President’s Report

Board of Regents Meeting
June 9-10, 2005

West Kentucky Community and Technical College
Paducah, Kentucky

The following information provides updates on the efforts to accomplish the KCTCS GOALS as outlined in the Strategic Plan 2000-2005, July 2003 Edition.

STUDENT ACCESS, SUCCESS, and SERVICES
KCTCS colleges will increase student access and promote student success through responsive, innovative student support programs and services.

Enrollment Management (PACE II) – Accountability
The official spring 2005 enrollment submitted to the Council on Postsecondary Education was 70,029 - a 1 percent increase over spring 2004 (69,335). Ten of the college districts surpassed their previous spring’s enrollment.

KCTCS All Academic Team Banquet and Recognition
KCTCS honored 32 students at the annual All Academic Team Banquet held April 26, 2005, at the Hyatt Regency in Lexington. Ms. Susan Adams (Ashland Community and Technical College) was recognized as the Kentucky New Century Scholar for this year; and Ms. Adams and Ms. Mandy Osborne (Owensboro Community and Technical College) were recognized as honorable mention, Phi Theta Kappa All-USA Today. Dr. Keith Bird, Chancellor, and Dr. Jackie Addington, Owensboro Community and Technical College President, were also recognized at the conference as being among 28 national educators receiving Phi Theta Kappa’s Shirley B. Gordon Award of Distinction presented to college administrators for exemplary support of Phi Theta Kappa at the local, regional, and international levels.

External Consulting Support
System personnel are working with Big Sandy Community and Technical College to align programs and services and to support the consolidation efforts as documented by focus groups and situational analyses. Recent support has included conducting a Value Stream Mapping to create a more efficient registration process at all three campuses. Further detailed objectives and key strategies
have been completed by their Process Improvement and Integration Team in conjunction with the Strengths Weakness Opportunities Threats (SWOT) Analysis. Consulting services will commence at Bowling Green Technical College once the new president is in place.

**KCTCS Program Productivity (PACE II) - External**

CPE identified for 1998–2003, 32 programs as not meeting the productivity standard on the basis of an average of 12 graduates per year. Thirteen of these programs will continue in the current form; 15 will be revised; and four programs will be discontinued. The rationale for these actions reflects a discussion with CPE that program productivity in KCTCS should be based on the total numbers of credentials earned (certificates, diplomas, and degrees). Since the realignment of the KCTCS curricula as a result of the integration of former community and technical college programs, all occupational/technical programs are to be designed, where appropriate, with multiple entry/exit points with embedded certificates and diplomas that can be “rolled-up” into a program-specific applied associate program.

**Ready-to-Work (PACE II) - Campaigns & External**

The Cabinet for Health and Family Services’ Ready-to-Work (RTW)/Work and Learn (WL) contract with KCTCS has been renewed for fiscal year 2006. Level funding was confirmed for $4,441,854. In fiscal year 2005 to date, KCTCS has served over 2,000 students in RTW and 687 transitioning adult education students in WL.

**Adult Education (PACE II) – External**

The 2005 Kentucky General Assembly approved a $2.5 million increase for Kentucky Adult Education (KYAE). Enrollment goals for fiscal year 2006 have increased to 11 percent of the counties’ target population or 125,000 students statewide.

KCTCS is developing an adult education application in the non-credit module of PeopleSoft. When finalized, this will be available to all KCTCS colleges to support collaboration with any local adult education provider. KYAE students can be enrolled and tracked through this non-credit module so that KYAE activity can print on student schedules and appear on PeopleSoft advising screens.

**PROGRAM QUALITY and EFFECTIVENESS**

*In response to community needs, KCTCS colleges will expand and develop innovative, high quality programs incorporating the best practices of teaching and learning.*

**Visualization and Assessment Technologies (PACE II) - External**

KCTCS continues to explore and promote development of visualization and assessment technologies to shorten learning cycles and to enhance and support multiple workforce development initiatives. The System presented a national web-cast on March 31, 2005, through the National Center for Career and Technical Education at Ohio State University. KCTCS hosted a national intensive training workshop on April 26-28, 2005. The workshop outlined the vision, tools, partnership development, and business planning for delivery of visualization training and workforce development. Participants from business and industry, two universities, Florence Darlington Community College, and three KCTCS colleges attended the workshop.
Modular Team Leader and Entrepreneurship Certificate Programs *(PACE II)* – Campaigns & External
The Business Administration Team Leader modular certificate is approved to be offered effective fall 2005. This certificate is available to colleges for offering academic credit as customized training to business and industry. KCTCS received Council on Postsecondary Education funding of $54,000 to develop modular Entrepreneurship and Team Leadership certificates designed to assist new and growing small-business owners and to provide business and industry with first-line team leader online training. Both certificates will expand capacity, improve access, and provide educational flexibility through competency-based modules offered both on-site and online. The Entrepreneurship modules will be available fall 2006.

Kentucky Distance Learning Steering Team *(PACE II)* – External
The Kentucky Distance Learning Steering Team (DLST), which supports the Council on Postsecondary Education (CPE) and the Distance Learning Advisory Committee (DLAC), is exploring technologies that support teaching and learning as well as the infrastructure for administrative functions for both postsecondary and secondary institutions. The team is planning an Internet 2 Fair to be presented at the *Breaking Down Barriers: Convergence 2005* conference in September. Conference attendees will include faculty and staff representing teaching and learning, distance learning technologies, information technology, and libraries. Specifically, the DLST is developing an inventory and matrix of instructional technology in use or needed and will explore next steps in developing a governance framework that addresses the technical/infrastructure services and coordination that leverages statewide collaboration. The KCTCS representative Sandy Cook is the 2005-06 Chair. Gary Pratt, CIO Northern Kentucky University, is co-chair.

Kentucky Manufacturing Skill Standards (KMSS Online) *(PACE II)* - External
KMSS Online modules developers and management staff have completed internal review for quality assurance before online delivery of the Kentucky Manufacturing Skill Standards through KCTCS colleges and the Kentucky Virtual University. The online modules will be available to colleges through the PeopleSoft CED course catalog with pilot status fall 2005. Through a Letter of Agreement with the Education Cabinet, Department for Training and ReEmployment, KCTCS has received funding of $63,000 to coordinate the development and offering of KMSS Online, which will strengthen collaborative efforts between KCTCS, KYVU, and business and industry.

Kentucky Collaborative Online General Education Core (K-CORE) *(PACE II)* - External
KCTCS K-CORE Math Faculty Team and Writing Faculty along with K-CORE partners, the University of Kentucky and Murray State University, have aligned core competencies for math and writing, agreed on common assessment strategies and textbook, and are developing content for online delivery summer and fall 2005. Both K-CORE general education courses will be competency-based, student-centered, and designed to be delivered online for high enrollment courses. Courses are aligned with the American Diploma Project. K-CORE courses are developed through course re-design principles, including alternative staffing/support models and efficient delivery of content.

