

POLICY AREA FOUR: ILLINOIS WILL INCREASE THE NUMBER AND DIVERSITY OF CITIZENS COMPLETING TRAINING AND EDUCATION PROGRAMS

Part 1. Joliet Junior College Accomplishments, Plans, & Challenges

ICCB did not require community colleges complete a narrative for this policy area this year. See the 2005 Performance Report for a narrative: www.jjc.edu/admin/ie

Part 2. Common Institutional Indicators

Part 2.1. Data

Figure 4.1 Total Number of ASSOCIATE DEGREE AND CERTIFICATE Graduates at JJC and Peer Group College Average by Ethnicity, Gender, & Disability Status, FY 2002-06 (4C1)

	2002	2003	2004	2005	2006	01-06 % change
Asian - JJC	13	13	15	8	29	123.1%
Asian - JJC Peer Group	117	130	149	154	164	40.2%
African Am. - JJC	39	75	64	83	81	107.7%
African Am. - JJC Peer Group	94	90	101	101	114	21.3%
Latino - JJC	41	67	54	67	98	139.0%
Latino - JJC Peer Group	113	131	135	163	177	56.6%
Native-Am. - JJC	3	3	2	0	4	33.3%
Native-Am. - JJC Peer Group	5	4	4	5	4	-20.0%
All Minority - JJC	97	159	137	159	213	119.6%
All Minority - JJC Peer Group	359	391	421	459	509	41.8%
White - JJC	849	783	869	886	1078	27.0%
White - JJC Peer Group	1055	1183	1231	1324	1285	21.8%
Disabilities - JJC	32	28	31	33	30	
Disabilities - JJC Peer Group	42	39	43	37	40	
Female - JJC	597	613	657	640	827	38.5%
Female - JJC Peer Group	878	975	1021	1103	1103	25.6%
Male - JJC	349	329	349	405	464	33.0%
Male - JJC Peer Group	535	599	632	680	691	29.2%
TOTAL - JJC	946	942	1,006	1,045	1,291	36.5%
TOTAL - JJC Peer Group	1,394	1,542	1,597	2,133	1,758	26.8%

Figure 4.2 Total Number of ASSOCIATE DEGREE ONLY Graduates at JJC and Peer Group Average by Ethnicity, Gender, & Disability Status, FY 2003-06

	2003	2004	2005	2006	03-06% change
Asian - JJC	8	10	4	17	112.5%
Asian - JJC Peer Group	65	73	78	93	43.1%
African Am. - JJC	50	44	53	60	20.0%
African Am. - JJC Peer Group	48	52	54	61	27.1%
Latino - JJC	54	40	48	68	25.9%
Latino - JJC Peer Group	72	78	90	91	26.4%
Native-Am. - JJC	2	2	0	2	0.0%
Native-Am. - JJC Peer Group	2	2	2	2	0.0%
All Minority - JJC	114	96	105	147	28.9%
All Minority - JJC Peer Group	187	205	224	248	32.6%
White - JJC	616	686	681	790	28.2%
White - JJC Peer Group	748	762	823	796	6.4%
Female - JJC	467	507	477	602	28.9%
Female - JJC Peer Group	596	606	659	665	11.6%
Male - JJC	264	277	310	336	27.3%
Male - JJC Peer Group	360	376	412	411	14.2%
TOTAL - JJC	731	784	787	938	28.3%
TOTAL - JJC Peer Group	956	983	1,072	1075	12.4%

Figure 4.3 Top Associate Degree Producers in Illinois, 2006

College	AA Degrees
1. DuPage	1,854
2. Southwestern	1,420
3. Harper	1,332
4. Illinois Central	1,262
5. Moraine Valley	1,223
6. Parkland	1,070
7. Joliet	938
8. Lake County	872
9. Illinois Eastern	817
10. Elgin	773
11. Rock Valley	746
12. Triton	738
13. Lake Land	712
14. Black Hawk	610
15. Rend Lake	583
16. Lincoln Land	582
16. Heartland	582
18. Lewis & Clark	574
19. Waubensee	521
20. Kaskaskia	520
20. McHenry	520
22. Illinois Valley	519
23. John Logan	516
24. South Suburban	443

College	AA Degrees
25. Oakton	435
26. Kishwaukee	434
27. Wilbur Wright (Chicago)	369
28. Carl Sandburg	354
29. Prairie State	319
30. Morton	315
31. Richard Daley (Chicago)	310
31. Kankakee	310
33. Harold Washington (Chicago)	279
34. Spoon River	269
35. Highland	268
36. John Wood	267
37. Malcolm X (Chicago)	260
38. Sauk Valley	259
39. Kennedy-King (Chicago)	257
40. Richland	246
41. Southeastern	243
42. Shawnee	220
43. Olive-Harvey (Chicago)	213
44. Truman (Chicago)	196
45. Danville	190

COHORT GRADUATION & COMPLETION RATES¹

Figure 4.4 First-Time Student Cohort Graduation Rates at JJC and Illinois Community Colleges, 2002-06

