



Key Performance Indicator (KPI) Dashboard

Executive Summary

The following is an executive summary of Lower Columbia College’s most recent institutional effectiveness results, indicated by year next to the title of the indicator.

The key is as follows: stretch goal achieved = plus sign (blue background); mission fulfillment goal achieved = check mark (green background); mission fulfillment goal not achieved = minus sign (gold background).

Detailed descriptions along with five years of data for each indicator are included in the complete dashboard following the executive summary.

Mission areas:

- I. Workforce and Economic Development
- II. Academic Transfer
- III. Preparation for College Level Studies
- IV. Student Access, Support and Completion
- V. Institutional Effectiveness and Community Engagement

Indicator	Level of Achievement
I-A. (Overall) student performance (2021-22)	+
I-C. Licensure/nursing (calendar year 2022)	+
I-C. Certification/welding (calendar year 2022)	✓
I-C. Certification/medical assisting (admission year 2021)	+
I-C. Certification/elementary & early childhood ed – Early Childhood Education (101) (2022)	✓
I-C. Certification/elementary & early childhood ed - Elementary Education Subtest I (102) (2022)	✓
I-C. Certification/elementary & early childhood ed - Elementary Education Subtest II (103) (2022)	✓
I-D. Placement rate in the workforce (2021-22)	+
I-E. Employer satisfaction (2021-22)	+
I-F. College level English completion in first year (workforce students) (2021-22)	+
I-F. College level math completion in first year (workforce students) (2021-22)	✓
I-G. Demonstration of general education outcomes – communication (workforce students) 2016-17	-

Indicator	Level of Achievement
I-G. Demonstration of general education outcomes – critical thinking (workforce students) 2020-21	✓
I-G. Demonstration of general education outcomes – quantitative literacy (workforce students) 2018-19	✓
I-G. Demonstration of general education outcomes – teamwork (workforce students) 2021-22	+
I-H. Client assessment of programs and services (2020-21)	✓
II-A. (Overall) student performance (2021-22)	✓
II-B. Transfer readiness (2021-22)	-
II-C. Demonstration of general education outcomes – communication (transfer students) (2016-17)	-
II-C. Demonstration of general education outcomes – critical thinking (transfer students) (2020-21)	✓
II-C. Demonstration of general education outcomes – quantitative literacy (transfer students) (2018-19)	✓
II-C. Demonstration of general education outcomes – teamwork (transfer students) (2021-22)	+
II-D. Academic transfer rate (2021-22)	-
II-E. Relevance of programs - academic success after transfer (2021-22)	+
II-F. College level English completion in first year (transfer students) (2021-22)	✓
II-F. College level math completion in first year (transfer students) (2021-22)	-
III-A. Basic Education for Adults achievement – college level by subsequent fall (2021-22)	✓
III-B. Performance of precollege students – success in precollege math classes (2021-22)	+
III-B. Performance of precollege students – success in precollege English classes (2021-22)	-
III-B. Performance of precollege students - in college level math (2021-22)	+
III-B. Performance of precollege students - in college level English (2021-22)	+
IV-A. Participation rate of persons living in the college’s service district (2021-22)	-
IV-B. Enrollment (2021-22)	✓
IV-C. Student persistence – LCC overall rate (Fall 20-21)	✓
IV-D. Student completion - graduation rate (2022, fall 2018 cohort)	+
IV-E. Student satisfaction with support services (2021-22)	+
IV-F. Faculty-student engagement (2021-22)	+
IV-G. Student/graduate satisfaction with instruction (2021-22)	-
V-A. Faculty/staff satisfaction and morale (2022-23)	+
V-B. Condition of infrastructure – facilities overall (2021)	✓
V-B. Condition of infrastructure – facilities by building (2021)	✓
V-B. Condition of infrastructure – LCC Foundation, endowments as % of net assets (2022)	✓
V-B. Condition of infrastructure – LCC Foundation, program support as % of assets (2022)	✓
V-B. Condition of infrastructure – LCC Foundation, direct student support as proportion of program support (2022)	+
V-B. Condition of infrastructure - cash & investments to operating expenditures ratio (2021)	+
V-C. External perceptions – preparing students to get a job or get a better job (2021)	+
V-C. External perceptions – providing customized training for employers (2021)	✓
V-C. External perceptions – providing students first 2 years of bachelor’s degree (2021)	+
V-C. External perceptions – providing...opportunity to complete high school/GED (2021)	+
V-C. External perceptions – providing...English as a Second Language (2021)	+

