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# UNIVERSITY FACT BOOK

## 2009



BAKER UNIVERSITY  
OFFICE OF INSTITUTIONAL RESEARCH



**BAKER UNIVERSITY**

# **FACT BOOK**

# **2009**

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OFFICE OF INSTITUTIONAL RESEARCH

The Baker University Fact Book is an annual compilation of University data and 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*  
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*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*  
*The Office of Student Development*

The information provided in this volume reflects what was available as of the close of business on the twentieth day of the fall 2009 semester (September 16, 2009).

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.

## TABLE OF CONTENTS

<u>EXHIBIT</u>	<b>ANNUAL REPORTS</b>	<u>PAGE</u>
I	Tuition, Room and Board (Baldwin Campus)	I
2	Enrollment Report (All Programs)	4
3	First-Year Admissions Statistics (Baldwin Campus)	19
4	Academic Profiles: Entering First-Year Class (Baldwin Campus)	22
5	Retention of First-Time First-Year Students (Baldwin Campus)	29
6	Retention of Transfer Students (Baldwin Campus)	47
7	Student Gender and Ethnicity Distributions (Baldwin Campus and All Programs)	50
8	Distribution of Majors and Degrees (Baldwin Campus and All Programs)	57
9	University Employment Profile (Baldwin Campus and the SPGS)	60
10	Faculty Profile (All Programs)	64
11	Departmental Credit-Hour Production (Baldwin Campus)	71
12	Average Faculty Salaries (Baldwin Campus)	81
13	Endowment Levels (University Totals)	86
	<b>APPENDIX</b>	
	<i>Glossary of Terms</i>	89



## Exhibit I

### Tuition, Room and Board (Baldwin Campus)

The following table and figure present tuition, room, and board expenses for students at the Baldwin campus for each of the past ten academic years, including the current academic year. In addition, the percentage increase per year is listed for each expense, along with the ten-year averages for these growth rates.

An examination of the ten-year averages for the columns of growth rates indicates that the average annual total increase of 5.4% over the last decade has been driven mostly by increases in tuition. These increases have averaged 6.0% per year over this period, whereas the average annual growth rates of room and board are slightly more than half that large (3.7% and 3.8%, respectively).

Looking more closely at the growth in tuition charged over this ten-year period, the amount has increased a total of 71.1% (\$12,300 to \$21,050). While substantial, this increase is approximately ten percent lower than national trends in college tuition increases over the same period. Using data provided by the Bureau of Labor Statistics,<sup>1</sup> the average increase in college tuition expenses nationally from August 2000 to August 2009 has been 84.4% (the seasonally-adjusted price index for this category within educational expenses has increased from 333.0 to 614.2 over this time span).

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<sup>1</sup> See *Consumer Price Index* data, education category (college tuition and fees), at [www.bls.gov](http://www.bls.gov).

**Table I**

**Tuition, Room, and Board Charges Per Year  
(Baldwin Campus)**

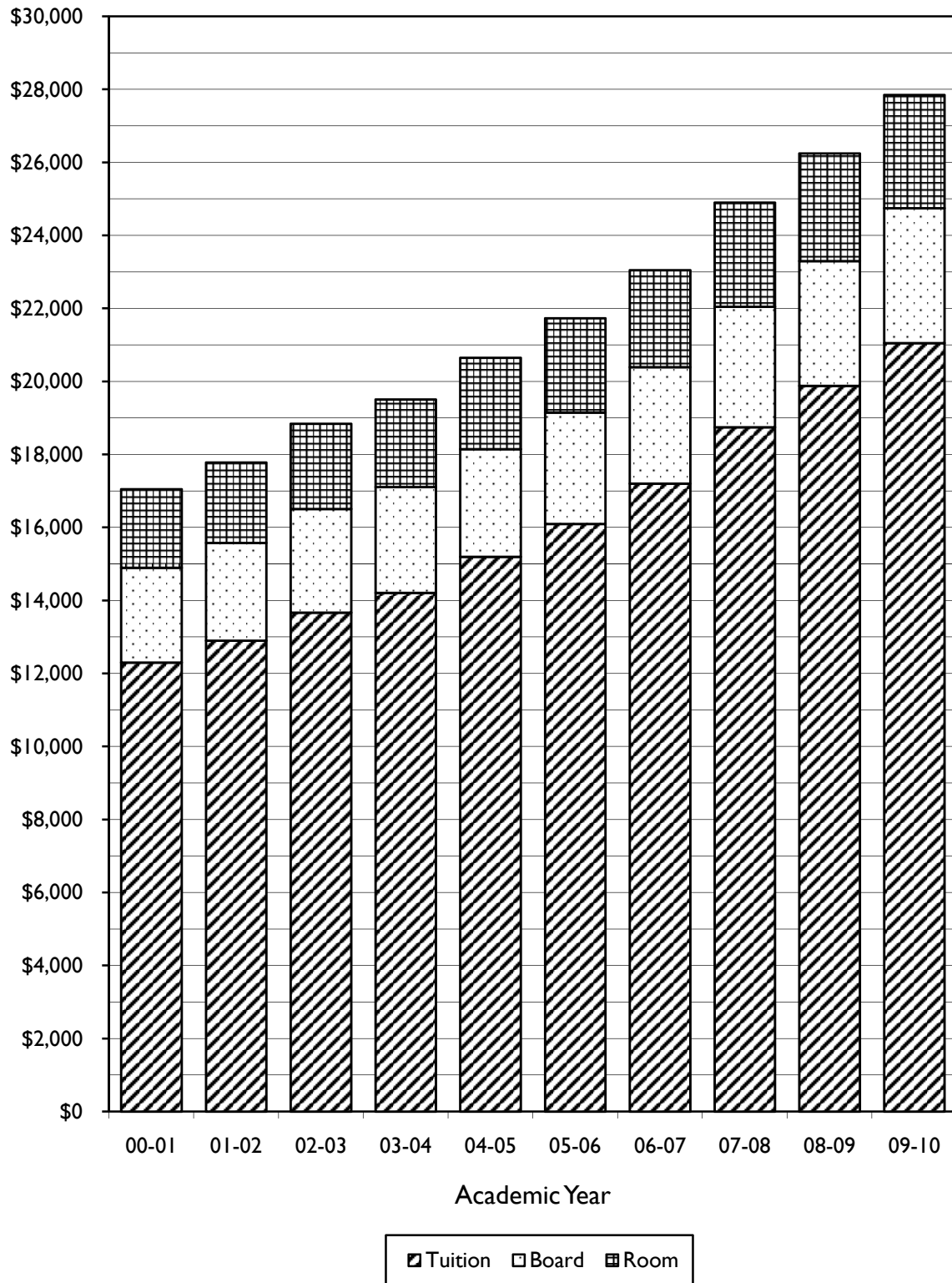
<b>Year</b>	<b>Tuition</b>		<b>Traditional Room</b>		<b>Board</b>		<b>Total Expense</b>	
	<b>\$</b>	<b>% Increase</b>	<b>\$</b>	<b>% Increase</b>	<b>\$</b>	<b>% Increase</b>	<b>\$</b>	<b>% Increase</b>
2000-01	12,300	4.7%	2,150	0.0%	2,600	2.0%	17,050	3.6%
2001-02	12,900	4.9%	2,200	2.3%	2,680	3.1%	17,780	4.3%
2002-03	13,670	6.0%	2,330	5.9%	2,840	6.0%	18,840	6.0%
2003-04	14,210	4.0%	2,400	3.0%	2,900	2.1%	19,510	3.6%
2004-05	15,200	7.0%	2,500	4.2%	2,950	1.7%	20,650	5.8%
2005-06	16,100	5.9%	2,580	3.2%	3,050	3.4%	21,730	5.2%
2006-07	17,200	6.8%	2,660	3.1%	3,190	4.6%	23,050	6.1%
2007-08	18,750	9.0%	2,850	7.1%	3,300	3.4%	24,900	8.0%
2008-09	19,880	6.0%	2,950	3.5%	3,420	3.6%	26,250	5.4%
2009-10	21,050	5.9%	3,100	5.1%	3,700	8.2%	27,850	6.1%
<b>10-year Average Annual Growth Rates</b>	<b>6.0%</b>		<b>3.7%</b>		<b>3.8%</b>		<b>5.4%</b>	

Source: Office of Financial Aid



**Figure I**

**Total Cost of Attending Baker (Baldwin Campus)  
Tuition, Board, and Room**



## Exhibit 2

### Enrollment Report (All Programs)

The following tables and figures present various views of Baker University fall semester enrollment figures for the past ten years.

In Table 2a.1, enrollment head count and student FTE (full-time equivalent)<sup>2</sup> figures are presented for the University as a whole, for the College of Arts and Sciences (CAS) and the Undergraduate Programs within the School of Education (SOE) at the Baldwin campus, for the School of Nursing (SON), for the Graduate Programs within the SOE, and for the School of Professional and Graduate Studies (SPGS) and its various programs. In addition, faculty FTE figures and student-faculty ratios are presented for each group.<sup>3</sup> At the bottom of the table, additional summary data for the University as a whole are provided (total undergraduate students, total graduate students, and those totals subdivided by full-time (FT), part-time (PT), degree-seeking (DS), and non-degree-seeking (NDS) students). Table 2a.2 provides greater detail for this information for the fall 2009 semester, including headcounts for students with a permanent address in Kansas (“KS Resident”) and those whose permanent residence is outside Kansas (“Non-resident”).

Examining the enrollment trends shown in Table 2a.1 and Figures 2a.1 through 2a.5, it is clear that the University has grown substantially over the last ten years, primarily in the context of headcount.<sup>4</sup> Figure 2a.6 compares the student/faculty ratios for the Baldwin campus, the SON, the Graduate Programs at the SOE, the SPGS, and the aggregate of all four schools/campuses. From this graph it is clear that over this ten year period, this ratio has grown steadily at the SON, while it has fluctuated quite a bit for the SPGS and remained relatively constant for the programs at the Baldwin campus and the Graduate SOE. All but the graduate programs at the SOE experienced an increase in this ratio from fall 2008 to fall 2009, which has lead to a net increase in the ratio for the University overall.

Table 2b provides fall and spring enrollment data for the Baldwin campus for the last fifteen years. Given the nature of the educational programs at this campus, spring semester enrollment levels are generally smaller than those for the fall term, as indicated by the percentages provided. Optimally this “drop-off” in enrollment is minimized through effective retention programs and new student recruitment for the spring semester. The trends in these percentages are illustrated in Figure 2b. The sharp rise in the fall-to-spring enrollment retention rate for the headcount data from 2007-2008 to 2008-2009 reflects the introduction of concurrent credit programs at various high schools in the Shawnee Mission and Blue Valley school districts. The total enrollment in those programs were higher in the spring term (95 students in the spring vs. 51 in the fall), so this offset some of the usual “drop-off” in enrollment totals.

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<sup>2</sup> Full-time equivalent for undergraduate students is fifteen credit hours per semester. For graduate students, this is nine credit hours per semester.

<sup>3</sup> Full-time equivalent for faculty is twelve credit hours per semester, and student-faculty ratios are calculated using a ratio of the FTE data (student FTE / faculty FTE).

<sup>4</sup> The dip in total student FTE for graduate programs in the School of Education and all the programs in the School of Professional and Graduate Studies from 2006 to 2007 was a consequence of improvements in the methodology for tracking credit hours within these programs.

## Exhibit 2

Table 2c provides a detailed analysis of fall enrollment levels at the Baldwin campus for the last four years, and Table 2d compares the fall student/faculty ratios of the Baldwin campus with those of the seventeen other Kansas Independent Colleges and Universities Association (KICA) schools for the past three years (2006, 2007 and 2008). While the ratio for Baker's Baldwin campus has been at or near the 25<sup>th</sup> percentile for each of these three years, the fall 2009 data indicate that the campus is now just below the three-year average for this group.

Table 2e provides program-level enrollment totals for the graduate programs within the SOE and all programs within the SPGS for the last five years. Table 2f provides enrollment totals by state of permanent residence for all students enrolled during the fall 2009 semester throughout the University.

**Table 2a.1**  
**Student Enrollment, Teaching Faculty, and Student/Faculty Ratios**  
**2000-2009 (Reporting Date: 20th Day, Fall Semester)**

Total Baker Enrollment				
Year (Fall)	Head Count	Stud FTE	Fac FTE	St/Fac Ratio
2000	2,817	2,366	193.0	12.3
2001	2,919	2,491	192.5	12.9
2002	3,013	2,529	204.7	12.4
2003	3,061	2,594	208.4	12.4
2004	3,145	2,619	199.5	13.1
2005	3,261	2,747	184.0	14.9
2006	3,932	3,266	226.6	14.4
2007	3,959	2,888	n/a	n/a
2008	4,112	2,993	228.5	13.1
2009	3,853	2,938	213.2	13.8

College of Arts and Sciences and School of Education Undergraduate Programs				
Year (Fall)	Head Count	Stud FTE	Fac FTE	St/Fac Ratio
2000	828	842	70.0	12.0
2001	902	918	71.9	12.8
2002	886	902	73.2	12.3
2003	895	904	71.5	12.6
2004	856	859	73.8	11.6
2005	916	915	72.7	12.6
2006	923	941	76.7	12.3
2007	942	953	77.3	12.3
2008	998	978	79.8	12.3
2009	992	974	73.1	13.3

School of Nursing				
Year (Fall)	Head Count	Stud FTE	Fac FTE	St/Fac Ratio
2000	95	92	14.5	6.3
2001	100	94	14.5	6.5
2002	102	94	14.5	6.5
2003	120	121	15.5	7.8
2004	132	138	16.5	8.4
2005	135	137	16.5	8.3
2006	144	148	15.9	9.3
2007	155	159	17.1	9.3
2008	159	159	15.3	10.4
2009	162	165	15.0	11.0

School of Education Graduate Programs				
Year (Fall)	Head Count	Stud FTE	Fac FTE	St/Fac Ratio
2000	<i>These programs were included within the SPGS totals prior to Fall 2006</i>			
2001				
2002				
2003				
2004				
2005				
2006	739	644	34.0	18.9
2007	825	533	n/a	n/a
2008	1,070	609	31.3	19.5
2009	910	568	29.9	19.0

School of Professional and Graduate Studies				
Year (Fall)	Head Count	Stud FTE	Fac FTE	St/Fac Ratio
2000	1,894	1,432	108.5	13.2
2001	1,917	1,479	106.1	13.9
2002	2,025	1,533	117.0	13.1
2003	2,046	1,569	121.4	12.9
2004	2,157	1,622	109.2	14.9
2005	2,210	1,695	94.8	17.9
2006	2,126	1,533	100.0	15.3
2007	2,037	1,244	n/a	n/a
2008	1,885	1,247	102.1	12.2
2009	1,789	1,231	95.2	12.9

University-wide Enrollment Summary							
	Head Count	FTE	FT	PT	DS	NDS	
<b>2008</b>							
Undergraduate	2,149	1,660	1,107	1,042	2,047	102	
Graduate	1,963	1,333	409	1,554	1,654	309	
Total	4,112	2,993	1,516	2,596	3,701	411	
<b>2009</b>							
Undergraduate	2,088	1,659	1,142	946	1,940	148	
Graduate	1,765	1,279	444	1,321	1,591	174	
Total	3,853	2,938	1,586	2,267	3,531	322	

Sources: University Registrar, SON Dean

**Table 2a.2**  
**University-wide Enrollment Detail**  
**Fall 2009 "20th Day" Totals**

BAKER			
	FT	PT	TOTAL
KS Resident	1,160	1,623	2,783
Non-resident	426	644	1,070
TOTAL	1,586	2,267	3,853
	UG	GR	TOTAL
Headcount	2,088	1,765	3,853
Credit Hours	24,889.0	11,510	36,399.0
FTE	1,659.3	1,278.9	2,938.2

Baldwin Campus			
	FT	PT	TOTAL
KS Resident	654	92	746
Non-resident	245	1	246
TOTAL	899	93	992
	UG	GR	TOTAL
Headcount	992	0	992
Credit Hours	14,588	12	14,600
FTE	972.5	1.3	973.9

School of Prof & Grad Studies			
	FT	PT	TOTAL
KS Resident	255	954	1,209
Non-resident	133	447	580
TOTAL	388	1,401	1,789
	UG	GR	TOTAL
Headcount	934	855	1,789
Credit Hours	7,823	6,387	14,210
FTE	521.5	709.7	1,231.2

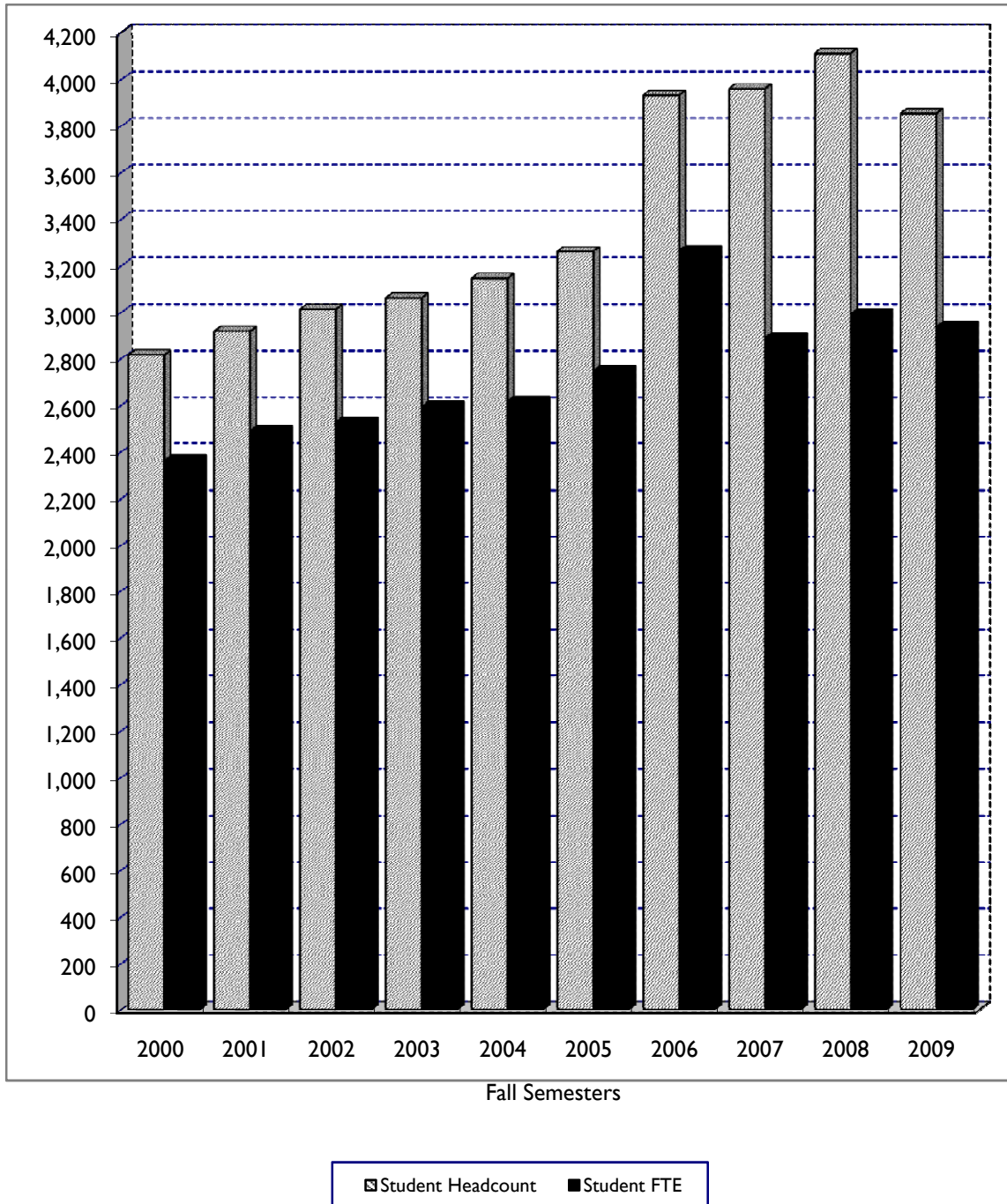
School of Nursing			
	FT	PT	TOTAL
KS Resident	160	2	162
Non-resident	0	0	0
TOTAL	160	2	162
	UG	GR	TOTAL
Headcount	162	0	162
Credit Hours	2,478.0	0.0	2,478.0
FTE	165.2	0.0	165.2

School of Education - Graduate			
	FT	PT	TOTAL
KS Resident	91	575	666
Non-resident	48	196	244
TOTAL	139	771	910
	UG	GR	TOTAL
Headcount	0	910	910
Credit Hours	0	5,111	5,111
FTE	0.0	567.9	567.9

Source: University Registrar

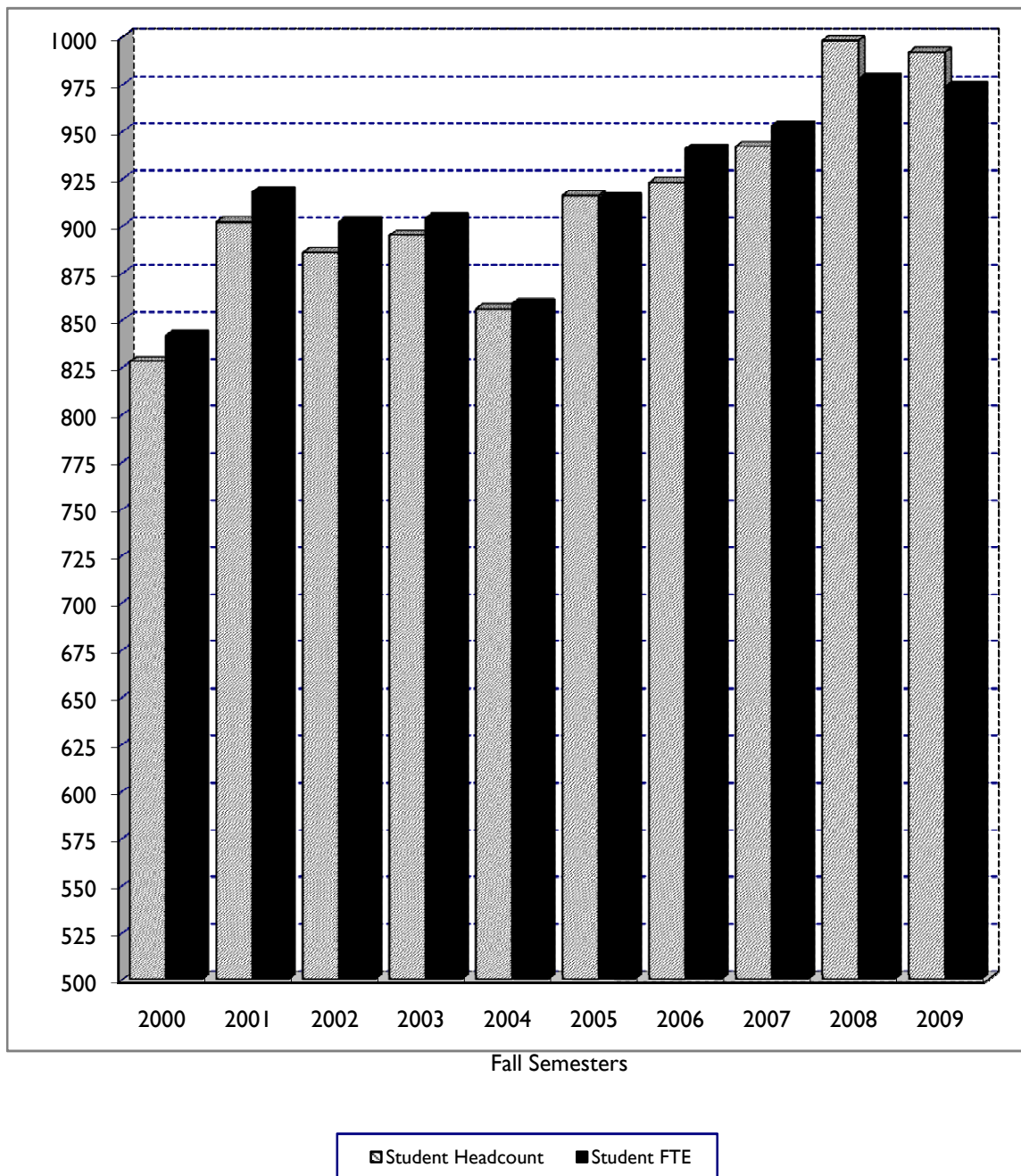
**Figure 2a.1**

Total Baker University Enrollment  
(CAS, SON, SOE, SPGS)



**Figure 2a.2**

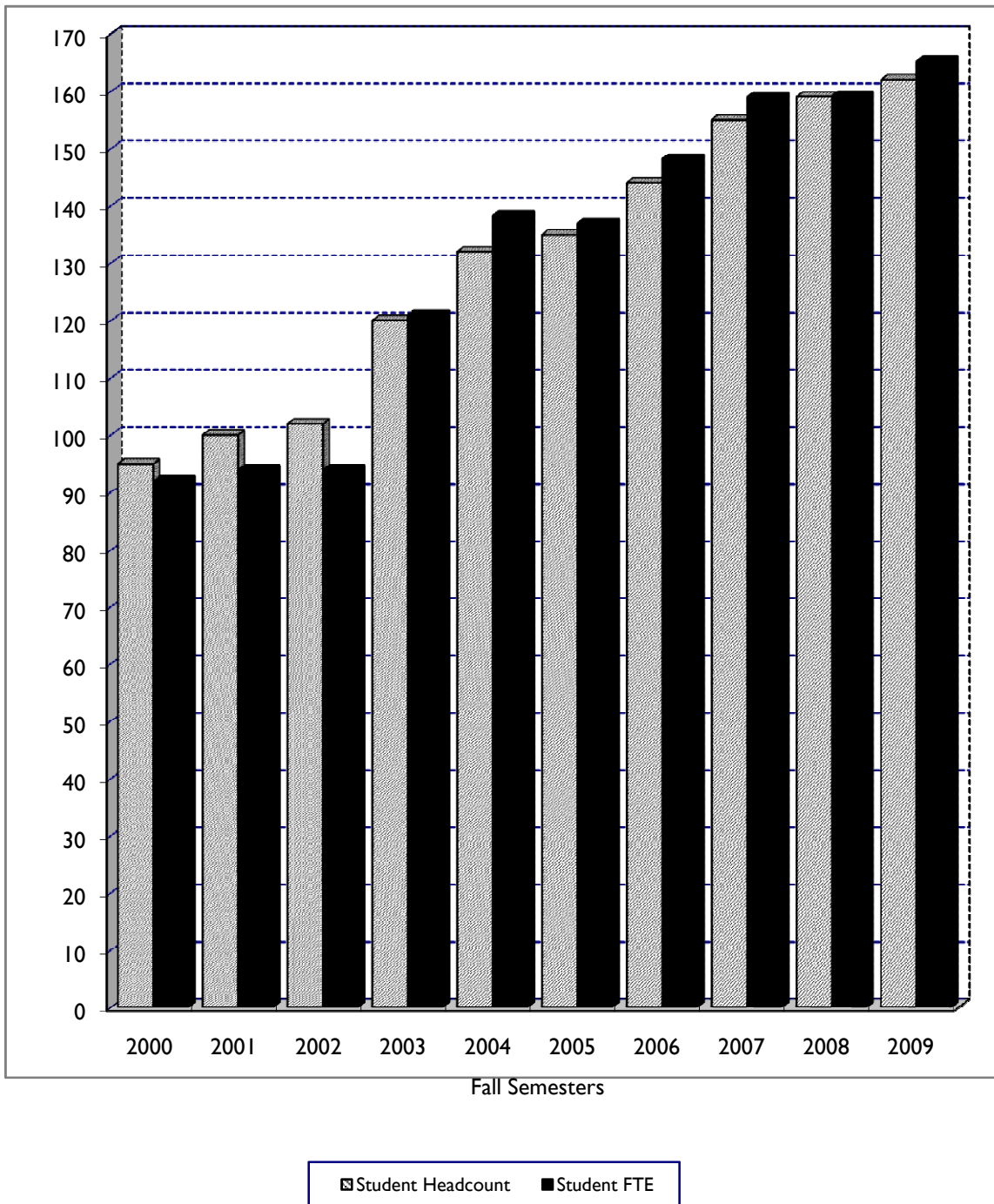
Baker University Enrollment  
College of Arts and Sciences and  
School of Education Undergraduate Programs





