

## Measurement Guide for 2020-2025 Strategic Plan Values

### Updated Version 09.12.24

(Green = pending or estimated, Blue = Goal)

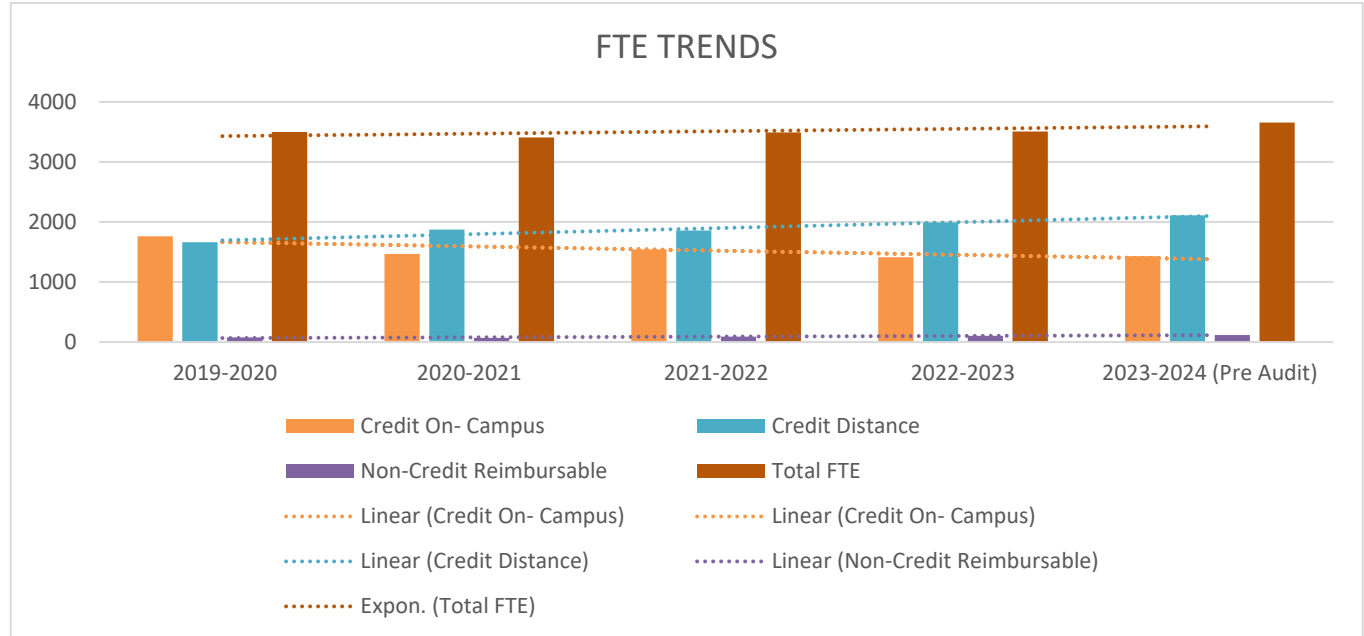
**Access:** Developing instruction through multiple methods and quality support services, emphasizing student success by measuring students where they are through open enrollment and providing a valuable return on investment for educational dollars used.

#### a. FTE of On-Campus, Distance & Non-Credit Reimbursable

(Sources: CCC IR Enrollment Reports 2020-2023)

Academic Year	Credit On-Campus	Credit Distance	Non-Credit Reimbursable	Total FTE
2019-2020 (Baseline Yr)	1759.8	1661.2	75.12	3496.12
2020-2021	1465.9	1872.6	68.95	3407.45
2021-2022	1542.33	1856.47	89.08	3487.88
2022-2023	1411.83	1988.7	103.42	3503.95
2023-2024 (Pre Audit)	1429.7	2107.83	115.95	3653.48
<b>2024-25 GOAL</b>	<b>1430</b>	<b>2231</b>	<b>120</b>	<b>3781</b>

