

# ATTACHMENT VIII

## *Performance Year 1999-2000*

# **INSTITUTIONAL BENCHMARKS**

For Year 4 of Performance Funding (1999-00 performance to impact 2000-01 funding) the following indicators require Institutional Benchmarks:

1A, 2A1, 2A2a, 2A2b, 2D1a, 2D1b, 2D1c, 2D1d,  
3B, 3C, 3E2a, 3E2b, 3E3a, 3E3b, 5A, 5D,  
6A, 6B, 6D, 7A1a, 7A2, 7B3, 7C3, 7D, 7F,  
8A, 8B, 8C1, 8C2, 8C3, and 8C4

*The Planning & Assessment Committee considered institutions' proposed benchmarks and staff recommendations on June 22, 1999. Attached are the Committee's recommendations for institutional benchmarks presented by institution for consideration of the Commission. Institutions' performance on these and other indicators that are "criterion-referenced" and do not require institutional benchmarks will be rated in spring 2000 to determine institutions' annual performance scores.*

*P&A Committee Recommendations  
for Consideration of the Commission  
July 8, 1999*

# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS

## P&A COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

Institution	Indicator Descriptors: Indicator #: Abbreviated Title: Measurement Display & Rounding; and Expected Trend		1998-99		1999-2000		P&A Committee	
	(NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)		Performance	Sector Benchmark	Recommendation for "Performance Cap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only	RECOMMENDED BENCHMARK for Commission Consideration 7/8		
Clemson University	1A	Expenditure of Funds to Achieve Institutional Mission	% , 1 dec	DOWN	% , 1 dec	None	6.6%	
2A1	% Faculty Teaching Undergraduate Meeting SACS Requirements	% , 1 dec	Up	Up	100.0%	100.0%	100.0%	
2A2a	%Headcount Faculty w/ Terminal Degree Teaching UG Courses	% , whole	Up	Up	None	None	defer 11/99	
2A2b	%Full-time Faculty w/ Terminal Degree Teaching UG Courses	% , whole	Up	Up	None	None	defer 11/99	
2D1a	Avg Instructor Compensation	\$ , whole	Up	Up	\$33,905	\$33,905	\$25,500	
2D1b	Average Assistant Professor Compensation	\$ , whole	Up	Up	\$43,237	\$48,239	\$44,534	
2D1c	Average Associate Professor Compensation	\$ , whole	Up	Up	\$53,434	\$67,077	\$55,037	
2D1d	Average Professor Compensation	\$ , whole	Up	Up	\$70,472	\$90,792	\$72,586	
3B	Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty	# , whole	Up	Up	212	None	213	
3C	Ratio of Full-time Faculty to other Full-time Employees	% , 1 dec	Up	Up	26.2%	29.6%	27.0%	
3E2a	Percentage of Students Passing NTE - Prof. Knowledge	% , 1 dec	Up	Up	99.4%	None	98.0%	
3E2b	Percentage of Students Passing NTE - Specialty Area	% , 1 dec	Up	Up	84.3%	None	85.1%	
3E3a	Percentage of Graduates in Critical Shortage Areas	% , whole	Up	Up	30.0%	None	31.0%	
3E3b	Percentage of Teacher Education Graduates who are Minority	% , whole	Up	Up	5.0%	None	5.0%	
5A	Ratio of Administrative Costs to Academic Costs (as a %)	% , 1 dec	DOWN	DOWN	9.9%	10.3%	10.3%	
5D	General Overhead Costs Per FTE Student	\$ , whole	DOWN	DOWN	\$1,348	\$1,624	\$1,524	
6A	SAT Scores of Student Body (% Entering Freshman 1000+)	% , 1 dec	Up	Up	89.2%	75.0%	75.0%	
6B	H.S. Class Standing, H.S. GPA, & Activities of Student Body	% , 1 dec	Up	Up	86.7%	None	86.8%	
6D	Priority on Enrolling In-State Students	% , 1 dec	Up	Up	76.2%	70%	70.0%	
7A1a	Graduation Rate, 150% of Program Time	% , 1 dec	Up	Up	72.4%	None	70.0%	
7A2	Graduation Rate Minus Developmental Students	% , 1 dec	Up	Up	N/A	N/A	N/A	
7B3	Percent employed within CHE Timeframe	?	Up	Up	None	None	defer 11/99	
7C3	Employers' satisfaction with Employees	?	Up	Up	None	None	defer 11/99	
7D	% Passing Professional Examinations	% , 1 dec	Up	Up	90.6%	None	91.1%	
7F	Credit Hours Earned of Graduates	% , whole	DOWN	DOWN	104%	110%	110%	
8A	Transferability of Credits to and from the Institution	% , whole	Up	Up	100%	100%	100%	
8B	Continuing Education Programs for Graduates and Others	# , nearest 100	Up	Up	24,100	None	24,200	
8C1	Percent of SC Citizens who are other race	% , 1 dec	Up	Up	11.7%	28.7%	11.7%	
8C2	Annual Retention Rate of SC Undergrad who are Other Race	% , 1 dec	Up	Up	86.3%	None	86.3%	
8C3	Percent of Graduate Students who are Other Race	% , 1 dec	Up	Up	6.4%	None	6.4%	
8C4	Percent of Teaching Faculty who are Other Race	% , 1 dec	Up	Up	8.6%	None	8.6%	

\*1A Categories (new):  
Institutional Support

\*\* Prior Year data is based on African-American only.  
In Yr 4, institutions will include all minorities in determining performance.

# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS

## P&A COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

Institution	Indicator Descriptors: Indicator #; Abbreviated Title; Measurement Display & Rounding; and Expected Trend (NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)		P&A Committee Recommendation for "Performance Cap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only		P&A Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8	
	1998-99 Performance	1999-2000 Sector Benchmark				
University of SC - Columbia						
Sector:						
Research						
Universities						
*1.A Categories: Research						
** Prior Year data is based on African-American only. In Yr 4, institutions will include all minorities in determining performance.						
1A	Expenditure of Funds to Achieve Institutional Mission	% , 1 dec	Up	16.0%	None	16.7%
2A1	% Faculty Teaching Undergrads Meeting SACS Requirements	% , 1 dec	Up	100.0%	100.0%	100.0%
2A2a	%Headcount Faculty w/ Terminal Degree Teaching UG Courses	% , whole	Up		None	defer 11/99
2A2b	%Full-time Faculty w/ Terminal Degree Teaching UG Courses	% , whole	Up		None	defer 11/99
2D1a	Avg Instructor Compensation (including medicine)	\$ , whole	Up	\$34,232	\$35,030	\$35,030
2D1b	Average Assistant Professor Compensation (incl medicine)	\$ , whole	Up	\$46,568	\$50,152	\$46,935
2D1c	Average Associate Professor Compensation (incl medicine)	\$ , whole	Up	\$55,432	\$58,570	\$57,095
2D1d	Average Professor Compensation (incl medicine)	\$ , whole	Up	\$75,300	\$82,036	\$77,559
3B	Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty	# , whole	Up		None	Defer, pending data
3C	Ratio of Full-time Faculty to other Full-time Employees	% , 1 dec	Up	32.5%	29.6%	29.6%
3E2a	Percentage of Students Passing NTE - Prof. Knowledge	% , 1 dec	Up	98.8%	None	98.0%
3E2b	Percentage of Students Passing NTE - Specialty Area	% , 1 dec	Up	85.9%	None	87.0%
3E3a	Percentage of Graduates in Critical Shortage Areas	% , whole	Up	32.0%	None	35.0%
3E3b	Percentage of Teacher Education Graduates who are Minority	% , whole	Up	14.0%	None	14.0%
5A	Ratio of Administrative Costs to Academic Costs (as a %)	% , 1 dec	DOWN	9.4%	10.3%	10.3%
5D	General Overhead Costs Per FTE Student	\$ , whole	DOWN	\$1,265	\$1,624	\$1,624
6A	SAT Scores of Student Body (% Entering Freshman 1000+)	% , 1 dec	Up	72.4%	76.0%	73.7%
6B	H.S. Class Standing, H.S. GPA, & Activities of Student Body	% , 1 dec	Up	84.5%	None	84.6%
6D	Priority on Enrolling In-State Students	% , 1 dec	Up	87.6%	70%	70.0%
7A1a	Graduation Rate, 150% of Program Time	% , 1 dec	Up	55.7%	None	55.8%
7A2	Graduation Rate Minus Developmental Students	% , 1 dec	Up	N/A	N/A	N/A
7B3	Percent employed within CHE Timeframe	?	Up		None	defer 11/99
7C3	Employers' satisfaction with Employees	?	Up		None	defer 11/99
7D	% Passing Professional Examinations	% , 1 dec	Up	91.8%	None	91.1%
7F	Credit Hours Earned of Graduates	% , whole	DOWN	109%	110%	110%
8A	Transferability of Credits to and from the Institution	% , whole	Up	100%	100%	100%
8B	Continuing Education Programs for Graduates and Others	# , nearest 100	Up	45,200	None	45,300
8C1	Percent of SC Citizens who are other race	% , 1 dec	Up	26.5%	28.7%	26.5%
8C2	Annual Retention Rate of SC Undergrad who are Other Race	% , 1 dec	Up	83.5%	None	86.2%
8C3	Percent of Graduate Students who are Other Race	% , 1 dec	Up	13.5%	None	13.5%
8C4	Percent of Teaching Faculty who are Other Race	% , 1 dec	Up	8.3%	None	8.4%

*P&A Committee recommendations approved 6/22/99 and submitted for consideration of the Commission on July 8, 1999.*

# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS

## P&A COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

Indicator Descriptors: Indicator #: Abbreviated Trend: Measurement Display & Rounding; and Expected Trend (NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)										P&A Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8	
Institution		The Citadel		1998-99 Performance		1999-2000 Sector Benchmark		P&A Committee Recommendation for "Performance Cap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only		P&A Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8	
Sector:		Teaching & Comprehensive Universities		1998-99 Performance		1999-2000 Sector Benchmark		P&A Committee Recommendation for "Performance Cap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only		P&A Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8	
*1A Categories:		1A		37.5%		None		Criterion-Reference Scale		43.6%	
Academic Support		2A1		100.0%		100.0%		Criterion-Reference Scale		100.0%	
Student Services		2A2a		Up		Up		Criterion-Reference Scale		defer 11/99	
Institutional Support		2A2b		Up		Up		Criterion-Reference Scale		defer 11/99	
*** Prior Year data is based on African-American only. In Yr 4, institutions will include all minorities in determining performance.		2D1a		Up		Up		Criterion-Reference Scale		\$24,225	
		2D1b		Up		Up		Criterion-Reference Scale		\$38,350	
		2D1c		Up		Up		Criterion-Reference Scale		\$48,501	
		2D1d		Up		Up		Criterion-Reference Scale		\$59,193	
		3B		Up		Up		If >=25%, then score 3		208	
		3C		Up		Up		If >=20%, then score 3		28.2%	
		3E2a		Up		Up		If >=25%, then score 3		98.0%	
		3E2b		Up		Up		If >=20%, then score 3		93.0%	
		3E3a		Up		Up		If >=25%, then score 3		12.0%	
		3E3b		Up		Up		If >=20%, then score 3		14.0%	
		5A		DOWN		DOWN		If >=25%, then score 3		27.1%	
		5D		DOWN		DOWN		If >=20%, then score 3		\$1,675	
		6A		Up		Up		If >=25%, then score 3		50.0%	
		6B		Up		Up		If >=20%, then score 3		58.6%	
		6D		Up		Up		If >=25%, then score 3		56.4%	
		7A1a		Up		Up		If >=20%, then score 3		70.0%	
		7A2		Up		Up		If >=25%, then score 3		N/A	
		7B3		Up		Up		If >=20%, then score 3		defer 11/99	
		7C3		Up		Up		If >=25%, then score 3		defer 11/99	
		7D		Up		Up		If >=20%, then score 3		86.0%	
		7F		Up		Up		If >=25%, then score 3		110%	
		8A		DOWN		DOWN		If >=20%, then score 3		100%	
		8B		Up		Up		If >=25%, then score 3		N/A	
		8C1		Up		Up		If >=20%, then score 3		12.5%	
		8C2		Up		Up		If >=25%, then score 3		79.4%	
		8C3		Up		Up		If >=20%, then score 3		18.0%	
		8C4		Up		Up		If >=25%, then score 3		5.1%	

# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS

## P&A COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

<u>Institution</u>		<u>Indicator Descriptors: Indicator #: Abbreviated Title; Measurement Display &amp; Rounding; and Expected Trend</u>		<u>1998-99 Performance</u>		<u>1999-2000 Sector Benchmark</u>		<u>P&amp;A Committee Recommendation for "Performance Cap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only</u>		<u>P&amp;A Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8</u>	
<u>Institution</u>		<u>Indicator Descriptors: Indicator #: Abbreviated Title; Measurement Display &amp; Rounding; and Expected Trend</u>		<u>1998-99 Performance</u>		<u>1999-2000 Sector Benchmark</u>		<u>P&amp;A Committee Recommendation for "Performance Cap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only</u>		<u>P&amp;A Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8</u>	
<u>(NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)</u>											
Coastal Carolina University	Sector: Teaching & Comprehensive Universities	1A	Expenditure of Funds to Achieve Institutional Mission	% , 1 dec	Up		None			54.5%	
		2A1	% Faculty Teaching Undergrads Meeting SACS Requirements	% , 1 dec	Up		100.0%			100.0%	
		2A2a	% Headcount Faculty w/ Terminal Degree Teaching UG Courses	% whole	Up		None			defer 11/99	
		2A2b	% Full-time Faculty w/ Terminal Degree Teaching UG Courses	% whole	Up		None			defer 11/99	
		2D1a	Average Instructor Compensation	\$ , whole	Up		\$32,070	Criterion-Reference Scale		\$29,982	
		2D1b	Average Assistant Professor Compensation	\$ , whole	Up		\$38,381	Criterion-Reference Scale		\$39,532	
		2D1c	Average Associate Professor Compensation	\$ , whole	Up		\$45,621	Criterion-Reference Scale		\$46,990	
		2D1d	Average Professor Compensation	\$ , whole	Up		\$56,774	Criterion-Reference Scale		\$58,477	
		3B	Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty	# , whole	Up		276	If >=260, then score 3		265	
		3C	Ratio of Full-time Faculty to other Full-time Employees	% , 1 dec	Up		36.1%			29.6%	
		3E2a	Percentage of Students Passing NTE - Prof. Knowledge	% , 1 dec	Up		98.5%			98.0%	
		3E2b	Percentage of Students Passing NTE - Specialty Area	% , 1 dec	Up		92.8%			90.0%	
		3E3a	Percentage of Graduates in Critical Shortage Areas	% whole	Up		4.0%			5.0%	
		3E3b	Percentage of Teacher Education Graduates who are Minority	% whole	Up		9.0%			10.0%	
		5A	Ratio of Administrative Costs to Academic Costs (as a %)	% , 1 dec	DOWN		20.6%			24.2%	
		5D	General Overhead Costs Per FTE Student	\$ , whole	DOWN		\$1,116			\$1,326	
		6A	SAT Scores of Student Body (% Entering Freshman 1000+)	% , 1 dec	Up		51.1%			52.6%	
		6B	H.S. Class Standing, H.S. GPA, & Activities of Student Body	% , 1 dec	Up		51.4%			51.5%	
		6D	Priority on Enrolling In-State Students	% , 1 dec	Up		76.0%			76.1%	
		7A1a	Graduation Rate, 150% of Program Time	% , 1 dec	Up		30.3%			30.4%	
		7A2	Graduation Rate Minus Developmental Students	% , 1 dec	Up		N/A			N/A	
		7B3	Percent employed within CHE Timeframe	% , 1 dec	Up						
		7C3	Employers' satisfaction with Employees	?	Up						
		7D	% Passing Professional Examinations	?	Up						
		7F	Credit Hours Earned of Graduates	% , 1 dec	Up		95.8%			95.0%	
		8A	Transferability of Credits to and from the Institution	% whole	DOWN		107%			110%	
		8B	Continuing Education Programs for Graduates and Others	% , whole	Up		100%			100%	
		8C1	Percent of SC Citizens who are other race	% , nearest 100	Up		2,100			2,200	
		8C2	Annual Retention Rate of SC Undergrad who are Other Race	% , 1 dec	Up		17.2%			17.2%	
		8C3	Percent of Graduate Students who are Other Race	% , 1 dec	Up		78.6%			69.8%	
		8C4	Percent of Teaching Faculty who are Other Race	% , 1 dec	Up		10.2%			10.2%	
				% , 1 dec	Up		4.8%			4.8%	

\*\* Prior Year data is based on African-American only. In Yr. 4, institutions will include all minorities in determining performance.

# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS

## P&A COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

Institution	Indicator Descriptors: Indicator #; Abbreviated Title; Measurement Display & Rounding; and Expected Trend		1998-99 Performance		1999-2000 Sector Benchmark		P&A Committee Recommendation for "Performance Cap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only		P&A Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8	
College of Charleston	Sector: Teaching & Comprehensive Universities	1A	Expenditure of Funds to Achieve Institutional Mission	%, 1 dec	Up	2.8%	None			3.3%
		2A1	% Faculty Teaching Undergrads Meeting SACS Requirements	%, 1 dec	Up	100.0%	100.0%			100.0%
		2A2a	% Headcount Faculty w/ Terminal Degree Teaching UG Courses	%, whole	Up		None			defer 11/99
		2A2b	% Full-time Faculty w/ Terminal Degree Teaching UG Courses	%, whole	Up		None			defer 11/99
		2D1a	Average Instructor Compensation	\$, whole	Up	\$31,497	\$32,070	Criterion-Reference Scale		\$32,070
		2D1b	Average Assistant Professor Compensation	\$, whole	Up	\$38,105	\$41,730	Criterion-Reference Scale		\$39,630
		2D1c	Average Associate Professor Compensation	\$, whole	Up	\$46,877	\$50,842	Criterion-Reference Scale		\$48,283
		2D1d	Average Professor Compensation	\$, whole	Up	\$57,376	\$62,864	Criterion-Reference Scale		\$59,097
	*1A Categories (new): Scholarships	3B	Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty	#, whole	Up	252	None	If >=250, then score 3		247
		3C	Ratio of Full-time Faculty to other Full-time Employees	%, 1 dec	Up	44.4%	29.6%			29.6%
		3E2a	Percentage of Students Passing NTE - Prof. Knowledge	%, 1 dec	Up	98.8%	None			98.0%
		3E2b	Percentage of Students Passing NTE - Specialty Area	%, 1 dec	Up	84.3%	None			84.4%
		3E3a	Percentage of Graduates in Critical Shortage Areas	%, whole	Up	24.0%	None	If >=25%, then score 3		25.0%
		3E3b	Percentage of Teacher Education Graduates who are Minority	%, whole	Up	9%***	None	If >=20%, then score 3		10%***
		5A	Ratio of Administrative Costs to Academic Costs (as a %)	%, 1 dec	DOWN	19.9%	24.2%			24.2%
		5D	General Overhead Costs Per FTE Student	\$, whole	DOWN	\$940	\$1,326			\$1,326
*** Prior Year data is based on African-American only. In Yr 4, institutions will include all minorities in determining performance.	*** Technical Correction to '98-99 performance data and recommended benchmark following Committee approval on 6/22/99 of 11% as the benchmark. Recommended benchmark of 10% is contingent upon Committee approval on 7/8/99 prior to the Commission meeting.	6A	SAT Scores of Student Body (% Entering Freshman 1000+)	%, 1 dec	Up	88.6%	60.0%			60.0%
		6B	H.S. Class Standing, H.S. GPA, & Activities of Student Body	%, 1 dec	Up	74.3%	None	If >=75%, then score 3		72.0%
		6D	Priority on Enrolling In-State Students	%, 1 dec	Up	66.5%	80%			66.6%
		7A1a	Graduation Rate, 150% of Program Time	%, 1 dec	Up	51.9%	None			52.0%
		7A2	Graduation Rate Minus Developmental Students	%, 1 dec	Up	N/A	N/A			N/A
		7B3	Percent employed within CHE Timeframe	?	Up		None			defer 11/99
		7C3	Employers' satisfaction with Employees	?	Up		None			defer 11/99
		7D	% Passing Professional Examinations	%, 1 dec	Up	69.5%	None			89.6%
	***	7F	Credit Hours Earned of Graduates	%, whole	DOWN	105%	110%			110%
		8A	Transferability of Credits to and from the Institution	%, whole	Up	100%	100%	Criterion-Reference Scale		100%
		8B	Continuing Education Programs for Graduates and Others	#, nearest 100	Up	N/A	N/A			N/A
		8C1	Percent of SC Citizens who are other race	%, 1 dec	Up	15.8%	28.7%			15.8%
		8C2	Annual Retention Rate of SC Undergrad who are Other Race	%, 1 dec	Up	81.8%	None	If >= 85%, then score 3		81.8%
		8C3	Percent of Graduate Students who are Other Race	%, 1 dec	Up	9.2%	None			9.2%
		8C4	Percent of Teaching Faculty who are Other Race	%, 1 dec	Up	6.4%	None			6.4%



# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS

## P&A COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

Institution	Indicator Descriptives: Indicator #: Abbreviated Title; Measurement Display & Rounding; and Expected Trend			1998-99		1999-2000		P&A Committee	
	(NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)			Performance	Sector Benchmark	Recommendation for "Performance Gap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only	RECOMMENDED BENCHMARK for Commission Consideration 7/8		
Francis Marion University	1A	Expenditure of Funds to Achieve Institutional Mission	% , 1 dec	Up	None				
	2A1	% Faculty Teaching Undergrads Meeting SACS Requirements	% , 1 dec	Up	100.0%				9.6%
	2A2a	%Headcount Faculty w/ Terminal Degree Teaching UG Courses	% , whole	Up					100.0%
	2A2b	%Full-time Faculty w/ Terminal Degree Teaching UG Courses	% , whole	Up					defer 11/99
	2D1a	Average Instructor Compensation	\$ , whole	Up	\$27,828	\$32,070	Criterion-Reference Scale		defer 11/99
	2D1b	Average Assistant Professor Compensation	\$ , whole	Up	\$37,645	\$41,730	Criterion-Reference Scale		\$28,663
	2D1c	Average Associate Professor Compensation	\$ , whole	Up	\$46,704	\$50,642	Criterion-Reference Scale		\$38,980
	2D1d	Average Professor Compensation	\$ , whole	Up	\$54,761	\$62,864	Criterion-Reference Scale		\$48,105
	3B	Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty	# , whole	Up	233	None	if >=260, then score 3		\$56,394
	3C	Ratio of Full-time Faculty to other Full-time Employees	% , 1 dec	Up	37.2%	29.6%			234
	3E2a	Percentage of Students Passing NTE - Prof Knowledge	% , 1 dec	Up	100.0%	None			29.6%
	3E2b	Percentage of Students Passing NTE - Specialty Area	% , 1 dec	Up	89.1%	None			98.0%
	3E3a	Percentage of Graduates in Critical Shortage Areas	% , whole	Up	11.0%	None	if >=25%, then score 3		91.8%
	3E3b	Percentage of Teacher Education Graduates who are Minority	% , whole	Up	24.0%	None	if >=20%, then score 3		12.0%
	5A	Ratio of Administrative Costs to Academic Costs (as a %)	% , 1 dec	DOWN	24.3%	24.2%			24.0%
	5D	General Overhead Costs Per FTE Student	\$ , whole	DOWN	\$1,337	\$1,326			24.2%
	6A	SAT Scores of Student Body (% Entering Freshman 1000+)	% , 1 dec	Up	36.4%	60.0%			\$1,336
	6B	H.S. Class Standing, H.S. GPA, & Activities of Student Body	% , 1 dec	Up	48.2%	None	if >=75%, then score 3		36.5%
	6D	Priority on Enrolling In-State Students	% , 1 dec	Up	91.4%	80%			48.3%
	7A1a	Graduation Rate, 150% of Program Time	% , 1 dec	Up	33.8%	None			80.0%
	7A2	Graduation Rate Minus Developmental Students	% , 1 dec	Up	N/A	N/A			33.9%
	7B3	Percent employed within CHE Timeframe	?	Up		None			N/A
	7C3	Employers' satisfaction with Employees	?	Up		None			defer 11/99
	7D	% Passing Professional Examinations	% , 1 dec	Up	93.6%	None			defer 11/99
	7F	Credit Hours Earned of Graduates	% , whole	DOWN	105%	110%			95.0%
	8A	Transferability of Credits to and from the Institution	% , whole	Up	100%	100%	Criterion-Reference Scale		110%
	8B	Continuing Education Programs for Graduates and Others	# , nearest 100	Up	N/A	N/A			100%
	8C1	Percent of SC Citizens who are other race	% , 1 dec	Up	34.6%	28.7%			N/A
	8C2	Annual Retention Rate of SC Undergrad who are Other Race	% , 1 dec	Up	77.5%	None	if >= 85%, then score 3		28.7%
	8C3	Percent of Graduate Students who are Other Race	% , 1 dec	Up	20.8%	None			77.5%
	8C4	Percent of Teaching Faculty who are Other Race	% , 1 dec	Up	7.1%	None			20.8%

\*1A Categories (new):  
Academic Support

\*\* Prior Year data is based  
on African-American only.  
In Yr-4, institutions will  
include all minorities in  
determining performance.

# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS P&A COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

Indicator Descriptors: Indicator #: Abbreviated Title:

Measurement Display & Rounding: and Expected Trend

(NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)

## Institution

P&A Committee Recommendation for "Performance Cap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only

P&A Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8

1998-99 Performance

1999-2000 Sector Benchmark

Lander University	Indicator	Indicator Description	Measurement	Expected Trend	1998-99 Performance	1999-2000 Sector Benchmark	P&A Committee Recommendation
Sector: Teaching & Comprehensive Universities	1A	Expenditure of Funds to Achieve Institutional Mission	%	1 dec	DOWN	None	
	2A1	% Faculty Teaching Undergrads Meeting SACS Requirements	%	1 dec	Up	100.0%	14.9%
	2A2a	%Headcount Faculty w/ Terminal Degree Teaching UG Courses	%	whole	Up	None	100.0%
	2A2b	%Full-time Faculty w/ Terminal Degree Teaching UG Courses	%	whole	Up	None	defer 11/99
	2D1a	Average Instructor Compensation	\$	whole	Up	\$32,070	defer 11/99
	2D1b	Average Assistant Professor Compensation	\$	whole	Up	\$41,730	\$30,777
	2D1c	Average Associate Professor Compensation	\$	whole	Up	\$50,842	\$38,110
	2D1d	Average Professor Compensation	\$	whole	Up	\$62,864	\$45,766
	3B	Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty	#	whole	Up	None	\$55,157
	3C	Ratio of Full-time Faculty to other Full-time Employees	%	1 dec	Up	29.6%	235
*1A Categories: Institutional Support	3E2a	Percentage of Students Passing NTE - Prof. Knowledge	%	1 dec	Up	97.1%	29.6%
	3E2b	Percentage of Students Passing NTE - Specialty Area	%	1 dec	Up	91.5%	97.8%
	3E3a	Percentage of Graduates in Critical Shortage Areas	%	whole	Up	25.0%	90.0%
	3E3b	Percentage of Teacher Education Graduates who are Minority	%	whole	Up	13.0%	28.0%
	5A	Ratio of Administrative Costs to Academic Costs (as a %)	%	1 dec	DOWN	24.2%	13.0%
	5D	General Overhead Costs Per FTE Student	\$	whole	DOWN	\$1,326	25.6%
	6A	SAT Scores of Student Body (% Entering Freshman 1000+)	%	1 dec	Up	60.0%	\$1,435
	6B	H.S. Class Standing, H.S. GPA, & Activities of Student Body	%	1 dec	Up	None	41.5%
	6D	Priority on Enrolling In-State Students	%	1 dec	Up	80%	58.5%
	7A1a	Graduation Rate, 150% of Program Time	%	1 dec	Up	41.5%	80.0%
** Prior Year data is based on African-American only. In Yr 4, institutions will include all minorities in determining performance.	7A2	Graduation Rate Minus Developmental Students	%	1 dec	Up	None	41.7%
	7B3	Percent employed within CHE Timeframe	%	1 dec	Up	N/A	N/A
	7C3	Employers' satisfaction with Employees	?		Up	None	defer 11/99
	7D	% Passing Professional Examinations	%	1 dec	Up	None	defer 11/99
	7F	Credit Hours Earned of Graduates	%	whole	DOWN	110%	94.4%
	8A	Transferability of Credits to and from the Institution	%	whole	Up	100%	110%
	8B	Continuing Education Programs for Graduates and Others	#, nearest 100	Up	N/A	N/A	100%
	8C1	Percent of SC Citizens who are other race	%	1 dec	Up	26.7%	N/A
	8C2	Annual Retention Rate of SC Undergrad who are Other Race	%	1 dec	Up	None	22.0%
	8C3	Percent of Graduate Students who are Other Race	%	1 dec	Up	None	75.1%
P&A Committee Recommendation	8C4	Percent of Teaching Faculty who are Other Race	%	1 dec	Up	None	14.2%
							8.2%

# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS P&A COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

Indicator Descriptors: Indicator #: Abbreviated Title;

Measurement Display & Rounding; and Expected Trend

(NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)

## Institution

P&A Committee Recommendation for "Performance Cap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only

