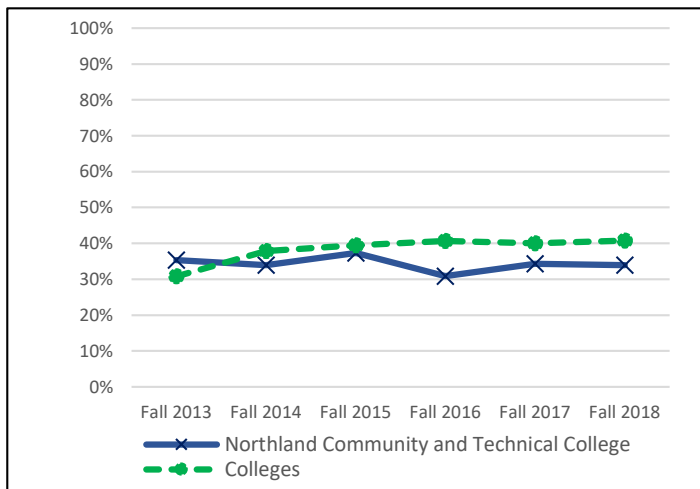
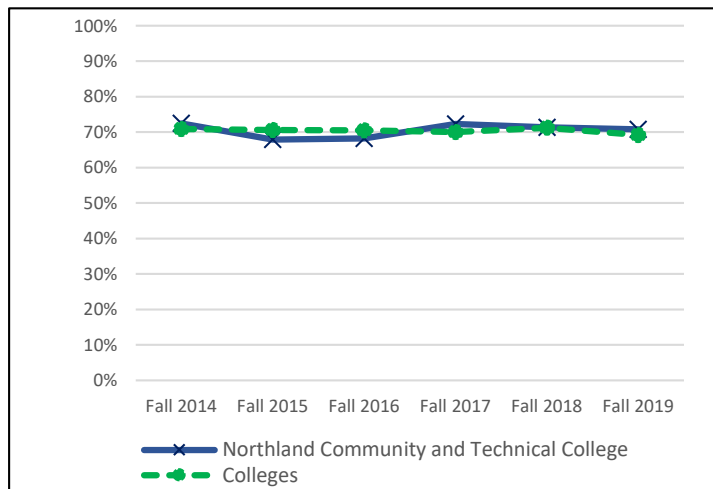


## Student Success - Accountability Metrics Measures at a Glance Northland Community and Technical College

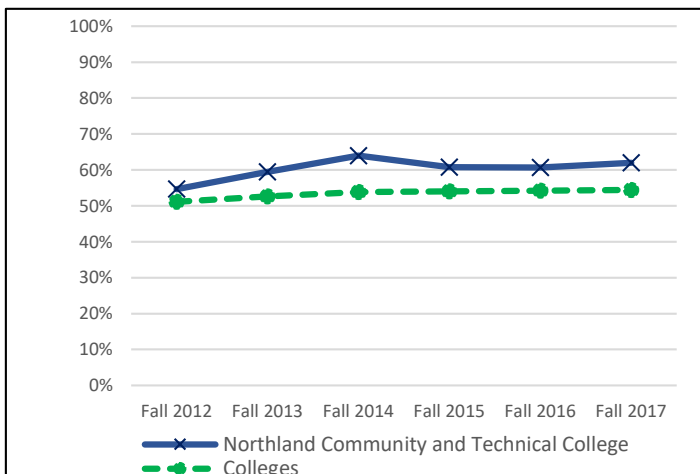
**Developmental Education One-Year Completion Rate  
Full and Part Time**



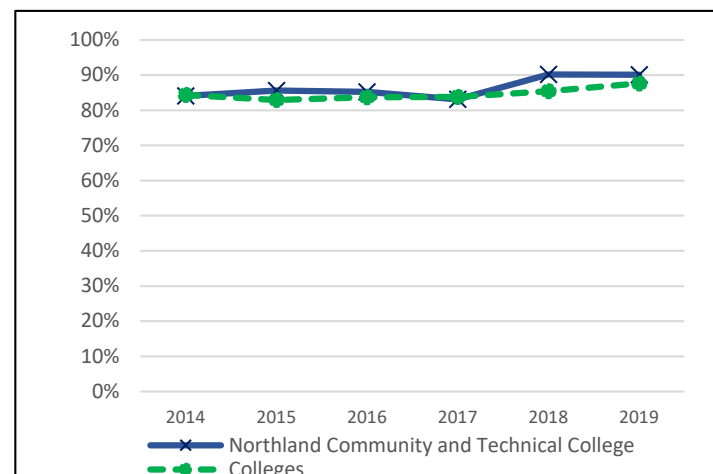
**Second Fall Student Persistence and Completion Rate  
Full Time**



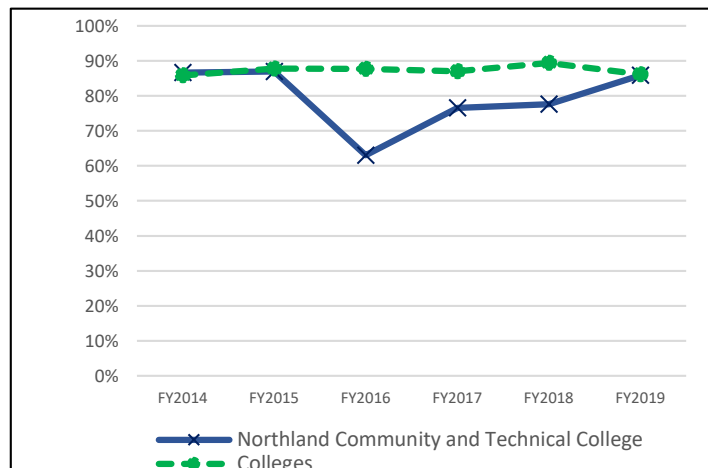
**Completion Rate  
Full Time**



**Licensure Exam Pass Rate  
Full and Part Time**

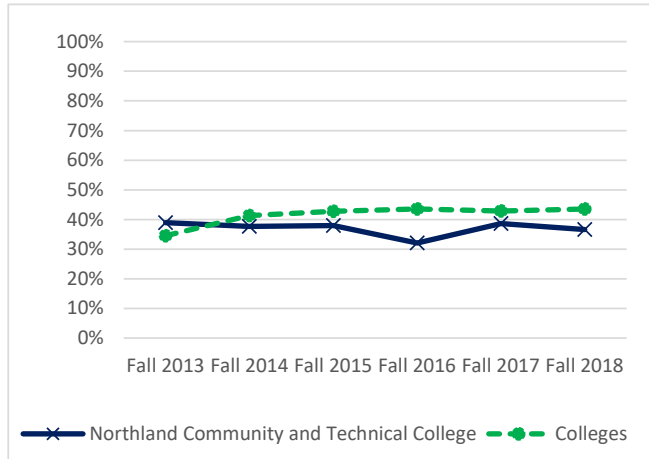


**Related Employment Rate for Graduates  
Full and Part Time**

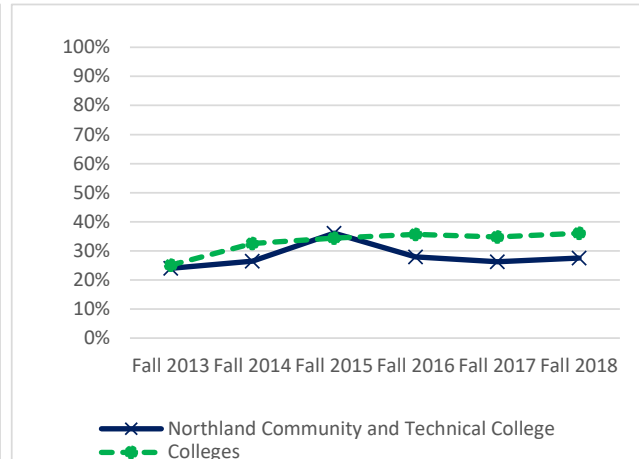


## Developmental Education One-Year Completion Rate Measure Summary Northland Community and Technical College

Full Time Students



Part Time Students



### FULL TIME STUDENTS

*Percent of Entering Cohort Completing Developmental Education in One Year*

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Northland Community and Technical College	38.9%	37.6%	38.0%	32.1%	38.6%	36.6%
Colleges	34.5%	41.3%	42.7%	43.5%	42.9%	43.5%

