L. E. Fletcher Technical Community College

GRAD Act

Fourth Annual Report to the Legislature

May 1, 2014

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Performance Objective: 1. Student Success *Required to include an explanation for or observation on any targeted measure(s) in this objective for which the institution is not reporting as having met or improved for this reporting year.*

Element: a. Implement policies established by the institution's management board to achieve cohort graduation rate and graduation productivity goals that are consistent with institutional peers.

Narrative: 1.a. Continuing efforts to achieve cohort graduation rate and graduation productivity goals that are consistent with institutional peers, Fletcher has successfully adopted and continues the implementation of a number of policies. Examples of these policies include but are not limited to the following: #1.003, Elements of Two-Year Institutional Missions; #1.017, Institutional Agreements; #1.019, LCTCS Academic Programs Policy; #1.034, Participatory Curriculum Development Policy; #1.010, Program Assessment; #1.016, LCTCS Cross-Enrollment Policy; and #1.025, Articulation. Fletcher reviews its policies continuously for revisions and/or for the development of new policies to impact graduation and productivity. Recently, the College has developed a Quality Enhancement Plan (QEP) that includes goals related to the success and persistence of students from developmental math to gateway math courses. Examples of procedures currently in place include but are not limited to an Academic Learning Resource Center (ALRC) for student tutoring in general education courses, student counseling and advising, and pilot courses for developmental English and math. The College has recently begun sending emails and making phone calls to students who have not re-registered before the start of a semester.

Measure: i. 1st to 2nd Year Retention Rate: (a) Number of first-time, full-time, degree-seeking students enrolled in the prior fall semester: Fletcher's retention rate for Year 4 is 58.5%. This achievement exceeds the benchmark of 55.9% by 2.6 percentage points. By comparison, the College's Year 4 retention rate improved by 11.5 percentage points from Year 3's rate of 47% and maintains to be improved from the baseline rate of 53.3% by 5.2 percentage points. The following table displays this data.

1.a.i. 1st to 2nd Year Retention	Reporting Year			% Change
	Baseline 2008-2009	*Year 3 2011-2012*	*Year 4 2012-2013*	*Baseline to Year 4*
Cohort	152	457	253	-
# Retained	81	215	148	-
% Retained	53.3%	47.0%	58.5%	**9.8%**

Measure: iii. Fall to Spring Retention Rate for Technical Colleges/Fall to Fall Retention Rate for Community Colleges: Fletcher's fall-to-fall benchmark for retaining students from 2012 to 2013 is 55.9%. The College exceeded this benchmark by 2.6 percentage points. The percent of first-time, full-time, degree-seeking students retained from the fall of 2012 to the fall of 2013 is 58.5%. Data for this measure is displayed in the following table.

1.a.iii. Fall to Fall Retention	Reporting Year	
	Year 4 2012-2013 Benchmark	*Year 4 2012-2013 Actual*
Fall 2012 Cohort	-	253
# Retained to Fall 2013	-	148
% Retained to Fall 2013	**55.9%**	**58.5%**

Measure: iv. Same Institution Graduation Rate: Fletcher's same institution graduation rate for Year 4 is 29.3%. This achievement exceeds the benchmark of 14.8%. Additionally, this year's

achievement has increased by 12.2 percentage points from Year 3's rate. While the target measure was met for Year 4, the College will continue to employ strategies for addressing issues to improve graduation rates and monitor subsequent comparisons for effectiveness. The following table displays the graduation rate data for the Baseline, Year 3, Year 4 Benchmark, and Year 4 Actual.

1.a.iv. Same Institution Graduation Rate	Reporting Year			
	Baseline 2008-2009	Year 3 2011-2012 Actual	Year 4 2012-2013 Benchmark	Year 4 2012-2013 Actual
Revised Cohort	145	181	-	263
Completers	23	31	-	77
Graduation Rate	15.9%	17.1%	**14.8%**	**29.3%**

Element: b. Increase the percentage of program completers at all levels each year.

Narrative: 1.b. Regarding the award level of Certificates, Fletcher achieved a 594.1% increase from the Baseline Year to Year 4 and a 68.6% increase from Year 3 to Year 4. Additionally, the College has also accomplished a significant increase in the number of Associate Degrees awarded from the Baseline Year to Year 4 with a 268.4% change. The percent change from the number of Associate Degrees awarded from Year 3 to Year 4 resulted in a 13% increase. Although the number of Diplomas awarded from Year 3 to Year 4 increased by 5.4%, the College experienced an 18.8% decrease in Diplomas awarded from the Baseline Year to Year 4.

*Explanation/Observation on Target Measure 1.b.*i. (Diplomas)*: While Fletcher increased in the number of *Diplomas* awarded from *Year 3* to *Year 4*, the College was unsuccessful at increasing the percent of *Diplomas* awarded from the *Baseline Year* to *Year 4*. Also, the College was 13 awards away from meeting its benchmark of 52 *Diplomas* for *Year 4*. **Anecdotal observations and a review of the data indicate that more students are majoring in associate degree programs.** Factors contributing to this shift in students' desired level of award from the diploma to an associate degree include but are not limited to the following: the College's initial regional accreditation granted by SACSCOC in 2009; selective admissions policies at 4-year universities; LCTCS cross-enrollment and articulation policies; and AGS Transfer Degree Program agreement with Nicholls State University. These factors correlate with the aggressive percent increase in the number of associate degrees awarded since the Baseline Year.

