

Key Performance Indicator Student Success:

IPEDS Results: (Integrated Postsecondary Education Data System)

Cohort Year	2014	2015	2016	2017	2018	2019	5 Year Trend	Target Range	Normal Range	Action Required
Cohort size ->	n = 290	n = 290	n = 252	n = 270	n = 270					
IPEDS Completion Rate - (Graduation Rates (150% of time) + Transfer-Out Rate (Non Graduates))	55%	53%	50%	52%	49%	52%		> 60%	50 to 59%	< 49%

Goal 57% 60% 60% Future Cohort Year Goals: 60%

IPEDS Cohort: identified each fall and consists of first-time, full-time undergraduate students. Cohort students must be enrolled in 12 or more credits in the fall, and this must be their first post-secondary enrollment. (Exceptions are those that enroll in summer for the first time can be counted in the fall cohort, and those that earned college credits prior to high school graduation can be counted). This metric is what is used for the rates on the college navigator website (<http://nces.ed.gov/collegenavigator/?q=bay+de+noc+community+college&s=all&id=168883>). Cohort is defined and tracked from initial fall forward. Annually collected by the U.S. Department of Education's National Center for Education Statistics (NCES)

IR Finding: Communication of our persistence goals for all students from fall to winter and fall to fall terms has become a standard, weekly communication at the college during fall and winter enrollment cycles. It appears this is working, and should continue. Additionally, it is recommended that we begin working with the students without an award after their second year and make sure they are on the right path and have completion/transfer conversations.

	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	Trends	Target Range	Normal Range
Cohort size ->	n = 252	n = 270	n = 268	n = 273	n = 272	n=256	n=243	n=118			
Fall to Winter Persistence	83%	88%	85%	82%	86%	80%	82%	76%		>90%	82-89%
Fall to Fall Persistence	53%	54%	54%	56%	57%	50%	53%			>75%	52-74%
Completion Rate 150% of time to degree (Indicates Final % - Indicates in Progress)	32%	33%	34%	33%	32%	25%	8%			>35%	30 -25%
Transfer Rate (Indicates Final % - Indicates in Progress)	21%	17%	18%	16%	20%	18%	12%			>25%	20 - 25%
Combined Completion Rate (Indicates Final % - Indicates in Progress)	53%	50%	52%	49%	52%	33%	20%			>60%	50-60%

All Students: (Persistence is for Degree Seeking Students Only)

	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	5 Year Trend	Target Range	Normal Range
Fall to Fall Persistence	58%	57%	53%	54%	57%	50%	51%	--		>75%	52-74%
Fall to Winter Persistence	79%	80%	79%	79%	81%	76%	75%	75%		>90%	82-89%
Retention (Completed the Course)	97%	97%	96%	96%	97%	95%	93%	93%		>98%	95-97%
Pass Rate ('C' or better)	82%	83%	80%	80%	80%	77%	74%	74%		>85%	80-85%
Withdrawal Rate	3%	3%	4%	4%	3%	5%	7%	7%		<3%	3-4%

Dual Enrollment

	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	5 Year Trend	Target Range	Normal Range
Number of Dual Enrolled Students	372	418	478	557	661	601	704	636		>651	550-650

Key Performance Indicator

Percent of Students Dual Enrolled	16%	19%	21%	23%	29%	25%	28%	25%		>31%	20-30%
Number of Dual Enrolled Schools	21	25	27	30	36	34	40	33		>39	32-38
Number of Credits for Dual Enrolled Students	2632	3218	3563	4877	4592	4702	4821	4756		>4801	3800-4800
Percent of Credit Dual Enrollment	8%	9%	11%	14%	14%	14%	14%	15%		>16%	10-15%

Dual Enrollment: This portion of Bay College's enrollment continues to grow and expand based on needs of the local high schools and increased outreach efforts and enhancements of this program.

Non-Traditional Students (Students that are over 21 when starting their Bay College Degree Seeking Career)

	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	5 Year Trend	Target Range	Normal Range
Fall to Fall Persistence	47%	57%	38%	51%	54%	45%	50%	--		>75%	52-74%
Fall to Winter Persistence	68%	80%	72%	68%	70%	73%	68%	67%		>90%	82-89%
Retention (Completed the Course)	95%	98%	95%	89%	95%	92%	98%	98%		>98%	95-97%
Pass Rate ('C' or better)	75%	84%	74%	68%	74%	74%	71%	67%		>85%	80-85%
Withdrawal Rate	5%	2%	5%	6%	5%	3%	2%	2%		<3%	3-4%
Completion Rates (at 3 years)	26%	43%	37%	27%	30%					>35%	30 -25%
Transfer Rates (at 3 years)	13%	7%	12%	14%	12%					>25%	20 - 25%
Combined Completion Rates (at 3 years)	39%	50%	49%	41%	42%					>60%	50-60%