Indicator	Level of Achievement
V-C. External perceptions – providing...college preparation/pre-college classes (2021)	+
V-C. External perceptions – programs and services open to everyone (2021)	+
V-C. External perceptions – classes offered in convenient locations (2021)	+
V-C. External perceptions – offering a variety of online classes (2021)	+
V-C. External perceptions – keeping tuition costs low (2021)	+
V-C. External perceptions – providing...opportunity to earn certificate or degree (2021)	+
V-C. External perceptions – consistently providing high quality programs/services (2021)	+
V-C. External perceptions – enriching community with cultural events/opportunities (2021)	✓
V-C. External perceptions – enriching community with athletic events/opportunities (2021)	+
V-D. Employee demographics – Female	+
V-D. Employee demographics – Male	-
V-D. Employee demographics – American Indian or Alaska Native	+
V-D. Employee demographics – Asian	+
V-D. Employee demographics – Black or African American	+
V-D. Employee demographics – Hispanic or Latino	-
V-D. Employee demographics – Native Hawaiian or Other Pacific Islander	+
V-D. Employee demographics – Two or More Races	+
V-D. Employee demographics – Other Race	+
V-D. Employee demographics – White	+

Complete Dashboard

The full dashboard includes five years of history (in nearly all cases), a description of the indicator, and data extracted from the College's five Monitoring Reports.

I-A. Student performance in workforce classes

Proportion of students receiving C grades or better in workforce classes numbered 100 and above.

Mission fulfillment = 80%. Stretch goal = 85%.

Year	2017-18	2018-19	2019-20	2020-21	2021-22
Student performance in workforce classes	86%	86%	87%	90%	89%
Level of achievement	+	+	+	+	+

I-B. Demonstration of program competencies

As part of the college's established Curriculum & Program Review process, all programs are required to collect and analyze data for the purpose of improving student learning outcomes. Each program review plan is unique, and addresses competencies relevant for the specific discipline. Faculty set individual program competency benchmarks for their own areas.

Faculty perform quarterly activities for Curriculum & Program Review according to a schedule set by the Instructional Assessment Committee. A full Curriculum & Program Review cycle lasts two years, at which point the cycle starts again. The current Curriculum and Program Review template is available on the assessment webpage at internal.lowercolumbia.edu/faculty-tools/assessment.

I-C. Licensure/certification rates (nursing)

Licensure and certificate rates based on the NCLEX exam. Mission fulfillment = exceed state benchmark of 80%. Stretch goal = 90%.

Year	2018	2019	2020	2021	2022
NCLEX/RN – first time pass rate	82%	95%	90%	86%	90%
Level of Achievement	✓	+	+	✓	+

I-C. Licensure/certification rates (welding)

Licensure and certificate rates based on WABO exam. Mission fulfillment = 80%. Stretch goal = 100%.

Year	2018	2019	2020	2021	2022
WABO – pass rate	96%	88%	81%	93%	83%
Level of achievement	✓	✓	✓	✓	✓

I-C. Licensure/certification rates (medical assisting)

Licensure and certificate rates based on MAERB exam. Mission fulfillment = 60%. Stretch goal = 70%.

Year	2017	2018	2019	2020	2021
MAERB – pass rate	89%	92%	83%	60%	100%
Level of achievement	+	+	+	✓	+

I-C. Licensure/certification rates (elementary & early childhood education)

Licensure and certificate rates based on NES exam. Mission fulfillment = 80%. Stretch goal = 90%.

Year	2018	2019	2020	2021	2022
NES – pass rate					
Early Childhood Education (101)	*	*	*	100%	85%
Level of achievement	*	*	*	+	✓
Elementary Education Subtest I (102)	*	*	*	81%	82%
Level of achievement	*	*	*	✓	✓
Elementary Education Subtest II (103)	*	*	*	88%	88%
Level of achievement	*	*	*	✓	✓

*First cohort rates were in 2021.

I-D. Placement rate in the workforce

Placement rate based on data matching between college records and Employment Security records, based on employment status 9 months after graduation (data represents students who graduated in the prior year). Mission fulfillment = no more than 2% below system average. Stretch goal = exceed system average.

Year	2017-18	2018-19	2019-20	2020-21	2021-22
Placement rate for LCC	74%	86%	76%	73%	80%
Placement rate for system	76%	77%	77%	71%	74%
Level of achievement	✓	+	✓	+	+

I-E. Employer satisfaction

Based on employer ranking of overall employee professionalism in comparison to other (non-LCC) employees. Mission fulfillment = 90%. Stretch goal = 100%.

