

Retention Study

OFFICE OF INSTITUTIONAL RESEARCH

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I. Accountability in Government Act

Retention has always been a high priority for Northern New Mexico College. Student retention is a measure that is reported to our Higher Education Department and our Legislators on a quarterly basis. We use the data internally to identify and develop programs to address student success, and the college continues to explore opportunities to improve student persistence.

Retention is traditionally measured by tracking a cohort of first-time, full-time, degree-seeking students and determining whether these students re-enroll the following Spring and again the following Fall Semester. Our published retention rates are the percent of First-Time, Full-Time NNMC Freshmen Who Re-enroll in the 2nd (spring) and 3rd (fall) Semesters.

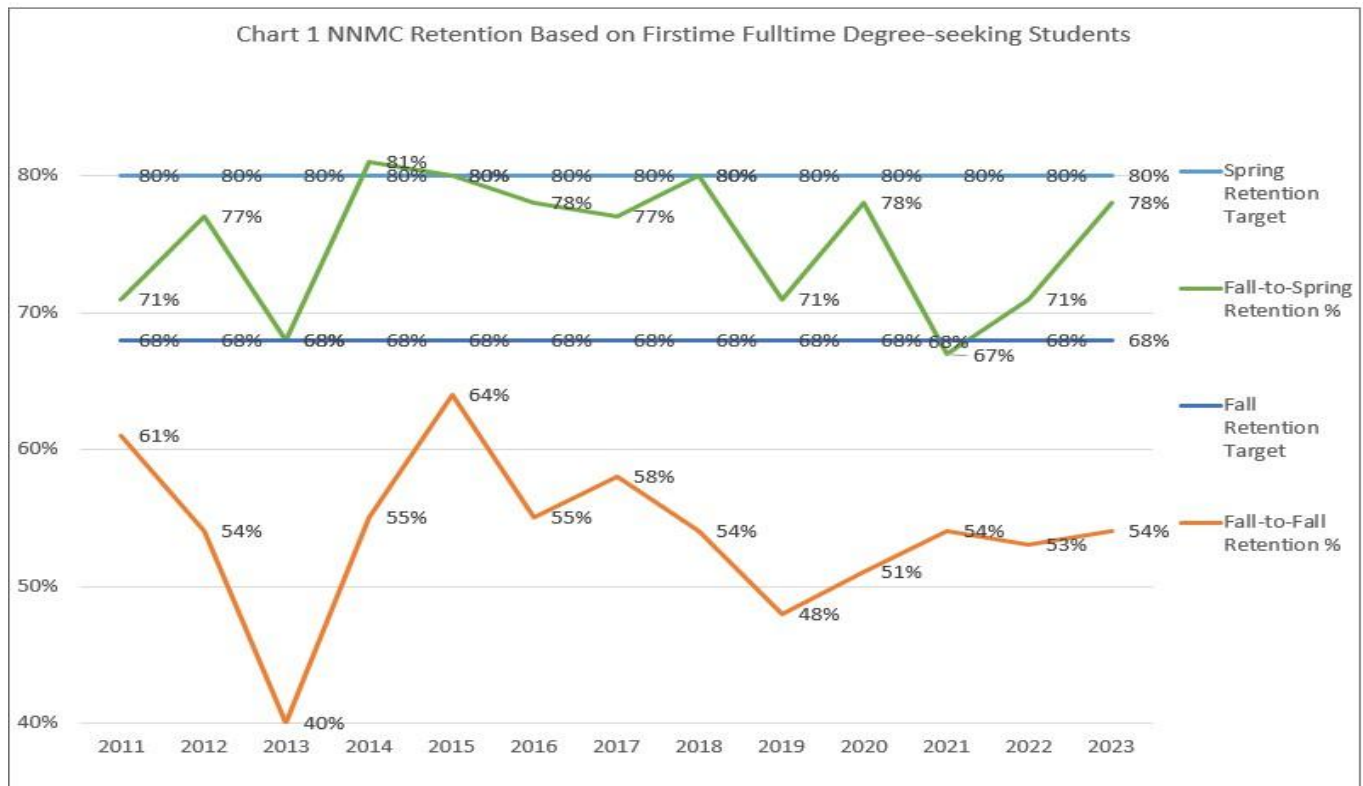


Chart 1: State Reported Retention Measure: Percent of First-Time, Full-Time NNMC Freshmen Who Re-enroll the 2nd (spring) and 3rd (fall) Semesters

As a response to the analyses, Northern has developed and implemented an integrated, campus-wide approach to first-year student retention that includes mandatory advising, and a revised new student orientation.

This retention study takes a look at Student Retention for all students enrolled at NNMC as well as Program Retention for students enrolled in individual programs. The retention rates are summarized by academic units and are sorted by the two academic schools within the College: The School of STEM (Science, Technology, Engineering, and Math) and The School of Liberal Arts, Business, and Education.

This year also includes the Community College Branch programs in Technical Trades.

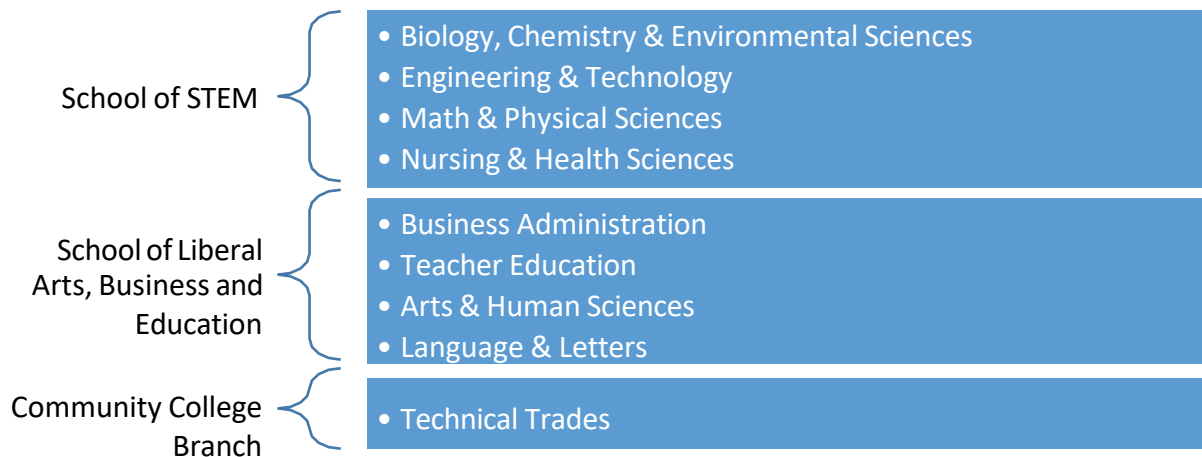


Figure 1: Academic Departments within the Schools

NNMC Retention Reports before the Fall 2018 cohort (pre-pandemic cohort) can be found on the NNMC IR website, <https://nnmc.edu/retention-report/>. This year's report focuses on the cohorts of students enrolled in between Fall 2018 and Fall 2023. The students with declared majors are identified and categorized into the nine academic departments that are listed above. The report also includes students who have not yet declared their majors and those who have dual credit, and they are grouped accordingly.

The definitions used here are based on data elements from IPEDS. A retention rate is the percentage of students in a given cohort enrolled at NNMC in a specified term (for example, one year later). The number of students in the cohort is the denominator of the rate; the number of students enrolled one year later is the numerator of the rate calculation.

Retention Rate:

A retention rate is the percentage of students from a given cohort who graduated or were still enrolled at NNMC within a specified term (for example, one year later). The total beginning cohort is the denominator of the rate; the number of students re-enrolled/graduated is the numerator of the rate

Cohort Rate:

For the cohort retention rate, the total number of cohort members re-enrolled or graduated is divided by the total cohort number.

Program Rate:

For the program retention rate, the number of program cohort members re-enrolled in a specific program or graduated is divided by the total cohort number.

II. Cohort Retention: Fall 2018 to Fall 2024

The next three tables (1-3) examine the retention of all students enrolled at Northern in the Fall of 2018 and those who returned in the subsequent terms till the Fall of 2024. The retention rates account for students who graduated but it does not account for students who transferred out or students who left for the military. See Appendix A for additional data.

Retention (%) is calculated as follows:

$$\frac{(\# \text{ re-enrolled} + \# \text{ graduated})}{\# \text{ in cohort}}$$

Fall 18 Academic Units	To Spring 19	To Fall 19	To Spring 20	To Fall 20	To Spring 21	To Fall 21	To Spring 22	To Fall 22	To Spring 23	To Fall 23	To Spring 24	To Fall 24	Trend
Arts & Human Sciences	84%	67%	64%	65%	65%	65%	67%	65%	63%	66%	65%	66%	
Business Administration	76%	62%	53%	53%	55%	58%	60%	60%	60%	60%	62%	61%	
Teacher Education	81%	65%	65%	68%	80%	80%	82%	85%	86%	87%	90%	83%	
Language & Letters	70%	40%	40%	30%	20%	13%	20%	23%	23%	23%	17%	20%	
Biology, Chemistry & Environmental Sciences	83%	68%	65%	54%	55%	54%	50%	54%	54%	52%	54%	54%	
Engineering & Technology	80%	64%	62%	60%	61%	63%	67%	70%	68%	65%	60%	64%	
Math & Physical Sciences	100%	67%	50%	50%	67%	50%	50%	50%	50%	50%	50%	50%	
Nursing and Health Sciences	87%	64%	59%	61%	64%	66%	64%	64%	66%	67%	67%	64%	
Total (Degree Seeking/Non-DC)	81%	64%	60%	59%	61%	62%	63%	64%	64%	64%	64%	63%	
Total	75%	60%	56%	52%	53%	54%	54%	55%	55%	56%	56%	56%	

Table 1: Fall 18 Cohort Retention by Academic Unit

Fall 18 Academic Units	To Spring 19	To Fall 19	To Spring 20	To Fall 20	To Spring 21	To Fall 21	To Spring 22	To Fall 22	To Spring 23	To Fall 23	To Spring 24	To Fall 24	Trend
Arts & Human Sciences	74%	61%	45%	42%	35%	32%	32%	39%	35%	42%	42%	45%	
Business Administration	67%	47%	37%	33%	33%	37%	43%	40%	43%	43%	43%	47%	
Teacher Education	86%	50%	57%	43%	43%	43%	50%	64%	64%	64%	71%	50%	
Language & Letters	71%	36%	36%	14%	7%	7%	7%	14%	14%	14%	7%	7%	
Biology, Chemistry & Environmental Sciences	80%	56%	52%	48%	48%	56%	52%	52%	52%	40%	44%	52%	
Engineering and Technology	77%	41%	45%	41%	41%	45%	59%	59%	64%	55%	45%	55%	
Math & Physical Sciences	-	-	-	-	-	-	-	-	-	-	-	-	
Nursing and Health Sciences	77%	54%	44%	41%	38%	33%	38%	36%	41%	33%	33%	33%	
Total (Degree Seeking/Non-DC)	75%	51%	45%	39%	37%	37%	41%	43%	45%	41%	41%	42%	
Total	75%	50%	44%	38%	36%	37%	40%	42%	44%	40%	40%	42%	

Table 2: Fall 18 Cohort Retention by Academic Unit FTAC

Fall 18 Academic Units	To Spring 19	To Fall 19	To Spring 20	To Fall 20	To Spring 21	To Fall 21	To Spring 22	To Fall 22	To Spring 23	To Fall 23	To Spring 24	To Fall 24	Trend
Arts & Human Sciences	87%	69%	69%	70%	72%	72%	75%	72%	69%	72%	70%	71%	
Business Administration	77%	65%	56%	57%	59%	62%	63%	63%	63%	63%	66%	64%	
Teacher Education	80%	68%	67%	73%	86%	86%	87%	88%	89%	90%	93%	88%	
Language & Letters	69%	44%	44%	44%	31%	19%	31%	31%	31%	31%	25%	31%	
Biology, Chemistry & Environmental Sciences	84%	71%	69%	55%	57%	54%	49%	54%	55%	55%	57%	55%	
Engineering & Technology	80%	70%	67%	65%	67%	68%	69%	73%	69%	68%	64%	67%	
Math & Physical Sciences	100%	67%	50%	50%	67%	50%	50%	50%	50%	50%	50%	50%	
Nursing and Health Sciences	90%	67%	64%	67%	71%	76%	71%	72%	74%	77%	77%	73%	
Total (Degree Seeking/Non-DC)	83%	67%	64%	64%	67%	68%	68%	69%	68%	69%	70%	68%	
Total	75%	61%	58%	55%	56%	57%	57%	58%	58%	59%	59%	58%	

Table 3: Fall 18 Cohort Retention by Academic Unit Non -FTAC

III. Cohort Retention: Fall 2019 to Fall 2024

Tables 4-6 examine the retention of all students enrolled at Northern in the Fall of 2019 and those who returned in the subsequent terms till Fall 2024. The retention rates account for students who graduated but it does not account for students who transferred out or students who left for the military. See Appendix B for additional data.

Retention (%) is calculated as follows:

$$\frac{(\# \text{ re-enrolled} + \# \text{ graduated})}{\# \text{ in cohort}}$$

Fall 19 Academic Units	To Spring 20	To Fall 20	To Spring 21	To Fall 21	To Spring 22	To Fall 22	To Spring 23	To Fall 23	To Spring 24	To Fall 24	Trend
Arts & Human Sciences	78%	71%	67%	64%	66%	61%	59%	59%	62%	62%	
Business Administration	75%	70%	66%	68%	71%	73%	71%	74%	73%	72%	
Teacher Education	83%	81%	98%	101%	101%	105%	106%	107%	115%	103%	
Language & Letters	64%	36%	27%	27%	32%	32%	30%	30%	27%	34%	
Biology, Chemistry & Environmental Sciences	78%	60%	58%	53%	47%	49%	50%	49%	50%	49%	
Engineering & Technology	84%	80%	74%	81%	81%	82%	83%	79%	77%	77%	
Math & Physical Sciences	80%	60%	60%	40%	60%	60%	60%	60%	60%	60%	
Nursing and Health Sciences	77%	74%	66%	64%	65%	66%	68%	66%	64%	61%	
Total (Degree Seeking/Non-DC)	78%	69%	67%	67%	67%	68%	68%	68%	68%	66%	
Total	69%	60%	57%	56%	56%	56%	56%	57%	56%	55%	

Table 4: Fall 19 Cohort Retention by Academic Unit

Note: Some retention percentage is more than 100%, this is because students who returned after graduating are also counted.

Fall 19 Academic Units	To Spring 20	To Fall 20	To Spring 21	To Fall 21	To Spring 22	To Fall 22	To Spring 23	To Fall 23	To Spring 24	To Fall 24	Trend
Arts & Human Sciences	55%	40%	25%	20%	20%	15%	15%	15%	15%	20%	
Business Administration	65%	57%	39%	35%	35%	39%	35%	35%	30%	39%	
Teacher Education	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Language & Letters	56%	26%	11%	11%	15%	11%	7%	7%	11%	15%	
Biology, Chemistry & Environmental Sciences	68%	44%	41%	29%	21%	21%	18%	21%	18%	18%	
Engineering & Technology	67%	67%	50%	44%	33%	39%	39%	22%	28%	17%	
Math & Physical Sciences	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Nursing and Health Sciences	79%	50%	25%	29%	25%	21%	18%	29%	21%	21%	
Total (Degree Seeking/Non-DC)	65%	45%	31%	27%	24%	23%	20%	21%	20%	21%	
Total	65%	45%	31%	26%	23%	22%	19%	20%	19%	20%	

Table 5: Fall 19 Cohort Retention by Academic Unit FTAC

Fall 19 Academic Units	To Spring 20	To Fall 20	To Spring 21	To Fall 21	To Spring 22	To Fall 22	To Spring 23	To Fall 23	To Spring 24	To Fall 24	Trend
Arts & Human Sciences	81%	76%	74%	71%	74%	69%	66%	67%	70%	69%	
Business Administration	76%	72%	70%	72%	76%	78%	76%	79%	79%	77%	
Teacher Education	84%	82%	99%	102%	102%	106%	107%	108%	116%	105%	
Language & Letters	76%	53%	53%	53%	59%	65%	65%	65%	53%	65%	
Biology, Chemistry & Environmental Sciences	82%	65%	64%	61%	55%	58%	60%	58%	60%	59%	
Engineering & Technology	89%	83%	81%	90%	93%	93%	94%	93%	89%	92%	
Math & Physical Sciences	75%	75%	75%	50%	75%	75%	75%	75%	75%	75%	
Nursing and Health Sciences	76%	80%	76%	72%	74%	77%	80%	75%	74%	70%	
Total (Degree Seeking/Non-DC)	80%	75%	75%	75%	77%	78%	78%	78%	77%	76%	
Total	70%	62%	62%	60%	61%	62%	62%	62%	62%	61%	

Table 6: Fall 19 Cohort Retention by Academic Unit Non – FTAC

Note: Some retention percentage is more than 100%, this is because students who returned after graduating are also counted.

IV. Cohort Retention: Fall 2020 to Fall 2024

Tables 7-9 examine the retention of all students enrolled at Northern in the Fall of 2020 and those who returned in the subsequent terms till Fall 2024. The retention rates account for students who graduated but it does not account for students who transferred out or students who left for the military. See Appendix C for additional data.

Retention (%) is calculated as follows:

$$\frac{(\# \text{ re-enrolled} + \# \text{ graduated})}{\# \text{ in cohort}}$$

Fall 20 Academic Units	To Spring 21	To Fall 21	To Spring 22	To Fall 22	To Spring 23	To Fall 23	To Spring 24	To Fall 24	Trend
Art & Human Sciences	79%	69%	72%	67%	63%	62%	65%	67%	
Business Administration	82%	79%	77%	80%	79%	81%	78%	78%	
Teacher Education	83%	86%	85%	86%	87%	83%	89%	81%	
Language & Letters	66%	40%	31%	23%	23%	31%	34%	43%	
Biology, Chemistry & Environmental Sciences	81%	62%	56%	56%	57%	57%	57%	57%	
Engineering & Technology	79%	78%	80%	80%	83%	70%	70%	68%	
Math & Physical Sciences	50%	25%	50%	50%	50%	50%	50%	50%	
Nursing and Health Sciences	73%	63%	60%	62%	63%	58%	58%	57%	
Total (Degree Seeking/Non-DC)	79%	71%	69%	69%	69%	67%	68%	67%	
Total	70%	58%	53%	52%	50%	47%	48%	47%	

Table 7: Fall 20 Cohort Retention by Academic

Fall 20 Academic Units	To Spring 21	To Fall 21	To Spring 22	To Fall 22	To Spring 23	To Fall 23	To Spring 24	To Fall 24	Trend
Arts & Human Sciences	62%	62%	46%	46%	46%	38%	23%	38%	
Business Administration	60%	40%	33%	40%	47%	33%	27%	27%	
Teacher Education	60%	20%	20%	20%	20%	20%	20%	20%	
Language & Letters	74%	48%	30%	22%	26%	35%	35%	43%	
Biology, Chemistry & Environmental Science	71%	41%	29%	29%	29%	29%	29%	41%	
Engineering & Technology	80%	60%	70%	80%	80%	50%	50%	50%	
Math & Physical Sciences	67%	33%	33%	33%	33%	33%	33%	33%	
Nursing and Health Sciences	45%	45%	27%	27%	18%	9%	18%	36%	
Non Degree*	83%	70%	35%	25%	19%	7%	6%	0%	
Total (Degree Seeking*/Non-DC)	75%	60%	36%	30%	27%	18%	16%	17%	
Total	75%	60%	36%	30%	27%	18%	16%	17%	

*Technical Trades Plumbing students were classified as non-Degree

Table 8: Fall 20 Cohort Retention by Academic FTAC

Fall 20 Academic Units	To Spring 21	To Fall 21	To Spring 22	To Fall 22	To Spring 23	To Fall 23	To Spring 24	To Fall 24	Trend
Arts & Human Sciences	81%	70%	75%	69%	65%	65%	70%	70%	
Business Administration	84%	82%	81%	84%	82%	85%	83%	83%	
Teacher Education	84%	90%	89%	90%	91%	86%	93%	84%	
Language & Letters	50%	25%	33%	25%	17%	25%	33%	42%	
Biology, Chemistry & Environmental Sciences	82%	65%	60%	60%	62%	61%	62%	60%	
Engineering & Technology	79%	81%	82%	81%	83%	72%	72%	71%	
Math & Physical Sciences	0%	0%	100%	100%	100%	100%	100%	100%	
Nursing and Health Sciences	75%	65%	63%	65%	67%	63%	62%	59%	
Total (Degree Seeking/Non-DC)	81%	74%	74%	74%	73%	72%	73%	71%	
Total	68%	58%	57%	57%	55%	53%	55%	54%	

Table 9: Fall 20 Cohort Retention by Academic Non-FTAC

V. Cohort Retention: Fall 2021 to Fall 2024

Tables 10-12 examine the retention of all students enrolled at Northern in the Fall of 2021 and those who returned in subsequent terms till the Fall of 2024. The retention rates account for students who graduated but do not account for students who transferred out or who left for the military. See Appendix D for additional data.