Beginning fall 2005, KCTCS colleges will have the opportunity to participate in K-CORE Phase II when 23 additional top enrollment general education courses will be redesigned for expanded access and high enrollment delivery. The invitation to participate will include a business plan funding process where colleges will be able to describe and demonstrate a planning and implementation strategy for applying course redesign principles to both course development, staffing, and alternative deliveries.
**eLearning Status Report 2005 (PACE II) - Accountability**

During spring 2005, faculty participation increased to over 1,000 instructors, up from 616 in spring 2004. Online, blended, and web-enhanced courses increased to over 2,604 course sections in spring 2005 as compared to just under 1,500 sections in spring 2004, representing an increase of over 77 percent more sections. Student enrollments in complete online courses increased 17 percent from over 9,600 during fall 2004 to over 11,330 for spring 2005. Online, blended, and web-enhanced course sections total over 2,600 sections for spring 2005.

During summer 2005, KCTCS colleges are offering nearly 600 online, blended, and web-enhanced sections taught by over 350 faculty, representing an increase of nearly 40 percent more faculty and 35 percent more sections than summer 2004. Nearly 9,000 students are enrolled for a 28 percent increase from summer 2004.

During fall 2005, KCTCS colleges are offering nearly 3,000 KYVU supported online, blended, and web-enhanced sections by nearly 1,100 instructors, representing an increase of nearly 20 percent more faculty than fall 2004. Course offerings will increase 34 percent to over 1,400. Priority registration enrollments will total over 31,000 for all KYVU supported courses (online, blended, and web-enhanced) with a capacity of 80,000 enrollments.

**Homeland Security (PACE II) - External**

The Prepare America Executive Council met at the KCTCS System Office, Versailles, May 25-26, 2005. Prepare America is organizing as a 501c-3, with Mr. Bob Hammonds, KCTCS Director of Homeland Security Initiatives chosen as the chair. KCTCS is a member of the National Medical Preparedness Consortium, which has submitted a federal funding request for fiscal year 2006. This funding will support training in the National Disaster Life Support Curriculum.

A White Paper has been submitted to Congressman Rogers (KY 5th) and Senator Cochran (MS), proposing the establishment of two Centers for Medical Emergency Preparedness at Hazard Community and Technical College and Hinds Community College, Jackson, MS. The Centers will provide training for the establishment and operation of 500 bed Rapidly Deployable Hospitals across the country.

KCTCS through the Fire Commission and the Kentucky Office of Homeland Security are leading the effort to bring together a FEMA Region IV exercise for May 2006. The exercise will involve eight states, FEMA, the Department of Homeland Security, and the Department of Defense and could be the largest exercise ever held in the United States.

KCTCS has hired a Homeland Security Training Coordinator to be located in the Kentucky Office of Homeland Security (KYOHS) to work with KYOHS to develop a training program for Kentucky’s first responders, government officials, and volunteers. KCTCS also participated in the initial meeting of the KYOHS Training Consortium.

The second round of Homeland Security grant proposals has been submitted to the Kentucky National Hometown Security Consortium (through CPE). KCTCS had one proposal from Central Kentucky Technical College (CKTC) accepted for consideration in this round related to a railroad security issue. KCTCS is also partnering with the University of Louisville (UofL), Murray State University, and the University of Kentucky on second round proposals.
Funds have been received and work is progressing on the grant received by the UofL with Murray State and KCTCS in 2005 to test a communications system developed by UofL. Planning is underway for an exercise of the system in Hazard in August.

**KCTCS Center for Excellence in Automotive Manufacturing (PACE II) - External**

KCTCS hosted an Auto Industry conference on April 14, 2005, in Erlanger, KY, using the National Science Foundation (NSF) funded Auto Workforce Collaborative Planning Grant. Sixteen automotive companies from Kentucky, Michigan, Ohio, and Tennessee sent 28 representatives. Industry leaders represented were Ford, General Motors, Toyota, DELPHI, and Dana. Several smaller parts suppliers as well as equipment and service suppliers participated. There were 26 representatives from colleges in these four states as well as a representative from the San Antonio college partnering with the Toyota Texas truck plant.

The participants were divided into three groups based on their primary interests for skilled trades, technicians, and production workers. They identified numerous skills required in each classification and developed strategies to develop the needed skills. The common theme in all groups was the importance of incorporating within the technical training teamwork, problem solving, communication, flexibility, and work ethic.

Toyota Motor Manufacturing of Kentucky President Gary Convis presented the conference closing address. He emphasized that cooperation among colleges and companies is essential. He made the case that our national interest and economic well being are contingent on efficiently and accurately developing the workforce skills required in auto manufacturing. The conference evaluations averaged 4.0 or better on a 1-5 scale, with 5 being the highest rating.

**Agriculture Program (PACE II) – External**

The KCTCS Adult Agriculture Program consists of 18 field staff operating in 34 counties, providing workshops and individual consulting with farmers. Adult agriculture instructors are concluding their indoor classes and shifting their attention to “one-on-one” supervision of program participants busy with spring planting. Many of them will be involved in planting test plots for new varieties of corn and wheat. This will help the counties identify more profitable varieties to use in their production programs.

The Kentucky Young Farmer Association (KYFA) will offer a second statewide group activity for the year with a summer tour. This year the tour will be held in Daviess County and hosted by the Daviess County KYFA Chapter. Mr. Paul Winkler is the advisor for Daviess County. The summer tour gives participants an opportunity to experience agriculture practices in different areas of the state. The tour also features demonstrations of new equipment and practices that will improve production and profitability.

**PROFESSIONAL and ORGANIZATIONAL DEVELOPMENT**

KCTCS colleges will invest in the development of faculty and staff and will support dynamic, unified, healthy, and rewarding campus environments.

**Distance Learning KYVU eRMA Diva Training Continues (PACE II) - External**

Nearly 60 KCTCS college distance learning support staff have participated in training sessions to learn the KYVU’s eRMA system. This allows colleges to problem solve online, student and faculty
login, and course-related issues at the local level to support student and faculty success in online courses. Follow up training is scheduled through web conferencing and onsite opportunities.

**KCTCS Distance Learning Basics of Online Teaching (BOOT) Camp**
KCTCS Distance Learning is offering a Basics of Online Teaching (BOOT) training package for faculty with little or no knowledge of how to convert documents and post content for online or web-enhanced courses. The “Boot Camp” is five full days of online training and can be delivered completely online or onsite. The training modules are designed for alternative deliveries through daily, weekly, or monthly sessions. Topics include: KYVU Portal and KYVU’s eRMA System, Converting MS Documents to ADA Compliant HTML Pages, CMS Basics, CMS Advanced, and Running an Online Course. Future modules will include Microsoft Word, Excel, Access, PowerPoint, and Producer. The “Boot Camp” was piloted at Gateway Community and Technical College in spring 2005.