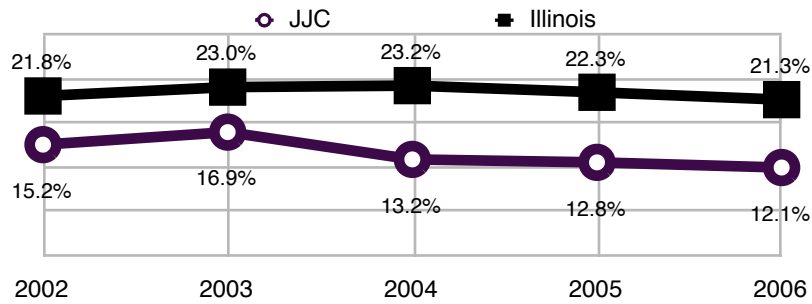


Figure 4.5 First-Time Student Cohort Completion Rates at JJC and Illinois Community Colleges, 2002-06

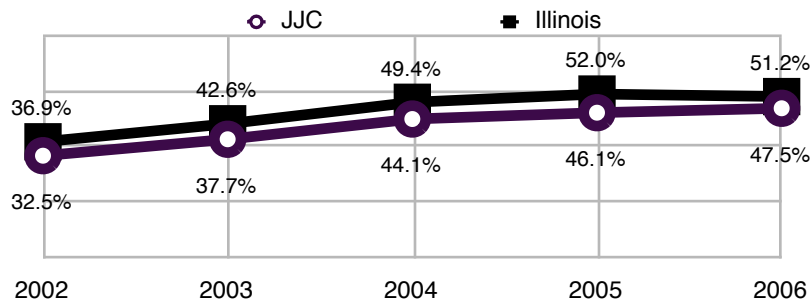


Figure 4.6 Cohort Graduation Rates of JJC and Illinois Community College Students by Race and Gender, 2006

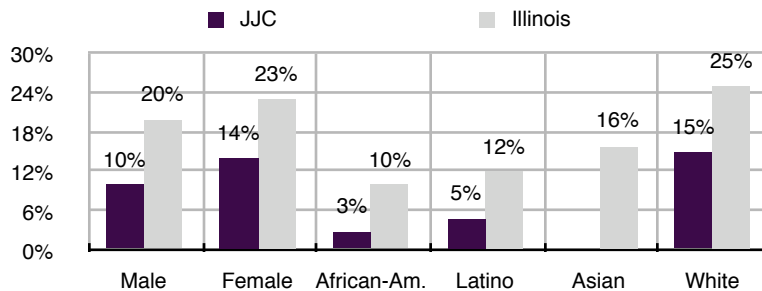
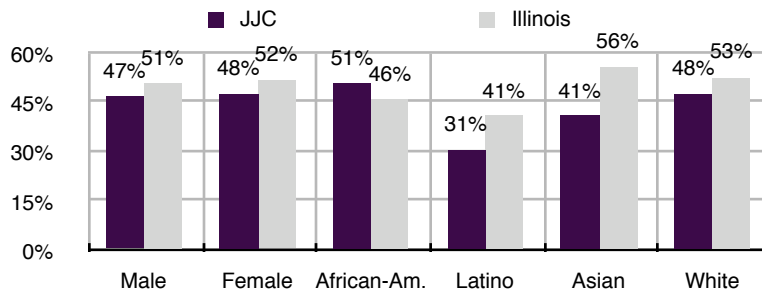


Figure 4.7 Cohort Completion Rates of JJC and Illinois Community College Students by Race and Gender, 2006



¹ *Graduation Rate calculation:* The number of students in a cohort of first-time, first-year students who received a degree or certificate from their community college within three years of initially enrolling. *Completion Rate calculation:* The number of students in a cohort of first-time, first-year students who received a degree or certificate from their community college within three years of initially enrolling, are still enrolled, or have transferred to a four-year college or university. Source: U.S. Department of Education.

Part 2.2. Institutional Goal(s) for Common Institutional Indicator(s)

Performance Goal 1. Growth in the number of minority students receiving Associate Degrees or Certificates will be equal to growth for all or majority students.

Performance Goal 2. Growth in the number of Associate Degrees and Certificates awarded at JJC will equal or be greater than state and peer group averages.

Performance Goal 3. The graduation and completion rates of JJC students will equal or be greater than state and peer group averages.

Performance Goal 4. The graduation and completion rate of JJC minority students will equal the graduation rates of JJC majority students.

Part 2.3. Brief Interpretation of Institutional Performance and Related Implications

Performance Goal 1 Interpretation: Over the last five years, the number of JJC minority students completing academic programs has increased at a faster rate than for all students.

Performance Goal 2 Interpretation: Growth in the number of Associate Degrees and Certificates at JJC has been larger than peer group averages.

Performance Goal 3 Interpretation: JJC graduation and completion rates have historically been lower than state and peer group averages.

Performance Goal 4 Interpretation: The graduation rates of minority students have historically been below majority students.

Summary

1. There has been growth in the number of minority students receiving degrees at JJC. Still, only about 16% of JJC Associate Degree recipients come from a minority population. Additionally, graduation rates for minority students are well below JJC and state averages.