*Number Taking Developmental Reading, Writing or Math within Two Years of Entry*

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Northland Community and Technical College	316	202	187	262	197	194
Colleges	9,761	8,202	7,274	7,213	6,870	6,255

### PART TIME STUDENTS

*Percent of Entering Cohort Completing Developmental Education in One Year*

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Northland Community and Technical College	24.0%	26.5%	36.1%	27.9%	26.2%	27.5%
Colleges	25.1%	32.5%	34.3%	35.6%	34.8%	36.1%

*Number Taking Developmental Reading, Writing or Math within Two Years of Entry*

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Northland Community and Technical College	100	102	97	104	103	80
Colleges	6,380	5,365	4,647	4,151	3,808	3,656

### ALL STUDENTS

*Percent of Entering Cohort Completing Developmental Education in One Year*

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Northland Community and Technical College	35.3%	33.9%	37.3%	30.9%	34.3%	33.9%
Colleges	30.8%	37.8%	39.5%	40.7%	40.0%	40.8%

*Number Taking Developmental Reading, Writing or Math within Two Years of Entry*

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Northland Community and Technical College	416	304	284	366	300	274
Colleges	16,141	13,567	11,921	11,364	10,678	9,911

**Measure Definition:** Of students who took developmental reading, writing or math within two years of the fall entering cohort term, those who completed all developmental coursework within one year.

## Data Exploration: Contextual/Progression Measures and Additional Analysis Developmental Education

Measures to consider for further exploring context and progression related to the Developmental Education Completion in First Year include:

- **Percent of students taking and completing developmental education by subject area** (Resource: *Developmental Education and Completion Analysis Tool*)
- **Placement test score category** (Resource: *Developmental Education and Completions Analysis Tool*)
- **Credit completion in the first year** (Resource: *Developmental Education and Completions Analysis Tool*)
- **Contextual Data on Secondary Enrollment, Academics and Graduation** (Resources listed below)
  - [Minnesota Statewide Longitudinal Education Data System \(SLEDs\)](#)  
Data are available on Minnesota high school graduates by school, district and region. Data include test scores and transitions to post secondary education and the workforce.
  - [Minnesota Department of Education Data Center and Minnesota Report Card Data](#)  
Includes data on attendance, demographics, graduation rates and languages and academics.
  - [Minnesota Office of Higher Education - Statewide High School Graduate Projections](#)

### [Degree and Certificate Completion Report to the Legislature](#)

This is an annual report to the legislature required by the 2015 Higher Education Appropriations Act (2015 Minnesota Session Law, Chapter 3, Article 3, Section 16). The report is produced in January each year and is based on data in the Developmental Education and Completions Analysis Tool (see below).

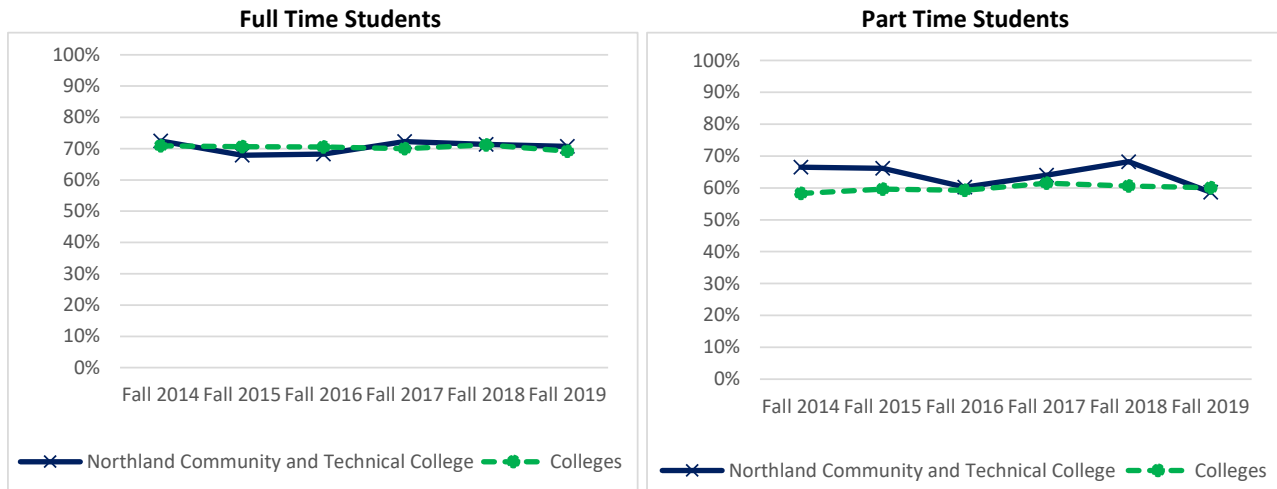
### [Developmental Education and Completions Analysis Tool\\*\\*](#)

- Measures:
  - Developmental Education Course-taking Rates (% taking developmental education)
  - Developmental Education Completion Time (% completing in 1 year, 2 years)
  - Persistence and Completion (at second fall for fall entering cohorts)
  - Credit Completion (30, 20 credits in Year 1, Year 2)
  - Completion Rate (Term 6 at colleges, Term 12 at universities)
  - Average Credits Earned by Graduation
  - College-Level Course Completion (at 1 year, 2 years)
- Breakouts/Filters/Drill-downs:
  - Developmental course type (reading, writing, math, ESL)
  - Drill downs / breakouts: age, race, gender, Pell eligible, underrepresented, student of color, first generation, admission category, degree pursuing, student load (full-time, part-time)
  - Breakout/drill-down variables can be cross-combined with each other for intersectional analysis.
- Comparison Groups:
  - Compare students who took developmental education to students who did not take developmental education.
  - Compare institution to system totals for all Minnesota State colleges and universities
- Updated/refreshed twice per year, January and April.

\*\*The Developmental Education Analysis Tool is located on the Institutional Research SharePoint site (Documents section, titled Developmental Education Analysis Tool). Because the level of drill-down detail in the tool can result in small cell sizes with the potential for revealing individually-identifiable student-level data, this tool is available only to campus institutional research staff who have been granted access to the SharePoint site. Campus IR staff can run a version of the tool for data specific to their campus.

Additional disaggregations of this measure (e.g., by subject area, course, major, etc.) can be obtained from student-level data tables available on the Oracle Data Warehouse and accessible by campus Institutional Research staff. Campus IR staff may contact System Office Research for questions related to these tables.

Second Fall Student Persistence and Completion Rate  
Measure Summary  
Northland Community and Technical College



### FULL TIME STUDENTS

Percent of Entering Cohort Persisting or Completing (Retained, Transferred or Graduated)

	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Northland Community and Technical College	72.4%	67.9%	68.3%	72.3%	71.4%	70.8%
Colleges	70.9%	70.6%	70.5%	70.0%	71.2%	69.2%

Number in Entering Cohort (denominator of the reported rate)

	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Northland Community and Technical College	508	489	608	516	580	554
Colleges	19,713	18,991	18,900	18,586	18,460	17,689

### PART TIME STUDENTS

Percent of Entering Cohort Persisting or Completing (Retained, Transferred or Graduated)

	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Northland Community and Technical College	66.5%	66.2%	60.3%	64.0%	68.2%	58.7%
Colleges	58.3%	59.7%	59.2%	61.5%	60.6%	60.1%

Number in Entering Cohort (denominator of the reported rate)

	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Northland Community and Technical College	272	260	302	272	211	208
Colleges	12,996	11,993	11,351	10,977	10,834	10,817

### ALL STUDENTS

Percent of Entering Cohort Persisting or Completing (Retained, Transferred or Graduated)

	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Northland Community and Technical College	70.4%	67.3%	65.6%	69.4%	70.5%	67.5%
Colleges	65.9%	66.4%	66.3%	66.8%	67.3%	65.8%

Number in Entering Cohort (denominator of the reported rate)

	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Northland Community and Technical College	780	749	910	788	791	762
Colleges	32,709	30,984	30,251	29,563	29,294	28,506

**Measure Definition:** Percent of a fall entering cohort of regular and transfer students who have been retained, graduated or transferred by the second fall term following original fall enrollment.