**College Personnel Association of Kentucky Conference (PACE II) – External**
KCTCS staff presented at the annual College Personnel Association of Kentucky Conference in Louisville. The presentation was entitled “Removing Silos and Creating Efficiency: Implementing the Lean Manufacturing Process into the College Setting.”

**New Horizons Teaching and Learning Conference 2005**
Approximately 700 faculty, staff, and invited guests attended the New Horizons Teaching and Learning Conference held on May 16-18, 2005, in Lexington. The conference program was organized around the principles for the Learning College and included 99 presentations by 138 presenters. Dr. Ken Atwater, President of South Mountain Community College, was the keynote speaker. Approximately 350 faculty and staff attended the third annual Excellence Awards ceremony held on May 17.

**New Faculty Training**
Development of a pilot program for training of new faculty through an adaptation of the Valencia Community College Online “Scenarios” program is underway. System Office staff along with eight colleges will participate in the program next fall. “Scenarios” involves new faculty and future facilitators participating in a 6-week online course designed to highlight critical issues for new faculty in KCTCS.

**Workshop Update (PACE II) – Accountability & External**
- **Quality Enhancement Plan Workshop**
  SACS consultant Margaret Sullivan conducted a Quality Enhancement Plan (QEP) Workshop on Friday, April 1, 2005, at the KCTCS System Office in Versailles. The new SACS Principles require Compliance Certification and a Quality Enhancement Plan. Members of the President’s Leadership Team; System Office staff; and college leadership, including deans, SACS Liaisons, and institutional research officers, participated in the all day workshop.

- **Data-Based Decision-Making Workshop**
  Administrators from McLennan Community College in Waco, TX, presented a Data-Driven Decision Making Workshop at KCTCS on April 4, 2005. Members of the President’s Leadership Team and college and System Office staff participated in the day-long workshop with the McLennan staff.
Bowling Green Community and Technical College District Presidential Search
President McCall appointed Dr. Nathan L. Hodges as president of Bowling Green Technical College effective July 1, 2005. Since 1997, Dr. Hodges has served as president of Haywood Community College, and from 1994 to 1997 as President of Maryland Community College, both in North Carolina. From 1993 to 1994, Dr. Hodges was a Senior Postdoctoral Kellogg Research Fellow in the Community College Leadership Program at the University of Texas at Austin. He has also served as director of Rural Economic Development, president of George C. Wallace State Community College, and superintendent of the Dale County School System in Alabama.

Opt-Over Informational Training
KCTCS System Office staff developed informational materials related to compensation and benefits for each personnel system for fiscal year 2005-06 as approved by the KCTCS Board of Regents at the March 2005 meeting. In addition, KCTCS System Office Human Resources staff developed and conducted comprehensive Opt-Over training sessions for the college Human Resources Directors. This will enhance college efforts in providing information for their employees in making a decision related to opting over into the KCTCS personnel system. In addition, the System Office Human Resources staff conducted onsite opt-over training sessions at several colleges.

KCTCS Employee Benefits Update
The University of Kentucky Health Open Enrollment closed on May 13, 2005, for an effective date of July 1, 2005. Payroll deductions will begin in June for any coverage changes and the new rate structure.

KCTCS continued to monitor the University of Kentucky Retiree Health Task Force Committee meetings. The charge to this group is to study the current plan and the impact of the proposed Governmental Accounting Standards Board (GASB) rules in light of rising health care costs, increasing number of retirees, and available resources. The group has arrived at their preliminary recommendations. Meetings, however, will be suspended during the summer, and the group will reconvene in August. Employee forums will be held to assist in refining the actual new plan to be presented to the UK Board of Trustees. It is anticipated that this will all be finalized by December 2005.

A formal Health Insurance Portability and Accountability Act (HIPAA) Committee was developed to provide oversight and direction for compliance with HIPAA.

Work has been ongoing with the Long Term Disability (LTD) carrier, Standard Insurance Company, on providing an optional Supplemental LTD Benefit to KCTCS personnel system employees, to be paid by employees choosing the option. This benefit will be employee paid but will allow employees a choice of an enhancement to the group product. Enrollment will begin in August for a September 1, 2005, effective date.

Diversity and the KCTCS Fellows Program (PACE II) - Accountability
KCTCS continues to focus on recruiting and retaining quality faculty and staff to achieve its mission. One strategy to address this need is the KCTCS Fellows Program. The program provides an avenue to identify and employ individuals who may assist KCTCS in implementing the Strategic Plan 2006-10 goal regarding global awareness and diversity. The KCTCS Fellows Program may include students in KCTCS, any other postsecondary education institution, or other individuals in the community that exhibit exceptional skills indicative of potential long-term employment with KCTCS.
The program components include the following parameters:

- Each college may designate one position that could be filled with a KCTCS Fellow.
- Each college may have one KCTCS Fellow, as designated by the college president.
- The normal Human Resources selection process may be waived when hiring an individual as a KCTCS Fellow.
- The KCTCS Fellow will be hired on a one-year term contract which may be renewed for a second year. At the end of two years, the KCTCS Fellow may apply for a position at the college using the normal Human Resources process.
- Under certain conditions, as approved by the KCTCS President (and where the KCTCS Fellow position implements a KCTCS Strategic Plan 2006-10 goal), the System Office will fund 50 percent of the salary of the KCTCS Fellow for up to two years.

The President’s Leadership Team developed this program and two colleges have initiated the employment of minority candidates as KCTCS Fellows. All other colleges are actively evaluating the most effective way of implementing the program.

In addition, KCTCS has established a systemwide Diversity Peer Team with representatives from each college, as well as a system-wide Disability Workgroup, to facilitate the KCTCS commitment toward diversity and to address needs in this area.

**KCTCS Wellness Program**

KCTCS co-sponsored the Health and Wellness Conference 2005 held on May 20, which is an annual joint venture with the University of Kentucky Wellness Program. KCTCS System Office Human Resources staff organized and hosted the event along with the UK Wellness Program staff. There were 58 KCTCS employees participating along with UK employees to promote an awareness of and commitment to wellness and a healthy lifestyle.

In addition, "Building Blocks," a lifestyle improvement program sponsored by the KCTCS System Office Human Resources staff, was completed with over 200 employees across KCTCS participating. It was a voluntary program that provided opportunities and encouragement for individuals to establish and maintain positive behaviors to improve their health and lifestyle.

**Performance Planning and Evaluation (PACE II) - Accountability**

The new merit bonus process has been distributed to employees systemwide, with the KCTCS System Human Resources Office currently reviewing the proposed merit bonus review processes submitted by individual colleges. In addition, the KCTCS System Human Resources Office developed and disseminated the 2005-06 Performance Planning and Evaluation (PPE) Form with minor revisions in the rating categories for supervisors and employees to begin the planning process for the upcoming fiscal/performance year with completion of the forms by August 31. System Human Resources staff conducted training at multiple colleges regarding the PPE process and the new merit bonus process.

