaggregate by employee group Make recommendation to DPAC HR – have data more drilled down by functional job categories
5.2 Participation in college committees and workgroups	1, 2, or 3 or more, etc. Disaggregate by employee group Are we engaging employees? *Part of annual survey (in fall)*
5.3 Professional Development Engagement	Percentage of employees, by category, who participate in at least one professional development activity (beyond flex). 2, 3, 4, 5, or more? Internal, external? Types? *Part of annual survey (in fall)* *Get input from the Office of Equity, Pathways, & Inclusion & PDC/CPDC, HR, IEPI (I&E Plan)*
5.4 Full-time, permanent employee retention	Full-time employee retention rates by category
5.5 Faculty Diversity Gap	Difference between percentage of faculty (part- and full-) from racially minoritized group and percentage of credit students from racially minoritized group; disaggregate by group
5.6 Diversity in Employee Hiring	Percentage of new full-time faculty, management, Classified staff hires from racially minoritized groups By racial/ethnic category For all categories
5.7 Employee Diversity	Gender, age, race/ethnicity
5.8 Employee Satisfaction	*Part of annual survey (in fall)*