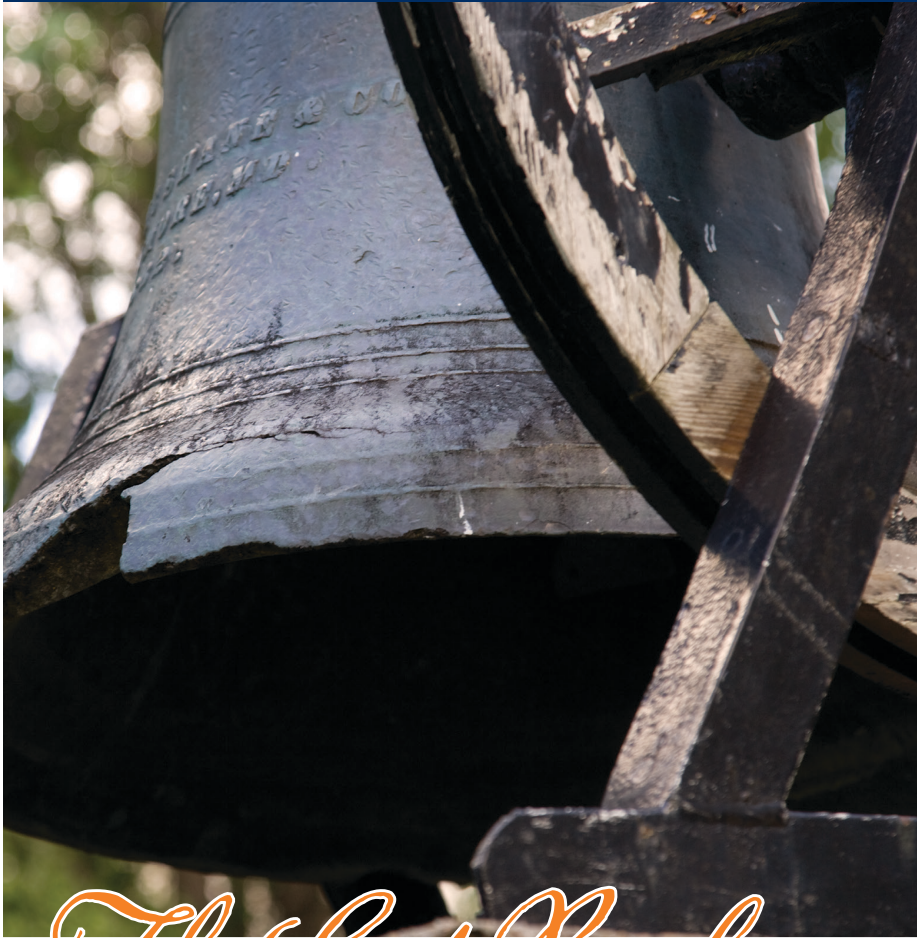


# BAKER UNIVERSITY



## *The Fact Book*

2012-13



1858

## OFFICE OF INSTITUTIONAL RESEARCH

---

D. RAND ZIEGLER, PH.D.

JEAN T. JOHNSON, PH.D.

JORDAN TOOTHAKER

FRANK WHITTIER



**BAKER UNIVERSITY**

# **THE FACT BOOK**

**2012/13**

Prepared By

D. Rand Ziegler, Ph.D.

*Vice President for Institutional and Faculty Development*

Jean T. Johnson, Ph.D.

*Director of Institutional Research*

Jordan Toothaker

*Research Assistant*

Frank Whittier

*Research Assistant*



# TABLE OF CONTENTS

	<b><u>ANNUAL REPORTS</u></b>	<b><u>PAGE</u></b>
PART I	TUITION	I
PART II	ADMISSION	6
PART III	ENROLLMENT	14
PART IV	RETENTION	21
PART V	COMPLETIONS	37
PART VI	STUDENTS	43
PART VII	FACULTY/STAFF	49
PART VIII	PRODUCTION	59
PART IX	LEARNING	73
PART X	COMPARISONS	77
	<b><u>SPECIAL REPORT</u></b>	
PART XI	NSSE EXECUTIVE SUMMARY	90
	<b><u>APPENDIX</u></b>	
	GLOSSARY of TERMS	99

**The Fact Book** is an annual compilation of institutional data which serves as a resource to the Baker University community. While the conceptualization and compilation processes necessary to create the exhibits contained within this edition have been carried out by the Office of Institutional Research and its staff, several other University entities have made contributions to the annual report. The Office of Institutional Research would like to thank the following individuals, departments, offices, and schools for their contributions to this edition:

*The Office of Admissions  
The Department of Athletics  
The College of Arts and Sciences (CAS)  
The School of Education (SOE)  
The Office of Financial Aid  
The Office of Human Resources  
The School of Nursing (SON)  
The School of Professional and Graduate Studies (SPGS)  
The Office of the University Registrar  
Andy Jett, Chief Information Officer  
Judy Smrha, Assistant Dean for Student Engagement and Success*

The information provided in this volume reflects what was available as of the close of business on the twentieth day of the fall 2012 semester (September 19, 2012).

For data that reflect enrollment or staffing numbers as of the fall 2005 semester or earlier, please note that these do not include the School of Education (SOE) as a separate entity or the Doctoral Program in Educational Leadership, as that time period pre-dates their founding.

## PART I

### TUITION

Tables 1a through 1d present the annual expenses associated with attending Baker University.

Students enrolled in both the College of Arts and Sciences (CAS) and the undergraduate division of the School of Education (USOE) typically reside on the Baldwin City campus. In addition to tuition and fees, these students are also charged for room and board. Table 1a lists each of these expenses for students on the Baldwin City campus for the most recent 10-year period. All charges are assessed annually except those listed in the far right column, which are assessed on a one-time per student basis (e.g., matriculation and graduation fees). Until the 2007/08 academic year, several additional fees were assessed on an annual basis and have been added to the cost of tuition (as indicated) to maintain consistency in the table. Since that time, such fees have been formally incorporated into the actual tuition charge. In addition, the average annual increase (%) is presented for each of these expenses for the same 10-year time frame.

Table 1b presents the tuition, annual fees and one-time fees for students enrolled at the School of Nursing (SON) over the most recent 5-year period. The average annual increase (%) is presented for each of these expenses for the same 5-year time frame.

Table 1c presents the annual tuition and fees for both undergraduate and graduate students enrolled at the School of Professional and Graduate Studies (SPGS) over the most recent 5-year period. Expenses are listed by degree program and include the average annual increase (%) for the same 5-year time frame. In the case of the MLA (Master of Liberal Arts) program, tuition is assessed per credit hour rather than as a flat fee.

Tuition and fees for students enrolled at the graduate division of the School of Education (GSOE) are presented in Table 1d. Expenses for the most recent 5-year period are listed by degree program and all tuition figures are calculated on a per credit hour basis. (As indicated, tuition for the Ed.D. program was assessed as a flat fee prior to the 2010/11 academic year.) The average annual increase (%) is also presented for each of these expenses for the same 5-year time frame.

**TABLE 1a**

**BALDWIN CITY CAMPUS (CASIUSOE)  
TUITION, ROOM, BOARD & FEES**

<b>Academic Year</b>	<b>Tuition Per Year</b>	<b>Traditional Room Per Year</b>	<b>Board Per Year</b>	<b>Expenses Per Year</b>	<b>One-Time Fees</b>
2003/04	* \$14,560	\$2,400	\$2,900	\$19,860	\$140
2004/05	* \$15,550	\$2,500	\$2,950	\$21,000	\$165
2005/06	* \$16,450	\$2,580	\$3,050	\$22,080	\$145
2006/07	* \$17,550	\$2,660	\$3,190	\$23,400	\$145
2007/08	\$18,750	\$2,850	\$3,300	\$24,900	\$170
2008/09	\$19,880	\$2,950	\$3,420	\$26,250	\$175
2009/10	\$21,050	\$3,100	\$3,700	\$27,850	\$170
2010/11	\$22,200	\$3,250	\$3,780	\$29,230	\$170
2011/12	\$23,310	\$3,420	\$3,920	\$30,650	\$170
2012/13	\$24,470	\$3,560	\$4,100	\$32,130	\$170
<b>10-Year Avg Annual Growth Rates</b>	<b>5.7%</b>	<b>4.3%</b>	<b>3.8%</b>	<b>5.3%</b>	<b>2.6%</b>

\* tuition plus annual fees prior to 2007/08

Source: Office of Financial Aid, University Catalogs



**TABLE 1b**

***SCHOOL OF NURSING***  
**TUITION & FEES**

<b>Academic Year</b>	<b>Tuition Per Year</b>	<b>Annual Fees</b>	<b>One-Time Fees</b>
2008/09	\$12,720	\$536	\$410
2009/10	\$13,470	\$565	\$410
2010/11	\$14,400	\$605	\$410
2011/12	\$14,900	\$632	\$410
2012/13	\$15,550	\$644	\$410
<b>5-Year Avg Annual Growth Rates</b>	<b>5.1%</b>	<b>4.2%</b>	<b>0.0%</b>

Source: Office of Financial Aid, University Catalogs

## TABLE 1c

### SCHOOL OF PROFESSIONAL AND GRADUATE STUDIES TUITION AND FEES PER PROGRAM

#### *Undergraduate Division*

Academic Year	AAB		BBA		BBIS (Online)		BSM		BBL (Online)	
	Tuition	Fees	Tuition	Fees	Tuition	Fees	Tuition	Fees	Tuition	Fees
2008/09	\$15,000	\$85	\$16,810	\$85	n/a	n/a	\$16,810	\$85	n/a	n/a
2009/10	\$15,600	\$685	\$17,630	\$475	\$11,400	\$445	\$17,630	\$475	\$17,630	\$475
2010/11	\$16,200	\$735	\$18,450	\$525	\$11,970	\$495	\$18,450	\$515	\$18,450	\$515
2011/12	\$17,400	\$735	\$19,475	\$525	\$12,540	\$495	\$19,475	\$525	\$19,475	\$525
2012/13	\$18,300	\$735	\$20,500	\$525	\$12,540	\$495	\$20,500	\$525	\$20,500	\$525
5-Year Avg Annual Growth Rates	4.9%	142.6%	6.2%	93.9%	3.3%	3.7%	6.2%	93.8%	5.2%	3.5%

#### *Graduate Division*

Academic Year	MBA		MBA (Online)		MSM		CMDR		MLA	
	Tuition	Fees	Tuition	Fees	Tuition	Fees	Tuition	Fees	Tuition/ Credit Hr.	Fees
2008/09	\$20,425	\$85	\$22,790	\$85	\$15,660	\$85	\$18,705	\$85	\$300	\$75
2009/10	\$22,575	\$505	\$24,080	\$505	\$16,560	\$445	\$19,780	\$475	\$315	\$75
2010/11	\$23,865	\$555	\$25,370	\$545	\$17,460	\$495	\$20,855	\$515	\$315	\$125
2011/12	\$25,585	\$555	\$26,230	\$555	\$18,180	\$495	\$21,715	\$525	\$330	\$135
2012/13	\$26,660	\$555	\$27,305	\$555	\$19,080	\$495	\$22,790	\$525	\$345	\$135
5-Year Avg Annual Growth Rates	8.1%	126.0%	7.5%	100.8%	6.1%	87.0%	3.6%	117.3%	5.1%	14.9%

Source: University Catalogs

## TABLE 1d

### *GRADUATE SCHOOL OF EDUCATION* **TUITION PER CREDIT HOUR AND FEES**

<b>Academic Year</b>	<b>MAED</b>		<b>MSSL</b>		<b>MSSE</b>		<b>MST</b>		<b>EDD</b>	
	<b>Tuition</b>	<b>Fees</b>	<b>Tuition</b>	<b>Fees</b>	<b>Tuition</b>	<b>Fees</b>	<b>Tuition</b>	<b>Fees</b>	<b>Tuition</b>	<b>Fees</b>
2008/09	\$300	\$75	\$300	\$75	\$300	\$75	\$300	\$75	na*	na*
2009/10	\$315	\$75	\$315	\$75	\$300	\$75	\$315	\$75	na*	na*
2010/11	\$315	\$125	\$315	\$125	\$315	\$125	\$315	\$125	\$594	\$450
2011/12	\$315	\$135	\$330	\$135	\$330	\$135	\$330	\$135	\$594	\$450
2012/13	\$345	\$135	\$345	\$135	\$345	\$135	\$345	\$135	\$594	\$450
<b>5-Year Avg Annual Growth Rates</b>	<b>5.1%</b>	<b>14.9%</b>	<b>3.9%</b>	<b>14.9%</b>	<b>3.6%</b>	<b>18.7%</b>	<b>3.6%</b>	<b>18.7%</b>	<b>na*</b>	<b>na*</b>

\* Prior to 2010/11, SOE charged a flat fee for the EdD program

*Source: University Catalogs*

## PART II

### ADMISSION

The tables and figures in this section present various admission statistics (including conversion rates) and first-year student profiles for both the Baldwin City campus (CAS and USOE) and the School of Nursing (SON).

Table 2a provides application, acceptance, enrollment and conversion data for CAS and USOE students for the most recent 10-year period. In addition, 10-year average acceptance and conversion rates are presented. From 2003 through 2012, an annual average of 93.1% of applicants were accepted for admission to the Baldwin City campus (range: 84.3-98.0%) while an annual average of 35.6% of accepted applicants actually enrolled (range: 30.4-40.8%). Figure 2a illustrates these trends over the 10-year time frame.

Table 2b provides application, acceptance, enrollment and conversion data for SON students for the most recent 5-year (10-semester) period. Unlike programs on the Baldwin City campus, the School of Nursing admits a new cohort each semester rather than each year and students progress through four “levels” of training over four semesters rather than over four years. In addition, 10-semester average acceptance and conversion rates are presented. From Fall 2007 through Spring 2012, an annual average of 24.0% of applicants were accepted for admission to SON (range: 17.9-29.3%) while an average of 73.6% of accepted applicants actually enrolled (range: 57.4-87.3%). Figure 2b illustrates these trends over the 10-semester time frame.

At this point in time, historic application, acceptance, enrollment and conversion rate data for SPGS and GSOE are still being analyzed for future presentation.

Table 2c offers an academic profile of each entering freshman cohort at CAS/USOE for the past 10 years. The mean high school grade point average (GPA) and mean ACT score are presented for each class as is the national average ACT score for high school seniors in each of the 10 years. Table 2d offers an in-depth analysis of the distribution of ACT scores across each of the 10 most recent CAS/USOE freshman cohorts.

Table 2e offers a brief academic profile (mean transfer GPA) of each entering first-time cohort at SON for the past 10 semesters. Additional data in this particular table indicate the number and percentage of SON students that transitioned from Baker University’s Baldwin City campus over the same 10-semester time frame.

**TABLE 2a**

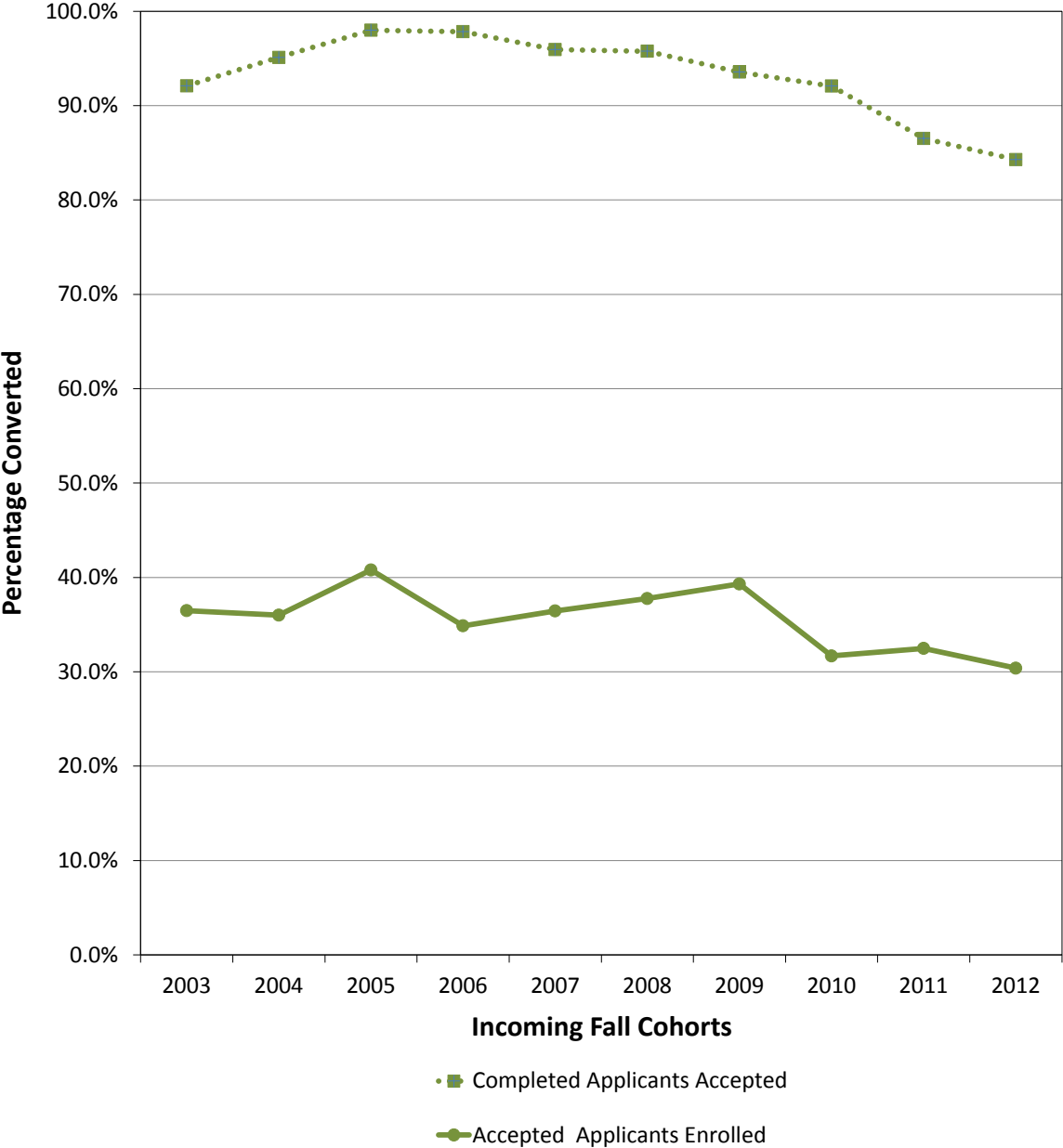
**BALDWIN CITY CAMPUS (CAS/USOE)**

**FIRST-TIME FRESHMAN CONVERSION RATES**

Entering Fall Cohort	Number of Applications Completed	Number of Applicants Accepted	Number of First-time Freshmen Enrolled	Conversion Rates	
				% of Completed Applicants Accepted	% of Accepted Applicants Enrolled
2003	670	617	225	92.1%	36.5%
2004	593	564	203	95.1%	36.0%
2005	598	586	239	98.0%	40.8%
2006	692	677	236	97.8%	34.9%
2007	715	686	250	95.9%	36.4%
2008	661	633	239	95.8%	37.8%
2009	699	654	257	93.6%	39.3%
2010	631	581	184	92.1%	31.7%
2011	712	616	200	86.5%	32.5%
2012	789	665	202	84.3%	30.4%
<b>10-year Average</b>				<b>93.1%</b>	<b>35.6%</b>

Source: Office of Admissions

**FIGURE 2a**  
*BALDWIN CITY CAMPUS (CAS/USOE)*  
**FIRST-TIME FRESHMAN CONVERSION RATES**



## TABLE 2b

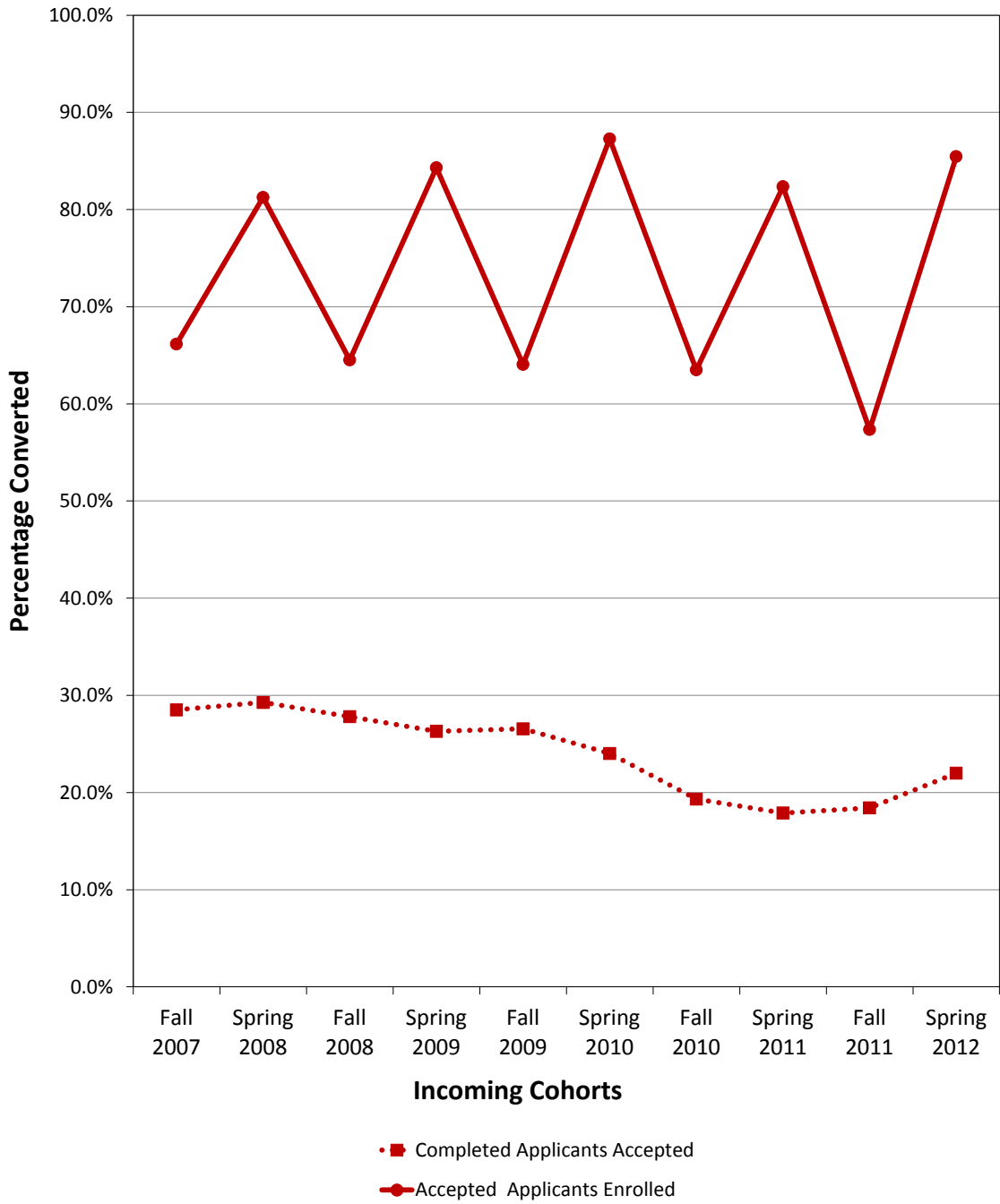
### **SCHOOL OF NURSING**

### **FIRST-TIME STUDENT CONVERSION RATES**

Entering Semester Cohort	Number of Applications Completed	Number of Applicants Accepted	Number of First-time Students Enrolled	Conversion Rates	
				% of Completed Applicants Accepted	% of Accepted Applicants Enrolled
Fall 2007	228	65	43	28.5%	66.2%
Spring 2008	164	48	39	29.3%	81.3%
Fall 2008	223	62	40	27.8%	64.5%
Spring 2009	194	51	43	26.3%	84.3%
Fall 2009	241	64	41	26.6%	64.1%
Spring 2010	229	55	48	24.0%	87.3%
Fall 2010	326	63	40	19.3%	63.5%
Spring 2011	285	51	42	17.9%	82.4%
Fall 2011	369	68	39	18.4%	57.4%
Spring 2012	250	55	47	22.0%	85.5%
<b>10-Semester Average</b>				<b>24.0%</b>	<b>73.6%</b>

*Source: School of Nursing*

**FIGURE 2b**  
**SCHOOL OF NURSING**  
**FIRST-TIME STUDENT CONVERSION RATES**





## **TABLE 2c**

### **BALDWIN CITY CAMPUS (CAS/USOE)**

### **ACADEMIC PROFILES: ENTERING FIRST-YEAR COHORTS**

<b>Entering Cohort</b>	<b>Number Enrolled</b>	<b>Mean High School GPA</b>	<b>Mean ACT Composite</b>	<b>National ACT Average</b>
Fall 2003	225	3.41	23.5	20.8
Fall 2004	203	3.45	23.3	20.9
Fall 2005	239	3.45	23.2	20.9
Fall 2006	236	3.47	23.0	21.1
Fall 2007	250	3.52	22.7	21.2
Fall 2008	239	3.48	23.1	21.1
Fall 2009	257	3.48	23.5	21.1
Fall 2010	184	3.42	23.2	21.0
Fall 2011	200	3.44	23.2	21.1
Fall 2012	202	3.47	23.5	21.1

Source: Office of Institutional Research, ACT

**TABLE 2d**

**BALDWIN CITY CAMPUS (CAS/USOE)**

**ACT COMPOSITE SCORES**

**ENTERING FIRST-YEAR COHORTS 2003 - 2012**

Cohort	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Cohort Size	225	203	239	236	250	239	257	185	200	202
No. with Scores	211	194	229	228	243	231	246	166	189	198
Lowest Score	12	16	15	13	13	14	16	15	15	16
25th Percentile	21	21	21	20	20	20	21	20	21	21
Median	23	23	23	23	23	23	23	23	23	23
75th Percentile	26	26	26	26	25	26	26	26	25	26
Highest Score	32	34	33	33	32	33	35	33	33	33
Average	23.52	23.32	23.21	23.01	22.65	23.06	23.54	23.20	23.18	23.52

Score Range	Counts																			
12-13	1		0		0		1		1		0		0		0		0		0	
14-15	1	26	0	31	4	42	0	44	5	54	7	52	0	40	2	26	2	25	0	28
16-17	7		5		7		9		12		14		5		7		7			
18-19	17	26	31	34	36	31	35	17	16	21										
20-21	47	151	34	135	33	155	35	155	43	157	34	139	44	166	35	118	45	139	31	139
22-23	38		46		46		50		49		45		47		32		34		41	
24-25	34	33	48	41	47	38	40	30	41	40										
26-27	32	22	28	29	18	22	35	21	19	27										
28-29	20	34	19	28	16	32	18	29	22	32	22	40	18	40	10	22	14	25	18	31
30-31	12		5		15		7		8		7		17		8		8		10	
32-33	2	1	1	4	2	11	4	4	3	3										
34-35	0	3	0	0	0	0	1	0	0	0										

Score Range	Percentages																			
12-13	0.5%		0.0%		0.0%		0.4%		0.4%		0.0%		0.0%		0.0%		0.0%		0.0%	
14-15	0.5%	12.3%	0.0%	16.0%	1.7%	18.3%	0.0%	19.3%	2.1%	22.2%	3.0%	22.5%	0.0%	16.3%	1.2%	15.7%	1.1%	13.2%	0.0%	14.1%
16-17	3.3%		2.6%		3.1%		3.9%		4.9%		6.1%		2.0%		4.2%		3.7%			
18-19	8.1%	13.4%	13.5%	14.9%	14.8%	13.4%	14.2%	10.2%	8.5%	10.6%										
20-21	22.3%	71.6%	17.5%	69.6%	14.4%	67.7%	15.4%	68.0%	17.7%	64.6%	14.7%	60.2%	17.9%	67.5%	21.1%	71.1%	23.8%	73.5%	15.7%	70.2%
22-23	18.0%		23.7%		20.1%		21.9%		20.2%		19.5%		19.1%		19.3%		18.0%		20.7%	
24-25	16.1%	17.0%	21.0%	18.0%	19.3%	16.5%	16.3%	18.1%	21.7%	20.2%										
26-27	15.2%	11.3%	12.2%	12.7%	7.4%	9.5%	14.2%	12.7%	10.1%	13.6%										
28-29	9.5%	16.1%	9.8%	14.4%	7.0%	14.0%	7.9%	12.7%	9.1%	13.2%	9.5%	17.3%	7.3%	16.3%	6.0%	13.3%	7.4%	13.2%	9.1%	15.7%
30-31	5.7%		2.6%		6.6%		3.1%		3.3%		3.0%		6.9%		4.8%		4.2%		5.1%	
32-33	0.9%	0.5%	0.4%	1.8%	0.8%	4.8%	1.6%	2.4%	1.6%	1.5%										
34-35	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%										

Source: Office of Institutional Research

**TABLE 2e**

***SCHOOL OF NURSING***  
**ACADEMIC PROFILES:**

**ENTERING FIRST-SEMESTER COHORTS**

<b>Entering Cohort</b>	<b>Number Enrolled</b>	<b>Mean Transfer GPA</b>	<b>CAS Transfers</b>	<b>% CAS Transfers</b>
Fall 2007	43	3.45	15	34.9%
Spring 2008	39	3.35	6	15.4%
Fall 2008	40	3.46	16	40.0%
Spring 2009	43	3.37	5	11.6%
Fall 2009	41	3.19	14	34.1%
Spring 2010	48	3.44	2	4.2%
Fall 2010	40	3.61	22	55.0%
Spring 2011	42	3.39	3	7.1%
Fall 2011	39	3.31	10	25.6%
Spring 2012	47	3.21	4	8.5%

*Source: School of Nursing*

## PART III

### ENROLLMENT

The following tables and figures present various views of Baker University enrollment data for the past ten years. Except for Table 3c, all enrollment numbers reflect the official fall-semester 20<sup>th</sup>-day counts used for external reporting purposes.

In Table 3a, enrollment headcount and student FTE (full-time equivalent)<sup>1</sup> figures are presented for the most recent 10-year period for the University as a whole, for the Baldwin City campus (CAS/USOE), for the School of Nursing (SON), for the graduate programs within the School of Education (GSOE) and for the School of Professional and Graduate Studies (SPGS), both undergraduate and graduate divisions. Newly added to this year's version of the table is a column indicating the number of full-time (FT) students at each campus/school. An undergraduate student is defined as full-time if he/she is enrolled in a minimum of 12 credit hours for the equivalent time frame of a single semester. A graduate student is defined as full-time if he/she is enrolled in a minimum of 9 credit hours for the equivalent time frame of a single semester. Reliable data for full-time student counts are presented for at least 5 years at each campus/school. In addition, faculty FTE figures and student-faculty ratios are presented for each campus/school. Figures 3a(i), 3a(ii) and 3a(iii) illustrate University enrollment trends by campus/school over time as measured by headcount, full-time students and student FTE respectively.

Table 3b further segregates headcount and FTE enrollment numbers at SPGS and GSOE by degree program over the most recent 5-year period. Table 3c compares 20<sup>th</sup>-day fall and spring enrollment data for the Baldwin City campus for the most recent 15-year period. In 2008/09, Baker established a concurrent credit partnership with two Johnson County school districts. Course enrollments for this program are listed separately in Table 3c.

---

<sup>1</sup> Full-time equivalent for undergraduate students is fifteen credit hours per semester. For graduate students, this is nine credit hours per semester. This is calculated using enrollments in courses that are creditable toward a degree.

**TABLE 3a**

**BAKER UNIVERSITY**

**STUDENT ENROLLMENT AND STUDENT/FACULTY RATIOS**

2003-2012 (REPORTING DATE: 20th DAY, FALL SEMESTER)

Total Baker Enrollment					
Year (Fall)	Head Count	FT Stud	Stud FTE	Fac FTE	St/Fac Ratio
2003	3,061	n/a	2,594	210.0	12.4
2004	3,145	n/a	2,619	199.5	13.1
2005	3,261	n/a	2,747	184.0	14.9
2006	3,932	n/a	3,266	226.6	14.4
2007	3,959	n/a	2,888	n/a	n/a
2008	4,112	1,516	2,993	228.5	13.1
2009	3,853	1,586	2,938	213.2	13.8
2010	3,857	1,585	2,778	203.6	13.6
2011	3,536	1,455	2,555	194.4	13.1
2012	3,208	1,336	2,398	198.4	12.1

College of Arts and Sciences and School of Education Undergraduate Programs					
Year (Fall)	Head Count	FT Stud	Stud FTE	Fac FTE	St/Fac Ratio
2003	895	n/a	904	71.5	12.6
2004	856	802	859	73.8	11.6
2005	916	860	915	72.7	12.6
2006	923	884	941	76.7	12.3
2007	942	906	953	77.3	12.3
2008	998	901	978	79.8	12.3
2009	992	899	974	73.1	13.3
2010	967	869	927	68.6	13.5
2011	935	827	885	68.8	12.9
2012	936	818	875	68.3	12.8

School of Professional and Graduate Studies					
Year (Fall)	Head Count	FT Stud	Stud FTE	Fac FTE	St/Fac Ratio
2003	2,046	n/a	1,569	123.0	12.8
2004	2,157	n/a	1,622	109.2	14.9
2005	2,210	n/a	1,695	94.8	17.9
2006	2,126	n/a	1,533	100.0	15.3
2007	2,037	n/a	1,244	n/a	n/a
2008	1,885	359	1,247	102.1	12.2
2009	1,789	388	1,231	95.2	12.9
2010	1,788	459	1,192	91.6	13.0
2011	1,659	388	1,117	81.8	13.7
2012	1,402	275	925	88.0	10.5

School of Nursing					
Year (Fall)	Head Count	FT Stud	Stud FTE	Fac FTE	St/Fac Ratio
2003	120	n/a	121	15.5	7.8
2004	132	127	138	16.5	8.4
2005	135	131	137	16.5	8.3
2006	144	140	148	15.9	9.3
2007	155	148	159	17.1	9.3
2008	159	153	159	15.3	10.4
2009	162	160	165	15.0	11.0
2010	171	167	174	14.5	12.0
2011	171	166	176	16.5	10.7
2012	169	166	176	17.0	10.4

School of Professional and Graduate Studies: Undergraduate					
Year (Fall)	Head Count	FT Stud	Stud FTE	Fac FTE	St/Fac Ratio
2003	847	n/a	508	47.3	10.7
2004	814	n/a	488	40.5	12.0
2005	791	n/a	474	40.7	11.6
2006	842	n/a	505	41.3	12.2
2007	940	n/a	503	n/a	n/a
2008	974	53	523	n/a	n/a
2009	934	83	522	n/a	n/a
2010	1005	163	584	n/a	n/a
2011	957	127	543	n/a	n/a
2012	831	89	464	52.4	8.9

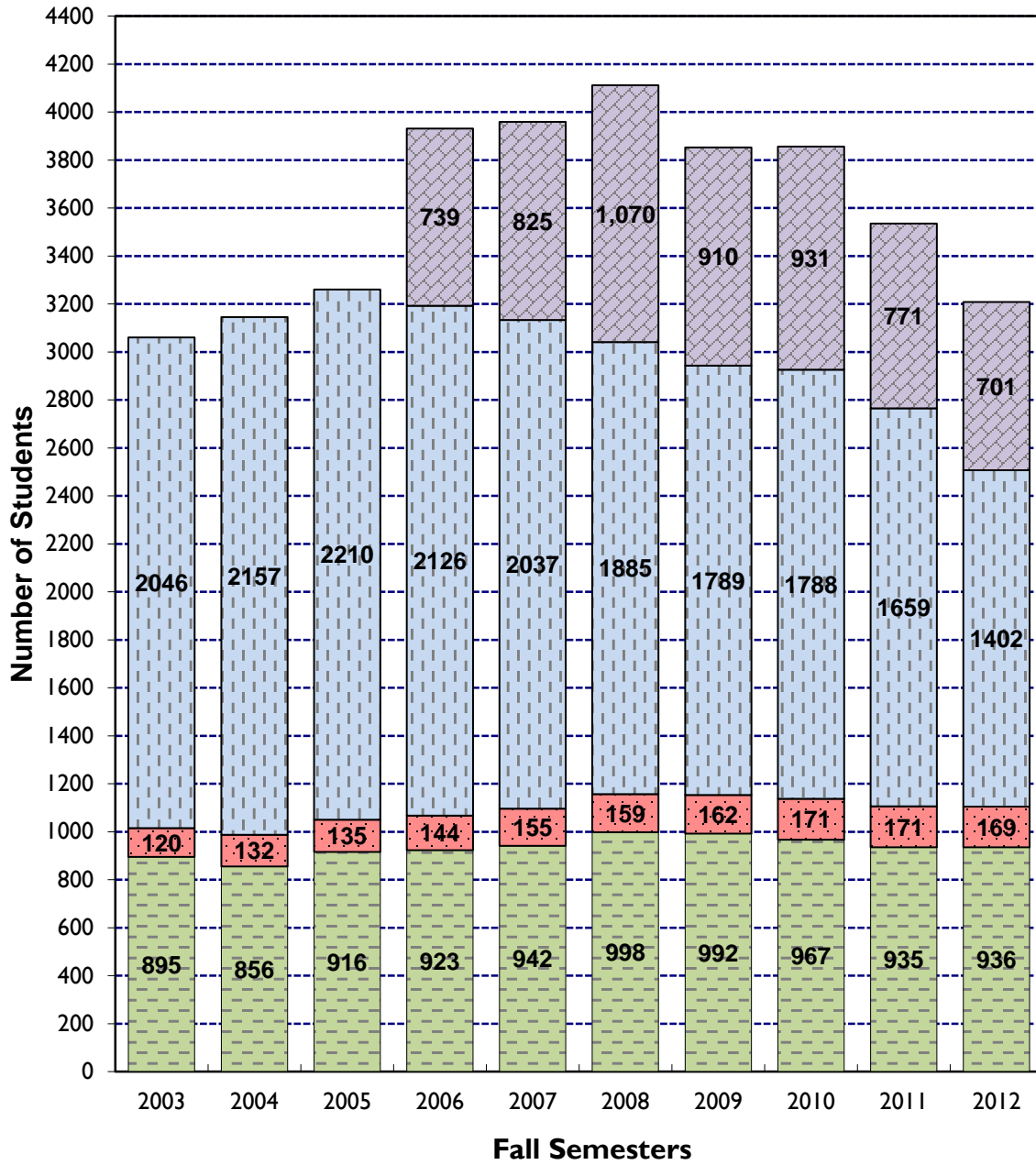
School of Education Graduate Programs					
Year (Fall)	Head Count	FT Stud	Stud FTE	Fac FTE	St/Fac Ratio
2003	These programs were included within the SPGS totals prior to 2006				
2004					
2005					
2006	739	n/a	644	34.0	18.9
2007	825	n/a	533	n/a	n/a
2008	1070	103	609	31.3	19.5
2009	910	139	568	29.9	19.0
2010	931	90	485	28.9	16.8
2011	771	74	377	27.3	13.8
2012	701	77	422	25.1	16.8