**Figure 2a.3**

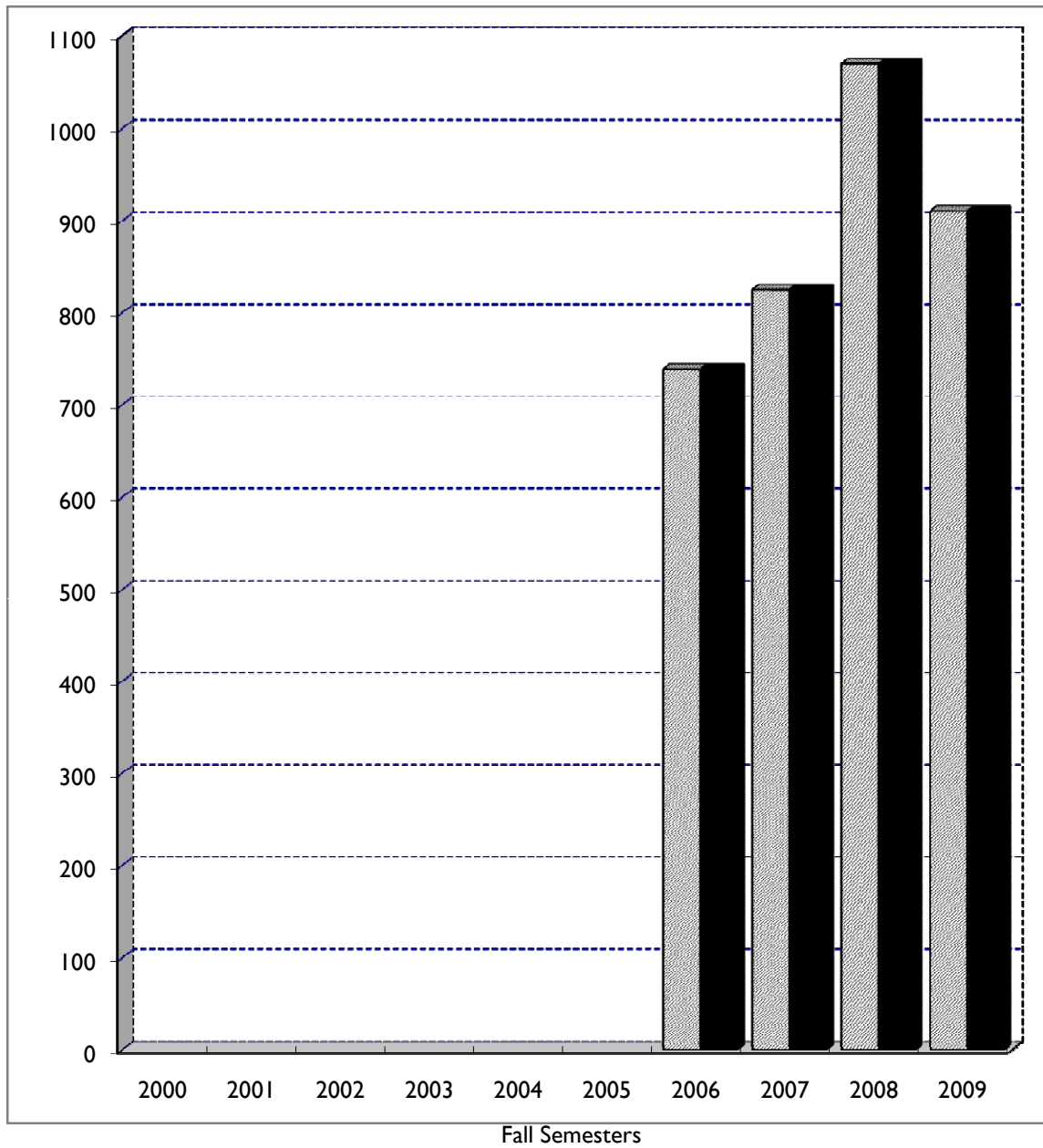
Baker University Enrollment  
School of Nursing





**Figure 2a.4**

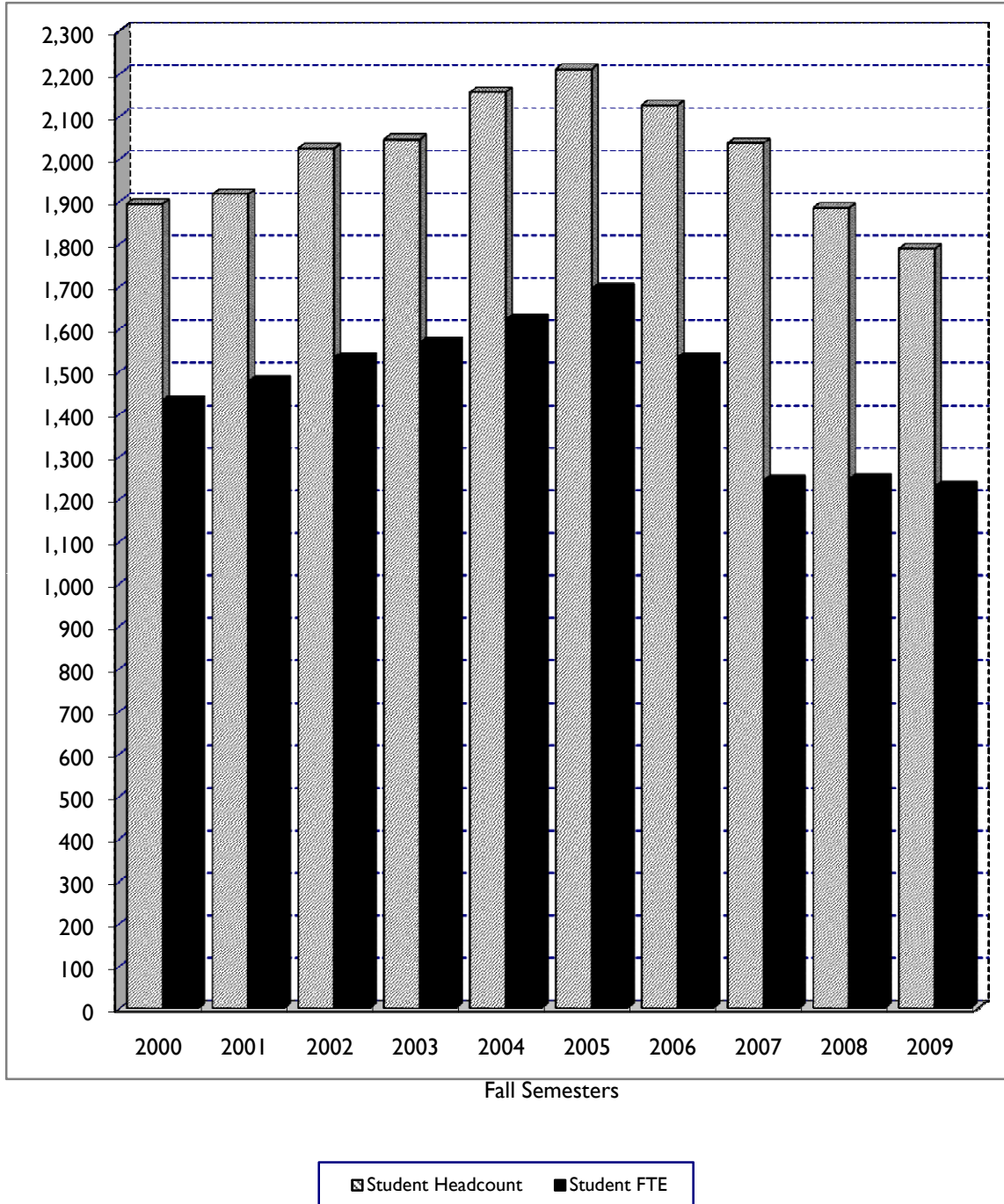
Baker University Enrollment  
School of Education Graduate Programs  
(NOTE: Prior to Fall 2006, included in SPGS totals)



Student Headcount Student FTE

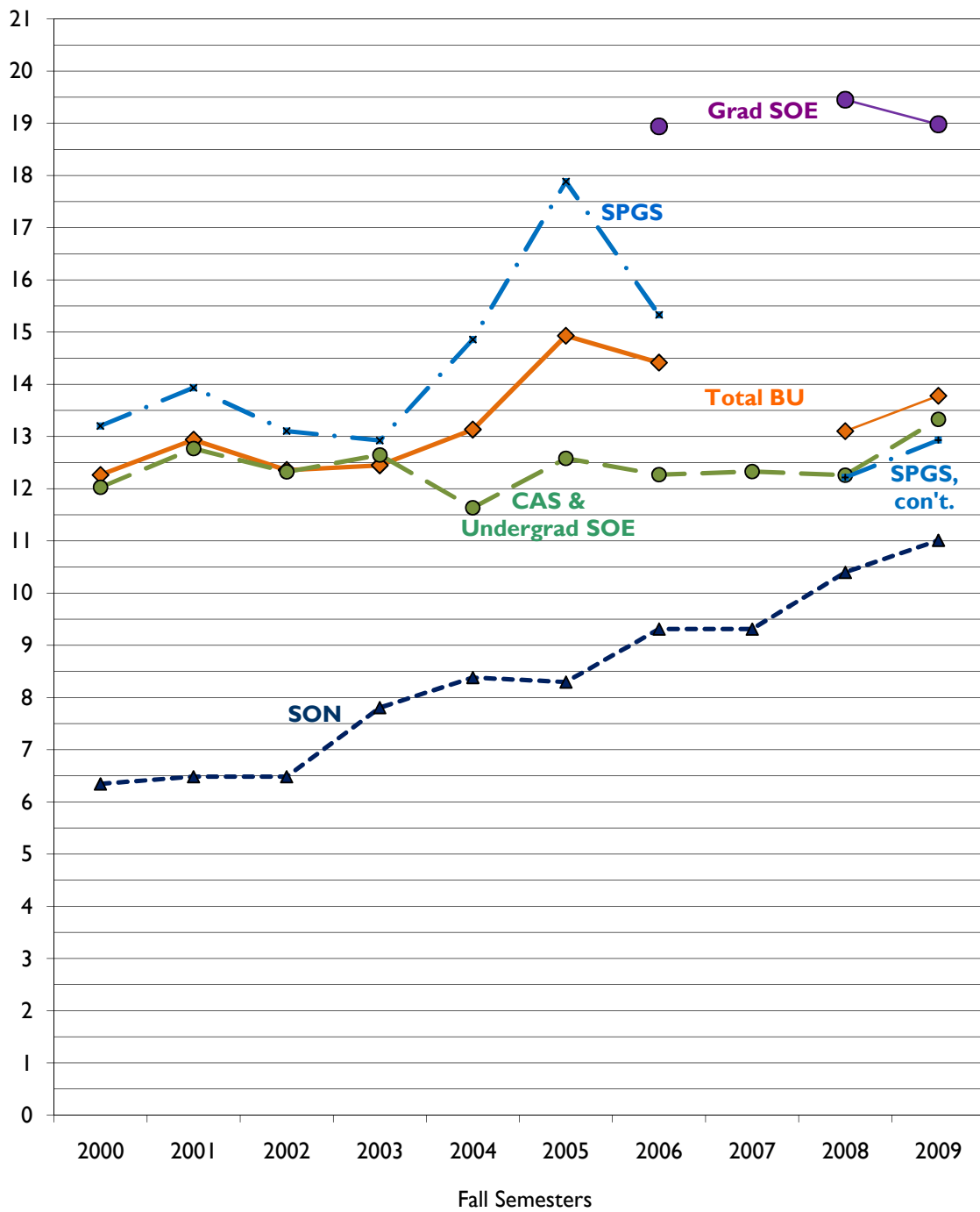
**Figure 2a.5**

Baker University Enrollment  
School of Professional and Graduate Studies  
(NOTE: Prior to Fall 2006, included Graduate SOE programs)



**Figure 2a.6**

Baker University  
Student/Faculty Ratios



**Table 2b****Baldwin Campus Fall-to-Spring Enrollment Levels**

1994-1995 to 2008-2009 (Reporting Date: 20th Day of Semester)

	<u>Student Headcount</u>			<u>Student FTE</u>		
Year	Fall	Spring	Spring as % of Fall	Fall	Spring	Spring as % of Fall
1994-1995	832	750	90.1%	851	771	90.6%
1995-1996	818	732	89.5%	847	759	89.6%
1996-1997	798	742	93.0%	827	765	92.5%
1997-1998	797	750	94.1%	822	770	93.7%
1998-1999	810	755	93.2%	837	776	92.7%
1999-2000	763	726	95.2%	784	747	95.3%
2000-2001	828	769	92.9%	842	784	93.1%
2001-2002	902	810	89.8%	918	821	89.4%
2002-2003	886	796	89.8%	902	808	89.6%
2003-2004	895	818	91.4%	904	804	88.9%
2004-2005	856	793	92.6%	859	802	93.4%
2005-2006	916	832	90.8%	915	841	91.9%
2006-2007	923	845	91.5%	941	860	91.4%
2007-2008	942	852	90.4%	953	865	90.8%
2008-2009	998	950	95.2%	978	899	91.9%
		Mean:	91.9%		Mean:	91.7%
		Median:	91.5%		Median:	91.9%

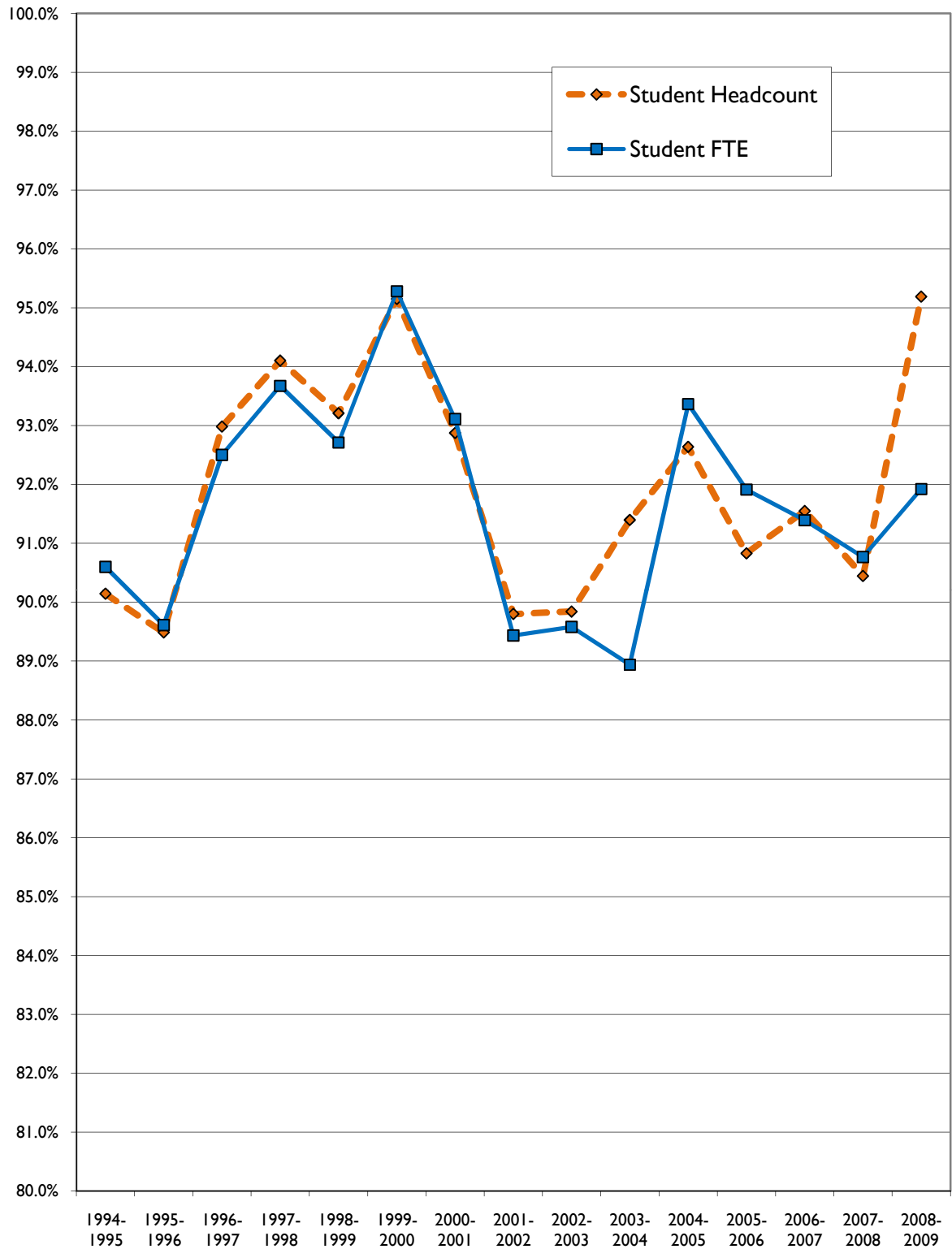
**Table 2c****Baldwin Campus "20th Day" Enrollment Report**

<b>New Degree-Seeking Students</b>		<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>
NEW FIRST-TIME FRESHMEN		236	250	239	257
NEW TRANSFER STUDENTS		53	53	57	51
<b>TOTAL NEW DEGREE-SEEKING STUDENTS</b>		<b>289</b>	<b>303</b>	<b>296</b>	<b>308</b>
<b>All Degree-Seeking Students</b>					
FULL-TIME STUDENTS		881	900	893	890
PART-TIME STUDENTS		15	11	13	13
<b>TOTAL DEGREE-SEEKING STUDENTS</b>		<b>896</b>	<b>911</b>	<b>906</b>	<b>903</b>
<b>All Non-Degree-Seeking Students</b>					
PART-TIME STUDENTS:	<i>High School - enrolled on site</i>	13	11	20	0
	<i>High School - enrolled off site</i>	---	---	51	63
	<i>Other part-time non-degree-seeking</i>	11	14	13	17
FULL-TIME STUDENTS:		3	6	8	9
<b>TOTAL NON-DEGREE-SEEKING STUDENTS</b>		<b>27</b>	<b>31</b>	<b>92</b>	<b>89</b>
<b>TOTAL NUMBER OF STUDENTS (HEADCOUNT)</b>		<b>923</b>	<b>942</b>	<b>998</b>	<b>992</b>
TOTAL FULL-TIME STUDENTS		884	906	901	899
TOTAL PART-TIME STUDENTS		39	36	97	93

Source: University Registrar

**Figure 2b**

Baldwin Campus  
Fall to Spring Enrollment Rates - All Students as a Single Pool



**Table 2d**

**Student-Faculty Ratios - Comparison to KICA Schools**

	Fall Semester			3-Year Average
	2008	2007	2006	
<b>Baker University (Baldwin Campus)</b>	12	12	12	12.0
Benedictine College	15	15	15	15.0
Bethany College	9	10	13	10.7
Bethel College	8	9	9	8.7
Central Christian College	16	16	16	16.0
Donnelly College	15	13	13	13.7
Friends University	13	16	13	14.0
Heston College	12	14	14	13.3
Kansas Wesleyan University	16	16	15	15.7
Manhattan Christian College	17	17	19	17.7
McPherson College	14	13	11	12.7
MidAmerica Nazarene University	16	20	18	18.0
Newman University	14	14	14	14.0
Ottawa University	14	13	10	12.3
Southwestern College	12	12	11	11.7
Sterling College	15	15	12	14.0
Tabor College	11	10	11	10.7
University of St. Mary	12	12	12	12.0
<b>AVERAGE</b>	<b>13.39</b>	<b>13.72</b>	<b>13.22</b>	<b>13.44</b>
<b>MEDIAN</b>	<b>14</b>	<b>13.5</b>	<b>13</b>	<b>13.5</b>
<b>25th Percentile</b>	<b>12</b>	<b>12</b>	<b>11.25</b>	<b>12</b>
<b>75th Percentile</b>	<b>15</b>	<b>15.75</b>	<b>14.75</b>	<b>14.75</b>

Sources: KICA Annual Guidebooks (2007-08, 2008-09, 2009-10)

	2009
<b>Baker University (Baldwin Campus)</b>	<b>13.3</b>

**Table 2e****Enrollment Data by Program - SPGS and SOE Graduate Programs**

2005-2009 (Reporting Date: 20th Day, Fall Semester)

	2005		2006		2007		2008		2009	
	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
<b>School of Professional and Graduate Studies</b>										
Associate of Arts in Business	332	199	376	226	408	224	392	214	353	198
Bachelor of Business Administration	225	135	219	131	329	165	386	205	386	216
Bachelor of Business Information Systems	17	10	14	8	1	0	---	---	---	---
Bachelor of Science in Management	217	130	233	140	202	114	196	104	136	70
Master of Arts in Conflict Management and Dispute Resolution	---	---	---	---	4	2	34	25	74	65
Master of Business Administration	595	595	646	646	652	500	677	568	641	540
Master of Liberal Arts (includes SOE & Prof Dev programs before 2006)	720	522	83	64	93	66	111	69	74	56
Master of Science in Management	104	104	81	81	69	59	70	57	66	48
Professional Development Programs	---	---	474	237	279	114	19	5	59	38
<b>TOTAL</b>	<b>2,210</b>	<b>1,695</b>	<b>2,126</b>	<b>1,533</b>	<b>2,037</b>	<b>1,244</b>	<b>1,885</b>	<b>1,247</b>	<b>1,789</b>	<b>1,231</b>

**School of Education of Graduate Programs**

Master of Arts in Education	<i>All existing SOE graduate programs were included within the SPGS totals prior to Fall 2006 (combined with MLA data for reporting purposes)</i>	515	444	460	295	468	286	411	292
Master of Arts in School Leadership		174	150	191	137	230	149	131	75
Master of Science in School Leadership		---	---	---	---	---	---	85	61
Master of Science in Special Education		---	---	---	---	---	---	7	5
Master of Science in Teaching		---	---	---	---	---	---	3	2
Doctorate in Education		50	50	70	45	64	48	99	61
Professional Development Programs		---	---	104	56	308	126	174	71
<b>TOTAL</b>		<b>739</b>	<b>644</b>	<b>825</b>	<b>533</b>	<b>1,070</b>	<b>609</b>	<b>910</b>	<b>568</b>

Source: University Registrar

**Table 2f****Enrollment Data by Permanent Residence - All Programs - Fall 2009**

(Reporting Date: 20th Day, Fall Semester)

	KS	MO	CO	OK	TX	Other Midwest	West	East/ South	Outside U.S.	TOTAL
<b>Headcounts</b>										
<b>UNDERGRADUATE STUDENTS</b>										
College of Arts and Sciences and School of Education Undergraduate Programs	746	126	10	18	16	24	23	21	8	992
School of Nursing	162	0	0	0	0	0	0	0	0	162
School of Professional and Graduate Studies	637	270	0	0	1	15	5	6	0	934
<b>TOTAL</b>	<b>1,545</b>	<b>396</b>	<b>10</b>	<b>18</b>	<b>17</b>	<b>39</b>	<b>28</b>	<b>27</b>	<b>8</b>	<b>2,088</b>
<b>GRADUATE STUDENTS</b>										
School of Professional and Graduate Studies	572	245	2	1	8	6	7	14	0	855
School of Education Graduate Programs	666	238	0	1	0	5	0	0	0	910
<b>TOTAL</b>	<b>1,238</b>	<b>483</b>	<b>2</b>	<b>2</b>	<b>8</b>	<b>11</b>	<b>7</b>	<b>14</b>	<b>0</b>	<b>1,765</b>
<b>Percentages</b>										
<b>UNDERGRADUATE STUDENTS</b>										
College of Arts and Sciences and School of Education Undergraduate Programs	75.2%	12.7%	1.0%	1.8%	1.6%	2.4%	2.3%	2.1%	0.8%	
School of Nursing	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
School of Professional and Graduate Studies	68.2%	28.9%	0.0%	0.0%	0.1%	1.6%	0.5%	0.6%	0.0%	
<b>TOTAL</b>	<b>74.0%</b>	<b>19.0%</b>	<b>0.5%</b>	<b>0.9%</b>	<b>0.8%</b>	<b>1.9%</b>	<b>1.3%</b>	<b>1.3%</b>	<b>0.4%</b>	
<b>GRADUATE STUDENTS</b>										
School of Professional and Graduate Studies	66.9%	28.7%	0.2%	0.1%	0.9%	0.7%	0.8%	1.6%	0.0%	
School of Education Graduate Programs	73.2%	26.2%	0.0%	0.1%	0.0%	0.5%	0.0%	0.0%	0.0%	
<b>TOTAL</b>	<b>70.1%</b>	<b>27.4%</b>	<b>0.1%</b>	<b>0.1%</b>	<b>0.5%</b>	<b>0.6%</b>	<b>0.4%</b>	<b>0.8%</b>	<b>0.0%</b>	

Source: University Registrar



## Exhibit 3

### First-Year Admissions Statistics (Baldwin Campus)

The following table and figure present admissions data for the most recent ten-year period for first-time first-year students at the Baldwin campus. The number of applicants, number of applicants accepted, and number of applicants enrolled are included. Three sets of conversion rates are also presented in Table 3: 1) the percentage of applicants accepted, 2) the percentage of applicants enrolled, and 3) the percentage of accepted applicants enrolled.

Notable among these data is the growth in the size of the applicant pool for the Baldwin campus (growing from 692 applicants for the 2000-2001 academic year to 1266 for 2009-2010). This has at least in part enabled a growth in the incoming first-time first-year cohort over this same period (216 for fall 2000 and 257 for fall 2009), though the growth in the incoming cohort has not been nearly as dramatic as the increase in the applicant pool.

**Table 3**

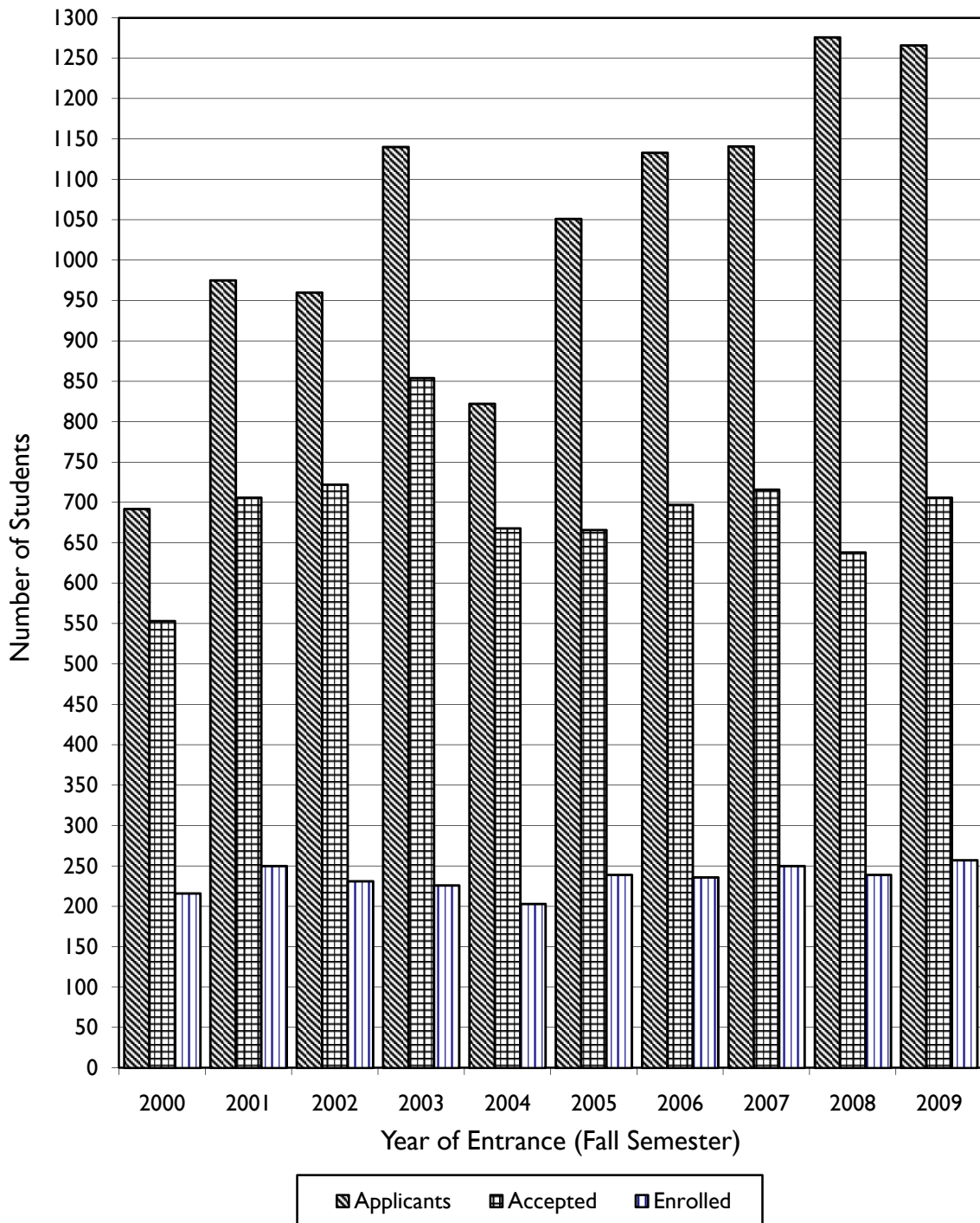
**First-Year Admissions Statistics  
(Baldwin Campus)**

<b>Academic Year</b>	<b>Number of Applicants</b>	<b>Number Accepted</b>	<b>Number Enrolled</b>	<b>Conversion Rates</b>		
				<b>% of Applicants Accepted</b>	<b>% of Applicants Enrolled</b>	<b>% of Accepted Applicants Enrolled</b>
2000-01	692	553	216	79.9%	31.2%	39.1%
2001-02	975	706	250	72.4%	25.6%	35.4%
2002-03	960	722	231	75.2%	24.1%	32.0%
2003-04	1140	854	226	74.9%	19.8%	26.5%
2004-05	822	668	203	81.3%	24.7%	30.4%
2005-06	1051	666	239	63.4%	22.7%	35.9%
2006-07	1133	697	236	61.5%	20.8%	33.9%
2007-08	1141	716	250	62.8%	21.9%	34.9%
2008-09	1276	638	239	50.0%	18.7%	37.5%
2009-10	1266	706	257	55.8%	20.3%	36.4%
<b>10-year Averages</b>				<b>67.7%</b>	<b>23.0%</b>	<b>34.2%</b>

Source: Office of Admissions (Baldwin Campus)

**Figure 3**

**First-Year Admissions Statistics (Baldwin Campus)  
Number of Applicants, Accepted, Enrolled**



## Exhibit 4

### Academic Profiles: Entering First-Year Cohort (Baldwin Campus)

Table 4a and its companion figures 4a and 4b present summarized academic credentials for each of the last ten cohorts of entering first-time first-year students at the Baldwin campus. These include mean *ACT Assessment* composite scores and mean high school grade point averages (GPA). Also included for comparison purposes are the annual mean *ACT Assessment* composite scores for all students taking the exam nation-wide.

