

INSTITUTIONAL EFFECTIVENESS REPORT
2000

ALVIN COMMUNITY COLLEGE
INSTITUTIONAL EFFECTIVENESS REPORT
2000

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Introduction

Within the past decade institutional effectiveness has taken on an increasing level of importance at institutions of higher education as a mechanism for producing continuous quality improvement. Buzzwords and phrases such as "accountability" and "closing the loop" have become commonplace. The *2000 Institutional Effectiveness Report* is the second such document to be produced by this college. It reinforces efforts that were undertaken last year to strengthen the college's institutional effectiveness program, and it contains a variety of modifications and improvements over the previous effort. In particular, indicators have been added for distance learning, access to the college by special populations, and even evaluation of institutional effectiveness and research by faculty and staff.

The intent of the *Institutional Effectiveness Report* is that it be a "working document" and not a book that "sits on the shelf". This report provides us with an annual snapshot of how well the college is doing in attaining its stated goals. For each institutional goal, a variety of indicators are specified and standards have been set for determining whether or not that aspect of the goal has been achieved. If a standard for a given indicator is not met, then an action must be taken that is designed to generate improvement in the coming year. In this way, a cycle of continuous review and advancement is set into place.

In the past year, it has been noted that one of the positive benefits of this report has been the manner in which it highlights those areas that need to be examined on an annual basis. As a result of this emphasis, problems are often identified, discussed, and dealt with long before the final compilation of this report. Consequently, the compilers of the *Institutional Effectiveness Report* often find themselves in the position of merely having to report what has been done rather than having to be the instigators of the actions taken. Moreover, the *Institutional Effectiveness Report* itself undergoes annual scrutiny in order that it too may be steadily improved and of greater service to the betterment of Alvin Community College and its students.

Philosophy Statement

We believe in the dignity and worth of all individuals. Learning is a lifelong process, and all individuals should have opportunities for lifelong education. Education should help people develop, to their maximum capacity, technical excellence, occupational proficiency, and academic ability. Education should also provide for personal enrichment. To prosper in a complex and changing society, each individual must learn to think independently, value logical and tested conclusions, develop problem-solving abilities, and function effectively with other people. Competent performance contributes significantly to individual health and happiness and benefits the organizations and communities in which individuals work and live. Alvin Community College is an integral part of the community it serves, and it must respond to identified needs and interests. In delivering educational services, we believe that there is no substitute for the pursuit of excellence.

Mission

Alvin Community College is a public, two-year comprehensive community college with a strong educational heritage and a continuing emphasis on providing quality educational experiences for all of its students.

The College seeks to implement its philosophy by providing quality postsecondary educational services (including occupational/technical, college transfer, and adult programs) for all those who can benefit from them, as well as quality occupational/technical program opportunities for area secondary students.

The College also seeks to provide accessible educational services, through varied formats and schedules and full- and part-time programs, which address a wide spectrum of individual needs and abilities, along with educational programming related to the economic and employment realities of the area served, and to offer expanded career options through cooperation with industry, business, professions, government, and other educational institutions.

In addition, the College seeks to offer comprehensive programs that integrate communications, math, science, humanities, interpersonal skills, and reasoning.

Further, the College seeks to provide students the opportunity to develop skills needed to enter and succeed in College programs through continuing opportunities to extend and upgrade skills, knowledge, and interests; through testing, evaluation, and counseling to allow students to make informed decisions regarding their abilities achievements, and behavior; and through experiences to develop personal, social, and cultural dimensions. The College is accountable for its mission within the limitations of its physical and financial resources.

Institutional Goals

1. To provide appropriate academic courses in the arts and sciences for those pursuing associate degrees or planning to transfer to a senior institution.
2. To provide one- and two-year technical programs that prepare graduates to enter business or industry with marketable skills.
3. To provide programs that assist students to master skills that are fundamental to academic and career achievement.
4. To provide continuing education programs that incorporate current and new technical courses, training partnerships with business and industry, and other opportunities for individuals to acquire and upgrade skills or seek personal enrichment.
5. To provide an environment that supports and encourages students in their academic advancement and assists them in their personal and social development.
6. To provide for the systematic measurement of academic excellence and institutional effectiveness and evaluate the progress of the institution's achievement of its strategic objectives.
7. To provide opportunities for collaboration, cooperation, and/or articulation with area schools, community colleges, universities, industries, and local government.
8. To maintain a commitment to educational excellence through intensive efforts to recruit, retain, develop, and support an outstanding faculty and staff.
9. To provide a cost-effective use of human, physical, and fiscal resources.
10. To maintain a safe and inviting campus environment.
11. To recruit, retain, and educate students to their selected level of educational success.

(Institutional Goals: revised 4/3/98, adopted 7-23-98)

Indicators and Standards

GOAL #1 *To provide appropriate academic courses in the arts and sciences for those pursuing associate degrees or planning to transfer to a senior institution.*

- Indicator 1.1 Transferability of courses
100% of University Parallel courses will transfer to all Texas public colleges and universities
- Indicator 1.2 Student course completion rate (academic)
Percentage of contact hours completed is not more than five percentage points below the state average
- Indicator 1.3 Articulation agreement with universities
At least one agreement in place with top five universities as determined by number of transfers
- Indicator 1.4 Degree completion rates
The percentage of students who complete a degree or certificate will exceed the median for the Gulf Coast Consortium
- Indicator 1.5 Average GPA of UHCL students who have transferred from ACC (fall semesters)
Transfers will have a GPA average that equals or exceeds the regional average

GOAL #2 *To provide one- and two-year technical programs that prepare graduates to enter business or industry with marketable skills.*

- Indicator 2.1 Number of approved Tech Prep programs
At least two programs with each of the major high schools within the service area
- Indicator 2.2 Student course completion rate (technical)
Percentage of contact hours completed is not more than five percentage points below the state average
- Indicator 2.3 Licensure examination pass rates
90% of students tested on a specific licensure exam pass, or the percentage of students who take licensure exams and pass is not more than five percentage points below the state average for the last 3 years for the specific licensure exam
- Indicator 2.4 15 Graduates over three year period
100% of all active workforce education programs produce 15 graduates over 3 years
- Indicator 2.5 85% Placement of Workforce Education Program Graduates within one year of graduation
100% compliance for all workforce education programs producing graduates (3 year average)

GOAL #3 *To provide programs that assist students to master skills that are fundamental to academic and career achievement.*

- Indicator 3.1 ACC TASP pass rates in comparison to other Gulf Coast Consortium community colleges
Pass rates will meet or exceed the regional average
- Indicator 3.2 Pass rates for developmental courses (course by course basis)
Pass rate will not be less than 50% for each course
- Indicator 3.3 College level course success rates (performance in MATH 1314 and ENGL 1301 students with developmental courses vs. non-remediated students)
There will be no statistically significant difference between the performance of remediated vs. non-remediated students taking MATH 1314 and ENGL 1301
- Indicator 3.4 Completion rates for full-time students receiving remediation
30% of full-time first-time-in-college students receiving remediation receive a degree or certificate or transfer within 4 years

GOAL #4 *To provide continuing education programs that incorporate current and new technical courses, training partnerships with business and industry, and other opportunities for individuals to acquire and upgrade skills or seek personal enrichment.*

- Indicator 4.1 Continuing Education contact hours
Increase the number of contact hours each year (5 year trend line maintains positive slope)
- Indicator 4.2 Number of training partnerships between the Center for Professional and Workforce Development and business and industry
Active involvement of at least two such affiliations
- Indicator 4.3 Evaluation of training programs by employees
Average rating of programs will be positive with favorable evaluations

GOAL #5 *To provide an environment that supports and encourages students in their academic advancement and assists them in their personal and social development.*

- Indicator 5.1 Analysis of Student Survey with respect to why students chose ACC
Planning Team and Division Chairs will review the survey results and determine if changes are warranted and feasible
- Indicator 5.2 Analysis of Student Survey with respect to participation in extra-curricular activities
Planning team and Division Chairs will review the survey results and determine if changes are warranted and feasible
- Indicator 5.3 Analysis of Student Survey with respect to evaluation of college services
Planning Team and Division Chairs will review the survey results and determine if changes are warranted and feasible

Indicator 5.4 Analysis of the gap between mean importance and mean satisfaction on the Student Survey
No gap will equal or exceed 1

GOAL #6 *To provide for the systematic measurement of academic excellence and institutional effectiveness and evaluate the progress of the institution's achievement of its strategic objectives.*

Indicator 6.1 Licensure examination pass rates
90% of students tested on a specific licensure exam pass, or the percentage of students who take licensure exams and pass is not more than five percentage points below the state average for the last 3 years for the specific licensure exam

Indicator 6.2 Retention rate (Fall to Fall)
Maintain a Fall to Fall retention rate at least equal to the state average

Indicator 6.3 Student course completion rate for academic, technical and workforce education courses
Percentage of contact hours completed is not more than five percentage points below the state average

Indicator 6.4 Average GPA of UHCL students who have transferred from ACC (fall semesters)
Transfers will have a GPA average that equals or exceeds the regional average

Indicator 6.5 Student evaluation via Student Survey of quality of education at ACC
At least 80% of ACC students responding will answer either "Good" or "Excellent" to the question: "What is your overall impression of the quality of education at this 2-year college?"

Indicator 6.6 Retention rates from Fall to Spring of full-time first-time-in-college students (taking ≥ 12 semester credit hours [SCH])
Retention from Fall to Spring of students who did and did not receive remediation is not more than five percentage points below the state average

Indicator 6.7 Analysis of disagreement level on the institutional effectiveness section of the Faculty-Staff Survey
No rating for disagree or strongly disagree will equal or exceed 20%

Indicator 6.8 Analysis of the gap between mean importance and mean satisfaction for institutional research on the Faculty-Staff Survey
No gap will equal or exceed 1

GOAL #7 *To provide opportunities for collaboration, cooperation, and/or articulation with area schools, community colleges, universities, industries, and local government.*

Indicator 7.1 Number of articulation agreements between ACC and area high schools
At least two agreements with each of the major high schools in the service area

Indicator 7.2 GED success rates
At least 45% of students enrolled in GED classes will attain passing state exam scores

Indicator 7.3 Alvin High School to ACC migration rate
The percentage of AHS graduates who attend ACC will increase each year (5 year trend line maintains positive slope)

- Indicator 7.4 Number of training partnerships between the Center for Professional and Workforce Development and business and industry
Active involvement of at least two such affiliations
- Indicator 7.5 Number of collaboration initiatives with area colleges
To be reviewed annually

GOAL #8 *To maintain a commitment to educational excellence through intensive efforts to recruit, retain, develop, and support an outstanding faculty and staff.*

- Indicator 8.1 Percentage of contact hours taught by full-time faculty
70% or more of all contact hours will be taught by full-time faculty
- Indicator 8.2 Salary comparison: full-time staff (all position categories)
Bench mark positions salaries will be at or above regional average salary
- Indicator 8.3 Full-time employee retention rate
Average tenure for all employees will be five years or longer
- Indicator 8.4 Analysis of disagreement level on the Faculty-Staff Survey
No rating for disagree or strongly disagree will equal or exceed 20%
- Indicator 8.5 Analysis of dissatisfaction level on the Faculty-Staff Survey
No rating for dissatisfied or very dissatisfied will equal or exceed 20%
- Indicator 8.6 Analysis of the gap between mean importance and mean satisfaction on the Faculty-Staff Survey
No gap will equal or exceed 1

GOAL #9 *To provide a cost-effective use of human, physical, and fiscal resources.*

- Indicator 9.1 Cost per full-time equivalent student
Cost will be compared to the regional average. Adjustments will be made as needed
- Indicator 9.2 Contact hours per student
Average number of contact hours per student will increase annually (5 year trend line maintains positive slope)
- Indicator 9.3 Percent of annual budget allotted instruction
Percentage will be 50% or greater

GOAL #10 *To maintain a safe and inviting campus environment.*

- Indicator 10.1 Number of reportable incidents
ACC will have fewer incidents in each category as set by the Federal Campus Security Act in comparison to state and regional averages
- Indicator 10.2 Number of infrastructure upgrade projects completed
Continuous progress will be made on the infrastructure upgrade project
- Indicator 10.3 Analysis of Student Survey with respect to evaluation of physical environment
Student response (level of satisfaction) will equal or exceed Gulf Coast Consortium average results

Indicator 10.4 Number of accidents reported
Five year trend line maintains a negative slope

GOAL #11 To recruit, retain, and educate students to their selected level of educational success.

Indicator 11.1 Percentage of students attaining degrees or certificates
The percentage of students who complete a degree or certificate will exceed the median for the Gulf Coast Consortium

Indicator 11.2 Retention rate (Fall to Fall)
Maintain a Fall to Fall retention rate at least equal to the state average

Indicator 11.3 Retention rates from Fall to Spring of full-time first-time-in-college students (taking ≥ 12 semester credit hours [SCH])
Retention from Fall to Spring of students who did and did not receive remediation is not more than five percentage points below the state average

Indicator 11.4 Headcount
Headcount in credit programs will show steady growth (5 year trend line maintains positive slope)

Indicator 11.5 Contact hours
Overall contact hours earned on an annual basis will show steady growth (5 year trend line maintains positive slope)

Indicator 11.6 Percentage of students receiving financial assistance
Number of students receiving financial assistance will show steady growth (5 year trend line maintains positive slope)

Indicator 11.7 Percentage of students transferring to senior colleges
Percentage will equal or exceed percentage for Gulf Coast Consortium

Indicator 11.8 Student goal vs. achievement

- *15% of full-time students who declare earning a degree or certificate as a goal will achieve that goal*
- *10% of part-time students who declare earning a degree or certificate as a goal will achieve that goal*

Indicator 11.9 Completion rates for full-time students not receiving remediation
30% of full-time first-time-in-college students not receiving remediation receive a degree or certificate or transfer within 3 years

Indicator 11.10 Completion rates for full-time students receiving remediation
30% of full-time first-time-in-college students receiving remediation receive a degree or certificate or transfer within 4 years

Indicator 11.11 Withdrawal rates for distance learning courses
The withdrawal rate for each course will be 50% or less

Indicator 11.12 Incompletion rates for distance learning courses
The incompletion rate for each course will be 50% or less

Indicator 11.13 Failure rates for distance learning courses
The failure rate for each course will be 50% or less

Indicator 11.14 Minority Access to College
The percentage of any ethnic group at Alvin Community College is not more than five percentage points below the corresponding percentage of the combined graduating classes of high schools in the service area

Summary of Results

Indicator	Standard Met	Standard Partially Met	Standard Not Met	Results To Be Reviewed	Data Unavailable
1.1	X				
1.2	X				
1.3		X			
1.4	X				
1.5			X		
2.1	X				
2.2	X				
2.3		X			
2.4		X			
2.5		X			
3.1	X				
3.2		X			
3.3	X				
3.4	X				
4.1	X				
4.2	X				
4.3	X				
5.1				X	
5.2				X	
5.3				X	
5.4	X				
6.1		X			
6.2	X				
6.3	X				
6.4			X		
6.5	X				
6.6	X				
6.7	X				
6.8	X				
7.1	X				
7.2			X		
7.3			X		
7.4	X				
7.5				X	
8.1			X		
8.2		X			
8.3	X				
8.4			X		
8.5			X		
8.6			X		
9.1	X				
9.2			X		
9.3	X				
10.1		X			
10.2	X				
10.3	X				
10.4	X				
11.1	X				
11.2	X				
11.3	X				
11.4			X		
11.5			X		
11.6	X				
11.7	X				
11.8		X			
11.9	X				
11.10	X				
11.11		X			
11.12		X			
11.13	X				
11.14	X				

Indicators for Goal 1

GOAL #1 *To provide appropriate academic courses in the arts and sciences for those pursuing associate degrees or planning to transfer to a senior institution.*

- Indicator 1.1 Transferability of courses
- Indicator 1.2 Student course completion rate (academic)
- Indicator 1.3 Articulation agreement with universities
- Indicator 1.4 Degree completion rates
- Indicator 1.5 Average GPA of UHCL students who have transferred from ACC (fall semesters)

Summary:

Indicator	Standard Met	Standard Partially Met	Standard Not Met	Results To Be Reviewed	Data Unavailable
1.1	X				
1.2	X				
1.3		X			
1.4	X				
1.5			X		

Indicator 1.1 - Transferability of Courses

STANDARD: *100% of University Parallel courses will transfer to all Texas public colleges and universities.*

RESULT: Standard met. No reports of significant transfer problems with University Parallel courses were received from any students during FY 1998-99.

ACTION TAKEN: No action required.

DATA SOURCE: Counseling and Testing

Indicator 1.2 - Student Course Completion Rate (Academic)**TABLE 1**

Institution	Completion Rate
ACC	78%
Brazosport	80%
COM	80%
Galveston	86%
HCC	74%
Lee	80%
NHMCCD Kingwood	78%
NHMCCD Montgomery	82%
NHMCCD North Harris	77%
NHMCCD Tomball	77%
S.J Central	75%
S.J North	74%
SJ South	74%
Wharton	84%
State Avg	79%

TABLE 2

Institution	Completion Rate
Galveston	86%
Wharton	84%
NHMCCD Montgomery	82%
Brazosport	80%
COM	80%
Lee	80%
State Avg	79%
ACC	78%
NHMCCD Kingwood	78%
NHMCCD North Harris	77%
NHMCCD Tomball	77%
S.J Central	75%
HCC	74%
S.J North	74%
SJ South	74%

STANDARD: *Percentage of contact hours completed is not more than five percentage points below the state average.*

RESULT: Standard met.

ACTION TAKEN: No action required.

DATA SOURCE: Data Sources for Institutional Effectiveness Measures and Standards 1999-2000 (THECB)

Indicator 1.3 - Articulation Agreement with Universities

Transfers from ACC to Top 5 Senior Institutions, 1998-99

INSTITUTION	TRANSFERS	ARTICULATION AGREEMENTS
UHCL	160	Child Care
University of Houston	56	UH Direct
Sam Houston State University	36	(none)
Texas A&M University	23	(none)
Stephen F. Austin State University	17	(none)

STANDARD: *At least one agreement in place with top five universities as determined by number of transfers.*

RESULT: Standard partially met.

ACTION TAKEN: This indicator will eventually be phased out as articulation agreements are being replaced by the use of 2+2 plans, the common course numbering system, the core curriculum mandated by the Texas Higher Education Coordinating Board, and the "field of study" legislation in the state's core curriculum bill.

DATA SOURCE: 1999 ACC Fact Book

Indicator 1.4 - Degree Completion Rates**FY 1997-1998 (Based on Enrollment)**

Institution	Percentage of Degrees or Certificates
Lee College	24.93%
Alvin Community College	18.88%
Brazosport College	10.67%
NHMCCD - Kingwood	10.52%
College of the Mainland	10.46%
San Jacinto North	10.33%
NHMCCD - North Harris	10.12%
San Jacinto Central (Gulf Coast median)	9.74%
Galveston College	9.13%
All Texas Community & Technical Colleges	9.11%
Wharton Junior College	9.03%
San Jacinto - South	8.13%
Houston Community College	6.13%
NHMCCD - Tomball	4.95%
NHMCCD - Montgomery	3.76%

STANDARD: *The percentage of students who complete a degree or certificate will exceed the median for the Gulf Coast Consortium.
(percentage = [degrees for FY 1998] / [Fall 1997 enrollment])*

RESULT: Standard greatly exceeded. Alvin Community College's percentage of degrees and certificates awarded exceeds both regional and state averages.

ACTION TAKEN: No action required.

DATA SOURCE: 1998 THECB College Profiles and 1999 LBB Performance Measures

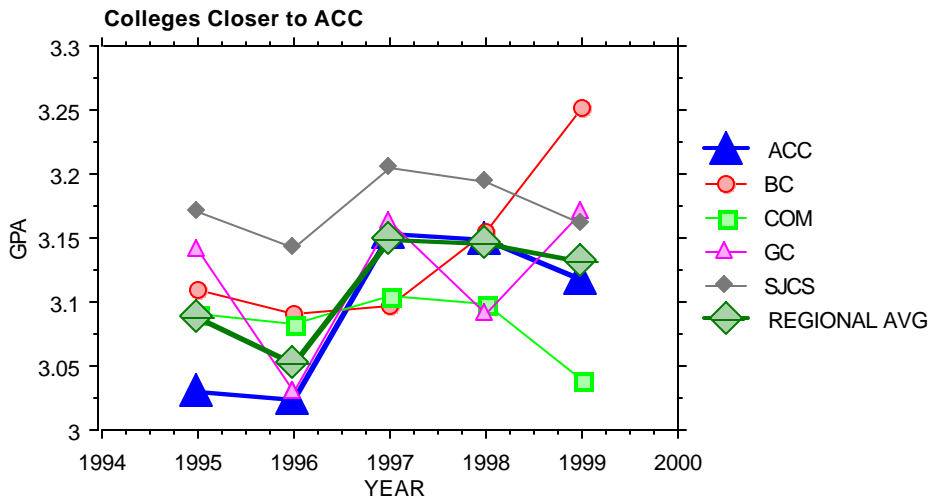
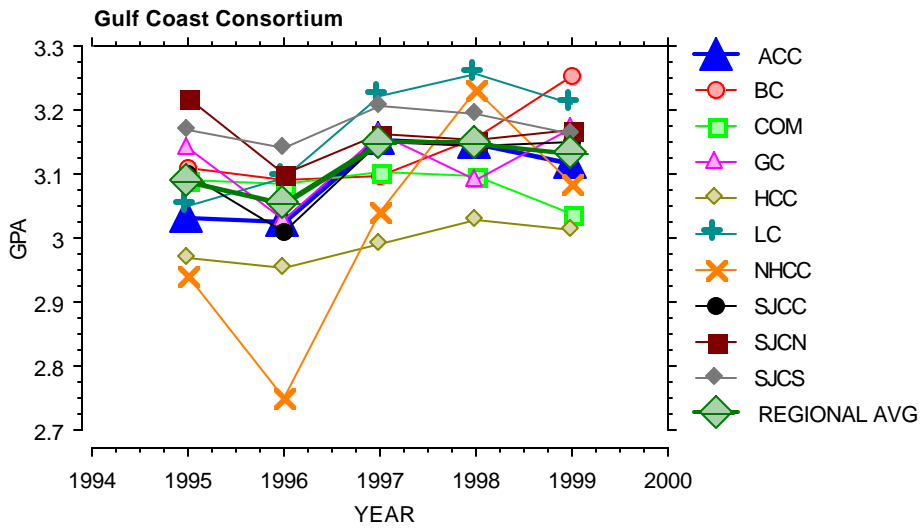
Indicator 1.5 - Average GPA of UHCL Students Who Have Transferred from ACC (Fall Semesters)

TABLE 1

INSTITUTION	1995	1996	1997	1998	1999
ACC	3.030	3.024	3.153	3.148	3.117
BRAZOSPORT	3.110	3.090	3.097	3.155	3.252
COM	3.090	3.083	3.104	3.098	3.039
GALVESTON	3.140	6.029	3.162	3.091	3.171
HCC	2.970	2.954	2.991	3.027	3.013
LEE	3.050	3.094	3.221	3.256	3.210
NHMCCD	2.940	2.749	3.042	3.232	3.083
SJ CENTRAL	3.100	3.009	3.150	3.145	3.151
SJ NORTH	3.220	3.100	3.162	3.153	3.170
SJ SOUTH	3.170	3.142	3.205	3.194	3.161
REGIONAL AVG	3.087	3.052	3.148	3.146	3.132

TABLE 2**SORT KEY**

INSTITUTION	1995	1996	1997	1998	1999
BRAZOSPORT	3.110	3.090	3.097	3.155	3.252
LEE	3.050	3.094	3.221	3.256	3.210
GALVESTON	3.140	6.029	3.162	3.091	3.171
SJ NORTH	3.220	3.100	3.162	3.153	3.170
SJ SOUTH	3.170	3.142	3.205	3.194	3.161
SJ CENTRAL	3.100	3.009	3.150	3.145	3.151
REGIONAL AVG	3.087	3.052	3.148	3.146	3.132
ACC	3.030	3.024	3.153	3.148	3.117
NHMCCD	2.940	2.749	3.042	3.232	3.083
COM	3.090	3.083	3.104	3.098	3.039
HCC	2.970	2.954	2.991	3.027	3.013



STANDARD: *Transfers will have a GPA average that equals or exceeds the regional average*

RESULT: Standard not met.

ACTION TAKEN: A new review process is being developed for university parallel programs. Each year one of the three separate divisions that comprise university parallel will be

reviewed in detail, and as part of this review process, a program by program examination of GPA results at UHCL will be made. Through this more inclusive review it will be determined whether the content of particular ACC programs needs to be modified in order to better prepare students for senior college.

Furthermore, all department chairs will receive the results of this indicator. Departments with GPAs of 0.5 or greater below the ACC average (3.117) are to develop a "reaction paper" that addresses this result. This paper can include the number of students involved, the UHCL major and how it relates to ACC courses, etc.

DATA SOURCE: UHCL Fall 1999 Community College GPA Report

Indicators for Goal 2

GOAL #2 *To provide one- and two-year technical programs that prepare graduates to enter business or industry with marketable skills.*

- Indicator 2.1 Number of approved Tech Prep programs
- Indicator 2.2 Student course completion rate (technical)
- Indicator 2.3 Licensure examination pass rates
- Indicator 2.4 15 Graduates over three year period
- Indicator 2.5 85% Placement (employment or additional education) of Workforce Education Program Graduates within one year of graduation

Summary:

Indicator	Standard Met	Standard Partially Met	Standard Not Met	Results To Be Reviewed	Data Unavailable
2.1	X				
2.2	X				
2.3		X			
2.4		X			
2.5		X			

Indicator 2.1 - Number of Approved Tech Prep Programs

High School	Programs
Alvin High School (MAJOR)	Child Care
	Law Enforcement
	Corrections
	Drafting
	EMT
Pearland High School (MAJOR)	Criminal Justice
	EMT
	Drafting
Friendswood High School ¹	Drafting
	EMT
Danbury High School (minor)	Marketing

STANDARD: *At least two programs with each of the major high schools within the service area.*

RESULT: Standard met.

ACTION TAKEN: No action required.

DATA SOURCE: Dean of Technical Programs

¹ Not in service area.

Indicator 2.2 - Student Course Completion Rate (Technical)

TABLE 1

Institution	Completion Rate
ACC	87%
Brazosport	84%
COM	88%
Galveston	90%
HCC	83%
Lee	69%
NHMCCD Kingwood	85%
NHMCCD Montgomery	82%
NHMCCD North Harris	83%
NHMCCD Tomball	84%
SJ Central	87%
SJ North	85%
SJ South	83%
Wharton	89%
State Avg	87%

TABLE 2

Institution	Completion Rate
Galveston	90%
Wharton	89%
COM	88%
ACC	87%
SJ Central	87%
State Avg	87%
NHMCCD Kingwood	85%
SJ North	85%
Brazosport	84%
NHMCCD Tomball	84%
HCC	83%
NHMCCD North Harris	83%
SJ South	83%
NHMCCD Montgomery	82%
Lee	69%

STANDARD: *Percentage of contact hours completed is not more than five percentage points below the state average.*

RESULT: Standard met.

ACTION TAKEN: No action required.

COMMENT: Most of the members of the Gulf Coast Consortium are below the state average.

DATA SOURCE: Data Sources for Institutional Effectiveness Measures and Standards 1999-2000 (THECB)

Indicator 2.3 - Licensure Examination Pass Rates

Program	ACC Avg	State Avg
Massage Therapy	76%	74%
Law Enforcement Academy	47%	68%
Emergency Medical/Paramedic	94%	83%
Nurse, Registered	94%	90%
Nurse, LVN	96%	92%
Nurse, Aid	95%	93%
Court Reporting	38%	26%

TABLE 1**Three-year Average: 1996, 1997, 1998**

STANDARD: *90% of students tested on a specific licensure exam pass, or the percentage of students who take licensure exams and pass is not more than five percentage points below the state average for the last 3 years for the specific licensure exam.*

RESULT: Standard met for all programs except Law Enforcement Academy.

ACTION TAKEN: Several changes for Law Enforcement Academy were implemented last year (see *1999 Institutional Effectiveness Report*), and positive results have been observed. While the licensure rate over a three-year period from 1996 to 1998 is below the state average, more recent data suggest a passing rate ranging from 75-80%. Additionally, updated teaching materials and techniques, such as the use of PowerPoint, have been utilized wherever possible. Also, the time needed for class orientation has been minimized while taking steps to ensure consistent policy comprehension. A summer academy has been added in lieu of a night academy, and as a result, training requests have been received from agencies that did not previously use ACC facilities. The police chief's advisory committee has reviewed policy/procedural changes and agreed with the direction of the program. At this time, they have no further recommendations. Hence, Law Enforcement Academy will continue with the changes implemented during the past year.

DATA SOURCE: 1999 THECB Statewide Annual Licensure Report

Indicator 2.4 - 15 Graduates Over Three Year Period

CIP Code	Program	1995-96	1996-97	1997-98	TOTAL	<15 GRADUATES
1.06	Horticulture Services Operations & Management	33	25	27	85	
8.07	General Retailing & Wholesaling Operations & Skills	0	0	0	0	*****
9.07	Radio & Television Broadcasting	10	8	9	27	
11.01	Computer & Information Sciences, General	231	0	0	231	
11.02	Computer Programming	6	188	140	334	
15.03	Electrical & Electronic Engineering-Related Technology	12	13	5	30	
20.02	Child Care & Guidance Workers & Managers	1	13	22	36	
22.01	Law & Legal Studies	16	28	14	58	
41.03	Physical Science Technologies	0	51	28	79	
43.01	Criminal Justice & Corrections	16	25	29	70	
47.0604	Auto/Automotive Mechanic/Technician	46	58	49	153	
48.01	Drafting	7	7	9	23	
48.0508	Welder/Welding Technologist	37	24	38	99	
51.0904	Emergency Medical Technology/Technician	0	0	0	0	(new program)
51.0908	Respiratory Therapy Technician	27	19	13	59	
51.15	Mental Health Services	27	37	23	87	
51.1601	Nursing, General	61	53	43	157	
51.1613	Practical Nurse (LPN Training)	21	15	18	54	
52.02	Business Administration & Management	28	37	31	96	
52.04	Administrative & Secretarial Services	43	34	37	114	
52.0405	Court Reporter	21	18	6	45	

STANDARD: 100% of all active workforce education programs produce 15 graduates over 3 years.

RESULT: Standard met for all programs except General Retailing & Wholesaling Operations & Skills.

ACTION TAKEN: There are not a sufficient number of graduates to warrant continuing this as a stand alone program. Consequently, Retail Management and Marketing is being added as a track under the Business Administration & Management Development program. Students will have an option to specialize in Retail or General Management. This curriculum change will take effect in Spring 2001 in order to allow current students to finish the program.

DATA SOURCE: Data Sources for Institutional Effectiveness Measures and Standards 1999-2000 (THECB)

Indicator 2.5 - 85% Placement (Employment or Additional Education) of Workforce Education Program Graduates Within One Year of Graduation

CIP Code	Program	1994-95	1995-96	1996-97	3 Year Avg	Compliance
1.06	Horticulture Services Operations & Management	100%	100%	N/A	100%	YES
8.07	General Retailing & Wholesaling Operations	N/A	100%	100%	N/A	NO
9.07	Radio & Television Broadcasting	100%	100%	100%	100%	YES
11.01	Computer & Information Sciences, General	100%	100%	N/A	100%	YES
11.02	Computer Programming	100%	100%	100%	100%	YES
15.03	Electrical & Electronic Engineering-Related Technology	100%	89%	89%	92%	YES
15.0402	Computer Maintenance Technology/Technician	67%	N/A	N/A	67%	NO
20.02	Child Care & Guidance Workers & Managers	100%	100%	91%	95%	YES
22.01	Law & Legal Studies	85%	100%	86%	89%	YES
41.03	Physical Science Technologies	N/A	N/A	100%	100%	YES
43.01	Criminal Justice & Corrections	94%	83%	89%	89%	YES
47.0604	Auto/Automotive Mechanic/Technician	100%	100%	N/A	100%	YES
48.01	Drafting	92%	100%	86%	92%	YES
48.0508	Welder/Welding Technologist	100%	100%	N/A	100%	YES
51.0904	Emergency Medical Technology/Technician	N/A	N/A	N/A	N/A	(new program)
51.0908	Respiratory Therapy Technician	87%	100%	100%	95%	YES
51.15	Mental Health Services	86%	84%	90%	87%	YES
51.1601	Nursing, General	96%	98%	95%	96%	YES
51.1613	Practical Nurse (LPN Training)	100%	100%	93%	98%	YES
52.02	Business Administration & Management	93%	100%	100%	98%	YES
52.04	Administrative & Secretarial Services	87%	88%	100%	92%	YES
52.0405	Court Reporter	100%	100%	93%	98%	YES

STANDARD: 100% compliance for all workforce education programs producing graduates (3 year average).