School of Professional and Graduate Studies: Graduate					
Year (Fall)	Head Count	Ft Stud	Stud FTE	Fac FTE	St/Fac Ratio
2003	1199	n/a	1061	75.7	14.0
2004	1343	n/a	1134	68.7	16.5
2005	1419	n/a	1221	54.1	22.6
2006	1284	n/a	1028	58.7	17.5
2007	1097	n/a	741	n/a	n/a
2008	911	306	724	n/a	n/a
2009	855	305	710	n/a	n/a
2010	730	293	608	n/a	n/a
2011	690	261	574	n/a	n/a
2012	571	186	460	35.6	12.9

Sources: University Registrar, SON, SPGS

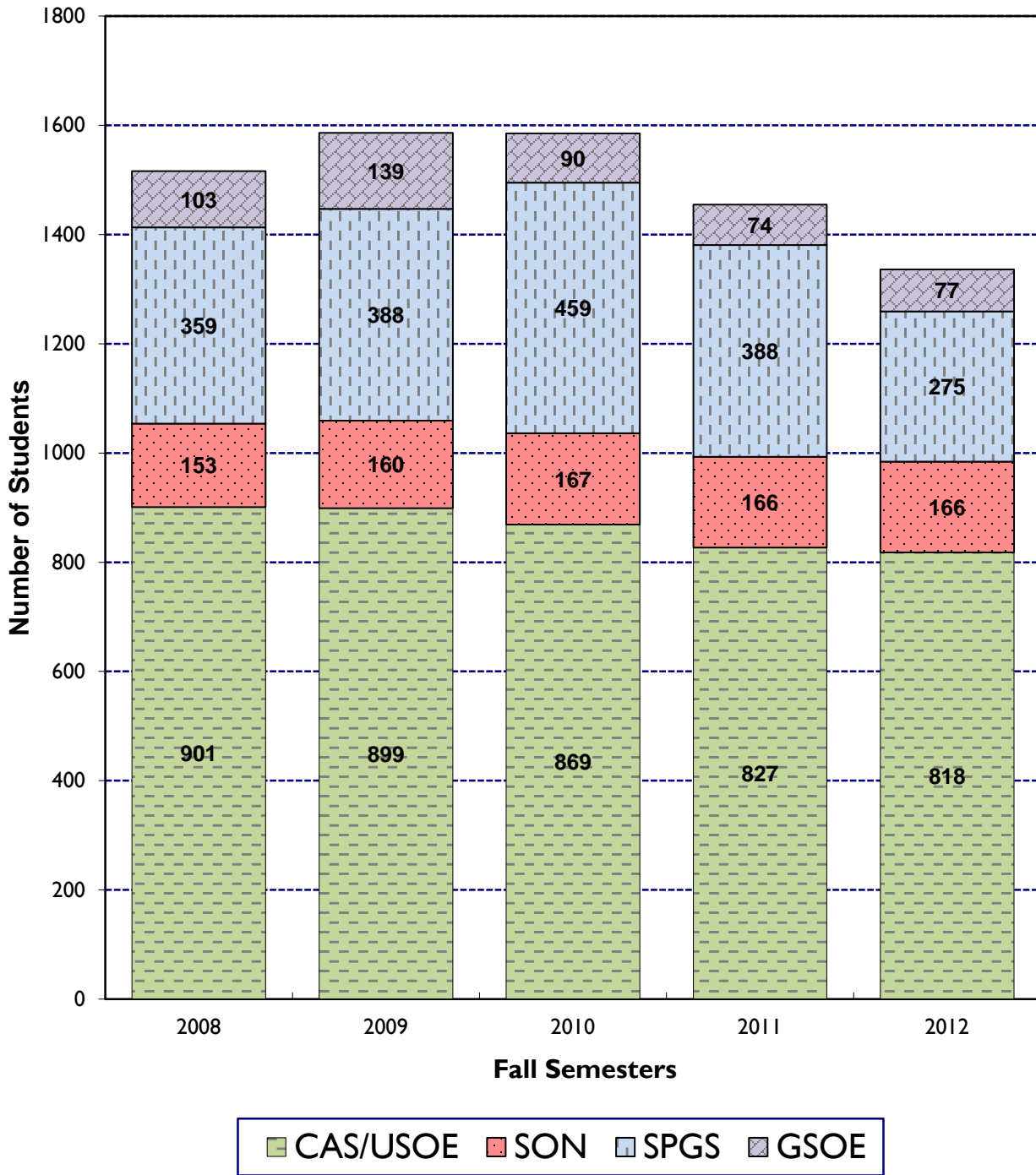
**FIGURE 3a(i)**

**BAKER UNIVERSITY  
ENROLLMENT: HEADCOUNT  
(CAS/USOE, SON, GSOE, SPGS)**



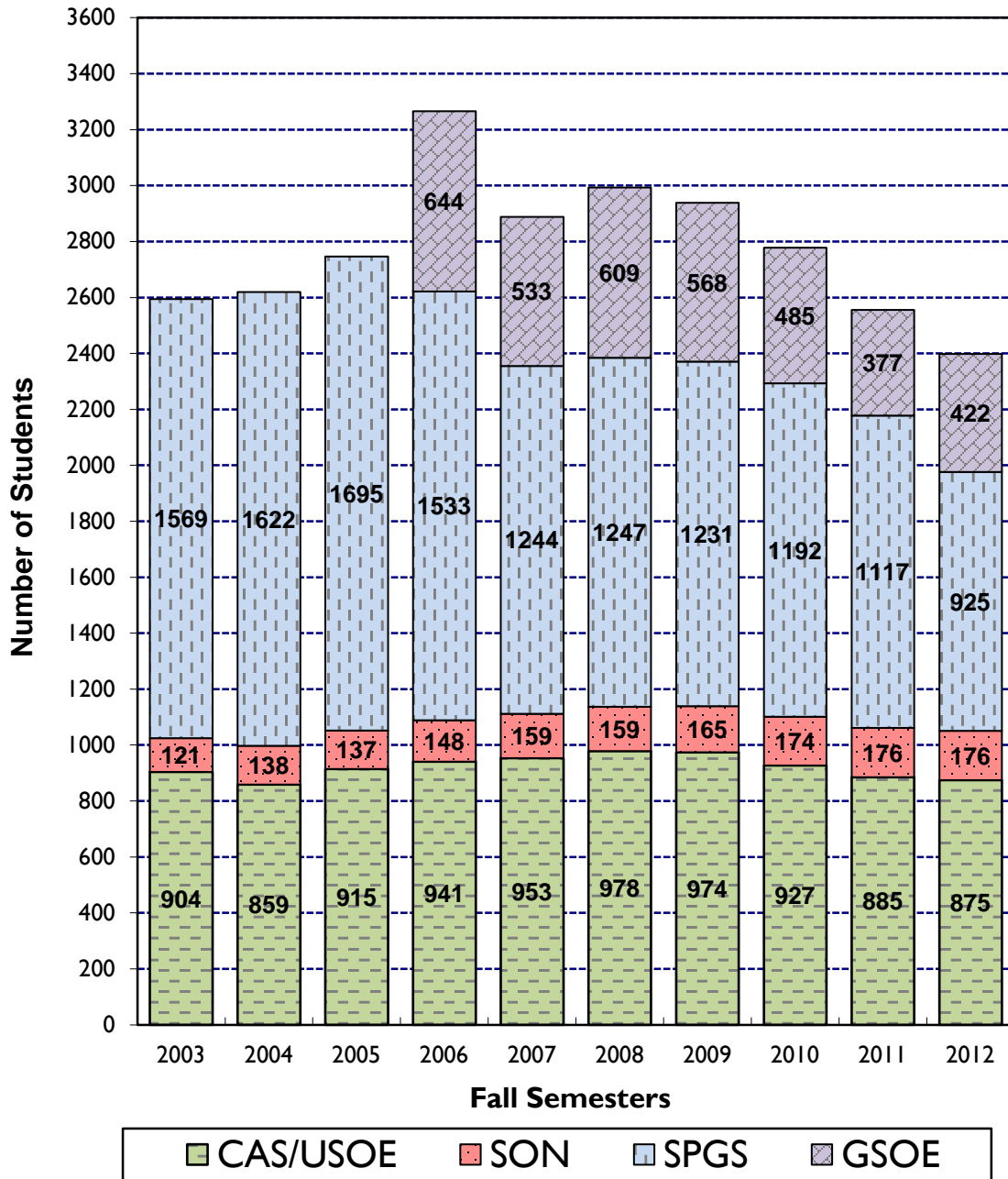
**FIGURE 3a(ii)**

**BAKER UNIVERSITY**  
**ENROLLMENT: FULL-TIME STUDENTS**  
**(CAS/USOE, SON, GSOE, SPGS)**



**FIGURE 3a(iii)**

**BAKER UNIVERSITY**  
**ENROLLMENT: STUDENT FTE**  
**(CAS/USOE, SON, SPGS, GSOE)**





**TABLE 3b**

**SCHOOL OF PROFESSIONAL AND GRADUATE STUDIES  
& GRADUATE SCHOOL OF EDUCATION**

**ENROLLMENT DATA BY DEGREE PROGRAM**

2008-2012 (REPORTING DATE: 20th DAY, FALL SEMESTER)

	2008		2009		2010		2011		2012	
	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
<b>School of Professional and Graduate Studies</b>										
Audio Recording Engineer Certificate	---	---	---	---	29	28	13	12	---	---
Associate of Arts in Business	392	214	353	198	403	242	368	205	338	176
Bachelor of Business Administration	386	205	386	216	423	231	396	219	376	221
Bachelor of Business Information Systems	---	---	---	---	25	17	26	15	10	5
Bachelor of Arts in Business Leadership	---	---	---	---	10	5	33	22	31	19
Bachelor of Science in Management	196	104	136	70	115	62	121	70	76	43
Master of Arts in Conflict Mgmt & Dispute Resolution	34	25	74	65	63	53	32	28	14	5
Master of Business Administration	677	568	641	540	619	515	542	458	415	349
Master of Liberal Arts (included with GSOE after 2009)	111	69	74	56	---	---	---	---	---	---
Master of Science in Management	70	57	66	48	47	40	35	33	47	37
Professional Development Programs	19	5	59	38	53	14	12	6	14	3
<b>TOTAL</b>	<b>1,885</b>	<b>1,247</b>	<b>1,789</b>	<b>1,231</b>	<b>1,787</b>	<b>1,205</b>	<b>1,578</b>	<b>1,069</b>	<b>1,321</b>	<b>858</b>
<b>School of Education of Graduate Programs</b>										
Master of Arts in Education	468	286	411	292	319	211	279	176	270	179
Master of Arts in School Leadership	230	149	131	75	---	---	1	0	---	---
Master of Liberal Arts (included with SPGS prior to 2010)	---	---	---	---	80	59	81	54	95	70
Master of Science in School Leadership	---	---	85	61	209	134	188	116	166	108
Master of Science in Special Education	---	---	7	5	10	4	14	9	14	11
Master of Science in Teaching	---	---	3	2	5	3	4	2	5	3
Doctorate in Education	64	48	99	61	124	57	119	54	92	62
Professional Development Programs	308	126	174	71	184	61	166	74	143	56
<b>TOTAL</b>	<b>1,070</b>	<b>609</b>	<b>910</b>	<b>568</b>	<b>931</b>	<b>529</b>	<b>852</b>	<b>486</b>	<b>785</b>	<b>489</b>

Source: University Registrar, GSOE

## TABLE 3c

### *BALDWIN CITY CAMPUS (CAS/USOE)*

### **FALL-TO-SPRING ENROLLMENT LEVELS**

1997/98 - 2011/12 (REPORTING DATE: 20th DAY OF SEMESTER)

<b>Excluding High School Concurrent Credit Enrollments</b>						
<b>Academic Year</b>	<b>Student Headcount</b>			<b>Student FTE</b>		
	<b>Fall</b>	<b>Spring</b>	<b>Spring as % of Fall</b>	<b>Fall</b>	<b>Spring</b>	<b>Spring as % of Fall</b>
1997/98	797	750	94.1%	822	770	93.7%
1998/99	810	755	93.2%	837	776	92.7%
1999/2000	763	726	95.2%	784	747	95.3%
2000/01	828	769	92.9%	842	784	93.1%
2001/02	902	810	89.8%	918	821	89.4%
2002/03	886	796	89.8%	902	808	89.6%
2003/04	895	818	91.4%	904	804	88.9%
2004/05	856	793	92.6%	859	802	93.4%
2005/06	916	832	90.8%	915	841	91.9%
2006/07	923	845	91.5%	941	860	91.4%
2007/08	942	852	90.4%	953	865	90.8%
2008/09	947	855	90.3%	968	878	90.7%
2009/10	928	814	87.7%	961	881	91.7%
2010/11	884	799	90.4%	909	824	90.6%
2011/12	857	821	95.8%	870	925	106.3%
		<b>Mean:</b>	<b>91.6%</b>		<b>Mean:</b>	<b>92.3%</b>
		<b>Median:</b>	<b>91.0%</b>		<b>Median:</b>	<b>91.7%</b>

<b>High School Concurrent Credit Enrollments</b>						
<b>Academic Year</b>	<b>Student Headcount</b>			<b>Student FTE</b>		
	<b>Fall</b>	<b>Spring</b>	<b>Total</b>	<b>Fall</b>	<b>Spring</b>	<b>Total</b>
2008/09	51	95	146	10	21	31
2009/10	64	185	249	13	30	43
2010/11	84	207	291	16	38	54
2011/12	78	148	226	15	31	46

Source: Office of Institutional Research

## PART IV

### RETENTION

The following tables present first-time first-year (traditional freshman) retention data for students at the Baldwin City campus and first-year cohort retention data for students at the School of Nursing.

In a continuing study since the fall of 1986, first-time, first-year students on the Baldwin City Campus have been tracked in terms of their persistence, as measured by the percentage of students retained, semester by semester, from a given entering first-year cohort. In addition to 4-year and 5-year graduation rates, 6-year graduation rates were added starting with the fall 1999 entering cohort.

In Table 4a(i) retention data are presented for CAS/USOE freshman students in each entering fall cohort for the 20-year period from 1993-2012. In addition, Tables 4a(ii) through 4a(x) present retention rates for the following CAS/SOE subgroups over the same 20-year time period: men, women, Greek-affiliated students, non-Greek-affiliated students, non-athletes, football players, minority students and students admitted with academic conditions. The average semester-by-semester retention rates for all students and each student subgroup for the 20 cohorts are presented in the bottom row of each table.

Figures 4a(i) and 4a(ii) illustrate selected retention percentages of particular interest. Figure 4a(i) illustrates freshman-to-sophomore retention percentages, a standard benchmark for measuring success in retaining first-time first-year students. For the most recent 20 entering freshman cohorts who became sophomores on Baker's Baldwin City campus (1992-2011), the retention rate has held relatively steady at approximately 75% (range: 67.1%-81.7%). Figure 4a(ii) illustrates the semester-by-semester mean retention percentages calculated for all entering CAS/USOE cohorts since the fall of 1993, along with 4-year, 5-year, and 6-year average graduation rates.

Starting with the fall of 1998, Table 4b tracks retention rates for Baldwin City campus transfer cohorts through 10 semesters after transferring. Complete retention data through graduation have been compiled for all incoming transfer cohorts from fall 1998 through spring 2008.

Starting with the fall of 2007, Table 4c tracks the retention rates for new fall- and spring-entering SON cohorts through 4 levels and up to 6 semesters. Complete retention data through graduation have been compiled for all incoming nursing cohorts from fall 2007 through spring 2011. (Students listed as 5- and 6-semester graduates within a given cohort do not show as "retained" through the normal 4-level progression but are "recaptured" as graduates with their original cohorts.) Figure 4c illustrates both the retention rates from level-to-level as well as graduation rates through 4, 5 and 6 semesters.

At this point in time, historic retention rate data for SPGS and GSOE are still being analyzed for future presentation.

**TABLE 4a(i)**  
**BALDWIN CITY CAMPUS**  
**RETENTION OF FIRST-TIME FIRST-YEAR STUDENTS**  
**ALL STUDENTS**

Entering Cohort	Entering Cohort	Returned as...								Returned for			5-Year Total Grads	Returned for		6-Year Total Grads	
		1st Yr	Soph		Junior		Senior		4-Year Grads	5th-Year	5-Year	6th Year		6-Year			
Semester	Total	Spr	Fall	Spr	Fall	Spr	Fall	Spr	Grads	Fall	Spr	Grads	Grads	Fall	Spr	Grads	Grads
FALL 1993:	206	188	162	154	135	131	122	119	100	20	8	16	116				
		91.3%	78.6%	74.8%	65.5%	63.6%	59.2%	57.8%	48.5%	9.7%	3.9%	7.8%	56.3%				
FALL 1994:	211	189	150	139	123	126	120	109	80	41	19	34	114				
		89.6%	71.1%	65.9%	58.3%	59.7%	56.9%	51.7%	37.9%	19.4%	9.0%	16.1%	54.0%				
FALL 1995:	218	200	171	165	151	146	141	132	100	41	17	35	135				
		91.7%	78.4%	75.7%	69.3%	67.0%	64.7%	60.6%	45.9%	18.8%	7.8%	16.1%	61.9%				
FALL 1996:	185	165	130	125	115	115	107	105	81	26	14	19	100				
		89.2%	70.3%	67.6%	62.2%	62.2%	57.8%	56.8%	43.8%	14.1%	7.6%	10.3%	54.1%				
FALL 1997:	221	203	153	150	136	133	130	125	89	37	15	33	122				
		91.9%	69.2%	67.9%	61.5%	60.2%	58.8%	56.6%	40.3%	16.7%	6.8%	14.9%	55.2%				
FALL 1998:	199	182	145	139	125	120	120	110	69	41	16	34	103				
		91.5%	72.9%	69.8%	62.8%	60.3%	60.3%	55.3%	34.7%	20.6%	8.0%	17.1%	51.8%				
FALL 1999:	184	176	149	142	129	126	120	112	72	43	20	36	108	7	5	7	115
		95.7%	81.0%	77.2%	70.1%	68.5%	65.2%	60.9%	39.1%	23.4%	10.9%	19.6%	58.7%	3.8%	2.7%	3.8%	62.5%
FALL 2000:	216	201	176	171	151	146	142	134	94	44	25	34	128	6	4	5	133
		93.1%	81.5%	79.2%	69.9%	67.6%	65.7%	62.0%	43.5%	20.4%	11.6%	15.7%	59.3%	2.8%	1.9%	2.3%	61.6%
FALL 2001:	250	221	181	172	159	158	148	139	99	47	22	40	139	5	4	5	144
		88.4%	72.4%	68.8%	63.6%	63.2%	59.2%	55.6%	39.6%	18.8%	8.8%	16.0%	55.6%	2.0%	1.6%	2.0%	57.6%
FALL 2002:	231	205	172	160	147	140	138	124	86	49	25	46	132	4	3	4	136
		88.7%	74.5%	69.3%	63.6%	60.6%	59.7%	53.7%	37.2%	21.2%	10.8%	19.9%	57.1%	1.7%	1.3%	1.7%	58.9%
FALL 2003:	225	199	151	145	135	134	129	121	81	42	15	38	119	2	2	3	122
		88.4%	67.1%	64.4%	60.0%	59.6%	57.3%	53.8%	36.0%	18.7%	6.7%	16.9%	52.9%	0.9%	0.9%	1.3%	54.2%
FALL 2004:	203	185	164	161	151	149	145	137	100	43	22	36	136	2	1	2	138
		91.1%	80.8%	79.3%	74.4%	73.4%	71.4%	67.5%	49.3%	21.2%	10.8%	17.7%	67.0%	1.0%	0.5%	1.0%	68.0%
FALL 2005:	239	212	186	176	158	155	154	145	86	52	24	40	126	11	7	5	131
		88.7%	77.8%	73.6%	66.1%	64.9%	64.4%	60.7%	36.0%	21.8%	10.0%	16.7%	52.7%	4.6%	2.9%	2.1%	54.8%
FALL 2006:	236	209	185	178	155	150	146	137	93	43	19	36	129	5	2	1	130
		88.6%	78.4%	75.4%	65.7%	63.6%	61.9%	58.1%	39.4%	18.2%	8.1%	15.3%	54.7%	2.1%	0.8%	0.4%	55.1%
FALL 2007:	250	224	182	169	147	144	141	131	89	45	29	33	122	8			
		89.6%	72.8%	67.6%	58.8%	57.6%	56.4%	52.4%	35.6%	18.0%	11.6%	13.2%	48.8%	3.2%			
FALL 2008:	239	219	179	170	155	150	143	135	101	38							
		91.6%	74.9%	71.1%	64.9%	62.8%	59.8%	56.5%	42.3%	15.9%							
FALL 2009:	257	240	210	196	173	170	161										
		93.4%	81.7%	76.3%	67.3%	66.1%	62.6%										
FALL 2010:	184	165	141	130	113												
		89.7%	76.6%	70.7%	61.4%												
FALL 2011:	200	173	149														
		86.5%	74.5%														
FALL 2012:	202																
<b>20-YR AVG</b>	<b>217.8</b>	<b>90.5%</b>	<b>75.5%</b>	<b>71.9%</b>	<b>64.7%</b>	<b>63.6%</b>	<b>61.3%</b>	<b>57.5%</b>	<b>40.6%</b>	<b>18.6%</b>	<b>8.8%</b>	<b>15.6%</b>	<b>56.0%</b>	<b>2.5%</b>	<b>1.6%</b>	<b>1.8%</b>	<b>59.1%</b>

Source: Office of Institutional Research

**TABLE 4a(ii)**  
**BALDWIN CITY CAMPUS**  
**RETENTION OF FIRST-TIME FIRST-YEAR STUDENTS**  
**MEN**

Entering Cohort Semester	Entering Cohort Total	Returned as...							4-Year Grads	Returned for		5-Year Grads	5-Year Total Grads	Returned for		6-Year Grads	6-Year Total Grads
		1stYr Spr	Soph Fall	Junior Spr	Senior Fall	Senior Spr	5th Year Fall	5th Year Spr		6th Year Fall	6th Year Spr						
FALL 1993:	80	71	62	56	44	42	36	36	32	5	1	3	35				
		88.8%	77.5%	70.0%	55.0%	52.5%	45.0%	45.0%	40.0%	6.3%	1.3%	3.8%	43.8%				
FALL 1994:	84	76	59	60	56	56	52	50	36	17	13	15	51				
		90.5%	70.2%	71.4%	66.7%	66.7%	61.9%	59.5%	42.9%	20.2%	15.5%	17.9%	60.7%				
FALL 1995:	100	89	74	75	67	63	60	61	41	19	8	15	56				
		89.0%	74.0%	75.0%	67.0%	63.0%	60.0%	61.0%	41.0%	19.0%	8.0%	15.0%	56.0%				
FALL 1996:	95	81	58	54	48	49	45	45	29	14	9	11	40				
		85.3%	61.1%	56.8%	50.5%	51.6%	47.4%	47.4%	30.5%	14.7%	9.5%	11.6%	42.1%				
FALL 1997:	105	93	60	59	57	57	56	55	32	21	8	17	49				
		88.6%	57.1%	56.2%	54.3%	54.3%	53.3%	52.4%	30.5%	20.0%	7.6%	16.2%	46.7%				
FALL 1998:	89	82	64	63	58	56	56	52	23	29	14	22	45				
		92.1%	71.9%	70.8%	65.2%	62.9%	62.9%	58.4%	25.8%	32.6%	15.7%	24.7%	50.6%				
FALL 1999:	81	76	59	59	50	50	49	48	19	28	15	22	41	6	4	7	48
		93.8%	72.8%	72.8%	61.7%	61.7%	60.5%	59.3%	23.5%	34.6%	18.5%	27.2%	50.6%	7.4%	4.9%	8.6%	59.3%
FALL 2000:	102	96	80	78	70	69	65	63	43	22	14	14	57	5	4	3	60
		94.1%	78.4%	76.5%	68.6%	67.6%	63.7%	61.8%	42.2%	21.6%	13.7%	13.7%	55.9%	4.9%	3.9%	2.9%	58.8%
FALL 2001:	102	87	68	64	61	60	55	53	34	21	12	16	50	2	3	2	52
		85.3%	66.7%	62.7%	59.8%	58.8%	53.9%	52.0%	33.3%	20.6%	11.8%	15.7%	49.0%	2.0%	2.9%	2.0%	51.0%
FALL 2002:	94	80	67	60	55	51	51	48	29	21	11	20	49	2	1	2	51
		85.1%	71.3%	63.8%	58.5%	54.3%	54.3%	51.1%	30.9%	22.3%	11.7%	21.3%	52.1%	2.1%	1.1%	2.1%	54.3%
FALL 2003:	117	101	77	73	70	68	64	62	37	25	11	20	57	2	2	3	60
		86.3%	65.8%	62.4%	59.8%	58.1%	54.7%	53.0%	31.6%	21.4%	9.4%	17.1%	48.7%	1.7%	1.7%	2.6%	51.3%
FALL 2004:	86	76	67	66	61	60	58	57	34	22	13	18	52	2	1	2	54
		88.4%	77.9%	76.7%	70.9%	69.8%	67.4%	66.3%	39.5%	25.6%	15.1%	20.9%	60.5%	2.3%	1.2%	2.3%	62.8%
FALL 2005:	104	92	82	76	66	62	63	58	34	21	12	15	49	4	2	2	51
		88.5%	78.8%	73.1%	63.5%	59.6%	60.6%	55.8%	32.7%	20.2%	11.5%	14.4%	47.1%	3.8%	1.9%	1.9%	49.0%
FALL 2006:	100	85	74	72	64	62	61	58	34	21	9	16	50	5	2	1	51
		85.0%	74.0%	72.0%	64.0%	62.0%	61.0%	58.0%	34.0%	21.0%	9.0%	16.0%	50.0%	5.0%	2.0%	1.0%	51.0%
FALL 2007:	110	97	73	66	58	57	60	57	29	25	18	15	44	7			
		88.2%	66.4%	60.0%	52.7%	51.8%	54.5%	51.8%	26.4%	22.7%	16.4%	13.6%	40.0%	6.4%			
FALL 2008:	91	83	69	63	56	54	54	53	31	23							
		91.2%	75.8%	69.2%	61.5%	59.3%	59.3%	58.2%	34.1%	25.3%							
FALL 2009:	137	127	114	107	97	96	94										
		92.7%	83.2%	78.1%	70.8%	70.1%	68.6%										
FALL 2010:	90	77	63	55	48												
		85.6%	70.0%	61.1%	53.3%												
FALL 2011:	98	87	74														
		88.8%	75.5%														
FALL 2012:	115																
<b>20-YR AVG</b>	<b>99.0</b>	<b>88.8%</b>	<b>72.0%</b>	<b>68.3%</b>	<b>61.2%</b>	<b>60.2%</b>	<b>58.2%</b>	<b>55.7%</b>	<b>33.7%</b>	<b>21.8%</b>	<b>11.6%</b>	<b>16.6%</b>	<b>50.2%</b>	<b>4.0%</b>	<b>2.5%</b>	<b>2.9%</b>	<b>54.7%</b>

Source: Office of Institutional Research

**TABLE 4a(iii)**

**BALDWIN CITY CAMPUS**

**RETENTION OF FIRST-TIME FIRST-YEAR STUDENTS  
WOMEN**

Entering Cohort Semester	Entering Cohort Total	Returned as...							4-Year Grads	Returned for		5-Year Total Grads	Returned for		6-Year Total Grads		
		1st Yr	Soph		Junior		Senior	5th-Year		5-Year	6th Year		6-Year				
		Spr	Fall	Spr	Fall	Spr	Fall	Spr	Fall	Spr	Grads	Grads	Fall	Spr	Grads	Grads	
FALL 1993:	126	117	100	98	91	89	86	83	68	15	7	13	81				
		92.9%	79.4%	77.8%	72.2%	70.6%	68.3%	65.9%	54.0%	11.9%	5.6%	10.3%	64.3%				
FALL 1994:	127	113	91	79	67	70	68	59	44	24	6	19	63				
		89.0%	71.7%	62.2%	52.8%	55.1%	53.5%	46.5%	34.6%	18.9%	4.7%	15.0%	49.6%				
FALL 1995:	118	111	97	90	84	83	81	71	59	22	9	20	79				
		94.1%	82.2%	76.3%	71.2%	70.3%	68.6%	60.2%	50.0%	18.6%	7.6%	16.9%	66.9%				
FALL 1996:	90	84	72	71	67	66	62	60	52	12	5	8	60				
		93.3%	80.0%	78.9%	74.4%	73.3%	68.9%	66.7%	57.8%	13.3%	5.6%	8.9%	66.7%				
FALL 1997:	116	110	93	91	79	76	74	70	57	16	7	16	73				
		94.8%	80.2%	78.4%	68.1%	65.5%	63.8%	60.3%	49.1%	13.8%	6.0%	13.8%	62.9%				
FALL 1998:	110	100	81	76	67	64	64	58	46	12	2	12	58				
		90.9%	73.6%	69.1%	60.9%	58.2%	58.2%	52.7%	41.8%	10.9%	1.8%	10.9%	52.7%				
FALL 1999:	103	100	90	83	79	76	71	64	53	15	5	14	67	1	1	0	67
		97.1%	87.4%	80.6%	76.7%	73.8%	68.9%	62.1%	51.5%	14.6%	4.9%	13.6%	65.0%	1.0%	1.0%	0.0%	65.0%
FALL 2000:	114	105	96	93	81	77	77	71	51	22	11	20	71	1	0	2	73
		92.1%	84.2%	81.6%	71.1%	67.5%	67.5%	62.3%	44.7%	19.3%	9.6%	17.5%	62.3%	0.9%	0.0%	1.8%	64.0%
FALL 2001:	148	134	113	108	98	98	93	86	65	26	10	24	89	3	1	3	92
		90.5%	76.4%	73.0%	66.2%	66.2%	62.8%	58.1%	43.9%	17.6%	6.8%	16.2%	60.1%	2.0%	0.7%	2.0%	62.2%
FALL 2002:	137	125	105	100	92	89	87	76	57	28	14	26	83	2	2	2	85
		91.2%	76.6%	73.0%	67.2%	65.0%	63.5%	55.5%	41.6%	20.4%	10.2%	19.0%	60.6%	1.5%	1.5%	1.5%	62.0%
FALL 2003:	108	98	74	72	65	66	65	59	44	17	4	18	62	0	0	0	62
		90.7%	68.5%	66.7%	60.2%	61.1%	60.2%	54.6%	40.7%	15.7%	3.7%	16.7%	57.4%	0.0%	0.0%	0.0%	57.4%
FALL 2004:	117	109	97	95	90	89	87	80	66	21	9	18	84	0	0	0	84
		93.2%	82.9%	81.2%	76.9%	76.1%	74.4%	68.4%	56.4%	17.9%	7.7%	15.4%	71.8%	0.0%	0.0%	0.0%	71.8%
FALL 2005:	135	120	104	100	92	93	91	87	52	31	12	25	77	7	5	3	80
		88.9%	77.0%	74.1%	68.1%	68.9%	67.4%	64.4%	38.5%	23.0%	8.9%	18.5%	57.0%	5.2%	3.7%	2.2%	59.3%
FALL 2006:	136	124	111	106	91	88	85	79	59	22	10	20	79	0	0	0	79
		91.2%	81.6%	77.9%	66.9%	64.7%	62.5%	58.1%	43.4%	16.2%	7.4%	14.7%	58.1%	0.0%	0.0%	0.0%	58.1%
FALL 2007:	140	127	109	103	89	87	81	74	60	20	11	18	78	1			
		90.7%	77.9%	73.6%	63.6%	62.1%	57.9%	52.9%	42.9%	14.3%	7.9%	12.9%	55.7%	0.7%			
FALL 2008:	148	136	110	107	99	96	89	82	70	15							
		91.9%	74.3%	72.3%	66.9%	64.9%	60.1%	55.4%	47.3%	10.1%							
FALL 2009:	120	113	96	89	76	74	67										
		94.2%	80.0%	74.2%	63.3%	61.7%	55.8%										
FALL 2010:	94	88	78	75	65												
		93.6%	83.0%	79.8%	69.1%												
FALL 2011:	102	86	75														
		84.3%	73.5%														
FALL 2012:	87																
<b>20-YR AVG</b>	<b>118.8</b>	<b>91.8%</b>	<b>78.4%</b>	<b>75.0%</b>	<b>67.5%</b>	<b>66.2%</b>	<b>63.7%</b>	<b>59.0%</b>	<b>46.1%</b>	<b>16.0%</b>	<b>6.6%</b>	<b>14.7%</b>	<b>60.8%</b>	<b>1.2%</b>	<b>0.9%</b>	<b>0.9%</b>	<b>62.5%</b>

Source: Office of Institutional Research

**TABLE 4a(iv)**  
**BALDWIN CITY CAMPUS**  
**RETENTION OF FIRST-TIME FIRST-YEAR STUDENTS**  
**GREEK AFFILIATION**

Entering Cohort Semester	Entering Cohort Total	Returned as...								Returned for			5-Year Total Grads	Returned for 6th Year		6-Year Total Grads	
		Ist Yr	Soph		Junior		Senior		4-Year Grads	5th-Year		5-Year Grads		Fall	Spr		6-Year Grads
		Spr	Fall	Spr	Fall	Spr	Fall	Spr		Fall	Spr						
FALL 1993:	136	130	114	111	96	93	88	85	68	17	7	14	82				
		95.6%	83.8%	81.6%	70.6%	68.4%	64.7%	62.5%	50.0%	12.5%	5.1%	10.3%	60.3%				
FALL 1994:	113	103	84	80	72	74	71	67	47	25	13	20	67				
		91.2%	74.3%	70.8%	63.7%	65.5%	62.8%	59.3%	41.6%	22.1%	11.5%	17.7%	59.3%				
FALL 1995:	122	117	107	103	94	93	92	86	65	24	9	21	86				
		95.9%	87.7%	84.4%	77.0%	76.2%	75.4%	70.5%	53.3%	19.7%	7.4%	17.2%	70.5%				
FALL 1996:	112	107	86	82	75	75	69	68	56	14	9	10	66				
		95.5%	76.8%	73.2%	67.0%	67.0%	61.6%	60.7%	50.0%	12.5%	8.0%	8.9%	58.9%				
FALL 1997:	117	109	89	87	79	76	77	74	54	18	10	16	70				
		93.2%	76.1%	74.4%	67.5%	65.0%	65.8%	63.2%	46.2%	15.4%	8.5%	13.7%	59.8%				
FALL 1998:	104	101	82	79	70	67	68	65	45	20	9	14	59				
		97.1%	78.8%	76.0%	67.3%	64.4%	65.4%	62.5%	43.3%	19.2%	8.7%	13.5%	56.7%				
FALL 1999:	108	108	98	94	88	87	85	79	51	29	16	24	75	5	2	5	80
		100.0%	90.7%	87.0%	81.5%	80.6%	78.7%	73.1%	47.2%	26.9%	14.8%	22.2%	69.4%	4.6%	1.9%	4.6%	74.1%
FALL 2000:	135	127	113	113	97	93	89	83	56	31	19	23	79	4	3	3	82
		94.1%	83.7%	83.7%	71.9%	68.9%	65.9%	61.5%	41.5%	23.0%	14.1%	17.0%	58.5%	3.0%	2.2%	2.2%	60.7%
FALL 2001:	121	107	87	83	80	79	76	74	52	24	8	23	75	1	1	1	76
		88.4%	71.9%	68.6%	66.1%	65.3%	62.8%	61.2%	43.0%	19.8%	6.6%	19.0%	62.0%	0.8%	0.8%	0.8%	62.8%
FALL 2002:	122	111	97	93	90	87	87	77	59	27	11	25	84	2	1	2	86
		91.0%	79.5%	76.2%	73.8%	71.3%	71.3%	63.1%	48.4%	22.1%	9.0%	20.5%	68.9%	1.6%	0.8%	1.6%	70.5%
FALL 2003:	91	89	79	75	71	70	67	63	45	19	6	17	62	1	0	1	63
		97.8%	86.8%	82.4%	78.0%	76.9%	73.6%	69.2%	49.5%	20.9%	6.6%	18.7%	68.1%	1.1%	0.0%	1.1%	69.2%
FALL 2004:	105	99	92	92	86	87	84	78	57	28	13	25	82	0	0	0	82
		94.3%	87.6%	87.6%	81.9%	82.9%	80.0%	74.3%	54.3%	26.7%	12.4%	23.8%	78.1%	0.0%	0.0%	0.0%	78.1%
FALL 2005:	111	108	101	94	85	82	83	78	46	29	9	22	68	4	2	2	70
		97.3%	91.0%	84.7%	76.6%	73.9%	74.8%	70.3%	41.4%	26.1%	8.1%	19.8%	61.3%	3.6%	1.8%	1.8%	63.1%
FALL 2006:	87	83	76	73	67	66	65	60	47	16	8	13	60	1	1	0	60
		95.4%	87.4%	83.9%	77.0%	75.9%	74.7%	69.0%	54.0%	18.4%	9.2%	14.9%	69.0%	1.1%	1.1%	0.0%	69.0%
FALL 2007:	93	85	73	67	62	61	59	53	35	20	10	14	49	4			
		91.4%	78.5%	72.0%	66.7%	65.6%	63.4%	57.0%	37.6%	21.5%	10.8%	15.1%	52.7%	4.3%			
FALL 2008:	86	80	66	63	60	58	57	53	41	13							
		93.0%	76.7%	73.3%	69.8%	67.4%	66.3%	61.6%	47.7%	15.1%							
FALL 2009:	118	111	103	97	90	89	85										
		94.1%	87.3%	82.2%	76.3%	75.4%	72.0%										
FALL 2010:	91	84	70	67	59												
		92.3%	76.9%	73.6%	64.8%												
FALL 2011:	98	86	77														
		87.8%	78.6%														
FALL 2012:	83																
<b>20-YR AVG</b>	<b>107.7</b>	<b>94.0%</b>	<b>81.8%</b>	<b>78.6%</b>	<b>72.1%</b>	<b>71.2%</b>	<b>69.4%</b>	<b>64.9%</b>	<b>46.8%</b>	<b>20.1%</b>	<b>9.4%</b>	<b>16.8%</b>	<b>63.6%</b>	<b>2.2%</b>	<b>1.1%</b>	<b>1.5%</b>	<b>68.4%</b>