P&A Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8

1998-99 Performance

1999-2000 Sector Benchmark

SC State University	Indicator	Measurement	1998-99 Performance	1999-2000 Sector Benchmark	P&A Committee Recommendation
Sector: Teaching & Comprehensive Universities	1A	Expenditure of Funds to Achieve Institutional Mission	% , 1 dec	Up	15.0%
	2A1	% Faculty Teaching Undergrads Meeting SACS Requirements	% , 1 dec	Up	100.0%
	2A2a	%Headcount Faculty w/ Terminal Degree Teaching UG Courses	% , whole	Up	defer 11/99
	2A2b	%Full-time Faculty w/ Terminal Degree Teaching UG Courses	% , whole	Up	defer 11/99
	2D1a	Average Instructor Compensation	\$ , whole	Up	\$31,524
	2D1b	Average Assistant Professor Compensation	\$ , whole	Up	\$40,004
	2D1c	Average Associate Professor Compensation	\$ , whole	Up	\$46,888
	2D1d	Average Professor Compensation	\$ , whole	Up	\$53,463
	3B	Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty	# , whole	Up	255
	3C	Ratio of Full-time Faculty to other Full-time Employees	% , 1 dec	Up	29.6%
	3E2a	Percentage of Students Passing NTE - Prof. Knowledge	% , 1 dec	Up	98.0%
	3E2b	Percentage of Students Passing NTE - Specialty Area	% , 1 dec	Up	72.0%
	3E3a	Percentage of Graduates in Critical Shortage Areas	% , whole	Up	39.0%
	3E3b	Percentage of Teacher Education Graduates who are Minority	% , whole	Up	92.0%
	5A	Ratio of Administrative Costs to Academic Costs (as a %)	% , 1 dec	DOWN	24.2%
	5D	General Overhead Costs Per FTE Student	\$ , whole	DOWN	\$1,328
*1A Categories: Academic Support	6A	SAT Scores of Student Body (% Entering Freshman 1000+)	% , 1 dec	Up	60.0%
	6B	H.S. Class Standing, H.S. GPA, & Activities of Student Body	% , 1 dec	Up	46.5%
	6D	Priority on Enrolling In-State Students	% , 1 dec	Up	82.2%
	7A1a	Graduation Rate, 150% of Program Time	% , 1 dec	Up	45.4%
	7A2	Graduation Rate Minus Developmental Students	% , 1 dec	Up	N/A
	7B3	Percent employed within CHE Timeframe	% , 1 dec	Up	N/A
	7C3	Employers' satisfaction with Employees	?	Up	None
	7D	% Passing Professional Examinations	% , 1 dec	Up	82.2%
	7F	Credit Hours Earned of Graduates	% , whole	DOWN	110%
	8A	Transferability of Credits to and from the Institution	% , whole	Up	83%
	8B	Continuing Education Programs for Graduates and Others	# , nearest 100	Up	N/A
	8C1	Percent of SC Citizens who are other race	% , 1 dec	Up	96.2%
	8C2	Annual Retention Rate of SC Undergrad who are Other Race	% , 1 dec	Up	84.7%
	8C3	Percent of Graduate Students who are Other Race	% , 1 dec	Up	75.7%
	8C4	Percent of Teaching Faculty who are Other Race	% , 1 dec	Up	61.1%
** Prior Year data is based on African-American only. In Yr 4, institutions will include all minorities in determining performance.	Criterion-Reference Scale				Criterion-Reference Scale
	Criterion-Reference Scale				Criterion-Reference Scale
	Criterion-Reference Scale				Criterion-Reference Scale
	Criterion-Reference Scale				Criterion-Reference Scale
	If >=25%, then score 3				If >=25%, then score 3
	If >=20%, then score 3				If >=20%, then score 3
	If >=75%, then score 3				If >=75%, then score 3
	Criterion-Reference Scale				Criterion-Reference Scale
	Criterion-Reference Scale				Criterion-Reference Scale
	Criterion-Reference Scale				Criterion-Reference Scale
	Criterion-Reference Scale				Criterion-Reference Scale
	If >=85%, then score 3				If >=85%, then score 3
	Criterion-Reference Scale				Criterion-Reference Scale
	Criterion-Reference Scale				Criterion-Reference Scale
	Criterion-Reference Scale				Criterion-Reference Scale
	Criterion-Reference Scale				Criterion-Reference Scale

# **PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS** **P&A COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999**

Indicator Descriptions: Indicator #: Abbreviated Title;

Measurement Display & Rounding; and Expected Trend

(NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)

## Institution

USC - Aiken		P&A Committee Recommendation for "Performance Cap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only		P&A Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8	
Sector:		1998-99 Performance	1999-2000 Sector Benchmark		
Teaching & Comprehensive Universities	1A Expenditure of Funds to Achieve Institutional Mission	47.0%	None	47.2%	
	2A1 % Faculty Teaching Undergrads Meeting SACS Requirements	100.0%	100.0%	100.0%	
	2A2a %Headcount Faculty w/ Terminal Degree Teaching UG Courses		None	defer 11/99	
	2A2b %Full-time Faculty w/ Terminal Degree Teaching UG Courses		None	defer 11/99	
	2D1a Average Instructor Compensation	\$32,472	\$32,070	\$33,446	
	2D1b Average Assistant Professor Compensation	\$41,505	\$41,730	\$41,525	
	2D1c Average Associate Professor Compensation	\$45,511	\$50,642	\$46,876	
	2D1d Average Professor Compensation	\$55,983	\$62,864	\$57,662	
	3B Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty		None	Defer, pending data	
	3C Ratio of Full-time Faculty to other Full-time Employees	45.4%	29.6%	29.6%	
	3E2a Percentage of Students Passing NTE - Prof. Knowledge	96.6%	None	96.7%	
	3E2b Percentage of Students Passing NTE - Specialty Area	91.7%	None	90.0%	
	3E3a Percentage of Graduates in Critical Shortage Areas	5.0%	None	6.0%	
	3E3b Percentage of Teacher Education Graduates who are Minority	10.0%	None	11.0%	
	5A Ratio of Administrative Costs to Academic Costs (as a %)	16.2%	24.2%	24.2%	
	5D General Overhead Costs Per FTE Student	\$915	\$1,328	\$1,328	
*1A Categories: Instruction	6A SAT Scores of Student Body (% Entering Freshman 1000+)	46.3%	60.0%	46.4%	
	6B H.S. Class Standing, H.S. GPA, & Activities of Student Body	53.1%	None	53.2%	
	6D Priority on Enrolling In-State Students	94.5%	80%	80.0%	
	7A1a Graduation Rate, 150% of Program Time	30.6%	None	30.7%	
	7A2 Graduation Rate Minus Developmental Students	N/A	N/A	N/A	
	7B3 Percent employed within CHE Timeframe		None	defer 11/99	
	7C3 Employers' satisfaction with Employees		None	defer 11/99	
	7D % Passing Professional Examinations	93.2%	None	93.4%	
	7F Credit Hours Earned of Graduates	108%	110%	110%	
	8A Transferability of Credits to and from the Institution	100%	100%	100%	
	8B Continuing Education Programs for Graduates and Others	N/A	N/A	N/A	
	8C1 Percent of SC Citizens who are other race	22.6%	28.7%	22.6%	
	8C2 Annual Retention Rate of SC Undergrad who are Other Race	71.8%	None	69.3%	
	8C3 Percent of Graduate Students who are Other Race	12.5%	None	12.6%	
	8C4 Percent of Teaching Faculty who are Other Race	8.1%	None	8.1%	

# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS

## P&A COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

### Indicator Descriptives: Indicator #: Abbreviated Title:

### Measurement Display & Rounding; and Expected Trend

(NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)

### Institution

### P&A Committee

Recommendation for  
"Performance Cap" or Criterion  
Reference Scale to be applied  
in addition to Institutional  
Benchmarks in Year 4 only

P&A Committee  
RECOMMENDED  
BENCHMARK  
for Commission  
Consideration 7/8

1999-2000  
Sector  
Benchmark

1998-99  
Performance

### USC - Spartanburg

### Sector:

Teaching &  
Comprehensive  
Universities

\*1A Categories:  
Instruction  
Academic Support  
Scholarships

\*\* Prior Year data is based  
on African-American only.  
In Yr 4, institutions will  
include all minorities in  
determining performance.

Indicator #	Indicator Description	1998-99 Performance	1999-2000 Sector Benchmark	P&A Committee Recommendation	P&A Committee Recommendation for "Performance Cap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only
1A	Expenditure of Funds to Achieve Institutional Mission	65.1%	None		63.5%
2A1	% Faculty Teaching Undergrads Meeting SACS Requirements	100.0%	100.0%		100.0%
2A2a	%Headcount Faculty w/ Terminal Degree Teaching UG Courses		None		defer 11/99
2A2b	%Full-time Faculty w/ Terminal Degree Teaching UG Courses		None		defer 11/99
2D1a	Average Instructor Compensation	\$31,582	\$32,070		\$32,070
2D1b	Average Assistant Professor Compensation	\$38,788	\$41,730		\$39,962
2D1c	Average Associate Professor Compensation	\$44,417	\$50,842		\$45,750
2D1d	Average Professor Compensation	\$53,171	\$62,864		\$54,766
3B	Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty		None		Defer, pending data
3C	Ratio of Full-time Faculty to other Full-time Employees	41.7%	29.6%		29.6%
3E2a	Percentage of Students Passing NTE - Prof. Knowledge	100.0%	None		98.0%
3E2b	Percentage of Students Passing NTE - Specialty Area	88.5%	None		88.8%
3E3a	Percentage of Graduates in Critical Shortage Areas	15.0%	None		12.0%
3E3b	Percentage of Teacher Education Graduates who are Minority	7.0%	None		8.0%
5A	Ratio of Administrative Costs to Academic Costs (as a %)	18.6%	24.2%		24.2%
5D	General Overhead Costs Per FTE Student	\$989	\$1,326		\$1,326
6A	SAT Scores of Student Body (% Entering Freshman 1000+)	34.2%	60.0%		34.3%
6B	H.S. Class Standing, H.S. GPA, & Activities of Student Body	50.6%	None		50.7%
6D	Priority on Enrolling In-State Students	95.3%	80%		80.0%
7A1a	Graduation Rate, 150% of Program Time	35.8%	None		35.9%
7A2	Graduation Rate Minus Developmental Students	N/A	N/A		N/A
7B3	Percent employed within CHE Timeframe		None		defer 11/99
7C3	Employers' satisfaction with Employees		None		defer 11/99
7D	% Passing Professional Examinations	92.9%	None		93.0%
7F	Credit Hours Earned of Graduates	106%	110%		110%
8A	Transferability of Credits to and from the Institution	100%	100%		100%
8B	Continuing Education Programs for Graduates and Others	N/A	N/A		N/A
8C1	Percent of SC Citizens who are other race	23.4%	28.7%		23.4%
8C2	Annual Retention Rate of SC Undergrad who are Other Race	70.1%	None		70.1%
8C3	Percent of Graduate Students who are Other Race	9.0%	None		9.0%
8C4	Percent of Teaching Faculty who are Other Race	9.3%	None		9.3%

# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS

P&A COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

<u>Institution</u>		<u>Indicator Descriptors: Indicator #: Abbreviated Title; Measurement Display &amp; Rounding; and Expected Trend</u>		<u>1998-99 Performance</u>		<u>1999-2000 Sector Benchmark</u>		<u>P&amp;A Committee Recommendation for "Performance Cap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only</u>		<u>P&amp;A Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8</u>	
Winthrop University		1A	Expenditure of Funds to Achieve Institutional Mission	% , 1 dec	Up	65.4%	None				
Sector: Teaching & Comprehensive Universities		2A1	% Faculty Teaching Undergrads Meeting SACS Requirements	% , 1 dec	Up	100.0%	100.0%				
		2A2a	% Headcount Faculty w/ Terminal Degree Teaching UG Courses	% , whole	Up		None				
		2A2b	% Full-time Faculty w/ Terminal Degree Teaching UG Courses	% , whole	Up		None				
		2D1a	Average Instructor Compensation	\$ , whole	Up	\$28,481	\$32,070				
		2D1b	Average Assistant Professor Compensation	\$ , whole	Up	\$39,140	\$41,730				
		2D1c	Average Associate Professor Compensation	\$ , whole	Up	\$43,993	\$50,642				
		2D1d	Average Professor Compensation	\$ , whole	Up	\$52,940	\$62,864				
		3B	Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty	# , whole	Up	208	None				
		3C	Ratio of Full-time Faculty to other Full-time Employees	% , 1 dec	Up	37.2%	29.6%				
		3E2a	Percentage of Students Passing NTE - Prof. Knowledge	% , 1 dec	Up	96.7%	None				
*1A Categories (new): Instruction Academic Support Student Services		3E2b	Percentage of Students Passing NTE - Specialty Area	% , 1 dec	Up	90.2%	None				
		3E3a	Percentage of Graduates in Critical Shortage Areas	% , whole	Up	23.0%	None				
		3E3b	Percentage of Teacher Education Graduates who are Minority	% , whole	Up	17.0%	None				
		5A	Ratio of Administrative Costs to Academic Costs (as a %)	% , 1 dec	DOWN	21.3%	24.2%				
		5D	General Overhead Costs Per FTE Student	\$ , whole	DOWN	\$1,239	\$1,328				
		6A	SAT Scores of Student Body (% Entering Freshman 1000+)	% , 1 dec	Up	60.0%	60.0%				
		6B	H.S. Class Standing, H.S. GPA, & Activities of Student Body	% , 1 dec	Up	72.8%	None				
		6D	Priority on Enrolling In-State Students	% , 1 dec	Up	95.4%	80%				
		7A1a	Graduation Rate, 150% of Program Time	% , 1 dec	Up	53.2%	None				
		7A2	Graduation Rate Minus Developmental Students	% , 1 dec	Up	N/A	N/A				
** Prior Year data is based on African-American only. In Yr 4, institutions will include all minorities in determining performance.		7B3	Percent employed within CHE Timeframe	?	Up		None				
		7C3	Employers' satisfaction with Employees	?	Up		None				
		7D	% Passing Professional Examinations	% , 1 dec	Up	92.1%	None				
		7F	Credit Hours Earned of Graduates	% , whole	DOWN	105%	110%				
		8A	Transferability of Credits to and from the Institution	% , whole	Up	100%	100%				
		8B	Continuing Education Programs for Graduates and Others	# , nearest 100	Up	N/A	N/A				
		8C1	Percent of SC Citizens who are other race	% , 1 dec	Up	26.4%	28.7%				
		8C2	Annual Retention Rate of SC Undergrad who are Other Race	% , 1 dec	Up	83.6%	None				
		8C3	Percent of Graduate Students who are Other Race	% , 1 dec	Up	16.9%	None				
		8C4	Percent of Teaching Faculty who are Other Race	% , 1 dec	Up	9.3%	None				

# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS

## P&A COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

Indicator Descriptives: Indicator #: Abbreviated Trend: Measurement Display & Rounding; and Expected Trend (NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)										P&A Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8	
Institution		1998-99 Performance		1999-2000 Sector Benchmark		P&A Committee Recommendation for "Performance Cap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only					
USC - Beaufort		1A	Expenditure of Funds to Achieve Institutional Mission	% , 1 dec	Up	58.5%	None	58.6%			
2A1		% Faculty Teaching Undergrads Meeting SACS Requirements	% , 1 dec	Up	100.0%	100.0%		100.0%			
2A2a		%Headcount Faculty w/ Terminal Degree Teaching UG Courses	% , whole	Up							
2A2b		%Full-time Faculty w/ Terminal Degree Teaching UG Courses	% , whole	Up							
2D1a		Average Instructor Compensation	\$ , whole	Up							
2D1b		Average Assistant Professor Compensation	\$ , whole	Up							
2D1c		Average Associate Professor Compensation	\$ , whole	Up							
2D1d		Average Professor Compensation	\$ , whole	Up							
3B		Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty	# , whole	Up							
3C		Ratio of Full-time Faculty to other Full-time Employees	% , 1 dec	Up							
3E2a		Percentage of Students Passing NITE - Prof. Knowledge	% , 1 dec	Up							
3E2b		Percentage of Students Passing NITE - Specialty Area	% , 1 dec	Up							
3E3a		Percentage of Graduates in Critical Shortage Areas	% , whole	Up							
3E3b		Percentage of Teacher Education Graduates who are Minority	% , whole	Up							
5A		Ratio of Administrative Costs to Academic Costs (as a %)	% , 1 dec	DOWN							
5D		General Overhead Costs Per FTE Student	\$ , whole	DOWN							
6A		SAT Scores of Student Body (% Entering Freshman 1000+)	% , 1 dec	Up							
6B		H.S. Class Standing, H.S. GPA, & Activities of Student Body	% , 1 dec	Up							
6D		Priority on Enrolling In-State Students	% , 1 dec	Up							
7A1a		Graduation Rate, 150% of Program Time	% , 1 dec	Up							
7A2		Graduation Rate Minus Developmental Students	% , 1 dec	Up							
7B3		Percent employed within CHE Timeframe	?	Up							
7C3		Employers' satisfaction with Employees	?	Up							
7D		% Passing Professional Examinations	% , 1 dec	Up							
7F		Credit Hours Earned of Graduates	% , whole	DOWN							
8A		Transferability of Credits to and from the Institution	% , whole	Up							
8B		Continuing Education Programs for Graduates and Others	# , nearest 100	Up							
8C1		Percent of SC Citizens who are other race	% , 1 dec	Up							
8C2		Annual Retention Rate of SC Undergrad who are Other Race	% , 1 dec	Up							
8C3		Percent of Graduate Students who are Other Race	% , 1 dec	Up							
8C4		Percent of Teaching Faculty who are Other Race	% , 1 dec	Up							
*** Prior Year data is based on African-American only. In Yr 4, institutions will include all minorities in determining performance.										Defer pending data 40.1% N/A N/A N/A N/A 31.7% \$1,124 33.3% 42.0% N/A 12.3% N/A defer 11/99 defer 11/99 N/A N/A 100% 4,100 23.7% 52.0% N/A 5.1%	
Criterion-Reference Scale Criterion-Reference Scale Criterion-Reference Scale Criterion-Reference Scale If >=260, then score 3											
If >=60%, then score 3											
Criterion-Reference Scale											
If >= 60%, then score 3											

## PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS

**P&A COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999**

<u>Institution</u>	<u>Indicator Descriptives: Indicator #; Abbreviated Title;</u> <u>Measurement Display &amp; Rounding; and Expected Trend</u> (NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)	1998-99 Performance	1999-2000 Sector Benchmark	P&A Committee Recommendation for "Performance Cap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only	P&A Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8
<b>USC - Lancaster</b>	<b>1A</b> Expenditure of Funds to Achieve Institutional Mission	49.9%	None		50.2%
	<b>2A1</b> % Faculty Teaching Undergrads Meeting SACS Requirements	100.0%	100.0%		100.0%
<b>Sector:</b>	<b>2A2a</b> %Headcount Faculty w/ Terminal Degree Teaching UG Courses		None		defer 11/99
<b>Regional Campuses</b>	<b>2A2b</b> %Full-time Faculty w/ Terminal Degree Teaching UG Courses		None		defer 11/99
<b>of USC</b>	<b>2D1a</b> Average Instructor Compensation	\$36,819	\$32,070	Criterion-Reference Scale	\$32,070
	<b>2D1b</b> Average Associate Professor Compensation	\$36,829	\$41,730	Criterion-Reference Scale	\$37,934
	<b>2D1c</b> Average Associate Professor Compensation	\$44,393	\$50,842	Criterion-Reference Scale	\$45,725
<b>*1A Categories:</b>	<b>2D1d</b> Average Professor Compensation	\$54,722	\$82,884	Criterion-Reference Scale	\$56,364
<b>Instruction</b>	<b>3B</b> Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty	41.6%	None	If >=260, then score 3	Defer pending data
	<b>3C</b> Ratio of Full-time Faculty to other Full-time Employees	N/A	40.1%		40.1%
	<b>3E2a</b> Percentage of Students Passing NTE - Prof. Knowledge	N/A	N/A		N/A
<b>** Prior Year data is based</b>	<b>3E2b</b> Percentage of Students Passing NTE - Specialty Area	N/A	N/A		N/A
<b>on African-American only.</b>	<b>3E3a</b> Percentage of Graduates in Critical Shortage Areas	N/A	N/A		N/A
<b>In Yr 4, institutions will</b>	<b>3E3b</b> Percentage of Teacher Education Graduates who are Minority	N/A	N/A		N/A
<b>include all minorities in</b>	<b>5A</b> Ratio of Administrative Costs to Academic Costs (as a %)	13.6%	31.7%		31.7%
<b>determining performance.</b>	<b>5D</b> General Overhead Costs Per FTE Student	\$624	\$1,124		\$1,124
	<b>6A</b> SAT Scores of Student Body (% Entering Freshman 1000+)	24.6%	33.3%		24.7%
	<b>6B</b> H.S. Class Standing, H.S. GPA, & Activities of Student Body	42.6%	None	If >=60%, then score 3	42.6%
	<b>6D</b> Priority on Enrolling In-State Students	N/A	N/A		N/A
<b>7A1a</b>	<b>7A2</b> Graduation Rate, 150% of Program Time	33.9%	None		34.0%
	<b>7B3</b> Graduation Rate Minus Developmental Students	N/A	N/A		N/A
	<b>7C3</b> Percent employed within CHE Timeline		None		defer 11/99
	<b>7D</b> Employers' satisfaction with Employees		None		defer 11/99
	<b>7F</b> % Passing Professional Examinations	100.0%	None		95.0%
	<b>8A</b> Credit Hours Earned of Graduates	N/A	N/A		N/A
	<b>8B</b> Transferability of Credits to and from the Institution	100%	100%	Criterion-Reference Scale	100%
	<b>8C1</b> Continuing Education Programs for Graduates and Others	N/A	N/A		N/A
	<b>8C2</b> Percent of SC Citizens who are other race	17.9%	27.1%		17.9%
	<b>8C3</b> Annual Retention Rate of SC Undergrad who are Other Race	51.5%	None	if >= 60%, then score 3	51.5%
	<b>8C4</b> Percent of Graduate Students who are Other Race	N/A	N/A		N/A
	<b>8C4</b> Percent of Teaching Faculty who are Other Race	4.5%	None		4.5%



# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS P&A COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

Indicator Descriptors: Indicator #; Abbreviated Title;

Measurement Display & Rounding; and Expected Trend

(NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)

## Institution

P&A Committee Recommendation for "Performance Cap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only

P&A Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8

USC - Salkehatchie		1A	Expenditure of Funds to Achieve Institutional Mission	% , 1 dec	Up	63.9%	None	65.1%
Sector:		2A1	% Faculty Teaching Undergrads Meeting SACS Requirements	% , 1 dec	Up	100.0%	100.0%	100.0%
Regional Campuses		2A2a	%Headcount Faculty w/ Terminal Degree Teaching UG Courses	% , whole	Up		None	defer 11/99
of USC		2A2b	%Full-time Faculty w/ Terminal Degree Teaching UG Courses	% , whole	Up		None	defer 11/99
		2D1a	Average Instructor Compensation	\$ , whole	Up	\$29,262	\$32,070	\$30,140
		2D1b	Average Assistant Professor Compensation	\$ , whole	Up	\$33,064	\$41,730	\$34,056
		2D1c	Average Associate Professor Compensation	\$ , whole	Up	\$39,765	\$50,642	\$40,958
		2D1d	Average Professor Compensation	\$ , whole	Up	\$49,859	\$62,864	\$51,355
*1A Categories (new):		3B	Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty	# , whole	Up		None	Defer, pending data
Instruction		3C	Ratio of Full-time Faculty to other Full-time Employees	% , 1 dec	Up	55.1%	40.1%	40.1%
Academic Support		3E2a	Percentage of Students Passing NTE - Prof. Knowledge	% , 1 dec	Up	N/A	N/A	N/A
Scholarships		3E2b	Percentage of Students Passing NTE - Specialty Area	% , 1 dec	Up	N/A	N/A	N/A
		3E3a	Percentage of Graduates in Critical Shortage Areas	% , whole	Up	N/A	N/A	N/A
		3E3b	Percentage of Teacher Education Graduates who are Minority	% , whole	Up	N/A	N/A	N/A
		5A	Ratio of Administrative Costs to Academic Costs (as a %)	% , 1 dec	DOWN	26.1%	31.7%	31.7%
		5D	General Overhead Costs Per FTE Student	\$ , whole	DOWN	\$1,132	\$1,124	\$1,124
		6A	SAT Scores of Student Body (% Entering Freshman 1000+)	% , 1 dec	Up	17.5%	33.3%	18.0%
		6B	H.S. Class Standing, H.S. GPA, & Activities of Student Body	% , 1 dec	Up	50.4%	None	50.5%
		6D	Priority on Enrolling In-State Students	% , 1 dec	Up	N/A	N/A	N/A
		7A1a	Graduation Rate, 150% of Program Time	% , 1 dec	Up	20.4%	None	22.0%
		7A2	Graduation Rate Minus Developmental Students	% , 1 dec	Up	N/A	N/A	N/A
		7B3	Percent employed within CHE Timeframe	?	Up		None	defer 11/99
		7C3	Employers' satisfaction with Employees	?	Up		None	defer 11/99
		7D	% Passing Professional Examinations	% , 1 dec	Up	N/A	None	N/A
		7F	Credit Hours Earned of Graduates	% , whole	DOWN	N/A	N/A	N/A
		8A	Transferability of Credits to and from the Institution	% , whole	Up	100%	100%	N/A
		8B	Continuing Education Programs for Graduates and Others	# , nearest 100	Up	2,800	None	100%
		8C1	Percent of SC Citizens who are other race	% , 1 dec	Up	35.5%	48.7%	4,000
		8C2	Annual Retention Rate of SC Undergrad who are Other Race	% , 1 dec	Up	52.2%	None	35.5%
		8C3	Percent of Graduate Students who are Other Race	% , 1 dec	Up	N/A	N/A	56.8%
		8C4	Percent of Teaching Faculty who are Other Race	% , 1 dec	Up	10.6%	None	N/A
								11.4%

**PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS**  
**P&A COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999**

**Indicator Descriptors: Indicator #; Abbreviated Title;**

### Measurement Display & Rounding; and Expected Trend

(NOTE: Indicators below are "Benchmarked" Indicators Only. Other

indicators to be measured in Year 4 are criterion-referenced and not listed below.)

Indicator Descriptives: Indicator #: Abbreviated Title; Measurement Display & Rounding; and Expected Trend (NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)							1998-99 Performance	1999-2000 Sector Benchmark	P&A Committee Recommendation for "Performance Cap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only	P&A Committee RECOMMENDED BENCHMARK for Commission Consideration 7/98
USC - Sumter  Sector: Regional Campuses of USC  *1A Categories: Instruction Academic Support  ** Prior Year data is based on African-American only. In Yr 4, institutions will include all minorities in determining performance.	1A	Expenditure of Funds to Achieve Institutional Mission	% , 1 dec	Up	64.1%	None	64.5%			
	2A1	% Faculty Teaching Undergrads Meeting SACS Requirements	% , 1 dec	Up	100.0%	100.0%	100.0%			
	2A2a	%Headcount Faculty w/ Terminal Degree Teaching UG Courses	% , whole	Up		None	defer 11/99			
	2A2b	%Full-time Faculty w/ Terminal Degree Teaching UG Courses	% , whole	Up		None	defer 11/99			
	2D1a	Average Instructor Compensation	\$ , whole	Up	\$25,750	\$32,070	\$27,000			
	2D1b	Average Assistant Professor Compensation	\$ , whole	Up	\$39,179	\$41,730	\$37,050			
	2D1c	Average Associate Professor Compensation	\$ , whole	Up	\$41,309	\$50,642	\$42,548			
	2D1d	Average Professor Compensation	\$ , whole	Up	\$49,968	\$62,864	\$51,467			
	3B	Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty	# , whole	Up		None	Defer, pending data			
	3C	Ratio of Full-time Faculty to other Full-time Employees	% , 1 dec	Up	40.4%	40.1%	40.1%			
	3E2a	Percentage of Students Passing NTE - Prof. Knowledge	% , 1 dec	Up	N/A	N/A	N/A			
	3E2b	Percentage of Students Passing NTE - Specialty Area	% , 1 dec	Up	N/A	N/A	N/A			
	3E3a	Percentage of Graduates in Critical Shortage Areas	% , whole	Up	N/A	N/A	N/A			
	3E3b	Percentage of Teacher Education Graduates who are Minority	% , whole	Up	N/A	N/A	N/A			
	5A	Ratio of Administrative Costs to Academic Costs (as a %)	% , 1 dec	DOWN	21.7%	31.7%	31.7%			
	5D	General Overhead Costs Per FTE Student	\$ , whole	DOWN	\$1,028	\$1,124	\$1,124			
	6A	SAT Scores of Student Body (% Entering Freshman 1000+)	% , 1 dec	Up	39.9%	33.3%	33.3%			
	6B	H.S. Class Standing, H.S. GPA, & Activities of Student Body	% , 1 dec	Up	51.7%	None	51.8%			
	6D	Priority on Enrolling In-State Students	% , 1 dec	Up	N/A	N/A	N/A			
	7A1a	Graduation Rate, 150% of Program Time	% , 1 dec	Up	18.5%	None	20.0%			
7A2	Graduation Rate Minus Developmental Students	% , 1 dec	Up	N/A	N/A	N/A				
7B3	Percent employed within CHE Timeframe	?	Up		None	defer 11/99				
7C3	Employers' satisfaction with Employees	?	Up		None	defer 11/99				
7D	% Passing Professional Examinations		Up		None	N/A				
7F	Credit Hours Earned of Graduates	% , 1 dec	Up	N/A	None	N/A				
8A	Transferability of Credits to and from the Institution	% , whole	DOWN	N/A	N/A	N/A				
8B	Continuing Education Programs for Graduates and Others	% , whole	Up	100%	100%	100%				
8C1	Percent of SC Citizens who are other race	# , nearest 100	Up	N/A	N/A	N/A				
8C2	Annual Retention Rate of SC Undergrad who are Other Race	% , 1 dec	Up	28.4%	43.2%	26.5%				
8C3	Percent of Graduate Students who are Other Race	% , 1 dec	Up	55.0%	None	55.0%				
8C4	Percent of Teaching Faculty who are Other Race	% , 1 dec	Up	N/A	N/A	N/A				
					10.5%	10.5%	10.5%			

# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS

## P&A COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

### Indicator Descriptives: Indicator #: Abbreviated Title:

### Measurement Display & Rounding: and Expected Trend

(NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)

### Institution

P&A Committee Recommendation for "Performance Cap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only