Retention (%) is calculated as follows:

$$\frac{(\# \text{ re-enrolled} + \# \text{ graduated})}{\# \text{ in cohort}}$$

in cohort

Fall 21 Academic Units	To Spring 22	To Fall 22	To Spring 23	To Fall 23	To Spring 24	To Fall 24	Trend
Arts & Human Sciences	79%	65%	64%	58%	64%	67%	
Business Administration	77%	77%	74%	71%	67%	69%	
Teacher Education	74%	69%	68%	62%	68%	60%	
Language & Letters	58%	46%	38%	38%	38%	38%	
Biology, Chemistry & Environmental Sciences	69%	59%	64%	57%	59%	62%	
Engineering & Technology	80%	73%	65%	59%	59%	60%	
Math & Physical Sciences	100%	100%	100%	100%	100%	100%	
Nursing and Health Sciences	71%	67%	60%	57%	55%	54%	
Technical Trades	45%	33%	27%	12%	10%	6%	
Total (Degree Seeking/Non-DC)	71%	64%	61%	55%	55%	55%	
Total	65%	56%	52%	49%	48%	47%	

Table 10: Fall 21 Cohort Retention by Academic Unit

Fall 21 Academic Units	To Spring 22	To Fall 22	To Spring 23	To Fall 23	To Spring 24	To Fall 24	Trend
Arts & Human Sciences	58%	58%	42%	42%	42%	42%	
Business Administration	50%	40%	35%	25%	25%	25%	
Teacher Education	50%	25%	25%	25%	0%	25%	
Language & Letters	59%	47%	35%	35%	35%	29%	
Biology, Chemistry & Environmental Sciences	59%	35%	35%	35%	41%	47%	
Engineering & Technology	69%	56%	50%	44%	44%	50%	
Math & Physical Sciences	-	-	-	-	-	-	
Nursing and Health Sciences	74%	67%	52%	52%	52%	59%	
Technical Trades	40%	20%	0%	0%	0%	0%	
Total (Degree Seeking/Non-DC)	61%	49%	40%	37%	37%	41%	
Total	62%	51%	41%	38%	38%	41%	

Table 11: Fall 21 Cohort Retention by Academic Unit FTAC

Fall 21 Academic Units	To Spring 22	To Fall 22	To Spring 23	To Fall 23	To Spring 24	To Fall 24	Trend
Arts & Human Sciences	81%	66%	66%	60%	66%	70%	
Business Administration	79%	81%	78%	75%	71%	73%	
Teacher Education	75%	71%	70%	64%	71%	62%	
Language & Letters	56%	44%	44%	44%	44%	56%	
Biology, Chemistry & Environmental Sciences	71%	64%	69%	60%	63%	65%	
Engineering & Technology	83%	77%	68%	62%	62%	62%	
Math & Physical Sciences	100%	100%	100%	100%	100%	100%	
Nursing and Health Sciences	70%	67%	62%	59%	56%	52%	
Technical Trades	45%	34%	28%	13%	11%	6%	
Total (Degree Seeking/Non-DC)	72%	67%	64%	58%	58%	58%	
Total	65%	57%	54%	50%	49%	48%	

Table12: Fall 21 Cohort Retention by Academic Unit Non-FTAC

VI. Cohort Retention: Fall 2022 to Fall 2024

Tables 13-15 examine the retention of all students enrolled at Northern in the Fall of 2022 and those who returned in subsequent terms till the Fall of 2024. The retention rates account for students who graduated but do not account for students who transferred out or who left for the military. See Appendix E for additional data.

Retention (%) is calculated as follows:

$$\frac{(\# \text{ re-enrolled} + \# \text{ graduated})}{\# \text{ in cohort}}$$

Fall 22 Academic Units	To Spring 23	To Fall 23	To Spring 24	To Fall 24	Trend
Arts & Human Sciences	73%	68%	65%	66%	
Business Administration	77%	68%	63%	58%	
Teacher Education	79%	58%	57%	53%	
Language & Letters	65%	38%	38%	35%	
Biology, Chemistry & Environmental Sciences	88%	72%	69%	66%	
Engineering & Technology	68%	61%	57%	57%	
Math & Physical Sciences	100%	50%	50%	50%	
Nursing and Health Sciences	77%	62%	57%	50%	
Technical Trades	78%	42%	36%	24%	
Total (Degree Seeking/Non-DC)	77%	63%	59%	55%	
Total	62%	58%	54%	48%	

Table13: Fall 22 Cohort Retention by Academic Unit

Fall 22	To Spring 23	To Fall 23	To Spring 24	To Fall 24	Trend
Academic Units					
Arts & Human Sciences	65%	60%	45%	40%	
Business Administration	61%	49%	46%	32%	
Teacher Education	83%	83%	83%	67%	
Language & Letters	62%	28%	24%	24%	
Biology, Chemistry & Environmental Sciences	93%	80%	73%	67%	
Engineering & Technology	50%	44%	44%	31%	
Math & Physical Sciences	0%	0%	0%	0%	
Nursing and Health Sciences	75%	33%	33%	33%	
Technical Trades	33%	33%	33%	0%	
Total (Degree Seeking/Non-DC)	66%	48%	44%	34%	
Total	71%	56%	52%	42%	

Table 14: Fall 22 Cohort Retention by Academic Unit FTAC

Fall 22	To Spring 23	To Fall 23	To Spring 24	To Fall 24	Trend
Academic Units					
Arts & Human Sciences	75%	69%	69%	71%	
Business Administration	81%	72%	66%	64%	
Teacher Education	79%	56%	55%	52%	
Language & Letters	75%	75%	88%	75%	
Biology, Chemistry & Environmental Sciences	92%	71%	68%	65%	
Engineering & Technology	73%	66%	61%	64%	
Math & Physical Sciences	100%	100%	100%	100%	
Nursing and Health Sciences	77%	66%	60%	52%	
Technical Trades	81%	43%	36%	26%	
Total (Degree Seeking/Non-DC)	80%	66%	62%	59%	
Total	72%	58%	54%	50%	

Table 15: Fall 22 Cohort Retention by Academic Unit Non-FTAC

VII. Cohort Retention: Fall 2023 to Fall 2024

Tables 16-18 examine the retention of all students enrolled at Northern in the Fall of 2023 and those who returned in subsequent terms till the Fall of 2024. The retention rates account for students who graduated but do not account for students who transferred out or who left for the military. See Appendix F for additional data.

Retention (%) is calculated as follows:

$$\frac{(\# \text{ re-enrolled} + \# \text{ graduated})}{\# \text{ in cohort}}$$

Fall 23	To Spring 24	To Fall 24	Trend
Academic Units			
Arts & Human Sciences	72%	69%	///
Business Administration	79%	68%	///
Teacher Education	85%	77%	///
Language & Letters	63%	50%	///
Biology, Chemistry & Environmental Sciences	80%	68%	///
Engineering & Technology	85%	72%	///
Math & Physical Sciences	50%	50%	—
Nursing and Health Sciences	81%	60%	///
Technical Trades	72%	34%	///
Total (Degree Seeking/Non-DC)	79%	67%	///
Total	75%	61%	///

Table 16: Fall 23 Cohort Retention by Academic Unit

Fall 23	To Spring 24	To Fall 24	Trend
Academic Units			
Arts & Human Sciences	55%	55%	—
Business Administration	84%	61%	///
Teacher Education	78%	56%	///
Language & Letters	61%	50%	///
Biology, Chemistry & Environmental Sciences	50%	33%	///
Engineering & Technology	92%	42%	///
Math & Physical Sciences	0%	0%	—
Nursing and Health Sciences	74%	48%	///
Technical Trades	60%	30%	///
Total (Degree Seeking/Non-DC)	72%	49%	///
Total	75%	56%	///

Table 17: Fall 23 Cohort Retention by Academic Unit FTAC

Fall 23	To Spring 24	To Fall 24	Trend
Academic Units			
Arts & Human Sciences	74%	70%	///
Business Administration	78%	69%	///
Teacher Education	85%	78%	///
Language & Letters	67%	50%	///
Biology, Chemistry & Environmental Sciences	85%	73%	///
Engineering & Technology	84%	79%	///
Math & Physical Sciences	100%	100%	—
Nursing and Health Sciences	83%	62%	///
Technical Trades	77%	36%	///
Total (Degree Seeking/Non-DC)	81%	70%	///
Total	75%	62%	///

Table 18: Fall 23 Cohort Retention by Academic Unit Non - FTAC

VIII. Program Retention (Fall 2018 to Fall 2024)

Charts 2 through 4 demonstrate the retention of students within a program. That is, the percentage of students who enter a program in Fall 2018 and reenroll in the same program in Fall 2019 through Fall 2024. Graduates are included in the calculation. Students who are retained at Northern but who move between programs are not included in the number of students retained. Like earlier sections the first chart in this section contains the analysis for all students in the cohort. Subsequent charts contain information for FTACS followed by Other (non-FTACS). See Appendix G for additional data.

Retention (%) is calculated as follows:

$$\frac{(\# \text{ re-enrolled} + \# \text{ graduated})}{\# \text{ in cohort}}$$

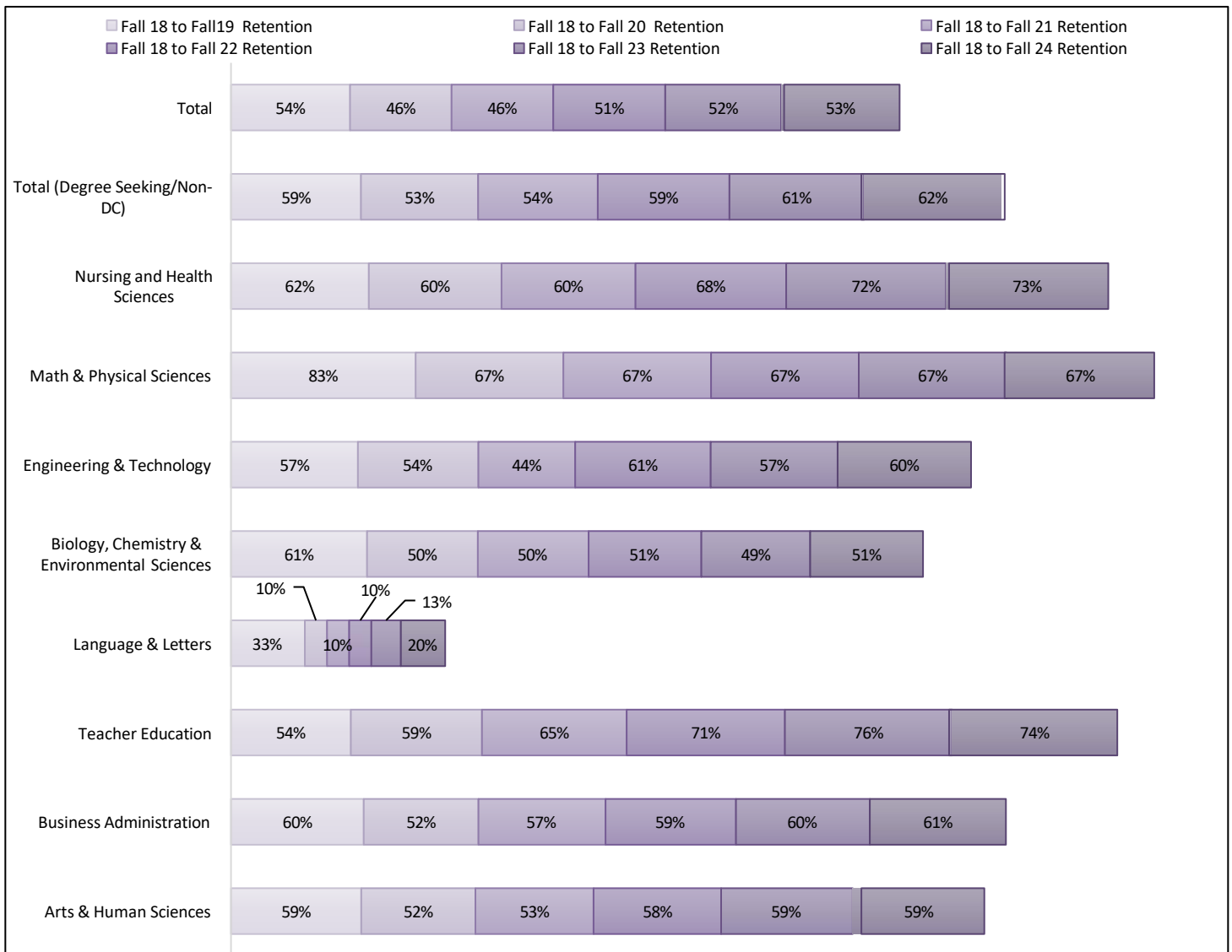


Chart 2: Fall 18 program Retention by Academic Unit

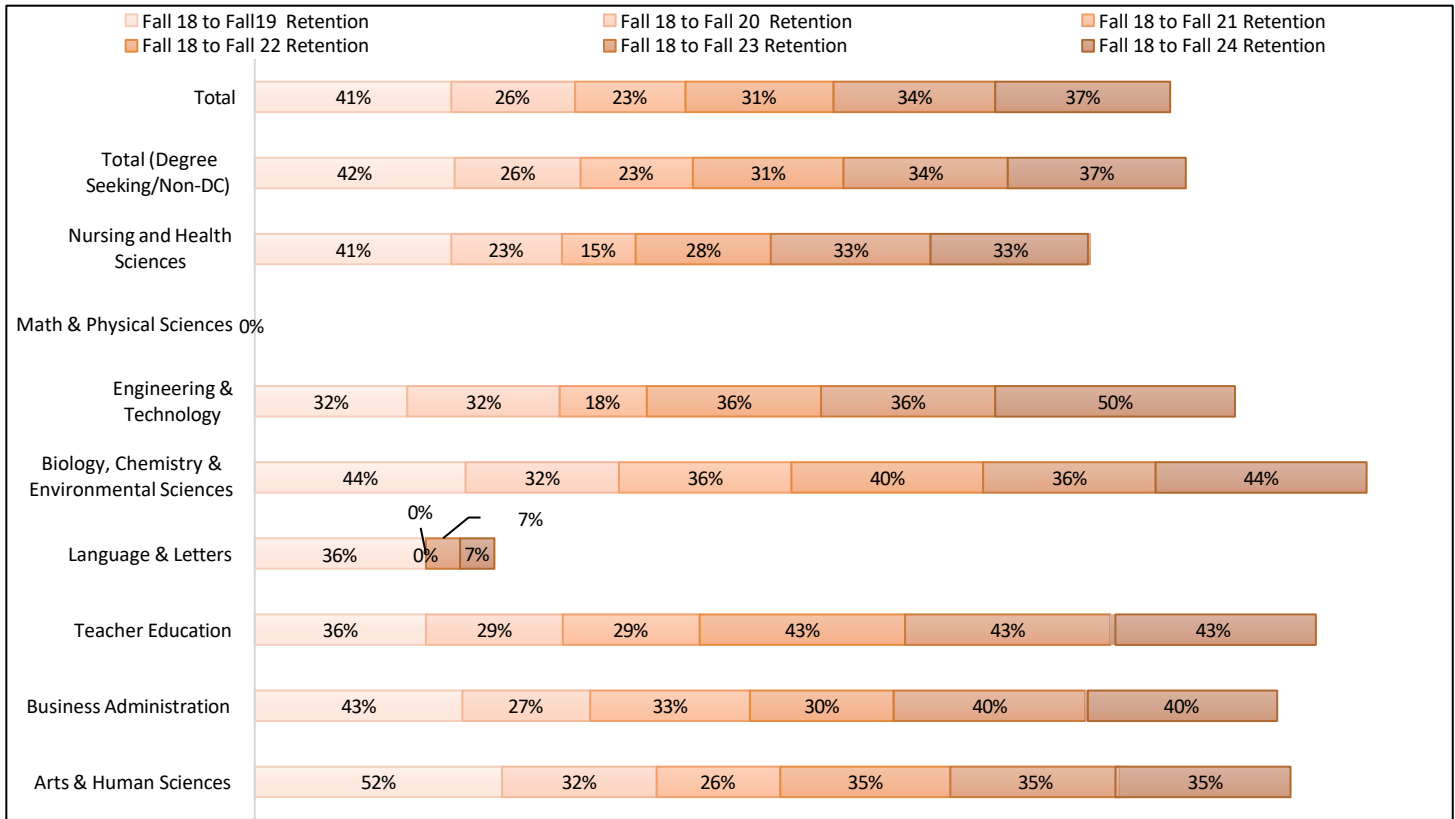


Chart 3: Fall 18 program Retention for FTAC students

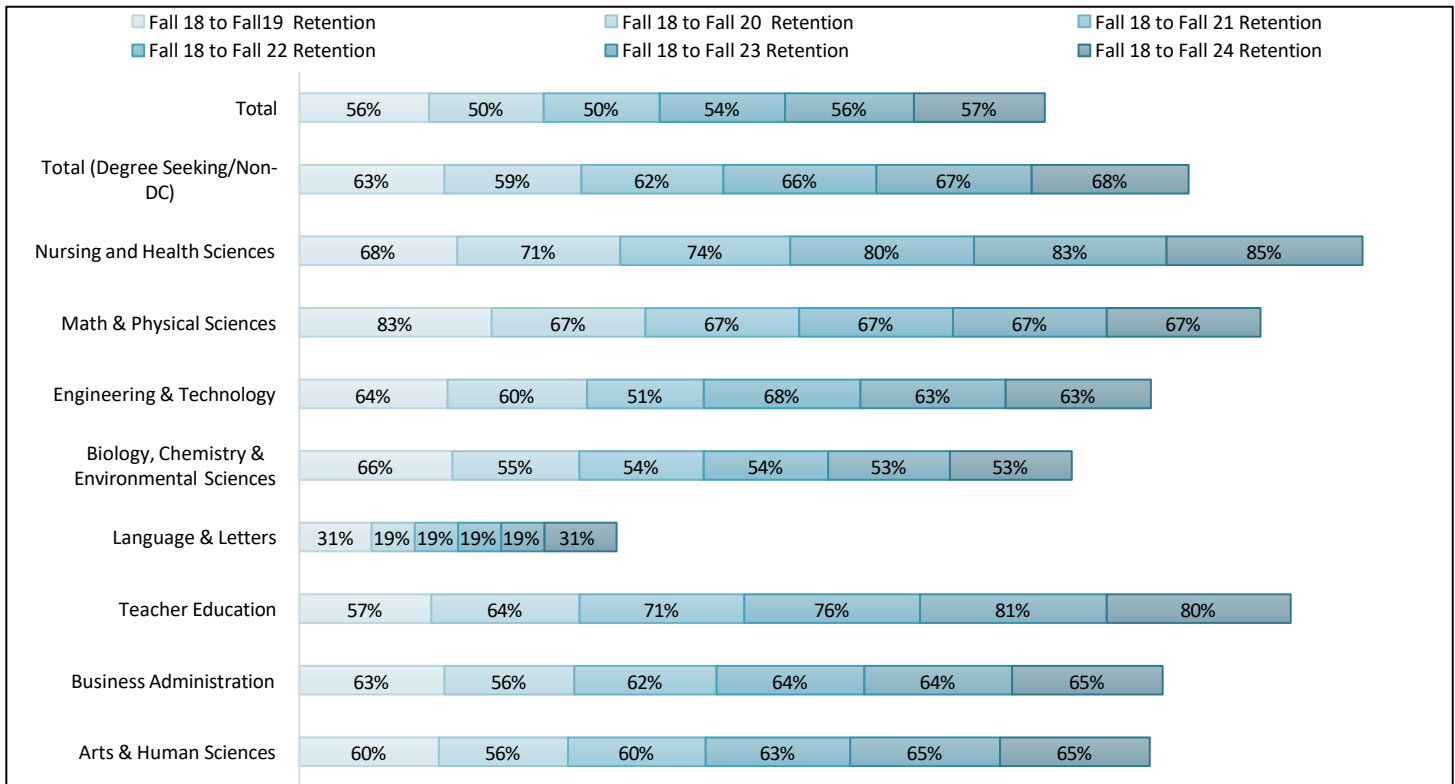


Chart 4: Fall 18 program Retention for Non-FTAC students

IX. Program Retention (Fall 2019 to Fall 2024)

Charts 5 through 7 demonstrate the retention of students within a program. That is, the percentage of students who enter a program in Fall 2019 and re-enroll in the same program in Fall 2020 through Fall 2024. Graduates are included in the calculation. Students who are retained at Northern but who move between programs are not included in the number of students retained. Like earlier sections the first chart in this section contains the analysis for all students in the cohort. Subsequent charts contain information for FTACS followed by Other (non-FTACS). See Appendix H for additional data.