Source: Office of Institutional Research

**TABLE 4a(v)**  
**BALDWIN CITY CAMPUS**  
**RETENTION OF FIRST-TIME FIRST-YEAR STUDENTS**  
**NO GREEK AFFILIATION**

Entering Cohort Semester	Entering Cohort Total	Returned as								Returned for			5-Year Total Grads	Returned for		6-Year Total Grads		
		1st Yr		Soph		Junior		Senior		4-Year Grads	5th Year			5-Year Grads	6th Year			
		Spr	Fall	Spr	Fall	Spr	Fall	Spr	Fall	Spr	Fall	Spr	Grads	Grads	Fall	Spr	Grads	Grads
FALL 1993:	70	58	48	43	39	38	34	34	32	3	1	2	34					
		82.9%	68.6%	61.4%	55.7%	54.3%	48.6%	48.6%	45.7%	4.3%	1.4%	2.9%	48.6%					
FALL 1994:	98	86	66	59	51	52	49	42	35	15	6	13	48					
		87.8%	67.3%	60.2%	52.0%	53.1%	50.0%	42.9%	35.7%	15.3%	6.1%	13.3%	49.0%					
FALL 1995:	96	83	64	62	57	53	49	46	35	17	8	14	49					
		86.5%	66.7%	64.6%	59.4%	55.2%	51.0%	47.9%	36.5%	17.7%	8.3%	14.6%	51.0%					
FALL 1996:	73	58	44	43	40	40	38	37	25	12	5	9	34					
		79.5%	60.3%	58.9%	54.8%	54.8%	52.1%	50.7%	34.2%	16.4%	6.8%	12.3%	46.6%					
FALL 1997:	104	94	64	63	57	57	53	51	35	19	5	17	52					
		90.4%	61.5%	60.6%	54.8%	54.8%	51.0%	49.0%	33.7%	18.3%	4.8%	16.3%	50.0%					
FALL 1998:	95	81	63	61	55	53	52	45	24	21	7	20	44					
		85.3%	66.3%	64.2%	57.9%	55.8%	54.7%	47.4%	25.3%	22.1%	7.4%	21.1%	46.3%					
FALL 1999:	76	68	51	48	41	39	35	33	21	14	4	12	33	2	3	2	35	
		89.5%	67.1%	63.2%	53.9%	51.3%	46.1%	43.4%	27.6%	18.4%	5.3%	15.8%	43.4%	2.6%	3.9%	2.6%	46.1%	
FALL 2000:	81	74	63	58	54	53	53	49	38	13	6	11	49	2	1	2	51	
		91.4%	77.8%	71.6%	66.7%	65.4%	65.4%	60.5%	46.9%	16.0%	7.4%	13.6%	60.5%	2.5%	1.2%	2.5%	63.0%	
FALL 2001:	129	114	94	89	79	79	72	65	47	23	14	17	64	4	3	4	68	
		88.4%	72.9%	69.0%	61.2%	61.2%	55.8%	50.4%	36.4%	17.8%	10.9%	13.2%	49.6%	3.1%	2.3%	3.1%	52.7%	
FALL 2002:	109	94	75	67	57	53	51	47	27	22	14	21	48	2	2	2	50	
		86.2%	68.8%	61.5%	52.3%	48.6%	46.8%	43.1%	24.8%	20.2%	12.8%	19.3%	44.0%	1.8%	1.8%	1.8%	45.9%	
FALL 2003:	134	110	72	70	64	64	62	58	36	23	9	21	57	1	2	2	59	
		82.1%	53.7%	52.2%	47.8%	47.8%	46.3%	43.3%	26.9%	17.2%	6.7%	15.7%	42.5%	0.7%	1.5%	1.5%	44.0%	
FALL 2004:	98	86	72	69	65	62	61	59	43	15	9	11	54	2	1	2	56	
		87.8%	73.5%	70.4%	66.3%	63.3%	62.2%	60.2%	43.9%	15.3%	9.2%	11.2%	55.1%	2.0%	1.0%	2.0%	57.1%	
FALL 2005:	128	104	85	82	73	73	71	67	40	23	15	18	58	7	5	3	61	
		81.3%	66.4%	64.1%	57.0%	57.0%	55.5%	52.3%	31.3%	18.0%	11.7%	14.1%	45.3%	5.5%	3.9%	2.3%	47.7%	
FALL 2006:	149	126	109	105	88	84	81	77	46	27	11	23	69	4	3	1	70	
		84.6%	73.2%	70.5%	59.1%	56.4%	54.4%	51.7%	30.9%	18.1%	7.4%	15.4%	46.3%	2.7%	2.0%	0.7%	47.0%	
FALL 2007:	157	139	109	102	85	83	82	78	54	25	19	19	73	4				
		88.5%	69.4%	65.0%	54.1%	52.9%	52.2%	49.7%	34.4%	15.9%	12.1%	12.1%	46.5%	2.5%				
FALL 2008:	153	139	113	107	95	92	86	82	60	25								
		90.8%	73.9%	69.9%	62.1%	60.1%	56.2%	53.6%	39.2%	16.3%								
FALL 2009:	139	129	107	99	83	81	65											
		92.8%	77.0%	71.2%	59.7%	58.3%	46.8%											
FALL 2010:	93	81	71	63	54													
		87.1%	76.3%	67.7%	58.1%													
FALL 2011:	102	87	72															
		85.3%	70.6%															
FALL 2012:	119																	
<b>20-YR AVG.</b>	<b>110.2</b>	<b>86.7%</b>	<b>69.0%</b>	<b>64.8%</b>	<b>57.4%</b>	<b>55.9%</b>	<b>52.6%</b>	<b>49.7%</b>	<b>34.6%</b>	<b>16.7%</b>	<b>7.9%</b>	<b>14.0%</b>	<b>48.3%</b>	<b>2.6%</b>	<b>2.2%</b>	<b>2.1%</b>	<b>50.4%</b>	

Source: Office of Institutional Research



**TABLE 4a(vi)**  
**BALDWIN CITY CAMPUS**  
**RETENTION OF FIRST-TIME FIRST-YEAR STUDENTS**  
**ATHLETES**

Entering Cohort Semester	Entering Cohort Total	Returned as...								Returned for			5-Year Total Grads	Returned for		6-Year Total Grads	
		1st Yr		Soph		Junior		Senior		4-Year Grads		5th-Year		6th Year			
		Spr	Fall	Spr	Fall	Spr	Fall	Spr	Fall	Spr	Fall	Spr	Grads	Fall	Spr	Grads	
FALL 1993:	62	57	52	49	43	42	40	40	32	7	1	4	36				
		91.9%	83.9%	79.0%	69.4%	67.7%	64.5%	64.5%	51.6%	11.3%	1.6%	6.5%	58.1%				
FALL 1994:	83	75	59	56	48	50	48	44	30	15	9	12	42				
		90.4%	71.1%	67.5%	57.8%	60.2%	57.8%	53.0%	36.1%	18.1%	10.8%	14.5%	50.6%				
FALL 1995:	104	97	80	77	69	67	67	64	46	18	5	14	60				
		93.3%	76.9%	74.0%	66.3%	64.4%	64.4%	61.5%	44.2%	17.3%	4.8%	13.5%	57.7%				
FALL 1996:	81	72	53	51	46	47	43	41	29	15	8	13	42				
		88.9%	65.4%	63.0%	56.8%	58.0%	53.1%	50.6%	35.8%	18.5%	9.9%	16.0%	51.9%				
FALL 1997:	111	99	64	64	58	56	54	51	33	19	8	16	49				
		89.2%	57.7%	57.7%	52.3%	50.5%	48.6%	45.9%	29.7%	17.1%	7.2%	14.4%	44.1%				
FALL 1998:	98	90	72	69	65	62	63	60	33	27	11	21	54				
		91.8%	73.5%	70.4%	66.3%	63.3%	64.3%	61.2%	33.7%	27.6%	11.2%	21.4%	55.1%				
FALL 1999:	79	76	62	60	53	53	52	51	31	20	9	19	50	2	2	2	
		96.2%	78.5%	75.9%	67.1%	67.1%	65.8%	64.6%	39.2%	25.3%	11.4%	24.1%	63.3%	2.5%	2.5%	2.5%	
FALL 2000:	85	77	69	62	59	56	54	54	38	17	10	12	50	3	2	2	
		90.6%	81.2%	81.2%	72.9%	69.4%	65.9%	63.5%	44.7%	20.0%	11.8%	14.1%	58.8%	3.5%	2.4%	2.4%	
FALL 2001:	76	68	56	54	51	50	44	41	28	15	7	14	42	0	1	0	
		89.5%	73.7%	71.1%	67.1%	65.8%	57.9%	53.9%	36.8%	19.7%	9.2%	18.4%	55.3%	0.0%	1.3%	0.0%	
FALL 2002:	87	76	61	56	50	48	48	45	27	21	11	19	46	2	1	2	
		87.4%	70.1%	64.4%	57.5%	55.2%	55.2%	51.7%	31.0%	24.1%	12.6%	21.8%	52.9%	2.3%	1.1%	2.3%	
FALL 2003:	87	73	58	55	50	50	48	47	32	14	5	13	45	0	1	1	
		83.9%	66.7%	63.2%	57.5%	57.5%	55.2%	54.0%	36.8%	16.1%	5.7%	14.9%	51.7%	0.0%	1.1%	1.1%	
FALL 2004:	88	80	72	69	65	64	64	63	37	24	14	20	57	2	1	2	
		90.9%	81.8%	78.4%	73.9%	72.7%	72.7%	71.6%	42.0%	27.3%	15.9%	22.7%	64.8%	2.3%	1.1%	2.3%	
FALL 2005:	109	101	93	88	76	74	74	70	40	29	12	24	64	4	1	3	
		92.7%	85.3%	80.7%	69.7%	67.9%	67.9%	64.2%	36.7%	26.6%	11.0%	22.0%	58.7%	3.7%	0.9%	2.8%	
FALL 2006:	108	100	89	86	76	75	72	71	47	22	12	17	64	2	1	1	
		92.6%	82.4%	79.6%	70.4%	69.4%	66.7%	65.7%	43.5%	20.4%	11.1%	15.7%	59.3%	1.9%	0.9%	0.9%	
FALL 2007:	130	117	92	86	74	74	76	71	46	23	14	16	62	5			
		90.0%	70.8%	66.2%	56.9%	56.9%	58.5%	54.6%	35.4%	17.7%	10.8%	12.3%	47.7%	3.8%			
FALL 2008:	113	103	84	82	75	72	71	67	49	21							
		91.2%	74.3%	72.6%	66.4%	63.7%	62.8%	59.3%	43.4%	18.6%							
FALL 2009:	149	139	119	111	99	98	96										
		93.3%	79.9%	74.5%	66.4%	65.8%	64.4%										
FALL 2010:	109	100	84	76	69												
		91.7%	77.1%	69.7%	63.3%												
FALL 2011:	113	100	89														
		88.5%	78.8%														
FALL 2012:	124																
<b>20-YR AVG</b>	<b>99.8%</b>	<b>90.7%</b>	<b>75.2%</b>	<b>71.6%</b>	<b>64.3%</b>	<b>63.3%</b>	<b>61.5%</b>	<b>58.8%</b>	<b>38.8%</b>	<b>20.4%</b>	<b>9.7%</b>	<b>16.8%</b>	<b>55.3%</b>	<b>2.2%</b>	<b>1.4%</b>	<b>1.8%</b>	<b>59.9%</b>

Source: Office of Institutional Research

**TABLE 4a(vii)**  
**BALDWIN CITY CAMPUS**  
**RETENTION OF FIRST-TIME FIRST-YEAR STUDENTS**  
**NON-ATHLETES**

Entering Cohort Semester	Entering Cohort Total	Returned as:							Returned for			5-Year Total Grads	Returned for		6-Year Total Grads		
		1st Yr	Soph		Junior		Senior		4-Year Grads	5th Year			5-Year Grads	6th Year			
		Spr	Fall	Spr	Fall	Spr	Fall	Spr	Fall	Spr	Fall	Spr	Fall	Spr	Fall	Spr	
FALL 1993:	144	131	110	105	92	89	82	79	68	13	7	12	80				
		91.0%	76.4%	72.9%	63.9%	61.8%	56.9%	54.9%	47.2%	9.0%	4.9%	8.3%	55.6%				
FALL 1994:	128	114	91	83	75	76	74	65	52	25	10	21	73				
		89.1%	71.1%	64.8%	58.6%	59.4%	57.8%	50.8%	40.6%	19.5%	7.8%	16.4%	57.0%				
FALL 1995:	114	103	91	88	82	79	74	68	54	23	12	21	75				
		90.4%	79.8%	77.2%	71.9%	69.3%	64.9%	59.6%	47.4%	20.2%	10.5%	18.4%	65.8%				
FALL 1996:	104	93	77	74	69	68	64	64	52	11	6	6	58				
		89.4%	74.0%	71.2%	66.3%	65.4%	61.5%	61.5%	50.0%	10.6%	5.8%	5.8%	55.8%				
FALL 1997:	110	104	89	86	78	77	76	74	56	18	7	17	73				
		94.5%	80.9%	78.2%	70.9%	70.0%	69.1%	67.3%	50.9%	16.4%	6.4%	15.5%	66.4%				
FALL 1998:	101	92	73	70	60	58	57	50	36	14	5	13	49				
		91.1%	72.3%	69.3%	59.4%	57.4%	56.4%	49.5%	35.6%	13.9%	5.0%	12.9%	48.5%				
FALL 1999:	105	100	87	82	76	73	68	61	41	23	11	17	58	5	3	5	63
		95.2%	82.9%	78.1%	72.4%	69.5%	64.8%	58.1%	39.0%	21.9%	10.5%	16.2%	55.2%	4.8%	2.9%	4.8%	60.0%
FALL 2000:	131	124	109	102	89	87	86	80	56	27	15	22	78	3	2	3	81
		94.7%	83.2%	77.9%	67.9%	66.4%	65.6%	61.1%	42.7%	20.6%	11.5%	16.8%	59.5%	2.3%	1.5%	2.3%	61.8%
FALL 2001:	174	153	125	118	108	108	104	98	71	32	15	26	97	5	3	5	102
		87.9%	71.8%	67.8%	62.1%	62.1%	59.8%	56.3%	40.8%	18.4%	8.6%	14.9%	55.7%	2.9%	1.7%	2.9%	58.6%
FALL 2002:	144	129	111	104	97	92	90	79	59	28	14	27	86	2	2	2	88
		89.6%	77.1%	72.2%	67.4%	63.9%	62.5%	54.9%	41.0%	19.4%	9.7%	18.8%	59.7%	1.4%	1.4%	1.4%	61.1%
FALL 2003:	138	126	93	90	85	84	81	74	49	28	10	25	74	2	1	2	76
		91.3%	67.4%	65.2%	61.6%	60.9%	58.7%	53.6%	35.5%	20.3%	7.2%	18.1%	53.6%	1.4%	0.7%	1.4%	55.1%
FALL 2004:	115	105	92	92	86	85	81	74	63	19	8	16	79	0	0	0	79
		91.3%	80.0%	80.0%	74.8%	73.9%	70.4%	64.3%	54.8%	16.5%	7.0%	13.9%	68.7%	0.0%	0.0%	0.0%	68.7%
FALL 2005:	130	111	93	88	82	81	80	75	46	23	12	16	62	4	6	2	64
		85.4%	71.5%	67.7%	63.1%	62.3%	61.5%	57.7%	35.4%	17.7%	9.2%	12.3%	47.7%	3.1%	4.6%	1.5%	49.2%
FALL 2006:	128	109	96	92	79	75	74	66	46	21	7	19	65	3	3	0	65
		85.2%	75.0%	71.9%	61.7%	58.6%	57.8%	51.6%	35.9%	16.4%	5.5%	14.8%	50.8%	2.3%	2.3%	0.0%	50.8%
FALL 2007:	120	107	90	83	73	70	65	60	43	22	15	17	60	3			
		89.2%	75.0%	69.2%	60.8%	58.3%	54.2%	50.0%	35.8%	18.3%	12.5%	14.2%	50.0%	2.5%			
FALL 2008:	126	116	95	88	80	78	72	68	52	17							
		92.1%	75.4%	69.8%	63.5%	61.9%	57.1%	54.0%	41.3%	13.5%							
FALL 2009:	108	101	91	85	74	72	65										
		93.5%	84.3%	78.7%	68.5%	66.7%	60.2%										
FALL 2010:	75	65	57	54	44												
		86.7%	76.0%	72.0%	58.7%												
FALL 2011:	87	78	60														
		89.7%	69.0%														
FALL 2012:	78																
<b>20-YR AVG:</b>	<b>118.0</b>	<b>90.4%</b>	<b>76.0%</b>	<b>72.4%</b>	<b>65.2%</b>	<b>64.0%</b>	<b>61.1%</b>	<b>56.6%</b>	<b>42.1%</b>	<b>17.0%</b>	<b>8.1%</b>	<b>14.5%</b>	<b>56.7%</b>	<b>2.3%</b>	<b>1.9%</b>	<b>1.8%</b>	<b>58.2%</b>

Source: Office of Institutional Research

**TABLE 4a(viii)**

**BALDWIN CITY CAMPUS**

**RETENTION OF FIRST-TIME FIRST-YEAR STUDENTS**

**FOOTBALL PLAYERS**

Entering Cohort Semester	Entering Cohort Total	Returned as...							4-Year Grads	Returned for		5-Year Total Grads	Returned for		6-Year Total Grads		
		1st Yr	Soph	Junior	Senior	5th-Year	6th Year	6-Year									
		Spr	Fall	Spr	Fall	Spr	Fall	Spr	Fall	Spr	Grads	Grads	Fall	Spr	Grads		
FALL 1993:	23	20	18	16	13	12	11	11	7	4	1	1	8				
		87.0%	78.3%	69.6%	56.5%	52.2%	47.8%	47.8%	30.4%	17.4%	4.3%	4.3%	34.8%				
FALL 1994:	29	25	20	20	18	19	19	19	15	4	3	3	18				
		86.2%	69.0%	69.0%	62.1%	65.5%	65.5%	65.5%	51.7%	13.8%	10.3%	10.3%	62.1%				
FALL 1995:	34	32	24	23	19	19	19	19	15	3	2	2	17				
		94.1%	70.6%	67.6%	55.9%	55.9%	55.9%	55.9%	44.1%	8.8%	5.9%	5.9%	50.0%				
FALL 1996:	27	21	13	12	10	10	8	8	4	4	1	4	8				
		77.8%	48.1%	44.4%	37.0%	37.0%	29.6%	29.6%	14.8%	14.8%	3.7%	14.8%	29.6%				
FALL 1997:	53	46	27	27	25	25	25	24	12	11	4	9	21				
		86.8%	50.9%	50.9%	47.2%	47.2%	47.2%	45.3%	22.6%	20.8%	7.5%	17.0%	39.6%				
FALL 1998:	30	28	21	20	19	17	17	15	7	8	3	6	13				
		93.3%	70.0%	66.7%	63.3%	56.7%	56.7%	50.0%	23.3%	26.7%	10.0%	20.0%	43.3%				
FALL 1999:	24	22	16	16	13	12	12	10	3	7	2	8	11	1	0	1	12
		91.7%	66.7%	66.7%	54.2%	50.0%	50.0%	41.7%	12.5%	29.2%	8.3%	33.3%	45.8%	4.2%	0.0%	4.2%	50.0%
FALL 2000:	31	30	26	25	23	22	22	21	17	5	3	3	20	2	1	2	22
		96.8%	83.9%	80.6%	74.2%	71.0%	71.0%	67.7%	54.8%	16.1%	9.7%	9.7%	64.5%	6.5%	3.2%	6.5%	71.0%
FALL 2001:	34	26	19	20	19	18	16	15	12	4	2	4	16	0	0	0	16
		76.5%	55.9%	58.8%	55.9%	52.9%	47.1%	44.1%	35.3%	11.8%	5.9%	11.8%	47.1%	0.0%	0.0%	0.0%	47.1%
FALL 2002:	28	22	14	12	10	9	9	8	5	4	2	3	8	1	0	1	9
		78.6%	50.0%	42.9%	35.7%	32.1%	32.1%	28.6%	17.9%	14.3%	7.1%	10.7%	28.6%	3.6%	0.0%	3.6%	32.1%
FALL 2003:	33	25	14	11	9	8	8	8	7	1	1	1	8	0	0	0	8
		75.8%	42.4%	33.3%	27.3%	24.2%	24.2%	24.2%	21.2%	3.0%	3.0%	3.0%	24.2%	0.0%	0.0%	0.0%	24.2%
FALL 2004:	21	17	16	15	14	13	13	13	5	6	3	5	10	0	0	0	10
		81.0%	76.2%	71.4%	66.7%	61.9%	61.9%	61.9%	23.8%	28.6%	14.3%	23.8%	47.6%	0.0%	0.0%	0.0%	47.6%
FALL 2005:	29	26	25	23	19	18	19	16	8	10	5	8	16	1	0	1	17
		89.7%	86.2%	79.3%	65.5%	62.1%	65.5%	55.2%	27.6%	34.5%	17.2%	27.6%	55.2%	3.4%	0.0%	3.4%	58.6%
FALL 2006:	27	22	17	17	16	15	14	14	7	6	1	6	13	1	1	0	13
		81.5%	63.0%	63.0%	59.3%	55.6%	51.9%	51.9%	25.9%	22.2%	3.7%	22.2%	48.1%	3.7%	3.7%	0.0%	48.1%
FALL 2007:	32	29	25	22	19	19	20	17	7	8	5	4	11	3			
		90.6%	78.1%	68.8%	59.4%	59.4%	62.5%	53.1%	21.9%	25.0%	15.6%	12.5%	34.4%	9.4%			
FALL 2008:	26	24	19	17	13	12	12	12	4	8							
		92.3%	73.1%	65.4%	50.0%	46.2%	46.2%	46.2%	15.4%	30.8%							
FALL 2009:	40	38	34	30	25	26	26										
		95.0%	85.0%	75.0%	62.5%	65.0%	65.0%										
FALL 2010:	25	21	16	15	13												
		84.0%	64.0%	60.0%	52.0%												
FALL 2011:	38	34	31														
		89.5%	81.6%														
FALL 2012:	36																
<b>20-YR AVG</b>	<b>31.0</b>	<b>86.7%</b>	<b>68.0%</b>	<b>63.0%</b>	<b>54.7%</b>	<b>52.6%</b>	<b>51.8%</b>	<b>48.0%</b>	<b>27.7%</b>	<b>19.9%</b>	<b>8.4%</b>	<b>15.1%</b>	<b>43.7%</b>	<b>3.4%</b>	<b>0.9%</b>	<b>2.2%</b>	<b>47.3%</b>

Source: Office of Institutional Research

**TABLE 4a(ix)**

**BALDWIN CITY CAMPUS**

**RETENTION OF FIRST-TIME FIRST-YEAR STUDENTS  
MINORITY STUDENTS**

Entering Cohort Semester	Entering Cohort Total	Returned as...								Returned for			5-Year Total	Returned for		6-Year	
		1st Yr Spr	Sophomore Fall	Junior Spr	Fall	Senior Spr	Fall	Spr	4-Year Grads	5th Year Fall	Spr	5-Year Grads	Grads	6th Year Fall	Spr	Grads	Total Grads
FALL 1993:	13	12	12	11	8	8	8	8	5	1	1	2	7				
		92.3%	92.3%	84.6%	61.5%	61.5%	61.5%	61.5%	38.5%	7.7%	7.7%	15.4%	53.8%				
FALL 1994:	19	15	10	8	5	6	6	5	2	4	3	4	6				
		78.9%	52.6%	42.1%	26.3%	31.6%	31.6%	26.3%	10.5%	21.1%	15.8%	21.1%	31.6%				
FALL 1995:	23	21	15	11	10	9	8	9	6	5	3	2	8				
		91.3%	65.2%	47.8%	43.5%	39.1%	34.8%	39.1%	26.1%	21.7%	13.0%	8.7%	34.8%				
FALL 1996:	15	12	8	7	6	6	6	5	5	0	0	0	5				
		80.0%	53.3%	46.7%	40.0%	40.0%	40.0%	33.3%	33.3%	0.0%	0.0%	0.0%	33.3%				
FALL 1997:	26	22	15	14	12	12	12	12	7	5	0	4	11				
		84.6%	57.7%	53.8%	46.2%	46.2%	46.2%	46.2%	26.9%	19.2%	0.0%	15.4%	42.3%				
FALL 1998:	19	18	12	12	9	9	9	8	4	4	2	4	8				
		94.7%	63.2%	63.2%	47.4%	47.4%	47.4%	42.1%	21.1%	21.1%	10.5%	21.1%	42.1%				
FALL 1999:	12	11	8	8	8	8	7	7	2	5	2	4	6	0	1	0	6
		91.7%	66.7%	66.7%	66.7%	66.7%	58.3%	58.3%	16.7%	41.7%	16.7%	33.3%	50.0%	0.0%	8.3%	0.0%	50.0%
FALL 2000:	13	10	9	6	6	6	6	6	3	3	1	2	5	1	1	0	5
		76.9%	69.2%	46.2%	46.2%	46.2%	46.2%	46.2%	23.1%	23.1%	7.7%	15.4%	38.5%	7.7%	7.7%	0.0%	38.5%
FALL 2001:	25	23	17	18	16	16	12	11	7	5	5	4	11	1	0	1	12
		92.0%	68.0%	72.0%	64.0%	64.0%	48.0%	44.0%	28.0%	20.0%	20.0%	16.0%	44.0%	4.0%	0.0%	4.0%	48.0%
FALL 2002:	29	28	25	20	18	17	16	16	7	8	3	6	13	2	2	2	15
		96.6%	86.2%	69.0%	62.1%	58.6%	55.2%	55.2%	24.1%	27.6%	10.3%	20.7%	44.8%	6.9%	6.9%	6.9%	51.7%
FALL 2003:	18	16	10	10	10	10	10	10	5	4	2	4	9	0	0	0	9
		88.9%	55.6%	55.6%	55.6%	55.6%	55.6%	55.6%	27.8%	22.2%	11.1%	22.2%	50.0%	0.0%	0.0%	0.0%	50.0%
FALL 2004:	27	23	22	22	19	18	15	15	10	5	3	4	14	0	0	0	14
		85.2%	81.5%	81.5%	70.4%	66.7%	55.6%	55.6%	37.0%	18.5%	11.1%	14.8%	51.9%	0.0%	0.0%	0.0%	51.9%
FALL 2005:	34	33	29	28	24	23	21	19	10	6	4	5	15	1	1	0	15
		97.1%	85.3%	82.4%	70.6%	67.6%	61.8%	55.9%	29.4%	17.6%	11.8%	14.7%	44.1%	2.9%	2.9%	0.0%	44.1%
FALL 2006:	44	39	32	28	25	24	24	24	15	9	2	7	22	0	0	0	22
		88.6%	72.7%	63.6%	56.8%	54.5%	54.5%	54.5%	34.1%	20.5%	4.5%	15.9%	50.0%	0.0%	0.0%	0.0%	50.0%
FALL 2007:	41	38	31	28	21	19	19	16	10	6	6	5	15	1			
		92.7%	75.6%	68.3%	51.2%	46.3%	46.3%	39.0%	24.4%	14.6%	14.6%	12.2%	36.6%	2.4%			
FALL 2008:	48	40	32	30	27	24	22	21	8	13							
		83.3%	66.7%	62.5%	56.3%	50.0%	45.8%	43.8%	16.7%	27.1%							
FALL 2009:	39	37	30	26	23	23	23										
		94.9%	76.9%	66.7%	59.0%	59.0%	59.0%										
FALL 2010:	41	35	30	27	22												
		85.4%	73.2%	65.9%	53.7%												
FALL 2011:	37	30	22														
		81.1%	59.5%														
FALL 2012:	49																
<b>20-YR AVG</b>	<b>28.6</b>	<b>88.2%</b>	<b>69.5%</b>	<b>63.2%</b>	<b>54.3%</b>	<b>53.0%</b>	<b>49.9%</b>	<b>47.3%</b>	<b>26.1%</b>	<b>20.2%</b>	<b>10.3%</b>	<b>16.5%</b>	<b>43.2%</b>	<b>2.7%</b>	<b>3.2%</b>	<b>1.4%</b>	<b>48.0%</b>

Source: Office of Institutional Research

**TABLE 4a(x)**

**BALDWIN CITY CAMPUS**

**RETENTION OF FIRST-TIME FIRST-YEAR STUDENTS**

**STANDARDS COMMITTEE ADMITS AND ADMITTED WITH CONDITIONS**

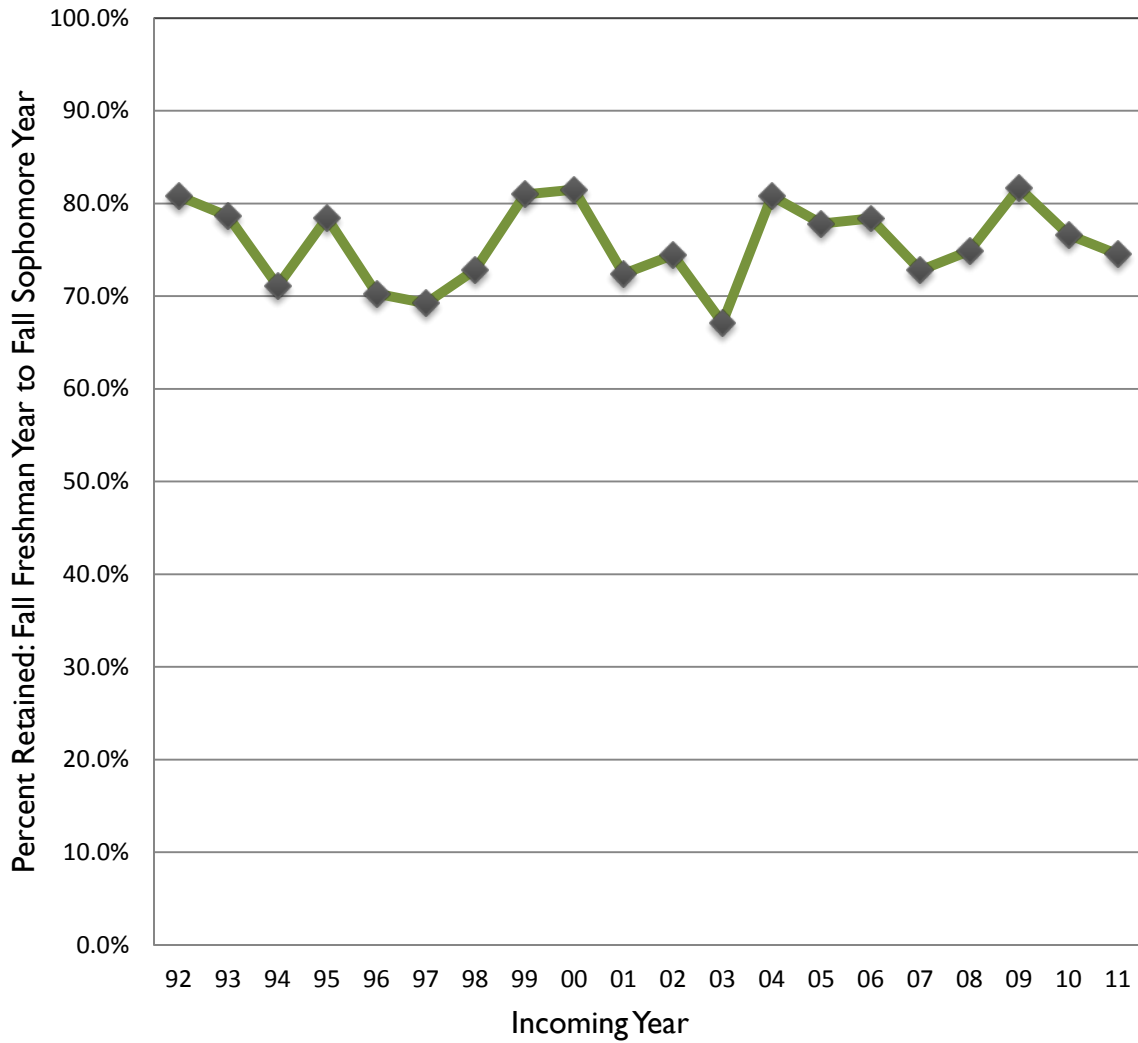
Entering Cohort Semester	Entering Cohort Total	Returned as...								Returned for			5-Year Total Grads	Returned for		6-Year Total Grads	
		1st Yr	Soph		Junior		Senior		4-Year Grads	5th Year		5-Year Grads		6th Year			
		Spr	Fall	Spr	Fall	Spr	Fall	Spr		Fall	Spr		Grads	Fall	Spr	Grads	Grads
FALL 1993:	11	9	8	8	7	6	5	6	2	2	0	2	4				
		81.8%	72.7%	72.7%	63.6%	54.5%	45.5%	54.5%	18.2%	18.2%	0.0%	18.2%	36.4%				
FALL 1994:	9	6	3	4	3	3	3	3	2	1	1	1	3				
		66.7%	33.3%	44.4%	33.3%	33.3%	33.3%	33.3%	22.2%	11.1%	11.1%	11.1%	33.3%				
FALL 1995:	7	7	6	6	5	5	4	4	2	2	2	2	4				
		100.0%	85.7%	85.7%	71.4%	71.4%	57.1%	57.1%	28.6%	28.6%	28.6%	28.6%	57.1%				
FALL 1996:	21	18	11	9	9	8	8	8	4	4	3	3	7				
		85.7%	52.4%	42.9%	42.9%	38.1%	38.1%	38.1%	19.0%	19.0%	14.3%	14.3%	33.3%				
FALL 1997:	12	12	9	9	7	7	6	6	3	3	0	2	5				
		100.0%	75.0%	75.0%	58.3%	58.3%	50.0%	50.0%	25.0%	25.0%	0.0%	16.7%	41.7%				
FALL 1998:	17	14	8	8	7	6	6	5	0	5	1	5	5				
		82.4%	47.1%	47.1%	41.2%	35.3%	35.3%	29.4%	0.0%	29.4%	5.9%	29.4%	29.4%				
FALL 1999:	17	16	13	12	11	10	10	10	2	8	5	6	8	2	2	2	10
		94.1%	76.5%	70.6%	64.7%	58.8%	58.8%	58.8%	11.8%	47.1%	29.4%	35.3%	47.1%	11.8%	11.8%	11.8%	58.8%
FALL 2000:	15	12	10	9	7	7	6	5	1	3	2	2	3	0	0	1	4
		80.0%	66.7%	60.0%	46.7%	46.7%	40.0%	33.3%	6.7%	20.0%	13.3%	13.3%	20.0%	0.0%	0.0%	6.7%	26.7%
FALL 2001:	8	6	4	3	3	3	2	2	0	2	2	2	2	0	0	0	2
		75.0%	50.0%	37.5%	37.5%	37.5%	25.0%	25.0%	0.0%	25.0%	25.0%	25.0%	25.0%	0.0%	0.0%	0.0%	25.0%
FALL 2002:	16	13	11	10	9	9	9	9	3	5	2	5	8	0	0	0	8
		81.3%	68.8%	62.5%	56.3%	56.3%	56.3%	56.3%	18.8%	31.3%	12.5%	31.3%	50.0%	0.0%	0.0%	0.0%	50.0%
FALL 2003:	13	12	6	5	4	3	3	3	0	3	2	3	3	0	0	0	3
		92.3%	46.2%	38.5%	30.8%	23.1%	23.1%	23.1%	0.0%	23.1%	15.4%	23.1%	23.1%	0.0%	0.0%	0.0%	23.1%
FALL 2004:	15	12	10	10	9	9	8	8	3	3	2	3	6	0	0	0	6
		80.0%	66.7%	66.7%	60.0%	60.0%	53.3%	53.3%	20.0%	20.0%	13.3%	20.0%	40.0%	0.0%	0.0%	0.0%	40.0%
FALL 2005:	18	15	12	12	8	7	7	6	3	2	2	2	5	0	0	0	5
		83.3%	66.7%	66.7%	44.4%	38.9%	38.9%	33.3%	16.7%	11.1%	11.1%	11.1%	27.8%	0.0%	0.0%	0.0%	27.8%
FALL 2006:	18	16	10	8	7	6	6	6	1	5	3	2	3	0	0	0	3
		88.9%	55.6%	44.4%	38.9%	33.3%	33.3%	33.3%	5.6%	27.8%	16.7%	11.1%	16.7%	0.0%	0.0%	0.0%	16.7%
FALL 2007:	13	8	6	5	3	4	5	4	1	2	2	1	2	1			
		61.5%	46.2%	38.5%	23.1%	30.8%	38.5%	30.8%	7.7%	15.4%	15.4%	7.7%	15.4%	7.7%			
FALL 2008:	19	15	12	12	9	9	9	9	1	7							
		78.9%	63.2%	63.2%	47.4%	47.4%	47.4%	47.4%	5.3%	36.8%							
FALL 2009:	19	18	14	13	11	11	10										
		94.7%	73.7%	68.4%	57.9%	57.9%	52.6%										
FALL 2010:	19	15	9	5	3												
		78.9%	47.4%	26.3%	15.8%												
FALL 2011:	19	14	9														
		73.7%	47.4%														
FALL 2012:	14																
<b>20-YR AVG</b>	<b>15.0</b>	<b>83.1%</b>	<b>60.0%</b>	<b>56.2%</b>	<b>46.3%</b>	<b>46.0%</b>	<b>42.7%</b>	<b>41.1%</b>	<b>12.8%</b>	<b>24.3%</b>	<b>14.1%</b>	<b>19.7%</b>	<b>33.1%</b>	<b>2.2%</b>	<b>1.5%</b>	<b>2.3%</b>	<b>33.5%</b>

