

Performance Funding Process and Quality Indicator System for FY 2001-02

- Performance Funding Process for FY 2001-02
- Ten Performance Indicators for Use in the Performance Funding Process for FY 2001-02
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Colorado Commission on Higher Education

PERFORMANCE FUNDING PROCESS FOR FY 2001-02

I. ASSUMPTIONS

1. CCHE will request a 6% increase in general fund for the Department of Higher Education.
2. Resident FTE enrollment increases for each governing board will be funded prior to funding for performance. If the net effect of resident FTE enrollment change for a governing board is a resident FTE enrollment decline from the governing board's FY 2000-01 total resident FTE enrollment, the general fund base of that governing board will be decreased an amount associated with the magnitude of the resident FTE enrollment decline. Resident FTE enrollment change for the UC-Health Sciences Center and CSU Veterinary Medicine program will not be included.
3. Following the funding associated with resident FTE enrollment change, funding associated with performance is the priority of the Commission.
4. Within the funds available for the funding of performance, funding increases for the UC-Health Sciences Center, CSU Veterinary Medicine Program, and the CSU agencies will be determined.
5. Within the funds available for the funding of performance, funding associated with decision items will be determined.
6. The amount of general fund for performance will be considered to consist of two performance sub-funds:
 - i) 95% Fund – funding for performance up to and including the benchmark, and
 - ii) 5% Fund – funding for performance exceeding the benchmark.

(NOTE 1: The exact percent of funds available in each fund will depend on the extent to which institutions exceed the benchmarks for the indicators. It is the intent that 5% be the upper limit of the funds devoted to funding performance that exceeds the benchmarks. If less than 5% of the funds are required, the balance will revert to the other fund).

(NOTE 2: Depending on the experiences gained during the FY 2001-02 performance funding process, CCHE may consider gradually increasing the upper limit of the percent of funds devoted to funding performance that exceeds the benchmarks).

(NOTE 3: Beginning with the FY 2002-03 performance funding process, CCHE may consider awarding points based on improvement in performance from the actual performance levels established by each institution in the FY 2001-02 process).

7. The amount of general fund for performance for each governing board will be determined by the level of individual institutional performance associated with the ten performance indicators listed in "TEN QUALITY INDICATORS, ASSIGNED POINTS, AND BONUS POINTS FOR USE IN THE PERFORMANCE FUNDING PROCESS FOR FY 2001-02" (Attachment 1).

II. PROCESS FOR DETERMINING FUNDING ALLOCATIONS FOR PERFORMANCE

1. Institutional performance on each of the ten indicators is determined by the earning of points by the institution for performance related to the benchmark for each indicator. If

insufficient data exists for any indicator for any institution, that indicator does not "count" in determining the total points earned by that institution. The total possible points that an institution can earn is adjusted to reflect the "missing" indicator. In determining this adjustment, the institution shall neither be advantaged or disadvantaged in terms of its relationship to institutions that do earn points for this indicator.

2. The points earned by an institution are determined by the process described in "SCORING PROCESS FOR PERFORMANCE FUNDING FOR FY 2001-02" (Attachment 2).
3. The **assigned points earned** for each of the indicators #1A - #8 may exceed 180 points (if performance exceeds the benchmark).
4. **Assigned points earned** are comprised of two components – **base points earned** (which may not exceed 180 points for any indicator) and **bonus points earned** (which are the points earned above 180 points for performance exceeding the benchmark).
5. The institution's **base points earned** and **bonus points earned** are each totaled and summed together to determine the **total points earned**.
6. The **total bonus points earned** may not exceed 5% of the institution's **total points earned**.
7. The institution's **total points earned** are divided by 1,800 points (10 performance indicators x 180 points each) to determine the **percent of total possible assigned points earned** (it is possible for an institution's **total points earned** to exceed 1,800 points and thus its **percent of total possible assigned points earned** to exceed 100%).
8. A **role & mission weighting factor** for each institution is calculated by dividing the institution's FY 2000-01 general fund base – with governing board/system central administration general fund costs and "charge backs" included based on a total funds basis and less one-time funds – by the total of these general fund base amounts for all the institutions (excluding the UC-Health Sciences Center, CSU Veterinary Medicine program, and CSU agencies).
9. The **percent of total possible assigned points earned** is converted to the **weighted percent of total possible assigned points earned** by multiplying the **percent of total possible assigned points earned** by the **role & mission weighting factor**.
10. The sum of the **weighted percent of total possible assigned points earned** by institutions governed by a governing board determines the **governing board performance funding percent**.

III. INFORMATION REGARDING THE 5% FUND ASSOCIATED WITH BONUS POINTS

- By limiting the number of bonus points an institution can earn to no more than 5% of its total points earned, the total funds associated with the funding of bonus points will not exceed 5% of the total available funds.
- It is possible and permissible that the total funds associated with the funding of bonus points will be less than 5% of the total available funds.
- This approach to the funding of performance that exceeds the benchmarks assures that, for each institution, bonus points earned and base points earned are each worth exactly the same dollar amount.

**TEN PERFORMANCE INDICATORS, BASE POINTS, AND BONUS
POINTS FOR USE IN THE PERFORMANCE FUNDING
PROCESS FOR FY 2001-02**

TEN PERFORMANCE INDICATORS

1A. BACCALAUREATE GRADUATION RATES – (four-year institutions only)

Baccalaureate graduation rate for entering first-time, full-time, degree-seeking freshmen cohorts:

- Fall 95 cohort for 4-year graduation rate;
- Fall 94 cohort for 5-year graduation rate;
- Fall 93 cohort for 6-year graduation rate.

A different benchmark will be established for each four-year institution. The benchmarks will be the expected graduation rate based on national comparative institutional data from the Consortium for Student Retention Data Exchange of the Center for Institutional Data Exchange and Analysis.

1B. THREE-YEAR GRADUATION RATE – (two-year institutions only)

Three-year graduation rate for entering Fall 1996 semester first-time, full-time, degree-seeking freshmen cohort (excluding students who enroll for basic skills education courses during their first year).

A different benchmark will be established for each two-year institution. The benchmarks will be the expected graduation rate based on national comparative institutional data taken from comparison institutional groups.

(Note: To recognize the role & mission of two-year institutions, transfer and persistence rates will be included in the overall QIS report, to the extent possible)

2. FACULTY TEACHING WORKLOAD (all institutions)

The number of weekly direct teaching contact hours (TYPE A) during the AY 1999-2000 by full-time tenured, full-time tenure-track, and other full-time faculty.

Different benchmarks will be established for various types of institutions (e.g., research universities, universities, state colleges, community colleges). Benchmarks will be the national average for each type of institution based on national comparative institutional data taken from the National Study of Postsecondary Faculty.

(Note: To recognize the dimension of faculty teaching workload, individualized instruction (Type B) will be included in the overall QIS report, to the extent possible)

3. FRESHMEN RETENTION IN THE SAME INSTITUTION RATE (all institutions)

Retention rate for Summer or Fall 1998 semester/quarter entering first-time, full-time, degree-seeking freshmen enrolled in the same institution in the Fall 1999 semester.

A different benchmark will be established for each institution. The benchmarks will be the expected freshmen retention rates based on national comparative institutional data from the Consortium for Student Retention Data Exchange of the Center for Institutional Data Exchange and Analysis (4-year institutions) and national institutional comparison groups (2-year institutions).

4A. ACHIEVEMENT SCORES ON LICENSURE, PROFESSIONAL, GRADUATE SCHOOL ADMISSION, AND OTHER EXAMINATIONS TAKEN BY BACCALAUREATE GRADUATES DURING FY 1998-99 AND FY 1999-2000 (four-year institutions only)

Average passing scores or rates achieved by test-takers on various licensure, professional, graduate school admission, and other examinations taken during FY 1998-99 and FY 1999-2000.

Average passing scores or rates for currently enrolled undergraduates who take one or more of the following examinations or tests during FY 1998-99 and FY 1999-2000: GRE general, PLACE Content examinations, all test-takers without advanced degrees for CPA, all test-takers for Nursing, and all test-takers for Engineering examinations (in engineering fields which the institutions require the examinations). Benchmarks are national or Colorado passing scores or rates.

4B. FY 1998-99 CAREER AND TECHNICAL GRADUATES EMPLOYED OR CONTINUING THEIR EDUCATION DURING FY 1999-2000 (two-year institutions only)

Percent of FY 1998-99 certificate and A.A.S. graduates employed or continuing their education.

Benchmark = 85% of graduates

(NOTE: This benchmark may increase to 95% effective AY 2001-02).

5. INSTITUTIONAL SUPPORT EXPENDITURES PER FTE STUDENT (all institutions)

Institutional support expenditures per FTE student serve as a proxy for the level of expenditures for administration.

A different benchmark will be established for each institution. The benchmarks will be established based on the performance levels of national comparison institutional groups.

6. AVAILABILITY DURING AY 1999-2000 OF GENERAL EDUCATION PROGRAM LOWER DIVISION CORES COURSES REQUIRED OF FRESHMEN (all institutions)

For every thirty entering first-time, full-time Fall 1999 semester/quarter adjusted headcount freshmen, one section of each general education program lower division core course required of all freshmen enrolled in the institution or, if applicable, the largest college/school of the institution, will be offered during AY 1999-2000. Headcount is adjusted by removing students who are excluded through: (1) testing out, (2) entering with relevant AP credit, (3) entering with HS concurrent credit, (4) those not required to take the course, and (5) those not eligible (requiring remediation). For two-year institutions, only AA and AS degree-seeking freshmen students are included.

Benchmark is the number of sections offered. Benchmark = 80% times the number of entering first-time, full-time adjusted Fall 1999 semester/quarter freshmen headcount (adjusted) divided by 30.

(NOTE: The benchmark will increase to 100% effective AY 2001-02)

7. SUPPORT AND SUCCESS OF MINORITY STUDENTS (all institutions)

Institutional commitment to supporting minority student achievement and success as demonstrated by a composite of: (1) retention rate of entering, first-time, full-time, degree-seeking freshmen minority students, and (2) 6-year graduation rate (4-year institutions) or 3-year graduation rate (2-year institutions) of minority students.

A different benchmark will be established for each institution. The benchmarks will be the expected retention and graduation rates for minority students based on national comparative institutional data from the Consortium of Student Retention Data Exchange of the Center for Institutional Data Exchange and Analysis (4-year institutions) and national comparison institutional groups (2-year institutions).

8. NUMBER OF CREDITS REQUIRED FOR DEGREE (all institutions)

The percentage of baccalaureate and associate (A.A. and A.S.) degree programs requiring no more than 120 credits (baccalaureate) or 60 credits (A.A. and A.S.). Degree programs with course and program standards associated with accreditation or professional association guidelines that specify competency or outcome requirements necessitating more credits beyond 60 or 120 for degree completion are excluded.

(Note: Institutions providing evidence that curriculum and program revisions are underway to achieve the 120 or 60 credit requirement for at least 80% of the degree programs by January 2001 will be recognized as achieving the benchmark).

Benchmark = 80%. **(NOTE: Benchmark will be 100% effective AY 2001-02).**

9 & 10. INDICATORS SELECTED BY INSTITUTION (all institutions)

- limited to undergraduate
- if possible, should have comparability to national or state benchmark/standard
- must be institutional in scope and not for a particular program, activity, or organizational unit of the institution
- approved by the institution's governing board
- approved by CCHE staff

In recognition of the diversity of Colorado's higher education system and the individuality of each institution, institution-specific indicators, which demonstrate the institution's efforts to promote and enhance quality, efficiency, or expediency at the undergraduate level by utilizing its own means and approaches, are identified by the institution and subsequently approved by its respective governing board and CCHE staff.

BASE POINTS

Each of the ten indicators is assigned 180 base points.

BONUS POINTS

Performance exceeding the benchmark for each of the indicators #1A - #8 can earn bonus points. Indicators #9 & #10 have no bonus points associated with them.

SCORING PROCESS FOR PERFORMANCE FUNDING FOR FY 2001-02

1. Each of the ten indicators has **180 base points**.
2. For each indicator, the **expected level of performance** is determined (based on the benchmark for the indicator).
3. Each institution's **actual performance** for the indicator is divided by the **expected level of performance** to determine the **percent of performance achieved**.
4. The **percent of performance achieved** is multiplied by the **180 base points** to determine the **assigned points earned**.
5. **Assigned points earned** for each of the indicators #1A - #8 may exceed 180 points (if **actual performance** exceeds the **expected level of performance**).
6. **Assigned points earned** are comprised of two components: (1) **base points earned** (which may not exceed 180 points for any indicator) and **bonus points earned** (which are the points earned above 180 points for performance exceeding the benchmark).
7. The institution's **base points earned** and **bonus points earned** are each totaled and summed together to determine the **total points earned**.
8. The total funds associated with the funding of bonus points will not exceed 5% of the total available funds.