P&A Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8

USC - Union		1A	Expenditure of Funds to Achieve Institutional Mission	Up	60.3%	None	61.6%
Sector:		2A1	% Faculty Teaching Undergrads Meeting SACS Requirements	Up	100.0%	100.0%	100.0%
Regional Campuses		2A2a	%Headcount Faculty w/ Terminal Degree Teaching UG Courses	Up		None	defer 11/99
of USC		2A2b	%Full-time Faculty w/ Terminal Degree Teaching UG Courses	Up		None	defer 11/99
*1A Categories (new):		2D1a	Average Instructor Compensation	Up	\$28,154	\$32,070	\$29,545
Instruction		2D1b	Average Assistant Professor Compensation	Up	\$32,800	\$41,730	\$34,476
Academic Support		2D1c	Average Associate Professor Compensation	Up	\$46,200	\$50,642	\$47,586
		2D1d	Average Professor Compensation	Up	\$50,145	\$62,864	\$51,649
		3B	Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty	Up		None	Defer, pending data
		3C	Ratio of Full-time Faculty to other Full-time Employees	Up	34.5%	40.1%	34.5%
		3E2a	Percentage of Students Passing NTE - Prof. Knowledge	Up	N/A	N/A	N/A
		3E2b	Percentage of Students Passing NTE - Specialty Area	Up	N/A	N/A	N/A
		3E3a	Percentage of Graduates in Critical Shortage Areas	Up	N/A	N/A	N/A
		3E3b	Percentage of Teacher Education Graduates who are Minority	Up	N/A	N/A	N/A
		5A	Ratio of Administrative Costs to Academic Costs (as a %)	DOWN	28.3%	31.7%	31.7%
		5D	General Overhead Costs Per FTE Student	DOWN	\$1,161	\$1,124	\$1,124
		6A	SAT Scores of Student Body (% Entering Freshman 1000+)	Up	27.9%	33.3%	28.7%
		6B	H.S. Class Standing, H.S. GPA, & Activities of Student Body	Up	50.8%	None	50.9%
		6D	Priority on Enrolling In-State Students	Up	N/A	N/A	N/A
		7A1a	Graduation Rate, 150% of Program Time	Up	22.0%	None	22.5%
		7A2	Graduation Rate Minus Developmental Students	Up	N/A	N/A	N/A
		7B3	Percent employed within CHE Timeframe	Up		None	defer 11/99
		7C3	Employers' satisfaction with Employees	Up		None	defer 11/99
		7D	% Passing Professional Examinations	Up	N/A	N/A	N/A
		7F	Credit Hours Earned of Graduates	DOWN	N/A	N/A	N/A
		8A	Transferability of Credits to and from the Institution	Up	100%	100%	100%
		8B	Continuing Education Programs for Graduates and Others	Up	N/A	N/A	N/A
		8C1	Percent of SC Citizens who are other race	Up	17.9%	26.8%	18.0%
		8C2	Annual Retention Rate of SC Undergrad who are Other Race	Up	51.9%	None	51.9%
		8C3	Percent of Graduate Students who are Other Race	Up	N/A	N/A	N/A
		8C4	Percent of Teaching Faculty who are Other Race	Up	4.2%	None	4.3%

# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS

## P&A COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

### Indicator Descriptives: Indicator #: Abbreviated Title:

### Measurement Display & Rounding: and Expected Trend

(NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)

### Institution

P&A Committee  
Recommendation for  
"Performance Cap" or Criterion  
Reference Scale to be applied  
in addition to Institutional  
Benchmarks in Year 4 only

1999-2000  
Sector  
Benchmark

1998-99  
Performance

P&A Committee  
Recommendation for  
"Performance Cap" or Criterion  
Reference Scale to be applied  
in addition to Institutional  
Benchmarks in Year 4 only

P&A Committee  
RECOMMENDED  
BENCHMARK  
for Commission  
Consideration 7/8

Indicator	Indicator #	Indicator Title	1998-99 Performance	1999-2000 Sector Benchmark	P&A Committee Recommendation for "Performance Cap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only	P&A Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8
1A	2A1	Expenditure of Funds to Achieve Institutional Mission	51.9%	None		52.0%
2A1	2A2a	% Faculty Teaching Undergrads Meeting SACS Requirements	100.0%	100.0%		100.0%
2A2a	2A2b	% Headcount Faculty w/ Terminal Degree Teaching UG Courses		None		defer 11/99
2A2b	2D1a	% Full-time Faculty w/ Terminal Degree Teaching UG Courses		None		defer 11/99
2D1a	2D1b	Average Instructor Compensation	\$36,509	\$46,034		\$37,604
2D1b	2D1c	Average Assistant Professor Compensation	N/A	N/A		N/A
2D1c	2D1d	Average Associate Professor Compensation	N/A	N/A		N/A
2D1d	3B	Average Professor Compensation	N/A	N/A		N/A
3B	3C	Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty	234	None		235
3C	3E2a	Ratio of Full-time Faculty to other Full-time Employees	44.1%	40.1%		40.1%
3E2a	3E2b	Percentage of Students Passing NTE - Prof. Knowledge	N/A	N/A		N/A
3E2b	3E3a	Percentage of Students Passing NTE - Specialty Area	N/A	N/A		N/A
3E3a	3E3b	Percentage of Graduates in Critical Shortage Areas	N/A	N/A		N/A
3E3b	5A	Percentage of Teacher Education Graduates who are Minority	N/A	N/A		N/A
5A	5D	Ratio of Administrative Costs to Academic Costs (as a %)	25.1%	31.7%		31.7%
5D	6A	General Overhead Costs Per FTE Student	\$983	\$1,124		\$1,124
6A	6B	SAT Scores of Student Body (% Entering Freshman 1000+)	N/A	N/A		N/A
6B	6D	H.S. Class Standing, H.S. GPA, & Activities of Student Body	N/A	N/A		N/A
6D	7A1a	Priority on Enrolling In-State Students	N/A	N/A		N/A
7A1a	7A2	Graduation Rate, 150% of Program Time	10.5%	None		10.6%
7A2	7B3	Graduation Rate Minus Developmental Students	11.7%	None		11.8%
7B3	7C3	Percent employed within CHE Timeframe		None		defer 11/99
7C3	7D	Employers' satisfaction with Employees		None		defer 11/99
7D	7F	% Passing Professional Examinations	100.0%	None		95.0%
7F	8A	Credit Hours Earned of Graduates	N/A	N/A		N/A
8A	8B	Transferability of Credits to and from the Institution	100%	100%		100%
8B	8C1	Continuing Education Programs for Graduates and Others	13,000	None		11,600
8C1	8C2	Percent of SC Citizens who are other race	33.9%	23.6%		23.6%
8C2	8C3	Annual Retention Rate of SC Undergrad who are Other Race	47.6%	None		48.3%
8C3	8C4	Percent of Graduate Students who are Other Race	N/A	N/A		N/A
8C4		Percent of Teaching Faculty who are Other Race	17.6%	None		17.6%

\*1A Categories:

Instruction

\*\* Prior Year data is based on African-American only. In Yr 4, institutions will include all minorities in determining performance.

Criterion-Reference Scale

If >=280, then score 3

Criterion-Reference Scale

If >=60%, then score 3

Criterion-Reference Scale

If >= 60%, then score 3

# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS

## P&A COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

### Indicator Descriptors: Indicator #: Abbreviated Title:

#### Measurement Display & Rounding: and Expected Trend

(NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)

		P&A Committee Recommendation for "Performance Cap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only		P&A Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8	
		1998-99 Performance	1999-2000 Sector Benchmark		
<b>Central Carolina Tech</b>					
1A	Expenditure of Funds to Achieve Institutional Mission	8.2%	None	8.3%	
2A1	% Faculty Teaching Undergrads Meeting SACS Requirements	100.0%	100.0%	100.0%	
2A2a	% Headcount Faculty w/ Terminal Degree Teaching UG Courses		None	defer 11/99	
2A2b	% Full-time Faculty w/ Terminal Degree Teaching UG Courses		None	defer 11/99	
2D1a	Average Instructor Compensation	\$33,428	\$46,034	\$34,765	
2D1b	Average Assistant Professor Compensation	N/A	N/A	N/A	
2D1c	Average Associate Professor Compensation	N/A	N/A	N/A	
2D1d	Average Professor Compensation	N/A	N/A	N/A	
3B	Avg # of Credit Hrs Taught by Full-time (Teaching) Faculty	270	None	272	
3C	Ratio of Full-time Faculty to other Full-time Employees	46.5%	40.1%	40.1%	
3E2a	Percentage of Students Passing NTE - Prof. Knowledge	N/A	N/A	N/A	
3E2b	Percentage of Students Passing NTE - Specialty Area	N/A	N/A	N/A	
3E3a	Percentage of Graduates in Critical Shortage Areas	N/A	N/A	N/A	
3E3b	Percentage of Teacher Education Graduates who are Minority	N/A	N/A	N/A	
5A	Ratio of Administrative Costs to Academic Costs (as a %)	18.1%	31.7%	31.7%	
5D	General Overhead Costs Per FTE Student	\$439	\$1,124	\$1,124	
6A	SAT Scores of Student Body (% Entering Freshman 1000+)	N/A	N/A	N/A	
6B	H.S. Class Standing, H.S. GPA, & Activities of Student Body	N/A	N/A	N/A	
6D	Priority on Enrolling In-State Students	10.6%	None	N/A	
7A1a	Graduation Rate, 150% of Program Time	16.1%	None	N/A	
7A2	Graduation Rate Minus Developmental Students		None		
7B3	Percent employed within CHE Timeframe	?	None	defer 11/99	
7C3	Employers' satisfaction with Employees	?	None	defer 11/99	
7D	% Passing Professional Examinations	98.0%	None	95.0%	
7F	Credit Hours Earned of Graduates	N/A	N/A	N/A	
8A	Transferability of Credits to and from the Institution	100%	100%	100%	
8B	Continuing Education Programs for Graduates and Others	46,000	None	18,100	
8C1	Percent of SC Citizens who are other race	42.3%	43.2%	42.5%	
8C2	Annual Retention Rate of SC Undergrad who are Other Race	48.0%	None	48.0%	
8C3	Percent of Graduate Students who are Other Race	N/A	N/A	N/A	
8C4	Percent of Teaching Faculty who are Other Race	8.3%	None	8.3%	

# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS PAA COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

**Indicator Descriptions: Indicator #: Abbreviated Title:**  
**Measurement Display & Rounding: and Expected Trend**  
(NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)

PAA Committee Recommendation for "Performance Gap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only

PAA Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8

Institution		1998-99 Performance		1999-2000 Sector Benchmark		Criterion-Reference Scale
Chesterfield-Marlboro Tech	1A	Expenditure of Funds to Achieve Institutional Mission	% 1 dec	Up	42.2%	None
	2A1	% Faculty Teaching Undergrads Meeting SACS Requirements	% 1 dec	Up	100.0%	100.0%
	2A2a	%Headcount Faculty w/ Terminal Degree Teaching UG Courses	% whole	Up	None	defer 11/99
	2A2b	%Full-time Faculty w/ Terminal Degree Teaching UG Courses	% whole	Up	None	defer 11/99
	2D1a	Average Instructor Compensation	\$, whole	Up	\$31,481	\$45,034
	2D1b	Average Assistant Professor Compensation	\$, whole	Up	N/A	N/A
	2D1c	Average Associate Professor Compensation	\$, whole	Up	N/A	N/A
	2D1d	Average Professor Compensation	\$, whole	Up	N/A	N/A
	3B	Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty	#, whole	Up	277	None
	3C	Ratio of Full-time Faculty to other Full-time Employees	% 1 dec	Up	37.9%	40.1%
Sector: Technical Colleges	3E2a	Percentage of Students Passing NTE - Prot. Knowledge	% 1 dec	Up	N/A	N/A
	3E2b	Percentage of Students Passing NTE - Specialty Area	% 1 dec	Up	N/A	N/A
	3E3a	Percentage of Graduates in Critical Shortage Areas	% whole	Up	N/A	N/A
	3E3b	Percentage of Teacher Education Graduates who are Minority	% whole	Up	N/A	N/A
	5A	Ratio of Administrative Costs to Academic Costs (as a %)	% 1 dec	DOWN	40.3%	31.7%
	5D	General Overhead Costs Per FTE Student	\$, whole	DOWN	\$1,195	\$1,124
	6A	SAT Scores of Student Body (% Entering Freshman 1000+)	% 1 dec	N/A	N/A	N/A
	6B	H.S. Class Standing, H.S. GPA, & Activities of Student Body	% 1 dec	Up	N/A	N/A
	6D	Priority on Enrolling In-State Students	% 1 dec	Up	N/A	N/A
	7A1a	Graduation Rate, 150% of Program Time	% 1 dec	Up	7.9%	None
** Prior Year data is based on African-American only. In Yr 4, institutions will include all minorities in determining performance.	7A2	Graduation Rate Minus Developmental Students	% 1 dec	Up	9.3%	None
	7B3	Percent employed within CHE Timelime	?	Up	?	None
	7C3	Employers' satisfaction with Employees	?	Up	?	None
	7D	% Passing Professional Examinations	% 1 dec	Up	83.3%	None
	7F	Credit Hours Earned of Graduates	% whole	DOWN	N/A	N/A
	8A	Transferability of Credits to and from the Institution	% whole	Up	100%	100%
	8B	Continuing Education Programs for Graduates and Others	% 1 dec	Up	6,500	None
	8C1	Percent of SC Citizens who are other race	% 1 dec	Up	40.8%	39.7%
	8C2	Annual Retention Rate of SC Undergrad who are Other Race	% 1 dec	Up	52.7%	None
	8C3	Percent of Graduate Students who are Other Race	% 1 dec	Up	N/A	N/A
PAA C	8C4	Percent of Teaching Faculty who are Other Race	% 1 dec	Up	10.5%	None

# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS PAA COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

**Indicator Descriptions: Indicator #: Abbreviated Title:**  
**Measurement Display & Rounding: and Expected Trend**  
 (NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)

PAA Committee Recommendation for "Performance Gap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only