Source: Office of Institutional Research

# **FIGURE 4a(i)**

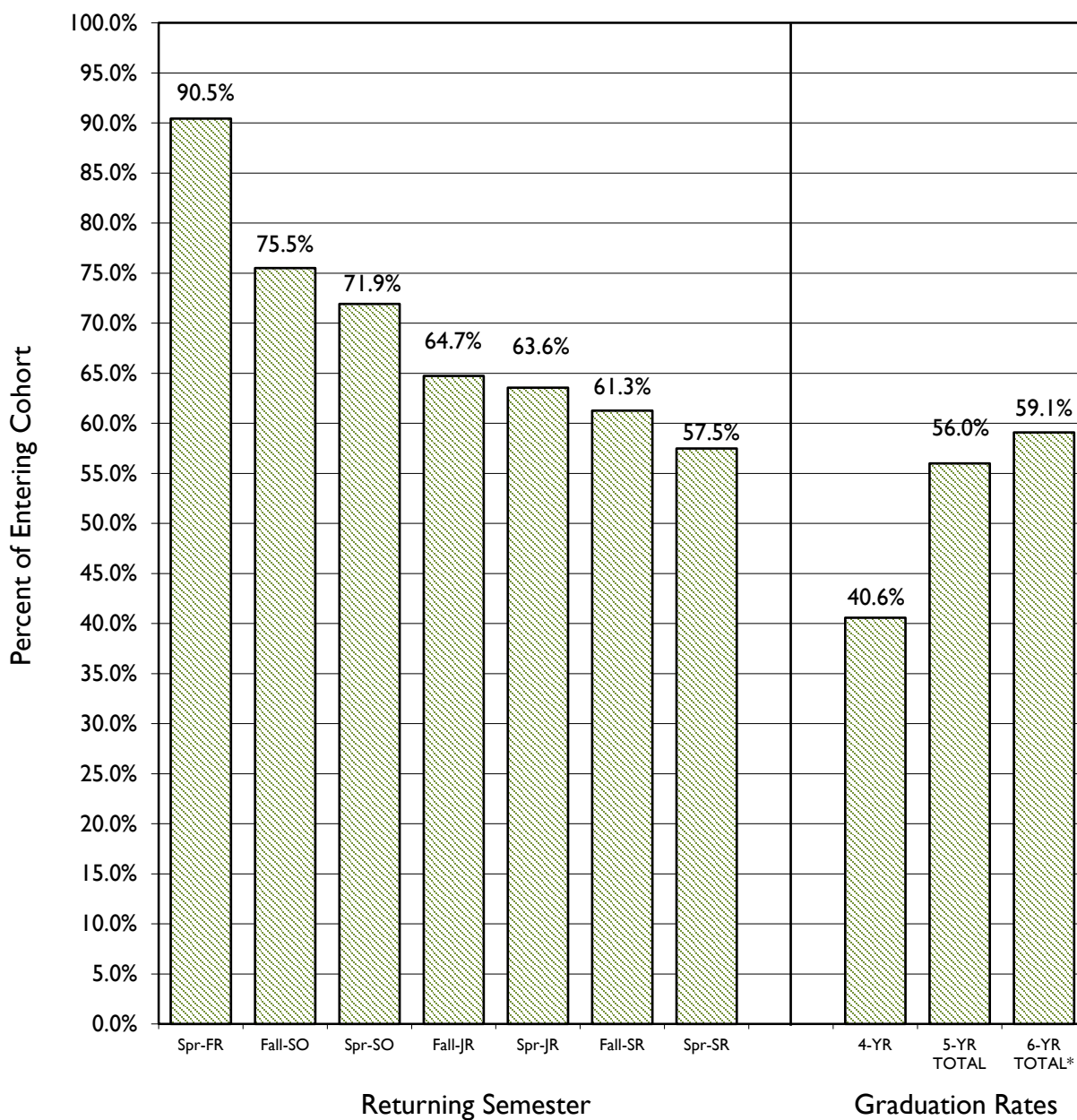
*Baldwin City Campus*

## **FRESHMAN-TO-SOPHOMORE RETENTION INCOMING FALL COHORTS 1992-2011**



# FIGURE 4a(ii)

## Baldwin City Campus MEAN RETENTION PERCENTAGES SEMESTER BY SEMESTER FALL COHORTS 1993-2011



\* starts with 1999 cohort

**TABLE 4b**

**BALDWIN CITY CAMPUS (CASIU/SOE)  
RETENTION OF TRANSFER STUDENTS**

.Entering . Cohort	Size of Cohort	Returned for "X" Semesters										Graduates	Non- Returning
		2	3	4	5	6	7	8	9	10			
FALL 1998	44	38	37	35	28	25	10	5	1	1	33	10	
		86.4%	84.1%	79.5%	63.6%	56.8%	22.7%	11.4%	2.3%	2.3%	75.0%	22.7%	
SPRING 1999	18	14	11	12	11	5	4	0	0	0	11	7	
		77.8%	61.1%	66.7%	61.1%	27.8%	22.2%	0.0%	0.0%	0.0%	61.1%	38.9%	
FALL 1999	25	22	16	14	10	6	4	4	1	1	12	12	
		88.0%	64.0%	56.0%	40.0%	24.0%	16.0%	16.0%	4.0%	4.0%	48.0%	48.0%	
SPRING 2000	22	17	16	13	12	9	5	2	2	0	10	12	
		77.3%	72.7%	59.1%	54.5%	40.9%	22.7%	9.1%	9.1%	0.0%	45.5%	54.5%	
FALL 2000	64	50	44	39	25	16	5	2	3	1	35	28	
		78.1%	68.8%	60.9%	39.1%	25.0%	7.8%	3.1%	4.7%	1.6%	54.7%	43.8%	
SPRING 2001	12	9	7	6	6	4	1	1	0	0	7	5	
		75.0%	58.3%	50.0%	50.0%	33.3%	8.3%	8.3%	0.0%	0.0%	58.3%	41.7%	
FALL 2001	46	41	28	26	17	12	7	5	0	0	25	21	
		89.1%	60.9%	56.5%	37.0%	26.1%	15.2%	10.9%	0.0%	0.0%	54.3%	45.7%	
SPRING 2002	13	8	5	3	3	2	2	2	1	1	3	9	
		61.5%	38.5%	23.1%	23.1%	15.4%	15.4%	15.4%	7.7%	7.7%	23.1%	69.2%	
FALL 2002	38	31	23	23	15	15	10	4	1	0	21	17	
		81.6%	60.5%	60.5%	39.5%	39.5%	26.3%	10.5%	2.6%	0.0%	55.3%	44.7%	
SPRING 2003	11	11	11	8	8	6	6	1	1	0	5	6	
		100.0%	100.0%	72.7%	72.7%	54.5%	54.5%	9.1%	9.1%	0.0%	45.5%	54.5%	
FALL 2003	42	32	32	31	26	20	8	4	2	0	25	17	
		76.2%	76.2%	73.8%	61.9%	47.6%	19.0%	9.5%	4.8%	0.0%	59.5%	40.5%	
SPRING 2004	6	4	3	2	2	0	0	0	0	0	3	3	
		66.7%	50.0%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	
FALL 2004	57	53	44	41	36	27	11	6	5	2	37	18	
		93.0%	77.2%	71.9%	63.2%	47.4%	19.3%	10.5%	8.8%	3.5%	64.9%	31.6%	
SPRING 2005	18	13	13	10	8	5	3	0	0	1	11	6	
		72.2%	72.2%	55.6%	44.4%	27.8%	16.7%	0.0%	0.0%	5.6%	61.1%	33.3%	
FALL 2005	52	48	39	37	27	23	9	5	1	0	34	18	
		92.3%	75.0%	71.2%	51.9%	44.2%	17.3%	9.6%	1.9%	0.0%	65.4%	34.6%	
SPRING 2006	15	14	12	10	10	11	7	4	2	1	9	5	
		93.3%	80.0%	66.7%	66.7%	73.3%	46.7%	26.7%	13.3%	6.7%	60.0%	33.3%	
FALL 2006	53	46	37	33	28	19	9	5	0	0	31	22	
		86.8%	69.8%	62.3%	52.8%	35.8%	17.0%	9.4%	0.0%	0.0%	58.5%	41.5%	
SPRING 2007	16	11	10	8	6	1	0	0	0	0	8	8	
		68.8%	62.5%	50.0%	37.5%	6.3%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	
FALL 2007	53	42	32	28	21	16	9	2	0	0	27	26	
		79.2%	60.4%	52.8%	39.6%	30.2%	17.0%	3.8%	0.0%	0.0%	50.9%	49.1%	
SPRING 2008	8	8	5	3	3	3	3	0	0	0	2	6	
		100.0%	62.5%	37.5%	37.5%	37.5%	37.5%	0.0%	0.0%	0.0%	25.0%	75.0%	
FALL 2008	57	52	40	33	26	23	9	5	1		28	28	
		91.2%	70.2%	57.9%	45.6%	40.4%	15.8%	8.8%	1.8%		49.1%	49.1%	
SPRING 2009	22	19	20	18	17	9	5	2			17	3	
		86.4%	90.9%	81.8%	77.3%	40.9%	22.7%	9.1%			77.3%	13.6%	
FALL 2009	51	47	40	38	29	21	13				22	16	
		92.2%	78.4%	74.5%	56.9%	41.2%	25.5%				43.1%	31.4%	
SPRING 2010	13	8	7	7	6	4					2	7	
		61.5%	53.8%	53.8%	46.2%	30.8%					15.4%	53.8%	
FALL 2010	67	53	47	41	35						5	27	
		79.1%	70.1%	61.2%	52.2%						7.5%	40.3%	
SPRING 2011	18	10	9	6							1	11	
		55.6%	50.0%	33.3%							5.6%	61.1%	
FALL 2011	47	43	38								0	9	
		91.5%	80.9%								0.0%	19.1%	
SPRING 2012	17	11									0	6	
		64.7%											
Fall 2012	55												
<b>10-YR AVG</b>		"Completed" cohorts only (Fall 1998 through Spring 2008)										<b>53.3%</b>	<b>45.1%</b>

Source: Office of Institutional Research



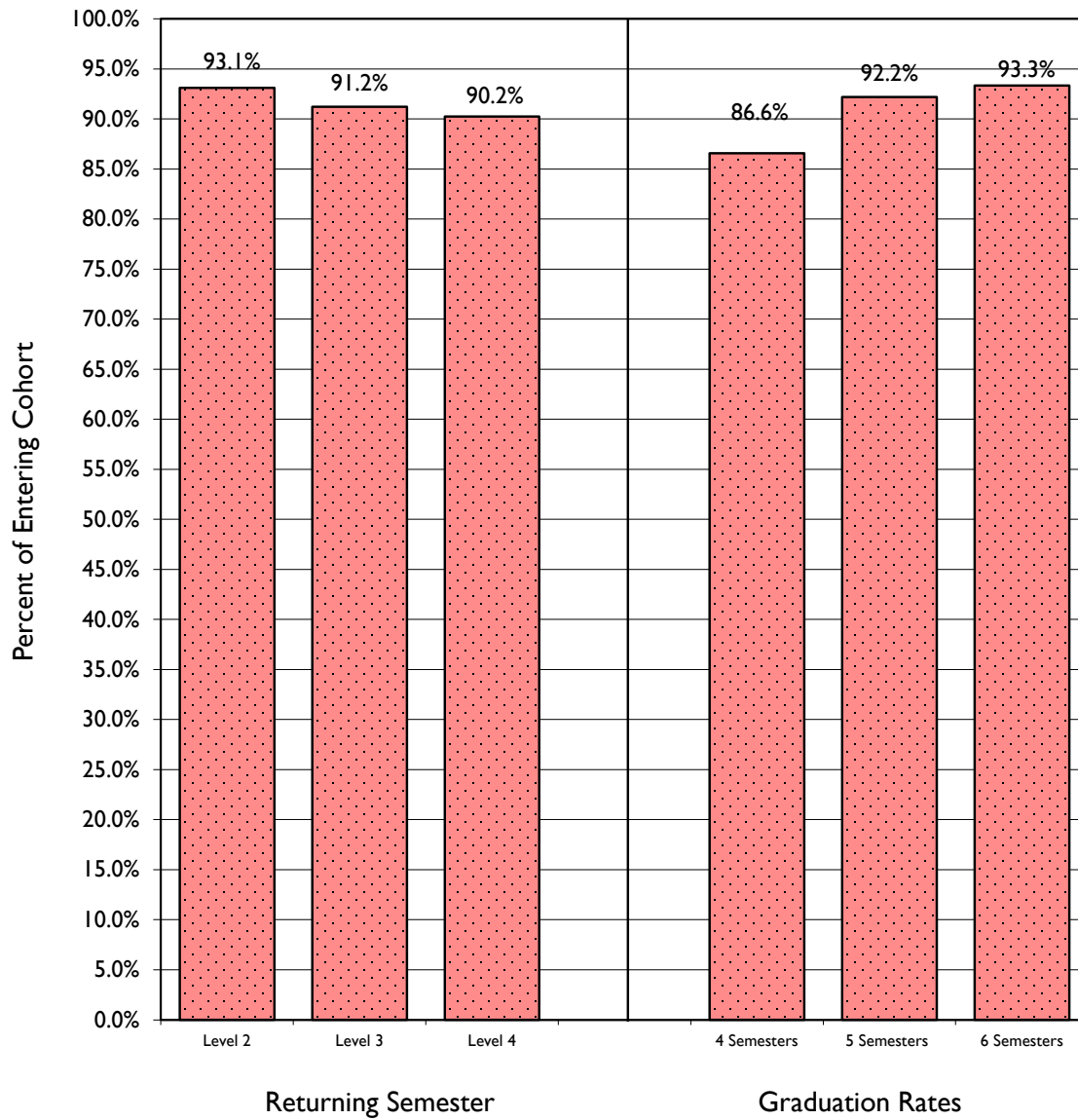
**TABLE 4c****SCHOOL OF NURSING****RETENTION OF FIRST-YEAR STUDENTS**

Entering Cohort	Entering Cohort Total	Returned as...			Graduated in...			Total Grads
		Level 2	Level 3	Level 4	4 Sem	5 Sem	6 Sem	
Fall 2007:	43	40 93.0%	38 88.4%	36 83.7%	36 83.7%	3 7.0%	0 0.0%	39 90.7%
Spring 2008:	40	35 87.5%	35 87.5%	34 85.0%	34 85.0%	2 5.0%	1 2.5%	37 92.5%
Fall 2008:	41	39 95.1%	38 92.7%	38 92.7%	38 92.7%	1 2.4%	0 0.0%	39 95.1%
Spring 2009:	44	42 95.5%	41 93.2%	40 90.9%	39 88.6%	0 0.0%	0 0.0%	39 88.6%
Fall 2009:	41	39 95.1%	37 90.2%	36 87.8%	36 87.8%	2 4.9%	1 2.4%	39 95.1%
Spring 2010:	49	46 93.9%	46 93.9%	46 93.9%	40 81.6%	7 14.3%	1 2.0%	48 98.0%
Fall 2010:	41	39 95.1%	39 95.1%	39 95.1%	38 92.7%	1 2.4%		
Spring 2011:	42	39 92.9%	39 92.9%	39 92.9%	39 92.9%			
Fall 2011:	39	34 87.2%	34 87.2%					
Spring 2012:	47	45 95.7%						
Fall 2012:	46							
<b>TOT AVG</b>	<b>43.0</b>	<b>93.1%</b>	<b>91.2%</b>	<b>90.2%</b>	<b>88.1%</b>	<b>5.1%</b>	<b>1.2%</b>	<b>93.3%</b>
<b>AVG for "completed" cohorts only (F07-S10)</b>					<b>86.6%</b>	<b>5.6%</b>	<b>1.2%</b>	<b>93.3%</b>

Source: SON, Office of Institutional Research

## FIGURE 4c

### **SCHOOL OF NURSING** **MEAN RETENTION PERCENTAGES** **LEVEL BY LEVEL** **SEMESTER COHORTS 2007-2012**



## PART V

### COMPLETIONS

The tables and figures in this section follow closely from those presented in Part IV, wherein retention rates naturally lead to graduation rates.

Table 5a, in a single summary table, presents the 4-year, 5-year and 6-year graduation rates for the 10 most recently graduated first-year freshman cohorts on the Baldwin City campus. The graduation rates for each retention subgroup are also directly compared in Figure 5a(i). Figure 5a(ii) illustrates the graduation rates of the Baldwin City campus transfer students that follow from the corresponding transfer retention rates first presented in Table 4b. Since the enrollment and retention of first-time transfer student cohorts are tracked on a semester (rather than yearly) basis, graduation data are presented for the 20 most recently graduated cohorts from the fall 1998 through the spring of 2008.

While there is not a separate completions table or figure included in this section for the School of Nursing, complete 6-semester graduation rate data for the fall 2007 through spring 2010 entering cohorts are included in Table 4c (separated from later cohorts by a dark horizontal line). Based on data generated by these 6 completed SON cohorts, an average of 86.6% graduate after 4 semesters. An additional 5.6% and 1.2% graduated after 5 and 6 semesters respectively, totaling a 6-semester average graduation rate of approximately 93.3%.

At this point in time, historic graduation rate data for SPGS and GSOE are still being analyzed for future presentation.

Table 5b lists the distribution of graduates across major fields of study on the Baldwin City campus over the most recent 5-year period. Data for each year as well as 5-year totals are presented. Table 5c lists the distribution of graduates across the University's various degree programs at all schools and the college. Data for each of the past 5 years as well as the 5-year totals are presented.

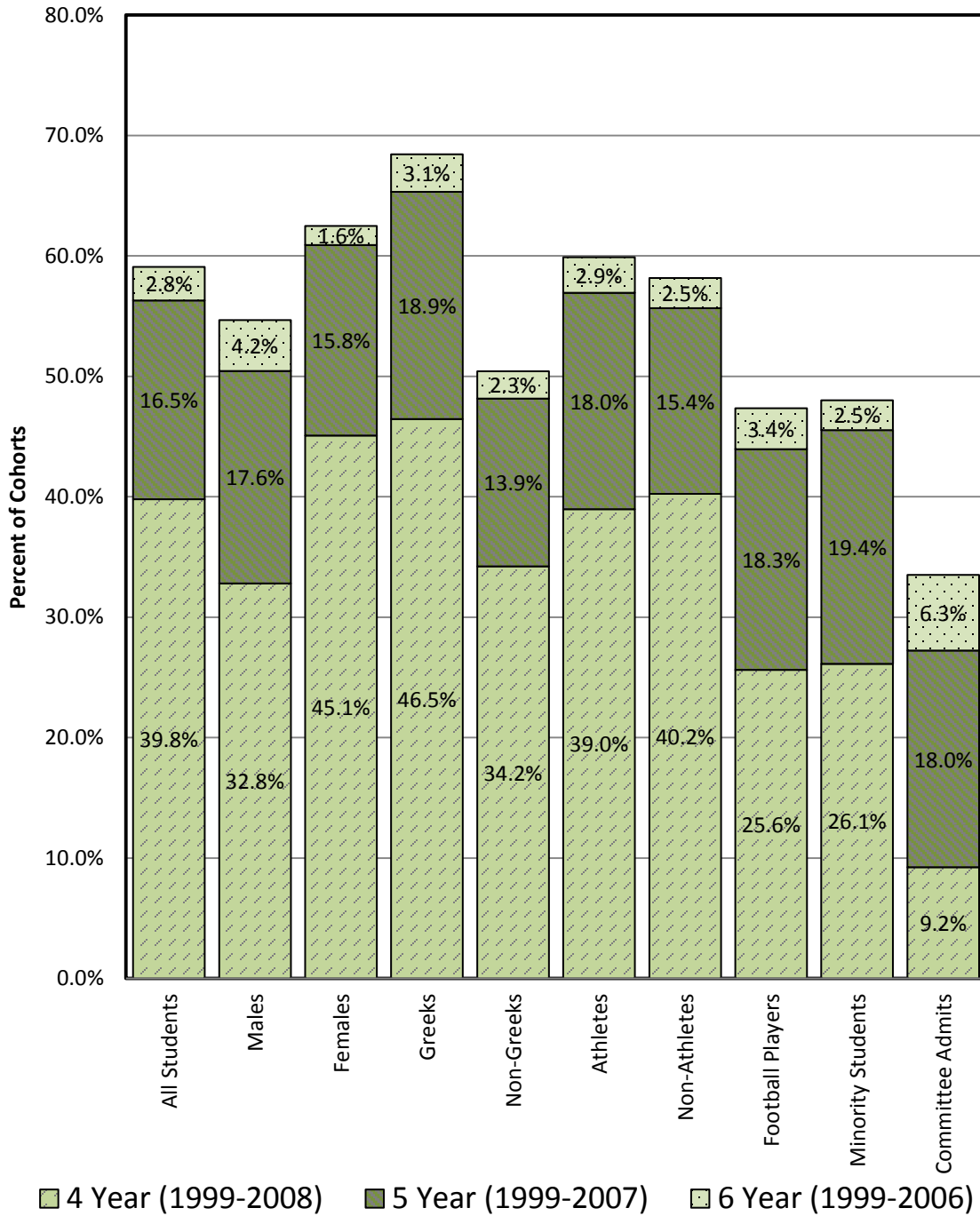
**TABLE 5a**  
**BALDWIN CITY CAMPUS**  
**GRADUATION RATES**  
**ENTERING FIRST-YEAR COHORTS (1999-2008)**

	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	10-yr Avg:
<b>Total Number in Cohort</b>	184	216	250	231	225	203	239	236	250	239	227
<b>% Graduating within 4 Years</b>	<b>39.1%</b>	<b>43.5%</b>	<b>39.6%</b>	<b>37.2%</b>	<b>36.0%</b>	<b>49.3%</b>	<b>36.0%</b>	<b>39.4%</b>	<b>35.6%</b>	<b>42.3%</b>	<b>39.8%</b>
Subgroups:											
Males	23.5%	42.2%	33.3%	30.9%	31.6%	39.5%	32.7%	34.0%	26.4%	34.1%	32.8%
Females	51.5%	44.7%	43.9%	41.6%	40.7%	56.4%	38.5%	43.4%	42.9%	47.3%	45.1%
Greeks	47.2%	41.5%	43.0%	48.4%	49.5%	54.3%	41.4%	54.0%	37.6%	47.7%	46.5%
Non-Greeks	27.6%	46.9%	36.4%	24.8%	26.9%	43.9%	31.3%	30.9%	34.4%	39.2%	34.2%
Athletes	39.2%	44.7%	36.8%	31.0%	36.8%	42.0%	36.7%	43.5%	35.4%	43.4%	39.0%
Non-Athletes	39.0%	42.7%	40.8%	41.0%	35.5%	54.8%	35.4%	35.9%	35.8%	41.3%	40.2%
Football Players	12.5%	54.8%	35.3%	17.9%	21.2%	23.8%	27.6%	25.9%	21.9%	15.4%	25.6%
Minority Students	16.7%	23.1%	28.0%	24.1%	27.8%	37.0%	29.4%	34.1%	24.4%	16.7%	26.1%
Committee Admits	11.8%	6.7%	0.0%	18.8%	0.0%	20.0%	16.7%	5.6%	7.7%	5.3%	9.2%
<b>% Graduating within 5 Years</b>	<b>58.7%</b>	<b>59.3%</b>	<b>55.6%</b>	<b>57.1%</b>	<b>52.9%</b>	<b>67.0%</b>	<b>52.7%</b>	<b>54.7%</b>	<b>48.8%</b>		<b>56.3%</b>
Subgroups:											
Males	50.6%	55.9%	49.0%	52.1%	48.7%	60.5%	47.1%	50.0%	40.0%		50.4%
Females	65.0%	62.3%	60.1%	60.6%	57.4%	71.8%	57.0%	58.1%	55.7%		60.9%
Greeks	69.4%	58.5%	62.0%	68.9%	68.1%	78.1%	61.3%	69.0%	52.7%		65.3%
Non-Greeks	43.4%	60.5%	49.6%	44.0%	42.5%	55.1%	45.3%	46.3%	46.5%		48.1%
Athletes	63.3%	58.8%	55.3%	52.9%	51.7%	64.8%	58.7%	59.3%	47.7%		56.9%
Non-Athletes	55.2%	59.5%	55.7%	59.7%	53.6%	68.7%	47.7%	50.8%	50.0%		55.7%
Football Players	45.8%	64.5%	47.1%	28.6%	24.2%	47.6%	55.2%	48.1%	34.4%		43.9%
Minority Students	50.0%	38.5%	44.0%	44.8%	50.0%	51.9%	44.1%	50.0%	36.6%		45.5%
Committee Admits	47.1%	20.0%	25.0%	50.0%	23.1%	20.0%	27.8%	16.7%	15.4%		27.2%
<b>% Graduating within 6 Years</b>	<b>62.5%</b>	<b>61.6%</b>	<b>57.6%</b>	<b>58.9%</b>	<b>54.2%</b>	<b>68.0%</b>	<b>54.8%</b>	<b>55.1%</b>			<b>59.1%</b>
Subgroups:											
Males	59.3%	58.8%	51.0%	54.3%	51.3%	62.8%	49.0%	51.0%			54.7%
Females	65.0%	64.0%	62.2%	62.0%	57.4%	71.8%	59.3%	58.1%			62.5%
Greeks	74.1%	60.7%	62.8%	70.5%	69.2%	78.1%	63.1%	69.0%			68.4%
Non-Greeks	46.1%	63.0%	52.7%	45.9%	44.0%	57.1%	47.7%	47.0%			50.4%
Athletes	65.8%	61.2%	55.3%	55.2%	52.9%	67.0%	61.5%	60.2%			59.9%
Non-Athletes	60.0%	61.8%	58.6%	61.1%	55.1%	68.7%	49.2%	50.8%			58.2%
Football Players	50.0%	71.0%	47.1%	32.1%	24.2%	47.6%	58.6%	48.1%			47.3%
Minority Students	50.0%	38.5%	48.0%	51.7%	50.0%	51.9%	44.1%	50.0%			48.0%
Committee Admits	58.8%	26.7%	25.0%	50.0%	23.1%	40.0%	27.8%	16.7%			33.5%

Source: Office of Institutional Research

# FIGURE 5a(i)

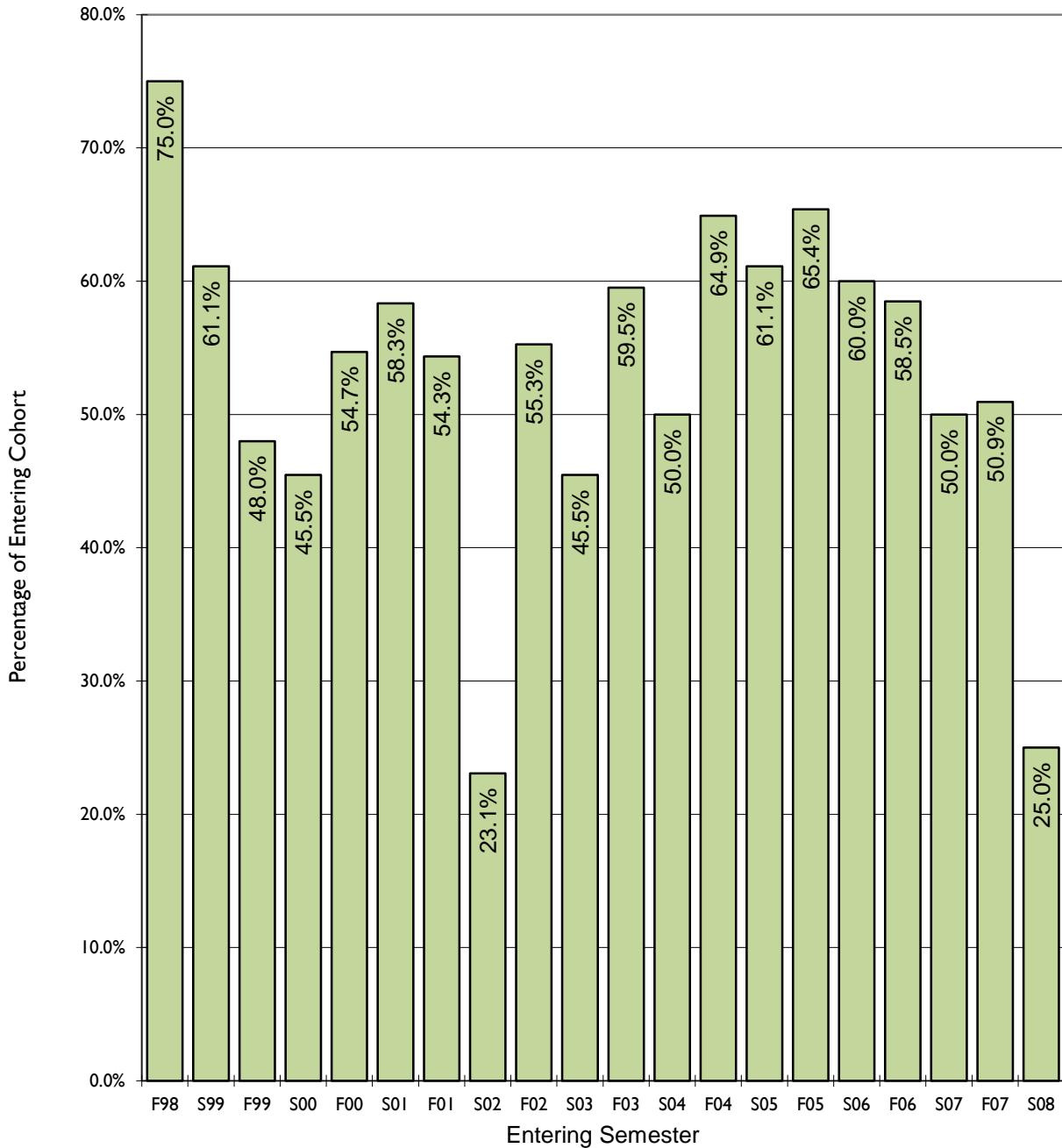
## Baldwin City Campus 4, 5, AND 6-YEAR GRADUATION RATES FOR FALL COHORTS



# FIGURE 5a(ii)

*Baldwin City Campus*

## TRANSFER STUDENTS GRADUATION RATES (THROUGH 10 SEMESTERS AFTER INITIAL ENROLLMENT) FALL 1998 - SPRING 2008



**TABLE 5b**  
**BALDWIN CITY CAMPUS**  
**GRADUATES ACROSS MAJORS**  
**2007/08 - 2011/12**

Major Field	2007/08		2008/09		2009/10		2010/11		2011/12		TOTAL	
	Num.	Pct.	Num.	Pct.	Num.	Pct.	Num.	Pct.	Num.	Pct.	Num.	Pct.
Accounting	7	3.6%	4	2.0%	4	2.1%	10	5.5%	5	2.7%	30	3.1%
Art Education	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Art History	2	1.0%	1	0.5%	3	1.6%	2	1.1%	3	1.6%	11	1.1%
Biology	13	6.7%	10	4.9%	7	3.7%	7	3.8%	10	5.3%	47	4.9%
Business	39	20.1%	41	20.0%	37	19.6%	35	19.1%	24	12.8%	176	18.4%
Chemistry	0	0.0%	3	1.5%	3	1.6%	2	1.1%	3	1.6%	11	1.1%
Communication	1	0.5%	4	2.0%	4	2.1%	3	1.6%	2	1.1%	14	1.5%
Computer Information Systems*	1	0.5%	3	1.5%	1	0.5%	3	1.6%	1	0.5%	9	0.9%
Computer Science	2	1.0%	3	1.5%	1	0.5%	1	0.5%	1	0.5%	8	0.8%
Economics	0	0.0%	1	0.5%	1	0.5%	2	1.1%	1	0.5%	5	0.5%
Elementary Education	9	4.6%	12	5.9%	15	7.9%	19	10.4%	18	9.6%	73	7.6%
English	6	3.1%	8	3.9%	8	4.2%	7	3.8%	3	1.6%	32	3.3%
Exercise Science	12	6.2%	14	6.8%	11	5.8%	13	7.1%	15	8.0%	65	6.8%
French	3	1.5%	1	0.5%	0	0.0%	0	0.0%	2	1.1%	6	0.6%
German	2	1.0%	3	1.5%	0	0.0%	0	0.0%	0	0.0%	5	0.5%
History	9	4.6%	9	4.4%	3	1.6%	5	2.7%	6	3.2%	32	3.3%
Interdisciplinary/Self-Designed	1	0.5%	4	2.0%	2	1.1%	9	4.9%	6	3.2%	22	2.3%
International Business	0	0.0%	7	3.4%	1	0.5%	3	1.6%	4	2.1%	15	1.6%
International Studies	9	4.6%	3	1.5%	2	1.1%	2	1.1%	6	3.2%	22	2.3%
Mass Communication*	12	6.2%	8	3.9%	2	1.1%	0	0.0%	0	0.0%	22	2.3%
Mass Media	n/a		1	0.5%	10	5.3%	8	4.4%	7	3.7%	26	2.7%
Mathematics	5	2.6%	5	2.4%	6	3.2%	2	1.1%	4	2.1%	22	2.3%
Middle-Level Mathematics Ed	3	1.5%	3	1.5%	2	1.1%	0	0.0%	1	0.5%	9	0.9%
Molecular Bioscience*	4	2.1%	1	0.5%	2	1.1%	5	2.7%	6	3.2%	18	1.9%
Music	2	1.0%	0	0.0%	1	0.5%	1	0.5%	4	2.1%	8	0.8%
Music Education	4	2.1%	5	2.4%	1	0.5%	3	1.6%	3	1.6%	16	1.7%
Philosophy	2	1.0%	1	0.5%	0	0.0%	2	1.1%	1	0.5%	6	0.6%
Physical Education	5	2.6%	6	2.9%	11	5.8%	6	3.3%	1	0.5%	29	3.0%
Physics	2	1.0%	3	1.5%	1	0.5%	3	1.6%	2	1.1%	11	1.1%
Political Science*	6	3.1%	5	2.4%	4	2.1%	0	0.0%	2	1.1%	17	1.8%
Psychology	9	4.6%	10	4.9%	7	3.7%	6	3.3%	10	5.3%	42	4.4%
Religion	1	0.5%	1	0.5%	1	0.5%	0	0.0%	2	1.1%	5	0.5%
Secondary Education	5	2.6%	6	2.9%	15	7.9%	12	6.6%	6	3.2%	44	4.6%
Sociology	8	4.1%	6	2.9%	9	4.8%	6	3.3%	10	5.3%	39	4.1%
Spanish	3	1.5%	6	2.9%	2	1.1%	1	0.5%	6	3.2%	18	1.9%
Sports Administration	n/a		1	0.5%	3	1.6%	3	1.6%	8	4.3%	15	1.6%
Studio Art	3	1.5%	2	1.0%	1	0.5%	0	0.0%	5	2.7%	11	1.1%
Theatre	3	1.5%	2	1.0%	7	3.7%	2	1.1%	0	0.0%	14	1.5%
Wildlife Biology*	1	0.5%	2	1.0%	1	0.5%	0	0.0%	0	0.0%	4	0.4%
<b>Total Majors Achieved</b>	<b>194</b>		<b>205</b>		<b>189</b>		<b>183</b>		<b>188</b>		<b>959</b>	
<b>Total Degrees Awarded</b>	<b>166</b>		<b>177</b>		<b>164</b>		<b>157</b>		<b>162</b>		<b>826</b>	
<b>Total Multiple Majors</b>	<b>28</b>		<b>28</b>		<b>25</b>		<b>28</b>		<b>28</b>		<b>133</b>	
<b>% of Total Degrees</b>	<b>16.9%</b>		<b>15.8%</b>		<b>15.2%</b>		<b>17.8%</b>		<b>17.3%</b>		<b>16.1%</b>	

\* Discontinued Majors

Source: University Registrar

**TABLE 5c**  
**BAKER UNIVERSITY (ALL SCHOOLS)**  
**GRADUATES ACROSS DEGREE PROGRAMS**  
**2007/08 - 2011/12**

Degrees Awarded CAS, GSOE, SON, & SPGS	2007/08		2008/09		2009/10		2010/11		2011/2012		TOTAL	
	Num.	% Grads	Num.	% Grads	Num.	% Grads	Num.	% Grads	Num.	% Grads	Num.	% Grads
Associate of Arts in Business	90	6.7%	92	6.8%	97	6.9%	94	6.2%	102	7.9%	475	6.9%
Bachelor of Arts	45	3.3%	45	3.3%	45	3.2%	37	2.4%	40	3.1%	212	3.1%
Bachelor of Science	117	8.6%	127	9.4%	118	8.4%	117	7.7%	119	9.2%	598	8.7%
Bachelor of Music Education	4	0.3%	5	0.4%	1	0.1%	3	0.2%	3	0.2%	16	0.2%
Bachelor of Science in Nursing	69	5.1%	78	5.8%	77	5.5%	78	5.1%	89	6.9%	391	5.7%
Bachelor of Arts in Business Leadership	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	0.5%	7	0.1%
Bachelor of Business Administration	96	7.1%	111	8.2%	164	11.7%	194	12.8%	204	15.9%	769	11.1%
Bachelor of Science in Management	77	5.7%	58	4.3%	53	3.8%	83	5.5%	85	6.6%	356	5.2%
Bachelor of Business Info Systems	3	0.2%	0	0.0%	0	0.0%	1	0.1%	4	0.3%	8	0.1%
Master of Business Administration	315	23.3%	332	24.6%	348	24.8%	383	25.2%	274	21.3%	1652	23.9%
Master of Science in Management	29	2.1%	33	2.4%	42	3.0%	39	2.6%	20	1.6%	163	2.4%
Master of Liberal Arts	12	0.9%	56	4.2%	40	2.9%	38	2.5%	33	2.6%	179	2.6%
Master of Arts in Conft Mgmt & Dispute Res	14	1.0%	12	0.9%	15	1.1%	37	2.4%	30	2.3%	108	1.6%
Master of Arts in Education	369	27.3%	302	22.4%	250	17.8%	274	18.0%	156	12.1%	1351	19.6%
Master of Arts in School Leadership	99	7.3%	82	6.1%	50	3.6%	0	0.0%	1	0.1%	232	3.4%
Master of Science in School Leadership	n/a		2	0.1%	82	5.8%	117	7.7%	101	7.8%	302	4.4%
Master of Science in Special Education	n/a		4	0.3%	4	0.3%	10	0.7%	1	0.1%	19	0.3%
Master of Science in Teaching	n/a		n/a		1	0.1%	6	0.4%	6	0.5%	13	0.2%
Doctorate in Educational Leadership	14	1.0%	9	0.7%	15	1.1%	8	0.5%	12	0.9%	58	0.8%
<b>TOTAL ASSOCIATE:</b>	<b>90</b>	<b>6.7%</b>	<b>92</b>	<b>6.8%</b>	<b>97</b>	<b>6.9%</b>	<b>94</b>	<b>6.2%</b>	<b>102</b>	<b>7.9%</b>	<b>475</b>	<b>6.9%</b>
<b>TOTAL BACHELOR:</b>	<b>411</b>	<b>30.4%</b>	<b>424</b>	<b>31.5%</b>	<b>458</b>	<b>32.7%</b>	<b>513</b>	<b>33.8%</b>	<b>551</b>	<b>42.8%</b>	<b>2357</b>	<b>34.1%</b>
<b>TOTAL MASTER:</b>	<b>838</b>	<b>61.9%</b>	<b>823</b>	<b>61.1%</b>	<b>832</b>	<b>59.3%</b>	<b>904</b>	<b>59.5%</b>	<b>622</b>	<b>48.3%</b>	<b>4019</b>	<b>58.2%</b>
<b>TOTAL DOCTORATE:</b>	<b>14</b>	<b>1.0%</b>	<b>9</b>	<b>0.7%</b>	<b>15</b>	<b>1.1%</b>	<b>8</b>	<b>0.5%</b>	<b>12</b>	<b>0.9%</b>	<b>58</b>	<b>0.8%</b>
<b>TOTAL DEGREES AWARDED:</b>	<b>1353</b>		<b>1348</b>		<b>1402</b>		<b>1519</b>		<b>1287</b>		<b>6909</b>	

Source: University Registrar



## PART VI

### **STUDENTS**

The following tables present ethnicity and gender data distributions for all University students for the most recent 6-year period (2007-2012). It is important to note that this information is self-reported and voluntarily offered by the students through various surveys. Consequently, a considerable number of students do not volunteer ethnicity information and are captured in a category labeled “Race and Ethnicity Unknown.”

