

Henry Ford College

Strategic Plan 2022-2024

Employee Forum



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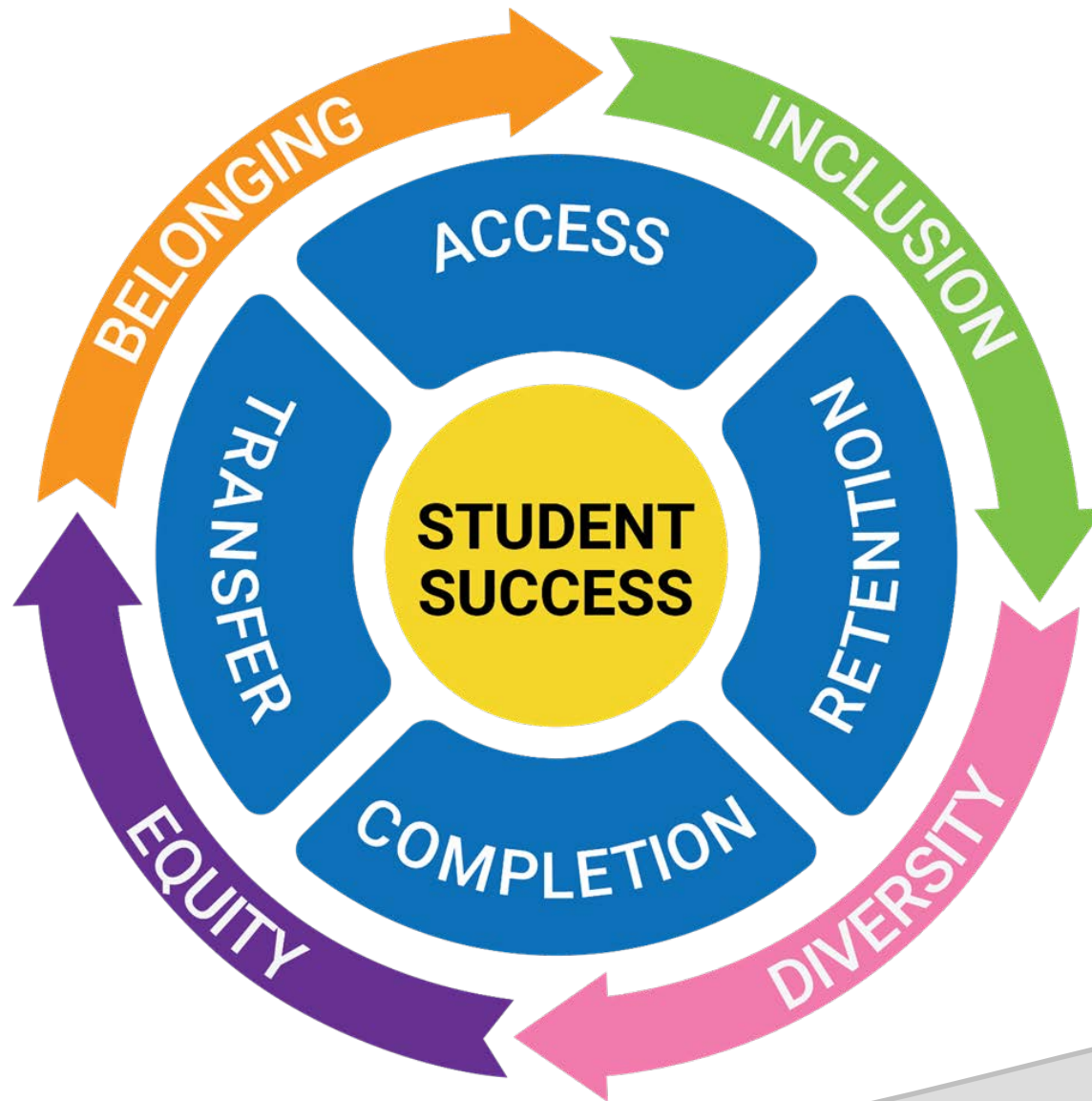
Co-Chairs:

