Student Success Report 2021-2022

Criteria 1: Fall to Fall Retention Rate

Goals (Benchmarks):   *Fall to Fall Retention (first-time, full-time) – 62%*

Performance Results: The retention rate of first-time, full-time students was 65% for those beginning in Fall 2021 and returning in Fall 2022.

Data: Nationally, the retention rate for the public two-year college sector of full-time freshmen to be retained to the following fall was 59.5% and for part-time freshmen was 42.3%, which was used to establish the GSCC performance benchmarks (Source: National Student Clearinghouse Research Center "Persistence and Retention: Fall 2020 Beginning Postsecondary Student Cohort – June 2020). While the previous three years had shown level retention to a slight increase after a drop from the Fall 2017 to Fall 2018 full-time retention rate, the part-time retention rate had shown dramatic improvement in the last few years. For 2021-2022, the full-time rate increased by 5%, exceeding the benchmark. This increase may be attributed to Gadsden State's efforts to implement additional supports including increased online advising and emergency aid to assist students.

The IPEDS fall-to-fall cohort retention rate for the past four complete academic years for GSCC is as follows:

Table 1: Cohort Fall-to-Fall Retention Rate

Student Status	2018-2019 to 2019-2020	2019-2020 to 2020-2021	2020-2021 to 2021-2022	2021-2022 to 2022-2023
Full-Time Student	55%	54%	60%	65%

Criteria 2: Graduation Rate

Goal (Benchmark): Graduation Rate (first-time, full-time) – 24%

Performance Results: The graduation rate of first-time, full-time students was 25% for the Fall 2019 cohort within 150% of time to complete, meeting the goal and minimum threshold.

Data: Gadsden State reports the following completion data in the annual IPEDS survey of graduation rates:

Table 2: Overall Graduation Rate

First Time, Full Time Students	2017 Cohort	2018 Cohort	2019 Cohort
Overall Graduation Rate	27%	27%	25%

Gadsden State had implemented additional advising training and an Advisement Resource Center that contacts students not yet registered for the next semester in order to increase retention.

Criteria 3: Key Student Completion Indicator – IPEDS 200% Graduation Rate

Goal (Benchmark): Graduation Rate (first-time, full-time) at 200% - 30%

Performance Results: The graduation rate of first-time, full-time students was 33% for the Fall 2018 cohort within 200% of time to complete.

Data: Gadsden State reports the following completion data in the annual IPEDS survey of 200% graduation rates:

Table 3: Overall Graduation Rate – 200%

First-Time, Full-Time Students	2018 Cohort
Overall Graduation Rate	33%

Table 4: Graduation Rates by Race, Gender and Pell

Graduation Rates by Race, Gender and Pell (2018 Cohort)			
Race/Ethnicity	Male	Female	With Pell
American Indian or Alaska Native	33%	33%	36%
Asian	25%	71%	100%
Black or African American	35%	21%	25%
Pacific Islander/Native Hawaiian	0%	33%	50%
Two or More Races	29%	8%	19%
White	41%	31%	36%

Plans for Improvement:
While the overall graduation rate met the goal (benchmark), the desegrated results show stark differences between the genders in various racial categories. The numbers in the racial categories of American Indian/Alaska Native and Native Hawaiian often have less than 10 students in the cohort, particularly when disaggregated by gender; so the zero in male Pacific Islander/Native Hawaiian is not alarming. However, the differences in other race/ethnicity categores show substantial differences in gender graduation rates. Female Black students did not meet the graduation rate, and males graduated at a higher rate than females and students with Pell. However, neither group met the benchmark. There was a stark difference in the graduation rate of multiracial and Asian men and women, with Asian females greatly outperforming the benchmark and males performing below the benchmark. Multiracial males did not quite meet the mark, and multiracial females were below the mark at 8%. The largest racial category is White, and males and students with Pell exceeded the goal, while females barely missed the mark at 31%. Many measures were put into place, particularly after COVID to help low-income students, which make up the majority of Gadsden State's students, including drive-through days for food pantry assistance, laptops loans, emergency aid to keep students enrolled, tuition discounts and student aid has continued into 2022. Targeted efforts on the college's HBCU campus for graduation and retention and the College's Student Support Services program, whose members are low-income, first-generation or both, are helping to increase the graduation rate.

