

F-4 End: Measurement, Analysis, and Knowledge Management Board – Key Performance Indicator Report

Purpose: Report on the progress of the institution

Timeline: Annual

Background: This report addresses the board end, *Measurement, Analysis, and Knowledge Management*. Monitoring measures were selected by the board and include the required Maryland Higher Education Commission (MHEC) indicators.

Green ■ – signals that HCC is operating above the benchmark, yellow ■ – indicates performance is at the benchmark, and red ■ – shows that the operating level is still below the benchmark. Detail pages follow the dashboard. Any updates are indicated in [blue](#). Information concerning benchmarks is in [purple](#).

At its May 26, 2021, meeting, the trustees reset and approved the benchmarks for the most recent list of required Maryland Higher Education Commission (MHEC) indicators. For non-MHEC indicators, the trustees also approved the targets, as needed.

Once reviewed by the board, this report will be posted on the [college's website](#) so that members of the college community can become familiar with the measures that are part of the key performance indicator (board end) system.

The administration and relevant staff review the details of all the reports that contribute to these measures. Plans for innovation and continuous quality improvement are developed and included in the next integrated strategic planning and budget development cycles.

◆———— Recommendation —————◆

This item is for information only and requires no board action.

Compliance: This report is in compliance with board of trustees' bylaws, Article VII, Board Execution and Evaluation of Policy: Suggested Timeline for Important Tasks.

Key Performance Indicator Dashboard: Measurement, Analysis, and Knowledge Management

This category examines how the college selects, gathers, analyzes, manages, and improves its data, information, and knowledge assets.

Source	Item	Current	Benchmark 2025
MHEC	1. Performance at transfer institutions: a. Percent with cumulative GPA after first year of 2.0 or above	85.8%	86%
	2. Developmental completers after four years	56.8%	45%
	3. Successful-persister rate after four years: a. College-ready students	80.6%	85%
	b. Developmental completers	88.9%	92%
	c. Developmental non-completers	52.1%	- MHEC did not request a benchmark
	d. All students in cohort	79.6%	80%
	4. Successful-persister rate after four years (by race/ethnicity): a. African American only	73.9%	80%*
	b. Asian only	88.8%	80%*
	c. Hispanic/Latino	75.8%	80%*
	d. White only	81.0%	80%*
	5. Graduation-transfer rate after four years: a. College-ready students	64.9%	70%
	b. Developmental completers	62.4%	65%
	c. Developmental non-completers	30.8%	- MHEC did not request a benchmark
	d. All students in cohort	58.7%	59%

*Internal Benchmarks (MHEC did not request benchmark, however, the college set one anyway).

Source	Item	Current	Benchmark 2025
MHEC	6. Graduation-transfer rate after four years (by race/ethnicity):		
	a. African American only	53.0%	59%*
	b. Asian only	66.4%	59%*
	c. Hispanic/Latino	50.0%	59%*
	d. White only	64.8%	59%*
	7. Overall fall-to-fall retention rate for all first-time freshman		
	a. Pell grant recipients	59.6%	62.0%
	b. All students	58.4%	62.0%
	c. Developmental students	58.9%	62.0%
	d. College-ready students	58.0%	60.0%
	8. Graduate transfers within one year	68.0%	67.0%

*Internal Benchmarks (MHEC did not request benchmark, however, the college set one anyway).

End: Measurement, Analysis, and Knowledge Management Key Performance Indicator Report

These are eight measures mandated by the Maryland Higher Education Commission (MHEC). Peer colleges (*based on campus enrollment*) are the College of Southern Maryland, Harford Community College, and Frederick Community College.

<i>Percent of transfers at Maryland public four-year colleges and universities with cumulative grade point averages of 2.0 and above; mean GPA after first year.</i>						
Performance at transfer institutions:	AY 19-20	AY 20-21	AY 21-22	AY 22-23	AY 23-24	Benchmark AY 2024-25
1a. Percent with cumulative GPA after first year of 2.0 or above	85.4%	88.3%	86.3%	86.2%	85.8%	86%
<i>State Avg:</i>	87.4%	87.2%	88.3%	86.6%	n/a	
<i>Peer Avg:</i>	88.1%	88.7%	90.2%	89.3%	n/a	

<i>Percent of students entering fall cohort with at least one area of developmental need, who, after four years, have completed all recommended developmental coursework. Denominator is unduplicated headcount of students identified as needing developmental coursework in English, reading, and/or mathematics (excluding ESOL). Students in numerator have completed all recommended developmental courses.</i>						
	Fall 2016 Cohort	Fall 2017 Cohort	Fall 2018 Cohort	Fall 2019 Cohort	Fall 2020 Cohort	Benchmark Fall 2021 Cohort
2. Developmental completers after four years:	45.5%	42.8%	44.5%	42.9%	56.8%	45%
	<i>n=597/1,313</i>	<i>n=480/1,121</i>	<i>n=449/1,010</i>	<i>n=422/984</i>	<i>n=426/750</i>	
<i>State Avg:</i>	48.9%	50.4%	47.4%	50.6%	n/a	
<i>Peer Avg:</i>	61.5%	58.1%	56.3%	58.4%	n/a	

n/a = not available.