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Strategic and Cultural Foundation for Student Success

Advancing Belonging, Inclusion, Diversity and Equity (ABIDE)

At Henry Ford College “our success is measured by the success of our students” – and that means ALL of our students! An open-access educational community, Henry Ford College strives to provide a welcoming and safe place that ALL learners may call home. We seek to close ALL achievement and equity gaps wherever they exist. We embrace and work collaboratively to advance a culture celebrating and centered on belonging, inclusion, diversity, and equity. These are our shared strengths. They inform and propel our efforts to improve both the educational and economic outlook for Southeast Michigan.

Strategic Priority 1: Access

HFC will increase enrollment and improve college readiness especially for underrepresented and historically underserved student populations.



Access: Goal 1

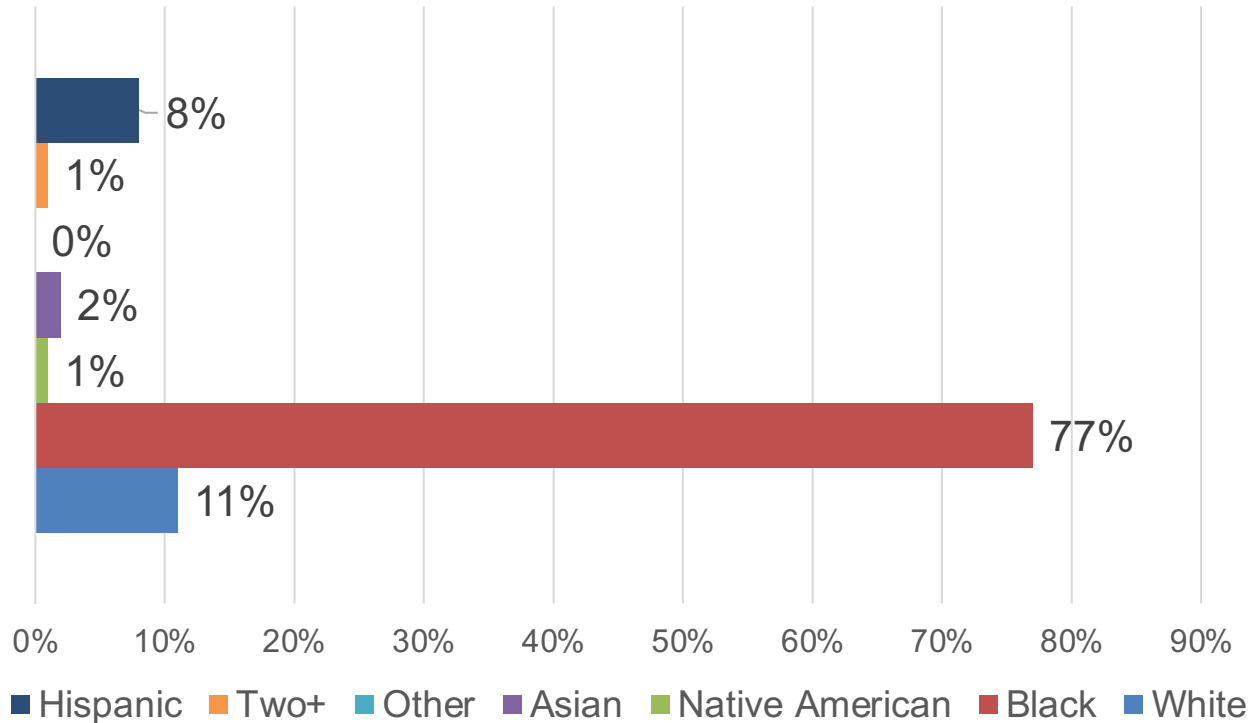
Increase enrollment of Black/African American students by 25% and double the enrollment of Hispanic students within two years.

