2023-2024 Institutional Effectiveness Report

College Goals…

1. **One College** – Columbia State will function as one college to provide a consistent and successful student experience.
2. **Student-Ready College** – Columbia State will prioritize students in development and delivery of services so that students are welcomed, engaged, and supported inside and outside the classroom.
3. **Community-Ready College** – Columbia State will be an active participant in the development and growth of the service area and the community's first choice for partnerships.

College Goal 1 – One College

Columbia State will function as one college to provide consistent and successful student experience.

	Baseline	2020-21	2021-22	2022-23	2023-24	2025	2030
Success in top ten enrollment courses determined by the percentage of students achieving an A, B, or C grade in a particular course.	70%	73%	68%	75%	78%	70%	70%
Columbia State will increase the percentage of students completing gateway English courses in the first year of enrollment.	65%	66%	62%	69%	66%	70%	70%
Columbia State will increase the percentage of students completing gateway math courses in the first year of enrollment.	50%	66%	61%	70%	68%	65%	70%
Columbia State will increase the percentage of first-time freshmen earning 12 SCH or more in their first semester of enrollment.	55%	50%	53%	67%	46%	57%	60%
Columbia State will increase the percentage of first-time freshmen earning 30 SCH or more in their first year of enrollment.	15%	26%	29%	27%	26%	25%	30%
Accreditation will be maintained or acquired by all accreditable programs.	100%	100%	100%	100%	100%	100%	100%
Columbia State will achieve a 2.5 average score on peer reviews and academic audits.	2.1	2.4	2.75	2.72	2.67	2.5	2.7
90% or more of Columbia State students will indicate an overall level of satisfaction with their educational experience at the two highest survey levels (good or excellent) in student satisfaction surveys.	90%	92%	91%	92%	91%	95%	98%
Columbia State will increase the amount of funds raised through giving.	$325,000	$242,599	$1,031,739	$476,224	$913,959	$400,000	$750,000
Maintain grant resources within five years variability of 25%. *TBR Resourcefulness and Efficiency Metric*	$550,000	$1,014,414	$2,263,150	$1,052,178	$572,206	$620,000 to $1M	$620,000 to $1M
Columbia State's proportion of outcomes model dollars received by TBR will increase.	5.8%	6.1%	6.2%	6.1%	6.8%	6.0%	6.5%
The Quality Assurance funding score will be at or above 90.	80	96	93	95	98	90	95
The Composite financial index score will be maintained or improved.	3	9.77	9.35	10	8.85	3	3
Maintain Return on Net Assets at or above 2%.	2%	10%	14%	22%	9.4%	2%	2%

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	Baseline	2020-21	2021-22	2022-23	2023-24	2025	2030
Full-Time Support Staff turnover rates, excluding retirements and temporary assignments, will be maintained at or below 15%.	**14.7%**	6%	**17%**	**4%**	3%	**15%**	**15%**
Full-Time Faculty turnover rates, excluding retirements and temporary assignments, will be maintained at or below 10%.	**8.3%**	15%	**24%**	**3%**	4%	**10%**	**10%**
Full-Time Professional staff turnover rates, excluding retirements and temporary assignments, will be maintained at or below 12%.	**11.0%**	9.2%	**23%**	**6%**	2%	**12%**	**12%**

One College 2023-2024: *Columbia State continued steady progress in the 2023-2024 year in meeting or reaching the goals for the "One College" metrics, apart from a decrease in the percentage of first-time freshmen earning 12 SCH or more in their first semester of enrollment, which fell to 46%. More work remains to be done to reach the goals for student satisfaction on student surveys, completion of gateway English courses in the first year, and consideration of grant resources. Conversely, an increase in funds raised through giving shows a continuance of exceeding the metric. Additionally, student satisfaction remains consistent, only fluctuating by one percentage point each year. The college should continue to emphasize and work to be "One College" with one message and purpose as the work from the last couple of years correlates with improvements in these outlined measurements.*

College Goal 2 – Student-Ready College

Columbia State will prioritize students in development and delivery of services, so students are welcomed, engaged, and supported inside and outside the classroom.