Year	2017-18	2018-19	2019-20	2020-21	2020-21
Employer satisfaction	99%	99%	100%	96%	100%
Level of achievement	✓	✓	+	✓	+

I-F. College level English completion in first year (workforce students)

Percentage of workforce students successfully completing college level English within their first year (from the First-Time Entering Student Outcomes metrics). Mission fulfillment = meet system rate. Stretch goal = exceed system rate.

Year	2017-18	2018-19	2019-20	2020-21	2021-22
LCC rate	24%	27%	34%	36%	29%
System rate	26%	27%	29%	29%	28%
Level of achievement	-	✓	+	+	+

I-F. College level math completion in first year (workforce students)

Percentage of workforce students successfully completing college level math within their first year (from the First-Time Entering Student Outcomes metrics). Mission fulfillment = meet system rate. Stretch goal = exceed system rate.

Year	2017-18	2018-19	2019-20	2020-21	2021-22
LCC rate	28%	26%	24%	13%	20%
System rate	17%	19%	19%	21%	20%
Level of achievement	+	+	+	-	✓

I-G. Demonstration of General Education Outcomes (Global Skills) (workforce students)

Faculty evaluation of student artifacts based on locally developed rubrics on a five-point scale.

Benchmark: Mission fulfillment = 3.0. Stretch Goal = 3.8.

Year	2016-17	2017-18	2018-19	2020-21	2021-22
Communication average score	2.9				
Level of achievement	-				
Critical Thinking average score				3.4	
Level of achievement				✓	
Quantitative Literacy (Numeracy) average score		3.1	3.1		
Level of achievement		✓	✓		
Teamwork					4.2
Level of achievement					+

I-H. Client assessment of programs and services

Based on client evaluation of customized business and industry services (overall expectations met or exceeded). Mission Fulfillment = 90%. Stretch Goal = 100%.

Year	2016-17	2017-18	2018-19	2019-20	2020-21
Client assessment of programs/services	98%	98%	99%	99%	94%
Level of achievement	✓	✓	✓	✓	✓

II-A. Student performance in transfer classes

Proportion of courses for which transfer students received grades of C or better in Academic transfer classes numbered 100 and above. Mission fulfillment = 78%. Stretch goal = 85%.

Year	2017-18	2018-19	2019-20	2020-21	2021-22
Student performance in transfer classes	83%	81%	80%	82%	83%
Level of achievement	✓	✓	✓	✓	✓

II-B. Transfer readiness

Percentage of transfer students achieving 45 college-level credits within two years (from the First-Time Entering Student Outcomes metrics). Mission fulfillment = at or above system rate. Stretch goal = 5% above system rate.

Year	2017-18	2018-19	2019-20	2020-21	2021-22
Transfer readiness rate for LCC	55%	51%	53%	52%	49%
Transfer readiness rate for system	47%	47%	47%	49%	50%
Level of achievement	+	✓	+	✓	-

II-C. Demonstration of general education outcomes (Global Skills) (transfer students)

Faculty evaluation of student artifacts based on locally developed rubrics on a five-point scale.

Benchmark: Mission fulfillment = 3.0. Stretch Goal = 3.8.

Year	2016-17	2017-18	2018-19	2020-21	2021-22
Communication average score	2.9				
Level of achievement	-				
Critical Thinking average score				3.4	
Level of achievement				✓	
Quantitative Literacy (Numeracy) average score		3.1	3.1		
Level of achievement		✓	✓		
Teamwork					4.1
Level of achievement					+

*Summer Assessment Institute 2020 (2019-20) canceled due to COVID-19 pandemic.

II-D. Academic transfer rate

Proportion of transfer students who transfer to a 4-year college four years after start (from the First-Time Entering Student Outcomes metrics). Mission fulfillment = within five percentage points of system rate. Stretch goal = meet or exceed system rate.

Year	2017-18	2018-19	2019-20	2020-21	2021-22
Academic transfer rate for LCC	36%	38%	40%	34%	30%
Academic transfer rate for system	38%	39%	39%	37%	39%
Level of achievement	✓	✓	+	✓	-

II-E. Relevance of programs (academic success after transfer)

Graduation rates of LCC transfer students at 4-year institutions. Mission fulfillment = 60%. Stretch goal = 65%.