## Data Exploration: Contextual/Progression Measures and Additional Analysis

### Student Persistence and Completion

This measure is the *second fall* persistence and completion for fall entering cohorts. A **progression measure** would be the *first spring* persistence and completion rate for fall entering cohorts, which is available in the tools listed below.

This measure includes undergraduate regular and undergraduate transfer students in the entering cohort (denominator). However, because some transfer students enter with a significant number of earned credits, a more refined understanding of this measure can be obtained by looking at the rates **by admission category**, which can be found on the "Disaggregations" tabs of this workbook and in the tools listed below. The other demographic disaggregations included in this workbook and in the tools listed below (age, gender, first generation, Pell/low income, etc.) provide additional context for exploring institutional performance on this measure.

#### [Student Persistence and Completion Reporting Tool](#)

- Measures:
  - Student retention, transfer, graduation, and transfer-graduation up to 16 terms after entry.
- Breakouts/Filters/Drill-downs:
  - Fall and Spring entering cohorts
  - Measure student status (retained, transfer, graduated, transfer-graduated) as of the beginning or end of a specific tracking term.)
  - Drill downs / breakouts: age, gender, underrepresented, student of color, first generation, admission category, student load (full-time, part-time)
- Comparison Groups
  - Allows for comparison to other system institutions and to totals for all Minnesota State colleges and universities
- Updated/refreshed twice per year, generally November and April.

#### [Student Persistence and Completion Analytic Tool\\*\\*](#)

- Measures and analyses are the same as above for the Student Persistence and Completion Reporting Tool, with the addition of Pell eligible and first generation status.
- Breakout/drill-down variables can be cross-combined with each other for intersectional analysis.
- Comparison groups are limited to system totals for colleges and universities.

Note: when running reports from the above-listed tools for persistence and completion rates, select to measure student's status as of "Beginning of Term".

**\*\*This tool is in EPM 11. You must be using the Internet Explorer browser for proper functionality of EPM11 data tools. Permissions and login/password are required for EPM11.**

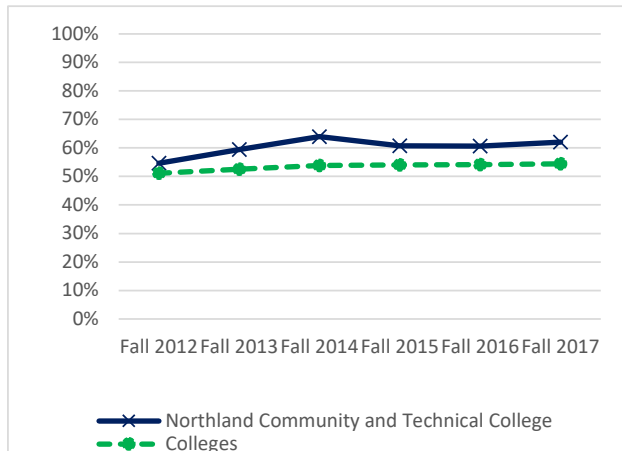
#### [IPEDS "Use the Data" - Data Feedback Reports](#)

The IPEDS Data Feedback Report (DFR) allows an institution to compare and benchmark their reported Integrated Postsecondary Education Data System (IPEDS) data with a peer institution comparison group. Each year the National Center for Education Statistics (NCES) sends a link to the institution's DFR to the CEO or President. All current and previous DFRs are stored in the 'Data Feedback Reports' tool on the IPEDS "Use the Data" website. Although IPEDS definitions are different than those used in Minnesota State's Student Success Accountability Metrics, the IPEDS DFR can provide context for Student Persistence and Completion, and the Completion Rate measures.

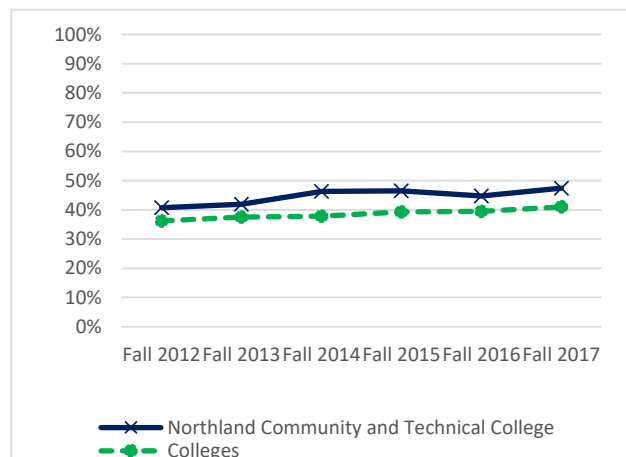
Additional disaggregations of this measure (e.g., by subject area, course, major, etc.) can be obtained from student-level data tables available on the Oracle Data Warehouse and accessible by campus Institutional Research staff. These datasets include data on transfers, enrollments and graduation from other institutions, including non-system institutions from National Student Clearinghouse. Campus IR staff may contact System Office Research for questions related to these tables.

## Completion Rate Measure Summary Northland Community and Technical College

Full Time Students



Part Time Students



### FULL TIME STUDENTS

*Percent of Entering Cohort Completing (by third spring for colleges; sixth spring for universities)*

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
Northland Community and Technical College	54.6%	59.4%	64.0%	60.7%	60.7%	62.0%
Colleges	51.1%	52.6%	53.9%	54.1%	54.2%	54.4%

*Number in Entering Cohort (denominator of the reported rate)*

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
Northland Community and Technical College	723	675	508	489	608	516
Colleges	22,292	20,877	19,713	18,991	18,900	18,586

### PART TIME STUDENTS

*Percent of Entering Cohort Completing (by third spring for colleges; sixth spring for universities)*

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
Northland Community and Technical College	40.7%	41.9%	46.3%	46.5%	44.7%	47.4%
Colleges	36.2%	37.5%	37.8%	39.2%	39.5%	41.0%

*Number in Entering Cohort (denominator of the reported rate)*

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
Northland Community and Technical College	302	253	272	260	302	272
Colleges	14,624	13,588	12,996	11,993	11,351	10,977

### ALL STUDENTS

*Percent of Entering Cohort Completing (by third spring for colleges; sixth spring for universities)*

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
Northland Community and Technical College	50.5%	54.6%	57.8%	55.8%	55.4%	57.0%
Colleges	45.2%	46.6%	47.5%	48.3%	48.7%	49.4%

*Number in Entering Cohort (denominator of the reported rate)*

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
Northland Community and Technical College	1,025	928	780	749	910	788
Colleges	36,916	34,465	32,709	30,984	30,251	29,563

**Measure Definition:** Percent of an entering cohort of undergraduate regular and transfer students that has completed. Completion is measured as graduation by the end of the sixth spring after entry at the universities and as graduation or transfer by the end of the third spring after entry at the colleges.

## Data Exploration: Contextual/Progression Measures and Additional Analysis

### Completion Rate

**Progression measures** for the Completion Rate can be found in the tools listed below. These measures would include the retention, transfer and completion status of the student cohorts at various terms following their entering fall term, tracked up to 16 terms after the entering term (i.e., up to 8th spring for fall entrants).

