

F-1 End: Leadership Key Performance Indicator Report

Purpose: Report on the progress of the institution

Timeline: Annual

Background: This report addresses the Board end, Leadership. Monitoring measures were selected by the Board and include the required Maryland Higher Education Commission (MHEC) indicators.

Green ■ – signals that HCC is operating above the benchmark, yellow ■ – indicates performance is at the benchmark, and red ■ – shows that the operating level is still below the benchmark. Detail pages follow the dashboard. Any updates are indicated in **blue**. Information concerning benchmarks is in **purple**.

At its May 26, 2021, meeting, the Trustees reset and approved the benchmarks for the most recent list of required Maryland Higher Education Commission (MHEC) indicators. For non-MHEC indicators, the Trustees also approved the targets, as needed. Hence, a number of the dashboard indicators are red.

Once reviewed by the Board, this report will be posted on the [college's website](#) so that members of the college community can become familiar with the measures that are part of the key performance indicator (Board end) system.

The administration and relevant staff review the details of all the reports that contribute to these measures. Plans for innovation and continuous quality improvement are developed and included in the next integrated strategic planning and budget development cycles.

◆————— Recommendation —————◆

This item is for information only and requires no Board action.

Compliance: This report is in compliance with Board of Trustees' bylaws, Article VII, Board Execution and Evaluation of Policy: Suggested Timeline for Important Tasks. KPI Report

Key Performance Indicator Dashboard: Leadership

This category examines how the college's senior leaders guide and sustain the college. HCC's governance is also examined in this category, as well as how the college addresses its ethical, legal, and community responsibilities.

Source	Item	Current	Benchmark FY2025
MHEC	1. Tuition and mandatory fees		
	a. Annual tuition and fees for full-time students	\$5,100	No benchmark requested
	b. Percent of tuition and fees at Maryland public four-year institutions <i>*(less than 53% is better in this measure)</i>	48.6%	53.0%

This KPI usually reports on employee and student satisfaction levels with various aspects of the campus functions. The Board and the college will receive the external PACE employee survey results by June 5th, and our student satisfaction survey will be completed by the end of April. The Board will receive an update when those results become available.

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Key Performance Indicator Report**

The following is a two-part measure mandated by the Maryland Higher Education Commission (MHEC). Peer colleges (*based on campus enrollment*) are the College of Southern Maryland, Harford Community College, and Frederick Community College.

<i>Tuition and mandatory fees.</i>						
	FY21	FY22	FY23	FY24	FY25	Benchmark FY26
1. a. Annual tuition and fees for full-time students	\$5,100	\$5,100	\$5,100	\$5,100	\$5,100	No benchmark requested
<i>Peer AVG:</i>	\$4,790	\$4,840	\$4,990	\$4,990	\$5,040	
<i>State AVG:</i>	\$4,708	\$4,710	\$4,819	\$4,800	\$4,848	
<i>Best in State:</i>	\$4,170	\$3,750	\$4,140	\$4,140	\$4,140	

<i>Ratio of community college tuition and fees for full-time service area students to average tuition and fees for full-time resident undergraduates at Maryland public four-year colleges and universities.</i>						
	FY21	FY22	FY23	FY24	FY25	Benchmark FY26
1. b. Tuition and fees as a percent of tuition and fees at Maryland public four-year institutions	52.8%	51.9%	50.7%	49.7%	48.6%*	53.0%
	n=\$5,100/\$9,657	n=\$5,100/\$9,820	n=\$5,100/\$10,057	n=\$5,100/\$10,270	n=\$5,100/\$10,499	
<i>Peer AVG:</i>	49.6%	49.3%	49.6%	48.6%	48.0%	
<i>State AVG:</i>	48.2%	48.0%	47.9%	46.7%	46.2%	
<i>Best in State:</i>	43.2%	38.2%	41.2%	40.3%	39.4%	

*Lower than 53 percent is better.

Talking Point for the Board of Trustees

HCC strives to keep college affordable.