Success Measures

Each of our Wildly Important Goals and Sub-WIGs must be measured to ensure accountability and help us stay on track as we progress in our strategic directions. We will monitor the progress we make toward our goals via the success measures listed below.

Please visit https://www.mesacc.edu/about/strategic-plan for the most current data and links to dashboards for further data exploration.

**Success Measure for WIG 1:**
Successful Student Completion Outcomes by Ethnicity/Race

Student success is at core to our existence as a community college in preparing students to transfer or enter the workforce. Our completion rates have historically trailed national benchmarks, so it is important for us to focus efforts on increasing the numbers of students who successfully complete their degree, certificate, or transfer.

For the purpose of these goals, successful college completion is defined as the number of students in the first-time-in-college cohort who graduate or transfer within two years, along with the number of part-time students in the cohort who earn 30 or more college-level credits within two years.

<table>
<thead>
<tr>
<th>Population</th>
<th>Fall 2018 Cohort Student Headcount</th>
<th>% Successful Outcome within two years</th>
<th>2025 Goal</th>
<th>Percentage point gap</th>
</tr>
</thead>
<tbody>
<tr>
<td>MCC Total</td>
<td>2,300</td>
<td>11%</td>
<td>16%</td>
<td>-5</td>
</tr>
<tr>
<td>American Indian/Native American</td>
<td>84</td>
<td>7%</td>
<td>16%</td>
<td>-9</td>
</tr>
<tr>
<td>Asian/Hawaiian/Pacific Islander</td>
<td>100</td>
<td>16%</td>
<td>16%</td>
<td>0</td>
</tr>
<tr>
<td>Black/African American</td>
<td>150</td>
<td>13%</td>
<td>16%</td>
<td>-3</td>
</tr>
<tr>
<td>Hispanic/Latino(a)</td>
<td>833</td>
<td>8%</td>
<td>16%</td>
<td>-8</td>
</tr>
<tr>
<td>Multi-racial/ethnic</td>
<td>101</td>
<td>11%</td>
<td>16%</td>
<td>-5</td>
</tr>
<tr>
<td>White</td>
<td>975</td>
<td>13%</td>
<td>16%</td>
<td>-3</td>
</tr>
<tr>
<td>Unknown</td>
<td>57</td>
<td>9%</td>
<td>16%</td>
<td>-7</td>
</tr>
</tbody>
</table>
Success Measure for Sub-WIG 1.1: Course Success Rates

MCC has statistically significant gaps in course success rates of minoritized students (e.g. opportunity gaps). Closing these gaps is essential in order to reach equity in college completion. Course success is defined as grades of A, B, C, and P.

<table>
<thead>
<tr>
<th>Population</th>
<th>Fall 2019 Student Headcount</th>
<th>Fall 2019 Course Success (%ABCP)</th>
<th>Fall 2023 Goal</th>
<th>Percentage point gap</th>
</tr>
</thead>
<tbody>
<tr>
<td>MCC Total</td>
<td>20,351</td>
<td>74%</td>
<td>80%</td>
<td>-6</td>
</tr>
<tr>
<td>American Indian/Native American</td>
<td>698</td>
<td>68%</td>
<td>80%</td>
<td>-12</td>
</tr>
<tr>
<td>Asian/Hawaiian/Pacific Islander</td>
<td>1,021</td>
<td>79%</td>
<td>80%</td>
<td>-1</td>
</tr>
<tr>
<td>Black/African American</td>
<td>1,127</td>
<td>62%</td>
<td>80%</td>
<td>-18</td>
</tr>
<tr>
<td>Hispanic/Latino(a)</td>
<td>6,408</td>
<td>71%</td>
<td>80%</td>
<td>-9</td>
</tr>
<tr>
<td>Multi-racial/ethnic</td>
<td>873</td>
<td>71%</td>
<td>80%</td>
<td>-9</td>
</tr>
<tr>
<td>White</td>
<td>9,482</td>
<td>78%</td>
<td>80%</td>
<td>-2</td>
</tr>
<tr>
<td>Unknown</td>
<td>742</td>
<td>77%</td>
<td>80%</td>
<td>-3</td>
</tr>
</tbody>
</table>

Success Measure for Sub-WIG 1.2: Employee Diversity

MCC has high disparities between employees and student demographics around ethnicity and race, particularly among our faculty. Ensuring that students identify with our campus community is an important piece of supporting student success and engagement. For this measure, employees of color include American Indian/Native American, Asian/Hawaiian/Pacific Islander, Black/African American, Hispanic/Latino(a), and multi-racial/ethnic employees.

For comparison with the employee demographics below, the MCC student body was 49% students of color as of Spring 2020 45th Day.

<table>
<thead>
<tr>
<th>Population</th>
<th># of Employees</th>
<th>% Spring 2020 Employees of Color</th>
<th>2025 Goal</th>
<th>Percentage point gap</th>
</tr>
</thead>
<tbody>
<tr>
<td>MCC Total</td>
<td>2,590*</td>
<td>23%</td>
<td>28%</td>
<td>-5</td>
</tr>
<tr>
<td>Faculty**</td>
<td>1,470</td>
<td>18%</td>
<td>23%</td>
<td>-5</td>
</tr>
<tr>
<td>Staff**</td>
<td>255</td>
<td>38%</td>
<td>43%</td>
<td>-5</td>
</tr>
<tr>
<td>Administration**</td>
<td>122</td>
<td>36%</td>
<td>41%</td>
<td>-5</td>
</tr>
<tr>
<td>Temporary**</td>
<td>1,045</td>
<td>24%</td>
<td>29%</td>
<td>-5</td>
</tr>
</tbody>
</table>

*The total number of MCC employees is unduplicated and will not match the sum of all employee types due to duplication across employee groups (e.g. a staff member also serving as part-time faculty).

**Faculty counts includes full-time, part-time, service, and OYO/OSO faculty. Staff counts include professional (non-exempt) staff, athletic specialists, crafts, maintenance and operations, public safety, and specially funded employees. Administration counts include employees in the Management, Administration and Technology group. Temporary counts include all time-card temporary employees and work-study employees.
Success Measure for Sub-WIG 1.3:
Foster an inclusive and equitable campus climate

Feedback from employees and students during the strategic planning process indicated opportunities to improve MCC’s climate related to diversity, equity, and inclusion. In order to best understand, assess, and improve our college climate, the Diversity, Equity, and Inclusion Council will recommend a college diversity, equity, and inclusion survey to be administered to employees and students by the end of AY2021-22. The results of this survey will be used to establish a baseline and goals for improving our climate, and regular administrations of the survey will be used to assess our progress.