Table 6a presents these data for the University as a whole. Both headcount and percentage distributions are included. Between 2009 and 2010, the tables reflect the recent change to the race and ethnicity categories adopted by the US Department of Education.

Tables 6b, 6c, 6d and 6e present the same data in the same format at the individual campus/school level – Baldwin City (CAS/USOE), the School of Nursing, the School of Professional and Graduate Studies and the graduate division of the School of Education, respectively.

**TABLE 6a**

**BAKER UNIVERSITY: ALL STUDENTS**  
**STUDENT (SELF-REPORTED) ETHNICITY**  
**& GENDER DISTRIBUTIONS**  
**2007 - 2012**

Fall 2007	Fall 2008	Fall 2009	New Federal race/ethnicity categories	Fall 2010	Fall 2011	Fall 2012	Six-Year Average
-----------	-----------	-----------	---------------------------------------	-----------	-----------	-----------	------------------

**Headcounts**

**ETHNICITY**

Asian or Pacific Islander	52 1.3%	62 1.5%	58 1.5%	Asian	55 1.4%	44 1.2%	44 1.4%	<b>52.5</b> 1.4%
				Native Hawaiian or Other Pacific Islander	3 0.1%	4 0.1%	7 0.2%	<b>2.3</b> 0.1%
Black, non-Hispanic	294 7.4%	311 7.6%	309 8.0%	Black or African American	344 8.9%	313 8.9%	304 9.5%	<b>312.5</b> 8.4%
Foreign Student	14 0.4%	9 0.2%	7 0.2%	Nonresident Alien	9 0.2%	9 0.3%	9 0.3%	<b>9.5</b> 0.3%
Hispanic	121 3.1%	103 2.5%	106 2.8%	Hispanic	133 3.4%	114 3.2%	127 4.0%	<b>117.3</b> 3.2%
Native American/Alaskan	42 1.1%	46 1.1%	42 1.1%	American Indian or Alaska Native	49 1.3%	44 1.2%	55 1.7%	<b>46.3</b> 1.3%
Other (e.g., multiple ethnicities)	94 2.4%	105 2.6%	101 2.6%	Two or more Races	43 1.1%	43 1.2%	39 1.2%	<b>70.8</b> 1.9%
Race/ethnicity Unknown	272 6.9%	292 7.1%	272 7.1%	Race and Ethnicity Unknown	274 7.1%	225 6.4%	175 5.5%	<b>251.7</b> 6.7%
White	3070 77.5%	3184 77.4%	2958 76.8%	White	2947 76.4%	2740 77.5%	2448 76.3%	<b>2891.2</b> 77.0%
<b>Total Students</b>	<b>3959</b>	<b>4112</b>	<b>3853</b>	<b>Total Students</b>	<b>3857</b>	<b>3536</b>	<b>3208</b>	<b>3754.2</b>

**GENDER**

Female	2513 63.5%	2575 62.6%	2385 61.9%	Female	2311 59.9%	2125 60.1%	1892 59.0%	<b>2300.2</b> 61.2%
Male	1446 36.5%	1537 37.4%	1474 38.3%	Male	1545 40.1%	1411 39.9%	1316 41.0%	<b>1454.8</b> 38.9%

Source: University Registrar

**TABLE 6b**

**BALDWIN CITY CAMPUS (CAS/UGSOE)**  
**STUDENT (SELF-REPORTED) ETHNICITY**  
**& GENDER DISTRIBUTIONS**  
**2007 - 2012**

Fall 2007	Fall 2008	Fall 2009	New Federal race/ethnicity categories	Fall 2010	Fall 2011	Fall 2012	Six-Year Average
-----------	-----------	-----------	---------------------------------------	-----------	-----------	-----------	------------------

**Headcounts**

**ETHNICITY**

Asian or Pacific Islander	8 0.8%	14 1.4%	12 1.2%	Asian	15 1.6%	10 1.1%	13 1.4%	<b>12.0</b> 1.2%
				Native Hawaiian or Other Pacific Islander	0 0.0%	0 0.0%	4 0.4%	<b>1.3</b> 0.1%
Black, non-Hispanic	74 7.9%	79 7.9%	76 7.7%	Black or African American	87 9.0%	84 9.0%	83 8.9%	<b>80.5</b> 8.4%
Foreign Student	14 1.5%	8 0.8%	6 0.6%	Nonresident Alien	8 0.8%	8 0.9%	8 0.9%	<b>8.7</b> 0.9%
Hispanic	27 2.9%	22 2.2%	14 1.4%	Hispanic	18 1.9%	23 2.5%	34 3.6%	<b>23.0</b> 2.4%
Native American/Alaskan	4 0.4%	5 0.5%	10 1.0%	American Indian or Alaska Native	18 1.9%	18 1.9%	28 3.0%	<b>13.8</b> 1.5%
Other (e.g., multiple ethnicities)	28 3.0%	40 4.0%	44 4.4%	Two or more Races	6 0.6%	3 0.3%	7 0.7%	<b>21.3</b> 2.2%
Race/ethnicity Unknown	3 0.3%	7 0.7%	22 2.2%	Race and Ethnicity Unknown	44 4.6%	36 3.9%	43 4.6%	<b>25.8</b> 2.7%
White	784 83.2%	823 82.5%	808 81.5%	White	771 79.7%	753 80.5%	716 76.5%	<b>775.8</b> 80.7%
<b>Total Students</b>	<b>942</b>	<b>998</b>	<b>992</b>	<b>Total Students</b>	<b>967</b>	<b>935</b>	<b>936</b>	<b>962.33</b>

**GENDER**

Female	511 54.2%	561 56.2%	525 52.9%	Female	490 50.7%	468 50.1%	444 47.4%	<b>497.6</b> 50.7%
Male	431 45.8%	437 43.8%	467 47.1%	Male	477 49.3%	467 49.9%	492 52.6%	<b>468.0</b> 49.1%

Source: University Registrar

**TABLE 6c**

**SCHOOL OF NURSING**  
**STUDENT (SELF-REPORTED) ETHNICITY**  
**& GENDER DISTRIBUTIONS**  
**2007 - 2012**

Fall 2007	Fall 2008	Fall 2009	New Federal race/ethnicity categories	Fall 2010	Fall 2011	Fall 2012	Six-Year Average
-----------	-----------	-----------	---------------------------------------	-----------	-----------	-----------	------------------

**Headcounts**

**ETHNICITY**

	Fall 2007	Fall 2008	Fall 2009		Fall 2010	Fall 2011	Fall 2012	Six-Year Average
Asian or Pacific Islander	4 2.6%	2 1.3%	1 0.6%	Asian	3 1.8%	3 1.8%	5 3.0%	3.0 1.9%
				Native Hawaiian or Other Pacific Islander	0 0.0%	1 0.6%	0 0.0%	0.2 0.1%
Black, non-Hispanic	6 3.9%	9 5.7%	8 4.9%	Black or African American	4 2.3%	3 1.8%	5 3.0%	5.8 3.6%
Foreign Student	0 0.0%	0 0.0%	0 0.0%	Nonresident Alien	0 0.0%	0 0.0%	1 0.6%	0.2 0.1%
Hispanic	6 3.9%	2 1.3%	2 1.2%	Hispanic	5 2.9%	4 2.3%	2 1.2%	3.5 2.1%
Native American/Alaskan	3 1.9%	5 3.1%	3 1.9%	American Indian or Alaska Native	2 1.2%	1 0.6%	1 0.6%	2.5 1.6%
Other (e.g., multiple ethnicities)	6 3.9%	8 5.0%	9 5.6%	Two or more Races	3 1.8%	3 1.8%	2 1.2%	5.2 3.2%
Race/ethnicity Unknown	0 0.0%	1 0.6%	1 0.6%	Race and Ethnicity Unknown	9 5.3%	9 5.3%	5 3.0%	4.2 2.5%
White	130 83.9%	132 83.0%	138 85.2%	White	145 84.8%	147 86.0%	148 87.6%	140.0 85.1%
<b>Total Students</b>	<b>155</b>	<b>159</b>	<b>162</b>	<b>Total Students</b>	<b>171</b>	<b>171</b>	<b>169</b>	<b>164.5</b>

**GENDER**

	Fall 2007	Fall 2008	Fall 2009		Fall 2010	Fall 2011	Fall 2012	Six-Year Average
Female	138 89.0%	145 91.2%	148 91.4%	Female	151 88.3%	153 89.5%	155 91.7%	148.3 90.2%
Male	17 11.0%	14 8.8%	14 8.6%	Male	20 11.7%	18 10.5%	14 8.3%	16.2 9.8%

Source: University Registrar

**TABLE 6d**

**SCHOOL OF PROFESSIONAL AND GRADUATE STUDY  
STUDENT (SELF-REPORTED) ETHNICITY  
& GENDER DISTRIBUTIONS  
2007 - 2012**

Fall 2007	Fall 2008	Fall 2009	New Federal race/ethnicity categories	Fall 2010	Fall 2011	Fall 2012	Six-Year Average
-----------	-----------	-----------	---------------------------------------	-----------	-----------	-----------	------------------

**Headcounts**

**ETHNICITY**

Asian or Pacific Islander	34 1.7%	43 2.3%	39 2.2%	Asian	33 1.8%	30 1.8%	24 1.7%	<b>33.8</b> 1.9%
				Native Hawaiian or Other Pacific Islander	3 0.2%	3 0.2%	3 0.2%	<b>1.5</b> 0.1%
Black, non-Hispanic	182 9.0%	198 10.5%	199 11.1%	Black or African American	210 11.7%	193 11.6%	185 13.2%	<b>194.5</b> 11.2%
Foreign Student	0 0.0%	1 0.1%	1 0.1%	Nonresident Alien	1 0.1%	1 0.1%	0 0.0%	<b>0.7</b> 0.1%
Hispanic	72 3.6%	64 3.4%	74 4.1%	Hispanic	91 5.1%	72 4.3%	71 5.1%	<b>74.0</b> 4.3%
Native American/Alaskan	32 1.6%	31 1.6%	27 1.5%	American Indian or Alaska Native	23 1.3%	23 1.4%	21 1.5%	<b>26.2</b> 1.5%
Other (e.g., multiple ethnicities)	10 0.5%	12 0.6%	37 2.1%	Two or more Races	29 1.6%	31 1.9%	27 1.9%	<b>24.3</b> 1.4%
Race/ethnicity Unknown	220 10.8%	177 9.4%	175 9.8%	Race and Ethnicity Unknown	181 10.1%	149 9.0%	112 8.0%	<b>169.0</b> 9.5%
White	1478 72.9%	1359 72.1%	1237 69.1%	White	1217 68.1%	1157 69.7%	959 68.4%	<b>1234.5</b> 70.1%
<b>Total Students</b>	<b>2028</b>	<b>1885</b>	<b>1789</b>	<b>Total Students</b>	<b>1788</b>	<b>1659</b>	<b>1402</b>	<b>1758.5</b>

**GENDER**

Female	1249 61.6%	1037 55.0%	986 55.1%	Female	962 53.8%	932 56.2%	766 54.6%	<b>988.7</b> 56.1%
Male	779 38.4%	848 45.0%	803 44.9%	Male	825 46.1%	727 43.8%	636 45.4%	<b>769.7</b> 43.9%

Source: University Registrar

**TABLE 6e**

**GRADUATE SCHOOL OF EDUCATION  
STUDENT (SELF-REPORTED) ETHNICITY  
& GENDER DISTRIBUTIONS  
2007 - 2012**

Fall 2007	Fall 2008	Fall 2009	New Federal race/ethnicity categories	Fall 2010	Fall 2011	Fall 2012	Six-Year Average
-----------	-----------	-----------	---------------------------------------	-----------	-----------	-----------	------------------

**Headcounts**

**ETHNICITY**

Asian or Pacific Islander	6 0.7%	3 0.3%	6 0.7%	Asian	4 0.4%	1 0.1%	2 0.3%	<b>3.7</b> <b>0.4%</b>
				Native Hawaiian or Other Pacific Islander	0 0.0%	0 0.0%	0 0.0%	<b>0.0</b> <b>0.0%</b>
Black, non-Hispanic	32 3.8%	25 2.3%	26 2.9%	Black or African American	43 4.6%	33 4.3%	31 4.4%	<b>31.7</b> <b>3.7%</b>
Foreign Student	0 0.0%	0 0.0%	0 0.0%	Nonresident Alien	0 0.0%	0 0.0%	0 0.0%	<b>0.0</b> <b>0.0%</b>
Hispanic	16 1.9%	15 1.4%	16 1.8%	Hispanic	19 2.0%	15 1.9%	20 2.9%	<b>16.8</b> <b>2.0%</b>
Native American/Alaskan	3 0.4%	5 0.5%	2 0.2%	American Indian or Alaska Native	6 0.6%	2 0.3%	5 0.7%	<b>3.8</b> <b>0.5%</b>
Other (e.g., multiple ethnicities)	50 6.0%	45 4.2%	11 1.2%	Two or more Races	5 0.5%	6 0.8%	3 0.4%	<b>20.0</b> <b>2.2%</b>
Race/ethnicity Unknown	49 5.9%	107 10.0%	74 8.1%	Race and Ethnicity Unknown	40 4.3%	31 4.0%	15 2.1%	<b>52.7</b> <b>5.7%</b>
White	678 81.3%	870 81.3%	775 85.2%	White	814 87.4%	683 88.6%	625 89.2%	<b>740.8</b> <b>85.5%</b>
<b>Total Students</b>	<b>834</b>	<b>1070</b>	<b>910</b>	<b>Total Students</b>	<b>931</b>	<b>771</b>	<b>701</b>	<b>869.5</b>

**GENDER**

Female	615 73.7%	832 77.8%	690 75.8%	Female	708 76.0%	572 74.2%	527 75.2%	<b>657.3</b> <b>75.5%</b>
Male	219 26.3%	238 22.2%	220 24.2%	Male	223 24.0%	199 25.8%	174 24.8%	<b>212.2</b> <b>24.6%</b>

Source: University Registrar

## PART VII

### **FACULTY/STAFF**

The tables and figures in this section present a variety of profile characteristics related to Baker University's staff, primarily its faculty.

Table 7a and Figures 7a(i) and 7a(ii) list the gender distributions by employment category for all full-time Baker University employees for the most recent 10-year period. Only CAS, SOE and SPGS employees are included because the SON staff and faculty are not formally employed by the University and are not included on the regular University payroll. Employment categories include faculty (more than a half-time teaching load), administrators (salaried staff), and support staff (hourly staff).

Table 7b presents a composite distribution of full-time teaching and learning resources faculty by rank and tenure status, as well as an overall count of part-time faculty for the college and all schools of the University. Data are presented annually for the most recent 5-year period (as published on the official fall reporting date). Tables 7c through 7f list the same data at the campus/school level for Baldwin City (CAS/USOE), SON, SPGS, and the graduate division of SOE respectively.

Table 7f summarizes the gender and ethnicity distributions for all full-time teaching faculty within these schools and campuses for fall 2012. These data are also segregated by faculty rank.

**TABLE 7a**  
**CAS/USOE, SPGS, GSOE**  
**UNIVERSITY EMPLOYMENT PROFILE**  
**FULL-TIME EMPLOYEES**  
**2003/04 - 2012/13**  
(Data reflects September payroll for each academic year)

Headcount Totals

Academic Year	Total			Faculty			Administration			Support		
	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female
2003/04	254	93	161	81	47	34	103	30	73	70	16	54
2004/05	263	102	161	89	51	38	102	32	70	72	19	53
2005/06	271	108	163	88	51	37	104	39	65	79	18	61
2006/07	294	113	181	92	53	39	120	43	77	82	17	65
2007/08	316	129	187	93	52	41	140	57	83	83	20	63
2008/09	331	133	198	90	51	39	151	57	94	90	25	65
2009/10	284	118	166	86	47	39	129	53	76	69	18	51
2010/11	275	117	158	73	43	30	130	55	75	72	19	53
2011/12	274	113	161	77	43	34	129	54	75	71	18	53
2012/13	273	115	158	80	43	37	111	45	66	82	27	55

Percentages

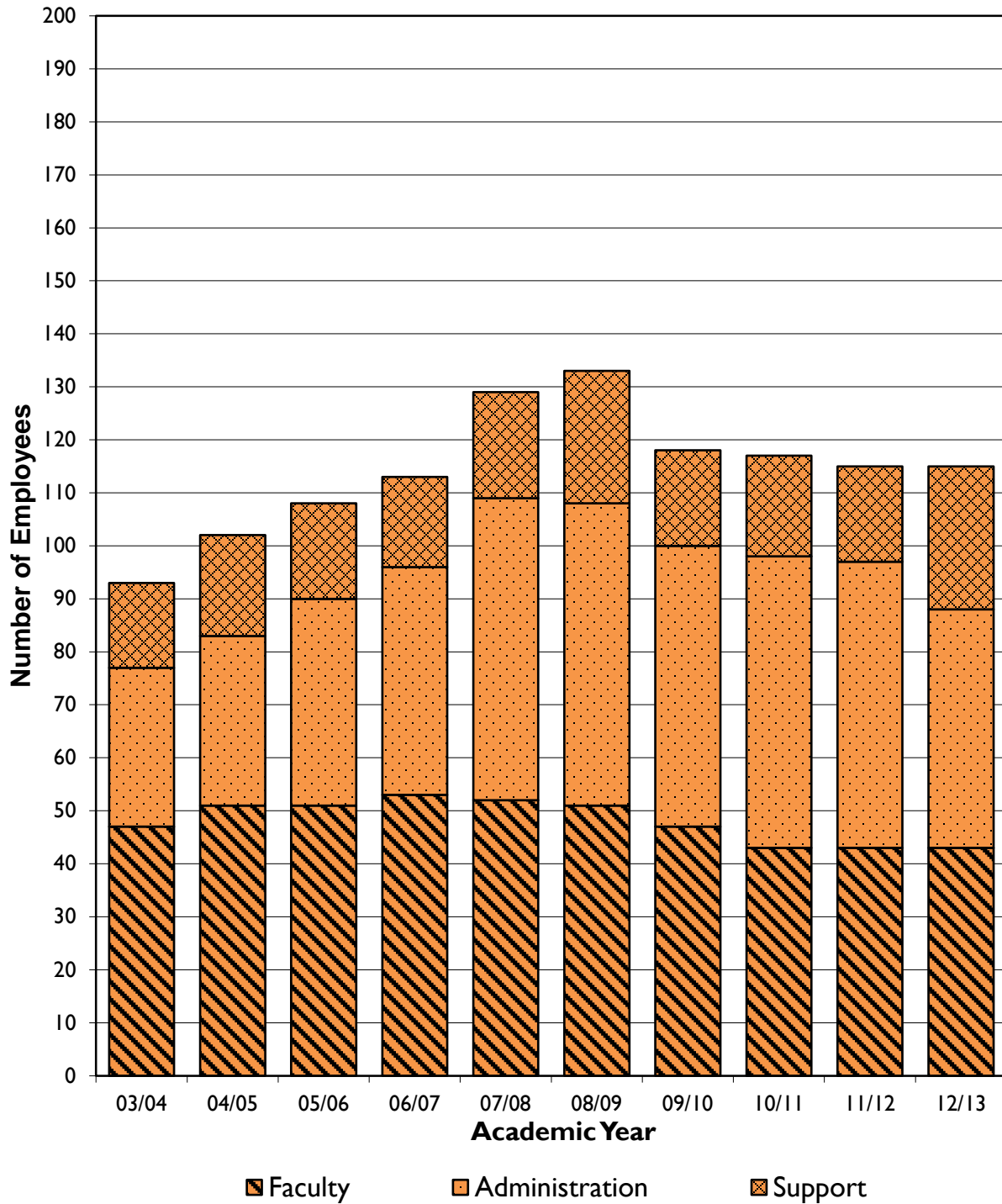
Academic Year	Total			Faculty			Administration			Support		
	Male	Female	% of Total	Male	Female	% of Total	Male	Female	% of Total	Male	Female	
2003/04	36.6%	63.4%	31.9%	58.0%	42.0%	40.6%	29.1%	70.9%	27.6%	22.9%	77.1%	
2004/05	38.8%	61.2%	33.8%	57.3%	42.7%	38.8%	31.4%	68.6%	27.4%	26.4%	73.6%	
2005/06	39.9%	60.1%	32.5%	58.0%	42.0%	38.4%	37.5%	62.5%	29.2%	22.8%	77.2%	
2006/07	38.4%	61.6%	31.3%	57.6%	42.4%	40.8%	35.8%	64.2%	27.9%	20.7%	79.3%	
2007/08	40.8%	59.2%	29.4%	55.9%	44.1%	44.3%	40.7%	59.3%	26.3%	24.1%	75.9%	
2008/09	40.2%	59.8%	27.2%	56.7%	43.3%	45.6%	37.7%	62.3%	27.2%	27.8%	72.2%	
2009/10	41.5%	58.5%	30.3%	54.7%	45.3%	45.4%	41.1%	58.9%	24.3%	26.1%	73.9%	
2010/11	42.5%	57.5%	26.5%	58.9%	41.1%	47.3%	42.3%	57.7%	26.2%	26.4%	73.6%	
2011/12	41.2%	58.8%	28.1%	55.8%	44.2%	47.1%	41.9%	58.1%	25.9%	25.4%	74.6%	
2012/13	42.1%	57.9%	29.3%	53.8%	46.3%	40.7%	40.5%	59.5%	30.0%	32.9%	67.1%	
<b>Average</b>	<b>39.9%</b>	<b>60.1%</b>	<b>30.4%</b>	<b>56.5%</b>	<b>43.5%</b>	<b>42.5%</b>	<b>37.1%</b>	<b>62.9%</b>	<b>27.2%</b>	<b>25.4%</b>	<b>74.6%</b>	

Source: Office of Human Resources



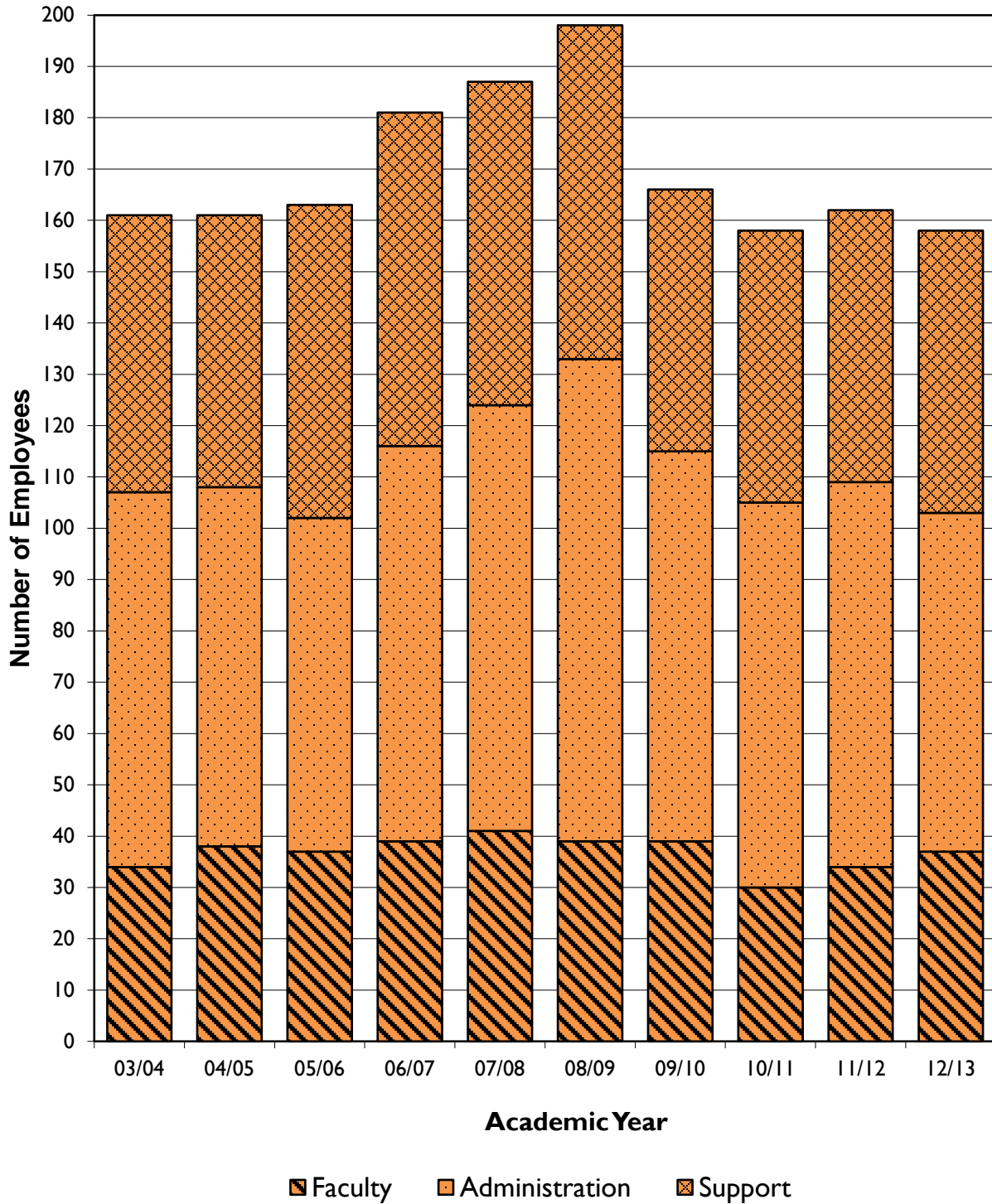
**FIGURE 7a(i)**

**BAKER UNIVERSITY**  
**UNIVERSITY EMPLOYMENT PROFILE**  
**FULL-TIME MALE EMPLOYEES**



**FIGURE 7a(ii)**

**BAKER UNIVERSITY**  
**UNIVERSITY EMPLOYMENT PROFILE**  
**FULL-TIME FEMALE EMPLOYEES**



**TABLE 7b**  
**BAKER UNIVERSITY (ALL SCHOOLS)**  
**NUMBER OF FACULTY BY RANK AND TENURE STATUS**  
**FALL 2008 - FALL 2012**

Rank (Full Time)	Fall 2008				Fall 2009				Fall 2010				Fall 2011				Fall 2012			
	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot
Professor	23	1	0	24	23	1	0	24	20	0	0	20	22	0	0	22	19	0	0	19
Associate Professor	17	2	5	24	17	1	4	22	14	2	4	20	11	2	5	18	15	3	6	24
Assistant Professor	6	12	15	33	5	17	11	33	2	15	14	31	2	16	15	33	2	13	19	34
Instructor	0	0	5	5	0	0	8	8	0	0	6	6	0	0	10	10	0	0	10	10
Learning Resources	0	0	8	8	0	0	7	7	0	0	5	5	0	0	4	4	0	0	4	4
Total Full Time Faculty	46	15	33	94	45	19	30	94	36	17	29	82	35	18	34	87	36	16	39	91
Total Part Time Faculty	0	0	406	406	0	0	443	443	0	0	435	435	0	0	438	438	0	0	421	421
<b>Grand Total</b>	<b>46</b>	<b>15</b>	<b>439</b>	<b>500</b>	<b>45</b>	<b>19</b>	<b>473</b>	<b>537</b>	<b>36</b>	<b>17</b>	<b>464</b>	<b>517</b>	<b>35</b>	<b>18</b>	<b>472</b>	<b>525</b>	<b>36</b>	<b>16</b>	<b>460</b>	<b>512</b>

Legend: T = Tenured TT = Tenure Track NT = Non-Tenure Track Tot = Total

Source: Office of Human Resources

**TABLE 7c**  
**BALDWIN CITY CAMPUS (CAS/USOE)**  
**NUMBER OF FACULTY BY RANK AND TENURE STATUS**  
**FALL 2008 - FALL 2012**

Rank (Full Time)	Fall 2008				Fall 2009				Fall 2010				Fall 2011				Fall 2012			
	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot
Professor	22	1	0	23	22	1	0	23	19	0	0	19	21	0	0	21	18	0	0	18
Associate Professor	15	2	0	17	15	1	0	16	12	1	0	13	9	0	0	9	13	1	0	14
Assistant Professor	6	12	5	23	5	17	2	24	2	15	3	20	2	16	3	21	2	13	4	19
Instructor	0	0	1	1	0	0	3	3	0	0	3	3	0	0	7	7	0	0	7	7
Learning Resources	0	0	8	8	0	0	7	7	0	0	5	5	0	0	4	4	0	0	4	4
Total Full-Time Faculty	43	15	14	72	42	19	12	73	33	16	11	60	32	16	14	62	33	14	15	62
Total Part-Time Faculty	0	0	41	41	0	0	24	24	0	0	29	29	0	0	23	23	0	0	24	24
<b>Grand Total</b>	<b>43</b>	<b>15</b>	<b>55</b>	<b>113</b>	<b>42</b>	<b>19</b>	<b>36</b>	<b>97</b>	<b>33</b>	<b>16</b>	<b>40</b>	<b>89</b>	<b>32</b>	<b>16</b>	<b>37</b>	<b>85</b>	<b>33</b>	<b>14</b>	<b>39</b>	<b>86</b>

Legend: T = Tenured TT = Tenure Track NT = Non-Tenure Track Tot = Total

Source: Office of Human Resources

**TABLE 7d**  
**SCHOOL OF NURSING**  
**NUMBER OF FACULTY BY RANK AND TENURE STATUS**  
**FALL 2008 - FALL 2012**

Rank (Full Time)	Fall 2008				Fall 2009				Fall 2010				Fall 2011				Fall 2012			
	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot
Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Associate Professor	1	0	0	1	1	0	0	1	1	1	0	2	1	1	1	3	1	1	0	2
Assistant Professor	0	0	9	9	0	0	9	9	0	0	11	11	0	0	10	10	0	0	12	12
Instructor	0	0	4	4	0	0	5	5	0	0	3	3	0	0	3	3	0	0	3	3
Learning Resources	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Full Time Faculty	1	0	13	14	1	0	14	15	1	1	14	16	1	1	14	16	1	1	15	17
Total Part Time Faculty	0	0	1	1	0	0	0	0	0	0	1	1	0	0	1	1	0	0	0	0
<b>Grand Total</b>	<b>1</b>	<b>0</b>	<b>14</b>	<b>15</b>	<b>1</b>	<b>0</b>	<b>14</b>	<b>15</b>	<b>1</b>	<b>1</b>	<b>15</b>	<b>17</b>	<b>1</b>	<b>1</b>	<b>15</b>	<b>17</b>	<b>1</b>	<b>1</b>	<b>15</b>	<b>17</b>

Legend: T = Tenured TT = Tenure Track NT = Non-Tenure Track Tot = Total

Source: School of Nursing

**TABLE 7e**

**SCHOOL OF PROFESSIONAL AND GRADUATE STUDIES  
NUMBER OF FACULTY BY RANK AND TENURE STATUS  
FALL 2008 - FALL 2012**

Rank (Full Title)	Fall 2008				Fall 2009				Fall 2010				Fall 2011				Fall 2012			
	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot
Professor	1	0	0	1	1	0	0	1	1	0	0	1	1	0	0	1	1	0	0	1
Associate Professor	1	0	2	3	1	0	2	3	1	0	2	3	1	0	2	3	1	0	3	4
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Instructor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Learning Resources	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Full Time Faculty	2	0	2	4	2	0	2	4	2	0	2	4	2	0	2	4	2	0	4	6
Total Part Time Faculty	0	0	250	250	0	0	284	284	0	0	279	279	0	0	276	276	0	0	248	248
<b>Grand Total</b>	<b>2</b>	<b>0</b>	<b>252</b>	<b>254</b>	<b>2</b>	<b>0</b>	<b>286</b>	<b>288</b>	<b>2</b>	<b>0</b>	<b>281</b>	<b>283</b>	<b>2</b>	<b>0</b>	<b>278</b>	<b>280</b>	<b>2</b>	<b>0</b>	<b>252</b>	<b>254</b>

Legend: T = Tenured TT = Tenure Track NT = Non-Tenure Track Tot = Total

Source: Office of Human Resources

**TABLE 7f**  
**GRADUATE SCHOOL OF EDUCATION**  
**NUMBER OF FACULTY BY RANK AND TENURE STATUS**  
**FALL 2008 - FALL 2012**

Rank (Full Time)	Fall 2008				Fall 2009				Fall 2010				Fall 2011				Fall 2012			
	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot
Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Associate Professor	0	0	3	3	0	0	2	2	0	0	2	2	0	1	2	3	0	1	3	4
Assistant Professor	0	0	1	1	0	0	0	0	0	0	0	0	0	0	2	2	0	0	2	2
Instructor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Learning Resources	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Full Time Faculty	0	0	4	4	0	0	2	2	0	0	2	2	0	1	4	5	0	1	5	6
Total Part Time Faculty	0	0	114	114	0	0	135	135	0	0	126	126	0	0	138	138	0	0	149	149
<b>Grand Total</b>	<b>0</b>	<b>0</b>	<b>118</b>	<b>118</b>	<b>0</b>	<b>0</b>	<b>137</b>	<b>137</b>	<b>0</b>	<b>0</b>	<b>128</b>	<b>128</b>	<b>0</b>	<b>1</b>	<b>142</b>	<b>143</b>	<b>0</b>	<b>1</b>	<b>154</b>	<b>155</b>

Legend: T = Tenured TT = Tenure Track NT = Non-Tenure Track Tot = Total

Source: Office of Human Resources

**TABLE 7g**  
**BAKER UNIVERSITY (ALL SCHOOLS)**  
**FACULTY GENDER AND ETHNICITY DISTRIBUTIONS**  
**FALL 2012**

	Professor								Associate Professor							
	Male				Female				Male				Female			
	BC	SON	SPGS	GSOE	BC	SON	SPGS	GSOE	BC	SON	SPGS	GSOE	BC	SON	SPGS	GSOE
Asian or Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black, non-Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Native American/Native Alaskan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Resident Alien	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Race/ethnicity Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White	10	0	1	0	8	0	0	0	9	0	2	1	4	2	2	3
<b>Total Faculty</b>	<b>10</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>2</b>	<b>3</b>

	Assistant Professor								Instructor							
	Male				Female				Male				Female			
	BC	SON	SPGS	GSOE	BC	SON	SPGS	GSOE	BC	SON	SPGS	GSOE	BC	SON	SPGS	GSOE
Asian or Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black, non-Hispanic	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Hispanic	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Native American/Native Alaskan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Resident Alien	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Race/ethnicity Unknown	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White	8	0	0	1	9	12	1	1	3	0	0	0	4	3	0	0
<b>Total Faculty</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>10</b>	<b>12</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>

	Total								Total
	Male				Female				
	BC	SON	SPGS	GSOE	BC	SON	SPGS	GSOE	
Asian or Pacific Islander	0	0	0	0	0	0	0	0	0
Black, non-Hispanic	0	0	0	0	2	0	0	0	2
Hispanic	1	0	0	0	0	0	0	0	1
Native American/Native Alaskan	0	0	0	0	0	0	0	0	0
Non-Resident Alien	0	0	0	0	0	0	0	0	0
Race/ethnicity Unknown	0	0	0	0	0	0	0	0	0
White	30	0	3	2	25	17	3	4	84
<b>Total Faculty</b>	<b>31</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>27</b>	<b>17</b>	<b>3</b>	<b>4</b>	<b>87</b>

Source: Office of Human Resources, School of Nursing



## PART VIII

### PRODUCTION

The tables in this section provide credit-hour production data for the various academic disciplines and programs on the Baldwin City campus.

