

**New Mexico Community Colleges**  
**Community College Performance-Based Indicators**  
**Reporting Date: September 2009**

**College:** Northern New Mexico College  
**Prepared by:** Carmella L. Sanchez  
**Date:** September 11, 2009

#	Performance Measures	FY 07 Actual	FY 08 Actual	FY 09 Actual	FY 10 Budget	FY 11 Target
1	Percent successful after 3 years	63.1%	65.4%	67.0%	70.0%	70.0%
10	Percent complete within 150% of time	9.9%	9.4%	7.4%	15.0%	15.0%
2	Percent placed in jobs in New Mexico	61.9%	59.2%	73.5%	70.0%	73.0%
3	Percent of Native Americans enrolled	7.5%	7.9%	8.4%	9.5%	9.5%
4	Percent of Native American graduates	9.0%	9.6%	7.2%	9.5%	9.5%
5	Number enrolled in ABE	411	411	451	400	450
6	Number enrolled in dual enrollment	212	212	261	300	300
7	Percent of programs with stable or increasing enrollment	57.8%	56.9%	62.8%	60.0%	62.0%
8	Percent persisting to following spring	80.0%	79.7%	76.9%	81.0%	81.0%
9	Percent placed in jobs or continuing education in New Mexico	73.0%	72.8%	81.9%	80.0%	82.0%

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**PERFORMANCE INDICATOR #1:** Percent of new students taking nine or more credit hours who are successful after three years

	<i>DFA/LFC Column Headings</i>				
	<b>FY 07</b>	<b>FY 08</b>	<b>FY 09</b>	<b>FY 10</b>	<b>FY 11</b>
	<b>FA 2003 thru SP 2006</b>	<b>FA 2004 thru SP 2007</b>	<b>FA 2005 thru SP 2008</b>	<b>FA 2006 thru SP 2009</b>	<b>FA 2007 thru SP 2010</b>
Number of new students intending to transfer or obtain a career credential	126	156	173		
Earned a degree	6	6	7		
Earned a certificate	3	4	2		
Earned an industry credential/ license/ designed skill set					
Transferred to a 4 or 2 year institution in New Mexico	44	82	22		
Became transfer ready and left	19	3	20		
Became transfer ready and are still enrolled	21	3	45		
Still enrolled at the end of 3 years	3	7	8		
<b>Total</b>	<b>96</b>	<b>105</b>	<b>104</b>		
<b>Percent of successful students using above methodology</b>	<b>76.2%</b>	<b>67.3%</b>	<b>60.1%</b>		
<b>Three-year Average</b>	<b>63.1%</b>	<b>66.1%</b>	<b>67.0%</b>		

**TARGET**                      71.0%      71.0%      70.0%      70.0% **70.0%**

**DETAIL ON MOST RECENT COHORT:**

	Total Cohort	# Successful	% Successful
Native American	13	6	46.2%
Hispanic	142	89	62.7%
White, Non-Hispanic	15	9	60.0%
All Other	3	0	0.0%
<b>Total</b>	<b>173</b>	<b>104</b>	<b>60.1%</b>
Male	108	67	62.0%
Female	65	37	56.9%
<b>Total</b>	<b>173</b>	<b>104</b>	<b>60.1%</b>

**METHODOLOGY:**

Using the San Juan student intent model, determine the number of first-time Fall 2005 students who were classified in the transfer and career intent cohorts. Tracking these students through the Spring 2008 semester, determine how many in the combined cohort were successful based upon unduplicated headcount in the hierarchy listed in the table above. Divide the total of those successful by the total cohort to determine a success rate. Develop a three-year average by aggregating this data with the same information for the two previous cohorts. The three-year average success rate will be reported to external agencies. Use this information to develop an appropriate target for FY 2011. Provide a breakdown of the most recent cohort by gender and ethnicity.

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**PERFORMANCE INDICATOR #2** Percent of program completers who were placed in jobs in New Mexico based on UI wage data.

