

STRATEGIC PRIORITY I: STUDENT ENGAGEMENT AND EXPERIENCE

STUDENT ENROLLMENT

SCORECARD GOAL I.1

- **Academics:** Unduplicated headcount of students enrolled in at least one Credit course in AY 2024-25.
- **Workforce:** Unduplicated headcount of students enrolled in at least one Workforce course in AY 2024-25.
- **Total Enrolled:** Duplicated headcount of students enrolled in a Credit or Workforce course in AY 2024-25.

Data Source: Academic headcount is based on AY 2024-25 data officially reported in October 2025 to IPEDS and MI-CEPI. Workforce headcount is based on AY 2024-25 data from the Workforce & Economic Development division officially reported in October 2025 to MI-CEPI and MI-MCCDI.

STUDENT PERSISTENCY AND RETENTION

SCORECARD GOAL I.2

- **First-Year Persists One Term:** The first term persistence rates (e.g., fall-to-winter or winter-to-fall) for students whose first ever semester at Mott Community College in AY2024-25.
- **First-Year Retains One Year:** The first-year retention rates (e.g., fall-to-fall or winter-to-winter) for in AY2024-25.
- **Second- and Third-Year Retains One Year:** The second- and third-year retention rates (e.g., second fall to third fall, second winter to third winter, third fall to fourth fall, or third winter to fourth winter) for students in AY2024-25. This summary statistic parallels the 150% of expected time to graduation and provides a weighted average by the size of each cohort.

Data Source: Internal IRDS query and analysis of data from Mott's Ellucian Colleague system based on enrollment at census.

CREDENTIALS AWARDED

SCORECARD GOAL I.3

- **Academic Degrees:** Total count of Associate's Degrees awarded by Mott during AY 2024-25.
- **Academic Certificates:** Total count of Academic Certificates awarded by Mott during AY 2024-25.
- **Workforce Completers:** Total count of Industry-Based Career Credentials awarded by Mott in AY 2024-25.
- **Total Completers:** The sum of all credentials awarded by Mott during AY 2024-25.

Data Source: Academic Degrees and Academic Certificates are based on AY 2024-25 data officially reported in October 2025 to IPEDS and MI-CEPI. Workforce Completers are based on AY 2024-25 data from the Workforce & Economic Development division officially reported in October 2025 to MI-CEPI.

ENROLLED CREDIT HOURS

SCORECARD GOAL I.4

- **Part-Time SCH by Student:** Average credit hours courseload taken by part-time students during AY 2024-25.
- **Full-Time SCH by Student:** Average credit hour courseload taken by full-time students during AY 2024-25.

Data Source: Internal IRDS query and analysis of data from Mott's Ellucian Colleague student information system.

STUDENT ENGAGEMENT

SCORECARD GOAL I.5

- **CCSSE Overall Rating:** The mean score of students' self-reported responses to the question, "I evaluate [my] overall educational experience at MCC" (4-point scale, unweighted) in the AY 2024-25 CCSSE administration.

Data Source: Student feedback is collected from the biennial Community College Survey of Student Engagement (CCSSE).

STRATEGIC PRIORITY II: EMPLOYEE ENGAGEMENT AND EXPERIENCE

EMPLOYEE RETENTION

SCORECARD GOAL II.1

- **Voluntary Turnover:** Voluntary turnover rate is defined as full-time employees who choose to leave employment at MCC. Baseline is from AY 2024-25. Full-time employees are defined using the following groups: administrative support, exempt all, full-time faculty, maintenance & operational, professional/technical, public safety officers, supervisors & managers, and workforce and economic development staff.

Data Source: Employee headcount and termination data are maintained in Mott's Ellucian Colleague HR information system.

EMPLOYEE ENGAGEMENT AND EXPERIENCE

SCORECARD GOAL II.2

- **EEES Care/Value Rating:** The mean score of employees' self-reported responses to the six-item "Care About / Value Me" construct on the EEES, which consists of the following items:
 - I feel like I belong at my institution.
 - I feel my institution supports a healthy work-life balance.
 - I receive appropriate recognition when I do good work (e.g., my wins are celebrated).
 - I believe that others are genuinely concerned for my welfare at my institution.
 - I feel that my institution creates an inclusive environment for all employees.
 - I feel I am being heard (e.g., I put forth new ideas and they are listened to).

Data Source: Scores are collected from the annual Student Education Employee Engagement and Experience Survey (EEES).