RESULT: Standard met for all programs except General Retailing & Wholesaling Operations & Skills and Computer Maintenance Technology/Technician.

ACTION TAKEN: Regarding Retail Management and Marketing, there are not a sufficient number of graduates to warrant continuing this as a stand alone program. Consequently, Retail Management and Marketing is being added as a track under the Business Administration & Management Development program. Students will have an option to specialize in Retail or General Management. This curriculum change will take effect in Spring 2001 in order to allow current students to finish the program.

With regard to the Computer Maintenance Technology/Technician program, tracking of graduates has proven more difficult than usual, resulting in no data for fiscal years 1996 and 1997. Consequently, efforts will be made to improve procedures for tracking graduates of this program.

DATA SOURCE: Data Sources for Institutional Effectiveness Measures and Standards 1999-2000 (THECB)

Indicators for Goal 3

GOAL #3 *To provide programs that assist students to master skills that are fundamental to academic and career achievement.*

- Indicator 3.1 ACC TASP pass rates in comparison to other Gulf Coast Consortium community colleges
- Indicator 3.2 Pass rates for developmental courses (course by course basis)
- Indicator 3.3 College level course success rates (performance in MATH 1314 and ENGL 1301 students with developmental courses vs. non-remediated students)
- Indicator 3.4 Completion rates for full-time students receiving remediation

Summary:

Indicator	Standard Met	Standard Partially Met	Standard Not Met	Results To Be Reviewed	Data Unavailable
3.1	X				
3.2		X			
3.3	X				
3.4	X				

Indicator 3.1 - ACC TASP Passing Rates in Comparison to other Gulf Coast Consortium Community Colleges

TABLE 1

Institution	1995	1996	1997	1998
ACC	26.21%	22.65%	19.52%	21.89%
Brazosport	18.99%	19.32%	16.17%	30.05%
COM	12.14%	14.01%	16.99%	12.62%
Galveston	5.86%	4.87%	11.00%	7.03%
HCC	14.04%	12.00%	12.87%	11.05%
Lee	19.82%	19.74%	21.80%	19.79%
NHMCD	21.40%	17.04%	19.53%	16.08%
SJCD	21.19%	19.57%	20.95%	11.66%
Wharton	27.78%	23.88%	24.96%	15.20%
Regional Avg	17.32%	15.02%	16.29%	16.15%
State Avg	17.31%	14.11%	15.57%	13.69%

TABLE 2

	<u>SORT KEY</u>			
Institution	1995	1996	1997	1998
Wharton	27.78%	23.88%	24.96%	15.20%
ACC	26.21%	22.65%	19.52%	21.89%
NHMCD	21.40%	17.04%	19.53%	16.08%
SJCD	21.19%	19.57%	20.95%	11.66%
Lee	19.82%	19.74%	21.80%	19.79%
Brazosport	18.99%	19.32%	16.17%	30.05%
Regional Avg	17.32%	15.02%	16.29%	16.15%
State Avg	17.31%	14.11%	15.57%	13.69%
HCC	14.04%	12.00%	12.87%	11.05%
COM	12.14%	14.01%	16.99%	12.62%
Galveston	5.86%	4.87%	11.00%	7.03%

TABLE 3

		<u>SORT KEY</u>		
Institution	1995	1996	1997	1998
Wharton	27.78%	23.88%	24.96%	15.20%
ACC	26.21%	22.65%	19.52%	21.89%
Lee	19.82%	19.74%	21.80%	19.79%
SJCD	21.19%	19.57%	20.95%	11.66%
Brazosport	18.99%	19.32%	16.17%	30.05%
NHMCD	21.40%	17.04%	19.53%	16.08%
Regional Avg	17.32%	15.02%	16.29%	16.15%
State Avg	17.31%	14.11%	15.57%	13.69%
COM	12.14%	14.01%	16.99%	12.62%
HCC	14.04%	12.00%	12.87%	11.05%
Galveston	5.86%	4.87%	11.00%	7.03%

TABLE 4

			<u>SORT KEY</u>	
Institution	1995	1996	1997	1998
Wharton	27.78%	23.88%	24.96%	15.20%
Lee	19.82%	19.74%	21.80%	19.79%
SJCD	21.19%	19.57%	20.95%	11.66%
NHMCD	21.40%	17.04%	19.53%	16.08%
ACC	26.21%	22.65%	19.52%	21.89%
COM	12.14%	14.01%	16.99%	12.62%
Regional Avg	17.32%	15.02%	16.29%	16.15%
Brazosport	18.99%	19.32%	16.17%	30.05%
State Avg	17.31%	14.11%	15.57%	13.69%
HCC	14.04%	12.00%	12.87%	11.05%
Galveston	5.86%	4.87%	11.00%	7.03%

TABLE 5

				<u>SORT KEY</u>
Institution	1995	1996	1997	1998
Brazosport	18.99%	19.32%	16.17%	30.05%
ACC	26.21%	22.65%	19.52%	21.89%
Lee	19.82%	19.74%	21.80%	19.79%
Regional Avg	17.32%	15.02%	16.29%	16.15%
NHMCD	21.40%	17.04%	19.53%	16.08%
Wharton	27.78%	23.88%	24.96%	15.20%
State Avg	17.31%	14.11%	15.57%	13.69%
COM	12.14%	14.01%	16.99%	12.62%
SJCD	21.19%	19.57%	20.95%	11.66%
HCC	14.04%	12.00%	12.87%	11.05%
Galveston	5.86%	4.87%	11.00%	7.03%

STANDARD: *Pass rates will meet or exceed the regional average.*

RESULT: Standard met for fiscal year 1998.

ACTION TAKEN: No action required.

DATA SOURCE: 1999 LBB Performance Measures

Indicator 3.2 - Pass Rates for Developmental Courses (Course by Course Basis)

ENGLISH

ENGL 0309	SPRING 2000					
	WITHDRAWAL	16%	PASS	54%	AVG GPA	1.516

ENGL 0310	SPRING 2000					
	WITHDRAWAL	11%	PASS	52%	AVG GPA	1.452

MATHEMATICS

MATH 0309	SPRING 2000					
	WITHDRAWAL	12%	PASS	63%	AVG GPA	1.797

MATH 0310	SPRING 2000					
	WITHDRAWAL	15%	PASS	57%	AVG GPA	1.616

MATH 0312	SPRING 2000					
	WITHDRAWAL	20%	PASS	52%	AVG GPA	1.365

READING

READ 0309	SPRING 2000					
	WITHDRAWAL	16%	PASS	69%	AVG GPA	1.611

READ 0310	SPRING 2000					
	WITHDRAWAL	20%	PASS	40%	AVG GPA	0.96

STANDARD: *Pass rate will not be less than 50% for each course.*

RESULT: Standard met for all developmental courses except READ 0310.

ACTION TAKEN: Currently, READ 0310 utilizes an exit exam to help gauge whether students are ready to take the reading portion of the TASP test. Students that are not ready for TASP receive an R grade, and the large numbers of students who receive Rs in this course have

resulted in a passing rate that is lower than desired. However, the large proportion of R grades in this course is due in part to the presence of more learning disabled students and of more non-English speaking students. Presently, a new plan for developmental education at Alvin Community College has been adopted and sent to the coordinating board, and it is in the process of being implemented. Additionally, all developmental programs will soon be required by the state to seek and attain certification by a national accreditation agency. Monitoring of READ 0310 passing rates will, therefore, continue as the college persists in implementing its developmental education plan and pursues national certification.

DATA SOURCE: Colleague Spring 2000 Grade Report. Withdrawal rates are based upon census date enrollments. Pass rates and Avg GPA exclude grades of "W".

Indicator 3.3 – College Level Course Success Rates (Performance in MATH 1314 and ENGL 1301 Students with Developmental Courses Vs. Non-Remediated Students)

MATH 1314

Unpaired t-test for GRADE POINTS
Grouping Variable: REMEDIATION
Hypothesized Difference = 0

	Mean Diff.	DF	t-Value	P-Value
non-remediated, remediated	-.159	252	-.799	.4249

no significant difference

Group Info for GRADE POINTS
Grouping Variable: REMEDIATION

	Count	Mean	Variance	Std. Dev.	Std. Err
non-remediated	151	1.695	2.547	1.596	.130
remediated	103	1.854	2.243	1.498	.148

Frequency Distribution for GRADE
Split By: REMEDIATION

	Total Percent	non-remediated Percent	remediated Percent
A	19.291	19.205	19.417
B	17.323	18.543	15.534
C	19.685	14.570	27.184
D	7.480	7.947	6.796
F	14.173	14.570	13.592
I	.394	.662	0.000
R	.394	.662	0.000
W	21.260	23.841	17.476
Total	100.000	100.000	100.000

ENGL 1301

Unpaired t-test for GRADE POINTS
Grouping Variable: REMEDIATION
Hypothesized Difference = 0

	Mean Diff.	DF	t-Value	P-Value
non-remediated, remediated	-.313	274	-1.113	.2667

no significant difference

Group Info for GRADE POINTS
Grouping Variable: REMEDIATION

	Count	Mean	Variance	Std. Dev.	Std. Err
non-remediated	245	1.461	2.069	1.438	.092
remediated	31	1.774	3.047	1.746	.314

Frequency Distribution for GRADE
Split By: REMEDIATION

	Total Percent	non-remediated Percent	remediated Percent
A	12.681	11.020	25.806
B	14.855	14.694	16.129
C	25.000	26.531	12.903
D	4.348	4.898	0.000
F	13.043	12.653	16.129
W	30.072	30.204	29.032
Total	100.000	100.000	100.000

STANDARD: *There will be no statistically significant difference between the performance of remediated vs. non-remediated students taking MATH 1314 and ENGL 1301.*

RESULT: Standard met.

ACTION TAKEN: No action required.

DATA SOURCE: Colleague database.

Indicator 3.4 - Completion Rates for Full-Time Students Receiving Remediation

TABLE 1

Institution	Completion Rate
ACC	56%
Brazosport	47%
COM	38%
Galveston	29%
HCC	33%
Lee	41%
NHMCCD Kingwood	N/A
NHMCCD Montgomery	N/A
NHMCCD North Harris	N/A
NHMCCD Tomball	N/A
S.J Central	49%
SJ North	44%
SJ South	66%
Wharton	46%

TABLE 2

Institution	Completion Rate
SJ South	66%
ACC	56%
SJ Central	49%
Brazosport	47%
Wharton	46%
S.J North	44%
Lee	41%
COM	38%
HCC	33%
Galveston	29%
NHMCCD Kingwood	N/A
NHMCCD Montgomery	N/A
NHMCCD North Harris	N/A
NHMCCD Tomball	N/A

STANDARD: *30% of full-time first-time-in-college students receiving remediation receive a degree or certificate or transfer within 4 years*

RESULT: Standard met.

ACTION TAKEN: No action required.

DATA SOURCE: Data Sources for Institutional Effectiveness Measures and Standards 1999-2000 (THECB)

Indicators for Goal 4

GOAL #4 *To provide continuing education programs that incorporate current and new technical courses, training partnerships with business and industry, and other opportunities for individuals to acquire and upgrade skills or seek personal enrichment.*

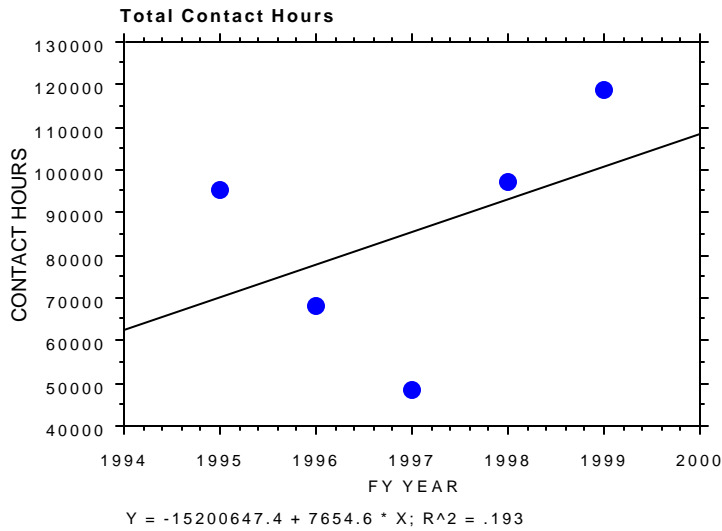
- Indicator 4.1 Continuing Education contact hours
- Indicator 4.2 Number of training partnerships between the Center for Professional and Workforce Development and business and industry
- Indicator 4.3 Evaluation of training programs by employees

Summary:

Indicator	Standard Met	Standard Partially Met	Standard Not Met	Results To Be Reviewed	Data Unavailable
4.1	X				
4.2	X				
4.3	X				

Indicator 4.1 - Continuing Education Contact Hours

Semester	FY 1994-95	FY 1995-96	FY 1996-97	FY 1997-98	FY 1998-99
FALL	13,579	15,511	12,178	31,604	26,922
SPRING	52,372	168	28,101	6,425	42,665
SUMMER I	1,885	32,929	5,048	37,684	25,283
SUMMER II	27,450	19,403	3,126	21,546	24,065
TOTAL	95,286	68,011	48,453	97,259	118,935



STANDARD: Increase the number of contact hours each year (5 year trend line maintains positive slope)

RESULT: Standard met.

ACTION TAKEN: No action required.

DATA SOURCE: THECB PREP. Note: In the past this data came directly from Continuing Education (Adult Vocational) and was based on quarterly reports for funded programs. Now, however, the Texas Higher Education Coordinating Board is making the official figures available at the PREP site.

Indicator 4.2 - Number of Training Partnerships Between the Center for Professional and Workforce Development and Business and Industry

Businesses and Industries involved in training partnerships:

1. Union Planters Bank
2. Frost Bank
3. TDCJ (Texas Department of Criminal Justice)
4. Gulf Coast Center
5. Solutia, Inc.
6. Dow Chemical
7. Tele-Flow
8. Solvents and Chemicals
9. Memorial Hermann Southeast Hospital
10. Universal Weather
11. Associated Credit Union
12. The Radisson - Hobby
13. TEAM Industrial Services
14. Southpark Funeral Home
15. Equistar Chemical
16. Equistar Pipeline
17. BP Amoco
18. CPI
19. Raytheon

STANDARD: *Active involvement of at least two such affiliations.*

RESULT: Standard met.

ACTION TAKEN: No action required.

DATA SOURCE: Center for Professional and Workforce Development

*Indicator 4.3 - Evaluation of Training Programs by Employees***Evaluation of Training Programs by Employees****June 20, 2000**

PROGRAM	EVALUATION
Union Planters Bank	Evaluations indicated the presentation was extremely well presented and would help the overall attitude and performance of the staff who were able to attend the workshop.
Frost Bank	Evaluations indicated the course was well presented and provided the company with first hand knowledge regarding the importance of dressing for success.
TDCJ (Texas Department of Criminal Justice)	Evaluations indicated that students feel they are gaining valuable skills from the series of courses they are taking through this program. They express frustration with TDCJ facilities and lock downs, which interrupt the class schedule.
Gulf Coast Center	Evaluations indicated that students felt the training was worthwhile and would help them in their jobs. They also indicated they would like to take additional classes.
Solutia, Inc.	Evaluations indicated that information was very well presented and students found the training beneficial in helping their organization comply with federal regulations.
Dow Chemical	Evaluations indicated that the information was well presented and the participants felt the training would add to their productivity.
Tele-Flow	Evaluations indicated that they were very please with the course and have requested additional classes in follow-up.
Solvents and Chemicals	Evaluations indicated that the course benefited the company by improving employee safety and productivity. The course also gave employees the opportunity to enhance their skills and be qualified for promotions.
Memorial Hermann Southeast Hospital	Evaluations indicated a general positive tone toward the training, but students in would like to see a more in-depth course.

PROGRAM	EVALUATION
Universal Weather	Evaluations indicated the course was very beneficial and are planning to schedule additional customer service training in the very near future. The company liked the ability to match instructor style with the particular employee group being addressed.
Associated Credit Union	Evaluations indicated that the course material was very helpful. The participants found it difficult to schedule time to work on the course during regular working hours.
The Radisson – Hobby	Evaluations indicated the participants felt the class was informative, but would like more specifics in certain areas. They were complementary of the instructor.
TEAM Industrial Services	Training in progress.
Southpark Funeral Home	Training in progress.
Solvents and Chemicals	Training in progress.
Solutia, Inc.	Training in progress.
Equistar Chemical	Training in progress.
Equistar Pipeline	Training in progress.
BP Amoco	Training in progress.
CPI	Training in progress.
Raytheon	Training in progress.

STANDARD: *Average rating of programs will be positive with favorable evaluations*

RESULT: Standard met.

ACTION TAKEN: No action required.

DATA SOURCE: Center for Professional and Workforce Development

Indicators for Goal 5

GOAL #5 *To provide an environment that supports and encourages students in their academic advancement and assists them in their personal and social development.*

- Indicator 5.1 Analysis of Student Survey with respect to why students chose ACC
- Indicator 5.2 Analysis of Student Survey with respect to participation in extra-curricular activities
- Indicator 5.3 Analysis of Student Survey with respect to evaluation of college services
- Indicator 5.4 Analysis of the Gap between Mean Importance and Mean Satisfaction on the Student Survey

Summary:

Indicator	Standard Met	Standard Partially Met	Standard Not Met	Results To Be Reviewed	Data Unavailable
5.1				X	
5.2				X	
5.3				X	
5.4	X				

Indicator 5.1 - Analysis of Student Survey with Respect to Why Students Chose ACC

Why students attend ACC (All Students).

- Q2. Offered the courses I wanted
68.79%
- Q18. Offered the courses I wanted at times I wanted
64.53%
- Q1. Convenient location
64.13%
- Q19. In preparation for transfer to a 4-year senior institution
58.59%
- Q10. Good chance of personal success
57.58%
- Q3. Low cost of tuition and fees
56.54%
- Q4. Could work while attending
52.58%
- Q7. Reputation for quality instruction
52.13%
- Q6. Reputation for good academic programs
45.59%
- Q9. Liked the size of the college
35.60%

STANDARD: *Planning Team and Division Chairs will review the survey results and determine if changes are warranted and feasible.*

ACTION TAKEN: It is noted that the list from the 1999 Student Survey of the top ten reasons why students choose ACC is very similar to the top ten list generated by the 1998

Student Survey. However, one interesting difference is that the percentages associated with the 1999 Student Survey are generally higher than those found in the 1998 Student Survey. The results have been forwarded to the Director of Marketing and Enrollment Management, and monitoring will continue.

DATA SOURCE: GCAIR 1999 Student Survey

Indicator 5.2 - Analysis of Student Survey with Respect to Participation in Extra-Curricular Activities

Top Extra-Curricular Activities (All Students).

- Q31. Fitness center
15.15%
- Q32. Tennis courts, running track, etc.
13.37%
- Q26. Use game room facilities
8.74%

STANDARD: *Planning team and Division Chairs will review the survey results and determine if changes are warranted and feasible.*

ACTION TAKEN: The list is identical, with regard to the activities chosen, to the one produced by the 1998 Student Survey. However, the percentages suggest a decline in the usage of facilities from 1998 to 1999. These results have been shared with the Director of Athletics and the Coordinator of Student Activities, and monitoring of extra-curricular activities will continue.

DATA SOURCE: GCAIR 1999 Student Survey

Indicator 5.3 - Analysis of Student Survey with Respect to Evaluation of College Services

1. What's Important (All Students).

- Q43. Availability of courses at times when needed
87.96%
- Q44. Variety of courses offered
86.77%
- Q52. Concern for you as an individual
82.61%
- Q46. Information provided in the course schedule
82.35%
- Q72. Parking facilities and services
82.19%
- Q51. Personal security/safety at the college
81.12%
- Q65. The college bookstore
80.81%
- Q37. Assistance provided by staff during admission/registration
79.69%
- Q77. Library/learning resource center facilities
79.38%
- Q45. Information provided in college catalog
79.32%

2. What Student's Are Dissatisfied With (All Students).

- Q43. Availability of courses at times when needed
9.77%
- Q65. The college bookstore

8.78%

- Q47. Telephone registration
8.78%
- Q44. Variety of courses offered
6.40%
- Q36. Academic advising/course planning
6.36%
- Q67. Financial aid services
6.12%
- Q42. Availability of your advisor
6.10%
- Q68. Child Care services
6.10%
- Q41. Vocational guidance/career planning
6.08%
- Q48. On-campus registration
6.06%

3. **What Students Are Satisfied With (All Students).**

- Q37. Assistance provided by staff during admission/registration
77.10%
- Q44. Variety of courses offered
74.75%
- Q82. Condition/appearance of buildings/grounds
74.43%
- Q45. Information provided in college catalog
74.24%
- Q51. Personal security/safety at the college
73.74%

- Q72. Parking facilities and services
73.63%
- Q38. Admission procedures
71.48%
- Q46. Information provided in the course schedule
71.28%
- Q43. Availability of courses at times when needed
71.04%
- Q73. Access to computers and/or computer labs
69.62%

STANDARD: *Planning Team and Division Chairs will review the survey results and determine if changes are warranted and feasible.*

ACTION TAKEN: The list of items that are most important to students is similar to the one produced by last year's survey with the notable exception that "Library/learning resource center facilities" is new to the list. New to the list of things that students are most dissatisfied with are "Child Care Services" and "On-campus registration". However, dissatisfaction rates are, in general, lower this year than last year. New items that appear on this year's list of things that students are most satisfied with are "Condition/appearance of buildings/grounds", "Admission procedures", and "Availability of courses at times when needed." Also, satisfaction rates are, in general, higher this year than they were last year. The results of this survey have been communicated to the Dean of Instruction, to the college's Planning Team, and to the Director of Marketing and Enrollment Management. Monitoring will continue.

DATA SOURCE: GCAIR 1999 Student Survey

Indicator 5.4 - Analysis of the Gap between Mean Importance and Mean Satisfaction on the Student Survey

TOP GAPS (IMPORTANCE MINUS SATISFACTION)
(GCAIR 1999 Student Survey)

Q43. *Availability of courses at times when needed*
Importance minus Satisfaction = 0.728

Q44. *Variety of courses offered*
Importance minus Satisfaction = 0.488

Q52. *Concern for you as an individual*
Importance minus Satisfaction = 0.443

Q77. *Library/learning resource center facilities*
Importance minus Satisfaction = 0.411

Q46. *Information provided in course schedule*
Importance minus Satisfaction = 0.396

STANDARD: *No gap will equal or exceed 1.*

RESULT: Standard met.

ACTION TAKEN: No action required.

DATA SOURCE: GCAIR 1999 Student Survey

Indicators for Goal 6

GOAL #6 *To provide for the systematic measurement of academic excellence and institutional effectiveness and evaluate the progress of the institution's achievement of its strategic objectives.*

- Indicator 6.1 Licensure examination pass rates
- Indicator 6.2 Retention rate (Fall to Fall)
- Indicator 6.3 Student course completion rate for academic, technical and workforce education courses
- Indicator 6.4 Average GPA of UHCL students who have transferred from ACC (fall semesters)
- Indicator 6.5 Student evaluation via Student Survey of quality of education at ACC
- Indicator 6.6 Retention rates from Fall to Spring of full-time first-time-in-college students (taking ≥ 12 semester credit hours [SCH])
- Indicator 6.7 Analysis of disagreement level on the institutional effectiveness section of the Faculty-Staff Survey
- Indicator 6.8 Analysis of the gap between mean importance and mean satisfaction for institutional research on the Faculty-Staff Survey

Summary:

Indicator	Standard Met	Standard Partially Met	Standard Not Met	Results To Be Reviewed	Data Unavailable
6.1		X			
6.2	X				
6.3	X				
6.4			X		
6.5	X				
6.6	X				
6.7	X				
6.8	X				

Indicator 6.1 - Licensure Examination Pass Rates

Program	ACC Avg	State Avg
Massage Therapy	76%	74%
Law Enforcement Academy	47%	68%
Emergency Medical/Paramedic	94%	83%
Nurse, Registered	94%	90%
Nurse, LVN	96%	92%
Nurse, Aid	95%	93%
Court Reporting	38%	26%

TABLE 1**Three-year Average: 1996, 1997, 1998**

STANDARD: *90% of students tested on a specific licensure exam pass, or the percentage of students who take licensure exams and pass is not more than five percentage points below the state average for the last 3 years for the specific licensure exam.*

RESULT: Standard met for all programs except Law Enforcement Academy.

ACTION TAKEN: Several changes for Law Enforcement Academy were implemented last year (see *1999 Institutional Effectiveness Report*), and positive results have been observed. While the licensure rate over a three-year period from 1996 to 1998 is below the state average, more recent data suggest a passing rate ranging from 75-80%. Additionally, updated teaching materials and techniques, such as the use of PowerPoint, have been utilized wherever possible. Also, the time needed for class orientation has been minimized while taking steps to ensure consistent policy comprehension. A summer academy has been added in lieu of a night academy, and as a result, training requests have been received from agencies that did not previously use ACC facilities. The police chief's advisory committee has reviewed policy/procedural changes and agreed with the direction of the program. At this time, they have no further recommendations. Hence, Law Enforcement Academy will continue with the changes implemented during the past year.

DATA SOURCE: 1999 THECB Statewide Annual Licensure Report

Indicator 6.2 - Retention Rate (Fall to Fall)**TABLE 1**

Institution	Total Percentage	Academic	Technical	Tech-Prep
ACC	38.9%	37.9%	40.8%	39.4%
Brazosport	36.7%	37.8%	35.7%	33.0%
COM	37.2%	36.8%	39.0%	35.8%
Galveston	40.1%	40.8%	40.9%	34.4%
HCC	39.8%	42.0%	37.4%	42.4%
Lee	40.0%	42.9%	37.3%	40.1%
Kingwood	32.2%	33.5%	30.6%	28.5%
Montgomery	36.1%	36.7%	34.7%	34.4%
North Harris	35.5%	35.0%	33.2%	37.9%
Tomball	32.5%	32.6%	30.1%	33.7%
SJ Central	42.3%	44.0%	37.4%	43.3%
SJ North	38.0%	39.7%	34.4%	37.8%
SJ South	36.9%	38.1%	34.0%	36.2%
Wharton	37.5%	38.2%	33.9%	40.9%
State Avg	38.8%	38.4%	38.7%	38.7%

TABLE 2

	SORT KEY			
Institution	Total Percentage	Academic	Technical	Tech-Prep
SJ Central	42.3%	44.0%	37.4%	43.3%
Galveston	40.1%	40.8%	40.9%	34.4%
Lee	40.0%	42.9%	37.3%	40.1%
HCC	39.8%	42.0%	37.4%	42.4%
ACC	38.9%	37.9%	40.8%	39.4%
State Avg	38.8%	38.4%	38.7%	38.7%
SJ North	38.0%	39.7%	34.4%	37.8%
Wharton	37.5%	38.2%	33.9%	40.9%
COM	37.2%	36.8%	39.0%	35.8%
SJ South	36.9%	38.1%	34.0%	36.2%
Brazosport	36.7%	37.8%	35.7%	33.0%
Montgomery	36.1%	36.7%	34.7%	34.4%
North Harris	35.5%	35.0%	33.2%	37.9%
Tomball	32.5%	32.6%	30.1%	33.7%
Kingwood	32.2%	33.5%	30.6%	28.5%

TABLE 3

		SORT KEY		
Institution	Total Percentage	Academic	Technical	Tech-Prep
SJ Central	42.3%	44.0%	37.4%	43.3%
Lee	40.0%	42.9%	37.3%	40.1%
HCC	39.8%	42.0%	37.4%	42.4%
Galveston	40.1%	40.8%	40.9%	34.4%
SJ North	38.0%	39.7%	34.4%	37.8%
State Avg	38.8%	38.4%	38.7%	38.7%
Wharton	37.5%	38.2%	33.9%	40.9%
SJ South	36.9%	38.1%	34.0%	36.2%
ACC	38.9%	37.9%	40.8%	39.4%
Brazosport	36.7%	37.8%	35.7%	33.0%
COM	37.2%	36.8%	39.0%	35.8%
Montgomery	36.1%	36.7%	34.7%	34.4%
North Harris	35.5%	35.0%	33.2%	37.9%
Kingwood	32.2%	33.5%	30.6%	28.5%
Tomball	32.5%	32.6%	30.1%	33.7%

TABLE 4

			SORT KEY	
Institution	Total Percentage	Academic	Technical	Tech-Prep
Galveston	40.1%	40.8%	40.9%	34.4%
ACC	38.9%	37.9%	40.8%	39.4%
COM	37.2%	36.8%	39.0%	35.8%
State Avg	38.8%	38.4%	38.7%	38.7%
HCC	39.8%	42.0%	37.4%	42.4%
SJ Central	42.3%	44.0%	37.4%	43.3%
Lee	40.0%	42.9%	37.3%	40.1%
Brazosport	36.7%	37.8%	35.7%	33.0%
Montgomery	36.1%	36.7%	34.7%	34.4%
SJ North	38.0%	39.7%	34.4%	37.8%
SJ South	36.9%	38.1%	34.0%	36.2%
Wharton	37.5%	38.2%	33.9%	40.9%
North Harris	35.5%	35.0%	33.2%	37.9%
Kingwood	32.2%	33.5%	30.6%	28.5%
Tomball	32.5%	32.6%	30.1%	33.7%

TABLE 5

				<u>SORT KEY</u>
Institution	Total Percentage	Academic	Technical	Tech-Prep
SJ Central	42.3%	44.0%	37.4%	43.3%
HCC	39.8%	42.0%	37.4%	42.4%
Wharton	37.5%	38.2%	33.9%	40.9%
Lee	40.0%	42.9%	37.3%	40.1%
ACC	38.9%	37.9%	40.8%	39.4%
State Avg	38.8%	38.4%	38.7%	38.7%
North Harris	35.5%	35.0%	33.2%	37.9%
SJ North	38.0%	39.7%	34.4%	37.8%
SJ South	36.9%	38.1%	34.0%	36.2%
COM	37.2%	36.8%	39.0%	35.8%
Galveston	40.1%	40.8%	40.9%	34.4%
Montgomery	36.1%	36.7%	34.7%	34.4%
Tomball	32.5%	32.6%	30.1%	33.7%
Brazosport	36.7%	37.8%	35.7%	33.0%
Kingwood	32.2%	33.5%	30.6%	28.5%

STANDARD: *Maintain a Fall to Fall retention rate at least equal to the state average.*

RESULT: Standard met.

ACTION TAKEN: No action required.

COMMENT: Even though the overall standard is met, the retention rate for academic programs is below the state average.

DATA SOURCE: THECB 1997-1998 Student Migration Report

Indicator 6.3 - Student Course Completion Rate for Academic, Technical, and Workforce Education Courses

TABLE 1

Institution	Completion Rate (Academic)
Galveston	86%
Wharton	84%
NHMCCD Montgomery	82%
Brazosport	80%
COM	80%
Lee	80%
State Avg	79%
ACC	78%
NHMCCD Kingwood	78%
NHMCCD North Harris	77%
NHMCCD Tomball	77%
SJ Central	75%
HCC	74%
SJ North	74%
SJ South	74%

TABLE 2

Institution	Completion Rate (Technical)
Galveston	90%
Wharton	89%
COM	88%
ACC	87%
SJ Central	87%
State Avg	87%
NHMCCD Kingwood	85%
SJ North	85%
Brazosport	84%
NHMCCD Tomball	84%
HCC	83%
NHMCCD North Harris	83%
SJ South	83%
NHMCCD Montgomery	82%
Lee	69%

TABLE 3

Institution	Completion Rate (Workforce)
NHMCCD Tomball	101%
ACC	100%
Brazosport	100%
COM	100%
Galveston	100%
Lee	100%
NHMCCD Kingwood	100%
NHMCCD Montgomery	100%
NHMCCD North Harris	100%
SJ Central	100%
S.J North	100%
S.J South	100%
Wharton	100%
State Avg	98%
HCC	93%

STANDARD: *Percentage of contact hours completed is not more than five percentage points below the state average.*

RESULT: Standard met.

ACTION TAKEN: No action required.