The downward trend in mean ACT scores among Baker's entering first-time first-year students at the Baldwin campus reversed itself for the fall 2008 and 2009 cohorts, rising from 22.65 in fall 2007 to 23.06 in fall 2008 and 23.54 in fall 2009. The national mean score for this cohort remained steady at 21. Similarly, the mean high school GPA for this group of Baker students also remained steady at 3.48.

Table 4b summarizes the distribution of ACT scores for the incoming Baldwin campus first-year cohorts for the past ten years, from fall 2000 to fall 2009. The distributions are presented as both "count data" (how many student scores fall within each of the ranges) and "percentage data" (what percentage of the students who submitted scores had scores within this range). For both the counts and percentages, the data are presented within relatively small test score ranges (e.g., 12-13, 14-15, 16-17, etc.) as well as larger ones (e.g., 19 and below, 20-27, and 28 and above).

Figures 4c and 4d illustrate the percentage distribution from two angles using the smaller, two point score ranges. The first figure shows the distributions so that the top half of the distribution is more easily viewed, and the second shows the bottom half of the distributions more clearly. Visible on the figures as well as the data from Table 4b is the "fattening" of the lower end of the distribution since 2003, which has noticeably reversed with the fall 2009 cohort. The shape of the top half of the distribution continues to fluctuate quite a bit year to year; however, the trend toward a relatively "fatter" top tail that started in fall 2008 appears to continue for the fall 2009 cohort.

**Table 4a**

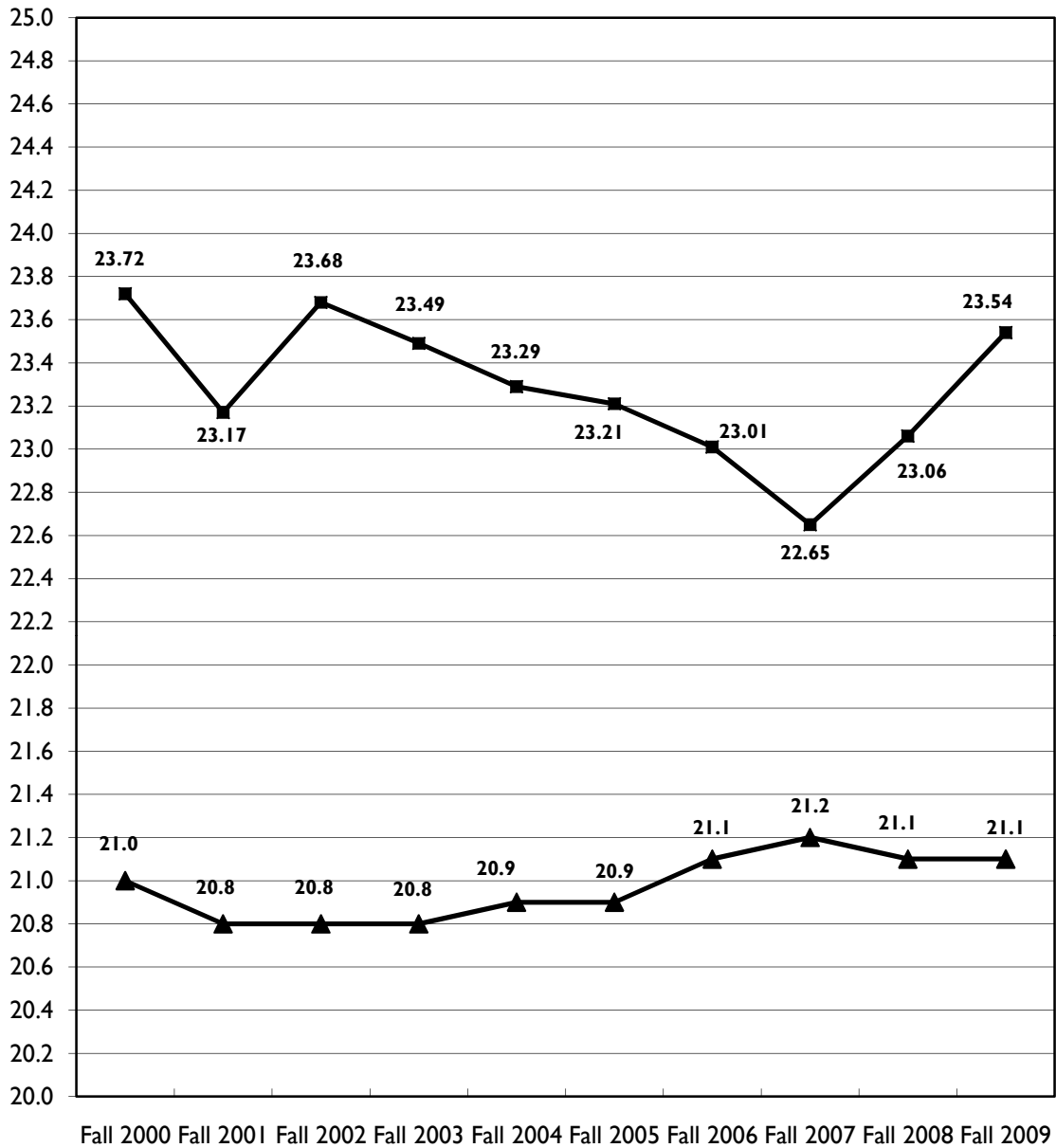
**Academic Profiles: Entering First-Year Cohorts  
(Baldwin Campus)**

<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 2000	216	3.41	23.72	21.0
Fall 2001	258	3.46	23.17	20.8
Fall 2002	231	3.45	23.68	20.8
Fall 2003	269	3.41	23.49	20.8
Fall 2004	203	3.45	23.29	20.9
Fall 2005	239	3.45	23.21	20.9
Fall 2006	236	3.47	23.01	21.1
Fall 2007	250	3.52	22.65	21.2
Fall 2008	239	3.48	23.06	21.1
Fall 2009	257	3.48	23.54	21.1

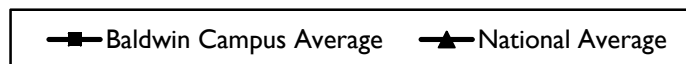
Sources: Office of Institutional Research; ACT, Inc.

**Figure 4a**

**Entering First-Year Cohorts (Baldwin Campus)  
Mean ACT Composite Score**

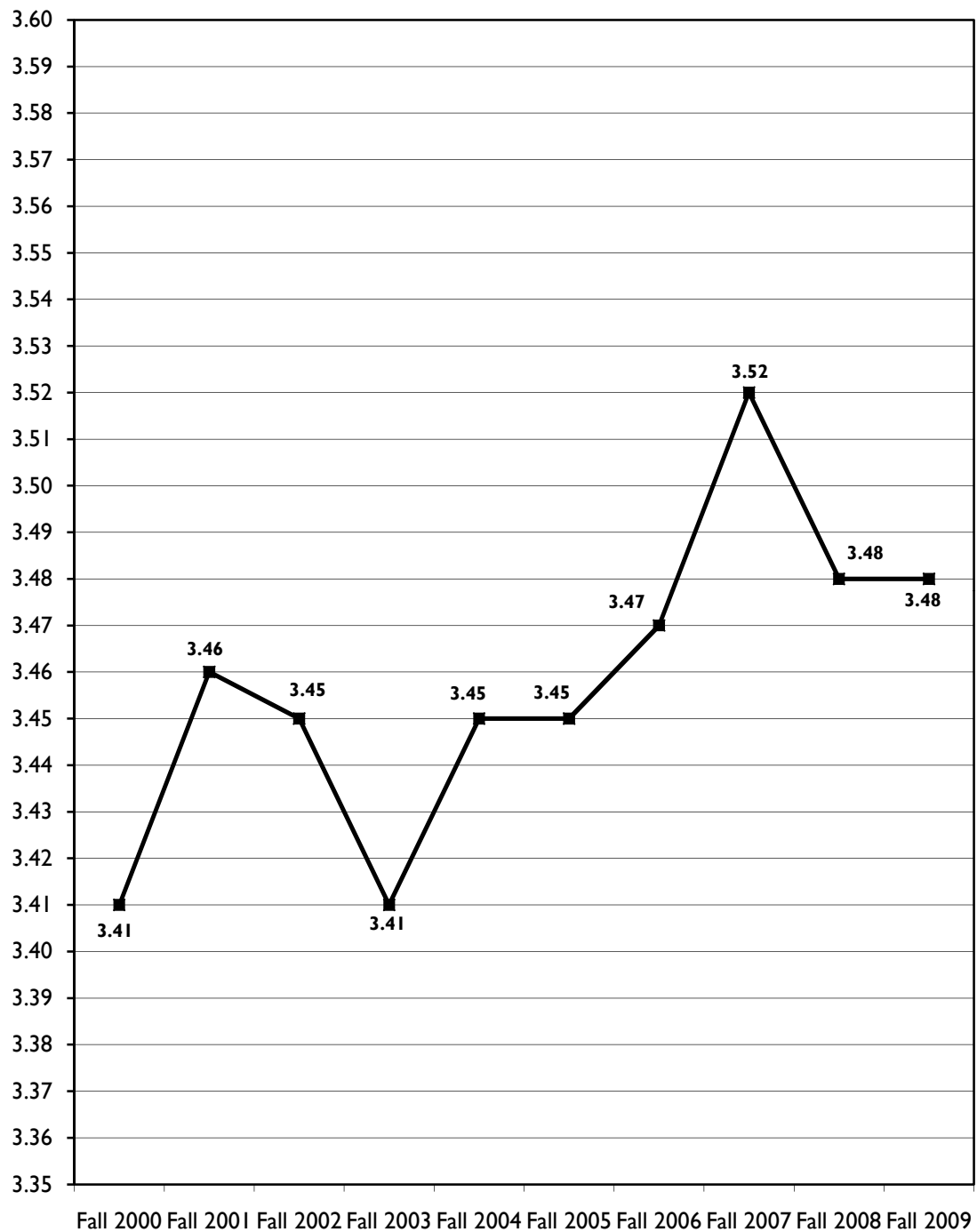


Entering Cohort



**Figure 4b**

**Entering First-Year Cohorts (Baldwin Campus)  
Mean High School GPA**



Entering Cohort

**Table 4b**  
**ACT Composite Scores**  
**Entering First-Year Cohorts 2000 - 2009**  
**Baldwin Campus**

Cohort	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Cohort Size	218	250	231	225	203	239	236	250	239	257
No. with Scores	213	243	226	211	194	229	228	243	231	246
Lowest Score	15	14	14	12	16	15	13	13	14	16
25th Percentile	21	20	21	21	21	21	20	20	20	21
Median	23	23	24	23	23	23	23	23	23	23
75th Percentile	27	26	26	26	26	26	26	25	26	26
Highest Score	34	33	33	32	34	33	33	32	33	35
Average	23.72	23.18	23.68	23.52	23.32	23.21	23.01	22.65	23.06	23.54

Score Range	Counts																			
12-13	0	31	0	43	0	28	1	26	0	31	0	42	1	44	1	54	0	52	0	40
14-15	2		1		2		1		0		4		0		5		7		0	
16-17	12		8		6		7		5		7		9		12		14		5	
18-19	17	140	34	161	20	167	17	151	26	135	31	155	34	155	36	157	31	139	35	166
20-21	33		39		39		47		34		33		35		43		34		44	
22-23	44		52		39		38		46		46		50		49		45		47	
24-25	37		44		48		34		33		48		41		47		38		40	
26-27	26		26		41		32		22		28		29		18		22		35	
28-29	25	42	31	39	18	31	20	34	19	28	16	32	18	29	22	32	22	40	18	40
30-31	13		6		9		12		5		15		7		8		7		17	
32-33	3		2		4		2		1		1		4		2		11		4	
34-35	1		0		0		0		3		0		0		0		0		1	

Score Range	Percentages																			
12-13	0.0%	14.6%	0.0%	17.7%	0.0%	12.4%	0.5%	12.3%	0.0%	16.0%	0.0%	18.3%	0.4%	19.3%	0.4%	22.2%	0.0%	22.5%	0.0%	16.3%
14-15	0.9%		0.4%		0.9%		0.5%		0.0%		1.7%		0.0%		2.1%		3.0%		0.0%	
16-17	5.6%		3.3%		2.7%		3.3%		2.6%		3.1%		3.9%		4.9%		6.1%		2.0%	
18-19	8.0%	65.7%	14.0%	66.3%	8.8%	73.9%	8.1%	71.6%	13.4%	69.6%	13.5%	67.7%	14.9%	68.0%	14.8%	64.6%	13.4%	60.2%	14.2%	67.5%
20-21	15.5%		16.0%		17.3%		22.3%		17.5%		14.4%		15.4%		17.7%		14.7%		17.9%	
22-23	20.7%		21.4%		17.3%		18.0%		23.7%		20.1%		21.9%		20.2%		19.5%		19.1%	
24-25	17.4%		18.1%		21.2%		16.1%		17.0%		21.0%		18.0%		19.3%		16.5%		16.3%	
26-27	12.2%		10.7%		18.1%		15.2%		11.3%		12.2%		12.7%		7.4%		9.5%		14.2%	
28-29	11.7%	19.7%	12.8%	16.0%	8.0%	13.7%	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%
30-31	6.1%		2.5%		4.0%		5.7%		2.6%		6.6%		3.1%		3.3%		3.0%		6.9%	
32-33	1.4%		0.8%		1.8%		0.9%		0.5%		0.4%		1.8%		0.8%		4.8%		1.6%	
34-35	0.5%		0.0%		0.0%		0.0%		1.5%		0.0%		0.0%		0.0%		0.0%		0.4%	

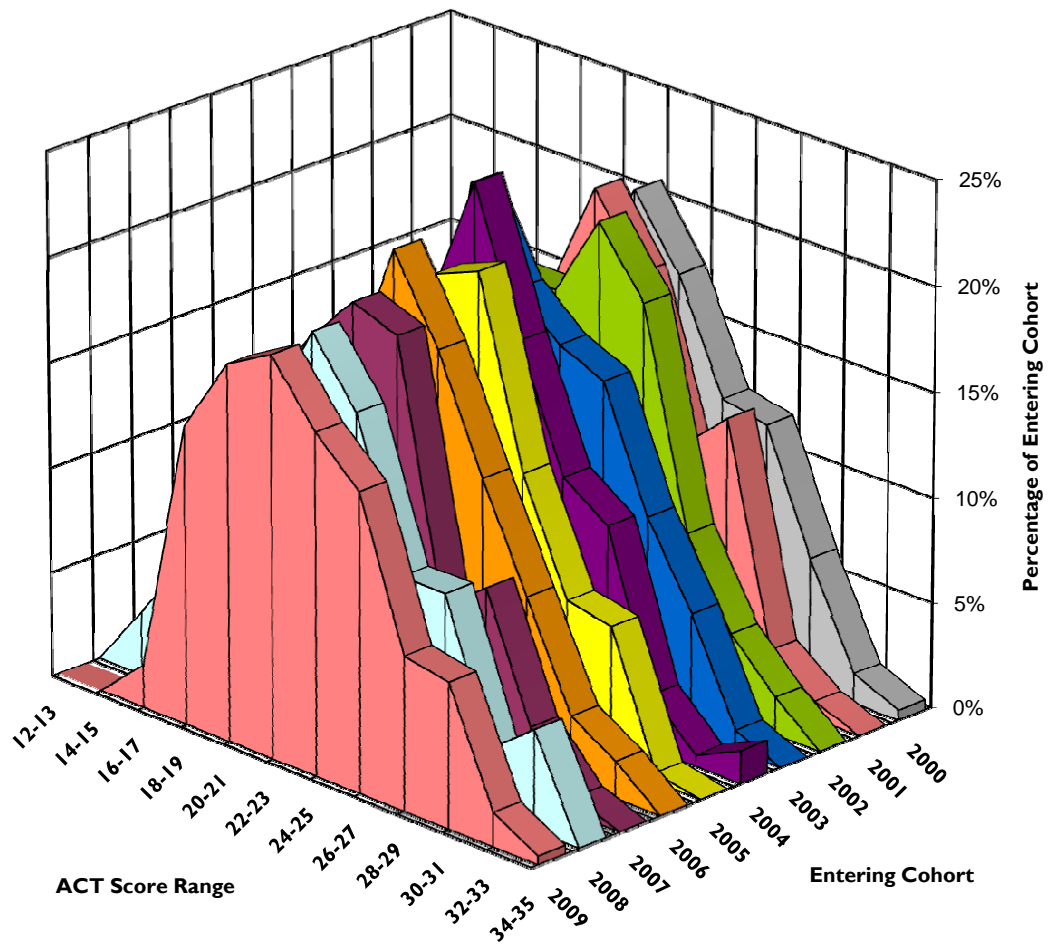
Source: Office of Institutional Research



**Figure 4c**

**Composite ACT Scores  
Entering Cohorts -- Baldwin Campus  
Distribution of Percentages**

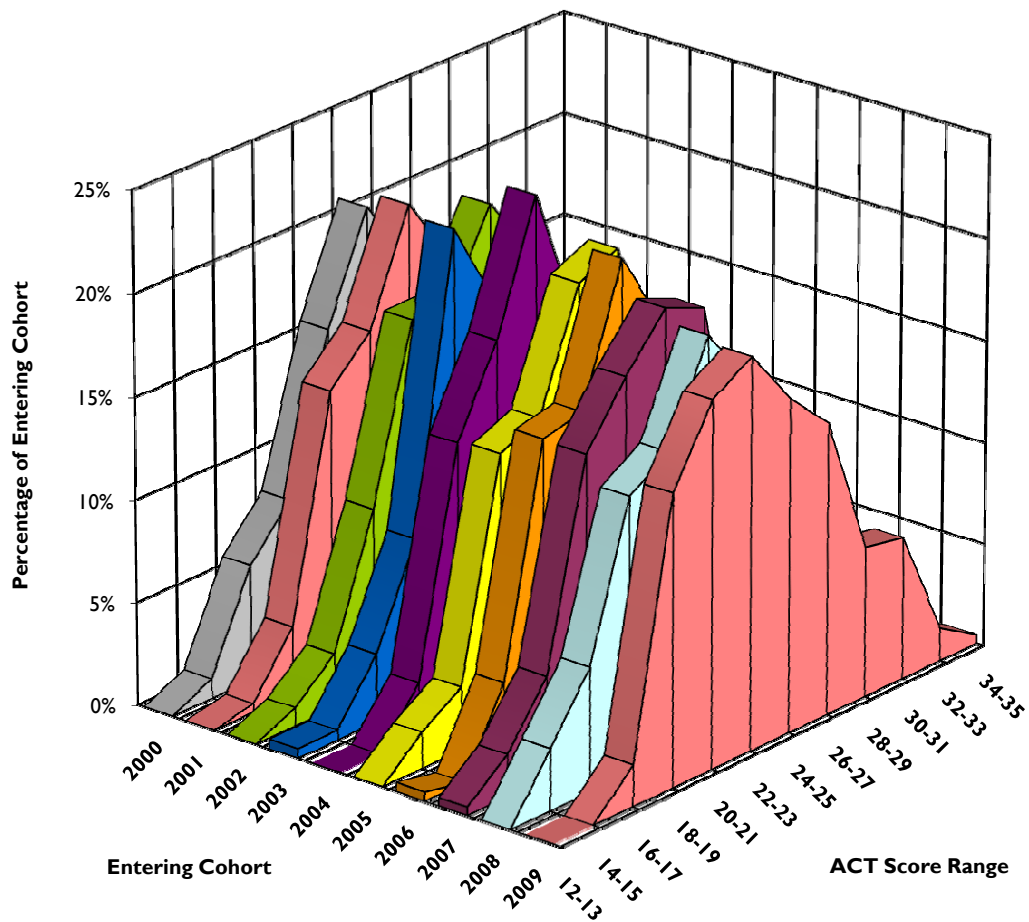
**View of Top Half of Distribution**



**Figure 4d**

**Composite ACT Scores  
Entering Cohorts -- Baldwin Campus  
Distribution of Percentages**

**View of Bottom Half of Distribution**



## Exhibit 5

### Retention of First-Time First-Year Students (Baldwin Campus)

The following tables present first-time first-year retention data for students at the Baldwin campus. In a continuing study since the fall of 1986, first-time first-year students 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 four-year and five-year graduation rates, six-year rates have been added starting with the fall 1999 incoming cohort.

Retention data are presented for all first-year students in each entering cohort (Table 5a) as well as for the following subgroups: men (Table 5b), women (Table 5c), Greek-affiliated students (Table 5d), non-Greeks (Table 5e), athletes (Table 5f), non-athletes (Table 5g), football players (Table 5h), minority students (Table 5i), major scholarship recipients (Table 5j), and Standards Committee admitted students (students admitted with academic conditions; Table 5k).

Figures 5a and 5b illustrate selected retention percentages of particular interest. Figure 5a presents semester-by-semester mean retention percentages calculated for all entering cohorts included in the study, along with four-year, five-year, and six-year average graduation rates (41.9%, 55.6% and 59.0%, respectively). Figure 5b shows average freshman-to-sophomore retention percentages by year of entering cohort. After a noticeably lower retention rate for the 2007 cohort (72.8%), the rate for the fall 2008 cohort (74.9%) is much closer to the long-run average rate of 75.2%.

Table 5l summarizes the four-year and five-year graduation rates for all students and subgroups since 1996 (ten years of cohorts). It also includes six-year graduation rates starting with the fall 1999 cohort. Figures 5c through 5e illustrate the multi-year averages included within this summary table.

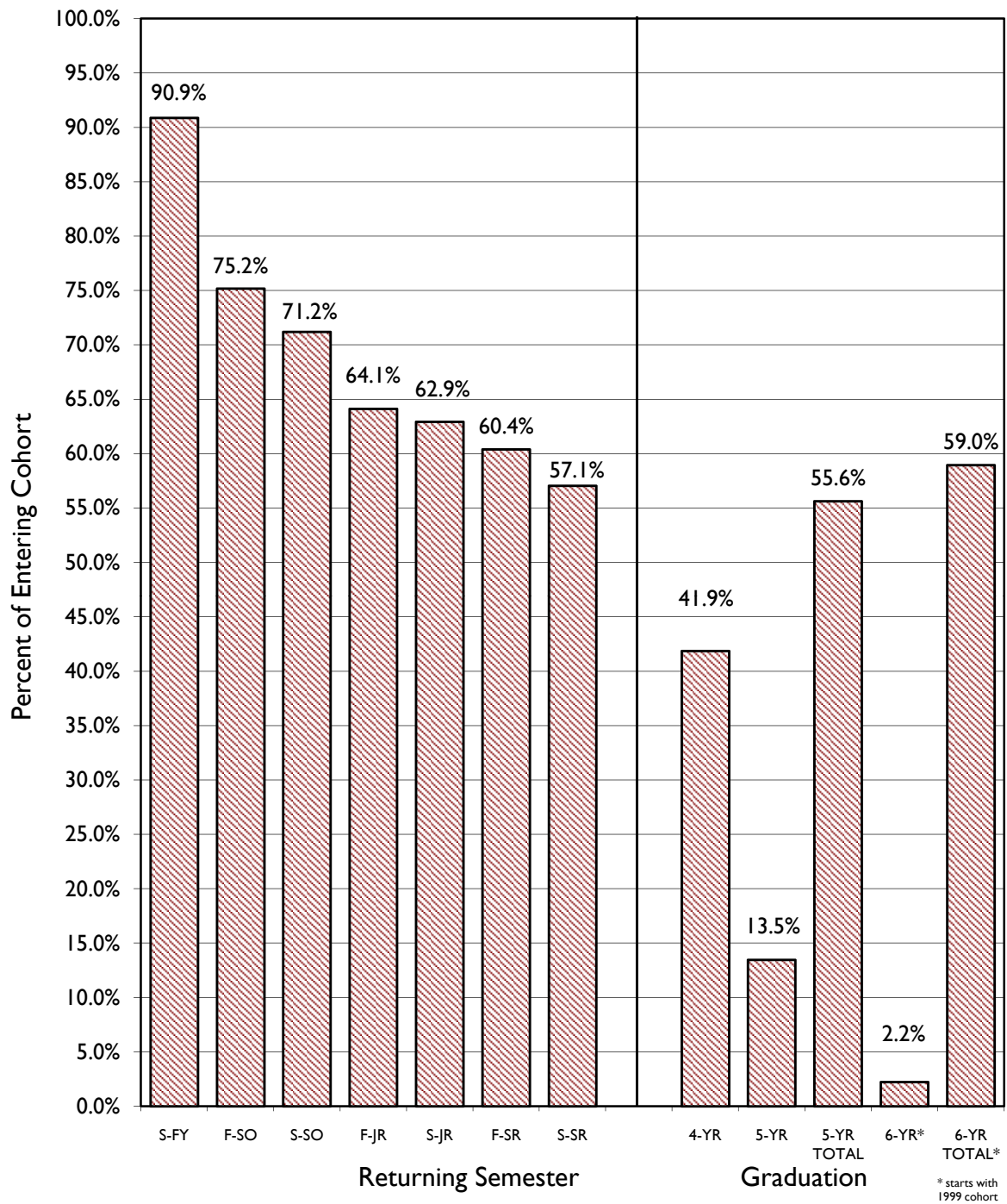
An examination of all of these figures indicates that the graduation trends at the Baldwin campus have been relatively stable over the depicted time period, particularly when looking at the rates for all students combined and the larger subgroups (less volatile from year to year compared to the percentages for “small” subgroups like football players or committee-admitted students).