Measure: i. Percent Change in Program Completers at All Levels Each Year: As reported in the GRAD Act Portal, Fletcher achieved significant increases of completers in total awards for targeted measures of certificates, diplomas, and associate degrees for Year 4. In total, the College accomplished a 37.9% increase in "Completers All Awards" from Year 3 to Year 4, reflecting an increase from 301 to 415 combined awards. In addition, the 415 completers in all awards for Year 4 is a 245.8% increase from the Baseline of 120 completers. These increases reflect Fletcher's continued enrollment growth in long-standing degree programs as well as the College's newer programs. Data for this measure is provided in the following table.

1.b.i. Percent Change in Program Completers	Reporting Year			% Change	
	Baseline 2008-2009	Year 3 2011-2012 Actual	Year 4 2012-2013 Actual	Baseline to Year 4	Year 3 to Year 4
Certificates - 1 yr	34	140	236	594.1%	68.6%
Diplomas	48	37	39	-18.8%	5.4%
Associate Degrees	38	124	140	268.4%	13.0%
Total All Awards	120	301	415	245.8%	37.9%

Element: c. Develop partnerships with high schools to prepare students for postsecondary education.

Narrative: 1.c. Fletcher Technical Community College served as a pilot site for Louisiana's dual enrollment program. For seven years, the College has successfully implemented the program in coordination with both Terrebonne and Lafourche Parish School Systems. Dual Enrollment programs prepare students for the academic rigors of post secondary education, lowers the cost of college, and facilitates acclimation to college. Though dual enrollment programs have historically focused on high-achieving students, Fletcher's programs support the preparation of average-achieving students in career and technical education programs. Given the success of the dual enrollment program at Fletcher, the College may consider expanding the program (this is contingent upon funding and availability of other necessary resources) through the development of a Science Technology Engineering Mathematics (STEM). This would provide students with an opportunity to earn up to an associate degree upon high school graduation. STEM would be developed and implemented at Fletcher College's new campus site in Schriever. The new campus is strategically located between both Lafourche and Terrebonne parishes. Such an Institute is a means to successfully achieve the policy goals of the Louisiana GRAD (Granting Resources and Autonomy for Diplomas) Act.

Measure: i. Number of High School Students Enrolled

1.c.i. Number of High School Students Enrolled by Semester	Reporting Year
	Year 4 2012-2013
# of Students Fall Semester	93
# of Students Spring Semester	111
AY Total	204

Measure: ii. Number of Semester Credit Hours in which High School Students Enrolled

1.c.ii. Number of Semester Credit Hours Enrolled: High School Students	Reporting Year
	Year 4 2012-2013
# of Hours Enrolled Fall Semester	487
# of Hours Enrolled Spring Semester	623
AY Total	1,110

Measure: iii. Number of Semester Credit Hours Completed by High School Students

1.c.iii. Number of Semester Credit Hours Completed: High School Students	Reporting Year
	Year 4 2012-2013
# of Completed Hours Fall Semester	463
# of Completed Hours Spring Semester	557
AY Total	1,020

Element: d. Increase passage rates on licensure and certification exams and workforce foundational skills: The licensure exam passage rate for Year 4 of Practical Nursing (PN) NCLEX-PN first time writers is 100%. This is an increase by 17 percentage points from the 2011 established targeted measure of 83.3%. The pass rate for the Registered Nursing (RN) group per the most recent published data (2012-2013) available is 96.2%. The College has continued working with the Louisiana State Board of Nursing (L.S.B.N.), implementing an L.S.B.N.-approved plan for improving pass rates on the RN licensure exam. The pass rate for Cardiopulmonary Care Science graduates who took the National Board for Respiratory Care (NBRC) CRT-Exam is 100%. The Cardiopulmonary Care Science graduates who take the CRT-Exam have continued to pass at the same rate of 100% since Fletcher took over this associate program from Nicholls in August of 2010.

Measure: i. (a.) Passage Rates on Licensure/Certification Exams

Discipline	Required Exam that Must be Passed to Obtain Employment	Entity Granting Required Licensure / Certification (source for reporting)	Reporting Year	# of Students Who Took Exam	# of Students Who Met Standards for Passage	Calculated Passage Rate
Nursing (PN)	NCLEX-PN	Louisiana State Board of Practical Nursing Examiners (LSBPNE)	2012-2013	13	13	100%
Nursing (RN)	NCLEX-RN	Louisiana State Board of Nursing	2012-2013	26	25	96.2%
Radiologic Technology*	American Registry of Radiologic Technologist (AART) Exam in Radiation Therapy	Louisiana State Radiologic Technology Board of Examiners	2012-2013	0*	0*	0*
Respiratory Therapy	National Board for Respiratory Care (NBRC) CRT-Exam	Louisiana State Board of Medical Examiners (LSBME)	2012-2013	14	14	100%

Radiologic Technology Program was ineffective for this reporting; this program was officially cancelled effective December of 2013.