**Human Resources Training**

KCTCS System Office Human Resources staff conducted supervisor training at colleges to facilitate understanding of operational policies and procedures and to enhance leadership skills.
COMMUNITY/ECONOMIC DEVELOPMENT and PARTNERSHIPS

KCTCS colleges will strengthen the economic development of our communities and state by expanding educational opportunities, improving outreach services, and creating new partnerships.

Direct Support Work Certificate (PACE II) - External
Kentucky is one of five states partnering with the American Network of Community Options and Resources (ANCOR), a national organization focusing on the Direct Support workforce crises. Kentucky’s pilot project in Louisville engages several of the state’s largest employers providing services to people with intellectual and development disabilities (RES-Care, Cedar Lake, etc). The partnership (employers, the Workforce Investment Board, and Jefferson Community and Technical College) has developed a pilot project that will enroll current employees into the newly developed KCTCS Direct Support Work Certificate program, using both agency and WIA funds to pay tuition costs. Employees are guaranteed a $3,000 per year raise for completing the certificate.

The Human Services Online Faculty Team has completed development of six online courses to support expanded access and delivery of the Direct Support Work Certificate. The online project is supported through a $59,000 Real People Real Choices grant awarded through the Kentucky Cabinet for Health and Family Services.

International Memorandums of Understanding (PACE II) - External
KCTCS signed a Memorandum of Understanding (MOU) for Academic Cooperation with Purbanchal University in Biratnagar, Nepal.

Another MOU on Academic Cooperation and Exchange has been signed between KCTCS, Jefferson Community and Technical College, and the Meisterschule fur das Schereinerhandwerk in Munich. This MOU will promote exchange of faculty and administrators, students, and academic information materials as well as organization of joint research and educational programs. In addition, joint conferences and exchanges of information regarding conferences and workshops will be shared.

Ford Foundation Bridges to Opportunity Initiative (PACE II) – Campaign & External
KCTCS has submitted a proposal to continue the Ford Foundation Bridges to Opportunity Initiative through September 30, 2008. A joint Kentucky-Ohio Policy Summit is one of the activities proposed for the next implementation phase.

Career Pathways projects have been approved for 15 KCTCS colleges in healthcare, manufacturing, and construction trades. This represents a KY WINS financial commitment of $3,296,078 over a two year period.

A KCTCS/Kentucky state team will attend a June Ford Bridges meeting, which will focus on policies supporting increased access and success of low income adults.
RESOURCE DEVELOPMENT
KCTCS will seek additional fiscal, physical, and information technology resources and will use all resources effectively and efficiently to serve students.

KCTCS Congressional Advocacy Update (PACE II) - Campaigns & External
KCTCS has aggressively sought federal earmarked and competitive grants, supported education policy initiatives, as well as strengthened relationships with members of the Kentucky congressional delegation and with officials with the U.S. Department of Labor.

In March, President McCall, KCTCS Vice President Tim Burcham, and Chris Lamond of the Federalist Group visited members of the Kentucky delegation to formally request fiscal year 2005 federal funding for the Center of Excellence in Automotive Manufacturing, Southeast Kentucky Community and Technical College’s Allied Health programs and the Jefferson Community and Technical College Seminary Building restoration project. KCTCS leadership also sought Congressional support to fund the 14 System and college projects identified as fiscal year 2006 federal funding priorities and expressed KCTCS’ policy positions on a variety of proposed legislation affecting postsecondary education.

KCTCS representatives also met with officials from the U.S. Department of Labor in pursuit of competitive grants for the Center of Excellence in Automotive Manufacturing. Subsequently, KCTCS staff submitted grant proposals for this project.

Major Gifts Campaign Update (PACE II) - Campaigns
The KCTCS Office of Institutional Advancement continues to implement its Plan of Campaign for system-level, statewide initiatives. To date, the Fulfilling the Promise Campaign has exceeded $43.8 million in gifts and pledges.

Ashland Community and Technical College, Big Sandy Community and Technical College, Bowling Green Technical College, Bluegrass Community and Technical College District (Central Kentucky Technical College), Henderson Community College, Hopkinsville Community College, Jefferson Community and Technical College, Madisonville Community College, Maysville Community and Technical College, Owensboro Community and Technical College, Somerset Community College, Southeast Kentucky Community and Technical College, and West Kentucky Community and Technical College have completed their employee campaign divisions. Hazard Community and Technical College is currently implementing their employee campaign. Ashland Community and Technical College, Bowling Green Technical College, Bluegrass Community and Technical College District (Central Kentucky Technical College), Henderson Community College, Madisonville Community College, Owensboro Community and Technical College, Somerset Community College, and West Kentucky Community and Technical College board divisions have concluded. Board division campaigns for Hazard Community and Technical College, Hopkinsville Community College, Jefferson Community and Technical College, Maysville Community and Technical College, and Southeast Kentucky Community and Technical College are in progress. Colleges in campaign are continuing to conduct executive and leadership awareness sessions for individuals and community groups as they move forward with their external campaigns.

Meridian Communications has produced printed campaign materials and campaign videos for the System Office, Ashland, Big Sandy, Bowling Green, Hazard, Henderson, Hopkinsville, Jefferson, Madisonville, Maysville, Owensboro, Somerset, and Southeast Kentucky.
Gateway Community and Technical College’s Feasibility Study is scheduled for fall 2005. The Bluegrass district and Elizabethtown Community and Technical College will conduct their feasibility studies in spring 2006.

**Information Technology Update (PACE II) – Accountability**

Fourteen colleges are now registering students using the web-based, self-service registration system. The remaining two colleges will be using the system in the fall semester.

All colleges are now using self-service payroll and human resources applications to allow employees to access their own pay stubs, W2 history, benefit records, and other information through a web interface.

A project now underway will provide degree audit and advising capabilities to the Student Administration software. The software should be available for use in the colleges late fall 2005.

Voice over Internet Protocol (VoIP) telephone systems have now been installed at 13 KCTCS colleges and the KCTCS System Office. Madisonville Community College, Bluegrass Community and Technical College, and Hopkinsville Community College are being added to the KCTCS-wide VoIP system with completion scheduled for June 30, 2005. At that point KCTCS will have a single Internet-based telephone system.

The Center for Rural Development, in partnership with KCTCS, is now providing video scheduling and bridging services for instructional and administrative purposes. All KCTCS colleges have been upgraded to the latest technology interactive video services. This partnership will allow KCTCS to expand instructional program services to all KCTCS colleges and to cut travel costs for administrative meetings.

