

## Seattle Central Mission Fulfillment Scorecard: 2024

The primary focus of Seattle Central College is helping students learn, grow, and succeed. Our mission states: “As an open-access learning institution, Seattle Colleges prepares each student for success in life and work, fostering a diverse, engaged, and dynamic community.”

We see our students’ success as the primary reflection of mission fulfillment. We, therefore, prioritize tracking student success indicators. Our student success measures give an overview of the health of our organization. These indicators show broad progress and provide a “temperature check” on our institutional health and success. Alongside student success metrics, we also include metrics for Organizational Excellence to ensure we are maintaining a healthy, sustainable, and functioning organization.

Annually, Seattle Central College assesses its progress towards achieving our 13 mission fulfillment indicators with the goal of achieving or being within range of achieving our targets by the end of the accreditation cycle in 2026. We are using both college-wide and disaggregated data to assess our progress because we are dedicated to transformative change that centers racial equity.

We rate indicators based on progress towards target achievement using three levels of progress. We consider both Target Achieved and Target Within Range to indicate successful progress towards mission fulfillment. Out-of-range indicators show where we need to focus additional efforts and resources.

Information on metric and target selection, and information on peer groups can be found in our [Fall 2022 Mid-Cycle Evaluation Report \(2022\)](#)

Mission Fulfillment Metric Progress Rating		
Successful progress towards mission fulfillment	Target achieved	College-wide value at or above 100% of target AND All values disaggregated by race/ethnicity are above 80% of target (for data that can be disaggregated)
	Target within Range	College-wide value at or above 80% of target AND All values disaggregated by race/ethnicity are above 80% of target (for data that can be disaggregated)
Unsuccessful progress towards mission fulfillment	Target out of range	College-wide value is below 80% of target OR Any value disaggregated by race/ethnicity is below 80% of target (for data that can be disaggregated)

Seattle Central College defines mission fulfillment as achieving or being within range of achieving targets for 10 of 13 indicators. Currently, we have achieved or are within range of achieving the target on nine indicators. At this time, we have not met our mission.

Number of Indicators by Progress Level			
	2022	2023	2024
Target achieved	3	4	5
Target within Range	4	5	2
Total Indicators meeting mission fulfillment	7	9	7
Target out of range	6	4	6



Seattle Central Mission Fulfilment Progress Score Card - 2024						
Student Success Metrics						
	Indicator Target	2022	2023	2024	Progress Rating - 2024	Criteria Met - 2024
Student Satisfaction	3.2	3.0	4.1	4.1	Target Achieved	College-wide value is at or above 100% of target All disaggregated data is above 80% of target
Fall - Winter Retention	89%	77%	78%	75%	Target Out of Range	College-wide value is above 80% of target Disaggregated data for Native Hawaiian/Pacific Islander and white students below 80% of target
Completion Rate (4-Year)	34%	25%	28%	26%	Target Out of Range	College-wide value is below 80% of target Disaggregated data for Black/African American, white, multiracial and not-reported students is less than 80% of target
Job-Placement Rate	85%	74%	84%	85%	Target Achieved	College-wide value is at or above 100% of target All disaggregated data is above 80% of target
College Level Math in YR 1	31%	26%	27%	31%	Target Out of Range	College-wide value is at or above 100% of target Disaggregated data for Hispanic and Native Hawaiian students is less than 80% of the target
College Level English in YR 1	65%	46%	47%	45%	Target Out of Range	College-wide value is less than 80% of target Disaggregated data for Black, Hispanic/Latino, Native Hawaiian, white, and multiracial students is less than 80% of target
Students self-reporting meeting College Wide Learning Outcomes	66%	68%	73%	78%	Target Achieved	College-wide value is above 100% of target All disaggregated data is above 80% of target
Students demonstrating success on College Wide Learning Outcomes	85%	92%	91%	92%	Target Achieved	College-wide value is above 100% of target
Organizational Excellence Metrics						
% over/(under) state average on: (1) Cost per completions, (2) cost per SAI point, (3) Cost per FTES	Be at or below state average	(1) 27%	(1) 50%	(1) 26%	Target Out of Range	Cost per completions over 20% of state average
		(2) 3%	(2) 12%	(2) -8%		
		(3) 0%	(3) 7%	(3) -8%		
AASHE STARS Points	59 pts	49.6 pts	49.6 pts	49.6 pts	Target within Range	Current value is above 80% of the target
Conversion Rates (applicants to enrollments)	38%	24%	37%	30%	Target within Range	Current value is above 80% of the target
Faculty of Color	33%	43%	44%	44%	Target Achieved	College-wide value is above 100% of target
Employee Satisfaction	4	3.2	3.7	3.5	Target Out of Range	College-wide value is above 80 Disaggregated data for multiracial and un-reported employees is less than 80% of target