DATA SOURCE: Data Sources for Institutional Effectiveness Measures and Standards 1999-2000 (THECB)

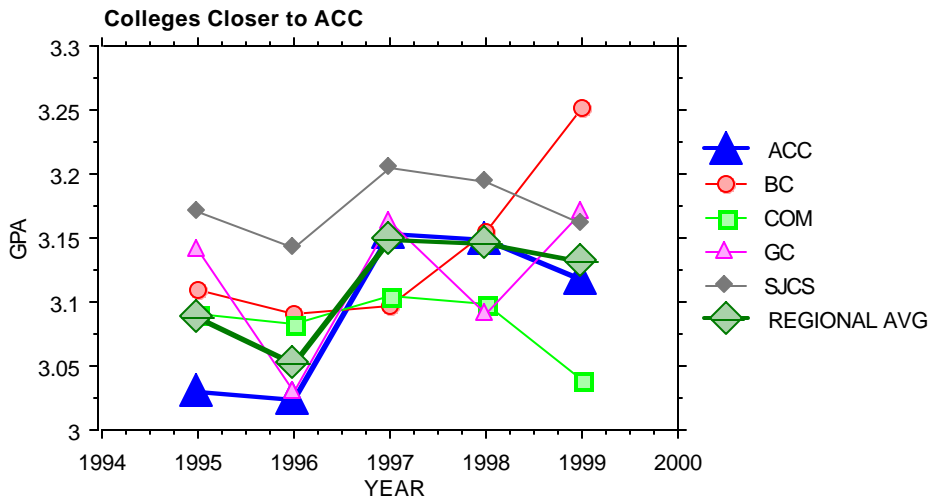
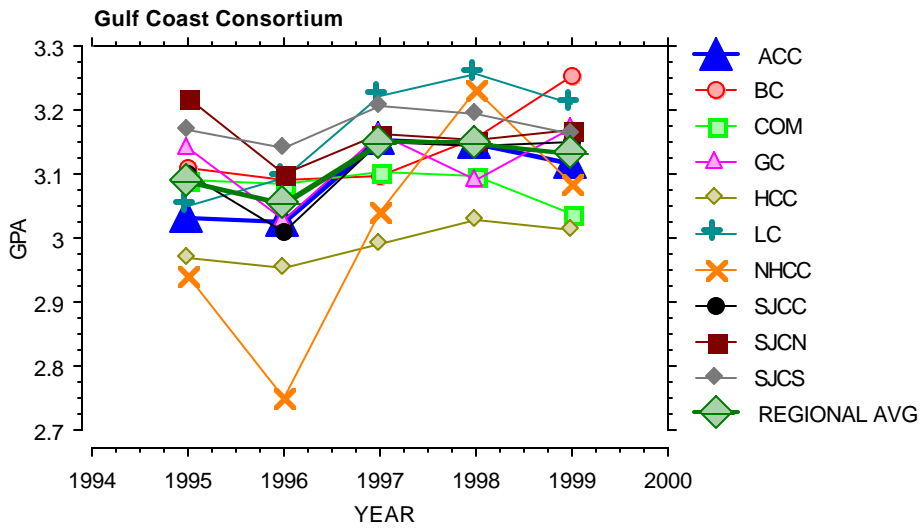
Indicator 6.4 - Average GPA of UHCL Students Who Have Transferred from ACC (Fall Semesters)

TABLE 1

INSTITUTION	1995	1996	1997	1998	1999
ACC	3.030	3.024	3.153	3.148	3.117
BRAZOSPORT	3.110	3.090	3.097	3.155	3.252
COM	3.090	3.083	3.104	3.098	3.039
GALVESTON	3.140	6.029	3.162	3.091	3.171
HCC	2.970	2.954	2.991	3.027	3.013
LEE	3.050	3.094	3.221	3.256	3.210
NHMCCD	2.940	2.749	3.042	3.232	3.083
SJ CENTRAL	3.100	3.009	3.150	3.145	3.151
SJ NORTH	3.220	3.100	3.162	3.153	3.170
SJ SOUTH	3.170	3.142	3.205	3.194	3.161
REGIONAL AVG	3.087	3.052	3.148	3.146	3.132

TABLE 2**SORT KEY**

INSTITUTION	1995	1996	1997	1998	1999
BRAZOSPORT	3.110	3.090	3.097	3.155	3.252
LEE	3.050	3.094	3.221	3.256	3.210
GALVESTON	3.140	6.029	3.162	3.091	3.171
SJ NORTH	3.220	3.100	3.162	3.153	3.170
SJ SOUTH	3.170	3.142	3.205	3.194	3.161
SJ CENTRAL	3.100	3.009	3.150	3.145	3.151
REGIONAL AVG	3.087	3.052	3.148	3.146	3.132
ACC	3.030	3.024	3.153	3.148	3.117
NHMCCD	2.940	2.749	3.042	3.232	3.083
COM	3.090	3.083	3.104	3.098	3.039
HCC	2.970	2.954	2.991	3.027	3.013



STANDARD: *Transfers will have a GPA average that equals or exceeds the regional average*

RESULT: Standard not met.

ACTION TAKEN: A new review process is being developed for university parallel programs. Each year one of the three separate divisions that comprise university parallel will be reviewed in

detail, and as part of this review process, a program by program examination of GPA results at UHCL will be made. Through this more inclusive review it will be determined whether the content of particular ACC programs needs to be modified in order to better prepare students for senior college.

Furthermore, all department chairs will receive the results of this indicator. Departments with GPAs of 0.5 or greater below the ACC average (3.117) are to develop a "reaction paper" that addresses this result. This paper can include the number of students involved, the UHCL major and how it relates to ACC courses, etc.

DATA SOURCE: UHCL Fall 1999 Community College GPA Report

Indicator 6.5 - Student Evaluation via Student Survey of Quality of Education at ACC

All ACC Students	Good - Excellent	81.23%
Alvin Students	Good - Excellent	81.89%
PCC Students	Good - Excellent	78.87%
GCCCC (minus ACC)	Good - Excellent	71.09%

STANDARD: *At least 80% of ACC students responding will answer either "Good" or "Excellent" to the question: "What is your overall impression of the quality of education at this 2-year college?"*

RESULT: Standard met.

ACTION TAKEN: No action required.

DATA SOURCE: GCAIR 1999 Student Survey

Indicator 6.6 - Retention Rates from Fall to Spring of Full-time First-Time-in-College Students (Taking [≥] 12 Semester Credit Hours [SCH])

TABLE 1 Fall 97 - Spring 98

Institution	Retention Rate
ACC	76%
Brazosport	79%
COM	73%
Galveston	63%
HCC	74%
Kingwood	78%
Lee	78%
Montgomery	78%
North Harris	77%
SJ Central	82%
SJ North	72%
SJ South	76%
Tomball	79%
Wharton	78%
State Avg	76%

TABLE 2 Fall 97 - Spring 98

Institution	Retention Rate
SJ Central	82%
Brazosport	79%
Tomball	79%
Kingwood	78%
Lee	78%
Montgomery	78%
Wharton	78%
North Harris	77%
ACC	76%
SJ South	76%
State Avg	76%
HCC	74%
COM	73%
SJ North	72%
Galveston	63%

STANDARD: *Retention from Fall to Spring of students who did and did not receive remediation is not more than five percentage points below the state average.*

RESULT: Standard met.

ACTION TAKEN: No action required.

DATA SOURCE: Data Sources for Institutional Effectiveness Measures and Standards 1999-2000 (THECB)

Indicator 6.7 - Analysis of Disagreement Level on the Institutional Effectiveness Section of the Faculty-Staff Survey

DISAGREEMENT LEVELS

(GCAIR 1999-2000 Faculty-Staff Survey)

- IEI1. *The institution uses a well-defined process to establish, review, and revise its goals.*
7.785% disagree or strongly disagree
- IEI2. *The methods used to measure the degree to which the institution achieves its goals are well described.*
7.738% disagree or strongly disagree
- IEI3. *The institution evaluates its success with respect to student achievement in relation to its purpose.*
6.547% disagree or strongly disagree
- IEI4. *The institution uses the results of evaluation to improve its program and services.*
9.581% disagree or strongly disagree
- IEI5. *The reports distributed by the Institutional Research Office are useful with regard to the measurement of progress towards the institution's goals.*
9.580% disagree or strongly disagree
- IED1. *My department uses a well-defined process to establish, review, and revise its goals.*
7.362% disagree or strongly disagree
- IED2. *The methods used to measure the degree to which my department achieves its goals are well described.*
6.748% disagree or strongly disagree
- IED3. *My department evaluates its success with respect to student achievement in relation to its purpose.*
7.361% disagree or strongly disagree
- IED4. *My department uses the results of evaluation to improve its program and services.*
6.790% disagree or strongly disagree

IED5. *The reports distributed by the Institutional Research Office are useful with regard to the measurement of progress towards my department's goals.*

9.938% disagree or strongly disagree

STANDARD: *No rating for disagree or strongly disagree will equal or exceed 20%.*

RESULT: Standard met.

ACTION TAKEN: No action required.

DATA SOURCE: GCAIR 1999-2000 Faculty-Staff Survey

Indicator 6.8 - Analysis of the Gap between Mean Importance and Mean Satisfaction for Institutional Research on the Faculty-Staff Survey

IMPORTANCE MINUS SATISFACTION
(GCAIR 1999-2000 Faculty-Staff Survey)

Q43. *Institutional Research Office services*
Importance minus Satisfaction = 0.253

STANDARD: *No gap will equal or exceed 1.*

RESULT: Standard met.

ACTION TAKEN: No action required.

DATA SOURCE: GCAIR 1999-2000 Faculty-Staff Survey

Indicators for Goal 7

GOAL #7 *To provide opportunities for collaboration, cooperation, and/or articulation with area schools, community colleges, universities, industries, and local government.*

- Indicator 7.1 Number of articulation agreements between ACC and area high schools
- Indicator 7.2 GED success rates
- Indicator 7.3 Alvin High School to ACC migration rate
- Indicator 7.4 Number of training partnerships between the Center for Professional and Workforce Development and business and industry
- Indicator 7.5 Number of collaboration initiatives with area colleges

Summary:

Indicator	Standard Met	Standard Partially Met	Standard Not Met	Results To Be Reviewed	Data Unavailable
7.1	X				
7.2			X		
7.3			X		
7.4	X				
7.5				X	

Indicator 7.1 - Number of Articulation Agreements Between ACC and Area High Schools

Area High Schools	Articulation Agreements	Tech Prep Programs
Alvin High School	Concurrent Credit, Tech Prep	Criminal Justice
Pearland High School	Concurrent Credit, Tech Prep, Drafting, EMT	Child Care, Criminal Justice, EMT, Management

STANDARD: *At least two agreements with each of the major high schools in the service area.*

RESULT: Standard met. Additionally, a Radio, Television & Broadcasting tech prep program is in place at Friendswood High School.

ACTION TAKEN: No action required.

DATA SOURCE: Dean of Instruction and Dean of Technical Programs.

Indicator 7.2 - GED Success Rates

FY 1993-94 Total	95	Percent
Pass	70	74%
Fail	23	24%
Incomplete	2	2%
FY 1994-95 Total	74	Percent
Pass	46	62%
Fail	12	16%
Incomplete	16	22%
FY 1995-96 Total	99	Percent
Pass	65	66%
Fail	19	19%
Incomplete	15	15%
FY 1996-97 Total	78	Percent
Pass	42	54%
Fail	33	42%
Incomplete	3	4%
FY 1997-98 Total	94	Percent
Pass	38	40%
Fail	47	50%
Incomplete	9	10%
FY 1998-99 Total	119	Percent
Pass	46	39%
Fail	57	48%
Incomplete	16	13%

STANDARD: *At least 45% of students enrolled in GED classes will attain passing state exam scores.*

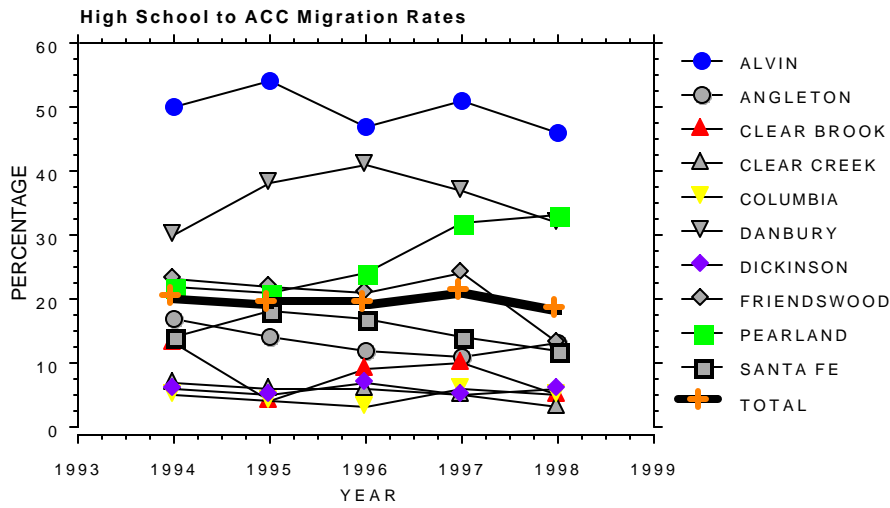
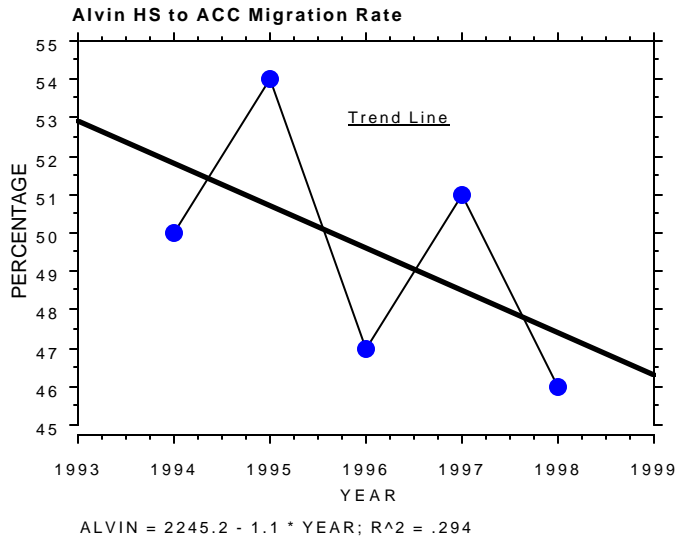
RESULT: Standard not met for FY 1998-99

ACTION TAKEN: The passing standard has been changed from 50% to 45% to reflect the standard set by the Texas Education Agency. Even though the standard was not met for FY 1998-99, several changes were implemented last year (see *1999 Institutional Effectiveness Report*), and these changes are having a positive impact on the present year which currently is experiencing a passing rate of 53.27%. As a result, last year's action plan will be continued. New computer software and a required one hour per week lab have been beneficial additions to the GED program, and updated materials will be ordered to coordinate with the revised GED

test which will be in effect beginning January 2002. Furthermore, a new state wide GED score reporting system may soon enable us to compare passing rates across the Gulf Coast Consortium.

DATA SOURCE: TEA and GED Alternate Chief Examiner

Indicator 7.3 – Alvin High School to ACC Migration Rate



INDC 7.3

Graduating Class											
YEAR	ALVIN	ANGLETON	CLEAR BROOK	CLEAR CREEK	COLUMBIA	DANBURY	DICKINSON	FRIENDSWOOD	PEARLAND	SANTA FE	TOTAL
1994	435	262	233	445	163	43	247	258	325	194	2605
1995	436	263	315	497	165	32	254	289	404	226	2881
1996	477	268	289	418	182	39	251	245	409	226	2804
1997	450	306	261	418	189	43	242	263	425	235	2832
1998	506	321	329	482	173	56	294	342	430	284	3217
HS to ACC Migration											
YEAR	ALVIN	ANGLETON	CLEAR BROOK	CLEAR CREEK	COLUMBIA	DANBURY	DICKINSON	FRIENDSWOOD	PEARLAND	SANTA FE	TOTAL
1994	219	44	30	33	8	13	14	59	72	27	519
1995	236	36	14	30	7	12	12	65	85	40	537
1996	225	33	25	24	6	16	17	52	97	38	533
1997	231	34	26	22	12	16	12	62	136	32	583
1998	231	41	18	15	9	18	17	43	144	35	571
Migration Rate											
YEAR	ALVIN	ANGLETON	CLEAR BROOK	CLEAR CREEK	COLUMBIA	DANBURY	DICKINSON	FRIENDSWOOD	PEARLAND	SANTA FE	TOTAL
1994	50%	17%	13%	7%	5%	30%	6%	23%	22%	14%	20%
1995	54%	14%	4%	6%	4%	38%	5%	22%	21%	18%	19%
1996	47%	12%	9%	6%	3%	41%	7%	21%	24%	17%	19%
1997	51%	11%	10%	5%	6%	37%	5%	24%	32%	14%	21%
1998	46%	13%	5%	3%	5%	32%	6%	13%	33%	12%	18%

STANDARD: *The percentage of AHS graduates who attend ACC in the first year after graduation will increase each year (5 year trend line maintains positive slope).*

COMMENT: Data includes all students who through enrollment generated contact hours for the college anytime between summer I, two years prior to graduation, and the spring and spring mini-semesters, two years after graduation. Counts also include students engaged in dual or concurrent enrollment and TDCJ classes.

RESULT: Standard not met.

ACTION TAKEN: During this past fiscal year the college created a position for and employed a director of marketing and enrollment management. Some of strategies that will be used to increase Alvin High School migration to Alvin Community College are direct mailings to Alvin High School juniors and seniors and the establishment on the Alvin High School campus of a kiosk stocked with Alvin Community College materials. Other recruitment strategies are also currently being discussed. Furthermore, the Director of Marketing and Enrollment Management will develop a recruitment plan specifically for Alvin High School. This plan will be distributed to the Dean of Instruction and other appropriate personnel.

DATA SOURCE: Colleague Database and TEA records

Indicator 7.4 - Number of Training Partnerships Between the Center for Professional and Workforce Development and Business and Industry

Businesses and Industries involved in training partnerships:

1. Union Planters Bank
2. Frost Bank
3. TDCJ (Texas Department of Criminal Justice)
4. Gulf Coast Center
5. Solutia, Inc.
6. Dow Chemical
7. Tele-Flow
8. Solvents and Chemicals
9. Memorial Hermann Southeast Hospital
10. Universal Weather
11. Associated Credit Union
12. The Radisson - Hobby
13. TEAM Industrial Services
14. Southpark Funeral Home
15. Equistar Chemical
16. Equistar Pipeline
17. BP Amoco
18. CPI
19. Raytheon

STANDARD: *Active involvement of at least two such affiliations.*

RESULT: Standard met.

ACTION TAKEN: No action required.

DATA SOURCE: Center for Professional and Workforce Development

Indicator 7.5 - Number of Collaboration Initiatives with Area Colleges

INSTITUTION	COLLABORATION INITIATIVE
Brazosport college	Chemical Technology, Professional Truck Driving Program, EMT, Process Technology Alliance
College of the Mainland	Process Technology Alliance
San Jacinto - Central	Process Technology Alliance
Lee College	Process Technology Alliance

STANDARD: *To be reviewed annually.*

ACTION TAKEN: Results have been reviewed, and no additional collaborations are planned at this time.

DATA SOURCE: Dean of Technical Programs

Indicators for Goal 8

GOAL #8 *To maintain a commitment to educational excellence through intensive efforts to recruit, retain, develop, and support an outstanding faculty and staff.*

- Indicator 8.1 Percentage of contact hours taught by full-time faculty
- Indicator 8.2 Salary comparison: full-time staff (all position categories)
- Indicator 8.3 Full-time employee retention rate
- Indicator 8.4 Analysis of disagreement level on the Faculty-Staff Survey
- Indicator 8.5 Analysis of dissatisfaction level on the Faculty-Staff Survey
- Indicator 8.6 Analysis of the gap between mean importance and mean satisfaction on the Faculty-Staff Survey

Summary:

Indicator	Standard Met	Standard Partially Met	Standard Not Met	Results To Be Reviewed	Data Unavailable
8.1			X		
8.2		X			
8.3	X				
8.4			X		
8.5			X		
8.6			X		

Indicator 8.1 - Percentage of Contact Hours Taught by Full-Time Faculty

Percentage of contact hours taught by full-time faculty	63.6%
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STANDARD: *70% or more of all contact hours will be taught by full-time faculty.*

RESULT: Standard not met.

ACTION TAKEN: Current budget constraints preclude the hiring of additional full-time faculty. However, as a follow-up to the *1999 Institutional Effectiveness Report*, a study was done to determine those departments that have the greatest need for additional faculty. It was determined that the Mathematics and Emergency Medical Technology departments both need more full-time staff. In EMT, the program has grown considerably necessitating additional faculty, and in Mathematics only 17.6% of developmental classes were taught by full-time faculty in Spring 2000 and only 37.6% of math classes overall were taught by full-time faculty.

DATA SOURCE: 1999 LBB Performance Measures

Indicator 8.2 - Salary Comparison: Full-Time Staff (All Position Categories)

STANDARD: *Bench mark positions salaries will be at or above regional average salary.*

RESULT: Standard partially met.

ACTION TAKEN: A 2% raise is being given to faculty and TSCM staff to help keep salaries competitive with the rest of the Gulf Coast Consortium. Data collected for the 1999-2000 Salary Survey follows this page.

DATA SOURCE: 1999-2000 Salary Survey (Personnel Office)

ADMINISTRATIVE/PROFESSIONAL

1999-2000 SALARY SURVEY		1	2	3	4	5
ADMIN/PROF POSITION TITLES		MINIMUM	MAXIMUM	MIDPOINT (MIN+MAX)/2	NUMBER OF INCUMBENTS	ACTUAL AVERAGE
Alvin CC	1 COORDINATOR OF GRANTS					
Brazosport	1 COORDINATOR OF GRANTS					
COM	1 COORDINATOR OF GRANTS					
Galveston	1 COORDINATOR OF GRANTS					
Houston CC	1 COORDINATOR OF GRANTS	\$ 49,272.00	\$ 82,284.00	\$ 65,778.00	1	\$ 60,844.00
Lee College	1 COORDINATOR OF GRANTS	\$ 33,885.00	\$ 60,758.00	\$ 47,321.50	2	\$ 34,028.00
NHMCCCD	1 COORDINATOR OF GRANTS	\$ 55,650.00	\$ 65,278.00	\$ 60,464.00	2	\$ 60,464.00
San Jacinto CCD	1 COORDINATOR OF GRANTS	\$ 39,051.00	\$ 57,822.00	\$ 48,436.50	1	\$ 57,822.00
Wharton JC	1 COORDINATOR OF GRANTS					
	MEDIANS:	\$ 44,161.50	\$ 63,018.00	\$ 54,450.25		\$ 59,143.00
	MEANS:	\$ 44,464.50	\$ 66,535.50	\$ 55,500.00		\$ 53,289.50
	STANDARD DEVIATIONS:	\$ 9,822.75	\$ 10,937.72	\$ 9,074.86		\$ 12,911.14
Alvin CC	2 COORDINATOR OF LEARNING LAB	\$ 37,550.00	\$ 54,623.00	\$ 46,086.50	1	\$ 54,623.00
Brazosport	2 COORDINATOR OF LEARNING LAB					
COM	2 COORDINATOR OF LEARNING LAB	\$ 36,105.00	\$ 57,747.00	\$ 46,926.00	1	\$ 39,450.00
Galveston	2 COORDINATOR OF LEARNING LAB	\$ 44,298.00			1	\$ 44,298.00
Houston CC	2 COORDINATOR OF LEARNING LAB	\$ 49,272.00	\$ 82,284.00	\$ 65,778.00	1	\$ 71,575.00
Lee College	2 COORDINATOR OF LEARNING LAB	\$ 33,885.00	\$ 60,758.00	\$ 47,321.50	2	\$ 34,095.00
NHMCCCD	2 COORDINATOR OF LEARNING LAB	\$ 29,000.00	\$ 34,558.00	\$ 31,779.00	7	\$ 31,562.00
San Jacinto CCD	2 COORDINATOR OF LEARNING LAB					
Wharton JC	2 COORDINATOR OF LEARNING LAB					
	MEDIANS:	\$ 36,827.50	\$ 57,747.00	\$ 46,926.00		\$ 41,874.00
	MEANS:	\$ 38,351.67	\$ 57,994.00	\$ 47,578.20		\$ 45,933.83
	STANDARD DEVIATIONS:	\$ 7,317.21	\$ 17,017.01	\$ 12,078.53		\$ 14,995.96
Alvin CC	3 MATH LAB SPECIALIST (NON-FACULTY)					
Brazosport	3 MATH LAB SPECIALIST (NON-FACULTY)	\$ 36,612.00	\$ 55,392.00	\$ 46,002.00	1	\$ 27,456.00
COM	3 MATH LAB SPECIALIST (NON-FACULTY)	\$ 25,126.00	\$ 35,472.00	\$ 30,299.00	1	\$ 25,845.00
Galveston	3 MATH LAB SPECIALIST (NON-FACULTY)					
Houston CC	3 MATH LAB SPECIALIST (NON-FACULTY)					
Lee College	3 MATH LAB SPECIALIST (NON-FACULTY)					
NHMCCCD	3 MATH LAB SPECIALIST (NON-FACULTY)					
San Jacinto CCD	3 MATH LAB SPECIALIST (NON-FACULTY)	\$ 22,035.00	\$ 28,509.00	\$ 25,272.00	2	\$ 23,209.00
Wharton JC	3 MATH LAB SPECIALIST (NON-FACULTY)					
	MEDIANS:	\$ 25,126.00	\$ 35,472.00	\$ 30,299.00		\$ 25,845.00
	MEANS:	\$ 27,924.33	\$ 39,791.00	\$ 33,857.67		\$ 25,503.33
	STANDARD DEVIATIONS:	\$ 7,680.84	\$ 13,952.21	\$ 10,813.48		\$ 2,144.02
Alvin CC	4 PROGRAM TRAINER / COORDINATOR					
Brazosport	4 PROGRAM TRAINER / COORDINATOR	\$ 36,612.00	\$ 55,392.00	\$ 46,002.00	2	\$ 36,612.00
COM	4 PROGRAM TRAINER / COORDINATOR					

ADMINSTRATIVE/PROFESSIONAL

1999-2000 SALARY SURVEY		1	2	3	4	5
ADMIN/PROF POSITION TITLES		MINIMUM	MAXIMUM	MIDPOINT (MIN+MAX)/2	NUMBER OF INCUMBENTS	ACTUAL AVERAGE
Galveston	4 PROGRAM TRAINER / COORDINATOR					
Houston CC	4 PROGRAM TRAINER / COORDINATOR					
Lee College	4 PROGRAM TRAINER / COORDINATOR	\$ 30,088.00	\$ 54,045.00	\$ 42,066.50	3	\$ 31,965.00
NHMCCCD	4 PROGRAM TRAINER / COORDINATOR					
San Jacinto CCD	4 PROGRAM TRAINER / COORDINATOR					
Wharton JC	4 PROGRAM TRAINER / COORDINATOR					
	MEDIANS:	\$ 33,350.00	\$ 54,718.50	\$ 44,034.25		\$ 34,288.50
	MEANS:	\$ 33,350.00	\$ 54,718.50	\$ 44,034.25		\$ 34,288.50
	STANDARD DEVIATIONS:	\$ 4,613.16	\$ 952.47	\$ 2,782.82		\$ 3,285.93
Alvin CC	5 PROGRAM COORDINATOR CONTINUING EDUCATION	\$ 40,000.00	\$ 60,000.00	\$ 50,000.00	5	\$ 40,000.00
Brazosport	5 PROGRAM COORDINATOR CONTINUING EDUCATION					
COM	5 PROGRAM COORDINATOR CONTINUING EDUCATION	\$ 25,126.00	\$ 35,472.00	\$ 30,299.00	1	\$ 30,162.00
Galveston	5 PROGRAM COORDINATOR CONTINUING EDUCATION	\$ 29,920.00			2	\$ 38,555.00
Houston CC	5 PROGRAM COORDINATOR CONTINUING EDUCATION					
Lee College	5 PROGRAM COORDINATOR CONTINUING EDUCATION	\$ 33,885.00	\$ 60,758.00	\$ 47,321.50	1	\$ 37,444.00
NHMCCCD	5 PROGRAM COORDINATOR CONTINUING EDUCATION	\$ 41,464.00	\$ 42,855.00	\$ 42,159.50	5	\$ 42,073.00
San Jacinto CCD	5 PROGRAM COORDINATOR CONTINUING EDUCATION	\$ 39,051.00	\$ 57,822.00	\$ 48,436.50	6	\$ 45,509.00
Wharton JC	5 PROGRAM COORDINATOR CONTINUING EDUCATION	\$ 41,401.00	\$ 64,746.00	\$ 53,073.50	1	\$ 64,746.00
	MEDIANS:	\$ 39,051.00	\$ 58,911.00	\$ 47,879.00		\$ 40,000.00
	MEANS:	\$ 35,835.29	\$ 53,608.83	\$ 45,215.00		\$ 42,641.29
	STANDARD DEVIATIONS:	\$ 6,374.80	\$ 11,647.61	\$ 8,139.91		\$ 10,828.85
Alvin CC	6 CORPORATE TRAINER-COMPUTER/SOFTWARE APPLICATIONS					
Brazosport	6 CORPORATE TRAINER-COMPUTER/SOFTWARE APPLICATIONS	\$ 36,612.00	\$ 55,392.00	\$ 46,002.00	1	\$ 36,612.00
COM	6 CORPORATE TRAINER-COMPUTER/SOFTWARE APPLICATIONS					
Galveston	6 CORPORATE TRAINER-COMPUTER/SOFTWARE APPLICATIONS					
Houston CC	6 CORPORATE TRAINER-COMPUTER/SOFTWARE APPLICATIONS					
Lee College	6 CORPORATE TRAINER-COMPUTER/SOFTWARE APPLICATIONS					
NHMCCCD	6 CORPORATE TRAINER-COMPUTER/SOFTWARE APPLICATIONS				1	\$ 45,733.00
San Jacinto CCD	6 CORPORATE TRAINER-COMPUTER/SOFTWARE APPLICATIONS					
Wharton JC	6 CORPORATE TRAINER-COMPUTER/SOFTWARE APPLICATIONS					
	MEDIANS:	\$ 36,612.00	\$ 55,392.00	\$ 46,002.00		\$ 41,172.50
	MEANS:	\$ 36,612.00	\$ 55,392.00	\$ 46,002.00		\$ 41,172.50
	STANDARD DEVIATIONS:	#DIV/0!	#DIV/0!	#DIV/0!		\$ 6,449.52
Alvin CC	7 CORPORATE TRAINER/ PROFESSIONAL DEVELOPMENT				1	\$ 48,000.00
Brazosport	7 CORPORATE TRAINER/ PROFESSIONAL DEVELOPMENT	\$ 36,612.00	\$ 55,392.00	\$ 46,002.00	1	\$ 36,612.00
COM	7 CORPORATE TRAINER/ PROFESSIONAL DEVELOPMENT	\$ 40,317.00	\$ 64,507.00	\$ 52,412.00	1	\$ 52,288.00
Galveston	7 CORPORATE TRAINER/ PROFESSIONAL DEVELOPMENT					
Houston CC	7 CORPORATE TRAINER/ PROFESSIONAL DEVELOPMENT					
Lee College	7 CORPORATE TRAINER/ PROFESSIONAL DEVELOPMENT	\$ 43,009.00	\$ 68,414.00	\$ 55,711.50	1	\$ 46,629.00