**Table 5a****Retention of First-Time First-Year Students (Baldwin Campus)****All Students**

Entering Cohort Semester	Entering Cohort Total	Returned as...							4-Year Grads	Returned for 5th Year		5-Year Grads	5-Year Total Grads	Returned for 6th Year		6-Year Grads	6-Year Total Grads
		1stYr Spring	Sophomore Fall	Spring	Junior Fall	Spring	Senior Fall	Spring		Fall	Spring			Fall	Spring		
FALL 1986:	243	217 89.3%	177 72.8%	164 67.5%	135 55.6%	135 55.6%	130 53.5%	129 53.1%	102 42.0%	15 6.2%	8 3.3%	16 6.6%	118 48.6%				
FALL 1987:	245	234 95.5%	184 75.1%	173 70.6%	152 62.0%	147 60.0%	136 55.5%	133 54.3%	99 40.4%	29 11.8%	12 4.9%	30 12.2%	129 52.7%				
FALL 1988:	256	234 91.4%	191 74.6%	182 71.1%	154 60.2%	147 57.4%	136 53.1%	133 52.0%	95 37.1%	39 15.2%	23 9.0%	31 12.1%	126 49.2%				
FALL 1989:	230	217 94.3%	164 71.3%	153 66.5%	137 59.6%	130 56.5%	127 55.2%	119 51.7%	98 42.6%	22 9.6%	9 3.9%	23 10.0%	121 52.6%				
FALL 1990:	206	183 88.8%	155 75.2%	139 67.5%	132 64.1%	130 63.1%	127 61.7%	119 57.8%	99 48.1%	18 8.7%	6 2.9%	15 7.3%	114 55.3%				
FALL 1991:	180	162 90.0%	140 77.8%	129 71.7%	127 70.6%	121 67.2%	112 62.2%	107 59.4%	91 50.6%	19 10.6%	4 2.2%	13 7.2%	104 57.8%				
FALL 1992:	198	182 91.9%	160 80.8%	149 75.3%	133 67.2%	134 67.7%	128 64.6%	119 60.1%	89 44.9%	34 17.2%	19 9.6%	24 12.1%	113 57.1%				
FALL 1993:	206	188 91.3%	162 78.6%	154 74.8%	135 65.5%	131 63.6%	122 59.2%	119 57.8%	100 48.5%	20 9.7%	8 3.9%	16 7.8%	116 56.3%				
FALL 1994:	211	189 89.6%	150 71.1%	139 65.9%	123 58.3%	126 59.7%	120 56.9%	109 51.7%	80 37.9%	41 19.4%	19 9.0%	34 16.1%	114 54.0%				
FALL 1995:	218	200 91.7%	171 78.4%	165 75.7%	151 69.3%	146 67.0%	141 64.7%	132 60.6%	100 45.9%	41 18.8%	17 7.8%	35 16.1%	135 61.9%				
FALL 1996:	185	165 89.2%	130 70.3%	125 67.6%	115 62.2%	115 62.2%	107 57.8%	105 56.8%	81 43.8%	26 14.1%	14 7.6%	19 10.3%	100 54.1%				
FALL 1997:	221	203 91.9%	153 69.2%	150 67.9%	136 61.5%	133 60.2%	130 58.8%	125 56.6%	89 40.3%	37 16.7%	15 6.8%	33 14.9%	122 55.2%				
FALL 1998:	199	182 91.5%	145 72.9%	139 69.8%	125 62.8%	120 60.3%	120 60.3%	110 55.3%	69 34.7%	41 20.6%	16 8.0%	34 17.1%	103 51.8%				
FALL 1999:	184	176 95.7%	149 81.0%	142 77.2%	129 70.1%	126 68.5%	120 65.2%	112 60.9%	72 39.1%	43 23.4%	20 10.9%	36 19.6%	108 58.7%	7 3.8%	5 2.7%	7 3.8%	115 62.5%
FALL 2000:	216	201 93.1%	176 81.5%	171 79.2%	151 69.9%	146 67.6%	142 65.7%	134 62.0%	94 43.5%	44 20.4%	25 11.6%	34 15.7%	128 59.3%	6 2.8%	4 1.9%	5 2.3%	133 61.6%
FALL 2001:	250	221 88.4%	181 72.4%	172 68.8%	159 63.6%	158 63.2%	148 59.2%	139 55.6%	99 39.6%	47 18.8%	22 8.8%	40 16.0%	139 55.6%	5 2.0%	4 1.6%	5 2.0%	144 57.6%
FALL 2002:	231	205 88.7%	172 74.5%	160 69.3%	147 63.6%	140 60.6%	138 59.7%	124 53.7%	86 37.2%	49 21.2%	25 10.8%	46 19.9%	132 57.1%	4 1.7%	3 1.3%	4 1.7%	136 58.9%
FALL 2003:	225	199 88.4%	151 67.1%	145 64.4%	135 60.0%	134 59.6%	129 57.3%	121 53.8%	81 36.0%	42 18.7%	15 6.7%	38 16.9%	119 52.9%	2 0.9%	2 0.9%	3 1.3%	122 54.2%
FALL 2004:	203	185 91.1%	164 80.8%	161 79.3%	151 74.4%	149 73.4%	145 71.4%	137 67.5%	100 49.3%	43 21.2%	22 10.8%	36 17.7%	136 67.0%	2 1.0%			
FALL 2005:	239	212 88.7%	186 77.8%	176 73.6%	158 66.1%	155 64.9%	154 64.4%	145 60.7%	86 36.0%	52 21.8%							
FALL 2006:	236	209 88.6%	185 78.4%	178 75.4%	155 65.7%	150 63.6%	146 61.9%										
FALL 2007:	250	224 89.6%	182 72.8%	169 67.6%	147 58.8%												
FALL 2008:	239	219 91.6%	179 74.9%														
FALL 2009:	257																
<b>AVERAGE:</b>	<b>222.0</b>	<b>90.9%</b>	<b>75.2%</b>	<b>71.2%</b>	<b>64.1%</b>	<b>62.9%</b>	<b>60.4%</b>	<b>57.1%</b>	<b>41.9%</b>	<b>16.2%</b>	<b>7.3%</b>	<b>13.5%</b>	<b>55.6%</b>	<b>2.0%</b>	<b>1.7%</b>	<b>2.2%</b>	<b>59.0%</b>

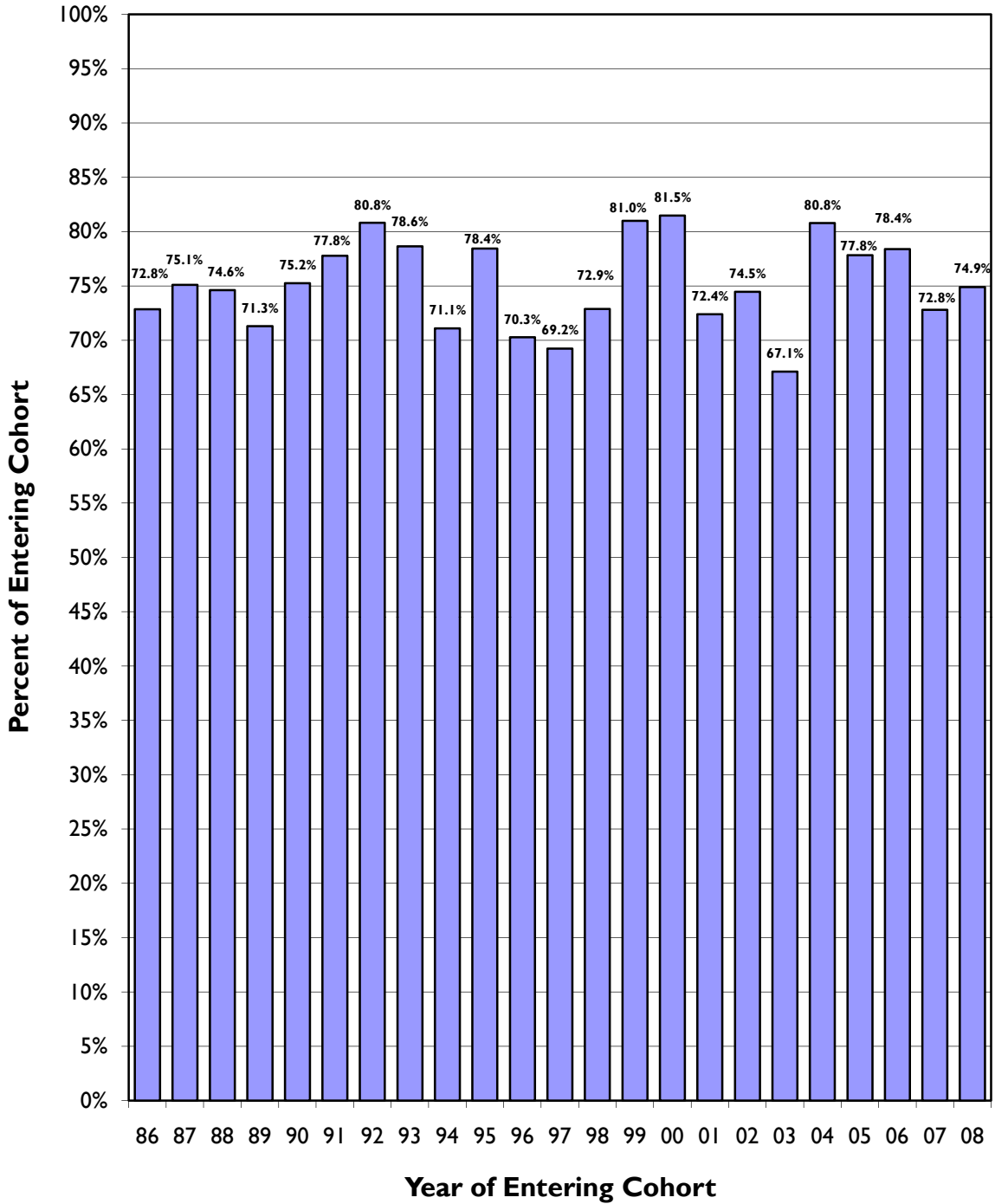
**Figure 5a**

**Semester by Semester Retention**  
**Mean Percentages for the Baldwin Campus, 1986-2009**



**Figure 5b**

**First-Year to Sophomore Year Retention  
Incoming Fall Cohorts at the Baldwin Campus, 1986-2008**



**Table 5b**

**Retention of First-Time First-Year Students (Baldwin Campus)  
Men**

Entering Cohort	Entering Cohort	Returned as...								4-Year	Returned for 5th Year		5-Year	5-Year Total	Returned for 6th Year		6-Year	6-Year Total
		1stYr	Sophomore		Junior		Senior		Fall		Spring	Fall			Spring			
Semester	Total	Spring	Fall	Spring	Fall	Spring	Fall	Spring	Grads	Fall	Spring	Grads	Grads	Fall	Spring	Grads	Grads	
FALL 1986:	131	116 88.5%	95 72.5%	86 65.6%	70 53.4%	70 53.4%	66 50.4%	65 49.6%	46 35.1%	11 8.4%	5 3.8%	12 9.2%	58 44.3%					
FALL 1987:	116	110 94.8%	89 76.7%	83 71.6%	77 66.4%	75 64.7%	73 62.9%	72 62.1%	46 39.7%	21 18.1%	10 8.6%	22 19.0%	68 58.6%					
FALL 1988:	107	93 86.9%	81 75.7%	76 71.0%	65 60.7%	62 57.9%	55 51.4%	56 52.3%	36 33.6%	20 18.7%	11 10.3%	15 14.0%	51 47.7%					
FALL 1989:	107	102 95.3%	69 64.5%	63 58.9%	56 52.3%	55 51.4%	56 52.3%	55 51.4%	39 36.4%	12 11.2%	5 4.7%	13 12.1%	52 48.6%					
FALL 1990:	92	82 89.1%	65 70.7%	52 56.5%	50 54.3%	46 50.0%	47 51.1%	45 48.9%	34 37.0%	9 9.8%	2 2.2%	8 8.7%	42 45.7%					
FALL 1991:	87	83 95.4%	71 81.6%	59 67.8%	57 65.5%	56 64.4%	52 59.8%	50 57.5%	38 43.7%	14 16.1%	4 4.6%	10 11.5%	48 55.2%					
FALL 1992:	91	83 91.2%	72 79.1%	67 73.6%	58 63.7%	59 64.8%	58 63.7%	56 61.5%	32 35.2%	23 25.3%	13 14.3%	17 18.7%	49 53.8%					
FALL 1993:	80	71 88.8%	62 77.5%	56 70.0%	44 55.0%	42 52.5%	36 45.0%	36 45.0%	32 40.0%	5 6.3%	1 1.3%	3 3.8%	35 43.8%					
FALL 1994:	84	76 90.5%	59 70.2%	60 71.4%	56 66.7%	56 66.7%	52 61.9%	50 59.5%	36 42.9%	17 20.2%	13 15.5%	15 17.9%	51 60.7%					
FALL 1995:	100	89 89.0%	74 74.0%	75 75.0%	67 67.0%	63 63.0%	60 60.0%	61 61.0%	41 41.0%	19 19.0%	8 8.0%	15 15.0%	56 56.0%					
FALL 1996:	95	81 85.3%	58 61.1%	54 56.8%	48 50.5%	49 51.6%	45 47.4%	45 47.4%	29 30.5%	14 14.7%	9 9.5%	11 11.6%	40 42.1%					
FALL 1997:	105	93 88.6%	60 57.1%	59 56.2%	57 54.3%	57 54.3%	56 53.3%	55 52.4%	32 30.5%	21 20.0%	8 7.6%	17 16.2%	49 46.7%					
FALL 1998:	89	82 92.1%	64 71.9%	63 70.8%	58 65.2%	56 62.9%	56 62.9%	52 58.4%	23 25.8%	29 32.6%	14 15.7%	22 24.7%	45 50.6%					
FALL 1999:	81	76 93.8%	59 72.8%	59 72.8%	50 61.7%	50 61.7%	49 60.5%	48 59.3%	19 23.5%	28 34.6%	15 18.5%	22 27.2%	41 50.6%	6 7.4%	4 4.9%	7 8.6%	48 59.3%	
FALL 2000:	102	96 94.1%	80 78.4%	78 76.5%	70 68.6%	69 67.6%	65 63.7%	63 61.8%	43 42.2%	22 21.6%	14 13.7%	14 13.7%	57 55.9%	5 4.9%	4 3.9%	3 2.9%	60 58.8%	
FALL 2001:	102	87 85.3%	68 66.7%	64 62.7%	61 59.8%	60 58.8%	55 53.9%	53 52.0%	34 33.3%	21 20.6%	12 11.8%	16 15.7%	50 49.0%	2 2.0%	3 2.9%	2 2.0%	52 51.0%	
FALL 2002:	94	80 85.1%	67 71.3%	60 63.8%	55 58.5%	51 54.3%	51 54.3%	48 51.1%	29 30.9%	21 22.3%	11 11.7%	20 21.3%	49 52.1%	2 2.1%	1 1.1%	2 2.1%	51 54.3%	
FALL 2003:	117	101 86.3%	77 65.8%	73 62.4%	70 59.8%	68 58.1%	64 54.7%	62 53.0%	37 31.6%	25 21.4%	11 9.4%	20 17.1%	57 48.7%	2 1.7%	2 1.7%	3 2.6%	60 51.3%	
FALL 2004:	86	76 88.4%	67 77.9%	66 76.7%	61 70.9%	60 69.8%	58 67.4%	57 66.3%	34 39.5%	22 25.6%	13 15.1%	18 20.9%	52 60.5%	2 2.3%				
FALL 2005:	104	92 88.5%	82 78.8%	76 73.1%	66 63.5%	62 59.6%	63 60.6%	58 55.8%	34 32.7%	21 20.2%								
FALL 2006:	100	85 85.0%	74 74.0%	72 72.0%	64 64.0%	62 62.0%	61 61.0%											
FALL 2007:	110	97 88.2%	73 66.4%	66 60.0%	58 52.7%													
FALL 2008:	91	83 91.2%	69 75.8%															
FALL 2009:	137																	
AVERAGE:	100.3	89.6%	72.2%	67.5%	60.7%	59.5%	57.1%	55.3%	35.3%	19.3%	9.8%	15.7%	51.1%	3.4%	2.9%	3.6%	54.9%	

**Table 5c**

**Retention of First-Time First-Year Students (Baldwin Campus)  
Women**

Entering Cohort Semester	Entering Cohort Total	Returned as...								4-Year Grads	Returned for 5th Year		5-Year Grads	5-Year Total Grads	Returned for 6th Year		6-Year Grads	6-Year Total Grads
		1stYr Spring	Sophomore Fall	Spring	Junior Fall	Spring	Senior Fall	Spring	Fall		Spring	Fall			Spring			
FALL 1986:	112	101 90.2%	82 73.2%	78 69.6%	65 58.0%	65 58.0%	64 57.1%	64 57.1%	56 50.0%	4 3.6%	3 2.7%	4 3.6%	60 53.6%					
FALL 1987:	129	124 96.1%	95 73.6%	90 69.8%	75 58.1%	72 55.8%	63 48.8%	61 47.3%	53 41.1%	8 6.2%	2 1.6%	8 6.2%	61 47.3%					
FALL 1988:	149	141 94.6%	110 73.8%	106 71.1%	89 59.7%	85 57.0%	81 54.4%	77 51.7%	59 39.6%	19 12.8%	12 8.1%	16 10.7%	75 50.3%					
FALL 1989:	123	115 93.5%	95 77.2%	90 73.2%	81 65.9%	75 61.0%	71 57.7%	64 52.0%	59 48.0%	10 8.1%	4 3.3%	10 8.1%	69 56.1%					
FALL 1990:	114	101 88.6%	90 78.9%	87 76.3%	82 71.9%	84 73.7%	80 70.2%	74 64.9%	65 57.0%	9 7.9%	4 3.5%	9 7.9%	74 64.9%					
FALL 1991:	93	79 84.9%	69 74.2%	70 75.3%	70 75.3%	65 69.9%	60 64.5%	57 61.3%	53 57.0%	5 5.4%	0 0.0%	3 3.2%	56 60.2%					
FALL 1992:	107	99 92.5%	89 83.2%	82 76.6%	75 70.1%	75 70.1%	75 70.1%	63 58.9%	57 53.3%	11 10.3%	6 5.6%	7 6.5%	64 59.8%					
FALL 1993:	126	117 92.9%	100 79.4%	98 77.8%	91 72.2%	89 70.6%	86 68.3%	83 65.9%	68 54.0%	15 11.9%	7 5.6%	13 10.3%	81 64.3%					
FALL 1994:	127	113 89.0%	91 71.7%	79 62.2%	67 52.8%	70 55.1%	68 53.5%	59 46.5%	44 34.6%	24 18.9%	6 4.7%	19 15.0%	63 49.6%					
FALL 1995:	118	111 94.1%	97 82.2%	90 76.3%	84 71.2%	83 70.3%	81 68.6%	71 60.2%	59 50.0%	22 18.6%	9 7.6%	20 16.9%	79 66.9%					
FALL 1996:	90	84 93.3%	72 80.0%	71 78.9%	67 74.4%	66 73.3%	62 68.9%	60 66.7%	52 57.8%	12 13.3%	5 5.6%	8 8.9%	60 66.7%					
FALL 1997:	116	110 94.8%	93 80.2%	91 78.4%	79 68.1%	76 65.5%	74 63.8%	70 60.3%	57 49.1%	16 13.8%	7 6.0%	16 13.8%	73 62.9%					
FALL 1998:	110	100 90.9%	81 73.6%	76 69.1%	67 60.9%	64 58.2%	64 58.2%	58 52.7%	46 41.8%	12 10.9%	2 1.8%	12 10.9%	58 52.7%					
FALL 1999:	103	100 97.1%	90 87.4%	83 80.6%	79 76.7%	76 73.8%	71 68.9%	64 62.1%	53 51.5%	15 14.6%	5 4.9%	14 13.6%	67 65.0%	1 1.0%	1 1.0%	0 0.0%	67 65.0%	
FALL 2000:	114	105 92.1%	96 84.2%	93 81.6%	81 71.1%	77 67.5%	77 67.5%	71 62.3%	51 44.7%	22 19.3%	11 9.6%	20 17.5%	71 62.3%	1 0.9%	0 0.0%	2 1.8%	73 64.0%	
FALL 2001:	148	134 90.5%	113 76.4%	108 73.0%	98 66.2%	98 66.2%	93 62.8%	86 58.1%	65 43.9%	26 17.6%	10 6.8%	24 16.2%	89 60.1%	3 2.0%	1 0.7%	3 2.0%	92 62.2%	
FALL 2002:	137	125 91.2%	105 76.6%	100 73.0%	92 67.2%	89 65.0%	87 63.5%	76 55.5%	57 41.6%	28 20.4%	14 10.2%	26 19.0%	83 60.6%	2 1.5%	2 1.5%	2 1.5%	85 62.0%	
FALL 2003:	108	98 90.7%	74 68.5%	72 66.7%	65 60.2%	66 61.1%	65 60.2%	59 54.6%	44 40.7%	17 15.7%	4 3.7%	18 16.7%	62 57.4%	0 0.0%	0 0.0%	0 0.0%	62 57.4%	
FALL 2004:	117	109 93.2%	97 82.9%	95 81.2%	90 76.9%	89 76.1%	87 74.4%	80 68.4%	66 56.4%	21 17.9%	9 7.7%	18 15.4%	84 71.8%	0 0.0%				
FALL 2005:	135	120 88.9%	104 77.0%	100 74.1%	92 68.1%	93 68.9%	91 67.4%	87 64.4%	52 38.5%	31 23.0%								
FALL 2006:	136	124 91.2%	111 81.6%	106 77.9%	91 66.9%	88 64.7%	85 62.5%											
FALL 2007:	140	127 90.7%	109 77.9%	103 73.6%	89 63.6%													
FALL 2008:	148	136 91.9%	110 74.3%															
FALL 2009:	120																	
AVERAGE:	121.7	91.9%	77.7%	74.4%	67.1%	65.8%	63.4%	58.5%	47.5%	13.5%	5.2%	11.6%	59.6%	0.9%	0.6%	1.0%	62.1%	



**Table 5d**

**Retention of First-Time First-Year Students (Baldwin Campus)  
Greek Affiliation**

Entering Cohort Semester	Entering Cohort Total	Returned as...								4-Year Grads	Returned for 5th Year		5-Year Grads	5-Year Total Grads	Returned for 6th Year		6-Year Grads	6-Year Total Grads
		1stYr Spring	Sophomore Fall	Spring	Junior		Senior		Fall		Spring							
FALL 1986:	131	122 93.1%	103 78.6%	95 72.5%	80 61.1%	80 61.1%	78 59.5%	77 58.8%	65 49.6%	7 5.3%	3 2.3%	8 6.1%	73 55.7%					
FALL 1987:	121	121 100.0%	106 87.6%	102 84.3%	94 77.7%	92 76.0%	86 71.1%	86 71.1%	67 55.4%	17 14.0%	7 5.8%	17 14.0%	84 69.4%					
FALL 1988:	139	136 97.8%	115 82.7%	111 79.9%	100 71.9%	94 67.6%	91 65.5%	90 64.7%	67 48.2%	25 18.0%	15 10.8%	19 13.7%	86 61.9%					
FALL 1989:	154	148 96.1%	120 77.9%	114 74.0%	105 68.2%	104 67.5%	101 65.6%	96 62.3%	83 53.9%	17 11.0%	5 3.2%	18 11.7%	101 65.6%					
FALL 1990:	126	118 93.7%	92 73.0%	88 69.8%	87 69.0%	91 72.2%	89 70.6%	83 65.9%	73 57.9%	8 6.3%	3 2.4%	8 6.3%	81 64.3%					
FALL 1991:	121	114 94.2%	101 83.5%	98 81.0%	95 78.5%	91 75.2%	86 71.1%	84 69.4%	73 60.3%	14 11.6%	3 2.5%	10 8.3%	83 68.6%					
FALL 1992:	137	132 96.4%	119 86.9%	108 78.8%	98 71.5%	100 73.0%	97 70.8%	91 66.4%	67 48.9%	28 20.4%	18 13.1%	19 13.9%	86 62.8%					
FALL 1993:	136	130 95.6%	114 83.8%	111 81.6%	96 70.6%	93 68.4%	88 64.7%	85 62.5%	68 50.0%	17 12.5%	7 5.1%	14 10.3%	82 60.3%					
FALL 1994:	113	103 91.2%	84 74.3%	80 70.8%	72 63.7%	74 65.5%	71 62.8%	67 59.3%	47 41.6%	25 22.1%	13 11.5%	20 17.7%	67 59.3%					
FALL 1995:	122	117 95.9%	107 87.7%	103 84.4%	94 77.0%	93 76.2%	92 75.4%	86 70.5%	65 53.3%	24 19.7%	9 7.4%	21 17.2%	86 70.5%					
FALL 1996:	112	107 95.5%	86 76.8%	82 73.2%	75 67.0%	75 67.0%	69 61.6%	68 60.7%	56 50.0%	14 12.5%	9 8.0%	10 8.9%	66 58.9%					
FALL 1997:	117	109 93.2%	89 76.1%	87 74.4%	79 67.5%	76 65.0%	77 65.8%	74 63.2%	54 46.2%	18 15.4%	10 8.5%	16 13.7%	70 59.8%					
FALL 1998:	104	101 97.1%	82 78.8%	79 76.0%	70 67.3%	67 64.4%	68 65.4%	65 62.5%	45 43.3%	20 19.2%	9 8.7%	14 13.5%	59 56.7%					
FALL 1999:	108	108 100.0%	98 90.7%	94 87.0%	88 81.5%	87 80.6%	85 78.7%	79 73.1%	51 47.2%	29 26.9%	16 14.8%	24 22.2%	75 69.4%	5 4.6%	2 1.9%	5 4.6%	80 74.1%	
FALL 2000:	135	127 94.1%	113 83.7%	113 83.7%	97 71.9%	93 68.9%	89 65.9%	83 61.5%	56 41.5%	31 23.0%	19 14.1%	23 17.0%	79 58.5%	4 3.0%	3 2.2%	3 2.2%	82 60.7%	
FALL 2001:	121	107 88.4%	87 71.9%	83 68.6%	80 66.1%	79 65.3%	76 62.8%	74 61.2%	52 43.0%	24 19.8%	8 6.6%	23 19.0%	75 62.0%	1 0.8%	1 0.8%	1 0.8%	76 62.8%	
FALL 2002:	122	111 91.0%	97 79.5%	93 76.2%	90 73.8%	87 71.3%	87 71.3%	77 63.1%	59 48.4%	27 22.1%	11 9.0%	25 20.5%	84 68.9%	2 1.6%	1 0.8%	2 1.6%	86 70.5%	
FALL 2003:	91	89 97.8%	79 86.8%	75 82.4%	71 78.0%	70 76.9%	67 73.6%	63 69.2%	45 49.5%	19 20.9%	6 6.6%	17 18.7%	62 68.1%	1 1.1%	0 0.0%	1 1.1%	63 69.2%	
FALL 2004:	105	99 94.3%	92 87.6%	92 87.6%	86 81.9%	87 82.9%	84 80.0%	78 74.3%	57 54.3%	28 26.7%	13 12.4%	25 23.8%	82 78.1%	0 0.0%				
FALL 2005:	111	108 97.3%	101 91.0%	94 84.7%	85 76.6%	82 73.9%	83 74.8%	78 70.3%	46 41.4%	29 26.1%								
FALL 2006:	87	83 95.4%	76 87.4%	73 83.9%	67 77.0%	66 75.9%	65 74.7%											
FALL 2007:	93	85 91.4%	73 78.5%	67 72.0%	62 66.7%													
FALL 2008:	86	80 93.0%	66 76.7%															
FALL 2009:	118																	
AVERAGE:	117.1	94.9%	81.8%	78.5%	72.0%	71.2%	69.1%	65.5%	49.2%	17.7%	8.0%	14.6%	64.1%	1.9%	1.1%	2.1%	67.5%	

**Table 5e**

**Retention of First-Time First-Year Students (Baldwin Campus)  
No Greek Affiliation**

Entering Cohort Semester	Entering Cohort Total	Returned as...								4-Year Grads	Returned for 5th Year		5-Year Grads	5-Year Total Grads	Returned for 6th Year		6-Year Grads	6-Year Total Grads
		1stYr Spring	Sophomore Fall Spring		Junior Fall Spring		Senior Fall Spring		Fall		Spring	Fall			Spring			
FALL 1986:	112	95 84.8%	74 66.1%	69 61.6%	55 49.1%	55 49.1%	52 46.4%	52 46.4%	37 33.0%	8 7.1%	5 4.5%	8 7.1%	45 40.2%					
FALL 1987:	124	113 91.1%	78 62.9%	71 57.3%	58 46.8%	55 44.4%	50 40.3%	47 37.9%	32 25.8%	12 9.7%	5 4.0%	13 10.5%	45 36.3%					
FALL 1988:	117	98 83.8%	76 65.0%	71 60.7%	54 46.2%	53 45.3%	45 38.5%	43 36.8%	28 23.9%	14 12.0%	8 6.8%	12 10.3%	40 34.2%					
FALL 1989:	76	69 90.8%	44 57.9%	39 51.3%	32 42.1%	26 34.2%	26 34.2%	23 30.3%	15 19.7%	5 6.6%	4 5.3%	5 6.6%	20 26.3%					
FALL 1990:	80	65 81.3%	63 78.8%	51 63.8%	45 56.3%	39 48.8%	38 47.5%	36 45.0%	26 32.5%	10 12.5%	3 3.8%	9 11.3%	35 43.8%					
FALL 1991:	59	48 81.4%	39 66.1%	31 52.5%	32 54.2%	30 50.8%	26 44.1%	23 39.0%	18 30.5%	5 8.5%	1 1.7%	3 5.1%	21 35.6%					
FALL 1992:	61	50 82.0%	41 67.2%	41 67.2%	35 57.4%	35 57.4%	31 50.8%	28 45.9%	22 36.1%	6 9.8%	1 1.6%	5 8.2%	27 44.3%					
FALL 1993:	70	58 82.9%	48 68.6%	43 61.4%	39 55.7%	38 54.3%	34 48.6%	34 48.6%	32 45.7%	3 4.3%	1 1.4%	2 2.9%	34 48.6%					
FALL 1994:	98	86 87.8%	66 67.3%	59 60.2%	51 52.0%	52 53.1%	49 50.0%	42 42.9%	35 35.7%	15 15.3%	6 6.1%	13 13.3%	48 49.0%					
FALL 1995:	96	83 86.5%	64 66.7%	62 64.6%	57 59.4%	53 55.2%	49 51.0%	46 47.9%	35 36.5%	17 17.7%	8 8.3%	14 14.6%	49 51.0%					
FALL 1996:	73	58 79.5%	44 60.3%	43 58.9%	40 54.8%	40 54.8%	38 52.1%	37 50.7%	25 34.2%	12 16.4%	5 6.8%	9 12.3%	34 46.6%					
FALL 1997:	104	94 90.4%	64 61.5%	63 60.6%	57 54.8%	57 54.8%	53 51.0%	51 49.0%	35 33.7%	19 18.3%	5 4.8%	17 16.3%	52 50.0%					
FALL 1998:	95	81 85.3%	63 66.3%	61 64.2%	55 57.9%	53 55.8%	52 54.7%	45 47.4%	24 25.3%	21 22.1%	7 7.4%	20 21.1%	44 46.3%					
FALL 1999:	76	68 89.5%	51 67.1%	48 63.2%	41 53.9%	39 51.3%	35 46.1%	33 43.4%	21 27.6%	14 18.4%	4 5.3%	12 15.8%	33 43.4%	2 2.6%	3 3.9%	2 2.6%	35 46.1%	
FALL 2000:	81	74 91.4%	63 77.8%	58 71.6%	54 66.7%	53 65.4%	53 65.4%	49 60.5%	38 46.9%	13 16.0%	6 7.4%	11 13.6%	49 60.5%	2 2.5%	1 1.2%	2 2.5%	51 63.0%	
FALL 2001:	129	114 88.4%	94 72.9%	89 69.0%	79 61.2%	79 61.2%	72 55.8%	65 50.4%	47 36.4%	23 17.8%	14 10.9%	17 13.2%	64 49.6%	4 3.1%	3 2.3%	4 3.1%	68 52.7%	
FALL 2002:	109	94 86.2%	75 68.8%	67 61.5%	57 52.3%	53 48.6%	51 46.8%	47 43.1%	27 24.8%	22 20.2%	14 12.8%	21 19.3%	48 44.0%	2 1.8%	2 1.8%	2 1.8%	50 45.9%	
FALL 2003:	134	110 82.1%	72 53.7%	70 52.2%	64 47.8%	64 47.8%	62 46.3%	58 43.3%	36 26.9%	23 17.2%	9 6.7%	21 15.7%	57 42.5%	1 0.7%	2 1.5%	2 1.5%	59 44.0%	
FALL 2004:	98	86 87.8%	72 73.5%	69 70.4%	65 66.3%	62 63.3%	61 62.2%	59 60.2%	43 43.9%	15 15.3%	9 9.2%	11 11.2%	54 55.1%	2 2.0%				
FALL 2005:	128	104 81.3%	85 66.4%	82 64.1%	73 57.0%	73 57.0%	71 55.5%	67 52.3%	40 31.3%	23 18.0%								
FALL 2006:	149	126 84.6%	109 73.2%	105 70.5%	88 59.1%	84 56.4%	81 54.4%											
FALL 2007:	157	139 88.5%	109 69.4%	102 65.0%	85 54.1%													
FALL 2008:	153	139 90.8%	113 73.9%															
FALL 2009:	139																	
AVERAGE:	103.7	85.8%	67.2%	62.3%	54.8%	52.8%	49.6%	46.0%	32.5%	14.2%	6.0%	12.0%	44.6%	2.1%	2.2%	2.3%	50.3%	