HFC Student Demographics (Enrollment)

	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020
Asian	2%	3%	3%	3%	3%
Black/Af. American	19%	18%	16%	16%	14%
Hispanic	3%	2%	2%	2%	2%
Nonresident Alien	2%	2%	2%	3%	2%
Race Unknown	17%	16%	16%	15%	15%
Two or More Races	3%	3%	4%	5%	5%
White	54%	56%	57%	57%	58%

City of Detroit Demographics

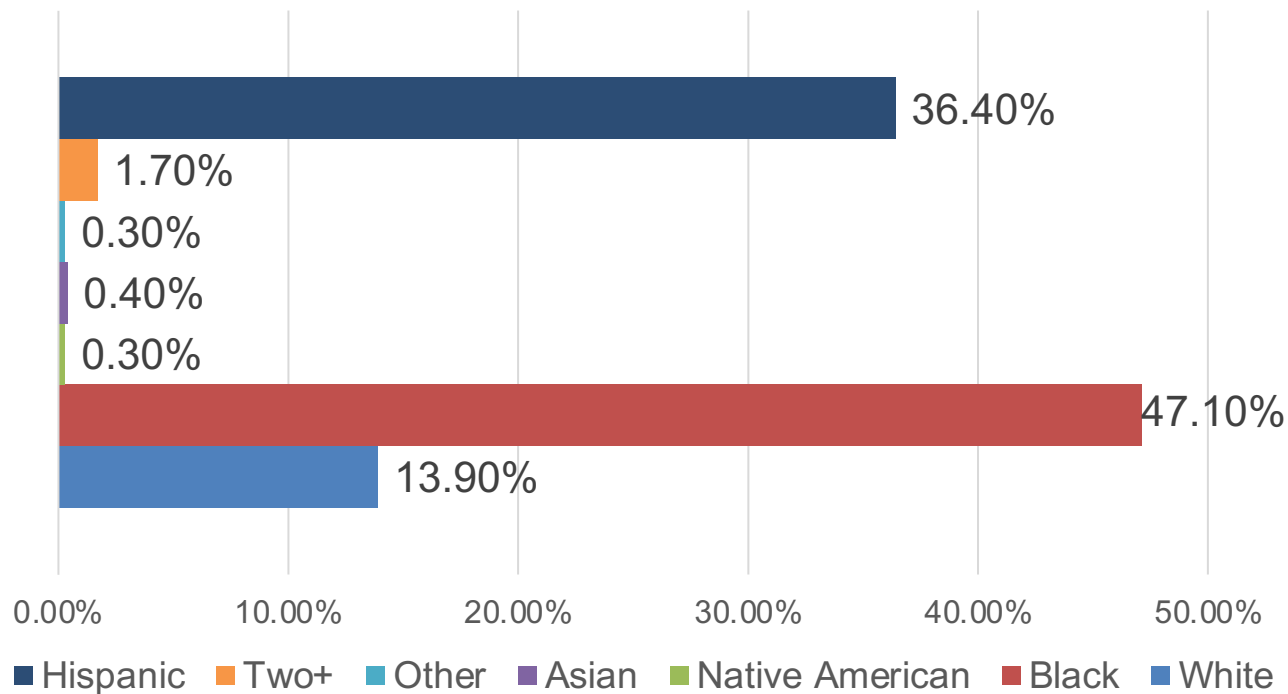
Race/Ethnicity



U.S. Census Bureau (2019). American Community Survey 1-year estimates. Retrieved from Census Reporter Profile page for Detroit, MI <<http://censusreporter.org/profiles/16000US2622000-detroit-mi/>>

Southwest Detroit Demographics

Race/Ethnicity



U.S. Census Bureau (2019). American Community Survey 1-year estimates. Retrieved from Census Reporter Profile page for Detroit, MI <<http://censusreporter.org/profiles/16000US2622000-detroit-mi/>>

Access: Goal 2

Increase enrollment of underrepresented student populations in programs leading to high-opportunity outcomes, especially in *STEAM*, Health Sciences, and the Skilled Trades.