ADMINISTRATIVE/PROFESSIONAL

1999-2000 SALARY SURVEY		1	2	3	4	5
ADMIN/PROF POSITION TITLES				MIDPOINT	NUMBER OF	ACTUAL
		MINIMUM	MAXIMUM	(MIN+MAX)/2	INCUMBENTS	AVERAGE
NHMCCCD	7 CORPORATE TRAINER/ PROFESSIONAL DEVELOPMENT				1	\$ 43,674.00
San Jacinto CCD	7 CORPORATE TRAINER/ PROFESSIONAL DEVELOPMENT					
Wharton JC	7 CORPORATE TRAINER/ PROFESSIONAL DEVELOPMENT					
	MEDIANS:	\$ 40,317.00	\$ 64,507.00	\$ 52,412.00		\$ 46,629.00
	MEANS:	\$ 39,979.33	\$ 62,771.00	\$ 51,375.17		\$ 45,440.60
	STANDARD DEVIATIONS:	\$ 3,211.84	\$ 6,682.32	\$ 4,937.09		\$ 5,829.12
Alvin CC	8 COORDINATOR OF STUDENT ACTIVITIES	\$ 35,101.00	\$ 51,061.00	\$ 43,081.00	1	\$ 38,356.00
Brazosport	8 COORDINATOR OF STUDENT ACTIVITIES	\$ 36,612.00	\$ 55,392.00	\$ 46,002.00	1	\$ 36,612.00
COM	8 COORDINATOR OF STUDENT ACTIVITIES	\$ 36,105.00	\$ 57,747.00	\$ 46,926.00	1	\$ 56,208.00
Galveston	8 COORDINATOR OF STUDENT ACTIVITIES					
Houston CC	8 COORDINATOR OF STUDENT ACTIVITIES					
Lee College	8 COORDINATOR OF STUDENT ACTIVITIES	\$ 30,085.00	\$ 54,045.00	\$ 42,065.00	1	\$ 32,618.00
NHMCCCD	8 COORDINATOR OF STUDENT ACTIVITIES					
San Jacinto CCD	8 COORDINATOR OF STUDENT ACTIVITIES					
Wharton JC	8 COORDINATOR OF STUDENT ACTIVITIES	\$ 36,067.00	\$ 52,733.00	\$ 44,400.00	1	\$ 36,734.00
	MEDIANS:	\$ 36,067.00	\$ 54,045.00	\$ 44,400.00		\$ 36,734.00
	MEANS:	\$ 34,794.00	\$ 54,195.60	\$ 44,494.80		\$ 40,105.60
	STANDARD DEVIATIONS:	\$ 2,688.55	\$ 2,551.05	\$ 2,005.87		\$ 9,246.42
Alvin CC	9 CHIEF OF POLICE	\$ 40,274.00	\$ 58,587.00	\$ 49,430.50	1	\$ 56,312.00
Brazosport	9 CHIEF OF POLICE					
COM	9 CHIEF OF POLICE					
Galveston	9 CHIEF OF POLICE					
Houston CC	9 CHIEF OF POLICE	\$ 62,232.00	\$ 103,932.00	\$ 83,082.00	1	\$ 67,244.00
Lee College	9 CHIEF OF POLICE					
NHMCCCD	9 CHIEF OF POLICE					
San Jacinto CCD	9 CHIEF OF POLICE	\$ 45,683.00	\$ 69,546.00	\$ 57,614.50	1	\$ 51,580.00
Wharton JC	9 CHIEF OF POLICE					
	MEDIANS:	\$ 45,683.00	\$ 69,546.00	\$ 57,614.50		\$ 56,312.00
	MEANS:	\$ 49,396.33	\$ 77,355.00	\$ 63,375.67		\$ 58,378.67
	STANDARD DEVIATIONS:	\$ 11,440.28	\$ 23,659.62	\$ 17,549.90		\$ 8,033.90
Alvin CC	10 DIRECTOR, COMPUTER SERVICES	\$ 50,270.00	\$ 73,127.00	\$ 61,698.50	1	\$ 58,276.00
Brazosport	10 DIRECTOR, COMPUTER SERVICES					
COM	10 DIRECTOR, COMPUTER SERVICES					
Galveston	10 DIRECTOR, COMPUTER SERVICES	\$ 49,977.00			1	\$ 63,365.00
Houston CC	10 DIRECTOR, COMPUTER SERVICES					
Lee College	10 DIRECTOR, COMPUTER SERVICES	\$ 43,009.00	\$ 87,129.00	\$ 65,069.00	1	\$ 50,514.00
NHMCCCD	10 DIRECTOR, COMPUTER SERVICES	\$ 66,337.00	\$ 72,773.00	\$ 69,555.00	5	\$ 68,891.00
San Jacinto CCD	10 DIRECTOR, COMPUTER SERVICES	\$ 51,229.00	\$ 77,989.00	\$ 64,609.00	1	\$ 77,989.00
Wharton JC	10 DIRECTOR, COMPUTER SERVICES	\$ 38,735.00	\$ 58,734.00	\$ 48,734.50	1	\$ 58,734.00

ADMINISTRATIVE/PROFESSIONAL

1999-2000 SALARY SURVEY		1	2	3	4	5
ADMIN/PROF POSITION TITLES				MIDPOINT	NUMBER OF	ACTUAL
		MINIMUM	MAXIMUM	(MIN+MAX)/2	INCUMBENTS	AVERAGE
	MEDIANS:	\$ 50,123.50	\$ 73,127.00	\$ 64,609.00		\$ 61,049.50
	MEANS:	\$ 49,926.17	\$ 73,950.40	\$ 61,933.20		\$ 62,961.50
	STANDARD DEVIATIONS:	\$ 9,425.74	\$ 10,290.64	\$ 7,895.34		\$ 9,548.96
Alvin CC	11 MANAGER OF COMPUTER OPERATIONS					
Brazosport COM	11 MANAGER OF COMPUTER OPERATIONS					
Galveston	11 MANAGER OF COMPUTER OPERATIONS	\$ 28,082.00	\$ 44,973.00	\$ 36,527.50	1	\$ 28,806.00
Houston CC	11 MANAGER OF COMPUTER OPERATIONS	\$ 41,954.00			1	\$ 50,394.00
Lee College	11 MANAGER OF COMPUTER OPERATIONS					
NHMCCCD	11 MANAGER OF COMPUTER OPERATIONS				1	\$ 95,708.00
San Jacinto CCD	11 MANAGER OF COMPUTER OPERATIONS	\$ 42,794.00	\$ 63,366.00	\$ 53,080.00	2	\$ 62,918.00
Wharton JC	11 MANAGER OF COMPUTER OPERATIONS	\$ 36,067.00	\$ 52,733.00	\$ 44,400.00	1	\$ 45,401.00
	MEDIANS:	\$ 39,010.50	\$ 52,733.00	\$ 44,400.00		\$ 50,394.00
	MEANS:	\$ 37,224.25	\$ 53,690.67	\$ 44,669.17		\$ 56,645.40
	STANDARD DEVIATIONS:	\$ 6,790.01	\$ 9,233.82	\$ 8,279.53		\$ 25,028.89
Alvin CC	12 NETWORK ADMINISTRATOR	\$ 37,550.00	\$ 54,623.00	\$ 46,086.50	0	
Brazosport COM	12 NETWORK ADMINISTRATOR	\$ 38,796.00	\$ 58,680.00	\$ 48,738.00	1	\$ 47,712.00
Galveston	12 NETWORK ADMINISTRATOR	\$ 36,105.00	\$ 57,747.00	\$ 46,926.00	1	\$ 37,691.00
Houston CC	12 NETWORK ADMINISTRATOR					
Lee College	12 NETWORK ADMINISTRATOR					
NHMCCCD	12 NETWORK ADMINISTRATOR	\$ 33,885.00	\$ 60,758.00	\$ 47,321.50	0	
San Jacinto CCD	12 NETWORK ADMINISTRATOR	\$ 34,140.00	\$ 48,328.00	\$ 41,234.00	1	\$ 42,140.00
Wharton JC	12 NETWORK ADMINISTRATOR	\$ 36,067.00	\$ 52,733.00	\$ 44,400.00	1	\$ 47,401.00
	MEDIANS:	\$ 36,086.00	\$ 56,185.00	\$ 46,506.25		\$ 47,401.00
	MEANS:	\$ 36,090.50	\$ 55,478.17	\$ 45,784.33		\$ 46,988.80
	STANDARD DEVIATIONS:	\$ 1,903.64	\$ 4,531.40	\$ 2,649.67		\$ 8,365.77
Alvin CC	13 SYSTEMS ANALYST / LEAD PROGRAMMER					
Brazosport COM	13 SYSTEMS ANALYST / LEAD PROGRAMMER					
Galveston	13 SYSTEMS ANALYST / LEAD PROGRAMMER	\$ 36,105.00	\$ 57,747.00	\$ 46,926.00	3	\$ 43,323.00
Houston CC	13 SYSTEMS ANALYST / LEAD PROGRAMMER					
Lee College	13 SYSTEMS ANALYST / LEAD PROGRAMMER	\$ 38,231.00	\$ 68,414.00	\$ 53,322.50	2	\$ 61,936.00
NHMCCCD	13 SYSTEMS ANALYST / LEAD PROGRAMMER				1	\$ 54,000.00
San Jacinto CCD	13 SYSTEMS ANALYST / LEAD PROGRAMMER	\$ 34,140.00	\$ 48,328.00	\$ 41,234.00	2	\$ 42,123.00
Wharton JC	13 SYSTEMS ANALYST / LEAD PROGRAMMER	\$ 36,067.00	\$ 52,733.00	\$ 44,400.00	1	\$ 41,401.00
	MEDIANS:	\$ 36,086.00	\$ 55,240.00	\$ 45,663.00		\$ 43,323.00
	MEANS:	\$ 36,135.75	\$ 56,805.50	\$ 46,470.63		\$ 48,556.60
	STANDARD DEVIATIONS:	\$ 1,671.20	\$ 8,642.86	\$ 5,127.22		\$ 9,063.99

ADMINSTRATIVE/PROFESSIONAL

1999-2000 SALARY SURVEY		1	2	3	4	5
ADMIN/PROF POSITION TITLES		MINIMUM	MAXIMUM	MIDPOINT (MIN+MAX)/2	NUMBER OF INCUMBENTS	ACTUAL AVERAGE
Alvin CC	14 COMPUTER PROGRAMMER	\$ 35,101.00	\$ 51,061.00	\$ 43,081.00	1	\$ 51,061.00
Brazosport COM	14 COMPUTER PROGRAMMER	\$ 29,868.00	\$ 40,140.00	\$ 35,004.00	1	\$ 29,868.00
Galveston	14 COMPUTER PROGRAMMER					
Houston CC	14 COMPUTER PROGRAMMER	\$ 42,780.00	\$ 71,448.00	\$ 57,114.00	11	\$ 49,118.00
Lee College	14 COMPUTER PROGRAMMER	\$ 33,885.00	\$ 60,758.00	\$ 47,321.50	1	\$ 59,581.00
NHMCCCD	14 COMPUTER PROGRAMMER	\$ 33,500.00	\$ 33,900.00	\$ 33,700.00	3	\$ 33,741.00
San Jacinto CCD	14 COMPUTER PROGRAMMER					
Wharton JC	14 COMPUTER PROGRAMMER	\$ 40,734.00	\$ 48,511.00	\$ 44,622.50	3	\$ 48,511.00
	MEDIANS:	\$ 34,493.00	\$ 49,786.00	\$ 43,851.75		\$ 48,814.50
	MEANS:	\$ 35,978.00	\$ 50,969.67	\$ 43,473.83		\$ 45,313.33
	STANDARD DEVIATIONS:	\$ 4,847.87	\$ 13,637.32	\$ 8,597.65		\$ 11,258.59
Alvin CC	15 COUNSELOR	\$ 40,274.00	\$ 58,587.00	\$ 49,430.50	3	\$ 54,051.00
Brazosport COM	15 COUNSELOR	\$ 40,975.00	\$ 61,962.00	\$ 51,468.50	4	\$ 47,532.00
Galveston	15 COUNSELOR	\$ 40,317.00	\$ 64,507.00	\$ 52,412.00	2	\$ 67,125.00
Houston CC	15 COUNSELOR	\$ 35,580.00	\$ 77,796.00	\$ 56,688.00	47	\$ 55,363.00
Lee College	15 COUNSELOR	\$ 38,231.00	\$ 68,414.00	\$ 53,322.50	5	\$ 57,771.00
NHMCCCD	15 COUNSELOR	\$ 48,495.00	\$ 70,088.00	\$ 59,291.50	12	\$ 54,907.00
San Jacinto CCD	15 COUNSELOR	\$ 36,216.00	\$ 51,266.00	\$ 43,741.00	12	\$ 43,031.00
Wharton JC	15 COUNSELOR	\$ 36,067.00	\$ 43,400.00	\$ 39,733.50	5	\$ 41,434.00
	MEDIANS:	\$ 39,252.50	\$ 63,234.50	\$ 51,940.25		\$ 54,479.00
	MEANS:	\$ 39,519.38	\$ 62,002.50	\$ 50,760.94		\$ 52,651.75
	STANDARD DEVIATIONS:	\$ 4,207.07	\$ 10,922.99	\$ 6,440.31		\$ 8,406.50
Alvin CC	16 ADVISOR / COUNSELOR	\$ 35,101.00	\$ 51,061.00	\$ 43,081.00	2	\$ 46,124.00
Brazosport COM	16 ADVISOR / COUNSELOR	\$ 36,612.00	\$ 55,392.00	\$ 46,002.00	8	\$ 36,612.00
Galveston	16 ADVISOR / COUNSELOR	\$ 36,105.00	\$ 57,747.00	\$ 46,926.00	1	\$ 36,844.00
Houston CC	16 ADVISOR / COUNSELOR	\$ 36,275.00			2	\$ 37,994.00
Lee College	16 ADVISOR / COUNSELOR	\$ 31,800.00	\$ 47,700.00	\$ 39,750.00	5	\$ 32,330.00
NHMCCCD	16 ADVISOR / COUNSELOR	\$ 33,885.00	\$ 60,758.00	\$ 47,321.50	2	\$ 41,861.00
San Jacinto CCD	16 ADVISOR / COUNSELOR					
Wharton JC	16 ADVISOR / COUNSELOR					
	MEDIANS:	\$ 35,603.00	\$ 55,392.00	\$ 46,002.00		\$ 37,419.00
	MEANS:	\$ 34,963.00	\$ 54,531.60	\$ 44,616.10		\$ 38,627.50
	STANDARD DEVIATIONS:	\$ 1,840.13	\$ 5,209.68	\$ 3,186.34		\$ 4,774.01
Alvin CC	17 DIRECTOR, ATHLETICS	\$ 46,469.00	\$ 67,598.00	\$ 57,033.50	1	\$ 67,598.00
Brazosport	17 DIRECTOR, ATHLETICS					

ADMINSTRATIVE/PROFESSIONAL

1999-2000 SALARY SURVEY		1	2	3	4	5
ADMIN/PROF POSITION TITLES		MINIMUM	MAXIMUM	MIDPOINT (MIN+MAX)/2	NUMBER OF INCUMBENTS	ACTUAL AVERAGE
COM	17 DIRECTOR, ATHLETICS	\$ 49,215.00	\$ 78,744.00	\$ 63,979.50	1	\$ 53,912.00
Galveston	17 DIRECTOR, ATHLETICS	\$ 44,298.00			1	\$ 50,806.00
Houston CC	17 DIRECTOR, ATHLETICS					
Lee College	17 DIRECTOR, ATHLETICS	\$ 33,147.00	\$ 60,737.00	\$ 46,942.00	1	\$ 38,999.00
NHMCCCD	17 DIRECTOR, ATHLETICS	\$ 62,200.00	\$ 64,107.00	\$ 63,153.50	3	\$ 62,836.00
San Jacinto CCD	17 DIRECTOR, ATHLETICS					
Wharton JC	17 DIRECTOR, ATHLETICS	\$ 30,050.00	\$ 56,641.00	\$ 43,345.50	1	\$ 56,641.00
	MEDIANS:	\$ 45,383.50	\$ 64,107.00	\$ 57,033.50		\$ 55,276.50
	MEANS:	\$ 44,229.83	\$ 65,565.40	\$ 54,890.80		\$ 55,132.00
	STANDARD DEVIATIONS:	\$ 11,633.52	\$ 8,409.70	\$ 9,380.10		\$ 9,975.03
Alvin CC	18 DIRECTOR, FOOD SERVICES	\$ 37,550.00	\$ 54,623.00	\$ 46,086.50	1	\$ 54,623.00
Brazosport	18 DIRECTOR, FOOD SERVICES					
COM	18 DIRECTOR, FOOD SERVICES					
Galveston	18 DIRECTOR, FOOD SERVICES	\$ 26,406.00			1	\$ 29,869.00
Houston CC	18 DIRECTOR, FOOD SERVICES					
Lee College	18 DIRECTOR, FOOD SERVICES	\$ 33,194.00	\$ 59,522.00	\$ 46,358.00	1	\$ 33,871.00
NHMCCCD	18 DIRECTOR, FOOD SERVICES	\$ 38,690.00	\$ 44,096.00	\$ 41,393.00	3	\$ 41,729.00
San Jacinto CCD	18 DIRECTOR, FOOD SERVICES	\$ 39,051.00	\$ 57,822.00	\$ 48,436.50	1	\$ 57,018.00
Wharton JC	18 DIRECTOR, FOOD SERVICES					
	MEDIANS:	\$ 37,550.00	\$ 56,222.50	\$ 46,222.25		\$ 41,729.00
	MEANS:	\$ 34,978.20	\$ 54,015.75	\$ 45,568.50		\$ 43,422.00
	STANDARD DEVIATIONS:	\$ 5,330.23	\$ 6,918.01	\$ 2,975.00		\$ 12,125.23
Alvin CC	19 DIRECTOR, INSTITUTIONAL ADVANCEMENT					
Brazosport	19 DIRECTOR, INSTITUTIONAL ADVANCEMENT					
COM	19 DIRECTOR, INSTITUTIONAL ADVANCEMENT	\$ 40,317.00	\$ 64,507.00	\$ 52,412.00	1	\$ 42,850.00
Galveston	19 DIRECTOR, INSTITUTIONAL ADVANCEMENT					
Houston CC	19 DIRECTOR, INSTITUTIONAL ADVANCEMENT					
Lee College	19 DIRECTOR, INSTITUTIONAL ADVANCEMENT	\$ 54,410.00	\$ 97,731.00	\$ 76,070.50	1	\$ 84,600.00
NHMCCCD	19 DIRECTOR, INSTITUTIONAL ADVANCEMENT					
San Jacinto CCD	19 DIRECTOR, INSTITUTIONAL ADVANCEMENT					
Wharton JC	19 DIRECTOR, INSTITUTIONAL ADVANCEMENT	\$ 38,735.00	\$ 55,401.00	\$ 47,068.00	1	\$ 46,067.00
	MEDIANS:	\$ 40,317.00	\$ 64,507.00	\$ 52,412.00		\$ 46,067.00
	MEANS:	\$ 44,487.33	\$ 72,546.33	\$ 58,516.83		\$ 57,839.00
	STANDARD DEVIATIONS:	\$ 8,629.61	\$ 22,280.72	\$ 15,434.96		\$ 23,231.46
Alvin CC	20 DIRECTOR, INSTITUTIONAL RESEARCH	\$ 46,469.00	\$ 67,598.00	\$ 57,033.50	1	\$ 67,598.00
Brazosport	20 DIRECTOR, INSTITUTIONAL RESEARCH	\$ 42,431.00	\$ 79,746.00	\$ 61,088.50	1	\$ 75,170.00
COM	20 DIRECTOR, INSTITUTIONAL RESEARCH	\$ 40,317.00	\$ 64,507.00	\$ 52,412.00	1	\$ 45,123.00
Galveston	20 DIRECTOR, INSTITUTIONAL RESEARCH	\$ 48,309.00			1	\$ 56,565.00
Houston CC	20 DIRECTOR, INSTITUTIONAL RESEARCH	\$ 55,752.00	\$ 93,108.00	\$ 74,430.00	0	

ADMINSTRATIVE/PROFESSIONAL

1999-2000 SALARY SURVEY		1	2	3	4	5
ADMIN/PROF POSITION TITLES		MINIMUM	MAXIMUM	MIDPOINT (MIN+MAX)/2	NUMBER OF INCUMBENTS	ACTUAL AVERAGE
Lee College	20 DIRECTOR, INSTITUTIONAL RESEARCH	\$ 61,254.00	\$ 109,859.00	\$ 85,556.50	1	\$ 91,028.00
NHMCCCD	20 DIRECTOR, INSTITUTIONAL RESEARCH				1	\$ 87,891.00
San Jacinto CCD	20 DIRECTOR, INSTITUTIONAL RESEARCH					
Wharton JC	20 DIRECTOR, INSTITUTIONAL RESEARCH	\$ 42,067.00	\$ 55,401.00	\$ 48,734.00	1	\$ 55,401.00
	MEDIANS:	\$ 46,469.00	\$ 73,672.00	\$ 59,061.00		\$ 67,598.00
	MEANS:	\$ 48,085.57	\$ 78,369.83	\$ 63,209.08		\$ 68,396.57
	STANDARD DEVIATIONS:	\$ 7,782.38	\$ 20,230.93	\$ 14,100.04		\$ 17,268.76
Alvin CC	21 DIRECTOR, PRINT AND MEDIA					
Brazosport	21 DIRECTOR, PRINT AND MEDIA					
COM	21 DIRECTOR, PRINT AND MEDIA	\$ 36,105.00	\$ 57,747.00	\$ 46,926.00	1	\$ 57,747.00
Galveston	21 DIRECTOR, PRINT AND MEDIA					
Houston CC	21 DIRECTOR, PRINT AND MEDIA					
Lee College	21 DIRECTOR, PRINT AND MEDIA	\$ 43,009.00	\$ 77,129.00	\$ 60,069.00	1	\$ 68,294.00
NHMCCCD	21 DIRECTOR, PRINT AND MEDIA					
San Jacinto CCD	21 DIRECTOR, PRINT AND MEDIA					
Wharton JC	21 DIRECTOR, PRINT AND MEDIA					
	MEDIANS:	\$ 39,557.00	\$ 67,438.00	\$ 53,497.50		\$ 63,020.50
	MEANS:	\$ 39,557.00	\$ 67,438.00	\$ 53,497.50		\$ 63,020.50
	STANDARD DEVIATIONS:	\$ 4,881.87	\$ 13,705.14	\$ 9,293.50		\$ 7,457.86
Alvin CC	22 DIRECTOR, LIBRARY SERVICES	\$ 40,274.00	\$ 58,587.00	\$ 49,430.50	1	\$ 58,587.00
Brazosport	22 DIRECTOR, LIBRARY SERVICES	\$ 42,431.00	\$ 79,746.00	\$ 61,088.50	1	\$ 70,843.00
COM	22 DIRECTOR, LIBRARY SERVICES	\$ 40,317.00	\$ 64,507.00	\$ 52,412.00	1	\$ 66,442.00
Galveston	22 DIRECTOR, LIBRARY SERVICES	\$ 44,298.00			1	\$ 57,711.00
Houston CC	22 DIRECTOR, LIBRARY SERVICES	\$ 49,272.00	\$ 82,284.00	\$ 65,778.00	1	\$ 65,916.00
Lee College	22 DIRECTOR, LIBRARY SERVICES	\$ 43,009.00	\$ 77,129.00	\$ 60,069.00	1	\$ 67,209.00
NHMCCCD	22 DIRECTOR, LIBRARY SERVICES	\$ 65,578.00	\$ 67,454.00	\$ 66,516.00	3	\$ 66,641.00
San Jacinto CCD	22 DIRECTOR, LIBRARY SERVICES	\$ 47,505.00	\$ 72,320.00	\$ 59,912.50	3	\$ 57,665.00
Wharton JC	22 DIRECTOR, LIBRARY SERVICES	\$ 43,400.00	\$ 66,734.00	\$ 55,067.00	1	\$ 66,734.00
	MEDIANS:	\$ 43,400.00	\$ 69,887.00	\$ 59,990.75		\$ 66,442.00
	MEANS:	\$ 46,231.56	\$ 71,095.13	\$ 58,784.19		\$ 64,194.22
	STANDARD DEVIATIONS:	\$ 7,843.87	\$ 8,194.69	\$ 6,080.90		\$ 4,871.51
Alvin CC	23 PUBLIC SERVICES LIBRARIAN					
Brazosport	23 PUBLIC SERVICES LIBRARIAN	\$ 38,796.00	\$ 58,680.00	\$ 48,738.00	2	\$ 38,796.00
COM	23 PUBLIC SERVICES LIBRARIAN	\$ 28,082.00	\$ 64,507.00	\$ 46,294.50	2	\$ 40,285.00
Galveston	23 PUBLIC SERVICES LIBRARIAN					
Houston CC	23 PUBLIC SERVICES LIBRARIAN	\$ 35,580.00	\$ 77,796.00	\$ 56,688.00	20	\$ 57,918.00
Lee College	23 PUBLIC SERVICES LIBRARIAN	\$ 35,029.00	\$ 62,615.00	\$ 48,822.00	1	\$ 62,615.00
NHMCCCD	23 PUBLIC SERVICES LIBRARIAN					
San Jacinto CCD	23 PUBLIC SERVICES LIBRARIAN	\$ 36,216.00	\$ 51,266.00	\$ 43,741.00	3	

ADMINISTRATIVE/PROFESSIONAL

1999-2000 SALARY SURVEY		1	2	3	4	5
ADMIN/PROF POSITION TITLES				MIDPOINT	NUMBER OF	ACTUAL
		MINIMUM	MAXIMUM	(MIN+MAX)/2	INCUMBENTS	AVERAGE
Wharton JC	23 PUBLIC SERVICES LIBRARIAN					
	MEDIANS:	\$ 35,580.00	\$ 62,615.00	\$ 48,738.00		\$ 49,101.50
	MEANS:	\$ 34,740.60	\$ 62,972.80	\$ 48,856.70		\$ 49,903.50
	STANDARD DEVIATIONS:	\$ 3,992.11	\$ 9,717.08	\$ 4,849.74		\$ 12,134.06
Alvin CC	24 TECHNICAL PROCESSES LIBRARIAN					
Brazosport	24 TECHNICAL PROCESSES LIBRARIAN	\$ 38,796.00	\$ 58,680.00	\$ 48,738.00	1	\$ 38,796.00
COM	24 TECHNICAL PROCESSES LIBRARIAN	\$ 40,317.00	\$ 64,507.00	\$ 52,412.00	1	\$ 59,339.00
Galveston	24 TECHNICAL PROCESSES LIBRARIAN	\$ 36,275.00			1	\$ 43,350.00
Houston CC	24 TECHNICAL PROCESSES LIBRARIAN					
Lee College	24 TECHNICAL PROCESSES LIBRARIAN	\$ 35,024.00	\$ 62,615.00	\$ 48,819.50	1	\$ 60,392.00
NHMCCCD	24 TECHNICAL PROCESSES LIBRARIAN	\$ 43,939.00	\$ 69,259.00	\$ 56,599.00	10	\$ 56,135.00
San Jacinto CCD	24 TECHNICAL PROCESSES LIBRARIAN					
Wharton JC	24 TECHNICAL PROCESSES LIBRARIAN					
	MEDIANS:	\$ 38,796.00	\$ 63,561.00	\$ 50,615.75		\$ 56,135.00
	MEANS:	\$ 38,870.20	\$ 63,765.25	\$ 51,642.13		\$ 51,602.40
	STANDARD DEVIATIONS:	\$ 3,511.40	\$ 4,393.72	\$ 3,722.21		\$ 9,871.20
Alvin CC	25 DEAN, HUMAN RESOURCES AND PAYROLL (V.P.)					
Brazosport	25 DEAN, HUMAN RESOURCES AND PAYROLL (V.P.)	\$ 56,263.00	\$ 107,784.00	\$ 82,023.50	1	\$ 82,616.00
COM	25 DEAN, HUMAN RESOURCES AND PAYROLL (V.P.)					
Galveston	25 DEAN, HUMAN RESOURCES AND PAYROLL (V.P.)					
Houston CC	25 DEAN, HUMAN RESOURCES AND PAYROLL (V.P.)					
Lee College	25 DEAN, HUMAN RESOURCES AND PAYROLL (V.P.)					
NHMCCCD	25 DEAN, HUMAN RESOURCES AND PAYROLL (V.P.)					
San Jacinto CCD	25 DEAN, HUMAN RESOURCES AND PAYROLL (V.P.)	\$ 90,938.00	\$ 138,441.00	\$ 114,689.50	1	\$ 98,349.00
Wharton JC	25 DEAN, HUMAN RESOURCES AND PAYROLL (V.P.)					
	MEDIANS:	\$ 73,600.50	\$ 123,112.50	\$ 98,356.50		\$ 90,482.50
	MEANS:	\$ 73,600.50	\$ 123,112.50	\$ 98,356.50		\$ 90,482.50
	STANDARD DEVIATIONS:	\$ 24,518.93	\$ 21,677.77	\$ 23,098.35		\$ 11,124.91
Alvin CC	26 DIRECTOR, PERSONNEL/HUMAN RESOURCES	\$ 54,747.00	\$ 79,642.00	\$ 67,194.50	1	\$ 69,352.00
Brazosport	26 DIRECTOR, PERSONNEL/HUMAN RESOURCES					
COM	26 DIRECTOR, PERSONNEL/HUMAN RESOURCES	\$ 40,317.00	\$ 64,507.00	\$ 52,412.00	1	\$ 46,000.00
Galveston	26 DIRECTOR, PERSONNEL/HUMAN RESOURCES	\$ 41,954.00			1	\$ 47,798.00
Houston CC	26 DIRECTOR, PERSONNEL/HUMAN RESOURCES	\$ 81,672.00	\$ 136,392.00	\$ 109,032.00	0	
Lee College	26 DIRECTOR, PERSONNEL/HUMAN RESOURCES	\$ 38,234.00	\$ 68,414.00	\$ 53,324.00	1	\$ 60,640.00
NHMCCCD	26 DIRECTOR, PERSONNEL/HUMAN RESOURCES				1	\$ 72,074.00
San Jacinto CCD	26 DIRECTOR, PERSONNEL/HUMAN RESOURCES					
Wharton JC	26 DIRECTOR, PERSONNEL/HUMAN RESOURCES	\$ 38,735.00	\$ 55,401.00	\$ 47,068.00	1	\$ 45,401.00
	MEDIANS:	\$ 41,135.50	\$ 68,414.00	\$ 53,324.00		\$ 54,219.00
	MEANS:	\$ 49,276.50	\$ 80,871.20	\$ 65,806.10		\$ 56,877.50

ADMINSTRATIVE/PROFESSIONAL

1999-2000 SALARY SURVEY		1	2	3	4	5
ADMIN/PROF POSITION TITLES		MINIMUM	MAXIMUM	MIDPOINT (MIN+MAX)/2	NUMBER OF INCUMBENTS	ACTUAL AVERAGE
STANDARD DEVIATIONS:		\$ 17,007.92	\$ 32,232.63	\$ 25,282.05		\$ 12,109.26
Alvin CC	27 DIRECTOR, PHYSICAL PLANT	\$ 50,270.00	\$ 73,127.00	\$ 61,698.50	1	\$ 61,825.00
Brazosport	27 DIRECTOR, PHYSICAL PLANT	\$ 42,431.00	\$ 68,077.00	\$ 55,254.00	1	\$ 57,012.00
COM	27 DIRECTOR, PHYSICAL PLANT	\$ 40,317.00	\$ 64,507.00	\$ 52,412.00	1	\$ 58,005.00
Galveston	27 DIRECTOR, PHYSICAL PLANT	\$ 41,954.00			1	\$ 43,795.00
Houston CC	27 DIRECTOR, PHYSICAL PLANT	\$ 60,724.00	\$ 114,768.00	\$ 87,746.00	1	\$ 83,000.00
Lee College	27 DIRECTOR, PHYSICAL PLANT	\$ 33,194.00	\$ 59,522.00	\$ 46,358.00	1	\$ 40,989.00
NHMCCCD	27 DIRECTOR, PHYSICAL PLANT				1	\$ 77,012.00
San Jacinto CCD	27 DIRECTOR, PHYSICAL PLANT	\$ 47,505.00	\$ 72,320.00	\$ 59,912.50	1	\$ 72,320.00
Wharton JC	27 DIRECTOR, PHYSICAL PLANT	\$ 38,735.00	\$ 55,401.00	\$ 47,068.00	1	\$ 43,401.00
MEDIANS:		\$ 42,192.50	\$ 68,077.00	\$ 55,254.00		\$ 58,005.00
MEANS:		\$ 44,391.25	\$ 72,531.71	\$ 58,635.57		\$ 59,706.56
STANDARD DEVIATIONS:		\$ 8,407.21	\$ 19,711.49	\$ 14,101.68		\$ 15,350.90
Alvin CC	28 DIRECTOR, PUBLIC AFFAIRS					
Brazosport	28 DIRECTOR, PUBLIC AFFAIRS					
COM	28 DIRECTOR, PUBLIC AFFAIRS					
Galveston	28 DIRECTOR, PUBLIC AFFAIRS	\$ 37,943.00			1	\$ 48,590.00
Houston CC	28 DIRECTOR, PUBLIC AFFAIRS	\$ 60,724.00	\$ 114,468.00	\$ 87,596.00	0	
Lee College	28 DIRECTOR, PUBLIC AFFAIRS	\$ 43,009.00	\$ 77,129.00	\$ 60,069.00	1	\$ 68,294.00
NHMCCCD	28 DIRECTOR, PUBLIC AFFAIRS				1	\$ 61,480.00
San Jacinto CCD	28 DIRECTOR, PUBLIC AFFAIRS					
Wharton JC	28 DIRECTOR, PUBLIC AFFAIRS					
MEDIANS:		\$ 43,009.00	\$ 95,798.50	\$ 73,832.50		\$ 61,480.00
MEANS:		\$ 47,225.33	\$ 95,798.50	\$ 73,832.50		\$ 59,454.67
STANDARD DEVIATIONS:		\$ 11,961.46	\$ 26,402.66	\$ 19,464.53		\$ 10,006.92
Alvin CC	29 ASSISTANT DIRECTOR, PUBLIC AFFAIRS					
Brazosport	29 ASSISTANT DIRECTOR, PUBLIC AFFAIRS					
COM	29 ASSISTANT DIRECTOR, PUBLIC AFFAIRS					
Galveston	29 ASSISTANT DIRECTOR, PUBLIC AFFAIRS	\$ 33,931.00			1	\$ 38,371.00
Houston CC	29 ASSISTANT DIRECTOR, PUBLIC AFFAIRS					
Lee College	29 ASSISTANT DIRECTOR, PUBLIC AFFAIRS	\$ 25,522.00	\$ 43,097.00	\$ 34,309.50	1	\$ 37,618.00
NHMCCCD	29 ASSISTANT DIRECTOR, PUBLIC AFFAIRS					
San Jacinto CCD	29 ASSISTANT DIRECTOR, PUBLIC AFFAIRS					
Wharton JC	29 ASSISTANT DIRECTOR, PUBLIC AFFAIRS					
MEDIANS:		\$ 29,726.50	\$ 43,097.00	\$ 34,309.50		\$ 37,994.50
MEANS:		\$ 29,726.50	\$ 43,097.00	\$ 34,309.50		\$ 37,994.50
STANDARD DEVIATIONS:		\$ 5,946.06	#DIV/0!	#DIV/0!		\$ 532.45
Alvin CC	30 DIRECTOR, MARKETING & ENROLLMENT MANAGEMENT	\$ 46,469.00	\$ 67,598.00	\$ 57,033.50	1	\$ 53,870.00