2. Historically, JJC graduation rates have been lower than the state average while the number of degrees awarded has risen. Since graduation rates are calculated three years after initial enrollment, this could imply that JJC students are taking longer to finish their degree.

Part 3. Mission-Specific Indicators

Part 3.1. Mission-specific Indicators

Area	Description
Mission	Joliet Junior College (JJC) is committed to providing a quality education that is affordable and accessible to the diverse population it serves. Through a rich variety of educational programs and support services, JJC prepares its students for success in higher education and employment. As part of this College's commitment to lifelong learning and services to its community, it also provides a broad spectrum of transitional, extension, adult, continuing and work force education.
AQIP	Helping Students Learn
AQIP	Understanding students' and other stakeholders' needs

Part 3.2. Performance Goals for Mission-specific Indicators

Performance Goal 1. Annual enrollment increases at JJC will equal or be greater than state and peer group enrollment averages.

Performance Goal 2. Annual enrollment increases in minority populations at JJC will equal overall student enrollment growth.

Performance Goal 3. The percent of minority students enrolled at JJC will equal state and peer group averages.

Performance Goal 4. Annual enrollment increases in Distance Education enrollment at JJC will equal or be greater than state and peer group averages.

Performance Goal 5. Increases in the addition of full-time faculty at JJC will equal or be greater than peer group averages.

Performance Goal 6. The percent of full-time employees that are faculty will equal or exceed peer group averages.

Performance Goal 7. The number of full-time minority faculty will be equal to the state Illinois community college average.

Performance Goal 8. The racial and gender makeup of JJC full-time will approximate the student racial and gender makeup.

Part 3.3 Data for the Three to Five Most Recent Years

ANNUAL UNDUPLICATED HEADCOUNT ENROLLMENT²

Figure 4.8 Unduplicated Head Count Enrollment at JJC, Peer Group, & Illinois Community Colleges, FY 2001-05

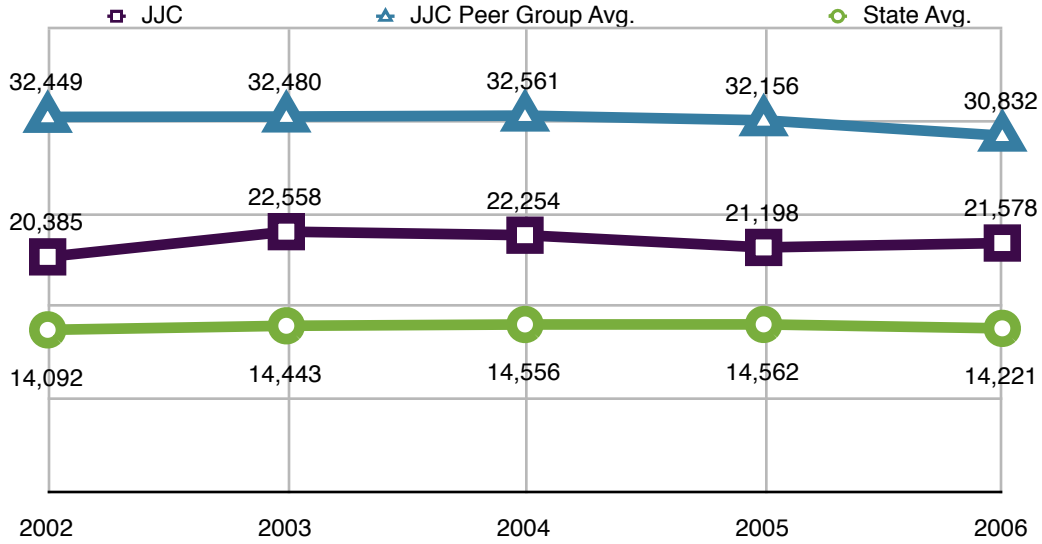
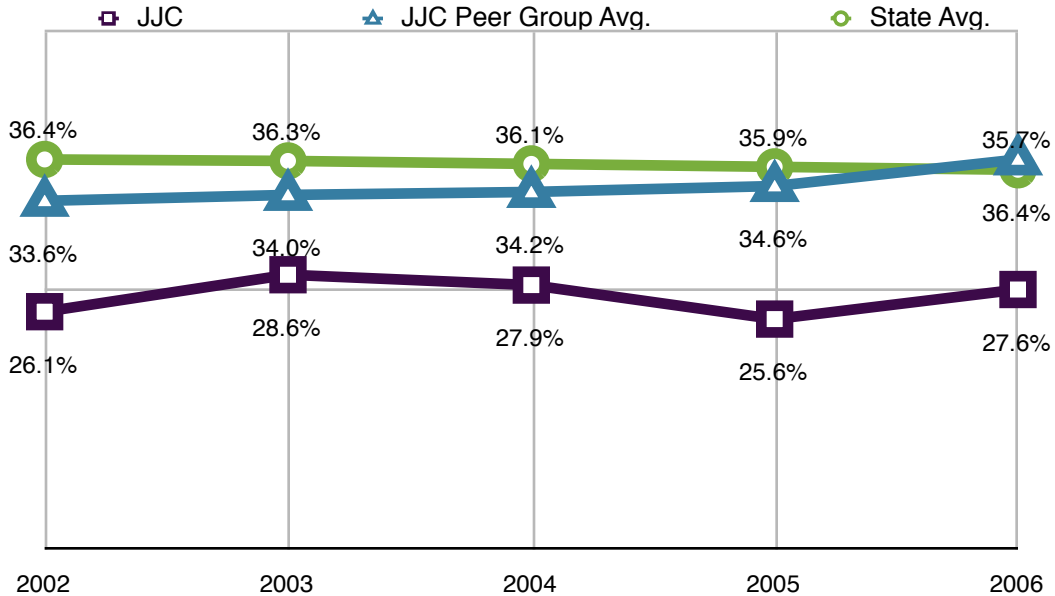


