

Memorandum

TO: Dr. Mary A.Y. Okada, Ed. D., President

VIA: Dr. Virginia C. Tudela, Ph. D., Vice President of Academic Affairs

FROM: Catherine M. Solidum, Assistant Director - AIER

SUBJECT: Institutional Set Standard Change Proposal

DATE: March 8, 2024



The College's Institution-Set Standard (ISS), with an annual increase of 1 point or 1%, has not been updated since its establishment during the 2018 Accreditation.

Upon review of the current Institution Set Standard and suggestions gathered during the presentation to the Faculty Senate (02/16/24) and Staff Senate (02/23/24) in their meeting, the following are the proposed changes:

- 1) For the Bachelor Degree Program that was adopted in December 2019, the current completion benchmark is 10 and aspirational goal is 20. One (1) student, the first in the program, completed last Spring 2023. With the low completion rate and low enrollment rate, it is recommended to adjust the benchmark to 2 and aspirational goal to 4 for a more realistic objective.
- 2) For the Associates Degree, the current completion benchmark is 97 and aspirational goal is 107. Completion has always exceeded by more than 100 completers on both standards. It is recommended to adjust the benchmark to 197 and aspirational goal to 207 for a more realistic objective.
- 3) For the Licensure Pass rate, the current pass rate benchmark is 15% and aspirational goal is 25%. Program completers who pass the License Practical Nursing (LPN) has always exceeded more than the 50% on both standards. It is recommended to adjust the benchmark to 65% and aspirational goal to 75% for a more realistic objective.

Therefore, the AIER office humbly submit this proposal for approval and implementation effective Fall 2024 semester.

Recommend / ☒

Not Recommend / /

Dr. Virginia C. Tudela, VPAA

Date

Approve ☒

Disapprove / /

Dr. Mary A.Y. Okada, President

Date

Institution-Set Student Achievement (ISS) Benchmarks

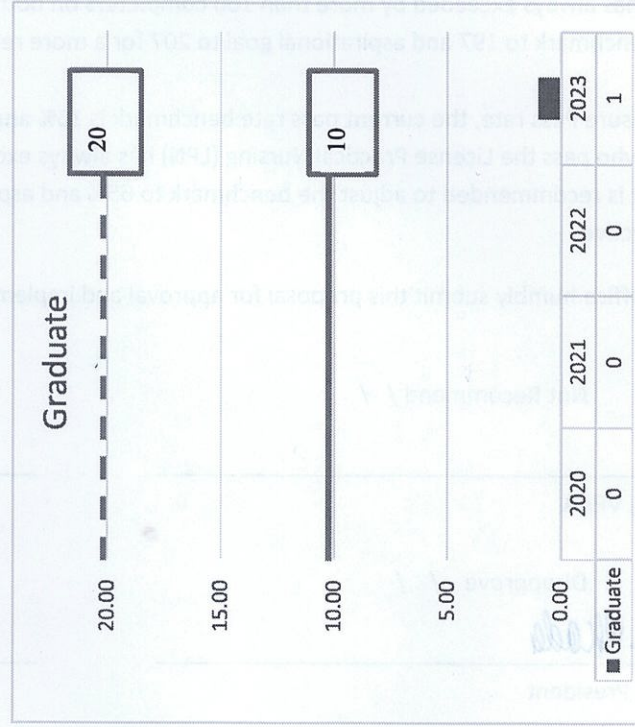
LEGEND:

Aspirational Goal -----

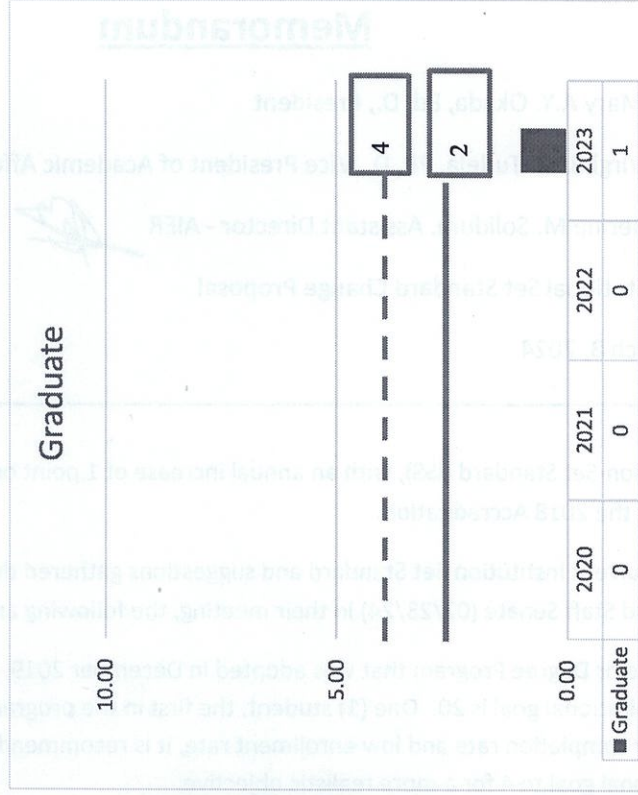
Benchmark (Floor) _____

Bachelor Degree Completion – Postsecondary

Present:



Proposed:

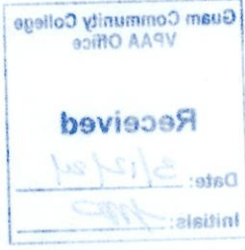
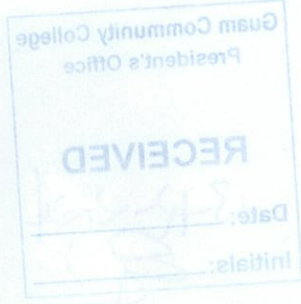


The number of Bachelor of Science Degrees awarded during the academic year.

The standard is 10 of registered students in Spring 2023 completed a Bachelor Degree Program.

- ✓ The 1st graduate of the Bachelor of Science in Career and Technical Education.

Recommendation: Decrease the benchmark to 2 and aspirational to 4;



Institution-Set Student Achievement (ISS) Benchmarks

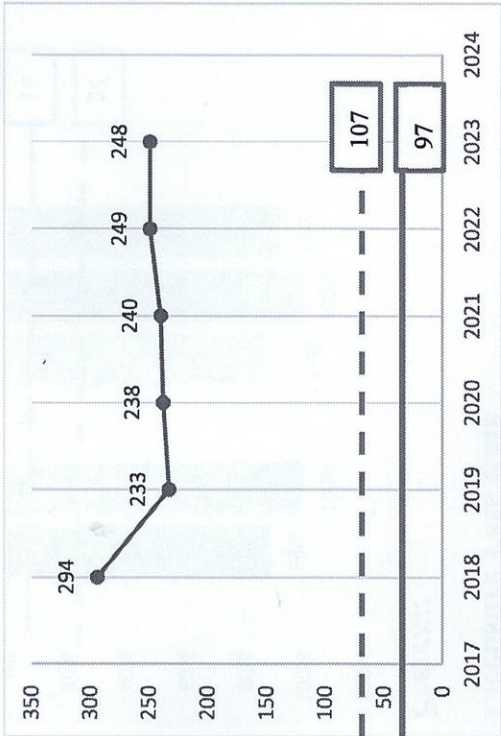
LEGEND:

Aspirational Goal -----

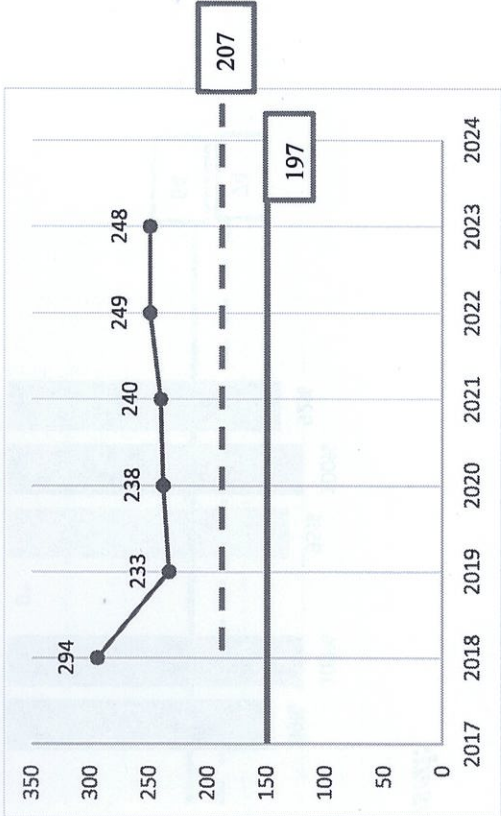
Benchmark (Floor) ———

Associate Degree Completion – Postsecondary

Present:



Proposed:



The number of Associate of Arts and Associate of Science Degrees awarded during the academic year.