Year	2017-18	2018-19	2019-20	2020-21	2021-22
Grad rate at transfer institutions	62.9%	62.0%	67.3%	65.8%	66.7%
Level of achievement	✓	✓	+	+	+

II-F. College level English completion in first year (transfer students)

Percentage of academic transfer students successfully completing college level English within their first year (from the First-Time Entering Student Outcomes metrics). Mission fulfillment = meet or exceed system rate. Stretch goal = exceed system rate by three percentage points or more.

Year	2017-18	2018-19	2019-20	2020-21	2021-22
LCC rate	64%	66%	69%	65%	64%
System rate	57%	61%	62%	63%	62%
Level of achievement	+	+	+	✓	✓

II-F. College level math completion in first year (transfer students)

Percentage of academic transfer students successfully completing college level math within their first year (from the First-Time Entering Student Outcomes metrics). Mission fulfillment = within five percentage points of system rate. Stretch goal = meet or exceed system rate.

Year	2017-18	2018-19	2019-20	2020-21	2021-22
LCC rate	29%	29%	33%	28%	29%
System rate	33%	34%	36%	38%	38%
Level of achievement	✓	✓	✓	-	-

III-A. Basic Education for Adults achievement (college level by the subsequent fall)

Proportion of CCP and ELL (formerly ABE and ESL) students who enrolled in college level credits by the subsequent fall. Mission fulfillment = 25%. Stretch goal = 35%.

Year	2017-18	2018-19	2019-20	2020-21	2021-22
LCC rate	15%	22%	32%	39%	26%
Level of achievement	-	-	✓	+	✓

*Figure updated from previous report.

III-B. Academic performance of precollege students (precollege math success)

Academic performance as determined by receiving a grade of 2.0 or better in developmental math. Mission fulfillment = 65%. Stretch goal = 75%.

Year	2017-18	2018-19	2019-20	2020-21	2021-22
Performance of precollege math students	73%	73%	72%	78%	75%
Level of achievement	✓	✓	✓	+	+

III-B. Academic performance of precollege students (precollege English success)

Academic performance as determined by receiving a grade of 2.0 or better in developmental English (reading and writing). Mission fulfillment = 65%. Stretch goal = 75%.

Year	2017-18	2018-19	2019-20	2020-21	2021-22
Performance of precollege English students	64%	70%	68%	69%	62%
Level of achievement	-	✓	✓	✓	-

III-B. Academic performance of precollege students (performance in college-level math)

Academic performance as determined by grade of 2.0 or better received in first college-level math course. Mission fulfillment = 70%. Stretch goal = 75%.

Year	2017-18	2018-19	2019-20	2020-21	2021-22
Performance in college-level math	83%	74%	76%	77%	83%
Level of achievement	+	✓	+	+	+

III-B. Academic performance of precollege students (performance in college-level English)

Academic performance as determined by grade of 2.0 or better received in first college-level English course. Mission fulfillment = 70%. Stretch goal = 75%.

Year	2017-18	2018-19	2019-20	2020-21	2021-22
Performance in college-level English	76%	70%	74%	82%	79%
Level of achievement	+	✓	✓	+	+

IV-A. Participation rate of persons who live within the college's service district

Participation rate in credit courses of persons who live within LCC's primary service district. Mission fulfillment = 4.5%. Stretch goal = 5.5%.

Year	2017-18	2018-19	2019-20	2020-21	2021-22
Participation rate	5.37%	5.00%	5.61%	4.59%	4.25%
Level of achievement	✓	✓	+	✓	-

IV-B. Enrollment

Percent of System Total FTE (all funding sources). Mission fulfillment = 1.8% of system. Stretch goal = 2.0% of system.

Year	2017-18	2018-19	2019-20	2020-21	2021-22
Percent of system (Total FTE)	1.8%	1.8%	1.8%	1.8%	1.8%
Level of achievement	✓	✓	✓	✓	✓

IV-C. Student persistence (LCC overall rate)

Fall-to-fall persistence rates for first-time, transfer and workforce students per the First-Time Entering Students cohorts (FTEC cohorts). Mission fulfillment = no more than 8% below system average. Stretch goal = meet or exceed system average.

Year	Fall 16-17	Fall 17-18	Fall 18-19	Fall 19-20	Fall 20-21
LCC overall persistence rate	58%	52%	54%	51%	53%
System overall persistence rate	54%	53%	54%	54%	54%
Level of achievement	+	✓	+	✓	✓

IV-D. Student completion (graduation rate)

New, degree seeking students (based on FTEC cohorts) completing within four years. Mission fulfillment = no more than 8% below system average. Stretch goal = meet or exceed system average.