PAA Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8

Indicator	Description	Indicator #	Abbreviated Title	1998-99 Performance	1999-2000 Sector Benchmark	Criterion-Reference Scale	PAA Committee Recommendation
Denmark Tech	1A	Expenditure of Funds to Achieve Institutional Mission	% 1 dec	Up	13.6%	None	14.0%
	2A1	% Faculty Teaching Undergrads Meeting SACS Requirements	% 1 dec	Up	100.0%	100.0%	100.0%
	2A2a	% Headcount Faculty w/ Terminal Degree Teaching UG Courses	% whole	Up	None	None	defer 11/99
	2A2b	% Full-time Faculty w/ Terminal Degree Teaching UG Courses	% whole	Up	None	None	defer 11/99
	2D1a	Average Instructor Compensation	\$, whole	Up	\$29,501	\$46,034	\$30,217
	2D1b	Average Assistant Professor Compensation	\$, whole	Up	N/A	N/A	N/A
	2D1c	Average Associate Professor Compensation	\$, whole	Up	N/A	N/A	N/A
	2D1d	Average Professor Compensation	\$, whole	Up	N/A	N/A	N/A
	3B	Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty	#, whole	Up	308	None	280
	3C	Ratio of Full-time Faculty to other Full-time Employees	% 1 dec	Up	43.1%	40.1%	40.1%
Technical Colleges	3E2a	Percentage of Students Passing NTE - Prof. Knowledge	% 1 dec	Up	N/A	N/A	N/A
	3E2b	Percentage of Students Passing NTE - Specialty Area	% 1 dec	Up	N/A	N/A	N/A
	3E3a	Percentage of Graduates in Critical Shortage Areas	% whole	Up	N/A	N/A	N/A
	3E3b	Percentage of Teacher Education Graduates who are Minority	% whole	Up	N/A	N/A	N/A
	5A	Ratio of Administrative Costs to Academic Costs (as a %)	% 1 dec	DOWN	26.0%	31.7%	31.7%
	6A	General Overhead Costs Per FTE Student	\$, whole	DOWN	\$921	\$1,124	\$1,124
	6B	SAT Scores of Student Body (% Entering Freshman 1000+)	% 1 dec	N/A	N/A	N/A	N/A
	6D	U.S. Class Standing, H.S. GPA, & Activities of Student Body	% 1 dec	Up	N/A	N/A	N/A
	7A1a	Priority on Enrolling In-State Students	% 1 dec	Up	N/A	N/A	N/A
	7A2	Graduation Rate, 150% of Program Time	% 1 dec	Up	26.1%	None	26.2%
Academic Support	7B3	Graduation Rate Minus Developmental Students	% 1 dec	Up	36.3%	None	36.4%
	7C3	Percent employed within CHE Timeframe	?	Up	?	None	defer 11/99
	7D	Employers' satisfaction with Employees	?	Up	?	None	defer 11/99
	7E	% Passing Professional Examinations	% 1 dec	Up	90.5%	None	90.6%
	7F	Credit Hours Earned at Graduates	% whole	DOWN	N/A	N/A	N/A
	8A	Transferability of Credits to and from the Institution	% whole	Up	100%	100%	100%
	8B	Continuing Education Programs for Graduates and Others	% whole	Up	1,300	None	1,200
	8C1	Percent of SC Citizens who are other race	% 1 dec	Up	91.1%	52.2%	52.2%
	8C2	Annual Retention Rate of SC Undergrad who are Other Race	% 1 dec	Up	40.9%	None	40.9%
	8C3	Percent of Graduate Students who are Other Race	% 1 dec	Up	N/A	N/A	N/A
** Prior Year data is based on African-American only. In Yr 4, institutions will include all minorities in determining performance.	8C4	Percent of Teaching Faculty who are Other Race	% 1 dec	Up	69.5%	None	70.0%

# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS PAA COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

Indicator Descriptors: Indicator #: Abbreviated Title:

Measurement Display & Rounding: and Expected Trend

(NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)

1998-99  
Performance

1999-2000  
Sector  
Benchmark

PAA Committee  
Recommendation for  
"Performance Gap" or Criterion  
Reference Scale to be applied  
in addition to Institutional  
Benchmarks in Year 4 only

PAA Committee  
RECOMMENDED  
BENCHMARK  
for Commission  
Consideration 7/8

## Florence - Darlington Tech

### Sector: Technical Colleges

#### \*1A Categories:

#### Academic Support

\*\* Prior Year data is based on African-American only. In Yr 4, institutions will include all minorities in determining performance.

Indicator	Indicator #	Abbreviated Title	Measurement Display & Rounding	and Expected Trend	1998-99 Performance	1999-2000 Sector Benchmark	PAA Committee Recommendation for "Performance Gap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only	PAA Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8
1A	1A	Expenditure of Funds to Achieve Institutional Mission	% 1 dec	Up	16.1%	None		15.0%
2A1	2A1	% Faculty Teaching Undergrads Meeting SACS Requirements	% 1 dec	Up	100.0%	100.0%		100.0%
2A2a	2A2a	%Headcount Faculty w/ Terminal Degree Teaching UG Courses	% whole	Up		None		defer 11/99
2A2b	2A2b	%Full-time Faculty w/ Terminal Degree Teaching UG Courses	% whole	Up		None		defer 11/99
2D1a	2D1a	Average Instructor Compensation	\$, whole	Up	\$36,021	\$46,034		defer 11/99
2D1b	2D1b	Average Assistant Professor Compensation	\$, whole	Up	N/A	N/A		\$33,850
2D1c	2D1c	Average Associate Professor Compensation	\$, whole	Up	N/A	N/A		N/A
2D1d	2D1d	Average Professor Compensation	\$, whole	Up	N/A	N/A		N/A
3B	3B	Avg # of Credit Hrs Taught by Full-time (Teaching) Faculty	#, whole	Up	272	None		273
3C	3C	Ratio of Full-time Faculty to other Full-time Employees	% 1 dec	Up	52.4%	40.1%		40.1%
3E2a	3E2a	Percentage of Students Passing NTE - Prof. Knowledge	% 1 dec	Up	N/A	N/A		N/A
3E2b	3E2b	Percentage of Students Passing NTE - Specialty Area	% 1 dec	Up	N/A	N/A		N/A
3E3a	3E3a	Percentage of Graduates in Critical Shortage Areas	% whole	Up	N/A	N/A		N/A
3E3b	3E3b	Percentage of Teacher Education Graduates who are Minority	% whole	Up	N/A	N/A		N/A
5A	5A	Ratio of Administrative Costs to Academic Costs (as a %)	% 1 dec	DOWN	25.9%	31.7%		31.7%
5D	5D	General Overhead Costs Per FTE Student	\$, whole	DOWN	\$965	\$1,124		\$1,124
6A	6A	SAT Scores of Student Body (% Entering Freshman 1000+)	% 1 dec	N/A	N/A	N/A		N/A
6B	6B	H.S. Class Standing, H.S. GPA, & Activities of Student Body	% 1 dec	Up	N/A	N/A		N/A
6D	6D	Priority on Enrolling In-State Students	% 1 dec	Up	N/A	N/A		N/A
7A1a	7A1a	Graduation Rate, 150% of Program Time	% 1 dec	Up	15.1%	None		15.4%
7A2	7A2	Graduation Rate Minus Developmental Students	% 1 dec	Up	19.1%	None		19.2%
7B3	7B3	Percent employed within CHE Timeframe	?	Up		None		defer 11/99
7C3	7C3	Employers' satisfaction with Employees	?	Up		None		defer 11/99
7D	7D	% Passing Professional Examinations	% 1 dec	Up	97.5%	None		95.0%
7F	7F	Credit Hours Earned of Graduates	% whole	DOWN	N/A	N/A		N/A
8A	8A	Transferability of Credits to and from the Institution	% whole	Up	100%	100%		100%
8B	8B	Continuing Education Programs for Graduates and Others	#, nearest 100	Up	49,000	None		49,100
8C1	8C1	Percent of SC Citizens who are other race	% 1 dec	Up	39.4%	39.3%		39.3%
8C2	8C2	Annual Retention Rate of SC Undergrad who are Other Race	% 1 dec	Up	61.9%	None		61.9%
8C3	8C3	Percent of Graduate Students who are Other Race	% 1 dec	Up	N/A	N/A		N/A
8C4	8C4	Percent of Teaching Faculty who are Other Race	% 1 dec	Up	12.4%	None		12.4%

Criterion-Reference Scale

If >= 60%, then score 3

If >= 60%, then score 3

If >= 280, then score 3



# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS

## P&A COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

<u>Indicator Descriptors: Indicator #; Abbreviated Title:</u>	<u>Measurement Display &amp; Rounding; and Expected Trend</u>	<u>1998-99</u>	<u>1999-2000</u>	<u>P&amp;A Committee Recommendation for "Performance Gap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only</u>	<u>P&amp;A Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8</u>
<u>Institution</u>		<u>Performance</u>	<u>Sector Benchmark</u>		
<i>(NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)</i>					

<b>Greenville Tech</b>					
<b>Sector:</b>					
<b>Technical Colleges</b>					
<b>*1A Categories:</b>					
<b>Instruction</b>					
1A	Expenditure of Funds to Achieve Institutional Mission	% 1 dec	Up	56.1%	None
2A1	% Faculty Teaching Undergrads Meeting SACS Requirements	% 1 dec	Up	100.0%	None
2A2a	%Headcount Faculty w/ Terminal Degree Teaching UG Courses	% whole	Up		None
2A2b	%Full-time Faculty w/ Terminal Degree Teaching UG Courses	% whole	Up		None
2D1a	Average Instructor Compensation	\$, whole	Up	\$33,851	\$46,034
2D1b	Average Assistant Professor Compensation	\$, whole	Up	N/A	N/A
2D1c	Average Associate Professor Compensation	\$, whole	Up	N/A	N/A
2D1d	Average Professor Compensation	\$, whole	Up	N/A	N/A
3B	Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty	#, whole	Up	273	None
3C	Ratio of Full-time Faculty to other Full-time Employees	% 1 dec	Up	43.9%	40.1%
3E2a	Percentage of Students Passing NTE - Prof. Knowledge	% 1 dec	Up	N/A	N/A
3E2b	Percentage of Students Passing NTE - Specialty Area	% 1 dec	Up	N/A	N/A
3E3a	Percentage of Graduates in Critical Shortage Areas	% whole	Up	N/A	N/A
3E3b	Percentage of Teacher Education Graduates who are Minority	% whole	Up	N/A	N/A
5A	Ratio of Administrative Costs to Academic Costs (as a %)	% 1 dec	DOWN	18.6%	31.7%
5D	General Overhead Costs Per FTE Student	\$, whole	DOWN	\$775	\$1,124
6A	SAT Scores of Student Body (% Entering Freshman 1000+)	% 1 dec	N/A	N/A	N/A
6B	H.S. Class Standing, H.S. GPA, & Activities of Student Body	% 1 dec	Up	N/A	N/A
6D	Priority on Enrolling In-State Students	% 1 dec	Up	N/A	N/A
7A1a	Graduation Rate, 150% of Program Time	% 1 dec	Up	12.8%	None
7A2	Graduation Rate Merit Developmental Students	% 1 dec	Up	12.8%	None
7B3	Percent employed within CHE Timeframe	?	Up		None
7C3	Employers' satisfaction with Employees	?	Up		None
7D	% Passing Professional Examinations	% 1 dec	Up	87.9%	None
7F	Credit Hours Earned of Graduates	% whole	DOWN	N/A	N/A
8A	Transferability of Credits to and from the Institution	% whole	Up	100%	100%
8B	Continuing Education Programs for Graduates and Others	#, nearest 100	Up	56,000	None
8C1	Percent of SC Citizens who are other race	% 1 dec	Up	21.3%	18.0%
8C2	Annual Retention Rate of SC Undergrad who are Other Race	% 1 dec	Up	48.8%	None
8C3	Percent of Graduate Students who are Other Race	% 1 dec	Up	N/A	N/A
8C4	Percent of Teaching Faculty who are Other Race	% 1 dec	Up	10.5%	None

# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS PAA COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

**Indicator Descriptions:** *Indicator #; Abbreviated Title;*  
*Measurement Display & Rounding; and Expected Trend*  
 (NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)

PAA Committee Recommendation for "Performance Cap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only	PAA Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8
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## Horry-Georgetown Tech

### Sector:

#### Technical Colleges

#### \*1A Categories:

#### Plant Operation & Maintenance

\*\* Prior Year data is based on African-American only. In Yr 4, institutions will include all minorities in determining performance.

Indicator	Indicator Description	1998-99 Performance	1999-2000 Sector Benchmark	Recommendation	PAA Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8
1A	Expenditure of Funds to Achieve Institutional Mission	% 1 dec UP	9.5%	None	9.6%
2A1	% Faculty Teaching Undergrads Meeting SACS Requirements	% 1 dec UP	100.0%	100.0%	100.0%
2A2a	%Headcount Faculty w/ Terminal Degree Teaching UG Courses	% whole UP	None	None	defer 11/99
2A2b	%Full-time Faculty w/ Terminal Degree Teaching UG Courses	% whole UP	None	None	defer 11/99
2D1a	Average Instructor Compensation	\$, whole UP	\$36,923	\$46,034	\$37,170
2D1b	Average Assistant Professor Compensation	\$, whole UP	N/A	N/A	N/A
2D1c	Average Associate Professor Compensation	\$, whole UP	N/A	N/A	N/A
2D1d	Average Professor Compensation	\$, whole UP	N/A	N/A	N/A
3B	Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty	#, whole UP	264	None	265
3C	Ratio of Full-time Faculty to other Full-time Employees	% 1 dec UP	47.3%	40.1%	40.1%
3E2a	Percentage of Students Passing NTE - Prof. Knowledge	% 1 dec UP	N/A	N/A	N/A
3E2b	Percentage of Students Passing NTE - Specialty Area	% 1 dec UP	N/A	N/A	N/A
3E3a	Percentage of Graduates in Critical Shortage Areas	% whole UP	N/A	N/A	N/A
3E3b	Percentage of Teacher Education Graduates who are Minority	% whole UP	N/A	N/A	N/A
5A	Ratio of Administrative Costs to Academic Costs (as a %)	% 1 dec DOWN	28.8%	31.7%	31.7%
5D	General Overhead Costs Per FTE Student	\$, whole DOWN	\$786	\$1,124	\$1,124
6A	SAT Scores of Student Body (4% Entering Freshman 1000+)	% 1 dec N/A	N/A	N/A	N/A
6B	H.S. Class Standing, H.S. GPA, & Activities of Student Body	% 1 dec UP	N/A	N/A	N/A
6D	Priority on Enrolling In-State Students	% 1 dec UP	N/A	N/A	N/A
7A1a	Graduation Rate, 150% of Program Time	% 1 dec UP	17.1%	None	17.2%
7A2	Graduation Rate Minus Developmental Students	% 1 dec UP	19.8%	None	19.9%
7B3	Percent employed within CHE Timeframe	? UP	None	None	defer 11/99
7C3	Employers' satisfaction with Employees	? UP	None	None	defer 11/99
7D	% Passing Professional Examinations	% 1 dec UP	92.5%	None	93.4%
7F	Credit Hours Earned of Graduates	% whole DOWN	N/A	N/A	N/A
8A	Transferability of Credits to and from the Institution	% whole UP	100%	100%	100%
8B	Continuing Education Programs for Graduates and Others	% nearest 100 UP	40,900	None	41,000
8C1	Percent of SC Citizens who are other race	% 1 dec UP	22.2%	21.6%	21.6%
8C2	Annual Retention Rate of SC Undergrad who are Other Race	% 1 dec UP	54.5%	None	54.5%
8C3	Percent of Graduate Students who are Other Race	% 1 dec UP	N/A	N/A	N/A
8C4	Percent of Teaching Faculty who are Other Race	% 1 dec UP	6.6%	None	6.6%

Criterion-Reference Scale

If >= 60%, then score 3

If >= 60%, then score 3

If >= 280, then score 3

Benchmarks in Year 4 only

### PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS

**PDA COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999**

**Indicator Descriptives: Indicator #; Abbreviated Title;**

### Measurement Display & Rounding; and Expected Trend

**Institution**

(NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)

1998-99	Sector	Benchmark
Performance		

P&A Committee Recommendation for "Performance Cap" or Criterion in addition to Institutional Benchmarks in Year 4 only	P&A Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8