**Table 5f**

**Retention of First-Time First-Year Students (Baldwin Campus)  
Athletes**

Entering Cohort	Entering Cohort	Returned as...							4-Year	Returned for 5th Year		5-Year	5-Year Total	Returned for 6th Year		6-Year	6-Year Total
		IstYr	Sophomore	Junior		Senior		Fall		Spring	Fall			Spring			
Semester	Total	Spring	Fall	Spring	Fall	Spring	Fall	Spring	Grads	Fall	Spring	Grads	Grads	Fall	Spring	Grads	Grads
FALL 1992:	77	75 97.4%	66 85.7%	61 79.2%	56 72.7%	57 74.0%	55 71.4%	52 67.5%	33 42.9%	20 26.0%	11 14.3%	16 20.8%	49 63.6%				
FALL 1993:	62	57 91.9%	52 83.9%	49 79.0%	43 69.4%	42 67.7%	40 64.5%	40 64.5%	32 51.6%	7 11.3%	1 1.6%	4 6.5%	36 58.1%				
FALL 1994:	83	75 90.4%	59 71.1%	56 67.5%	48 57.8%	50 60.2%	48 57.8%	44 53.0%	30 36.1%	15 18.1%	9 10.8%	12 14.5%	42 50.6%				
FALL 1995:	104	97 93.3%	80 76.9%	77 74.0%	69 66.3%	67 64.4%	67 64.4%	64 61.5%	46 44.2%	18 17.3%	5 4.8%	14 13.5%	60 57.7%				
FALL 1996:	81	72 88.9%	53 65.4%	51 63.0%	46 56.8%	47 58.0%	43 53.1%	41 50.6%	29 35.8%	15 18.5%	8 9.9%	13 16.0%	42 51.9%				
FALL 1997:	111	99 89.2%	64 57.7%	64 57.7%	58 52.3%	56 50.5%	54 48.6%	51 45.9%	33 29.7%	19 17.1%	8 7.2%	16 14.4%	49 44.1%				
FALL 1998:	98	90 91.8%	72 73.5%	69 70.4%	65 66.3%	62 63.3%	63 64.3%	60 61.2%	33 33.7%	27 27.6%	11 11.2%	21 21.4%	54 55.1%				
FALL 1999:	79	76 96.2%	62 78.5%	60 75.9%	53 67.1%	53 67.1%	52 65.8%	51 64.6%	31 39.2%	20 25.3%	9 11.4%	19 24.1%	50 63.3%	2 2.5%	2 2.5%	2 2.5%	52 65.8%
FALL 2000:	85	77 90.6%	69 81.2%	69 81.2%	62 72.9%	59 69.4%	56 65.9%	54 63.5%	38 44.7%	17 20.0%	10 11.8%	12 14.1%	50 58.8%	3 3.5%	2 2.4%	2 2.4%	52 61.2%
FALL 2001:	76	68 89.5%	56 73.7%	54 71.1%	51 67.1%	50 65.8%	44 57.9%	41 53.9%	28 36.8%	15 19.7%	7 9.2%	14 18.4%	42 55.3%	0 0.0%	1 1.3%	0 0.0%	42 55.3%
FALL 2002:	87	76 87.4%	61 70.1%	56 64.4%	50 57.5%	48 55.2%	48 55.2%	45 51.7%	27 31.0%	21 24.1%	11 12.6%	19 21.8%	46 52.9%	2 2.3%	1 1.1%	2 2.3%	48 55.2%
FALL 2003:	87	73 83.9%	58 66.7%	55 63.2%	50 57.5%	50 57.5%	48 55.2%	47 54.0%	32 36.8%	14 16.1%	5 5.7%	13 14.9%	45 51.7%	0 0.0%	1 1.1%	1 1.1%	46 52.9%
FALL 2004:	88	80 90.9%	72 81.8%	69 78.4%	65 73.9%	64 72.7%	64 72.7%	63 71.6%	37 42.0%	24 27.3%	14 15.9%	20 22.7%	57 64.8%	2 2.3%			
FALL 2005:	109	101 92.7%	93 85.3%	88 80.7%	76 69.7%	74 67.9%	74 67.9%	70 64.2%	40 39.6%	29 31.2%							
FALL 2006:	108	100 92.6%	89 82.4%	86 79.6%	76 70.4%	75 69.4%	72 66.7%										
FALL 2007:	130	117 90.0%	92 70.8%	86 66.2%	74 56.9%												
FALL 2008:	113	103 91.2%	84 74.3%														
FALL 2009:	149																
AVERAGE:	99.3	91.0%	75.2%	72.0%	64.7%	64.2%	62.1%	59.1%	38.9%	21.4%	9.7%	17.2%	56.0%	1.8%	1.7%	1.7%	58.1%

Source: Office of Institutional Research

**Table 5g**

**Retention of First-Time First-Year Students (Baldwin Campus)  
Non-Athletes**

Entering Cohort Semester	Entering Cohort Total	Returned as...							4-Year Grads	Returned for 5th Year		5-Year Grads	5-Year Total Grads	Returned for 6th Year		6-Year Grads	6-Year Total Grads
		1stYr Spring	Sophomore Fall	Sophomore Spring	Junior Fall	Junior Spring	Senior Fall	Senior Spring		Fall	Spring			Fall	Spring		
FALL 1992:	121	107 88.4%	94 77.7%	88 72.7%	77 63.6%	77 63.6%	73 60.3%	67 55.4%	56 46.3%	14 11.6%	8 6.6%	8 6.6%	64 52.9%				
FALL 1993:	144	131 91.0%	110 76.4%	105 72.9%	92 63.9%	89 61.8%	82 56.9%	79 54.9%	68 47.2%	13 9.0%	7 4.9%	12 8.3%	80 55.6%				
FALL 1994:	128	114 89.1%	91 71.1%	83 64.8%	75 58.6%	76 59.4%	74 57.8%	65 50.8%	52 40.6%	25 19.5%	10 7.8%	21 16.4%	73 57.0%				
FALL 1995:	114	103 90.4%	91 79.8%	88 77.2%	82 71.9%	79 69.3%	74 64.9%	68 59.6%	54 47.4%	23 20.2%	12 10.5%	21 18.4%	75 65.8%				
FALL 1996:	104	93 89.4%	77 74.0%	74 71.2%	69 66.3%	68 65.4%	64 61.5%	64 61.5%	52 50.0%	11 10.6%	6 5.8%	6 5.8%	58 55.8%				
FALL 1997:	110	104 94.5%	89 80.9%	86 78.2%	78 70.9%	77 70.0%	76 69.1%	74 67.3%	56 50.9%	18 16.4%	7 6.4%	17 15.5%	73 66.4%				
FALL 1998:	101	92 91.1%	73 72.3%	70 69.3%	60 59.4%	58 57.4%	57 56.4%	50 49.5%	36 35.6%	14 13.9%	5 5.0%	13 12.9%	49 48.5%				
FALL 1999:	105	100 95.2%	87 82.9%	82 78.1%	76 72.4%	73 69.5%	68 64.8%	61 58.1%	41 39.0%	23 21.9%	11 10.5%	17 16.2%	58 55.2%	5 4.8%	3 2.9%	5 4.8%	63 60.0%
FALL 2000:	131	124 94.7%	109 83.2%	102 77.9%	89 67.9%	87 66.4%	86 65.6%	80 61.1%	56 42.7%	27 20.6%	15 11.5%	22 16.8%	78 59.5%	3 2.3%	2 1.5%	3 2.3%	81 61.8%
FALL 2001:	174	153 87.9%	125 71.8%	118 67.8%	108 62.1%	108 62.1%	104 59.8%	98 56.3%	71 40.8%	32 18.4%	15 8.6%	26 14.9%	97 55.7%	5 2.9%	3 1.7%	5 2.9%	102 58.6%
FALL 2002:	144	129 89.6%	111 77.1%	104 72.2%	97 67.4%	92 63.9%	90 62.5%	79 54.9%	59 41.0%	28 19.4%	14 9.7%	27 18.8%	86 59.7%	2 1.4%	2 1.4%	2 1.4%	88 61.1%
FALL 2003:	138	126 91.3%	93 67.4%	90 65.2%	85 61.6%	84 60.9%	81 58.7%	74 53.6%	49 35.5%	28 20.3%	10 7.2%	25 18.1%	74 53.6%	2 1.4%	1 0.7%	2 1.4%	76 55.1%
FALL 2004:	115	105 91.3%	92 80.0%	92 80.0%	86 74.8%	85 73.9%	81 70.4%	74 64.3%	63 54.8%	19 16.5%	8 7.0%	16 13.9%	79 68.7%	0 0.0%			
FALL 2005:	130	111 85.4%	93 71.5%	88 67.7%	82 63.1%	81 62.3%	80 61.5%	75 57.7%	46 35.4%	23 17.7%							
FALL 2006:	128	109 85.2%	96 75.0%	92 71.9%	79 61.7%	75 58.6%	74 57.8%										
FALL 2007:	120	107 89.2%	90 75.0%	83 69.2%	73 60.8%												
FALL 2008:	126	116 92.1%	95 75.4%														
FALL 2009:	108																
<b>AVERAGE:</b>	<b>123.5</b>	<b>90.3%</b>	<b>76.0%</b>	<b>72.3%</b>	<b>65.4%</b>	<b>64.3%</b>	<b>61.9%</b>	<b>57.5%</b>	<b>43.4%</b>	<b>16.9%</b>	<b>7.8%</b>	<b>14.0%</b>	<b>58.0%</b>	<b>2.1%</b>	<b>1.6%</b>	<b>2.6%</b>	<b>59.3%</b>

Source: Office of Institutional Research

**Table 5h**

**Retention of First-Time First-Year Students (Baldwin Campus)  
Football Players**

Entering Cohort	Entering Cohort	Returned as...								4-Year	Returned for 5th Year		5-Year	5-Year Total	Returned for 6th Year		6-Year	6-Year Total
		1stYr	Sophomore		Junior		Senior		Fall		Spring	Fall			Spring			
Semester	Total	Spring	Fall	Spring	Fall	Spring	Fall	Spring	Grads	Fall	Spring	Grads	Grads	Fall	Spring	Grads		
FALL 1986:	49	40 81.6%	36 73.5%	31 63.3%	22 44.9%	22 44.9%	22 44.9%	22 44.9%	13 26.5%	5 10.2%	4 8.2%	5 10.2%	18 36.7%					
FALL 1987:	41	40 97.6%	33 80.5%	30 73.2%	28 68.3%	26 63.4%	25 61.0%	25 61.0%	16 39.0%	7 17.1%	4 9.8%	8 19.5%	24 58.5%					
FALL 1988:	32	26 81.3%	22 68.8%	21 65.6%	17 53.1%	16 50.0%	12 37.5%	12 37.5%	6 18.8%	7 21.9%	6 18.8%	6 18.8%	12 37.5%					
FALL 1989:	41	40 97.6%	24 58.5%	23 56.1%	20 48.8%	22 53.7%	21 51.2%	21 51.2%	13 31.7%	5 12.2%	2 4.9%	7 17.1%	20 48.8%					
FALL 1990:	25	22 88.0%	14 56.0%	15 60.0%	14 56.0%	14 56.0%	15 60.0%	14 56.0%	8 32.0%	4 16.0%	0 0.0%	4 16.0%	12 48.0%					
FALL 1991:	23	21 91.3%	16 69.6%	14 60.9%	11 47.8%	11 47.8%	11 47.8%	11 47.8%	5 21.7%	5 21.7%	1 4.3%	5 21.7%	10 43.5%					
FALL 1992:	25	24 96.0%	24 96.0%	22 88.0%	19 76.0%	19 76.0%	19 76.0%	19 76.0%	9 36.0%	9 36.0%	4 16.0%	8 32.0%	17 68.0%					
FALL 1993:	23	20 87.0%	18 78.3%	16 69.6%	13 56.5%	12 52.2%	11 47.8%	11 47.8%	7 30.4%	4 17.4%	1 4.3%	1 4.3%	8 34.8%					
FALL 1994:	29	25 86.2%	20 69.0%	20 69.0%	18 62.1%	19 65.5%	19 65.5%	19 65.5%	15 51.7%	4 13.8%	3 10.3%	3 10.3%	18 62.1%					
FALL 1995:	34	32 94.1%	24 70.6%	23 67.6%	19 55.9%	19 55.9%	19 55.9%	19 55.9%	15 44.1%	3 8.8%	2 5.9%	2 5.9%	17 50.0%					
FALL 1996:	27	21 77.8%	13 48.1%	12 44.4%	10 37.0%	10 37.0%	8 29.6%	8 29.6%	4 14.8%	4 14.8%	1 3.7%	4 14.8%	8 29.6%					
FALL 1997:	53	46 86.8%	27 50.9%	27 50.9%	25 47.2%	25 47.2%	25 47.2%	24 45.3%	12 22.6%	11 20.8%	4 7.5%	9 17.0%	21 39.6%					
FALL 1998:	30	28 93.3%	21 70.0%	20 66.7%	19 63.3%	17 56.7%	17 56.7%	15 50.0%	7 23.3%	8 26.7%	3 10.0%	6 20.0%	13 43.3%					
FALL 1999:	24	22 91.7%	16 66.7%	16 66.7%	13 54.2%	12 50.0%	12 50.0%	10 41.7%	3 12.5%	7 29.2%	2 8.3%	8 33.3%	11 45.8%	1 4.2%	0 0.0%	1 4.2%		
FALL 2000:	31	30 96.8%	26 83.9%	25 80.6%	23 74.2%	22 71.0%	22 71.0%	21 67.7%	17 54.8%	5 16.1%	3 9.7%	3 9.7%	20 64.5%	2 6.5%	1 3.2%	2 6.5%		
FALL 2001:	34	26 76.5%	19 55.9%	20 58.8%	19 55.9%	18 52.9%	16 47.1%	15 44.1%	12 35.3%	4 11.8%	2 5.9%	4 11.8%	16 47.1%	0 0.0%	0 0.0%	0 0.0%		
FALL 2002:	28	22 78.6%	14 50.0%	12 42.9%	10 35.7%	9 32.1%	9 32.1%	8 28.6%	5 17.9%	4 14.3%	2 7.1%	3 10.7%	8 28.6%	1 3.6%	0 0.0%	1 3.6%		
FALL 2003:	33	25 75.8%	14 42.4%	11 33.3%	9 27.3%	8 24.2%	8 24.2%	8 24.2%	7 21.2%	1 3.0%	1 3.0%	1 3.0%	8 24.2%	0 0.0%	0 0.0%	0 0.0%		
FALL 2004:	21	17 81.0%	16 76.2%	15 71.4%	14 66.7%	13 61.9%	13 61.9%	13 61.9%	5 23.8%	6 28.6%	3 14.3%	5 23.8%	10 47.6%	0 0.0%				
FALL 2005:	29	26 89.7%	25 86.2%	23 79.3%	19 65.5%	18 62.1%	19 65.5%	16 55.2%	8 27.6%	10 34.5%								
FALL 2006:	27	22 81.5%	17 63.0%	17 63.0%	16 59.3%	15 55.6%	14 51.9%											
FALL 2007:	32	29 90.6%	25 78.1%	22 68.8%	19 59.4%													
FALL 2008:	26	24 92.3%	19 73.1%															
FALL 2009:	40																	
AVERAGE:	30.3	87.5%	68.0%	63.6%	55.2%	53.1%	51.7%	49.6%	29.3%	18.7%	8.0%	15.8%	45.2%	2.4%	0.6%	2.8%		
																44.9%		

**Table 5i**

**Retention of First-Time First-Year Students (Baldwin Campus)  
Minority Students**

Entering Cohort	Entering Cohort	Returned as...							4-Year	Returned for		5-Year	5-Year Total	Returned for		6-Year	6-Year Total
		1stYr	Sophomore		Junior		Senior			5th Year	5-Year			6th Year			
Semester	Total	Spring	Fall	Spring	Fall	Spring	Fall	Spring	Grads	Fall	Spring	Grads	Grads	Fall	Spring	Grads	Grads
FALL 1990:	5	5 100.0%	5 100.0%	5 100.0%	5 100.0%	5 100.0%	4 80.0%	4 80.0%	4 80.0%	0 0.0%	0 0.0%	0 0.0%	4 80.0%				
FALL 1991:	15	15 100.0%	12 80.0%	10 66.7%	8 53.3%	8 53.3%	7 46.7%	7 46.7%	6 40.0%	1 6.7%	0 0.0%	1 6.7%	7 46.7%				
FALL 1992:	8	7 87.5%	6 75.0%	4 50.0%	4 50.0%	4 50.0%	3 37.5%	3 37.5%	3 37.5%	0 0.0%	0 0.0%	0 0.0%	3 37.5%				
FALL 1993:	13	12 92.3%	12 92.3%	11 84.6%	8 61.5%	8 61.5%	8 61.5%	8 61.5%	5 38.5%	1 7.7%	1 7.7%	2 15.4%	7 53.8%				
FALL 1994:	19	15 78.9%	10 52.6%	8 42.1%	5 26.3%	6 31.6%	6 31.6%	5 26.3%	2 10.5%	4 21.1%	3 15.8%	4 21.1%	6 31.6%				
FALL 1995:	23	21 91.3%	15 65.2%	11 47.8%	10 43.5%	9 39.1%	8 34.8%	9 39.1%	6 26.1%	5 21.7%	3 13.0%	2 8.7%	8 34.8%				
FALL 1996:	15	12 80.0%	8 53.3%	7 46.7%	6 40.0%	6 40.0%	6 40.0%	5 33.3%	5 33.3%	0 0.0%	0 0.0%	0 0.0%	5 33.3%				
FALL 1997:	26	22 84.6%	15 57.7%	14 53.8%	12 46.2%	12 46.2%	12 46.2%	12 46.2%	7 26.9%	5 19.2%	0 0.0%	4 15.4%	11 42.3%				
FALL 1998:	19	18 94.7%	12 63.2%	12 63.2%	9 47.4%	9 47.4%	9 47.4%	8 42.1%	4 21.1%	4 21.1%	2 10.5%	4 21.1%	8 42.1%				
FALL 1999:	12	11 91.7%	8 66.7%	8 66.7%	8 66.7%	8 66.7%	7 58.3%	7 58.3%	2 16.7%	5 41.7%	2 16.7%	4 33.3%	6 50.0%	0 0.0%	1 8.3%	0 0.0%	6 50.0%
FALL 2000:	13	10 76.9%	9 69.2%	6 46.2%	6 46.2%	6 46.2%	6 46.2%	6 46.2%	3 23.1%	3 23.1%	1 7.7%	2 15.4%	5 38.5%	1 7.7%	1 7.7%	0 0.0%	5 38.5%
FALL 2001:	25	23 92.0%	17 68.0%	18 72.0%	16 64.0%	16 64.0%	12 48.0%	11 44.0%	7 28.0%	5 20.0%	5 20.0%	4 16.0%	11 44.0%	1 4.0%	0 0.0%	1 4.0%	12 48.0%
FALL 2002:	29	28 96.6%	25 86.2%	20 69.0%	18 62.1%	17 58.6%	16 55.2%	16 55.2%	7 24.1%	8 27.6%	3 10.3%	6 20.7%	13 44.8%	2 6.9%	2 6.9%	2 6.9%	15 51.7%
FALL 2003:	18	16 88.9%	10 55.6%	10 55.6%	10 55.6%	10 55.6%	10 55.6%	10 55.6%	5 27.8%	4 22.2%	2 11.1%	4 22.2%	9 50.0%	0 0.0%	0 0.0%	0 0.0%	9 50.0%
FALL 2004:	27	23 85.2%	22 81.5%	22 81.5%	19 70.4%	18 66.7%	15 55.6%	15 55.6%	10 37.0%	5 18.5%	3 11.1%	4 14.8%	14 51.9%	0 0.0%			
FALL 2005:	34	33 97.1%	29 85.3%	28 82.4%	24 70.6%	23 67.6%	21 61.8%	19 55.9%	10 29.4%	6 17.6%							
FALL 2006:	44	39 88.6%	32 72.7%	28 63.6%	25 56.8%	24 54.5%	24 54.5%										
FALL 2007:	41	38 92.7%	31 75.6%	28 68.3%	21 51.2%												
FALL 2008:	48	40 83.3%	32 66.7%														
FALL 2009:	39																
AVERAGE:	25.2	89.6%	71.9%	64.4%	56.2%	55.8%	50.6%	49.0%	31.2%	16.8%	8.3%	14.0%	45.4%	3.1%	4.6%	2.2%	47.6%

Source: Office of Institutional Research

**Table 5j**

**Retention of First-Time First-Year Students (Baldwin Campus)  
Scholarship Students: Harter, Kimball, University, Departmental, and Presidential**

Entering Cohort	Entering Cohort	Returned as...							4-Year	Returned for		5-Year	5-Year Total	Returned for		6-Year	6-Year Total
		1stYr	Sophomore	Junior		Senior		5th Year		6th Year							
Semester	Total	Spring	Fall	Spring	Fall	Spring	Fall	Spring	Grads	Fall	Spring	Grads	Grads	Fall	Spring	Grads	Grads
FALL 1990:	52	50 96.2%	42 80.8%	39 75.0%	34 65.4%	34 65.4%	32 61.5%	32 61.5%	29 55.8%	2 3.8%	0 0.0%	2 3.8%	31 59.6%				
FALL 1991:	48	47 97.9%	44 91.7%	42 87.5%	41 85.4%	40 83.3%	39 81.3%	35 72.9%	34 70.8%	3 6.3%	2 4.2%	1 2.1%	35 72.9%				
FALL 1992:	45	44 97.8%	40 88.9%	37 82.2%	33 73.3%	33 73.3%	32 71.1%	30 66.7%	28 62.2%	4 8.9%	3 6.7%	3 6.7%	31 68.9%				
FALL 1993:	45	44 97.8%	38 84.4%	38 84.4%	32 71.1%	32 71.1%	30 66.7%	28 62.2%	29 64.4%	2 4.4%	1 2.2%	1 2.2%	30 66.7%				
FALL 1994:	55	52 94.5%	46 83.6%	42 76.4%	38 69.1%	39 70.9%	38 69.1%	32 58.2%	32 58.2%	8 14.5%	2 3.6%	6 10.9%	38 69.1%				
FALL 1995:	46	45 97.8%	40 87.0%	39 84.8%	38 82.6%	38 82.6%	37 80.4%	33 71.7%	30 65.2%	7 15.2%	3 6.5%	7 15.2%	37 80.4%				
FALL 1996:	42	39 92.9%	36 85.7%	36 85.7%	33 78.6%	33 78.6%	30 71.4%	28 66.7%	27 64.3%	4 9.5%	2 4.8%	2 4.8%	29 69.0%				
FALL 1997:	59	58 98.3%	50 84.7%	48 81.4%	44 74.6%	44 74.6%	43 72.9%	40 67.8%	34 57.6%	9 15.3%	3 5.1%	9 15.3%	43 72.9%				
FALL 1998:	67	62 92.5%	57 85.1%	55 82.1%	49 73.1%	50 74.6%	49 73.1%	44 65.7%	31 46.3%	13 19.4%	8 11.9%	11 16.4%	42 62.7%				
FALL 1999:	51	51 100.0%	46 90.2%	43 84.3%	43 84.3%	42 82.4%	41 80.4%	36 70.6%	33 64.7%	7 13.7%	4 7.8%	7 13.7%	40 78.4%	1 2.0%	0 0.0%	1 2.0%	41 80.4%
FALL 2000:	100	96 96.0%	92 92.0%	90 90.0%	85 85.0%	81 81.0%	78 78.0%	69 69.0%	57 57.0%	20 20.0%	11 11.0%	17 17.0%	74 74.0%	2 2.0%	1 1.0%	2 2.0%	76 76.0%
FALL 2001:	187	171 91.4%	146 78.1%	143 76.5%	133 71.1%	132 70.6%	124 66.3%	116 62.0%	88 47.1%	34 18.2%	15 8.0%	28 15.0%	116 62.0%	4 2.1%	3 1.6%	4 2.1%	120 64.2%
FALL 2002:	175	161 92.0%	139 79.4%	129 73.7%	120 68.6%	115 65.7%	114 65.1%	101 57.7%	77 44.0%	35 20.0%	19 10.9%	31 17.7%	108 61.7%	4 2.3%	3 1.7%	4 2.3%	112 64.0%
FALL 2003:	167	150 89.8%	122 73.1%	119 71.3%	110 65.9%	111 66.5%	107 64.1%	100 59.9%	75 44.9%	29 17.4%	10 6.0%	27 16.2%	102 61.1%	1 0.6%	0 0.0%	1 0.6%	103 61.7%
FALL 2004:	116	107 92.2%	94 81.0%	93 80.2%	88 75.9%	88 75.9%	86 74.1%	81 69.8%	63 54.3%	24 20.7%	21 18.1%	21 18.1%	84 72.4%	2 1.7%			
FALL 2005:	181	162 89.5%	146 80.7%	139 76.8%	128 70.7%	127 70.2%	127 70.2%	120 66.3%	74 40.9%	42 23.2%							
FALL 2006:	190	171 90.0%	154 81.1%	152 80.0%	134 70.5%	130 68.4%	126 66.3%										
FALL 2007:	209	193 92.3%	162 77.5%	154 73.7%	136 65.1%												
FALL 2008:	202	191 94.6%	159 78.7%														
FALL 2009:	221																
AVERAGE:	119.9	94.4%	83.3%	80.3%	73.9%	73.8%	71.3%	65.5%	56.1%	14.4%	7.1%	11.7%	68.8%	1.8%	0.9%	1.8%	69.2%

Source: Office of Institutional Research

**Table 5k**

**Retention of First-Time First-Year Students (Baldwin Campus)  
Standards Committee Admits and Students Admitted with Conditions**