Retention (%) is calculated as follows:

$$\frac{(\# \text{ re-enrolled} + \# \text{ graduated})}{\# \text{ in cohort}}$$

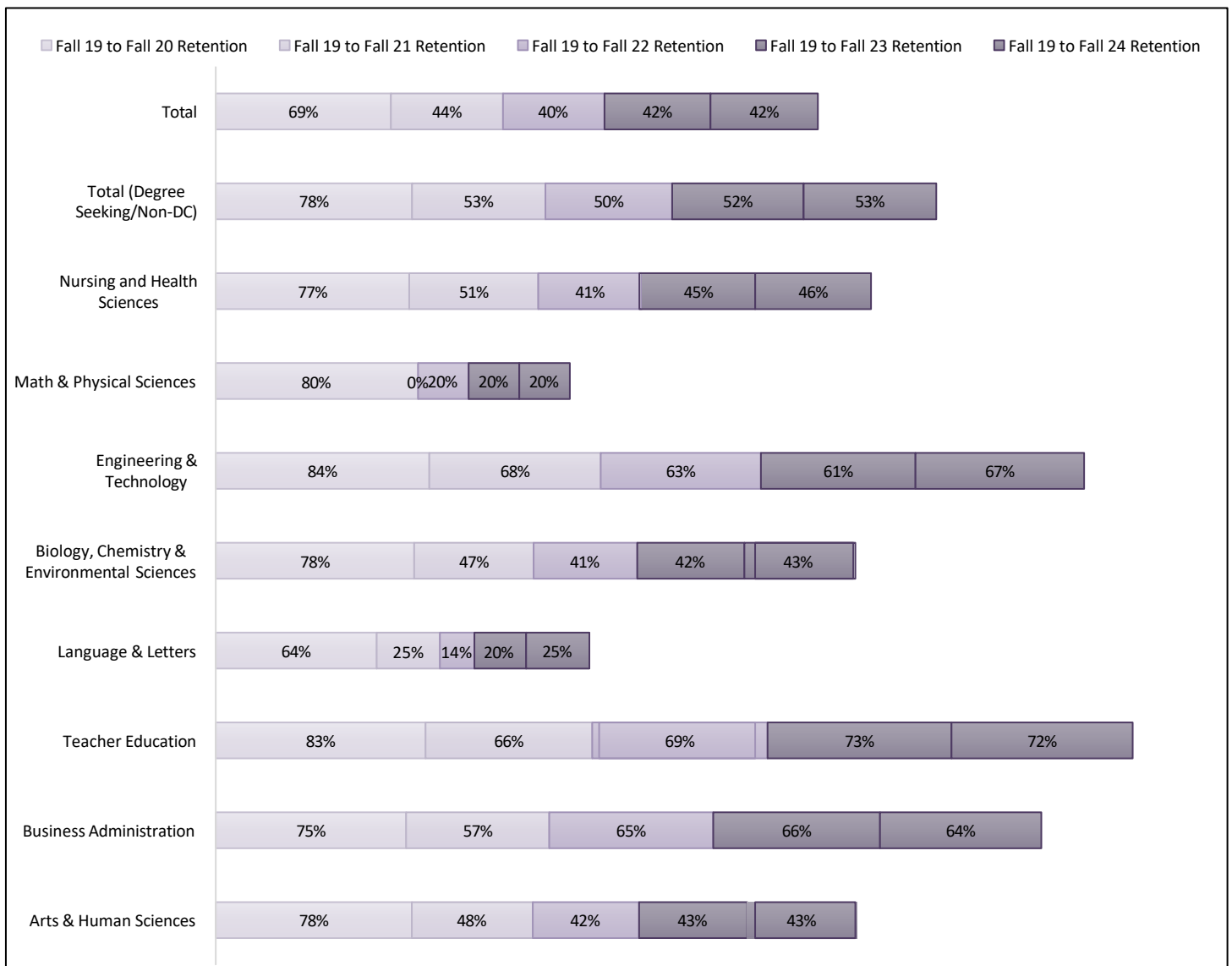


Chart 5: Fall 19 program Retention by Academic Unit

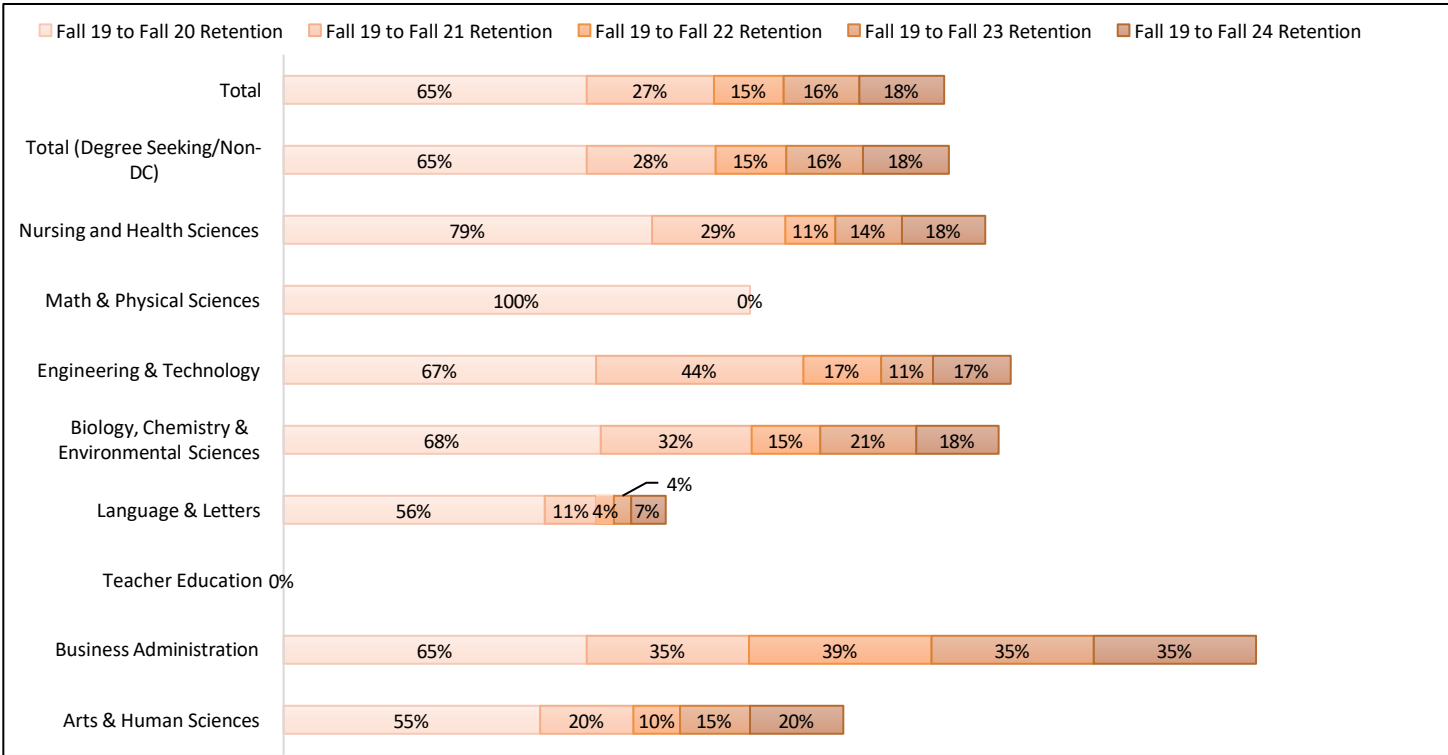


Chart 6: Fall 19 program Retention for FTAC students

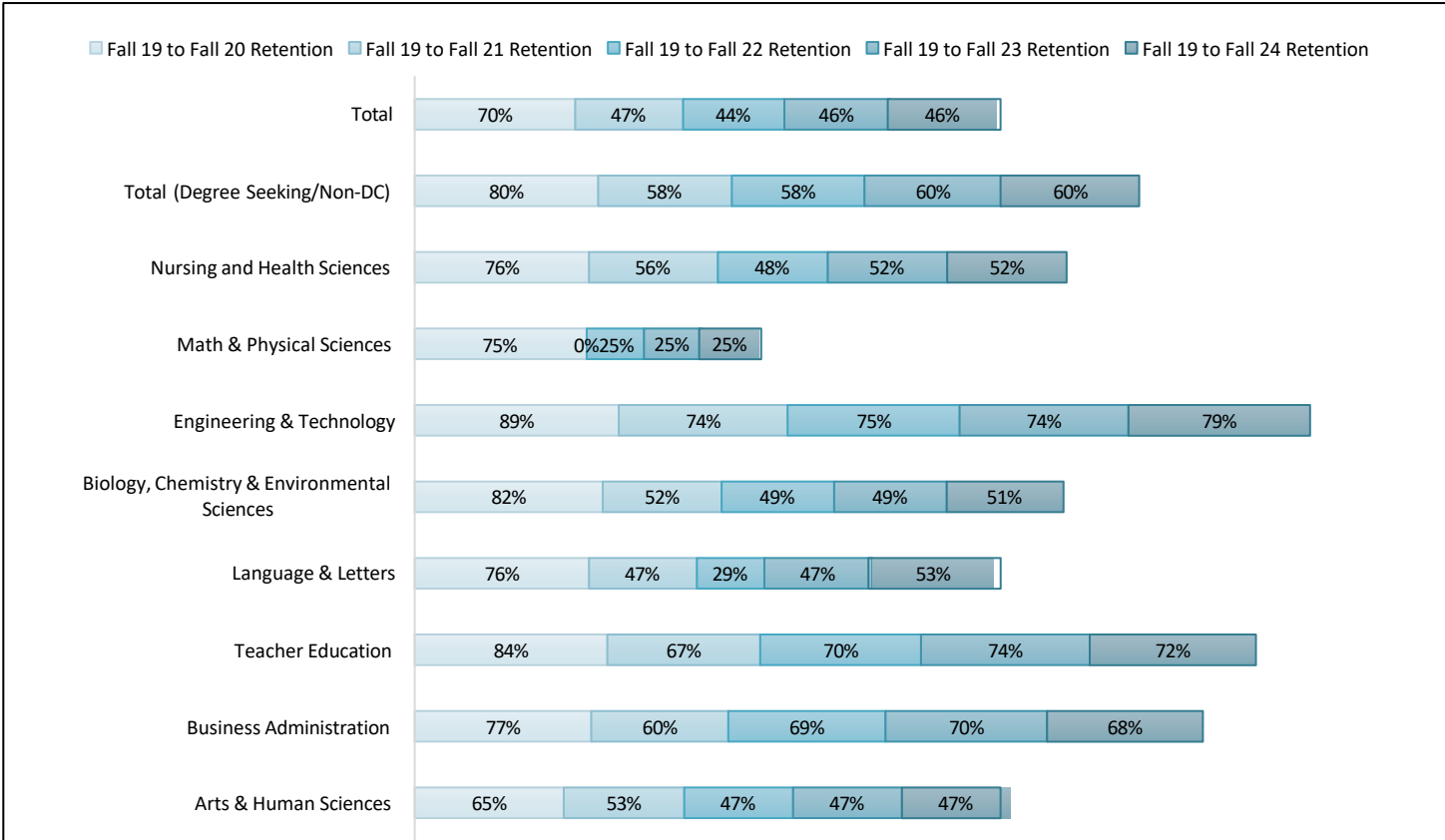


Chart 7: Fall 19 program Retention for Non-FTAC Students

X. Program Retention (Fall 2020 to Fall 2024)

Charts 8 through 10 demonstrate the retention of students within a program. That is, the percentage of students who enter a program in Fall 2020 and re-enroll in the same program in Fall 2021 through Fall 2024. Graduates are included in the calculation. Students who are retained at Northern but who move between programs are not included in the number of students retained. Like earlier sections the first chart in this section contains the analysis for all students in the cohort. Subsequent charts contain information for FTACS followed by Other (non-FTACS). See Appendix I for additional data.

Retention (%) is calculated as follows:

$$\frac{(\# \text{ re-enrolled} + \# \text{ graduated})}{\# \text{ in cohort}}$$

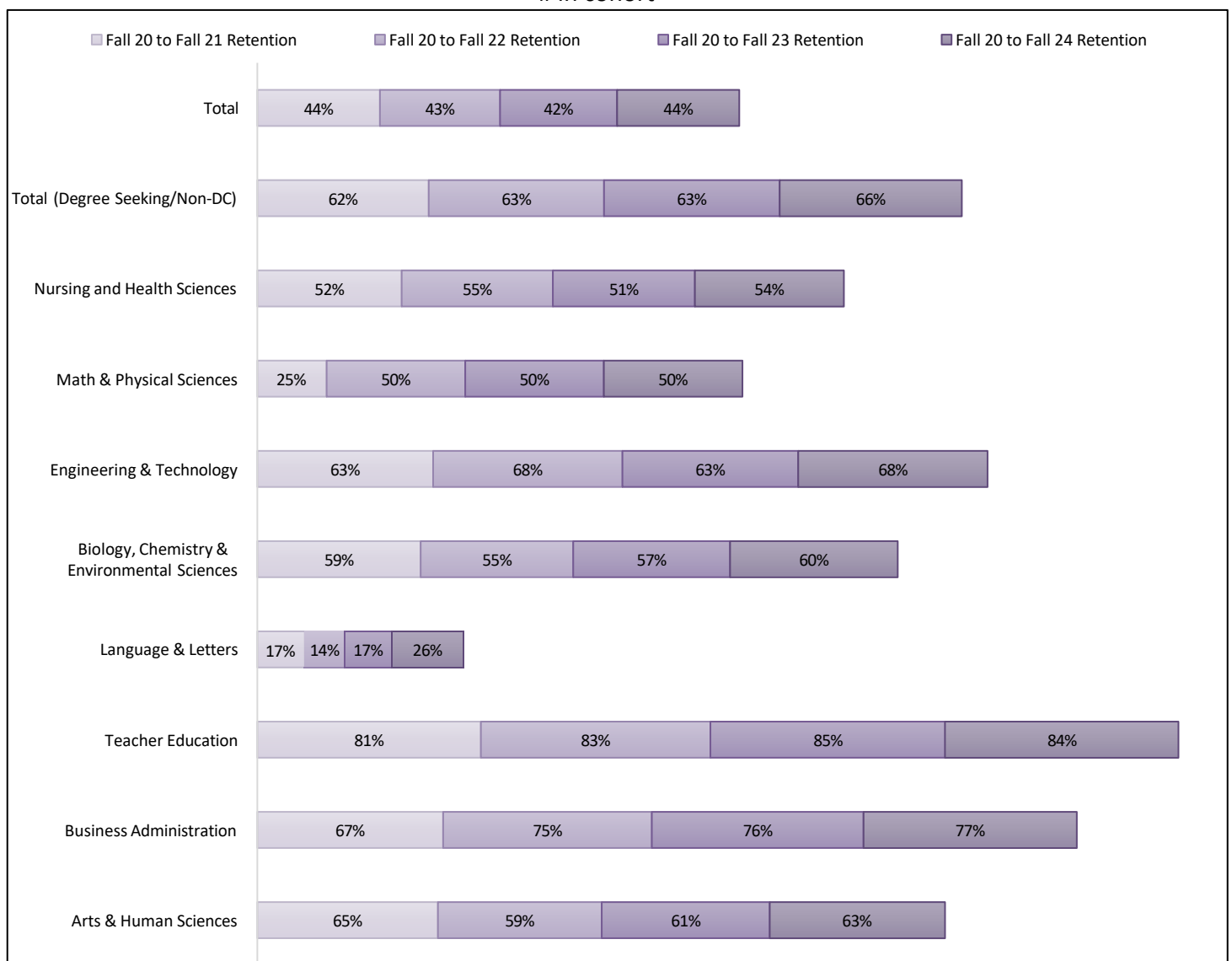


Chart 8: Fall 20 program Retention by Academic Unit

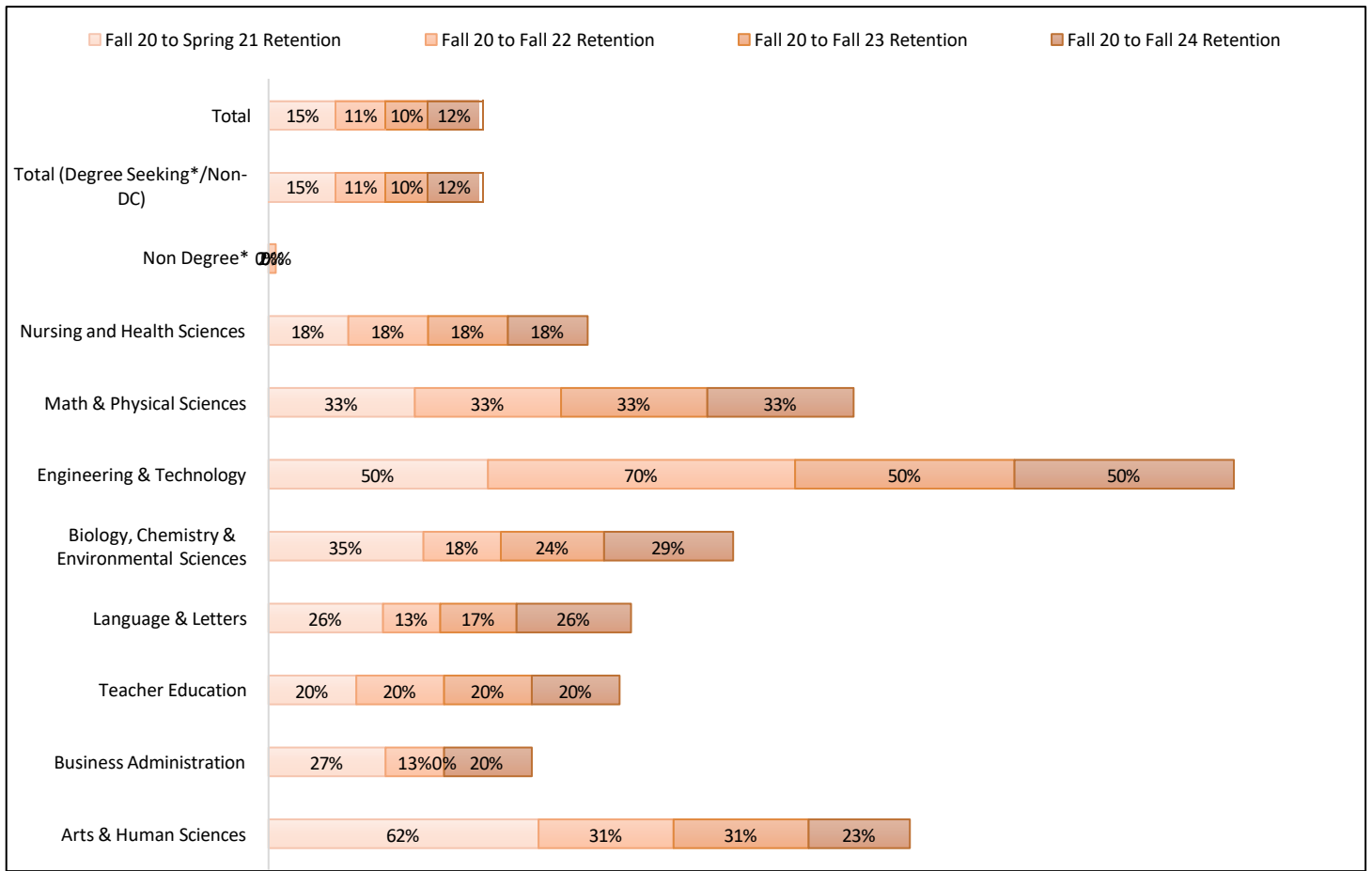


Chart 9: Fall 20 program Retention for FTAC students

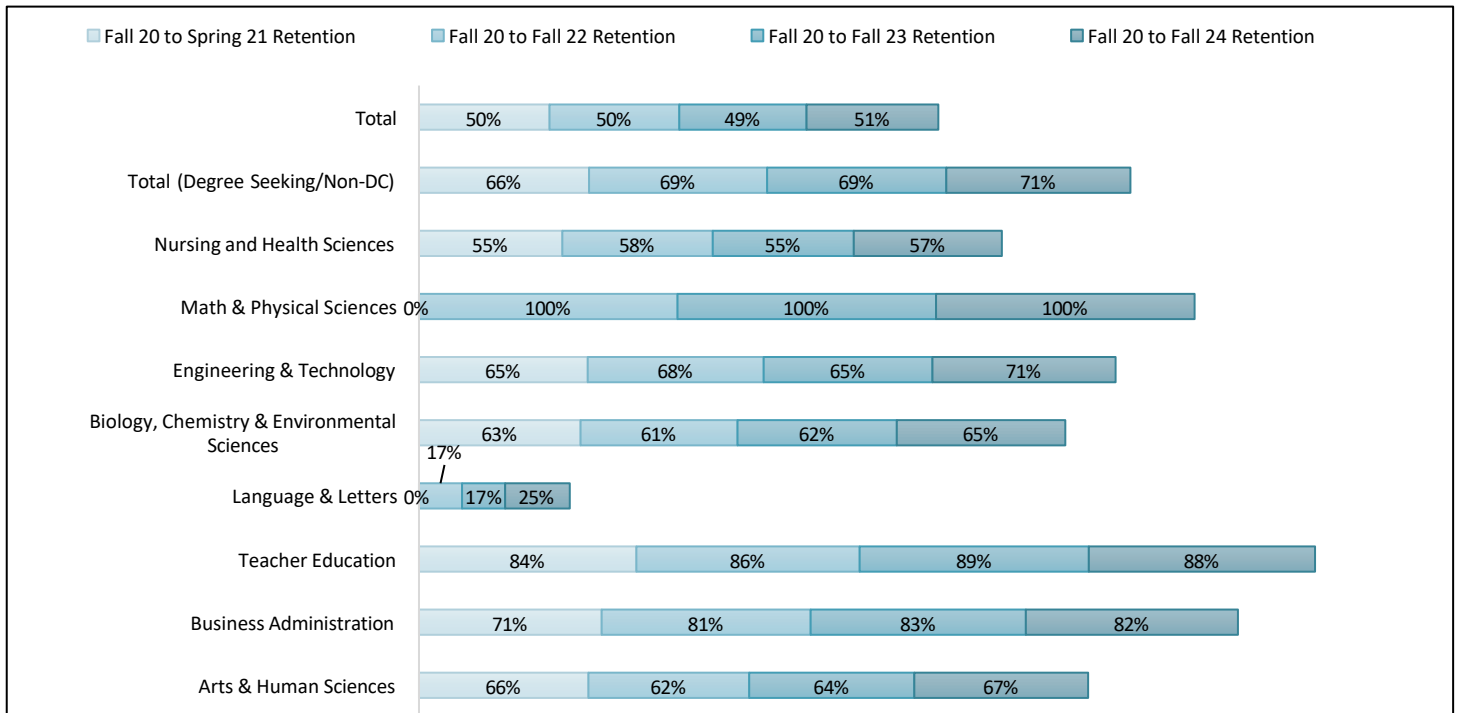


Chart 10: Fall 20 program Retention for Non-FTAC students

XI. Program Retention (Fall 2021 to Fall 2024)

Charts 11 through 13 demonstrate the retention of students within a program. That is, the percentage of students who enter a program in Fall 2021 and re-enroll in the same program in Fall 2022 through Fall 2024. Graduates are included in the calculation. Students who are retained at Northern but who move between programs are not included in the number of students retained. Like earlier sections the first chart in this section contains the analysis for all students in the cohort. Subsequent charts contain information for FTACS followed by Other (non-FTACS). See Appendix J for additional data.

