



Accountability and Institutional Measures Executive Summary

Introduction

Cowley College's Accountability and Institutional Measures (AIM) reflects the organization's commitment to student success and institutional effectiveness through data analysis and continuous quality improvement.

Cowley College is committed to providing opportunities for learning excellence, personal achievement, and community engagement.

The Mission of Cowley College

Champion the relevance of two-year colleges in higher education through holistic learning and workforce development opportunities.

The Vision of Cowley College

Cowley College is dedicated to the continual pursuit of excellence by embracing our Core Values, the fundamental principles that guide our actions.

People

We emphasize the importance of human relationships, diversity, and a sense of community.

We provide student-centered instruction.

We provide a safe, learning environment where joy, humor, and teamwork are embraced.

We encourage open communication and the sharing of ideas.

Accountability

Our students will receive a quality education.

The College will provide students the opportunity to take an active role in their success.

All employees are responsible and committed to excellence.

We are accountable to the community to educate students and to sustain and improve society.

Integrity

We regard honesty, trust, and respect as essential principles in our academic, personal and professional standards.

Leadership

We provide a positive atmosphere that fosters personal and professional growth.

We empower students and employees to be innovative and visionary.

We are an ethical leader in the field of education.

Key Performance Indicators

Educational Access
High school graduate enrolling, public, service area high school rate
College student enrolling, in county and in state
Student Retention
First to second fall retention of first time, full- and part-time degree seeking students
Remedial course completion
First year career GPA for first-time, degree seeking underprepared students
Early momentum metrics
Online course completion
First to second fall retention for high school students enrolled in CTE programs
Annual retention for Upward Bound TRiO program members
Student satisfaction with financial aid access and service
Student satisfaction with faculty availability outside the classroom
Student satisfaction with registration
Student satisfaction with tutoring services
Student satisfaction with equity in the classroom
Award Completion
Award completion by first-time, full- and part-time, degree seeking college students
Award completion by high school students majoring in CTE programs
Success course completion: gateway courses
Student satisfaction with academic advising
Student satisfaction with faculty and staff support for progress toward academic goals
Student satisfaction with registration effectiveness
Transfer Out
Transfer out rate for first-time, full- and part-time, degree seeking college student recipients of awards and non-award recipients
First college fall, transfer out rate for service area high school graduates
Student satisfaction with academic advising transfer out knowledge
Job Placement
Job placement for Perkins qualifying, CTE program students
Student satisfaction with program preparation for career
Integrity
Academic integrity ratio
Audit findings
Equity in Athletics
Student satisfaction with Admissions Office recruiting practices
Student satisfaction with a campus culture that promotes honesty and integrity in the academic environment
Employee satisfaction with organizational support for mission

Key Performance Indicators, *continued*

Commitment to Stakeholders

- Faculty to student ratio
- Full-time, non-instructional staff to student ratio
- Equity representation: Employees
- Equity representation: Student Government
- Student financial health score
- Student satisfaction with campus safety
- Student satisfaction with campus environment
- Student satisfaction with program and activity access
- Student satisfaction with counseling services
- Student sense of belonging
- Employee satisfaction with shared governance
- Employee satisfaction with campus culture
- Employee satisfaction with supervisor support
- Employee satisfaction with support for mission