The standard is 97 of registered student for Spring 2023 completed a Degree Program.

- ✓ The number of students that completed a Degree in Spring cohorts of 2018 thru 2023 are above the benchmark standard and the aspirational goal.

Recommendation: Increase benchmark and aspirational goal by 100.

Institution-Set Student Achievement (ISS) Benchmarks

LEGEND:

Aspirational Goal -----

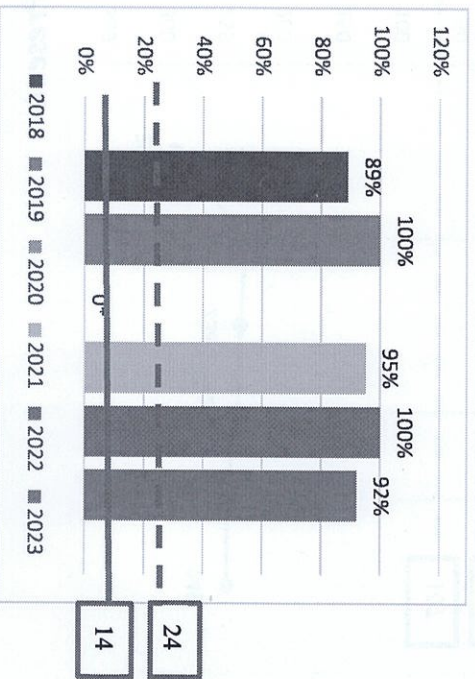
Benchmark (Floor) _____

The Certificate in Practical Nursing program was put on hold for Academic Year 17/18 and no students were accepted into the program. Thereafter, the AS in Practical Nursing was approved through the subchange process and was first offered in the Fall 2019 semester. This number reflects 3 of 3 students who took and passed the Certified Nurse Assistant (CNA) exams and are now licensed CNAs.

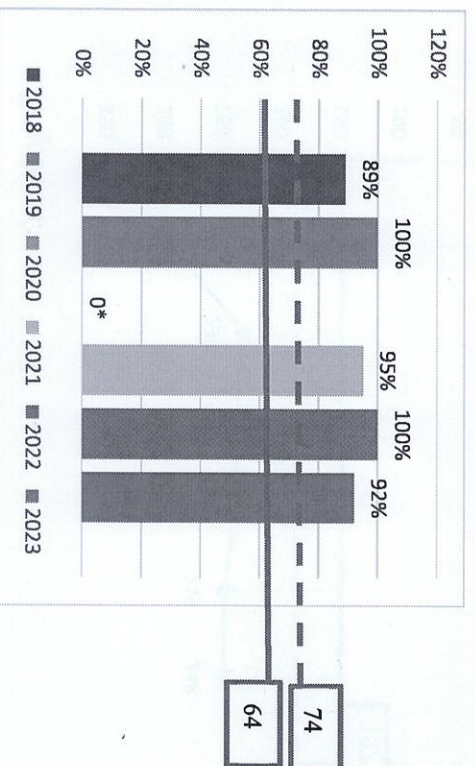
*Due to the Coronavirus (COVID-19) Pandemic, there were no licensure examinations in 2020. In the 2nd quarter of fiscal year 2023, the remaining 8 students of the 2021-2022 cohort took the exam and passed on the first try.

Licensure Pass Rate

Present:



Proposed:



Source: LPN Quarterly Report, GCC Fact Book, Volume 1-17

The licensure pass rate is the percentage of students who passed a licensure exam. The licensure pass rate for graduates only includes programs for which students must pass an exam in order to work in their field of study.

The standard is 14% of students passing CNA Licensure in Fall 2023.