Retention (%) is calculated as follows:

$$\frac{(\# \text{ re-enrolled} + \# \text{ graduated})}{\# \text{ in cohort}}$$

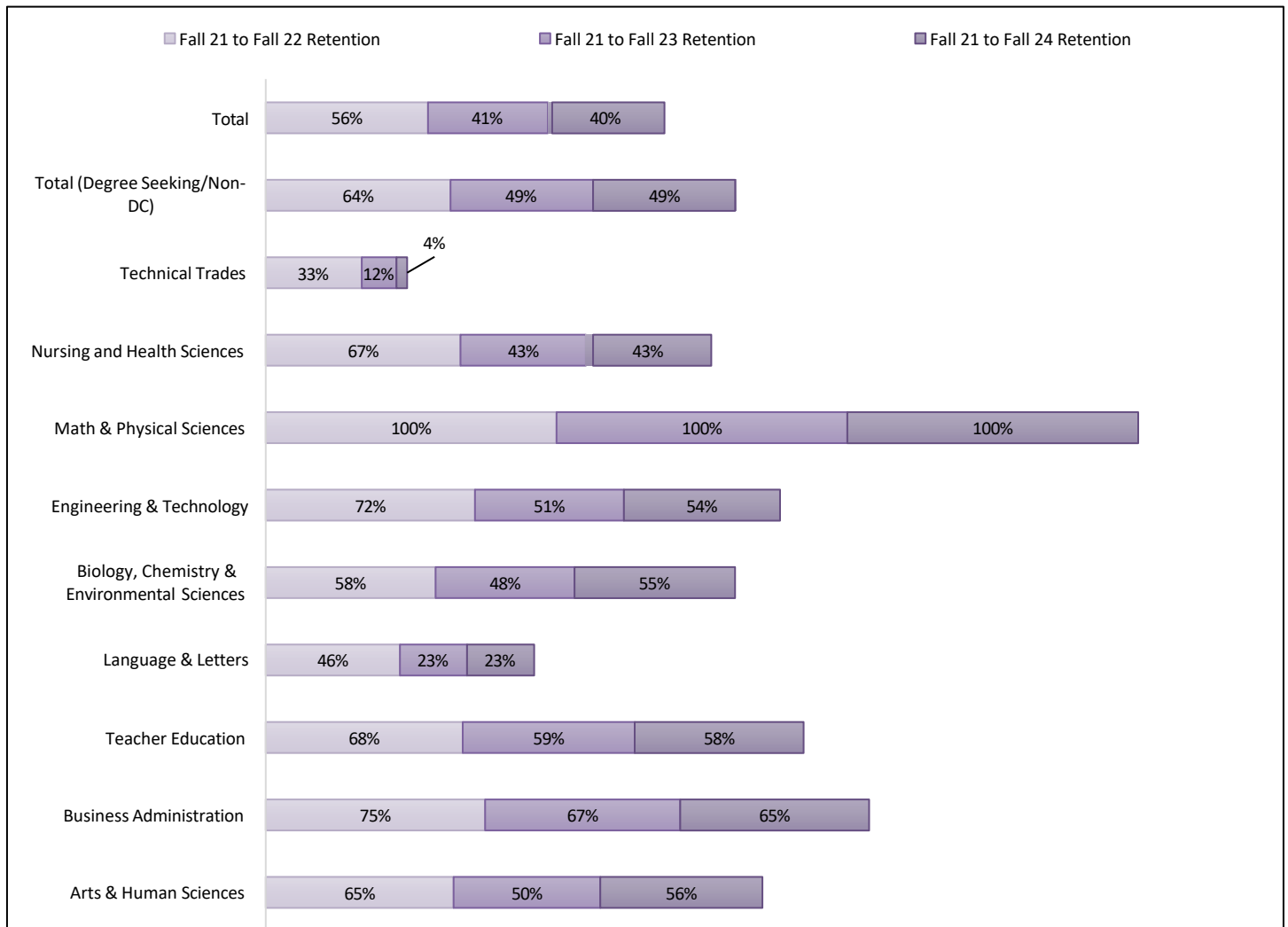


Chart 11: Fall 2021 Program Retention

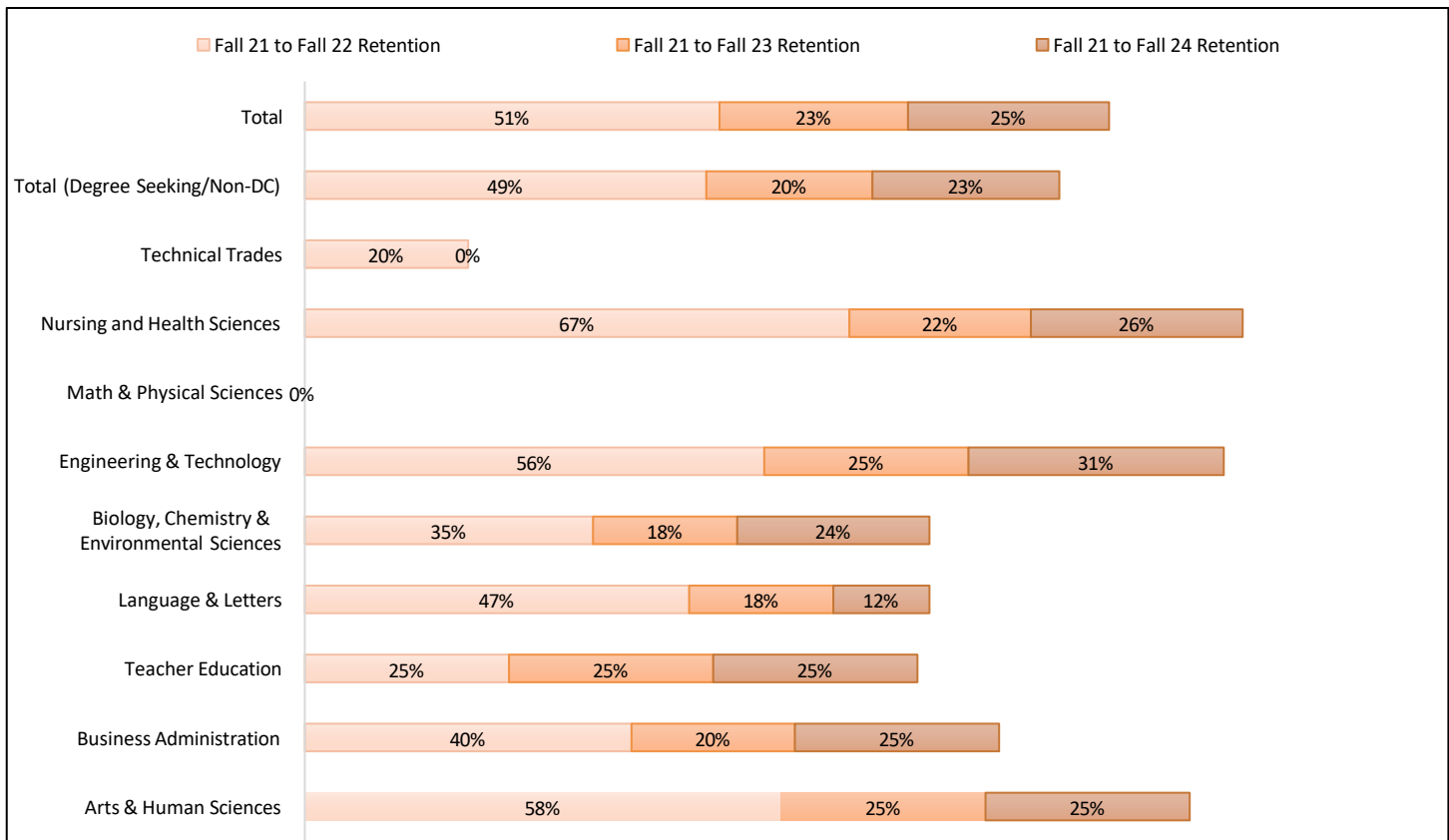


Chart 12: Fall 2021 Program Retention FTAC

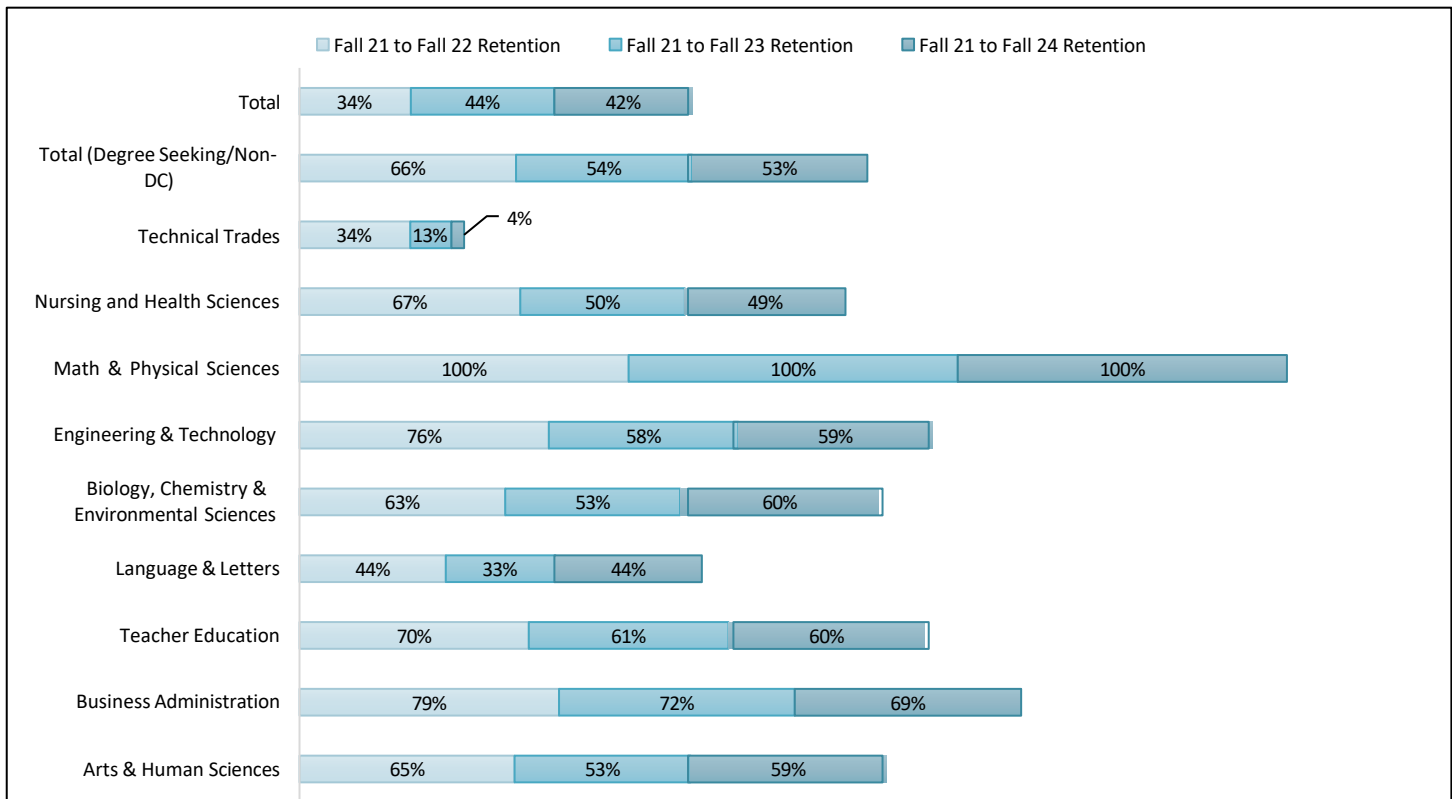


Chart 13: Fall 2021 Program Retention Non-FTAC

XII. Program Retention (Fall 2022 to Fall 2024)

Charts 14 through 16 demonstrate the retention of students within a program. That is, the percentage of students who enter a program in Fall 2022 and re-enroll in the same program in Fall 2023 through Fall 2024. Graduates are included in the calculation. Students who are retained at Northern but who move between programs are not included in the number of students retained. Like earlier sections the first chart in this section contains the analysis for all students in the cohort. Subsequent charts contain information for FTACS followed by Other (non-FTACS). See Appendix K for additional data.

Retention (%) is calculated as follows:

$$\frac{(\# \text{ re-enrolled} + \# \text{ graduated})}{\# \text{ In cohort}}$$

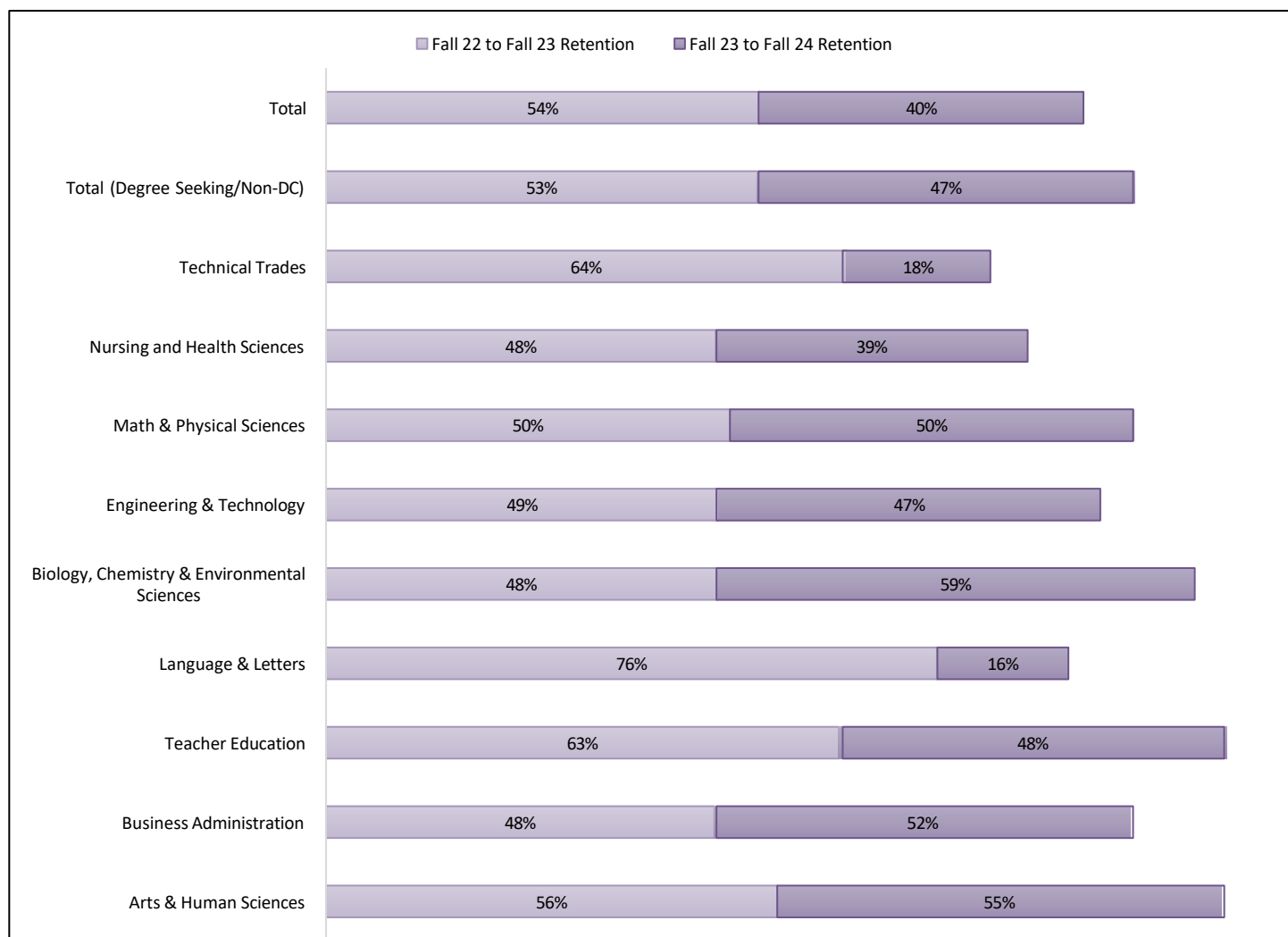


Chart 14: Fall 2022 Program Retention

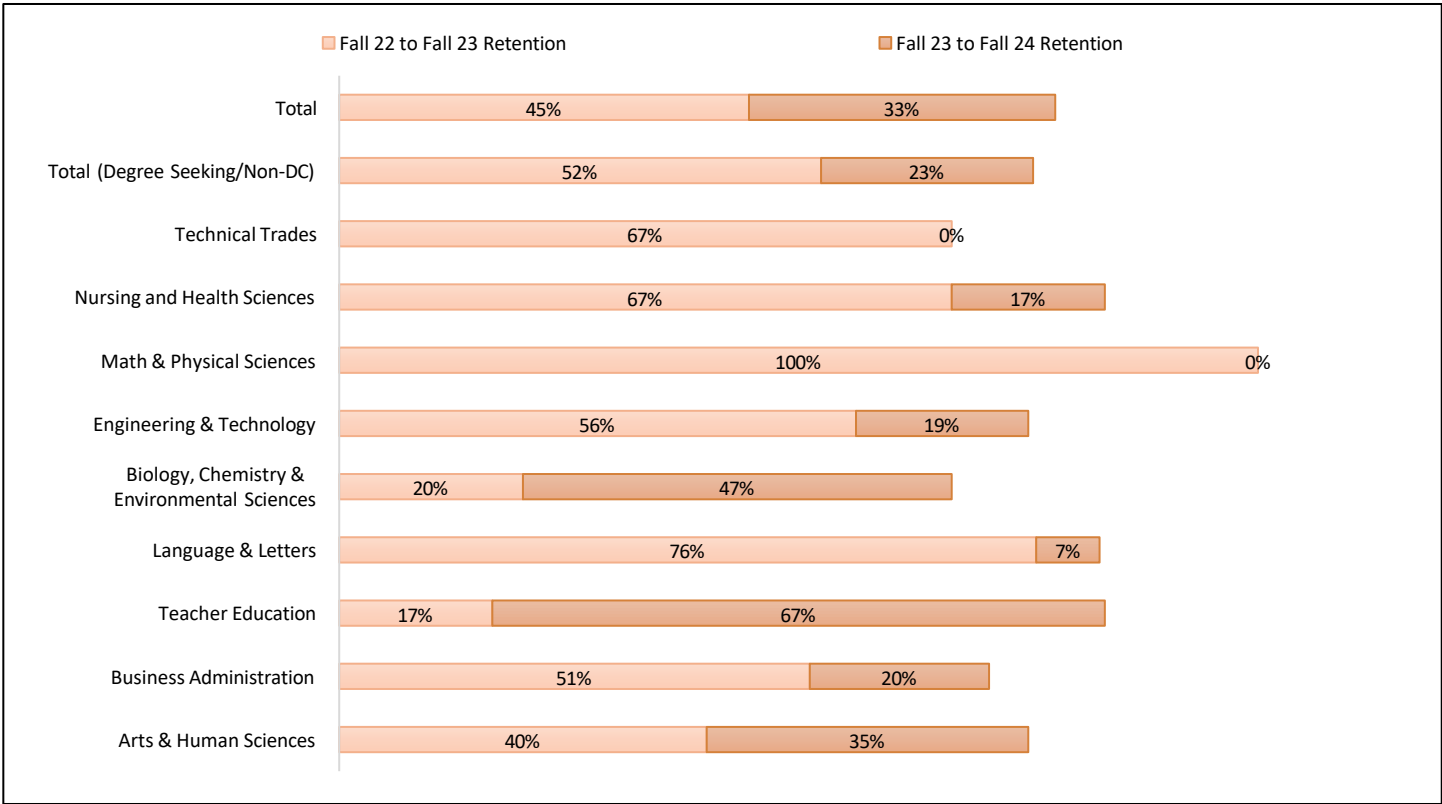


Chart 15: Fall 2022 Program Retention FTAC

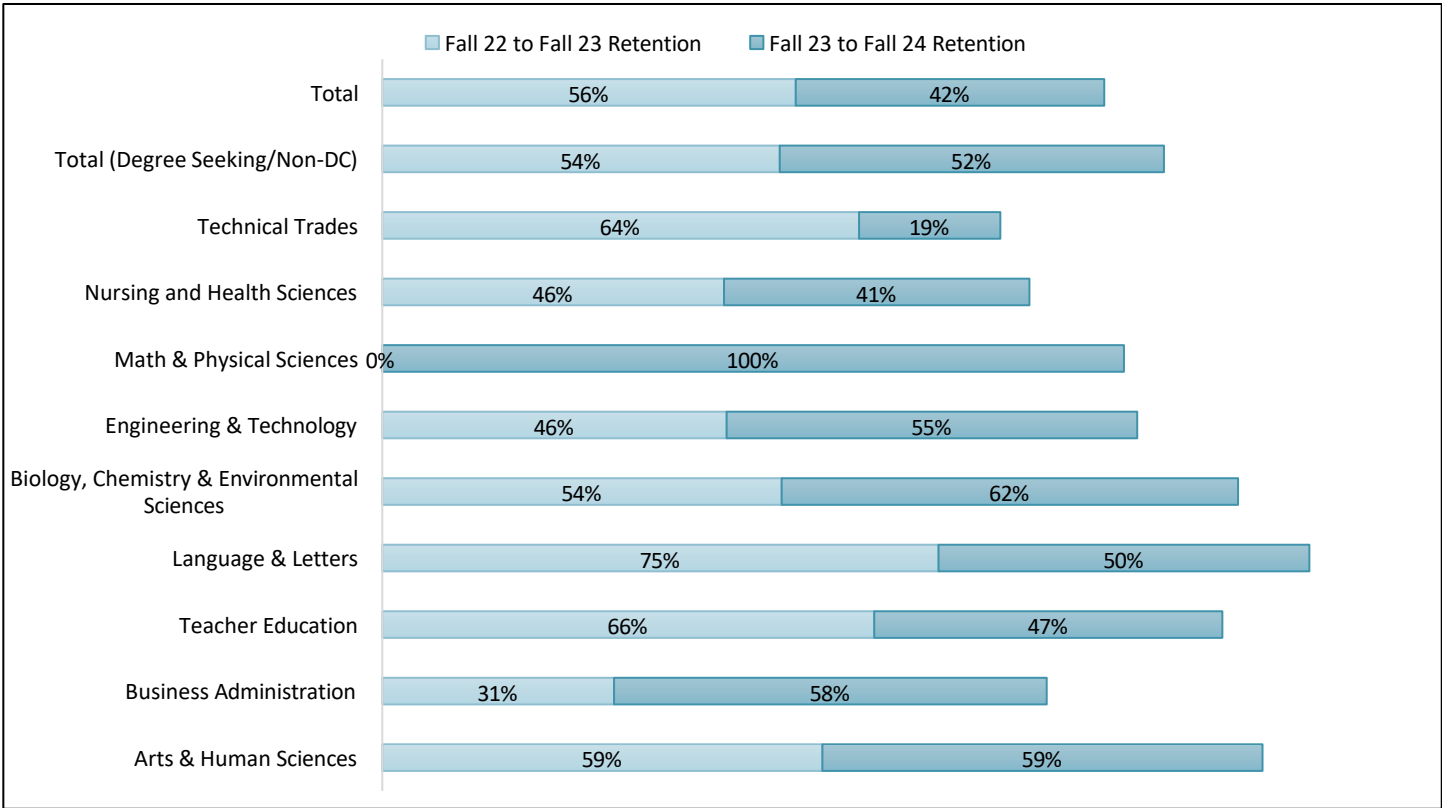


Chart 16: Fall 2022 Program Retention Non-FTAC

XIII. Program Retention (Fall 2023 to Fall 2024)

Charts 17 through 19 demonstrate the retention of students within a program. That is, the percentage of students who enter a program in Fall 2023 and re-enroll in the same program in Fall 2024. Graduates are included in the calculation. Students who are retained at Northern but who move between programs are not included in the number of students retained. Like earlier sections the first chart in this section contains the analysis for all students in the cohort. Subsequent charts contain information for FTACS followed by Other (non-FTACS). See Appendix L for additional data.

Retention (%) is calculated as follows:

$$\frac{(\# \text{ re-enrolled} + \# \text{ graduated})}{\# \text{ In cohort}}$$

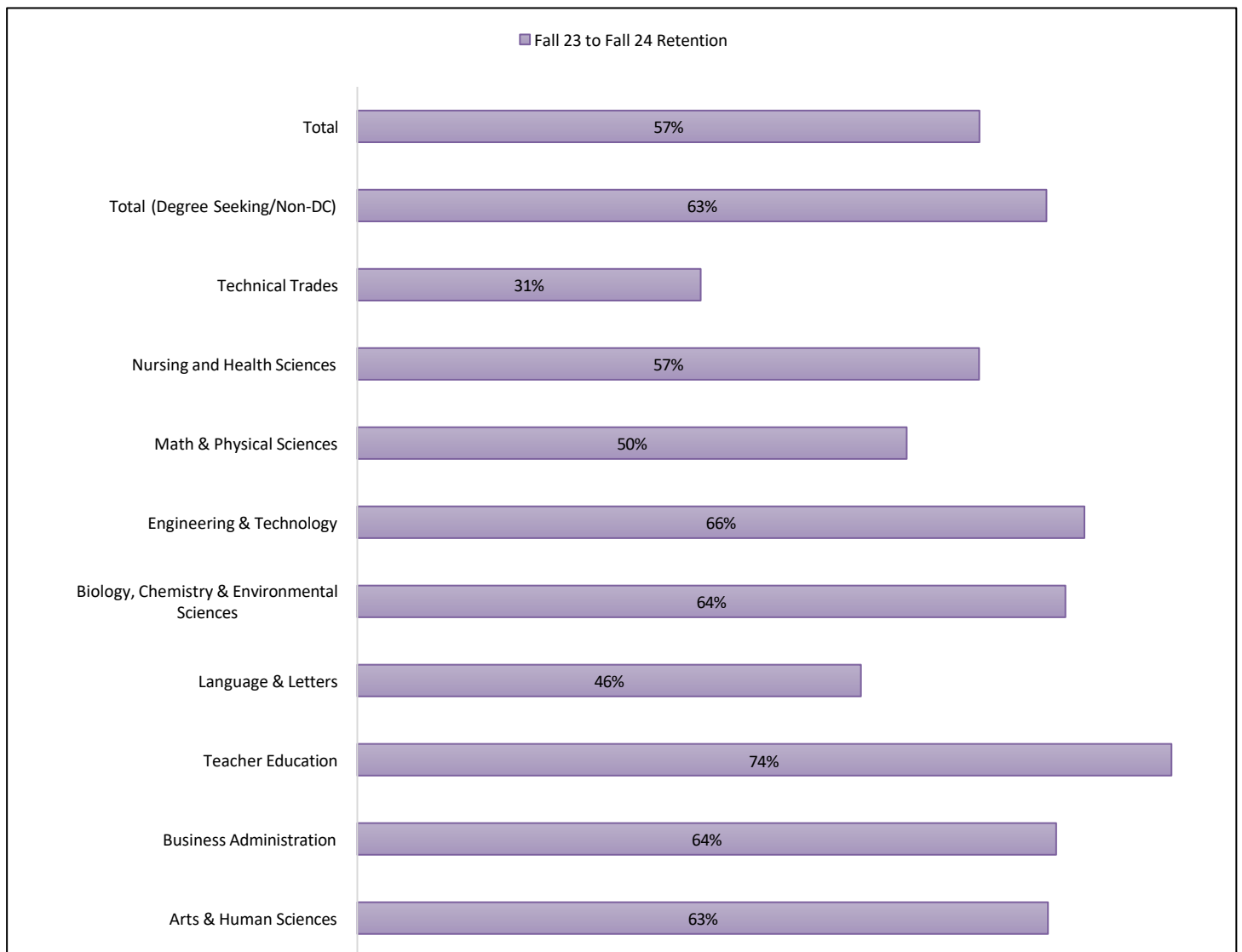


Chart 14: Fall 2022 Program Retention

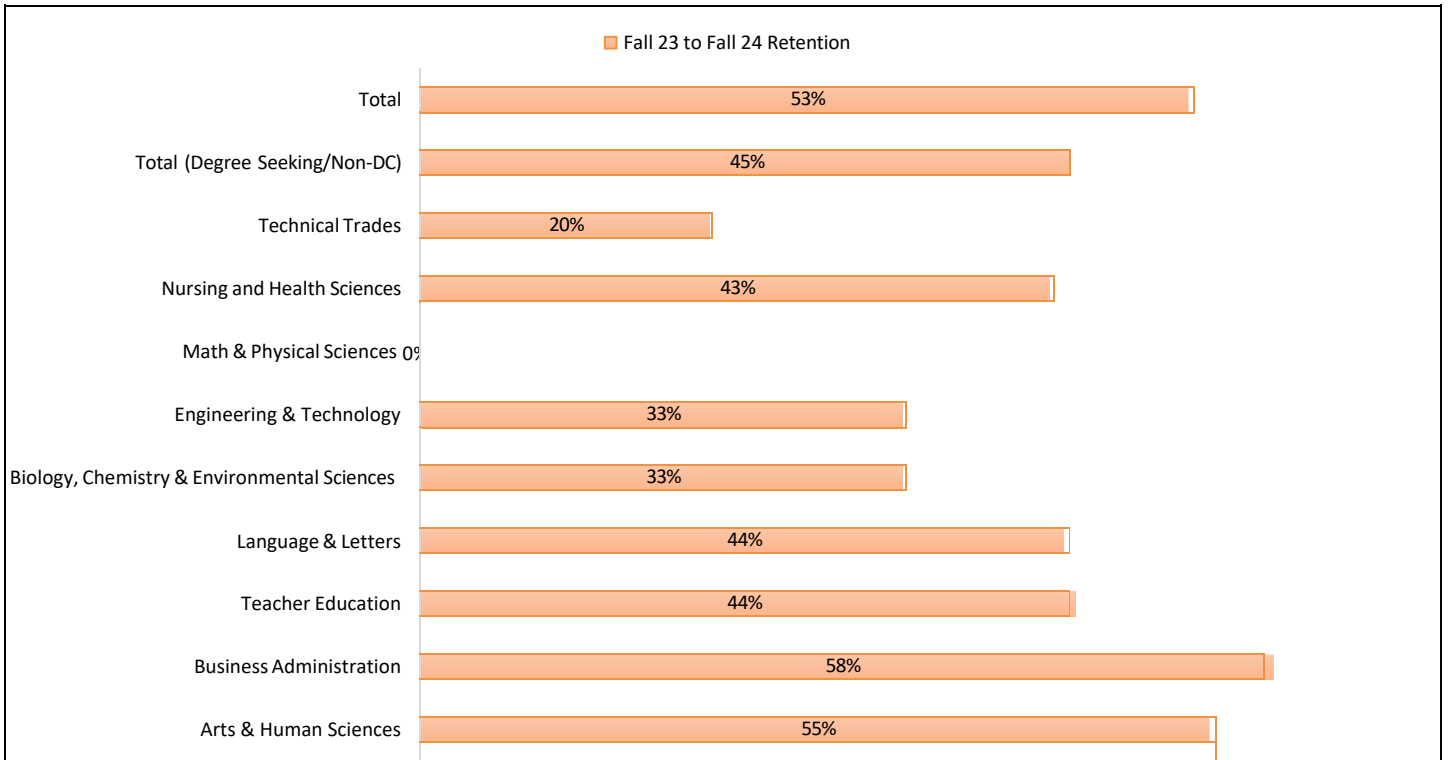


Chart 14: Fall 2022 Program Retention FTAC

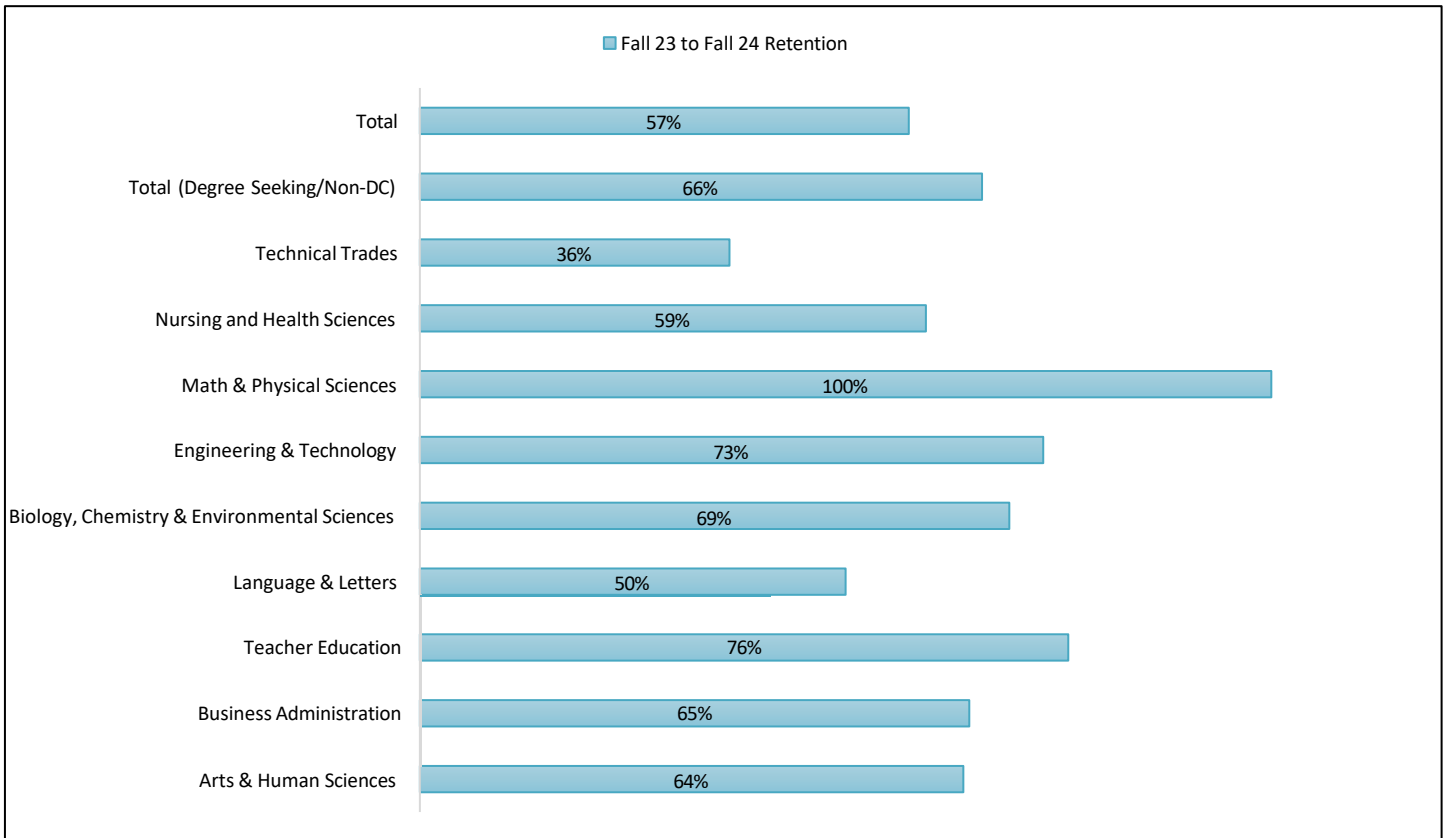


Chart 15: Fall 2022 Program Retention Non-FTA

Conclusion:

Northern College is continually working on initiatives to support and improve student retention. The college understands the importance of individualized student support and its contribution to higher retention rates. To achieve this, Northern College has committed to implementing various student retention initiatives, including the following:

1. Campus-wide student advisement involving professional staff and faculty to support students in their first year.
2. Implementation of a Corequisite Developmental Education Model in the ECHO Project with NM Higher Education Institutions.
3. Participation and development of a Comprehensive Retention Plan.
4. Creation of a Strategic Enrollment Management Plan.
5. Renovation and creation of a one-stop shop for Student Services.
6. ENLACE New Mexico will soon reestablish its presence at Northern. This year's focus will be on community engagement and workforce development

Through these efforts, Northern College is committed to continuous improvement in student satisfaction and engagement by analyzing and improving these retention initiatives.

It is essential to note that many of our students face various non-academic issues, including food insecurity, lack of transportation, and absence of internet access at home. Northern is taking steps to address these non-cognitive factors by establishing a food pantry and a clothing closet. Additionally, Northern has launched a peer tutoring initiative with course-embedded tutors in high-attrition courses. This tutoring center will complement the existing math and writing tutoring centers. The New Mexico Basic Needs Insecurity Survey, conducted by the Basic Needs Project at the University of New Mexico, reveals that 62% of student, faculty, and staff respondents from Northern reported experiencing housing insecurity. Addressing the housing needs of Northern's students, faculty, and staff is crucial for their success, and well-being, and to advance the educational mission of Northern New Mexico College.