Historically Underrepresented Students

- Students who are traditionally underrepresented (i.e., the minority) within their program of study. This could be based upon:
 - Gender
 - Race/Ethnicity
 - Socioeconomic standing
 - Age

Underrepresentation by Gender

Surgical Technologist

- Non-traditional for males
- Males comprise 5% of enrollment

Medical Assistant

- Non-traditional for males
- Males comprise 4.84% of enrollment

Automotive Technology

- Non-traditional for females
- Females comprise 6.06% of enrollment

Electrical Eng. Technology

- Non-traditional for females
- Females comprise 12.5% of enrollment

**Sample data as reported to State of Michigan in Fall 2021, based on 2020-2021 data.*

Underrepresentation by Race/Ethnicity (Program Enrollment)

	Pre-Engineering	Biology	Radiographer	Automotive Technology
Asian	4%	6%	0%	4%
Black/Af. Am	7%	9%	8%	8%
Hispanic	4%	3%	3%	16%
Am. Indian	0%	0%	3%	1%
Two/More Races	6%	5%	3%	4%
White	64%	63%	74%	52%
Unknown	15%	14%	10%	16%
Total Enroll.	659	470	72	83

**Sample data as reported to State of Michigan in Fall 2021, based on 2020-2021 data.*

Strategic Priority 2: Retention

HFC will achieve improved and equitable retention rates for all students through proactive, student-focused supports and intervention programs.



Retention: Goal 1

Increase the percentage of first-time, full-time students who earn 24+ credits in their first year from 52% to 60% and increase the rate of part-time students who earn 15+ credits in their first year from 10% to 25%.

Retention Goal 1: Supporting Data

Cohort	FT Students Earning 24+ Credits in First Year	PT Students Earning 15+ Credits in First Year
Fall 2016	51.5%	11.2%
Fall 2017	49.5%	6.7%
Fall 2018	50.3%	9.8%
Fall 2019	51.3%	11.8%
Fall 2020	55.3%	12.6%
Average	51.6%	10.4%

Retention: Goal 2

Decrease the percentage of Ds, Es, Withdraws, and Incompletes (DEWI rates) in college-level gateway courses by 15% across all student populations.

Sample DEWI Rates – Course A

Semester	D Grade	E Grade	Withdraw	Incomplete	Total
Fall 2019	4%	9%	4%	0%	17%
Winter 2020	4%	14%	6%	0%	24%
Fall 2020	6%	11%	6%	0%	23%
Winter 2021	4%	14%	6%	0%	24%

Sample DEWI Rates – Course B

Semester	D Grade	E Grade	Withdraw	Incomplete	Total
Fall 2019	10%	15%	7%	0%	32%
Winter 2020	6%	11%	15%	0%	32%
Fall 2020	6%	11%	7%	0%	25%
Winter 2021	8%	13%	6%	0%	27%

Strategic Priority 3: Completion

HFC will increase credential attainment and close completion equity gaps across all student populations.



Completion: Goal 1

Increase the total number of certificates and degrees awarded by 20% over two years while raising the institutional Graduation Rate towards 15%.

