


Updated: December, 2024

Key Performance Indicator

Student Success:

IPEDS Results: (Integrated Postsecondary Education Data System)

Cohort Year	2014	2015	2016	2017	2018	2019	2020	5 Year Trend	Target Range	Normal Range	Action Required
Cohort size ->	n = 290	n = 290	n = 252	n = 270	n = 270	n = 272	n = 278				
IPEDS Completion Rate - (Graduation Rates (150% of time) + Transfer-Out Rate (Non Graduates))	55%	53%	50%	52%	49%	51%	40%		> 60%	50 to 59%	< 49%
			Goal	57%	60%	60%	60%	Future Cohort Year Goals: 60%			

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

IPEDS Outcome Measures 8 Year Outcomes

First-time Entering

	2010/2011 Cohort			2011/2012 Cohort			2012/2013 Cohort			2013/2014 Cohort	
	8-year Award Rate	No Award and Transfer	Combined Rate	8-year Award Rate	No Award and Transfer	Combined Rate	8-year Award Rate	No Award and Transfer	Combined Rate	8-year Award Rate	No Award and Transfer
Full-time	27%	23%	50%	32%	22%	54%	34%	26%	60%	29%	25%
Pell Grant recipients	25%	21%	46%	27%	20%	47%	31%	24%	55%	25%	22%
Non Pell Grant recipients	32%	30%	62%	41%	26%	67%	40%	30%	70%	36%	30%
Part-time	18%	21%	39%	20%	25%	45%	17%	21%	38%	21%	26%
Pell Grant recipients	18%	15%	33%	19%	17%	36%	14%	16%	30%	18%	21%
Non Pell Grant recipients	19%	34%	53%	21%	36%	57%	20%	28%	48%	26%	33%
Non-First-time Entering			0%			0%			0%		
Full-time	48%	25%	73%	48%	35%	83%	52%	22%	74%	60%	22%
Pell Grant recipients	46%	19%	65%	48%	39%	87%	52%	21%	73%	50%	27%
Non Pell Grant recipients	51%	31%	82%	49%	29%	78%	53%	22%	75%	75%	14%
Part-time	36%	35%	71%	41%	32%	73%	55%	20%	75%	28%	37%
Pell Grant recipients	36%	33%	69%	45%	27%	72%	57%	18%	75%	30%	13%
Non Pell Grant recipients	37%	37%	74%	39%	35%	74%	54%	22%	76%	26%	53%

Key Performance Indicator

	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	Trends
Cohort size ->	n = 252	n = 270	n = 268	n = 273	n = 272	n=256	n=243	n=118	n = 144	n = 145	
Fall to Winter Persistence	83%	88%	85%	82%	86%	81%	83%	77%	79%	79%	
Fall to Fall Persistence	53%	54%	54%	56%	57%	49%	53%	44%	57%		
Completion Rate 150% of time to degree (Indicates Final % - Indicates in Progress)	32%	33%	34%	33%	32%	21%					
Transfer Rate (Indicates Final % - Indicates in Progress)	21%	17%	18%	16%	19%	19%					
Combined Completion Rate (Indicates Final % - Indicates in Progress)	53%	50%	52%	49%	51%	40%					

All Degree Seeking Students:

	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	5 Year Trend
Fall to Fall Persistence	58%	57%	50%	48%	53%	49%	50%	49%	52%	--	
Fall to Winter Persistence	79%	80%	78%	76%	80%	77%	78%	76%	78%	69%	
Retention (Completed the Course)	97%	97%	96%	97%	97%	95%	93%	94%	94%		
Pass Rate ('C' or better)	82%	83%	81%	80%	80%	77%	76%	77%	79%		
Withdrawal Rate	3%	3%	4%	3%	3%	5%	7%	6%	6%		

Dual Enrollment









	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024	5 Year Trend	Target Range
Number of Dual Enrolled Students	372	418	478	557	661	601	704	636	757		>651
Percent of Students Dual Enrolled	16%	19%	21%	23%	29%	25%	28%	25%	30%		>31%
Number of Dual Enrolled Schools	21	25	27	30	36	34	40	33	44		>39
Number of Credits for Dual Enrolled Students	2632	3218	3563	4877	4592	4702	4821	4756	5138		>4801
Percent of Credit Dual Enrollment	8%	9%	11%	14%	14%	14%	14%	15%	16%		>16%

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

Updated: December, 2024

Key Performance Indicator













Non-Traditional Students (Students that are 25 and over when starting their Bay College Degree Seeking Career)