(c.) Passage Rates on Licensure Exam in Nursing (PN)

1.d.i.c. Passage Rates on Licensure Exam in PN (NCLEX-PN)	Reporting Year	
	Year 4 2012-2013 Benchmark	Year 4 2012-2013 Actual
# of First Time Writers	-	13
# Met Standards for Passage	-	13
Passage Rate	**83.0%**	**100%**

(d.) Passage Rates on Licensure Exam in Nursing (RN)

1.d.i.d. Passage Rates on Licensure Exam in RN (NCLEX-RN)	Reporting Year
	Year 4 2012-2013 Actual
# of First Candidates	26
# Met Standards for Passage	25
Passage Rate	**96.2%**

Measure: ii. Number of Students Receiving Certification(s), Program and/or Discipline Related

Industry-Based Certifications	Exam that Must be Passed to Obtain Employment	Entity Granting Required Certification (source for reporting)	Reporting Year	# Students Receiving Certification
American Petroleum Institute-6th Edition Rigger	API	Database	2012-2013	0
Automotive (ASE) - 47.0604	ASE	National Institute for Automotive Service Excellence	2012-2013	0
Certified Respiratory Therapist	CRT	National Board for Respiratory Care (NBRC)	2012-2013	14
Drafting - 15.1301	CD	American Design Drafting Association	2012-2013	4
Electrician - 46.0302	State Licensure	Louisiana State Licensing Board for Contractors	2012-2013	0
EMT Basic	NREMT-B	State Database	2012-2013	0
Heating, Ventilation and Air Conditioning - 47.0201*	HVAC Excellence	ESCO Institute	2012-2013	0*
HVAC - EPA -47.0201	EPA	Air Conditioning Heating and Refrigeration Institute (AHRI)	2012-2013	0
NCCER - all areas (National Center for Construction Education and Research)	NCCER	NCCER	2012-2013	15
Nursing-PN	NCLEX-PN	Louisiana State Board of Practical Nursing Examiners (LSBPNE)	2012	13
Nursing-CNA	LABENFA	Louisiana Nurse Aide Registry in BR- Department of Health and Hospitals	2012-2013	21
Petroleum Education	PEC, PEC-OPPS, Safe Gulf	Safety, Environmental & Operational Training Inc.	2012-2013	0
Phlebotomy - CPT	CPT/NRCPT	Nat. Health Career Assn./Nat. Allied Health Test Registry	2012-2013	14
U.S. Coast Guard all specialty areas	USCG	USCG	2012-2013	798
WorkKeys (all areas, levels)	WorkKeys	ACT	2012-2013	0

The Residential Air Conditioning Program was inactive during the reporting year; this program was discontinued effective December of 2013.

Measure: iii. Number of Students Assessed and Earning WorkKeys Certificates, in Each of the Award Levels (Bronze, Silver, Gold, Platinum): There were no students assessed for WorkKeys Certifications for Year 4 2012-2013.

Performance Objective: 2. <u>Articulation and Transfer</u> *Required to include an explanation for or observation on any Targeted measure(s) in this objective for which the institution is not reporting as having met or improved for this reporting year.*

Element: a. Phase in increased admission standards and other necessary policies by the end of the 2012 Fiscal Year in order to increase student retention and graduation rates.

Narrative: 2.a. Agreements have been signed between Fletcher and Nicholls that fulfill the following LCTCS policies: #1.003, Elements of Two-Year Institutional Missions; #1.016, LCTCS Cross-Enrollment Policy; #1.017, Institutional Agreements; #1.025, Articulation; #1.029, Disclosure of Degree Program Transferability; #1.032, Cross Enrollment Guidelines; and, #1.033, Enrollment Management. Examples include the completion of an official articulation agreement between Fletcher and Nicholls in October, 2009, signed by the Chancellor of Fletcher Technical Community College and by the President of Nicholls State University. This agreement provides two major opportunities for students: 1) the Fletcher Flight Guide gives admission incentives for students who were originally denied admission to Nicholls, but wish to begin at Fletcher and then move to Nicholls after a period of time with satisfactory academic performance for transfer; 2) the Cross-Enrollment completion program offers Fletcher students the ability to declare a major at Nicholls (and become locked into a catalog). Students sign an "Intent to Participate" form. In addition to the Fletcher Flight Guide incentives, Fletcher advisors continued to utilize the Associate of General Studies Transfer Degree Program for advising students who wish to transfer to Nicholls. This transfer program offers students the opportunity to earn 60 hours of credit at Fletcher and Nicholls, through cross enrollment, that apply to both the Fletcher's AGS degree and various programs at Nicholls. Through this initiative, students can choose from 37 baccalaureate major programs to follow at Nicholls while attending Fletcher. Each path selected leads first to the Fletcher AGS degree and then, upon transfer, to a four-year degree at Nicholls. The numbers of credit hours students are required to take via cross enrollment range from 0 to 24. Information regarding the AGS transfer program is linked to the Nicholls website and is available to Fletcher students and advisors.