**TEN INDICATORS USED IN FY 2001-02
PERFORMANCE FUNDING**

September 2000

Indicator	Description	Measure, Data, Documentation	Benchmark and Source	Base & Bonus Points	Sources of Data
1A. Baccalaureate Graduation Rates (four-year institutions only).	The percentage of the cohort of entering first-time, full-time, degree-seeking freshmen students (IPEDS definition) who graduate from the institution after 4, 5, or 6 years.	<p>Fall 95 cohort and measure percent that graduated by September 1999 (4-yr. rate).</p> <p>Fall 94 cohort and measure percent that graduated by September 1999 (5-yr. rate).</p> <p>Fall 93 cohort and measure percent that graduated by September 1999 (6-yr. rate).</p> <p>Full-time = 12 or more credits taken during entering fall semester. For Western State College, full-time = 9 or more credits.</p> <p>Students entering in the preceding summer are included in the cohort.</p>	Expected graduation rate for each institution developed from national comparative institutional group data.	60 base points for each plus bonus points.	SURDS, Consortium for Student Retention Data Exchange of the Center for Institutional Data Exchange and Analysis, and institutions.
1B. Student Success Rate. (two-year institutions only).	The percentage of the cohort of entering first-time, full-time, degree-seeking freshmen students (excluding students who enroll for basic skills education courses during their first year) who graduate after 3 years. (Note: To recognize the role of two-year institutions, transfer and persistence rates will be included in the overall QIS report).	<p>Fall 96 cohort and measure percent who graduated by September 1999 (3-yr. rate).</p> <p>Full-time = 12 or more credits taken during entering fall semester. Students entering in the preceding summer are included in the cohort.</p>	Expected rate for each institution developed from historical data for each institution.	180 base points plus bonus points.	SURDS and institutions.
2. Faculty Teaching Workload.	The number of weekly direct teaching contact hours (Type A)	Direct teaching contact hours associated with Type A instruction for AY 1999-2000 by full-time tenured, full-time	National benchmark for each institution developed from	180 base points plus bonus points..	Institution and National Study of Post-s secondary

	by full-time tenured, full-time tenure-track, and other full-time faculty. (NOTE: To recognize the dimensions of faculty teaching workload, individualized instruction (Type B) will be included in the overall QIS report to the extent data is available).	tenure-track, and other full-time faculty and compare to national benchmark.	national comparative institutional group data.		Faculty.
3. Freshmen Retention in Same Institution Rate.	The percent of Fall 1998 entering first-time, full-time, degree-seeking freshmen students (IPEDS definition) that enroll Fall 1999 in the same institution.	Fall 1998 cohort and measure percent that are enrolled in the same institution Fall 1999. Full-time = 12 or more credits taken during Fall 1998 semester. Students entering in the preceding summer are included in the cohort.	Expected rate for each institution developed from national comparative institutional group data or historical institutional data.	180 base points plus bonus points.	SURDS, Consortium for Student Retention Data Exchange of the Center for Institutional Data Exchange and Analysis, and institution.
4A. Achievement Scores on Licensure Examinations and Other Tests Taken by Baccalaureate Graduates. (four-year institutions only).	Average passing scores or rates achieved by test-takers on various licensure examinations and other tests taken during FY 1998-99 and FY 1999-2000.	Average passing scores or rates for currently enrolled undergraduates who take one or more of the following examinations or tests during FY 1998-99 and FY 1999-2000: GRE General, PLACE Content examinations, all test-takers without advanced degrees for CPA, all test-takers for Nursing examination, and all test-takers for Engineering examinations (in engineering fields which the institutions require the examinations).	National average score or passing rate for Engineering. Colorado average passing rate for PLACE Content, CPA, and Nursing. ½ standard deviation of national average score for GRE.	90 base points plus bonus points for the two tests selected by institution for scoring.	Testing agencies and institution.
4B. Career and Technical Graduates Employed or Continuing Their Education. (two-year institutions only).	FY 1998-99 graduates of certificate and A.A.S. degree programs that are employed or continuing their education during AY 1999-2000.	Total number of FY 1998-99 graduates of certificate and A.A.S. degree programs = value x. Total number of FY 1998-99 graduates of certificate and A.A.S. degree programs that are employed or continuing their education during AY 1999-2000 = value y.	Value y=85% of value x. (Note: Benchmark may increase to 95%, effective AY 2001-02)	180 base points plus bonus points.	CC of C and institution.
5. Institutional Support	Institutional support	Most recent data available from IPEDS data bases on	National benchmark for	180 base points plus	IPEDS,

Expenditures per SFTE.	expenditures serve as a proxy for administrative expenditures.	institutional support expenditures and SFTE.	each institution developed from national comparison institutional groups.	bonus points.	national comparison institutional groups, and institution's budget data books with appropriate adjustments.
6. Availability During AY 1999-2000 of General Education Program Lower Division Core Courses Required of Freshmen.	For every thirty entering first-time, full-time adjusted headcount fall 1999 freshman students, if one or more general education lower division core courses are required of all freshmen students, one section of each of these courses will be offered during the academic year. If no one general education lower division core course is required of all freshmen students, then the general education lower division core courses (one or more) that are required of the freshmen students enrolled in the institution's largest school/college shall be applicable. Any section enrolling fewer than ten headcount students may be subject to cancellation due to low enrollment. Headcount is adjusted by removing students who are	<p>Number of AY 1999-2000 full-time, first-time freshmen (adjusted)/30 in the institution or, if applicable, the largest college/school = value x. Number of sections of required freshmen core course(s) in the institution or largest college/school offered during the same time period = value y.</p> <p>Adjusted means a student may be excluded through:</p> <ul style="list-style-type: none"> - testing out - entering with relevant AP credit - entering with HS concurrent credit - those not required to take the course - those not eligible (requiring remediation). <p>For two-year institutions, only AA and AS degree-seeking freshmen students are included.</p>	<p>Value y = 80% of value x.</p> <p>(NOTE: Benchmark will be 100% effective AY 2001-02)</p>	<p>180 base points plus bonus points.</p> <p>(NOTE: Bonus points will no longer apply effective AY 2001-02).</p>	Institution and governing board.

	exempt and non-required as noted in the benchmark.				
7. Support and Success of Minority Students	Institutional commitment to supporting minority student achievement and success as demonstrated by a composite of: (1) retention rate of entering first-time, full-time, degree-seeking freshmen minority students, and (2) 6-yr. graduation rate (4-yr. institutions) or 3-yr. graduation rate (2-yr. institutions) of minority students.	<ol style="list-style-type: none"> 1. Fall 1998 minority cohort and measure percent that are enrolled in the same institution Fall 1999 2. Fall 1993 minority cohort and measure percent that graduated by September 1999 (6-yr. graduation rate for 4-yr. institutions only) or Fall 1996 minority cohort and measure percent that graduated by September 1999 (3-yr. graduation rate for 2-yr. institutions only). 	(1) and (2): Expected retention rate and graduation rate for minority students for each institution developed from national comparative institutional group data or historical institutional data.	(1) 90 base points plus bonus points. (2) 90 base points plus bonus points.	SURDS, Consortium for Student Retention Data Exchange of the Center for Institutional Data Exchange and Analysis, and institutions.
8. Number of Credits Required for Degree.	The percentage of baccalaureate and associate degree programs requiring no more than 120 credits (baccalaureate) or 60 credits (A.A. and A.S.). Degree programs with course and program standards associated with accreditation or professional association guidelines that specify competency or outcome requirements necessitating more credits beyond 60 or 120 for degree completion are excluded.	<p>(4-yr. institutions only) Total number of baccalaureate degree programs offered by 4-yr. institution = value x.</p> <p>(2-yr. institutions only) Total number of associate degree programs (A.A. and A.S.) offered by 2-yr. institution = value x.</p> <p>Total number of these degree programs requiring 120 credits or less (baccalaureate) or 60 credits or less (A.A. and A.S.) = value y.</p> <p>Total number of baccalaureate or associate (A.A. and A.S.) degree programs with course and program standards associated with accreditation or professional association guidelines that specify competency or outcome requirements necessitating more credits beyond 120 or 60 for degree completion = value z.</p>	Value y = 80% of (value x – value z). (NOTE: Institutions providing evidence that curriculum and program revisions are underway to achieve the 120 or 60 credit requirement for at least 80% of their degree programs by January 2001 will be recognized as achieving the benchmark). (NOTE: Benchmark will increase to 100% effective AY 2001-02)	180 base points plus bonus points. (NOTE: Bonus points will no longer apply affective AY 2001-02).	Institution and governing board.
9. Institution-Specific Indicator	No set of common	1. Indicators must be limited to only the	If available, comparative	Each has 180 base points.	Institution with the approval of

<p>Identified by the Institution.</p> <p>10. Institution-Specific Indicator Identified by the Institution.</p>	<p>indicators can totally capture the diversity of Colorado's twenty-eight institutions of higher education. In recognition of this diversity and the individuality of each institution, two institution-specific indicators are identified by the institution which demonstrate the institution's efforts to promote and enhance quality, efficiency or expediency at the undergraduate level utilizing its own means and approaches.</p>	<p>undergraduate program.</p> <ol style="list-style-type: none"> 2. Indicators should have comparative national or state benchmarks/standards, if available. 3. Indicators must be institutional in scope and not be indicators for a particular program, activity, or organizational unit of the institution. 4. Indicators must be approved by the institution's governing board. 5. Indicators must be approved by CCHE staff. 	<p>national or state benchmarks or standards.</p>	<p>its governing board.</p>
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**ADDITIONAL INDICATORS USED IN FY 2000-01
QUALITY INDICATOR SYSTEM BUT NOT AS PART OF
FY 2001-02 PERFORMANCE FUNDING PROCESS**

Indicator	Description	Measures, Data, Documentation	Benchmark	Source
11. Academic Advising Program	Utilization of the Academic Advising Policy of the Colorado Student Association as a guideline.	Written statement with documentation from institution's president/chancellor related to the utilization of the Academic Advising Policy of the Colorado Student Association as a guideline in the institution's academic advising program.	Documented utilization	Institution
12. Results from Evaluation of Teaching and Advising used in Employment and Salary Decisions.	In additional to the utilization of results from evaluations of teaching and advising in curriculum planning, the results will also be used in promotion, continuing employment and salary decisions for faculty engaged in the undergraduate program.	Written statement with documentation from the institution's president/chancellor related to the utilization of results from evaluations of teaching and advising in promotion, continuing employment and salary decisions for faculty engaged in the undergraduate program during the previous fiscal year.	Documented utilization	Institution
13. Student Evaluations of Teaching used in the Annual Evaluations of Faculty.	Utilization of results from student evaluations of teaching used in the annual evaluations of faculty engaged in undergraduate teaching,	Written statement with documentation from institution's president/chancellor that the results from student evaluations of teaching were used during the previous fiscal year as part of the evaluations of faculty engaged in undergraduate teaching.	Documented utilization	Institution
14. Pre-college Program Involvement.	Participation in pre-college program(s) focused on the particular needs associated with the enrollment, retention, completion, and graduation of economically disadvantaged students and students from traditionally underrepresented groups.	Written statement with documentation from institution's president/chancellor that the institution participated in one or more pre-college programs during the previous fiscal year.	Documented participation.	Institution
15. Involvement	Involvement with K-12	Written statement with	Documented	Institution

with K-12 Educators and Principals.	educators and principals in the design and implementation of professional development programs for K-12.	documentation from institution's president/chancellor describing the institution's involvement with K-12 educators and principals during the previous fiscal year in the design and implementation of professional development programs for K-12.	involvement.	
16. Graduation Year Undergraduate Assessment Program.	The assessment program should build upon existing institutional, college, department, or program assessment and shall measure the student's knowledge and skills in his/her major field, vocational, or training area. Nationally normed major field tests should be used whenever available and applicable to the institution's program. If a national normed major field test exists and is being utilized by similar institutions across the United States, an explanation and justification for its non-utilization by the Colorado institution must accompany the materials submitted to the CCHE. Portfolios of accomplishment and/or demonstrations of competency may be used. Sampling of students and a spreading of the number of degree programs over several years may be considered.	Institutional graduation assessment programs, submitted by the respective governing board, must be received by CCHE no later than November 24, 2000. Programs may be piloted in spring and summer 2001 with full implementation thereafter.	Assessment program submitted to CCHE.	Institution and Governing Board.
17. Cooperative Education, Internships, and Service Learning Opportunities.	An annual description of the cooperative education, internship, and service learning opportunities made available by the institutions to undergraduate students.	Written statement with documentation from institution's president/chancellor regarding the cooperative education, internship, and service learning opportunities made available to undergraduate students during the previous	Documented opportunities	Institution