Percent of first-time fall entering students attempting 18 or more credit hours during their first two years, who graduated, transferred, earned at least 30 credits with a cumulative grade point average of 2.0 or above, or were still enrolled four years after entry.

Successful-persister rate after four years:	Fall 2016 Cohort	Fall 2017 Cohort	Fall 2018 Cohort	Fall 2019 Cohort	Fall 2020 Cohort	Benchmark Fall 2021 Cohort
3a. College-ready students	84.0%	86.2%	84.3%	85.2%	80.6%	85%
	<i>n</i> =315/ 375	<i>n</i> =413/ 479	<i>n</i> =370/ 439	<i>n</i> =390/ 458	<i>n</i> =344/ 427	
<i>State Avg:</i>	85.2%	84.9%	82.1%	81.6%	n/a	
<i>Peer Avg:</i>	87.2%	82.7%	83.0%	83.3%	n/a	
3b. Developmental completers	91.1%	93.0%	90.8%	92.2%	88.9%	92%
	<i>n</i> =530/ 582	<i>n</i> =424/ 456	<i>n</i> =395/ 435	<i>n</i> =367/ 398	<i>n</i> =345/ 388	
<i>State Avg:</i>	79.0%	78.9%	73.2%	73.8%	n/a	
<i>Peer Avg:</i>	79.4%	76.1%	73.7%	72.8%	n/a	
3c. Developmental non-completers	46.0%	42.5%	47.7%	38.5%	52.1%	MHEC did not request a benchmark
	<i>n</i> =194/ 422	<i>n</i> =152/ 358	<i>n</i> =145/ 304	<i>n</i> =114/ 296	<i>n</i> =76/ 146	
<i>State Avg:</i>	39.3%	36.5%	36.1%	35.0%	n/a	
<i>Peer Avg:</i>	41.1%	35.8%	40.5%	49.7%	n/a	
3d. All students in cohort	75.3%	75.5%	77.2%	75.6%	79.6%	80%
	<i>n</i> =1,039/ 1,379	<i>n</i> =989/ 1,293	<i>n</i> =910/ 1,178	<i>n</i> =871/ 1,152	<i>n</i> =765/ 961	
<i>State Avg:</i>	70.7%	73.1%	70.2%	72.3%	n/a	
<i>Peer Avg:</i>	78.3%	75.5%	75.9%	77.1%	n/a	

n/a = not available.

Percent of first-time fall entering students attempting 18 or more credit hours during their first two years, who graduated, transferred, earned at least 30 credits with a cumulative grade point average of 2.0 or above, or were still enrolled four years after entry, by minority racial/ethnic category.

Successful-persister rate after four years (by race/ethnicity):	Fall 2016 Cohort	Fall 2017 Cohort	Fall 2018 Cohort	Fall 2019 Cohort	Fall 2020 Cohort	HCC Internal Benchmark Fall 2021 Cohort
4a. African American only	68.7%	67.3%	72.3%	68.5%	73.9%	80%*
	<i>n</i> =270/ 393	<i>n</i> =251/ 373	<i>n</i> =251/ 347	<i>n</i> =226/ 330	<i>n</i> =195/ 264	
State Avg:	62.3%	64.7%	62.0%	64.9%	n/a	
Peer Avg:	69.2%	64.4%	67.7%	67.3%	n/a	
4b. Asian only	85.4%	89.0%	82.9%	88.7%	88.8%	80%*
	<i>n</i> =140/ 164	<i>n</i> =145/ 163	<i>n</i> =126/ 152	<i>n</i> =118/ 133	<i>n</i> =119/ 134	
State Avg:	77.4%	83.0%	86.7%	83.4%	n/a	
Peer Avg:	73.8%	n/a	n/a	79.4%	n/a	
4c. Hispanic/Latino	68.8%	74.0%	74.0%	64.7%	75.8%	80%*
	<i>n</i> =119/ 173	<i>n</i> =108/ 146	<i>n</i> =114/ 154	<i>n</i> =108/ 167	<i>n</i> =97/ 128	
State Avg:	70.7%	70.0%	68.3%	73.4%	n/a	
Peer Avg:	75.7%	73.8%	74.4%	75.8%	n/a	
4d. White only	79.4%	80.0%	81.1%	83.6%	81.0%	80%*
	<i>n</i> =340/ 428	<i>n</i> =299/ 374	<i>n</i> =266/ 328	<i>n</i> =260/ 311	<i>n</i> =200/ 247	
State Avg:	76.5%	78.3%	75.3%	78.3%	n/a	
Peer Avg:	81.3%	80.3%	78.0%	80.3%	n/a	