Entering Cohort	Entering Cohort	Returned as...							4-Year	Returned for 5th Year		5-Year Grads	5-Year Total Grads	Returned for 6th Year		6-Year Grads	6-Year Total Grads
		1stYr	Sophomore		Junior		Senior			Fall	Spring						
Semester	Total	Spring	Fall	Spring	Fall	Spring	Fall	Spring	Grads	Fall	Spring	Grads	Grads	Fall	Spring	Grads	Grads
FALL 1987:	21	19 90.5%	11 52.4%	10 47.6%	7 33.3%	7 33.3%	5 23.8%	5 23.8%	5 23.8%	1 4.8%	0 0.0%	1 4.8%	6 28.6%				
FALL 1988:	18	15 83.3%	11 61.1%	11 61.1%	10 55.6%	10 55.6%	9 50.0%	8 44.4%	8 44.4%	5 27.8%	4 22.2%	3 16.7%	11 61.1%				
FALL 1989:	27	23 85.2%	22 81.5%	15 55.6%	14 51.9%	14 51.9%	14 51.9%	13 48.1%	9 33.3%	5 18.5%	4 14.8%	5 18.5%	14 51.9%				
FALL 1990:	17	15 88.2%	13 76.5%	12 70.6%	9 52.9%	9 52.9%	9 52.9%	9 52.9%	6 35.3%	3 17.6%	1 5.9%	3 17.6%	9 52.9%				
FALL 1991:	21	19 90.5%	13 61.9%	11 52.4%	10 47.6%	10 47.6%	10 47.6%	9 42.9%	6 28.6%	3 14.3%	1 4.8%	1 4.8%	7 33.3%				
FALL 1992:	13	12 92.3%	9 69.2%	9 69.2%	8 61.5%	8 61.5%	8 61.5%	7 53.8%	2 15.4%	5 38.5%	3 23.1%	4 30.8%	6 46.2%				
FALL 1993:	11	9 81.8%	8 72.7%	8 72.7%	7 63.6%	6 54.5%	5 45.5%	6 54.5%	2 18.2%	2 18.2%	0 0.0%	2 18.2%	4 36.4%				
FALL 1994:	9	6 66.7%	3 33.3%	4 44.4%	3 33.3%	3 33.3%	3 33.3%	3 33.3%	2 22.2%	1 11.1%	1 11.1%	1 11.1%	3 33.3%				
FALL 1995:	7	7 100.0%	6 85.7%	6 85.7%	5 71.4%	5 71.4%	4 57.1%	4 57.1%	2 28.6%	2 28.6%	2 28.6%	2 28.6%	4 57.1%				
FALL 1996:	21	18 85.7%	11 52.4%	9 42.9%	9 42.9%	8 38.1%	8 38.1%	8 38.1%	4 19.0%	4 19.0%	3 14.3%	3 14.3%	7 33.3%				
FALL 1997:	12	12 100.0%	9 75.0%	9 75.0%	7 58.3%	7 58.3%	6 50.0%	6 50.0%	3 25.0%	3 25.0%	0 0.0%	2 16.7%	5 41.7%				
FALL 1998:	17	14 82.4%	8 47.1%	8 47.1%	7 41.2%	6 35.3%	6 35.3%	5 29.4%	0 0.0%	5 29.4%	1 5.9%	5 29.4%	5 29.4%				
FALL 1999:	17	16 94.1%	13 76.5%	12 70.6%	11 64.7%	10 58.8%	10 58.8%	10 58.8%	2 11.8%	8 47.1%	5 29.4%	6 35.3%	8 47.1%	2 11.8%	2 11.8%	2 11.8%	10 58.8%
FALL 2000:	15	12 80.0%	10 66.7%	9 60.0%	7 46.7%	7 46.7%	6 40.0%	5 33.3%	1 6.7%	3 20.0%	2 13.3%	2 13.3%	3 20.0%	0 0.0%	0 0.0%	1 6.7%	4 26.7%
FALL 2001:	8	6 75.0%	4 50.0%	3 37.5%	3 37.5%	3 37.5%	2 25.0%	2 25.0%	0 0.0%	2 25.0%	2 25.0%	2 25.0%	2 25.0%	0 0.0%	0 0.0%	0 0.0%	2 25.0%
FALL 2002:	16	13 81.3%	11 68.8%	10 62.5%	9 56.3%	9 56.3%	9 56.3%	9 56.3%	3 18.8%	5 31.3%	2 12.5%	5 31.3%	8 50.0%	0 0.0%	0 0.0%	0 0.0%	8 50.0%
FALL 2003:	13	12 92.3%	6 46.2%	5 38.5%	4 30.8%	3 23.1%	3 23.1%	3 23.1%	0 0.0%	3 23.1%	2 15.4%	3 23.1%	3 23.1%	0 0.0%	0 0.0%	0 0.0%	3 23.1%
FALL 2004:	15	12 80.0%	10 66.7%	10 66.7%	9 60.0%	9 60.0%	8 53.3%	8 53.3%	3 20.0%	3 20.0%	2 13.3%	3 20.0%	6 40.0%	0 0.0%			
FALL 2005:	18	15 83.3%	12 66.7%	12 66.7%	8 44.4%	7 38.9%	7 38.9%	6 33.3%	3 16.7%	2 11.1%							
FALL 2006:	18	16 88.9%	10 55.6%	8 44.4%	7 38.9%	6 33.3%	6 33.3%										
FALL 2007:	13	8 61.5%	6 46.2%	5 38.5%	3 23.1%												
FALL 2008:	19	15 78.9%	12 63.2%														
FALL 2009:	19																
AVERAGE:	15.5	84.6%	62.5%	57.6%	48.4%	47.4%	43.8%	42.7%	19.4%	22.6%	13.3%	20.0%	39.5%	2.0%	2.4%	3.7%	36.7%



**Table 5I**

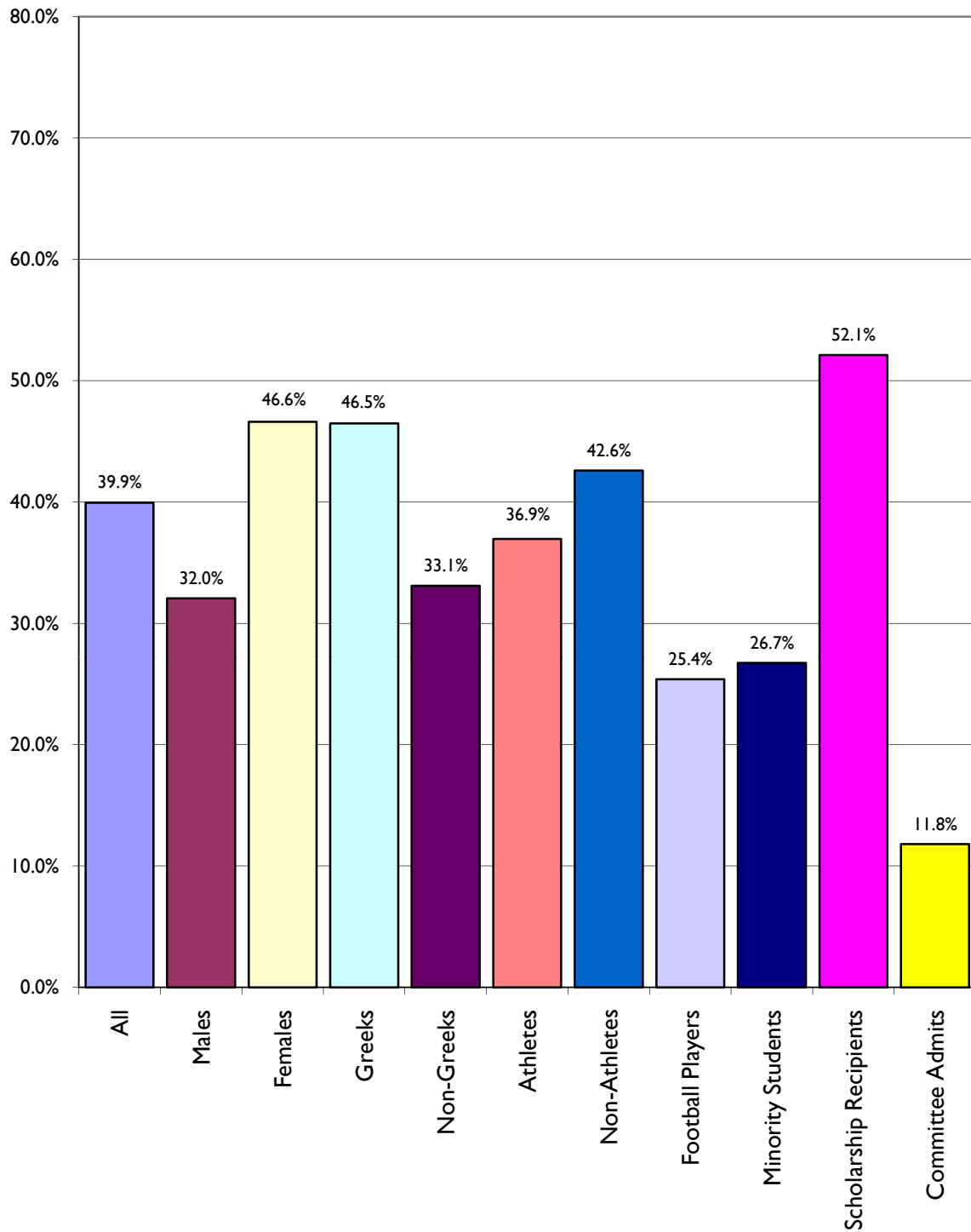
**Graduation Rates for  
Entering Baldwin Campus First-Year Cohorts (1995-2004)**

	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	Average
<b>Total Number in Cohort</b>	<b>185</b>	<b>221</b>	<b>199</b>	<b>184</b>	<b>216</b>	<b>250</b>	<b>231</b>	<b>225</b>	<b>203</b>	<b>239</b>	<b>215</b>
<b>% Graduating within Four Years</b>	<b>43.8%</b>	<b>40.3%</b>	<b>34.7%</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>39.9%</b>
Subgroups:											
Males	30.5%	30.5%	25.8%	23.5%	42.2%	33.3%	30.9%	31.6%	39.5%	32.7%	<b>32.0%</b>
Females	57.8%	49.1%	41.8%	51.5%	44.7%	43.9%	41.6%	40.7%	56.4%	38.5%	<b>46.6%</b>
Greeks	50.0%	46.2%	43.3%	47.2%	41.5%	43.0%	48.4%	49.5%	54.3%	41.4%	<b>46.5%</b>
Non-Greeks	34.2%	33.7%	25.3%	27.6%	46.9%	36.4%	24.8%	26.9%	43.9%	31.3%	<b>33.1%</b>
Athletes	35.8%	29.7%	33.7%	39.2%	44.7%	36.8%	31.0%	36.8%	42.0%	39.6%	<b>36.9%</b>
Non-Athletes	50.0%	50.9%	35.6%	39.0%	42.7%	40.8%	41.0%	35.5%	54.8%	35.4%	<b>42.6%</b>
Football Players	14.8%	22.6%	23.3%	12.5%	54.8%	35.3%	17.9%	21.2%	23.8%	27.6%	<b>25.4%</b>
Minority Students	33.3%	26.9%	21.1%	16.7%	23.1%	28.0%	24.1%	27.8%	37.0%	29.4%	<b>26.7%</b>
Scholarship Recipients	64.3%	57.6%	46.3%	64.7%	57.0%	47.1%	44.0%	44.9%	54.3%	40.9%	<b>52.1%</b>
Committee Admits	19.0%	25.0%	0.0%	11.8%	6.7%	0.0%	18.8%	0.0%	20.0%	16.7%	<b>11.8%</b>
<b>% Graduating within Five Years</b>	<b>54.1%</b>	<b>55.2%</b>	<b>51.8%</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>56.8%</b>
Subgroups:											
Males	42.1%	46.7%	50.6%	50.6%	55.9%	49.0%	52.1%	48.7%	60.5%		<b>50.7%</b>
Females	66.7%	62.9%	52.7%	65.0%	62.3%	60.1%	60.6%	57.4%	71.8%		<b>62.2%</b>
Greeks	58.9%	59.8%	56.7%	69.4%	58.5%	62.0%	68.9%	68.1%	78.1%		<b>64.5%</b>
Non-Greeks	46.6%	50.0%	46.3%	43.4%	60.5%	49.6%	44.0%	42.5%	55.1%		<b>48.7%</b>
Athletes	51.9%	44.1%	55.1%	63.3%	58.8%	55.3%	52.9%	51.7%	64.8%		<b>55.3%</b>
Non-Athletes	55.8%	66.4%	48.5%	55.2%	59.5%	55.7%	59.7%	53.6%	68.7%		<b>58.1%</b>
Football Players	29.6%	39.6%	43.3%	45.8%	64.5%	47.1%	28.6%	24.2%	47.6%		<b>41.2%</b>
Minority Students	33.3%	42.3%	42.1%	50.0%	38.5%	44.0%	44.8%	50.0%	51.9%		<b>44.1%</b>
Scholarship Recipients	69.0%	72.9%	62.7%	78.4%	74.0%	62.0%	61.7%	61.1%	72.4%		<b>68.3%</b>
Committee Admits	33.3%	41.7%	29.4%	47.1%	20.0%	25.0%	50.0%	23.1%	20.0%		<b>32.2%</b>
<b>% Graduating within Six Years</b>				<b>62.5%</b>	<b>61.6%</b>	<b>57.6%</b>	<b>58.9%</b>	<b>54.2%</b>			<b>59.0%</b>
Subgroups:											
Males				59.3%	58.8%	51.0%	54.3%	51.3%			<b>54.9%</b>
Females				65.0%	64.0%	62.2%	62.0%	57.4%			<b>62.1%</b>
Greeks				74.1%	60.7%	62.8%	70.5%	69.2%			<b>67.5%</b>
Non-Greeks				46.1%	63.0%	52.7%	45.9%	44.0%			<b>50.3%</b>
Athletes				65.8%	61.2%	55.3%	55.2%	52.9%			<b>58.1%</b>
Non-Athletes				60.0%	61.8%	58.6%	61.1%	55.1%			<b>59.3%</b>
Football Players				50.0%	71.0%	47.1%	32.1%	24.2%			<b>44.9%</b>
Minority Students				50.0%	38.5%	48.0%	51.7%	50.0%			<b>47.6%</b>
Scholarship Recipients				80.4%	76.0%	64.2%	64.0%	61.7%			<b>69.2%</b>
Committee Admits				58.8%	26.7%	25.0%	50.0%	23.1%			<b>36.7%</b>

Source: Office of Institutional Research

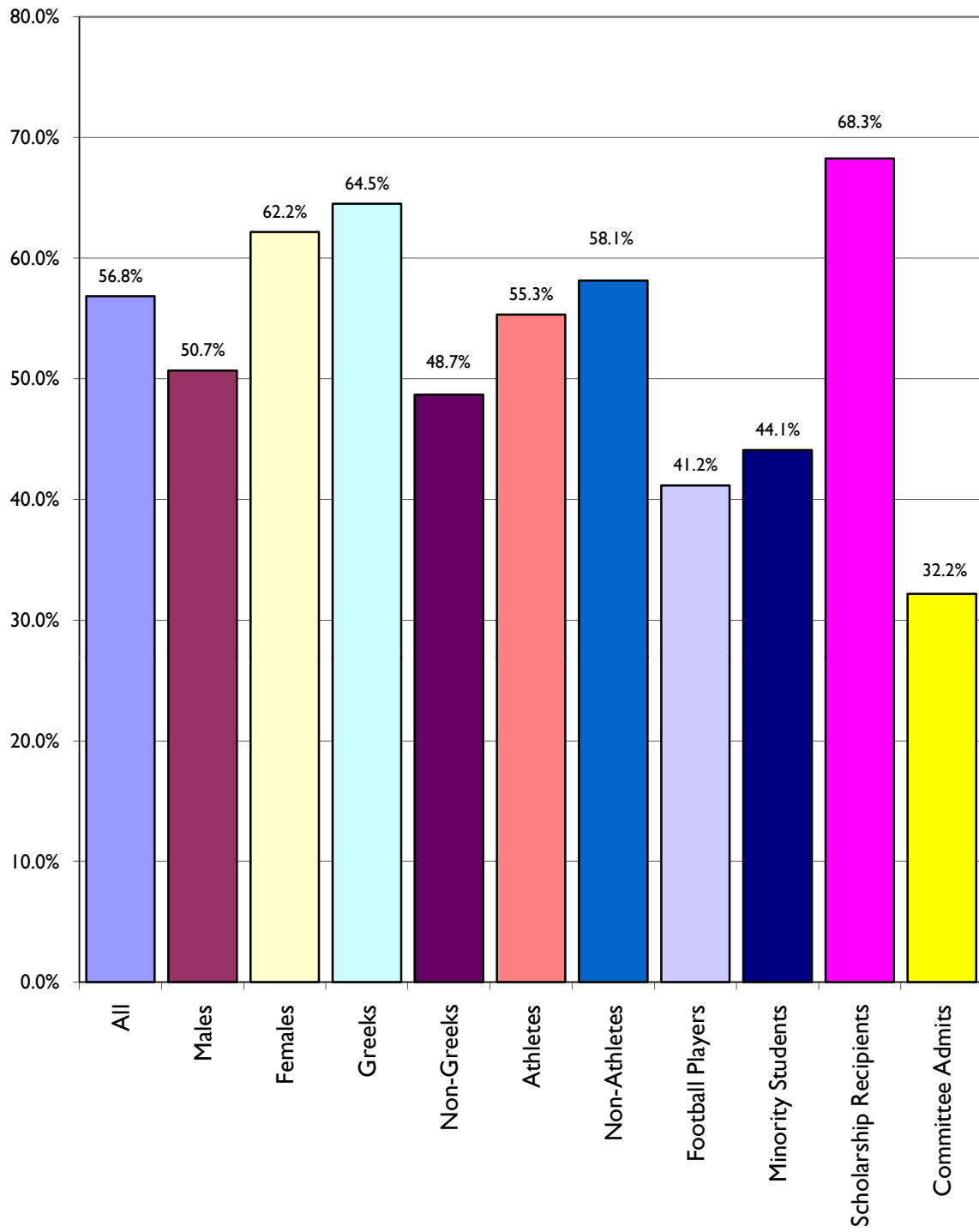
**Figure 5c**

4-Year Graduation Rates for Fall Entering Cohorts  
(Average from 1996 to 2005)



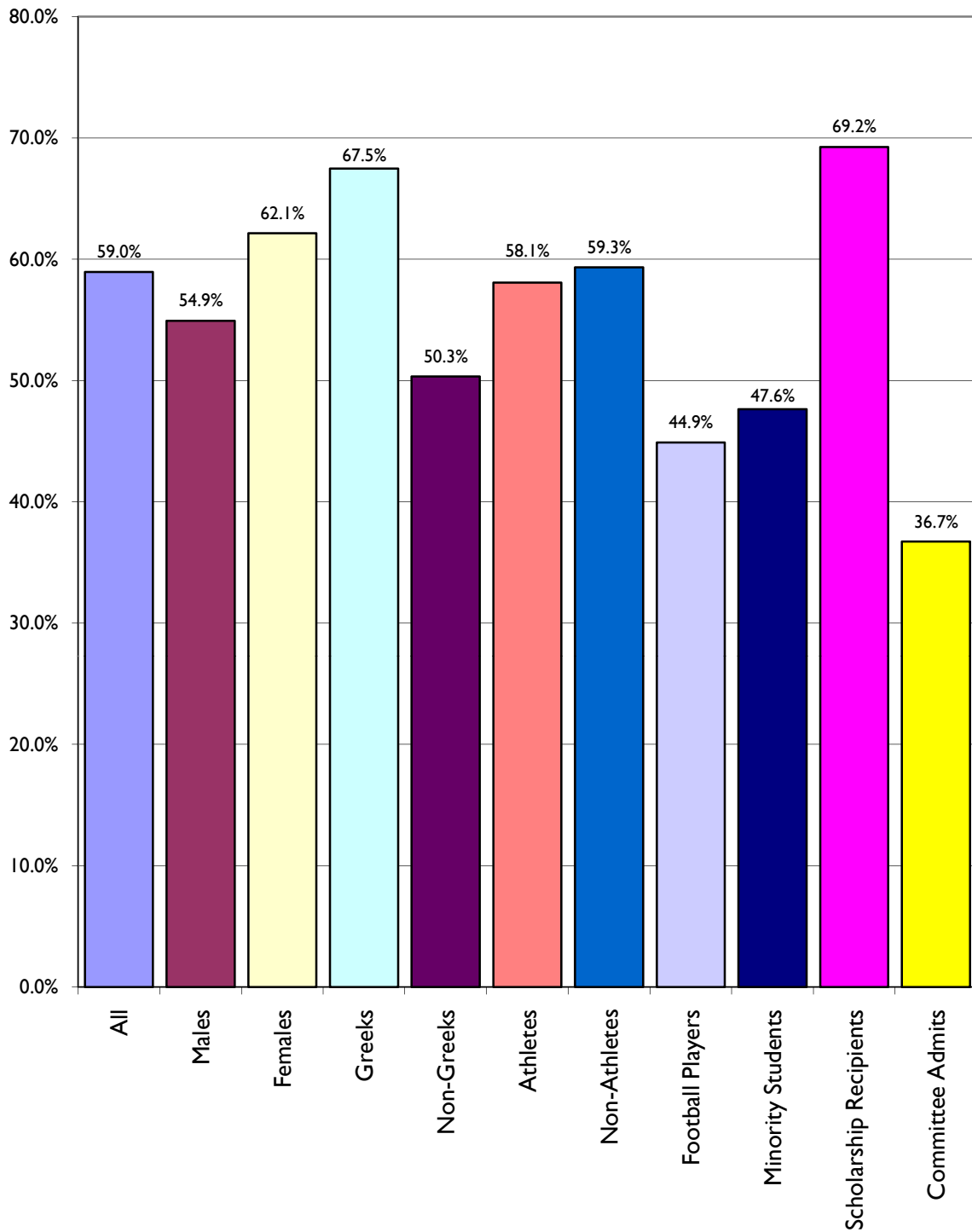
**Figure 5d**

5-Year Graduation Rates for Fall Entering Cohorts  
(Average from 1996 to 2004)



**Figure 5e**

6-Year Graduation Rates for Fall Entering Cohorts  
(Average from 1999 to 2003)



## Exhibit 6

### Retention of Transfer Students (Baldwin Campus)

The following table and figure present transfer retention data for the Baldwin campus since the fall of 1993. Tracking transfer students is different than tracking first-time first-year students in that the "expected" time until graduation varies from student to student. Therefore, the most meaningful retention statistics regarding transfer students are: 1) the number and percentage who graduate; 2) the number and percentage who do not graduate; and 3) the number and percentage of those who persist but have not yet graduated.

The number and percentages of those within each entering "transfer cohort" who have graduated or who have neither graduated nor returned are listed in the last two columns of Table 6. The number and percentage of transfer students who have returned but have not yet graduated are tracked along the middle columns of the table according to how many semesters these students have been at Baker. The average graduation and non-returning rates presented in the lower right corner of the table only summarize those cohorts considered "complete," which occurs when it has been ten semesters since the cohort entered Baker. The benchmark of ten semesters is used because by this point, with only an occasional exception, all of the students have either graduated or are no longer enrolled at Baker.

Figure 6 compares the graduation and non-returning rates for each of the "completed" cohorts (fall 1993 through spring 2005). Examining these rates for the four most recent "completed" fall cohorts (2001, 2002, 2003, and 2004) shows that the graduation rate for each has been fairly constant with the most recent two cohorts graduating a bit higher than previous ones (54.3%, 55.3%, 59.5%, and 64.9%, respectively). Graduation rates for smaller spring cohorts tend to vary quite a bit more from year to year, since relatively small changes in totals have a larger impact on these percentages given the smaller original cohort sizes.

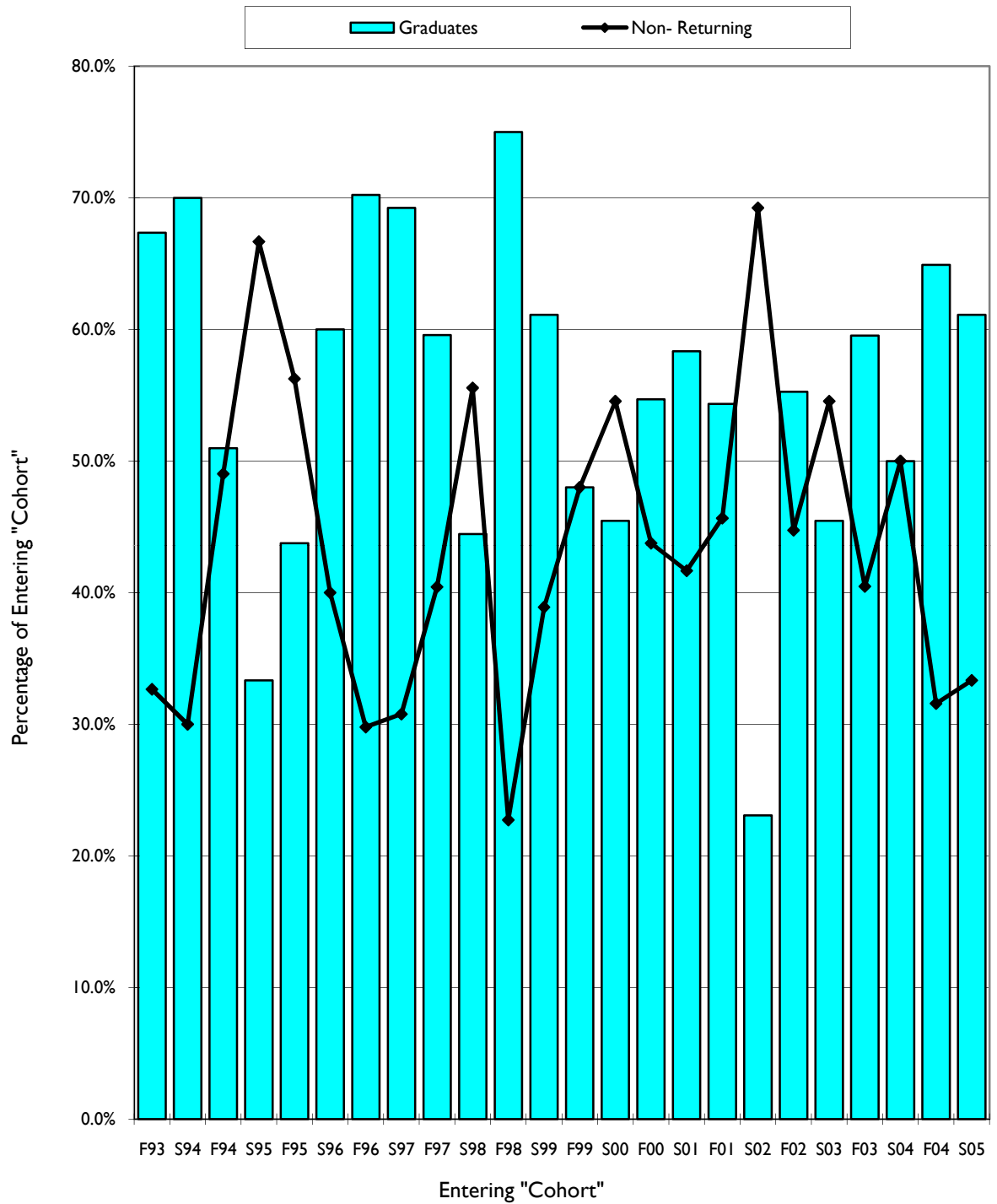
**Table 6**  
**Retention of Baldwin Campus Transfer Students**

