



Student Success and Academic Affairs Committee

Board of Trustees

Massachusetts Bay Community College

8:00 – 10:00 a.m.

Tuesday, September 30, 2025

by WebEx

MINUTES

Trustees Present: Lili Silva (Chair), Alfonso Hidalgo, Rebecca Negreli, Ilissa Povich, Diane Schmalensee

Trustees Not Present: Mahanaz Jatoi, Sandy Lish

Committee Chair Silva joined the meeting at 8:10 am, and Trustee Schmalensee departed the meeting at 8:39 am.

Staff Members Present: Karen Britton, Executive Director and Board Liaison; Lynne Davis, Dean of Health Sciences; Catherine Gildae, Associate Dean for Institutional Effectiveness; Courtney Jackson, Vice President for Academic Affairs and Provost; Nina Keery, Dean of Humanities and Social Sciences; Henry Lopez, Director of End User Services; Mike Lyons, Chief Information Officer; Sue Maggioni, Assistant Provost; Nhon Pham, EDP Systems Analyst; David Podell, President; David Protano, Dean of Automotive Technology and Interim Dean of STEM; Halye Sugarman, Dean of Business and Professional Studies; Richard Williams, Dean for Student Success and Strategic Initiatives

CALL TO ORDER & INTRODUCTIONS

Chair Povich called the meeting to order and declared that a quorum was present.

June 24, 2025, Meeting Minutes

MOTION: Trustee Schmalensee moved to approve the minutes of the June 24, 2025, meeting, and Trustee Hidalgo seconded the motion.

The motion passed with the following roll call vote: Trustee Hidalgo – YES; Trustee Negreli – YES; Trustee Povich – YES; Trustee Schmalensee – YES

Performance Measurement Reporting System (PMRS): Mass DHE Student Success Metrics

President Podell introduced the Massachusetts Department of Higher Education (DHE) Performance Measurement Reporting System (PMRS). DHE created this interactive website to make data easier to access and more useful. He refers to this data in his self-evaluation as it provides indications regarding how the College is doing. In some measures, colleges are compared to the performance of the 15

Massachusetts community colleges, while in others there is a national comparison group that includes colleges outside of New England.

Associate Dean Gildae then gave a presentation on the PMRS Student Success Metrics, including the following:

The first slide introduces PMRS. Public institutions are legally mandated to report data on access, affordability, and equity. Data sources are the Higher Education Information Resource System (HEIRS), the Integrated Post-secondary Education Data System (IPEDS), and the Massachusetts Department of Unemployment Assistance. The [Performance Measurement Reporting System / Data Center / Massachusetts Department of Higher Education](#) website shows four main sections of data:

- Access & Affordability
- Students Success & Completion
- Economic Mobility (forthcoming)
- Fiscal Stewardship

There are also two additional sections – Equity Lens (disaggregated data) and National Comparisons (IPEDS retention and completion comparison).

Associate Dean Gildae next reviewed the interactive slides, as follows:

*Enrollment and Equitable Access figures are similar to what is reported to the MassBay Trustees in the Dashboard, but are based on the data reported to HEIRS. The blue line represents MassBay and yellow the Massachusetts community colleges' trends in enrollment, debt, and student loan default rates. It was noted that hovering over any data point will provide additional information and also that DHE data may not be the most updated since the state updates the data in the spring. Enrollment also tracks trends for Latino and Black students as well as Pell recipients. The data reflects recent years of growing enrollment.

*Affordability & Student Debt figures point to the average loan debts and default rates of MassBay students. MassBay students are under the average for Massachusetts community colleges at \$2350 in loan debt, compared with \$2725 for all 15 schools in the most recent year. It is also noteworthy that the trend is downward from 2015 (around \$4000) to 2024. The default rate on loans has gone from 7% to 0% because of COVID when required payments were paused. In addition, programs such as MassReconnect and MassEducate reduced the need for student loans. There is a figure demonstrating the cost of attendance relative to state and county. It was noted that MassBay is located in two counties, Norfolk and Middlesex.