	<i>DFA/LFC Column Headings</i>				
	<b>FY 07</b>	<b>FY 08</b>	<b>FY 09</b>	<b>FY 10</b>	<b>FY 11</b>
	<b>Academic Year 2004- 05</b>	<b>Academic Year 2005- 06</b>	<b>Academic Year 2006- 07</b>	<b>Academic Year 2007- 08</b>	<b>Academic Year 2008- 09</b>
Completers during AY	188	219	205		
Matched to jobs in NM	94	184	172		
<b>Percent matched to jobs</b>	50.0%	84.0%	83.9%		
<b>Three-year Average</b>		68.6	73.5%		
<b>TARGET</b>	70.0%	70.0%	70.0%	70.0%	73.0%

**METHODOLOGY:**

Calculate the percentage of AY 2006-07 program completers who were placed in jobs in New Mexico based on unemployment insurance wage data as of late spring 2008. This information will be provided by the Higher Education Department. Develop a three-year average by aggregating this data with the same information for the two previous cohorts. The three-year average success rate will be reported to external agencies. Use this information to develop an appropriate target for FY 2011.

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**PERFORMANCE INDICATOR #3:** Student profile relative to adult population of the service area

	<b>Service Area Profile 2000 Census</b>	<i>DFA/LFC Column Headings</i>				
		<b>FY 07</b>	<b>FY 08</b>	<b>FY 09</b>	<b>FY 10</b>	<b>FY 11</b>
		<b>Fall Semester 2006</b>	<b>Fall Semester 2007</b>	<b>Fall Semester 2008</b>	<b>Fall Semester 2009</b>	<b>Fall Semester 2010</b>
<b>Native American</b>	<b>7,492</b>	<b>209</b>	<b>175</b>	<b>170</b>		
Black	239	18	11	26		
Asian	156	13	25	22		
Hispanic	36,742	1,565	1,606	1,502		
White	29,344	405	420	389		
Unreported	15,310	40	-	30		
<b>Total</b>	<b>89,283</b>	<b>2,250</b>	<b>2,237</b>	<b>2,139</b>	<b>-</b>	<b>-</b>
Female	25,627	1,394	1,483	1,335		
Male	25,120	856	754	804		
<b>Total</b>	<b>50,747</b>	<b>2,250</b>	<b>2,237</b>	<b>2,139</b>	<b>-</b>	<b>-</b>
<b>Native American %</b>	<b>8.4%</b>	<b>9.3%</b>	<b>7.8%</b>	<b>7.9%</b>		
Black %	0.3%	0.8%	0.5%	1.2%		
Asian %	0.2%	0.6%	1.1%	1.0%		
Hispanic %	41.2%	69.6%	71.8%	70.2%		
White %	32.9%	18.0%	18.8%	18.2%		
Unreported %	17.1%	1.8%	0.0%	1.4%		
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>		
Female %	50.5%	62.0%	66.3%	62.4%		
Male %	49.5%	38.0%	33.7%	37.6%		
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>		
<b>Target Group Percentage</b>		9.3%	7.8%	7.9%		
<b>Target Group - 3-Year Average</b>		7.5%	7.8%	<b>8.4%</b>		
<b>TARGET</b>		9.3%	9.3%	9.5%	9.5%	<b>9.50%</b>

**METHODOLOGY:**

Using the 2000 census profile, determine the percentage breakdown for the adult population in the college service area. Prepare a similar breakdown for the most recent fall semester student enrollment and for the two previous fall semesters. Examine this information and select a student population which is most divergent from the census profile and will be targeted for improvement. Develop a three-year average participation rate for the student population which has been selected for improvement. The three-year average participation rate for this population will be reported to external agencies. Use this information to develop an appropriate target for FY 2011.

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**PERFORMANCE INDICATOR #4:** Graduate profile relative to adult population of the service area

	Service Area Profile 2000 Census	DFA/LFC Column Headings				
		FY 07	FY 08	FY 09	FY 10	FY 11
		Spring Semester 2006	Spring Semester 2007	Spring Semester 2008	Spring Semester 2009	Spring Semester 2010
<b>Native American</b>	<b>7,492</b>	<b>17</b>	<b>12</b>	<b>13</b>		
Black	239	2	1	1		
Asian	156	1	2	1		
Hispanic	36,742	128	157	132		
White	29,344	31	45	36		
Unreported	15,310	-	-	1		
<b>Total</b>	<b>89,283</b>	<b>179</b>	<b>217</b>	<b>184</b>	<b>-</b>	<b>-</b>
Female	25,627	130	152	131		
Male	25,120	49	68	53		
<b>Total</b>	<b>50,747</b>	<b>179</b>	<b>220</b>	<b>184</b>	<b>-</b>	<b>-</b>
<b>Native American %</b>	<b>8.4%</b>	<b>9.5%</b>	<b>5.5%</b>	<b>7.1%</b>		
Black %	0.3%	1.1%	0.5%	0.5%		
Asian %	0.2%	0.6%	0.9%	0.5%		
Hispanic %	41.2%	71.5%	72.4%	71.7%		
White %	32.9%	17.3%	20.7%	19.6%		
Unreported %	17.1%	0.0%	0.0%	0.5%		
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>		
Female %	50.5%	72.6%	69.1%	71.2%		
Male %	49.5%	27.4%	30.9%	28.8%		
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>		
<b>Target Group Percentage</b>		9.5%	5.5%	7.1%		
<b>Target Group - 3-Year Average</b>		9.0%	8.1%	7.2%		
<b>TARGET</b>		7.0%	7.0%	9.5%	9.5%	9.5%