Appendix A Fall 2018 Cohort

Table 1 All

Academic Unit	Fall Cohort 2018	Grads Fall 2018	Enrolled Spring 2019	Fall 18 to Spring 19 Retention	Grads Spring 2019	Enrolled Fall 2019	Fall 18 to Fall 19 Retention	Grads Fall 2019	Enrolled Spring 2020	Fall 18 to Spring 20 Retention	Grads Spring 2020	Enrolled Fall 2020	Fall 18 to Fall 20 Retention	Grads Fall 2020	Enrolled Spring 21	Fall 18 to Spring 21 Retention	Grads Spring 2021	Enrolled Fall 2021	Fall 18 to Fall 21 Retention	Grads Fall2021	Enrolled Spring 2022	Fall 18 to Spring 2022 Retention	Grads Spring 2022	Enrolled Fall 2022	Fall 18 to Fall 22 retention	Grads Fall 22	Enrolled Spring 23	Fall 18 to Spring 23 Retention	Grads Spring 23	Enrolled Fall 23	Fall 18 to Fall 23 Retention	Grads Fall 23	Enrolled Spring 24	Fall 18 to Spring 24 Retention	Grads Spring 24	Enrolled Fall 24	Fall 18 to Fall 24 Retention
Arts & Human Sciences	165	13	126	84%	14	84	67%	4	75	64%	21	55	65%	8	47	65%	18	29	65%	6	27	67%	4	20	65%	2	14	63%	5	14	66%	2	10	65%	3	9	66%
Business Administration	197	14	135	76%	15	93	62%	11	65	53%	15	50	53%	15	38	55%	15	30	58%	4	29	60%	13	16	60%	1	16	60%	6	9	60%	0	14	62%	2	10	61%
Teacher Education	98	8	71	81%	8	48	65%	5	43	65%	22	24	68%	9	26	80%	10	16	80%	3	15	82%	6	12	85%	5	8	86%	2	7	87%	0	10	90%	1	2	83%
Language & Letters	30	0	21	70%	1	11	40%	0	11	40%	0	8	30%	0	5	20%	1	2	13%	0	4	20%	0	5	23%	1	4	23%	0	4	23%	0	2	17%	2	1	20%
Biology, Chemistry & Environmental Science	114	9	86	83%	8	60	68%	6	51	65%	5	33	54%	7	28	55%	3	24	54%	5	14	50%	2	16	54%	3	14	54%	2	9	52%	0	12	54%	3	9	54%
Engineering & Technology	103	5	77	80%	5	56	64%	11	43	62%	8	33	60%	6	28	61%	7	23	63%	4	23	67%	6	20	70%	2	16	68%	1	12	65%	1	6	60%	4	6	64%
Math & Physical Sciences	6	0	6	100%	1	3	67%	0	2	50%	2	0	50%	0	1	67%	0	0	50%	0	0	50%	0	0	50%	0	0	50%	0	0	50%	0	0	50%	0	0	50%
Nursing and Health Sciences	172	16	134	87%	7	87	64%	11	68	59%	23	48	61%	2	51	64%	11	44	66%	7	33	64%	14	19	64%	1	22	66%	10	13	67%	1	13	67%	3	4	64%
Total (Degree Seeking/Non-DC)	885	65	656	81%	59	442	64%	48	358	60%	96	251	59%	47	224	61%	65	168	62%	29	145	63%	45	108	64%	15	94	64%	26	68	64%	4	67	64%	18	41	63%
Total	1098	65	758	75%	59	530	60%	49	437	56%	109	289	52%	48	253	53%	71	191	54%	30	167	54%	49	128	55%	17	111	55%	29	88	56%	6	84	56%	21	58	56%

Table 2 FTAC

Academic Unit	Fall Cohort 2018	Grads Fall 2018	Enrolled Spring 2019	Fall 18 to Spring 19 Retention	Grads Spring 2019	Enrolled Fall 2019	Fall 18 to Fall 19 Retention	Grads Fall 2019	Enrolled Spring 2020	Fall 18 to Spring 20 Retention	Grads Spring 2020	Enrolled Fall 2020	Fall 18 to Fall 20 Retention	Grads Fall 2020	Enrolled Spring 21	Fall 18 to Spring 21 Retention	Grads Spring 2021	Enrolled Fall 2021	Fall 18 to Fall 21 Retention	Grads Fall2021	Enrolled Spring 2022	Fall 18 to Spring 2022 Retention	Grads Spring 2022	Enrolled Fall 2022	Fall 18 to Fall 22 retention	Grads Fall 22	Enrolled Spring 23	Fall 18 to Spring 23 Retention	Grads Spring 23	Enrolled Fall 23	Fall 18 to Fall 23 Retention	Grads Fall 23	Enrolled Spring 24	Fall 18 to Spring 24 Retention	Grads Spring 24	Enrolled Fall 24	Fall 18 to Fall 24 Retention
Arts & Human Sciences	31	0	23	74%	0	19	61%	0	14	45%	1	12	42%	0	10	35%	2	7	32%	2	5	32%	1	6	39%	0	5	35%	1	6	42%	1	5	42%	2	4	45%
Business Administration	30	0	20	67%	0	14	47%	0	11	37%	1	9	33%	0	9	33%	3	7	37%	1	8	43%	3	4	40%	1	4	43%	3	1	43%	0	1	43%	1	1	47%
Teacher Education	14	0	12	86%	0	7	50%	0	8	57%	1	5	43%	0	5	43%	3	2	43%	1	2	50%	0	4	64%	1	3	64%	1	2	64%	0	3	71%	0	0	50%
Language & Letters	14	0	10	71%	0	5	36%	0	5	36%	0	2	14%	0	1	7%	0	1	7%	0	1	7%	0	2	14%	1	1	14%	0	1	14%	0	0	7%	0	0	7%
Biology, Chemistry & Environmental Science	25	0	20	80%	0	14	56%	1	12	52%	0	11	48%	2	9	48%	2	9	56%	2	6	52%	0	6	52%	2	4	52%	1	0	40%	0	1	44%	1	2	52%
Engineering and Technology	22	0	17	77%	0	9	41%	0	10	45%	0	9	41%	1	8	41%	2	7	45%	0	10	59%	1	9	59%	1	9	64%	1	6	55%	0	4	45%	4	2	55%
Math & Physical Sciences	0	0	0	-	0	0	-	0	0	-	0	0	-	0	0	-	0	0	-	0	0	-	0	0	-	0	0	-	0	0	-	0	0	-	0	0	-
Nursing and Health Sciences	39	0	30	77%	0	21	54%	1	16	44%	0	15	41%	0	14	38%	2	10	33%	1	11	38%	4	6	36%	0	8	41%	4	1	33%	1	0	33%	0	0	33%
Total (Degree Seeking/Non-DC)	175	0	132	75%	0	89	51%	2	76	45%	3	63	39%	3	56	37%	14	43	37%	7	43	41%	9	37	43%	6	34	45%	11	17	41%	2	14	41%	8	9	42%
Total	178	0	133	75%	0	89	50%	2	76	44%	3	63	38%	3	56	36%	14	43	37%	7	43	40%	9	37	42%	6	34	44%	11	17	40%	2	14	40%	8	9	42%

Table 3 NonFTAC

Academic Unit	Fall Cohort 2018	Grads Fall 2018	Enrolled Spring 2019	Fall 18 to Spring 19 Retention	Grads Spring 2019	Enrolled Fall 2019	Fall 18 to Fall 19 Retention	Grads Fall 2019	Enrolled Spring 2020	Fall 18 to Spring 20 Retention	Grads Spring 2020	Enrolled Fall 2020	Fall 18 to Fall 20 Retention	Grads Fall 2020	Enrolled Spring 21	Fall 18 to Spring 21 Retention	Grads Spring 2021	Enrolled Fall 2021	Fall 18 to Fall 21 Retention	Grads Fall2021	Enrolled Spring 2022	Fall 18 to Spring 2022 Retention	Grads Spring 2022	Enrolled Fall 2022	Fall 18 to Fall 22 retention	Grads Fall 22	Enrolled Spring 23	Fall 18 to Spring 23 Retention	Grads Spring 23	Enrolled Fall 23	Fall 18 to Fall 23 Retention	Grads Fall 23	Enrolled Spring 24	Fall 18 to Spring 24 Retention	Grads Spring 24	Enrolled Fall 24	Fall 18 to Fall 24 Retention
Arts & Human Sciences	134	13	103	87%	14	65	69%	4	61	69%	20	43	70%	8	37	72%	16	22	72%	4	22	75%	3	14	72%	2	9	69%	4	8	72%	1	5	70%	1	5	71%
Business Administration	167	14	115	77%	15	79	65%	11	54	56%	14	41	57%	15	29	59%	12	23	62%	3	21	63%	10	12	63%	0	12	63%	3	8	63%	0	13	66%	1	9	64%
Teacher Education	84	8	59	80%	8	41	68%	5	35	67%	21	19	73%	9	21	86%	7	14	86%	2	13	87%	6	8	88%	4	5	89%	1	5	90%	0	7	93%	1	2	88%
Language & Letters	16	0	11	69%	1	6	44%	0	6	44%	0	6	44%	0	4	31%	1	1	19%	0	3	31%	0	3	31%	0	3	31%	0	3	31%	0	2	25%	2	1	31%
Biology, Chemistry & Environmental Science	89	9	66	84%	8	46	71%	5	39	69%	5	22	55%	5	19	57%	1	15	54%	3	8	49%	2	10	54%	1	10	55%	1	9	55%	0	11	57%	2	7	55%
Engineering & Technology	81	5	60	80%	5	47	70%	11	33	67%	8	24	65%	5	20	67%	5	16	68%	4	13	69%	5	11	73%	1	7	69%	0	6	68%	1	2	64%	0	4	67%
Math & Physical Sciences	6	0	6	100%	1	3	67%	0	2	50%	2	0	50%	0	1	67%	0	0	50%	0	0	50%	0	0	50%	0	0	50%	0	0	50%	0	0	50%	0	0	50%
Nursing and Health Sciences	133	16	104	90%	7	66	67%	10	52	64%	23	33	67%	2	37	71%	9	34	76%	6	22	71%	10	13	72%	1	14	74%	6	12	77%	0	13	77%	3	4	73%
Total (Degree Seeking/Non-DC)	710	65	524	83%	59	353	67%	46	282	64%	93	188	64%	44	168	67%	51	125	68%	22	102	68%	36	71	69%	9	60	68%	15	51	69%	2	53	70%	10	32	68%
Total	920	65	625	75%	59	441	61%	47	361	58%	106	226	55%	45	197	56%	57	148	57%	23	124	57%	40	91	58%	11	77	58%	18	71	59%	2	70	59%	13	49	58%

Appendix B Fall 2019 Cohort

Table 4 ALL

Academic Unit	Fall 2019	Grads Fall 2019	Enrolled Spring 2020	Fall 19 to Spring 20 Retention	Grads Spring 2020	Enrolled Fall 2020	Fall 19 to Fall 20 Retention	Grads Fall 2020	Enrolled Spring 21	Fall 19 to Spring 21 Retention	Grads Spring 2021	Enrolled Fall 2021	Fall 19 to Fall 21 Retention	Grads Fall 2021	Enrolled Spring 2022	Fall19 to Spring 22 Retention	Grads Spring 2022	Enrolled Fall 2022	Fall 19 to Fall 22 Retention	Grads Fall 2022	Enrolled Spring 2023	Fall19 to Spring 23 Retention	Grads Spring 2023	Enrolled Fall 2023	Fall 19 to Fall 23 Retention	Grads Fall 2023	Enrolled Spring 2024	Fall 19 to Spring 24 Retention	Grades Spring 2024	Enrolled Fall 2024	Fall 19 to Fall 24 Retention
Arts & Human Sciences	138	5	102	78%	22	71	71%	9	56	67%	16	36	64%	8	31	66%	6	18	61%	1	14	59%	5	10	59%	2	12	62%	3	9	62%
Business Administration	182	12	124	75%	16	100	70%	18	74	66%	24	53	68%	10	49	71%	18	35	73%	5	26	71%	9	22	74%	0	20	73%	3	16	72%
Teacher Education	88	8	65	83%	30	33	81%	16	32	98%	19	16	101%	3	13	101%	5	11	105%	4	8	106%	3	6	107%	0	13	115%	1	2	103%
Language & Letters	44	1	27	64%	1	14	36%	0	10	27%	3	7	27%	0	9	32%	0	9	32%	1	7	30%	3	4	30%	1	2	27%	2	3	34%
Biology, Chemistry & Environmental Sciences	144	8	105	78%	8	70	60%	16	52	58%	5	40	53%	6	25	47%	8	20	49%	2	19	50%	3	15	49%	1	15	50%	6	8	49%
Engineering & Technology	90	11	65	84%	8	53	80%	9	39	74%	10	35	81%	4	31	81%	7	25	82%	2	24	83%	3	17	79%	4	11	77%	6	5	77%
Math & Physical Sciences	5	0	4	80%	2	1	60%	0	1	60%	0	0	40%	1	0	60%	0	0	60%	0	0	60%	0	0	60%	0	0	60%	0	0	60%
Nursing and Health Sciences	149	9	105	77%	21	81	74%	1	68	66%	19	45	64%	5	42	65%	12	32	66%	4	31	68%	8	20	66%	2	15	64%	3	7	61%
Total (Degree Seeking/Non-DC)	840	54	597	78%	108	423	70%	69	332	67%	96	232	67%	37	200	67%	56	150	68%	19	129	68%	34	94	68%	10	88	68%	24	50	66%
Total	1119	54	717	69%	119	495	60%	70	400	57%	103	276	56%	39	238	56%	63	181	56%	23	156	56%	41	122	57%	10	109	56%	25	73	55%

Table 5 FTAC

Academic Unit	Fall 2019	Grads Fall 2019	Enrolled Spring 2020	Fall 19 to Spring 20 Retention	Grads Spring 2020	Enrolled Fall 2020	Fall 19 to Fall 20 Retention	Grads Fall 2020	Enrolled Spring 21	Fall 19 to Spring 21 Retention	Grads Spring 2021	Enrolled Fall 2021	Fall 19 to Fall 21 Retention	Grads Fall 2021	Enrolled Spring 2022	Fall19 to Spring 22 Retention	Grads Spring 2022	Enrolled Fall 2022	Fall 19 to Fall 22 Retention	Grads Fall 2022	Enrolled Spring 2023	Fall19 to Spring 23 Retention	Grads Spring 2023	Enrolled Fall 2023	Fall 19 to Fall 23 Retention	Grads Fall 2023	Enrolled Spring 2024	Fall 19 to Spring 24 Retention	Grades Spring 2024	Enrolled Fall 2024	Fall 19 to Fall 24 Retention
Arts & Human Sciences	20	0	11	55%	0	8	40%	0	5	25%	0	4	20%	1	3	20%	0	2	15%	0	2	15%	1	1	15%	0	1	15%	0	2	20%
Business Administration	23	0	15	65%	0	13	57%	0	9	39%	1	7	35%	0	7	35%	0	8	39%	1	6	35%	3	3	35%	0	2	30%	1	3	39%
Teacher Education	1	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
Language & Letters	27	0	15	56%	0	7	26%	0	3	11%	0	3	11%	0	4	15%	0	3	11%	0	2	7%	1	1	7%	1	1	11%	0	2	15%
Biology, Chemistry & Environmental Sciences	34	0	23	68%	0	15	44%	1	13	41%	0	9	29%	0	6	21%	1	5	21%	0	4	18%	1	4	21%	0	3	18%	1	2	18%
Engineering & Technology	18	0	12	67%	0	12	67%	0	9	50%	0	8	44%	0	6	33%	0	7	39%	0	7	39%	0	4	22%	1	4	28%	1	1	17%
Math & Physical Sciences	1	0	1	100%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
Nursing and Health Sciences	28	0	22	79%	0	14	50%	0	7	25%	0	8	29%	0	7	25%	1	5	21%	0	4	18%	1	6	29%	0	4	21%	1	3	21%
Total (Degree Seeking/Non-DC)	152	0	99	65%	0	69	45%	1	46	31%	1	39	27%	1	33	24%	2	30	23%	1	25	20%	7	19	21%	2	15	20%	4	13	21%
Total	154	0	100	65%	0	70	45%	1	47	31%	0	39	26%	1	33	23%	2	30	22%	1	25	19%	7	19	20%	2	15	19%	4	13	20%

Table 6 NonFTAC

Academic Unit	Fall 2019	Grads Fall 2019	Enrolled Spring 2020	Fall 19 to Spring 20 Retention	Grads Spring 2020	Enrolled Fall 2020	Fall 19 to Fall 20 Retention	Grads Fall 2020	Enrolled Spring 21	Fall 19 to Spring 21 Retention	Grads Spring 2021	Enrolled Fall 2021	Fall 19 to Fall 21 Retention	Grads Fall 2021	Enrolled Spring 2022	Fall19 to Spring 22 Retention	Grads Spring 2022	Enrolled Fall 2022	Fall 19 to Fall 22 Retention	Grads Fall 2022	Enrolled Spring 2023	Fall19 to Spring 23 Retention	Grads Spring 2023	Enrolled Fall 2023	Fall 19 to Fall 23 Retention	Grads Fall 2023	Enrolled Spring 2024	Fall 19 to Spring 24 Retention	Grades Spring 2024	Enrolled Fall 2024	Fall 19 to Fall 24 Retention
Arts & Human Sciences	118	5	91	81%	22	63	76%	9	51	74%	16	32	71%	7	28	74%	6	16	69%	1	12	66%	4	9	67%	2	11	70%	3	7	69%
Business Administration	159	12	109	76%	16	87	72%	18	65	70%	23	46	72%	10	42	76%	18	27	78%	4	20	76%	6	19	79%	0	18	79%	2	13	77%
Teacher Education	87	8	65	84%	30	33	82%	16	32	99%	19	16	102%	3	13	102%	5	11	106%	4	8	107%	3	6	108%	0	13	116%	1	2	105%
Language & Letters	17	1	12	76%	1	7	53%	0	7	53%	3	4	53%	0	5	59%	0	6	65%	1	5	65%	2	3	65%	0	1	53%	2	1	65%
Biology, Chemistry & Environmental Sciences	110	8	82	82%	8	55	65%	15	39	64%	5	31	61%	6	19	55%	7	15	58%	2	15	60%	2	11	58%	1	12	60%	5	6	59%
Engineering & Technology	72	11	53	89%	8	41	83%	9	30	81%	10	27	90%	4	25	93%	7	18	93%	2	17	94%	3	13	93%	3	7	89%	5	4	92%
Math & Physical Sciences	4	0	3	75%	2	1	75%	0	1	75%	0	0	50%	1	0	75%	0	0	75%	0	0	75%	0	0	75%	0	0	75%	0	0	75%
Nursing and Health Sciences	121	9	83	76%	21	67	80%	1	61	76%	19	37	72%	5	35	74%	11	27	77%	4	27	80%	7	14	75%	2	11	74%	2	4	70%
Total (Degree Seeking/Non-DC)	688	54	498	80%	108	354	75%	68	286	75%	95	193	75%	36	167	77%	54	120	78%	18	104	78%	27	75	78%	8	62	77%	17	37	76%
Total	965	54	617	70%	119	425	62%	69	353	62%	102	237	60%	38	205	61%	61	151	62%	22	131	62%	34	103	62%	8	94	62%	21	60	61%

Appendix C Fall 2020 Cohort

Table 7: All

Academic Unit	Fall 2020	Grads Fall 2020	Enrolled Spring 2021	Fall 20 to Spring 21	Grads Spring 2021	Enrolled Fall 2021	Fall 20 to Fall 21 Retention	Grads Fall 2021	Enrolled Spring 2022	Fall 20 to Spring 22	Grads Spring 2022	Enrolled Fall 2022	Fall 20 to Fall 22 Retention	Grads Fall 2022	Enrolled Spring 2023	Fall 20 to Spring 23	Grads Spring 2023	Enrolled Fall 2023	Fall 20 to Fall 23 Retention	Grads Fall 2023	Enrolled Spring 2024	Fall 20 to Spring 24	Grads Spring 2024	Enrolled Fall 2024	Fall 20 to Fall 24 Retention
Art & Human Sciences	132	10	94	79%	23	58	69%	9	53	72%	6	40	67%	4	31	63%	11	19	62%	4	19	65%	8	13	67%
Business Administration	182	20	130	82%	27	96	79%	15	79	77%	27	57	80%	6	49	79%	14	38	81%	3	30	78%	4	26	78%
Teacher Education	93	22	55	83%	23	35	86%	10	24	85%	8	17	86%	5	13	87%	4	5	83%	1	10	89%	1	1	81%
Language & Letters	35	0	23	66%	0	14	40%	0	11	31%	3	5	23%	1	4	23%	2	5	31%	1	5	34%	2	6	43%
Biology, Chemistry & Environmental Sciences	129	16	88	81%	8	56	62%	9	39	56%	11	28	56%	6	24	57%	5	18	57%	3	16	57%	6	10	57%
Engineering & Technology	82	9	56	79%	10	45	78%	5	42	80%	7	35	80%	5	32	83%	3	18	70%	4	14	70%	7	6	68%
Math & Physical Sciences	4	0	2	50%	0	1	25%	1	1	50%	0	1	50%	0	1	50%	0	1	50%	1	0	50%	0	0	50%
Nursing and Health Sciences	121	1	87	73%	19	56	63%	6	46	60%	16	33	62%	2	32	63%	8	18	58%	2	16	58%	4	11	57%
Total (Degree Seeking/Non-DC)	778	78	535	79%	110	361	71%	55	295	69%	78	216	69%	29	186	69%	47	122	67%	19	110	68%	32	73	67%
Total	1239	78	785	70%	119	526	58%	57	406	53%	84	305	52%	31	250	50%	53	161	47%	20	150	48%	42	102	47%