This measure includes undergraduate regular and undergraduate transfer students in the entering cohort (denominator). However, because some transfer students enter with a significant number of earned credits, a more refined understanding of this measure can be obtained by looking at the rates **by admission category**, which can be found on the "Disaggregations" tabs of this workbook. The other demographic disaggregations included in this workbook, as well as in the tools listed below, provide additional context for exploring institutional performance on this measure.

#### [Student Persistence and Completion Reporting Tool](#)

- Measures:
  - Student retention, transfer, graduation, and transfer-graduation up to 16 terms after entry.
- Breakouts/Filters/Drill-downs:
  - Fall and Spring entering cohorts
  - Measure student status (retained, transfer, graduated, transfer-graduated) as of the beginning or end of a specific tracking term.)
  - Drill downs / breakouts: age, gender, underrepresented, student of color, first generation, admission category, student load (full-time, part-time)
- Comparison Groups
  - Allows for comparison to other system institutions and to totals for all Minnesota State colleges and universities.
- Updated/refreshed twice per year, generally November and April.

#### [Student Persistence and Completion Analytic Tool\\*\\*](#)

- Measures and analyses are the same as above for the Student Persistence and Completion Reporting Tool, with the addition of Pell eligible and first generation status.
- Breakout/drill-down variables can be cross-combined with each other for intersectional analysis.
- Comparison groups are limited to system totals for colleges and universities

Note: when running reports from the above-listed tools for completion rate, select to measure student's status as of "End of Term" .

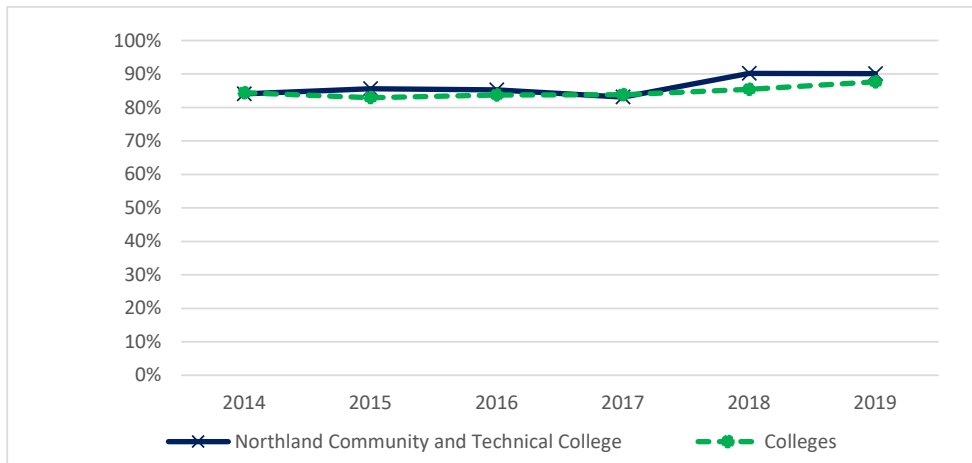
**\*\*This tool is in EPM 11. You must be using the Internet Explorer browser for proper functionality of EPM11 data tools. Permissions and login/password are required for EPM11.**

#### [IPEDS "Use the Data" - Data Feedback Reports](#)

The IPEDS Data Feedback Report (DFR) allows an institution to compare and benchmark their reported Integrated Postsecondary Education Data System (IPEDS) data with a peer institution comparison group. Each year the National Center for Education Statistics (NCES) sends a link to the institution's DFR to the CEO or President. All current and previous DFRs are stored in the 'Data Feedback Reports' tool on the IPEDS "Use the Data" website. Although IPEDS definitions are different than those used in Minnesota State's Student Success Accountability Metrics, the IPEDS DFR can provide context for Student Persistence and Completion, and the Completion Rate measures.

Additional disaggregations of this measure (e.g., by subject area, course, major, etc.) can be obtained from student-level data tables available on the Oracle Data Warehouse and accessible by campus Institutional Research staff. These datasets include data on transfers, enrollments and graduation from other institutions, including non-system institutions from National Student Clearinghouse. Campus IR staff may contact System Office Research for questions related to these tables.

**Licensure Exam Pass Rate  
Measure Summary  
Northland Community and Technical College**



*Percent Passing Exams*

	2014	2015	2016	2017	2018	2019
Northland Community and Technical College	84.1%	85.6%	85.3%	83.1%	90.2%	90.1%
Colleges	84.4%	82.9%	83.7%	83.8%	85.4%	87.7%

*Number of Candidates Taking Exams (denominator of the reported rate)*

	2014	2015	2016	2017	2018	2019
Northland Community and Technical College	232	208	224	284	224	222
Colleges	3,838	3,641	3,334	3,295	3,070	3,127

**Measure Definition:** Percent of a cohort of students or graduates that passed a state or national licensure examination. This measure is a weighted average pass rate and currently includes four licensing exams: nursing, teaching, peace officer, and radiography.



## Data Exploration: Contextual Measures and Additional Analysis

### Licensure Exam Pass Rate

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The Licensure Exam Pass Rate represents a pooling of the licensure exams for which data are available including nursing, peace officer, radiography and teaching. While this pooled rate is useful as a high-level summary statistic, it should be interpreted in the context of performance on the component exams. The data by individual licensure exam is available in the *Disaggregations FTandPT* tab of this workbook, along with comparisons to system totals by specific exam.

Because the exam pass rate data are obtained from external sources (licensure organizations) and are available from these sources only as summary data and not at the student level nor broken down by demographics, disaggregated analysis or further investigation into those who pass or fail exams is not available.

#### **Licensure organizations:**

[Minnesota Board of Peace Officer Standards \(POST\)](#)

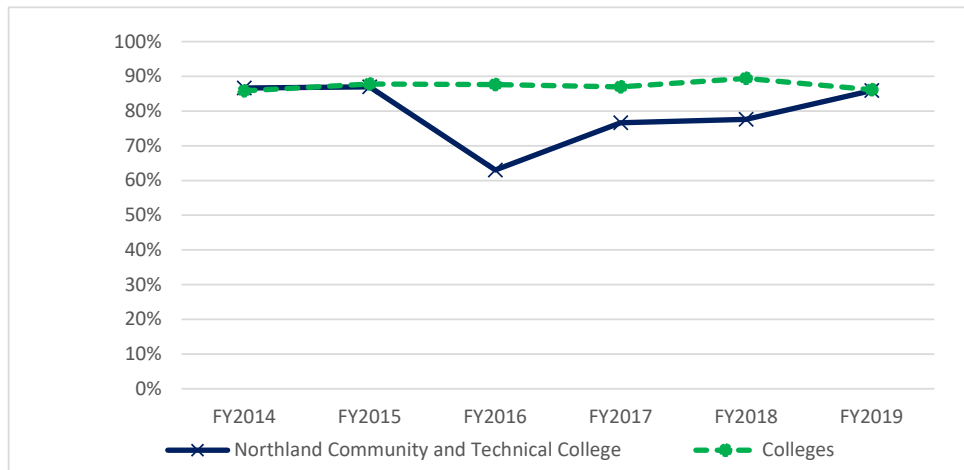
[The American Registry of Radiologic Technologists \(ARRT\)](#)

[Minnesota Board of Teaching - Professional Educator Licensing and Standards Board \(PELSB\)](#)

[Minnesota Board of Nursing](#)

For annual program reports on statewide nursing licensure exam results for any particular year, search the Internet for "annual nursing education program report 20xx".