Entering Cohort	Size of Cohort	Returned for "X" Semesters									Graduates	Non-Returning
		2	3	4	5	6	7	8	9	10		
FALL 1993	49	38 77.6%	39 79.6%	31 63.3%	20 40.8%	15 30.6%	4 8.2%	2 4.1%	0 0.0%	0 0.0%	33 67.3%	16 32.7%
SPRING 1994	10	9 90.0%	9 90.0%	10 100.0%	7 70.0%	7 70.0%	6 60.0%	1 10.0%	0 0.0%	0 0.0%	7 70.0%	3 30.0%
FALL 1994	51	43 84.3%	37 72.5%	34 66.7%	26 51.0%	18 35.3%	5 9.8%	2 3.9%	0 0.0%	0 0.0%	26 51.0%	25 49.0%
SPRING 1995	18	15 83.3%	10 55.6%	9 50.0%	7 38.9%	4 22.2%	4 22.2%	0 0.0%	0 0.0%	0 0.0%	6 33.3%	12 66.7%
FALL 1995	48	36 75.0%	29 60.4%	25 52.1%	11 22.9%	8 16.7%	3 6.3%	1 2.1%	0 0.0%	0 0.0%	21 43.8%	27 56.3%
SPRING 1996	10	7 70.0%	7 70.0%	5 50.0%	5 50.0%	2 20.0%	1 10.0%	1 10.0%	0 0.0%	0 0.0%	6 60.0%	4 40.0%
FALL 1996	47	44 93.6%	38 80.9%	39 83.0%	31 66.0%	24 51.1%	11 23.4%	5 10.6%	0 0.0%	0 0.0%	33 70.2%	14 29.8%
SPRING 1997	13	10 76.9%	10 76.9%	8 61.5%	8 61.5%	4 30.8%	3 23.1%	1 7.7%	1 7.7%	0 0.0%	9 69.2%	4 30.8%
FALL 1997	47	41 87.2%	35 74.5%	33 70.2%	26 55.3%	20 42.6%	9 19.1%	6 12.8%	4 8.5%	0 0.0%	28 59.6%	19 40.4%
SPRING 1998	9	8 88.9%	5 55.6%	4 44.4%	4 44.4%	4 44.4%	3 33.3%	1 11.1%	0 0.0%	0 0.0%	4 44.4%	5 55.6%
FALL 1998	44	38 86.4%	37 84.1%	35 79.5%	28 63.6%	25 56.8%	10 22.7%	5 11.4%	1 2.3%	1 2.3%	33 75.0%	10 22.7%
SPRING 1999	18	14 77.8%	11 61.1%	12 66.7%	11 61.1%	5 27.8%	4 22.2%	0 0.0%	0 0.0%	0 0.0%	11 61.1%	7 38.9%
FALL 1999	25	22 88.0%	16 64.0%	14 56.0%	10 40.0%	6 24.0%	4 16.0%	4 16.0%	1 4.0%	1 4.0%	12 48.0%	12 48.0%
SPRING 2000	22	17 77.3%	16 72.7%	13 59.1%	12 54.5%	9 40.9%	5 22.7%	2 9.1%	2 9.1%	0 0.0%	10 45.5%	12 54.5%
FALL 2000	64	50 78.1%	44 68.8%	39 60.9%	25 39.1%	16 25.0%	5 7.8%	2 3.1%	3 4.7%	1 1.6%	35 54.7%	28 43.8%
SPRING 2001	12	9 75.0%	7 58.3%	6 50.0%	6 50.0%	4 33.3%	1 8.3%	1 8.3%	0 0.0%	0 0.0%	7 58.3%	5 41.7%
FALL 2001	46	41 89.1%	28 60.9%	26 56.5%	17 37.0%	12 26.1%	7 15.2%	5 10.9%	0 0.0%	0 0.0%	25 54.3%	21 45.7%
SPRING 2002	13	8 61.5%	5 38.5%	3 23.1%	3 23.1%	2 15.4%	2 15.4%	2 15.4%	1 7.7%	1 7.7%	3 23.1%	9 69.2%
FALL 2002	38	31 81.6%	23 60.5%	23 60.5%	15 39.5%	15 39.5%	10 26.3%	4 10.5%	1 2.6%	0 0.0%	21 55.3%	17 44.7%
SPRING 2003	11	11 100.0%	11 100.0%	8 72.7%	8 72.7%	6 54.5%	6 54.5%	1 9.1%	1 9.1%	0 0.0%	5 45.5%	6 54.5%
FALL 2003	42	32 76.2%	32 76.2%	31 73.8%	26 61.9%	20 47.6%	8 19.0%	4 9.5%	2 4.8%	0 0.0%	25 59.5%	17 40.5%
SPRING 2004	6	4 66.7%	3 50.0%	2 33.3%	2 33.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	3 50.0%	3 50.0%
FALL 2004	57	53 93.0%	44 77.2%	41 71.9%	36 63.2%	27 47.4%	11 19.3%	6 10.5%	5 8.8%	2 3.5%	37 64.9%	18 31.6%
SPRING 2005	18	13 72.2%	13 72.2%	10 55.6%	8 44.4%	5 27.8%	3 16.7%	0 0.0%	0 0.0%	1 5.6%	11 61.1%	6 33.3%
FALL 2005	52	48 92.3%	39 75.0%	37 71.2%	27 51.9%	23 44.2%	9 17.3%	5 9.6%	1 1.9%		33 63.5%	18 34.6%
SPRING 2006	15	14 93.3%	12 80.0%	10 66.7%	10 66.7%	11 73.3%	7 46.7%	4 26.7%			7 46.7%	4 26.7%
FALL 2006	53	46 86.8%	37 69.8%	33 62.3%	28 52.8%	19 35.8%	9 17.0%				22 41.5%	22 41.5%
SPRING 2007	16	11 68.8%	10 62.5%	8 50.0%	6 37.5%	1 6.3%					7 43.8%	8 50.0%
FALL 2007	53	42 79.2%	32 60.4%	28 52.8%	21 39.6%						8 15.1%	24 45.3%
SPRING 2008	8	8 100.0%	5 62.5%	3 37.5%							0 0.0%	5 62.5%
FALL 2008	57	52 91.2%	40 70.2%								0 0.0%	17 29.8%
SPRING 2009	22	19 86.4%									0 0.0%	3 13.6%
FALL 2009	51											
<b>AVERAGE</b>		"Completed" cohorts only (Fall 1993 through Spring 2005)									<b>55.2%</b>	<b>43.8%</b>

Source: Office of Institutional Research

**Figure 6**

**Retention of Baldwin Campus Transfer Students  
Graduation vs. Non-Returning Rates  
(as of the tenth semester after initial enrollment at Baker)  
Fall 1993 - Spring 2005**



## Exhibit 7

### Ethnicity and Gender Distributions (All Programs)

The following tables and figures present and illustrate ethnicity and gender distributions for students at the Baldwin campus and for students enrolled in programs throughout the University. These include headcount totals and percentage distributions.

The first two tables and figures focus on data for the Baldwin campus from fall 2005 through fall 2009. Table 7a utilizes data for just the incoming first-year cohorts, and Table 7b depicts data for all students at the Baldwin campus. Figures 7a and 7b illustrate the five-year trends in the percentage distributions for the three largest ethnicity categories (black, Hispanic and white) and for females, as described in the tables.

An examination of these trends indicates that the proportion of students within the fall 2009 cohort who self-identify as black (7.4%), as Hispanic (1.6%) or as white (78.2%) is lower for this cohort than the five-year average (9.0%, 2.3% and 80.8%, respectively). By contrast, those who self-identify as Native-American/Alaskan Native (1.9%) or who did not self-report this information (5.1%) are noticeably higher than the five-year averages for these percentages (0.9% and 1.8%, respectively). Furthermore, reversing long-standing trends at the Baldwin Campus (and nationally<sup>5</sup>), this year's first-year cohort is majority male (53.3%). Much of the large increase in the male population within the first-year cohort can be attributed to the introduction of a men's wrestling program at the Baldwin Campus.

Table and Figure 7c depict data for the fall 2009 semester for all students within the University, both headcount totals and percentage distributions. Comparisons among the four schools and campuses depicted indicate that the percentage of black students is highest at the SPGS (11.1%) and lowest within the SOE Graduate Programs (2.9%). The highest percentage of Hispanic students is found within the SPGS (4.1%), while only 1.4% and 1.8% of the students at the SON and the SOE Graduate Programs, respectively, are Hispanic.

The SPGS would also seem to have a markedly smaller percentage of white students (69.1%), compared to 81.5% at the Baldwin campus, 85.2% at the SON, and 85.2% within the Graduate Programs at the SOE. However, it should be noted that the SPGS and the Graduate Programs at the SOE both have a relatively large percentage of students who did not identify an ethnicity (9.8% and 8.1%, respectively), compared to 2.2% and 0.6% at the Baldwin campus and the SON, so this should be viewed with caution.

In terms of gender distributions within the University, the SON and the Graduate Programs within the SOE both have relatively female student populations (91.4% and 75.8%, respectively), while the Baldwin campus (at 56.6%) and the SPGS (at 55.1%) more closely match national gender distribution trends in higher education.

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<sup>5</sup> As of fall 2006, of the 17,758,870 students enrolled in degree-granting postsecondary institutions in the United States, 57.3% (or 10,184,055) were female. See U.S. Department of Education, National Center for Education Statistics, *Digest of Education Statistics, 2008*, Table 186, available at:

[http://nces.ed.gov/programs/digest/d08/tables/dt08\\_186.asp](http://nces.ed.gov/programs/digest/d08/tables/dt08_186.asp)



**Table 7a**

**Ethnicity and Gender Distributions**  
**First-Year Cohorts - Baldwin Campus**  
**2005 - 2009**

Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Five-Year Average
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**Headcounts****ETHNICITY**

Asian or Pacific Islander	0	5	3	2	3	<b>2.6</b>
Black, non-Hispanic	21	23	20	26	19	<b>21.8</b>
Foreign Student (Non-Resident Alien)	0	0	3	1	3	<b>1.4</b>
Hispanic	9	5	6	4	4	<b>5.6</b>
Native American/Native Alaskan	1	4	0	1	5	<b>2.2</b>
Other (e.g., multiple ethnicities)	3	7	12	15	8	<b>9.0</b>
Race/ethnicity Unknown	1	4	1	3	13	<b>4.4</b>
White	204	188	205	187	202	<b>197.2</b>
Total Students	239	236	250	239	257	<b>244.2</b>

**GENDER**

Female	135	136	140	148	120	<b>135.8</b>
Male	104	100	110	91	137	<b>108.4</b>

**Percentages****ETHNICITY**

Asian or Pacific Islander	0.0%	2.1%	1.2%	0.8%	1.2%	<b>1.1%</b>
Black, non-Hispanic	8.8%	9.7%	8.0%	10.9%	7.4%	<b>9.0%</b>
Foreign Student (Non-Resident Alien)	0.0%	0.0%	1.2%	0.4%	1.2%	<b>0.6%</b>
Hispanic	3.8%	2.1%	2.4%	1.7%	1.6%	<b>2.3%</b>
Native American/Native Alaskan	0.4%	1.7%	0.0%	0.4%	1.9%	<b>0.9%</b>
Other (e.g., multiple ethnicities)	1.3%	3.0%	4.8%	6.3%	3.1%	<b>3.7%</b>
Race/ethnicity Unknown	0.4%	1.7%	0.4%	1.3%	5.1%	<b>1.8%</b>
White	85.4%	79.7%	82.0%	78.2%	78.6%	<b>80.8%</b>

**GENDER**

Female	56.5%	57.6%	56.0%	61.9%	46.7%	<b>55.7%</b>
Male	43.5%	42.4%	44.0%	38.1%	53.3%	<b>44.3%</b>

Source: University Registrar

**Table 7b****Ethnicity and Gender Distributions****All Students - Baldwin Campus****2005 - 2009**

Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Five-Year Average
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**Headcounts****ETHNICITY**

Asian or Pacific Islander	5	9	8	14	12	<b>9.6</b>
Black, non-Hispanic	70	74	74	79	76	<b>74.6</b>
Foreign Student (Non-Resident Alien)	5	8	14	8	6	<b>8.2</b>
Hispanic	30	30	27	22	14	<b>24.6</b>
Native American/Native Alaskan	7	9	4	5	10	<b>7.0</b>
Other (e.g., multiple ethnicities)	7	16	28	40	44	<b>27.0</b>
Race/ethnicity Unknown	22	22	3	7	22	<b>15.2</b>
White	770	755	784	823	808	<b>788.0</b>
Total Students	916	923	942	998	992	<b>954.2</b>

**GENDER**

Female	483	480	511	561	525	<b>512.0</b>
Male	433	443	431	437	467	<b>442.2</b>

**Percentages****ETHNICITY**

Asian or Pacific Islander	0.5%	1.0%	0.8%	1.4%	1.2%	<b>1.0%</b>
Black, non-Hispanic	7.6%	8.0%	7.9%	7.9%	7.7%	<b>7.8%</b>
Foreign Student (Non-Resident Alien)	0.5%	0.9%	1.5%	0.8%	0.6%	<b>0.9%</b>
Hispanic	3.3%	3.3%	2.9%	2.2%	1.4%	<b>2.6%</b>
Native American/Native Alaskan	0.8%	1.0%	0.4%	0.5%	1.0%	<b>0.7%</b>
Other (e.g., multiple ethnicities)	0.8%	1.7%	3.0%	4.0%	4.4%	<b>2.8%</b>
Race/ethnicity Unknown	2.4%	2.4%	0.3%	0.7%	2.2%	<b>1.6%</b>
White	84.1%	81.8%	83.2%	82.5%	81.5%	<b>82.6%</b>

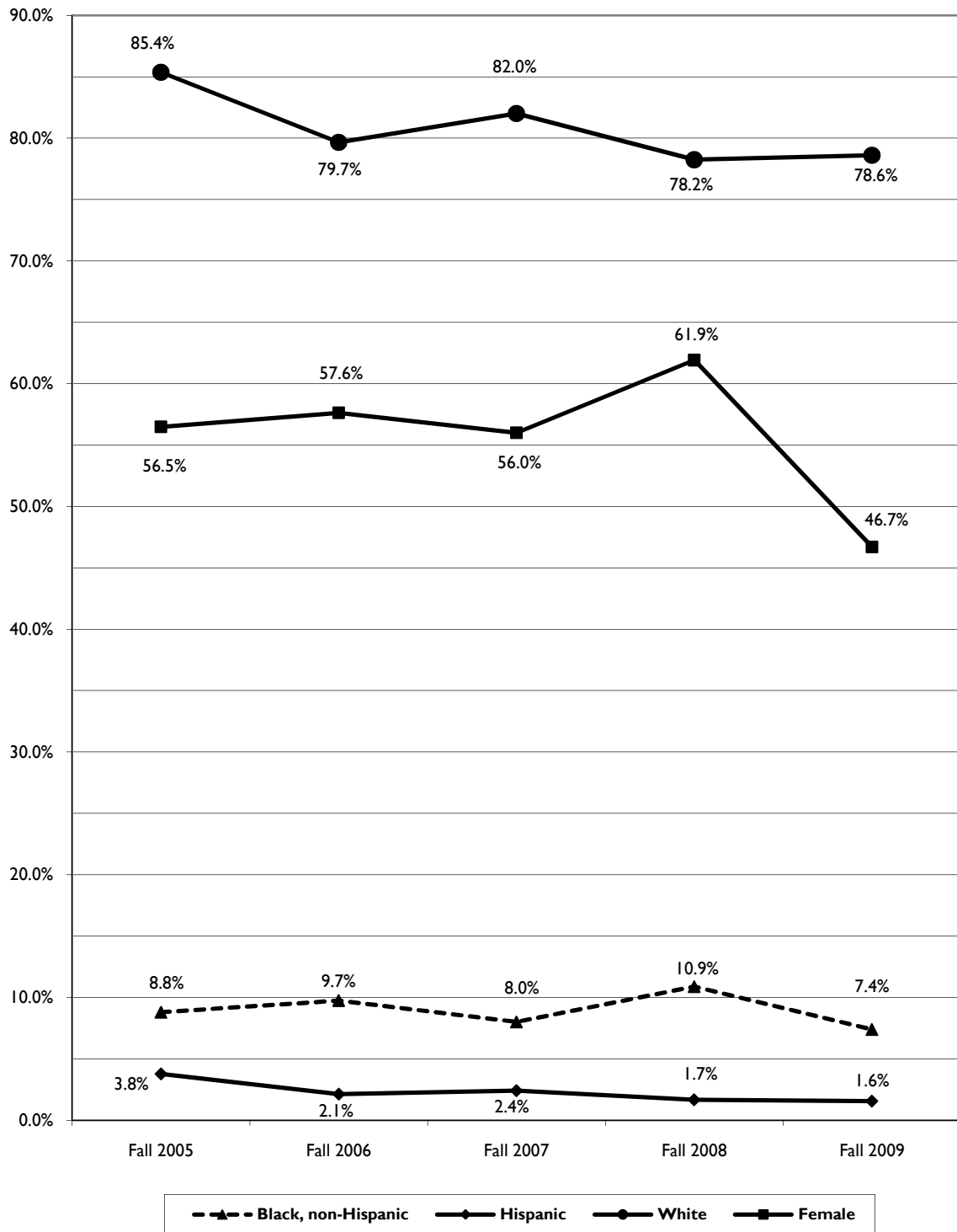
**GENDER**

Female	52.7%	52.0%	54.2%	56.2%	52.9%	<b>53.6%</b>
Male	47.3%	48.0%	45.8%	43.8%	47.1%	<b>46.4%</b>

Source: University Registrar

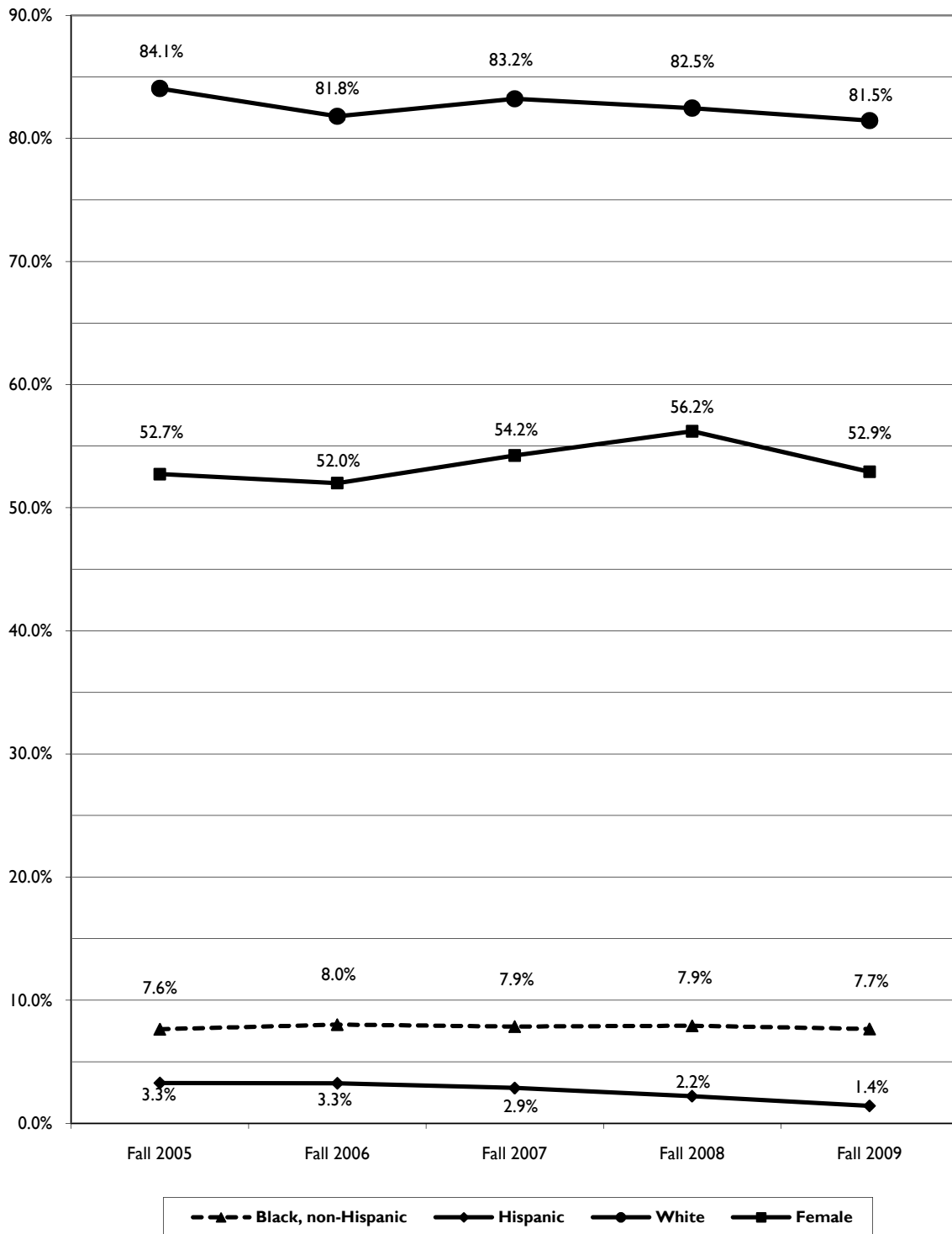
**Figure 7a**

**Selected Gender and Ethnicity Distributions  
First-Year Cohorts - Baldwin Campus  
2005 - 2009**



**Figure 7b**

**Selected Gender and Ethnicity Distributions  
All Students - Baldwin Campus  
2005 - 2009**



**Table 7c****Ethnicity and Gender Distributions****All Programs****Fall 2009**

<b>Baldwin Campus</b>	<b>School of Nursing</b>	<b>School of Professional and Graduate Studies</b>	<b>School of Education Graduate Programs</b>	<b>Baker University</b>
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**Headcounts****ETHNICITY**

Asian or Pacific Islander	12	1	39	6	<b>58</b>
Black, non-Hispanic	76	8	199	26	<b>309</b>
Foreign Student (Non-Resident Alien)	6	0	1	0	<b>7</b>
Hispanic	14	2	74	16	<b>106</b>
Native American/Native Alaskan	10	3	27	2	<b>42</b>
Other (e.g., multiple ethnicities)	44	9	37	11	<b>101</b>
Race/ethnicity Unknown	22	1	175	74	<b>272</b>
White	808	138	1237	775	<b>2958</b>
<b>Total Students</b>	<b>992</b>	<b>162</b>	<b>1789</b>	<b>910</b>	<b>3853</b>

**GENDER**

Female	561	148	986	690	<b>2385</b>
Male	437	14	803	220	<b>1474</b>

**Percentages****ETHNICITY**

Asian or Pacific Islander	1.2%	0.6%	2.2%	0.7%	<b>1.5%</b>
Black, non-Hispanic	7.7%	4.9%	11.1%	2.9%	<b>8.0%</b>
Foreign Student (Non-Resident Alien)	0.6%	0.0%	0.1%	0.0%	<b>0.2%</b>
Hispanic	1.4%	1.2%	4.1%	1.8%	<b>2.8%</b>
Native American/Native Alaskan	1.0%	1.9%	1.5%	0.2%	<b>1.1%</b>
Other (e.g., multiple ethnicities)	4.4%	5.6%	2.1%	1.2%	<b>2.6%</b>
Race/ethnicity Unknown	2.2%	0.6%	9.8%	8.1%	<b>2.6%</b>
White	81.5%	85.2%	69.1%	85.2%	<b>76.8%</b>

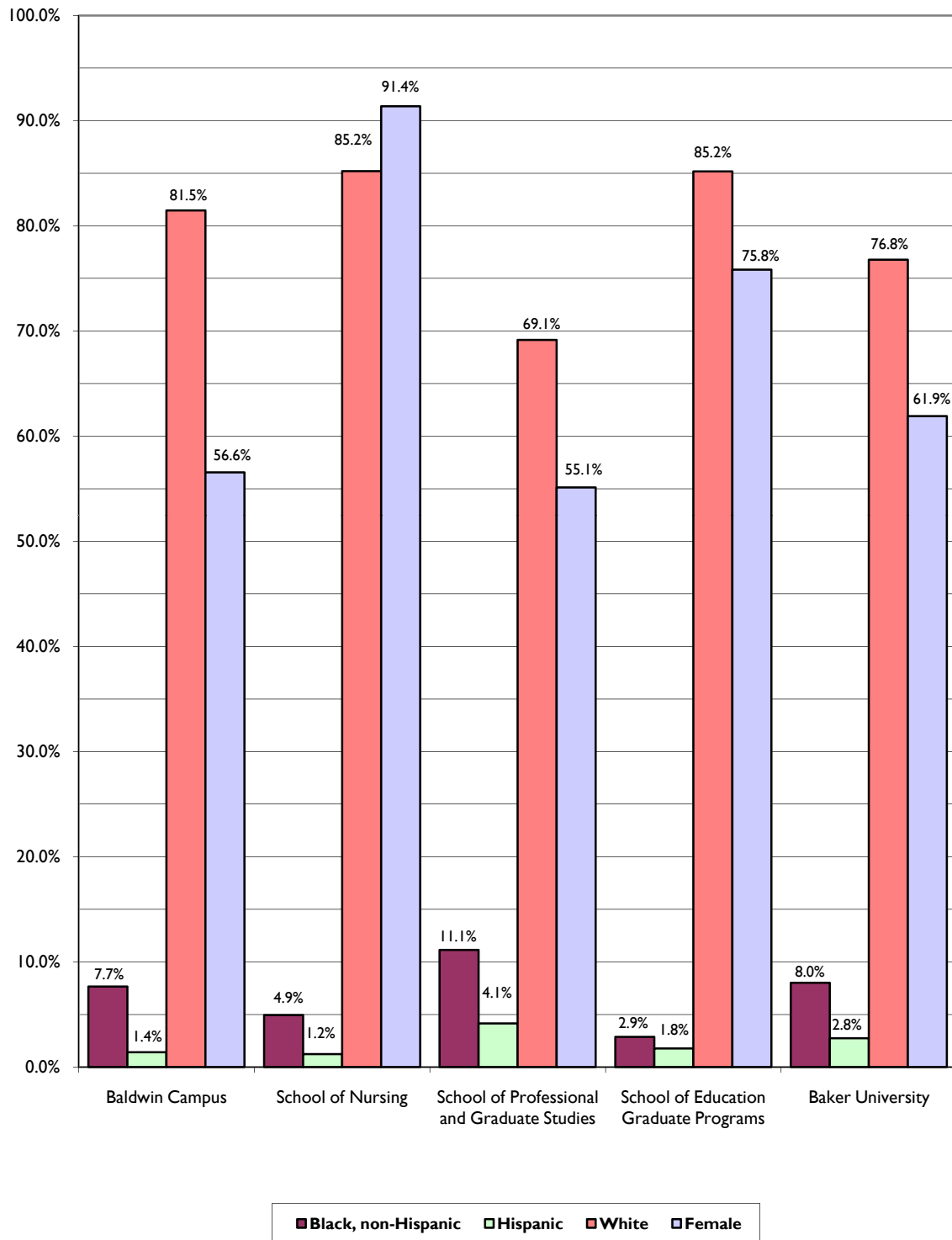
**GENDER**

Female	56.6%	91.4%	55.1%	75.8%	<b>61.9%</b>
Male	44.1%	8.6%	44.9%	24.2%	<b>38.3%</b>

Source: University Registrar

**Figure 7c**

**Selected Gender and Ethnicity Distributions  
All Programs  
Fall 2009**



## Exhibit 8

### Distribution of Majors and Degrees (All Programs)

The following two tables list the distribution of majors produced by Baker's Baldwin campus students and the distribution of different degrees awarded to CAS, SOE, SON, and SPGS students over the most recent five-year period. Table 8a includes the percentage of majors earned at the Baldwin campus within each of the various areas of study during the most recent five-year tracking period. Similarly, Table 8b includes the number and percentage of all graduating students receiving each degree as well as an overall breakdown of degree type (Associate, Bachelor, Master, Doctorate) for the same time period.

Examining the trends in the data for graduates at the Baldwin campus, one interesting development is the apparent increase in the number of students who are graduating with multiple degrees (see the bottom two rows shown on Table 8a). Part of this increase is the development of a new major in Secondary Education, which can only be earned in conjunction with another degree (in preparation for teacher licensure at the secondary school level).

As indicated by the data on Table 8b, trends within the University as a whole show a continuing increase in the percentage of Master's level degrees earned (61.1%, 59.2%, 61.9% and 61.1% of all degrees granted during the last four years, respectively, compared to 52.4% during 2004-2005). Most of this increase has been created from a substantial increase in the percentage of Master of Arts in Education graduates, which has grown from 13.1% of total degrees awarded during 2004-2005 to 22.4% during 2008-2009. For the twelve-month periods of 2006-2007 and 2007-2008, the Master of Arts in Education degree was the degree most often granted by Baker. During the most recent twelve month period, this distinction is held by the Master of Business Administration (24.6% of all degrees granted).