n/a = not available. For the Asian category, the peer average is *n/a* if the *n*<50.

*HCC internal benchmarks (MHEC did not request a benchmark).

Percent of first-time fall entering students attempting 18 or more hours during their first two years, who graduated with a degree or certificate and/or transferred to another institution of higher education within four years.

Graduation-transfer rate after four years:	Fall 2016 Cohort	Fall 2017 Cohort	Fall 2018 Cohort	Fall 2019 Cohort	Fall 2020 Cohort	Benchmark Fall 2021 Cohort
5a. College-ready students	70.1%	72.2%	69.5%	69.7%	64.9%	70%
	<i>n</i> =263/ 375	<i>n</i> =346/ 479	<i>n</i> =305/ 439	<i>n</i> =319/ 458	<i>n</i> =277/ 427	
<i>State Avg:</i>	73.0%	71.6%	67.9%	66.7%	n/a	
<i>Peer Avg:</i>	77.1%	72.4%	70.7%	71.9%	n/a	
5b. Developmental completers	64.1%	61.8%	59.3%	55.3%	62.4%	65%
	<i>n</i> =373/ 582	<i>n</i> =282/ 456	<i>n</i> =258/ 435	<i>n</i> =220/ 398	<i>n</i> =242/ 388	
<i>State Avg:</i>	58.0%	56.2%	49.9%	53.0%	n/a	
<i>Peer Avg:</i>	60.7%	56.0%	53.3%	56.6%	n/a	
5c. Developmental non-completers	24.9%	22.6%	26.6%	22.0%	30.8%	MHEC did not request a benchmark
	<i>n</i> =105/ 422	<i>n</i> =81/ 358	<i>n</i> =81/ 304	<i>n</i> =65/ 296	<i>n</i> =45/ 146	
<i>State Avg:</i>	28.6%	25.6%	27.8%	24.3%	n/a	
<i>Peer Avg:</i>	29.4%	24.6%	24.4%	35.2%	n/a	
5d. All students in cohort	53.7%	54.8%	54.7%	52.4%	58.7%	59%
	<i>n</i> =741/ 1,379	<i>n</i> =709/ 1,293	<i>n</i> =644/ 1,178	<i>n</i> =604/ 1,152	<i>n</i> =564/ 961	
<i>State Avg:</i>	55.3%	56.4%	53.3%	56.4%	n/a	
<i>Peer Avg:</i>	64.1%	61.6%	60.8%	64.3%	n/a	

n/a = not available.

Percent of first-time fall entering students attempting 18 or more hours during their first two years, who graduated with a degree or certificate and/or transferred to another institution of higher education within four years, by minority racial/ethnic category.

Graduation-transfer rate after four years (by race/ethnicity):	Fall 2016 Cohort	Fall 2017 Cohort	Fall 2018 Cohort	Fall 2019 Cohort	Fall 2020 Cohort	HCC Internal Benchmark Fall 2021 Cohort
6a. African American only	47.3%	44.5%	50.4%	41.8%	53.0%	59%*
	<i>n</i> =186/ 393	<i>n</i> =166/ 373	<i>n</i> =175/ 347	<i>n</i> =138/ 330	<i>n</i> =140/ 264	
State Avg:	49.3%	48.2%	44.9%	48.2%	n/a	
Peer Avg:	54.9%	49.1%	53.0%	56.2%	n/a	
6b. Asian only	64.6%	66.3%	59.9%	70.7%	66.4%	59%*
	<i>n</i> =106/ 164	<i>n</i> =108/ 163	<i>n</i> =91/ 152	<i>n</i> =94/ 133	<i>n</i> =89/ 134	
State Avg:	60.4%	61.5%	66.1%	64.6%	n/a	
Peer Avg:	65.8%	<i>n/a</i>	<i>n/a</i>	67.0%	n/a	
6c. Hispanic/Latino	46.2%	49.3%	44.8%	41.3%	50.0%	59%*
	<i>n</i> =80/ 173	<i>n</i> =72/ 146	<i>n</i> =69/ 154	<i>n</i> =69/ 167	<i>n</i> =64/ 128	
State Avg:	51.0%	51.4%	49.7%	50.9%	n/a	
Peer Avg:	63.0%	59.6%	58.2%	60.5%	n/a	
6d. White only**	59.3%	63.1%	65.2%	63.7%	64.8%	59%*
	<i>n</i> =254/ 428	<i>n</i> =236/ 374	<i>n</i> =214/ 328	<i>n</i> =198/ 311	<i>n</i> =160/ 247	
State Avg:	60.3%	62.5%	59.7%	63.2%	n/a	
Peer Avg:	66.9%	67.5%	63.1%	67.5%	n/a	