**Related Employment Rate for Graduates  
Measure Summary  
Northland Community and Technical College**



*Percent of Graduates Available for Related Employment Who Are in Related Employment (reported by FY of graduation)*

	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019
Northland Community and Technical College	86.6%	87.0%	63.0%	76.6%	77.6%	85.9%
Colleges	85.8%	87.8%	87.7%	87.0%	89.4%	86.1%

*Number Available for Related Employment (denominator of the reported rate)*

	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019
Northland Community and Technical College	479	468	403	568	420	461
Colleges	13,120	12,598	12,250	11,794	11,082	10,335

**Measure Definition:** The percent of institution graduates who were available for related employment in the year after graduation who reported they were employed during the year after graduation in a job that was related to their program or major.

## Data Exploration: Contextual/Progression Measures and Additional Analysis

### Graduate Related Employment Rate

When interpreting this rate, it is important to consider that related employment data on *all* graduates are not available and the data used in the measure are self-reported. The related employment status is based on information from a follow-up survey about employment and continued education in the year after graduation. Graduates for whom no survey information is available are excluded. The related employment rate also excludes graduates who: are not seeking employment, are unavailable for work, are continuing their education and not seeking related employment, are employed in an unrelated job and not seeking related employment.

**Progression measures** for the Graduate Related Employment Rate include the other measures in this student success report which track student success through an educational chronology from the start of student's experience in developmental education (one-year completion rate) to the persistence & completion rate and overall completion/graduation rate and licensure exam pass rates. All of these measures, and the disaggregated analyses and references provided throughout this report, can lend insight into student progression towards this final success outcome of related employment.

**Contextual data** related to this measure can be found in the following resources:

#### [DEED Graduate Employment Outcomes Tool](#)

This tool uses data from the Statewide Longitudinal Education Data System (SLEDs) and includes reports by CIP (2 digit and 4 digit) that show (1) Employment Status, (2) Annual Wage and Employment, and (3) Hourly Wage Trend for graduates from Minnesota postsecondary institutions. The tool allows users to filter by graduation year, location (metro/greater Minnesota), award type (certificate/diploma, Associates, Bachelors and Graduate awards), institution type, specific college or university and instructional program.

#### [DEED Job Vacancy Survey](#)

Job vacancy survey data can be viewed by occupation, industry and firm-size, by part-time/full-time and by geographic areas.

#### [Labor Market Participation Projections \(Minnesota State Demographic Center\)](#)

Labor Force Participation Projections by Age and by County/Age.

#### [DEED Regional Labor Market Reports and Profiles](#)

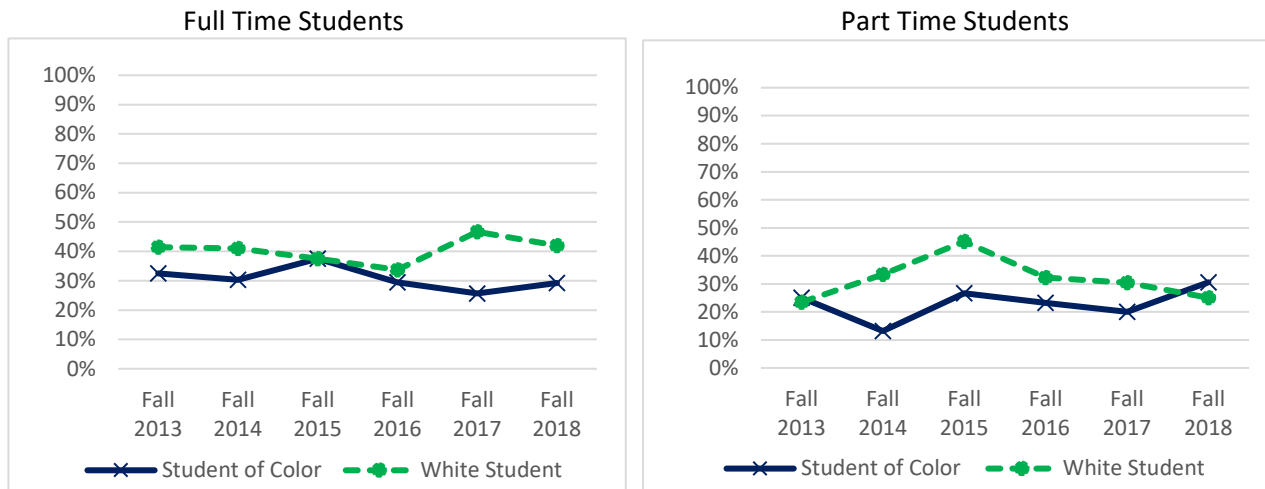
Explore each region's labor market. Find comprehensive Regional Profiles you can download in PDF, as well as links to articles and data tools.

#### [Minnesota State Economic Contribution Analysis](#)

An economic contribution analysis conducted by Parker Philips, a nationally recognized consulting firm specializing in economic impact analysis.

Additional graduate follow-up data and further disaggregations of this measure, as well as employment and continuing education rates for all graduates for which survey data are available, can be obtained from student-level data tables available on the Oracle Data Warehouse and accessible by campus Institutional Research staff and graduate follow-up contacts on campus. Contact System Office Research with questions related to these resources.

## Developmental Education One-Year Completion Rate Comparison of Students of Color to White Students Northland Community and Technical College



### FULL TIME STUDENTS

*Percent of Entering Cohort Completing Developmental Education in One Year*

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Student of Color	32.5%	30.3%	37.5%	29.5%	25.7%	29.3%
White Student	41.4%	41.0%	37.5%	33.7%	46.7%	42.0%

*Number Taking Developmental Reading, Writing or Math*

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Student of Color	83	66	64	95	74	82
White Student	227	134	120	166	120	112

### PART TIME STUDENTS

*Percent of Entering Cohort Completing Developmental Education in One Year*

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Student of Color	25.0%	13.2%	26.7%	23.3%	20.0%	30.6%
White Student	23.4%	33.3%	45.1%	32.2%	30.4%	25.0%

*Number Taking Developmental Reading, Writing or Math*

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Student of Color	36	38	45	43	45	36
White Student	64	63	51	59	56	44

### ALL STUDENTS

*Percent of Entering Cohort Completing Developmental Education in One Year*

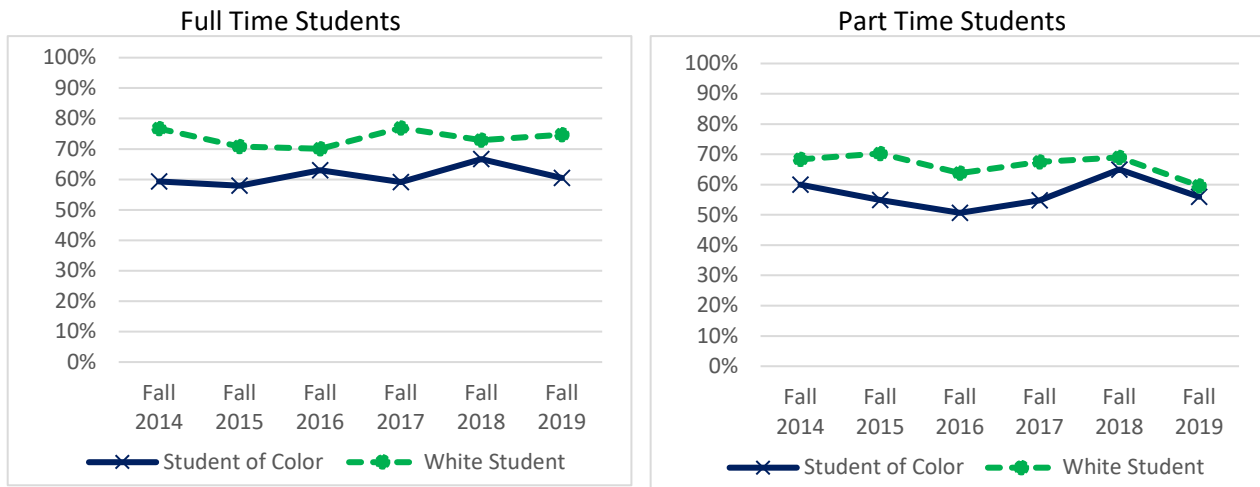
	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Student of Color	30.3%	24.0%	33.0%	27.5%	23.5%	29.7%
White Student	37.5%	38.6%	39.8%	33.3%	41.5%	37.2%

*Number Taking Developmental Reading, Writing or Math*

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Student of Color	119	104	109	138	119	118
White Student	291	197	171	225	176	156

**Measure Definition:** Of students who took developmental reading, writing or math within two years of the fall entering cohort term, those who completed all developmental coursework within one year.