ADMINISTRATIVE/PROFESSIONAL

1999-2000 SALARY SURVEY		1	2	3	4	5
ADMIN/PROF POSITION TITLES		MINIMUM	MAXIMUM	MIDPOINT (MIN+MAX)/2	NUMBER OF INCUMBENTS	ACTUAL AVERAGE
Brazosport COM	30 DIRECTOR, MARKETING & ENROLLMENT MANAGEMENT					
Galveston Houston CC	30 DIRECTOR, MARKETING & ENROLLMENT MANAGEMENT					
Lee College NHMCCCD	30 DIRECTOR, MARKETING & ENROLLMENT MANAGEMENT					
San Jacinto CCD	30 DIRECTOR, MARKETING & ENROLLMENT MANAGEMENT	\$ 82,458.00	\$ 125,530.00	\$ 103,994.00	1	\$ 89,179.00
Wharton JC	30 DIRECTOR, MARKETING & ENROLLMENT MANAGEMENT					
	MEDIANS:	\$ 64,463.50	\$ 96,564.00	\$ 80,513.75		\$ 71,524.50
	MEANS:	\$ 64,463.50	\$ 96,564.00	\$ 80,513.75		\$ 71,524.50
	STANDARD DEVIATIONS:	\$ 25,448.07	\$ 40,964.11	\$ 33,206.09		\$ 24,967.23
Alvin CC	31 MARKETING SPECIALIST					
Brazosport COM	31 MARKETING SPECIALIST	\$ 36,612.00	\$ 55,392.00	\$ 46,002.00	1	\$ 36,612.00
Galveston Houston CC	31 MARKETING SPECIALIST	\$ 40,317.00	\$ 64,507.00	\$ 52,412.00	1	\$ 64,769.00
Lee College NHMCCCD	31 MARKETING SPECIALIST					
San Jacinto CCD	31 MARKETING SPECIALIST	\$ 30,085.00	\$ 54,045.00	\$ 42,065.00	2	\$ 30,699.00
Wharton JC	31 MARKETING SPECIALIST					
	MEDIANS:	\$ 36,612.00	\$ 55,392.00	\$ 46,002.00		\$ 36,612.00
	MEANS:	\$ 35,671.33	\$ 57,981.33	\$ 46,826.33		\$ 44,026.67
	STANDARD DEVIATIONS:	\$ 5,180.45	\$ 5,691.38	\$ 5,222.52		\$ 18,205.06
Alvin CC	32 DIRECTOR, STUDENT FINANCIAL AID	\$ 46,469.00	\$ 67,598.00	\$ 57,033.50	1	\$ 62,451.00
Brazosport COM	32 DIRECTOR, STUDENT FINANCIAL AID	\$ 42,431.00	\$ 79,746.00	\$ 61,088.50	1	\$ 42,431.00
Galveston Houston CC	32 DIRECTOR, STUDENT FINANCIAL AID	\$ 40,317.00	\$ 64,507.00	\$ 52,412.00	1	\$ 49,179.00
Lee College NHMCCCD	32 DIRECTOR, STUDENT FINANCIAL AID	\$ 41,954.00			1	\$ 47,566.00
San Jacinto CCD	32 DIRECTOR, STUDENT FINANCIAL AID	\$ 62,232.00	\$ 103,932.00	\$ 83,082.00	1	\$ 81,100.00
Wharton JC	32 DIRECTOR, STUDENT FINANCIAL AID	\$ 38,231.00	\$ 68,414.00	\$ 53,322.50	1	\$ 51,693.00
	32 DIRECTOR, STUDENT FINANCIAL AID				1	\$ 61,222.00
	32 DIRECTOR, STUDENT FINANCIAL AID	\$ 47,505.00	\$ 72,320.00	\$ 59,912.50	1	\$ 64,216.00
	32 DIRECTOR, STUDENT FINANCIAL AID	\$ 37,401.00	\$ 62,734.00	\$ 50,067.50	1	\$ 62,734.00
	MEDIANS:	\$ 42,192.50	\$ 68,414.00	\$ 57,033.50		\$ 61,222.00
	MEANS:	\$ 44,567.50	\$ 74,178.71	\$ 59,559.79		\$ 58,065.78
	STANDARD DEVIATIONS:	\$ 7,975.42	\$ 14,263.99	\$ 11,122.32		\$ 11,692.22
Alvin CC	33 REGISTRAR	\$ 46,469.00	\$ 67,598.00	\$ 57,033.50	1	\$ 52,301.00
Brazosport COM	33 REGISTRAR	\$ 42,431.00	\$ 79,746.00	\$ 61,088.50	1	\$ 42,431.00
Galveston	33 REGISTRAR	\$ 40,317.00	\$ 64,507.00	\$ 52,412.00	1	\$ 73,435.00
	33 REGISTRAR	\$ 45,966.00			1	\$ 46,645.00

ADMINISTRATIVE/PROFESSIONAL

1999-2000 SALARY SURVEY		1	2	3	4	5
ADMIN/PROF POSITION TITLES		MINIMUM	MAXIMUM	MIDPOINT (MIN+MAX)/2	NUMBER OF INCUMBENTS	ACTUAL AVERAGE
Houston CC	33 REGISTRAR	\$ 55,752.00	\$ 93,108.00	\$ 74,430.00	1	\$ 74,159.00
Lee College	33 REGISTRAR	\$ 38,231.00	\$ 68,414.00	\$ 53,322.50	1	\$ 46,747.00
NHMCCCD	33 REGISTRAR					
San Jacinto CCD	33 REGISTRAR	\$ 49,355.00	\$ 75,136.00	\$ 62,245.50	3	\$ 62,952.00
Wharton JC	33 REGISTRAR	\$ 37,401.00	\$ 64,734.00	\$ 51,067.50	1	\$ 64,734.00
	MEDIANS:	\$ 44,198.50	\$ 68,414.00	\$ 57,033.50		\$ 57,626.50
	MEANS:	\$ 44,490.25	\$ 73,320.43	\$ 58,799.93		\$ 57,925.50
	STANDARD DEVIATIONS:	\$ 6,183.83	\$ 10,363.03	\$ 8,115.08		\$ 12,533.47
Alvin CC	34 DIRECTOR, CONTINUING EDUCATION					
Brazosport	34 DIRECTOR, CONTINUING EDUCATION	\$ 42,431.00	\$ 79,746.00	\$ 61,088.50	1	\$ 54,308.00
COM	34 DIRECTOR, CONTINUING EDUCATION	\$ 40,317.00	\$ 64,507.00	\$ 52,412.00	3	\$ 55,526.00
Galveston	34 DIRECTOR, CONTINUING EDUCATION	\$ 49,977.00			1	\$ 60,868.00
Houston CC	34 DIRECTOR, CONTINUING EDUCATION					
Lee College	34 DIRECTOR, CONTINUING EDUCATION					
NHMCCCD	34 DIRECTOR, CONTINUING EDUCATION	\$ 68,403.00	\$ 87,891.00	\$ 78,147.00	2	\$ 78,147.00
San Jacinto CCD	34 DIRECTOR, CONTINUING EDUCATION	\$ 51,229.00	\$ 77,989.00	\$ 64,609.00	3	\$ 67,667.00
Wharton JC	34 DIRECTOR, CONTINUING EDUCATION					
	MEDIANS:	\$ 49,977.00	\$ 78,867.50	\$ 62,848.75		\$ 60,868.00
	MEANS:	\$ 50,471.40	\$ 77,533.25	\$ 64,064.13		\$ 63,303.20
	STANDARD DEVIATIONS:	\$ 11,069.33	\$ 9,696.57	\$ 10,696.58		\$ 9,832.47
Alvin CC	35 MANAGER, CONTINUING EDUCATION					
Brazosport	35 MANAGER, CONTINUING EDUCATION	\$ 42,431.00	\$ 68,077.00	\$ 55,254.00	1	\$ 68,077.00
COM	35 MANAGER, CONTINUING EDUCATION					
Galveston	35 MANAGER, CONTINUING EDUCATION					
Houston CC	35 MANAGER, CONTINUING EDUCATION					
Lee College	35 MANAGER, CONTINUING EDUCATION	\$ 33,885.00	\$ 60,758.00	\$ 47,321.50	1	\$ 40,625.00
NHMCCCD	35 MANAGER, CONTINUING EDUCATION					
San Jacinto CCD	35 MANAGER, CONTINUING EDUCATION					
Wharton JC	35 MANAGER, CONTINUING EDUCATION					
	MEDIANS:	\$ 38,158.00	\$ 64,417.50	\$ 51,287.75		\$ 54,351.00
	MEANS:	\$ 38,158.00	\$ 64,417.50	\$ 51,287.75		\$ 54,351.00
	STANDARD DEVIATIONS:	\$ 6,042.93	\$ 5,175.31	\$ 5,609.12		\$ 19,411.50
Alvin CC	36 DEAN, STUDENT SERVICES (V.P.)					
Brazosport	36 DEAN, STUDENT SERVICES (V.P.)	\$ 56,263.00	\$ 107,784.00	\$ 82,023.50	1	\$ 87,650.00
COM	36 DEAN, STUDENT SERVICES (V.P.)	\$ 52,785.00	\$ 84,456.00	\$ 68,620.50	1	\$ 67,063.00
Galveston	36 DEAN, STUDENT SERVICES (V.P.)	\$ 64,355.00			1	\$ 79,392.00
Houston CC	36 DEAN, STUDENT SERVICES (V.P.)	\$ 62,232.00	\$ 103,932.00	\$ 83,082.00	1	\$ 71,732.00
Lee College	36 DEAN, STUDENT SERVICES (V.P.)	\$ 61,254.00	\$ 109,859.00	\$ 85,556.50	1	\$ 91,028.00
NHMCCCD	36 DEAN, STUDENT SERVICES (V.P.)	\$ 66,337.00	\$ 70,000.00	\$ 68,168.50	2	\$ 68,169.00

ADMINSTRATIVE/PROFESSIONAL

1999-2000 SALARY SURVEY		1	2	3	4	5
ADMIN/PROF POSITION TITLES				MIDPOINT	NUMBER OF	ACTUAL
		MINIMUM	MAXIMUM	(MIN+MAX)/2	INCUMBENTS	AVERAGE
San Jacinto CCD	36 DEAN, STUDENT SERVICES (V.P.)	\$ 69,854.00	\$ 106,344.00	\$ 88,099.00	3	\$ 81,914.00
Wharton JC	36 DEAN, STUDENT SERVICES (V.P.)	\$ 40,068.00	\$ 60,745.00	\$ 50,406.50	1	\$ 60,745.00
	MEDIANS:	\$ 61,743.00	\$ 103,932.00	\$ 82,023.50		\$ 75,562.00
	MEANS:	\$ 59,143.50	\$ 91,874.29	\$ 75,136.64		\$ 75,961.63
	STANDARD DEVIATIONS:	\$ 9,412.88	\$ 20,140.66	\$ 13,476.82		\$ 10,691.50
Alvin CC	37 ASSOC DEAN, STUDENT AND INSTRUCTIONAL SERVICES	\$ 54,747.00	\$ 79,642.00	\$ 67,194.50	1	\$ 79,642.00
Brazosport COM	37 ASSOC DEAN, STUDENT AND INSTRUCTIONAL SERVICES	\$ 49,215.00	\$ 78,744.00	\$ 63,979.50	1	\$ 52,961.00
Galveston	37 ASSOC DEAN, STUDENT AND INSTRUCTIONAL SERVICES					
Houston CC	37 ASSOC DEAN, STUDENT AND INSTRUCTIONAL SERVICES					
Lee College	37 ASSOC DEAN, STUDENT AND INSTRUCTIONAL SERVICES					
NHMCCCD	37 ASSOC DEAN, STUDENT AND INSTRUCTIONAL SERVICES				1	\$ 70,812.00
San Jacinto CCD	37 ASSOC DEAN, STUDENT AND INSTRUCTIONAL SERVICES					
Wharton JC	37 ASSOC DEAN, STUDENT AND INSTRUCTIONAL SERVICES					
	MEDIANS:	\$ 51,981.00	\$ 79,193.00	\$ 65,587.00		\$ 70,812.00
	MEANS:	\$ 51,981.00	\$ 79,193.00	\$ 65,587.00		\$ 67,805.00
	STANDARD DEVIATIONS:	\$ 3,911.71	\$ 634.98	\$ 2,273.35		\$ 13,592.29
Alvin CC	38 CONTROLLER	\$ 50,270.00	\$ 73,127.00	\$ 61,698.50	1	\$ 73,127.00
Brazosport COM	38 CONTROLLER	\$ 40,317.00	\$ 64,507.00	\$ 52,412.00	1	\$ 66,442.00
Galveston	38 CONTROLLER	\$ 48,309.00			1	\$ 51,887.00
Houston CC	38 CONTROLLER	\$ 62,232.00	\$ 103,932.00	\$ 83,082.00	1	\$ 75,555.00
Lee College	38 CONTROLLER	\$ 38,231.00	\$ 68,414.00	\$ 53,322.50	1	\$ 46,747.00
NHMCCCD	38 CONTROLLER				1	\$ 99,750.00
San Jacinto CCD	38 CONTROLLER	\$ 42,794.00	\$ 63,366.00	\$ 53,080.00	1	\$ 52,277.00
Collin County	38 CONTROLLER				1	\$ 57,994.00
	MEDIANS:	\$ 45,551.50	\$ 68,414.00	\$ 53,322.50		\$ 62,218.00
	MEANS:	\$ 47,025.50	\$ 74,669.20	\$ 60,719.00		\$ 65,472.38
	STANDARD DEVIATIONS:	\$ 8,759.73	\$ 16,799.18	\$ 13,068.40		\$ 17,326.26
Alvin CC	38 DEAN, FINANCIAL/ADMINISTRATIVE SERVICES (V.P.)	\$ 66,605.00	\$ 96,889.00	\$ 81,747.00	0	
Brazosport COM	38 DEAN, FINANCIAL/ADMINISTRATIVE SERVICES (V.P.)	\$ 56,263.00	\$ 107,784.00	\$ 82,023.50	1	\$ 90,270.00
Galveston	38 DEAN, FINANCIAL/ADMINISTRATIVE SERVICES (V.P.)	\$ 52,785.00	\$ 84,456.00	\$ 68,620.50	1	\$ 84,456.00
Houston CC	38 DEAN, FINANCIAL/ADMINISTRATIVE SERVICES (V.P.)	\$ 64,355.00			1	\$ 69,173.00
Lee College	38 DEAN, FINANCIAL/ADMINISTRATIVE SERVICES (V.P.)	\$ 93,900.00	\$ 156,816.00	\$ 125,358.00	1	\$ 103,500.00
NHMCCCD	38 DEAN, FINANCIAL/ADMINISTRATIVE SERVICES (V.P.)	\$ 54,410.00	\$ 97,731.00	\$ 76,070.50	1	\$ 82,952.00
San Jacinto CCD	38 DEAN, FINANCIAL/ADMINISTRATIVE SERVICES (V.P.)	\$ 73,547.00	\$ 87,396.00	\$ 80,471.50	4	\$ 81,553.00
Wharton JC	38 DEAN, FINANCIAL/ADMINISTRATIVE SERVICES (V.P.)	\$ 90,938.00	\$ 138,441.00	\$ 114,689.50	1	\$ 102,676.00
	MEDIANS:	\$ 65,480.00	\$ 97,731.00	\$ 81,747.00		\$ 84,456.00

ADMINSTRATIVE/PROFESSIONAL

1999-2000 SALARY SURVEY		1	2	3	4	5
ADMIN/PROF POSITION TITLES				MIDPOINT	NUMBER OF	ACTUAL
		MINIMUM	MAXIMUM	(MIN+MAX)/2	INCUMBENTS	AVERAGE
MEANS:		\$ 69,100.38	\$ 109,930.43	\$ 89,854.36		\$ 87,797.14
STANDARD DEVIATIONS:		\$ 15,978.64	\$ 27,359.85	\$ 21,343.44		\$ 12,210.39
Alvin CC	40 INTERNAL AUDITOR					
Brazosport	40 INTERNAL AUDITOR	\$ 38,796.00	\$ 58,680.00	\$ 48,738.00	1	\$ 38,796.00
COM	40 INTERNAL AUDITOR	\$ 40,317.00	\$ 64,507.00	\$ 52,412.00	1	\$ 45,000.00
Galveston	40 INTERNAL AUDITOR					
Houston CC	40 INTERNAL AUDITOR	\$ 31,800.00	\$ 47,700.00	\$ 39,750.00	2	\$ 40,550.00
Lee College	40 INTERNAL AUDITOR	\$ 38,231.00	\$ 68,414.00	\$ 53,322.50	1	\$ 37,683.00
NHMCCCD	40 INTERNAL AUDITOR				1	\$ 42,823.00
San Jacinto CCD	40 INTERNAL AUDITOR	\$ 36,216.00	\$ 51,266.00	\$ 43,741.00	1	\$ 39,167.00
Wharton JC	40 INTERNAL AUDITOR					
MEDIANS:		\$ 38,231.00	\$ 58,680.00	\$ 48,738.00		\$ 39,858.50
MEANS:		\$ 37,072.00	\$ 58,113.40	\$ 47,592.70		\$ 40,669.83
STANDARD DEVIATIONS:		\$ 3,292.88	\$ 8,698.09	\$ 5,781.68		\$ 2,760.14
Alvin CC	41 PURCHASING AGENT					
Brazosport	41 PURCHASING AGENT					
COM	41 PURCHASING AGENT	\$ 36,105.00	\$ 57,747.00	\$ 46,926.00	1	\$ 47,885.00
Galveston	41 PURCHASING AGENT	\$ 29,920.00			1	\$ 29,920.00
Houston CC	41 PURCHASING AGENT	\$ 31,800.00	\$ 47,700.00	\$ 39,750.00	2	\$ 34,540.00
Lee College	41 PURCHASING AGENT	\$ 38,231.00	\$ 68,414.00	\$ 53,322.50	1	\$ 61,834.00
NHMCCCD	41 PURCHASING AGENT				1	\$ 35,076.00
San Jacinto CCD	41 PURCHASING AGENT	\$ 39,051.00	\$ 57,822.00	\$ 48,436.50	1	\$ 48,335.00
Wharton JC	41 PURCHASING AGENT	\$ 38,735.00	\$ 55,401.00	\$ 47,068.00	1	\$ 42,067.00
MEDIANS:		\$ 37,168.00	\$ 57,747.00	\$ 47,068.00		\$ 42,067.00
MEANS:		\$ 35,640.33	\$ 57,416.80	\$ 47,100.60		\$ 42,808.14
STANDARD DEVIATIONS:		\$ 3,888.64	\$ 7,410.99	\$ 4,862.09		\$ 10,901.88
Alvin CC	42 DEAN, EXTENDED SERVICES (V.P.)					
Brazosport	42 DEAN, EXTENDED SERVICES (V.P.)					
COM	42 DEAN, EXTENDED SERVICES (V.P.)					
Galveston	42 DEAN, EXTENDED SERVICES (V.P.)					
Houston CC	42 DEAN, EXTENDED SERVICES (V.P.)					
Lee College	42 DEAN, EXTENDED SERVICES (V.P.)	\$ 54,410.00	\$ 97,731.00	\$ 76,070.50	1	\$ 84,600.00
NHMCCCD	42 DEAN, EXTENDED SERVICES (V.P.)					
San Jacinto CCD	42 DEAN, EXTENDED SERVICES (V.P.)					
Wharton JC	42 DEAN, EXTENDED SERVICES (V.P.)					
MEDIANS:		\$ 54,410.00	\$ 97,731.00	\$ 76,070.50		\$ 84,600.00
MEANS:		\$ 54,410.00	\$ 97,731.00	\$ 76,070.50		\$ 84,600.00
STANDARD DEVIATIONS:		#DIV/0!	#DIV/0!	#DIV/0!		#DIV/0!

ADMINSTRATIVE/PROFESSIONAL

1999-2000 SALARY SURVEY		1	2	3	4	5
ADMIN/PROF POSITION TITLES		MINIMUM	MAXIMUM	MIDPOINT (MIN+MAX)/2	NUMBER OF INCUMBENTS	ACTUAL AVERAGE
Alvin CC	43					
Brazosport	43	\$ 42,431.00	\$ 68,077.00	\$ 55,254.00	1	\$ 42,431.00
COM	43					
Galveston	43					
Houston CC	43					
Lee College	43					
NHMCCCD	43					
San Jacinto CCD	43					
Wharton JC	43					
	MEDIANS:	\$ 42,431.00	\$ 68,077.00	\$ 55,254.00		\$ 42,431.00
	MEANS:	\$ 42,431.00	\$ 68,077.00	\$ 55,254.00		\$ 42,431.00
	STANDARD DEVIATIONS:	#DIV/0!	#DIV/0!	#DIV/0!		#DIV/0!
Alvin CC	44	\$ 60,099.00	\$ 87,425.00	\$ 73,762.00	1	\$ 87,425.00
Brazosport	44					
COM	44					
Galveston	44	\$ 50,698.00			1	\$ 59,365.00
Houston CC	44					
Lee College	44	\$ 54,410.00	\$ 97,731.00	\$ 76,070.50	1	\$ 84,600.00
NHMCCCD	44					
San Jacinto CCD	44	\$ 51,229.00	\$ 77,989.00	\$ 64,609.00	1	\$ 82,075.00
Wharton JC	44					
	MEDIANS:	\$ 52,819.50	\$ 87,425.00	\$ 73,762.00		\$ 83,337.50
	MEANS:	\$ 54,109.00	\$ 87,715.00	\$ 71,480.50		\$ 78,366.25
	STANDARD DEVIATIONS:	\$ 4,316.64	\$ 9,874.19	\$ 6,061.80		\$ 12,854.61
Alvin CC	45	\$ 54,747.00	\$ 79,642.00	\$ 67,194.50	1	\$ 63,467.00
Brazosport	45	\$ 42,431.00	\$ 79,746.00	\$ 61,088.50	1	\$ 42,431.00
COM	45	\$ 40,317.00	\$ 64,507.00	\$ 52,412.00	1	\$ 41,065.00
Galveston	45					
Houston CC	45					
Lee College	45	\$ 43,009.00	\$ 77,129.00	\$ 60,069.00	1	\$ 50,514.00
NHMCCCD	45				1	\$ 83,606.00
San Jacinto CCD	45					
Wharton JC	45					
	MEDIANS:	\$ 42,720.00	\$ 78,385.50	\$ 60,578.75		\$ 50,514.00
	MEANS:	\$ 45,126.00	\$ 75,256.00	\$ 60,191.00		\$ 56,216.60
	STANDARD DEVIATIONS:	\$ 6,517.54	\$ 7,267.42	\$ 6,065.81		\$ 17,712.15
Alvin CC	46					
Brazosport	46	\$ 42,431.00	\$ 79,746.00	\$ 61,088.50	1	\$ 64,832.00

ADMINSTRATIVE/PROFESSIONAL

1999-2000 SALARY SURVEY		1	2	3	4	5
ADMIN/PROF POSITION TITLES		MINIMUM	MAXIMUM	MIDPOINT (MIN+MAX)/2	NUMBER OF INCUMBENTS	ACTUAL AVERAGE
COM	46 DIRECTOR, CORPORATE TRAINING					
Galveston	46 DIRECTOR, CORPORATE TRAINING					
Houston CC	46 DIRECTOR, CORPORATE TRAINING					
Lee College	46 DIRECTOR, CORPORATE TRAINING					
NHMCCCD	46 DIRECTOR, CORPORATE TRAINING				1	\$ 52,705.00
San Jacinto CCD	46 DIRECTOR, CORPORATE TRAINING					
Wharton JC	46 DIRECTOR, CORPORATE TRAINING					
	MEDIANS:	\$ 42,431.00	\$ 79,746.00	\$ 61,088.50		\$ 58,768.50
	MEANS:	\$ 42,431.00	\$ 79,746.00	\$ 61,088.50		\$ 58,768.50
	STANDARD DEVIATIONS:	#DIV/0!	#DIV/0!	#DIV/0!		\$ 8,575.08
Alvin CC	47 DIRECTOR, SMALL BUSINESS DEV. CENTER					
Brazosport	47 DIRECTOR, SMALL BUSINESS DEV. CENTER	\$ 42,431.00	\$ 79,746.00	\$ 61,088.50	1	\$ 42,431.00
COM	47 DIRECTOR, SMALL BUSINESS DEV. CENTER					
Galveston	47 DIRECTOR, SMALL BUSINESS DEV. CENTER	\$ 45,966.00			1	\$ 54,034.00
Houston CC	47 DIRECTOR, SMALL BUSINESS DEV. CENTER					
Lee College	47 DIRECTOR, SMALL BUSINESS DEV. CENTER	\$ 33,194.00	\$ 59,522.00	\$ 46,358.00	1	\$ 41,410.00
NHMCCCD	47 DIRECTOR, SMALL BUSINESS DEV. CENTER				1	\$ 52,364.00
San Jacinto CCD	47 DIRECTOR, SMALL BUSINESS DEV. CENTER	\$ 39,051.00	\$ 57,822.00	\$ 48,436.50	1	\$ 51,156.00
Wharton JC	47 DIRECTOR, SMALL BUSINESS DEV. CENTER					
	MEDIANS:	\$ 40,741.00	\$ 59,522.00	\$ 48,436.50		\$ 51,156.00
	MEANS:	\$ 40,160.50	\$ 65,696.67	\$ 51,961.00		\$ 48,279.00
	STANDARD DEVIATIONS:	\$ 5,435.14	\$ 12,196.73	\$ 7,972.67		\$ 5,904.80
Alvin CC	48 DEAN OF INSTRUCTION (V.P.)	\$ 66,605.00	\$ 96,889.00	\$ 81,747.00	1	\$ 96,889.00
Brazosport	48 DEAN OF INSTRUCTION (V.P.)	\$ 56,263.00	\$ 107,784.00	\$ 82,023.50	1	\$ 80,203.00
COM	48 DEAN OF INSTRUCTION (V.P.)	\$ 52,785.00	\$ 84,456.00	\$ 68,620.50	0	
Galveston	48 DEAN OF INSTRUCTION (V.P.)	\$ 64,355.00			1	\$ 72,330.00
Houston CC	48 DEAN OF INSTRUCTION (V.P.)	\$ 93,900.00	\$ 156,816.00	\$ 125,358.00	1	\$ 101,430.00
Lee College	48 DEAN OF INSTRUCTION (V.P.)	\$ 54,420.00	\$ 97,731.00	\$ 76,075.50	1	\$ 82,952.00
NHMCCCD	48 DEAN OF INSTRUCTION (V.P.)	\$ 73,969.00	\$ 77,473.00	\$ 75,721.00	4	\$ 75,336.00
San Jacinto CCD	48 DEAN OF INSTRUCTION (V.P.)	\$ 69,854.00	\$ 106,344.00	\$ 88,099.00	2	\$ 91,853.00
Wharton JC	48 DEAN OF INSTRUCTION (V.P.)	\$ 41,401.00	\$ 70,747.00	\$ 56,074.00	1	\$ 70,747.00
	MEDIANS:	\$ 64,355.00	\$ 97,310.00	\$ 78,911.25		\$ 81,577.50
	MEANS:	\$ 63,728.00	\$ 99,780.00	\$ 81,714.81		\$ 83,967.50
	STANDARD DEVIATIONS:	\$ 15,091.53	\$ 26,587.20	\$ 20,150.23		\$ 11,551.15
Alvin CC	49 VICE PRESIDENT					
Brazosport	49 VICE PRESIDENT					
COM	49 VICE PRESIDENT					
Galveston	49 VICE PRESIDENT					
Houston CC	49 VICE PRESIDENT	\$ 63,232.00	\$ 103,932.00	\$ 83,582.00	5	\$ 78,632.00

ADMINISTRATIVE/PROFESSIONAL

1999-2000 SALARY SURVEY		1	2	3	4	5
ADMIN/PROF POSITION TITLES				MIDPOINT	NUMBER OF	ACTUAL
		MINIMUM	MAXIMUM	(MIN+MAX)/2	INCUMBENTS	AVERAGE
Lee College	49 VICE PRESIDENT					
NHMCCCD	49 VICE PRESIDENT					
San Jacinto CCD	49 VICE PRESIDENT					
Wharton JC	49 VICE PRESIDENT	\$ 48,738.00	\$ 81,421.00	\$ 65,079.50	1	\$ 81,421.00
	MEDIANS:	\$ 55,985.00	\$ 92,676.50	\$ 74,330.75		\$ 80,026.50
	MEANS:	\$ 55,985.00	\$ 92,676.50	\$ 74,330.75		\$ 80,026.50
	STANDARD DEVIATIONS:	\$ 10,248.81	\$ 15,917.68	\$ 13,083.24		\$ 1,972.12

TSCM

1999-2000 SALARY SURVEY			1	2	3	4	5
		TSCM POSITION TITLES	MINIMUM	MAXIMUM	MIDPOINT (MIN+MAX)/2	NUMBER OF INCUMBENTS	ACTUAL AVERAGE
Alvin CC	1	GROUNDSKEEPER	\$ 15,514.00	\$ 22,569.00	\$ 19,041.50	1	\$ 15,514.00
Brazosport COM	1	GROUNDSKEEPER	\$ 18,552.00	\$ 23,520.00	\$ 21,036.00	3	\$ 18,740.00
Galveston	1	GROUNDSKEEPER	\$ 16,040.00			5	\$ 17,851.00
Houston CC	1	GROUNDSKEEPER					
Lee College	1	GROUNDSKEEPER	\$ 15,428.00	\$ 25,724.00	\$ 20,576.00	3	\$ 17,882.00
NHMCCD	1	GROUNDSKEEPER	\$ 16,046.00	\$ 23,805.00	\$ 19,925.50	10	\$ 18,036.00
San Jacinto CCD	1	GROUNDSKEEPER	\$ 18,369.00	\$ 22,720.00	\$ 20,544.50	15	\$ 21,956.00
Wharton JC	1	GROUNDSKEEPER	\$ 12,875.00	\$ 24,525.00	\$ 18,700.00	5	\$ 15,110.00
		MEDIANS:	\$ 16,040.00	\$ 23,662.50	\$ 20,235.00		\$ 17,882.00
		MEANS:	\$ 16,117.71	\$ 23,810.50	\$ 19,970.58		\$ 17,869.86
		STANDARD DEVIATIONS:	\$ 1,930.48	\$ 1,182.11	\$ 928.51		\$ 2,260.11
Alvin CC	2	GROUNDS EQUIPMENT OPERATOR	\$ 20,637.00	\$ 30,022.00	\$ 25,329.50	2	\$ 27,333.00
Brazosport COM	2	GROUNDS EQUIPMENT OPERATOR	\$ 19,003.00	\$ 30,404.00	\$ 24,703.50	7	\$ 20,008.00
Galveston	2	GROUNDS EQUIPMENT OPERATOR					
Houston CC	2	GROUNDS EQUIPMENT OPERATOR					
Lee College	2	GROUNDS EQUIPMENT OPERATOR	\$ 15,428.00	\$ 25,724.00	\$ 20,576.00	1	\$ 19,494.00
NHMCCD	2	GROUNDS EQUIPMENT OPERATOR					
San Jacinto CCD	2	GROUNDS EQUIPMENT OPERATOR	\$ 23,060.00	\$ 29,847.00	\$ 26,453.50	4	\$ 27,398.00
Wharton JC	2	GROUNDS EQUIPMENT OPERATOR					
		MEDIANS:	\$ 19,820.00	\$ 29,934.50	\$ 25,016.50		\$ 23,670.50
		MEANS:	\$ 19,532.00	\$ 28,999.25	\$ 24,265.63		\$ 23,558.25
		STANDARD DEVIATIONS:	\$ 3,203.67	\$ 2,195.85	\$ 2,564.09		\$ 4,401.32
Alvin CC	3	GROUNDS SERVICES SUPERVISOR	\$ 26,268.00	\$ 38,212.00	\$ 32,240.00	1	\$ 32,307.00
Brazosport	3	GROUNDS SERVICES SUPERVISOR					