Criteria 4: Course Success Rate

Goals (Benchmarks):   60% pass rate in Developmental English (ENR 098)
60% pass rates in MTH 098

Performance Results: The pass rate for ENR 098 was 63.87% in 2021-2022.
The pass rate for MTH 098 was 48.51% in 2021-2022.

Goal (Benchmark): 15% or less of students will withdraw from MTH 098

Performance Results: The benchmark was made. The withdrawal rate for 2021-2022 was 11.94%.

The first two college institutional goals, directly address student achievement:

1. Provide educational opportunities that prepare students for successful careers in professional and career technical fields in an increasingly global environment, retrain existing employees, and promote local and state workforce development initiatives that meet employer needs.
2. Prepare students with foundational knowledge of general education core requirements, such as communications, humanities, social sciences, mathematics, natural sciences, and/or computer/technology skills, for certificate programs, associate degree programs, and successful transfer to four-year institutions.

Data: Course completion and student outcomes are systematically collected and analyzed to determine student achievement. This information is also used to provide insight into opportunities to improve student achievement.

Plans for Improvement: To improve course pass rates, academic faculty completed an intensive professional development series, Design Your Own Course, to align course content with measurable student learning outcomes and to provide both high and low stakes assessments to monitor student performance in a more active way.

Additionally, the academic faculty partnered with the Advisemement Resource Center to provide active interventions for at-risk students by identifying students who failed to attend class or did not pass their first assessment. Students were contacted by both their instructor and an advisor in the Advisement Resource Center in an effort to find ways to actively support students both inside and outside the classroom.

Math 098 pass rates and withdrawal rates are also the focus of the college's Quality Enhancement Plan (QEP) for SACSCOC accreditation. The QEP, "Your Math GPS", focuses on achieving a 60% pass rate, a 15% or less withdrawal rate and 95% of students progressing to the next college-level math class. Professional development, embedded tutors in the MTH 098 classes, and additional tools for success like workshops have been added to achieve these benchmarks by 2023. While the ENR098 withdrawal rate improved, the MTH098 and ENR098 pass rates both dropped. The ENR098 success still met the benchmark on both standards, but the MTH098 rates fell below the goal of 60%. This is particularly concerning, as it is the goal for the QEP. The Dean of Academic Programs and Services along with the Division Chair of Mathematics and former QEP Director are meeting to re-instate intensive tutoring for students after unsuccessful exams.

Table 5: Developmental Course Completion

Course	Withdrawal Rate	[1]Success Rate
2020-2021		
ENR 098	7.50%	70.83%
MTH 098	9.71%	64.3%
2021-2022		
ENR098	6.72%	63.87%
MTH098	11.94%	48.51%

[1]*Successful = earned a passing grade of A, B, or C*

Goal (Benchmark): 85% persistence rates in General Education

Performance Results: Communications, Humanities, Fine Arts and Social Sciences met the 85% benchmark; but Computer Science (78.87%), Math (84.57%) and Natural Sciences (83.10%) fell short of the 2021-2022 goal of 85%. Withdrawals by the instructor are being tracked and examined as part of the annual faculty evaluation in order to try to pinpoint problems.

Goal (Benchmark): 70% pass rate in General Education courses

Performance Results: Communications, Humanities, Fine Arts and Social Sciences met the 70% benchmark; but Computer Science (56.70%), Math (62.71%) and Natural Sciences (68.49%) fell short of the benchmark.

Data: The following tables provide data relative to the rate at which Gadsden State students have successfully completed general education courses during the most recent three academic years 2019-2020 and 2020-2021, and 2021-2022.

