

# 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 new-to-MCC students who graduate or transfer within two years.

2022 Update: The completion and transfer rate decreased by one percentage point for the Fall 2019 cohort, with all racial groups below the 2025 goal except for Asian/ Hawaiian/ Pacific Islander.

Population	Revised Fall 2018 Cohort Baseline %	Fall 2019 Cohort Completion & Transfer Rate	Revised 2025 Goal	Gap to Goal
MCC Total	14%	13%	19%	-6
American Indian/Native American	13%	17%	19%	-2
Asian/Hawaiian/Pacific Islander	14%	19%	19%	At goal
Black/African American	15%	9%	19%	-10
Hispanic/Latino(a)	11%	10%	19%	-9
Multi-racial/ethnic	18%	11%	19%	-8
White	16%	15%	19%	-4
Unknown	12%	13%	19%	-6

## 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.

2022 Update: Since the baseline year of Fall 2019, course success rates for MCC overall and across all racial/ethnic groups (except Asian/Hawaiian/Pacific Islander) have declined. MCC's Fall 2021 course success rate is nine percentage points behind the Fall 2023 goal.

Population	Fall 2019	Fall 2021	Fall 2023 Goal	Gap to Goal
MCC Total	74%	71%	80%	-9
American Indian/Native American	68%	58%	80%	-22
Asian/Hawaiian/Pacific Islander	79%	79%	80%	-1
Black/African American	62%	60%	80%	-20
Hispanic/Latino(a)	71%	66%	80%	-14
Multi-racial/ethnic	71%	69%	80%	-11
White	78%	76%	80%	-4
Unknown	77%	71%	80%	-9

## 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.

2022 Update: Between 2020 and 2022, the percentage of MCC employee who identify as persons of color increased from 25% to 29%, with all employee groups increasing, except for the staff group, which remained stable. The large increase in temporary employees of color may be attributed to more temporary employees identifying their race/ethnicity; 20% were unidentified in 2020 compared to 11% in 2022. For comparison with the employee demographics below, the MCC student body was 50% students of color as of Spring 2022 45th Day.

Population	% Spring 2020 Employees of Color (revised)	% Spring 2022 Employees of Color	2022 # of Employees	2025 Goal	Gap to Goal
MCC Total	25%	29%	1,950	30%	-1
Faculty	19%	20%	992	24%	-4
Staff	41%	41%	233	46%	-5
Administration	34%	36%	132	39%	-3
Temporary	26%	37%	593	31%	Above goal

Note: The data source for this measure was changed to district HR data where employees are only counted once by the primary employment type. For example, an employee who is primarily an administrator who also teaches as an adjunct faculty member will only be counted as an administrator.

### 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. The prior success measure to administer a follow-up college climate survey was subsumed by district-level efforts to administer a Maricopa-wide survey. As a result, goals for this sub-WIG will be revised in AY2022-23.

