

State Accountability Report 2015 - 2016

Midlands Technical College
Dr. Ronald L. Rhames, President
September 1, 2016

The vision of Midlands Technical College (MTC) is to be a premier higher education partner that creates innovative learning environments, promotes individual and business success, drives economic vitality, and enhances quality of life. With the implementation of its strategic planning model in 1984, the college developed systematic and on-going performance review systems across the institution to evaluate the success in each of these areas.

Through its strategic planning process, the college states its mission as: *Midlands Technical College is a comprehensive, multi-campus, two-year public college serving the primary region of Richland, Lexington and Fairfield counties of South Carolina. College programs and services provide accessible, affordable, quality education that prepares a diverse student population to succeed in the job market, to transfer to senior colleges and universities, and to achieve their professional and personal goals. The college equitably provides higher education opportunities, strengthens businesses and enhances the economic and social vitality of the community.*

The college has embraced the learner-centered concept to achieve this mission and to educate the region's future workforce. All college faculty members are involved in developing program/course outcomes, competencies and measures, analyzing the data collected, implementing appropriate changes, and determining the impact of these changes on student learning.

Midlands Technical College has established three Focus Goals and ten initiatives to measure success on achieving the mission in its 2016 - 2018 Strategic Plan. This report provides the college's Strategic Plan Focus Goals and initiatives, the college's major successes throughout the 2015 - 2016 academic year, and the findings for several of its student success criteria.

Focus Goal: Growing the College

Initiatives:

- Increase enrollment in targeted STEM-related programs by 10 percent by the Fall 2018
- Increase the students who are dually enrolled at high school campuses by 15 percent by Fall 2018
- Increase the number of current employers sponsoring training or providing tuition assistance for employees by 10 percent in two years
- Increase enrollment of credit students by 2,000 by Fall 2018
- Grow overall student retention rate by 2 percent per year; 4 percent by Fall 2018

Focus Goal: Leveraging Goodwill

Initiatives:

- Increase the number of students receiving private support for unmet financial needs by 10 percent annually
- Increase alumni association membership by 20 percent per year by Fall 2018
- Increase endowment by 10 percent a year in new money and pledges received by the college

Focus Goal: Making Lives Better

Initiatives:

- Increase training that is in-demand by 15 new businesses by Fall 2018
- Integrate Life Skills in 90 percent of college programs.

Institutional Highlights 2015 - 2016

- Midlands Technical College (MTC) received a \$4 million grant through the United States Department of Labor's TechHire grant program, which will be named Midlands TechHire, and provide innovative training and employment models to develop information technology (IT) talent in the Midlands. MTC is the only organization in South Carolina to receive the award which will help provide scholarships for training and certifications in the IT industry to 400 residents in the Midlands.
- Midlands Technical College new Strategic Plan 2016 - 2018 was crafted and developed the Strategic Planning Leadership Team. The process entailed three planning retreats over a four month long period, multiple college-wide listening sessions, and an Executive Council review. Final approval of MTC's new Strategic Plan 2016 - 2018 was granted by the college's Commission.
- Midlands Technical College officially opened the Advanced Manufacturing and Skilled Crafts Center with a ribbon-cutting ceremony. Tours were also provided of the new 34,000-square-foot, two-story facility. The center is the new home to many of MTC's programs that prepare students for careers in advanced manufacturing and skilled crafts.
- Midlands Technical College selected Joseph "Hilik" Shenkar, Assistant Solicitor, Special Assistant US Attorney, as its 2016 Distinguished Alumni Award recipient. The Distinguished Alumni Award recognizes alumni who have achieved exemplary success in their field. After earning his Associate of Arts degree from Midlands Technical College in 2005, Shenkar went on to earn a Bachelor of Science and a Juris Doctor degree from the University of South Carolina.
- Midlands Technical College was awarded a \$2.25 million grant, title MTC Cares, from the United States Department of Education, Office of Postsecondary Education Title III Strengthening Institutions Program. The award will fund numerous projects designed to improve student retention, success of high-risk students, and engage all divisions of the college in defining and implementing excellence in student advising to support student retention.
- 17-year-old Jayda Manning became the youngest student ever to receive an associate's degree from Midlands Technical College. Manning earned her Associate in Arts while still attending high school. After two years at Dreher High School, Manning transferred to the Richland One Middle College where she enrolled in classes leading to her degree from the college.
- Midlands Technical College received a \$5 million grant through the United States Department of Labor, Employment and Training Administration, which will be named the South Carolina Apprenticeship Initiative (SCAI). The award will fund tuition scholarships for new apprentices' education and training.
- Midlands Technical College hosted the Free Enterprise Leadership Challenge (FELC) at its Harbison Campus June 27th to June 30th. FELC is a four-day, learning intensive, non-residential summer camp that teaches important free enterprise principles, leadership traits, and supports philanthropic efforts. More than 8,300 high school students have participated in this program over the last 21 years.
- Midlands Technical College Foundation Board member, Solomon Jackson, announced a \$1.25 million, multi-year gift to support scholarships in the college's QuickJobs program. It is the largest individual gift in the college's history. Jackson, who is also a Midlands Technical College alumnus, said Midlands Technical College has and will always be a special place to him.