n/a = not available. For the Asian category, the peer average is *n/a* if the *n*<50.

*HCC internal benchmarks (MHEC did not request a benchmark).

Percent of first-time fall entering students who filed a Free Application for Federal Student Aid (FAFSA) and who are still in attendance the next fall.

Overall fall-to-fall retention rate for all first-time freshman	Fall 2019 Cohort	Fall 2020 Cohort	Fall 2021 Cohort	Fall 2022 Cohort	Fall 2023 Cohort	Benchmark Fall 2024 Cohort
7a. Pell grant recipients	56.7%	62.0%	62.5%	58.9%	59.6%	62.0%
	<i>n</i> =355/ 626	<i>n</i> =232/ 374	<i>n</i> =285/ 456	<i>n</i> =274/ 465	<i>n</i> =310/ 520	
State Avg:	51.1%	52.4%	53.3%	55.8%	n/a	
Peer Avg:	51.4%	54.7%	53.9%	55.3%	n/a	

Percentage of degree-seeking (b) all students, (c) developmental students and (d) college-ready students attending college for the first time in the fall who return the following fall.

Overall fall-to-fall retention rate for all first-time freshman	Fall 2019 Cohort	Fall 2020 Cohort	Fall 2021 Cohort	Fall 2022 Cohort	Fall 2023 Cohort	Benchmark Fall 2024 Cohort
7b. All first-time Students**	57.6%	58.3%	57.4%	56.4%	58.4%	62.0%
	n=934/ 1,621	n=801/ 1,374	n=747/ 1,302	n=712/ 1,262	n=865/ 1,480	
State Avg:	52.9%	52.9%	54.4%	56.3%	n/a	
Peer Avg:	55.9%	57.3%	57.9%	58.8%	n/a	
7c. Developmental Students	54.7%	58.0%	60.2%	59.4%	58.9%	62.0%
	n=544/ 995	n=427/ 736	n=506/ 840	n=459/ 773	n=455/ 773	
State Avg:	46.4%	47.5%	46.7%	46.6%	n/a	
Peer Avg:	50.4%	56.2%	48.5%	43.8%	n/a	
7d. College-ready Students	62.3%	58.6%	52.2%	51.7%	58.0%	60.0%
	n=390/ 626	n=374/ 638	n=241/ 462	n=253/ 489	n=410/ 707	
State Avg:	58.8%	55.4%	59.0%	60.7%	n/a	
Peer Avg:	64.4%	64.0%	64.0%	64.1%	n/a	

**Note: Attending higher education for the first time, excludes high school student attendance.

Percentage of transfer program graduates who transfer to a four-year college or university within a year after graduation.

8. Graduate transfers within one year	FY 2019 Graduates	FY 2020 Graduates	FY 2021 Graduates	FY 2022 Graduates	FY 2023 Graduates	Benchmark FY 2024 Graduates
	67.0%	69.8%	69.3%	66.8%	68.0%	67%
	n=604/ 902	n=630/ 902	n=611/ 882	n=574/ 859	n=574/ 859	
State Avg:	58.3%	56.5%	55.6%	55.0%	n/a	
Peer Avg:	58.3%	56.5%	55.0%	59.5%	n/a	

n/a = not available.

Board Talking Points:

For the most recent cohort outcomes that we can compare with those of our state colleagues.

- **66.8** percent of HCC transfer program graduates did transfer to a four-year college within one year. This rate **exceeded** the state and the peer averages (**55.0** percent and **59.5** percent, respectively).
- **58.9** percent of HCC Pell grant recipients were retained fall-to-fall **exceeding** the state and peer averages (**55.8** percent and **55.3** percent, respectively).