		fiscal year.		
18. Work Force Training and/or Research Devoted to Economic Development.	Delivery of work force training programs and/or the conducting of research devoted to economic development by institutions with role & missions conducive to such activity.	Written statement with documentation from institution's president/chancellor regarding the work force training programs and/or research conducted during the previous fiscal year that were devoted to economic development.	Documented programs and/or research.	Institution
19. Technology-based Learning Components in Undergraduate Courses	A portion of all undergraduate course sections offered through resident instruction, extended studies, and/or continuing education will have technology-based learning components that either require active engagement by students (e-mail, faculty-mediated chat rooms, bulletin boards, computer-based exercises) or enable technology-based deliver of courses (e.g., video, online courses).	Written statement with documentation from institution's president/chancellor listing the total number of undergraduate course sections offered the previous fiscal year and the number of those courses with technology-based learning components.	Biannual increase of 10% in the number of undergraduate courses with technology-based components until benchmark of 50% is achieved. Institutions located in rural areas without adequate technology infrastructure may negotiate other benchmarks with CCHE staff.	Institution
20. Internal Transfer Guides Available to Students.	Institutions will provide undergraduate students with internal transfer guides listing transferable courses by degree program. The communication may be via the World Wide Web and/or publications.	Written statement with documentation from institution's president/chancellor that internal transfer guides listing transferable courses by degree program were provided undergraduate students during the prior fiscal year.	Documented availability.	Institution
21. Academic Research Supported by State Funds or Tuition Includes Component Impacting Teaching and Learning.	Academic research supported by state funds or tuition will include a component meant to impact teaching and learning.	Written statement with documentation from institution's president/chancellor that academic research supported by state funds or tuition during the previous fiscal year included a component meant to impact teaching and learning.	Documented components.	Institution

SCORING PROCESS FOR PERFORMANCE FUNDING FOR FY 2001-02

1. Each of the ten indicators has **180 base points**.
2. For each indicator, the **expected level of performance** is determined (based on the benchmark for the indicator).
3. Each institution's **actual performance** for the indicator is divided by the **expected level of performance** to determine the **percent of performance achieved**.
4. The **percent of performance achieved** is multiplied by the **180 base points** to determine the **assigned points earned**.
5. **Assigned points earned** for each of the indicators #1A - #8 may exceed 180 points (if **actual performance** exceeds the **expected level of performance**).
6. **Assigned points earned** are comprised of two components: (1) **base points earned** (which may not exceed 180 points for any indicator) and **bonus points earned** (which are the points earned above 180 points for performance exceeding the benchmark).
7. The institution's **base points earned** and **bonus points earned** are each totaled and summed together to determine the **total points earned**.
8. The total funds associated with the funding of bonus points will not exceed 5% of the total available funds.

**QUALITY INDICATORS/PERFORMANCE MEASURES, INSTITUTIONAL
PERFORMANCE, POINTS, SCORING, AND GOVERNING BOARD PERFORMANCE
FUNDING PERCENTAGES FOR FY 2001-02**

January, 2001

Colorado Commission on Higher Education

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**QUALITY INDICATORS/PERFORMANCE MEASURES, INSTITUTIONAL PERFORMANCE,
POINTS, SCORING, AND GOVERNING BOARD PERFORMANCE FUNDING PERCENTAGES
FOR FY 2001-02**

January 2001

PROCESS

1. Institutional performance on ten overall quality indicators/performance measures is measured. A listing of the ten overall indicators is provided later in this document.
2. Each of the ten overall indicators has 180 base points.
3. Indicator #1A incorporates three components, each having 60 base points. Indicator #7 has two components associated with the four-year institutions and two other components associated with the two-year institutions. Each component has 90 base points. Indicator #4A incorporates several components, the exact number differing among the institutions. Two of the components are utilized for each institution, those being the components for which the institution has earned the highest amount of base points (maximum of 90 for each component).
4. Institutional performance on each overall indicator or individual component is determined by the earning of points by the institution for performance related to the benchmark for the overall indicator or component. If insufficient data exists for any overall indicator or component for any institution, that overall indicator or component does not "count" in determining the total points earned by that institution. The total possible points an institution can earn is adjusted to reflect the "missing" overall indicator or component. In determining this adjustment, the institution shall neither be advantaged nor disadvantaged in terms of its relationship to institutions that do earn points for the overall indicator or component.
5. For each overall indicator or component, the expected level of performance is determined (based on the benchmark for the overall indicator or component).
6. Each institution's actual performance on each overall indicator or component is compared to the expected level of performance to determine the percent of performance achieved.
7. The percent of performance achieved is multiplied by 180, 90, or 60 to determine the points earned. If the indicator is an overall indicator, 180 is used. If the overall indicator has two components, each uses 90. If the overall indicator includes three components, 60 for each is used.
8. If the points earned exceeds 180, 90 or 60 respectively, no more than 9,5, or 3 bonus points, respectively, can be earned in addition to the base points, resulting in a maximum of 189 total points for each of the overall indicators #1-#5, #7, and #8.
9. Total points earned for an overall indicator are comprised of two parts: (1) base points earned (which may not exceed 180 points for any overall indicator) and, (2) bonus points earned (which are the points earned above 180, 90, or 60 points, respectively, for performance exceeding the benchmark and may not exceed 9 for the overall indicator).
10. Overall indicators #2, #3, #5, #7, and #8 each has 9 bonus points associated with performance exceeding the benchmark. The three components of indicator #1A each has 3 bonus points associated with performance exceeding the benchmark. The four components of indicator #7 – two for the four-year institutions only and two for the two-year institutions only – each has 5 bonus points with no more than a total of 9 for the two components combined. Each of the components of indicator #4A has 5 bonus points, with no more than a total of 9 for two of the components combined. For overall indicator #4A, only two components can be utilized.
11. Overall indicators #6, #9, and #10 do not have bonus points.

12. The institution's total points earned are divided by 1,800 (10 overall indicators x 180 base points each) to determine the percent of total base points earned (it is possible for an institution's total points earned to exceed 1,800 points and thus its percent of total points earned to exceed 100%).
13. A role & mission weighting factor for each institution is calculated by dividing the institution's FY 2000 - 01 general fund base – with governing board/system central administration general fund costs and “charge backs” included based on a total funds basis and less one-time funds – by the total of these general fund base amounts for all the institutions (excluding the UC-Health Sciences Center, CSU Veterinary Medicine program, and CSU agencies).
14. The percent of total base points earned is converted to the weighted percent of total base points earned by multiplying the percent of total base points earned by the role and mission weighting factor.
15. The sum of the weighted percent of total base points earned by institutions governed by a governing board determines the governing board performance funding percent.

TEN OVERALL QUALITY INDICATORS/PERFORMANCE MEASURES AND COMPONENTS

1. Overall Indicator: Graduation Rates

Indicator 1A: Baccalaureate Graduation Rates (four-year institutions only)

Components: four, five, and six-year graduation rates

Indicator 1B: Three-year Graduation Rate (two-year institutions only)

2. Overall Indicator: Faculty Teaching Workload

3. Overall Indicator: Freshmen Retention In The Same Institution Rate

4. Overall Indicator: Performance of Recent Graduates (undergraduate only)

Indicator 4A: Achievement Scores on Licensure, Professional, Graduate School Admission, and Other Examinations Taken By Baccalaureate Graduates During FY 1998-99 and FY 1999-2000 (four-year institutions only).

Components: Graduate Record Examination (GRE), Uniform Certified Public Accounting Examination (CPA), National Council Licensure Examination for Registered Nurses (NCLEX-RN), Fundamentals of Engineering Examination (FEE), Program for Licensing Assessment for Colorado Educators (PLACE).

Indicator 4B: FY 1998-99 Career and Technical Graduates Employed or Continuing Their Education during FY 1999-2000 (two-year institutions only).

5. Overall Indicator: Institutional Support Expenditures per FTE Student.

6. Overall Indicator: Availability During AY 1999-2000 of General Education Program Lower Division Core Courses Required of Freshmen.

7. Overall Indicator: Support and Success of Minority Students.

Indicator 7A: Freshmen Retention in the Same Institution Rate (four-year institutions only).

Indicator 7B: Freshmen Retention in the Same Institution Rate (two-year institutions only).

Indicator 7C: Six-year Graduation Rate (four-year institutions only).

Indicator 7D: Three-year Graduation Rate (two-year institutions only).

8. Overall Indicator: Number of Credits Required for Degree

9. Overall Indicator: Selected by Institution with Approval of Governing Board.

10. Overall Indicator: Selected by Institution with Approval of Governing Board.

INSTITUTIONAL PERFORMANCE, POINTS, AND SCORING

**Performance Measure 1A: BACCALAUREATE GRADUATION RATES
AFTER FOUR, FIVE, AND SIX YEARS AT
COLORADO PUBLIC FOUR-YEAR HIGHER EDUCATION INSTITUTIONS
Fall 1993, 1994, and 1995 Cohorts**

Institution	Cohort Entering in Fall --	# Students in Entering Cohort**	Cumulative # Graduating through Summer 1999	Cumulative % Graduating After Four Years	Cumulative % Graduating After Five Years	Cumulative % Graduating After Six Years	Benchmark Range	Percent of Performance Achieved	Base Points Earned	Bonus Points Earned	Assigned Points Earned	
University of Colorado UC - Boulder	1993	3,434	2,189			63.7	54.1 - 59.1	109.6	60	6	66	
	1994	3,592	2,111		68.8		48.5 - 62.5	112.0	60	7	67	
	1995	4,165	1,447	34.7			30.7 - 34.7	100.0	60	---	60	
	UC - Colo Springs	1993	308	121			39.3	28.7 - 32.7	120.2	60	12	72
		1994	328	93		28.4		20.1 - 24.1	117.9	60	11	71
		1995	373	40	10.7			8.9 - 12.9	100.0	60	---	60
	UC - Denver	1993	243	92			37.9	29.3 - 33.3	113.8	60	8	68
		1994	265	88		33.2		20.8 - 24.8	133.9	60	20	80
		1995	266	41	15.4			8.6 - 12.6	122.2	60	13	73
Colo Sch of Mines	1993	485	304			62.7	55.4 - 59.4	105.6	60	3	63	
	1994	476	259		54.4		49.4 - 53.4	101.9	60	1	61	
	1995	437	129	29.5			31.1 - 35.1	94.9	57	---	57	
U of Northern Colo	1993	1,704	751			44.1	44.9 - 48.9	98.2	59	---	59	
	1994	1,609	642		39.9		40.1 - 44.1	99.5	60	---	60	
	1995	1,763	404	22.9			25.0 - 29.0	91.8	55	---	55	
State Board of Agriculture	Colo State U	1993	2,179	1,303		59.8	51.8 - 55.8	107.2	60	4	64	
		1994	2,291	1,305		57.0		44.8 - 48.8	116.8	60	10	70
		1995	2,568	807	31.4			29.0 - 33.0	100.0	60	---	60
	Fort Lewis C	1993	1,077	305			28.3	39.9 - 43.9	70.9	43	---	43
		1994	871	228		26.2		36.4 - 40.4	72.0	43	---	43
		1995	1,010	84	8.3			21.6 - 25.6	38.4	23	---	23
	U of Southern Colo	1993	682	173			25.4	30.8 - 34.8	82.5	50	---	50
		1994	640	141		22.0		23.6 - 27.6	93.2	56	---	56
		1995	590	68	11.5			12.1 - 16.1	95.0	57	---	57
State Colleges	Adams SC	1993	352	105		29.8	40.7 - 44.7	73.2	44	---	44	
		1994	437	120		27.5		31.2 - 35.2	88.1	53	---	53
		1995	449	60	13.4			17.9 - 21.9	74.9	45	---	45
	Mesa SC	1993	611	142			23.2	31.2 - 35.2	74.4	45	---	45
		1994	662	125		18.9		24.3 - 28.3	77.8	47	---	47
		1995	667	60	9.0			14.1 - 18.1	63.8	38	---	38

**Performance Measure 1A: BACCALAUREATE GRADUATION RATES
AFTER FOUR, FIVE, AND SIX YEARS AT
COLORADO PUBLIC FOUR-YEAR HIGHER EDUCATION INSTITUTIONS
Fall 1993, 1994, and 1995 Cohorts**

Institution	Cohort Entering in Fall --	# Students in Entering Cohort**	Cumulative # Graduating through Summer 1999	Cumulative % Graduating After Four Years	Cumulative % Graduating After Five Years	Cumulative % Graduating After Six Years	Benchmark Range	Percent of Performance Achieved	Base Points Earned	Bonus Points Earned	Assigned Points Earned
Metropolitan SC of Denver	1993	1,380	271			19.6	18.9 - 22.9	100.0	60	---	60
	1994	1,255	160		12.7		11.3 - 15.3	100.0	60	---	60
	1995	1,241	48	3.9			3.4 - 7.4	100.0	60	---	60
Western SC	1993	599	168			28.0	44.0 - 48.0	63.6	38	---	38
	1994	608	134		22.0		38.6 - 42.6	57.0	34	---	34
	1995	599	63	10.5			23.8 - 27.8	44.1	26	---	26
Four-Year Inst Total	1993	13,054	5,924			45.4	n/a				
	1994	13,034	5,406		41.5		n/a				
	1995	14,128	3,251	23.0			n/a				

**Based on first-time, full-time, baccalaureate degree-seeking students entering in specified fall term or prior summer.
Source: Cohort and benchmark calculation based on SURDS files and institutional files.