Instructional leadership courses, Blackboard and online course development through the Teaching Learning Center and a statewide success initiative has placed particular emphasis on improving course success rates. In addition, student success tools such as tutoring at all campuses and online tutoring have been expanded in order to increase student success.

Table 6: General Education Course Completion

General Education Core Area	Persistence %	% Successful*
2019-2020		
Communications	89.45%	84.07%
Computer Science	78.78%	60.32%
Humanities	90.99%	86.24%
Fine Arts	92.52%	76.19%
Math	85.70%	69.90%
Natural Sciences	82.97%	69.29%
Social Sciences	92.50%	78.05%
2020-2021		
Communications	91.23%	72.70%
Computer Science	84.31%	62.00%
Humanities	95.52%	84.73%
Fine Arts	94.15%	76.44%
Math	83.72%	62.06%
Natural Sciences	81.06%	63.99%
Social Sciences	94.05%	77.51%
2021-2022		
Communications	91.19%	73.72%
Computer Science	78.87%	56.70%
Humanities	88.52%	80.22%
Fine Arts	92.77%	75.16%
Math	84.57%	62.71%
Natural Sciences	83.10%	68.49%
Social Sciences	93.55%	78.92%

Source: DAXREG, (Successful*= A, B or C)
Communications: SPH, ENG 101, 102; Computer Science: CIS 146; Humanities: HUM, ENG 251,253, 261,262;
Fine Arts: ART, MUS, THR; Math: MTH (100 or above); Natural Sciences: BIO, CHM, PHY, PHS, AST;
Social Sciences: HIS, PSY, SOC

The persistence rate in the above tables calculates the rate based on the number of students who withdraw. The successful course completion rate is based on the number of students with a successful grade at the end of the semester.

Course Completion - Distance Education

Goal (Benchmark): 85% persistence rates in Distance Education courses

Performance Results: 89.9% of students in 2021-2022 persisted to the end of the semester in their Distance Education courses. The retention rates of students enrolled in courses delivered utilizing online instruction were over 85% for reporting years 2019-2020, 2020-2021 and 2021-2022 which met the goal (benchmark).

Goal (Benchmark): 80% pass rate in Distance Education courses

Performance Results: 71.0% of the students in 2021-2022 in Distance Education courses passed the course.

Data: Students enrolled in distance education courses demonstrated success rates comparable to many other students and higher persistence rates than three of the seven overall general education areas. However, the success rates did not meet the benchmark for successful completion.

Course persistence rates and success rates are currently being tracked by instructor in order to assist in identifying supports to be put in place or changes needed. Tutoring in-person and online are offered in all general education courses. The Teaching and Learning Center also provides assistance to students in using the online materials and reviews the online courses to make sure the courses have links to assistance and robust educational content.

The following table depicts the data relative to the performance of Gadsden State students in courses delivered utilizing online instruction:

Table 7: Distance Education Student Performance*

	Student Registrations	Percent
2019-2020		
Enrolled	12777	
Persisted	11378	89.05%
Successful	9548	74.73%
2020-2021		
Enrolled	16781	
Persisted	15122	90.11%
Successful	12156	72.43%
2021-2022		
Enrolled	14958	
Persisted	13441	89.86%
Successful	10621	71.00%

*Distance education is online classes only. Hybrid and independent study are not included.
Successful is A, B. C's divided by enrolled. Withdrawals are not removed from calculation of successful percentage.