## Second Fall Student Persistence and Completion Rate Comparison of Students of Color to White Students Northland Community and Technical College



### FULL TIME STUDENTS

*Percent of Entering Cohort Persisting or Completing (Retained, Transferred or Graduated)*

	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Student of Color	59.3%	57.9%	63.0%	59.1%	66.7%	60.5%
White Student	76.7%	70.8%	70.1%	76.9%	72.9%	74.7%

*Number in Entering Cohort (Denominator of the Reported Rate)*

	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Student of Color	123	126	162	137	162	157
White Student	377	356	441	368	414	391

### PART TIME STUDENTS

*Percent of Entering Cohort Persisting or Completing (Retained, Transferred or Graduated)*

	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Student of Color	60.0%	54.9%	50.7%	54.8%	65.0%	55.9%
White Student	68.3%	70.3%	63.8%	67.5%	68.9%	59.6%

*Number in Entering Cohort (Denominator of the Reported Rate)*

	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Student of Color	70	71	75	73	60	59
White Student	199	185	221	191	148	146

### ALL STUDENTS

*Percent of Entering Cohort Persisting or Completing (Retained, Transferred or Graduated)*

	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Student of Color	59.6%	56.9%	59.1%	57.6%	66.2%	59.3%
White Student	73.8%	70.6%	68.0%	73.7%	71.9%	70.6%

*Number in Entering Cohort (Denominator of the Reported Rate)*

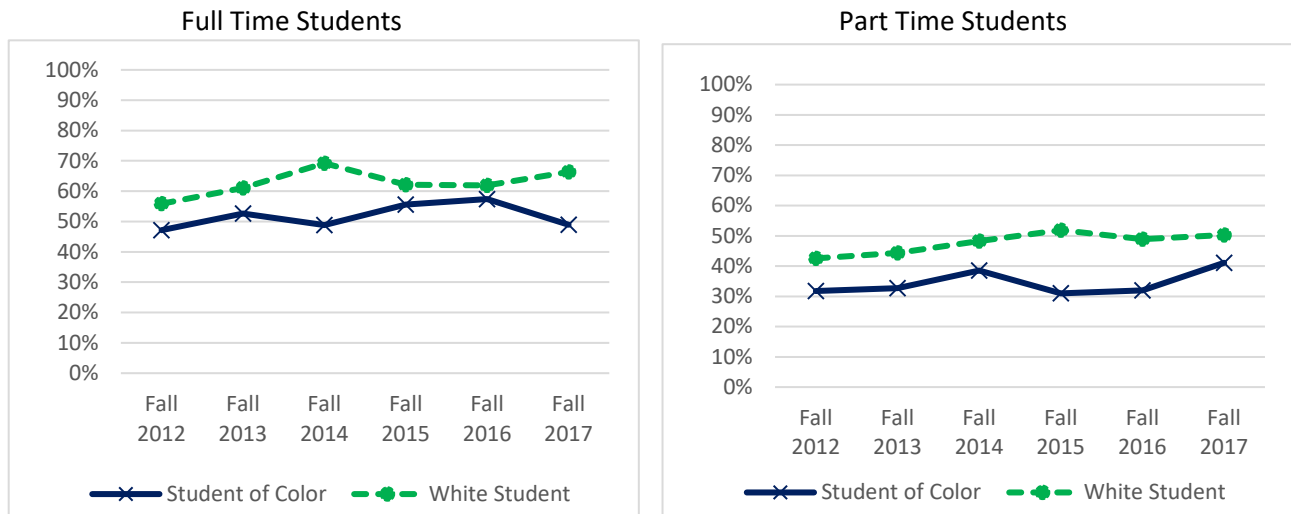
	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Student of Color	193	197	237	210	222	216
White Student	576	541	662	559	562	537

**Measure Definition: Percent of a fall entering cohort of regular and transfer students who have been retained, graduated or transferred by the second fall term following original fall enrollment.**

## Completion Rate

### Comparison of Students of Color to White Students

#### Northland Community and Technical College



#### FULL TIME STUDENTS

*Percent of Entering Completing (by third spring for colleges; sixth spring for universities)*

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
Student of Color	47.2%	52.6%	48.8%	55.6%	57.4%	48.9%
White Student	55.9%	61.1%	69.2%	62.1%	61.9%	66.3%

*Number in Entering Cohort (denominator of the reported rate)*

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
Student of Color	123	133	123	126	162	137
White Student	589	532	377	356	441	368

#### PART TIME STUDENTS

*Percent of Entering Completing (by third spring for colleges; sixth spring for universities)*

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
Student of Color	31.7%	32.7%	38.6%	31.0%	32.0%	41.1%
White Student	42.6%	44.4%	48.2%	51.9%	48.9%	50.3%

*Number in Entering Cohort (denominator of the reported rate)*

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
Student of Color	63	55	70	71	75	73
White Student	235	196	199	185	221	191

#### ALL STUDENTS

*Percent of Entering Cohort Completing (by third spring for colleges; sixth spring for universities)*

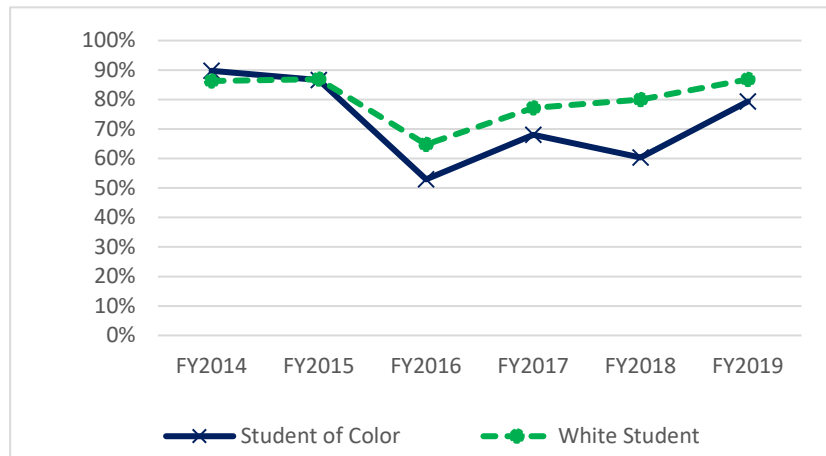
	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
Student of Color	41.9%	46.8%	45.1%	46.7%	49.4%	46.2%
White Student	52.1%	56.6%	62.0%	58.6%	57.6%	60.8%

*Number in Entering Cohort (denominator of the reported rate)*

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
Student of Color	186	188	193	197	237	210
White Student	824	728	576	541	662	559

**Measure Definition:** Percent of an entering cohort of undergraduate regular and transfer students that has completed. Completion is measured as graduation by the end of the sixth spring after entry at the universities and as graduation or transfer by the end of the third spring after entry at the colleges.