Tables 8a and 8b present summaries of total credit-hour production and credit-hour production per full-time equivalent (FTE) faculty member, respectively, across the various CAS/USOE academic disciplines. The disciplines/programs are ranked on both of these measures for each the 2011/12 academic year and the most recent 5-year period (2007/08 through 2011/12). For example, the Exercise Science program has generated the most total credit hours during both the past academic year (2256) and during the aggregate 5-year period (2279 average). Similarly, the Geology discipline has generated the highest credit-hour production per FTE faculty during both the past academic year (471) and during the aggregate 5-year period (509 average).

The set of sub-tables presented as Table 8c offer a detailed semester-by-semester report of all discipline-based credit-hour production on the Baldwin City campus for the most recent 5-year period. The sub-tables are organized by academic department and include the following information:

- 1) the number of total credit hours produced by each discipline per semester and per academic year,
- 2) the faculty FTE<sup>2</sup> for each discipline per semester,
- 3) the number of credit hours produced per FTE faculty member within each discipline per semester and per academic year,
- 4) 5-year averages for each of the above,
- 5) the percent increase or decrease from the preceding year, in both total credit hours produced and credit hours produced per FTE faculty, for each discipline per academic year.

The final series of sub-tables present discipline-based data for the off-campus high school concurrent credit programs begun during the 2008/09 academic year.

---

<sup>2</sup> Faculty FTE, or full-time equivalent, is a twelve credit-hour teaching load per semester.

**TABLE 8a****BALDWIN CITY CAMPUS (CAS/USOE)****TOTAL CR-HR PRODUCTION BY DISCIPLINE/PROGRAM**

ACADEMIC YR			5-YR AVG		
RANK	DISC/PROG	2011/12	RANK	DISC/PROG	2007/08-2011/12
1	Exercise Science	2256	1	Exercise Science	2279
2	Business	1801	2	Quest (LA/LS)	1948
2	Education	1801	3	Mathematics	1923
4	Quest (LA/LS)	1652	4	Education	1903
5	Mathematics	1620	5	Biology	1731
6	Psychology	1384	6	Business	1702
7	Biology	1356	7	Music	1466
8	Music	1303	8	Psychology	1337
9	English	1141	9	English	1235
10	History	978	10	History	1077
11	Economics	900	11	Sociology	901
12	Sociology	897	12	Mass Media	777
13	Mass Media	669	13	Economics	733
14	Salon (FYE)	644	14	Communication	730
15	Communication	628	15	Accounting	565
16	Accounting	555	16	Studio Art	553
17	Studio Art	529	17	Chemistry	545
18	Spanish	485	18	Religion	537
19	Philosophy	480	19	Spanish	528
20	Geology	471	20	Salon (FYE)	492
21	Chemistry	443	21	Philosophy	457
22	Religion	411	22	Theatre	435
23	Theatre	321	23	Physics	419
24	Physics	278	24	Computer Science	395
25	Art History	273	25	Art History	290
26	Computer Science	235	26	Art Education	261
27	Human Performance	204	27	Geology	254
28	International Studies	177	28	Human Performance *	204
29	German	150	29	Political Science	191
30	Art Education	114	30	French	152
31	French	111	31	International Studies	149
32	Political Science	75	32	German	131

\* 1-year only

Source: Office of Institutional Research

**TABLE 8b**

**BALDWIN CITY CAMPUS (CASI/USOE)**  
**CR-HR PRODUCTION PER FTE FACULTY**  
**BY DISCIPLINE/PROGRAM**

ACADEMIC YR			5-YR AVG		
RANK	DISC/PROG	2011/12	RANK	DISC/PROG	2007/08-2011/12
1	Geology	471	1	Geology	509
2	Religion	411	2	Religion	325
3	Exercise Science	361	3	History	317
4	Economics	360	4	Economics	272
5	History	326	5	Art Education	270
6	Political Science	300	6	Sociology	261
7	Psychology	282	7	Business	259
8	Business	257	8	Psychology	254
9	Sociology	256	9	Mathematics	239
10	International Studies	236	10	International Studies	230
11	Art Education	228	11	Exercise Science	228
12	Mathematics	218	12	Philosophy	223
13	Philosophy	213	13	Education	210
14	Education	204	14	Human Performance *	204
14	Human Performance	204	15	Biology	197
16	Accounting	202	16	Communication	196
17	Communication	193	17	Quest (LA/LS)	195
18	Salon (FYE)	180	18	Salon (FYE)	188
18	Quest (LA/LS)	180	19	Accounting	182
20	Biology	168	20	English	174
21	English	163	21	Spanish	147
22	Art History	156	22	Art History	145
23	Studio Art	151	23	Studio Art	141
24	Theatre	128	24	Mass Media	133
25	Mass Media	127	25	Computer Science	120
25	Spanish	127	25	Political Science	120
27	Chemistry	97	27	Theatre	117
28	Computer Science	94	28	Chemistry	115
29	German	90	29	Physics	110
30	Physics	88	30	French	92
31	Music	74	31	German	91
32	French	67	32	Music	85

\* 1-year only

Source: Office of Institutional Research

## TABLE 8c

### BALDWIN CITY CAMPUS (CASIUOE)

#### CREDIT HOUR PRODUCTION BY DISCIPLINE/PROGRAM

#### FIVE YEAR PERIOD 2007/08-2011/12

### DEPARTMENT OF BEHAVIORAL & HEALTH SCIENCES

#### EXERCISE SCIENCE COURSES (INCLUDES SPORTS ADMINISTRATION COURSES THROUGH 2011-12)

(INCLUDES HUMAN PERFORMANCE COURSES AND VARSITY ATHLETICS CREDIT HOURS THROUGH 2010-11)

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	988	5.33	185	1028	5.25	196	2016	4.6%	191	6.3%
2008/09	1112	5.83	191	1112	6.25	178	2224	10.3%	184	-3.4%
2009/10	1216	6.50	187	1105	5.58	198	2321	4.4%	192	4.4%
2010/11	1373	5.00	275	1205	4.08	295	2578	11.1%	284	47.8%
2011/12	1083	3.00	361	1173	3.25	361	2256	-12.5%	361	27.1%
<b>5-YR AVG</b>	1154	5.13	225	1125	4.88	230	2279		228	

#### PSYCHOLOGY COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	707	2.75	257	712	3.17	225	1419	5.2%	240	-2.3%
2008/09	694	2.50	278	634	3.00	211	1328	-6.4%	241	0.7%
2009/10	712	2.67	267	674	2.92	231	1386	4.4%	248	2.7%
2010/11	570	2.17	263	599	2.25	266	1169	-15.7%	264	6.7%
2011/12	703	2.58	272	681	2.33	292	1384	18.4%	282	6.4%
<b>5-YR AVG</b>	677	2.53	267	660	2.73	241	1337		254	

### DEPARTMENT OF BIOLOGY & CHEMISTRY

#### BIOLOGY COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	965	4.42	218	917	5.25	175	1882	13.2%	195	17.1%
2008/09	1015	4.17	243	913	4.58	199	1928	2.4%	220	13.2%
2009/10	1119	4.58	244	922	5.17	178	2041	5.9%	209	-5.0%
2010/11	851	4.33	197	598	3.25	184	1449	-29.0%	191	-8.7%
2011/12	735	4.33	170	621	3.75	166	1356	-6.4%	168	-12.2%
<b>5-YR AVG</b>	937	4.37	215	794	4.40	181	1731		197	

### CHEMISTRY COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	240	2.33	103	323	2.00	162	563	12.4%	130	-2.7%
2008/09	260	2.67	97	324	2.25	144	584	3.7%	119	-8.7%
2009/10	266	2.75	97	303	2.50	121	569	-2.6%	108	-8.7%
2010/11	284	2.42	117	284	2.25	126	568	-0.2%	122	12.2%
2011/12	182	2.58	71	261	2.00	131	443	-22.0%	97	-20.5%
5-YR AVG	246	2.55	97	299	2.20	136	545		115	

### GEOLOGY COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	126	0.25	504	138	0.25	552	264	n/a	528	n/a
2008/09	138	0.25	552	135	0.25	540	273	3.4%	546	3.4%
2009/10	132	0.25	528	0	0.00	n/a	132	-51.6%	528	-3.3%
2010/11	0	0.00	n/a	132	0.25	528	132	0.0%	528	0.0%
2011/12	234	0.50	468	237	0.50	474	471	256.8%	471	-10.8%
5-YR AVG	126	0.25	504	128	0.25	514	254		509	

## DEPARTMENT OF BUSINESS & ECONOMICS

### ACCOUNTING COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	312	1.50	208	330	1.75	189	642	n/a	198	n/a
2008/09	300	1.50	200	261	1.50	174	561	-12.6%	187	-5.3%
2009/10	237	1.50	158	237	1.75	135	474	-15.5%	146	-22.0%
2010/11	291	1.50	194	303	1.75	173	594	25.3%	183	25.3%
2011/12	255	1.25	204	300	1.50	200	555	-6.6%	202	10.4%
5-YR AVG	279	1.45	192	286	1.65	173	565		182	

### BUSINESS AND INTERNATIONAL BUSINESS COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	1010	3.33	303	811	3.33	244	1821	n/a	273	n/a
2008/09	840	3.25	258	718	2.00	359	1558	-14.4%	297	8.5%
2009/10	969	4.00	242	633	2.75	230	1602	2.8%	237	-20.0%
2010/11	869	3.58	243	858	3.67	234	1727	7.8%	238	0.4%
2011/12	960	3.67	262	841	3.33	252	1801	4.3%	257	8.0%
5-YR AVG	930	3.57	261	772	3.02	256	1702		259	

**ECONOMICS COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	291	1.25	233	378	1.25	302	669	n/a	268	n/a
2008/09	294	1.75	168	465	1.50	310	759	13.5%	234	-12.7%
2009/10	372	1.50	248	411	1.50	274	783	3.2%	261	11.8%
2010/11	441	1.75	252	114	0.50	228	555	-29.1%	247	-5.5%
2011/12	396	1.25	317	504	1.25	403	900	62.2%	360	45.9%
5-YR AVG	359	1.50	239	374	1.20	312	733		272	

**DEPARTMENT OF EDUCATION**

(Undergraduate Programs within the School of Education)

**EDUCATION COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	767	4.58	167	777	4.75	164	1544	-2.7%	165	-3.5%
2008/09	873	4.92	177	936	4.58	204	1809	17.2%	190	15.1%
2009/10	1050	4.67	225	1075	4.42	243	2125	17.5%	234	22.8%
2010/11	1250	4.42	283	985	4.17	236	2235	5.2%	260	11.3%
2011/12	951	4.83	197	850	4.00	213	1801	-19.4%	204	-21.6%
5-YR AVG	978	4.68	209	925	4.38	211	1903		210	

**HUMAN PERFORMANCE COURSES (EXCLUDES VARSITY ATHLETICS CREDIT HOURS)**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2011/12	88	0.50	176	116	0.50	232	204	n/a	204	n/a

**GENERAL EDUCATION PROGRAM**

**SALON COURSES (FIRST-YEAR SEMINAR COURSES ONLY PRIOR TO 2009-10)**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	523	2.67	196	12	0.33	36	535	96.7%	178	14.7%
2008/09	527	2.42	218	6	0.17	35	533	-0.4%	206	15.4%
2009/10	541	2.75	197	0	0.00	n/a	541	1.5%	197	-4.4%
2010/11	196	1.00	196	11	0.17	65	207	-61.7%	177	-10.1%
2011/12	358	2.00	179	286	1.58	181	644	211.1%	180	1.6%
5-YR AVG	429	2.17	198	63	0.45	140	492		188	

**LIBERAL ARTS COURSES (INCLUDES QUEST PROGRAM COURSES SINCE 2011-12)**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	1068	5.08	210	963	5.42	178	2031	6.4%	193	-6.3%
2008/09	1039	5.08	205	899	4.67	193	1938	-4.6%	199	2.8%
2009/10	1113	5.25	212	1058	5.25	202	2171	12.0%	207	4.0%
2010/11	988	4.83	205	961	5.08	189	1949	-10.2%	197	-4.9%
2011/12	995	5.25	190	657	3.92	168	1652	-15.2%	180	-8.4%
5-YR AVG	1041	5.10	204	908	4.87	186	1948		195	

**DEPARTMENT OF HISTORY, CULTURE & SOCIETY**

**COMMUNICATION COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	457	2.33	196	473	2.33	203	930	n/a	200	n/a
2008/09	431	2.08	207	371	2.08	178	802	-13.8%	193	-3.4%
2009/10	323	1.58	204	413	2.08	199	736	-8.2%	201	4.3%
2010/11	324	1.58	205	229	1.33	172	553	-24.9%	190	-5.5%
2011/12	348	1.75	199	280	1.50	187	628	13.6%	193	1.7%
5-YR AVG	377	1.86	202	353	1.86	189	730		196	

**HISTORY COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	528	1.75	302	507	1.75	290	1035	n/a	296	n/a
2008/09	537	2.00	269	525	1.75	300	1062	2.6%	283	-4.2%
2009/10	651	2.00	326	501	1.75	286	1152	8.5%	307	8.5%
2010/11	498	1.25	398	660	1.75	377	1158	0.5%	386	25.7%
2011/12	486	1.25	389	492	1.75	281	978	-15.5%	326	-15.5%
5-YR AVG	540	1.65	327	537	1.75	307	1077		317	

**POLITICAL SCIENCE COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	135	1.75	77	78	0.50	156	213	n/a	95	n/a
2008/09	108	1.25	86	78	1.00	78	186	-12.7%	83	-12.7%
2009/10	168	1.00	168	132	1.00	132	300	61.3%	150	81.5%
2010/11	42	0.50	84	141	0.75	188	183	-39.0%	146	-2.4%
2011/12	21	0.00	n/a	54	0.25	216	75	-59.0%	300	104.9%
5-YR AVG	95	0.90	105	97	0.70	138	191		120	

**RELIGION COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	306	1.00	306	207	0.75	276	513	n/a	293	n/a
2008/09	252	1.00	252	258	0.75	344	510	-0.6%	291	-0.6%
2009/10	309	1.25	247	297	0.75	396	606	18.8%	303	4.0%
2010/11	324	0.75	432	321	1.00	321	645	6.4%	369	21.6%
2011/12	132	0.50	264	279	0.50	558	411	-36.3%	411	11.5%
5-YR AVG	265	0.90	294	272	0.75	363	537		325	

**SOCIOLOGY COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	351	1.75	201	402	2.00	201	753	n/a	201	n/a
2008/09	432	1.50	288	426	1.75	243	858	13.9%	264	31.5%
2009/10	420	1.75	240	573	2.00	287	993	15.7%	265	0.3%
2010/11	537	1.50	358	468	1.50	312	1005	1.2%	335	26.5%
2011/12	411	1.75	235	486	1.75	278	897	-10.7%	256	-23.5%
5-YR AVG	430	1.65	261	471	1.80	262	901		261	

**DEPARTMENT OF HUMANITIES**

**ENGLISH COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	702	4.25	165	603	3.25	186	1305	n/a	174	n/a
2008/09	703	4.50	156	658	3.25	202	1361	4.3%	176	0.9%
2009/10	750	4.25	176	615	3.25	189	1365	0.3%	182	3.6%
2010/11	390	2.50	156	612	3.25	188	1002	-26.6%	174	-4.3%
2011/12	576	3.75	154	565	3.25	174	1141	13.9%	163	-6.5%
5-YR AVG	624	3.85	162	611	3.25	188	1235		174	

**FRENCH COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	72	1.00	72	57	0.75	76	129	n/a	74	n/a
2008/09	105	0.75	140	89	0.75	119	194	50.4%	129	75.5%
2009/10	113	0.83	136	69	0.83	83	182	-6.2%	110	-15.2%
2010/11	78	0.83	94	67	0.83	81	145	-20.3%	87	-20.3%
2011/12	57	0.83	68	54	0.83	65	111	-23.4%	67	-23.7%
5-YR AVG	85	0.85	100	67	0.80	84	152		92	



**GERMAN COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	63	0.75	84	33	0.75	44	96	n/a	64	n/a
2008/09	48	0.75	64	54	0.75	72	102	6.3%	68	6.3%
2009/10	82	0.58	141	62	0.58	107	144	41.2%	124	82.6%
2010/11	87	0.58	150	76	0.83	92	163	13.2%	116	-6.9%
2011/12	82	0.83	98	68	0.83	82	150	-8.0%	90	-22.0%
5-YR AVG	72	0.70	104	59	0.75	78	131		91	

**INTERNATIONAL STUDIES COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	105	0.25	420	27	0.25	108	132	n/a	264	n/a
2008/09	123	0.25	492	6	0.25	24	129	-2.3%	258	-2.3%
2009/10	138	0.50	276	12	0.25	48	150	16.3%	200	-22.5%
2010/11	144	0.50	288	15	0.25	60	159	6.0%	212	6.0%
2011/12	117	0.25	468	60	0.50	120	177	11.3%	236	11.3%
5-YR AVG	125	0.35	358	24	0.30	80	149		230	

**PHILOSOPHY COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	219	1.25	175	168	1.00	168	387	n/a	172	n/a
2008/09	255	1.00	255	276	1.00	276	531	37.2%	266	54.4%
2009/10	144	0.75	192	297	1.50	198	441	-16.9%	196	-26.2%
2010/11	225	1.00	225	219	0.50	438	444	0.7%	296	51.0%
2011/12	246	1.25	197	234	1.00	234	480	8.1%	213	-27.9%
5-YR AVG	218	1.05	207	239	1.00	239	457		223	

**SPANISH COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	333	1.75	190	231	1.75	132	564	n/a	161	n/a
2008/09	285	1.75	163	189	1.50	126	474	-16.0%	146	-9.5%
2009/10	335	1.92	174	241	1.67	144	576	21.5%	160	10.0%
2010/11	305	1.92	159	237	1.92	124	542	-5.9%	141	-12.0%
2011/12	316	1.92	165	169	1.92	88	485	-10.5%	127	-10.4%
5-YR AVG	315	1.85	170	213	1.75	122	528		147	

**DEPARTMENT OF MASS MEDIA & VISUAL ARTS**

**ART EDUCATION COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	CrHrs	Pct
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	/Fac	Change
2007/08	213	0.75	284	180	0.75	240	393	n/a	262	n/a
2008/09	225	0.75	300	159	0.50	318	384	-2.3%	307	17.3%
2009/10	135	0.50	270	145	0.58	250	280	-27.1%	259	-15.6%
2010/11	63	0.25	252	69	0.25	276	132	-52.9%	264	1.8%
2011/12	57	0.25	228	57	0.25	228	114	-13.6%	228	-13.6%
<b>5-YR AVG</b>	139	0.50	277	122	0.47	262	261		270	

**ART HISTORY COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	CrHrs	Pct
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	/Fac	Change
2007/08	129	1.00	129	127	1.00	127	256	n/a	128	n/a
2008/09	192	1.00	192	130	1.00	130	322	25.8%	161	25.8%
2009/10	105	1.00	105	156	1.25	125	261	-18.9%	116	-28.0%
2010/11	189	0.75	252	150	1.25	120	339	29.9%	170	46.1%
2011/12	147	0.88	168	126	0.88	144	273	-19.5%	156	-8.0%
<b>5-YR AVG</b>	152	0.93	165	138	1.08	128	290		145	

**MASS MEDIA COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	CrHrs	Pct
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	/Fac	Change
2007/08	481	2.75	175	450	3.25	138	931	n/a	155	n/a
2008/09	426	3.08	138	487	3.33	146	913	-1.9%	142	-8.2%
2009/10	349	3.00	116	300	2.92	103	649	-28.9%	110	-23.0%
2010/11	405	2.75	147	318	2.83	112	723	11.4%	130	18.2%
2011/12	382	2.75	139	287	2.50	115	669	-7.5%	127	-1.7%
<b>5-YR AVG</b>	409	2.87	143	368	2.97	124	777		133	

**STUDIO ART COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	CrHrs	Pct
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	/Fac	Change
2007/08	160	1.33	120	242	1.50	161	402	n/a	142	n/a
2008/09	283	1.75	162	317	2.00	159	600	49.3%	160	12.6%
2009/10	321	2.75	117	346	2.75	126	667	11.2%	121	-24.2%
2010/11	306	2.00	153	259	2.08	125	565	-15.3%	138	14.2%
2011/12	267	1.75	153	262	1.75	150	529	-6.4%	151	9.1%
<b>5-YR AVG</b>	267	1.92	140	285	2.02	141	553		141	

## DEPT OF MATHEMATICS, PHYSICS & COMP SCIENCE

### COMPUTER SCIENCE COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	CrHrs	Pct
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	/Fac	Change
2007/08	330	2.00	165	336	2.25	149	666	n/a	157	n/a
2008/09	304	1.67	182	304	2.00	152	608	-8.7%	166	5.7%
2009/10	80	1.25	64	172	2.42	71	252	-58.6%	69	-58.6%
2010/11	120	1.25	96	92	1.17	79	212	-15.9%	88	27.6%
2011/12	161	1.58	102	74	0.92	81	235	10.8%	94	7.3%
<b>5-YR AVG</b>	199	1.55	128	196	1.75	112	395		120	

### MATHEMATICS COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	CrHrs	Pct
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	/Fac	Change
2007/08	1109	4.33	256	955	4.50	212	2064	n/a	234	n/a
2008/09	1116	4.33	258	981	3.83	256	2097	1.6%	257	9.9%
2009/10	985	3.67	268	1022	4.25	240	2007	-4.3%	253	-1.4%
2010/11	942	3.75	251	887	4.08	217	1829	-8.9%	234	-7.8%
2011/12	837	3.67	228	783	3.75	209	1620	-11.4%	218	-6.5%
<b>5-YR AVG</b>	998	3.95	253	926	4.08	227	1923		239	

### PHYSICS COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	CrHrs	Pct
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	/Fac	Change
2007/08	346	2.25	154	134	1.67	80	480	n/a	122	n/a
2008/09	328	2.08	158	159	1.83	87	487	1.5%	125	1.7%
2009/10	317	2.50	127	131	1.75	75	448	-8.0%	105	-15.4%
2010/11	318	2.33	136	84	1.50	56	402	-10.3%	105	-0.4%
2011/12	192	1.92	100	86	1.25	69	278	-30.8%	88	-16.4%
<b>5-YR AVG</b>	300	2.22	136	119	1.60	74	419		110	

## DEPARTMENT OF MUSIC & THEATRE

### MUSIC COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	CrHrs	Pct
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	/Fac	Change
2007/08	720	8.94	81	846	9.08	93	1566	3.7%	87	10.4%
2008/09	694	8.06	86	794	8.42	94	1488	-5.0%	90	3.9%
2009/10	612	8.33	73	794	8.50	93	1406	-5.5%	84	-7.5%
2010/11	662	8.17	81	905	9.47	96	1567	11.5%	89	6.3%
2011/12	566	8.30	68	737	9.25	80	1303	-16.8%	74	-16.4%
<b>5-YR AVG</b>	651	8.36	78	815	8.94	91	1466		85	

**THEATRE COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	277	2.25	123	255	2.00	128	532	18.8%	125	-7.0%
2008/09	237	2.67	89	276	2.75	100	513	-3.6%	95	-24.4%
2009/10	244	2.08	117	149	1.17	127	393	-23.4%	121	27.8%
2010/11	235	1.67	141	181	1.50	121	416	5.9%	131	8.5%
2011/12	185	1.25	148	136	1.25	109	321	-22.8%	128	-2.2%
5-YR AVG	236	1.98	119	199	1.73	115	435		117	

**HIGH SCHOOL CONCURRENT CREDIT PROGRAM**

**SUMMARY OF ALL CONCURRENT CREDIT COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2008/09	153	0.50	306	311	1.33	234	464	n/a	254	n/a
2009/10	192	0.75	256	456	1.67	274	648	40%	268	6%
2010/11	238	0.67	355	574	1.66	346	812	25%	348	30%
2011/12	235	1.25	188	501	3.00	167	736	-9%	173	-50%
4-YR AVG	205	0.79	258	461	1.91	241	665		246	

**CONCURRENT CREDIT BIOLOGY COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2008/09	0	0.00	n/a	32	0.33	97	32	n/a	97	n/a
2009/10	0	0.00	n/a	44	0.33	132	44	38%	132	36%
2010/11	0	0.00	n/a	92	0.33	279	92	109%	279	111%
2011/12	0	0.00	n/a	88	0.33	264	88	-4%	264	-5%
4-YR AVG	0	0.00	n/a	64	0.33	193	64		193	

**CONCURRENT CREDIT BUSINESS COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2008/09	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2009/10	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2010/11	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2011/12	0	0.00	n/a	6	0.25	24	6	n/a	24	n/a
4-YR AVG	0	0.00	n/a	2	0.06	24	2		24	

**CONCURRENT CREDIT CHEMISTRY COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2008/09	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2009/10	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2010/11	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2011/12	0	0.00	n/a	8	0.33	24	8	n/a	24	n/a
4-YR AVG	0	0.00	n/a	2	0.08	24	2		24	

**CONCURRENT CREDIT COMPUTER SCIENCE COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2008/09	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2009/10	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2010/11	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2011/12	9	0.25	36	6	0.25	24	15	n/a	30	n/a
4-YR AVG	2	0.06	36	2	0.06	24	4		30	

**CONCURRENT CREDIT EDUCATION COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2008/09	0	0.00	n/a	24	0.25	96	24	n/a	96	n/a
2009/10	0	0.00	n/a	123	0.25	492	123	413%	492	413%
2010/11	28	0.17	165	76	0.25	304	104	-15%	248	-50%
2011/12	27	0.25	108	59	0.25	236	86	-17%	172	-31%
4-YR AVG	14	0.11	131	71	0.25	282	84		237	

**CONCURRENT CREDIT EXERCISE SCIENCE COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2008/09	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2009/10	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2010/11	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2011/12	0	0.00	n/a	3	0.25	12	3	n/a	12	n/a
4-YR AVG	0	0.00	n/a	1	0.06	12	1		12	

**CONCURRENT CREDIT HISTORY COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2008/09	105	0.25	420	78	0.25	312	183	n/a	366	n/a
2009/10	117	0.25	468	96	0.25	384	213	16%	426	16%
2010/11	111	0.25	444	87	0.25	348	198	-7%	396	-7%
2011/12	175	0.25	700	135	0.25	540	310	57%	620	57%
4-YR AVG	127	0.25	508	99	0.25	396	226		452	

**CONCURRENT MASS MEDIA COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2008/09	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2009/10	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2010/11	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2011/12	0	0.00	n/a	3	0.25	12	3	n/a	12	n/a
4-YR AVG	0	0.00	n/a	1	0.06	12	1		12	

**CONCURRENT CREDIT PHYSICS COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2008/09	0	0.00	n/a	0	0.00	n/a	0	n/a	0	n/a
2009/10	0	0.00	n/a	40	0.33	120	40	n/a	120	n/a
2010/11	0	0.00	n/a	52	0.33	158	52	30%	158	31%
2011/12	0	0.00	n/a	16	0.33	48	16	-69%	48	-70%
4-YR AVG	0	0.00	n/a	27	0.25	108	27		108	

**CONCURRENT CREDIT POLITICAL SCIENCE COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2008/09	48	0.25	192	126	0.25	504	174	n/a	348	n/a
2009/10	60	0.25	240	105	0.25	420	165	-5%	330	-5%
2010/11	99	0.25	396	99	0.25	396	198	20%	396	20%
2011/12	21	0.25	84	63	0.25	252	84	-58%	168	-58%
4-YR AVG	57	0.25	228	98	0.25	393	155		311	

**CONCURRENT CREDIT PSYCHOLOGY COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2008/09	0	0.00	n/a	51	0.25	204	51	n/a	204	n/a
2009/10	15	0.25	60	48	0.25	192	63	24%	126	-38%
2010/11	0	0.00	n/a	168	0.25	672	168	167%	672	433%
2011/12	3	0.25	12	114	0.25	456	117	-30%	234	-65%
4-YR AVG	5	0.13	36	95	0.25	381	100		266	

Source: Office of Institutional Research

## PART IX

### LEARNING

In the future, the Office of Institutional Research intends to increasingly use this document as an avenue for distributing key pieces of evidence for student learning among the various academic programs at Baker University. In this initial effort, two such learning measures are presented. The first, involving national test scores, is often referred to as a direct measure of student learning. The second, involving student survey results, is often referred to as an indirect measure in that it relies heavily on student perception or opinion. Both can be valuable.

Table 9a lists the results of Baker student performance on the Major Field Test (MFT), a subject-based nationally-normed examination produced by the Educational Testing Service (ETS). MFTs are available for a variety of academic disciplines and seven academic programs at the College of Arts and Sciences have been using this measure on at least a semi-regular basis as part of their learning outcome assessment efforts. For these programs (Biology, Business, Chemistry, English, Mathematics, Music and Psychology), Table 9a presents the number of students assessed for each, the mean raw score (on a 200-point scale), and most important, the national percentile for the Baker group over the most recent 3-year period. Five of the seven CAS academic programs have produced mean scores that place their students at the 50<sup>th</sup> percentile or better nationally.

Only this past year, the School of Professional and Graduate Studies has begun to pilot the use of the MFT to assess learning among its business students in the AAB (associate degree), BBA (bachelor degree) and MBA (master degree) programs. Table 9a presents the results of this initial assessment (each using different raw point-scales), indicating that two of the three programs generated scores at the 50<sup>th</sup> percentile or better nationally.

The standard end-of-course evaluation survey administered to students on the Baldwin City campus is produced by the Center for Individual Development and Educational Assessment based in Manhattan, Kansas, and is loosely associated with Kansas State University. Commonly referred to as the “IDEA” form, this instrument surveys students on a broad array of course and instructor characteristics. One of the most unique features of this survey instrument is the opportunity that it provides students to rate their personal progress on a variety of specific “course-relevant” objectives. These objectives are selected by the instructor from a list of 12 provided by IDEA, thereby “customizing” the survey by for any particular course. Table 9b presents data on CAS/USOE students’ self-reported progress on course-relevant objectives, by discipline, for the most recent 3-year (6-semester) period. The scores reported are “standardized” nationally with a score of 50 set as a rough “average.” Thus, mean scores lower than 50 suggests that students are reporting less progress than what might be expected while mean scores greater than 50 suggests that students are reporting greater progress than what might be expected. Furthermore, the IDEA survey builds in an “adjustment” or “correction” factor that filters extraneous variables that might detract from accurate student

## PART IX

evaluations (e.g., perceived degree of difficulty, reason for taking the course, etc.). Thus, both raw scores and these “adjusted” (Adj) scores are presented in the table. Semester summary reports are available from IDEA that group student responses by academic discipline/program, thereby offering an opportunity for individual departments to use these data as an additional (indirect) measure of student learning. Consequently, Table 9a presents these data by discipline, ranked by mean raw score for the 3-year/6-semester time period. Rankings are also provided for the “adjusted” scores, and are listed in the far right column. Both the Baker and national averages are included (with shaded bars) and the data indicate that the self-reported progress of students in nearly every CAS/USOE Baker program has exceeded that of the national IDEA average.

As previously noted, this section is a work in progress and future plans involve the inclusion of increasingly greater “evidence of student learning,” both on the Baldwin City campus and at the other schools as well.



## TABLE 9a

**BALDWIN CITY CAMPUS (CAS/USOE)  
& SCHOOL OF PROFESSIONAL AND GRADUATE STUDIES**  
**STUDENT PERFORMANCE ON THE ETS**  
**DISCIPLINE-BASED MAJOR FIELD TEST**

CAS 3-YR PERIOD: 2009/10-2011/12	NUMBER OF STUDENTS	AVERAGE RAW SCORE	NATIONAL PERCENTILE
PSYCHOLOGY	22	169.6	90%
ENGLISH	19	162.8	79%
BUSINESS	114	155.5	74%
CHEMISTRY	8	158.1	74%
MATHEMATICS	4	157.0	59%
BIOLOGY	42	151.5	39%
MUSIC	16	144.7	30%
SPGS 1-YR PERIOD: 2011/12	NUMBER OF STUDENTS	AVERAGE RAW SCORE	NATIONAL PERCENTILE
BUSINESS (AAB)	5	557.8	95%
BUSINESS (BBA)	7	152.7	57%
BUSINESS (MBA)	18	243.7	24%

*Source: CAS Academic Departments, SPGS*

**TABLE 9b****BALDWIN CITY CAMPUS (CAS/USOE)****IDEA COURSE SUMMARY RESULTS by DISCIPLINE****(INDIVIDUAL DEVELOPMENT AND EDUCATIONAL ASSESSMENT)****"STUDENTS' SELF-REPORTED PROGRESS ON COURSE-RELEVANT OBJECTIVES"**

<b>DISCIPLINE</b>	<u>Fall 2009</u>		<u>Spr 2010</u>		<u>Fall 2010</u>		<u>Spr 2011</u>		<u>Fall 2011</u>		<u>Spr 2012</u>		<u>3-YR Summary</u>			
	Raw	Adj	Raw	Adj	Raw	Adj	Raw	Adj	Raw	Adj	Raw	Adj	Raw	Rank	Adj	Rank
<b>Art</b>	66	59	62	55	63	56	63	54	64	57	65	55	63.8	1	56.0	4
<b>Mass Media</b>	58	54	62	54	63	56	59	51	64	58	65	55	61.8	2	54.7	7
<b>Psychology</b>	61	59	63	60	59	53	62	57	60	57	63	56	61.3	3	57.0	1
<b>Accounting</b>					60	55			64	55	60	49	61.3	3	53.0	10
<b>Sociology</b>	59	56	58	52	59	56	61	57	61	57	64	59	60.3	5	56.2	3
<b>Economics</b>	59	56	60	56	56	51	61	54	61	55	64	61	60.2	6	55.5	5
<b>Political Science</b>	58	58	64	57	57	56							59.7	7	57.0	1
<b>Education</b>	58	50	59	52	59	51	61	54	58	52	58	50	58.8	8	51.5	17
<b>Music</b>	56	50	58	52	60	54	59	53	60	52	59	51	58.7	9	52.0	16
<b>Sports Administration</b>											58	51	58.0	10	51.0	19
<b>Business</b>	57	52	58	53	57	52	59	53	58	55	58	52	57.8	11	52.8	11
<b>Chemistry</b>	57	50	50	42	54	46	61	53	63	54	62	52	57.8	11	49.5	24
<b>History</b>	59	55	59	55	51	47	59	55	57	55	61	57	57.7	13	54.0	8
<b>Biology</b>	50	46	59	52	55	49	61	55	59	52	62	53	57.7	13	51.2	18
<b>Exercise Science</b>	54	46	57	49	58	52	57	50	61	57	57	52	57.3	15	51.0	19
<b>BAKER Database</b>	55	51	58	53	57	52	58	52	57	52	59	53	57.3		52.2	
<b>Religion</b>	56	48	55	52	61	55	54	51			59	57	57.0	16	52.6	13
<b>Computer Science</b>	57	52	54	51	52	52	55	50	55	52	68	63	56.8	17	53.3	9
<b>Communication</b>					52	47	57	51	62	58	55	53	56.5	18	52.3	15
<b>English Lang/Lit</b>	55	52	56	52	58	57	56	53	56	52	55	51	56.0	19	52.8	11
<b>Liberal Arts/Studies</b>	52	51	55	53	58	54	53	50	55	52	59	55	55.3	20	52.5	14
<b>Foreign Language</b>	54	50	56	54	54	50	55	51	49	47	58	54	54.3	21	51.0	19
<b>Philosophy</b>	56	57	55	56	60	63	56	55	46	48	51	50	54.0	22	54.8	6
<b>Theatre</b>	58	50	51	48	54	48	50	52	56	54	55	52	54.0	22	50.7	22
<b>Mathematics</b>	49	48	51	49	50	46	54	50	56	52	55	54	52.5	24	49.8	23
<b>IDEA Database</b>	51	51	51	51	51	51	51	51	51	51	51	51	51.0		51.0	
<b>Physics</b>	53	50	59	56	43	38	43	34	45	45	29	21	45.3	25	40.7	25

Source: Office of Institutional Research

## PART X

### COMPARISONS

This section is comprised of an assorted set of direct comparisons between Baker University and any of its various peer groups. Similar to the approach described in Part IX, plans include increasing the number and variety of comparisons offered in this section in the future – with the ultimate goal of better understanding Baker University’s standing on important dimensions relative to widely recognized and respected benchmarks.

Very simply, Table 10a compares the fall-generated student-faculty ratios on the Baldwin City campus with those generated by the 17 other members schools of the Kansas Independent Colleges and Universities Association (KICA). Figures are presented for the most recent 5-year period wherein data were available for each school (2007-2011). In addition, the recently calculated 2012 ratio for Baker University is included at the bottom of the table.