**Key Performance Indicator
Culture of Success:**

	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	5 Year Trend	Target Range	Normal Range
Employee Satisfaction	3.9	3.9	4.1	4.1	4.0	4.2	4.2	4.1		>4.3	3.9-4.2

*Goal: Increase to 4.0 the satisfaction of:
"Communication is good between areas of
the College."*

<i>Actual:</i>	3.3	3.6	3.6	3.4
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*Goal: Increase to 4.0 the satisfaction of:
"Committees and Teams at the College
function effectively."*

<i>Actual:</i>	3.6	3.9	3.9	3.8
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	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	5 Year Trend	Target Range	Normal Range
My Position	4.1	4.0	4.2	4.1	4.4	4.2	4.2	4.2		>4.1	3.8-4.0
Immediate Supervisor	4.2	4.2	4.2	4.4	4.4	4.5	4.5	4.4		>4.1	3.8-4.0
Presidential Leadership	3.7	3.8	4.1	4.1	3.7	4.1	4.0	4.0		>4.1	3.8-4.0
Senior Leadership	3.6	3.7	4.0	3.9	3.5	3.8	3.9	3.9		>4.1	3.8-4.0
Board of Trustees	3.6	3.8	4.1	4.1	3.9	4.1	4.0	4.1		>4.1	3.8-4.0
Colleagues	4.0	3.9	4.1	4.1	4.0	4.1	4.1	4.2		>4.1	3.8-4.0
College	3.9	3.8	4.1	4.1	3.9	4.1	4.1	4.1		>4.1	3.8-4.0
Working Conditions	3.8	4.1	4.2	4.2	4.1	4.3	4.3	4.2		>4.1	3.8-4.0
Benefits	4.0	4.0	4.1	4.1	4.1	4.2	4.0	4.0		>4.1	3.8-4.0
College Employee Practices	3.5	3.4	3.6	3.7	3.9	3.9	3.9	4.0		>4.1	3.8-4.0
College Communication	3.9	4.0	4.0	4.0	3.9	4.0	4.0	3.9		>4.1	3.8-4.0

**Key Performance Indicator
Community Success:**

Community Survey (Satisfied/Very Satisfied)	2015	2016	2017	2018	2019	2020	2021	2022	5 Year Trend	Target Range	Normal Range
Total Respondents	53%	61%	65%	64%	67%	None - COVID 19	None - COVID 19	56%		>65%	55-64%
Number of Respondents	240	250	96	314	318	None - COVID 19	None - COVID 19	93		>301	250-300
Not Applicable Responds Removed	85%	93%	94%	94%	93%	None - COVID 19	None - COVID 19	82%		>96%	90-95%
Calculated Mean:				4.40	4.40						
Goal: Increase Community Success from 4.4 to 4.5 by Winter semester 2020											
	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	5 Year Trend	Target Range	Normal Range
Number of Noncredit Students (Duplicated) M-TEC	1,720	1406	1546	1,945	1,090	1,021	1,067			>1601	1400-1600

Key Performance Indicator
Financial Stability:

	National Mean	FTE 1501-2250	2016	2017	2018	2019	2020	2021	2022	5 Year Trend	Target
Composite Financial indicator Score (CFI)	NA	NA	1.67	2.01	2.01	1.95	1.28	3.77	2.06		> 2.00

	National Mean	FTE 1501-2250	2016	2017	2018	2019	2020	2021	2022	5 Year Trend	Target
Primary Reserve Ratio	0.45	0.51	0.39	0.30	0.34	0.40	0.41	0.57	0.46		0.25
Net Operating Revenue Ratio	5.90%	4.90%	-0.50%	0.47%	0.16%	0.08%	-0.36%	0.60%	3.5%		1 to 1.5%
Return on Net Assets Ratio	7.00%	6.80%	0.50%	0.04%	0.42%	0.22%	-0.18%	1.01%	-0.01%		3.00%
Viability Ratio	0.7500	0.6300	0.75	0.58	0.70	0.72	0.77	0.94	0.85		0.51
Equity Ratio	NA	NA	0.59	0.59	0.64	0.61	0.61	0.58	0.62		0.70
Days cash on hand	90-180	NA	70	109	106	92	101	127	106		75