## Student Success Metrics

*Note: disaggregated data for groups with fewer than 10 students is not shown and is not considered for mission fulfillment to protect student privacy (cells will show as blank).*

*Regional comparison includes aggregated data from our three in-state, local peers: Highline College, Green River college, and Pierce College.*

Student Success 1. Student Satisfaction	
Mission Fulfillment Target	3.2
Target within range (above 80% of target)	2.6
Target out of range (below 80% of target)	< 2.6

	Seattle Central		
	2022 (2021 CCSSE Administration)	2023 (2023 Student Survey)	2024 (2024 Student Survey)
<b>Overall</b>			
	3.0	4.1	4.1
<b>Race/Ethnicity</b>			
American Indian or Alaska Native	-	-	-
Asian	3.2	4.1	4.1
Black or African American	3.6	4.3	4.1
Hispanic or Latino	2.6	4.2	4.4
Native Hawaiian or Other Pacific Islander	-	-	-
White	2.9	4.0	4.1
2+ Races	3.2	4.0	4.1
Not elsewhere specified		3.8	3.9
Not Reported	-	3.9	4.0
<b>Gender</b>			
Female	3.1	4.1	4.2
Male	3.0	4.1	4.2
Non-Binary, Genderqueer	-	3.7	3.9
Other	2.7		4.3
Unknown	-	3.9	4.0
<b>Black Men and Women</b>			
Black Men		4.4	4.3
Black Women			4.5
<b>Age</b>			
Traditional Age	3.0	4.0	4.1
0-19		4.1	4.1

20-24		4.0	4.0
Nontraditional Age	3.1	4.2	4.3
25-29		4.1	4.3
30-39		4.2	4.2
40+		4.2	4.4
Unknown		4.0	4.2
<b>Enrollment Status</b>			
Full-Time	3.2	4.0	4.1
Part-Time	2.8	4.1	4.0
I don't remember		4.1	4.2
<b>First Generation</b>			
First Generation	3.1	4.1	4.1
Not First Generation	3.0	4.0	4.1
<b>Educational Intent</b>			
Transfer		4.0	4.2
Professional-Technical		4.1	4.3
ABE and ESL		4.3	4.6
Other Intent		4.0	4.0

*Data source and notes:* The Seattle Colleges last administered the CCSSE online in 2021. All students were invited to participate. In years that the Seattle Colleges does not administer the CCSSE, we use the Seattle Central annual student survey, administered each spring. All students enrolled at any point in the academic year are invited to participate in the annual survey.

- CCSSE question: “How would you evaluate your overall educational experience at this college?” (scale 1 – 5)
- Annual student survey question: “What is your overall satisfaction with your experience at Seattle Central College?” (scale: 1 = very dissatisfied; 5 = very satisfied)

## Student Success 2. First Fall - First Winter Retention

Mission Fulfillment Target	89%
Target within range (above 80% of target)	71%
Target out of range (below 80% of target)	< 71%