**Performance Measure 1B: GRADUATION RATES
AFTER THREE YEARS AT
COLORADO PUBLIC TWO-YEAR HIGHER EDUCATION INSTITUTIONS
Fall 1996 Cohort**

Institution	Cohort Entering in Fall --	# Students in Entering Cohort**	Cumulative # Graduating with Certificate After Three Years through Summer 1999	Cumulative # Graduating with Associate Degree After Three Years through Summer 1999	Cumulative Total # Graduating After Three Years through Summer 1999	Cumulative % Graduating After Three Years through Summer 1999	Benchmark Range	Percent of Performance Achieved	Base Points Earned	Bonus Points Earned	Assigned Points Earned
Community Colleges of Colorado											
Aspen Comm Coll	1996	318	18	40	58	18.6	17.0 - 21.0	100.0	180	---	180
Colo NW Comm Coll	1996	148	1	33	34	23.0	25.0 - 29.0	92.0	166	---	166
Comm Coll of Aurora	1996	205	2	13	15	7.3	7.3 - 11.3	100.0	180	---	180
Comm Coll of Denver	1996	418	40	28	68	16.5	10.0 - 14.0	117.9	180	32	212
Front Range Comm Coll	1996	733	37	88	103	14.1	12.4 - 16.4	100.0	180	---	180
Lamar Comm Coll	1996	152	15	21	36	23.7	26.1 - 30.1	90.8	163	---	163
Morgan Comm Coll	1996	85	37	7	44	51.8	29.4 - 33.4	155.1	180	99	279
Northeastern Junior Coll	1996	473	12	185	197	41.6	23.7 - 27.7	150.2	180	90	270
Otero Junior Coll	1996	212	26	52	78	36.8	34.6 - 38.6	100.0	180	---	180
Pikes Peak Comm Coll	1996	736	8	60	68	9.2	6.1 - 10.1	100.0	180	---	180
Pueblo Comm Coll	1996	297	8	33	42	14.1	15.4 - 19.4	91.8	165	---	165
Red Rocks Comm Coll	1996	406	22	41	63	15.5	16.5 - 20.5	93.9	169	---	169
Trinidad State Junior Coll	1996	317	75	53	128	40.4	30.0 - 34.0	118.8	180	34	214
Local District Colleges											
Aims Comm Coll	1996	458	32	52	84	18.3	22.0 - 26.0	83.2	150	---	150
Colorado Mountain Coll	1996	387	17	55	72	18.6	17.0 - 21.0	100.0	180	---	180
Two-Year Institution Total	1996	5,345	352	740	1,092	20.4	n/a				

**Based on first-time, full-time, certificate and associate degree-seeking students entering in specified fall term or prior summer.
Source: Cohort calculations based on SURDS files; benchmarks IPEDS Graduation Rate Survey calculated by CCC System Office.

Performance Measure 2: FACULTY INSTRUCTIONAL WORKLOAD AT COLORADO PUBLIC HIGHER EDUCATION INSTITUTIONS
Academic Year 1999 - 2000

Institution	Type A (Group) Instruction				Benchmark -- National Study of Postsecondary Faculty	Type B (Individualized Instruction)	Percent of Performance Achieved	Base Points Earned	Bonus Points Earned	Assigned Points Earned
	Avg. Weekly Teaching Hours per Instructor Category**					Avg. Student Enrollment per Full- time Faculty FTE				
	Tenured Faculty FTE	Tenure-Track Faculty FTE	Other ** Full-time Faculty FTE	Total Full-time Faculty FTE						
University of Colorado										
UC - Boulder	5.0	5.9	12.4	6.3	6.9	7.4	91.3	164	---	164
UC - Colo Springs	10.8	11.3	14.5	11.9	9.7	4.9	122.7	180	41	221
UC - Denver	8.4	10.1	13.4	9.9	9.7	12.7	102.1	180	4	184
Colo Sch of Mines	8.8	7.1	10.8	8.9	6.9	6.2	128.0	180	52	232
U of Northern Colo	10.8	11.8	15.8	11.9	9.7	9.6	122.7	180	41	221
State Board of Agriculture										
Colo State U	8.6	7.6	13.3	8.9	6.9	13.2	129.0	180	52	232
Fort Lewis C	13.2	14.0	15.7	13.5	10.9	5.1	123.9	180	43	223
U of Southern Colo	12.0	11.2	10.7	11.7	10.9	2.3	107.3	180	13	193
State Colleges										
Adams SC	12.5	16.2	11.4	13.4	10.9	1.8	122.9	180	41	221
Mesa SC	17.5	15.3	18.4	16.5	10.9	0.8	151.4	180	93	273
Denver	12.5	12.3	14.5	12.8	10.9	13.1	117.4	180	31	211
Western SC	13.1	14.8	---	13.6	10.9	8.1	124.8	180	45	225
Community Colleges of Colorado										
Arapahoe Comm Coll				15.3	16.3	16.9	93.8	169	---	169
Colo NW Comm Coll				14.8	16.3	11.1	90.8	163	---	163
Comm Coll of Aurora				16.3	16.3	0.4	100.0	180	---	180
Comm Coll of Denver				24.7	16.3	2.7	151.5	180	93	273
Front Range Comm Coll				13.9	16.3	11.2	85.3	154	---	154
Lamar Comm Coll				20.0	16.3	0.1	122.7	180	41	221
Morgan Comm Coll				16.0	16.3	2.8	92.0	168	---	168
Northeastern Junior Coll				23.4	16.3	2.7	143.6	180	78	258
Otero Junior Coll				16.6	16.3	0.1	101.8	180	3	183
Pikes Peak Comm Coll				16.2	16.3	5.2	98.4	179	---	179
Pueblo Comm Coll				13.8	16.3	8.8	84.7	152	---	152
Red Rocks Comm Coll				12.0	16.3	6.5	73.6	132	---	132
Trinidad State Junior Coll				17.4	16.3	3.5	106.7	180	12	192
Local District Colleges										
Almo Comm Coll				16.7	16.3	6.1	102.5	180	5	185
Colo Mountain Coll				20.7	16.3	3.4	127.0	180	48	228

*Full-time equivalent (FTE) faculty totals represent state-funded (or general funded) instruction in fall and spring terms. Faculty time paid for by contracts, grants, or extended studies fees excluded from totals.

**Based on faculty who are neither tenured or tenure-track but have the expectation of an on-going appointment and are full-time as defined by the institution.

Notes: (1) Average measures for group and individual instruction should not be combined. Group instruction is measured in contact hours while individualized instruction is based on student headcount.

(2) Type A instruction involves direct contact of faculty with students and includes the following: lecture, lab, recitation/discussion/seminar, audit, private instruction, physical education/recreation activity, studio, and field instruction.

(3) Type B instruction encompasses distance education and a variety of individualized faculty/student relationships such as independent study, master's thesis/dissertation, student teaching, co-ops, internships, and practice.

Benchmark Source: National Center for Education Statistics, National Study of Postsecondary Faculty (NSOPF) - Public Access Data Analysis System (DAS), NCES Doc Number 97599, March 1997.

Date from fall 1992; later data not available.

**Performance Measure 3A: STUDENT RETENTION RATES
AFTER ONE YEAR AT
COLORADO PUBLIC FOUR-YEAR HIGHER EDUCATION INSTITUTIONS
Fall 1998 Cohort**

Institution	Cohort Entering in Fall** --	# Students in Entering Cohort	# Retained After One Year	% Retained After One Year	Benchmark Range	Percent of Performance Achieved	Base Points Earned	Bonus Points Earned	Assigned Points Earned
University of Colorado									
UC - Boulder	1998	4,269	3,585	84.0	79.2 - 83.2	101.0	180	2	182
UC - Colo Springs	1998	686	435	65.3	69.3 - 73.3	94.2	170	--	170
UC - Denver	1998	394	265	67.3	67.6 - 71.6	99.6	179	--	179
Colo Sch of Mines	1998	537	468	87.2	81.3 - 85.3	102.2	180	4	184
U of Northern Colo	1998	2,169	1,471	67.8	75.2 - 79.2	90.2	162	--	162
State Board of Agriculture									
Colo State U	1998	3,055	2,518	82.4	77.8 - 81.8	100.7	180	1	181
Fort Lewis C	1998	969	561	57.9	72.6 - 76.6	79.8	144	--	144
U of Southern Colo	1998	621	379	61.0	68.7 - 72.7	88.8	160	--	160
State Colleges									
Adams SC	1998	483	278	57.6	72.1 - 76.1	79.9	144	--	144
Mesa SC	1998	664	400	60.2	70.8 - 74.8	85.0	153	--	153
Metropolitan SC of Denver	1998	1,383	687	64.1	64.2 - 68.2	100.0	180	--	180
Western SC	1998	591	323	54.7	76.1 - 80.1	71.9	129	--	129
Four-Year Institution Total	1998	15,801	11,570	73.2	n/a				

**Based on first-time, full-time, baccalaureate degree-seeking students entering in fall term or prior summer.
Source: Cohort and benchmark calculation based on SURDS files and institutional files.

**Performance Measure 3B: RETENTION RATES
AFTER ONE YEAR AT
COLORADO PUBLIC TWO-YEAR HIGHER EDUCATION INSTITUTIONS
Fall 1998 Cohort**

Institution	Cohort Entering in Fall ...	# Students in Entering Cohort**	# Retained After One Year***	# Graduating After One Year****	Total # Successful After One Year	% Retained After One Year	% Successful After One Year	Benchmark Range	Percent of Performance Achieved	Base Points Earned	Bonus Points Earned	Assigned Points Formed
Community Colleges of Colorado												
Arapahoe Comm Coll	1998	305	127	12	139	41.6	45.6	47.7 - 51.7	95.6	172	---	172
Colo NW Comm Coll	1998	129	59	1	60	45.7	46.5	46.1 - 50.1	100.0	180	---	180
Comm Coll of Aurora	1998	225	100	2	102	44.4	45.3	36.8 - 40.8	111.0	180	20	200
Comm Coll of Denver	1998	493	230	22	252	46.7	51.1	41.5 - 45.5	112.3	180	22	202
Front Range Comm Coll	1998	704	334	13	347	47.4	49.3	43.8 - 47.8	103.1	180	6	186
Lamar Comm Coll	1998	172	87	3	90	50.6	52.3	47.2 - 51.2	102.1	180	4	184
Morgan Comm Coll	1998	51	25	5	30	49.0	58.8	31.4 - 35.4	166.1	180	119	299
Northeastern Junior Coll	1998	332	174	12	186	52.4	56.0	58.2 - 62.2	96.2	173	---	173
Otero Junior Coll	1998	190	115	1	116	60.5	61.1	49.1 - 53.1	115.1	180	27	207
Pikes Peak Comm Coll	1998	909	384	6	390	42.2	42.9	38.5 - 42.5	100.9	180	2	182
Pueblo Comm Coll	1998	386	217	4	221	56.2	57.3	46.8 - 50.8	112.8	180	23	203
Red Rocks Comm Coll	1998	438	203	6	209	46.3	47.7	48.0 - 52.0	99.4	179	---	179
Trinidad State Junior Coll	1998	270	126	23	149	46.7	55.2	42.1 - 46.1	119.7	180	35	215
Local District Colleges												
Aims Comm Coll	1998	458	185	13	198	40.4	43.2	47.6 - 51.6	90.8	163	---	163
Colorado Mountain Coll	1998	422	160	17	177	37.9	41.9	44.8 - 48.8	93.5	168	---	168
Two-Year Institution Total	1998	5,484	2,626	140	2,666	46.1	48.6	n/a				

**Based on first-time, full-time, certificate and associate degree-seeking students entering in specified fall term or prior summer.