Year	2018 (2014 cohort)	2019 (2015 cohort)	2020 (2016 cohort)	2021 (2017 cohort)	2022 (2018 cohort)
LCC graduation rate: overall	37%	38%	42%	39%	36%
System graduation rate: overall	34%	35%	35%	34%	34%
Level of achievement	+	+	+	+	+

IV-E. Student satisfaction with support services

From the Community College Survey of Student Engagement, benchmark category "Support for Learners." Mission fulfillment = mean score of 50 or higher. Stretch goal = mean score of 52 or higher.

Benchmark	2009-10	2012-13	2015-16	2018-19	2021-22
LCC mean score	50.6	52.7	49.6	57.2	54.3
National cohort mean score	50.0	50.0	50.0	50.0	50.0
Level of achievement	✓	+	-	+	+

IV-F. Faculty-student engagement

From the Community College Survey of Student Engagement, benchmark category "Faculty-Student Engagement." Mission fulfillment = mean score of 50 or higher. Stretch goal = mean score of 55 or higher.

Year	2009-10	2012-13	2015-16	2018-19	2021-22
LCC mean score	50.7	56.0	52.5	55.1	56.0
National cohort mean score	50.0	50.0	50.0	50.0	50.0
Level of achievement	✓	+	✓	+	+

IV-G. Student/graduate satisfaction with instruction

Based on LCC Student/Graduate Survey: "I participated in meaningful learning experiences at LCC." Proportion that agreed or strongly agreed. Mission fulfillment = 85% or higher. Stretch goal = 95% or higher.

Year	2017-18	2018-19	2019-20	2020-21	2021-22
LCC Rate	84%	90%	86%	82%	81%
Level of achievement	-	✓	✓	-	-

V-A. Faculty/staff satisfaction and morale

Employee PACE survey comparison by climate factor. The National Initiative for Leadership and Institutional Effectiveness (NILIE) at North Carolina State University administers the PACE survey. Mission Fulfillment = meet or exceed mean score of “similar colleges.” Stretch goal = meet or exceed mean score of “all colleges.”

Year	2015-16	2016-17	2019-20	2022-23
Overall score for LCC	3.919	4.015	4.111	4.027
Overall score for similar colleges	3.673	3.784	3.792	3.889
Overall score for all colleges	3.688	3.773	3.783	3.836
Level of achievement for Overall Score	+	+	+	+
Institutional Structure score for LCC	3.628	3.760	3.842	3.748
Institutional Structure score for similar colleges	3.397	3.478	3.477	3.602
Institutional Structure score for all colleges	3.434	3.479	3.483	3.530
Level of achievement for Institutional Structure	+	+	+	+
Student Focus score for LCC	4.189	4.247	4.346	4.203
Student Focus score for similar colleges	3.928	4.061	4.065	4.130
Student Focus score for all colleges	3.930	4.051	4.044	4.087
Level of achievement for Student Focus	+	+	+	+
Supervisory Relationship score for LCC	3.957	4.071	4.172	4.134
Supervisory Relationship score for similar colleges	3.720	3.842	3.859	3.959
Supervisory Relationship score for all colleges	3.735	3.829	3.850	3.911
Level of achievement for Supervisory Relationships	+	+	+	+
Teamwork score for LCC	4.046	4.129	4.207	4.181
Teamwork score for similar colleges	3.768	3.892	3.915	4.010
Teamwork score for all colleges	3.759	3.862	3.889	3.966
Level of achievement for Teamwork	+	+	+	+

V-B. Condition of infrastructure (facilities overall)

Based on the Facilities Condition Survey which is conducted once every biennium (in odd years), this is a weighted average score for the institution’s total square footage. Mission fulfillment = 275 or below. Stretch goal = 200 or below.

Year	2013	2015	2017	2019	2021
Overall facilities score	256	247	230	226	258
Level of achievement	✓	✓	✓	✓	✓

V-B. Condition of infrastructure (facilities by building)

Based on the Facilities Condition Survey which is conducted once every biennium (in odd years), this represents the proportion of buildings rated at 350 or below. Mission fulfillment = 70% or above. Stretch goal = 100%.

Year	2013	2015	2017	2019	2021
Proportion of buildings at 350 or below	73%	81%	86%	86%	86%
Level of achievement	✓	✓	✓	✓	✓

V-B. Condition of Infrastructure (LCC Foundation: endowment as percentage of net assets)

Based on endowment as percentage of net assets (the LCC Foundation's net assets fall into two broad categories: endowed and non-endowed funds). Mission fulfillment = 70%. Stretch goal = 80%.