Seattle Central					Regional Comparison		
	2022 (2021 starting cohort)	2023 (2022 starting cohort)	2024 (2023 starting cohort)		2022 (2021 starting cohort)	2023 (2022 starting cohort)	2024 (2023 starting cohort)
Overall							
	77%	78%	75%		82%	85%	86%
Race/Ethnicity							
American Indian or Alaska Native	-	-	-		72%	76%	78%
Asian	85%	83%	86%		90%	90%	88%
Black or African American	79%	76%	78%		76%	81%	82%
Hispanic or Latino	68%	75%	72%		80%	81%	86%
Native Hawaiian or Other Pacific Islander	69%	-	64%		69%	79%	80%
White	75%	76%	69%		84%	86%	87%
2+ Races	72%	77%	74%		82%	83%	87%
Not Reported	78%	85%	83%		72%	90%	79%
Gender							
Female	77%	77%	76%		84%	86%	87%
Male	78%	80%	73%		79%	82%	85%
Non-binary	59%	68%	89%		80%	83%	74%
Unknown	76%	75%	77%		85%	87%	89%
Black Men and Women							
Black Men	77%	78%	76%		76%	75%	83%
Black Women	76%	75%	77%		79%	83%	84%
Received Need-Based Aid							
Received Need-Based Aid	82%	78%	81%		83%	83%	83%
Did Not Receive Need-Based Aid	75%	78%	73%		82%	85%	87%
Age							
0-19	78%	81%	84%		88%	89%	91%
20-24	77%	72%	73%		71%	75%	73%
25-29	78%	77%	71%		72%	73%	77%
30-39	77%	79%	63%		75%	79%	75%
40+	72%	77%	48%		63%	72%	73%
Enrollment Status							
Full-Time	82%	85%	84%		88%	89%	90%
Part-Time	69%	67%	65%		69%	76%	78%
Took Pre-College Math/English							
Took Pre-College Math/English	76%	78%	82%		83%	83%	83%
No Pre-College Math/English	77%	78%	74%		82%	85%	87%
First Generation							
First Generation	78%	79%	71%		82%	83%	84%
Not First Generation	75%	76%	80%		86%	87%	89%
Unknown	78%	80%	88%		79%	83%	87%
Educational Intent							
Transfer	76%	77%	73%		85%	87%	88%
Prof-Tech	79%	81%	80%		74%	76%	79%

*Data source and notes:* Metric is taken from the State Board of Community and Technical Colleges' (SBCTC) First-Time Entering Student Outcomes Dashboard (FTEC). The FTEC is a cohort-based data set that includes all *first time at institution* and *first time in college* degree seeking students. Because the FTEC focuses on degree-seeking students, Basic and Transitional Studies (BTS) students are not included.



### Student Success 3. Completion Rate in Year 4

Mission Fulfillment Target	34%
Target within range (above 80% of target)	27%
Target out of range (below 80% of target)	< 27%

### Student Success 3. Completion Rate in Year 4

	Seattle Central				Regional Comparison		
	2022 (2017 starting cohort)	2023 (2018 starting cohort)	2024 (2019 starting cohort)		2022 (2017 starting cohort)	2023 (2018 starting cohort)	2024 (2019 starting cohort)
<b>Overall</b>							
	25%	28%	28%		36%	33%	33%
<b>Race/Ethnicity</b>							
American Indian or Alaska Native	38%		20%		33%	22%	27%
Asian	26%	37%	32%		43%	39%	42%
Black or African American	24%	25%	26%		23%	24%	24%
Hispanic or Latino	16%	22%	23%		31%	29%	26%
Native Hawaiian or Other Pacific Islander					32%	21%	24%
White	26%	28%	36%		37%	35%	36%
2+ Races	21%	26%	31%		32%	32%	31%
Not Reported	35%	21%	37%		48%	38%	37%
<b>Gender</b>							
Female	28%	29%	30%		39%	36%	36%
Male	22%	27%	24%		32%	29%	29%
Non-binary							
Unknown	17%	22%	24%		13%	27%	10%
<b>Black Men and Women</b>							
Black Men	15%	17%	23%		21%	18%	18%
Black Women	29%	28%	25%		29%	29%	29%
<b>Received Need-Based Aid</b>							
Received Need-Based Aid	33%	31%	32%		34%	31%	27%
Did Not Receive Need-Based Aid	22%	27%	26%		36%	34%	35%
<b>Age</b>							
0-19	20%	23%	22%		39%	37%	38%
20-24	25%	33%	33%		25%	22%	22%
25-29	23%	30%	27%		31%	28%	25%
30-39	35%	31%	36%		32%	30%	27%
40+	40%	30%	30%		40%	30%	29%
<b>Enrollment Status</b>							
Full-Time	32%	34%	35%		42%	40%	41%
Part-Time	17%	20%	20%		26%	24%	21%
<b>Took Pre-College Math/English</b>							
Took Pre-College Math/English	25%	23%	22%		31%	29%	28%
No Pre-College Math/English	25%	29%	29%		37%	35%	35%
<b>Educational Intent</b>							
Transfer	20%	21%	18%		35%	33%	34%
Prof-Tech	35%	43%	42%		39%	36%	33%