- ✓ The number of students that pass the CNA Licensure from 2018 thru 2023 are above the benchmark and aspirational goal standard.

Recommendation: Increase benchmark and aspirational goal standard by 50%.

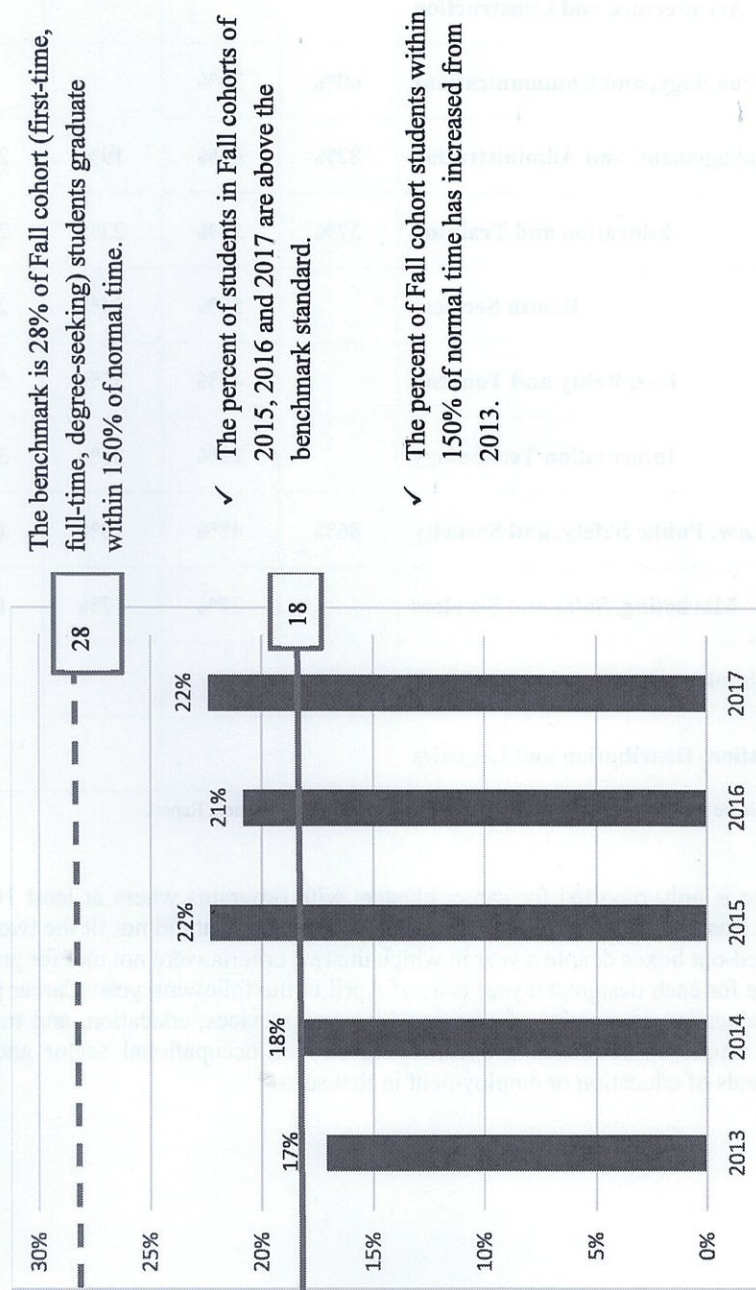
Institution-Set Student Achievement (ISS) Benchmarks

LEGEND:

Aspirational Goal -----

Benchmark (Floor) ———

150% Graduation Rate



Source: GCC Fact Book, Volume 1-17, Banner

First-time, full-time degree-seeking students in the Fall semester who graduate within *three years* if enrolled in an associate's degree program or within one-and-a-half years if enrolled in a certificate program.