Fletcher continues to welcome Nicholls advisors on recruiting trips to Fletcher to promote the AGS Transfer Degree Program and to assist students who express a desire to transfer to Nicholls. In addition, Fletcher also welcomes representatives of the Government and Social Sciences Department at Nicholls to recruit students who have successfully completed Fletcher's Associate Degree Program in Criminal Justice to then select Sociology or Government as their baccalaureate. Currently, representatives of Fletcher and Nicholls are working together to determine whether a need exists for the development of a 2+2 degree in Criminal Justice from one institution to the other.

As increased admissions standards have been phased in across four-year universities, Fletcher has continued to service and accommodate the needs of developmental education students. In addition to taking over teaching all developmental English and math courses from Nicholls in FY 2010-2011, Fletcher staffs a selection of both developmental English and math courses with Fletcher faculty at Nicholls. Doing so has proven to benefit students who meet the new selective admissions requirements but require at least one developmental course in either English or math. This step was in fulfillment of LCTCS Policies #1.003, Elements of Two-Year Institutional Missions, #1.016, LCTCS Cross-Enrollment Policy, #1.017, Institutional Agreements, #1.025, Articulation, and, #1.032, Cross Enrollment Guidelines. Additionally, Fletcher also has a cross-enrollment agreement with South Central Louisiana Technical

College. This agreement is in fulfillment of LCTCS Policy #1.036 Cross Enrollment Agreement between System Institutions.

Element: b. Provide feedback to community colleges and technical college campuses on the performance of associate degree recipients enrolled at the institution.

Narrative: 2.b. Staff members of Fletcher and Nicholls continue to communicate regarding issues associated with transfer. During 2011-2012 ongoing meetings established the sharing of data occurring between the admissions and registrar's offices at both institutions as well as the sharing of performance data of Fletcher transfer students to Nicholls between the research offices. The Fall 2013 Feedback Report for Fletcher Technical Community College was provided to the College by the Office of Assessment and Institutional Research at Nicholls State University. The number of students enrolled at Nicholls as transfer students from Fletcher is 39 per the Fall 2013 Feedback Report.

Element: c. Develop referral agreements with community colleges and technical college campuses to redirect students who fail to qualify for admission into the institution.

Narrative: 2.c. When students are declined admission to Nicholls State University, they are contacted through email. This email encourages students to attend one of Louisiana's community colleges to include Baton Rouge Community College, Delgado Community College, Fletcher Technical Community College, Nunez Community College, River Parishes Community College, and South Louisiana Community College.

The Chancellor of Fletcher and the President of Nicholls signed an official articulation agreement between the two institutions in October of 2009. This agreement provides two major opportunities for students: 1) the Fletcher Flight Guide gives admission incentives for students who were originally denied admission to Nicholls but wish to begin at Fletcher and then move to Nicholls after a period of time and satisfactory academic performance for transfer; 2) the Cross-Enrollment completion program offers Fletcher students the ability to declare a major at Nicholls (and become locked into a catalog). In 2010-11, Nicholls designated a faculty member as Coordinator of Transitional Programs (CTP) to oversee the Transfer Center and assist transfer students. The Department of Assessment and Institutional Research at Nicholls compiled the data used for the measures below regarding students who have been denied admissions to Nicholls from the National Student Clearinghouse.

Measure: i. Number of Students Referred by 4-Year Universities to 2-Year Colleges: The number of students denied admission to Nicholls State University during Year 4 is 244, all of whom were referred to the following 2-year colleges: Baton Rouge Community College, Delgado Community College, Fletcher Technical Community College, Nunez Community College, River Parishes Community College, and South Louisiana Community College.

2.c.i. Number of Students Referred by Nicholls to 2-Year Colleges	Reporting Year
	Year 4 2012-2013 Actual
Number of Students Referred to 2-Year Colleges by Nicholls	**244**

Measure: 2.c.ii. Number of Referred Students Who Enrolled at 2-Year Colleges: Out of the 244 students who were denied admissions and referred to the 2-year colleges listed in the table below, 96 were reported as enrolled in the respective colleges listed below.

2.c.ii. Number of Referred Students by Nicholls Enrolled in 2-Year Colleges	Reporting Year
	Year 4 2012-2013 Actual
Baton Rouge Community College	15
Delgado Community College	38
Fletcher Technical Community College	32
Nunez Community College	0
River Parishes Community College	5
South Louisiana Community College	6
Total	**96**

Element: d. Demonstrate collaboration in implementing articulation and transfer requirement provided in R.S. 17.3161 through 3169: Fletcher Technical Community College implemented the Louisiana Transfer Associate Degree Programs to include Associate of Arts Louisiana Transfer (AALT) and Associate of Science Louisiana Transfer (ASLT) in Fall 2010. Fletcher students began enrolling in these programs during 2011-2012. The tables below show Fletcher's total enrollment in these programs. Regarding program completers, the College expects does not expect to report initial completers in these programs until the 2014-2015 year.