*Data source and notes:* Metric is taken from the State Board of Community and Technical Colleges' (SBCTC) First-Time Entering Student Outcomes Dashboard (FTEC). The FTEC is a cohort-based data set that includes all *first time at institution* and *first time in college* degree seeking students. Because the FTEC focuses on degree-seeking students, Basic and Transitional Studies (BTS) students are not included.

**Student Success 4. Job-Placement Rate (prof/tech students only)**

Mission Fulfillment Target	85%
Target within range (above 80% of target)	68%
Target out of range (below 80% of target)	< 68%

	Seattle Central		
	2022 (2019 DLOA cohort)	2023 (2020 DLOA cohort)	2024 (2021 DLOA cohort)
<b>Overall</b>			
	74%	84%	85%
<b>Race/Ethnicity</b>			
American Indian or Alaska Native			
Asian	81%	92%	92%
Black or African American	71%	81%	82%
Hispanic or Latino	100%	85%	91%
Native Hawaiian or Other Pacific Islander	93%	100%	88%
White	74%	79%	85%
2+ Races	75%	90%	82%
Not Reported	64%	83%	70%
<b>Gender</b>			
Female	76%	83%	87%
Male	71%	86%	83%
Unknown	60%	74%	62%
<b>Black Men</b>			
Black Men	78%	90%	81%
<b>Received Need-Based Aid</b>			
Received Need-Based Aid	73%	79%	83%
Did Not Receive Need-Based Aid	74%	85%	85%
<b>Age</b>			
0-19	90%	74%	69%
20-24	77%	91%	86%
25-29	78%	90%	89%
30-39	74%	83%	85%
40+	59%	72%	78%
<b>Enrollment Status</b>			
Full-Time	76%	88%	86%
Part-Time	68%	75%	82%

*Data source and notes:* Metric is taken from the Data Linking for Outcomes Assessment (DLOA) dataset produced by the SBCTC that links professional-technical students' college records with educational outcomes from the National Student Clearinghouse and employment outcomes from Washington State unemployment insurance data. Due to the security level of the data, we only have access to our own data, and we cannot make a regional comparison. The DLOA data only includes students who were enrolled in a professional-technical program at the time they left college, either upon completing or exiting the program. Students who are self-employed or leave the region are not included as having a job placement as they do not appear in the unemployment insurance data. To account for this missing data, the Seattle Colleges' Strategic Plan adds 10% to the employment data.