Institution-Set Student Achievement (ISS) Benchmarks

Job Placement Rate

ISS	2018	2019	2020	2021	2022	2023
Benchmark	42%	43%	44%	45%	46%	47%
Aspirational Goal	52%	53%	54%	55%	56%	57%

CAREER PATHWAYS	2018	2019	2020	2021	2022	2023
Architecture and Construction						
Arts, Audiovisual Technology, and Communications	60%	30%				9%
Business, Management, and Administration	82%	48%	19%	21%	5%	8%
Education and Training	57%	56%	23%	24%	5%	10%
Health Services		50%	24%	24%	5%	16%
Hospitality and Tourism		48%	36%	53%	4%	14%
Information Technology		28%	35%	35%		17%
Law, Public Safety, and Security	86%	48%	19%	19%		11%
Marketing, Sales and Services		27%	17%	17%	14%	20%
Science, Technology, Engineering and Math					17%	12%
Transportation, Distribution and Logistics						10%

Source: GCC Fact Book, Volume 1-17; Banner; ACCJC Annual Report, Graduate Employment Report.

The job placement rate is only reported for career clusters with programs where at least 10 students completed in the designated year and at least 10 students were contacted. The programs that did not fit the two criteria aforementioned are not listed and the grayed-out boxes denote a year in which the two criteria were not met for programs in the career cluster. The job placement rate for each designated year is as of April in the following year. Career pathways are defined by the U.S. Department of Education as a series of connected support services, education, and training programs that enable individuals to secure employment within a specific industry or occupational sector and to advance over time to successively higher levels of education or employment in that sector.

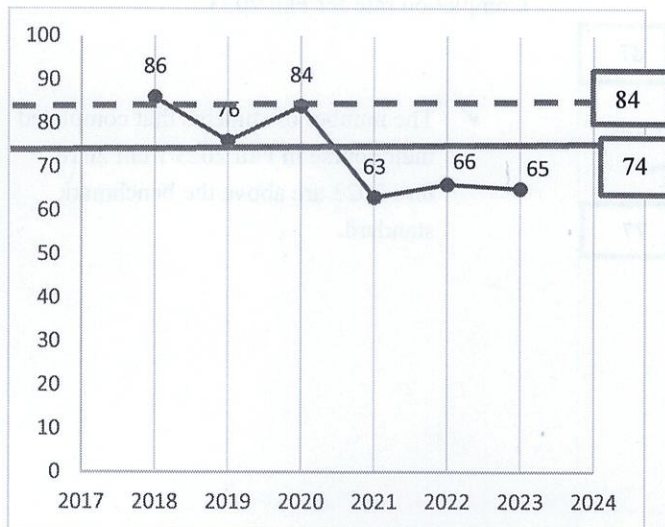
Institution-Set Student Achievement (ISS) Benchmarks

LEGEND:

Aspirational Goal -----

Benchmark (Floor) ———

Certificate Completion - Postsecondary



The standard is 74 of registered student in Spring 2023 completed a Certificate Program.

- ✓ The number of students that completed a Certificate in Spring cohorts of 2018 thru 2020 are above the benchmark standards.
- ✓ The number of students that completed a Certificate in Spring cohort 2021 thru 2023 decreased compared to the Spring 2020 cohort.

2018	2019	2020	2021	2022	2023
86	76	84	63	66	65

Source: GCC Fact Book, Volume 1-17; Banner, Argos

The number of Certificates that were awarded during the academic year.

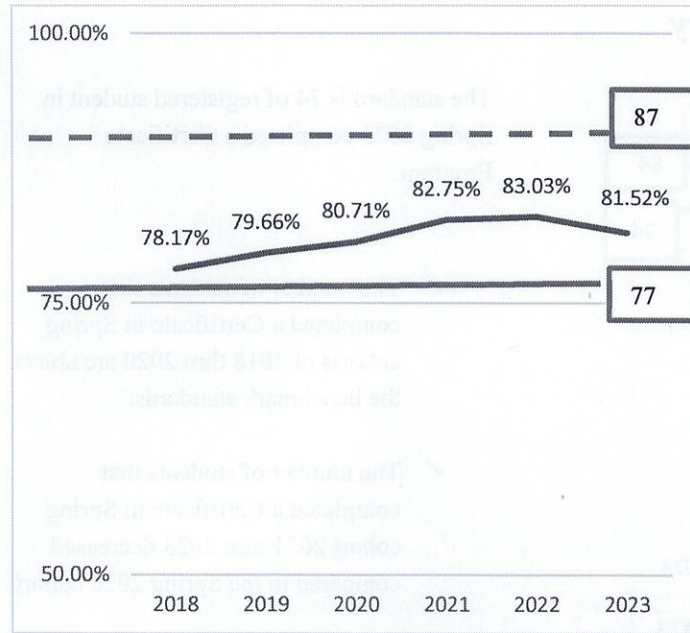
Institution-Set Student Achievement (ISS) Benchmarks

LEGEND:

Aspirational Goal -----

Benchmark (Floor) ———

Student Course Completion Benchmark



The standard is 77% Student Course Completion rate for Fall 2023.