Measure: i. Number of Students Enrolled in the Following Transfer Degree Programs: AALT and ASLT

2.d.i. Number of Students Enrolled in AALT/ASLT Programs	Reporting Year
	Year 4 2012-2013
# Enrolled in AALT or ASLT	88

Measure: ii. Number of Students Completing the Following Transfer Degree Programs: AALT and ASLT*

2.d.ii. Number of Students Completing AALT and ASLT	Reporting Year
	Year 4 2012-2013
# Completing in AALT	0
# Completing in ASLT	0
Total	**0***

*Initial completers in these programs are expected in 2014-2015

Performance Objective: 3. <u>Workforce and Economic Development</u>

Element: a. Eliminate academic programs offerings that have low student completion rates as identified by the Board of Regents or are not aligned with current or strategic workforce needs of the state, region, or both as identified by the Louisiana Workforce Commission.

Narrative: 3.a. Fletcher Technical Community College annually reviews programs that have low number of completers and/or are not aligned with current or strategic workforce needs. The Vice Chancellor of Instruction leads this process. The program review process includes a review of programs regarding the number of completers in cooperation with the Board of Regents for programs identified by the Regents as low-completer programs. In addition, the College works closely with its program advisory committees. These committees consist of industry and workforce representatives. Program advisory committees meet regularly throughout the academic year with program faculty and staff to provide valuable feedback for ensuring that respective programs are aligned with current or strategic workforce needs. There were no programs eliminated for the reporting year.

The College's enrollment growth has been the result of many factors including but not limited to the transfer of programs from Nicholls State University and the addition of new programs such as the degrees in General Studies and Integrated Production Technologies, which were instituted in the 2009-2010 academic year. Transfer of developmental studies and the Criminal Justice and Cardiopulmonary Care Science associate degree programs from Nicholls occurred in August of 2010 and have also contributed to enrollment growth. Since this time, there have been no additions to the College's program awards. The College's current programs have maintained standards of enrollment and completers in addition to maintaining alignment with workforce needs in the State and/or region.

Measure: i. Number of Programs Eliminated During the Most Recent Academic Year as a Result of Institutional or Board of Regents Review

3.a.i. Number of Programs Eliminated	**Reporting Year**
	Year 4 2012-2013
# of Program Awards Eliminated	0

Measure: ii. Number of Programs Modified or Added During the Most Recent Academic Year to Meet Current or Strategic Workforce Needs

3.a.ii. Number of Modified or Added	**Reporting Year**
	Year 4 2012-2013
# of Programs Modified or Added	**0**

i. **Percent of Programs Aligned with Workforce and Economic Development Needs as Identified by Regents**

3.a.iii. Programs Aligned with Workforce and Economic Development Needs	**Reporting Year**
	Year 4 2012-2013
# of Program Offerings	22
# of Programs Aligned with Workforce/Economic Needs	22
% of Programs Aligned with Workforce/Economic Needs	100%

Element: b. Increase use of technology for distance learning to expand educational offerings.

Narrative: 3.b. In order to continue serving the needs of students and enhance educational programs and services, it has become necessary for Fletcher to offer an increasing number of online courses. Fletcher's participation in LCTCSOnline has had a major impact on the number of courses available to students. As enrollment increases, so does student enrollment in distance education. Fletcher continues to implement LCTCS Policy # 3.001, Electronic Learning Statements and Initial Procedures. During 2011, Fletcher requested consideration and received subsequent approval from the Commission on Colleges of the Southern Association of Colleges and Schools to offer 50% or more credits online towards the Associate of General Studies degree beginning in Fall 2011. In the approval letter from SACSCOC, the College was also granted approval to provide all existing associate degree programs more than 50% online, provided that the online program does not significantly differ from the approved program.

Measure: i. Number of Course Sections with 50% and 100% Instruction Through Distance Education

3.b.i. Number of Distance Education Course Section: 50% and 100%	Reporting Year
	Year 4 2012-2013
# of Course Sections with 50%	27
# of Course Sections with 100%	72

Measure: ii. Number of Students Enrolled in Course with 50% and 100% Instruction Through Distance Education

3.b.ii. Number of Students Enrolled in Distance Education Courses: 50% and 100%	Reporting Year
	Year 4 2012-2013
# of Students in Courses with 50%	376
# of Students in Courses with 100%	438

Measure: iii. Number of Programs Offered Through 100% Distance Education

3.b.iii. Number of Programs Offered Through Distance 100%	Reporting Year
	Year 4 2012-2013
# of Programs Distance Education with 100%	1

Element: d. To the extent that information can be obtained, demonstrate progress in increasing the number of students placed in jobs and in increasing the performance of associate degree recipients who transfer to institutions that offer academic undergraduate degrees at the baccalaureate level or higher.

Measures: i. Percent of Completers Found Employed: The most recent *Employment Outcomes Report* provides employment data summaries for Fletcher students who completed *Certificate*, *Diploma*, and *Associate* awards in the 2009-2010 academic year. As reflected in the CRINPROG report published by the Board of Regents, 191 students completed an undergraduate award. These completed awards include 48 associate awards, 95 certificate awards, and 48 diploma awards. The following calculated rates represent the percent of each level reported as having found employment 6 months after graduation: associate completers = 85.4%; certificate completers = 68.4%; and diploma completers = 75.0%. This data is also provided in the table below.