**Student Success 5. College Level Math in Year 1**

Mission Fulfillment Target	31%
Target within range (above 80% of target)	25%
Target out of range (below 80% of target)	< 25%

	Seattle Central				Regional Comparison		
	2022 (2021 starting cohort)	2023 (2022 starting cohort)	2024 (2023 starting cohort)		2022 (2021 starting cohort)	2023 (2022 starting cohort)	2024 (2023 starting cohort)
<b>Overall</b>							
	26%	27%	31%		36%	34%	34%
<b>Race/Ethnicity</b>							
American Indian or Alaska Native					22%	29%	26%
Asian	40%	41%	45%		48%	45%	45%
Black or African American	19%	18%	30%		25%	27%	30%
Hispanic or Latino	20%	25%	24%		29%	27%	28%
Native Hawaiian or Other Pacific Islander	19%		21%		20%	22%	25%
White	24%	23%	25%		37%	35%	35%
2+ Races	25%	27%	29%		35%	33%	32%
Not Reported	26%	30%	38%		34%	42%	37%
<b>Gender</b>							
Female	24%	27%	30%		34%	32%	32%
Male	28%	29%	31%		37%	36%	38%
Non-binary	12%	13%	32%		13%	32%	21%
Unknown	31%	25%	34%		42%	38%	35%
<b>Black Men and Women</b>							
Black Men	22%	23%	27%		29%	29%	31%
Black Women	16%	18%	29%		22%	26%	28%
<b>Received Need-Based Aid</b>							
Received Need-Based	30%	28%	35%		30%	33%	35%
Did Not Receive Need-Based	24%	27%	29%		37%	34%	34%
<b>Age</b>							
0-19	36%	37%	40%		42%	38%	38%
20-24	21%	21%	30%		27%	29%	28%
25-29	17%	17%	27%		25%	25%	26%
30-39	15%	13%	11%		23%	25%	25%
40+	11%	8%	9%		13%	18%	20%
<b>Enrollment Status</b>							
Full-Time	32%	32%	40%		43%	40%	41%
Part-Time	16%	19%	20%		20%	21%	20%
<b>Took Pre-College Math</b>							
Took Pre-College Math	24%	22%	54%		25%	24%	31%
No Pre-College Math	26%	28%	27%		37%	35%	35%
<b>First Generation</b>							
First Generation	25%	26%	28%		33%	30%	31%
Not First Generation	27%	29%	33%		44%	41%	40%
Unknown	27%	25%	39%		32%	28%	29%
<b>Educational Intent</b>							
Transfer	37%	36%	39%		42%	39%	39%
Prof-Tech	6%	9%	10%		15%	17%	18%

*Data source and notes:* Metric is taken from the State Board of Community and Technical Colleges' (SBCTC) First-Time Entering Student Outcomes Dashboard (FTEC). The FTEC is a cohort-based data set that includes all *first time at institution* and *first time in college* degree seeking students. Because the FTEC focuses on degree-seeking students, Basic and Transitional Studies (BTS) students are not included.

**Student Success 6. College Level English in Year 1**

Mission Fulfillment Target	65%
Target within range (above 80% of target)	52%
Target out of range (below 80% of target)	< 52%

	Seattle Central				Regional Comparison		
	2022 (2021 starting cohort)	2023 (2022 starting cohort)	2024 (2023 starting cohort)		2022 (2021 starting cohort)	2023 (2022 starting cohort)	2024 (2023 starting cohort)
<b>Overall</b>							
	46%	47%	45%		60%	64%	65%
<b>Race/Ethnicity</b>							
American Indian or Alaska Native					48%	35%	50%
Asian	63%	63%	65%		71%	74%	71%
Black or African American	47%	52%	48%		50%	61%	57%
Hispanic or Latino	46%	45%	46%		59%	63%	62%
Native Hawaiian or Other Pacific Islander	50%		50%		51%	57%	58%
White	34%	37%	34%		61%	65%	68%
2+ Races	43%	43%	41%		59%	60%	64%
Not Reported	43%	25%	46%		57%	73%	63%
<b>Gender</b>							
Female	42%	47%	45%		62%	64%	65%
Male	49%	47%	45%		57%	63%	64%
Non-binary	41%	47%	35%		67%	68%	56%
Unknown	51%	53%	53%		67%	69%	71%
<b>Black Men</b>							
Black Men	53%	51%	42%		51%	58%	58%
Black Women	43%	47%	50%		52%	59%	59%
<b>Received Need-Based Aid</b>							
Received Need-Based Aid	48%	44%	49%		50%	50%	52%
Did Not Receive Need-Based Aid	45%	49%	44%		63%	68%	69%
<b>Age</b>							
0-19	63%	64%	66%		76%	78%	79%
20-24	39%	35%	31%		36%	38%	39%
25-29	37%	33%	34%		31%	36%	35%
30-39	25%	26%	14%		29%	35%	31%
40+	14%	20%	11%		21%	24%	24%
<b>Enrollment Status</b>							
Full-Time	53%	53%	52%		70%	73%	73%
Part-Time	34%	38%	37%		39%	46%	49%
<b>Took Pre-College English</b>							
Took Pre-College English	58%	58%	63%		41%	29%	44%
No Pre-College English	45%	47%	44%		61%	65%	66%
<b>First Generation</b>							
First Generation	51%	48%	45%		57%	60%	61%
Not First Generation	41%	46%	44%		68%	69%	71%
Unknown	41%	49%	64%		58%	68%	66%
<b>Educational Intent</b>							
Transfer	56%	56%	53%		69%	72%	74%
Prof-Tech	27%	31%	26%		32%	32%	35%