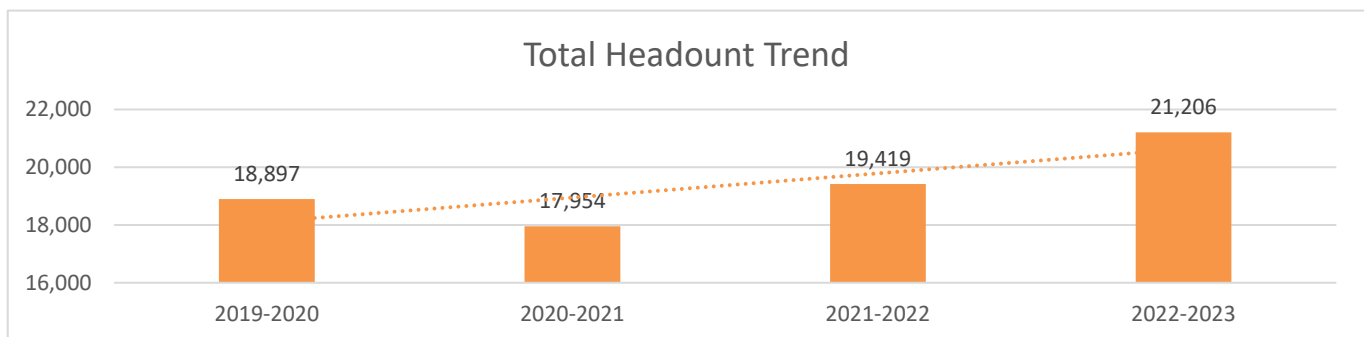
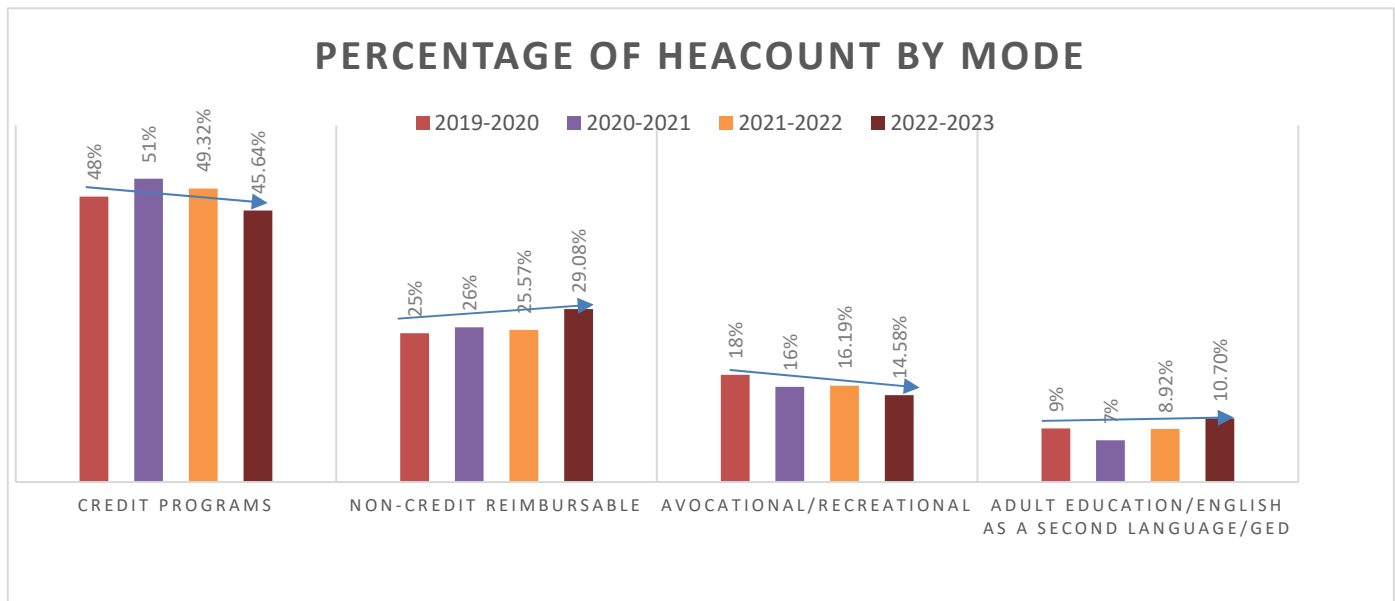
(Sources; CCC IR Enrollment Reports)