***Students who completed a degree or certificate and then re-enrolled were counted only once—as a retained student.

****Completer students did not re-enroll one year after entry.

Source: Cohort calculations based on SURDS files; benchmarks calculated by OCC System Office.

**Performance Measure 4A: ACHIEVEMENT SCORES ON LICENSURE, PROFESSIONAL, GRADUATE SCHOOL ADMISSION, and
OTHER EXAMINATIONS TAKEN BY BACCALAUREATE SENIORS AND GRADUATES DURING FY 1998-99 and FY 1999-2000
(FOUR-YEAR INSTITUTIONS)**

Exam	Institution	University of Colorado			CSM	UNC	State Board of Agriculture			State Colleges				Benchmark
		UC - B	UC - CS	UC - D			CSU	FLC	USC	ASC	Mesa	Metro	WSC	
Graduate Record Examinations														
# Scores (10/97 - 9/98)		227	29	57	30	62	272	27	30	14	22	30	16	
	Verbal	227	29	57	30	62	272	27	30	14	22	30	16	561,304
	Quantitative	227	29	57	30	62	272	27	30	14	22	30	16	561,081
	Analytical	227	29	57	30	62	272	27	30	14	22	30	16	569,173
# Scores (10/98 - 9/99)		228	26	60	56	75	334	22	23	11	15	18	15	
	Verbal	228	26	60	56	75	334	22	23	11	15	18	15	543,649
	Quantitative	229	26	59	56	75	334	22	23	11	15	18	15	543,475
	Analytical	229	26	59	56	75	334	22	23	11	15	18	15	542,096
Mean Scores (10/97 - 9/99)														
Mean Verbal Score	10/97 - 9/98	509	495	487	487	425	472	479	436	---	---	470	---	428 - 528
	10/98 - 9/99	482	478	459	484	427	466	---	---	---	---	---	---	426 - 526
Mean Quantitative Score	10/97 - 9/98	589	512	531	695	491	574	541	485	---	---	505	---	512 - 612
	10/98 - 9/99	605	561	557	690	489	575	---	---	---	---	---	---	517 - 617
Mean Analytical Score	10/97 - 9/98	597	557	552	619	528	584	541	480	---	---	536	---	515 - 615
	10/98 - 9/99	603	554	554	609	540	573	---	---	---	---	---	---	514 - 614
Weighted Mean Verbal Score		500	487	483	485	426	469	479	436	---	---	470	---	n/a
Percent of Performance Achieved		100.0	100.0	100.0	100.0	99.8	100.0	100.0	100.0	---	---	100.0	---	
Base Points Earned		30	30	30	30	30	30	30	30	---	---	30	---	
Bonus Points Earned		---	---	---	---	---	---	---	---	---	---	---	---	
Assigned Points Earned		30	30	30	30	30	30	30	30	---	---	30	---	
<hr/>														
Weighted Mean Quantitative Score		582	535	544	682	490	575	541	485	---	---	505	---	n/a
Percent of Performance Achieved		100.0	100.0	100.0	112.7	95.3	100.0	100.0	94.4	---	---	98.6	---	
Base Points Earned		30	30	30	30	29	30	30	28	---	---	30	---	
Bonus Points Earned		---	---	---	4	---	---	---	---	---	---	---	---	
Assigned Points Earned		30	30	30	34	29	30	30	28	---	---	30	---	
<hr/>														
Weighted Mean Analytical Score		600	556	553	612	534	578	541	480	---	---	536	---	n/a
Percent of Performance Achieved		100.0	100.0	100.0	100.0	100.0	100.0	100.0	83.4	---	---	100.0	---	
Base Points Earned		30	30	30	30	30	30	30	28	---	---	30	---	
Bonus Points Earned		---	---	---	---	---	---	---	---	---	---	---	---	
Assigned Points Earned		30	30	30	30	30	30	30	28	---	---	30	---	

**Performance Measure 4A: ACHIEVEMENT SCORES ON LICENSURE, PROFESSIONAL, GRADUATE SCHOOL ADMISSION, and
OTHER EXAMINATIONS TAKEN BY BACCALAUREATE SENIORS AND GRADUATES DURING FY 1998-99 and FY 1999-2000
(FOUR-YEAR INSTITUTIONS)**

Exam	Institution	University of Colorado			CSM	UNC	State Board of Agriculture			State Colleges				Benchmark
		UC - B	UC - CS	UC - D			CSU	FLC	USC	ASC	Mesa	Metro	WSC	
Sum of Base Points Earned		90	90	90	90	89	90	90	86	---	---	90	---	
Bonus Points Earned		---	---	---	4	---	---	---	---	---	---	---	---	
Assigned Points Earned		90	90	90	94	89	90	90	86	---	---	90	---	
<i>Test cohort = seniors whose GRE test scores were reported to their respective undergraduate institution during October 1997 - September 1999. Benchmark: +/- 50 points of three-year national mean scores (10/94 - 9/97 for 1997-98 test takers; 10/95 - 9/98 for 1998-99 test takers). Source: Educational Testing Service Notes: 1) ETS provides requires a minimum of 25 scores to calculate a mean. 2) Due to some examinees receiving no score, the total number of scores may differ for each measure of the general test.</i>														
Uniform Certified Public Accountant Examination														
# Test Takers (5/98 - 11/99)		80	25	85	---	67	88	30	---	27	28	123	20	653
# Passing Test Takers (5/98 - 11/99)		21	7	15	---	8	8	4	---	1	7	18	2	99
% Passing Test Takers (5/98 - 11/99)		26.3	28.0	17.6	---	8.8	9.1	13.3	---	3.7	25.0	13.0	10.0	15.2
Percent of Performance Achieved		173.0	184.2	115.8	---	57.9	60.0	87.5	---	24.3	164.5	85.5	85.8	<i>n/a</i>
Base Points Earned		90	90	90	---	52	54	79	---	22	90	77	59	
Bonus Points Earned		66	78	14	---	---	---	---	---	---	58	---	---	
Assigned Points Earned		156	166	104	---	52	54	79	---	22	148	77	59	
<i>Test cohort = first-time candidates without an advanced degree tested May 1998 - November 1999. Benchmark: CO Average Pass Rate (5/98 - 11/99); Source: CO Dept of Regulatory Agencies, State Board of Accountancy</i>														
National Council Licensure Examination for Registered Nurses (NCLEX-RN)														
# Test Takers (7/98 - 6/00)		---	53	---	---	104	---	---	42	---	49	---	---	1,509
# Passing Test Takers (7/98 - 6/00)		---	49	---	---	89	---	---	36	---	45	---	---	1,297
% Passing Test Takers (7/98 - 6/00)		---	92.5	---	---	85.6	---	---	85.7	---	91.8	---	---	86.0
Percent of Performance Achieved		---	107.6	---	---	89.5	---	---	89.7	---	106.7	---	---	<i>n/a</i>
Base Points Earned		---	90	---	---	90	---	---	90	---	90	---	---	
Bonus Points Earned		---	7	---	---	---	---	---	---	---	6	---	---	
Assigned Points Earned		---	97	---	---	90	---	---	90	---	96	---	---	
<i>Test cohort = first-time registered nurse candidates tested July 1998 - June 2000. Benchmark: CO Average Pass Rate (7/98 - 6/00); Source: CO Dept of Regulatory Agencies, State Board of Nursing</i>														

**Performance Measure 4A: ACHIEVEMENT SCORES ON LICENSURE, PROFESSIONAL, GRADUATE SCHOOL ADMISSION, and
OTHER EXAMINATIONS TAKEN BY BACCALAUREATE SENIORS AND GRADUATES DURING FY 1998-99 and FY 1999-2000
(FOUR-YEAR INSTITUTIONS)**

Exam	Institution	University of Colorado			CSM	UNC	State Board of Agriculture			State Colleges				Benchmark
		UC - B	UC - CS	UC - D			CSU	FLC	USC	ASC	Mesa	Metro	WSC	
Fundamentals of Engineering Examination														
	# Test Takers (10/98 - 4/00)	187	---	239	455	---	---	---	---	---	---	---	---	46,754
	# Passing Test Takers (10/98 - 4/00)	159	---	150	419	---	---	---	---	---	---	---	---	37,559
	% Passing Test Takers (10/98 - 4/00)	84.5	---	62.8	91.9	---	---	---	---	---	---	---	---	80.3
	Percent of Performance Achieved	105.2	---	78.2	114.4	---	---	---	---	---	---	---	---	n/a
	Base Points Earned	90	---	70	90	---	---	---	---	---	---	---	---	
	Bonus Points Earned	5	---	---	13	---	---	---	---	---	---	---	---	
	Assigned Points Earned	95	---	70	103	---	---	---	---	---	---	---	---	
<i>Test cohort = first-time candidates tested October 1998 - April 2000.</i>														
<i>Benchmark: US Average Pass Rate for accredited institutions (10/98 - 4/00); Source: National Council of Examiners for Engineering and Surveying</i>														
Program for Licensing Assessments for Colorado Educators (PLACE)														
Elementary Education														
	# Test Takers (10/98 - 5/00)	114	45	---	---	387	28	116	140	89	85	314	45	1,363
	# Passing (10/98 - 5/00)	107	41	---	---	324	25	111	90	83	71	253	37	1,122
	% Passing	93.9	91.1	---	---	83.7	89.3	95.7	64.3	70.8	83.5	80.6	82.2	82.3
	% of Performance Achieved	114.1	110.7	---	---	101.7	108.5	116.3	78.1	86.0	101.5	97.9	99.9	n/a
	Base Points Earned	90	90	---	---	90	90	90	70	77	90	88	90	
	Bonus Points Earned	13	10	---	---	2	8	15	---	---	1	---	---	
	Assigned Points Earned	103	100	---	---	92	98	105	70	77	91	88	90	
Social Studies														
	# Test Takers (10/98 - 5/00)	33	*	---	---	83	100	32	60	*	*	69	*	439
	# Passing (10/98 - 5/00)	24	*	---	---	49	68	26	24	*	*	34	*	262
	% Passing	72.7	*	---	---	57.8	68.0	81.3	40.0	*	*	49.3	*	59.8
	% of Performance Achieved	121.6	---	---	---	96.7	110.4	136.0	66.9	---	---	82.4	---	n/a
	Base Points Earned	90	---	---	---	87	90	90	60	---	---	74	---	
	Bonus Points Earned	19	---	---	---	---	9	32	---	---	---	---	---	
	Assigned Points Earned	109	---	---	---	87	99	122	60	---	---	74	---	

**Performance Measure 4A: ACHIEVEMENT SCORES ON LICENSURE, PROFESSIONAL, GRADUATE SCHOOL ADMISSION, and
OTHER EXAMINATIONS TAKEN BY BACCALAUREATE SENIORS AND GRADUATES DURING FY 1998-99 and FY 1999-2000
(FOUR-YEAR INSTITUTIONS)**

Exam	Institution	University of Colorado					State Board of Agriculture			State Colleges				Benchmark
		UC - B	UC - CS	UC - D	CSM	UNC	CSU	FLC	USC	ASC	Mesa	Metro	WSC	
Program for Licensing Assessments for Colorado Educators (PLACE)--continued														
English														
	# Test Takers (10/98 - 5/00)	40	*	---	---	49	73	*	32	20	23	62	*	324
	# Passing (10/98 - 5/00)	34	*	---	---	37	63	*	9	10	15	41	*	230
	% Passing	85.0	*	---	---	75.5	86.3	*	28.1	50.0	65.2	66.1	*	71.0
	% of Performance Achieved	119.7	---	---	---	105.3	121.5	---	39.6	70.4	91.8	93.1	---	n/a
	Base Points Earned	90	---	---	---	90	90	---	36	63	83	84	---	
	Bonus Points Earned	18	---	---	---	6	19	---	---	---	---	---	---	
	Assigned Points Earned	108	---	---	---	96	109	---	36	63	83	84	---	
Science														
	# Test Takers (10/98 - 5/00)	22	*	---	---	31	112	*	29	*	25	40	*	265
	# Passing (10/98 - 5/00)	20	*	---	---	27	96	*	17	*	17	31	*	228
	% Passing	90.9	*	---	---	87.1	85.7	*	58.6	*	68.0	77.5	*	80.0
	% of Performance Achieved	113.6	---	---	---	108.9	107.1	---	73.3	---	85.0	96.9	---	n/a
	Base Points Earned	90	---	---	---	90	90	---	66	---	77	87	---	
	Bonus Points Earned	12	---	---	---	8	8	---	---	---	---	---	---	
	Assigned Points Earned	102	---	---	---	98	98	---	66	---	77	87	---	
Physical Education														
	# Test Takers (10/98 - 5/00)	---	---	---	---	79	58	*	29	*	*	*	*	224
	# Passing (10/98 - 5/00)	---	---	---	---	59	51	*	18	*	*	*	*	176
	% Passing	---	---	---	---	74.7	88.1	*	62.1	*	*	*	*	78.1
	% of Performance Achieved	---	---	---	---	94.9	116.6	---	70.7	---	---	---	---	n/a
	Base Points Earned	---	---	---	---	85	90	---	64	---	---	---	---	
	Bonus Points Earned	---	---	---	---	---	15	---	---	---	---	---	---	
	Assigned Points Earned	---	---	---	---	85	105	---	64	---	---	---	---	
Mathematics														
	# Test Takers (10/98 - 5/00)	*	*	---	---	36	48	*	*	*	*	35	*	171
	# Passing (10/98 - 5/00)	*	*	---	---	19	31	*	*	*	*	23	*	114
	% Passing	*	*	---	---	52.8	64.6	*	*	*	*	65.7	*	66.7
	% of Performance Achieved	---	---	---	---	79.2	101.0	---	---	---	---	98.5	---	n/a
	Base Points Earned	---	---	---	---	71	80	---	---	---	---	88	---	
	Bonus Points Earned	---	---	---	---	---	1	---	---	---	---	---	---	
	Assigned Points Earned	---	---	---	---	71	81	---	---	---	---	88	---	

asterisk (*)

Indicates that the institution offers the content area, but fewer than 20 students were tested in that institution's content area over the two-year reporting cycle.