Criteria 5: Carl D. Perkins Career/Technical Performance Indicators

Goals (Benchmarks):   *73.2% (CTE) concentrators employed in military or apprenticeship perograms in the 2nd quarter following the term in which they left ACCS*
63.5% of CTE concentrators who receive a recognized postsecondary credential during participation in or within 1 year of program completion.
26.3 % of CTE concentrators in career and technical education program and programs of study that lead to non-traditional fields

Data from Gadsden State Community College's Report on Career and Technical Education (Perkins Report) for 2021-2022 indicates that the College fulfills its mission and institutional goals (Goal 1) with respect to providing educational opportunities that prepare students for successful careers in professional and career technical fields. The Perkins Report core indicators and targets changed this year with Gadsden State seeing success in exceeding the targeted performance on one of the indicators and coming close to the core indicator associated with the receiving an award or credential as shown in Table 8 below. The core indicator related to CTE concentrators in non-traditional fields continues to be difficult to achieve. Because of the difference between the actual performance and the targeted percentage, Gadsden State had to put measures in place to address its

performance. The improvement plan follows Table 8.

Table 8: Perkins Report Data

Percentage of CTE concentrators employed, in military, or apprenticeship programs in the 2nd quarter following the term in which they left ACCS.	
Actual level of performance __76.97__ %	Targeted level of performance (2021-2022) __73.2%__
Percentage of CTE concentrators who receive a recognized postsecondary credential during participation in or within 1 year of program completion.	
Actual level of performance __61.59__ %	Targeted level of performance (2021-2022) __63.5%__
Percentage of CTE concentrators in career and technical education programs and programs of study that lead to non-traditional fields.	
Actual level of performance __7.25__ %	Targeted level of performance (2021-2022) __26.3%__

The number of students pursuing fields in career and technical education that are considered non-traditional fields by gender continues to be very low. The following steps have been taken to try to improve the performance on this measure:

- Recent advertising campaigns have featured females in non-traditional fields such as women in welding, industrial automation and truck driving/diesel mechanics
- Other ads have featured males in traditionally female professions such as nursing
- Grants have been written to hold women in welding classes

The college is also applying for a Special Populations grant for the success coach and career coaches as well as the technical staff to be trained in IWITS, that teaches them how to recruit women into technical skill programs.

Criteria 6: Achievement of Program Graduates: Performance on Licensing Examinations
Goals (Benchmarks): Exceed or meet minimum agency standards listed below
- *Cosmetology (Salon and Spa Management) licensure pass rates will be 80% or greater*
- *Nursing (PN and RN) licensure pass rates will be 80% or greater*
- *Emergency Medical Services licensure pass rates will be 80% or greater*
- *Massage Therapy licensure pass rates will be 90% or greater*
- *Medical Laboratory Technician licensure pass rates will be 75% or greater over a 3-year period*
- *Radiology Technology licensure pass rate will be 75% or greater*
- *Diagnostic Medical Sonography licensure pass rate will be 60% or greater*

Performance Results: Gadsden State program completers in Cosmetology, Practical Nursing, Registered Nursing, EMT, and Diagnostic Medical Sonography passed the licensure exams at a rate meeting or exceeding their benchmarks. For 2021-2022,the Cosmetology licensure rate was 95 (Table 9a), while Esthetics was 100% (Table 9b), and Nail was 100% (Table 9c). Following are the 2021-2022 licensure rates for Health Science Programs: Practical Nursing was 100% (Table 10); Registered Nursing was 98.57% (Table 11); EMT was 92% (Table 12); Paramedic licensure rate was 82% (Table 12), and Radiologic Technology was 75% (Table 15) all of which met or exceeded their benchmarks. Medical Laboratory Technology's pass rate for 2021-2022 was 77%, and the three year goal was 77%, both of which exceeded the goal (Table 14), and testing for this cohort will continue through December 2023. EMT licensure rate for 2021-2022 was 92% (Table 12); and Paramedic licensure rate was 82% (Table 12) which is at or above the benchmark. Registered Nursing achieved the goal of 80%, with a pass rate of 98.57% (Table 11), which is its highest pass rate in several years. In order to improve their scores, the Nursing program changed its skills testing software and implemented remediation. The scores have been rebounding over the past few years due to these efforts, and the program now has a three-year passage rate exceeding 80%.