- The Midlands Technical College Foundation announced a \$50,000 grant from the Bank of America Charitable Foundation. The funds are used to provide tuition assistance for veterans and unemployed or underemployed residents of Lexington and Richland counties to pursue QuickJobs training with Midlands Technical College.
- The Alpha Eta Kappa chapter of Phi Theta Kappa from Midlands Technical College received six awards at its annual Regional Leadership Conference in Columbia. The annual conference is a recognition and celebration of the accomplishments of each of the Carolina's Region chapters over the past year.
- Midlands Technical College received a \$1.98 million grant through the United States Department of Education. The grant program, Talent Search, will serve low income, first generation students in grades 6 through 12 and encourage them to persist in school, enroll in post-secondary education, and graduate. The award will provide benefits to 825 students each year.
- Midlands Technical College and Coker College formalized a bridge agreement that will give MTC students access to programs and services to facilitate their transfer to Coker College. The agreement, signed by Coker College President Robert L. Wyatt and Midlands Technical College President Ronald L. Rhames, creates the MTC-Coker College Bridge Program that will provide graduates from MTC's Associate in Arts and Associate in Science programs a direct transfer to Coker College.
- Midlands Technical College inducted 22 new members into the National Technical Honor Society (NTHS), representing the college's Engineering Technologies, Health Sciences, and Nursing programs. NTHS ensures that deserving career and technology students at Midlands Technical College gain recognition for outstanding academic achievement.
- Midlands Technical College president Dr. Ronald L. Rhames received the Educational Enrichment Community Award from Alpha Kappa Alpha Sorority, Inc. (AKA). This award recognizes educational leaders who play a role in helping high school students in reaching their maximum potential through academic enrichment and life skills training.
- Midlands Technical College received word from its accrediting body, the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), that MTC's Fifth-Year Report was accepted without any recommendations. The review demonstrated that the college continues to be in compliance in all areas.
- Midlands Technical College received a \$1.4 million grant from the United States Department of Education, titled the TRIO Student Support Services program. The award will provide continuing support to assist first-generation, low-income, and/or disabled college students who are eligible.
- Columbia Business Monthly recognized Midlands Technical College President Dr. Ronald L. Rhames as one of the top 50 most influential people in the Midlands of 2015. Dr. Rhames is Midlands Technical College's first alumnus president, as well as the first person to graduate from a South Carolina technical college to later become its president.
- Midlands Technical College (MTC) received four Palmetto Awards from the South Carolina Chapter of the International Association of Business Communicators (IABC-SC) for its recent marketing rebrand involving advertising, social media and digital communications.
- The Government Finance Officers Association (GFOA) awarded Midlands Technical College the Certificate of Achievement for Excellence in Financial Reporting (CAFR) for the fiscal year 2013-2014. The Certificate is the highest form of recognition in the area of governmental accounting and financial reporting, and its attainment represents a significant accomplishment by a public college or university. This is the 19th consecutive year Midlands Technical College has received this prestigious national award.

- Diverse: Issues in Higher Education ranked Midlands Technical College (MTC) in the top 100 colleges in the United States (#64) in terms of African-American students earning associate degrees. It is the fifth consecutive year MTC has been designated as a top 100 producer among the approximately 1,200 technical and community colleges in the country.
- Midlands Technical College was designated as a VetSuccess on-campus site by the U.S. Department of Veterans Affairs. MTC, one of the largest providers of Veterans' Education Services in South Carolina, is the only college in South Carolina to have this designation. In Fall 2015, MTC was selected by the U.S. Department for Veterans' Affairs (VA) as one of 10 VetSuccess on-campus sites to be highlighted by the VA.