**Related Employment Rate for Graduates  
Comparison of Students of Color to White Students  
Northland Community and Technical College**



*Percent of Graduates Available for Related Employment Who Are in Related Employment (by FY of graduation)*

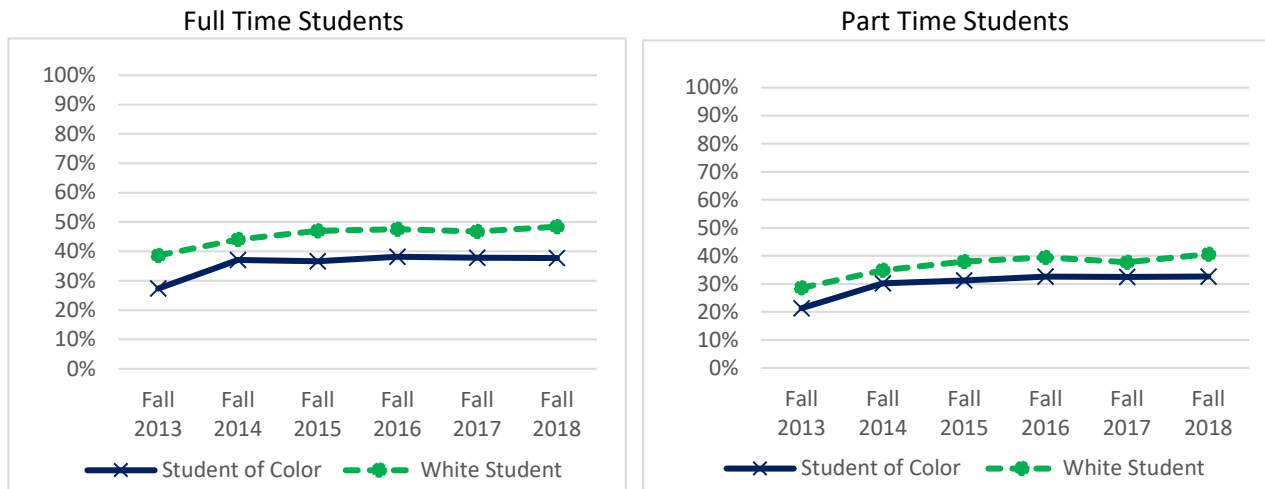
	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019
Student of Color	89.7%	86.7%	52.9%	68.1%	60.4%	79.4%
White Student	86.3%	86.9%	64.8%	77.2%	80.0%	86.9%

*Number Available for Related Employment (denominator of the reported rate)*

	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019
Student of Color	39	45	51	47	53	63
White Student	438	420	349	517	360	396

**Measure Definition:** The percent of institution graduates who were available for related employment in the year after graduation who reported they were employed during the year after graduation in a job that was related to their program or major.

## Developmental Education One-Year Completion Rate Comparison of Students of Color to White Students Colleges



### FULL TIME STUDENTS

*Percent of Entering Cohort Completing Developmental Education in One Year*

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Student of Color	27.3%	37.1%	36.6%	38.2%	37.9%	37.8%
White Student	38.6%	44.1%	47.0%	47.6%	46.7%	48.4%

*Number Taking Developmental Reading, Writing or Math*

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Student of Color	3,629	3,215	2,997	3,081	3,125	2,998
White Student	6,017	4,840	4,111	3,974	3,625	3,136

### PART TIME STUDENTS

*Percent of Entering Cohort Completing Developmental Education in One Year*

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Student of Color	21.3%	30.2%	31.2%	32.5%	32.4%	32.6%
White Student	28.6%	34.9%	37.9%	39.5%	37.7%	40.6%

*Number Taking Developmental Reading, Writing or Math*

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Student of Color	3,082	2,756	2,459	2,235	2,136	2,103
White Student	3,270	2,565	2,117	1,893	1,652	1,522

### ALL STUDENTS

*Percent of Entering Cohort Completing Developmental Education in One Year*

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Student of Color	24.6%	33.9%	34.2%	35.8%	35.7%	35.6%
White Student	35.1%	40.9%	43.9%	44.9%	43.9%	45.9%

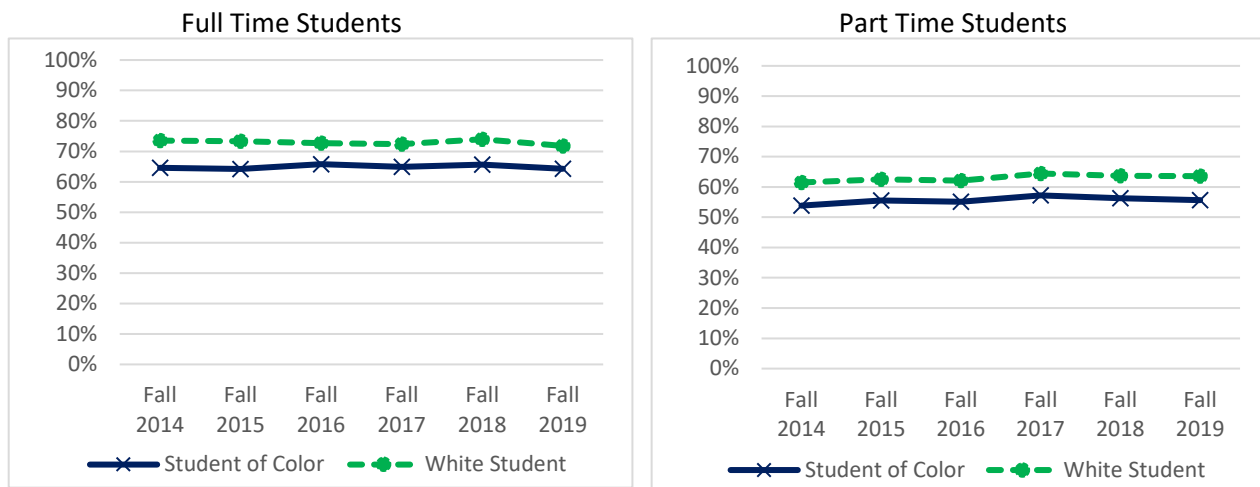
*Number Taking Developmental Reading, Writing or Math*

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Student of Color	6,711	5,971	5,456	5,316	5,261	5,101
White Student	9,287	7,405	6,228	5,867	5,277	4,658

**Measure Definition:** Of students who took developmental reading, writing or math within two years of the fall entering cohort term, those who completed all developmental coursework within one year.



## Second Fall Student Persistence and Completion Rate Comparison of Students of Color to White Students Colleges



### FULL TIME STUDENTS

*Percent of Entering Cohort Persisting or Completing (Retained, Transferred or Graduated)*

	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Student of Color	64.5%	64.2%	65.8%	64.9%	65.6%	64.2%
White Student	73.5%	73.3%	72.6%	72.4%	74.0%	71.8%

*Number in Entering Cohort (Denominator of the Reported Rate)*

	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Student of Color	5,744	5,697	5,913	6,198	6,369	6,197
White Student	13,618	12,896	12,581	12,045	11,758	11,140

### PART TIME STUDENTS

*Percent of Entering Cohort Persisting or Completing (Retained, Transferred or Graduated)*

	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Student of Color	53.8%	55.6%	55.1%	57.2%	56.3%	55.6%
White Student	61.5%	62.5%	62.1%	64.4%	63.6%	63.5%

*Number in Entering Cohort (Denominator of the Reported Rate)*

	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Student of Color	5,143	4,805	4,594	4,499	4,621	4,705
White Student	7,684	7,020	6,640	6,367	6,071	5,954

### ALL STUDENTS

*Percent of Entering Cohort Persisting or Completing (Retained, Transferred or Graduated)*