TSCM

1999-2000 SALARY SURVEY			1	2	3	4	5
		TSCM POSITION TITLES	MINIMUM	MAXIMUM	MIDPOINT (MIN+MAX)/2	NUMBER OF INCUMBENTS	ACTUAL AVERAGE
COM	3	GROUNDS SERVICES SUPERVISOR					
Galveston	3	GROUNDS SERVICES SUPERVISOR	\$ 20,716.00			1	\$ 22,701.00
Houston CC	3	GROUNDS SERVICES SUPERVISOR					
Lee College	3	GROUNDS SERVICES SUPERVISOR	\$ 16,813.00	\$ 28,376.00	\$ 22,594.50	1	\$ 17,761.00
NHMCCD	3	GROUNDS SERVICES SUPERVISOR					
San Jacinto CCD	3	GROUNDS SERVICES SUPERVISOR	\$ 27,078.00	\$ 36,646.00	\$ 31,862.00	3	\$ 36,246.00
Wharton JC	3	GROUNDS SERVICES SUPERVISOR	\$ 12,875.00	\$ 24,525.00	\$ 18,700.00	1	\$ 20,825.00
		MEDIANS:	\$ 20,716.00	\$ 32,511.00	\$ 27,228.25		\$ 22,701.00
		MEANS:	\$ 20,750.00	\$ 31,939.75	\$ 26,349.13		\$ 25,968.00
		STANDARD DEVIATIONS:	\$ 6,082.94	\$ 6,561.73	\$ 6,774.97		\$ 7,910.42
Alvin CC	4	HOUSEKEEPER	\$ 15,514.00	\$ 22,569.00	\$ 19,041.50	16	\$ 21,084.00
Brazosport	4	HOUSEKEEPER					
COM	4	HOUSEKEEPER	\$ 19,003.00	\$ 30,404.00	\$ 24,703.50	23	\$ 26,068.00
Galveston	4	HOUSEKEEPER	\$ 16,040.00			7	\$ 18,250.00
Houston CC	4	HOUSEKEEPER					
Lee College	4	HOUSEKEEPER	\$ 13,725.00	\$ 23,302.00	\$ 18,513.50	19	\$ 17,063.00
NHMCCD	4	HOUSEKEEPER	\$ 16,046.00	\$ 25,612.00	\$ 20,829.00	60	\$ 17,784.00
San Jacinto CCD	4	HOUSEKEEPER	\$ 18,369.00	\$ 22,720.00	\$ 20,544.50	64	\$ 21,246.00
Wharton JC	4	HOUSEKEEPER	\$ 12,875.00	\$ 24,525.00	\$ 18,700.00	23	\$ 15,347.00
		MEDIANS:	\$ 16,040.00	\$ 23,913.50	\$ 19,793.00		\$ 18,250.00
		MEANS:	\$ 15,938.86	\$ 24,855.33	\$ 20,388.67		\$ 19,548.86
		STANDARD DEVIATIONS:	\$ 2,228.05	\$ 2,955.31	\$ 2,324.59		\$ 3,567.75

TSCM

1999-2000 SALARY SURVEY			1	2	3	4	5
		TSCM POSITION TITLES	MINIMUM	MAXIMUM	MIDPOINT (MIN+MAX)/2	NUMBER OF INCUMBENTS	ACTUAL AVERAGE
Alvin CC	5	MAIL CLERK	\$ 15,514.00	\$ 26,288.00	\$ 20,901.00	2	\$ 20,133.00
Brazosport COM	5	MAIL CLERK					
Galveston	5	MAIL CLERK					
Houston CC	5	MAIL CLERK	\$ 17,964.00	\$ 26,952.00	\$ 22,458.00	1	\$ 19,227.00
Lee College	5	MAIL CLERK	\$ 14,010.00	\$ 23,782.00	\$ 18,896.00	1	\$ 15,189.00
NHMCCD	5	MAIL CLERK	\$ 16,050.00	\$ 18,072.00	\$ 17,061.00	3	\$ 17,151.00
San Jacinto CCD	5	MAIL CLERK	\$ 22,035.00	\$ 28,509.00	\$ 25,272.00	2	\$ 25,553.00
Wharton JC	5	MAIL CLERK	\$ 15,875.00	\$ 24,525.00	\$ 20,200.00	1	\$ 17,825.00
		MEDIANS:	\$ 15,962.50	\$ 25,406.50	\$ 20,550.50		\$ 18,526.00
		MEANS:	\$ 16,908.00	\$ 24,688.00	\$ 20,798.00		\$ 19,179.67
		STANDARD DEVIATIONS:	\$ 2,812.34	\$ 3,657.99	\$ 2,853.88		\$ 3,561.08
Alvin CC	6	SWITCHBOARD OPERATOR	\$ 18,073.00	\$ 26,288.00	\$ 22,180.50	1	\$ 26,288.00
Brazosport COM	6	SWITCHBOARD OPERATOR	\$ 20,940.00	\$ 26,520.00	\$ 23,730.00	0	
Galveston	6	SWITCHBOARD OPERATOR	\$ 19,003.00	\$ 30,404.00	\$ 24,703.50	1	\$ 24,978.00
Houston CC	6	SWITCHBOARD OPERATOR	\$ 18,378.00			1	\$ 19,625.00
Lee College	6	SWITCHBOARD OPERATOR	\$ 16,164.00	\$ 24,252.00	\$ 20,208.00	16	\$ 23,286.00
NHMCCD	6	SWITCHBOARD OPERATOR	\$ 17,160.00	\$ 28,965.00	\$ 23,062.50	1	\$ 20,842.00
San Jacinto CCD	6	SWITCHBOARD OPERATOR	\$ 20,293.00	\$ 23,843.00	\$ 22,068.00	2	\$ 22,068.00
Wharton JC	6	SWITCHBOARD OPERATOR	\$ 19,579.00	\$ 24,217.00	\$ 21,898.00	4	\$ 22,141.00
	6	SWITCHBOARD OPERATOR	\$ 15,875.00	\$ 24,525.00	\$ 20,200.00	1	\$ 16,850.00
		MEDIANS:	\$ 18,378.00	\$ 25,406.50	\$ 22,124.25		\$ 22,104.50
		MEANS:	\$ 18,385.00	\$ 26,126.75	\$ 22,256.31		\$ 22,009.75
		STANDARD DEVIATIONS:	\$ 1,760.93	\$ 2,434.11	\$ 1,576.80		\$ 2,986.57

TSCM

1999-2000 SALARY SURVEY			1	2	3	4	5
		TSCM POSITION TITLES	MINIMUM	MAXIMUM	MIDPOINT (MIN+MAX)/2	NUMBER OF INCUMBENTS	ACTUAL AVERAGE
Alvin CC	7	CLERK/TYPIST (OFFICE ASSISTANT)					
Brazosport	7	CLERK/TYPIST (OFFICE ASSISTANT)	\$ 20,940.00	\$ 26,520.00	\$ 23,730.00	3	\$ 20,940.00
COM	7	CLERK/TYPIST (OFFICE ASSISTANT)	\$ 19,003.00	\$ 30,404.00	\$ 24,703.50	3	\$ 26,473.00
Galveston	7	CLERK/TYPIST (OFFICE ASSISTANT)					
Houston CC	7	CLERK/TYPIST (OFFICE ASSISTANT)	\$ 16,164.00	\$ 24,252.00	\$ 20,208.00	21	\$ 22,705.00
Lee College	7	CLERK/TYPIST (OFFICE ASSISTANT)	\$ 18,900.00	\$ 32,031.00	\$ 25,465.50	10	\$ 19,438.00
NHMCCD	7	CLERK/TYPIST (OFFICE ASSISTANT)	\$ 17,334.00	\$ 26,979.00	\$ 22,156.50	3	\$ 64,976.00
San Jacinto CCD	7	CLERK/TYPIST (OFFICE ASSISTANT)	\$ 19,579.00	\$ 24,217.00	\$ 21,898.00	28	\$ 22,528.00
Wharton JC	7	CLERK/TYPIST (OFFICE ASSISTANT)	\$ 16,475.00	\$ 24,525.00	\$ 20,500.00	5	\$ 17,005.00
		MEDIANS:	\$ 18,900.00	\$ 26,520.00	\$ 22,156.50		\$ 22,528.00
		MEANS:	\$ 18,342.14	\$ 26,989.71	\$ 22,665.93		\$ 27,723.57
		STANDARD DEVIATIONS:	\$ 1,745.16	\$ 3,123.85	\$ 2,029.10		\$ 16,688.53
Alvin CC	8	SECRETARY (OFFICE SPECIALIST)	\$ 20,637.00	\$ 30,022.00	\$ 25,329.50	16	\$ 25,027.00
Brazosport	8	SECRETARY (OFFICE SPECIALIST)	\$ 20,940.00	\$ 33,156.00	\$ 27,048.00	40	\$ 22,368.00
COM	8	SECRETARY (OFFICE SPECIALIST)	\$ 22,170.00	\$ 35,472.00	\$ 28,821.00	17	\$ 25,516.00
Galveston	8	SECRETARY (OFFICE SPECIALIST)	\$ 18,378.00			2	\$ 19,731.00
Houston CC	8	SECRETARY (OFFICE SPECIALIST)	\$ 24,876.00	\$ 37,320.00	\$ 31,098.00	161	\$ 28,992.00
Lee College	8	SECRETARY (OFFICE SPECIALIST)	\$ 20,959.00	\$ 35,328.00	\$ 28,143.50	21	\$ 25,635.00
NHMCCD	8	SECRETARY (OFFICE SPECIALIST)	\$ 17,305.00	\$ 22,118.00	\$ 19,711.50	7	\$ 19,938.00
San Jacinto CCD	8	SECRETARY (OFFICE SPECIALIST)	\$ 22,035.00	\$ 28,509.00	\$ 25,272.00	36	\$ 23,853.00
Wharton JC	8	SECRETARY (OFFICE SPECIALIST)	\$ 21,775.00	\$ 28,025.00	\$ 24,900.00	2	\$ 25,000.00
		MEDIANS:	\$ 20,959.00	\$ 31,589.00	\$ 26,188.75		\$ 25,000.00
		MEANS:	\$ 21,008.33	\$ 31,243.75	\$ 26,290.44		\$ 24,006.67
		STANDARD DEVIATIONS:	\$ 2,200.24	\$ 5,039.10	\$ 3,395.39		\$ 2,944.38

TSCM

1999-2000 SALARY SURVEY				1	2	3	4	5
TSCM POSITION TITLES				MINIMUM	MAXIMUM	MIDPOINT (MIN+MAX)/2	NUMBER OF INCUMBENTS	ACTUAL AVERAGE
Alvin CC	9	SECRETARY	(DEAN'S LEVEL)	\$ 22,939.00	\$ 35,970.00	\$ 29,454.50	12	\$ 31,916.00
Brazosport COM	9	SECRETARY	(DEAN'S LEVEL)	\$ 25,126.00	\$ 40,201.00	\$ 32,663.50	2	\$ 34,221.00
Galveston	9	SECRETARY	(DEAN'S LEVEL)	\$ 19,547.00			11	\$ 23,126.00
Houston CC	9	SECRETARY	(DEAN'S LEVEL)	\$ 31,800.00	\$ 47,700.00	\$ 39,750.00	13	\$ 35,799.00
Lee College	9	SECRETARY	(DEAN'S LEVEL)	\$ 23,134.00	\$ 38,858.00	\$ 30,996.00	7	\$ 30,577.00
NHMCCD	9	SECRETARY	(DEAN'S LEVEL)	\$ 19,035.00	\$ 28,804.00	\$ 23,919.50	67	\$ 23,810.00
San Jacinto CCD	9	SECRETARY	(DEAN'S LEVEL)	\$ 24,141.00	\$ 31,234.00	\$ 27,687.50	7	\$ 29,787.00
Wharton JC	9	SECRETARY	(DEAN'S LEVEL)	\$ 18,875.00	\$ 24,525.00	\$ 21,700.00	4	\$ 23,700.00
		MEDIANS:		\$ 23,036.50	\$ 35,970.00	\$ 29,454.50		\$ 30,182.00
		MEANS:		\$ 23,074.63	\$ 35,327.43	\$ 29,453.00		\$ 29,117.00
		STANDARD DEVIATIONS:		\$ 4,274.49	\$ 7,807.20	\$ 5,952.06		\$ 4,993.07
Alvin CC	10	EXECUTIVE SECRETARY	(PRESIDENT)	\$ 28,129.00	\$ 40,919.00	\$ 34,524.00	1	\$ 38,559.00
Brazosport COM	10	EXECUTIVE SECRETARY	(PRESIDENT)	\$ 26,400.00	\$ 35,484.00	\$ 30,942.00	1	\$ 34,440.00
Galveston	10	EXECUTIVE SECRETARY	(PRESIDENT)	\$ 25,126.00	\$ 40,201.00	\$ 32,663.50	1	\$ 37,573.00
Houston CC	10	EXECUTIVE SECRETARY	(PRESIDENT)	\$ 24,223.00			1	\$ 30,720.00
Lee College	10	EXECUTIVE SECRETARY	(PRESIDENT)	\$ 38,712.00	\$ 64,644.00	\$ 51,678.00	10	\$ 42,988.00
NHMCCD	10	EXECUTIVE SECRETARY	(PRESIDENT)	\$ 28,238.00	\$ 47,573.00	\$ 37,905.50	2	\$ 39,622.00
San Jacinto CCD	10	EXECUTIVE SECRETARY	(PRESIDENT)	\$ 30,379.00	\$ 32,712.00	\$ 31,545.50	8	\$ 31,631.00
Wharton JC	10	EXECUTIVE SECRETARY	(PRESIDENT)	\$ 27,078.00	\$ 36,646.00	\$ 31,862.00	8	\$ 33,580.00
		MEDIANS:		\$ 27,078.00	\$ 38,423.50	\$ 32,262.75		\$ 34,440.00
		MEANS:		\$ 28,051.11	\$ 40,863.00	\$ 34,696.31		\$ 35,315.33
		STANDARD DEVIATIONS:		\$ 4,486.41	\$ 11,157.88	\$ 7,586.61		\$ 4,676.23

TSCM

1999-2000 SALARY SURVEY			1	2	3	4	5
		TSCM POSITION TITLES	MINIMUM	MAXIMUM	MIDPOINT (MIN+MAX)/2	NUMBER OF INCUMBENTS	ACTUAL AVERAGE
Alvin CC	11	ACCOUNTS RECEIVABLE/PAYABLE CLERK	\$ 20,637.00	\$ 30,022.00	\$ 25,329.50	2	\$ 21,256.00
Brazosport COM	11	ACCOUNTS RECEIVABLE/PAYABLE CLERK	\$ 25,126.00	\$ 40,201.00	\$ 32,663.50	4	\$ 29,876.00
Galveston	11	ACCOUNTS RECEIVABLE/PAYABLE CLERK	\$ 19,547.00			1	\$ 22,746.00
Houston CC	11	ACCOUNTS RECEIVABLE/PAYABLE CLERK	\$ 24,876.00	\$ 37,320.00	\$ 31,098.00	11	\$ 27,241.00
Lee College	11	ACCOUNTS RECEIVABLE/PAYABLE CLERK	\$ 20,959.00	\$ 35,325.00	\$ 28,142.00	5	\$ 25,489.00
NHMCCD	11	ACCOUNTS RECEIVABLE/PAYABLE CLERK	\$ 21,175.00	\$ 22,969.00	\$ 22,072.00	3	\$ 21,867.00
San Jacinto CCD	11	ACCOUNTS RECEIVABLE/PAYABLE CLERK	\$ 22,035.00	\$ 28,509.00	\$ 25,272.00	2	\$ 24,967.00
Wharton JC	11	ACCOUNTS RECEIVABLE/PAYABLE CLERK	\$ 17,675.00	\$ 24,525.00	\$ 21,100.00	3	\$ 19,933.00
		MEDIANS:	\$ 21,067.00	\$ 30,022.00	\$ 25,329.50		\$ 23,856.50
		MEANS:	\$ 21,503.75	\$ 31,267.29	\$ 26,525.29		\$ 24,171.88
		STANDARD DEVIATIONS:	\$ 2,519.05	\$ 6,536.95	\$ 4,348.70		\$ 3,341.08
Alvin CC	12	PAYROLL CLERK	\$ 22,939.00	\$ 33,371.00	\$ 28,155.00	1	\$ 32,717.00
Brazosport COM	12	PAYROLL CLERK	\$ 28,082.00	\$ 44,973.00	\$ 36,527.50	1	\$ 28,806.00
Galveston	12	PAYROLL CLERK	\$ 20,716.00			1	\$ 22,701.00
Houston CC	12	PAYROLL CLERK					
Lee College	12	PAYROLL CLERK	\$ 20,959.00	\$ 35,325.00	\$ 28,142.00	2	\$ 29,614.00
NHMCCD	12	PAYROLL CLERK	\$ 22,563.00	\$ 27,293.00	\$ 24,928.00	6	\$ 24,605.00
San Jacinto CCD	12	PAYROLL CLERK	\$ 22,035.00	\$ 28,509.00	\$ 25,272.00	2	\$ 25,448.00
Wharton JC	12	PAYROLL CLERK	\$ 22,375.00	\$ 28,025.00	\$ 25,200.00	1	\$ 25,300.00
		MEDIANS:	\$ 22,375.00	\$ 30,940.00	\$ 26,707.00		\$ 25,448.00
		MEANS:	\$ 22,809.86	\$ 32,916.00	\$ 28,037.42		\$ 27,027.29
		STANDARD DEVIATIONS:	\$ 2,465.51	\$ 6,728.20	\$ 4,415.27		\$ 3,471.06

TSCM

1999-2000 SALARY SURVEY			1	2	3	4	5
		TSCM POSITION TITLES	MINIMUM	MAXIMUM	MIDPOINT (MIN+MAX)/2	NUMBER OF INCUMBENTS	ACTUAL AVERAGE
Alvin CC	13	ACCOUNTING ASSISTANT	\$ 28,129.00	\$ 40,919.00	\$ 34,524.00	1	\$ 39,330.00
Brazosport COM	13	ACCOUNTING ASSISTANT	\$ 28,140.00	\$ 37,812.00	\$ 32,976.00	3	\$ 30,644.00
Galveston	13	ACCOUNTING ASSISTANT	\$ 21,885.00			1	\$ 27,591.00
Houston CC	13	ACCOUNTING ASSISTANT					
Lee College	13	ACCOUNTING ASSISTANT	\$ 20,959.00	\$ 35,325.00	\$ 28,142.00	5	\$ 25,338.00
NHMCCD	13	ACCOUNTING ASSISTANT	\$ 22,563.00	\$ 32,304.00	\$ 27,433.50	12	\$ 24,265.00
San Jacinto CCD	13	ACCOUNTING ASSISTANT	\$ 22,035.00	\$ 28,509.00	\$ 25,272.00	6	\$ 27,458.00
Wharton JC	13	ACCOUNTING ASSISTANT	\$ 19,475.00	\$ 25,975.00	\$ 22,725.00	1	\$ 25,975.00
		MEDIANS:	\$ 22,035.00	\$ 33,814.50	\$ 27,787.75		\$ 27,458.00
		MEANS:	\$ 23,312.29	\$ 33,474.00	\$ 28,512.08		\$ 28,657.29
		STANDARD DEVIATIONS:	\$ 3,439.97	\$ 5,655.57	\$ 4,502.41		\$ 5,130.52
Alvin CC	14	FINANCIAL AID SPECIALIST					
Brazosport COM	14	FINANCIAL AID SPECIALIST	\$ 28,140.00	\$ 37,812.00	\$ 32,976.00	1	\$ 28,140.00
Galveston	14	FINANCIAL AID SPECIALIST	\$ 25,126.00	\$ 40,201.00	\$ 32,663.50	2	\$ 25,845.00
Houston CC	14	FINANCIAL AID SPECIALIST	\$ 20,716.00			1	\$ 25,186.00
Lee College	14	FINANCIAL AID SPECIALIST	\$ 24,876.00	\$ 37,320.00	\$ 31,098.00	17	\$ 28,726.00
NHMCCD	14	FINANCIAL AID SPECIALIST	\$ 20,959.00	\$ 35,325.00	\$ 28,142.00	1	\$ 24,610.00
San Jacinto CCD	14	FINANCIAL AID SPECIALIST					
Wharton JC	14	FINANCIAL AID SPECIALIST	\$ 22,375.00	\$ 28,025.00	\$ 25,200.00	1	\$ 26,275.00
		MEDIANS:	\$ 23,625.50	\$ 37,320.00	\$ 31,098.00		\$ 26,060.00
		MEANS:	\$ 23,698.67	\$ 35,736.60	\$ 30,015.90		\$ 26,463.67
		STANDARD DEVIATIONS:	\$ 2,874.13	\$ 4,647.14	\$ 3,303.31		\$ 1,637.99

TSCM

1999-2000 SALARY SURVEY			1	2	3	4	5
		TSCM POSITION TITLES	MINIMUM	MAXIMUM	MIDPOINT (MIN+MAX)/2	NUMBER OF INCUMBENTS	ACTUAL AVERAGE
Alvin CC	15	PRINTER	\$ 22,939.00	\$ 33,371.00	\$ 28,155.00	2	\$ 28,854.00
Brazosport COM	15	PRINTER	\$ 28,082.00	\$ 44,973.00	\$ 36,527.50	1	\$ 41,089.00
Galveston Houston CC	15	PRINTER					
Lee College	15	PRINTER	\$ 23,134.00	\$ 38,858.00	\$ 30,996.00	2	\$ 35,678.00
NHMCCD	15	PRINTER					
San Jacinto CCD	15	PRINTER	\$ 24,141.00	\$ 31,234.00	\$ 27,687.50	1	\$ 37,731.00
Wharton JC	15	PRINTER					
		MEDIANS:	\$ 23,637.50	\$ 36,114.50	\$ 29,575.50		\$ 36,704.50
		MEANS:	\$ 24,574.00	\$ 37,109.00	\$ 30,841.50		\$ 35,838.00
		STANDARD DEVIATIONS:	\$ 2,397.25	\$ 6,147.89	\$ 4,062.82		\$ 5,162.63
Alvin CC	16	GRAPHIC ARTIST	\$ 22,939.00	\$ 33,371.00	\$ 28,155.00	1	\$ 22,939.00
Brazosport COM	16	GRAPHIC ARTIST	\$ 29,868.00	\$ 40,140.00	\$ 35,004.00	1	\$ 29,868.00
Galveston	16	GRAPHIC ARTIST	\$ 25,126.00	\$ 40,201.00	\$ 32,663.50	1	\$ 33,421.00
Houston CC	16	GRAPHIC ARTIST	\$ 24,876.00	\$ 37,320.00	\$ 31,098.00	1	\$ 28,931.00
Lee College	16	GRAPHIC ARTIST	\$ 20,959.00	\$ 35,325.00	\$ 28,142.00	2	\$ 33,961.00
NHMCCD	16	GRAPHIC ARTIST	\$ 26,949.00	\$ 34,558.00	\$ 30,753.50	3	\$ 30,951.00
San Jacinto CCD	16	GRAPHIC ARTIST	\$ 25,251.00	\$ 32,670.00	\$ 28,960.50	3	\$ 30,397.00
Wharton JC	16	GRAPHIC ARTIST					
		MEDIANS:	\$ 25,126.00	\$ 35,325.00	\$ 30,753.50		\$ 30,397.00
		MEANS:	\$ 25,138.29	\$ 36,226.43	\$ 30,682.36		\$ 30,066.86
		STANDARD DEVIATIONS:	\$ 2,829.42	\$ 3,074.28	\$ 2,535.91		\$ 3,638.71

TSCM

1999-2000 SALARY SURVEY		1	2	3	4	5
TSCM POSITION TITLES		MINIMUM	MAXIMUM	MIDPOINT (MIN+MAX)/2	NUMBER OF INCUMBENTS	ACTUAL AVERAGE
Alvin CC	17 PHOTOGRAPHER					
Brazosport	17 PHOTOGRAPHER					
COM	17 PHOTOGRAPHER					
Galveston	17 PHOTOGRAPHER					
Houston CC	17 PHOTOGRAPHER					
Lee College	17 PHOTOGRAPHER	\$ 23,134.00	\$ 38,858.00	\$ 30,996.00	2	\$ 29,378.00
NHMCCD	17 PHOTOGRAPHER					
San Jacinto CCD	17 PHOTOGRAPHER					
Wharton JC	17 PHOTOGRAPHER					
	MEDIANS:	\$ 23,134.00	\$ 38,858.00	\$ 30,996.00		\$ 29,378.00
	MEANS:	\$ 23,134.00	\$ 38,858.00	\$ 30,996.00		\$ 29,378.00
	STANDARD DEVIATIONS:	#DIV/0!	#DIV/0!	#DIV/0!		#DIV/0!
Alvin CC	18 INSTRUCTIONAL MEDIA TECHNICIAN	\$ 22,939.00	\$ 33,371.00	\$ 28,155.00	1	\$ 25,066.00
Brazosport	18 INSTRUCTIONAL MEDIA TECHNICIAN	\$ 26,400.00	\$ 35,484.00	\$ 30,942.00	1	\$ 26,400.00
COM	18 INSTRUCTIONAL MEDIA TECHNICIAN	\$ 28,082.00	\$ 44,973.00	\$ 36,527.50	2	\$ 42,485.00
Galveston	18 INSTRUCTIONAL MEDIA TECHNICIAN	\$ 18,378.00			1	\$ 22,359.00
Houston CC	18 INSTRUCTIONAL MEDIA TECHNICIAN					
Lee College	18 INSTRUCTIONAL MEDIA TECHNICIAN	\$ 18,900.00	\$ 32,031.00	\$ 25,465.50	1	\$ 25,668.00
NHMCCD	18 INSTRUCTIONAL MEDIA TECHNICIAN				1	\$ 33,847.00
San Jacinto CCD	18 INSTRUCTIONAL MEDIA TECHNICIAN	\$ 22,035.00	\$ 28,509.00	\$ 25,272.00	3	\$ 26,422.00
Wharton JC	18 INSTRUCTIONAL MEDIA TECHNICIAN	\$ 25,875.00	\$ 33,350.00	\$ 29,612.50	1	\$ 33,350.00
	MEDIANS:	\$ 22,939.00	\$ 33,360.50	\$ 28,883.75		\$ 26,411.00
	MEANS:	\$ 23,229.86	\$ 34,619.67	\$ 29,329.08		\$ 29,449.63
	STANDARD DEVIATIONS:	\$ 3,750.34	\$ 5,570.48	\$ 4,177.67		\$ 6,619.57

TSCM

1999-2000 SALARY SURVEY		1	2	3	4	5
	TSCM POSITION TITLES	MINIMUM	MAXIMUM	MIDPOINT (MIN+MAX)/2	NUMBER OF INCUMBENTS	ACTUAL AVERAGE
Alvin CC	19 PEER RECRUITER SUPERVISOR					
Brazosport COM	19 PEER RECRUITER SUPERVISOR	\$ 26,400.00	\$ 35,484.00	\$ 30,942.00	1	\$ 26,400.00
Galveston	19 PEER RECRUITER SUPERVISOR	\$ 25,126.00	\$ 40,201.00	\$ 32,663.50	1	\$ 38,812.00
Houston CC	19 PEER RECRUITER SUPERVISOR					
Lee College	19 PEER RECRUITER SUPERVISOR	\$ 30,085.00	\$ 54,045.00	\$ 42,065.00	2	\$ 30,699.00
NHMCCD	19 PEER RECRUITER SUPERVISOR					
San Jacinto CCD	19 PEER RECRUITER SUPERVISOR					
Wharton JC	19 PEER RECRUITER SUPERVISOR					
	MEDIANS:	\$ 26,400.00	\$ 40,201.00	\$ 32,663.50		\$ 30,699.00
	MEANS:	\$ 27,203.67	\$ 43,243.33	\$ 35,223.50		\$ 31,970.33
	STANDARD DEVIATIONS:	\$ 2,575.33	\$ 9,647.25	\$ 5,987.11		\$ 6,302.91
Alvin CC	20 PEER RECRUITERS					
Brazosport COM	20 PEER RECRUITERS	\$ 20,940.00	\$ 26,520.00	\$ 23,730.00	0	
Galveston	20 PEER RECRUITERS					
Houston CC	20 PEER RECRUITERS					
Lee College	20 PEER RECRUITERS	\$ 23,134.00	\$ 38,858.00	\$ 30,996.00	4	\$ 24,579.00
NHMCCD	20 PEER RECRUITERS					
San Jacinto CCD	20 PEER RECRUITERS					
Wharton JC	20 PEER RECRUITERS					
	MEDIANS:	\$ 22,037.00	\$ 32,689.00	\$ 27,363.00		\$ 24,579.00
	MEANS:	\$ 22,037.00	\$ 32,689.00	\$ 27,363.00		\$ 24,579.00
	STANDARD DEVIATIONS:	\$ 1,551.39	\$ 8,724.28	\$ 5,137.84		#DIV/0!