	Expenditure of Funds to Achieve Institutional Mission	% , 1 dec	Up	53.5%	None		53.7%
2A1	% Faculty Teaching Undergrads Meeting SACS Requirements	% , 1 dec	Up	100.0%	100.0%		100.0%
2A2a	%Headcount Faculty w/ Terminal Degree Teaching UG Courses	%, whole	Up		None		defer 11/99
2A2b	%Full-time Faculty w/ Terminal Degree Teaching UG Courses	%, whole	Up		None		defer 11/99
2D1a	Average Instructor Compensation	\$, whole	Up	\$35,737	\$46,034		\$36,809
2D1b	Average Assistant Professor Compensation	\$, whole	Up	N/A	N/A		N/A
2D1c	Average Associate Professor Compensation	\$, whole	Up	N/A	N/A		N/A
2D1d	Average Professor Compensation	\$, whole	Up	N/A	N/A		N/A
3B	Avg # of Credit Hrs Taught by Full-time (Teaching) Faculty	#, whole	Up	258	None		254
3C	Ratio of Full-time Faculty to other Full-time Employees	% , 1 dec	Up	42.2%	40.1%	If >=280, then score 3	40.1%
3E2a	Percentage of Students Passing NTE - Prof. Knowledge	% , 1 dec	Up	N/A	N/A		N/A
3E2b	Percentage of Students Passing NTE - Specialty Area	% , 1 dec	Up	N/A	N/A		N/A
3E3a	Percentage of Graduates in Critical Shortage Areas	%, whole	Up	N/A	N/A		N/A
3E3b	Percentage of Teacher Education Graduates who are Minority	%, whole	Up	N/A	N/A		N/A
5A	Ratio of Administrative Costs to Academic Costs (as a %)	% , 1 dec	DOWN	17.9%	31.7%		31.7%
5D	General Overhead Costs Per FTE Student	\$, whole	DOWN	\$619	\$1,124		\$1,124
6A	SAT Scores of Student Body (% Entering Freshman 1000+)	% , 1 dec	N/A	N/A	N/A		N/A
6B	H.S. Class Standing, H.S. GPA, & Activities of Student Body	% , 1 dec	Up	N/A	N/A	If >=60%, then score 3	N/A
6D	Priority on Enrolling In-State Students	% , 1 dec	Up	N/A	N/A		N/A
7A1a	Graduation Rate, 150% of Program Time	% , 1 dec	Up	8.4%	None		8.5%
7A2	Graduation Rate Minus Developmental Students	% , 1 dec	Up	9.3%	None		9.4%
7B3	Percent employed within CHE Timeframe	?	Up		None		defer 11/99
7C3	Employers' satisfaction with Employees	?	Up		None		defer 11/99
7D	% Passing Professional Examinations	% , 1 dec	Up	92.0%	None		92.8%
7F	Credit Hours Earned of Graduates	%, whole	DOWN	N/A	N/A		N/A
8A	Transferability of Credits to and from the Institution	%, whole	Up	100%	100%	Criterion-Reference Scale	100%
8B	Continuing Education Programs for Graduates and Others	#, nearest 100	Up	45,400	None		46,000
8C1	Percent of SC Citizens who are other race	% , 1 dec	Up	34.6%	30.8%		30.8%
8C2	Annual Retention Rate of SC Undergrad who are Other Race	% , 1 dec	Up	48.5%	None	If >= 60%, then score 3	48.5%
8C3	Percent of Graduate Students who are Other Race	% , 1 dec	Up	N/A	N/A		N/A
8C4	Percent of Teaching Faculty who are Other Race	% , 1 dec	Up	13.3%	None		13.3%

# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS PAA COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

**Indicator Descriptions:** *Indicator #; Abbreviated Title;*  
**Measurement Display & Rounding:** *and Expected Trend*  
 (NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)

PAA Committee  
 Recommendation for  
 "Performance Cap" or Criterion  
 Reference Scale to be applied  
 in addition to Institutional  
 Benchmarks in Year 4 only

PAA Committee  
 RECOMMENDED  
 BENCHMARK  
 for Commission  
 Consideration 7/8

Orangeburg-Calhoun Tech		1A		Expenditure of Funds to Achieve Institutional Mission		1A		54.8%		None		54.9%	
2A1		% Faculty Teaching Undergrads Meeting SACS Requirements		% 1 dec Up		100.0%		100.0%		None		100.0%	
2A2a		% Headcount Faculty w/ Terminal Degree Teaching UG Courses		% whole Up				None				defer 11/99	
2A2b		% Full-time Faculty w/ Terminal Degree Teaching UG Courses		% whole Up				None				defer 11/99	
2D1a		Average Instructor Compensation		\$, whole Up		\$30,600		\$46,034		N/A		\$31,518	
2D1b		Average Assistant Professor Compensation		\$, whole Up		N/A		N/A				N/A	
2D1c		Average Associate Professor Compensation		\$, whole Up		N/A		N/A				N/A	
2D1d		Average Professor Compensation		\$, whole Up		N/A		N/A				N/A	
3B		Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty		#, whole Up		236		None				237	
3C		Ratio of Full-time Faculty to other Full-time Employees		% 1 dec Up		48.1%		40.1%				40.1%	
3E2a		Percentage of Students Passing NTE - Prof. Knowledge		% 1 dec Up		N/A		N/A				N/A	
3E2b		Percentage of Students Passing NTE - Specialty Area		% 1 dec Up		N/A		N/A				N/A	
3E3a		Percentage of Graduates in Critical Shortage Areas		% whole Up		N/A		N/A				N/A	
3E3b		Percentage of Teacher Education Graduates who are Minority		% whole Up		N/A		N/A				N/A	
5A		Ratio of Administrative Costs to Academic Costs (as a %)		% 1 dec DOWN		26.3%		31.7%				31.7%	
5D		General Overhead Costs Per FTE Student		\$, whole DOWN		\$998		\$1,124				\$1,124	
6A		SAT Scores of Student Body (% Entering Freshman 1000+)		% 1 dec N/A		N/A		N/A				N/A	
6B		H.S. Class Standing, H.S. GPA, & Activities of Student Body		% 1 dec Up		N/A		N/A				N/A	
6D		Priority on Enrolling In-State Students		% 1 dec Up		N/A		N/A				N/A	
7A1a		Graduation Rate: 150% of Program Time		% 1 dec Up		19.4%		None				19.5%	
7A2		Graduation Rate Minus Developmental Students		% 1 dec Up		20.7%		None				20.8%	
7B3		Percent employed within CHE Timeframe		? Up				None				defer 11/99	
7C3		Employers' satisfaction with Employees		? Up				None				defer 11/99	
7D		% Passing Professional Examinations		% 1 dec Up		89.7%		None				89.9%	
7F		Credit Hours Earned of Graduates		% whole DOWN		N/A		N/A				N/A	
8A		Transferability of Credits to and from the Institution		% whole Up		100%		100%				100%	
8B		Continuing Education Programs for Graduates and Others		#, nearest 100 Up		31,600		None				25,600	
8C1		Percent of SC Citizens who are other race		% 1 dec Up		50.9%		55.3%				50.9%	
8C2		Annual Retention Rate of SC Undergrad who are Other Race		% 1 dec Up		55.5%		None				55.6%	
8C3		Percent of Graduate Students who are Other Race		% 1 dec Up		N/A		N/A				N/A	
8C4		Percent of Teaching Faculty who are Other Race		% 1 dec Up		26.4%		None				26.4%	

# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS PAA COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

**Indicator Descriptions: Indicator #; Abbreviated Title:**  
**Measurement Display & Rounding; and Expected Trend**  
(NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)

PAA Committee Recommendation for "Performance Gap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only

PAA Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8

Sector:	Technical Colleges	PAA Categories:	Indicator	Description	1998-99 Performance	1999-2000 Sector Benchmark	Criterion-Reference Scale	PAA Committee Recommendation
Piedmont Tech	Technical Colleges	Instruction	1A	Expenditure of Funds to Achieve Institutional Mission	45.4%	None	45.5%	
			2A1	% Faculty Teaching Undergrads Meeting SACS Requirements	100.0%	100.0%	100.0%	
			2A2a	%Headcount Faculty w/ Terminal Degree Teaching UG Courses	None	None	defer 11/99	
			2A2b	%Full-time Faculty w/ Terminal Degree Teaching UG Courses	None	None	defer 11/99	
			2D1a	Average Instructor Compensation	\$32,464	\$46,034	\$33,428	
			2D1b	Average Assistant Professor Compensation	N/A	N/A	N/A	
			2D1c	Average Associate Professor Compensation	N/A	N/A	N/A	
			2D1d	Average Professor Compensation	N/A	N/A	N/A	
			3B	Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty	229	None	230	
			3C	Ratio of Full-time Faculty to other Full-time Employees	42.7%	40.1%	40.1%	
			3E2a	Percentage of Students Passing NTE - Prof. Knowledge	N/A	N/A	N/A	
			3E2b	Percentage of Students Passing NTE - Specialty Area	N/A	N/A	N/A	
			3E3a	Percentage of Graduates in Critical Shortage Areas	N/A	N/A	N/A	
			3E3b	Percentage of Teacher Education Graduates who are Minority	N/A	N/A	N/A	
PAA Committee	Instruction	Instruction	5A	Ratio of Administrative Costs to Academic Costs (as a %)	21.6%	31.7%	31.7%	
			5D	General Overhead Costs Per FTE Student	\$821	\$1,124	\$1,124	
			6A	SAT Scores of Student Body (% Entering Freshman 1000+)	N/A	N/A	N/A	
			6B	H.S. Class Standing, H.S. GPA, & Activities of Student Body	N/A	N/A	N/A	
			6D	Priority on Enrolling In-State Students	N/A	N/A	N/A	
			7A1a	Graduation Rate, 150% of Program Time	23.1%	None	23.2%	
			7A2	Graduation Rate Minus Developmental Students	28.7%	None	28.8%	
			7B3	Percent employed within CHE Timeframe	None	None	defer 11/99	
			7C3	Employers' satisfaction with Employees	None	None	defer 11/99	
			7D	% Passing Professional Examinations	92.5%	None	92.6%	
			7F	Credit Hours Earned of Graduates	N/A	N/A	N/A	
			8A	Transferability of Credits to and from the Institution	100%	100%	100%	
			8B	Continuing Education Programs for Graduates and Others	29,600	None	29,700	
			8C1	Percent of SC Citizens who are other race	34.5%	32.0%	32.0%	
PAA Committee	Instruction	Instruction	8C2	Annual Retention Rate of SC Undergrad who are Other Race	61.4%	None	61.5%	
			8C3	Percent of Graduate Students who are Other Race	N/A	N/A	N/A	
			8C4	Percent of Teaching Faculty who are Other Race	10.7%	None	10.7%	

# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS

## P&A COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

**Indicator Descriptions: Indicator #, Abbreviated Title:**  
**Measurement Display & Rounding: and Expected Trend**  
 (NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)

P&A Committee Recommendation for "Performance Cap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only

P&A Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8

Spartanburg Tech		1A		Expenditure of Funds to Achieve Institutional Mission		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%	
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# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS P&A COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

## Indicator Descriptions: Indicator #: Abbreviated Title:

### Measurement Display & Rounding: and Expected Trend

(NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)

1998-99	1999-2000	P&A Committee Recommendation for "Performance Gap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only	P&A Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8

Institution	Tech College of the Lowcountry	Sector: Technical Colleges	1A Categories: Instruction Academic Support	Indicator	1998-99	1999-2000	P&A Committee Recommendation for "Performance Gap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only	P&A Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8
					Performance	Benchmark		
1A	Expenditure of Funds to Achieve Institutional Mission			% 1 dec	DOWN	56.5%	None	53.0%
2A1	% Faculty Teaching Undergrads Meeting SACS Requirements			% 1 dec	UP	100.0%	None	100.0%
2A2a	% Headcount Faculty w/ Terminal Degree Teaching UG Courses			% whole	UP	None	None	defer 11/99
2A2b	% Full-time Faculty w/ Terminal Degree Teaching UG Courses			% whole	UP	None	None	defer 11/99
2D1a	Average Instructor Compensation			\$ whole	UP	\$32,905	\$46,034	\$33,892
2D1b	Average Assistant Professor Compensation			\$ whole	UP	N/A	N/A	N/A
2D1c	Average Associate Professor Compensation			\$ whole	UP	N/A	N/A	N/A
2D1d	Average Professor Compensation			\$ whole	UP	N/A	N/A	N/A
3B	Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty			# whole	UP	283	None	284
3C	Ratio of Full-time Faculty to other Full-time Employees			% 1 dec	UP	38.3%	40.1%	40.0%
3E2a	Percentage of Students Passing NTE - Prof. Knowledge			% 1 dec	UP	N/A	N/A	N/A
3E2b	Percentage of Students Passing NTE - Specialty Area			% 1 dec	UP	N/A	N/A	N/A
3E3a	Percentage of Graduates in Critical Shortage Areas			% whole	UP	N/A	N/A	N/A
3E3b	Percentage of Teacher Education Graduates who are Minority			% whole	UP	N/A	N/A	N/A
5A	Ratio of Administrative Costs to Academic Costs (as a %)			% 1 dec	DOWN	35.5%	31.7%	34.4%
5D	General Overhead Costs Per FTE Student			\$ whole	DOWN	\$1,162	\$1,124	\$1,127
6A	SAT Scores of Student Body (% Entering Freshman 1000+)			% 1 dec	N/A	N/A	N/A	N/A
6B	H.S. Class Standing, H.S. GPA, & Activities of Student Body			% 1 dec	UP	N/A	N/A	N/A
6D	Priority on Enrolling In-State Students			% 1 dec	UP	N/A	N/A	N/A
7A1a	Graduation Rate, 150% of Program Time			% 1 dec	UP	9.5%	None	9.5%
7A2	Graduation Rate Minus Developmental Students			% 1 dec	UP	11.4%	None	11.5%
7B3	Percent employed within CHE Timeline			?	UP	None	None	defer 11/99
7C3	Employers' satisfaction with Employees			?	UP	None	None	defer 11/99
7D	% Passing Professional Examinations			% 1 dec	UP	94.7%	None	95.0%
7F	Credit Hours Earned of Graduates			% whole	DOWN	N/A	N/A	N/A
8A	Transferability of Credits to and from the Institution			% whole	UP	100%	100%	100%
8B	Continuing Education Programs for Graduates and Others			# nearest 100	UP	4,800	None	4,900
8C1	Percent of SC Citizens who are other race			% 1 dec	UP	44.3%	35.3%	35.3%
8C2	Annual Retention Rate of SC Undergrad who are Other Race			% 1 dec	UP	49.5%	None	49.5%
8C3	Percent of Graduate Students who are Other Race			% 1 dec	UP	N/A	N/A	N/A
8C4	Percent of Teaching Faculty who are Other Race			% 1 dec	UP	14.3%	None	14.3%

# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS

## P&A COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

### Indicator Descriptions: Indicator #, Abbreviated Title:

#### Measurement Display & Rounding: and Expected Trend

(NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)