**b. Student Headcount and Percentage By Types:**

	2019-2020		2020-2021		2021-2022		2022-2023		2023-2024
Credit Programs	8,993	48%	9,066	51%	9,578	49%	9,681	46%	9,995
Non-Credit Reimbursable	4,820	25%	4,702	26%	4,965	26%	6,166	29%	5,729
Avocational or Recreational	3,455	18%	2,860	16%	3,144	16%	3,091	15%	3,057
Adult Education/English as a Second Language/GED	1,639	9%	1,326	7%	1,732	9%	2,268	11%	2,346
Total	18,897	100%	17,954	100%	19,419	100%	21,206	100%	21,127

(Sources; CCC IR Enrollment Reports 2020-2023)



Growth =12.21% over four years

**2024-25 Goal:** Continue to grow credit and non-credit reimbursable with tolerance for decrease in avocational/recreational and stable numbers in Adult Education/English as a Second Language/GED.

**c. Percent of Target Market (Age 18-64) Population in CCC Service Area Served:**

2019-2020	2020-2021	2021-2022	2022-2023	2023-2024 Pre-Audit	2024- 2025 Goal
9.35%	8.93%	9.65%	10.51%	9.98%	10.14

**d. Average Full-time Undergraduate Tuition and Mandatory Fees (Current \$)**

	Baseline 2019- 2020	2020- 2021	2021- 2022	2022- 2023	2023- 2024	2024-2025 Goal
Central Community College	\$3,150	\$3,210	\$3,210	\$3,279	\$3,351	3,351
Peer Group Median	\$3,720	\$3,807	\$3,855	\$3,923	\$3,941	NA
NE Community College Rank (Highest – Lowest)	Third Lowest	Fourth Lowest	Third Lowest	Third Lowest	Third Lowest	Third Lowest

(CCPE 2020-2022 Tuition, Fees, and College Affordability Report not updated in 2023 used Supplemental Forms January Collection data for 2023 and on).

**Student Success:** Recognizing the importance of individual needs, providing comprehensive student support services, and producing academic and technical challenge; promoting student success by creating a learner-centered environment that supports holistic student development.

**a. 2018-2019 150% normal time Graduation Rates for Central Community College**

	Cohort	No. Who Completed an Award	Graduation Rate
Pell Grant Recipients	289	98	33.9 %
Subsidized Stafford Loan Recipient	57	26	45.6 %
Did Not Receive a Pell Grant or Subsidized Stafford Loan	215	93	43.3 %
All	561	217	38.6 %

(CCPE 2021 Progress Report, Appendix 10)

### 2019-2020 150% normal time Graduation Rates for Central Community College

	Cohort	No. Who Completed an Award	Graduation Rate
Pell Grant Recipients	289	98	33.9%
Subsidized Stafford Loan Recipient	57	26	45.6%
Did Not Receive a Pell Grant or Subsidized Stafford Loan	214	93	43.5%
All	560	217	38.8%

(CCPE 2022 Progress Report, Appendix 10)