Figure 4.9 Minority Students as a Percent of Total Enrollment at JJC, Peer Group, & Illinois Community Colleges, FY 1999-06



² Annual unduplicated headcount enrollment refers to the number of students who complete at least one credit course in an academic year.

Figure 4.10 Annual Unduplicated Enrollment by Race, Gender, and Disability Status at JJC & Peer Group Colleges, FY 2002-06 (4M1)

	2002	2003	2004	2005	2006	02-06 % change
Asian - JJC	365	385	379	430	438	20.0%
Asian - JJC Peer Group	2,789	2,757	2,780	2,737	2,587	-7.2%
African-Am. - JJC	2,097	2,646	2,754	2,421	2,630	25.4%
African-Am. - JJC Peer Group	2,100	2,248	2,250	2,300	2,345	11.7%
Latino - JJC	2,760	3,333	2,940	2,499	2,744	-0.6%
Latino - JJC Peer Group	4,310	4,372	4,667	4,742	4,877	13.2%
Native-Am.- JJC	41	46	55	42	45	
Native-Am. - JJC Peer Group	72	72	73	79	71	
All Minority - JJC	5,330	6,449	6,217	5,434	5,966	11.9%
All Minority - JJC Peer Group	10,246	10,348	10,523	10,503	10,531	2.8%
White - JJC	15,055	16,109	16,037	15,764	15,612	3.7%
White - JJC Peer Group	22,203	22,132	22,038	21,653	20,302	-8.6%
Disabilities - JJC	379	371	422	989	424	11.9%
Disabilities - JJC Peer Group	437	470	510	596	641	46.7%
Alien - JJC	47	45	38	34	29	-38.3%
Alien - JJC Peer Group	457	438	277	200	193	-57.8%
Female - JJC	11,568	12,951	12,651	12,288	12,439	7.5%
Female - JJC Peer Group	18,628	18,839	18,798	18,545	17,715	-4.9%
Male - JJC	8,817	9,607	9,603	8,910	9,139	3.7%
Male - JJC Peer Group	13,822	13,641	13,763	13,611	13,118	-5.1%
TOTAL - JJC	20,385	22,558	22,254	21,198	21,578	5.9%
TOTAL - JJC Peer Group	32,449	32,480	32,561	32,156	30,832	-5.0%

FALL ENROLLMENT

Figure 4.11 Fall 2002-06 Enrollment by Age and Enrollment Status at JJC³

	2002	2003	2004	2005	2006	02-06 % change
20 & Under	5,355	5,312	5,510	5,322	5,271	-1.6%
21-24	1,697	1,829	1,834	2,158	2,276	34.1%
25-30	1,500	1,537	1,411	1,574	1,568	4.5%
31-39	1,915	1,949	1,757	1,798	1,842	1.0%
40-55	1,958	2,014	1,762	1,829	1,665	-7.0%
Over 55	298	271	259	285	274	-8.1%
Full-Time	4,225	4,452	4,675	4,895	5,103	20.8%
Part-Time	8,679	8,793	8,076	8,127	7,821	-9.9%
Average Age	28.1	28.1	28.2	27.7	27.3	
Median Age	22.8	23.0	23.1	22.0	22.0	
FTE*	6,944	7,061	7,221	7,503	7,592	9.3%
Total	12,904	13,245	12,751	13,022	12,924	0.2%

NON-CREDIT ENROLLMENT

Figure 4.12 Non-Credit Enrollment at JJC, FY 2002-06 (4M13)

Enrollment	2002	2003	2004	2005	2006	02-06 % change
JJC	17,354	17,574	13,782	15,031	16,278	-6.2%
JJC Peer Group Avg.	15,108	15,378	15,086	14,732	14,432	-4.5%
State Avg.	5,609	5,777	5,424	5,377	5,298	-5.5%

³ FTE stands for “Full-Time Equivalent” enrollment. It is a measure of what a college’s enrollment would be if every student was enrolled full-time. It is calculated by taking the total number of credit hours earned in a year for all students. The “Unknown” age category is not shown in this table.