	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024	5 Year Trend	Target Range
Fall to Fall Persistence	52%	53%	34%	46%	55%	47%	50%	35%	36%		>75%
Fall to Winter Persistence	70%	79%	68%	73%	70%	76%	69%	67%	68%		>90%
Retention (Completed the Course)	95%	99%	93%	90%	93%	96%	90%	88%	92%		>98%
Pass Rate ('C' or better)	75%	86%	68%	74%	75%	77%	73%	65%	62%		>85%
Withdrawal Rate	5%	1%	7%	10%	7%	4%	10%	12%	8%		<3%
Completion Rates (at 3 years)	17%	27%	23%	18%	28%	29%					>35%
Transfer Rates (at 3 years)	10%	9%	9%	15%	11%	9%					>25%
Combined Completion Rates (at 3 years)	27%	36%	32%	32%	40%	38%					>60%

Updated: December, 2024

Key Performance Indicator





Culture of Success:

	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024	5 Year Trend	Target Range
Employee Satisfaction	3.9	3.9	4.1	4.1	4.0	4.2	4.2	4.1	4.0		>4.3
Goal: Increase to 4.0 the satisfaction of: "Communication is good between areas of the College."				Actual:	3.3	3.6	3.6	3.4	3.0		
Goal: Increase to 4.0 the satisfaction of: "Committees and Teams at the College function effectively."				Actual:	3.6	3.9	3.9	3.8	3.5		
	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024	5 Year Trend	Target Range
My Position	4.1	4.0	4.2	4.1	4.4	4.2	4.2	4.2	3.9		>4.1
Immediate Supervisor	4.2	4.2	4.2	4.4	4.4	4.5	4.5	4.4	4.3		>4.1
Presidential Leadership	3.7	3.8	4.1	4.1	3.7	4.1	4.0	4.0	4.4		>4.1
Senior Leadership	3.6	3.7	4.0	3.9	3.5	3.8	3.9	3.9	3.8		>4.1
Board of Trustees	3.6	3.8	4.1	4.1	3.9	4.1	4.0	4.1	4.0		>4.1
Colleagues	4.0	3.9	4.1	4.1	4.0	4.1	4.1	4.2	3.8		>4.1
College	3.9	3.8	4.1	4.1	3.9	4.1	4.1	4.1	3.8		>4.1
Working Conditions	3.8	4.1	4.2	4.2	4.1	4.3	4.3	4.2	4.1		>4.1
Benefits	4.0	4.0	4.1	4.1	4.1	4.2	4.0	4.0	4.0		>4.1
College Employee Practices	3.5	3.4	3.6	3.7	3.9	3.9	3.9	4.0	4.0		>4.1
College Communication	3.9	4.0	4.0	4.0	3.9	4.0	4.0	3.9	3.9		>4.1

Updated: December, 2024

Key Performance Indicator

Community Success:





Community Survey (Satisfied/Very Satisfied)	2015	2016	2017	2018	2019	2020	2021	2022	2023	5 Year Trend	Target Range
Total Respondents	53%	61%	65%	64%	67%	None - COVID 19	None - COVID 19	56%	73%		>65%
Number of Respondents	240	250	96	314	318	None - COVID 19	None - COVID 19	93	145		>301
Not Applicable Responds Removed	85%	93%	94%	94%	93%	None - COVID 19	None - COVID 19	82%	86%		>96%
Calculated Mean:				4.40	4.40						
Goal: Increase Community Success from 4.4 to 4.5 by Winter semester 2020											
	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	5 Year Trend	Target Range
Number of Noncredit Students (Duplicated) M-TEC	1,720	1406	1546	1,945	1,090	1,021	1,067	1,523	1,316		>1601

Updated: December, 2024

Key Performance Indicator

Financial Stability:

	National Mean	FTE 1501-2250	2016	2017	2018	2019	2020	2021	2022	2023	5 Year Trend
Composite Financial indicator Score (CFI)	NA	NA	1.67	2.01	2.01	1.95	1.28	3.77	2.06		

	National Mean	FTE 1501-2250	2016	2017	2018	2019	2020	2021	2022	2023	5 Year Trend
Primary Reserve Ratio	0.45	0.51	0.39	0.30	0.34	0.40	0.41	0.57	0.46		
Net Operating Revenue Ratio	5.90%	4.90%	-0.50%	0.47%	0.16%	0.08%	-0.36%	0.60%	3.5%		
Return on Net Assets Ratio	7.00%	6.80%	0.50%	0.04%	0.42%	0.22%	-0.18%	1.01%	-0.01%		
Viability Ratio	0.7500	0.6300	0.75	0.58	0.70	0.72	0.77	0.94	0.85		
Equity Ratio	NA	NA	0.59	0.59	0.64	0.61	0.61	0.58	0.62		
Days cash on hand	90-180	NA	70	109	106	92	101	127	106		