### 2020-2021 150% normal time Graduation Rates for Central Community College

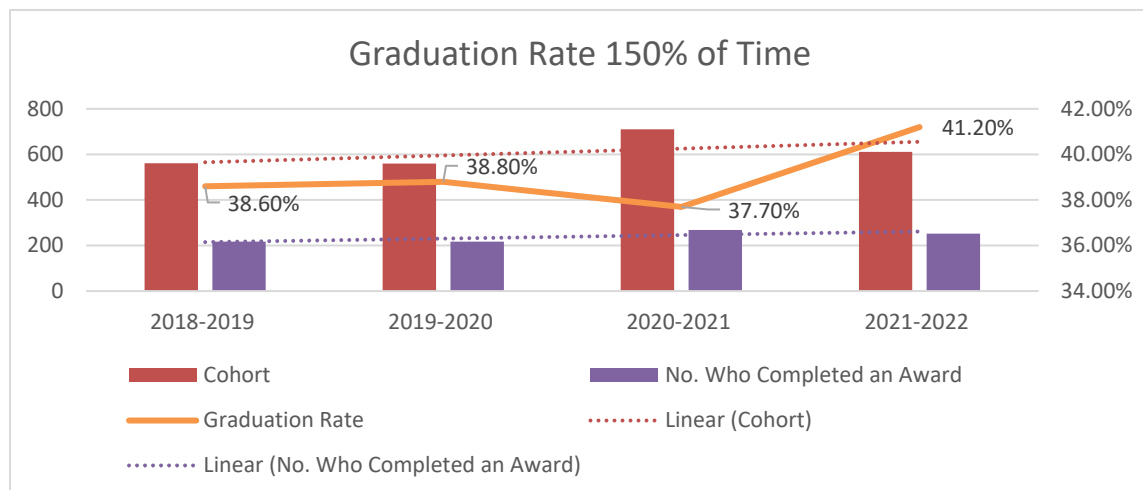
	Cohort	No. Who Completed an Award	Graduation Rate
Pell Grant Recipients	400	136	34.0%
Subsidized Stafford Loan Recipient	48	18	37.5%
Did Not Receive a Pell Grant or Subsidized Stafford Loan	262	114	43.5%
All	710	268	37.7%

(CCPE 2023 Progress Report, Appendix 10)

### 2021-2022 150% normal time Graduation Rates for Central Community College

	Cohort	No. Who Completed an Award	Graduation Rate
Pell Grant Recipients	333	124	37.5%
Subsidized Stafford Loan Recipient	68	30	44.1%
Did Not Receive a Pell Grant or Subsidized Stafford Loan	210	98	46.7%
All	611	252	41.20%

(CCPE 2024 Progress Report, Appendix 10)



**2024-25 Goal:** Pell Grant Recipient Graduation Rate to 38%, Subsidized Stafford Loan rate to 45% and all to 45%.

- b. Awards by Type:** Every year have been highest award level of any Nebraska community college (up to 34% of all community college awards annually, and top five of all Nebraska postsecondary institutions).

Academic Year	Degree	Diploma	Certificate	NE CC Rank
Baseline 2019-2020	706	497	1229	1 <sup>st</sup>
2020-2021	695	597	1455	1 <sup>st</sup>
2021-2022	698	594	1309	1 <sup>st</sup>
2022-2023	702	602	1484	1 <sup>st</sup>
2023-2024	689	623	1412	Pending
2024-2025 Goal	693	655	1458	1 <sup>st</sup>

(Sources: CCC IR Enrollment Reports 2020-2023 & CCPE Factual Look Book).

- c. Three-Year Annual Salary by Award:**

Academic Year	Degree	Diploma
Baseline 2019-2020	\$37,425	\$32,993
2020-2021	\$37,037	\$31,438
2021-2022	\$38,116	\$33,506
2022-2023	\$42,869	\$37,752
2023-2024 (est)	\$44,683	\$39,338
2024-2025 GOAL	\$46,000	\$41,000

(Source: CCC Quick Facts Reports 2020-2024)

- d. Employer Satisfaction with Overall Prep of CCC Graduates (Very Satisfied & Satisfied):**

Baseline 2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025 Goal
97%	97%	95%	95%	94%	96%

(CCC Institutional Research – Graduate Outcomes Report)

**Preparation:** Serving the needs of diverse learners; fostering a commitment to lifelong learning by preparing students for their future in an interconnected global society.