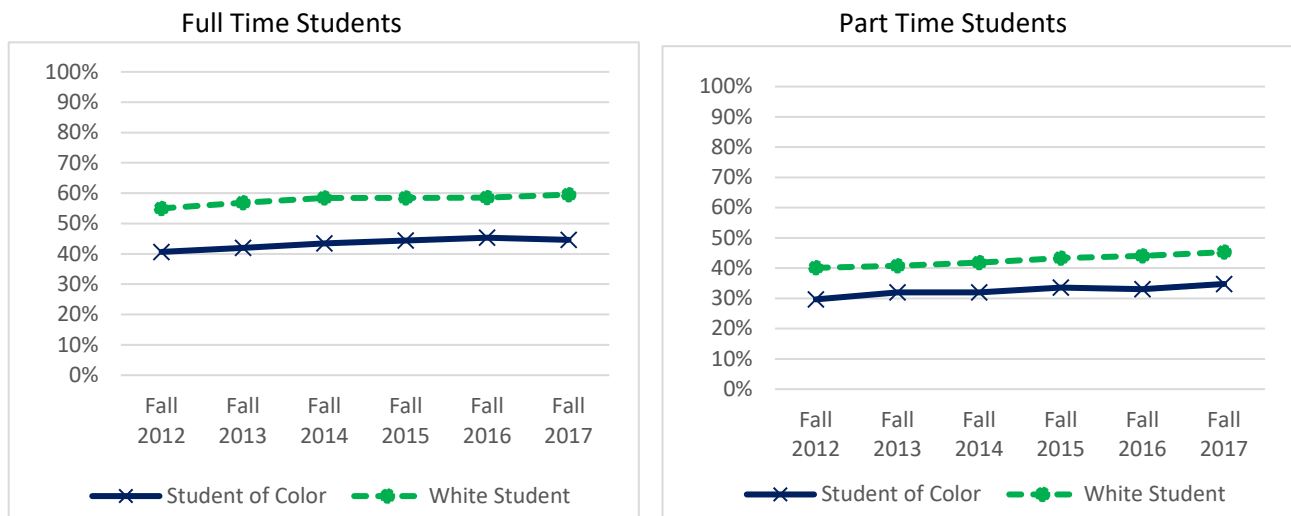
	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Student of Color	59.5%	60.3%	61.1%	61.7%	61.7%	60.5%
White Student	69.2%	69.5%	69.0%	69.6%	70.5%	68.9%

*Number in Entering Cohort (Denominator of the Reported Rate)*

	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019
Student of Color	10,887	10,502	10,507	10,697	10,990	10,902
White Student	21,302	19,916	19,221	18,412	17,829	17,094

**Measure Definition:** Percent of a fall entering cohort of regular and transfer students who have been retained, graduated or transferred by the second fall term following original fall enrollment.

## Completion Rate Comparison of Students of Color to White Students Colleges



### FULL TIME STUDENTS

*Percent of Entering Cohort Completing (by third spring for colleges; sixth spring for universities)*

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
Student of Color	40.7%	41.9%	43.4%	44.4%	45.3%	44.6%
White Student	55.0%	56.8%	58.4%	58.5%	58.5%	59.5%

*Number in Entering Cohort (denominator of the reported rate)*

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
Student of Color	6,000	5,891	5,744	5,697	5,913	6,198
White Student	16,003	14,730	13,618	12,896	12,581	12,045

### PART TIME STUDENTS

*Percent of Entering Cohort Completing (by third spring for colleges; sixth spring for universities)*

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
Student of Color	29.7%	31.9%	32.0%	33.5%	33.0%	34.8%
White Student	40.1%	40.8%	41.8%	43.3%	44.1%	45.3%

*Number in Entering Cohort (denominator of the reported rate)*

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
Student of Color	5,408	5,095	5,143	4,805	4,594	4,499
White Student	9,068	8,375	7,684	7,020	6,640	6,367

### ALL STUDENTS

*Percent of Entering Cohort Completing (by third spring for colleges; sixth spring for universities)*

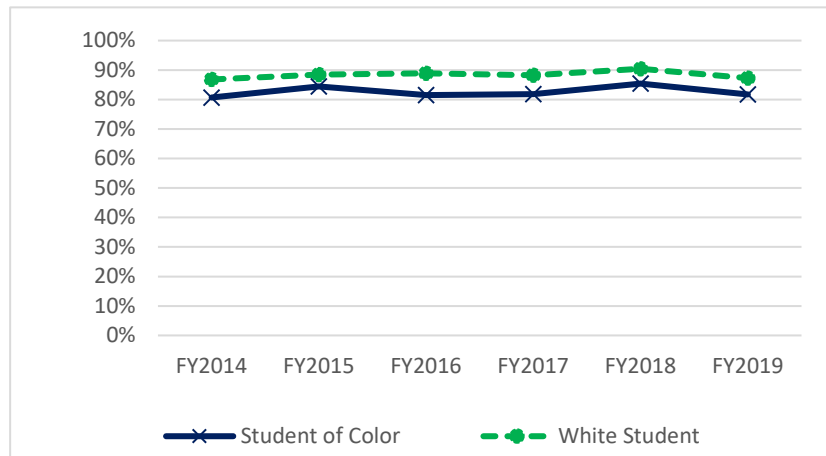
	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
Student of Color	35.4%	37.3%	38.0%	39.4%	39.9%	40.4%
White Student	49.6%	51.0%	52.4%	53.1%	53.5%	54.6%

*Number in Entering Cohort (denominator of the reported rate)*

	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
Student of Color	11,408	10,986	10,887	10,502	10,507	10,697
White Student	25,071	23,105	21,302	19,916	19,221	18,412

**Measure Definition:** Percent of an entering cohort of undergraduate regular and transfer students that has completed. Completion is measured as graduation by the end of the sixth spring after entry at the universities and as graduation or transfer by the end of the third spring after entry at the colleges.

## Related Employment Rate for Graduates Comparison of Students of Color to White Students Colleges



*Percent of Graduates Available for Related Employment Who Are in Related Employment (by FY of graduation)*

	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019
Student of Color	80.7%	84.4%	81.5%	81.9%	85.4%	81.7%
White Student	86.8%	88.4%	88.9%	88.3%	90.4%	87.3%

*Number Available for Related Employment (denominator of the reported rate)*

	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019
Student of Color	1,937	2,076	2,197	2,269	2,275	2,235
White Student	11,019	10,388	9,789	9,380	8,686	7,997

**Measure Definition:** The percent of institution graduates who were available for related employment in the year after graduation who reported they were employed during the year after graduation in a job that was related to their program or major.

**Student Success - Accountability Metrics**  
**Measure Definitions**

Measure	Description	Numerator Definition	Denominator Definition
<b>Developmental Education One-Year Completion Rate</b>	Of students who took developmental reading, writing or math within two years of the fall entering cohort term, those who completed all developmental coursework within one year.	The number of students in the entering cohort (denominator) who completed all of their developmental education courses in reading, writing and/or math in their first year.	The total number of students in the fall entering cohort who took developmental reading, writing, and/or math courses within two years.
<b>Second Fall Student Persistence and Completion Rate</b>	Percent of a fall entering cohort of regular and transfer students who have been retained, graduated or transferred by the second fall term following original fall enrollment.	The number of entering students in the cohort who have graduated, were retained or transferred by the second fall.	The total number of entering students in the fall entering cohort.
<b>Completion Rate</b>	Percent of an entering cohort of undergraduate regular and transfer students that has completed. Completion is measured as graduation by the end of the sixth spring after entry at the universities and as graduation or transfer by the end of the third spring after entry at the colleges.	The number of entering students in the cohort who have graduated by the sixth spring after entry at the universities and graduation or transferred by the third spring after entry at the colleges.	The total number of entering students in the fall entering cohort.
<b>Related Employment Rate for Graduates</b>	The percent of institution graduates who were available for related employment in the year after graduation who reported they were employed during the year after graduation in a job that was related to their program or major.	The number of graduates that were employed during the year after graduation in jobs they reported to be related to their program or major.	The number of graduates in related employment plus those seeking related employment and those available for work but unemployed. Students in prison programs, students in joint institution programs, and foreign national students are excluded.
<b>Licensure Exam Pass Rate</b>	Percent of a cohort of students or graduates that passed a state or national licensure examination. This measure is a weighted average pass rate and currently includes four licensing exams: nursing, teaching, peace officer, and radiography.	Total number of students or graduates that passed the exams included in the measure.	Total number of students or graduates taking the exams.