TSCM

1999-2000 SALARY SURVEY			1	2	3	4	5
		TSCM POSITION TITLES	MINIMUM	MAXIMUM	MIDPOINT (MIN+MAX)/2	NUMBER OF INCUMBENTS	ACTUAL AVERAGE
Alvin CC	21	COMPUTER OPERATOR (I. S. COOR)					
Brazosport	21	COMPUTER OPERATOR (I. S. COOR)	\$ 29,868.00	\$ 40,140.00	\$ 35,004.00	2	\$ 29,868.00
COM	21	COMPUTER OPERATOR (I. S. COOR)	\$ 25,126.00	\$ 40,201.00	\$ 32,663.50	1	\$ 25,126.00
Galveston	21	COMPUTER OPERATOR (I. S. COOR)					
Houston CC	21	COMPUTER OPERATOR (I. S. COOR)					
Lee College	21	COMPUTER OPERATOR (I. S. COOR)					
NHMCCD	21	COMPUTER OPERATOR (I. S. COOR)	\$ 24,820.00	\$ 24,820.00	\$ 24,820.00	2	\$ 24,820.00
San Jacinto CCD	21	COMPUTER OPERATOR (I. S. COOR)					
Wharton JC	21	COMPUTER OPERATOR (I. S. COOR)	\$ 22,375.00	\$ 28,025.00	\$ 25,200.00	1	\$ 23,025.00
		MEDIANS:	\$ 24,973.00	\$ 34,082.50	\$ 28,931.75		\$ 24,973.00
		MEANS:	\$ 25,547.25	\$ 33,296.50	\$ 29,421.88		\$ 25,709.75
		STANDARD DEVIATIONS:	\$ 3,132.54	\$ 8,044.57	\$ 5,185.55		\$ 2,922.97
Alvin CC	22	INFORMATION SYSTEMS SPECIALIST					
Brazosport	22	INFORMATION SYSTEMS SPECIALIST	\$ 26,400.00	\$ 35,484.00	\$ 30,942.00	5	\$ 26,400.00
COM	22	INFORMATION SYSTEMS SPECIALIST	\$ 28,082.00	\$ 44,973.00	\$ 36,527.50	1	\$ 28,082.00
Galveston	22	INFORMATION SYSTEMS SPECIALIST					
Houston CC	22	INFORMATION SYSTEMS SPECIALIST					
Lee College	22	INFORMATION SYSTEMS SPECIALIST					
NHMCCD	22	INFORMATION SYSTEMS SPECIALIST	\$ 37,312.00	\$ 37,312.00	\$ 37,312.00	4	\$ 37,312.00
San Jacinto CCD	22	INFORMATION SYSTEMS SPECIALIST	\$ 22,035.00	\$ 28,509.00	\$ 25,272.00	5	\$ 24,615.00
Wharton JC	22	INFORMATION SYSTEMS SPECIALIST	\$ 22,975.00	\$ 28,025.00	\$ 25,500.00	1	\$ 23,300.00
		MEDIANS:	\$ 26,400.00	\$ 35,484.00	\$ 30,942.00		\$ 26,400.00
		MEANS:	\$ 27,360.80	\$ 34,860.60	\$ 31,110.70		\$ 27,941.80
		STANDARD DEVIATIONS:	\$ 6,084.18	\$ 6,995.12	\$ 5,774.87		\$ 5,541.01

TSCM

1999-2000 SALARY SURVEY			1	2	3	4	5
		TSCM POSITION TITLES	MINIMUM	MAXIMUM	MIDPOINT (MIN+MAX)/2	NUMBER OF INCUMBENTS	ACTUAL AVERAGE
Alvin CC	23	SERGEANT-CAMPUS POLICE	\$ 24,726.00	\$ 35,970.00	\$ 30,348.00	1	\$ 35,970.00
Brazosport COM	23	SERGEANT-CAMPUS POLICE					
Galveston	23	SERGEANT-CAMPUS POLICE	\$ 20,716.00			1	\$ 22,985.00
Houston CC	23	SERGEANT-CAMPUS POLICE	\$ 31,800.00	\$ 47,700.00	\$ 39,750.00	6	\$ 38,426.00
Lee College	23	SERGEANT-CAMPUS POLICE	\$ 22,662.00	\$ 38,068.00	\$ 30,365.00	1	\$ 27,863.00
NHMCCD	23	SERGEANT-CAMPUS POLICE	\$ 32,634.00	\$ 35,929.00	\$ 34,281.50	3	\$ 34,534.00
San Jacinto CCD	23	SERGEANT-CAMPUS POLICE	\$ 27,078.00	\$ 36,646.00	\$ 31,862.00	1	\$ 36,646.00
Wharton JC	23	SERGEANT-CAMPUS POLICE					
		MEDIANS:	\$ 25,902.00	\$ 36,646.00	\$ 31,862.00		\$ 35,252.00
		MEANS:	\$ 26,602.67	\$ 38,862.60	\$ 33,321.30		\$ 32,737.33
		STANDARD DEVIATIONS:	\$ 4,843.94	\$ 5,015.41	\$ 3,935.73		\$ 6,003.06
Alvin CC	24	SECURITY OFFICER					
Brazosport COM	24	SECURITY OFFICER	\$ 20,940.00	\$ 26,520.00	\$ 23,730.00	8	\$ 20,940.00
Galveston	24	SECURITY OFFICER	\$ 25,126.00	\$ 40,201.00	\$ 32,663.50	6	\$ 30,458.00
Houston CC	24	SECURITY OFFICER	\$ 18,378.00			2	\$ 19,377.00
Lee College	24	SECURITY OFFICER	\$ 17,964.00	\$ 26,952.00	\$ 22,458.00	40	\$ 21,767.00
NHMCCD	24	SECURITY OFFICER	\$ 16,813.00	\$ 28,376.00	\$ 22,594.50	5	\$ 20,941.00
San Jacinto CCD	24	SECURITY OFFICER	\$ 23,000.00	\$ 32,276.00	\$ 27,638.00	14	\$ 26,213.00
Wharton JC	24	SECURITY OFFICER					
		MEDIANS:	\$ 18,378.00	\$ 28,975.50	\$ 23,827.50		\$ 21,767.00
		MEANS:	\$ 20,070.86	\$ 30,650.00	\$ 25,501.50		\$ 23,105.29
		STANDARD DEVIATIONS:	\$ 3,055.95	\$ 5,117.11	\$ 3,979.85		\$ 3,871.19

TSCM

1999-2000 SALARY SURVEY			1	2	3	4	5
		TSCM POSITION TITLES	MINIMUM	MAXIMUM	MIDPOINT (MIN+MAX)/2	NUMBER OF INCUMBENTS	ACTUAL AVERAGE
Alvin CC	25	AUTO MECHANIC					
Brazosport	25	AUTO MECHANIC					
COM	25	AUTO MECHANIC	\$ 25,126.00	\$ 40,201.00	\$ 32,663.50	1	\$ 25,845.00
Galveston	25	AUTO MECHANIC					
Houston CC	25	AUTO MECHANIC					
Lee College	25	AUTO MECHANIC	\$ 27,663.00	\$ 46,606.00	\$ 37,134.50	1	\$ 29,391.00
NHMCCD	25	AUTO MECHANIC					
San Jacinto CCD	25	AUTO MECHANIC					
Wharton JC	25	AUTO MECHANIC					
		MEDIANS:	\$ 26,394.50	\$ 43,403.50	\$ 34,899.00		\$ 27,618.00
		MEANS:	\$ 26,394.50	\$ 43,403.50	\$ 34,899.00		\$ 27,618.00
		STANDARD DEVIATIONS:	\$ 1,793.93	\$ 4,529.02	\$ 3,161.47		\$ 2,507.40
Alvin CC	26	BOOKSTORE MANAGER	\$ 27,198.00	\$ 39,567.00	\$ 33,382.50	1	\$ 35,488.00
Brazosport	26	BOOKSTORE MANAGER					
COM	26	BOOKSTORE MANAGER	\$ 36,105.00	\$ 57,747.00	\$ 46,926.00	1	\$ 36,844.00
Galveston	26	BOOKSTORE MANAGER					
Houston CC	26	BOOKSTORE MANAGER					
Lee College	26	BOOKSTORE MANAGER	\$ 33,194.00	\$ 59,522.00	\$ 46,358.00	1	\$ 43,026.00
NHMCCD	26	BOOKSTORE MANAGER					
San Jacinto CCD	26	BOOKSTORE MANAGER	\$ 27,078.00	\$ 36,646.00	\$ 31,862.00	3	\$ 30,061.00
Wharton JC	26	BOOKSTORE MANAGER					
		MEDIANS:	\$ 30,196.00	\$ 48,657.00	\$ 39,870.25		\$ 36,166.00
		MEANS:	\$ 30,893.75	\$ 48,370.50	\$ 39,632.13		\$ 36,354.75
		STANDARD DEVIATIONS:	\$ 4,496.92	\$ 11,933.71	\$ 8,121.38		\$ 5,326.27

TSCM

1999-2000 SALARY SURVEY		1	2	3	4	5
TSCM POSITION TITLES		MINIMUM	MAXIMUM	MIDPOINT (MIN+MAX)/2	NUMBER OF INCUMBENTS	ACTUAL AVERAGE
Alvin CC	27 CAFETERIA COOK	\$ 18,073.00	\$ 26,288.00	\$ 22,180.50	3	\$ 18,073.00
Brazosport COM	27 CAFETERIA COOK					
Galveston	27 CAFETERIA COOK	\$ 17,209.00			1	\$ 18,551.00
Houston CC	27 CAFETERIA COOK					
Lee College	27 CAFETERIA COOK	\$ 16,813.00	\$ 28,376.00	\$ 22,594.50	2	\$ 19,608.00
NHMCCD	27 CAFETERIA COOK	\$ 16,037.00	\$ 24,437.00	\$ 20,237.00	14	\$ 17,409.00
San Jacinto CCD	27 CAFETERIA COOK	\$ 14,560.00			2	\$ 14,560.00
Wharton JC	27 CAFETERIA COOK					
	MEDIANS:	\$ 16,813.00	\$ 26,288.00	\$ 22,180.50		\$ 18,073.00
	MEANS:	\$ 16,538.40	\$ 26,367.00	\$ 21,670.67		\$ 17,640.20
	STANDARD DEVIATIONS:	\$ 1,327.18	\$ 1,970.69	\$ 1,258.73		\$ 1,899.35
Alvin CC	28 SNACK BAR MANAGER					
Brazosport COM	28 SNACK BAR MANAGER					
Galveston	28 SNACK BAR MANAGER					
Houston CC	28 SNACK BAR MANAGER					
Lee College	28 SNACK BAR MANAGER	\$ 33,194.00	\$ 59,522.00	\$ 46,358.00	1	\$ 33,871.00
NHMCCD	28 SNACK BAR MANAGER					
San Jacinto CCD	28 SNACK BAR MANAGER					
Wharton JC	28 SNACK BAR MANAGER					
	MEDIANS:	\$ 33,194.00	\$ 59,522.00	\$ 46,358.00		\$ 33,871.00
	MEANS:	\$ 33,194.00	\$ 59,522.00	\$ 46,358.00		\$ 33,871.00
	STANDARD DEVIATIONS:	#DIV/0!	#DIV/0!	#DIV/0!		#DIV/0!

TSCM

1999-2000 SALARY SURVEY			1	2	3	4	5
		TSCM POSITION TITLES	MINIMUM	MAXIMUM	MIDPOINT (MIN+MAX)/2	NUMBER OF INCUMBENTS	ACTUAL AVERAGE
Alvin CC	29	AIR CONDITIONING TECHNICIAN	\$ 24,276.00	\$ 35,970.00	\$ 30,123.00	3	\$ 30,133.00
Brazosport COM	29	AIR CONDITIONING TECHNICIAN	\$ 25,126.00	\$ 44,973.00	\$ 35,049.50	2	\$ 28,102.00
Galveston Houston CC	29	AIR CONDITIONING TECHNICIAN					
Lee College NHMCCD	29	AIR CONDITIONING TECHNICIAN	\$ 27,663.00	\$ 46,606.00	\$ 37,134.50	2	\$ 33,792.00
San Jacinto CCD	29	AIR CONDITIONING TECHNICIAN	\$ 24,141.00	\$ 31,234.00	\$ 27,687.50	5	\$ 34,295.00
Wharton JC	29	AIR CONDITIONING TECHNICIAN	\$ 28,275.00	\$ 31,525.00	\$ 29,900.00	1	\$ 28,600.00
		MEDIANS:	\$ 25,126.00	\$ 35,970.00	\$ 30,123.00		\$ 30,133.00
		MEANS:	\$ 25,896.20	\$ 38,061.60	\$ 31,978.90		\$ 30,984.40
		STANDARD DEVIATIONS:	\$ 1,941.60	\$ 7,322.78	\$ 3,943.07		\$ 2,896.60
Alvin CC	30	BUILDING SERVICES TECHNICIAN	\$ 24,726.00	\$ 35,970.00	\$ 30,348.00	2	\$ 32,318.00
Brazosport COM	30	BUILDING SERVICES TECHNICIAN	\$ 23,316.00	\$ 29,532.00	\$ 26,424.00	0	
Galveston Houston CC	30	BUILDING SERVICES TECHNICIAN	\$ 25,126.00	\$ 40,201.00	\$ 32,663.50	2	\$ 31,056.00
Lee College NHMCCD	30	BUILDING SERVICES TECHNICIAN	\$ 25,392.00			0	\$ 27,152.00
San Jacinto CCD	30	BUILDING SERVICES TECHNICIAN	\$ 31,800.00	\$ 47,700.00	\$ 39,750.00	10	\$ 33,786.00
Wharton JC	30	BUILDING SERVICES TECHNICIAN	\$ 27,663.00	\$ 46,606.00	\$ 37,134.50	4	\$ 37,345.00
	30	BUILDING SERVICES TECHNICIAN	\$ 16,050.00	\$ 17,750.00	\$ 16,900.00	3	\$ 16,831.00
	30	BUILDING SERVICES TECHNICIAN	\$ 19,579.00	\$ 24,217.00	\$ 21,898.00	5	\$ 24,384.00
	30	BUILDING SERVICES TECHNICIAN	\$ 24,075.00	\$ 31,525.00	\$ 27,800.00	2	\$ 27,800.00
		MEDIANS:	\$ 24,726.00	\$ 33,747.50	\$ 29,074.00		\$ 29,428.00
		MEANS:	\$ 24,191.89	\$ 34,187.63	\$ 29,114.75		\$ 28,834.00
		STANDARD DEVIATIONS:	\$ 4,484.42	\$ 10,518.77	\$ 7,576.18		\$ 6,344.94

TSCM

1999-2000 SALARY SURVEY			1	2	3	4	5
		TSCM POSITION TITLES	MINIMUM	MAXIMUM	MIDPOINT (MIN+MAX)/2	NUMBER OF INCUMBENTS	ACTUAL AVERAGE
Alvin CC	31	BUILDING SERVICES SPECIALIST					
Brazosport	31	BUILDING SERVICES SPECIALIST	\$ 28,140.00	\$ 37,812.00	\$ 32,976.00	3	\$ 30,812.00
COM	31	BUILDING SERVICES SPECIALIST	\$ 25,126.00	\$ 44,973.00	\$ 35,049.50	4	\$ 29,182.00
Galveston	31	BUILDING SERVICES SPECIALIST					
Houston CC	31	BUILDING SERVICES SPECIALIST	\$ 24,876.00	\$ 37,320.00	\$ 31,098.00	13	\$ 28,207.00
Lee College	31	BUILDING SERVICES SPECIALIST					
NHMCCD	31	BUILDING SERVICES SPECIALIST	\$ 19,313.00	\$ 19,573.00	\$ 19,443.00	4	\$ 19,410.00
San Jacinto CCD	31	BUILDING SERVICES SPECIALIST	\$ 24,141.00	\$ 31,243.00	\$ 27,692.00	9	\$ 32,758.00
Wharton JC	31	BUILDING SERVICES SPECIALIST					
		MEDIANS:	\$ 24,876.00	\$ 37,320.00	\$ 31,098.00		\$ 29,182.00
		MEANS:	\$ 24,319.20	\$ 34,184.20	\$ 29,251.70		\$ 28,073.80
		STANDARD DEVIATIONS:	\$ 3,188.00	\$ 9,506.97	\$ 6,114.27		\$ 5,141.66
Alvin CC	32	BUILDING SERVICES SUPERVISOR	\$ 26,268.00	\$ 38,212.00	\$ 32,240.00	1	\$ 38,212.00
Brazosport	32	BUILDING SERVICES SUPERVISOR					
COM	32	BUILDING SERVICES SUPERVISOR	\$ 36,105.00	\$ 57,747.00	\$ 46,926.00	1	\$ 41,602.00
Galveston	32	BUILDING SERVICES SUPERVISOR	\$ 19,547.00			2	\$ 23,432.00
Houston CC	32	BUILDING SERVICES SUPERVISOR					
Lee College	32	BUILDING SERVICES SUPERVISOR	\$ 29,471.00	\$ 52,947.00	\$ 41,209.00	1	\$ 30,073.00
NHMCCD	32	BUILDING SERVICES SUPERVISOR	\$ 24,820.00	\$ 25,751.00	\$ 25,285.50	2	\$ 25,286.00
San Jacinto CCD	32	BUILDING SERVICES SUPERVISOR	\$ 29,770.00	\$ 40,288.00	\$ 35,029.00	4	\$ 43,702.00
Wharton JC	32	BUILDING SERVICES SUPERVISOR					
		MEDIANS:	\$ 27,869.50	\$ 40,288.00	\$ 35,029.00		\$ 34,142.50
		MEANS:	\$ 27,663.50	\$ 42,989.00	\$ 36,137.90		\$ 33,717.83
		STANDARD DEVIATIONS:	\$ 5,565.50	\$ 12,690.79	\$ 8,311.09		\$ 8,628.10

TSCM

1999-2000 SALARY SURVEY			1	2	3	4	5
		TSCM POSITION TITLES			MIDPOINT	NUMBER OF	ACTUAL
			MINIMUM	MAXIMUM	(MIN+MAX)/2	INCUMBENTS	AVERAGE
Alvin CC	33	TRAVEL SPECIALIST					
Brazosport	33	TRAVEL SPECIALIST	\$ 26,400.00	\$ 35,484.00	\$ 30,942.00	0	
COM	33	TRAVEL SPECIALIST					
Galveston	33	TRAVEL SPECIALIST					
Houston CC	33	TRAVEL SPECIALIST					
Lee College	33	TRAVEL SPECIALIST					
NHMCCD	33	TRAVEL SPECIALIST					
San Jacinto CCD	33	TRAVEL SPECIALIST					
Wharton JC	33	TRAVEL SPECIALIST					
		MEDIANS:	\$ 26,400.00	\$ 35,484.00	\$ 30,942.00		
		MEANS:	\$ 26,400.00	\$ 35,484.00	\$ 30,942.00		
		STANDARD DEVIATIONS:	\$ -	\$ -	\$ -		

FACULTY

1999-2000 SALARY SURVEY		1	2	3	4	5
	FULL TIME FACULTY - NINE-MONTH SALARIES			MIDPOINT	NUMBER OF	ACTUAL
		MINIMUM	MAXIMUM	(MAX+MIN)/2	INCUMBENTS	AVERAGE
Alvin CC	MASTER'S DEGREE	\$ 28,927.00	\$ 42,080.00	\$ 35,503.50	43	\$ 36,822.00
Brazosport	MASTER'S DEGREE	\$ 35,583.00	\$ 58,811.00	\$ 47,197.00	16	\$ 35,583.00
COM	MASTER'S DEGREE	\$ 30,238.00	\$ 48,380.00	\$ 39,309.00	5	\$ 32,009.00
Galveston	MASTER'S DEGREE	\$ 33,019.00			17	\$ 38,715.00
Houston CC	MASTER'S DEGREE	\$ 30,267.00	\$ 50,544.00	\$ 40,405.50	138	\$ 39,844.00
Lee College	MASTER'S DEGREE	\$ 33,147.00	\$ 60,737.00	\$ 46,942.00	70	\$ 41,054.00
NHMCCCD	MASTER'S DEGREE	\$ 31,939.00	\$ 35,264.00	\$ 33,601.50	134	\$ 41,569.00
San Jacinto CCD	MASTER'S DEGREE	\$ 30,870.00	\$ 48,694.00	\$ 39,782.00	123	\$ 40,497.00
Wharton JC	MASTER'S DEGREE	\$ 27,550.00	\$ 46,050.00	\$ 36,800.00	72	\$ 36,677.00
	MEDIANS:	\$ 30,870.00	\$ 48,537.00	\$ 39,545.50		\$ 38,715.00
	MEANS:	\$ 31,282.22	\$ 48,820.00	\$ 39,942.56		\$ 38,085.56
	STANDARD DEVIATIONS:	\$ 2,428.72	\$ 8,297.01	\$ 4,957.69		\$ 3,102.77
Alvin CC	MA + 15-21 HRS	\$ 30,520.00	\$ 44,398.00	\$ 37,459.00	10	\$ 42,160.00
Brazosport	MA + 15-21 HRS	\$ 37,361.00	\$ 61,759.00	\$ 49,560.00	16	\$ 37,898.00
COM	MA + 15-21 HRS	\$ 31,588.00	\$ 50,330.00	\$ 40,959.00	3	\$ 35,831.00
Galveston	MA + 15-21 HRS	\$ 33,719.00			3	\$ 37,655.00
Houston CC	MA + 15-21 HRS					
Lee College	MA + 15-21 HRS	\$ 33,773.00	\$ 62,615.00	\$ 48,194.00	32	\$ 44,042.00
NHMCCCD	MA + 15-21 HRS	\$ 32,999.00	\$ 36,434.00	\$ 34,716.50	21	\$ 46,075.00
San Jacinto CCD	MA + 15-21 HRS	\$ 32,235.00	\$ 50,723.00	\$ 41,479.00	55	\$ 47,110.00
Wharton JC	MA + 15-21 HRS	\$ 29,050.00	\$ 48,050.00	\$ 38,550.00	7	\$ 49,021.00
	MEDIANS:	\$ 32,617.00	\$ 50,330.00	\$ 40,959.00		\$ 43,101.00
	MEANS:	\$ 32,655.63	\$ 50,615.57	\$ 41,559.64		\$ 42,474.00
	STANDARD DEVIATIONS:	\$ 2,493.30	\$ 9,261.14	\$ 5,493.78		\$ 4,901.49

FACULTY

1999-2000 SALARY SURVEY		1	2	3	4	5
	FULL TIME FACULTY - NINE-MONTH SALARIES			MIDPOINT	NUMBER OF	ACTUAL
		MINIMUM	MAXIMUM	(MAX+MIN)/2	INCUMBENTS	AVERAGE
Alvin CC	MA + 36 HRS	\$ 32,200.00	\$ 46,840.00	\$ 39,520.00	10	\$ 45,675.00
Brazosport	MA + 36 HRS	\$ 39,249.00	\$ 64,879.00	\$ 52,064.00	4	\$ 39,849.00
COM	MA + 36 HRS	\$ 33,748.00	\$ 51,890.00	\$ 42,819.00	5	\$ 42,565.00
Galveston	MA + 36 HRS	\$ 34,219.00			10	\$ 45,843.00
Houston CC	MA + 36 HRS	\$ 33,255.00	\$ 55,539.00	\$ 44,397.00	5	\$ 45,986.00
Lee College	MA + 36 HRS	\$ 35,025.00	\$ 63,241.00	\$ 49,133.00	32	\$ 50,724.00
NHMCCCD	MA + 36 HRS	\$ 34,059.00	\$ 37,605.00	\$ 35,832.00	30	\$ 43,295.00
San Jacinto CCD	MA + 36 HRS	\$ 33,600.00	\$ 52,965.00	\$ 43,282.50	43	\$ 48,074.00
Wharton JC	MA + 36 HRS	\$ 30,550.00	\$ 51,050.00	\$ 40,800.00	22	\$ 46,601.00
	MEDIANS:	\$ 33,748.00	\$ 52,427.50	\$ 43,050.75		\$ 45,843.00
	MEANS:	\$ 33,989.44	\$ 53,001.13	\$ 43,480.94		\$ 45,401.33
	STANDARD DEVIATIONS:	\$ 2,360.46	\$ 8,721.26	\$ 5,186.72		\$ 3,178.73
Alvin CC	DOCTORATE	\$ 33,970.00	\$ 49,416.00	\$ 41,693.00	20	\$ 47,824.00
Brazosport	DOCTORATE	\$ 41,214.00	\$ 68,124.00	\$ 54,669.00	27	\$ 48,535.00
COM	DOCTORATE	\$ 36,911.00	\$ 59,058.00	\$ 47,984.50	3	\$ 47,119.00
Galveston	DOCTORATE	\$ 37,079.00			8	\$ 44,539.00
Houston CC	DOCTORATE	\$ 34,938.00	\$ 58,347.00	\$ 46,642.50	104	\$ 45,565.00
Lee College	DOCTORATE	\$ 37,278.00	\$ 64,241.00	\$ 50,759.50	27	\$ 50,889.00
NHMCCCD	DOCTORATE	\$ 36,709.00	\$ 40,530.00	\$ 38,619.50	80	\$ 48,408.00
San Jacinto CCD	DOCTORATE	\$ 36,435.00	\$ 57,557.00	\$ 46,996.00	77	\$ 48,074.00
Wharton JC	DOCTORATE	\$ 34,050.00	\$ 52,050.00	\$ 43,050.00	15	\$ 43,708.00
	MEDIANS:	\$ 36,709.00	\$ 57,952.00	\$ 46,819.25		\$ 47,824.00
	MEANS:	\$ 36,509.33	\$ 56,165.38	\$ 46,301.75		\$ 47,184.56
	STANDARD DEVIATIONS:	\$ 2,185.80	\$ 8,703.39	\$ 5,128.96		\$ 2,234.84

Indicator 8.3 - Full-Time Employee Retention Rate

Average tenure of full-time employees, September 1, 1999	12.9 years
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STANDARD: *Average tenure for all employees will be five years or longer.*

RESULT: Standard met.

ACTION TAKEN: No action required.

DATA SOURCE: Personnel Office/Longevity Report

Indicator 8.4 - Analysis of Disagreement Level on the Faculty-Staff Survey

TOP DISAGREEMENT LEVELS
(GCAIR 1999-2000 Faculty-Staff Survey)

ESSD9. *The technical support provided for the computers used by faculty and students in the department is adequate. (YOUR DEPARTMENT, OFFICE OR DIVISION)*
34.782% disagree or strongly disagree

APD6. *The space provided to my department is adequate to meet its goals. (YOUR DEPARTMENT, OFFICE OR DIVISION)*
33.125% disagree or strongly disagree

ESSI10. *There are provisions for ongoing training of faculty so that they can make skillful use of appropriate computer application software. (THE INSTITUTION)*
22.425% disagree or strongly disagree

EPI23. *There is a sufficient number of full-time faculty members to provide effective teaching, advising, scholarly or creative activity, and to participate in curriculum development, policy-making, institutional planning and governance. (THE INSTITUTION)*
21.605% disagree or strongly disagree

STANDARD: *No rating for disagree or strongly disagree will equal or exceed 20%.*

RESULT: Standard not met.

ACTION TAKEN: The Information Technology department has not been at full staffing levels for some time. However, in recent months (spring/summer 2000) a Network Administrator, Assistant Director, and Webmaster/Internet Coordinator have been hired. Also, plans have been approved to train more student and lab assistants to help address minor problems, and a "IT Service Desk," available from 8:00 a.m. to 8:00 p.m., is scheduled to be in operation by Fall 2000.

The President of the college established a special committee in Fall 1999 to address facility and space needs throughout the college community. This committee has completed its report, and the President will explore with the Board of Trustees various options to address the most pressing needs.

A Faculty Training Center (A-148a) has been established for training in technology, and equipment in this room has been upgraded. Colleague/administrative software training will occur primarily in room A-181, and a schedule of classes is being prepared.

Current financial conditions have hampered the college's ability to satisfy all staffing requests. However, a study was done this past year to determine those instructional areas that are most in need of new staff. It was determined that the Mathematics and Emergency Medical Technology departments both need more full-time staff. In EMT, the program has grown considerably necessitating additional faculty, and in Mathematics only 17.6% of developmental classes were taught by full-time faculty in Spring 2000 and only 37.6% of math classes overall were taught by full-time faculty.

DATA SOURCE: GCAIR 1999-2000 Faculty-Staff Survey

Indicator 8.5 - Analysis of Dissatisfaction Level on the Faculty-Staff Survey

TOP DISSATISFACTION LEVELS

(GCAIR 1999-2000 Faculty-Staff Survey)

- S45. *Computer network availability and reliability.*
41.976% dissatisfied or very dissatisfied
- S44. *Computer hardware/software support*
33.125% dissatisfied or very dissatisfied
- S4. *Telephone Registration*
33.125% dissatisfied or very dissatisfied
- S14. *Institution publicity/advertisement efforts*
26.993% dissatisfied or very dissatisfied

STANDARD: *No rating for dissatisfied or very dissatisfied will equal or exceed 20%.*

RESULT: Standard not met.

ACTION TAKEN: The Information Technology department has not been at full staffing levels for some time. However, in recent months (spring/summer 2000) a Network Administrator, Assistant Director, and Webmaster/Internet Coordinator have been hired. Also, plans have been approved to train more student and lab assistants to help address minor problems, and a "IT Service Desk," available from 8:00 a.m. to 8:00 p.m., is scheduled to be in operation by Fall 2000.

A telephone registration system was purchased from EPOS in February 2000. Testing is scheduled for the latter half of 2000, and full implementation is scheduled for Spring 2001.

The position of Director of Marketing and Enrollment Management was created and filled for fiscal year 1999-2000 in order to improve the marketing efforts of the institution.

DATA SOURCE: GCAIR 1999-2000 Faculty-Staff Survey

Indicator 8.6 - Analysis of the Gap between Mean Importance and Mean Satisfaction on the Faculty-Staff Survey

TOP GAPS (IMPORTANCE MINUS SATISFACTION)
(GCAIR 1999-2000 Faculty-Staff Survey)

Q45. *Computer network availability and reliability.*
 Importance minus Satisfaction = 1.819

Q4. *Telephone Registration*
 Importance minus Satisfaction = 1.776

Q44. *Computer hardware/software support*
 Importance minus Satisfaction = 1.629

Q14. *Institution publicity/advertisement efforts*
 Importance minus Satisfaction = 1.342

Q20. *Financial aid services*
 Importance minus Satisfaction = 1.015

STANDARD: *No gap will equal or exceed 1.*

RESULT: Standard not met.

ACTION TAKEN: The Information Technology department has not been at full staffing levels for some time. However, in recent months (spring/summer 2000) a Network Administrator, Assistant Director, and Webmaster/Internet Coordinator have been hired. Also, plans have been approved to train more student and lab assistants to help address minor problems, and a "IT Service Desk," available from 8:00 a.m. to 8:00 p.m., is scheduled to be in operation by Fall 2000.

A telephone registration system was purchased from EPOS in February 2000. Testing is scheduled for the latter half of 2000, and full implementation is scheduled for Spring 2001.

The position of Director of Marketing and Enrollment Management was created and filled for fiscal year 1999-2000 in order to improve the marketing efforts of the institution.

Regarding financial aid services, it is noted that the gap between importance and satisfaction on the 1999 Student Survey is only 0.333. Consequently, the Director of Student Financial Aid &

Placement has been informed of the results of both surveys, but no additional action is planned at this time. Monitoring will continue.

DATA SOURCE: GCAIR 1999-2000 Faculty-Staff Survey

Indicators for Goal 9

GOAL #9 *To provide a cost-effective use of human, physical, and fiscal resources.*

Indicator 9.1 Cost per full-time equivalent student

Indicator 9.2 Contact hours per student

Indicator 9.3 Percent of annual budget allotted instruction

Summary:

Indicator	Standard Met	Standard Partially Met	Standard Not Met	Results To Be Reviewed	Data Unavailable
9.1	X				
9.2			X		
9.3	X				

Indicator 9.1 - Cost Per Full-Time Equivalent Student

Institution	Cost Per FTSE
Alvin Community College	\$ 2,640.00
Brazosport College	\$ 2,940.00
College of the Mainland	\$ 4,444.00
<u>Galveston College</u>	<u>\$ 3,041.00</u>
Regional Average	\$ 3,266.25
Standard Deviation	\$ 803.42

STANDARD: *Cost will be compared to the regional average. Adjustments will be made as needed.*

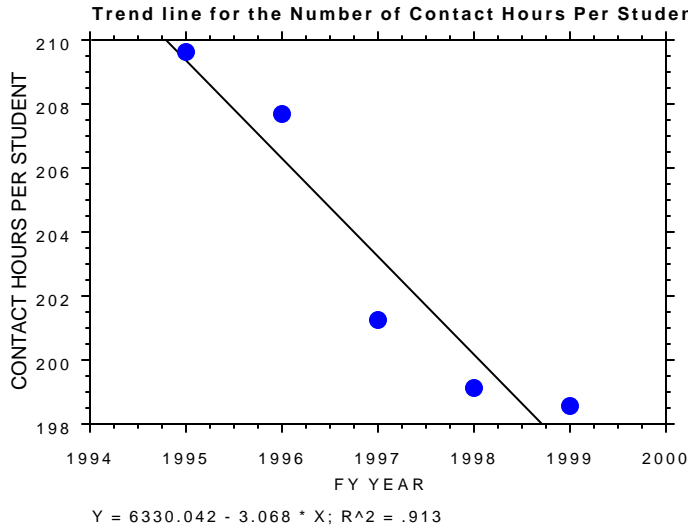
RESULT: Standard met. Alvin Community College's "Cost Per FTSE" is within one standard deviation of the regional average.

ACTION TAKEN: No action required.

DATA SOURCE: Taxpayers Research Council report, March 2000, FY 1998-99

Indicator 9.2 - Contact Hours per Student

	FY 1994-95	FY 1995-96	FY 1996-97	FY 1997-98	FY 1998-99
Total Headcount	10,178	9,910	10,420	10,121	9,666
Total Contact Hours	2,133,608	2,057,952	2,097,064	2,015,504	1,919,216
Chrs per Student	209.63	207.66	201.25	199.14	198.55



STANDARD: Average number of contact hours per student will increase annually (5 year trend line maintains positive slope).

RESULT: Standard not met.

ACTION TAKEN: The meaning of this indicator is still under debate as a lower ratio might simple reflect greater success in attracting part-time students. Nevertheless, each college department (instructional and non-instructional) will describe actions taken during 1999-2000 to recruit and/or retain students. These reports will be shared with the Director of Marketing and Enrollment Management as well as any special committees whose role is to address enrollment.

COMMENT: Data given in the previous *Institutional Effectiveness Report* for this indicator was based on the calendar year. For the sake of uniformity, this indicator is now being calculated for the fiscal year.

DATA SOURCE: THECB PREP

Indicator 9.3 - Percent of Annual Budget Allotted Instruction

YEAR	PERCENT
1994-95	55.90%
1995-96	55.70%
1996-97	55.60%
1997-98	55.20%
1998-99	55.79%
1999-00	56.20%

STANDARD: *Percentage will be 50% or greater.*

RESULT: Standard met.

ACTION TAKEN: No action required.

DATA SOURCE: 1999 Fiscal Analysis & Budget Book

Indicators for Goal 10

GOAL #10 *To maintain a safe and inviting campus environment.*

Indicator 10.1 Number of reportable incidents

Indicator 10.2 Number of infrastructure upgrade projects completed

Indicator 10.3 Analysis of Student Survey with respect to evaluation of physical environment

Indicator 10.4 Number of accidents reported

Summary:

Indicator	Standard Met	Standard Partially Met	Standard Not Met	Results To Be Reviewed	Data Unavailable
10.1		X			
10.2	X				
10.3	X				
10.4	X				

Indicator 10.1 - Number of Reportable Incidents

Violent Crimes	ACC	COM	Galveston	Wharton	SanJac	HCC	Regional AVG	State AVG per Inst.
Murder	0	0	0	0	0	0	0	0.02
Sex Offenses	0	0	0	0	0	0	0	0.48
Robbery	0	0	0	0	0	0	0	0.61
Aggravated Assault	0	2	0	0	1	1	0.67	2.23

Non-Violent Crimes	ACC	COM	Galveston	Wharton	SanJac	HCC	Regional AVG	State AVG per Inst.
Burglary	0	1	3	0	25	7	6.00	12.19
Motor Vehicle Theft	0	1	0	3	3	9	2.67	3.17
Liquor violations	1	NDA	0	0	1	0	0.40	NDA
Drug Violations	0	NDA	0	1	0	3	0.80	NDA
Weapons violations	0	NDA	0	0	0	0	0.00	NDA
Simple Assaults	2	2	NDA	0	NDA	NDA	1.33	NDA
Thefts	6	26	NDA	0	NDA	NDA	10.67	120.38
Arson	1	NDA	NDA	0	NDA	NDA	0.50	NDA

NDA = No Data Available

STANDARD: ACC will have fewer incidents in each category as set by the Federal Campus Security Act in comparison to state and regional averages.

RESULT: Standard met for all categories except simple assaults and arson. (Reporting period is 1999 for community colleges and 1998 for the state. Additionally, most results are reported for the calendar year.)