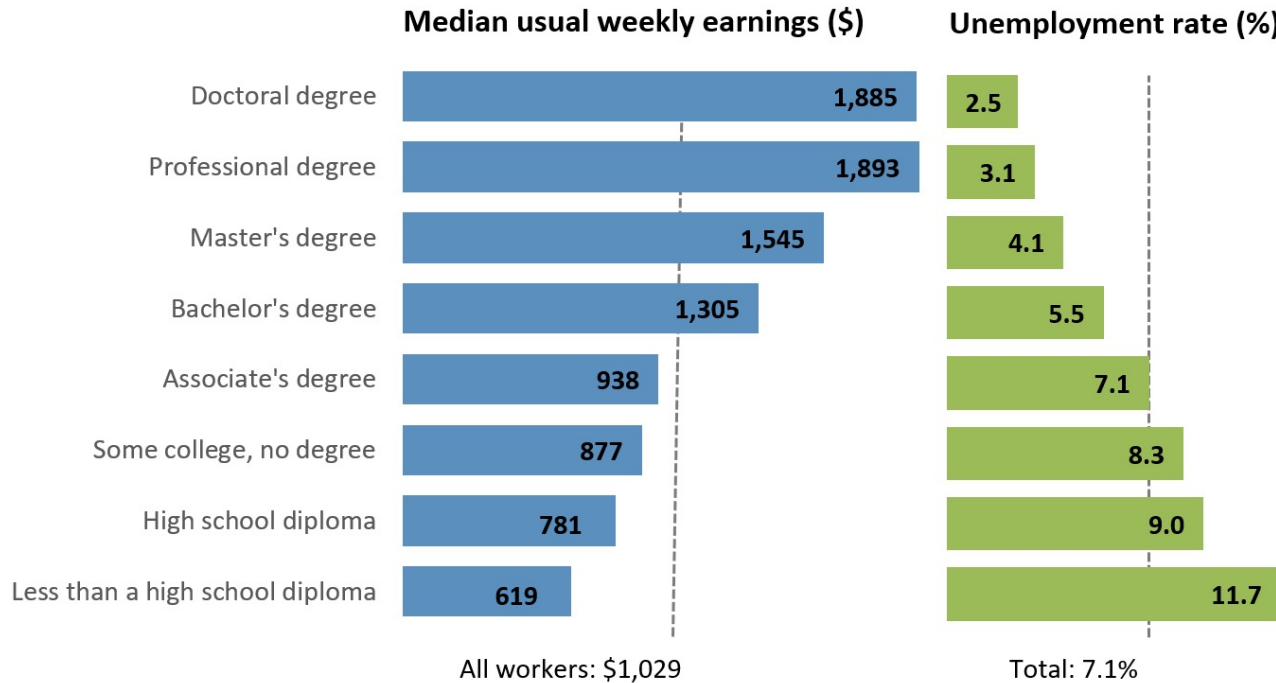
College Degree Benefits

- Quantitative benefits of a college degree
 - Avg. annual income \$28,000/year for high school grads vs. \$45,000/year for college grads.
 - Avg. unemployment rate 12.2% for high school grads vs. 3.8% for college grads.
 - Projected lifetime income \$1.3 million for high school grads vs. \$2.3 million for college grads