**UNIFIED SYSTEM of COLLEGES and PUBLIC RECOGNITION**

*KCTCS will be a unified system of comprehensive community and technical colleges, recognized as a state and national leader in postsecondary education.*

**Accreditation Update (PACE II) – Accountability**

Bowling Green Technical College was approved for reaffirmation of accreditation by the Council on Occupational Education at the February 12-15, 2005, Commission meeting.

Lexington Community College and Central Kentucky Technical College hosted a SACS visiting team in regard to their substantive change for consolidation on April 19-21, 2005.

Owensboro Community and Technical College will host a SACS visiting team in regard to reaffirmation on September 20-22, 2005.
National Institute for Staff and Organizational Development 2005 International Leadership Award

President McCall was honored at the National Institute for Staff and Organizational Development (NISOD) on May 31, 2005, in Austin, Texas with the receipt of the 2005 International Leadership Award. The award has recognized outstanding community college leadership since 1990.

National Coverage (PACE II) – External

Since the March 2005 meeting of the KCTCS Board of Regents, KCTCS and the colleges have received significant coverage in national industry publications:

- A Man of Vision, *Community College Times* – article on President McCall.
- Kentucky tuition up by a little, *Community College Week*
- KCTCS winners of the 2005 NISOD Excellence Awards, *Community College Times*
- KCTCS winners of the 2005 Shirley B. Gordon Award of Distinction, *Community College Times*
- AACC Chair Column – Pro-active advocacy is everyone’s role, *Community College Times*
- *Community College Times*, Special Report: Private giving a prime area for development – recognizes Hazard Community and Technical College as number one in private gifts and Madisonville Community College as 33rd

State/Regional Media Coverage (PACE II) – External

Between March 10 and May 26 KCTCS colleges had more than 250 news stories reported in 50 Kentucky media outlets. This coverage included a coordinated statewide press event announcing 2005-06 tuition rates, which resulted in coverage in all Kentucky newspapers, television in four markets, and radio in three markets. Coverage in the three largest newspapers was as follows: *Lexington Herald-Leader* – 10 stories, *Louisville Courier Journal* – 5 stories, and *The Kentucky Post* – 6 stories. Publications include *The Lane Report*, *Paducah Life*, *Business First*, *Louisville Courier Journal*, *Lexington Herald Leader*, *Kentucky Enquirer*, *Ashland Daily Independent*, *Paducah Sun*, and *Hazard Herald*. Among the topics published were:

- Workforce brains (see *The Lane Report*, May 2005)
- KCTCS appoints Bob Hammond head of homeland security initiative
- Hopkinsville may move college classes to high school
- Women in construction; though not for everyone it has its perks
- ACTC grad one of top 50 scholars in US
- MCC (Madisonville) starts online registration
- Program helps girls pursue dreams
- Big Sandy is college of choice
- KCTCS tuition rates will rise by 6.5%
- Wilhoit: OCTC graduates on track as life-long learners
- A jump start on higher ed: college class tuition cut for high schoolers
- Business leaders, ECTC partnership is winning scenario
- Marking a milestone: HCC (Hopkinsville) celebrates 40th anniversary
- BGTC names new president
- SCC public forums discuss five-year plan

American Association of Community Colleges (AACC) Activities (PACE II) – External

As chair-elect, President McCall played a major leadership role in the AACC Annual Convention that was held April 9 – 12 in Boston. He shared his vision for the coming year with the convention delegates in a *Community College Times* column entitled, “Pro-active advocacy is everyone’s role.”
Public advocacy, both from a governmental and public relations perspective, will be his focus. He hopes to engage fellow community college leaders in a dialogue that answers the following questions:

- Collectively, what can we do to help our elected officials and opinion leaders develop a new education paradigm?
- How can we forge new partnerships with the P – 12 and four-year institutions that recognize the magnitude of our enrollment and the services we provide to communities and employers?
- What can we do at both a national and local level to educate the general populace on the need to embrace life-long learning and the necessity for a postsecondary education in order to achieve a quality standard of living and to enable America to compete effectively in the global economy?
- Collectively, what can we do as an organization to educate and increase our clout with elected officials at all levels?

McLennan Community College, Waco, Texas - Professional Development Presentation (PACE II) - External
President McCall was involved in a President’s Leadership Seminar for the McLennan Community College held May 24-26, 2005, in Waco, Texas. He presented two sessions, “Leadership in Change” and “Leadership Issues,” and participated in a “Panel of Presidents” session.

Hopkinsville Community College’s 40th Anniversary (PACE II) - External
President McCall joined Dr. Bonnie Rogers, Hopkinsville Community College president, and other community leaders in a celebration of the college’s 40th anniversary April 14, 2005.

Jefferson Community and Technical College’s High Achievers Ceremony (PACE II) - External
President McCall joined Dr. Anthony Newberry, Jefferson Community and Technical College’s President, on April 19, 2005, to honor the college’s students that achieved grade point averages earning them the following:

- Distinction, High Distinction, and 4.0 GPA’s
- Nominations for Who’s Who Among America’s College and University Students
- Phi Theta Kappa membership
- African-American Students of Excellence awards
- Outstanding Performance awards in an academic area

OTHER HIGHLIGHTS:

Council on Postsecondary Education (CPE) Update
At the May 22 meeting, the CPE agenda included the following items of interest to KCTCS:

- **2004-05 Strategic Planning Process Update** – The CPE staff has been working with the institutions to develop Campus Action Plans to align the institutions’ plans with the CPE’s Strategic Plan and Key Indicators to be used to monitor the progress of the plan. CPE will be asked to approve the Strategic Plan at their July meeting.
- **Benchmark Selection** – CPE approved lists of benchmark institutions and revisions to the benchmark selection model criteria for Kentucky’s higher education institutions. The KCTCS
benchmark states are: Arizona, Arkansas, Colorado, Georgia, Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Nebraska, New Mexico, North Carolina, Ohio, Oregon, South Carolina, Virginia, Washington, and Wisconsin.

- **Kentucky GED Initiative: Go, Earn, Do – GED** – Amazon.com has provided funding totaling $100,000 to advance GED programs in Kentucky for a period of two years in a 20-county area that supplies workforce for Amazon.com. Also, a Jefferson Community and Technical College student, James Meyer of Louisville, was honored by CPE as the recipient of the GED Outstanding Achievement Award for the highest score in the state in 2004.

- **Reciprocity Agreements** – CPE approved agreements involving KCTCS with Indiana (Henderson, Jefferson, Gateway, and Owensboro), Illinois (West Kentucky), Ohio (Ashland and Maysville), Tennessee (Hopkinsville and Southeast Kentucky), and West Virginia (Ashland).

- **2005-06 Tuition and Fees** – CPE approved tuition and required fees for KCTCS and the universities for 2005-06, which had already been approved by each institution’s board of regents or trustees. CPE also approved the process for tuition and required fees approval for 2006-07 and 2007-08. Specific details, such as the calendar for approval of rates in 2006-07 and 2007-08, will be developed later.