ADULT EDUCATION & ENGLISH AS A SECOND LANGUAGE (ESL)**Figure 4.13 Number of Students Served through Adult Education & ESL Coursework at JJC & Peer Group Colleges, FY 2002-06 (4M2, 4M3)**

	2002	2003	2004	2005	2006	02-06 % change
Adult Ed. - JJC	1,332	1,468	1,097	741	713	-46.5%
Adult Ed. - JJC Peer Group	1,317	1,326	1,356	129	1,216	-7.7%
ESL - JJC	1,393	1,856	1,457	949	1,045	-25.0%
ESL - JJC Peer Group	3,455	3,538	3,775	3,674	3,561	3.1%

Figure 4.14 Number of Level Advancements in Adult Education and ESL at JJC & Peer Group Colleges, FY 2002-06 (4M4, 4M5)

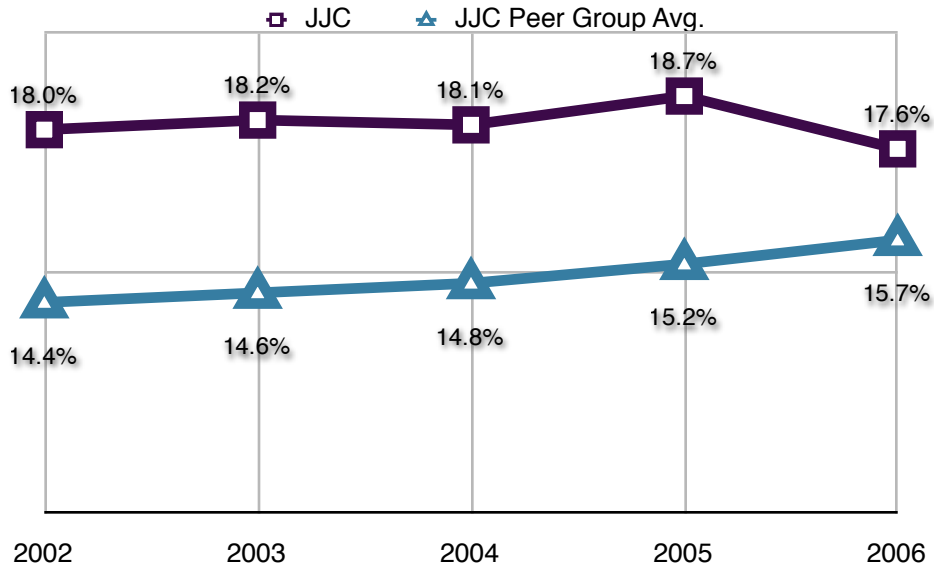
	2002	2003	2004	2005	2006	02-06 % change
Adult Ed. - JJC	511	184	128	226	266	-47.9%
Adult Ed. - JJC Peer Group	308	349	259	248	235	-23.7%
ESL - JJC	482	469	387	273	364	-24.5%
ESL - JJC Peer Group	899	921	856	1,048	1,033	14.9%

REMEDIAL EDUCATION

Figure 4.15 Unduplicated Head Count Enrollment in Remedial Courses at JJC, Peer Group, and Illinois Community Colleges, FY 2002-06 (4M6)

Enrollment	2002	2003	2004	2005	2006	02-06 % change
JJC	3,661	4,104	4,019	3,966	3,807	4.0%
JJC Peer Group Avg.	4,381	4,450	4,547	4,604	4,544	3.7%
State Avg.	1,972	2,096	2,157	2,137	2,087	5.8%

Figure 4.16 Unduplicated Head Count Enrollment in Remedial Courses as a Percentage of All Enrollment at JJC and Peer Group Colleges, FY 2002-06



ON-LINE LEARNING/DISTANCE EDUCATION

Figure 4.17 Number of Distance Education Courses Offered at JJC, Peer Group, & Illinois Community Colleges, FY 2002-06 (4M8)⁴

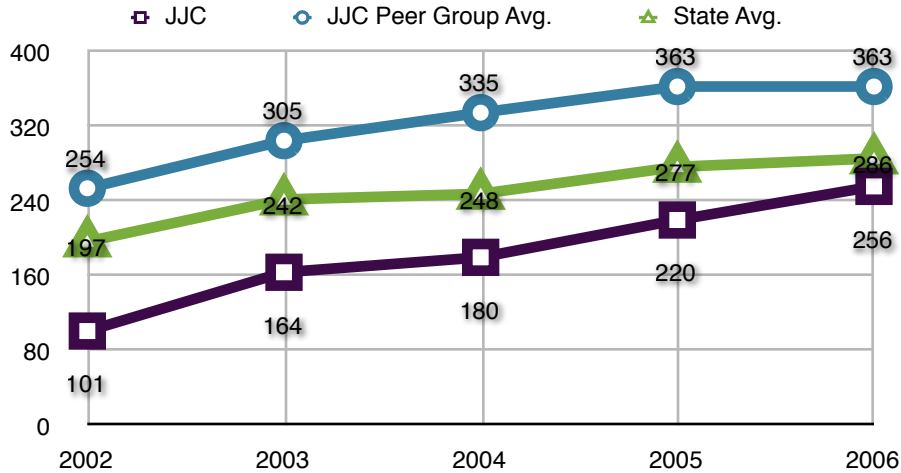


Figure 4.18 Fall, Spring, & Summer Enrollment in Distance Education courses at JJC, Peer Group, & Illinois Community Colleges, 2002-06 (4M9)