*Data source and notes:* Metric is taken from the State Board of Community and Technical Colleges' (SBCTC) First-Time Entering Student Outcomes Dashboard (FTEC). The FTEC is a cohort-based data set that includes all *first time at*



*institution* and *first time in college* degree seeking students. Because the FTEC focuses on degree-seeking students, Basic and Transitional Studies (BTS) students are not included.

**Student Success 7. Students self-reporting meeting College Wide Learning Outcomes**

Mission Fulfillment Target	66%
Target within range (above 80% of target)	53%
Target out of range (below 80% of target)	< 53%

*Data source and notes:* This metric is taken from the annual student survey which asks students: Please rate your level of confidence in your ability to do the following (1 = I am not confident in my ability to do this; 5= I am extremely confident in my ability to do this):

- Think: Analyze, create, and reflect to address and appreciate challenges and opportunities.
- Collaborate: Work effectively with others to learn, complete tasks, and pursue common goals.
- Communicate: Exchange ideas and information through intentional listening, speaking, signing, reading, writing, or presenting.
- Connect: Apply knowledge and skills to solve problems.
- Continue learning: Self-evaluate and act to improve knowledge and skills.

Each student is assigned a composite score: students who self-rate their ability as a 4 (I am fairly confident in my ability to do this) or 5 (I am extremely confident in my ability to do this) on at least four of the CWLOs are counted as meeting the College Wide Learning Outcomes.

	Seattle Central		
	2022 Student Survey	2023 Student Survey	2024 Student Survey
<b>Overall</b>			
	68%	73%	78%
<b>Race/Ethnicity</b>			
American Indian or Alaska Native			91%
Asian	56%	67%	68%
Black or African American	71%	74%	85%
Hispanic or Latino	65%	65%	82%
Native Hawaiian or Other Pacific Islander			91%
White	80%	77%	86%
2+ Races	76%	76%	83%
Not elsewhere specified		78%	82%
Not Reported	65%	76%	
<b>Gender</b>			
Female	71%	73%	80%
Male	65%	68%	83%
Non-Binary, Genderqueer	71%	76%	69%
Unknown	62%	77%	71%
<b>Black Men and Women</b>			
Black Men	62%	57%	85%
Black Women			
<b>Age</b>			
0-19	65%	62%	68%
20-24	59%	69%	75%
25-29	75%	76%	87%
30-39	77%	82%	86%
40+	71%	80%	90%
Unknown	62%	75%	78%
<b>Enrollment Status</b>			
Full-Time	69%	73%	79%
Part-Time	70%	74%	80%
I don't remember	52%	65%	68%
<b>First Generation</b>			
First Generation		74%	72%
Not First Generation		72%	79%
<b>Educational Intent</b>			
Transfer	69%	71%	79%
Professional-Technical	74%	79%	83%
ABE and ESL	50%	62%	77%
Other Intent	65%	79%	76%