EMPLOYEE OPPORTUNITIES

SCORECARD GOAL II.3

- **EEES Development/Opportunity Rating:** The mean score of employees' self-reported responses to the five-item "Develop and Provide Opportunities for Me" construct on the EEES, which consists of the following items:
 - I have access to development opportunities that allow me to advance my skills.
 - I am provided with adequate opportunities for advancement.
 - I feel that others in my institution connect with me in an honest way to build trust.
 - I receive feedback concerning areas for improving my performance.
 - I feel that my institution has created an equitable process to ensure that promotions go to qualified internal candidates.

Data Source: Scores are collected from the annual Student Education Employee Engagement and Experience Survey (EEES).

EMPLOYEE NET PROMOTER SCORE

SCORECARD GOAL II.4

- **EEES Employee Net Promoter Score (eNPS):** The net promoter calculation of employees' self-reported responses to the eNPS item, "I recommend MCC as a good place to work."

Data Source: Score is from the annual Studer Education Employee Engagement and Experience Survey (EEES).

STRATEGIC PRIORITY III: OPERATIONAL EFFICIENCIES, PROCESS, AND SERVICES

EXPENDITURE RATIO

SCORECARD GOAL III.1

- **Expenditure-to-Revenue Ratio:** Comparison of the total General Fund revenues compared to the total General Fund expenditures and other required transfers each fiscal year.

Data Source: Annual independent audited financial statements.

FUND BALANCE

SCORECARD GOAL III.2

- **General Fund Balance %:** The percentage of the General Fund fund balance as a percentage of total General Fund expenditures and other required transfers each fiscal year.

Data Source: Annual independent audited financial statements.

EMPLOYEE COMMUNICATION

SCORECARD GOAL III.3

- **EEES Communication Rating:** The mean score of employees' self-reported responses to the five-item "Communication" construct on the EEES, which consists of the following items:
 - I have a clear understanding as to why decisions are made.
 - I feel that I am informed on changes occurring at my institution.
 - I receive feedback on my strengths.
 - I see a clear connection between my institution's mission and my job.
 - I believe my opinions and perspectives are represented in decisions made.

Data Source: Scores are collected from the annual Studer Education Employee Engagement and Experience Survey (EEES).

INTERNAL SUPPORT SERVICE

SCORECARD GOAL III.4

- **EEES Internal Support Services Rating:** The mean score of employees' self-reported responses to the five-item "Internal Support Services" construct on the EEES, which consists of the following domains:
 - Accurate
 - Colleague-Focused
 - Efficient Operations & Processes
 - Solutions-Finding
 - Timeliness

Data Source: Scores are collected from the annual Studer Education Employee Engagement and Experience Survey (EEES).

STRATEGIC PRIORITY IV: COMMUNITY ENGAGEMENT AND PARTNERSHIP SUCCESS

EMPLOYER PARTNERSHIPS

SCORECARD GOAL IV.1

- **Total Partnerships:** The total number of external workforce partner sites currently engaged in clinical, internships, externships, and/or placement for MCC students.
- **Total "Level 4" Partnerships:** The number of employer partners engaged with MCC in at least four of the following ways: (a) assists with new program creation, (b) donates resources, (c) engages in contract or corporate training, (d) hires completers/graduates, (e) provides internship, externship/clinical site, assistantship, and/or apprenticeship opportunity, (f) provides scholarships, (g) serves on an advisory committee, and (h) volunteers as guest lecturer and/or adjunct instructor.

Data Source: Partnerships data are maintained by various offices at MCC, primarily the Workforce & Economic Development division's Career Resource Center, Academic Affairs, Institutional Advancement, and the Office of the President's files and records.

PARTNER NET PROMOTER SCORE

SCORECARD GOAL IV.2

- **Employer and Community Partner Net Promoter Score:** The net promoter calculation of employer and community partners' responses to the NPS item, "I recommend Mott Community College as the first choice for education and training."

Data Source: Scores are collected from the annual Student Education Community Impact Survey (CIS).

FOUNDATION GROWTH

SCORECARD GOAL IV.3

- **Foundation Contributions:** Reflect all donations and special event income (both restricted and unrestricted) received in a fiscal year by The Foundation for Mott Community College.
- **Foundation to General Fund:** A disbursement approved annually by the Board of Directors of The Foundation for Mott Community College that is based on income received by The FMCC that is unrestricted.
- **Non-Federal Grant Revenue:** Includes all income from grants obtained through public entities and private foundations; excludes grant revenue from the federal government.

Data Source: Foundation Contributions are derived from the FMCC annual audit. Foundation to GF Disbursements are found in the meeting minutes of the Board of Directors for The FMCC. Non-Federal Grant Revenue is maintained by the MCC Grants office.