**METHODOLOGY:**

Using the 2000 census profile, determine the percentage breakdown for the adult population in the college service area. Prepare a similar breakdown of graduates during the most recent academic year and for the two previous academic years. Examine this information and select a student population which is most divergent from the census profile and will be targeted for improvement. Develop a three-year average graduation rate for the student population which has been selected for improvement. The three-year average graduation rate for this population will be reported to external agencies. Use this information to develop an appropriate target for FY 2011.



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**PERFORMANCE INDICATOR #5** Selected Program of Service to New Mexicans #1

Program Name:	<i>DFA/LFC Column Headings</i>				
	<b>FY 07</b>	<b>FY 08</b>	<b>FY 09</b>	<b>FY 10</b>	<b>FY 11</b>
	Fiscal Year 2006-07	Fiscal Year 2007-08	Fiscal Year 2008-09	Fiscal Year 2009-10	Fiscal Year 2010-11
<b>Number of ABE participants</b>	411	411	451		
Percent change vs. Prior Year		0.0%	9.7%		
Percent change vs. 3-yr Avg.			6.3%		
<b>Three-year Average</b>	391	409	424		
Percent change			3.7%		
<b>TARGET</b>	300	300	400	400	450

**METHODOLOGY:**

Identify the number of individuals served during the previous three fiscal years by the first community service program previously selected by your institution from among the following: ABE participants, SBDC clients, public school students (concurrent, tech prep, area vocational school, etc.) distance education (web-based, interactive, off-site delivery, etc.), contract training clients, community education participants, service learning participants, and teacher in-service participants (training courses designed for K-12 teachers). Develop a three-year average number of participants for this program and compare this average to the most recent year. Calculate the percentage change of the most recent year to the three-year average. The number of participants in the most recent year will be reported to external agencies. Use this information to develop an appropriate target for FY 2011.

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**PERFORMANCE INDICATOR #6** Selected Program of Service to New Mexicans #2

Program Name:	<i>DFA/LFC Column Headings</i>				
	<b>FY 07</b>	<b>FY 08</b>	<b>FY 09</b>	<b>FY 10</b>	<b>FY 11</b>
	Fiscal Year 2006-07	Fiscal Year 2007-08	Fiscal Year 2008-09	Fiscal Year 2009-10	Fiscal Year 2010-11
<b>Concurrent Enrollment program</b>	212	212	261		
Percent change vs. Prior Year		0.0%	23.1%		
Percent change vs. 3-yr Avg.			14.3%		
<b>Three-year Average</b>	240	219	228		
Percent change			4.3%		
<b>TARGET</b>	300	300	300	300	300

**METHODOLOGY:**

Identify the number of individuals served during the previous three fiscal years by the second community service program previously selected by your institution from among the following: ABE participants, SBDC clients, public school students (concurrent, tech prep, area vocational school, etc.) distance education (web-based, interactive, off-site delivery, etc.), contract training clients, community education participants, service learning participants, and teacher in-service participants (training courses designed for K-12 teachers). Develop a three-year average number of participants for this program and compare this average to the most recent year. Calculate the percentage change of the most recent year to the three-year average. The number of participants in the most recent year will be reported to external agencies. Use this information to develop an appropriate target for FY 2011.

