

# LA

Metric	Measure	Benchmark	How to calculate
Course Completion rates for each semester	Comparing letter grades to Withdrawals or FN/FW	80% + if equal to or greater than 80%; - if equal to or less than 79%	Pull enrollment and grade inputs for all Liberal Arts courses. Completion would be F and higher for the year.
Student Success Measure	Student Success is measuring the percentage of students who successfully passed the course. Minnesota State System Office has determined letter grades A, B, C and Passing are successful completions.	65% + if equal to or greater than 65%; - if equal to or less than 64%	Pull enrollment and grade inputs for all Liberal Arts courses. Comparing week two enrollments to students who received an A – C letter grade.
Minnesota State Instruction Cost Study	The number represents the college average costs per program divided by the Minnesota State average costs per program. A 2-year delay.	Goal 35% of disciplines within or below the band  + below the band or within 90 - 110%, - if greater than 110%	This is a Minnesota State comparison of our programs to like programs across the state. A number greater than one indicates that our program is more expensive than the Minnesota State average. Performance within the band of 90%-110% are cost neutral within the Minnesota State Allocation formula. Programs above 110% result in a reduction in our state allocation. Programs below 90% result in an increase to our state allocation. Due to the system reporting process to calculate this metric, data lags by one year.
Student Enrollment FYE to Faculty FTE	This number represents the ratio of full-time students to full-time instructors.	Benchmark + if equal to or greater than 15, - if less than 15	The total number of credits produced by Liberal Arts course will be divided by a full-time load of 30 credits and compared to the FTE of all Liberal Arts courses.
Course Saturation Rates	Seats offered vs. seats sold	75%	Fill rate/capacity for all courses Liberal Arts.

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		Equal to or > 75% + < 74% -	
ILO Assessment	Satisfactory Completion of Annual ILO Assessments. The LA Assessment plan is completed each year.	90% or greater = + Less than 90% = -  Annual assessment plan submitted satisfactorily.	100% of faculty will submit an annual ILO assessment. Number of ILOs submitted / total full-time faculty.  The LA division will satisfactorily submit an annual assessment plan.
Data	Measure	Benchmark	How to calculate
Total Awards	Total AA degrees awarded in a fiscal year (summer, fall, spring)		Gather all AA degrees awarded within a fiscal year, including Liberal Arts AA and Liberal Arts Transfer Pathway AA.
Student FYE	Based on credits sold, this would represent the total number of full-time students within the Liberal Arts Program.		The total number of credits produced by Liberal Arts course will be divided by a full-time load of 30 credits.
Trending Data	Compare fiscal year FYE and degrees awarded in the last X years.		Gather FYE based on credit production, total AA degrees awarded, and total Liberal Arts Transfer Pathway AA degrees awarded in the last X fiscal years.
Transfer Rates to 4-year institution	The percentage of AA degree or Transfer Pathway students that transfer to a 4-year institution after taking at least one semester at Northland.		Calculate the percentage of AA degree or Transfer Pathway students that have a recorded of attending a 4-year institution the following fiscal year.
Success Rates by Modality	Understanding the Student Success Measure between course modalities.		The percentage of students who earned a C letter grade or higher in each media code used to classify Liberal Arts courses.
Saturation Rate by Modality	Understanding Course Saturation Rates between course modalities		Calculating the saturation rate (seats sold by seats offered) for each media coded used to classify Liberal Arts courses.

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Course Demographics	Collecting demographic data of students in Liberal Arts courses in line with Equity 2030: generation status, race/ethnicity, family income (Pell Grant eligibility), and gender (sex).		Calculating the percentage of each category that took at least one Liberal Arts course within a Fiscal Year. <ul style="list-style-type: none"><li>• Generation status: assigned based on a student's application and FAFSA record. Minnesota defines a first-generation student as an individual with parents/guardians who have not taken any higher education. The Federal definition of a first-generation student is an individual with parents/guardians who did not earn a bachelor's degree.</li><li>• Race &amp; Ethnicity: separated into IPEDs categories that equal to 100%. If needed, race/ethnicity categories can be disaggregated.</li><li>• Family Income: Low-income status will be determined if a student is eligible to receive funds from Pell. This can only be determined if students filed a FAFSA for the given Fiscal Year.</li><li>• Gender: The Minnesota State System measures gender on a binary scale. Student's self-identity as male or female. They have the option to not disclose their identity or select "Other."</li></ul>
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Disciplines Included:

SUBJ	SUBJ_DESC
ANTH	Anthropology
ARTS	Arts
BIOL	Biology
CHEM	Chemistry
CMST	Communication Studies
ENGL	English
FYEC	Pathways to Success
GLST	Global Studies
HIST	History
HPER	Health, Physical Education, Recreation
HUMN	Humanities
JOUR	Journalism
MATH	Mathematics
MUSC	Music
NSCI	Natural Science
PHIL	Philosophy
PHYS	Physics
PLSC	Political Science
PSYC	Psychology
SOCI	Sociology
SSCI	General Courses
SSCI	Social Science
THTR	Theater

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