**2014 data from Pew Research Center*

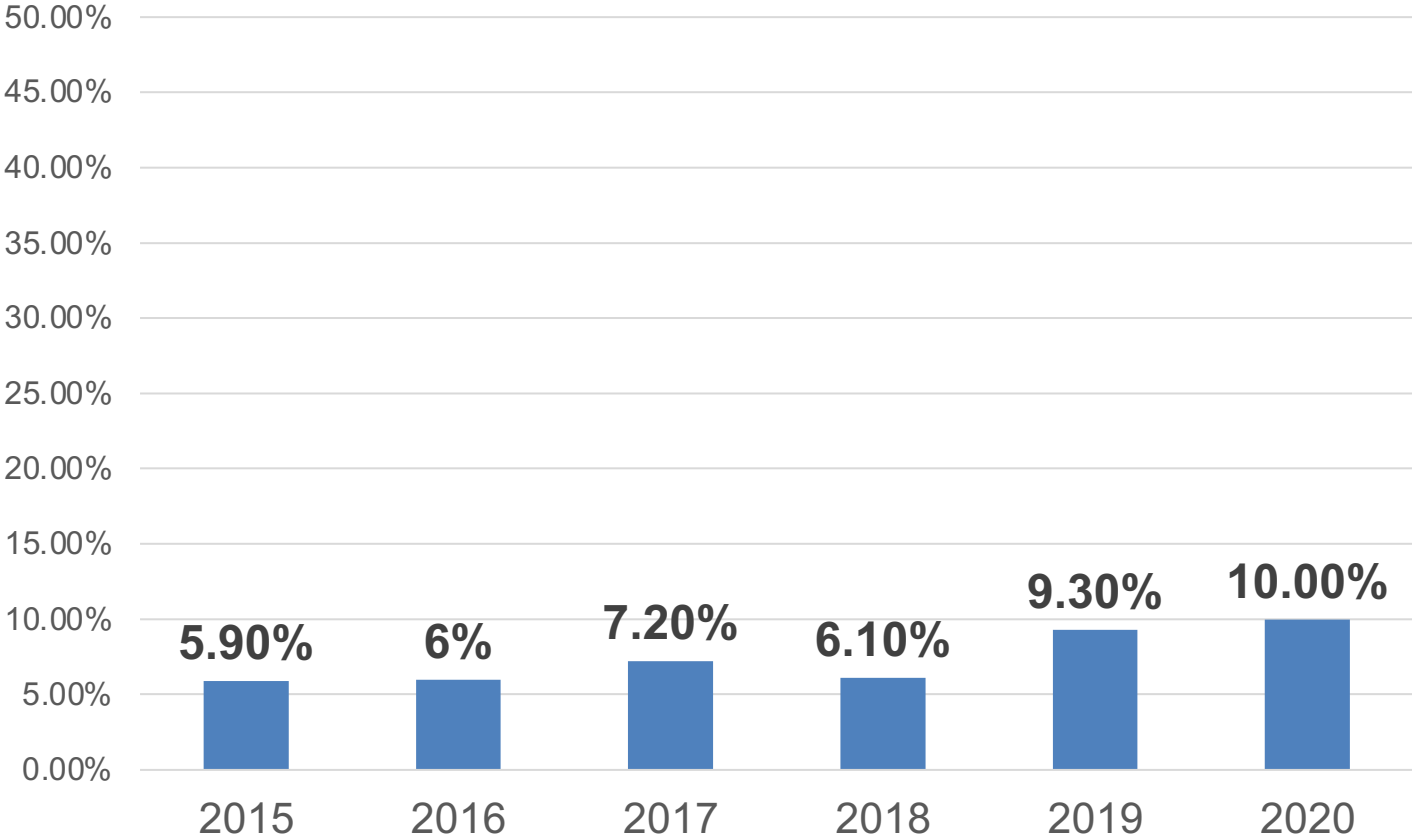
BLS – “Education Pays”

Earnings and unemployment rates by educational attainment, 2020



Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.
Source: U.S. Bureau of Labor Statistics, Current Population Survey.

HFC Graduation Rates



HFC and Similarly-Situated Institutions

Graduation Rate Data Table:

	Henry Ford	Grand Rapids	Macomb	Oakland	Schoolcraft	Washtenaw	WCCCD
2015	5.90%	15.30%	10.70%	8.80%	19.10%	15.10%	9.50%
2016	6.00%	15.30%	10.00%	10.10%	16.50%	14.70%	8.70%
2017	7.20%	14.30%	11.10%	11.50%	17.10%	15.60%	11.80%
2018	6.10%	19.40%	10.60%	11.90%	14.50%	17.20%	11.20%
2019	9.30%	18.60%	11.80%	13.10%	15.50%	19.80%	11.40%

Completion: Goal 2

Reduce time to credential attainment while decreasing the overall number of excess credits students complete by 20%.