Tables 10b and 10c list annual faculty salary data for all full-time instructional faculty members employed by the University who have been on 9- or 10-month contracts for the most recent 5-year period. (These “salary only” data are reported annually on November 15 and do not include expenses for any employment benefits provided.) Salaries are reported by rank and by gender. In addition, these data are compared with the same salary data from two different peer groups in two separate tables. Table 10b contrasts Baker faculty salaries with those from an 11-institution peer group that was formally established as a part of an extensive strategic planning process undertaken by the University in 2003. This “established” group includes the following institutions:

*Adrian College (Adrian, MI), Carroll College (Helena, MT), Central College (Pella, IA), Franklin College (Franklin, IN), Maryville College (Maryville, TN), Monmouth College (Monmouth, IL), Northland College (Ashland, WI), Texas Lutheran University (Seguin, TX), Wartburg College (Waverly, IA), Westminster College (Fulton, MO), and William Jewell College (Liberty, MO).*

Table 10c offers a salary comparison with the same 17 KICA schools used for the student-faculty ratio comparisons in Table 10a. All data collected for both of these analyses have been obtained from the U.S. Department of Education’s National Center for Education Statistics (NCES) online Peer Analysis System, which accesses information submitted by U.S. post-secondary institutions annually within NCES’s Integrated Postsecondary Education Data System (IPEDS).

Figures 10b(i), 10b(ii) and 10b(iii) accompany Table 10b and offer visual gender comparisons between Baker and its established peers for each of the faculty ranks (assistant, associate and full professor, respectively). In all cases, Baker average salaries are lower than those of this peer group. Similarly, Figures 10c(i), 10c(ii), and 10c(iii) illustrate salary differences between Baker and its fellow KICA schools. Conversely, Baker average salaries exceed those of its Kansas peers in most cases.

## PART X

Table 10d provides the past five fiscal years (FY) of endowment level data for Baker University along with the same eleven peer institutions described above, in addition to eleven “aspiration” institutions that were identified during the same 2003 strategic planning process. All data collected for this analysis were also obtained from the U.S. Department of Education’s National Center for Education Statistics (NCES) online Peer Analysis System, which accesses information submitted by U.S. post-secondary institutions annually within NCES’s Integrated Postsecondary Education Data System (IPEDS).<sup>3</sup>

Figure 10d illustrates the comparison between the annual endowment growth rates for Baker and the average growth rates for each the peer and aspiration comparison groups.

---

<sup>3</sup> It should be noted that Westminster College had no reported endowment data for FY 2008-2009. Also the reported endowment for Augustana College was \$113,760,755 on June 30, 2008 and \$110,991 on July 1, 2008, perhaps the result of a reporting error.

## **TABLE 10a**

### **BALDWIN CITY CAMPUS (CAS/USOE) STUDENT-FACULTY RATIOS: COMPARISON WITH KICA SCHOOLS**

	Fall Semester					5-Year Average
	2007	2008	2009	2010	2011	
<b>Baker University (Baldwin City Campus)</b>	12.3	12.3	13.3	13.5	12.9	12.9
Benedictine College	15	15	15	14	15	14.8
Bethany College	10	9	11	12	13	11.0
Bethel College	9	8	9	11	12	9.8
Central Christian College	16	16	14	12	13	14.2
Donnelly College	13	15	13	14	16	14.2
Friends University	16	13	13	14	13	13.8
Heston College	14	12	12	14	11	12.6
Kansas Wesleyan University	16	16	16	13	13	14.8
Manhattan Christian College	17	17	15	16	16	16.2
McPherson College	13	14	15	15	15	14.4
MidAmerica Nazarene University	20	16	12	12	20	16.0
Newman University	14	14	14	15	14	14.2
Ottawa University	13	14	11	13	15	13.2
Southwestern College	12	12	12	12	12	12.0
Sterling College	15	15	13	13	14	14.0
Tabor College	10	11	12	13	14	12.0
University of St. Mary	12	12	10	10	11	11.0
<b>AVERAGE</b>	<b>13.7</b>	<b>13.4</b>	<b>12.8</b>	<b>13.1</b>	<b>13.9</b>	<b>13.4</b>

	<b>2012</b>
<b>Baker University (Baldwin City Campus)</b>	<b>12.8</b>

*Source: KICA Annual Guidebooks (2008/09, 2009/10, 2010/11, 2011/12, 2012/2013)*

## TABLE 10b

### BAKER UNIVERSITY

#### AVERAGE FACULTY SALARIES BY RANK AND GENDER 5-YR COMPARISON WITH ESTABLISHED BAKER PEER GROUP

(Data reflect average annual salaries of full-time instructional faculty  
on 9 or 10 month contracts; as of November 15 of each year)

	2007	2008	2009	2010	2011	5-YR AVG
--	------	------	------	------	------	-------------

**ASSIST PROF: Average Annual Salaries**

<i>Male</i>	Baker	\$44,815	\$48,641	\$47,560	\$46,858	\$48,699	\$47,315
	Peers	\$47,466	\$48,757	\$48,705	\$49,039	\$50,661	\$48,926
<i>Female</i>	Baker	\$44,030	\$45,189	\$44,290	\$44,438	\$44,010	\$44,391
	Peers	\$46,361	\$49,070	\$47,721	\$48,467	\$49,857	\$48,295
<i>Total</i>	Baker	\$44,474	\$47,290	\$46,334	\$45,890	\$46,048	\$46,007
	Peers	\$46,652	\$48,781	\$48,116	\$48,654	\$49,999	\$48,440

**Baker as % of Peers**

<i>Male</i>	94.4%	99.8%	97.6%	95.6%	96.1%	96.7%
<i>Female</i>	95.0%	92.1%	92.8%	91.7%	88.3%	91.9%
<b>Total</b>	<b>95.3%</b>	<b>96.9%</b>	<b>96.3%</b>	<b>94.3%</b>	<b>92.1%</b>	<b>95.0%</b>

**Female Avg as % of Male Avg**

Baker	98.2%	92.9%	93.1%	94.8%	90.4%	93.8%
Peers	97.7%	100.6%	98.0%	98.8%	98.4%	98.7%

**ASSOC PROF: Average Annual Salaries**

<i>Male</i>	Baker	\$50,177	\$53,139	\$52,727	\$53,811	\$53,176	\$52,606
	Peers	\$55,314	\$57,798	\$57,567	\$57,296	\$58,077	\$57,210
<i>Female</i>	Baker	\$48,676	\$50,512	\$49,896	\$49,438	\$47,410	\$49,186
	Peers	\$55,009	\$56,991	\$55,550	\$56,977	\$57,161	\$56,337
<i>Total</i>	Baker	\$49,484	\$51,882	\$51,514	\$52,111	\$51,254	\$51,249
	Peers	\$54,903	\$57,348	\$56,687	\$57,090	\$57,767	\$56,759

**Baker as % of Peers**

<i>Male</i>	90.7%	91.9%	91.6%	93.9%	91.6%	92.0%
<i>Female</i>	88.5%	88.6%	89.8%	86.8%	82.9%	87.3%
<b>Total</b>	<b>90.1%</b>	<b>90.5%</b>	<b>90.9%</b>	<b>91.3%</b>	<b>88.7%</b>	<b>90.3%</b>

**Female Avg as % of Male Avg**

Baker	97.0%	95.1%	94.6%	91.9%	89.2%	93.5%
Peers	99.4%	98.6%	96.5%	99.4%	98.4%	98.5%

**PROFESSOR: Average Annual Salaries**

<i>Male</i>	Baker	\$60,243	\$62,495	\$63,040	\$63,040	\$64,787	\$62,721
	Peers	\$69,367	\$69,428	\$68,389	\$68,836	\$70,756	\$69,355
<i>Female</i>	Baker	\$56,933	\$59,560	\$58,273	\$59,714	\$60,080	\$58,912
	Peers	\$63,399	\$65,392	\$65,648	\$64,446	\$67,825	\$65,342
<i>Total</i>	Baker	\$58,948	\$61,272	\$60,855	\$61,876	\$63,075	\$61,205
	Peers	\$67,678	\$68,262	\$67,663	\$67,685	\$69,965	\$68,251

**Baker as % of Peers**

<i>Male</i>	86.8%	90.0%	92.2%	91.6%	91.6%	90.4%
<i>Female</i>	89.8%	91.1%	88.8%	92.7%	88.6%	90.2%
<b>Total</b>	<b>87.1%</b>	<b>89.8%</b>	<b>89.9%</b>	<b>91.4%</b>	<b>90.2%</b>	<b>89.7%</b>

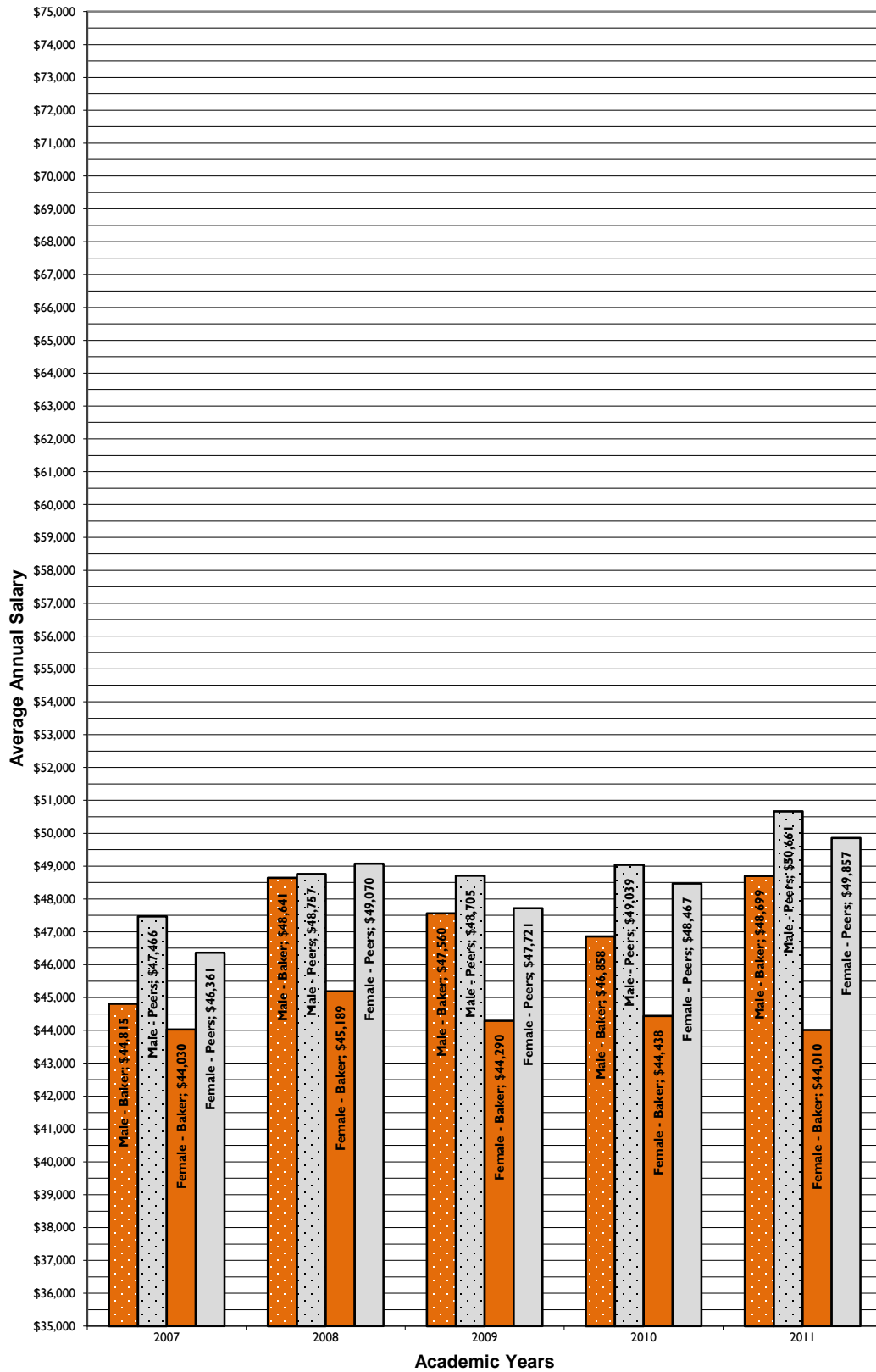
**Female Avg as % of Male Avg**

Baker	94.5%	95.3%	92.4%	94.7%	92.7%	93.9%
Peers	91.4%	94.2%	96.0%	93.6%	95.9%	94.2%

Source: National Center for Education Statistics, U. S. Dept. of Education

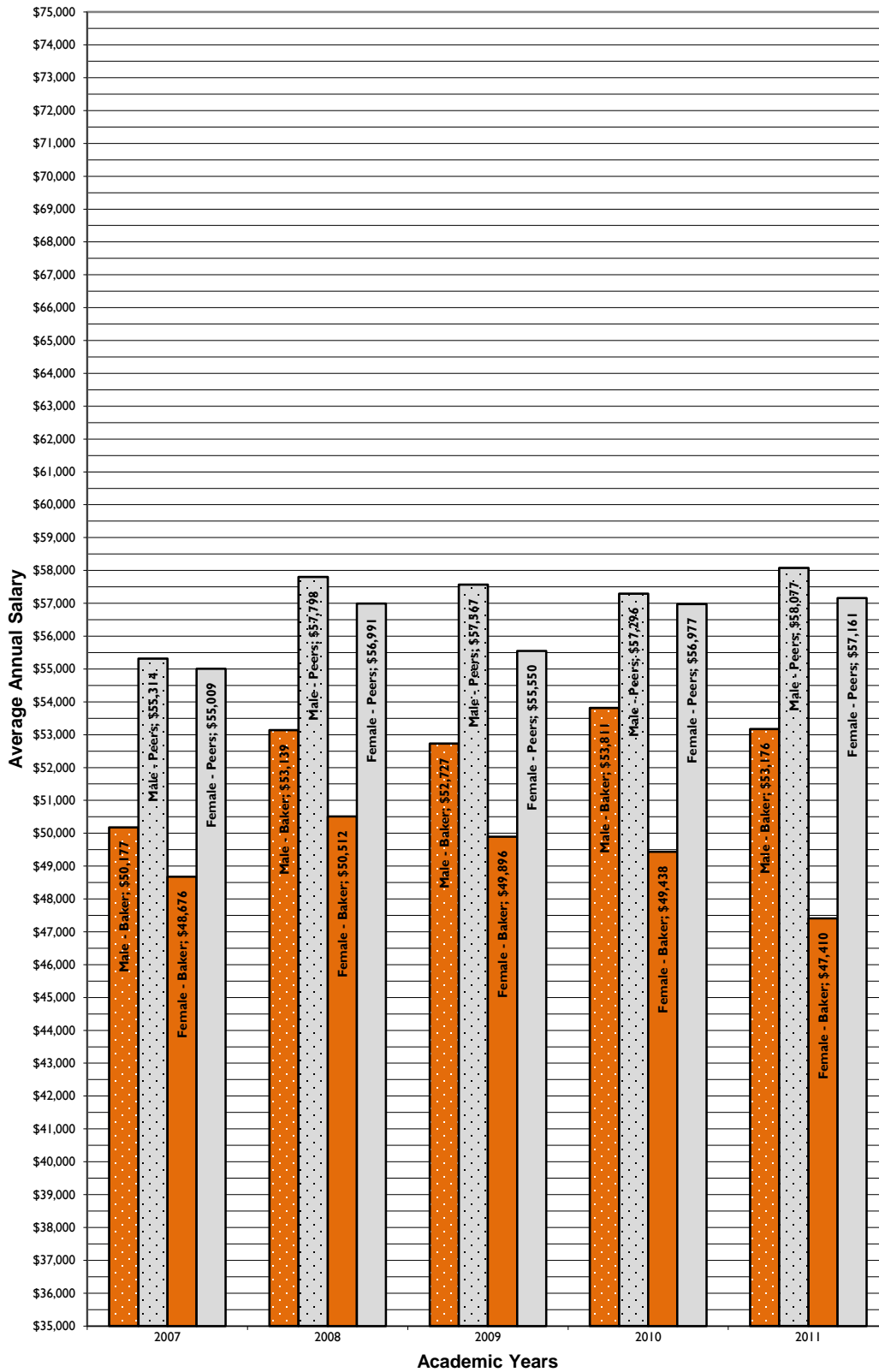
**FIGURE 10b(i)**

**AVERAGE FACULTY SALARIES: 2007-2011  
BAKER VS PEERS, BY GENDER  
ASSISTANT PROFESSOR**



**FIGURE 10b(ii)**

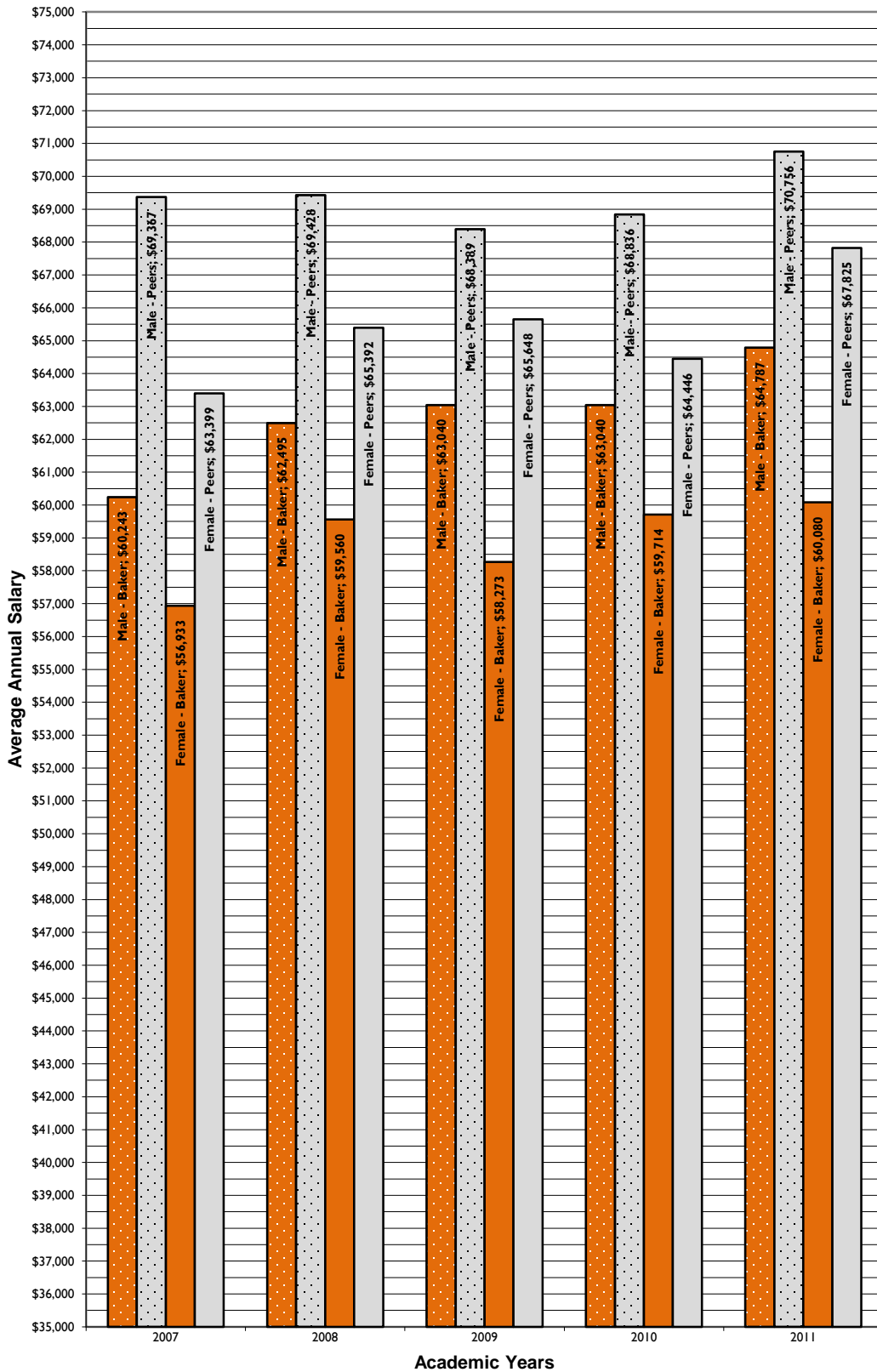
**AVERAGE FACULTY SALARIES: 2007-2011  
BAKER VS PEERS, BY GENDER  
ASSOCIATE PROFESSOR**





**FIGURE 10b(iii)**

**AVERAGE FACULTY SALARIES: 2007-2011  
BAKER VS PEERS, BY GENDER  
PROFESSOR**



## TABLE 10c

### BAKER UNIVERSITY

#### AVERAGE FACULTY SALARIES BY RANK AND GENDER 5-YR COMPARISON WITH KANSAS INDEPENDENT COLLEGES (KICA)

(Data reflect average annual salaries of full-time instructional faculty  
on 9 or 10 month contracts; as of November 15 of each year)

	2007	2008	2009	2010	2011	5-YR AVG
--	------	------	------	------	------	-------------

**ASSIST PROF: Average Annual Salaries**

<i>Male</i>	Baker	\$44,815	\$48,641	\$47,560	\$46,858	\$48,699	\$47,315
	KICA	\$41,030	\$41,834	\$42,562	\$43,635	\$44,356	\$42,683
<i>Female</i>	Baker	\$44,030	\$45,189	\$44,290	\$44,438	\$44,010	\$44,391
	KICA	\$40,358	\$41,338	\$41,573	\$43,054	\$44,649	\$42,194
<i>Total</i>	Baker	\$44,474	\$47,290	\$46,334	\$45,890	\$46,048	\$46,007
	KICA	\$40,805	\$41,814	\$42,464	\$43,465	\$44,520	\$42,614

**Baker as % of KICA**

<i>Male</i>	109.2%	116.3%	111.7%	107.4%	109.8%	110.9%
<i>Female</i>	109.1%	109.3%	106.5%	103.2%	98.6%	105.2%
<b>Total</b>	<b>109.0%</b>	<b>113.1%</b>	<b>109.1%</b>	<b>105.6%</b>	<b>103.4%</b>	<b>108.0%</b>

**Female Avg as % of Male Avg**

Baker	98.2%	92.9%	93.1%	94.8%	90.4%	93.8%
KICA	98.4%	98.8%	97.7%	98.7%	100.7%	98.9%

**ASSOC PROF: Average Annual Salaries**

<i>Male</i>	Baker	\$50,177	\$53,139	\$52,727	\$53,811	\$53,176	\$52,606
	KICA	\$44,728	\$47,090	\$46,623	\$48,786	\$50,245	\$47,494
<i>Female</i>	Baker	\$48,676	\$50,512	\$49,896	\$49,438	\$47,410	\$49,186
	KICA	\$44,635	\$46,115	\$45,706	\$47,351	\$48,074	\$46,376
<i>Total</i>	Baker	\$49,484	\$51,882	\$51,514	\$52,111	\$51,254	\$51,249
	KICA	\$44,714	\$46,478	\$46,230	\$48,398	\$49,626	\$47,089

**Baker as % of KICA**

<i>Male</i>	112.2%	112.8%	113.1%	110.3%	105.8%	110.8%
<i>Female</i>	109.1%	109.5%	109.2%	104.4%	98.6%	106.1%
<b>Total</b>	<b>110.7%</b>	<b>111.6%</b>	<b>111.4%</b>	<b>107.7%</b>	<b>103.3%</b>	<b>108.8%</b>

**Female Avg as % of Male Avg**

Baker	97.0%	95.1%	94.6%	91.9%	89.2%	93.5%
KICA	99.8%	97.9%	98.0%	97.1%	95.7%	97.6%

**PROFESSOR: Average Annual Salaries**

<i>Male</i>	Baker	\$60,243	\$62,495	\$63,040	\$63,040	\$64,787	\$62,721
	KICA	\$53,696	\$54,029	\$54,673	\$56,020	\$57,437	\$55,171
<i>Female</i>	Baker	\$56,933	\$59,560	\$58,273	\$59,714	\$60,080	\$58,912
	KICA	\$49,235	\$51,986	\$54,586	\$53,703	\$54,580	\$52,818
<i>Total</i>	Baker	\$58,948	\$61,272	\$60,855	\$61,876	\$63,075	\$61,205
	KICA	\$52,589	\$53,785	\$54,487	\$55,613	\$56,569	\$54,609

**Baker as % of KICA**

<i>Male</i>	112.2%	115.7%	115.3%	112.5%	112.8%	113.7%
<i>Female</i>	115.6%	114.6%	106.8%	111.2%	110.1%	111.5%
<b>Total</b>	<b>112.1%</b>	<b>113.9%</b>	<b>111.7%</b>	<b>111.3%</b>	<b>111.5%</b>	<b>112.1%</b>

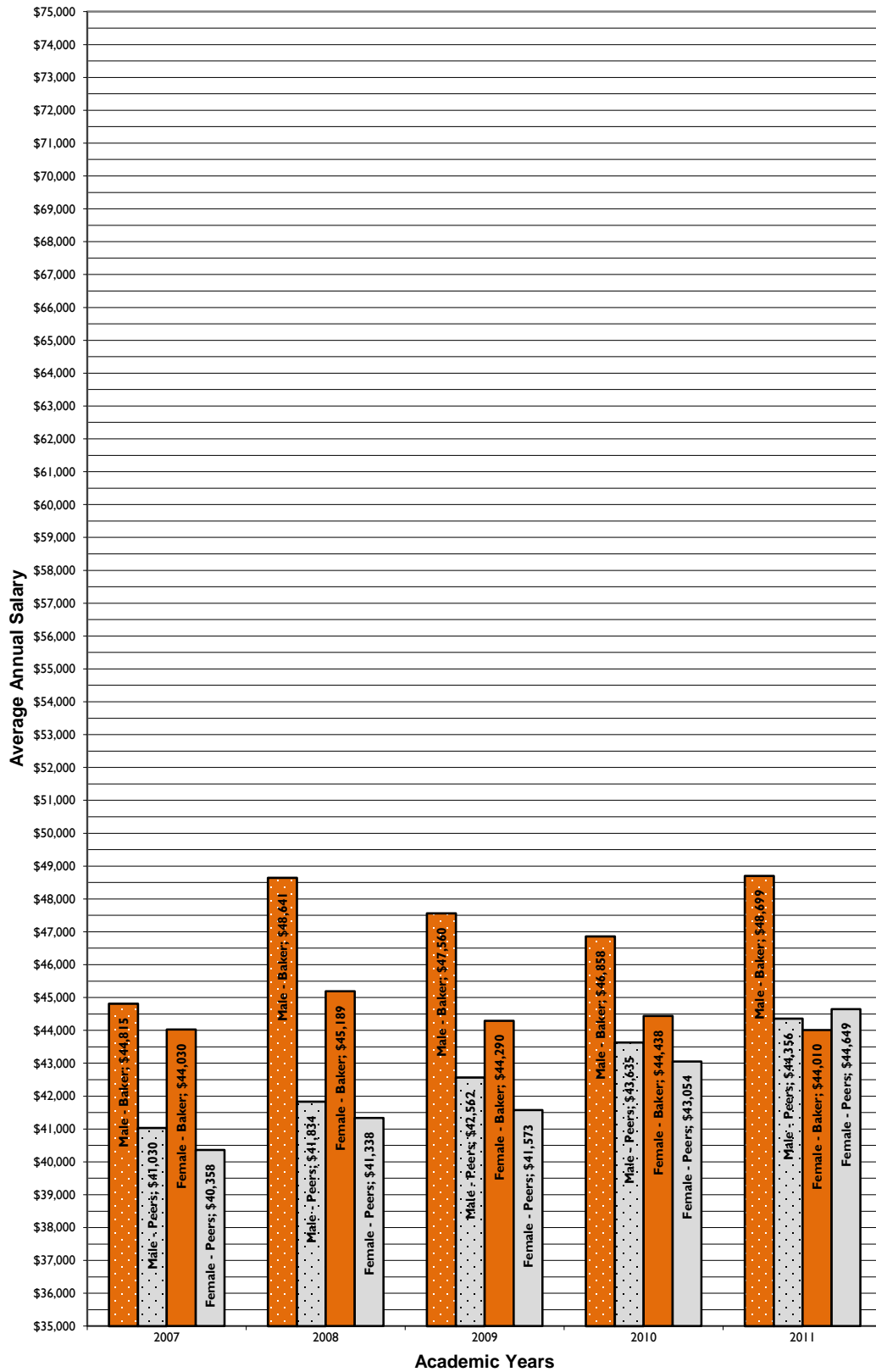
**Female Avg as % of Male Avg**

Baker	94.5%	95.3%	92.4%	94.7%	92.7%	93.9%
KICA	91.7%	96.2%	99.8%	95.9%	95.0%	95.7%

Source: National Center for Education Statistics, U. S. Dept. of Education

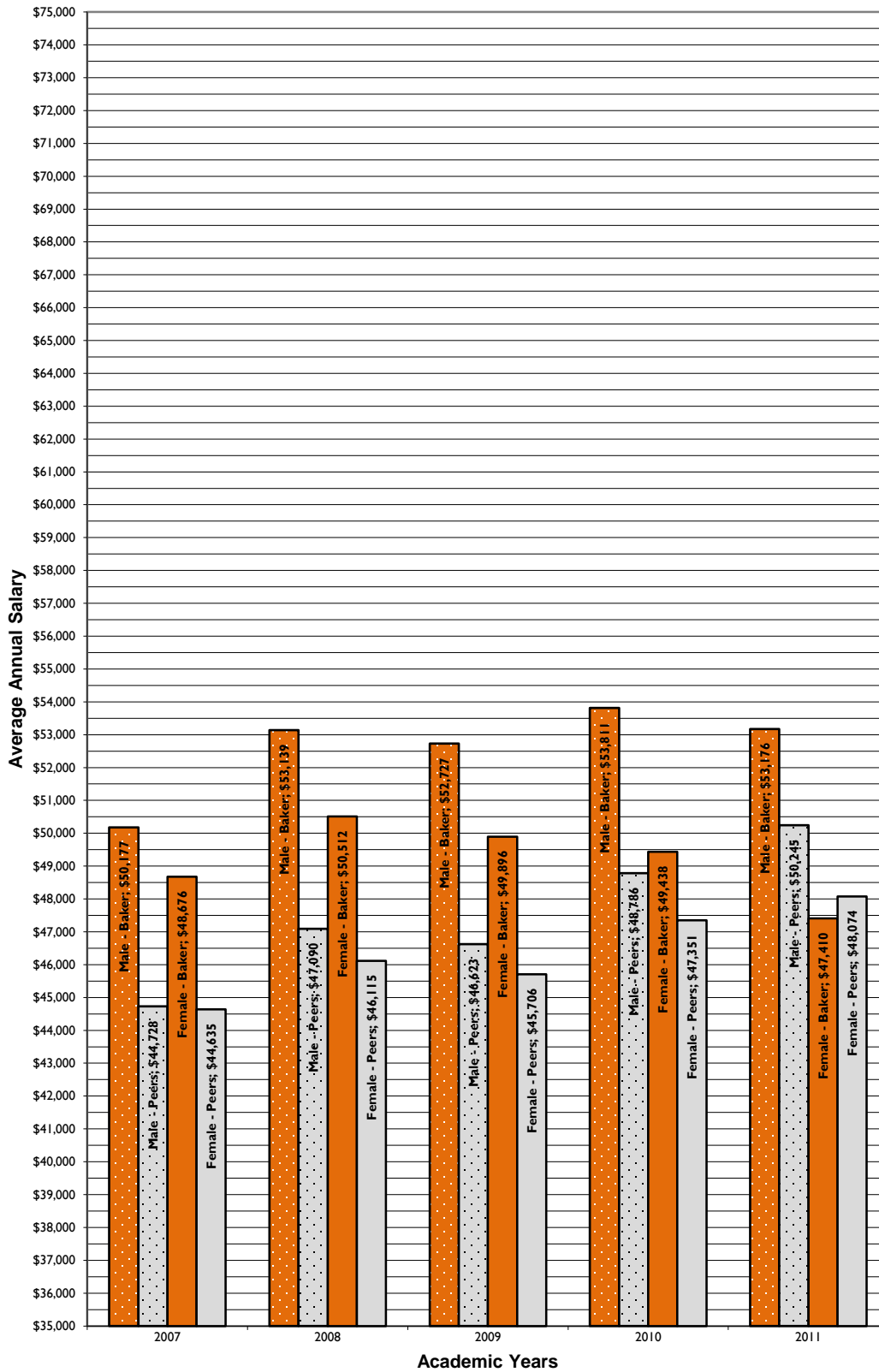
**FIGURE 10C(i)**

**AVERAGE FACULTY SALARIES: 2007-2011  
BAKER VS KICA, BY GENDER  
ASSISTANT PROFESSOR**



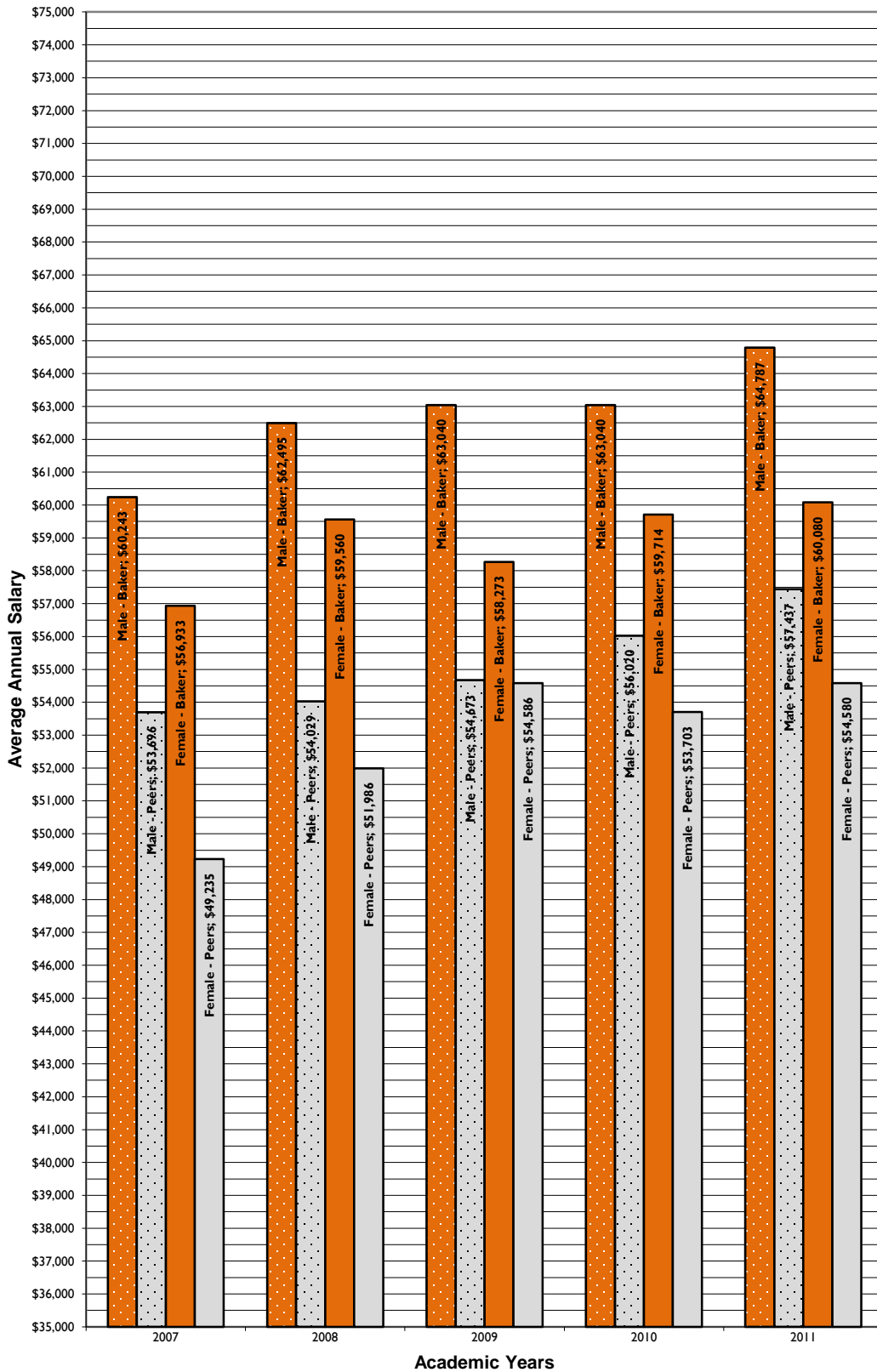
**FIGURE 10C(ii)**

**AVERAGE FACULTY SALARIES: 2007-2011  
BAKER VS KICA, BY GENDER  
ASSOCIATE PROFESSOR**



**FIGURE 10c(iii)**

**AVERAGE FACULTY SALARIES: 2007-2011  
BAKER VS KICA, BY GENDER  
PROFESSOR**



**TABLE 10d**

**BAKER UNIVERSITY**

**ENDOWMENT TOTALS**

**COMPARISON TO PEER AND ASPIRATION INSTITUTIONS, BY FISCAL YEAR**

(\$\$\$ in millions; each fiscal year starts on July 1, ends on June 30)

Institution Name	FY 2006/07			FY 2007/08			FY 2008/09			FY 2009/10			FY 2010/11			Net Chng
	July 1st	June 30th	% Chng	July 1st	June 30th	% Chng	July 1st	June 30th	% Chng	July 1st	June 30th	% Chng	July 1st	June 30th	% Chng	July '06 - June '11
Baker University	\$33.5	\$37.8	13.0%	\$37.8	\$34.4	-9.0%	\$34.4	\$26.8	-22.1%	\$26.8	\$30.3	12.8%	\$30.3	\$35.3	16.7%	-6.6%