Term	Enrollment	2002	2003	2004	2005	2006	2002-06 % change
FALL	JJC	958	1,000	1,396	1,574	1,694	76.8%
	JJC Peer Group Avg.	1,751	1,894	2,600	2,501	2,668	52.4%
	State Avg.	871	1,006	1,154	1,240	1,282	47.2%
SPRING	JJC	784	1,026	1,275	1,630	1,875	139.2%
	JJC Peer Group Avg.	2,323	2,468	2,598	2,730	2,748	18.3%
	State Avg.	1,179	1,057	1,179	1,300	1,345	14.1%
SUMMER	JJC	623	919	1,031	1,163	1,441	131.3%
	JJC Peer Group Avg.	1,115	1,533	1,847	1,994	2,064	85.1%
	State Avg.	532	661	752	812	883	66.0%

⁴ JJC Peer Group averages for this chart do not include DuPage.. Including DuPage, the peer group averages are., for FY 2002-06, 248, 497, 474, 536, and 468.

FACULTY

Figure 4.19 Annual Number of Full-Time Faculty at JJC and Peer Group Colleges, by Race and Gender, FY 2002-06 (4M10)⁵

	2002	2003	2004	2005	2006	01-06 % change
Asian - JJC	6	6	7	6	6	0.0%
Asian - JJC Peer Group	7.2	8.2	8.8	9.5	10.8	50.0%
African Am. - JJC	3	5	5	6	9	200.0%
African Am. - JJC Peer Group	6.3	6.7	6.7	7.3	8.3	31.7%
Latino - JJC	4	4	4	4	5	25.0%
Latino - JJC Peer Group	2	2.3	2.7	2.8	3.5	75.0%
Native-Am. - JJC	0	0	0	0	0	
Native-Am. - JJC Peer Group	0.5	0.7	0.7	0.7	0.7	
All Minority - JJC	13	15	16	16	20	53.8%
All Minority - JJC Peer Group	16.2	17.8	18.8	20.5	23.5	45.1%
White - JJC	149	153	157	158	166	11.4%
White - JJC Peer Group	157.5	156.7	158.7	158	157.8	0.2%
Female - JJC	74	80	81	89	92	24.3%
Female - JJC Peer Group	95.3	97.8	100.3	101.7	101.3	6.3%
Male - JJC	94	93	93	98	98	4.3%
Male - JJC Peer Group	80.8	81.0	79.2	80.5	80.7	-0.1%
TOTAL - JJC	168	173	174	187	190	13.1%
TOTAL - JJC Peer Group	176.2	178.8	179.5	182.2	182	3.3%

⁵ Table data based on annual enrollment, except total number of full-time faculty, male, and female, which are based on Fall information.

Figure 4.20 Full-Time Minority Faculty as a Percent of All Faculty at JJC, Peer Group, & Illinois Community Colleges, FY 2002-06

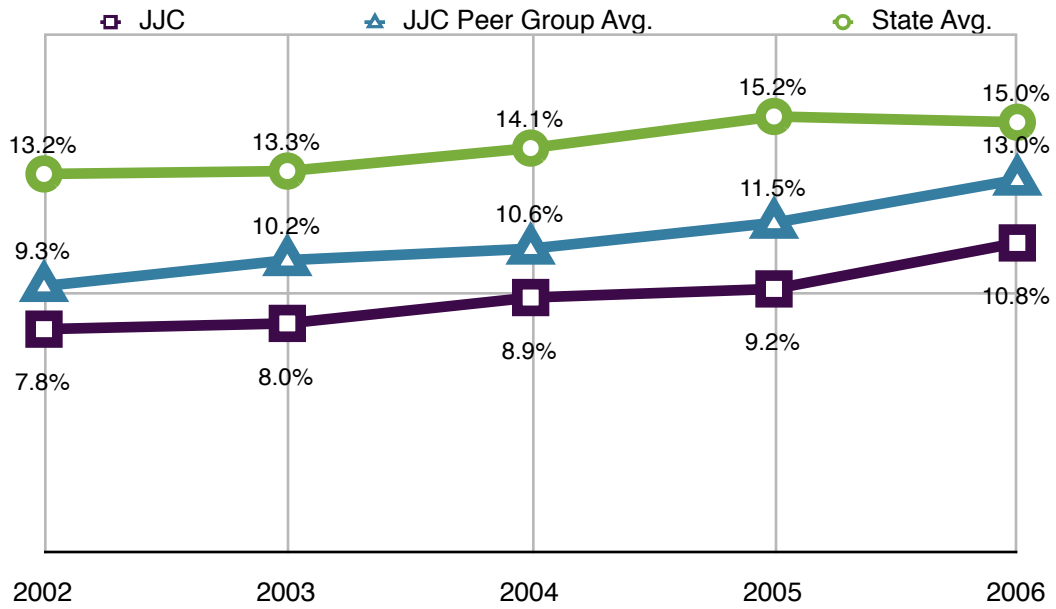


Figure 4.21 Full-Time Female Faculty as a Percent of All Faculty at JJC, Peer Group, & Illinois Community Colleges, FY 2002-06