Table 8: FTAC

Academic Unit	Fall 2020	Grads Fall 2020	Enrolled Spring 2021	Fall 20 to Spring 21	Grads Spring 2021	Enrolled Fall 2021	Fall 20 to Fall 21 Retention	Grads Fall 2021	Enrolled Spring 2022	Fall 21 to Spring 22	Grads Spring 2022	Enrolled Fall 2022	Fall 20 to Fall 22 Retention	Grads Fall 2022	Enrolled Spring 2023	Fall 20 to Spring 23	Grads Spring 2023	Enrolled Fall 2023	Fall 20 to Fall 23 Retention	Grads Fall 2023	Enrolled Spring 2024	Fall 20 to Spring 24	Grads Spring 2024	Enrolled Fall 2024	Fall 20 to Fall 24 Retention
Arts & Human Sciences	13	0	8	62%	0	8	62%	0	6	46%	0	6	46%	0	6	46%	1	4	38%	0	2	23%	1	3	38%
Business Administration	15	0	9	60%	0	6	40%	0	5	33%	0	6	40%	0	7	47%	0	5	33%	1	3	27%	1	2	27%
Teacher Education	5	0	3	60%	0	1	20%	0	1	20%	0	1	20%	0	1	20%	1	0	20%	0	0	20%	0	0	20%
Language & Letters	23	0	17	74%	0	11	48%	0	7	30%	2	3	22%	1	3	26%	1	4	35%	1	3	35%	1	4	43%
Biology, Chemistry & Environmental Science	17	0	12	71%	0	7	41%	1	4	29%	0	4	29%	2	2	29%	0	2	29%	1	1	29%	1	2	41%
Engineering & Technology	10	0	8	80%	1	5	60%	0	6	70%	0	7	80%	2	5	80%	0	2	50%	0	2	50%	1	1	50%
Math & Physical Sciences	3	0	2	67%	0	1	33%	0	1	33%	0	1	33%	0	1	33%	0	1	33%	1	0	33%	0	0	33%
Nursing and Health Sciences	11	0	5	45%	0	5	45%	0	3	27%	0	3	27%	0	2	18%	1	0	9%	0	1	18%	0	3	36%
Non Degree*	122	0	101	83%	0	86	70%	0	43	35%	0	31	25%	0	23	19%	0	9	7%	0	7	6%	0	0	0%
Total (Degree Seeking*/Non-DC)	219	0	165	75%	1	130	60%	1	76	36%	2	62	30%	5	50	27%	4	27	18%	4	19	16%	5	15	17%
Total	219	0	165	75%	1	130	60%	1	76	36%	2	62	30%	5	50	27%	4	27	18%	4	19	16%	5	15	17%

*Technical Trades Plumbing students were classified as NonDegree

Table 9: Non FTAC

Academic Unit	Fall 2020	Grads Fall 2020	Enrolled Spring 2021	Fall 20 to Spring 21	Grads Spring 2021	Enrolled Fall 2021	Fall 20 to Fall 21 Retention	Grads Fall 2021	Enrolled Spring 2022	Fall 21 to Spring 22	Grads Spring 2022	Enrolled Fall 2022	Fall 20 to Fall 22 Retention	Grads Fall 2022	Enrolled Spring 2023	Fall 20 to Spring 23	Grads Spring 2023	Enrolled Fall 2023	Fall 20 to Fall 23 Retention	Grads Fall 2023	Enrolled Spring 2024	Fall 20 to Spring 24	Grads Spring 2024	Enrolled Fall 2024	Fall 20 to Fall 24 Retention
Arts & Human Sciences	119	10	86	81%	23	50	70%	9	47	75%	6	34	69%	4	25	65%	10	15	65%	4	17	70%	7	10	70%
Business Administration	167	20	121	84%	27	90	82%	15	74	81%	27	51	84%	6	42	82%	14	33	85%	2	27	83%	3	24	83%
Teacher Education	88	22	52	84%	23	34	90%	10	23	89%	8	16	90%	5	12	91%	3	5	86%	1	10	93%	1	1	84%
Language & Letters	12	0	6	50%	0	3	25%	0	4	33%	1	2	25%	0	1	17%	1	1	25%	0	2	33%	1	2	42%
Biology, Chemistry & Environmental Sciences	112	16	76	82%	8	49	65%	8	35	60%	11	24	60%	4	22	62%	5	16	61%	2	15	62%	5	8	60%
Engineering & Technology	72	9	48	79%	9	40	81%	5	36	82%	7	28	81%	3	27	83%	3	16	72%	4	12	72%	6	5	71%
Math & Physical Sciences	1	0	0	0%	0	0	0%	1	0	100%	0	0	100%	0	0	100%	0	0	100%	0	0	100%	0	0	100%
Nursing and Health Sciences	110	1	82	75%	19	51	65%	6	43	63%	16	30	65%	2	30	67%	7	18	63%	2	15	62%	4	8	59%
Total (Degree Seeking/Non-DC)	681	78	471	81%	109	317	74%	54	262	74%	76	185	74%	24	159	73%	43	104	72%	15	98	73%	27	58	71%
Total	1020	78	620	68%	118	396	58%	56	330	57%	82	243	57%	26	200	55%	49	134	53%	16	131	55%	37	87	54%

Appendix D Fall 2021 Cohort

Table 10: All

Academic Unit	Fall 2021	Grads Fall 2021	Enrolled Spring 2022	Fall 21 to Spring 22 Retention	Grads Spring 2022	Enrolled Fall 2022	Fall 21 to Fall 22 Retention	Grads Fall 2022	Enrolled Spring 2023	Fall 21 to Spring 23 Retention	Grads Spring 2023	Enrolled Fall 2023	Fall 21 to Fall 23 Retention	Grades Fall 2023	Enrolled Spring 2023	Fall 21 to Spring 24 Retention	Grads Spring 2024	Enrolled Fall 2024	Fall21 to Fall24 Retention
Arts & Human Sciences	113	8	81	79%	8	58	65%	5	51	64%	18	27	58%	5	28	64%	11	21	67%
Business Administration	228	35	140	77%	38	103	77%	10	86	74%	20	59	71%	9	40	67%	13	32	69%
Teacher Education	93	15	54	74%	16	33	69%	7	25	68%	7	13	62%	2	16	68%	3	6	60%
Language & Letters	26	0	15	58%	2	10	46%	1	7	38%	2	5	38%	1	4	38%	0	4	38%
Biology, Chemistry & Environmental Sciences	113	8	70	69%	10	49	59%	12	42	64%	6	28	57%	7	24	59%	5	22	62%
Engineering & Technology	82	6	60	80%	7	47	73%	4	36	65%	4	27	59%	5	22	59%	8	15	60%
Math & Physical Sciences	2	1	1	100%	0	1	100%	0	1	100%	0	1	100%	1	0	100%	0	0	100%
Nursing and Health Sciences	109	4	73	71%	17	52	67%	3	41	60%	9	29	57%	2	25	55%	1	23	54%
Technical Trades	109	0	49	45%	1	35	33%	1	27	27%	2	9	12%	0	7	10%	0	2	6%
Total (Degree Seeking/Non-DC)	875	77	543	71%	99	388	64%	43	316	61%	68	198	55%	32	166	55%	41	125	55%
Total	1138	77	663	65%	105	460	56%	45	366	52%	70	258	49%	32	214	48%	46	163	47%

Table 11: FTAC

Academic Unit	Fall 2021	Grads Fall 2021	Enrolled Spring 2022	Fall 21 to Spring 22 Retention	Grads Spring 2022	Enrolled Fall 2022	Fall 21 to Fall 22 Retention	Grads Fall 2022	Enrolled Spring 2023	Fall 21 to Spring 23 Retention	Grads Spring 2023	Enrolled Fall 2023	Fall 21 to Fall 23 Retention	Grades Fall 2023	Enrolled Spring 2023	Fall 21 to Spring 24 Retention	Grads Spring 2024	Enrolled Fall 2024	Fall21 to Fall24 Retention
Arts & Human Sciences	12	0	7	58%	0	7	58%	0	5	42%	1	4	42%	0	4	42%	1	3	42%
Business Administration	20	0	10	50%	0	8	40%	0	7	35%	1	4	25%	0	4	25%	0	4	25%
Teacher Education	4	0	2	50%	0	1	25%	0	1	25%	0	1	25%	0	0	0%	0	1	25%
Language & Letters	17	0	10	59%	0	8	47%	0	6	35%	2	4	35%	0	4	35%	0	3	29%
Biology, Chemistry & Environmental Sciences	17	0	10	59%	0	6	35%	1	5	35%	1	4	35%	1	4	41%	0	5	47%
Engineering & Technology	16	0	11	69%	0	9	56%	0	8	50%	0	7	44%	1	6	44%	1	6	50%
Math & Physical Sciences	0	0	0	-	0	0	-	0	0	-	0	0	-	0	0	-	0	0	-
Nursing and Health Sciences	27	0	20	74%	0	18	67%	0	14	52%	2	12	52%	0	12	52%	0	14	59%
Technical Trades	5	0	2	40%	0	1	20%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
Total (Degree Seeking/Non-DC)	118	0	72	61%	0	58	49%	1	46	40%	7	36	37%	2	34	37%	2	36	41%
Total	130	0	81	62%	0	66	51%	1	52	41%	7	42	38%	2	39	38%	2	41	41%

Table 12: Non FTAC

Academic Unit	Fall 2021	Grads Fall 2021	Enrolled Spring 2022	Fall 21 to Spring 22 Retention	Grads Spring 2022	Enrolled Fall 2022	Fall 21 to Fall 22 Retention	Grads Fall 2022	Enrolled Spring 2023	Fall 21 to Spring 23 Retention	Grads Spring 2023	Enrolled Fall 2023	Fall 21 to Fall 23 Retention	Grades Fall 2023	Enrolled Spring 2023	Fall 21 to Spring 24 Retention	Grads Spring 2024	Enrolled Fall 2024	Fall21 to Fall24 Retention
Arts & Human Sciences	101	8	74	81%	8	51	66%	5	46	66%	17	23	60%	5	24	66%	10	18	70%
Business Administration	208	35	130	79%	38	95	81%	10	79	78%	19	55	75%	9	36	71%	13	28	73%
Teacher Education	89	15	52	75%	16	32	71%	7	24	70%	7	12	64%	2	16	71%	3	5	62%
Language & Letters	9	0	5	56%	2	2	44%	1	1	44%	0	1	44%	1	0	44%	0	1	56%
Biology, Chemistry & Environmental Sciences	96	8	60	71%	10	43	64%	11	37	69%	5	24	60%	6	20	63%	5	17	65%
Engineering & Technology	66	6	49	83%	7	38	77%	4	28	68%	4	20	62%	4	16	62%	7	9	62%
Math & Physical Sciences	2	1	1	100%	0	1	100%	0	1	100%	0	1	100%	1	0	100%	0	0	100%
Nursing and Health Sciences	82	4	53	70%	17	34	67%	3	27	62%	7	17	59%	2	13	56%	1	9	52%
Technical Trades	104	0	47	45%	1	34	34%	1	27	28%	2	9	13%	0	7	11%	0	2	6%
Total (Degree Seeking/Non-DC)	757	77	471	72%	99	330	67%	42	270	64%	61	162	58%	30	132	58%	39	89	58%
Total	1008	77	582	65%	105	394	57%	44	314	54%	63	216	50%	30	175	49%	44	122	48%

Appendix E Fall 2022 Cohort

Table 13: All

Academic Unit	Fall 2022	Grads Fall 2022	Enrolled Spring 2023	Fall 22 to Spring 23 Retention	Grads Spring 2023	Enrolled Fall 2023	Fall 22 to Fall 23 Retention	Grads Fall 2023	Enrolled Spring 2024	Fall 22 to Spring 24 Retention	Grads Spring 2024	Enrolled Fall 2024	Fall 22 to Fall 24 Retention
Arts & Human Sciences	111	6	75	73%	18	51	68%	2	46	65%	13	34	66%
Business Administration	233	13	167	77%	23	122	68%	11	99	63%	17	71	58%
Teacher Education	104	8	74	79%	13	39	58%	8	30	57%	8	18	53%
Language & Letters	37	2	22	65%	3	9	38%	0	9	38%	1	7	35%
Biology, Chemistry & Environmental Sciences	93	12	70	88%	6	49	72%	6	40	69%	8	29	66%
Engineering & Technology	72	4	45	68%	3	37	61%	4	30	57%	7	23	57%
Math & Physical Sciences	2	0	2	100%	0	1	50%	1	0	50%	0	0	50%
Nursing and Health Sciences	114	3	85	77%	9	59	62%	3	50	57%	5	37	50%
Technical Trades	45	1	34	78%	2	16	42%	0	13	36%	1	7	24%
Total (Degree Seeking/Non-DC)	811	49	574	77%	77	383	63%	35	317	59%	60	226	55%
Total	1153	49	663	62%	80	539	58%	35	455	54%	67	326	48%

Table 14: FTAC

Academic Unit	Fall 2022	Grads Fall 2022	Enrolled Spring 2023	Fall 22 to Spring 23 Retention	Grads Spring 2023	Enrolled Fall 2023	Fall 22 to Fall 23 Retention	Grads Fall 2023	Enrolled Spring 2024	Fall 22 to Spring 24 Retention	Grads Spring 2024	Enrolled Fall 2024	Fall 22 to Fall 24 Retention
Arts & Human Sciences	20	0	13	65%	0	12	60%	0	9	45%	0	8	40%
Business Administration	41	0	25	61%	0	20	49%	0	19	46%	0	13	32%
Teacher Education	6	0	5	83%	0	5	83%	0	5	83%	1	3	67%
Language & Letters	29	1	17	62%	0	7	28%	0	6	24%	1	5	24%
Biology, Chemistry & Environmental Sciences	15	0	14	93%	0	12	80%	0	11	73%	1	9	67%
Engineering & Technology	16	0	8	50%	0	7	44%	0	7	44%	0	5	31%
Math & Physical Sciences	1	0	1	-	0	0	0%	0	0	0%	0	0	0%
Nursing and Health Sciences	12	0	9	75%	0	4	33%	0	4	33%	0	4	33%
Technical Trades	3	0	1	33%	0	1	33%	0	1	33%	0	0	0%
Total (Degree Seeking/Non-DC)	143	1	93	66%	0	68	48%	0	62	44%	0	47	34%
Total	213	1	150	71%	0	118	56%	0	109	52%	3	86	42%

Table 15: Non FTAC

Academic Unit	Fall 2022	Grads Fall 2022	Enrolled Spring 2023	Fall 22 to Spring 23 Retention	Grads Spring 2023	Enrolled Fall 2023	Fall 22 to Fall 23 Retention	Grads Fall 2023	Enrolled Spring 2024	Fall 22 to Spring 24 Retention	Grads Spring 2024	Enrolled Fall 2024	Fall 22 to Fall 24 Retention
Arts & Human Sciences	91	6	62	75%	18	39	69%	2	37	69%	13	26	71%
Business Administration	192	13	142	81%	23	102	72%	11	80	66%	17	58	64%
Teacher Education	98	8	69	79%	13	34	56%	8	25	55%	7	15	52%
Language & Letters	8	1	5	75%	3	2	75%	0	3	88%	0	2	75%
Biology, Chemistry & Environmental Sciences	78	12	60	92%	6	37	71%	6	29	68%	7	20	65%
Engineering & Technology	56	4	37	73%	3	30	66%	4	23	61%	7	18	64%
Math & Physical Sciences	1	0	1	100%	0	1	100%	1	0	100%	0	0	100%
Nursing and Health Sciences	102	3	76	77%	9	55	66%	3	46	60%	5	33	52%
Technical Trades	42	1	33	81%	2	15	43%	0	12	36%	1	7	26%
Total (Degree Seeking/Non-DC)	668	48	485	80%	77	315	66%	35	255	62%	57	179	59%
Total	940	48	629	72%	80	421	58%	35	346	54%	64	240	50%

Table 16: All

Academic Unit	Fall 2023	Grads Fall 2023	Enrolled Spring 2024	Fall 23 to Spring 24 Retention	Grads Spring 2024	Enrolled Fall 2024	Fall 23 to Fall 24 Retention
Arts & Human Sciences	105	1	75	72%	12	59	69%
Business Administration	272	13	202	79%	23	148	68%
Teacher Education	139	13	105	85%	30	64	77%
Language & Letters	24	0	15	63%	1	11	50%
Biology, Chemistry & Environmental Sciences	90	6	66	80%	9	46	68%
Engineering & Technology	68	3	55	85%	8	38	72%
Math & Physical Sciences	2	1	0	50%	0	0	50%
Nursing and Health Sciences	129	3	102	81%	7	67	60%
Technical Trades	32	0	23	72%	1	10	34%
Total (Degree Seeking/Non-DC)	861	40	643	79%	91	443	67%
Total	1314	40	951	75%	98	659	61%

Table 17: FTAC

Academic Unit	Fall 2023	Grads Fall 2023	Enrolled Spring 2024	Fall 23 to Spring 24 Retention	Grads Spring 2024	Enrolled Fall 2024	Fall 23 to Fall 24 Retention
Arts & Human Sciences	11	0	6	55%	0	6	55%
Business Administration	38	0	32	84%	0	23	61%
Teacher Education	9	0	7	78%	0	5	56%
Language & Letters	18	0	11	61%	0	9	50%
Biology, Chemistry & Environmental Sciences	12	0	6	50%	0	4	33%
Engineering & Technology	12	0	11	92%	0	5	42%
Math & Physical Sciences	1	0	0	0%	0	0	0%
Nursing and Health Sciences	23	0	17	74%	0	11	48%
Technical Trades	10	0	6	60%	0	3	30%
Total (Degree Seeking/Non-DC)	134	0	96	72%	0	66	49%
Total	243	0	183	75%	0	135	56%

Table 18: Non FTAC

Academic Unit	Fall 2023	Grads Fall 2023	Enrolled Spring 2024	Fall 23 to Spring 24 Retention	Grads Spring 2024	Enrolled Fall 2024	Fall 23 to Fall 24 Retention
Arts & Human Sciences	94	1	69	74%	12	53	70%
Business Administration	234	13	170	78%	23	125	69%
Teacher Education	130	13	98	85%	30	59	78%
Language & Letters	6	0	4	67%	1	2	50%
Biology, Chemistry & Environmental Sciences	78	6	60	85%	9	42	73%
Engineering & Technology	56	3	44	84%	8	33	79%
Math & Physical Sciences	1	1	0	100%	0	0	100%
Nursing and Health Sciences	106	3	85	83%	7	56	62%
Technical Trades	22	0	17	77%	1	7	36%
Total (Degree Seeking/Non-DC)	727	40	547	81%	91	377	70%
Total	1071	40	768	75%	98	524	62%

Appendix G Fall 2018 Cohort

Table19 All

Academic Unit	Fall Cohort 2018	Graduated 18-19	Enrolled Fall 2019	Fall 18 to Fall19 Retention	Graduated 19-20	Enrolled Fall 2020	Fall 18 to Fall 20 Retention	Graduated 20-21	Enrolled Fall 2021	Fall 18 to Fall 21 Retention	Graduated 21-22	Enrolled Fall 2022	Fall 18 to Fall 22 Retention	Graduated 22-23	Enrolled Fall 2023	Fall 18 to Fall 23 Retention	Graduated 23-24	Enrolled Fall 2023	Fall 18 to Fall 24 Retention
Arts & Human Sciences	165	24	73	59%	22	39	52%	28	14	53%	10	11	58%	6	8	59%	5	3	59%
Business Administration	197	30	88	60%	30	42	52%	28	25	57%	17	11	59%	7	7	60%	2	7	61%
Teacher Education	98	13	40	54%	25	20	59%	18	8	65%	9	5	71%	7	2	76%	1	0	74%
Language & Letters	30	2	8	33%	0	1	10%	1	0	10%	0	0	10%	1	0	13%	2	0	20%
Biology, Chemistry & Environmental Sciences	114	17	53	61%	12	28	50%	11	17	50%	7	11	51%	5	4	49%	3	3	51%
Engineering & Technology	103	11	48	57%	18	27	54%	12	4	44%	10	12	61%	3	5	57%	5	3	60%
Math & Physical Sciences	6	2	3	83%	2	0	67%	0	0	67%	0	0	67%	0	0	67%	0	0	67%
Nursing and Health Sciences	172	44	63	62%	31	28	60%	15	14	60%	21	6	68%	11	2	72%	4	0	73%
Total (Degree Seeking/Non-DC)	885	143	376	59%	140	185	53%	113	82	54%	74	56	59%	40	28	61%	22	16	62%
Total	1098	146	444	54%	154	203	46%	120	84	46%	79	56	51%	45	30	52%	26	17	53%

Table 20 FTAC

Academic Unit	Fall Cohort 2018	Graduated 18-19	Enrolled Fall 2019	Fall 18 to Fall19 Retention	Graduated 19-20	Enrolled Fall 2020	Fall 18 to Fall 20 Retention	Graduated 20-21	Enrolled Fall 2021	Fall 18 to Fall 21 Retention	Graduated 21-22	Enrolled Fall 2022	Fall 18 to Fall 22 Retention	Graduated 22-23	Enrolled Fall 2023	Fall 18 to Fall 23 Retention	Graduated 23-24	Enrolled Fall 2023	Fall 18 to Fall 24 Retention
Arts & Human Sciences	31	0	16	52%	1	9	32%	3	4	26%	3	4	35%	1	3	35%	3	0	35%
Business Administration	30	0	13	43%	1	7	27%	2	7	33%	4	2	30%	4	1	40%	1	0	40%
Teacher Education	14	0	5	36%	1	3	29%	2	1	29%	1	2	43%	2	0	43%	0	0	43%
Language & Letters	14	0	5	36%		0	0%	0	0	0%	0	0	0%	1	0	7%	0	0	7%
Biology, Chemistry & Environmental Sciences	25	0	11	44%	1	7	32%	3	5	36%	2	4	40%	3	0	36%	1	1	44%
Engineering & Technology	22	0	7	32%	0	7	32%	3	1	18%	1	4	36%	2	2	36%	4	1	50%
Math & Physical Sciences	0	0	0	-	0	0	-	0	0	-	0	0	-	0	0	-	0	0	-
Nursing and Health Sciences	39	0	16	41%	1	8	23%	2	3	15%	5	3	28%	4	1	33%	1	0	33%
Total (Degree Seeking/Non-DC)	175	0	73	42%	5	41	26%	15	21	23%	16	19	31%	17	7	34%	10	2	37%
Total	178	0	73	41%	5	41	26%	15	21	23%	16	19	31%	17	7	34%	10	2	37%