Student Excess Credits

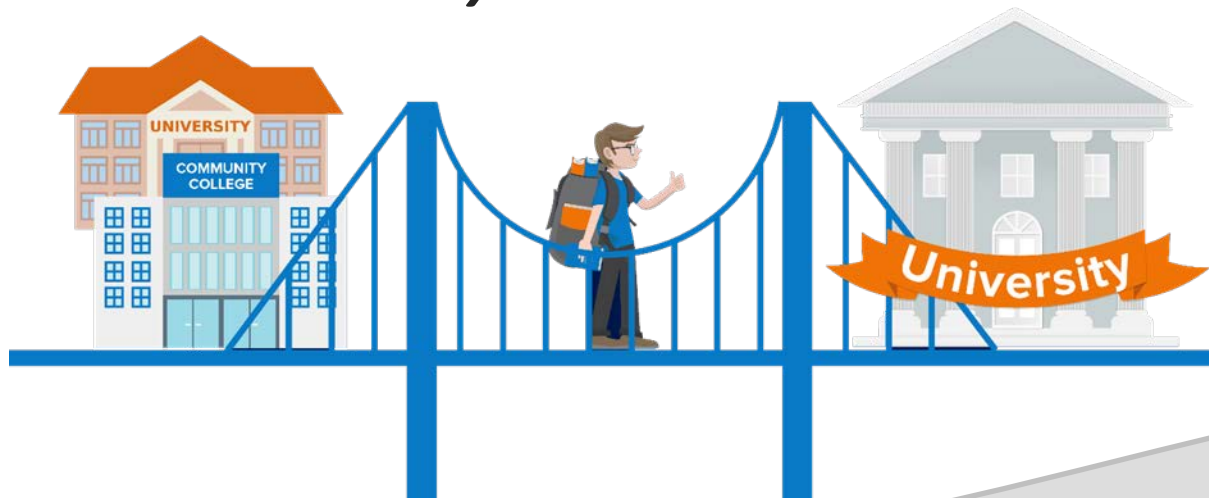
Fall 2021 Enrollment by Earned Credits:

- 551 students have earned 61-75 credits
- 96 students have earned 76-80 credits
- 287 students have earned more than 80 credits

These 934 individuals are active, current students who have yet to earn a credential.

Strategic Priority 4: Transfer

HFC will achieve improved and equitable results for all students regarding successful and seamless transfer to either advanced study or a career.



HFC Admissions: Intent to Transfer

56.95% of the applicants who *applied and enrolled* in 2020-2021 indicated a primary interest in transferring.

Primary Interest - Enrolled Applicants for F20-Su21	Total #	%
Complete a degree at HFC and transfer to another college/university.	1218	41.02%
Complete a degree program at HFC.	1086	36.58%
Earn credit to transfer to another college/university without earning an HFC degree.	473	15.93%
Enroll in specific, individual courses for job skills or personal fulfillment.	71	2.39%
No Response	121	4.07%

Transfer: Goal 1

Increase the number of transfers to 4-year colleges and universities within three years of starting at HFC by 20%.

Where HFC Students Go:

(All Student Transfers from 2017/18 to 2020/21)

Institution	2 or 4 Year	Students	Avg. GPA	Med. Credits
UNIVERSITY OF MICHIGAN DEARBORN	4	1887	3.268	59
WAYNE STATE UNIVERSITY	4	1707	3.161	54
WAYNE COUNTY COMMUNITY COLLEGE	2	1602	1.994	22
SCHOOLCRAFT COLLEGE	2	982	2.256	29
EASTERN MICHIGAN UNIVERSITY	4	667	3.068	69
OAKLAND COMMUNITY COLLEGE	2	297	1.889	19
UNIVERSITY OF MICHIGAN	4	236	3.761	21
MADONNA UNIVERSITY	4	220	3.013	67
WASHTENAW COMMUNITY COLLEGE	2	186	2.140	18
MACOMB COMMUNITY COLLEGE	2	175	1.886	15

Transfer: Goal 2

Increase the percentage of students completing an Associate degree or other credential at HFC before transferring to another 4-year college or university from 35% to 45%.

Students' First Transfers with Award

All Student Transfers from 2017/18 to 2020/21

Year	2 or 4-Year	Students	% Assoc	% Any
17-18	2	1087	4.0%	5.0%
	4	1757	27.8%	28.2%
18-19	2	1055	6.1%	7.3%
	4	1760	28.5%	29.2%
19-20	2	940	5.2%	8.8%
	4	1839	26.9%	35.3%
20-21	2	636	5.2%	8.5%
	4	1707	30.7%	35.7%