**a. Graduate Very Satisfied or Satisfied with Academic Experience:**

Baseline 2019- 2020	2020- 2021	2021- 2022	2022- 2023	2023- 2024	2024- 2025 Goal
95%	97%	96%	92%	94%	95%

CCC IR Graduate Academic Experience Survey 2021-22)

**b. Higher Ed Partnership Survey Response to Students receive a high-quality education at CCC:**

2020: CCC Mean = 4.37/5.00 scale Peer Institution Mean = 4.32/5.00 scale

2021: CCC Mean = 4.36/5.00 scale Peer Institution Mean = 4.32/5.00 scale

(Higher Education partnership survey, 2021). Company discontinued survey after 2021, CCC seeking alternative comparative survey

**c. Percentage of graduated students employed full-time within our service area:**

Baseline 2019- 2020	2020- 2021	2021- 2022	2022- 2023	2023- 2024	2024- 2025 Goal
94%	94%	94%	90%	94%	94%

**Source:** CCC IR Graduate Survey – 2020-2023 Graduate Outcomes Report).

**Partnerships:** Fostering rural economic development by promoting and creating educational opportunities through mutually respectful and beneficial partnerships.

**a. Higher Ed Partnership Satisfaction Survey (Chart 15: Overall our organization is satisfied with the relationship between CCC and our organization):**

2021: CCC Mean = 4.43/5.00 scale Peer Institution Mean = 4.45/5.00 scale

(Higher Education partnership survey, 2021). Company discontinued survey after 2021, CCC seeking alternative comparative survey

- b. Number high school interlocal agreements, enrollment, Fall only: (Goal based on average performance over past five years.**

Academic Year	High School Agreements	Unduplicated Headcount Enrollments	Credits taken in Term
Fall 2020	88	534	2171
Fall 2021	88	911	3735
Fall 2022	87	802	3377
Fall 2023	87	710	3149
Fall 2024	87	735	3200
Fall 2025 Goal	88	765	3300

(Source: CCC IR 2019-2023 Fall Semester Early Entry Monthly Enrollment Report Census Date (REGEE))

**c. Number of transfer students at other institutions:**

We can and do send in all for credit students to national Student Tracker. However, there are three cohorts tracked (main cohort all credit students including non-award declared, Credential Seeking, and the first time in college Cohort. Provided below is provided a synopsis for the past three studies showing the Main cohort (six-year outcomes measures) and note due to covid 2014 cohort report year was not available.

**2013 Cohort -Six Year Outcomes**

Outcomes	Main Cohort	Credential Seeking	First Time in College
Cohort Count	2,532	1,090	2,161
Associate (Transfer)	6.60%	14.70%	5.60%
Certificate (Transfer)	1.10%	2.40%	1.00%
No Award (Transfer)	40.30%	28.60%	42.40%

**2015 Cohort -Six Year Outcomes**

Outcomes	Main Cohort	Credential Seeking	First Time in College
Cohort Count	2,449	1,200	2,065
Associate (Transfer)	6.20%	12.30%	4.70%
Certificate (Transfer)	1.60%	3.00%	1.00%
No Award (Transfer)	49.00%	36.40%	47.30%

**2016 Cohort -Six Year Outcomes**

Outcomes	Main Cohort	Credential Seeking	First Time in College
Cohort Count	2,448	1,192	2,053
Associate (Transfer)	7.00%	13.00%	5.80%
Certificate (Transfer)	1.40%	2.70%	1.50%
No Award (Transfer)	45.30%	33.80%	48.20%

Goal: Credential Seeking Associate (Transfer) = 15%, First Time in College Associate + Certificate + No Award (Transfer) = 60%

**Diversity:** Valuing diversity within our student body and among our board of governors, faculty, staff and administration.

**a. Fall 2014 cohort of 150% graduate rates by ethnicity compared to NE community college peers:**

Institution	Asian/ Pacific Islander	Black Non- Hispanic	Hispanic	Native American	Two or More Races	White Non- Hispanic	Total	Pell
CCC	55.6%	8.7%	25.2%	0.0%	33.3%	46.5%	40.4%	37.4%
MCC	17.9%	10.4%	7.5%	0.0%	4.1%	20.5%	15.8%	14.2%
MPCC	50.0%	21.4%	35.0%	0.0%	22.2%	34.4%	34.9%	25.1%
NECC	100%	18.2%	44.4%	20.0%	40.0%	58.6%	55.2%	48.9%
SCC	28.6%	17.8%	14.6%	0.0%	14.3%	33.6%	30.7%	25.0%
WNCC	50.0%	42.9%	18.8%	40.0%	N/A	34.4%	31.0%	23.5%