- **New Program Report** – Of the 48 new programs submitted to CPE from spring 2002 to fall 2004 to address state needs, KCTCS submitted 19.

**The KCTCS Strategic Plan 2006-10 (PACE II) - Planning**
President McCall has visited 15 KCTCS colleges and has the 16th visit scheduled to present an overview of achievements and current activities of the KCTCS Strategic Plan 2000-05 and prepare colleges for implementation of the KCTCS Strategic Plan 2006-10, which will take effect in July 2005.

In June, President McCall will give a presentation highlighting System-level 2000-05 accomplishments to the System office staff. He will emphasize the importance of the System staff’s implementation of the KCTCS Strategic Plan 2006-10.

**KCTCS Performance Indicators Update (PACE II) – Accountability**
As of June 2005, updated information is available for indicators in several performance categories.

The one-year retention rate of first-time KCTCS students rose to 56.5 percent in fall 2004. The 2004 retention calculation includes Lexington Community College. The KCTCS retention rate was 55.2 percent in 2003; the combined rate for KCTCS and LCC was 56.1 percent in 2003. For this measure, students are considered retained if they reenroll the subsequent fall, earn a credential, or transfer to another Kentucky postsecondary institution.

The number of students transferring from KCTCS (including LCC) to four-year Kentucky institutions increased by 10 percent between 2003 and 2004, to 3,239. In 2003, the combined number of transfers for KCTCS and LCC was 2,951.

In 2003-04, the systemwide pass rate on the National Council Licensure Examination (NCLEX) was 94 percent for registered nurses and 90 percent for practical nurses. These rates decreased slightly from the previous year, but remained above the national average.

More detailed information is provided in the attachment.
Workforce Brains
How Kentucky's community colleges are smartening up the labor force

BY ED FORD

Dr. Michael McCall

Education

R. Michael B. McCall doesn’t mince words when describing the raison d’être of Kentucky’s community colleges.

“For Kentucky to be viable and have an economic future, it must have an educated population,” he said. “We’re the answer to that.”

The president of the Kentucky Community and Technical College System (KCTCS) isn’t just referring to post-secondary education. He thinks much of the solution for continued improvement of Kentucky’s workforce lies with his own organization and its highly successful Workforce Investment Network System (WINS).

Kentucky WINS, formed in 2000, provides funding for business and industry training projects. Dr. Keith Bird, KCTCS chancellor, points out the WINS' focus is on training Kentuckians for jobs with high skills and wages and involves working with new and current state businesses and industries.

Last year, overall, KCTCS trained more than 150,000 individuals for, or who were in, Kentucky jobs. That, according to KCTCS records, makes the community and technical college system the No. 1 trainer of the workforce in Kentucky. According to Bird, the program has tackled more than 180 projects and has trained more than 40,000 customers.

“We don’t limit our activities to any one type of job,” McCall said. “We’re very broad-based – whether it’s a manufacturing job, one in the service industry or a position in mining. It’s jobs. That’s what we’re focused on: good-paying jobs for Kentuckians.”

The WINS program has plenty of supporters – like Ken Carroll, executive director of the Blue Grass State Skills Corporation, a government agency that focuses on workforce training.

“I don’t think there’s any question about the impact WINS has had,” Carroll said. “It’s the primary workforce development partner for the cabinet and has made a difference on recruiting new companies.”

Gene Strong, secretary for the economic development cabinet, agrees.

“Kentucky WINS has been and will continue to be a key player in our economic development efforts,” he said. “KCTCS and WINS are highly valued workforce development assets.”

The WINS program is very active in what Bird describes as “inherently workforce training,” designed to help existing companies expand. That includes projects like working with Appalachian Regional Health Care to build teams and computer skills. At Louisville’s UPS hub, WINS is working to better use the company’s high-end information technology systems. And the program has taken a leading role in developing the next generation of workers to staff the state’s mining industry as worldwide demand for coal grows once again.

In West Kentucky, Bird said the WINS project is involved in job profiling and assessment of key occupational areas for a consortium of coal operators.

“Job these range from mechanics and equipment operators all the way to foremen,” he said. “In this situation, we’re talking about multi-million-dollar equipment.”

The job and client list also includes firms like Ford Motor Company and its truck and assembly operations in Louisville. WINS staff began working in 2000 to cut inefficiencies at the plant, which had previously relied on stockpiling huge amounts of materials for production. The program helped Ford eliminate most of its need for warehousing.

“The new process helped the Louisville plant become one of the more efficient facilities in the Ford system,” McCall said.

Bird said lean manufacturing has been a priority area in the WINS program for some time. One of its spin-offs is that it’s served the KCTCS system as “sort of a research and development division that keeps our colleges on the cutting edge.”

The lean philosophy also has applications for service organizations, Truver Foundation, a group medical practice in Madisonville and a leader in Kentucky rural medicine, currently involved in a lean project.

“We have people at Truver looking into ways in which the lean approach can provide cost savings in the medical environment,” Bird said. “This has the potential of developing into a method of realizing major savings for hospitals and medical care.”

WINS, which is conducted from the main campus in Versailles, is available through all 16 colleges and 65 physical locations in the KCTCS system.

“The program is available to the entire state,” McCall said. “And WINS is not limited to whatever expertise that may be available at a particular KCTCS college. We’ll import whatever talent a client might need. We guarantee a company that we can provide whatever training they need, wherever they want it in the state.”

“For example, if an automotive industry supplier wants to locate in a place where there are no automotive suppliers, that’s great. We can bring the instructors in or hire the instructors to provide the type of training needed.”

So far, WINS has avoided recent rounds of budget cutsbacks for education in Kentucky. The program is funded through recurring appropriations from the state.

KCTCS, like all state colleges and universities, has had to consider tuition increases. A 6.5 percent increase will take effect next academic year.

The Kentucky Postsecondary Education Improvement Act of 1997 created the Kentucky Community and Technical College System. McCall assumed leadership of KCTCS two years later following a four-year stint as executive director of the South Carolina State Board for Technical and Comprehensive Education. He’s pleased with the progress and direction of KCTCS.

“I’ve admired significantly that Kentucky’s educational vision was not the short horizon, but what was going to be the future of Kentucky in 20 years,” McCall said. “Post-secondary education and particularly the two-year post-secondary effort will shore up the stability of Kentucky’s future economy.”

Bird is even more emphatic, particularly where KCTCS and WINS are concerned.

“Education is economic development,” he said.