*Student Success & Completion contains two sections, one on first year progress and one on long-term success. These are both contained in the Dashboard and are updated annually. Each metric is explained by hovering the cursor on the question mark. The interactive features on these figures allow for more understanding of how MassBay students are doing in comparison to their Massachusetts community college counterparts. Green lines and green shading represent the Massachusetts 2033 targets. Yellow lines represent the Massachusetts community colleges comparison data. Hovering over the yellow trend line breaks out each of the Massachusetts community college's data and includes the 2033 target line. Green checks and grey exclamation points provide more information about where MassBay is in relation to the target. MassBay is in the middle range in terms of progress for first-year students. In terms of credit accumulation, the most recent rate is 36%, which is ahead of the community college average but not yet at the 2033 target. Timely completion of gateway courses is currently ahead of the 2033 target. The College's 61% persistence after the first year is in the middle of the community college comparison and not yet at the 2033 target rate of 65%. It should be noted that persistence differs from retention because it

includes continued enrollment or completion anywhere (whereas retention measures continued enrollment or completion at MassBay). Under long-term success, the Six-Year Comprehensive Student Success rate is 68%, which is above the community college average rate of 63%. This statistic was also affected by COVID, as the most recent year (2024) includes students who began studies in 2018.

The economic mobility data are coming and will consider the earnings of students, grouped by age and completion status. This data will utilize state data from the Massachusetts Department of Unemployment Assistance (DUA) to match wage records and better understand the impact of public higher education on earnings and within high demand fields. MassBay also tracks information on the earnings of its graduates through alumni/ae surveys, though low response rates are typical for this sort of survey.

*The Equity Lens section offers disaggregated views of many of the student success and completion data above. There are five figures, and each can be filtered by a number of student demographic groups to learn more about the trends and recent data from above. Available groups include Asian or Pacific Islander, Black or African American, Hispanic or Latino, Multiracial, White, Female, Male, Pell Grant, Non-Pell Grant. Each view includes all data that can be shown publicly without identifying students. (Small ns are suppressed.) The views include comparison data with other Massachusetts community colleges both for the most recent year reported as well as trends.

*The final section is National Comparison, which contains IPEDS retention and completions data. The retention rate shown is for first-time, full-time MassBay students, and the rate is compared with a national peer group (shown in red). The detailed breakout provides more information about the peer rates. The completion data also include only first-time, full-time MassBay students, which is a relatively small portion of the student body. The Eight-Year Comprehensive Student Success includes completion (award), transfer, and continued enrollment. MassBay has a 65% success rate compared with the 58% average across the national comparison group.

Committee Chair Silva asked if there are any additional metrics MassBay would like to see included in this data. President Podell indicated it would be useful to see progress not necessarily tied to completion, as MassBay students come for a variety of reasons, not all of which are measured. For example, some come simply to take one course to prepare for an exam. It would be helpful to know how well the College is helping them achieve their goals.

Trustee Negreli asked if there are data on certificates and licensures. This model is really for four-year colleges.

Chair Povich asked how MassBay uses these data. President Podell uses much of it in his self-evaluation, though the data is of limited value because it is old, so he relies on more current data from Associate Dean Gildae. This does not include comparisons, but the College more often its own data from year to year, rather than the data from other colleges. President Podell recommended looking at the PMRS, which is very user-friendly, and also his annual self-evaluation. The links to the overall data and the College's are as follows:

<https://www.mass.edu/datacenter/pmrs/home.asp>

<https://www.mass.edu/datacenter/pmrs/massbay.asp>

Vice President Jackson reviewed the topics for future meetings, as follows:

*November: Athletics and the STEM Tech Academy program with Natick High School

*February: Associate Degree Nursing program presentation on how the College doubled enrollment and

The Artificial Intelligence Faculty Learning Community
*April: Programs that have recently gone through a program review (Environmental Sciences and Safety, Radiologic Technology)
*June: To be determined

ADJOURNMENT

MOTION: Trustee Povich motioned to adjourn the meeting, and Trustee Negreli seconded.

The motion passed with the following roll call vote: Trustee Hidalgo – YES; Trustee Negreli – YES; Trustee Povich – YES; Trustee Silva – YES

The meeting adjourned at 9:06 am.



11/25/25

Lili Silva, Committee Chair Date