(Source: IPEDS PEERS Analysis)

**Fall 2015 cohort 150% graduate rates by ethnicity compared to NE community college peers:**

Institution	Asian/ Pacific Islander	Black Non- Hispanic	Hispanic	Native American	Two or More Races	White Non- Hispanic	Total	Pell
CCC	60.0%	0.0%	30.3%	20.0%	0.0%	38.6%	35.4%	34.3%
MCC	28.9%	13.7%	17.6%	7.1%	2.1%	22.6%	19.3%	17.2%
MPCC	50.0%	23.5%	26.3%	40.0%	43.8%	42.1%	40.7%	31.7%
NECC	20.0%	45.5%	40.3%	0.0%	40.9%	53.9%	51.0%	45.4%
SCC	14.3%	17.4%	14.1%	0.0%	12.5%	37.3%	32.9%	27.8%
WNCC	50.0%	30.8%	25.6%	0.0%	N/A	30.8%	31.0%	26.3%

**Fall 2018 cohort 150% graduate rates by ethnicity compared to NE community college peers:**

Institution	Asian/ Pacific Islander	Black Non- Hispanic	Hispanic	Native American	Two or More Races	White Non- Hispanic	Total	Pell
CCC	42.9%	24.1%	30.1%	33.3%	N/A	47.0%	41.3%	37.1%
MCC	15.8%	6.3%	16.4%	0.0%	26.1%	28.5%	21.7%	17.1%
MPCC	50.0%	37.50%	46.9%	50.0%	41.7%	41.7%	41.8%	37.4%
NECC	75.0%	20.0%	33.5%	16.7%	37.5%	56.7%	52.0%	44.7%
SCC	35.3%	2.9%	18.2%	33.3%	9.8%	34.9%	31.1%	29.7%
WNCC	20.0%	21.1%	35.5%	0.0%	N/A	49.5%	42.4%	41.5%

Goal: Reduce gaps between ethnicity categories and be in top half of graduation rates of pell compared to other Nebraska community college peers.



- b. **Employee demographics by ethnicity, gender:** IPEDS reported numbers and percentages of Full-Time employees (Faculty and Staff). Information only, no goal.

Year	Male	Female	Total
2019	179	311	490
2020	185	304	489
2021	187	295	482
2022	192	292	484
2023	192	297	489
2024			

(Source IPEDS Human Resources B1 Full time staff by category)

Year	Non-Resident	Hispanic/Latino	American Indian or Alaska Native	Asian	Black African American	Native Hawaiian or Pacific Islander	White/Non-Hispanic	Two or More Races	Unknown Race
2019	0.00%	3.27%	0.41%	0.61%	1.22%	0.20%	93.27%	0.00%	1.02%
2020	0.20%	3.27%	0.41%	0.82%	1.02%	0.20%	93.66%	0.00%	0.41%
2021	0.21%	3.32%	0.41%	1.04%	0.41%	0.21%	93.98%	0.41%	0.00%
2022	0.21%	3.51%	0.83%	0.83%	0.21%	0.41%	93.39%	0.41%	0.21%
2023	0.00%	3.48%	1.23%	0.82%	0.82%	0.00%	93.25%	0.41%	0.00%
2024									

(Source IPEDS Human Resources B1 Full time staff by category)

- c. **Student Enrollment and percent change enrollment status:** Comparison Fall 2019 to Fall 2023 (census date):

Year	Total Headcount	Total Full-time Headcount	% change	Total Part-time Headcount	% change
Baseline Fall 2019	5974	1761	-4.6	4213	-6.8
Fall 2020	6368	1846	4.8	4522	7.3
Fall 2021	6309	1698	-8.1	4611	2.0
Fall 2022	6519	1752	3.2	4767	3.4
Fall 2023	6862	1725	1.6	5137	7.8
Fall 2024					
Fall 2025 Goal	7000	1800		5200	

- c. **Student Credit Enrollment by select ethnicity & gender at Fall semester census date:**  
Information only, no goal.