Year	2018	2019	2020	2021	2022
Endowments as a % of Net Assets	75.46%	74.54%	72.55%	75.06%	73.34%
Level of achievement	✓	✓	✓	✓	✓

V-B. Condition of infrastructure (LCC Foundation: program support as a percentage of net assets)

Based on program support as a percentage of net assets. Mission fulfillment = 4%. Stretch goal = 6%.

Year	2018	2019	2020	2021	2022
Program Support as % of net assets	7.92%	6.33%	5.35%	3.79%	4.76%
Level of achievement	+	+	✓	-	✓

V-B. Condition of infrastructure (LCC Foundation: direct student support as a proportion of program support)

Based on scholarship disbursement as a proportion of program support. Mission fulfillment = 30%. Stretch goal = 35%.

Year	2018	2019	2020	2021	2022
Direct student support as a proportion of program support	30.59%	42.75%	51.77%	52.86%	51.75%
Level of achievement	✓	+	+	+	+

V-B. Condition of infrastructure (cash and investments to operating expenditures ratio)

This ratio measures the adequacy of reserves to meet ongoing operating expenses. A higher ratio reflects LCC's ability to absorb or cushion the effect of budget reductions or revenue shortfalls. Mission Fulfillment = 25% or higher. Stretch goal = 33% or higher.

Year	2018	2019	2020	2021	2022
Cash and investments to operating expenditures ratio	27%	24%	24%	34%	45%
Level of achievement	✓	-	-	+	+

V-C. External perceptions/satisfaction with LCC

Based on input from a community perception survey administered every three years, beginning with the statement “LCC does a good job of.” Mission fulfillment = 90% or higher. Stretch goal = 95% or higher.

Year	2011-12	2014-15	2017-18	2020-21
Providing students with the education and training needed to get a job or to get a better job.	94%	94%	93%	98%
Level of achievement	✓	✓	✓	+
Helping employers in this community train their employees.	88%	84%	83%	90%
Level of achievement	-	-	-	✓
Providing students with the opportunity to obtain the first two years of a bachelor’s degree.	97%	96%	99%	97%
Level of achievement	+	+	+	+
Providing people in our community with the opportunity to complete high school or earn a GED.	95%	98%	95%	99%
Level of achievement	+	+	+	+
Providing non-native speakers in the community with the opportunity to learn English as a Second Language.	90%	95%	95%	96%
Level of achievement	✓	+	+	+
Providing educational opportunities for students who are not yet ready to take college level courses.	97%	94%	94%	98%
Level of achievement	+	✓	✓	+
Making college accessible to the community by offering a wide variety of programs and services that are open to everyone.	96%	99%	96%	99%
Level of achievement	+	+	+	+
Making college accessible to the community by offering classes in convenient locations.	90%	99%	94%	99%
Level of achievement	✓	+	✓	+
Making college accessible to the community by offering a variety of online classes.	89%	95%	96%	99%
Level of achievement	-	+	+	+
Making college accessible to the community by keeping tuition costs low compared to four-year institutions.	96%	93%	96%	96%
Level of achievement	+	✓	+	+
Providing people in the community with the opportunity to graduate with a certificate or degree.	98%	98%	98%	98%
Level of achievement	+	+	+	+
Consistently providing high quality programs and services.	96%	97%	95%	96%
Level of achievement	+	+	+	+
Enriching the community with cultural events and opportunities.		95%	94%	94%
Level of achievement	n/a	+	✓	✓
Enriching the community with athletic events and opportunities.		96%	99%	95%
Level of achievement	n/a	+	+	+

V-D. Employee Demographics

This KPI compares the demographics of faculty and staff at LCC to the college’s service district, measured by proportion for sex and race/ethnicity. Mission fulfillment = within 2% of community demographics for each group. Stretch goal = within 1% of community demographics for each group.

Year	2020-21
Female	70%
Level of achievement	+
Male	30%
Level of achievement	-
American Indian or Alaska Native	1%
Level of achievement	+
Asian	2%
Level of achievement	+
Black or African American	1%
Level of achievement	+
Hispanic or Latino	4%
Level of achievement	-
Native Hawaiian or Other Pacific Islander	0%
Level of achievement	+
Two or More Races	5%
Level of achievement	+
Other Race	1%
Level of achievement	+
White	85%
Level of achievement	+