Student Success Criteria

Fall to Spring Persistence Rates

MTC has established the Fall to Spring persistence rate of 71% (+-5%) as the success criteria. Since 2010, MTC has successfully met the established criteria.

Table 1. Fall to Spring Persistence Rates

MIDLANDS TECHNICAL COLLEGE - FALL TO SPRING PERSISTENCE RATES					
Term	Fall Cohort	Fall Graduates	Adjusted Cohort	Spring Retention	
				N	%
Fall 2010	11,744	542	11,202	8,209	73.3%
Fall 2011	11,868	572	11,296	8,420	74.5%
Fall 2012	11,678	513	11,165	7,983	71.5%
Fall 2013	11,304	570	10,734	7,708	71.8%
Fall 2014	10,892	496	10,396	7,480	72.0%

Source: Fall data was derived from CERS Closing extract. Spring data was derived from CERS Opening extract. Graduate data was derived from the CERS Graduate extract.

Student Success Rates

MTC has established a student success rate of 90%. The MTC student success rate percentage must fall between the CHE success rates of 30% to 45%. Since 2008, MTC has successfully met or exceeded the established criteria.

Table 2. Student Success Rates

MIDLANDS TECHNICAL COLLEGE - STUDENT SUCCESS RATES						
Term	Cohort	Graduates (150%)	Transfers (150%)	Enrolled Fall	Student Success	
					N	%
Fall 2008	2,301	112	515	354	981	42.6%
Fall 2009	2,478	161	535	387	1,083	43.7%
Fall 2010	2,282	146	541	356	1,043	45.7%
Fall 2011	2,374	123	543	357	1,023	43.0%
Fall 2012	2,303	158	597	355	1,110	48.2%

Source: CERS opening extract data file, first-time freshman, certificate, degree or diploma seeking. CERS closing and graduate data file. Transfer data from National Student Clearinghouse.

Graduate Production Rates

MTC has established a graduate production success criteria rate of greater than or equal to 20%. Since 2010, MTC has successfully met the established criteria.

Table 3. Graduate Production Rates

MIDLANDS TECHNICAL COLLEGE – GRADUATE PRODUCTION RATE				
Year	Fall Credit Hours	Fall FTE	Annual Graduates	Graduate Production Rate
2010	118,927	7,929	1,730	21.8%
2011	118,780	7,919	1,755	22.2%
2012	116,572	7,772	1,655	21.3%
2013	114,267	7,618	1,659	21.8%
2014	112,835	7,522	1,657	22.0%

Source: CERS opening extract. CERS graduate extract Fall, Spring and Summer.

Graduate Placement Rates

MTC has established a success criteria of 80% for graduation placement rate. Over the past four years MTC's graduate placement rate has been within +/-5% of the success criteria range.

Table 4. Graduate Production Rates

MIDLANDS TECHNICAL COLLEGE – GRADUATE PLACEMENT RATES					
Year	Graduates	On Job	In School	Total Placed	% Placed
2009 - 2010	1754	879	427	1306	74.5%
2010 - 2011	1882	1240	297	1537	81.6%
2011 - 2012	2128	1369	289	1658	77.9%
2012 - 2013	1869	1158	308	1466	78.4%
2013 - 2014	2004	1322	286	1608	80.2%

Source: South Carolina Technical College System (SCTCS) program evaluation exhibits
 Year: Academic year, Fall, Spring & Summer.
 Note: Total Placed is total graduates reporting they are either on job (working in their field) or in school.

Course Completion Percentages

MTC has established the course completion success criteria as 30% +/- 5%. Since 2011, MTC has successfully met the established criteria.

Table 5. Graduate Production Rates

MIDLANDS TECHNICAL COLLEGE – COURSE COMPLETION PERCENTAGE			
Term	Term Grades Total	Non-Completion	
		N	%
Fall 2011	33,527	9,940	29.7%
Fall 2012	32,847	9,901	30.1%
Fall 2013	31,995	9,245	28.9%
Fall 2014	31,835	9,597	30.2%
Fall 2015	30,877	9,184	29.7%

Source: CERS closing extract and CERS Grades extract. Excludes developmental courses. Non-Completion grades include D, F, W, WF, U, NC, and I. Completion grades include A, B, C, and S