**Peer Institutions**

Adrian College	\$31.3	\$34.2	9.4%	\$34.2	\$30.4	-11.3%	\$30.2	\$19.6	-35.0%	\$19.6	\$22.4	14.1%	\$22.4	\$23.0	2.7%	-32.9%
Carroll College	\$26.9	\$29.0	7.5%	\$29.0	\$28.4	-1.9%	\$28.4	\$26.0	-8.3%	\$26.0	\$27.0	3.8%	\$27.0	\$29.3	8.5%	1.3%
Central College	\$72.4	\$83.0	14.5%	\$83.0	\$82.2	-0.9%	\$82.2	\$63.1	-23.3%	\$63.1	\$64.1	1.7%	\$64.1	\$73.1	13.9%	-12.0%
Franklin College	\$77.9	\$89.6	15.0%	\$89.6	\$89.0	-0.6%	\$89.0	\$68.7	-22.9%	\$68.7	\$72.9	6.1%	\$72.9	\$80.8	10.8%	-9.9%
Maryville College	\$36.5	\$42.8	17.3%	\$42.8	\$43.4	1.3%	\$43.4	\$41.2	-5.1%	\$41.2	\$50.6	22.9%	\$50.6	\$59.2	17.1%	38.3%
Monmouth College	\$61.9	\$73.7	19.1%	\$73.7	\$69.5	-5.6%	\$69.5	\$58.7	-15.7%	\$58.7	\$66.2	12.9%	\$66.2	\$78.7	18.8%	6.7%
Northland College	\$18.5	\$21.3	15.4%	\$21.3	\$18.5	-13.4%	\$18.5	\$14.6	-20.8%	\$14.6	\$15.9	8.8%	\$15.9	\$19.5	22.7%	-8.3%
Texas Lutheran Univ	\$52.1	\$61.5	18.1%	\$61.5	\$65.7	6.8%	\$71.5	\$57.6	-19.4%	\$57.6	\$67.5	17.2%	\$67.5	\$81.3	20.5%	32.2%
Wartburg College	\$40.9	\$48.4	18.3%	\$48.4	\$50.1	3.5%	\$50.1	\$36.6	-27.0%	\$36.6	\$40.2	9.9%	\$40.2	\$49.2	22.4%	1.6%
Westminster College	\$46.6	\$54.2	16.3%	\$54.2	\$51.1	-5.8%	n/a	n/a	n/a	\$38.9	\$39.8	2.3%	\$39.8	\$42.2	6.0%	-22.1%
William Jewell College	\$77.3	\$86.3	11.6%	\$86.3	\$77.1	-10.7%	\$68.2	\$52.7	-22.7%	\$52.7	\$59.5	12.9%	\$59.5	\$64.9	9.0%	-24.9%
<b>Average Changes</b>			<b>14.8%</b>			<b>-3.5%</b>			<b>-20.0%</b>			<b>-10.2%</b>			<b>13.8%</b>	<b>-2.7%</b>

**Aspiration Institutions**

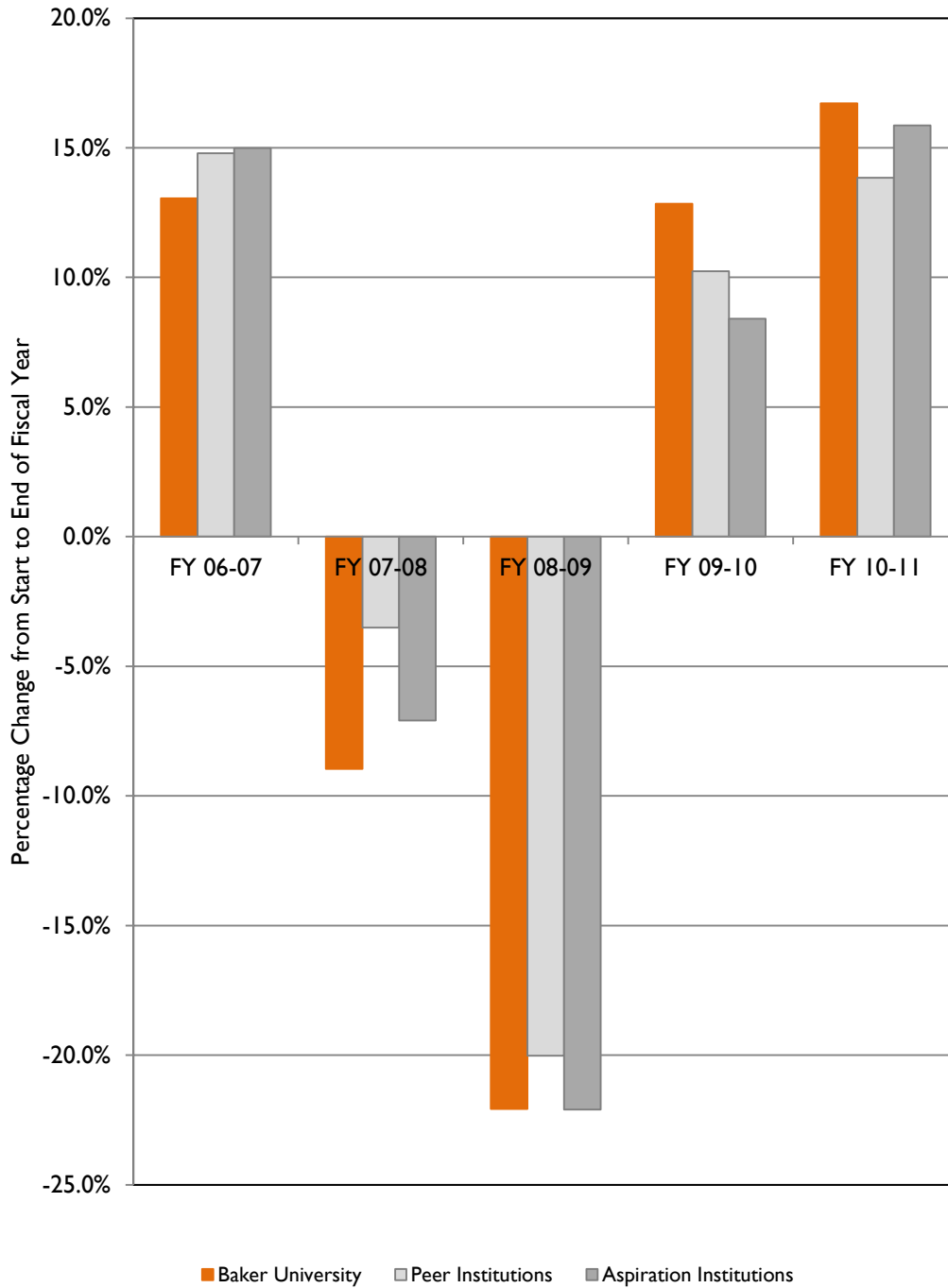
Augustana College	\$104.7	\$121.9	16.4%	\$121.9	\$113.8	-6.7%	\$0.1	\$0.1	-20.5%	\$0.1	\$0.1	12.5%	\$0.1	\$0.1	19.7%	-99.9%
Beloit College	\$109.6	\$134.6	22.9%	\$134.6	\$131.9	-2.0%	\$131.9	\$95.8	-27.3%	\$96.5	\$108.0	11.9%	\$99.8	\$113.7	13.9%	-15.5%
Cornell College	\$69.2	\$77.6	12.2%	\$77.6	\$69.3	-10.8%	\$69.3	\$55.5	-19.8%	\$55.5	\$60.2	8.4%	\$59.7	\$68.2	14.2%	-12.2%
DePauw University	\$490.5	\$558.1	13.8%	\$558.1	\$544.5	-2.4%	\$544.5	\$425.4	-21.9%	\$425.4	\$435.1	2.3%	\$435.1	\$500.9	15.1%	-10.2%
Earlham College	\$316.3	\$351.5	11.1%	\$351.5	\$345.0	-1.8%	\$345.0	\$254.0	-26.4%	\$254.0	\$276.6	8.9%	\$276.6	\$335.5	21.3%	-4.5%
Franklin & Marshall College	\$299.9	\$341.4	13.8%	\$341.4	\$271.2	-20.6%	\$315.0	\$230.4	-26.8%	\$248.6	\$266.3	7.1%	\$266.3	\$303.3	13.9%	-11.1%
Kalamazoo College	\$152.3	\$172.2	13.0%	\$172.2	\$156.9	-8.9%	\$156.9	\$122.6	-21.9%	\$122.6	\$131.6	7.3%	\$131.6	\$155.2	18.0%	-9.9%
Rhodes College	\$246.4	\$288.9	17.3%	\$288.9	\$281.5	-2.6%	\$281.5	\$229.5	-18.5%	\$229.5	\$252.5	10.0%	\$252.5	\$283.4	12.2%	-1.9%
Roanoke College	\$108.6	\$124.6	14.7%	\$124.6	\$118.6	-5.1%	\$118.6	\$98.2	-17.2%	\$98.2	\$105.3	7.2%	\$105.3	\$122.4	16.3%	-1.8%
Southwestern University	\$279.9	\$314.0	12.2%	\$314.0	\$284.3	-9.5%	\$284.3	\$226.9	-20.2%	\$226.9	\$241.8	6.6%	\$241.8	\$269.0	11.2%	-14.3%
Stonehill College	\$138.1	\$162.2	17.5%	\$162.2	\$149.7	-7.7%	\$149.7	\$115.8	-22.6%	\$115.8	\$127.6	10.2%	\$127.6	\$151.2	18.5%	-6.8%
<b>Average Changes</b>			<b>15.0%</b>			<b>-7.1%</b>			<b>-22.1%</b>			<b>8.41%</b>			<b>15.88%</b>	<b>-17.1%</b>

**Aspiration and Peer Institutions**

<b>Average Changes</b>	<b>14.9%</b>	<b>-5.3%</b>	<b>-21.1%</b>	<b>9.3%</b>	<b>14.9%</b>	<b>-9.9%</b>
------------------------	--------------	--------------	---------------	-------------	--------------	--------------

Source: National Center for Education Statistics, U. S. Dept. of Education

**FIGURE 10d**  
**ENDOWMENT GROWTH RATES**  
**BAKER UNIVERSITY**  
 Comparison to Peer & Aspiration Institutions  
 FY 2006/07 to FY 2010/11



## PART XI

### **SPECIAL REPORT**

The following “executive summary” was first submitted to select University administrators in 2011 following the most recent administration of the National Survey of Student Engagement (NSSE) in 2010. However, the report was not widely distributed among institutional personnel or other stakeholders who may have had a keen interest in the findings.

The triennial survey, which comprehensively assesses students’ perceptions of the quality of their undergraduate experiences, is scheduled to be administered at Baker again in 2013. Typically administered to freshman and senior cohorts, the results of the survey allow for both cross-sectional comparisons across classes of different students and longitudinal comparisons within given cohorts from their freshman to senior years. In addition, rich benchmark data are provided on important experiential dimensions that allow for comparisons between Baker and hundreds of other schools that also administer the survey.

Given that an opportunity will soon be presented to Baker to compare the responses of this year’s senior class with the same group’s responses as freshmen three years ago, the 2010 NSSE executive summary document is being redistributed herein as a “refresher” and in anticipation of a new executive summary of the 2013 NSSE results, likely to be published in a future edition of The Fact Book.



# NSSE RESULTS SUMMARY (2010): BAKER UNIVERSITY

## BRIEF SURVEY OVERVIEW

The National Survey of Student Engagement (NSSE) collects information from first-year and senior-year students about the nature and quality of their respective undergraduate experiences. In addition to comparisons across classes internally, the responses from students at any given institution can be compared to those of three norm groups: 1) regional peer institutions, 2) institutions with the same Carnegie classification, and 3) the entire set of NSSE participating institutions. Further, NSSE categorizes the individual survey items into five groupings that it describes as “Benchmarks of Effective Educational Practice.” These include: 1) Level of Academic Challenge (LAC), 2) Active and Collaborative Learning (ACL), 3) Student-Faculty Interaction (SFI), 4) Enriching Educational Experiences (EEE), and 5) Supportive Campus Environment (SCE).

Baker’s triennial schedule of NSSE administration (2004, 2007, 2010), which surveys both Baldwin City campus freshmen and seniors, generates data which provide an opportunity for cross-sectional and norm comparisons as well as longitudinal comparisons over time within roughly the same cohort groups. Highlights of the findings from the 2010 Baker administration of the NSSE are presented herein. Norm groups used for comparison purposes include: 1) private institutions from the plains states (n=37), 2) institutions categorized by the Carnegie classification system as “Baccalaureate Colleges – Arts and Sciences” (n=102), and 3) the NSSE database of 2010 participants (n=563). From the pool of available freshmen, 123 (48%) responded to the survey. From the pool of available seniors (including students in their 5<sup>th</sup> year and beyond), 134 (49%) responded to the survey.

## SURVEY RESULTS: COMPARISONS BETWEEN BAKER AND THE NORM GROUPS

Generally, the findings described below involve a comparison between the arithmetic means of various groups. On individual survey items, these means typically range between 1 and 7, given that respondents were asked to choose from among several Likert-scale options (varying from two to seven) with the higher number being the more favorable rating. The means for grouped items, such as those used to compare responses in the Benchmark categories, are much higher, given that these represent aggregate ratings. In addition to means comparisons, the NSSE summary report often offers inferential statistical data which specify the relative statistical significance between any two means being compared (*p* values). It also often provides statistical measures of practical significance (or “effect size”) for various comparisons. An effect size of .2 is generally considered modest, .5 moderate, and .8 large. Effect sizes (or at times, *p* values) are frequently included below in order to aid in the interpretation of differences found between a particular pair of means being compared.

### Benchmark #1: Level of Academic Challenge (LAC)

According to NSSE, items categorized as Benchmark LAC relate to the concept that “challenging intellectual and creative work is central to student learning and collegiate quality.” Colleges and universities that score high on this particular Benchmark item “promote high levels of student achievement by emphasizing the importance of academic effort and setting high expectations for student performance.” The data below indicate that Baker freshmen score significantly *lower* (\*) than the Plains Private (effect size = -.24) and Carnegie Classification (effect size = -.27) norm groups although the difference is relatively small. Conversely, Baker seniors score similarly to these two norm groups and significantly *higher* (\*\*\*) than the NSSE norm group (effect size = .25) although the difference is relatively small. As might be expected, Baker seniors report higher levels of academic challenge than do Baker freshmen.

	<u>BAKER</u>	<u>PLAINS PRIVATE</u>	<u>CARNEGIE BACC LIB ARTS</u>	<u>NSSE DATABASE</u>
First-year Students	53.8	57.0*	57.2*	54.1
Senior-year Students	61.1	60.4	60.4	57.5**

Individual **LAC** items in which Baker **freshmen** report statistically significantly **higher** engagement than two or more of the norm groups with an effect size (ES) or .30 or higher:

- none

Individual **LAC** items in which Baker **freshmen** report statistically significantly **lower** engagement than one or more of the norm groups with an effect size (ES) of .20 or higher:

- **Working harder than you thought you could to meet an instructor's expectations** (score = 2.59) – vs Plains Private (2.81, ES = -.26)
- **Analyzing the basic elements of an idea, experience, or theory** (score = 3.11) – vs Carnegie Class (3.27, ES = -.22)
- **Number of assigned textbooks, books, or book-length packs of course readings** (score = 3.22) – vs Carnegie Class (3.54, ES = -.33)
- **Time spent preparing for class (studying, reading, writing, homework)** (score = 3.98) – vs Plains Private (4.43, ES = -.27); vs Carnegie Class (4.44, ES = -.28)
- **Spending significant amounts of time studying and on academic work** (score = 3.03) – vs Plains Private (3.24, ES = -.25); vs Carnegie Class (3.24, ES = -.28)

Individual **LAC** items in which Baker **seniors** report statistically significantly **higher** engagement than two or more of the norm groups with an effect size (ES) of .30 or higher:

- none

Individual **LAC** items in which Baker **seniors** report statistically significantly **lower** engagement than one or more of the norm groups with an effect size (ES) of .20 or higher:

- none

### Benchmark #2: Active and Collaborative Learning (ACL)

According to NSSE, items categorized as Benchmark ACL relate to the concept that “students learn more when they are intensely involved in their education and asked to think about what they are learning in different settings.” Colleges and universities that score high on this particular Benchmark item subscribe to the tenet that “collaborating with others in solving problems or mastering difficult material prepares students for the messy, unscripted problems they will encounter daily during and after college.” The data below indicate that both Baker freshmen and seniors score significantly **higher** (\*\*) than all three norm groups on the ACL Benchmark. The differences between Baker freshman and the three norm group freshmen all approach the moderate level (effect sizes = .31, .28, and .39 respectively). The differences between the Baker seniors and the Carnegie Classification (effect size = .30) and NSSE (effect size = .40) norm group seniors also approach the moderate level while the difference between the Baker and Plains Private seniors (effect size = .57) exceeds the moderate level. As might be expected, Baker seniors report higher levels of active and collaborative learning than do Baker freshmen.

	<u>BAKER</u>	<u>PLAINS PRIVATE</u>	<u>CARNEGIE BACC LIB ARTS</u>	<u>NSSE DATABASE</u>
First-year Students	50.2	45.0**	45.7**	43.7**
Senior-year Students	58.4	48.4**	53.3**	51.4**

Individual **ACL** items in which Baker **freshmen** report statistically significantly **higher** engagement than two or more of the norm groups with an effect size (ES) of .30 or higher:

- **Made a class presentation** (score = 2.88) – vs Plains Private (2.41, ES = .55); vs Carnegie Class (2.34, ES = .72); vs NSSE (2.29, ES = .73)
- **Worked with classmates outside of class to prepare class assignments** (score = 2.73) – vs Plains Private (2.40, ES = .35); vs NSSE (2.45, ES = .32)

Individual **ACL** items in which Baker **freshmen** report statistically significantly **lower** engagement than one or more of the norm groups with an effect size (ES) of .20 or higher:

- **Discussed ideas from your readings or classes with others outside your class** (score = 2.70) – vs Carnegie Class (2.88, ES = -.20)

Individual **ACL** items in which Baker **seniors** report statistically significantly **higher** engagement than two or more of the norm groups with an effect size (ES) of .30 or higher:

- **Made a class presentation** (score = 3.18) – vs Plains Private (2.63, ES = .56); vs Carnegie Class (2.88, ES = .37); vs NSSE (2.79, ES = .44)
- **Worked with other students on projects during class** (score = 2.76) – vs Plains Private (2.35, ES = .44); vs Carnegie Class (2.48, ES = .32)
- **Worked with classmates outside of class to prepare class assignments** (score = 3.10) – vs Plains Private (2.41, ES = .70); vs Carnegie Class (2.75, ES = .39); vs NSSE (2.45, ES = .34)
- **Tutored or taught other students** (score = 2.15) – vs Plains Private (1.71, ES = .48); vs NSSE (1.86, ES = .30)

Individual **ACL** items in which Baker **seniors** report statistically significantly **lower** engagement than one or more of the norm groups with an effect size (ES) of .20 or higher:

- **Discussed ideas from your readings or classes with others outside your class** (score = 2.81) – vs Carnegie Class (2.99, ES = -.22)

### Benchmark #3: Student-Faculty Interaction (SFI)

According to NSSE, items categorized as Benchmark SFI relate to the concept that “students learn firsthand how experts think about and solve practical problems by interacting with faculty members inside and outside the classroom.” For colleges and universities that score high on this particular Benchmark item, “their teachers become role models, mentors, and guides for continuous life-long learning.” The data below indicate that both Baker freshmen and seniors score significantly *higher* (\*\*\*) than all three norm groups on the SFI Benchmark. The differences between Baker freshman and the three norm groups of freshmen are all modest or better (effect sizes = .27, .22, and .32 respectively). However, the differences between the Baker seniors and two of the three senior-level norm groups are impressive. While the difference in reported student-faculty interaction between Baker seniors and their counterparts at like Carnegie schools is more modest (effect size = .32), the reported differences comparing Baker to the Plains Private (effect size = .67) and NSSE norm groups (effect size = .59) approaches large. As might be expected, Baker seniors report higher levels of student-faculty interaction than do Baker freshmen.

	<u>BAKER</u>	<u>PLAINS PRIVATE</u>	<u>CARNEGIE BACC LIB ARTS</u>	<u>NSSE DATABASE</u>
First-year Students	41.2	36.5**	37.2**	35.2**
Senior-year Students	54.9	41.6**	47.9**	42.4**

Individual **SFI** items in which Baker **freshmen** report statistically significantly **higher** engagement than two or more of the norm groups with an effect size (ES) of .30 or higher:

- **Worked with faculty members on activities other than course work** (score = 1.98) – vs Plains Private (1.67, ES = .35); vs NSSE (1.66, ES = .36)

Individual **SFI** items in which Baker **freshmen** report statistically significantly **lower** engagement than one or more of the norm groups with an effect size (ES) of .20 or higher:

- none

Individual **SFI** items in which Baker **seniors** report statistically significantly **higher** engagement than two or more of the norm groups with an effect size (ES) or .30 or higher:

- **Discussed grades or assignments with an instructor** (score = 3.10) – vs Plains Private (2.84, ES = .30); vs NSSE (2.84, ES = .30)
- **Talked about career plans with a faculty member or advisor** (score = 3.03) – vs Plains Private (2.41, ES = .63); vs Carnegie Class (2.63, ES = .42); vs NSSE (2.43, ES = .63)
- **Discussed ideas from your readings or classes with faculty members outside of class** (score = 2.42) – vs Private Plains (2.00, ES = .44); vs NSSE (2.09, ES = .36)
- **Worked with faculty members on activities other than course work** (score = 2.43) – vs Plains Private (1.74, ES = .74); vs Carnegie Class (2.05, ES = .37); vs NSSE (1.85, ES = .60)

Individual **SFI** items in which Baker **seniors** report statistically significantly **lower** engagement than one or more of the norm groups with an effect size (ES) of .20 or higher:

- none

#### Benchmark #4: Enriching Educational Experience (EEE)

According to NSSE, items categorized as Benchmark EEE relate to the concept that “complementary learning opportunities enhance academic programs.” Colleges and universities that score high on this particular Benchmark item stress diversity experiences, internships, community service, senior capstone courses and technology-facilitated collaboration between peers and instructors. The data below indicate that Baker freshmen score statistically significantly **higher** (\*\*) than the Plains Private (effect size = .20) and NSSE (effect size = .23) norm groups although the differences are modest. The Baker seniors also score significantly **higher** from the Plains Private (effect size = .55) and NSSE (effect size = .46) norm groups but the differences are greater. Again, as might be expected, Baker seniors report more enriching educational experiences than do Baker freshmen.

	<u>BAKER</u>	<u>PLAINS PRIVATE</u>	<u>CARNEGIE BACC LIB ARTS</u>	<u>NSSE DATABASE</u>
First-year Students	31.0	28.2**	29.9	27.9**
Senior-year Students	48.9	38.3**	47.4	40.5**

Individual **EEE** items in which Baker **freshmen** report statistically significantly **higher** engagement than two or more of the norm groups with an effect size (ES) of .30 or higher:

- **Participating in co-curricular activities** (score = 3.81) – vs Plains Private (2.42, ES = .84); vs Carnegie Class (2.61, ES = .72); vs NSSE (2.29, ES = .96)

Individual **EEE** items in which Baker **freshmen** report statistically significantly **lower** engagement than one or more of the norm groups with an effect size (ES) of .20 or higher:

- **Participating in foreign language course work** (score = .19) – vs Carnegie Class (.36, ES = -.34)

Individual **EEE** items in which Baker **seniors** report statistically significantly **higher** engagement than two or more of the norm groups with an effect size (ES) or .30 or higher:

- **Participating in a practicum, internship, field experience, co-op experience or clinical assignment** (score = 0.69) – vs Plains Private (0.44, ES = .52); vs NSSE (0.50, ES = .38)
- **Participating in independent study or self-designed major** (score = .36) – vs Plains Private (.18, ES = .47); vs NSSE (.17, ES = .52)
- **Participating in a culminating senior experience such as a capstone course or senior thesis** (score = .51) – vs Plains Private (.32, ES = .40); vs NSSE (.33, ES = .40)
- **Participating in co-curricular activities** (score = 3.57) – vs Plains Private (2.03, ES = .98); vs Carnegie Class (2.53, ES = .59); vs NSSE (2.13, ES = .92)

Individual **EEE** items in which Baker **seniors** report statistically significantly **lower** engagement than one or more of the norm groups with an effect size (ES) of .20 or higher:

- **Participating in foreign language course work** (score = .38) – vs Carnegie Class (.59, ES = -.59)

#### Benchmark #5: Supportive Campus Environment (SCE)

According to NSSE, items categorized as Benchmark SCE relate to the concept that “students perform better and are more satisfied at colleges that are committed to their success.” Colleges and universities that score high on this particular Benchmark item “cultivate positive working and social relations among different groups on campus.” The data below indicate that Baker freshmen score significantly **higher** (\*\*) than only the NSSE norm group (effect size = .24) and the difference is relatively small. The Baker seniors score significantly higher than both the like Carnegie class (effect size = .22) and NSSE (effect size = .33) norm groups and the differences are also modest. This is the only Benchmark category where the responses of Baker freshmen and seniors were virtually the same.

	<u>BAKER</u>	<u>PLAINS PRIVATE</u>	<u>CARNEGIE BACC LIB ARTS</u>	<u>NSSE DATABASE</u>
First-year Students	67.0	67.0	65.3	62.5**
Senior-year Students	66.0	63.9	62.0**	59.6**

Individual **SCE** items in which Baker **freshmen** report statistically significantly **higher** engagement than two or more of the norm groups with an effect size (ES) of .30 or higher:

- none

Individual **SCE** items in which Baker **freshmen** report statistically significantly **lower** engagement than one or more of the norm groups with an effect size (ES) of .20 or higher:

- none

Individual **SCE** items in which Baker **seniors** report statistically significantly **higher** engagement than two or more of the norm groups with an effect size (ES) of .30 or higher:

- none

Individual **SCE** items in which Baker **seniors** report statistically significantly **lower** engagement than one or more of the norm groups with an effect size of .20 or higher:

- **Quality relationships with administrative personnel and offices** (score = 4.68) – vs Plains Private (5.05, ES = -.23)

### Unaligned Survey Items

The NSSE Survey included many items that were not categorized among the “Benchmarks of Effective Educational Practice.” Comparisons between the means of Baker respondents and those of the norm groups are included below. It should be noted that high-engagement activities included in this section are not always desirable.

Other items in which Baker **freshmen** report statistically significantly **higher** engagement than one or more of the norm groups with an effect size (ES) of .20 or higher:

- **Exercising or participating in physical fitness activities** (score = 3.29) – vs Plains Private (2.91, ES = .37); vs Carnegie Class (2.99, ES = .29); vs NSSE (2.82, ES = .45)
- **Relaxing and socializing** (score = 3.93) – vs Plains Private (3.61, ES = .21)
- **Commuting to class** (score = 2.17) – vs Plains Private (1.85, ES = .32)
- **Attending campus events and activities such as special speakers and athletic events** (score = 3.11) – vs Plains Private (2.76, ES = .34); vs NSSE (2.87, ES = .26)
- **Using computers in academic work** (score = 3.47) – vs Carnegie Class (3.29, ES = .23)
- **Receiving quality academic advising** (score = 3.34) – vs Carnegie Class (3.13, ES = .26); vs NSSE (3.07, ES = .33)

Other items in which Baker **freshmen** report statistically significantly **lower** engagement than one or more of the norm groups with an effect size (ES) of .20 or higher:

- **Working for pay on campus** (score = 1.45) – vs Carnegie Class (1.70, ES = -.21)
- **Working for pay off campus** (score = 1.68) – vs Plains Private (2.62, ES = -.36); vs NSSE (2.26, ES = -.27)
- **Providing care for dependents living with you** (score = 1.25) – vs Plains Private (2.44, ES = -.49); vs Carnegie Class (1.57, ES = -.22); vs NSSE (1.89, ES = -.36)

Other items in which Baker **seniors** report statistically significantly **higher** engagement than one or more of the norm groups with an effect size (ES) of .20 or higher:

- **Coming to class without completing readings or assignments** (score = 2.24) – vs Plains Private (1.98, ES = .34); vs Carnegie Class (2.05, ES = .24)
- **Using email to communicate with an instructor** (score = 3.66) – vs Plains Private (3.48, ES = .27); vs NSSE (3.45, ES = .29)
- **Memorizing facts or ideas from classes and notes to be repeated in the same form** (score = 2.90) – vs Plains Private (2.65, ES = .27); vs Carnegie Class (2.69, ES = .23)
- **Working homework problem sets that take more than an hour to complete** (score = 2.80) – vs Carnegie Class (2.51, ES = .24)
- **Working homework problem sets that take less than an hour to complete** (score = 2.84) – vs Plains Private (2.47, ES = .30); vs Carnegie Class (2.26, ES = .49); vs NSSE (2.40, ES = .36)
- **Attending art exhibits, plays, dances, music and theatre performances** (score = 2.40) – vs Plains Private (2.05, ES = .39); vs NSSE (2.03, ES = .41)
- **Exercising or participating in physical fitness activities** (score = 3.07) – vs Plains Private (2.74, ES = .32); vs NSSE (2.72, ES = .34)
- **Working for pay on campus** (score = 2.24) – vs Plains Private (1.72, ES = .37); vs NSSE (1.84, ES = .25)
- **Relaxing and socializing** (score = 4.03) – vs Plains Private (3.35, ES = .47); vs Carnegie Class (3.57, ES = .30); vs NSSE (3.53, ES = .32)
- **Commuting to class** (score = 2.16) – vs Plains Private (1.88, ES = .27)

- **Attending campus events and activities such as special speakers and athletic events** (score = 2.89) – vs Plains Private (2.46, ES = .41); vs NSSE (2.66, ES = .25)
- **Using computers in academic work** (score = 3.57) – vs Carnegie Class (3.43, ES = .20)
- **Acquiring a broad general education** (score = 3.45) – vs NSSE (3.27, ES = .22)
- **Writing clearly and effectively** (score = 3.33) – vs NSSE (3.13, ES = .24)
- **Voting in local, state, national elections** (score = 2.20) – vs Plains Private (1.98, ES = .21)
- **Receiving quality academic advising** (score = 3.26) – vs NSSE (3.94, ES = .34)

Other items in which Baker **seniors** report statistically significantly **lower** engagement than one or more of the norm groups with an effect size of .20 or higher:

- **Including diverse perspectives (racial, religious, political, gender-based) in class discussions or writing assignments** (score = 2.81) – vs Plains Private (3.02, ES = -.24)
- **Working for pay off campus** (score = 2.55) – vs Plains Private (4.35, ES = -.60); vs NSSE (3.62, ES = -.38)
- **Providing care for dependents living with you** (score = 1.58) – vs Plains Private (3.14, ES = -.57); vs NSSE (2.50, ES = -.39)
- **Using computing and information technology** (score = 3.01) – vs Plains Private (3.28, ES = -.33); vs NSSE (3.22, ES = -.25)

#### SURVEY RESULTS: LONGITUDINAL COMPARISONS AT BAKER

Given that the NSSE has been administered at Baker on three occasions spaced by three-year intervals (2004, 2007, 2010), changes over time can be identified with respect to student responses as they relate to the five “Benchmarks of Effective Educational Practice.” Although inferential statistical analyses are not provided, trends can be observed.

#### Trends Across Freshman and Senior Cohorts

The following tables show the aggregate mean scores for each NSSE Benchmark category across three freshman classes and three senior classes. Among the freshmen cohorts, there are no decreasing trends evident among any of the Benchmark categories. Increasing trends are evident for the ACL, EEE and SCE Benchmarks. Furthermore, the 2007 and 2010 freshman cohorts report substantially greater student-faculty interaction (SFI) than their 2004 counterpart. A decreasing trend over time is evident among the senior cohorts along the EEE Benchmark dimension. Senior cohorts exhibit the same increasing ACL trend as freshmen.

	FRESHMAN COHORTS		
<u>Benchmark</u>	<u>2004</u>	<u>2007</u>	<u>2010</u>
Level of Academic Challenge (LAC)	53.5	52.4	53.8
Active and Collaborative Learning (ACL)	46.5	47.9	50.2
Student-Faculty Interaction (SFI)	35.3	42.2	41.2
Enriching Educational Experiences (EEE)	28.0	29.8	31.0
Supportive Campus Environment (SCE)	63.5	65.1	67.0

	SENIOR COHORTS		
<u>Benchmark</u>	<u>2004</u>	<u>2007</u>	<u>2010</u>
Level of Academic Challenge (LAC)	60.1	59.0	61.1
Active and Collaborative Learning (ACL)	54.8	55.1	58.4
Student-Faculty Interaction (SFI)	53.1	52.1	54.9
Enriching Educational Experiences (EEE)	52.1	49.8	48.9
Supportive Campus Environment (SCE)	63.2	62.8	66.0

### Changes Within Cohorts Over Time

Unique within-group comparisons can be made with two specific freshman-to-senior cohorts. Students who entered Baker as freshmen in 2004 were surveyed then and again as seniors in 2007. Similarly, the 2007 entering class was surveyed as freshmen in 2007 and again as seniors in 2010. Any changes observed over time for either these groups could be interpreted as value added.

<u>Benchmark</u>	2004-2007 FR-TO-SR COHORT		
	<u>2004</u>	<u>2007</u>	<u>CHANGE</u>
Level of Academic Challenge (LAC)	53.5	59.0	+ 5.5
Active and Collaborative Learning (ACL)	46.5	55.1	+ 8.6
Student-Faculty Interaction (SFI)	35.3	52.1	+16.8
Enriching Educational Experiences (EEE)	28.0	49.8	+21.8
Supportive Campus Environment (SCE)	63.5	62.8	- 0.7

<u>Benchmark</u>	2007-2010 FR-TO-SR COHORT		
	<u>2007</u>	<u>2010</u>	<u>CHANGE</u>
Level of Academic Challenge (LAC)	52.4	61.1	+ 8.7
Active and Collaborative Learning (ACL)	47.9	58.4	+10.5
Student-Faculty Interaction (SFI)	42.2	54.9	+12.7
Enriching Educational Experiences (EEE)	29.8	48.9	+19.1
Supportive Campus Environment (SCE)	65.1	66.0	+ 0.9

The changes observed for each freshman-to-senior cohort was remarkably similar on each Benchmark dimension. Modest increases were observed on the LAC and ACL Benchmarks, indicating that students report increasing levels of academic challenge and active/collaborative learning as they progress from their freshman to senior year. One might argue that greater gains than those that were observed would have been desired. More substantial increases were observed on the SFI and EEE Benchmarks. Not surprisingly, the quantity and quality of student-faculty interaction and enriching educational experiences (internships, community service, capstone experiences) should be expected to develop positively over the course of a college career. Finally, the within-cohort SCE data suggest that student-perceived institutional commitment to student success is constant over four years.



## APPENDIX

### GLOSSARY OF TERMS

#### **20<sup>th</sup>-Day Numbers**

Since most enrollment data fluctuate throughout an academic term, for the purposes of official reporting, the U.S. Department of Education asks that all schools (K-12 and higher education) determine their enrollment levels on a standardized day, typically the twentieth day of the term. Thus most data that are reported within higher education are “20<sup>th</sup>-day” numbers. Further, given that most colleges and universities also experience a predictable reduction in enrollment in the spring term relative to the fall, it is the fall term’s “20<sup>th</sup> day” numbers that are most commonly used to reflect the enrollment for a given academic year. This convention is followed throughout the reports within this document, unless otherwise noted.

#### **First year (first time) cohort**

The first year (first time) cohort is determined at the start of each fall semester and is comprised of all students who are entering college “for the first time.” This group includes students who have completed college credit while also enrolled in high school.

#### **FTE or “full-time equivalent”**

For the reports within this document, full-time equivalent for undergraduate students is defined as fifteen credit hours per semester. For graduate students it is nine credit hours per semester. Only credit that can be applied toward a degree, diploma or certificate is used for this calculation. The full-time equivalent for faculty is twelve credit hours per semester.

#### **Full-time student**

For the reports within this document, full-time status for undergraduate students is defined as twelve credit hours per semester. For graduate students, this is nine credit hours per semester. Students who are enrolled in fewer than the total necessary for full-time status are considered part-time.

#### **Graduation rate**

Most national reporting agencies ask us to use a “six-year” graduation rate, based on the first year cohort of the most recent class to have completed six consecutive years at Baker. Thus most advertised “graduation rates” are based on a six-year time frame and only include “first year” students (transfer students are excluded). NOTE: If a member of a given first year cohort leaves Baker but then resumes his or her studies at Baker and graduates within six years of their first semester of attendance, they are included in the six-year graduated pool for that cohort.

## **Percentile**

“One of a set of points on a scale arrived at by dividing a group into parts in order of magnitude. For example, a score equal to or greater than 97 percent of those attained on an examination is said to be in the 97th percentile.”<sup>4</sup>

## **Retention rate**

A student is considered “retained” from semester 1 to semester 2 if he or she either graduates at the end of semester 1 or is enrolled in at least one credit hour as of the 20<sup>th</sup> day of semester 2. While we have presented a variety of retention rates within this document, most national reporting agencies use a “first-year” retention rate, based on the first year cohort of the most recent class to have completed a full year (the “freshman-to-sophomore” rate). To be in this “retained pool,” a student must continue to be enrolled the following fall semester (the fall of the sophomore year). Thus most advertised “retention rates” are based on a one-year time frame (fall to spring to following fall) and only include “first year” students (transfer students are excluded). NOTE: If a member of a given first year cohort leaves Baker for the spring semester of their first year, but then resumes his or her studies at Baker the following fall, they are included in the one-year retained pool for that cohort.

## **Semester**

A semester at Baker University is defined as a sixteen week academic term. Typically there are two such semesters each academic year. The fall semester begins in mid or late August and ends in mid or late December. The spring semester begins in mid or late January and ends in mid or late May.

## **Student-faculty ratio**

Student-faculty ratios are calculated using a ratio of the FTE data (student FTE / faculty FTE).

---

<sup>4</sup> percentile. (n.d.). *The American Heritage® Dictionary of the English Language, Fourth Edition*. Retrieved August 22, 2007, from [dictionary.reference.com](http://dictionary.reference.com).