

Key Performance Indicator

Student Success:

IPEDS Results: (Integrated Postsecondary Education Data System)

Cohort Year	2010	2011	2012	2013	2014	2015	2016	5 Year Trend	Target Range	Normal Range	Action Required
Cohort size ->	n = 365	n = 348	n = 412	n = 305	n = 290	n = 252	n = 270				
IPEDS Completion Rate - (Graduation Rates (150% of time) + Transfer-Out Rate (Non Graduates))	38%	35%	48%	40%	55%	53%	50%		> 60%	50 to 60%	< 50%

Goal: 2017 Cohort will have a 57% completion rate by 2019

Goal 56%

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

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.

	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	Trends	Target Range	Normal Range	Action Required
Cohort size ->	n = 305	n = 290	n = 252	n = 270	n = 268	n = 273	n = 272				
Fall to Winter Persistence	85%	88%	83%	88%	85%	84%	89%		>86%	82-86%	<82%
Fall to Fall Persistence	51%	56%	53%	54%	54%	56%			>56%	52-56%	<52%
Completion Rate 150% of time to degree (Indicates Final % - Indicates in Progress)	17%	30%	32%	33%	27%	8%			>30%	20-30%	<20%
Transfer Rate (Indicates Final % - Indicates in Progress)	23%	25%	21%	17%	14%	6%			>24%	19-24%	<19%
Combined Completion Rate (Indicates Final % - Indicates in Progress)	40%	55%	53%	50%	41%	14%			>60%	50-60%	<50%

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

	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	5 Year Trend	Target Range	Normal Range	Action Required
Fall to Fall Persistence	55%	53%	58%	57%	46%	46%		>58%	54-58%	<54%
Fall to Winter Persistence	79%	78%	79%	83%	81%	81%		>85%	80-85%	<80%
Retention (Completed the Course)	95%	97%	97%	97%	96%	96%		>98%	95-97%	<95
Pass Rate ('C' or better)	78%	79%	82%	83%	80%	80%		>85%	80-85%	<80%
Withdrawal Rate	6%	3%	3%	3%	4%	4%		<2%	3-5%	>5%

Key Performance Indicator

Dual Enrollment

	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	5 Year Trend	Target Range	Normal Range	Action Required
Number of Dual Enrolled Students	267	303	372	418	478	557	661		>550	350-550	<350
Percent of Students Dual Enrolled	9%	12%	16%	19%	21%	23%	29%		>20%	16-20%	<16%
Number of Dual Enrolled Schools	21	21	21	25	27	30	36		>30	20-30	<20
Number of Credits for Dual Enrolled Students	1968	2012	2632	3218	3563	4877	4531		>4800	3500-4800	<3500
Percent of Credit Dual Enrollment	4%	5%	8%	9%	11%	14%	14%		>15%	10-15%	<10%

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.

Key Performance Indicator

Culture of Success:

	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	5 Year Trend	Target Range	Normal Range	Action Required
Employee Satisfaction	3.8	3.9	3.9	4.1	4.1	4.0		>4.0	3.8-4.0	<3.8

Goal: Increase new employee onboarding satisfaction from 3.9 to 4.0 by Winter 2020.


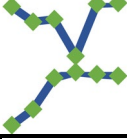


Actual:	3.9	4.2
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	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	5 Year Trend	Target Range	Normal Range	Action Required
My Position	4.1	4.1	4.0	4.2	4.1	4.4		>4.0	3.8-4.0	<3.8
Immediate Supervisor	4.0	4.2	4.2	4.2	4.4	4.4		>4.0	3.8-4.0	<3.8
Presidential Leadership	3.4	3.7	3.8	4.1	4.1	3.7		>4.0	3.8-4.0	<3.8
Senior Leadership	3.4	3.6	3.7	4.0	3.9	3.5		>4.0	3.8-4.0	<3.8
Board of Trustees	3.4	3.6	3.8	4.1	4.1	3.9		>4.0	3.8-4.0	<3.8
Colleagues	4.1	4.0	3.9	4.1	4.1	4.0		>4.0	3.8-4.0	<3.8
College	3.8	3.9	3.8	4.1	4.1	3.9		>4.0	3.8-4.0	<3.8
Working Conditions	4.0	3.8	4.1	4.2	4.2	4.1		>4.0	3.8-4.0	<3.8
Benefits	4.1	4.0	4.0	4.1	4.1	4.1		>4.0	3.8-4.0	<3.8
College Employee Practices	3.3	3.5	3.4	3.6	3.7	3.9		>4.0	3.8-4.0	<3.8
College Communication	4.0	3.9	4.0	4.0	4.0	3.9		>4.0	3.8-4.0	<3.8

Updated: March 2020

Key Performance Indicator

Community Success:

Community Survey (Satisfied/Very Satisfied)	2014	2015	2016	2017	2018	2019	5 Year Trend	Target Range	Normal Range	Action Required
Total Respondents	60%	53%	61%	65%	64%	67%		>65%	55-65%	<55%
Number of Respondents	303	240	250	96	314	318		>300	200-300	<200
Not Applicable Responds Removed	81%	85%	93%	94%	94%	93%		>90%	85-90%	>85%
Calculated Mean:				4.40	4.40	4.22				
Goal: Increase Community Success from 4.4 to 4.5 by Winter semester 2020										
	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	5 Year Trend	Target Range	Normal Range	Action Required
Number of Noncredit Students (Duplicated) M-TEC	1,740	1,720	1,406	1,546	1,945	1,446		>1900	1600-1900	<1600

Updated: March 2020

Key Performance Indicator

Financial Stability:

	National Mean	FTE 1501-2250	2014	2015	2016	2017	2018	2019	5 Year Trend	Target	3-5 Yr Goal
Composite Financial indicator Score (CFI)	NA	NA	1.93	1.03	1.67	2.01	2.01	1.95		> 2.00	1.50-2.00

	National Mean	FTE 1501-2250	2014	2015	2016	2017	2018	2018	5 Year Trend	Target	3-5 Yr Goal
Primary Reserve Ratio	0.45	0.51	0.18	0.28	0.39	0.30	0.34	0.40		0.25	.25-.40
Net Operating Revenue Ratio	5.90%	4.90%	4.76%	-2.80%	-0.50%	0.47%	0.16%	0.08%		1 to 1.5%	1-3%
Return on Net Assets Ratio	7.00%	6.80%	4.57%	-1.80%	0.50%	0.04%	0.42%	0.22%		3.00%	3-4%
Viability Ratio	0.7500	0.6300	0.76	0.83	0.75	0.58	0.70	0.72		0.51	>.75
Equity Ratio	NA	NA	0.76	0.67	0.59	0.59	0.64	0.61		0.70	>.65
Days cash on hand	90-180	NA	78	71	70	109	106	92		75	>90