Ed Ford (editorial@lanereport.com) is a staff writer for The Lane Report.
## Kentucky Community and Technical College System
### Performance Indicators
#### June 10, 2005

### Student Access, Success, and Services

#### Enrollment Growth

<table>
<thead>
<tr>
<th></th>
<th>Fall 2000</th>
<th>Fall 2001</th>
<th>Fall 2002</th>
<th>Fall 2003</th>
<th>Fall 2004</th>
</tr>
</thead>
<tbody>
<tr>
<td>Headcount</td>
<td>52,201</td>
<td>63,120</td>
<td>67,812</td>
<td>72,023</td>
<td>81,690</td>
</tr>
<tr>
<td>Full-Time Equivalent</td>
<td>29,575</td>
<td>33,459</td>
<td>36,148</td>
<td>37,610</td>
<td>43,118</td>
</tr>
<tr>
<td>Adult Basic Education Alumni</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>GED Completers</td>
<td>5,576</td>
<td>3,515</td>
<td>3,248</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Affordability</td>
<td>2.94%</td>
<td>3.70%</td>
<td>4.00%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Early Leavers with Marketable Skills</td>
<td>279</td>
<td>144</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Diversity

<table>
<thead>
<tr>
<th>Minority Students, Total</th>
<th>Fall 2000</th>
<th>Fall 2001</th>
<th>Fall 2002</th>
<th>Fall 2003</th>
<th>Fall 2004</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian</td>
<td>10.8%</td>
<td>9.6%</td>
<td>9.1%</td>
<td>8.4%</td>
<td>9.3%</td>
</tr>
<tr>
<td>Asian</td>
<td>0.5%</td>
<td>0.4%</td>
<td>0.3%</td>
<td>0.3%</td>
<td>0.3%</td>
</tr>
<tr>
<td>Black</td>
<td>0.9%</td>
<td>0.7%</td>
<td>0.6%</td>
<td>0.6%</td>
<td>0.7%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>8.4%</td>
<td>7.7%</td>
<td>7.2%</td>
<td>6.7%</td>
<td>7.2%</td>
</tr>
<tr>
<td>Non-Resident Alien</td>
<td>1.0%</td>
<td>0.5%</td>
<td>0.5%</td>
<td>0.9%</td>
<td>1.1%</td>
</tr>
<tr>
<td>White</td>
<td>83.2%</td>
<td>84.1%</td>
<td>79.7%</td>
<td>76.5%</td>
<td>77.0%</td>
</tr>
<tr>
<td>Not Reported</td>
<td>5.9%</td>
<td>6.3%</td>
<td>11.2%</td>
<td>15.1%</td>
<td>13.7%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Minority Faculty and Staff, Total</th>
<th>2000-01</th>
<th>2001-02</th>
<th>2002-03</th>
<th>2003-04</th>
<th>2004-05</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asian</td>
<td>6.1%</td>
<td>6.2%</td>
<td>6.4%</td>
<td>8.0%</td>
<td></td>
</tr>
<tr>
<td>Black</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.1%</td>
<td></td>
</tr>
<tr>
<td>Hispanic</td>
<td>0.6%</td>
<td>0.6%</td>
<td>0.7%</td>
<td>0.8%</td>
<td></td>
</tr>
<tr>
<td>Non-Resident Alien</td>
<td>5.2%</td>
<td>4.6%</td>
<td>5.1%</td>
<td>6.8%</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>93.9%</td>
<td>93.6%</td>
<td>93.6%</td>
<td>92.0%</td>
<td></td>
</tr>
</tbody>
</table>

**Note:** Fall 2004 figures include Lexington Community College.
### Program Quality and Effectiveness

#### Educational Effectiveness

<table>
<thead>
<tr>
<th></th>
<th>Fall 2000</th>
<th>Fall 2001</th>
<th>Fall 2002</th>
<th>Fall 2003</th>
<th>Fall 2004</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retention(^1)</td>
<td>54.9%</td>
<td>52.4%</td>
<td>55.4%</td>
<td>55.2%</td>
<td>56.6%</td>
</tr>
<tr>
<td>Transfers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>To Kentucky 4-Year Institutions(^2)</td>
<td>2,213</td>
<td>2,145</td>
<td>2,219</td>
<td>2,242</td>
<td>3,239</td>
</tr>
<tr>
<td>To Out-of-State Institutions</td>
<td>423</td>
<td>392</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alumni Satisfaction</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Percent &quot;Satisfied&quot; or &quot;Very Satisfied&quot; with Overall Instruction</td>
<td>91.1%</td>
<td>90.9%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Percent Planning to Transfer to Another Institution</td>
<td>37.7%</td>
<td>33.4%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Percent who Would Recommend Institution to Another Student</td>
<td>73.9%</td>
<td>84.3%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Credentials Awarded, Total</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Certificates</td>
<td>1,839</td>
<td>3,708</td>
<td>3,929</td>
<td>5,750</td>
<td></td>
</tr>
<tr>
<td>Diplomas</td>
<td>3,609</td>
<td>1,608</td>
<td>1,705</td>
<td>2,926</td>
<td></td>
</tr>
<tr>
<td>Associate's Degrees</td>
<td>3,322</td>
<td>3,708</td>
<td>4,223</td>
<td>4,764</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Licensure/Certification Exam Pass Rates</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Registered Nurse</td>
<td>96.0%</td>
<td>94.0%</td>
<td>94.0%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Practical Nurse</td>
<td>91.7%</td>
<td>90.0%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Radiography</td>
<td>82.0%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Respiratory Care</td>
<td>77.6%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Physical Therapist Assistant</td>
<td>73.0%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

\(^1\) The retention rate is the percentage of first-time degree-seeking freshmen entering in the summer or fall who are enrolled in the following fall semester. Full- and part-time students are included. Students who transfer to another Kentucky institution or earn a credential are considered retained. Fall 2004 figure includes Lexington Community College.

\(^2\) Fall 2004 figure includes LCC.
Professional and Organizational Development

### Professional Development Programs

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Percent of operating expenses spent on development</td>
<td>3.6%</td>
<td></td>
<td>4.7%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>activities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Community/Economic Development and Partnerships