Year	White Male	White Female	Hispanic Male	Hispanic Female	Black Male	Black Female
Fall 2019	1811	2692	621	913	83	80
Fall 2020	1624	2576	573	878	89	97
Fall 2021	1733	2637	661	951	87	99
Fall 2022	1912	2687	676	928	74	87
Fall 2023	1418	2207	532	731	48	89
Fall 2024						

(IPEDS Fall enrollment for full and part time students)

**Return on Investment:** Exercising and upholding financial, social and environmental sustainability.

- a. **AASHE STARS report -Overall Top Performers:**

**AASHE 2020 Sustainable Campus Report: Score 59.4, Silver rating, #4 in United States and #7 in North America in 2-year Associate Category**

**AASHE 2023: Score 67.64, gold rating, # 5 in United States**

(Updated at <https://www.aashe.org/wp-content/uploads/2023/09/SCI-2023-1.pdf>) NOTE: Data above from Overall Top Performers Associate: <https://www.aashe.org/wp-content/uploads/2023/09/SCI-2023-1.pdf> Colleges. We did not place in top performers internationally, but we did come in 8<sup>th</sup> under Energy Top performers.

**AASHE 2024: Score 67.45, gold rating, #2 in United States, #5 international in Associate category**

[SCI-2024-Final.pdf \(aashe.org\)](#). #1 associate and #9 overall in Energy category

**Goal: Gold Rating, #3 in United States for Associate category**

- b. **Socioeconomic Impact Study: Economic Impact from CCC Operations: (FY 2021-22 Data Set, most recent as only completed every five years)**

Annual Source	Added Income	Jobs Created
Operations Spending Impact	\$54.1 Million	777 Employed
Construction Spending Impact	\$4.8 Million	69
Student Spending Impact	\$16.8 Million	102
Alumni Spending Impact	\$379 Million	5,241
<b>Total</b>	<b>\$442.1 Million</b>	<b>6,247</b>

**Continuous Quality Improvement:** Using data and stakeholder input to make informed decisions in the best interest of students.

- a. Higher Learning Commission accreditation project & results:** Expansion of Work-Based learning and Apprenticeships project- Primary report to be submitted (Open Pathways Quality Initiative Report) in June of 2024.

Quality Initiative Report received back on 7/2/2024, with the following findings:

- The institution demonstrated its seriousness of the undertaking.
- The institution demonstrated that the initiative had scope and impact.
- The institution demonstrated a commitment to and engagement in the initiative.
- The institution demonstrated adequate resource provision.
- The panel confirms genuine effort on the part of the institution.

Summary findings: “The review panel confirms genuine effort on the part of Central Community College demonstrating seriousness of the undertaking of the QIP as well as the initiative’s scope and impact. CCC’s report also described commitment to and engagement in the initiative across the institution as well as provision of adequate resources.”

- b . Employee satisfaction survey response: I believe that I can contribute to the student experience and improve student success (5.00 scale)**

Baseline Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024	2025 Goal
4.47	4.57	4.55	4.52	4.60	Pending	4.65

- c. I believe that all CCC employees who work directly or indirectly with students can have an impact on student success (5.00 scale):**

Baseline Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024	2025 Goal
4.47	4.61	4.55	4.52	4.58	Pending	4.65

(CCC IR Employment Engagement Survey 2019-2023)

- d. Graduate survey response: Overall satisfaction with the entire educational experience, very satisfied or satisfied:**

Baseline 2019- 2020	2020- 2021	2021- 2022	2022- 2023	2023- 2024	2024- 2025 Goal
97%	97%	92%	92%	Pending	95%

**Source:** CCC IR Graduate Survey – 2019-2023 Graduate Outcomes Report by report year.

**Creativity:** Being proactive in exploring, developing, and implementing new programming and services to meet constituents' needs.