ACTION TAKEN: Even though, technically speaking, the standard was not met for simple assaults and arson, the numbers of incidences at ACC are comparable to those observed at other colleges, and the overall number of reportable incidences is small. Hence, monitoring and comparison with state and regional averages will continue.

DATA SOURCE: Campus Chief of Police

Indicator 10.2 - Number of Infrastructure Upgrade Projects Completed

PROJECTS COMPLETED (FY 1998-99)

1. Built new food court outdoors
2. Built new jogging trail access bridges
3. Repaired jogging trail cracks
4. Installed new security lights on Building D
5. Installed new security lights at PCC
6. Installed new ADA door opener at PCC Building 1
7. Installed new fire hydrant in "B" parking lot
8. Built new storage shed for environmental supplies

STANDARD: *Continuous progress will be made on the infrastructure upgrade project.*

RESULT: Standard met.

ACTION TAKEN: No action required.

DATA SOURCE: Director of Physical Plant

Indicator 10.3 - Analysis of Student Survey with Respect to Evaluation of Physical Environment

1=very dissatisfied 2=dissatisfied 3=neutral 4=satisfied 5=very satisfied

Q51. Personal security/safety at the college

	MALE (average response)	FEMALE (average response)
Alvin Community College	3.88	4.08
GCCCC	3.80	3.89

All Alvin Students	Count	Percent
Very Dissatisfied	5	2%
Dissatisfied	9	3%
Neutral	57	20%
Satisfied	127	44%
Very Satisfied	92	32%
Total	290	100%

Q63. Student Center

	MALE (average response)	FEMALE (average response)
Alvin Community College	3.66	3.80
GCCCC	3.57	3.61

All Alvin Students	Count	Percent
Very Dissatisfied	4	2%
Dissatisfied	8	3%
Neutral	86	33%
Satisfied	115	44%
Very Satisfied	50	19%
Total	263	100%

Q64. Study Areas

	MALE (average response)	FEMALE (average response)
Alvin Community College	3.77	3.87
GCCCC	3.65	3.70

All Alvin Students	Count	Percent
Very Dissatisfied	7	3%
Dissatisfied	5	2%
Neutral	74	27%
Satisfied	122	45%
Very Satisfied	62	23%
Total	270	100%

Q72. Parking facilities and services

	MALE (average response)	FEMALE (average response)
Alvin Community College	3.93	4.02
GCCCC	3.50	3.49

All Alvin Students	Count	Percent
Very Dissatisfied	7	2%
Dissatisfied	7	2%
Neutral	55	19%
Satisfied	134	47%
Very Satisfied	81	29%
Total	284	100%

Q73. Access to computers and/or student labs

	MALE (average response)	FEMALE (average response)
Alvin Community College	4.04	4.05
GCCCC	3.79	3.81

All Alvin Students	Count	Percent
Very Dissatisfied	3	1%
Dissatisfied	3	1%
Neutral	57	21%
Satisfied	119	45%
Very Satisfied	85	32%
Total	267	100%

Q74. Availability of gymnasium, tennis courts, fitness room, etc.

	MALE (average response)	FEMALE (average response)
Alvin Community College	3.99	3.79
GCCCC	3.46	3.52

All Alvin Students	Count	Percent
Very Dissatisfied	2	1%
Dissatisfied	4	2%
Neutral	75	32%
Satisfied	98	42%
Very Satisfied	54	23%
Total	233	100%

Q77. Library/learning resource center facilities

	MALE (average response)	FEMALE (average response)
Alvin Community College	3.82	4.03
GCCCC	3.78	3.80

All Alvin Students	Count	Percent
Very Dissatisfied	8	3%
Dissatisfied	10	3%
Neutral	56	19%
Satisfied	130	45%
Very Satisfied	85	29%
Total	289	100%

Q82. Condition/appearance of buildings/grounds

	MALE (average response)	FEMALE (average response)
Alvin Community College	4.06	4.10
GCCCC	3.80	3.78

All Alvin Students	Count	Percent
Very Dissatisfied	5	2%
Dissatisfied	5	2%
Neutral	49	17%
Satisfied	133	47%
Very Satisfied	94	33%
Total	286	100%

STANDARD: *Student response (level of satisfaction) will equal or exceed Gulf Coast Consortium average results.*

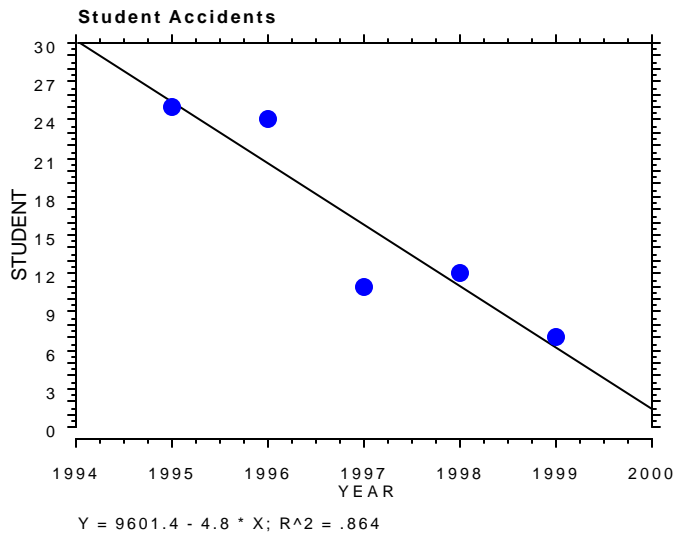
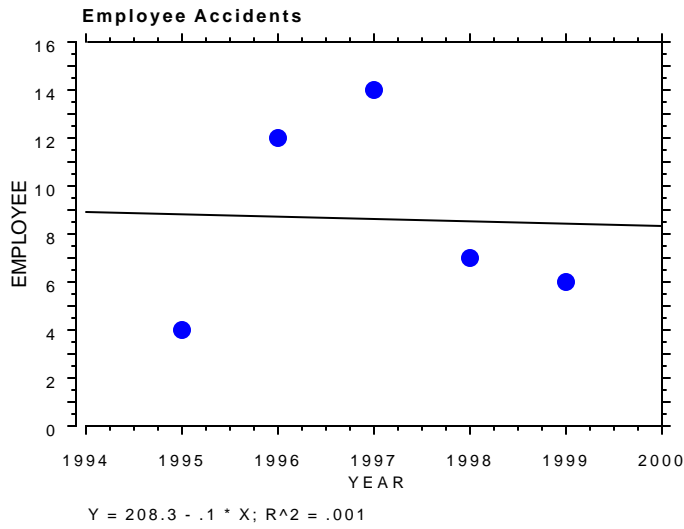
RESULT: Standard met.

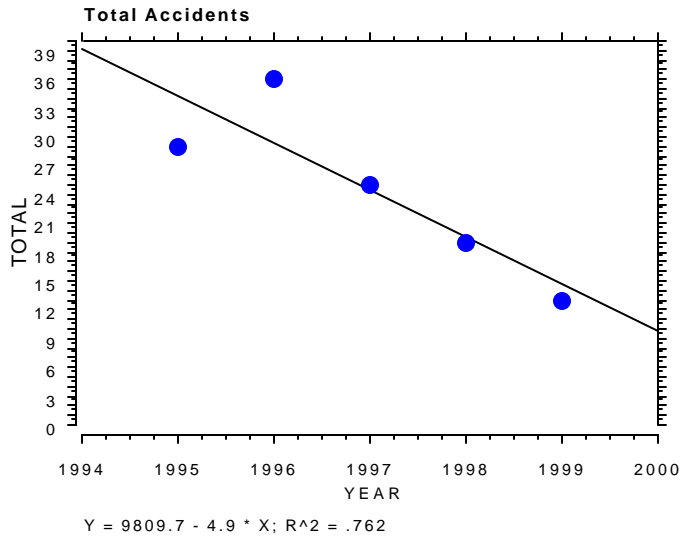
ACTION TAKEN: No action required.

DATA SOURCE: GCAIR 1999 Student Survey

Indicator 10.4 - Number of Accidents Reported

Fiscal Year	Employee	Student	Total
1994-95	4	25	29
1995-96	12	24	36
1996-97	14	11	25
1997-98	7	12	19
1998-99	6	7	13





STANDARD: *Five year trend line maintains a negative slope.*

RESULT: Standard met

ACTION TAKEN: No action required.

DATA SOURCE: Personnel Office/Campus Police

Indicators for Goal 11

GOAL #11 *To recruit, retain, and educate students to their selected level of educational success.*

Indicator 11.1 Percentage of students attaining degrees or certificates

Indicator 11.2 Retention rate (Fall to Fall)

Indicator 11.3 Retention rates from Fall to Spring of full-time first-time-in-college students (taking \geq 12 semester credit hours [SCH])

Indicator 11.4 Headcount

Indicator 11.5 Contact hours

Indicator 11.6 Percentage of students receiving financial assistance

Indicator 11.7 Percentage of students transferring to senior colleges

Indicator 11.8 Student goal vs. achievement

Indicator 11.9 Completion rates for full-time students not receiving remediation

Indicator 11.10 Completion rates for full-time students receiving remediation

Indicator 11.11 Withdrawal rates for distance learning programs

Indicator 11.12 Incompletion rates for distance learning programs

Indicator 11.13 Failure rates for distance learning programs

Indicator 11.14 Minority access to college

Summary:

Indicator	Standard Met	Standard Partially Met	Standard Not Met	Results To Be Reviewed	Data Unavailable
11.1	X				
11.2	X				
11.3	X				
11.4			X		
11.5			X		
11.6	X				
11.7	X				
11.8		X			
11.9	X				
11.10	X				
11.11		X			
11.12		X			
11.13	X				
11.14	X				

Indicator 11.1 - Percentage of Students Attaining Degrees or Certificates

FY 1996-1997 (Based on Enrollment)

Institution	Percentage of Degrees or Certificates
Lee College	24.93%
Alvin Community College	18.88%
Brazosport College	10.67%
NHMCCD - Kingwood	10.52%
College of the Mainland	10.46%
San Jacinto North	10.33%
NHMCCD - North Harris	10.12%
San Jacinto Central (Gulf Coast median)	9.74%
Galveston College	9.13%
All Texas Community & Technical Colleges	9.11%
Wharton Junior College	9.03%
San Jacinto - South	8.13%
Houston Community College	6.13%
NHMCCD - Tomball	4.95%
NHMCCD - Montgomery	3.76%

STANDARD: *The percentage of students who complete a degree or certificate will exceed the median for the Gulf Coast Consortium.
(percentage = [degrees for FY 1997] / [Fall 1997 enrollment])*

RESULT: Standard greatly exceeded. Alvin Community College's percentage of degrees and certificates awarded exceeds both regional and state averages.

ACTION TAKEN: No action required.

DATA SOURCE: 1998 THECB College Profiles and 1999 LBB Performance Measures

Indicator 11.2 - Retention Rate (Fall to Fall)**TABLE 1**

Institution	Total Percentage	Academic	Technical	Tech-Prep
ACC	38.9%	37.9%	40.8%	39.4%
Brazosport	36.7%	37.8%	35.7%	33.0%
COM	37.2%	36.8%	39.0%	35.8%
Galveston	40.1%	40.8%	40.9%	34.4%
HCC	39.8%	42.0%	37.4%	42.4%
Lee	40.0%	42.9%	37.3%	40.1%
Kingwood	32.2%	33.5%	30.6%	28.5%
Montgomery	36.1%	36.7%	34.7%	34.4%
North Harris	35.5%	35.0%	33.2%	37.9%
Tomball	32.5%	32.6%	30.1%	33.7%
SJ Central	42.3%	44.0%	37.4%	43.3%
SJ North	38.0%	39.7%	34.4%	37.8%
SJ South	36.9%	38.1%	34.0%	36.2%
Wharton	37.5%	38.2%	33.9%	40.9%
State Avg	38.8%	38.4%	38.7%	38.7%

TABLE 2

	<u>SORT KEY</u>			
Institution	Total Percentage	Academic	Technical	Tech-Prep
SJ Central	42.3%	44.0%	37.4%	43.3%
Galveston	40.1%	40.8%	40.9%	34.4%
Lee	40.0%	42.9%	37.3%	40.1%
HCC	39.8%	42.0%	37.4%	42.4%
ACC	38.9%	37.9%	40.8%	39.4%
State Avg	38.8%	38.4%	38.7%	38.7%
SJ North	38.0%	39.7%	34.4%	37.8%
Wharton	37.5%	38.2%	33.9%	40.9%
COM	37.2%	36.8%	39.0%	35.8%
SJ South	36.9%	38.1%	34.0%	36.2%
Brazosport	36.7%	37.8%	35.7%	33.0%
Montgomery	36.1%	36.7%	34.7%	34.4%
North Harris	35.5%	35.0%	33.2%	37.9%
Tomball	32.5%	32.6%	30.1%	33.7%
Kingwood	32.2%	33.5%	30.6%	28.5%

TABLE 3

Institution	Total Percentage	SORT KEY		
		Academic	Technical	Tech-Prep
SJ Central	42.3%	44.0%	37.4%	43.3%
Lee	40.0%	42.9%	37.3%	40.1%
HCC	39.8%	42.0%	37.4%	42.4%
Galveston	40.1%	40.8%	40.9%	34.4%
SJ North	38.0%	39.7%	34.4%	37.8%
State Avg	38.8%	38.4%	38.7%	38.7%
Wharton	37.5%	38.2%	33.9%	40.9%
SJ South	36.9%	38.1%	34.0%	36.2%
ACC	38.9%	37.9%	40.8%	39.4%
Brazosport	36.7%	37.8%	35.7%	33.0%
COM	37.2%	36.8%	39.0%	35.8%
Montgomery	36.1%	36.7%	34.7%	34.4%
North Harris	35.5%	35.0%	33.2%	37.9%
Kingwood	32.2%	33.5%	30.6%	28.5%
Tomball	32.5%	32.6%	30.1%	33.7%

TABLE 4

Institution	Total Percentage	Academic	SORT KEY	
			Technical	Tech-Prep
Galveston	40.1%	40.8%	40.9%	34.4%
ACC	38.9%	37.9%	40.8%	39.4%
COM	37.2%	36.8%	39.0%	35.8%
State Avg	38.8%	38.4%	38.7%	38.7%
HCC	39.8%	42.0%	37.4%	42.4%
SJ Central	42.3%	44.0%	37.4%	43.3%
Lee	40.0%	42.9%	37.3%	40.1%
Brazosport	36.7%	37.8%	35.7%	33.0%
Montgomery	36.1%	36.7%	34.7%	34.4%
SJ North	38.0%	39.7%	34.4%	37.8%
SJ South	36.9%	38.1%	34.0%	36.2%
Wharton	37.5%	38.2%	33.9%	40.9%
North Harris	35.5%	35.0%	33.2%	37.9%
Kingwood	32.2%	33.5%	30.6%	28.5%
Tomball	32.5%	32.6%	30.1%	33.7%

TABLE 5

				<u>SORT KEY</u>
Institution	Total Percentage	Academic	Technical	Tech-Prep
SJ Central	42.3%	44.0%	37.4%	43.3%
HCC	39.8%	42.0%	37.4%	42.4%
Wharton	37.5%	38.2%	33.9%	40.9%
Lee	40.0%	42.9%	37.3%	40.1%
ACC	38.9%	37.9%	40.8%	39.4%
State Avg	38.8%	38.4%	38.7%	38.7%
North Harris	35.5%	35.0%	33.2%	37.9%
SJ North	38.0%	39.7%	34.4%	37.8%
SJ South	36.9%	38.1%	34.0%	36.2%
COM	37.2%	36.8%	39.0%	35.8%
Galveston	40.1%	40.8%	40.9%	34.4%
Montgomery	36.1%	36.7%	34.7%	34.4%
Tomball	32.5%	32.6%	30.1%	33.7%
Brazosport	36.7%	37.8%	35.7%	33.0%
Kingwood	32.2%	33.5%	30.6%	28.5%

STANDARD: *Maintain a Fall to Fall retention rate at least equal to the state average.*

RESULT: Standard met.

ACTION TAKEN: No action required.

COMMENT: Even though the overall standard is met, the retention rate for academic programs is below the state average.

DATA SOURCE: THECB 1997-1998 Student Migration Report

Indicator 11.3 - Retention Rates from Fall to Spring of Full-time First-Time-in-College Students (Taking [≥] 12 Semester Credit Hours [SCH])

TABLE 1 Fall 97 - Spring 98

Institution	Retention Rate
ACC	76%
Brazosport	79%
COM	73%
Galveston	63%
HCC	74%
Kingwood	78%
Lee	78%
Montgomery	78%
North Harris	77%
SJ Central	82%
SJ North	72%
SJ South	76%
Tomball	79%
Wharton	78%
State Avg	76%

TABLE 2 Fall 97 - Spring 98

Institution	Retention Rate
SJ Central	82%
Brazosport	79%
Tomball	79%
Kingwood	78%
Lee	78%
Montgomery	78%
Wharton	78%
North Harris	77%
ACC	76%
SJ South	76%
State Avg	76%
HCC	74%
COM	73%
SJ North	72%
Galveston	63%

STANDARD: *Retention from Fall to Spring of students who did and did not receive remediation is not more than five percentage points below the state average.*

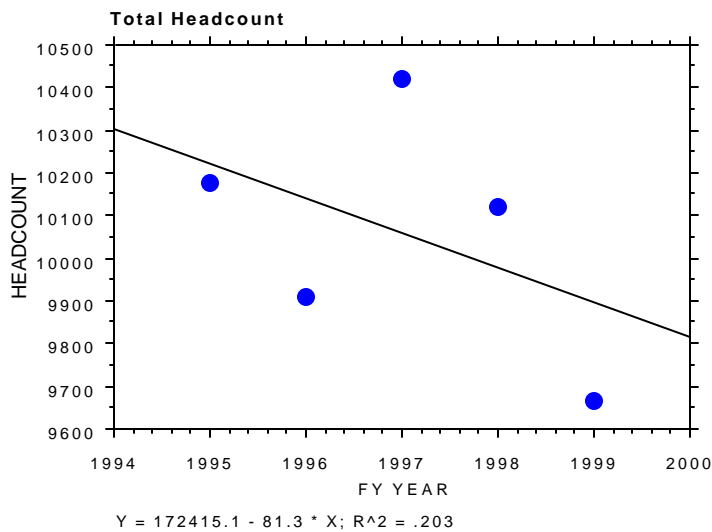
RESULT: Standard met.

ACTION TAKEN: No action required.

DATA SOURCE: Data Sources for Institutional Effectiveness Measures and Standards 1999-2000 (THECB)

Indicator 11.4 – Headcount

Semester	FY 1994-95	FY 1995-96	FY 1996-97	FY 1997-98	FY 1998-99
FALL	3844	3681	3873	3719	3435
SPRING	3866	3585	3847	3614	3531
SUMMER I	1908	2063	1984	2027	1954
SUMMER II	560	581	716	761	746
TOTAL	10178	9910	10420	10121	9666



STANDARD: *Headcount in credit programs will show steady growth (5 year trend line maintains positive slope).*

RESULT: Standard not met.

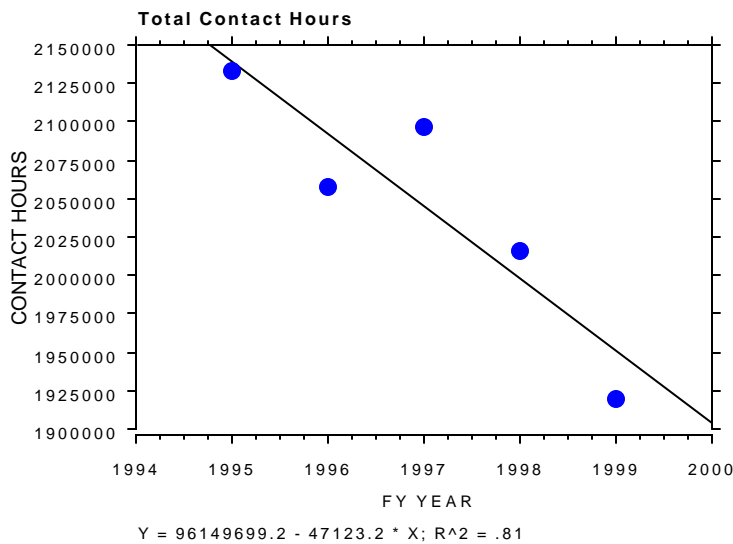
ACTION TAKEN: Each college department (instructional and non-instructional) will describe actions taken during 1999-2000 to recruit and/or retain students. These reports will be shared with the Director of Marketing and Enrollment Management as well as any special committees whose role is to address enrollment.

ERRATA: Totals given in the previous *Institutional Effectiveness Report* are for the calendar year and not for the fiscal year as the column headings indicate.

DATA SOURCE: THECB PREP

Indicator 11.5 - Contact Hours

Semester	FY 1994-95	FY 1995-96	FY 1996-97	FY 1997-98	FY 1998-99
FALL	795,544	753,208	797,576	738,752	676,160
SPRING	899,768	850,632	891,328	829,504	802,592
SUMMER I	313,096	327,440	291,968	319,984	319,600
SUMMER II	125,200	126,672	116,192	127,264	120,864
TOTAL	2,133,608	2,057,952	2,097,064	2,015,504	1,919,216



STANDARD: Overall contact hours earned on an annual basis will show steady growth (5 year trend line maintains positive slope).

RESULT: Standard not met.

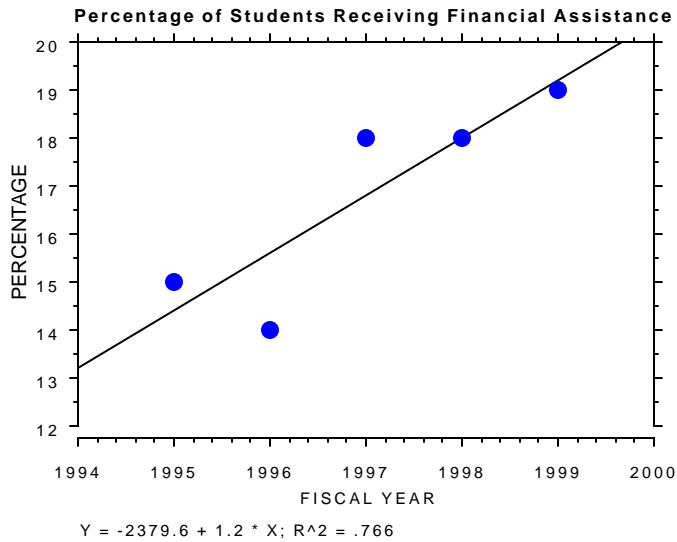
ACTION TAKEN: Each college department (instructional and non-instructional) will describe actions taken during 1999-2000 to recruit and/or retain students. These reports will be shared with the Director of Marketing and Enrollment Management as well as any special committees whose role is to address enrollment.

ERRATA: Totals given in the previous *Institutional Effectiveness Report* are for the calendar year and not for the fiscal year as the column headings indicate.

DATA SOURCE: THECB PREP

Indicator 11.6 - Percentage of Students Receiving Financial Assistance

	FY 1994-95	FY 1995-96	FY 1996-97	FY 1997-98	FY 1998-99
Number Aided	1553	1432	1834	1870	1835
Total Headcount	10705	10015	10102	10266	9666
Percentage	15%	14%	18%	18%	19%



STANDARD: *Number of students receiving financial assistance will show steady growth (5 year trend line maintains positive slope)*

RESULT: Standard met.

ACTION TAKEN: No action required.

DATA SOURCE: Director of Student Financial Aid and Placement

Indicator 11.7 - Percentage of Students Transferring to Senior Colleges**TABLE 1**

Institution	Enrollment	Transfers	Percentage
ACC	3719	365	9.8%
Brazosport	3560	331	9.3%
COM	3593	272	7.6%
Galveston	2190	210	9.6%
HCC	31924	3260	10.2%
Kingwood	3870	421	10.9%
Lee	6001	293	4.9%
Montgomery	4463	573	12.8%
North Harris	9628	821	8.5%
S.J Central	9315	777	8.3%
S.J North	3930	269	6.8%
SJ South	5016	478	9.5%
Tomball	4224	594	14.1%
Wharton	4053	561	13.8%
State Avg	421647	40528	9.6%
Regional Avg	6820	659	9.7%

TABLE 2

Institution	Enrollment	Transfers	Percentage
Tomball	4224	594	14.1%
Wharton	4053	561	13.8%
Montgomery	4463	573	12.8%
Kingwood	3870	421	10.9%
HCC	31924	3260	10.2%
ACC	3719	365	9.8%
Regional Avg	6820	659	9.7%
State Avg	421647	40528	9.6%
Galveston	2190	210	9.6%
S.J South	5016	478	9.5%
Brazosport	3560	331	9.3%
North Harris	9628	821	8.5%
S.J Central	9315	777	8.3%
COM	3593	272	7.6%
S.J North	3930	269	6.8%
Lee	6001	293	4.9%

STANDARD: *Percentage will equal or exceed percentage for Gulf Coast Consortium.*

RESULT: Standard met.

ACTION TAKEN: No action required.

DATA SOURCE: THECB 1997-1998 Student Migration Report

Indicator 11.8 – Student Goal vs. Achievement

Fall 1996 Cohort

Initial cohort of full-time, first-time degree/sertificate seeking students	439
Completers of programs in 3 years or less	58
Completion rate	13.21%

Fall 1996 Cohort

Initial cohort of part-time, first-time degree/sertificate seeking students	325
Completers of programs in 3 years or less	46
Completion rate	14.15%

STANDARD:

- *15% of full-time students who declare earning a degree or certificate as a goal will achieve that goal*
- *10% of part-time students who declare earning a degree or certificate as a goal will achieve that goal*

RESULT: Standard partially met.

ACTION TAKEN: This standard will be reviewed in the coming year for accuracy. Data for this indicator currently comes from the state, but efforts will be made to generate it from the college's database. Additionally, we will attempt to get similar information from consortium members for comparison.

DATA SOURCE: THECB generated data for 1999 IPEDS Graduation Rate Survey

Indicator 11.9 - Completion Rates for Full-Time Students Not Receiving Remediation

TABLE 1

Institution	Completion Rate
ACC	60 %
Brazosport	52 %
COM	42 %
Galveston	56 %
HCC	29 %
Kingwood	N / A
Lee	37 %
Montgomery	N / A
North Harris	N / A
SJ Central	59 %
SJ North	57 %
SJ South	74 %
Tomball	N / A
Wharton	60 %

TABLE 2

Institution	Completion Rate
SJ South	74 %
ACC	60 %
Wharton	60 %
SJ Central	59 %
SJ North	57 %
Galveston	56 %
Brazosport	52 %
COM	42 %
Lee	37 %
HCC	29 %
Kingwood	N / A
Montgomery	N / A
North Harris	N / A
Tomball	N / A

STANDARD: *30% of full-time first-time-in-college students not receiving remediation receive a degree or certificate or transfer within 3 years*

RESULT: Standard met.

ACTION TAKEN: No action required.

DATA SOURCE: Data Sources for Institutional Effectiveness Measures and Standards 1999-2000 (THECB)

Indicator 11.10 - Completion Rates for Full-Time Students Receiving Remediation

TABLE 1

Institution	Completion Rate
ACC	56%
Brazosport	47%
COM	38%
Galveston	29%
HCC	33%
Lee	41%
NHMCCD Kingwood	N/A
NHMCCD Montgomery	N/A
NHMCCD North Harris	N/A
NHMCCD Tomball	N/A
S.J Central	49%
SJ North	44%
SJ South	66%
Wharton	46%

TABLE 2

Institution	Completion Rate
SJ South	66%
ACC	56%
SJ Central	49%
Brazosport	47%
Wharton	46%
S.J North	44%
Lee	41%
COM	38%
HCC	33%
Galveston	29%
NHMCCD Kingwood	N/A
NHMCCD Montgomery	N/A
NHMCCD North Harris	N/A
NHMCCD Tomball	N/A

STANDARD: *30% of full-time first-time-in-college students receiving remediation receive a degree or certificate or transfer within 4 years*

RESULT: Standard met.

ACTION TAKEN: No action required.

DATA SOURCE: Data Sources for Institutional Effectiveness Measures and Standards 1999-2000 (THECB)

Indicator 11.11 - Withdrawal Rates for Distance Learning courses

COURSE	WITHDRAWAL RATE
ARTS-1301-IN	19%
ARTS-1303-IN	25%
BIOL-1408-TV	50%
EMMT-1300-IN	7%
EMMT-1613-IN	0%
EMMT-2301-IN	0%
ENGL-1301-IN	60%
GEOL-1403-TV	56%
HIST-1301-TV	43%
MATH-1314-TV	24%
SOCI-1301-TV	6%
SPAN-1411-TV	43%

STANDARD: *The withdrawal rate for each course will be 50% or less.*

RESULT: Standard not met for ENGL-1301-IN and GEOL-1403-TV.

ACTION TAKEN: The ENGL-1301-IN course is heavily dependent upon email, and, thus, the higher than expected withdrawal rate for this course is probably the result of network problems that existed at the time. Now that a Network Administrator has been hired, disruptions in email should no longer be an issue. Monitoring of the withdrawal rate and of email problems with this course will continue.

The GEOL-1403-TV course had a lower than usual enrollment (9 students) for Fall of 1999, and two students who enrolled never made contact with the instructor and had to be dropped. Consequently, the withdrawal rate for that semester was artificially inflated, and it was higher than it normally is according to past enrollment records. Accordingly, no corrective actions are needed at this time.

In addition to the above, the Director of Instructional Services, the designated distance learning coordinator, will work with each instructor teaching a distance learning course to develop more advanced information about the requirements of distance learning courses. Brochures and posters will be available during registration periods. Distance learning instructors are to be made aware of this indicator so that the orientation session can be realistic and direct in its approach.

DATA SOURCE: Colleague Grade Report, Fall of 1999

Indicator 11.11 - Withdrawal Rates for Distance Learning courses

COURSE	WITHDRAWAL RATE
ARTS-1301-IN	19%
ARTS-1303-IN	25%
BIOL-1408-TV	50%
EMMT-1300-IN	7%
EMMT-1613-IN	0%
EMMT-2301-IN	0%
ENGL-1301-IN	60%
GEOL-1403-TV	56%
HIST-1301-TV	43%
MATH-1314-TV	24%
SOCI-1301-TV	6%
SPAN-1411-TV	43%

STANDARD: *The withdrawal rate for each course will be 50% or less.*

RESULT: Standard not met for ENGL-1301-IN and GEOL-1403-TV.

ACTION TAKEN: The ENGL-1301-IN course is heavily dependent upon email, and, thus, the higher than expected withdrawal rate for this course is probably the result of network problems that existed at the time. Now that a Network Administrator has been hired, disruptions in email should no longer be an issue. Monitoring of the withdrawal rate and of email problems with this course will continue.

The GEOL-1403-TV course had a lower than usual enrollment (9 students) for Fall of 1999, and two students who enrolled never made contact with the instructor and had to be dropped. Consequently, the withdrawal rate for that semester was artificially inflated, and it was higher than it normally is according to past enrollment records. Accordingly, no corrective actions are needed at this time.

In addition to the above, the Director of Instructional Services, the designated distance learning coordinator, will work with each instructor teaching a distance learning course to develop more advanced information about the requirements of distance learning courses. Brochures and posters will be available during registration periods. Distance learning instructors are to be made aware of this indicator so that the orientation session can be realistic and direct in its approach.

DATA SOURCE: Colleague Grade Report, Fall of 1999

Indicator 11.13 - Failure Rates for Distance Learning courses

COURSE	PERCENTAGE OF Fs
ARTS-1301-IN	10%
ARTS-1303-IN	13%
BIOL-1408-TV	50%
EMMT-1300-IN	0%
EMMT-1613-IN	0%
EMMT-2301-IN	0%
ENGL-1301-IN	7%
GEOL-1403-TV	0%
HIST-1301-TV	0%
MATH-1314-TV	0%
SOCI-1301-TV	19%
SPAN-1411-TV	14%

STANDARD: *The failure rate for each course will be 50% or less.*

RESULT: Standard met.

ACTION TAKEN: No action required.

DATA SOURCE: Colleague Grade Report, Fall of 1999

Indicator 11.14 - Minority Access to College

ETHNICITY	ACC PERCENTAGE (Fall 1998)	ALVIN HS PERCENTAGE (1998 Graduation Class)	SERVICE AREA PERCENTAGE (Alvin, Danbury, Pearland)
White (non-Hispanic)	73%	76%	75%
African American	8%	2%	4%
Hispanic	17%	20%	17%
Asian	2%	1%	3%
Native American	1%	0%	0%

STANDARD: *The percentage of any ethnic group at Alvin Community College is not more than five percentage points below the corresponding percentage of the combined graduating classes of high schools in the service area.*

RESULT: Standard met.

ACTION TAKEN: No action required.

DATA SOURCE: TECH PREP and TEA AEIS Reports for 1998 Graduation Class