### Economic and Cultural Impact

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Workforce Training Enrollment, Total ³</td>
<td>122,444</td>
<td>121,399</td>
<td>126,353</td>
<td>111,836</td>
<td></td>
</tr>
<tr>
<td>Workforce Credit Enrollment</td>
<td>3</td>
<td>14,347</td>
<td>11,516</td>
<td>12,875</td>
<td></td>
</tr>
<tr>
<td>Workforce Non-Credit Attendance</td>
<td>1,000²</td>
<td>29,983³</td>
<td>29,848⁴</td>
<td>18,019</td>
<td></td>
</tr>
<tr>
<td>Combined Workforce Credit and Non-Credit Attendance</td>
<td>46,251</td>
<td>44,336</td>
<td>41,162</td>
<td>30,994</td>
<td></td>
</tr>
<tr>
<td>Fire/Rescue Training, Non-Credit Attendance</td>
<td>75,602</td>
<td>68,883</td>
<td>76,783</td>
<td>73,178</td>
<td></td>
</tr>
<tr>
<td>Fire/Rescue Training, Credit Enrollment</td>
<td>531</td>
<td>8,180</td>
<td>8,408</td>
<td>7,664</td>
<td></td>
</tr>
<tr>
<td>Employment Assessments</td>
<td>44,672</td>
<td>36,192</td>
<td>61,496</td>
<td>78,103</td>
<td></td>
</tr>
<tr>
<td>Adult Basic Education Enrollment</td>
<td>9,051</td>
<td>13,495</td>
<td>17,740</td>
<td>22,617</td>
<td></td>
</tr>
<tr>
<td>GED Corrections Students</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GED Preparation Courses, Enrollment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>804</td>
</tr>
<tr>
<td>GEDs Awarded</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>378</td>
</tr>
<tr>
<td>Community Education Enrollment</td>
<td>23,035</td>
<td>25,106</td>
<td>32,348</td>
<td>36,036</td>
<td></td>
</tr>
<tr>
<td>Employer Satisfaction with Graduates</td>
<td>4 = &quot;Good,&quot; 5 = &quot;Very Good&quot;</td>
<td>4.35</td>
<td>4.40</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employer Satisfaction with Workforce Training Services</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Attendance at College- or Community-Sponsored Events</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>500,000</td>
</tr>
</tbody>
</table>

³Credit/Non-Credit breakdown not available for 2000-01.

⁴Includes attendance at special training project concluded in 2002-03. Beginning in 2003-04 attendance tracked in PeopleSoft.
## Resource Development

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>External Audit Report</td>
<td>Clean</td>
<td>Clean</td>
<td>Clean</td>
<td>Clean</td>
<td></td>
</tr>
<tr>
<td>General Fund Revenue</td>
<td>$181,445,800</td>
<td>$185,313,100</td>
<td>$184,493,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants and Contracts</td>
<td>$40,004,860</td>
<td>$43,396,829</td>
<td>$46,026,948</td>
<td></td>
<td></td>
</tr>
<tr>
<td>External and Gift Funding</td>
<td>$7,938,145</td>
<td>$6,166,635</td>
<td>$13,428,782</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Per Student Funding$^5$</td>
<td>$7,384</td>
<td>$7,343</td>
<td>$7,390</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## Unified System of Colleges and Public Recognition

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Colleges Progressing in Consolidation Stages</td>
<td>3</td>
<td>2</td>
<td>4</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Articles Appearing in Regional or National Publications</td>
<td>123</td>
<td>101</td>
<td>112</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Presentations in National Venues by KCTCS Personnel</td>
<td>122</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

$^5$Public funds (General Fund appropriations plus tuition and fees revenue) per FTE enrollment.
Kentucky Community and Technical College System  
Performance Indicators

DEFINITIONS

<table>
<thead>
<tr>
<th>Enrollment Growth</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Headcount</td>
<td>Official fall enrollment, as reported to the Council on Postsecondary Education.</td>
</tr>
<tr>
<td>Full-Time Equivalent</td>
<td>Official fall enrollment divided by 16.</td>
</tr>
<tr>
<td>GED Completers</td>
<td>Annual unduplicated headcount based on credentials self-reported by entering students.</td>
</tr>
<tr>
<td>Affordability</td>
<td>Tuition as a percentage of Kentucky's median family income.</td>
</tr>
<tr>
<td>Early Leavers with Marketable Skills (ELMS)</td>
<td>Annual headcount of early leavers in technical programs assessed by faculty as having marketable skills as reported in the Perkins Fund database. KCTCS is working to standardize the ELMS definition for future reports.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Diversity</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minority Faculty and Staff</td>
<td>Employees by race/ethnicity as reported annually to the National Center for Educational Statistics based on a snapshot in early November.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Educational Effectiveness</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retention</td>
<td>Percent of fall/summer first-time freshmen who (1) returned the subsequent fall, (2) earned a credential between the end of the prior fall term and the start of the subsequent fall term, or (3) enrolled in another Kentucky institution. The beginning cohort excludes those who die, become disabled, some military enlistees, and those enlisting in church missions and US foreign service.</td>
</tr>
<tr>
<td>Transfers to Out-of-State Institutions</td>
<td>Number of fall students who enrolled the following fall term in an institution outside of Kentucky (based on National Student Clearinghouse data). This statistic does not include Indiana University, a common transfer destination. Efforts are being made to include transfers to IU in future reports.</td>
</tr>
<tr>
<td>Alumni Satisfaction</td>
<td>Percent of affirmative responses to selected items in the KCTCS Exit survey.</td>
</tr>
<tr>
<td>Licensure/Certification Exam Pass Rate</td>
<td>Percent of students passing licensure/certification exams as reported to colleges by licensure exam administrators. These statistics may be limited to first-time takers or to a given graduating class.</td>
</tr>
</tbody>
</table>
## Professional Development Programs

**Professional Development**  
Percent of operating expenses budget spent on professional and organizational development.

## Economic and Cultural Impact

### Workforce Development Enrollment, Credit and Non-Credit

Credit enrollment is an annual unduplicated enrollment reported to the KCTCS PeopleSoft database. Non-credit Fire/Rescue Training is based on paper records submitted by the Fire Commission. Non-credit workforce enrollment counts are drawn from local college databases (beginning in 2003-04, this data was included in the central KCTCS database). All non-credit statistics are duplicated headcounts.

### Employment Assessments

Annual duplicated headcount drawn from local college databases (beginning in 2003-04, this data was included in the central KCTCS database).

### Adult Basic Education

Annual unduplicated headcount as reported in the KYAB database. GED figures based on reports from GED staff. GED course headcount is a one-day sample.

### Community Education

Annual duplicated headcount reported by college staff (beginning in 2003-2004, this data will be included in the central KCTCS database).

### Employer Satisfaction with Graduates

Annual results from exit survey administered 6 months after graduation.

### Employer Satisfaction with Training Services

Proposed satisfaction surveys will be administered to company representatives after training service is completed.

### Cultural Events

Annual duplicated headcount as reported by the colleges to reflect attendance at cultural events sponsored by the college and the community. There is no standard definition of this statistic.

## Fiscal Management and Effectiveness

### Grants & Contracts

Annual amount processed by the System Office of Grants and Contracts.

### External and Gift Funding

Annual amount processed by the System Office of Advancement.

### Per Student Funding

Public funds (State General Fund appropriations plus tuition and fees revenue) per FTE enrollment.

## Institutional Profile

### Colleges Progressing in Consolidation Stages

Number of districts commencing operation as consolidated community and technical colleges as accredited with SACS.

### Media Articles

Number of articles appearing in regional or national publications as reported by the System Office of Public Information.

### Presentations

Number of presentations in national venues by KCTCS personnel as reported by CEOs and System Office staff. There is no standard definition of this statistic.