Institution	Indicator	1998-99 Performance	1999-2000 Sector Benchmark	P&A Committee Recommendation for "Performance Cap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only	P&A Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8
Tri-County Tech	1A				
	2A1	Expenditure of Funds to Achieve Institutional Mission	54.2% UP	None	54.3%
	2A2a	% Faculty Teaching Undergrads Meeting SACS Requirements	100.0% UP	100.0%	100.0%
	2A2b	% Headcount Faculty w/ Terminal Degree Teaching UG Courses	% UP	None	defer 11/99
	2D1a	% Full-time Faculty w/ Terminal Degree Teaching UG Courses	% UP	None	defer 11/99
	2D1b	Average Instructor Compensation	\$, whole UP	\$34,150 \$46,034	\$35,175
	2D1c	Average Assistant Professor Compensation	\$, whole UP	N/A	N/A
	2D1d	Average Associate Professor Compensation	\$, whole UP	N/A	N/A
	3B	Average Professor Compensation	\$, whole UP	N/A	N/A
	3C	Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty	#, whole UP	273	274
	3E2a	Ratio of Full-time Faculty to other Full-time Employees	% UP	43.3%	40.1%
	3E2b	Percentage of Students Passing NTE - Prof. Knowledge	% UP	N/A	N/A
	3E2c	Percentage of Students Passing NTE - Specialty Areas	% UP	N/A	N/A
	3E3a	Percentage of Graduates in Critical Shortage Areas	% UP	N/A	N/A
Technical Colleges	2D1b	Average Assistant Professor Compensation	\$, whole UP	N/A	N/A
	2D1c	Average Associate Professor Compensation	\$, whole UP	N/A	N/A
	2D1d	Average Professor Compensation	\$, whole UP	N/A	N/A
	3B	Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty	#, whole UP	273	274
	3C	Ratio of Full-time Faculty to other Full-time Employees	% UP	43.3%	40.1%
	3E2a	Percentage of Students Passing NTE - Prof. Knowledge	% UP	N/A	N/A
	3E2b	Percentage of Students Passing NTE - Specialty Areas	% UP	N/A	N/A
	3E2c	Percentage of Graduates in Critical Shortage Areas	% UP	N/A	N/A
	3E3a	Percentage of Teacher Education Graduates who are Minority	% UP	N/A	N/A
	3E3b	Ratio of Administrative Costs to Academic Costs (as a %)	% UP	24.3%	31.7%
	5A	General Overhead Costs Per FTE Student	\$, whole DOWN	\$970 \$1,124	\$1,124
	6A	SAT Scores of Student Body (% Entering Freshman 1000+)	% UP	N/A	N/A
	6B	H.S. Class Standing, H.S. GPA, & Activities of Student Body	% UP	N/A	N/A
	6D	Priority on Enrolling In-State Students	% UP	N/A	N/A
P&A Categories:	7A1a	Graduation Rate, 150% of Program Time	% UP	13.8%	13.9%
	7A2	Graduation Rate Minus Developmental Students	% UP	14.3%	14.4%
	7B3	Percent employed within CHE Timeframe	% UP	?	?
	7C3	Employers' satisfaction with Employees	% UP	?	?
	7D	% Passing Professional Examinations	% UP	92.6%	93.4%
	7F	Credit Hours Earned of Graduates	% UP	N/A	N/A
	8A	Transferability of Credits to and from the Institution	% UP	100%	100%
	8B	Continuing Education Programs for Graduates and Others	% UP	26,300	19,000
	8C1	Percent of SC Citizens who are other race	% UP	11.7%	11.7%
	8C2	Annual Retention Rate of SC Undergrad who are Other Race	% UP	54.1%	54.1%
	8C3	Percent of Graduate Students who are Other Race	% UP	N/A	N/A
	8C4	Percent of Teaching Faculty who are Other Race	% UP	9.0%	9.0%



# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS P&A COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

<u>Institution</u>	<u>Indicator Descriptions: Indicator #, Abbreviated Title, Measurement Display &amp; Rounding, and Expected Trend</u>		<u>(NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)</u>	
	1998-99 Performance	1999-2000 Sector Benchmark	P&A Committee Recommendation for "Performance Cap" or Criterion Reference Scale to be applied in addition to Institutional	P&A Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8

Trident Tech Sector: Technical Colleges	1A	Expenditure of Funds to Achieve Institutional Mission	% .1 dec Up	53.9%	None				
	2A1	% Faculty Teaching Undergrads Meeting SACS Requirements	% .1 dec Up	100.0%	100.0%				53.9%
	2A2a	% Headcount Faculty w/ Terminal Degree Teaching UG Courses	% whole Up		None				100.0%
	2A2b	% Full-time Faculty w/ Terminal Degree Teaching UG Courses	% whole Up		None				defer 11/99
	2D1a	Average Instructor Compensation	\$ whole Up	\$36,928	\$46,034				defer 11/99
	2D1b	Average Assistant Professor Compensation	\$ whole Up	N/A	N/A				\$38,104
	2D1c	Average Associate Professor Compensation	\$ whole Up	N/A	N/A				N/A
	2D1d	Average Professor Compensation	\$ whole Up	N/A	N/A				N/A
	3B	Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty	# whole Up	271	None				272
	3C	Ratio of Full-time Faculty to other Full-time Employees	% .1 dec Up	46.2%	40.1%				40.1%
*1A Categories: Instruction	3E2a	Percentage of Students Passing NTE - Prof. Knowledge	% .1 dec Up	N/A	N/A				N/A
	3E2b	Percentage of Students Passing NTE - Specialty Area	% .1 dec Up	N/A	N/A				N/A
	3E3a	Percentage of Graduates in Critical Shortage Areas	% whole Up	N/A	N/A				N/A
	3E3b	Percentage of Teacher Education Graduates who are Minority	% whole Up	N/A	N/A				N/A
	5A	Ratio of Administrative Costs to Academic Costs (as a %)	% .1 dec DOWN	22.7%	31.7%				31.7%
	5D	General Overhead Costs Per FTE Student	\$ whole DOWN	\$851	\$1,124				\$1,124
	6A	SAT Scores of Student Body (% Entering Freshman 1000+)	% .1 dec N/A	N/A	N/A				N/A
	6B	H.S. Class Standing, H.S. GPA, & Activities of Student Body	% .1 dec Up	N/A	N/A				N/A
	6D	Priority on Enrolling In-State Students	% .1 dec Up	N/A	N/A				N/A
	7A1a	Graduation Rate, 150% of Program Time	% .1 dec Up	12.8%	None				12.9%
** Prior Year data is based on African-American only. In Yr 4, institutions will include all minorities in determining performance.	7A2	Graduation Rate Minus Developmental Students	% .1 dec Up	14.9%	None				15.0%
	7B3	Percent employed within CHE Timelane	? Up	?	None				defer 11/99
	7C3	Employers' satisfaction with Employees	? Up	?	None				defer 11/99
	7D	% Passing Professional Examinations	% .1 dec Up	88.7%	None				88.8%
	7F	Credit Hours Earned of Graduates	% whole DOWN	N/A	N/A				N/A
	8A	Transferability of Credits to and from the Institution	% whole Up	100%	100%				100%
	8B	Continuing Education Programs for Graduates and Others	#, nearest 100 Up	40,600	None				30,600
	8C1	Percent of SC Citizens who are other race	% .1 dec Up	28.3%	30.8%				28.4%
	8C2	Annual Retention Rate of SC Undergrad who are Other Race	% .1 dec Up	50.3%	None				50.3%
	8C3	Percent of Graduate Students who are Other Race	% .1 dec Up	N/A	N/A				N/A
	8C4	Percent of Teaching Faculty who are Other Race	% .1 dec Up	8.0%	None				8.1%

# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS

## PAA COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

**Indicator Descriptions:** *Indicator #; Abbreviated Title;*  
**Measurement Display & Rounding; and Expected Trend**  
 (NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)

1998-99 Performance	1999-2000 Sector Benchmark	PAA Committee Recommendation for "Performance Cap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only	PAA Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8
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## Williamsburg Tech

## Sector:

## Technical Colleges

\*1A Categories:  
Instruction

Indicator	Indicator Description	1998-99 Performance	1999-2000 Sector Benchmark	PAA Committee Recommendation for "Performance Cap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only	PAA Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8
1A	Expenditure of Funds to Achieve Institutional Mission	36.3%	None		35.9%
2A1	% Faculty Teaching Undergrads Meeting SACS Requirements	100.0%	100.0%		100.0%
2A2a	% Headcount Faculty w/ Terminal Degree Teaching UG Courses		None		defer 11/99
2A2b	% Full-time Faculty w/ Terminal Degree Teaching UG Courses		None		defer 11/99
2D1a	Average Instructor Compensation	\$28,005	\$48,034		\$28,845
2D1b	Average Assistant Professor Compensation	N/A	N/A		N/A
2D1c	Average Associate Professor Compensation	N/A	N/A		N/A
2D1d	Average Professor Compensation	N/A	N/A		N/A
3B	Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty	186	None		170
3C	Ratio of Full-time Faculty to other Full-time Employees	26.2%	40.1%		26.2%
3E2a	Percentage of Students Passing MTE - Prof. Knowledge	N/A	N/A		N/A
3E2b	Percentage of Students Passing MTE - Specialty Area	N/A	N/A		N/A
3E3a	Percentage of Graduates in Critical Shortage Areas	N/A	N/A		N/A
3E3b	Percentage of Teacher Education Graduates who are Minority	N/A	N/A		N/A
5A	Ratio of Administrative Costs to Academic Costs (as a %)	76.2%	31.7%		75.2%
5D	General Overhead Costs Per FTE Student	\$2,069	\$1,124		\$2,050
6A	SAT Scores of Student Body (% Entering Freshman 1000+)	N/A	N/A		N/A
6B	H.S. Class Standing, H.S. GPA, & Activities of Student Body	N/A	N/A		N/A
6D	Priority on Enrolling In-State Students	8.1%	None		N/A
7A1a	Graduation Rate, 150% of Program Time	10.6%	None		10.7%
7A2	Graduation Rate Minus Developmental Students	?	None		defer 11/99
7B3	Percent employed within CHE Timeline	?	None		defer 11/99
7C3	Employers' satisfaction with Employees	?	None		95.0%
7D	% Passing Professional Examinations	100.0%	None		N/A
7F	Credit Hours Earned of Graduates	100%	100%		100%
8A	Transferability of Credits to and from the Institution	1,100	None		1,200
8B	Continuing Education Programs for Graduates and Others	62.5%	61.1%		61.1%
8C1	Percent of SC Citizens who are other race	62.4%	None		62.4%
8C2	Annual Retention Rate of SC Undergrad who are Other Race	N/A	N/A		N/A
8C3	Percent of Graduate Students who are Other Race	33.3%	None		N/A
8C4	Percent of Teaching Faculty who are Other Race				

Defer pending data

# PERFORMANCE YEAR 1999-2000 (Year 4) - INSTITUTIONAL BENCHMARKS P&A COMMITTEE RECOMMENDATIONS FOR CONSIDERATION OF THE COMMISSION, JULY 8, 1999

## Indicator Descriptors: Indicator #: Abbreviated Title:

### Measurement Display & Rounding; and Expected Trend

(NOTE: Indicators below are "Benchmarked" Indicators Only. Other indicators to be measured in Year 4 are criterion-referenced and not listed below.)

Indicator Descriptors: Indicator #: Abbreviated Title:	P&A Committee Recommendation for		P&A Committee RECOMMENDED BENCHMARK for Commission Consideration 7/8
	1998-99 Performance	1999-2000 Sector Benchmark	
			"Performance Cap" or Criterion Reference Scale to be applied in addition to Institutional Benchmarks in Year 4 only

<b>York Tech</b>  <b>Sector:</b> <b>Technical Colleges</b>  <b>*1A Categories (new):</b> <b>Instruction</b>	1A	Expenditure of Funds to Achieve Institutional Mission	% 1 dec	Up	54.5%	None	
	2A1	% Faculty Teaching Undergrads Meeting SACs Requirements	% 1 dec	Up	100.0%	100.0%	54.9%
	2A2a	% Headcount Faculty w/ Terminal Degree Teaching UG Courses	% whole	Up	None	None	100.0%
	2A2b	% Full-time Faculty w/ Terminal Degree Teaching UG Courses	% whole	Up	None	None	defer 11/99
	2D1a	Average Instructor Compensation	\$, whole	Up	\$36,171	\$46,034	defer 11/99
	2D1b	Average Assistant Professor Compensation	\$, whole	Up	N/A	N/A	\$36,226
	2D1c	Average Associate Professor Compensation	\$, whole	Up	N/A	N/A	N/A
	2D1d	Average Professor Compensation	\$, whole	Up	N/A	N/A	N/A
	3B	Avg. # of Credit Hrs Taught by Full-time (Teaching) Faculty	#, whole	Up	282	None	N/A
	3C	Ratio of Full-time Faculty to other Full-time Employees	% 1 dec	Up	39.8%	40.1%	280
<b>** Prior Year data is based on African-American only. In Yr 4, institutions will include all minorities in determining performance.</b>	3E2a	Percentage of Students Passing NTE - Prof. Knowledge	% 1 dec	Up	N/A	N/A	40.1%
	3E2b	Percentage of Students Passing NTE - Specialty Area	% 1 dec	Up	N/A	N/A	N/A
	3E3a	Percentage of Graduates in Critical Shortage Areas	% whole	Up	N/A	N/A	N/A
	3E3b	Percentage of Teacher Education Graduates who are Minority	% whole	Up	N/A	N/A	N/A
	5A	Ratio of Administrative Costs to Academic Costs (as a %)	% 1 dec	DOWN	25.6%	31.7%	31.7%
	5D	General Overhead Costs Per FTE Student	\$, whole	DOWN	\$948	\$1,124	\$1,124
	6A	SAT Scores of Student Body (% Entering Freshman 1000+)	% 1 dec	N/A	N/A	N/A	N/A
	6B	H.S. Class Standing, H.S. GPA, & Activities of Student Body	% 1 dec	Up	N/A	N/A	N/A
	6D	Priority on Enrolling In-State Students	% 1 dec	Up	N/A	N/A	N/A
	7A1a	Graduation Rate: 150% of Program Time	% 1 dec	Up	16.1%	None	15.2%
<b>7A2</b> <b>7B3</b> <b>7C3</b> <b>7D</b> <b>7F</b> <b>8A</b> <b>8B</b> <b>8C1</b> <b>8C2</b> <b>8C3</b> <b>8C4</b>	7A2	Graduation Rate Minus Developmental Students	% 1 dec	Up	15.9%	None	16.0%
	7B3	Percent employed within CHE Timeline	?	Up	?	None	defer 11/99
	7C3	Employers' satisfaction with Employees	?	Up	?	None	defer 11/99
	7D	% Passing Professional Examinations	% 1 dec	Up	96.9%	None	95.0%
	7F	Credit Hours Earned of Graduates	% whole	DOWN	N/A	N/A	N/A
	8A	Transferability of Credits to and from the Institution	% whole	Up	100%	100%	100%
	8B	Continuing Education Programs for Graduates and Others	% 1 dec	Up	34,100	None	27,900
	8C1	Percent of SC Citizens who are other race	% 1 dec	Up	26.9%	20.6%	20.6%
	8C2	Annual Retention Rate of SC Undergrad who are Other Race	% 1 dec	Up	51.2%	None	51.2%
	8C3	Percent of Graduate Students who are Other Race	% 1 dec	Up	N/A	N/A	N/A
<b>P&amp;A Committee</b> <b>Recommendation for</b> <b>RECOMMENDED BENCHMARK</b> <b>for Commission Consideration 7/8</b>	8C4	Percent of Teaching Faculty who are Other Race	% 1 dec	Up	13.3%	None	13.3%