Benchmark: CO Average Pass Rate (10/98 - 5/00). Source: Calculated from institutional reports. Benchmark and Institution entries based on test takers and passers in all content areas at all i

**Performance Measure 4B: CAREER AND TECHNICAL GRADUATES EMPLOYED
OR CONTINUING POST-SECONDARY EDUCATION AT
COLORADO PUBLIC TWO-YEAR HIGHER EDUCATION INSTITUTIONS
DURING FY1999 - 2000**

Institution	# FY 1998-99 Certificate and AAS Graduates	# Employed	# Continuing Their Education	Employed or Continuing Their Education	% Employed or Continuing Their Education	Benchmark	Percent of Performance Achieved	Base Pints Earned	Bonus Points Earned	Assigned Points Earned
Community Colleges of Colorado										
Arapahoe Comm Coll	286	258	22	280	97.9%	85%	115.2	180	27	207
Comm Coll of Aurora	55	47	6	53	96.4%	85%	113.4	180	24	204
Comm Coll of Denver	194	165	22	187	96.4%	85%	113.4	180	24	204
Colo NW Comm Coll	51	43	4	47	92.2%	85%	108.5	180	15	195
Front Range Comm Coll	555	463	77	540	97.3%	85%	114.5	180	26	206
Lamar Comm Coll	59	51	6	57	96.6%	85%	113.6	180	24	204
Morgan Comm Coll	121	113	6	119	98.3%	85%	115.6	180	28	200
Northeastern Junior Coll	57	55	2	57	100.0%	85%	117.6	180	32	212
Otero Junior Coll	90	82	5	87	96.7%	85%	113.8	180	25	205
Pueblo Comm Coll	263	248	12	260	98.9%	85%	116.4	180	30	210
Pikes Peak Comm Coll	231	203	22	225	97.4%	85%	114.6	180	26	206
Red Rocks Comm Coll	193	170	21	191	99.0%	85%	116.5	180	30	210
Trinidad State Junior Coll	309	271	31	302	97.7%	85%	114.9	180	27	207
TOTAL	2,464	2,169	236	2,405	97.6%	85%	n/a			
Local District Colleges										
Aims Comm Coll	274	199	48	247	90.1%	85%	106.0	180	11	191
Colo Mountain Coll	338	307	20	327	96.7%	85%	113.8	180	25	205
TOTAL	612	506	68	574	93.8%	85%	n/a			

Sources: Community Colleges of Colorado System Office and Local District Colleges' files.

**Performance Measure 5: INSTITUTIONAL SUPPORT EXPENDITURES
PER FULL-TIME EQUIVALENT STUDENT**

Institution	Institutional Support Expenditures (1)	Total Student FTE (2)	Institutional Support Expenditures per Student FTE [= Col 1 / Col 2] (3)	Benchmark – Comparison Group Average of Institutional Support Expenditures per Student FTE (4)	Percent of Performance Achieved (5)	Base Points Earned (6)	Bonus Points Earned (7)	Assigned Points Earned (8)
University of Colorado								
UC - Boulder	\$34,718,303	23,904	\$1,452	\$1,729	116.0	180	29	209
UC - Colo Springs	\$4,146,751	4,657	\$890	\$1,321	132.6	180	59	239
UC - Denver	\$11,353,744	8,387	\$1,354	\$1,187	85.9	155	—	155
Colo Sch of Mines	\$7,291,772	3,174	\$2,298	n/a	n/a	n/a	—	n/a
U of Northern Colo	\$7,568,797	10,211	\$741	\$1,422	147.9	180	86	266
State Board of Agriculture								
Colo State U	\$27,662,108	21,734	\$1,273	\$1,723	126.1	180	47	227
Ford Lewis C	\$3,816,745	4,184	\$912	\$1,148	120.6	180	37	217
U of Southern Colo	\$3,116,350	3,984	\$782	\$1,136	131.2	180	56	236
State Colleges								
Adams SC	\$2,562,596	2,467	\$1,039	\$1,721	139.6	180	71	251
Mesa SC	\$2,284,157	4,195	\$544	\$1,127	151.7	180	93	273
Metropolitan SC of Denver	\$9,746,982	12,294	\$793	\$1,389	142.9	180	77	257
Western SC	\$2,098,363	2,430	\$864	\$1,322	134.6	180	62	242
Community Colleges of Colorado								
Arapahoe Comm Coll	\$3,206,971	3,722	\$862	\$1,150	125.0	180	45	225
Colo NW Comm Coll	\$2,009,848	1,011	\$1,987	\$1,815	51.1	92	—	92
Comm Coll of Aurora	\$2,772,417	2,023	\$1,370	\$1,160	84.7	152	—	152
Comm Coll of Denver	\$3,677,136	3,381	\$1,088	\$1,190	108.6	180	15	195
Front Range Comm Coll	\$5,853,536	5,807	\$1,008	\$1,102	108.5	180	15	195
Lamar Comm Coll	\$1,245,610	719	\$1,732	\$1,621	93.2	168	—	168
Morgan Comm Coll	\$914,897	709	\$1,290	\$1,416	108.9	180	16	196
Northeastern Junior Coll	\$2,194,000	1,933	\$1,135	\$1,148	101.1	180	2	182
Otero Junior Coll	\$1,059,778	908	\$1,168	\$1,577	125.9	180	47	227
Pikes Peak Comm Coll	\$4,315,967	4,699	\$919	\$1,132	118.8	180	34	214
Pueblo Comm Coll	\$3,269,188	2,610	\$1,253	\$1,182	94.3	170	—	170
Community Colleges of Colorado								
Red Rocks Comm Coll	\$3,195,572	3,954	\$808	\$1,129	128.4	180	51	231
Trinidad State Junior Coll	\$1,964,745	1,436	\$1,369	\$1,327	96.9	174	—	174
Local District Colleges								
Aims Comm Coll	\$3,648,317	3,528	\$1,034	\$1,314	121.3	180	38	218
Colorado Mountain Coll	\$5,297,713	3,981	\$1,331	n/a	n/a	n/a	n/a	n/a

Source: NCHEMS Data

**Performance Measure 6: AVAILABILITY OF GENERAL EDUCATION PROGRAM
LOWER DIVISION CORE COURSES REQUIRED OF FRESHMEN AT
COLORADO PUBLIC HIGHER EDUCATION INSTITUTIONS
Fall 1999 - Spring 2000**

Institution	# of Required Lower Division Core Courses	Adjusted # First-time, Full-time Freshmen*	Calculated Section "Demand" (= Adjusted Headcount / 30)	Average # Sections of Required Freshmen Core Courses Offered	Benchmark (= 90% of Section "Demand")	Percent of Performance Achieved	Base Points Earned	Assigned Points Earned
University of Colorado								
UC - Boulder	1	766	26	70	28	350	180	180
UC - Colo Springs	1	757	25	41	28	206	180	100
UC - Denver	1	477	16	31	13	238	180	100
Colo Sch of Mines	12	539	18	19	14	136	180	100
U of Northern Colo	1	1,942	65	89	52	171	180	100
State Board of Agriculture								
Colo State U	1	2,903	97	124	77	161	180	100
Fair Lewis C	2	843	28	39	22	177	180	100
U of Southern Colo	3	658	22	30	18	167	180	100
State Colleges								
Adams SC	1	310	10	20	8	250	180	100
Mesa SC	2	650	22	48	18	267	180	100
Metropolitan SC of Denver	2	1,436	48	121	97	125	180	100
Western SC	1	546	18	28	15	187	180	100
Community Colleges of Colorado								
Arapahoe Comm Coll	3	89	3	174	2	8,700	180	100
Colo NW Comm Coll	3	75	3	67	2	3,350	180	100
Comm Coll of Aurora	3	110	4	121	3	4,333	180	100
Comm Coll of Denver	3	87	3	159	2	7,950	180	100
Front Range Comm Coll	3	207	7	269	6	4,483	180	100
Lamar Comm Coll	3	49	2	18	1	1,800	180	100
Morgan Comm Coll	3	30	1	92	1	9,200	180	100
Northeastern Junior Coll	3	176	6	67	5	1,340	180	100
Otero Junior Coll	3	194	6	55	5	1,100	180	100
Pikes Peak Comm Coll	3	304	10	271	8	3,388	180	100
Pueblo Comm Coll	3	70	2	104	2	5,200	180	100
Red Rocks Comm Coll	3	140	5	153	4	3,825	180	100
Trinidad State Junior Coll	3	92	3	63	2	3,150	180	100
Local District Colleges								
Aims Comm Coll	2	887	30	36	24	1,500	180	100
Colo Mountain Coll	2	255	9	99	7	1,414	180	100

*Adjusted freshmen is calculated by excluding freshmen who are exempt and not required (e.g., students who test out of required course(s), enter with relevant AP credit and/or high school concurrent credit, are not required to take course(s), or not eligible to enroll in course(s) due to remediation). At two-year institutions, headcount limited to AA and AS degree-seeking freshmen.

Source: Institutional files.

**Performance Measure 7A: MINORITY STUDENT RETENTION RATES
AFTER ONE YEAR AT
COLORADO PUBLIC FOUR-YEAR HIGHER EDUCATION INSTITUTIONS
Fall 1998 Cohort**

Institution	Cohort Entering in Fall** --	# in Entering Cohort	# Retained by Originating Institution After One Year	% Retained by Originating Institution After One Year	Benchmark Range	Percent of Performance Achieved	Base Points Earned	Bonus Points Earned	Assigned Points Earned
University of Colorado									
UC - Boulder	1998	591	479	81.0	77.5 - 81.5	100.0	90	---	90
UC - Colo Springs	1998	125	86	68.8	67.8 - 71.8	100.0	90	---	90
UC - Denver	1998	166	114	68.7	65.3 - 69.3	100.0	90	---	90
Colo Sch of Mines	1998	75	66	88.0	79.1 - 83.1	105.9	90	5	95
U of Northern Colo	1998	337	238	70.6	74.4 - 78.4	94.9	85	---	85
State Board of Agriculture									
Colo State U	1998	389	317	81.5	76.3 - 80.3	101.5	90	1	91
Fort Lewis C	1998	202	93	46.0	70.3 - 74.3	65.4	59	---	59
U of Southern Colo	1998	247	154	62.3	67.4 - 71.4	92.4	83	---	83
State Colleges									
Adams SC	1998	170	98	57.6	69.7 - 73.7	82.6	74	---	74
Mesa SC	1998	72	43	59.7	70.1 - 74.1	85.2	77	---	77
Metropolitan SC of Denver	1998	371	249	67.1	62.1 - 66.1	101.5	90	1	91
Western SC	1998	41	19	46.3	72.1 - 76.1	64.2	58	---	58
Four-Year Institution Total	1998	2,786	1,956	70.2	n/a	n/a			

**Based on first-time, full-time, baccalaureate degree-seeking students entering in specified fall term or prior summer and reported as ethnic minority.