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**PERFORMANCE INDICATOR #7:** Percent of programs with stable or increasing enrollments

	<i>DFA/LFC Column Headings</i>				
	<b>FY 07</b>	<b>FY 08</b>	<b>FY 09</b>	<b>FY 10</b>	<b>FY 11</b>
	<b>AY 2006-2007</b>	<b>AY 2007-2008</b>	<b>AY 2008-2009</b>	<b>AY 2009-2010</b>	<b>AY 2010-2011</b>
Programs with enrollment increase	23	25	18		
Programs with stable enrollment	17	14	18		
Programs increasing or stable	40	39	36		
Programs with decreasing enrollment	25	25	18		
Total programs	65	64	54		
3-yr. avg. programs increasing		22.7	22.0		
3-yr. avg. programs stable		15.7	16.3		
3-yr. avg. increasing or stable		38.4	38.3		
3-yr. avg. programs decreasing		28.0	22.7		
Total programs		66.4	61.0		
Percent of avg. increasing	34.2%	35.2%	36.1%		
Percent of avg. stable	23.6%	21.4%	26.8%		
Percent of avg. increasing or stable	57.8%	56.6%	62.8%		
Percent of avg. decreasing	42.2%	43.4%	37.2%		
Total programs	100.0%	100.0%	100.0%		
<b>TARGET</b>	69.0%	60.0%	60.0%	60.0%	62.0%

**METHODOLOGY:**

Examine the average FTE enrollments for all academic and career-technical programs over the past three academic years. Using an enrollment change threshold of +/- 5%, report the number of programs in which enrollment is increasing, stable or decreasing. Calculate a three-year average of the number of programs in each category and identify the percentage of programs that is increasing or stable. This percentage will be reported to external agencies. Use this information to establish an appropriate target for FY 2011.

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**PERFORMANCE INDICATOR #8:** Percent of new students persisting from fall to spring semesters

	<i>DFA/LFC Column Headings</i>										
	<b>FY 07</b>			<b>FY 08</b>			<b>FY 09</b>			<b>FY 10</b>	<b>FY 11</b>
	<b>Enrolled Fall 2006</b>	<b>Retained Spring 2007</b>	<b>% Retained</b>	<b>Enrolled Fall 2007</b>	<b>Retained Spring 2008</b>	<b>% Retained</b>	<b>Enrolled Fall 2008</b>	<b>Retained Spring 2009</b>	<b>% Retained</b>		
<b>Fall-to-Spring Data:</b>											
Native American	22	16	72.7%	11	8	72.7%	13	9	69.2%		
Black	2	2	100.0%	1	1	100.0%	4	2	50.0%		
Asian	1	1	100.0%	1	1	100.0%	1	1	100.0%		
Hispanic	107	87	81.3%	143	109	76.2%	143	113	79.0%		
White	12	10	83.3%	17	10	58.8%	12	10	83.3%		
Unreported	3	-	-	-	-	-	1	-	0.0%		
<b>Total</b>	<b>147</b>	<b>116</b>	<b>78.9%</b>	<b>173</b>	<b>129</b>	<b>74.6%</b>	<b>174</b>	<b>135</b>	<b>77.6%</b>		
Female	82	65	79.3%	94	76	80.9%	105	85	81.0%		
Male	65	51	78.5%	79	53	67.1%	69	50	72.5%		
<b>Total</b>	<b>147</b>	<b>116</b>	<b>78.9%</b>	<b>173</b>	<b>129</b>	<b>74.6%</b>	<b>174</b>	<b>135</b>	<b>77.6%</b>		
<b>Three-Year Average:</b>											
Native American			76.7%			77.3%	15	11	71.7%		
Black			100.0%			100.0%	2	2	71.4%		
Asian			50.0%			100.0%	1	1	100.0%		
Hispanic			81.1%			79.0%	131	103	78.6%		
White			79.3%			69.0%	14	10	73.2%		
Unreported			25.0%			0.0%	1	-	0.0%		
<b>Total</b>							<b>165</b>	<b>127</b>	<b>76.9%</b>		
Female			81.9%			81.7%	94	75	80.4%		
Male			77.5%			72.3%	71	51	72.3%		
<b>Total</b>							<b>165</b>	<b>127</b>	<b>76.9%</b>		
<b>TARGET</b>			75.0%			75.0%			80.0%	81.0%	81.0%
									HB-2		

**METHODOLOGY:**

Identify the number of first-time, full-time, degree or certificate seeking students (by ethnicity and gender) who enrolled in the most recent Fall term and identify the number and percent of this cohort who persisted to the following Spring term. Use this same methodology for the two previous years to develop a three-year average persistence rate which will be reported to external agencies. Use this information to develop an appropriate target for FY 2011. Note that the breakdown by ethnicity and gender is collected in anticipation of the need to report this information to the legislature and others. This detail is not included in the Accountability in Government Act report.

**NOTE:** The community college Quarterly Report due in October requires additional analysis of this performance indicator, including comparison of performance to an external benchmark, identification of performance gaps and plans for meeting targets. A separate template is provided for this purpose.