**Student Success 8. Students demonstrating success on College Wide Learning Outcomes**

Mission Fulfillment Target	85%
Target within range (above 80% of target)	53%
Target out of range (below 80% of target)	< 53%

Seattle Central		
2022 Ensure Learning	2023 Ensure Learning	2024 Ensure Learning
92%	91%	92%

*Data source and notes:* Metric is taken from faculty assessment of student achievement of the College Wide Learning Outcomes through the Ensure Learning Assessment process. In this process, faculty assess student achievement of at least one CWLO per class. Faculty use a binary indicator to show if a student demonstrates skill in the chosen outcome(s). Results are aggregated for this metric. Because faculty do not submit individual student reports, the data cannot be disaggregated by student characteristics.

## Organizational Excellence Metrics

Organizational Excellence 1. Cost per completions, SAI point, FTEs				
Mission Fulfillment Target	At or below state average cost (average updates yearly)			
Target within range (above 80% of target)	20% above state average cost			
Target out of range (below 80% of target)	> 20% above state average cost			
	Seattle Central			
	<b>2022</b> (data from 2019-20)	<b>2023*</b> (data from 2020-21)	<b>2024</b> (data from 2021-22)	<b>2025</b> (data from 2022-23)
% over/(under) on cost per completions	29%	50%	26%	20%
% over/(under) on cost per SAI point	3%	12%	-8%	-4%
% over/(under) on cost per FTEs	0%	7%	-8%	-2%

Detailed Cost Analysis for Cost per Completions, SAI points, FTES									
	Reporting Year: 2022		Reporting Year: 2023		Reporting Year: 2024		Reporting Year: 2025		
	Data from: 2019-20		Data from: 2020-21		Data from: 2021-22		Data from: 2022-23		
<b>SCD</b>									
state & operational cost	\$116,634,735.00		\$128,569,737.00		\$117,366,181.00		\$134,646,770.00		
state fte	11,752		10,550		9,735		9,903		
SAI Points	32,068		27,808		26,729		27,300		
Completions	4,229		3,859		3,567		3,567		
cost/fte	\$9,924.67		\$12,186.70		\$12,056.10		\$13,596.56		
cost/SAI	\$3,637.11		\$4,623.48		\$4,390.97		\$4,932.12		
cost/completions	\$27,579.74		\$33,316.85		\$32,903.33		\$37,747.90		
<b>State Wide</b>									
state & operational cost	\$1,160,890,953.00		\$1,171,144,777.00		\$1,234,464,975.00		\$1,310,035,014.00		
state fte	117,118		103,113		94,531		94,594		
SAI Points	330,248		283,022		259,931		255,889		
Completions	54,124		52,899		47,098		41,774		
cost/fte	\$9,912.15		\$11,357.88		\$13,058.84		\$13,849.03		
cost/SAI	\$3,515.21		\$4,138.00		\$4,749.20		\$5,119.54		
cost/completions	\$21,448.73		\$22,139.26		\$26,210.56		\$31,360.06		
<b>Differences</b>									
cost/fte	\$12.52	0.13%	\$828.83	7.30%	(\$1,002.73)	-7.68%	(\$252.46)	-1.82%	
cost/SAI	\$121.90	3.47%	\$485.48	11.73%	(\$358.23)	-7.54%	(\$187.43)	-3.66%	
cost/completions	\$6,131.02	28.58%	\$11,177.59	50.49%	\$6,692.77	25.53%	\$6,387.85	20.37%	

*Data source and notes:* Cost data includes state funding and operating fees. Expenditure information can be found here: <https://www.sbctc.edu/colleges-staff/research/data-public/expenditures-dashboard>.