Table 21 NonFTAC

Academic Unit	Fall Cohort 2018	Graduated 18-19	Enrolled Fall 2019	Fall 18 to Fall19 Retention	Graduated 19-20	Enrolled Fall 2020	Fall 18 to Fall 20 Retention	Graduated 20-21	Enrolled Fall 2021	Fall 18 to Fall 21 Retention	Graduated 21-22	Enrolled Fall 2022	Fall 18 to Fall 22 Retention	Graduated 22-23	Enrolled Fall 2023	Fall 18 to Fall 23 Retention	Graduated 23-24	Enrolled Fall 2023	Fall 18 to Fall 24 Retention
Arts & Human Sciences	134	24	57	60%	21	30	56%	25	10	60%	7	7	63%	5	5	65%	2	3	65%
Business Administration	167	30	75	63%	29	35	56%	26	18	62%	13	9	64%	3	6	64%	1	7	65%
Teacher Education	84	13	35	57%	24	17	64%	16	7	71%	8	3	76%	5	2	81%	1	0	80%
Language & Letters	16	2	3	31%	0	1	19%	1	0	19%	0	0	19%	0	0	19%	2	0	31%
Biology, Chemistry & Environmental Sciences	89	17	42	66%	11	21	55%	8	12	54%	5	7	54%	2	4	53%	2	2	53%
Engineering & Technology	81	11	41	64%	18	20	60%	9	3	51%	9	8	68%	1	3	63%	1	2	63%
Math & Physical Sciences	6	2	3	83%	2	0	67%	0	0	67%	0	0	67%	0	0	67%	0	0	67%
Nursing and Health Sciences	133	44	47	68%	30	20	71%	13	11	74%	16	3	80%	7	1	83%	3	0	85%
Total (Degree Seeking/Non-DC)	710	143	303	63%	135	144	59%	98	61	62%	58	37	66%	23	21	67%	12	14	68%
Total	920	146	371	56%	149	162	50%	105	63	50%	63	37	54%	28	23	56%	16	15	57%

Appendix H Fall 2019 Cohort

Table 22 ALL

Academic Unit	Fall 2019	Graduates 19-20	Enrolled Fall 2020	Fall 19 to Fall 20 Retention	Graduates 20-21	Enrolled Fall 2021	Fall 19 to Fall 21 Retention	Graduates 21-22	Enrolled Fall 2022	Fall 19 to Fall 22 Retention	Graduates 22-23	Enrolled Fall 2023	Fall 19 to Fall 23 Retention	Graduated 23-24	Enrolled Fall 2024	Fall 19 to Fall 24 Retention
Arts & Human Sciences	138	5	102	78%	27	34	48%	14	12	42%	6	7	43%	5	3	43%
Business Administration	182	12	125	75%	46	45	57%	28	32	65%	14	20	66%	3	13	64%
Teacher Education	88	8	65	83%	38	12	66%	8	7	69%	7	3	73%	1	1	72%
Language & Letters	44	1	27	64%	3	7	25%	0	2	14%	4	1	20%	3	0	25%
Biology, Chemistry & Environmental Sciences	144	8	105	78%	24	36	47%	14	13	41%	5	10	42%	7	4	43%
Engineering & Technology	90	11	65	84%	19	31	68%	11	16	63%	5	9	61%	10	4	67%
Math & Physical Sciences	5	0	4	80%	0	0	0%	1	0	20%	0	0	20%	0	0	20%
Nursing and Health Sciences	149	9	105	77%	22	45	51%	17	13	41%	12	7	45%	5	3	46%
Total (Degree Seeking/Non-DC)	840	54	598	78%	179	210	53%	93	95	50%	53	57	52%	34	28	53%
Total	1119	54	721	69%	189	253	44%	102	104	40%	64	60	42%	35	31	42%

Table 23 FTAC

Academic Unit	Fall 2019	Graduates 19-20	Enrolled Spring 2020	Fall 19 to Fall 20 Retention	Graduates 20-21	Enrolled Fall 2021	Fall 19 to Fall 21 Retention	Graduates 21-22	Enrolled Fall 2022	Fall 19 to Fall 22 Retention	Graduates 22-23	Enrolled Fall 2023	Fall 19 to Fall 23 Retention	Graduated 23-24	Enrolled Fall 2024	Fall 19 to Fall 24 Retention
Arts & Human Sciences	20	0	11	55%	0	4	20%	1	1	10%	1	1	15%	0	2	20%
Business Administration	23	0	15	65%	2	6	35%	0	7	39%	4	2	35%	1	1	35%
Teacher Education	1	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
Language & Letters	27	0	15	56%	0	3	11%	0	1	4%	1	0	4%	1	0	7%
Biology, Chemistry & Environmental Sciences	34	0	23	68%	2	9	32%	1	2	15%	1	3	21%	1	1	18%
Engineering & Technology	18	0	12	67%	0	8	44%	0	3	17%	0	2	11%	2	1	17%
Math & Physical Sciences	1	0	1	100%	0	0	0%	0	0	0%	0	0	0%	0	0	0%
Nursing and Health Sciences	28	0	22	79%	0	8	29%	1	2	11%	1	2	14%	1	2	18%
Total (Degree Seeking/Non-DC)	152	0	99	65%	4	38	28%	3	16	15%	8	10	16%	6	7	18%
Total	154	0	100	65%	4	38	27%	3	16	15%	8	10	16%	6	7	18%

Table 24 NonFTAC

Academic Unit	Fall 2019	Graduates 19-20	Enrolled Spring 2020	Fall 19 to Fall 20 Retention	Graduates 20-21	Enrolled Fall 2021	Fall 19 to Fall 21 Retention	Graduates 21-22	Enrolled Fall 2022	Fall 19 to Fall 22 Retention	Graduates 22-23	Enrolled Fall 2023	Fall 19 to Fall 23 Retention	Graduated 23-24	Enrolled Fall 2024	Fall 19 to Fall 24 Retention
Arts & Human Sciences	118	5	91	65%	27	30	53%	13	11	47%	5	6	47%	5	1	47%
Business Administration	159	12	110	77%	44	39	60%	28	25	69%	10	18	70%	2	12	68%
Teacher Education	87	8	65	84%	38	12	67%	8	7	70%	7	3	74%	1	1	72%
Language & Letters	17	1	12	76%	3	4	47%	0	1	29%	3	1	47%	2	0	53%
Biology, Chemistry & Environmental Sciences	110	8	82	82%	22	27	52%	13	11	49%	4	7	49%	6	3	51%
Engineering & Technology	72	11	53	89%	19	23	74%	11	13	75%	5	7	74%	8	3	79%
Math & Physical Sciences	4	0	3	75%	0	0	0%	1	0	25%	0	0	25%	0	0	25%
Nursing and Health Sciences	121	9	83	76%	22	37	56%	16	11	48%	11	5	52%	4	1	52%
Total (Degree Seeking/Non-DC)	688	54	499	80%	175	172	58%	90	79	58%	45	47	60%	28	21	60%
Total	965	54	621	70%	185	215	47%	99	88	44%	56	50	46%	29	24	46%

Appendix I Fall 2020 Cohort

Table 25: All

Academic Unit	Fall 2020	Graduates 20-21	Enrolled Fall 2021	Fall 20 to Fall 21 Retention	Graduates 21-22	Enrolled Fall 2022	Fall 20 to Fall 22 Retention	Graduates 22-23	Enrolled Fall 2023	Fall 20 to Fall 23 Retention	Graduates 23-24	Enrolled Fall 2024	Fall 20 to Fall 24 Retention
Arts & Human Sciences	132	36	50	65%	15	27	59%	15	14	61%	12	5	63%
Business Administration	182	51	71	67%	42	44	75%	20	26	76%	7	20	77%
Teacher Education	93	48	27	81%	18	11	83%	9	4	85%	2	1	84%
Language & Letters	35	0	6	17%	3	2	14%	3	0	17%	3	0	26%
Biology, Chemistry & Environmental Sciences	129	32	44	59%	20	19	55%	11	10	57%	8	7	60%
Engineering & Technology	82	19	33	63%	12	25	68%	8	13	63%	11	6	68%
Math & Physical Sciences	4	0	1	25%	1	1	50%	0	1	50%	1	0	50%
Nursing and Health Sciences	121	22	41	52%	22	22	55%	10	8	51%	6	5	54%
Total (Degree Seeking/Non-DC)	778	208	273	62%	133	151	63%	76	76	63%	50	44	66%
Total	1239	217	331	44%	141	179	43%	83	82	42%	60	45	44%

Table 26: FTAC

Academic Unit	Fall 2020	Grads Fall 2020	Enrolled Spring 2021	Fall 20 to Spring 21 Retention	Graduates 21-22	Enrolled Fall 2022	Fall 20 to Fall 22 Retention	Graduates 22-23	Enrolled Fall 2023	Fall 20 to Fall 23 Retention	Graduates 23-24	Enrolled Fall 2024	Fall 20 to Fall 24 Retention
Arts & Human Sciences	13	0	8	62%	0	4	31%	1	3	31%	1	1	23%
Business Administration	15	0	4	27%	0	2	13%	0	0	0%	2	1	20%
Teacher Education	5	0	1	20%	0	1	20%	1	0	20%	0	0	20%
Language & Letters	23	0	6	26%	2	1	13%	2	0	17%	2	0	26%
Biology, Chemistry & Environmental Sciences	17	0	6	35%	1	2	18%	2	1	24%	1	1	29%
Engineering & Technology	10	1	4	50%	0	6	70%	2	2	50%	1	1	50%
Math & Physical Sciences	3	0	1	33%	0	1	33%	0	1	33%	1	0	33%
Nursing and Health Sciences	11	1	1	18%	0	1	18%	1	0	18%	0	0	18%
Non Degree*	122	0	0	0%	0	2	2%	0	0	0%	0	0	0%
Total (Degree Seeking*/Non-DC)	219	2	31	15%	3	20	11%	9	7	10%	8	4	12%
Total	219	2	31	15%	3	20	11%	9	7	10%	8	4	12%

***Technical Trades Plumbing students were classified as NonDegree**

Table 27: Non FTAC

Academic Unit	Fall 2020	Grads Fall 2020	Enrolled Spring 2021	Fall 20 to Spring 21 Retention	Graduates 21-22	Enrolled Fall 2022	Fall 20 to Fall 22 Retention	Graduates 22-23	Enrolled Fall 2023	Fall 20 to Fall 23 Retention	Graduates 23-24	Enrolled Fall 2024	Fall 20 to Fall 24 Retention
Arts & Human Sciences	119	36	42	66%	15	23	62%	14	11	64%	11	4	67%
Business Administration	167	51	67	71%	42	42	81%	20	26	83%	5	19	82%
Teacher Education	88	48	26	84%	18	10	86%	8	4	89%	2	1	88%
Language & Letters	12	0	0	0%	1	1	17%	1	0	17%	1	0	25%
Biology, Chemistry & Environmental Sciences	112	32	38	63%	19	17	61%	9	9	62%	7	6	65%
Engineering & Technology	72	18	29	65%	12	19	68%	6	11	65%	10	5	71%
Math & Physical Sciences	1	0	0	0%	1	0	100%	0	0	100%	0	0	100%
Nursing and Health Sciences	110	21	40	55%	22	21	58%	9	8	55%	6	5	57%
Total (Degree Seeking/Non-DC)	681	206	242	66%	130	133	69%	67	69	69%	42	40	71%
Total	1020	215	300	50%	138	159	50%	74	75	49%	52	41	51%

Appendix J Fall 2021 Cohort

Table 28: All

Academic Unit	Fall 2021	Graduates 21-22	Enrolled Fall 2022	Fall 21 to Fall 22 Retention	Graduates 22-23	Enrolled Fall 2023	Fall 21 to Fall 23 Retention	Graduates 23-24	Enrolled Fall 2024	Fall 21 to Fall 24 Retention
Arts & Human Sciences	113	15	58	65%	23	19	50%	16	9	56%
Business Administration	228	73	99	75%	30	50	67%	21	24	65%
Teacher Education	93	31	32	68%	14	10	59%	5	4	58%
Language & Letters	26	2	10	46%	3	1	23%	1	0	23%
Biology, Chemistry & Environmental Sciences	113	18	48	58%	18	18	48%	12	14	55%
Engineering & Technology	82	13	46	72%	8	21	51%	13	10	54%
Math & Physical Sciences	2	1	1	100%	0	1	100%	1	0	100%
Nursing and Health Sciences	109	21	52	67%	12	14	43%	3	11	43%
Technical Trades	109	1	35	33%	3	9	12%	0	0	4%
Total (Degree Seeking/Non-DC)	875	175	381	64%	111	143	49%	72	72	49%
Total	1138	182	453	56%	115	172	41%	77	82	40%

Table 29: FTAC

Academic Unit	Fall 2021	Graduates 21-22	Enrolled Fall 2022	Fall 21 to Fall 22 Retention	Graduates 22-23	Enrolled Fall 2023	Fall 21 to Fall 23 Retention	Graduates 23-24	Enrolled Fall 2024	Fall 21 to Fall 24 Retention
Arts & Human Sciences	12	0	7	58%	1	2	25%	1	1	25%
Business Administration	20	0	8	40%	1	3	20%	0	4	25%
Teacher Education	4	0	1	25%	0	1	25%	0	1	25%
Language & Letters	17	0	8	47%	2	1	18%	0	0	12%
Biology, Chemistry & Environmental Sciences	17	0	6	35%	2	1	18%	1	1	24%
Engineering & Technology	16	0	9	56%	0	4	25%	2	3	31%
Math & Physical Sciences	0	0	0	-	0	0	-	0	0	-
Nursing and Health Sciences	27	0	18	67%	2	4	22%	0	5	26%
Technical Trades	5	0	1	20%	0	0	0%	0	0	0%
Total (Degree Seeking/Non-DC)	118	0	58	49%	8	16	20%	4	15	23%
Total	130	0	66	51%	8	22	23%	4	20	25%

Table 30: Non FTAC

Academic Unit	Fall 2021	Graduates 21-22	Enrolled Fall 2022	Fall 21 to Fall 22 Retention	Graduates 22-23	Enrolled Fall 2023	Fall 21 to Fall 23 Retention	Graduates 23-24	Enrolled Fall 2024	Fall 21 to Fall 24 Retention
Arts & Human Sciences	101	15	51	65%	22	17	53%	15	8	59%
Business Administration	208	73	91	79%	29	47	72%	21	20	69%
Teacher Education	89	31	31	70%	14	9	61%	5	3	60%
Language & Letters	9	2	2	44%	1	0	33%	1	0	44%
Biology, Chemistry & Environmental Sciences	96	18	42	63%	16	17	53%	11	13	60%
Engineering & Technology	66	13	37	76%	8	17	58%	11	7	59%
Math & Physical Sciences	2	1	1	100%	0	1	100%	1	0	100%
Nursing and Health Sciences	82	21	34	67%	10	10	50%	3	6	49%
Technical Trades	104	1	34	34%	3	9	13%	0	0	4%
Total (Degree Seeking/Non-DC)	757	175	323	66%	103	127	54%	68	57	53%
Total	1008	182	159	34%	107	150	44%	73	62	42%

Appendix K Fall 2022 Cohort

Table31: All

Academic Unit	Fall 2022	Graduates 22-23	Enrolled Fall 2023	Fall 22 to Fall 23	Graduates 23-24	Enrolled Fall 2024	Fall 23 to Fall 24
				Retention			Retention
Arts & Human Sciences	111	23	39	56%	15	23	55%
Business Administration	233	36	76	48%	27	57	52%
Teacher Education	104	21	45	63%	16	13	48%
Language & Letters	37	5	23	76%	1	0	16%
Biology, Chemistry & Environmental Sciences	93	18	27	48%	14	23	59%
Engineering & Technology	72	7	28	49%	11	16	47%
Math & Physical Sciences	2	0	1	50%	1	0	50%
Nursing and Health Sciences	114	12	43	48%	8	24	39%
Technical Trades	45	3	26	64%	1	4	18%
Total (Degree Seeking/Non-DC)	811	125	308	53%	94	160	47%
Total	1153	128	491	54%	101	233	40%

Table 32: FTAC

Academic Unit	Fall 2022	Graduates 22-23	Enrolled Fall 2023	Fall 22 to Fall 23	Graduates 23-24	Enrolled Fall 2024	Fall 23 to Fall 24
				Retention			Retention
Arts & Human Sciences	20	0	8	40%	0	7	35%
Business Administration	41	0	21	51%	0	8	20%
Teacher Education	6	0	1	17%	1	3	67%
Language & Letters	29	1	21	76%	1	0	7%
Biology, Chemistry & Environmental Sciences	15	0	3	20%	1	6	47%
Engineering & Technology	16	0	9	56%	0	3	19%
Math & Physical Sciences	1	0	1	100%	0	0	0%
Nursing and Health Sciences	12	0	8	67%	0	2	17%
Technical Trades	3	0	2	67%	0	0	0%
Total (Degree Seeking/Non-DC)	143	1	74	52%	3	29	23%
Total	213	1	94	45%	3	67	33%

Table 33: Non FTAC

Academic Unit	Fall 2022	Graduates 22-23	Enrolled Fall 2023	Fall 22 to Fall 23	Graduates 23-24	Enrolled Fall 2024	Fall 23 to Fall 24
				Retention			Retention
Arts & Human Sciences	91	23	31	59%	15	16	59%
Business Administration	192	36	24	31%	27	49	58%
Teacher Education	98	21	44	66%	15	10	47%
Language & Letters	8	4	2	75%	0	0	50%
Biology, Chemistry & Environmental Sciences	78	18	24	54%	13	17	62%
Engineering & Technology	56	7	19	46%	11	13	55%
Math & Physical Sciences	1	0	0	0%	1	0	100%
Nursing and Health Sciences	102	12	35	46%	8	22	41%
Technical Trades	42	3	24	64%	1	4	19%
Total (Degree Seeking/Non-DC)	668	124	234	54%	91	131	52%
Total	940	127	397	56%	98	166	42%

Appendix L Fall 2023 Cohort

Table 34: All

Academic Unit	Fall 2023	Graduates 23-24	Enrolled Fall 2024	Fall 23 to Fall 24 Retention
Arts & Human Sciences	105	13	53	63%
Business Administration	272	35	138	64%
Teacher Education	139	43	60	74%
Language & Letters	24	1	10	46%
Biology, Chemistry & Environmental Sciences	90	15	43	64%
Engineering & Technology	68	11	34	66%
Math & Physical Sciences	2	1	0	50%
Nursing and Health Sciences	129	10	63	57%
Technical Trades	32	1	9	31%
Total (Degree Seeking/Non-DC)	861	130	410	63%
Total	1314	137	607	57%

Table 35: FTAC

Academic Unit	Fall 2023	Graduates 23-24	Enrolled Fall 2024	Fall 23 to Fall 24 Retention
Arts & Human Sciences	11	0	6	55%
Business Administration	38	0	22	58%
Teacher Education	9	0	4	44%
Language & Letters	18	0	8	44%
Biology, Chemistry & Environmental Sciences	12	0	4	33%
Engineering & Technology	12	0	4	33%
Math & Physical Sciences	1	0	0	0%
Nursing and Health Sciences	23	0	10	43%
Technical Trades	10	0	2	20%
Total (Degree Seeking/Non-DC)	134	0	60	45%
Total	243	0	129	53%

Table 36: Non FTAC

Academic Unit	Fall 2023	Graduates 23-24	Enrolled Fall 23 to 2024	Fall 23 to Fall 24 Retention
Arts & Human Sciences	94	13	47	64%
Business Administration	234	35	116	65%
Teacher Education	130	43	56	76%
Language & Letters	6	1	2	50%
Biology, Chemistry & Environmental Sciences	78	15	39	69%
Engineering & Technology	56	11	30	73%
Math & Physical Sciences	1	1	0	100%
Nursing and Health Sciences	106	10	53	59%
Technical Trades	22	1	7	36%
Total (Degree Seeking/Non-DC)	727	130	350	66%
Total	1071	137	478	57%