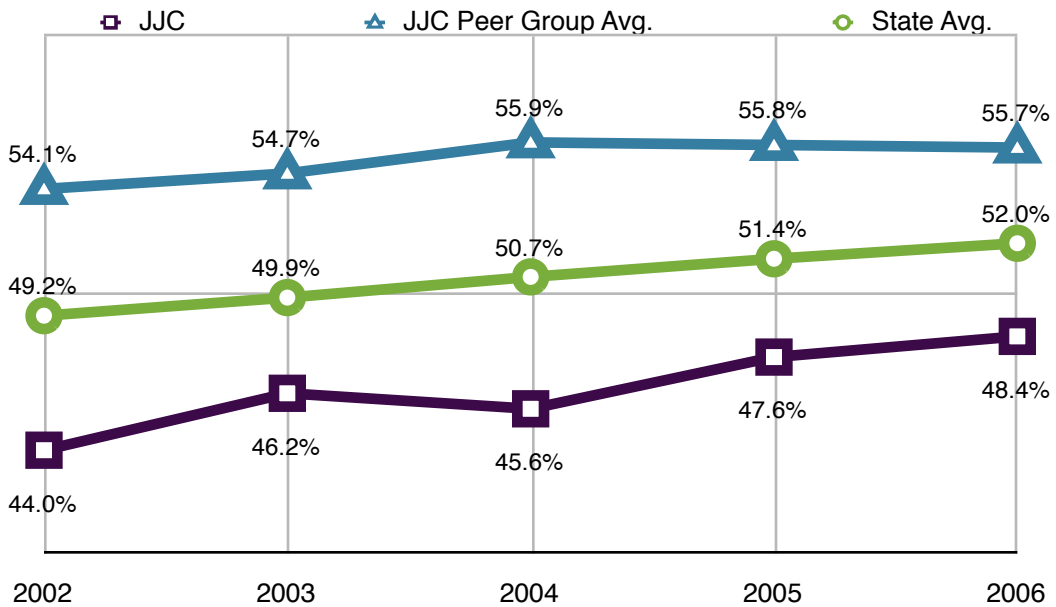


Figure 4.22 Number of New Full-Time Faculty Added Between FY 2002 and 2006 at Illinois Community Colleges

College	New FT Faculty
1. DuPage	27
2. Joliet	24
3. Southwestern	18
4. Harold Washington (Chicago)	16
5. Heartland	15
6. Wilbur Wright (Chicago)	13
6. Waubensee	13
8. Lake County	12
9. Harper	10
9. Kaskaskia	10
11. Lewis & Clark	9
11. Richland	9
13. Elgin	8
14. Oakton	7
15. Illinois Central	6
16. Lincoln Land	5
16. John Wood	5
18. Moraine Valley	4
19. Morton	3
19. Shawnee	3
21. Highland	2
21. Prairie State	2
21. Spoon River	2
24. Illinois Eastern	1

College	New FT Faculty
24. Kankakee	1
24. Rend Lake	1
24. Carl Sandburg	1
28. Danville	0
28. McHenry	0
30. Black Hawk	-1
30. Sauk Valley	-1
32. Kennedy-King (Chicago)	-2
33. Kishwaukee	-3
33. South Suburban	-3
35. Richard Daley (Chicago)	-5
35. Illinois Valley	-5
35. Parkland	-5
38. Malcolm X (Chicago)	-6
38. Truman (Chicago)	-6
38. John Logan	-6
41. Lake Land	-7
42. Southeastern	-9
43. Triton	-14
44. Rock Valley	-17
45. Olive-Harvey	-19

ADMINISTRATIVE STAFF**Figure 4.23 Annual Number of Full-Time Administrators at JJC and Peer Group Colleges by Race and Gender, FY 2002-06 (4M11)⁶**

Employee Group	2002	2003	2004	2005	2006	02-06 % change
Asian - JJC	1	1	1	0	0	
Asian - JJC Peer Group	0	0	1	1	1	
African Am. - JJC	17	12	12	12	11	-35.3%
African Am. - JJC Peer Group	3.7	4.8	4.8	4.8	5	35.1%
Latino - JJC	3	1	1	1	1	-66.7%
Latino - JJC Peer Group	1.3	0.8	0.8	1.2	1.2	-7.7%
Native-Am. - JJC	0	0	0	0	0	
Native-Am. - JJC Peer Group	0	0	0	0	0	
All Minority - JJC	21	14	14	13	12	-42.9%
All Minority - JJC Peer Group	5	5	6	6	7	40.0%
White - JJC	54	53	52	52	58	7.4%
White - JJC Peer Group	32.5	32.3	32.5	30.2	30.8	-5.2%
Female - JJC	35	32	35	38	40	14.3%
Female - JJC Peer Group	33.8	34	36.3	37.6	35.2	4.1%
Male - JJC	32	34	30	32	29	-9.4%
Male - JJC Peer Group	23.7	25.3	24	26	24.7	4.2%
TOTAL - JJC	63	75	67	66	65	3.2%
TOTAL - JJC Peer Group	38	38	39	36	38	0.0%

⁶ Gender information is based on Fall data, while race data is based on annual data. Fall data is based on U.S. Department of Education data submissions. Variability exists between institutions in terms of employee classifications as administrators. Through the reorganization and the Compensation and Classification study, there will likely be a decrease in the number of individuals classified as Administrators.