**Organizational Excellence 2. AASHE STARS Points**

Mission Fulfillment Target	59 pts
Target within range (above 80% of target)	47.2 pts
Target out of range (below 80% of target)	< 47.2 pts

Seattle Central		
2022	2023	2024
49.6 pts	49.6 pts	49.6 pts

*Data source and notes:* The Sustainably Tracking Assessment & Rating System™ (STARS) is a transparent, self-reporting framework for colleges and universities to measure their sustainability performance. This measure is updated every three years. Our last submission was March 31, 2021.

**Organizational Excellence 3. Conversion Rates  
(applicants to enrollments)**

Mission Fulfillment Target	38.0%
Target within range (above 80% of target)	30.4%
Target out of range (below 80% of target)	< 30.4%

Seattle Central		
2022	2023	2024
24%	37%	30%

*Data source and notes:* Conversion of applications to enrollments from January to October in a year.

**Organizational Excellence 4. Faculty of Color**

Mission Fulfillment Target	33%
Target within range (above 80% of target)	26%
Target out of range (below 80% of target)	< 26%

	Seattle Central		
	2022	2023	2024
<b>Faculty of Color (full-time teaching faculty)</b>			
	43%	44%	44%
<b>All employee types (not used for mission fulfillment)</b>			
Overall	48%	44%	44%
Full-time faculty (teaching)	43%	44%	44%
Part-time faculty (teaching)	41%	37%	34%
Classified	64%	56%	53%
Exempt	55%	52%	54%

*Data source and notes:* Metric is taken from institutional employee data. All demographic data is self-reported by employees. Employees who self-report any non-white race/ethnicity are considered an employee of color in this analysis.

#### Organizational Excellence 5. Employee Satisfaction

Mission Fulfillment Target	4.0
Target within range (above 80% of target)	3.2
Target out of range (below 80% of target)	< 3.2

*Data source and notes:* This metric is taken from the annual employee survey, administered each spring. All employees are invited to participate in the annual survey. Survey respondents are asked: "What is your overall satisfaction with being an employee at your primary workplace (Central)?" (1 = Very dissatisfied; 5 = Very satisfied)



	Seattle Central		
	2022	2023	2024
<b>Overall</b>			
	3.2	3.7	3.5
<b>Race/Ethnicity</b>			
American Indian or Alaska Native			
Asian	3.6	4.1	3.8
Black or African American	3.8	3.5	3.7
Hispanic or Latino	2.9	3.5	
Native Hawaiian or Other Pacific Islander			
White	3.3	3.7	3.6
2+ Races			3.0
Not Reported	2.7	3.5	2.9
<b>Gender</b>			
Female	3.5	3.7	3.6
Male	3.1	3.6	3.7
Gender Diverse	3.3	3.5	3.3
Unknown	2.7	3.6	2.9
<b>Age</b>			
30 and under			3.7
34 and under	3.1	3.8	
31-40			3.1
35-44	3.6	3.9	
41-50			3.8
45-54	3.4	3.5	
51-60			3.6
55-64	3.3	3.5	
61 and over			4.0
65 and over	3.2	4.2	
Unknown	2.6	3.4	3.0
<b>Employee Type</b>			
Full-time faculty	3.0	3.3	3.7
Part-time faculty	3.1	3.5	3.5
Classified staff	3.3	3.7	3.5
Part-time hourly			3.8
Exempt Pro-Staff	3.5	3.9	3.7
Exempt	3.3	3.8	3.5
<b>Employee Tenure</b>			
Less than one year	3.7	4.1	3.4
1 to 3 years	3.6	3.8	3.6
4 to 5 years	3.0	3.5	3.3
6 to 9 years	3.3	3.5	3.3
10 or more years	3.1	4.0	3.7

## Regional Peers and Dataset

Our regional peer data aggregates data from Green River College, Highline College, and Pierce College. Data is pulled from the State Board Community and Technical Colleges First-Time Entering Student Outcomes Dashboard. The First-Time Entering Student Outcomes Dashboard includes students based on their first quarter where they are enrolled in an award-seeking program or dual enrollment program at Seattle Central.

Student groups with less than 10 students in a starting cohort are not shown to protect student privacy.