3.d.i. Percent of Completers Finding Employment	2009-2010 Completer Cohort	
	# of Completers	% Employed
Associate	48	85.4%
Certificate – 1 yr	95	68.4%
Diploma	48	75.0%

Measure: ii. Performance of Associate Degree Recipients Who Transfer to 4-Year Universities: The number of students who transferred from Fletcher Technical Community College to Nicholls State University in the fall of 2013 is 39. According to the Fall 2013 Feedback Report for Fletcher from Nicholls, anecdotal feedback indicates that transfer students are persisting at the senior institution with 79.5% of these students being retained to the following semester.

Measure: iii. Placement Rates of Graduates: The most recent *Employment Outcomes Report* provides employment data for Fletcher students who completed *Certificate*, *Diploma*, and *Associate* awards in the 2009-2010 academic year. The placement rate for graduates with an associate degree is 85.4%. The placement rate for graduates with a certificate is 68.4%, and the placement rate for graduates wit a diploma is 75.0%. This data is provided in the table below.

3.d.iii. Placement Rates of Graduates	2009-2010 Graduate Cohort	
	# of Graduates	% Employed
Associate	48	85.4%
Certificate – 1 yr	95	68.4%
Diploma	48	75.0%

Performance Objective: 4. <u>Institutional Efficiency and Accountability</u>

Element: 4.c. Upon entering the initial performance agreement, adhere to a schedule established by the institution's management board to increase nonresident tuition amounts that are not less than the average tuition amount charged to Louisiana residents attending peer institutions in other Southern Regional Education Board states and monitor the impact of such increases on the institution. However, for each public historically black college or university, the nonresident tuition amounts shall not be less than the average tuition amount charged to Louisiana residents attending public historically black colleges and universities in other Southern Regional Education Board states.

Narrative: 4.c. The GRAD Act allows for tuition and fee increases for non-resident students up to 10% annually until reaching the average tuition and mandatory fee amounts of SREB peers. Fletcher Technical Community College will raise the tuition and mandatory fee amount annually by 10% until such time as the College reaches the SREB peer average tuition and mandatory fee cap.

Measure: i. Total Tuition and Fees Charged to Non-Resident Students

- 2012-2013 Non-resident tuition/fee amount = $7,811
- 2012-2013 Peer non-resident tuition/fee amount = $8,425
- Calculated percent difference from peer amount = 8%

<u>For 2013-2014, non-resident tuition and fees totaled $6,138 at Fletcher Technical Community College.</u>

Element: 4.d. Designate centers of excellence as defined by the Board of Regents which have received a favorable academic assessment from the Board of Regents and have demonstrated substantial progress toward meeting the following goals.

Narrative: 4.d. Demand by oil and gas companies for Associate of Applied Science-degreed job candidates and for responsive, workforce training programs is rapidly growing. This is being driven by worldwide growth in oil and gas production, the retirement of the industry's highly-experienced baby boomers, rapid technological progress in exploration and production, and comprehensive regulatory compliance requirements.

Fletcher is vigorously addressing these demands. The College's Petroleum Department, with its deepwater oil and gas production focused program in Integrated Petroleum Technologies (IPT), has initiated a plan to quickly close the gap between the oil and gas industry's critical demand for a technologically-advanced workforce and the impending retirement of nearly half of the industry's most experienced employees.

Based on input from the program's Industry Advisory Board, which consists of 13 separate oil and gas production and service companies, Fletcher's Petroleum Department has positioned itself as the partner-of-choice for oil and gas students, workforce trainees, and industry training managers.

Below is a listing of accomplishments and goals:

- The Integrated Petroleum Technologies (IPT) program provides a deepwater oil and gas production focus, relevant to the offshore production operations in the Gulf of Mexico Region and beyond. Hands-on experience with the proposed deepwater production equipment will provide students with a clear understanding of work on a production platform.
- The Associate of Applied Science (AAS) degreed IPT program is accredited by ATMAE (the Association of Technology, Management and Applied Engineering), and Fletcher Technical Community College is institutionally accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). This not only gives students the ability to transfer academic credits to 4-year universities (e.g., Nicholls State University), but assures potential employers of high-quality workforce education and training.
- AAS degreed programs assure oil and gas employers that new hires' technical knowledge is augmented by contextual understanding, decision-making, and problem-solving skills. Because of this, 98% of Fletcher's IPT program graduates have secured employment with oil and gas companies.
- Fletcher is developing "flex time" scheduling including evening, weekend, 7/7 and 14/14 options to accommodate the non-traditional work schedules of offshore employees. Some AAS courses will include a 50% lecture/lab and 50% on-line format, using "3D imaging" on-line computer technology.
- By leveraging the credentials and expertise from within the AAS-degreed programs, Petroleum Department faculty and curriculum specialists can develop customized, non-credit programs to meet an organization's specific training requirements. For example, a 3-credit, 48-hour, 13-week, AAS-degreed course can be condensed into a 40-hour, 5-day, non-credit training program.
- A new AAS-degreed Production Maintenance program will be developed to meet industry needs for both onshore and offshore skills and careers within the oil and gas industry.