**a. Annual Grants Report:**

Academic Year	# Grant Projects	Multi-Year (Total) Amount Requested	Amount Pending	Approved Amount	Not-Funded Amount
Baseline 2019-2020	94	\$10,797,998	\$0	\$7,767,642	\$3,030,356
2020-2021	43	\$8,455,047	\$0	\$6,195,495	\$2,259,552
2021-2022	54	\$12,147,849	\$0	\$7,057,356	\$5,090,493
2022-2023	56	\$17,074,594	\$671,702	\$12,655,099	\$3,747,793
2023-2024	63	\$7,627,578	\$2,139,045	\$3,669,928	\$1,818,605
2024-2025 Goal	60	10,000,000	\$500,000	\$8,000,000	\$1,500,000

Source: Grant Master Report (8.30.2024) for years 2019-20 to 2023-24.

**b. New or significantly revised programs and services:** In the last 5 years CCC has had:

- 3 new program approvals (CCPE and HLC)
- 11 Summative change applications to existing programs approved (CCPE and HLC)
- 36- Certificate adoption or modification approvals (HLC)
- 31- Additional program change actions (CCPE and HLC)
- 2 – new intercollegiate athletic teams
- 2 – new community educational hubs
- Multiple capital improvement projects and renovations
- Scholar programs with Scott Foundation, Aksarben, JBS, Kiewit Foundation, Buffet Foundation and Metallica

**c. New CCC Foundation scholarships spent or established:**

Academic Year	Scholarship Expenditures from combined CCCF and WVWF	New Scholarship/Support Funds Created
2019-2020	\$1,049,258	5
2020-2021	\$952,406	4
2021-2022	\$983,435	3
2022-2023	\$1,069,847	7
2023-2024	Pending	Pending
2024-2025 Goal	\$2,000,000	10

(Sources: CCC Foundation Annual Reports 2020-2023, includes CCCF & WVW Funds)

**Leadership:** Demonstrating high ethical and professional standards; continuing to build on Central Community College’s heritage while envisioning our future.

**a. Results of Annual Enrollment, Financial aid & Fiscal audits**

Annual Audits	FTE/REU Student Enrollment	Financial Aid	Fiscal
Baseline 2019-2020	No instances of noncompliance	No instances of noncompliance	No instances of noncompliance
2020-2021	No instances of noncompliance	No instances of noncompliance	No instances of noncompliance
2021-2022	No instances of noncompliance	No instances of noncompliance	No instances of noncompliance
2022-2023	No instances of noncompliance	No instances of noncompliance	No instances of noncompliance
2023-2024	No instances of noncompliance	In Progress	In Progress
2024-2025 Goal	No instances of noncompliance	No instances of noncompliance	No instances of noncompliance

(Dana Cole & Co July & November audits 2020 – 2024)

**b. Higher Learning Commission Accreditation status of institution and programs with specialized accreditation:**

CCC is fully Accredited by the Higher Learning Commission with Comprehensive Evaluation scheduled for March 2025:

Other Recent History With HLC:

Date	Event
6/3/2024:	Quality Initiative Report sent (approved 1 July 2024)
3/30/2023:	Multi-location visit and report (approval 23 April 2023)
2/1/2019:	Transitioned to Open Pathway from AQIP
08/10/2017:	Interim Report-Accepted
08/15/2016:	Comprehensive Evaluation/Reaffirm Accreditation

**c. External programmatic accreditation In good standing:**

- Accreditation of Educational Programs for the Emergency Medical Services Professions (**CoAEMSP**)
- Accreditation Commission for Education in Nursing (**ACEN**)
- Commission on Accreditation of Allied Health Education Programs (**CAAHEP**)
- Accreditation Council for Occupational Therapy Education (**ACOTE**)
- Commission on Dental Accreditation (**CODA**)
- Commission on Accreditation for Health Informatics and Management Education (**CAHIIM**)
- Automotive Service Excellence (**ASE**)
- American Society of Health System Pharmacists (**ASHP**)
- Accreditation Council for Pharmacy Education (**ACPE**)

**Goal: Continued HLC Accreditation and Positive External programmatic standing**