Diagnostic Medical Sonography exceeded the benchmark with a 77% pass rate to date with 2021-2022 graduate testing ongoing through December 2023. This rate exceeded both the threshold and the benchmarks.

The licensure rate for Therapeutic Massage struggled last year at 57% (Table 13), which did not meet the the benchmark. The Massage Therapy program consisting of a short certificate has struggled with pass rates for the last few years. Massage Therapy has been low-enrolled and failing to meet the Alabama Commission on Higher Education (ACHE) standards for program viability for three of the last four years. The college tried offering it through new scheduling formats and on other approved campuses, but the program continued to be a low-enrolled program. The program received SACSCOC approval for closure effective Fall 2022.

Table 9a: Cosmetology Program Licensure Performance

Program	# of Students Tested	# of Students Passing	Passing %
2019-2020	21	19	90%
2020-2021	26	25	96%
2021-2022	21	20	95%

Table 9b: Cosmetology (Esthetics) Program Licensure Performance

Program	# of Students Tested	# of Students Passing	Passing %
2020-2021	3	3	100%
2021-2022	8	8	100%

Table 9c: Cosmetology (Nail) Program Licensure Performance

Program	# of Students Tested	# of Students Passing	Passing %
2020-2021	8	7	87.5%
2021-2022	3	3	100%

Table 10: Practical Nursing Program Licensure Performance

Practical Nursing (NCLEX)	Number of Students	Number Passing Exam	Passing Percentage
2020*	67	66	98.51%
2021*	32	32	100%
2022*	36	36	100%

Results are reported for the calendar year January—December.

Table 11: Registered Nursing Program Licensure Performance

Registered Nursing (NCLEX)	Number of Students	Number Passing Exam	Passing Percentage
2020*	113	81	71.68%
2021	98	83	84.69%
2022*	70	69	98.57%

Results are reported for the calendar year January—December.

Table 12: Emergency Medical Technician Licensure Performance

Program	Number of Students Taking Exam	Number of Students Passing Exam	Passing Percentage
2019-2020			
EMT	35	26	74%

Paramedic	26	19	73%
2020-2021			
EMT	42	36	86%
Paramedic	13	11	85%
2021-2022			
EMT	38	35	92%
Paramedic	17	14	82%

Table 13: Theraputic Massage Licensure Performance

Massage Therapy	Number of Students Taking Exam	Number of Students Passing Exam	Passing Percentage
2019-2020	6	4	67%
2020-2021	7	4	57%
2021-2022	*	*	*

Due to teach-out and program closure in 2022, data not available.

Table 14: Medical Laboratory Licensure Performance

Medical Laboratory	Number of Students Taking Exam	Number of Students Passing Exam	Passing Percentage
2019-2020	10	8	80%
2020-2021	9	6	67%
2021-2022*	11	6	77%
3 YEAR Total/Average	11	6	77%

Preliminary data. Testing will continue through December 2023.

Table 15: Radiologic Technology Licensure Performance

Radiologic Technology	Number of Students Taking Exam	Number of Students Passing Exam	Passing Percentage
2018-2019	15	12	80%
2019-2020	14	14	100%
2020-2021	22	18	82%
2021-2022	20	15	75%

Table 16: Diagonstic Medical Sonography Licensure Performance

Diagnostic Medical Sonography	Number of Students Taking Exam	Number of Students Passing Exam	Passing Percentage
2019-2020	58	47	81%
2020-2021	42	33	78%
2021-2022*	43	33	77%

Preliminary data. Testing will continue through December 2023.

Criteria 7: National Educational Examinations

Goal (Benchmark): GSCC student performance will be within 1% of meeting the national average for proficiency of 2-year college students on the ETS Proficiency Profile.

Performance Results: There is insufficient data available for 2021-2022 to evaluate GSCC student performance. Due to the transition to online testing and the continued effects of COVID, student participation was below the threshold for comparative data analysis. Testing for 2023 will be in a classroom setting to increase student participation.

Data: Unavailable for 2021-2022.