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**PERFORMANCE INDICATOR #9** Percent of program completers who were placed in jobs in New Mexico (based on UI wage data) or who are continuing their education in New Mexico.

	<i>DFA/LFC Column Headings</i>				
	<b>FY 07</b>	<b>FY 08</b>	<b>FY 09</b>	<b>FY 10</b>	<b>FY 11</b>
	<b>Academic Year 2004-05</b>	<b>Academic Year 2005-06</b>	<b>Academic Year 2006-07</b>	<b>Academic Year 2007-08</b>	<b>Academic Year 2008-09</b>
Completers during AY	188	219	205		
Matched to jobs in NM	94	184	172		
Continuing education in NM	28	13	10		
Total matched to jobs + cont. ed.	122	197	182		
<b>Percent matched to jobs or continuing education in NM</b>	64.9%	90.0%	88.8%		
<b>Three-year Average</b>	73.0%	79.3%	81.9%		
<b>TARGET</b>	80.0%	80.0%	80.0%	80.0%	82.0%

**METHODOLOGY:**

Calculate the percentage of AY 2006-07 program completers who were placed in jobs in New Mexico based on unemployment insurance wage data as of late spring 2008 or who are continuing their education in New Mexico. This information will be provided by the Higher Education Department. Develop a three-year average by aggregating this data with the same information for the two previous cohorts. The three-year average success rate will be reported to external agencies. Use this information to develop an appropriate target for FY 2011.

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**PERFORMANCE INDICATOR #10:** Percent of full-time, first-time degree seeking students who complete the program within 150% of normal completion time.

	<i>DFA/LFC Column Headings</i>									FY 10	FY 11
	FY 07			FY 08			FY 09				
	Fall 2003 Cohort	Complete by Spring 2006	% Complete	Fall 2004 Cohort	Complete by Spring 2007	% Complete	Fall 2005 Cohort	Complete by Spring 2008	% Complete		
<b>Fall-to-Spring Data:</b>											
Native American	13	-	0.0%	13	-	0.0%	11	-	0.0%		
Black	-	-					2	-	0.0%		
Asian	-	-		1	-	0.0%	-	-	0.0%		
Hispanic	78	8	10.3%	105	8	7.6%	127	9	7.1%		
White	11	1	9.1%	5	1	20.0%	13	1	7.7%		
Unreported	-	-		1	-	0.0%	-	-	0.0%		
<b>Total</b>	<b>102</b>	<b>9</b>	<b>8.8%</b>	<b>125</b>	<b>9</b>	<b>7.2%</b>	<b>153</b>	<b>10</b>	<b>6.5%</b>		
Female	48	1	2.1%	65	6	9.2%	102	9	8.8%		
Male	54	8	14.8%	60	3	5.0%	51	1	2.0%		
<b>Total</b>	<b>102</b>	<b>9</b>	<b>8.8%</b>	<b>125</b>	<b>9</b>	<b>7.2%</b>	<b>153</b>	<b>10</b>	<b>6.5%</b>		
<b>Three-Year Average:</b>											
Native American			4.1%			0.0%	12	-	0.0%		
Black			0.0%			0.0%	1	-	0.0%		
Asian			0.0%			0.0%	0	-	0.0%		
Hispanic			10.3%			9.1%	103	8	8.1%		
White			16.2%			20.0%	10	1	10.3%		
Unreported			0.0%			0.0%	0	-	0.0%		
<b>Total</b>			<b>9.9%</b>			<b>9.9%</b>	<b>127</b>	<b>9</b>	<b>7.4%</b>		
Female			8.2%			8.8%	72	5	7.4%		
Male			11.9%			8.7%	55	4	7.3%		
<b>Total</b>			<b>9.9%</b>			<b>9.9%</b>	<b>127</b>	<b>9</b>	<b>7.4%</b>		
<b>TARGET</b>			<b>15.0%</b>			<b>15.0%</b>			<b>15.0%</b>	<b>15.0%</b>	<b>15.0%</b>

**METHODOLOGY:**

Using IPEDS definitions, identify the cohort of full-time, first-time degree/certificate seeking students (disaggregated by gender and ethnicity) who enrolled in the Fall term of 2005 and who completed their program in 150% of normal time to completion. Develop this same information for the two previous years and calculate a three-year average graduation rate. The three-year average graduation rate will be reported to external agencies. Use this information to develop an appropriate target for FY 2011. Note that the breakdown by ethnicity and gender is collected in anticipation of the need to report this information to the legislature and others. This detail is not included in the Accountability in Government Act report.