Source: Cohort and benchmark calculation based on SURDS files and institutional files.

**Performance Measure 7B: MINORITY STUDENT RETENTION RATES
AFTER ONE YEAR AT
COLORADO PUBLIC TWO-YEAR HIGHER EDUCATION INSTITUTIONS
Fall 1998 Cohort**

Institution	Cohort Entering in Fall ...	# Minority Students in Entering Cohort**	# Retained After One Year***	# Graduating After One Year****	Total # Successful After One Year	% Retained After One Year	% Successful After One Year	Benchmark Range	Percent of Performance Achieved	Based Points Earned	Bonus Points Earned	Assigned Points Earned
Community Colleges of Colorado												
Arapahoe Comm Coll	1998	47	21	1	22	44.7	46.8	47.7 - 51.7	98.1	68	---	88
Colo NW Comm Coll	1998	13	4	0	4	30.8	30.8	35.2 - 40.2	85.1	77	---	77
Comm Coll of Aurora	1998	81	40	0	40	49.4	49.4	35.7 - 39.7	124.4	90	22	112
Comm Coll of Denver	1998	278	136	13	149	48.7	53.4	45.3 - 50.3	106.2	90	6	96
Front Range Comm Coll	1998	130	50	1	51	38.5	39.2	41.0 - 45.0	95.6	66	---	66
Lamar Comm Coll	1998	44	20	1	21	45.5	47.7	40.8 - 44.8	106.5	90	6	96
Morgan Comm Coll	1998	11	5	1	6	45.5	54.5	44.7 - 48.7	111.9	90	11	101
Northeastern Junior Coll	1998	48	15	1	16	31.3	33.3	35.4 - 40.4	81.5	62	---	62
Otero Junior Coll	1998	58	41	1	42	69.5	71.2	45.7 - 49.7	143.3	90	39	129
Pikes Peak Comm Coll	1998	263	110	2	112	41.8	42.6	35.8 - 39.8	107.0	90	6	96
Pueblo Comm Coll	1998	180	113	1	114	62.8	63.3	48.6 - 52.6	120.3	90	18	108
Red Rocks Comm Coll	1998	58	23	1	24	39.7	41.4	44.3 - 48.3	93.5	84	---	84
Trinidad State Junior Coll	1998	136	58	11	70	43.4	51.5	41.6 - 45.6	112.8	90	12	102
Local District Colleges												
Aims Comm Coll	1998	163	56	1	57	30.6	31.1	35.6 - 39.6	87.4	79	---	79
Colorado Mountain Coll	1998	35	12	2	14	34.3	40.0	33.6 - 37.6	106.4	90	6	96
Two-Year Institution Total	1998	1,567	705	37	742	45.0	47.4	n/a				

**Based on first-time, full-time, certificate and associate degree-seeking students entering in specified fall term or prior summer and reported as an ethnic minority.

***Students who completed a degree or certificate and then reenrolled were counted only once—as a retained student.

****# Graduating students who did not reenroll one year after entry.

Source: Cohort calculations based on SURDS files; benchmarks calculated by CCC System Office.

**Performance Measure 7C: MINORITY STUDENT BACCALAUREATE GRADUATION RATES
AFTER SIX YEARS AT
COLORADO PUBLIC FOUR-YEAR HIGHER EDUCATION INSTITUTIONS
Fall 1993 Cohort**

Institution	Cohort Entering in Fall --	# Minority Students in Entering Cohort**	Cumulative # Graduating After Six Years through Summer 1999	Cumulative % Graduating After Six Years through Summer 1999	Benchmark Range	Percent of Performance Achieved	Base Points Earned	Bonus Points Earned	Assigned Points Earned
University of Colorado									
UC - Boulder	1993	678	334	49.4	48.6 - 52.6	100.0	90	---	90
UC - Colo Springs	1993	41	12	29.3	25.8 - 29.8	100.0	90	---	90
UC - Denver	1993	104	31	29.8	21.6 - 25.6	116.4	90	15	105
Colo Sch of Mines	1993	60	28	46.7	49.6 - 53.6	94.2	85	---	85
U of Northern Colo	1993	303	98	32.3	39.6 - 43.6	81.8	73	---	73
State Board of Agriculture									
Colo State U	1993	340	169	49.7	48.1 - 52.1	100.0	90	---	90
Fort Lewis C	1993	189	42	22.2	36.5 - 39.5	62.5	56	---	56
U of Southern Colo	1993	200	31	15.5	27.7 - 31.7	56.0	50	---	50
State Colleges									
Adams SC	1993	95	24	25.3	37.5 - 41.5	67.5	61	---	61
Mesa SC	1993	74	13	17.6	28.8 - 32.8	61.1	55	---	55
Metropolitan SC of Denver	1993	372	58	15.6	14.5 - 18.5	100.0	90	---	90
Western SC	1993	58	11	19.0	41.8 - 45.8	45.5	41	---	41
Four-Year Institution Total	1993	2,512	851	33.9	n/a				

**Based on first-time, full-time, baccalaureate degree-seeking students entering in specified fall term or prior summer and reported as ethnic minority.

Source: Cohort and benchmark calculation based on SURDS files and institutional files.

**Performance Measure 7D: MINORITY STUDENT GRADUATION RATES
AFTER THREE YEARS AT
COLORADO PUBLIC TWO-YEAR HIGHER EDUCATION INSTITUTIONS
Fall 1996 Cohort**

Institution	Cohort Entering in Fall ..	# Minority Students in Entering Cohort**	# Graduating with Certificate After Three Years through Summer 1999	# Graduating with Associate Degree After Three Years through Summer 1999	Cumulative Total # Graduating After Three Years through Summer 1999	Cumulative % Graduating After Three Years through Summer 1999	Benchmark Range	Percent of Performance Achieved	Base Points Earned	Bonus Points Earned	Assigned Points Earned
Community Colleges of Colorado											
Arapahoe Comm Coll	1996	60	4	9	13	21.7	19.3 - 23.3	100.0	90	---	90
Colo NW Comm Coll	1996	25	0	3	3	12.0	23.8 - 27.8	50.4	45	---	45
Comm Coll of Aurora	1996	74	0	5	5	6.8	5.5 - 9.5	100.0	90	---	90
Comm Coll of Denver	1996	232	20	10	30	12.9	10.3 - 14.3	100.0	90	---	90
Front Range Comm Coll	1996	134	5	10	15	11.2	11.9 - 15.9	94.1	85	---	85
Lamar Comm Coll	1996	36	4	2	6	16.7	13.1 - 17.1	100.0	90	---	90
Morgan Comm Coll	1996	12	7	2	9	75.0	9.1 - 13.1	250.0*	90	135	225
Northeastern Junior Coll	1996	41	0	9	9	22.0	17.1 - 21.1	104.3	90	4	94
Otero Junior Coll	1996	78	8	26	34	43.6	26.1 - 30.1	144.9	90	40	130
Pikes Peak Comm Coll	1996	203	0	12	12	5.9	5.8 - 9.8	100.0	90	---	90
Pueblo Comm Coll	1996	129	6	16	22	17.1	10.7 - 14.7	116.3	90	15	105
Red Rocks Comm Coll	1996	66	3	8	11	16.7	14.9 - 18.9	100.0	90	---	90
Trinidad State Junior Coll	1996	135	34	14	48	35.6	33.4 - 37.4	100.0	90	---	90
Local District Colleges											
Alms Comm Coll	1996	134	8	8	16	11.9	15.2 - 19.2	78.3	70	---	70
Colorado Mountain Coll	1996	44	1	10	11	25.0	17.1 - 21.1	118.5	90	17	107
Two-Year Institution Total	1996	1,403	100	144	244	17.4	n/a				

*Capped at 250.0%

**Based on first-time, full-time, certificate and associate degree-seeking students entering in specified fall term or prior summer and reported as an ethnic minority.

Source: Cohort calculations based on SURDS files; benchmarks IPEDS Graduation Rate Survey calculated by CCC System Office.

**Performance Measure 9: NUMBER OF CREDIT HOURS REQUIRED FOR DEGREE AT
COLORADO PUBLIC HIGHER EDUCATION INSTITUTIONS
Fall 2000**

Institution	Total # Degree Programs*	# Degree Programs Exceeding Limit Due to Accreditation or Professional Association Guidelines	Total # Programs Subject to 60 or 120 Credit Hour Limits	# Degree Programs Within Credit Hour Limits (baccalaureate = 120 hours; associate = 60 hours)	# Degree Programs Exceeding Limit (related to Accreditation or Professional Association Guidelines)	Benchmark (>= 80% of Total Programs Subject to Credit Hour Limits)	Percent of Performance Achieved	Base Points Earned	Bonus Points Earned	Assigned Points Earned
University of Colorado										
UC - Boulder	63	15	48	47	1	38	123.7	180	43	223
UC - Colo Springs	25	5	20	20	0	18	125.0	180	45	225
UC - Denver	32	4	28	28	0	22	127.3	180	49	229
Colo Sch of Mines****	13	13	0	0	0	n/a	n/a	n/a	n/a	n/a
U of Northern Colo	37	2	35	35	0	28	125.0	180	45	225
State Board of Agriculture										
Colo State U	66	9	57	57	0	46	123.9	180	43	223
Fort Lewis C	25	1	24	24	0	19	126.3	180	47	227
U of Southern Colo	29	4	25	25	0	20	125.0	180	45	225
State Colleges										
Adams SC**	18	0	18	18	0	14	128.6	180	---	180
Mesa SC**	19	0	19	19	0	15	126.7	180	---	180
Metropolitan SC of	55	6	49	48	1	39	123.1	180	42	222
Western SC	22	0	22	22	0	16	122.2	180	40	220
Community Colleges of Colorado										
Animas Comm Coll	2	0	2	2	0	2	100.0	180	---	180
Colo NW Comm Coll	2	0	2	2	0	2	100.0	180	---	180
Comm Coll of Aurora	2	0	2	2	0	2	100.0	180	---	180
Comm Coll of Denver	2	0	2	2	0	2	100.0	180	---	180
Front Range Comm Coll	2	0	2	2	0	2	100.0	180	---	180
Lamar Comm Coll	2	0	2	2	0	2	100.0	180	---	180
Morgan Comm Coll	2	0	2	2	0	2	100.0	180	---	180
Northeastern Junior Coll	2	0	2	2	0	2	100.0	180	---	180
Otero Junior Coll	2	0	2	2	0	2	100.0	180	---	180
Pikes Peak Comm Coll	2	0	2	2	0	2	100.0	180	---	180
Pueblo Comm Coll	2	0	2	2	0	2	100.0	180	---	180
Red Rocks Comm Coll	2	0	2	2	0	2	100.0	180	---	180
Trinidad State Junior Coll	2	0	2	2	0	2	100.0	180	---	180
Local District Colleges										
Animas Comm Coll***	2	0	2	2	0	2	100.0	180	---	180
Colo Mountain Coll	2	0	2	2	0	2	100.0	180	---	180

* OES analyses were limited to baccalaureate degree programs at four-year institutions and the Associate of Arts and Associate of Science degrees at two-year institutions.

** 120 credit hour requirement is being implemented in Academic Year 2001-02.

*** 60 credit hour requirement is being implemented in Academic Year 2001 - 02.

**** Accreditation and professional association curriculum guidelines exempt all degree programs making this indicator not applicable.

Source: Institutional files.

Performance Measures 9 & 10
Overall Indicators Selected by the Institution with Approval of its Governing Board

No common set of quality indicators or performance measures can capture the diversity of Colorado's twenty-eight institutions of higher education nor the uniqueness found among their programs and activities. In recognition of this diversity and the individuality of each institution, two institution-specific overall indicators were identified by each college and university which it felt demonstrated the institution's efforts to promote and enhance quality, efficiency, or expediency at the undergraduate level through its own means and approaches. Benchmarks also were identified by each institution for each overall indicator.

Actual performance by each institution for each of its selected overall indicators equaled or exceeded the respective benchmark resulting in 180 base points earned by each institution for each of the two indicators.

A listing of the overall indicators identified by each institution with the approval of its governing board can be found in *Quality Indicator System Report, FY 1999-2000*, December, 2000, pages 29-32. The *Report* is available on CCHE's web site.