	Baseline	2020-21	2021-22	2022-23	2023-24	2025	2030
Application to acceptance rate will be at or above 88%.	83%	79%	80%	80%	82%	85%	88%
Application to Registration rate will be at or above 65%.	57%	50%	52%	51%	55%	60%	65%
Acceptance to Registration rate will be at or above 80%.	68%	64%	64%	64%	67%	75%	80%
Enrollment will show a steady increase and reach 6,500 Fall enrollment by 2030	6,000	5,964	5,411	4,981	5,135	6,300	6,500
Head count of first-time freshmen will continue to be a large percentage of Fall enrollments.	1,400	1,507	1,273	1,306	1,274	1,600	1,800
Enrollment of Pell eligible students in Fall will increase annually	1,850	1,709	1,484	1,594	1,625	1,900	2,000
Enrollment of adults in Fall will increase annually	1,250	1,190	1,074	951	883	1,500	1,750
Columbia State will increase retention rates. (Fall-to-Fall)	55%	53%	50%	57%	61%	70%	75%
Columbia State will increase persistence rates (Fall –to-Spring)	74%	74%	72%	78%	80%	80%	85%
Columbia State will increase Fall to Spring Progression (Continuous enrollment from Fall to Spring with a pace of 2/3 or better)	60%	57%	58%	59%	59%	65%	70%

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Student-Ready 2023-2024: *In the 2023-2024 fiscal and academic year, Columbia State saw a consistent increase across the board regarding enrollment, except for adult enrollment. Despite the rise, the college has yet to reach the 2025 goal in any enrollment category other than persistence. Because of the enrollment increase, the Fall 2023 enrollment target was exceeded. Given the consistent growth and expanded efforts across the college, Columbia State is hopeful these positive trends will continue into the 2024-2025 academic year, anticipating meeting the 2030 goal.*

College Goal 3 – Serve the Community

Columbia State will actively participate in the development and growth of the service area and the community's first choice for partnerships.

	Baseline	2020-21	2021-22	2022-23	2023-24	2025	2030
Professional Licensure exam performance will exceed the national average for 100% of the appropriate programs. (This is calculated by taking the average Institutional Score/National Comparison Score out of 100%)	95%	98.4%	94.3%	99.5%	99.2%	98%	100%
Columbia State will score above the national norm on Exit Exams.	3.00	0.35	0.88	2.8	-5.3	5.00	10.00
Columbia State will increase three-year graduation rates.	25%	28%	28%	28%	30%	35%	40%
Columbia State will increase six-year graduation	30%	41%	35%	40%	40%	40%	45%
Awards per 100 FTE students will increase.	14.0	21.53	27.8	27.6	29.0	22.5	25.0
Columbia State will maintain a job placement rate for graduates at an acceptable level.	75%	71%	74%	71%	84%	90%	95%
The number of Technical Certificates awarded will increase.	147	130	165	123	152	200	225
Columbia State will increase the number of degrees awarded.	875	916	937	842	833	815	900
The number of alumni giving will increase annually.	55	58	50	61	53	67	80
Columbia State will be the top college selected by high school graduates.	5 of 9	8 of 9	7 of 9	6 of 9	6 of 9	7 of 9	8 of 9

Serve the Community 2023-2024: *During the 2023-2024 academic year, Columbia State saw an increase in professional licensure exam performance, graduation rates, awards per 100 FTE, job placement, and technical certificates awarded. Columbia State saw the first cross over the baseline and the highest increase in job placement for the 2023-2024 reporting year. Numbers showing a decline include the national norm on exit exams, partly due to the transition of exam companies, employee turnover, and the drastic increase of test takers. Despite this decrease, Columbia State increased by three points to 98 on the Quality Assurance Funding Rubric and is on track to a much higher exit exam score for AY 2024-2025. Technical certificate numbers have begun to increase as the retention, persistence, progression, and enrollment numbers continue to increase. The University of Tennessee has continued to expand into the Columbia State service counties, bringing us to 6 of 9 in the assigned area.*