- ✓ The number of students that completed their course in Fall 2023 from 2018 thru 2023 are above the benchmark standard.

	<i>Total Successful Outcomes</i>	<i>Total Registrations</i>	<i>Successful Course Completion Percentages</i>
2018	3885	4970	78.17%
2019	3772	4735	79.66%
2020	5820	6470	89.95%
2021	4297	5193	82.75%
2022	4314	5196	83.03%
2023	4177	5124	81.52%

Source: GCC Fact Book, Volume 1-17; Banner, Argos

Course completion rate included both credit and non-credit courses.

The following percentages reflect the total number of courses taken and successfully passed during the Fall semester of each year. The numbers reported are based on the number of grades submitted at the time of reporting.

Institution-Set Student Achievement (ISS) Benchmarks

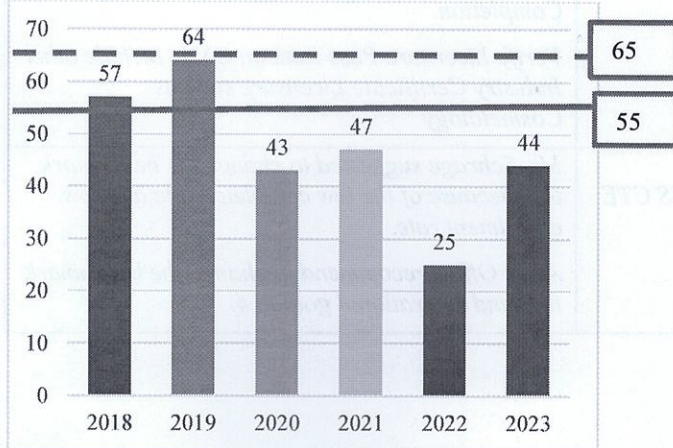
LEGEND:

Aspirational Goal -----

Benchmark (Floor) _____

Transfer Students from GCC to UOG (Fall Trends)

The chart below reflects the number of students who transferred from GCC to University of Guam (UOG), a four-year institution that has existing articulation agreements for General Education courses, non-General Education courses, and several degree programs in their entirety, with GCC.



The standard is 55 Transferred Student from GCC to UOG in Fall 2023

- ✓ The number of students that transferred from GCC to UOG from 2018 thru 2019 are above the benchmark standard.
- ✓ The number of students that transferred from GCC to UOG from 2020 thru 2023 are below the benchmark standard.

*Transfers have been updated to reflect corrected information from the University of Guam. SOURCE: UOG Institutional Effectiveness Office, UOG Factbook

<i>Date</i>	<i>Activity</i>	<i>Notes</i>
02/15/2024	ISS Benchmark and Aspirational Goal discussion with VPAA	Recommend to increase standards in Associate Completion and decrease standards in Bachelor Degree Completion.
02/16/2024	Faculty Senate Presentation/ Department Chairs Room E-203 @ 9am	Suggestion to increase benchmark and aspirational goal for Licensure Pass Rate. Suggestion to include Industry Certificate (CJ) in the standards.
02/23/2024	Staff Senate Presentation Room TC-1210 @ 3pm	Suggestion on including Allied Health follow-up status after graduate for Job Placement Rate. Clarification on inclusion in Certificate Completion. Verify Licensure Pass Rate on CNA; Include other Industry Certificate Licensure such as Cosmetology
02/28/2024	Met with Marivic Schrage, Associate Professor in the BS CTE program.	Ms. Schrage suggested to change the benchmark to 2 because of the low completer rate and low enrollment rate. AIER Office recommend to change the benchmark to 2 and aspirational goal to 4.