ALL FULL-TIME EMPLOYEES

Figure 4.24 Fall Full-Time Employees by Employee Group at JJC and Peer Group Colleges, FY 2002-06⁷

Employee Group	2002	2003	2004	2005	2006	02-06 % change
Prof./Admin./Support - JJC	96	97	94	100	97	1.0%
Prof./Admin./Support - JJC Peer Group	165.8	169.2	167.2	161.2	167.2	0.8%
Service/Maintenance - JJC	49	52	56	55	56	14.3%
Service/Maintenance - JJC Peer Group	64.6	65.8	66.2	68.2	69.2	7.1%
Secretarial/Clerical - JJC	52	56	57	57	56	7.7%
Secretarial/Clerical - JJC Peer Group	114.6	113.4	110.0	106	106.4	-7.2%
Total Non-Faculty - JJC	197	205	207	212	209	6.1%
Total Non-Faculty - JJC Peer Group	345	348.4	343.4	335.4	342.8	0.0%
Faculty - JJC	168	173	174	187	190	13.1%
Faculty - JJC Peer Group	154.8	156.6	155.4	158	158.8	2.6%
Total Full-Time Employees - JJC	365	378	381	399	399	9.3%
Total Full-Time Employees - JJC Peer Group	499.8	505	498.8	493.4	501.6	0.4%
Faculty as a % of All Full-Time Employees - JJC	46.0%	45.8%	45.7%	46.9%	47.6%	
Faculty as a % of All Full-Time Employees - JJC Peer Group	31.0%	31.0%	31.2%	32.0%	31.7%	

⁷ Data in this table based on Fall information. All data is based on U.S. Department of Education data submissions. Prof./Admin./Support includes all non-faculty staff who are not secretarial/clerical or service/maintenance (typically physical plant).

Part 3.4 Brief Interpretation of Performance and Related Implications

Performance Goal 1. Annual enrollment increases at JJC will equal or be greater than state and peer group enrollment averages.

Interpretation: Although JJC enrollment in FY 2006 is still below FY 2004 and 2005 enrollment levels, enrollment has only witnessed a very small decline, similar to state enrollment levels. Annual enrollment at peer group institutions, however, has decreased more rapidly than at JJC.

Performance Goal 2. Annual enrollment increases in minority populations at JJC will equal overall student enrollment growth.

Interpretation: Increases in the enrollment of minority populations at JJC has exceeded the enrollment of white students. Growth has also exceeded peer group averages.

Performance Goal 3. The percent of minority students enrolled at JJC will equal state and peer group averages.

Interpretation: About 28% of JJC students come from minority populations, lower than state and peer group averages of about 36%.

Performance Goal 4. Annual enrollment increases in Distance Education enrollment at JJC will equal or be greater than state and peer group averages.

Interpretation: Although lower in terms of the number of Distance Education courses and enrollment in Distance Education, JJC growth in the past five years has been greater than state or peer group averages, suggesting the college is catching up.

Performance Goal 5. Increases in the addition of full-time faculty at JJC will equal or be greater than peer group averages.

Interpretation: Between 2002 and 2006, JJC added 24 new full-time faculty positions, the second highest in the state behind DuPage (27).

Performance Goal 6. The percent of full-time employees that are faculty will equal or exceed peer group averages.

Interpretation: A much higher percentage of JJC's full-time employees are classified as instructional (teaching) instead of administrative or support.

Performance Goal 7. The number of full-time minority and female faculty will be equal to the state Illinois community college average.

Interpretation: 11% of JJC full-time faculty come from minority populations, lower than the state (15%) and peer group (13%) average. 48% of JJC full-time faculty are female, compared to 56% at peer group colleges and 52% at all Illinois community colleges.

Performance Goal 8. The racial and gender makeup of JJC full-time will approximate the student racial and gender makeup.

Interpretation: About 11% of JJC faculty come from minority populations, compared to 28% of the students. 58% of JJC students are female, compared to 48% of full-time faculty. These trends have existed for the last five years.

Summary

- JJC is awarding more degrees, but the rate of growth is still stable.
- However, completion and graduation rates (or the percent of students who complete their programs in at least three years) are well below state averages.
- Enrollment at JJC has been relatively flat, with only minor increases, between 2002 and 2006.
- When compared to peer group and state averages, JJC invests much more human resources in faculty than it does in administrative and support positions.
- JJC faculty from racial minority and female populations are less represented at JJC than peer group and state colleges.

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