# Key Performance Indicator Dashboard

CNM's Key Performance Indicators (KPIs) are designed to help us measure our progress as we implement the CNM Strategic Plan, which will guide all CNM efforts through 2024. We have used benchmarks from the Integrated Post-Secondary Data System (IPEDS) and the National Community College Benchmarking Project (NCCBP) to identify targets for the KPIs, indicated on the gauges below along with our current value and the baseline, as shown to the right. There are also three KPIs that do not have targets, but provide alerts if the values fall below the historic range.

80%
75% ← Target
70% ← Baseline
65%
70% ← Current value
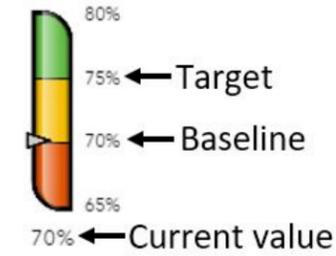
Enrollment

The percentage change in enrollment (unduplicated headcount) from one fall to the next. The target of a 2% annual increase would result from the targeted measures EMSS has designed for attracting additional freshmen, readmitted, and dual credit students.

17.0%
2.0%
-13.0%
-28.0%
-13.2%

Student Persistence

The percentage of students each term who are either still enrolled one year later, or have graduated before then. The target of 60% includes all students, not just traditional students whose persistence rates are typically higher.

67%
60%
53%
46%
53%

Graduation: Full-time

The percentage of first-time full-time students who graduate within 150% of normal time. The target of 34% is the current graduation rate of the top quartile of public 2-year colleges, based on IPEDS.

39.0%
34.0%
29.0%
24.0%
29.8%

Graduation: Part-time

The percentage of first-time part-time students who graduate within 300% of normal time. The target of 18% was set to match the targeted increase in the Full-time rate.

22%
18%
14%
10%
20%

Graduation: per 100 FTE

The ratio of graduates per full-time equivalent students. The target of 50 is a modest increase to our current rate, which is already in the top 90th percentile of public 2-year colleges.

55.0
50.0
46.0
40.0
54.0

Non-Credit Completions

The ratio of certifications earned per participant in non-credit workforce training. The target of 38% may be adjusted as the definitions behind this non-standard metric are refined.

41%
38%
35%
32%
40%

Student Satisfaction

The percentage of our students who report being "Satisfied" or "Very Satisfied" with their CNM experience. The baseline of 70% is in the 88th percentile nationally in NCCBP. Our target of 75% would put us well above that.

80%
75%
70%
65%
70%

Employee Experience

The percentage of our employees who report being "Satisfied" or "Very Satisfied" with their CNM experience. The target of 80% may be adjusted as new survey methods are developed and benchmarked.

87%
80%
73%
66%
76%

Workforce Diversity

The ratio of the proportion of CNM employees of color compared to the people of color in the Albuquerque area. The target of 77% has been set to help us move farther above the 50th percentile as measured in the NCCBP.

82%
77%
72%
67%
74%

Graduate Outcomes

The percentage of our graduates who are employed in NM within a year of graduation. This metric does not have a target, but we have set an alert for action at 75%.

83%
79%
75%
70%
76%

Community Wages

The ratio of average wages in Albuquerque compared to average wages nationwide. This metric does not have a target, but we have set an alert for action at 75%.

86%
81%
75%
70%
81%

Financial Index

The Composite Financial Index does not have a target, but we have set an alert for action at 3.0, which is the threshold the NM Higher Education Department defines for fiscal health.

10.00
3.00
1.00
-4.00
2.98

Partnerships

The number of entities with which CNM has a partnership. As this work matures, this KPI will be revised to reflect the depth of interaction with our partners.

2,000
1,500
1,000
500
1,141