As of February 2014, Fletcher was approved and officially designated as the Louisiana Deepwater Center for Workforce Excellence, as defined by the Louisiana Board of Regents and the Louisiana Legislature through Act 555 of the 2010 Regular Legislative Session.

Measure: i. Percent of Eligible Programs with Mandatory Status that Are Currently Discipline Accredited: Fletcher has 12 programs that are listed as mandatory accreditation by the Board of Regents Policy. Of these 12, 10 are program accredited. The calculated rate for percent of eligible programs with mandatory status that are currently discipline accredited is 83.3%.

Section 5 Data

The following information is a report for submission to the Louisiana Board of Regents, legislative auditor, and legislature by Fletcher Technical Community College (Fletcher) in partial fulfillment of the requirements for Act 741 Louisiana GRAD Act.

 a. **Number of students by classification:**

  Fletcher has a fall headcount, undergraduate enrollment of 2,811, and no graduate students. The budgeted FTE for undergraduates is 1,539.0.

 b. **Number of instructional staff members:**

  Fletcher has a fall headcount of 105 instructional staff members (FTE = 66.3).

 c. **Average class student-to-instructor ratio:**

  The average Fletcher class student-to-instructor ratio for the fall is 7,686/394 = 19.5.

 d. **Average number of students per instructor:**

  The average number of Fletcher students per instructor is 23.2.

 e. **Number of non-instructional staff members in academic colleges and departments:**

  The number of non-instructional staff members in academic colleges and departments is 4. All of these staff members are full-time; as a result, the FTE is also 4. The 4 positions fitting this definition and reconciling to the organizational chart are the following:

- Dean of Arts and Sciences
- Dean of Nursing and Allied Health
- Dean of Technical Education
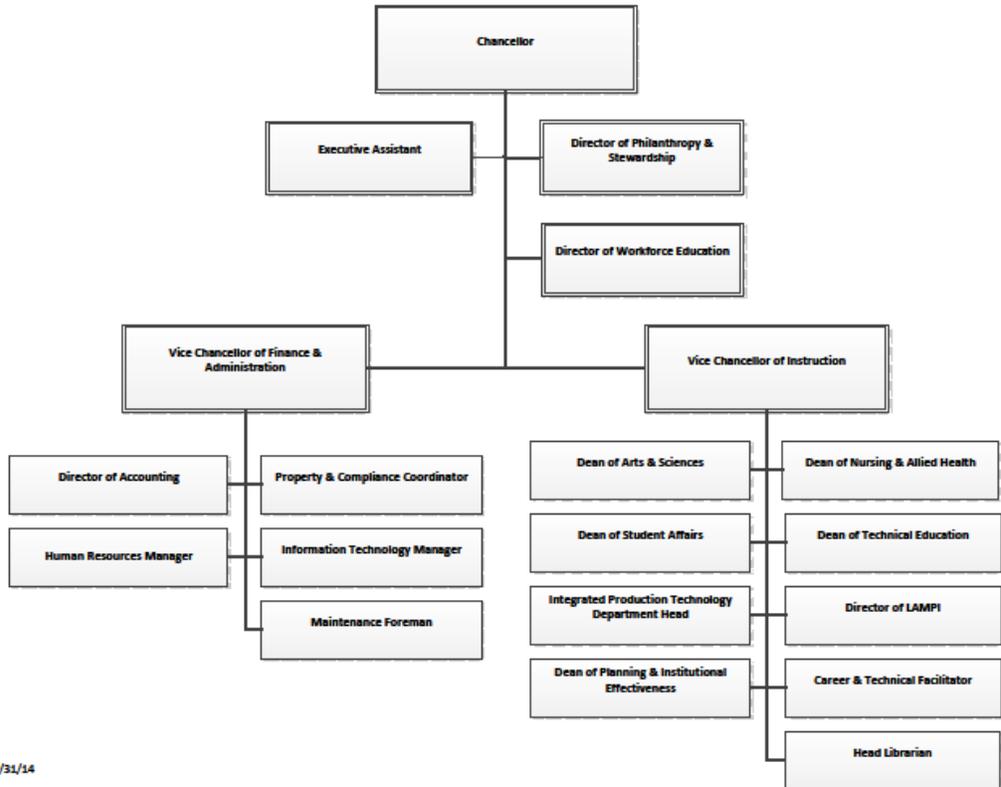- Director of the Louisiana and Marine Petroleum Institute

 f. **Number of staff in administrative areas:**

  The number of executive/managerial staff, as reported in the Employee Salary Data System (EMPSAL), in areas other than the academic colleges/schools reported by division is 8. All of these staff members are full time; as a result, the FTE is also 8. These 8 positions are as follows:

- Chancellor
- Director of Institutional Development
- Dean of Student Affairs
- Dean of Planning and Institutional Effectiveness
- Head Librarian
- Director of Workforce Education
- Human Resources Manager
- Director of Accounting

g. **Organization chart containing all departments and personnel in the institution down to the second level of the organization below the president, chancellor, or equivalent position:**