**GOVERNING BOARD PERFORMANCE FUNDING PERCENTAGES
FOR FY 2001-02**

Table A. BASE POINTS EARNED --- January 2001

Institution	#1A	#2	#3A	#4A	#5	#6	#7A	#7C	#8	#9	#10	Total	Maximum
UC-Boulder	180	164	180	180	180	180	90	90	180	180	180	1,784	1,800
UC-Colo Sprngs.	180	180	170	180	180	180	90	90	180	180	180	1,790	1,800
UC-Denver	180	180	179	180	155	180	90	90	180	180	180	1,774	1,800
Colo. Sch. Of Mines	177	180	180	180	n/a	180	90	85	n/a	180	180	1,432	1,440
Univ. of North. Colo.	174	180	162	180	180	180	85	73	180	180	180	1,754	1,800
Colo. State Univ.	180	180	180	180	180	180	90	90	180	180	180	1,800	1,800
Fort Lewis C.	109	180	144	180	180	180	59	56	180	180	180	1,628	1,800
Univ. of South. Colo.	163	180	160	176	180	180	83	50	180	180	180	1,712	1,800
Adams State C.	142	180	144	140	180	180	74	61	180	180	180	1,641	1,800
Mesa State C.	130	180	153	180	180	180	77	55	180	180	180	1,675	1,800
Metro St. C. of Denver	180	180	180	179	180	180	90	90	180	180	180	1,799	1,800
Western State C.	98	180	129	149	180	180	58	41	180	180	180	1,555	1,800

Institution	#1B	#2	#3B	#4B	#5	#6	#7B	#7D	#8	#9	#10	Total	Maximum
Arapahoe CC	180	169	172	180	180	180	88	90	180	180	180	1,779	1,800
Colo NW CC	166	163	180	180	92	180	77	45	180	180	180	1,623	1,800
CC of Aurora	180	180	180	180	152	180	90	90	180	180	180	1,772	1,800
CC of Denver	180	180	180	180	180	180	90	90	180	180	180	1,800	1,800
Front Range CC	180	154	180	180	180	180	86	85	180	180	180	1,765	1,800
Lamar CC	163	180	180	180	168	180	90	90	180	180	180	1,771	1,800
Morgan CC	180	166	180	180	180	180	90	90	180	180	180	1,786	1,800
Northeastern JC	180	180	173	180	180	180	82	90	180	180	180	1,785	1,800
Otero JC	180	180	180	180	180	180	90	90	180	180	180	1,800	1,800
Pikes Peak CC	180	179	180	180	180	180	90	90	180	180	180	1,799	1,800
Pueblo CC	165	152	180	180	170	180	90	90	180	180	180	1,747	1,800
Red Rocks CC	169	132	179	180	180	180	84	90	180	180	180	1,734	1,800
Trinidad State JC	180	180	180	180	174	180	90	90	180	180	180	1,794	1,800
Aims CC	150	180	163	180	180	180	79	70	180	180	180	1,722	1,800
Colo. Mtn. C.	180	180	168	180	n/a	180	90	90	180	180	180	1,608	1,620

Table C. BONUS POINTS EARNED --- January 2001

(Indicators #1 - #5 & #8 each has a maximum of 9 bonus points; Indicators #7A - #7d each has either 4 or 5 bonus points as maximum)

Institution	#1A	#2	#3A	#4A	#5	#7A	#7C	#8	Total
UC-Boulder	6	---	2	9	9	---	---	9	35
UC-Colo Springs	6	9	---	9	9	---	---	9	42
UC-Denver	9	4	---	5	---	---	5	9	32
Colo. Sch. Of Mines	4	9	4	9	n/a	5	---	n/a	31
Univ. of North Colo.	---	9	---	9	9	---	---	9	36
Colo. State Univ.	6	9	1	9	9	1	---	9	44
Fort Lewis C.	---	9	---	9	9	---	---	9	36
Univ. Of South. Colo.	---	9	---	---	9	---	---	9	27
Adams State C.	---	9	---	---	9	---	---	---	18
Mesa State C.	---	9	---	9	9	---	---	---	27
Metro St C of Denver	---	9	---	---	9	1	---	9	28
Western State C.	---	9	---	---	9	---	---	9	27

Institution	#1B	#2	#3B	#4B	#5	#7B	#7D	#8	Total
Araphoe CC	---	---	---	9	9	---	---	9	27
Colo NW CC	---	---	---	9	---	---	---	9	18
CC of Aurora	---	---	9	9	---	5	---	9	32
CC of Denver	9	9	9	9	9	5	---	9	59
Front Range CC	---	---	6	9	9	---	---	9	33
Lamar CC	---	9	4	9	---	5	---	9	36
Morgan CC	9	---	9	9	9	5	4	9	54
Northeastern JC	9	9	---	9	2	---	4	9	42
Otero JC	---	3	9	9	9	5	4	9	48
Pikes Peak CC	---	---	2	9	9	5	---	9	34
Pueblo CC	---	---	9	9	---	5	4	9	36
Red Rocks CC	---	---	---	9	9	---	---	9	27
Trinidad St. JC	9	9	9	9	---	5	---	9	50
Aims CC	---	5	---	9	9	---	---	9	32
Colo. Mtn. C.	---	9	---	9	n/a	5	4	9	36

Table C. TOTAL POINTS = BASE POINTS EARNED PLUS BONUS POINTS -- January 2001

Institution	Base Points (1,800 Max)	Bonus Points (63 Max)	Total Points (1,863 Max)
UC-Boulder	1,784	35	1,819
UC-Colo. Springs	1,790	42	1,832
UC-Denver	1,774	32	1,806
Colo. Sch. Of Mines	1,432 (1,440 Max)	31 (45 Max)	1,463 (1,485 Max)
Univ. of North. Colo.	1,754	36	1,790
Colo. State Univ.	1,800	44	1,844
Fort Lewis C.	1,628	36	1,664
Univ. of South. Colo.	1,712	27	1,739
Adams State C.	1,641	18	1,659
Mesa State C.	1,675	27	1,702
Metro St. C. of Denve	1,799	28	1,827
Western State C.	1,555	27	1,582
Arapahoe CC.	1,779	27	1,806
Colo. NW CC	1,623	18	1,641
CC of Aurora	1,772	32	1,804
CC of Denver	1,800	59	1,859
Front Range CC	1,765	33	1,798
Lamar CC	1,771	36	1,807
Morgan CC	1,786	54	1,840
Northeastern JC	1,785	42	1,827
Otero JC	1,800	48	1,848
Pikes Peak CC	1,799	34	1,833
Pueblo CC	1,747	36	1,783
Red Rocks CC	1,734	27	1,761
Trinidad St. JC	1,794	50	1,844
Aims CC	1,722	32	1,754
Colo. Mtn. C.	1,608 (1,620 Max)	36 (54 Max)	1,644 (1,674 Max)

**Table D. TOTAL POINTS EARNED AS PERCENT OF
TOTAL POSSIBLE BASE POINTS -- JANUARY 2001**

Institution	Total Points Earned	Percent of Total Possible Base Points
UC-Boulder	1,819	101.0556%
UC-Colo. Sprngs.	1,832	101.7778%
UC-Denver	1,806	100.3333%
Colo. Sch. Of Mines	1,463	101.5972%
Univ. of North. Colo.	1,790	99.4444%
Colo. State Univ.	1,844	102.4444%
Ft. Lewis C.	1,664	92.4444%
Univ. of South. Colo.	1,739	96.6111%
Adams State C.	1,659	92.1667%
Mesa State C.	1,702	94.5556%
Metro. S.C. of Denver	1,827	101.5000%
Western State C.	1,582	87.8889%
Arapahoe CC	1,806	100.3333%
Colo. NW CC	1,641	91.1667%
CC of Aurora	1,804	100.2222%
CC of Denver	1,859	103.2778%
Front Range CC	1,798	99.8889%
Lamar CC	1,807	100.3889%
Morgan CC	1,840	102.2222%
Northeastern JC	1,827	101.5000%
Otero JC	1,848	102.6667%
Pikes Peak CC	1,833	101.8333%
Pueblo CC	1,783	99.0556%
Red Rocks CC	1,761	97.8333%
Trinidad State JC	1,844	102.4444%
Aims CC	1,754	97.4444%
Colo. Mtn. C.	1,644	101.4815%

Table E. CALCULATION OF ROLE & MISSION WEIGHTING FACTOR --- January 2001

Institution	FY 2000-01 General Fund Allocation	% Of Total G. F. Allocation
UC-Boulder	\$80,439,618	15.5606%
UC-Colo. Sprngs.	21,154,827	4.0923%
UC-Denver	31,857,707	6.1627%
Colo. Sch. Of Mines	19,495,658	3.7713%
Univ. of North Colo.	41,959,738	8.1169%
Colo. State. Univ.	85,008,126	16.4443%
Fort Lewis C.	9,867,783	1.9089%
Univ. of South. Colo.	15,301,083	2.9599%
Adams State C.	10,398,252	2.0115%
Mesa State C.	15,468,109	2.9922%
Metro State C. of Denver	41,343,559	7.9977%
Western State C.	6,610,518	1.2788%
Arapahoe CC	11,067,463	2.1409%
Colo NW CC	6,308,306	1.2203%
CC of Aurora	7,709,586	1.4914%
CC of Denver	13,124,358	2.5388%
Front Range CC	19,758,955	3.8222%
Lamar CC	3,329,832	0.6441%
Morgan CC	4,220,446	0.8164%
Northeastern JC	6,583,859	1.2736%
Otero JC	4,640,357	0.8976%
Pikes Peak CC	17,315,240	3.3495%
Pueblo CC	12,196,905	2.3594%
Red Rocks CC	11,767,574	2.2764%
Trinidad State JC	6,441,606	1.2461%
Aims CC	8,104,706	1.5678%
Colo. Mtn. C.	5,471,617	1.0585%
Total	516,945,788	100.0000%

Table F. PRORATED WEIGHTED PERCENT OF TOTAL POINTS --- January 2001

Institution	Percent of Total Base Points	Weighting Factor	Weighted Percent Of Total Points	Proration Factor	Prorated Weighted Percent
				0.99884	
UC-Boulder	101.0556%	0.155606	15.7248%		15.7066%
UC- Colo. Sprngs.	101.7778%	0.040923	4.1650%		4.1602%
UC-Denver	100.3333%	0.061627	6.1832%		6.1760%
Colo. Sch. Of Mines	101.5972%	0.037713	3.8315%		3.8271%
Univ. of North. Colo.	99.4444%	0.081169	8.0718%		8.0624%
Colo. State Univ.	102.4444%	0.164443	16.8463%		16.8267%
Fort Lewis C.	92.4444%	0.019089	1.7646%		1.7626%
Univ. of South. Colo.	96.6111%	0.029599	2.8596%		2.8563%
Adams State C.	92.1667%	0.020115	1.8539%		1.8518%
Mesa State C.	94.5556%	0.029922	2.8293%		2.8260%
Metro SC of Denver	101.5000%	0.079977	8.1176%		8.1082%
Western State C.	87.8889%	0.012788	1.1239%		1.1226%
Arapahoe CC	100.3333%	0.021409	2.1481%		2.1456%
Colo. NW CC	91.1667%	0.012203	1.1125%		1.1112%
CC of Aurora	100.2222%	0.014914	1.4947%		1.4929%
CC of Denver	103.2778%	0.025388	2.6220%		2.6190%
Front Range CC	99.8889%	0.038223	3.8180%		3.8136%
Lamar CC	100.3889%	0.006441	0.6466%		0.6459%
Morgan CC	102.2222%	0.008164	0.8346%		0.8336%
Northeastern JC	101.5000%	0.012736	1.2927%		1.2912%
Otero JC	102.6667%	0.008977	0.9216%		0.9205%
Pikes Peak CC	101.8333%	0.033495	3.4109%		3.4070%
Pueblo CC	99.0556%	0.023594	2.3371%		2.3344%
Red Rocks CC	97.8333%	0.022764	2.2270%		2.2245%
Trinidad State JC	102.4444%	0.012461	1.2765%		1.2751%
Aims CC	97.4444%	0.015678	1.5277%		1.5260%
Colo. Mtn. C.	101.4815%	0.010585	1.0741%		1.0729%
Total		1.00000	100.1159%		99.9999%

Table G. GOVERNING BOARD PERFORMANCE FUNDING PERCENTAGES --- January 2001

Governing Board	Performance Funding Percent
Regents -- University of Colorado	26.0428%
Trustees - School of Mines	3.8271%
Trustees - University of Northern Colorado	8.0624%
State Board of Agriculture	21.4456%
Trustees - State Colleges	13.9086%
State Board of Community Colleges	24.1145%
Trustees - Aims Community College	1.5260%
Trustees - Colorado Mountain College	1.0729%
Total	99.9999%