Fletcher Technical Community College
Organizational Chart

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                          ┌──────────────┐
                          │  Chancellor  │
                          └──────────────┘
        ┌─────────────────┐         ┌────────────────────────────┐
        │ Executive Assistant │     │ Director of Philanthropy & │
        └─────────────────┘         │        Stewardship         │
                                    └────────────────────────────┘
                                    ┌────────────────────────────┐
                                    │ Director of Workforce Education │
                                    └────────────────────────────┘

  ┌────────────────────────────┐         ┌──────────────────────────┐
  │ Vice Chancellor of Finance &│         │ Vice Chancellor of Instruction │
  │      Administration         │         └──────────────────────────┘
  └────────────────────────────┘
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Vice Chancellor of Finance & Administration		Vice Chancellor of Instruction	
Director of Accounting	Property & Compliance Coordinator	Dean of Arts & Sciences	Dean of Nursing & Allied Health
Human Resources Manager	Information Technology Manager	Dean of Student Affairs	Dean of Technical Education
	Maintenance Foreman	Integrated Production Technology Department Head	Director of LAMPI
		Dean of Planning & Institutional Effectiveness	Career & Technical Facilitator
			Head Librarian

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h. Salaries of all personnel identified in (g) and the date, amount, and type of all increases in salary received since June 30, 2008:

Position Title	Fall 2009 Base Salary	History of salary change since 6/30/2008 Reported for Fall 2010	Salary Changes Since 6/30/2010 Reported for Fall 2011	Salary Changes Since 6/30/2011 Reported for Fall 2012	Salary Changes Since 6/30/2012 Reported for Fall 2013
Chancellor	$137,223	$0	$0	$0	$6,862 to $144,085
Vice Chancellor for Instruction	$96,555	$0	$1,945 to $98,500	$7,880 to $106,380	Vacant
Vice Chancellor for Finance & Administration	$93,000	$0	$5,500 to $98,500	$7,880 to $106,380	Vacant
Director of Institutional Development	$60,899	$0	$0	Vacant	Vacant
Director of Public Relations	$54,425	$0	$0	$3,717 to $58,142	Vacant
Director of Philanthropy & Stewardship	Not applicable	Not applicable	Not applicable	Not applicable	Position created Spring 2013; $50,000
Dean of Student Affairs	$72,000	$0	$0	$3,000 to $75,000	$0
Director of Institutional Research & Effectiveness	$63,000	$0	$0	position eliminated; replaced with position of Dean of Planning & Institutional Effectiveness	Not applicable
Dean of Planning & Institutional Effectiveness	Not applicable	Not applicable	Not applicable	Position created Fall 2012; $75,000	Vacant
Head Librarian	$53,437	$0	$0	$4,125 to $57,563	$0
Dean of Arts & Sciences	$62,000	$0	$0	$6,200 to $68,200	$0
Dean of Nursing & Allied Health	Vacant	$0	$0	New Dean appointed; $68,000	$0
Dean of Technical Education	$62,400	$0	$0	$6,240 to $68,640	$0
Director of Louisiana Marine and Petroleum Institute	$65,000	$0	$0	$2,659 to $67,659	$0
Director of Workforce Education	$51,214	$0	$0	$4,225 to $55,439	$0
Information Technology Manager	$48,880	$0	$0	$5,866 to $54,746	Vacant
Human Resources Manager	$52,478	$0	$0	$6,298 to $58,776	-$1,776 to $57,000
Director of Accounting	$58,760	$0	$0	$5,876 to $64,636	$0
Executive Assistant to the Chancellor	$56,340	$0	$0	$0	$0
Property & Compliance Coordinator	$42,000	$0	$0	$0	$0
Career & Technical Facilitator	$55,576	$0	$0	$0	$0
Maintenance Foreman	$44,520	$0	$0	$0	$0
Integrated Production Technology Department Head	Not applicable	Not applicable	Not applicable	$75,000	$0

i. **A cost performance analysis:**

(i.) Total operating budget by function, amount, and percent of total, reported in a manner consistent with National Association of College and University Business Officers guidelines.

Fletcher Technical Community College

Expenditures by Function:	Amount	% of Total
Instruction	$ 4,270,191	51.8%
Research	$ -	0.0%
Public Service	$ -	0.0%
Academic Support**	$ 677,251	8.2%
Student Services	$ 543,350	6.6%
Institutional Services	$ 1,724,363	20.9%
Scholarships/Fellowships	$ 383,619	4.7%
Plant Operations/Maintenance	$ 369,925	4.5%
Total E&G Expenditures	$ 7,968,699	96.7%
Hospital	$ -	0.0%
Transfers out of agency	$ 270,323	3.3%
Athletics	$ -	0.0%
Other	$ -	0.0%
Total Expenditures	$ 8,239,022	100.0%

(ii.) Average yearly cost of attendance for the reporting year as reported to the United States Department of Education = $16,240.

(iii.) Average time to degree for completion of academic programs at 4-year universities, 2-year colleges, and technical colleges = 3.8.

(iv.) Average cost per degree awarded in the most recent academic year = $1,909.

(v.) Average cost per non-completer in the most recent academic year = $1,909.

(vi.) All expenditures of the institution for that year most recent academic year = $14,590,632.