**Table 8a**

**Distribution of Majors (Baldwin Campus)  
2004-2009**

Major Field	2004-05		2005-06		2006-07		2007-08		2008-09		TOTAL	
	Num.	Pct.	Num.	Pct.	Num.	Pct.	Num.	Pct.	Num.	Pct.	Num.	Pct.
Accounting	7	4.2%	5	2.6%	11	5.2%	7	3.6%	4	2.0%	34	3.5%
Art Education	2	1.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	0.2%
Art History	3	1.8%	2	1.0%	1	0.5%	2	1.0%	1	0.5%	9	0.9%
Biology	15	8.9%	12	6.2%	12	5.7%	13	6.7%	10	4.9%	62	6.4%
Business	30	17.9%	45	23.3%	47	22.3%	39	20.1%	41	20.0%	202	20.8%
Chemistry	2	1.2%	4	2.1%	2	0.9%	0	0.0%	3	1.5%	11	1.1%
Communication	n/a		n/a		n/a		n/a		2	1.0%	2	0.2%
Computer Information Systems	2	1.2%	3	1.6%	1	0.5%	1	0.5%	3	1.5%	10	1.0%
Computer Science	2	1.2%	0	0.0%	1	0.5%	2	1.0%	3	1.5%	8	0.8%
Economics	1	0.6%	0	0.0%	2	0.9%	0	0.0%	1	0.5%	4	0.4%
Elementary Education	14	8.3%	19	9.8%	14	6.6%	9	4.6%	12	5.9%	68	7.0%
English	3	1.8%	5	2.6%	6	2.8%	6	3.1%	8	3.9%	28	2.9%
Exercise Science	n/a		2	1.0%	7	3.3%	12	6.2%	14	6.8%	35	3.6%
French	0	0.0%	1	0.5%	1	0.5%	3	1.5%	1	0.5%	6	0.6%
German	1	0.6%	3	1.6%	2	0.9%	2	1.0%	3	1.5%	11	1.1%
History	6	3.6%	9	4.7%	7	3.3%	9	4.6%	9	4.4%	40	4.1%
Interdisciplinary/Self-Designed	2	1.2%	1	0.5%	3	1.4%	1	0.5%	4	2.0%	11	1.1%
International Business	2	1.2%	2	1.0%	5	2.4%	0	0.0%	7	3.4%	16	1.6%
International Studies	n/a		2	1.0%	5	2.4%	9	4.6%	3	1.5%	19	2.0%
Mass Communication	14	8.3%	11	5.7%	10	4.7%	12	6.2%	8	3.9%	55	5.7%
Mass Media	n/a		n/a		n/a		n/a		1	0.5%	1	0.1%
Mathematics	8	4.8%	5	2.6%	6	2.8%	5	2.6%	5	2.4%	29	3.0%
Middle-Level Mathematics Ed	n/a		n/a		1	0.5%	3	1.5%	3	1.5%	7	0.7%
Molecular Bioscience	3	1.8%	1	0.5%	3	1.4%	4	2.1%	1	0.5%	12	1.2%
Music	1	0.6%	0	0.0%	4	1.9%	2	1.0%	0	0.0%	7	0.7%
Music Education	4	2.4%	3	1.6%	5	2.4%	4	2.1%	5	2.4%	21	2.2%
Philosophy	1	0.6%	5	2.6%	1	0.5%	2	1.0%	1	0.5%	10	1.0%
Physical Education	11	6.5%	9	4.7%	7	3.3%	5	2.6%	6	2.9%	38	3.9%
Physics	7	4.2%	0	0.0%	2	0.9%	2	1.0%	3	1.5%	14	1.4%
Political Science	6	3.6%	5	2.6%	3	1.4%	6	3.1%	5	2.4%	25	2.6%
Psychology	9	5.4%	9	4.7%	15	7.1%	9	4.6%	10	4.9%	52	5.4%
Religion	0	0.0%	3	1.6%	0	0.0%	1	0.5%	1	0.5%	5	0.5%
Secondary Education	n/a		8	4.1%	8	3.8%	5	2.6%	6	2.9%	27	2.8%
Sociology	7	4.2%	9	4.7%	4	1.9%	8	4.1%	6	2.9%	34	3.5%
Spanish	1	0.6%	3	1.6%	5	2.4%	3	1.5%	6	2.9%	18	1.9%
Speech Communication	1	0.6%	2	1.0%	3	1.4%	1	0.5%	2	1.0%	9	0.9%
Sports Administration	n/a		n/a		n/a		n/a		1	0.5%	1	0.1%
Studio Art	0	0.0%	3	1.6%	2	0.9%	3	1.5%	2	1.0%	10	1.0%
Theatre	2	1.2%	1	0.5%	3	1.4%	3	1.5%	2	1.0%	11	1.1%
Wildlife Biology	1	0.6%	1	0.5%	2	0.9%	1	0.5%	2	1.0%	7	0.7%
<b>Total Majors Achieved</b>	<b>168</b>		<b>193</b>		<b>211</b>		<b>194</b>		<b>205</b>		<b>971</b>	
<b>Total Degrees Awarded</b>	<b>152</b>		<b>163</b>		<b>179</b>		<b>166</b>		<b>177</b>		<b>837</b>	
<b>Total Multiple Majors</b>	<b>16</b>		<b>30</b>		<b>32</b>		<b>28</b>		<b>28</b>		<b>134</b>	
<b>Percentage of Total Degrees</b>	<b>10.5%</b>		<b>18.4%</b>		<b>17.9%</b>		<b>16.9%</b>		<b>15.8%</b>		<b>16.0%</b>	

Source: University Registrar



**Table 8b**

**Distribution of Degrees Awarded  
All Programs  
2004-2009**

<b>Degrees Awarded CAS, SON, &amp; SPGS</b>	<b>2004-05</b>		<b>2005-06</b>		<b>2006-07</b>		<b>2007-08</b>		<b>2008-09</b>		<b>TOTAL</b>	
	<b>Num.</b>	<b>% Grads</b>	<b>Num.</b>	<b>% Grads</b>	<b>Num.</b>	<b>% Grads</b>	<b>Num.</b>	<b>% Grads</b>	<b>Num.</b>	<b>% Grads</b>	<b>Num.</b>	<b>% Grads</b>
Associate of Arts in Business	85	8.0%	77	6.0%	87	6.9%	90	6.7%	92	6.8%	431	6.8%
Bachelor of Arts	32	3.0%	52	4.1%	50	4.0%	45	3.3%	45	3.3%	224	3.6%
Bachelor of Science	116	10.9%	108	8.5%	124	9.9%	117	8.6%	127	9.4%	592	9.4%
Bachelor of Music Education	4	0.4%	3	0.2%	5	0.4%	4	0.3%	5	0.4%	21	0.3%
Bachelor of Science in Nursing	60	5.6%	67	5.3%	67	5.3%	69	5.1%	78	5.8%	341	5.4%
Bachelor of Business Administration	134	12.6%	101	7.9%	91	7.2%	96	7.1%	111	8.2%	533	8.5%
Bachelor of Science in Management	75	7.0%	79	6.2%	79	6.3%	77	5.7%	58	4.3%	368	5.8%
Bachelor of Business Info Systems	2	0.2%	8	0.6%	10	0.8%	3	0.2%	0	0.0%	23	0.4%
Master of Business Administration	277	26.0%	302	23.7%	257	20.4%	315	23.3%	332	24.6%	1483	23.5%
Master of Science in Management	50	4.7%	76	6.0%	44	3.5%	29	2.1%	33	2.4%	232	3.7%
Master of Liberal Arts	30	2.8%	39	3.1%	40	3.2%	12	0.9%	56	4.2%	177	2.8%
Master of Arts in Conflict Mgmt & Dispute Resolution	n/a		n/a		n/a		14	1.0%	12	0.9%	26	0.4%
Master of Arts in Education	140	13.1%	274	21.5%	328	26.1%	369	27.3%	302	22.4%	1413	22.4%
Master of Arts in School Leadership	62	5.8%	88	6.9%	76	6.0%	99	7.3%	82	6.1%	407	6.5%
Master of Science in School Leadership	n/a		n/a		n/a		n/a		2	0.1%	2	0.0%
Master of Science in Special Education	n/a		n/a		n/a		n/a		4	0.3%	4	0.1%
Doctorate in Educational Leadership	n/a		n/a		n/a		14	1.0%	9	0.7%	23	0.4%
<b>TOTAL ASSOCIATE:</b>	<b>85</b>	<b>8.0%</b>	<b>77</b>	<b>6.0%</b>	<b>87</b>	<b>6.9%</b>	<b>90</b>	<b>6.7%</b>	<b>92</b>	<b>6.8%</b>	<b>431</b>	<b>6.8%</b>
<b>TOTAL BACHELOR:</b>	<b>423</b>	<b>39.6%</b>	<b>418</b>	<b>32.8%</b>	<b>426</b>	<b>33.9%</b>	<b>411</b>	<b>30.4%</b>	<b>424</b>	<b>31.5%</b>	<b>2102</b>	<b>33.4%</b>
<b>TOTAL MASTER:</b>	<b>559</b>	<b>52.4%</b>	<b>779</b>	<b>61.1%</b>	<b>745</b>	<b>59.2%</b>	<b>838</b>	<b>61.9%</b>	<b>823</b>	<b>61.1%</b>	<b>3744</b>	<b>59.4%</b>
<b>TOTAL DOCTORATE:</b>							<b>14</b>	<b>1.0%</b>	<b>9</b>	<b>0.7%</b>	<b>23</b>	<b>0.4%</b>
<b>TOTAL DEGREES AWARDED:</b>	<b>1067</b>		<b>1274</b>		<b>1258</b>		<b>1353</b>		<b>1348</b>		<b>6300</b>	

Source: University Registrar

## Exhibit 9

### University Employment Profile (CAS, SOE, SPGS)

The following table and figures present gender distributions by employment category of full-time Baker University employees for the past ten academic years. Only CAS, SOE and SPGS employees are included because SON employees are not included on the regular University payroll. Employment categories include faculty, administrators, and support staff.

The data for total employees for the most recent period reported (September 2009) reveal the impact of university-wide staff and administrative lay-offs during the last twelve months, with total employment falling from 331 in September 2008 to 284 in September 2009, a 14.2% reduction. Examining this reduction in terms of employee gender, the total number of male employees fell 11.3% and the total number of female employees fell 16.2%. As a consequence, the proportion of male employees at Baker grew from 40.2% to 41.5% from September 2008 to 2009.

In terms of the mix of employees based on position category, from 2008 to 2009 the proportion represented by support staff decreased from 27.2% in 2008 of total employees to 24.3% in 2009. The proportion of administrative positions among total employees remained nearly stable, falling slightly from 45.6% in 2008 to 45.4% in 2009. By contrast, the proportion of faculty employees rose, from 27.2% of total employees in 2008 to 30.3% in 2009.

**Table 9**

**University Employment Profile**  
**Full-Time Employees -- CAS, SOE, SPGS**  
**1999 - 2010**

(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
2000-01	231	89	142	81	47	34	86	29	57	64	13	51
2001-02	242	92	150	86	49	37	89	29	60	67	14	53
2002-03	244	89	155	82	45	37	94	28	66	68	16	52
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

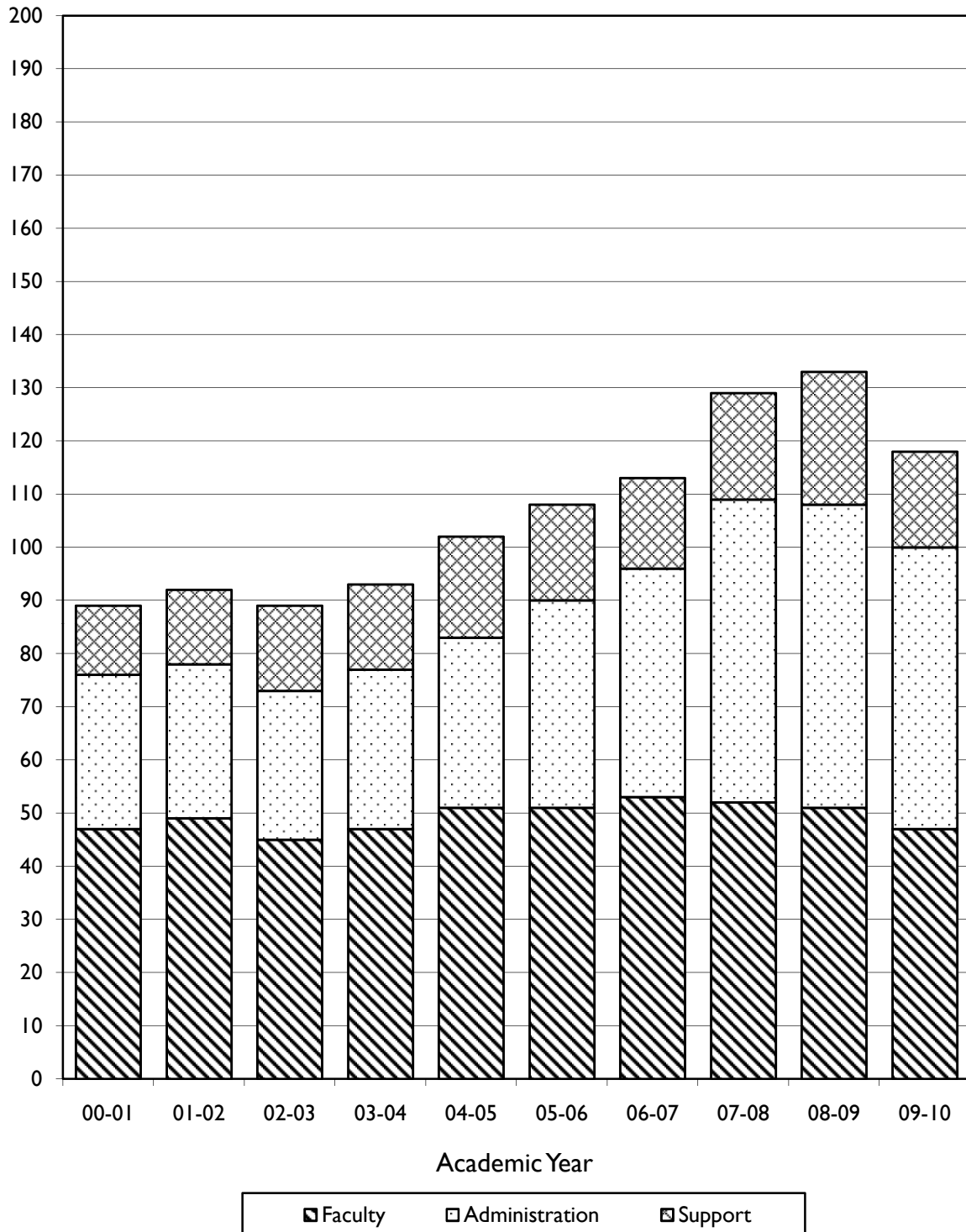
Percentages

Academic Year	Total			Faculty			Administration			Support		
		Male	Female	% of Total	Male	Female	% of Total	Male	Female	% of Total	Male	Female
2000-01		38.5%	61.5%	35.1%	58.0%	42.0%	37.2%	33.7%	66.3%	27.7%	20.3%	79.7%
2001-02		38.0%	62.0%	35.5%	57.0%	43.0%	36.8%	32.6%	67.4%	27.7%	20.9%	79.1%
2002-03		36.5%	63.5%	33.6%	54.9%	45.1%	38.5%	29.8%	70.2%	27.9%	23.5%	76.5%
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%
<b>Average</b>		<b>38.9%</b>	<b>61.1%</b>	<b>32.1%</b>	<b>56.8%</b>	<b>43.2%</b>	<b>40.6%</b>	<b>34.9%</b>	<b>65.1%</b>	<b>27.3%</b>	<b>23.5%</b>	<b>76.5%</b>

Source: Office of Human Resources

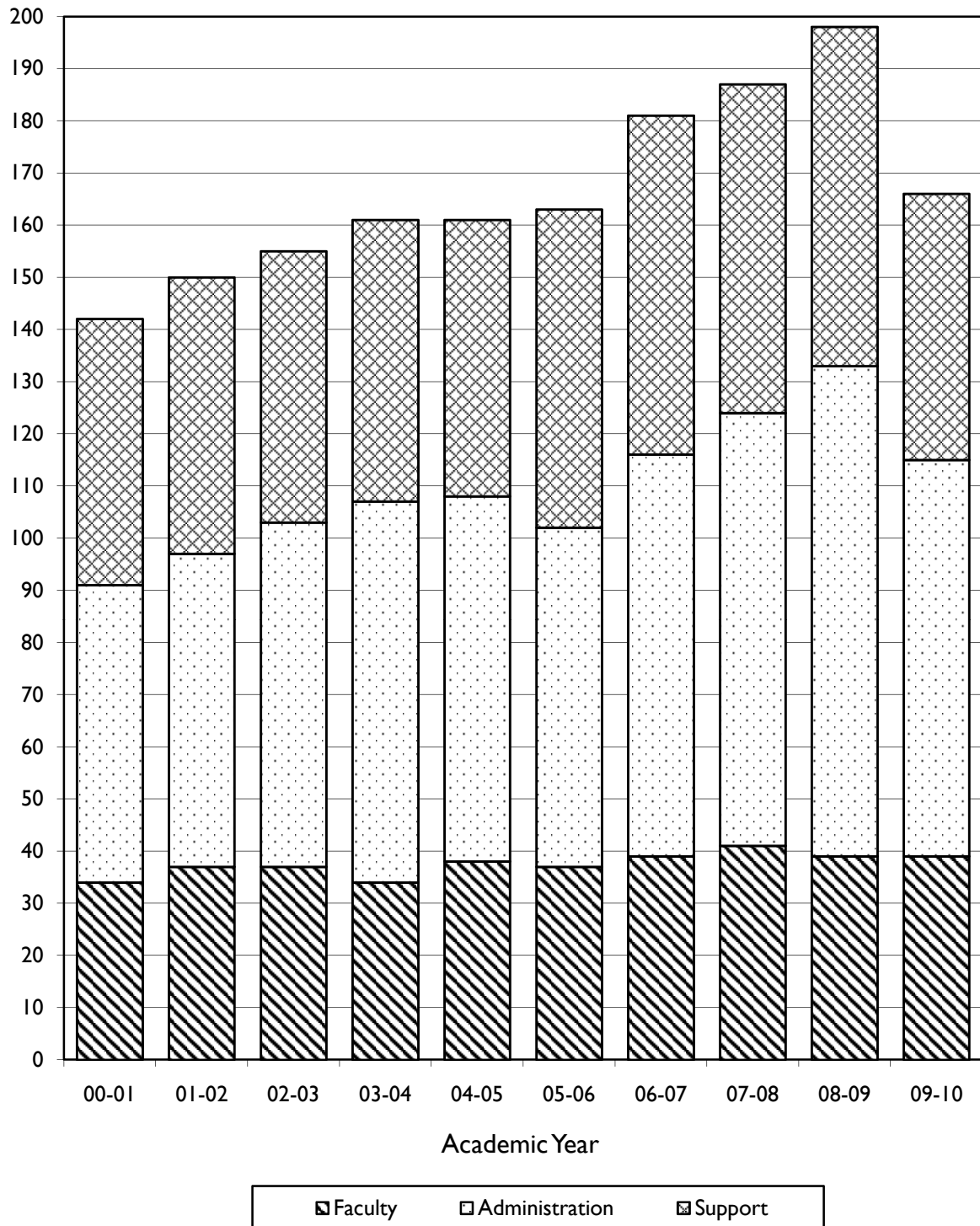
**Figure 9a**

**University Employment Profile  
Full-Time Male Employees**



**Figure 9b**

**University Employment Profile  
Full-Time Female Employees**



## Exhibit 10

### Faculty Profile (All Programs)

Tables 10a through 10e present a breakdown of full-time teaching and learning resources faculty by rank and tenure status, as well as an overall count of part-time faculty. Data are presented as of the fall semester for the Baldwin Campus, SON, SPGS, and Graduate Programs within the SOE for the most recent five-year period, as well as a composite table summarizing these data for all four schools. Table 10f summarizes the gender and ethnicity distributions for full-time teaching faculty within these schools and campuses for fall 2009.

Trends in full-time faculty indicate that the University total remained flat compared to last fall, staying at 94 in fall 2009. Forty-five of the full-time faculty within the University as of fall 2009 are tenured, one fewer than the total in 2008. As was the case in 2008, one of the tenured faculty teaches at the SON and two are at the SPGS. The remaining 42 teach at the Baldwin campus.

In terms of the gender and ethnicity distributions for full-time teaching faculty within the University as of fall 2009, 52.9% of these faculty are female (46 of 87), while 96.6% self-identify as white (84 of 87). Examining the gender distribution within each of the four schools/campuses represented, the Baldwin campus has a majority of male full-time teaching faculty, whereas all of the faculty at the SON are female and the gender distribution is evenly split at the SPGS and the Graduate Programs within the SOE (exactly 50% female).

**Table 10a**

**Number of Faculty by Rank and Tenure Status  
College of Arts and Sciences and the School of Education Undergraduate Programs  
Fall 2005 through Fall 2009**

Rank (Full Time)	Fall 2005				Fall 2006				Fall 2007				Fall 2008				Fall 2009			
	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot
Professor	21	0	0	21	21	2	0	23	21	1	0	22	22	1	0	23	22	1	0	23
Associate Professor	14	4	0	18	16	2	0	18	16	3	0	19	15	2	0	17	15	1	0	16
Assistant Professor	5	13	2	20	4	11	5	20	5	12	5	22	6	12	5	23	5	17	2	24
Instructor	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	0	0	3	3
Learning Resources	0	0	5	5	0	0	7	7	0	0	7	7	0	0	8	8	0	0	7	7
Total Full-Time Faculty	40	17	7	64	41	15	13	69	42	16	12	70	43	15	14	72	42	19	12	73
Total Part-Time Faculty	0	0	44	44	0	0	37	37	0	0	47	47	0	0	41	41	0	0	24	24
<b>Grand Total</b>	<b>40</b>	<b>17</b>	<b>51</b>	<b>108</b>	<b>41</b>	<b>15</b>	<b>50</b>	<b>106</b>	<b>42</b>	<b>16</b>	<b>59</b>	<b>117</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>

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

Source: Office of Human Resources

**Table 10b**

**Number of Faculty by Rank and Tenure Status  
School of Nursing  
Fall 2005 through Fall 2009**

Rank (Full Time)	Fall 2005				Fall 2006				Fall 2007				Fall 2008				Fall 2009			
	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	2	2	1	0	1	2	1	0	0	1	1	0	0	1	1	0	0	1
Assistant Professor	0	0	9	9	0	0	10	10	0	0	9	9	0	0	9	9	0	0	9	9
Instructor	0	0	4	4	0	0	2	2	0	0	4	4	0	0	4	4	0	0	5	5
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	15	15	1	0	13	14	1	0	13	14	1	0	13	14	1	0	14	15
Total Part Time Faculty	0	0	0	0	0	0	1	1	0	0	3	3	0	0	1	1	0	0	0	0
<b>Grand Total</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>15</b>	<b>1</b>	<b>0</b>	<b>14</b>	<b>15</b>	<b>1</b>	<b>0</b>	<b>16</b>	<b>17</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>

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

Source: School of Nursing



**Table 10c**

**Number of Faculty by Rank and Tenure Status  
School of Professional and Graduate Studies  
Fall 2005 through Fall 2009**

**(NOTE: Prior to Fall 2006, included School of Education Graduate Programs)**

Rank (Full Time)	Fall 2005				Fall 2006				Fall 2007				Fall 2008				Fall 2009			
	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	1	0	0	1	1	0	0	1	1	0	0	1
Associate Professor	0	1	2	3	1	0	1	2	1	0	2	3	1	0	2	3	1	0	2	3
Assistant Professor	0	0	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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	1	6	7	1	0	1	2	2	0	2	4	2	0	2	4	2	0	2	4
Total Part Time Faculty *	0	0	317	317	0	0	254	254	0	0	217	217	0	0	250	250	0	0	284	284
<b>Grand Total</b>	<b>0</b>	<b>1</b>	<b>323</b>	<b>324</b>	<b>1</b>	<b>0</b>	<b>255</b>	<b>256</b>	<b>2</b>	<b>0</b>	<b>219</b>	<b>221</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>

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

\* The methodology for determining the total part-time SPGS faculty was modified starting in Fall 2005.

Source: Office of Human Resources

**Table 10d**

**Number of Faculty by Rank and Tenure Status  
School of Education Graduate Programs  
Fall 2005 through Fall 2009**

**(NOTE: Prior to Fall 2006, included within the School of Professional and Graduate Studies)**

Rank (Full Time)	Fall 2005				Fall 2006				Fall 2007				Fall 2008				Fall 2009			
	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
Associate Professor					0	0	1	1	0	1	2	3	0	0	3	3	0	0	2	2
Assistant Professor					0	0	5	5	0	0	2	2	0	0	1	1	0	0	0	0
Instructor					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
Total Full Time Faculty					0	0	6	6	0	1	4	5	0	0	4	4	0	0	2	2
Total Part Time Faculty					0	0	95	95	0	0	139	139	0	0	114	114	0	0	135	135
<b>Grand Total</b>					<b>0</b>	<b>0</b>	<b>101</b>	<b>101</b>	<b>0</b>	<b>1</b>	<b>143</b>	<b>144</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>

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

Source: Office of Human Resources

**Table 10e**

**Summary of all Baker Schools and Campuses  
(summary of four previous tables)  
Fall 2005 through Fall 2009**

Rank (Full Time)	Fall 2005				Fall 2006				Fall 2007				Fall 2008				Fall 2009			
	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot
Professor	21	0	0	21	21	2	0	23	22	1	0	23	23	1	0	24	23	1	0	24
Associate Professor	14	5	4	23	18	2	3	23	18	4	4	26	17	2	5	24	17	1	4	22
Assistant Professor	5	13	15	33	4	11	20	35	5	12	16	33	6	12	15	33	5	17	11	33
Instructor	0	0	4	4	0	0	3	3	0	0	4	4	0	0	5	5	0	0	8	8
Learning Resources	0	0	5	5	0	0	7	7	0	0	7	7	0	0	8	8	0	0	7	7
Total Full Time Faculty	40	18	28	86	43	15	33	91	45	17	31	93	46	15	33	94	45	19	30	94
Total Part Time Faculty	0	0	361	361	0	0	387	387	0	0	406	406	0	0	406	406	0	0	443	443
<b>Grand Total</b>	<b>40</b>	<b>18</b>	<b>389</b>	<b>447</b>	<b>43</b>	<b>15</b>	<b>420</b>	<b>478</b>	<b>45</b>	<b>17</b>	<b>437</b>	<b>499</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>

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

**Table 10f**  
**Gender and Ethnicity Distributions**  
**Full-Time Teaching Faculty - Baldwin Campus, SON, SPGS and Graduate SOE**  
**Fall 2009**

	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	12	0	1	0	11	0	0	0	10	0	1	1	5	1	2	1
<b>Total Faculty</b>	<b>12</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>2</b>	<b>1</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	0	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	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White	13	0	0	0	9	9	0	0	1	0	0	0	2	5	0	0
<b>Total Faculty</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>5</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	1	0	0	0	1
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	1	0	0	0	0	0	0	0	1
White	36	0	2	1	27	15	2	1	84
Total Faculty	38	0	2	1	28	15	2	1	87

Source: Office of Human Resources, School of Nursing

## Exhibit I I

### Departmental Credit-Hour Production (Baldwin Campus)

Table I I (actually, a set of tables) presents a semester-by-semester report of departmental and program credit hour load production at the Baldwin campus for the past ten academic years, including data for the high school concurrent credit programs begun during 2008-2009 (provided at end).

Included are:

- 1) the number of credit hours produced by each department (or program) per semester and per academic year,<sup>6</sup>
- 2) the faculty FTE<sup>7</sup> for each department/program per semester,
- 3) the number of credit hours produced per FTE faculty member by each department/program per semester and per academic year,
- 4) 10-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 department/program per academic year, and
- 6) the University rank in both total credit hours produced and credit hours produced per FTE faculty for each department/program per academic year.

Examining the percentage changes in total credit hours produced for the year from 2007-2008 to 2008-2009, about half the departments/programs experienced a positive change, which is nearly offset by similar-sized negative changes for the other half of departments/programs (net change is only 1.2%).

The rankings in terms of both total credit hours produced and faculty credit hours produced per FTE faculty remain relatively stable, with few departments/programs experiencing any change in rankings from 2007-2008 to 2008-2009 that exceed more than one or two units.

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<sup>6</sup> The large change in total credit hours produced by the FYE program starting in fall 2007 is a consequence of curricular changes within the program whereby the primary "First-Year" and "Transfer-Year" courses changed from 1 credit hour (FY 100 and FY 200) to two credit hours (FY 150 and FY 250).

<sup>7</sup> Faculty FTE, or full-time equivalent, is a twelve credit hour teaching load per semester.

**Table II**

**Departmental Credit Hours Per FTE Faculty  
Ten-Year Period 1999-2009 (Baldwin Campus)**

**DEPARTMENT OF ART**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	Univ Rank	CrHrs /Fac	Pct Change	Univ Rank
1999-2000	512	3.00	171	639	3.25	197	1151	13.5%	9	184	18.1%	8
2000-2001	699	4.25	164	672	3.50	192	1371	19.1%	7	177	-3.9%	9
2001-2002	599	3.50	171	754	3.50	215	1353	-1.3%	11	193	9.3%	8
2002-2003	573	3.50	164	536	3.50	153	1109	-18.0%	13	158	-18.0%	10
2003-2004	549	3.25	169	597	3.33	179	1146	3.3%	13	174	9.9%	10
2004-2005	544	3.25	167	384	3.50	110	928	-19.0%	13	137	-21.1%	12
2005-2006	496	3.33	149	478	2.83	169	974	5.0%	12	158	15.0%	11
2006-2007	611	3.33	183	495	2.75	180	1106	13.6%	13	182	15.0%	7
2007-2008	502	3.08	163	549	3.25	169	1051	-5.0%	12	166	-8.7%	11
2008-2009	700	3.50	200	606	3.50	173	1306	24.3%	12	187	12.4%	10
AVERAGE	579	3.40	170	571	3.29	174	1150			172		

**ART EDUCATION COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	Univ Rank	CrHrs /Fac	Pct Change	Univ Rank
2007-2008	213	0.75	284	180	0.75	240	393	n/a	n/a	262	n/a	n/a
2008-2009	225	0.75	300	159	0.50	318	384	-2.3%	n/a	307	17.3%	n/a
AVERAGE	219	0.75	292	170	0.63	271	389			283		

**ART HISTORY COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	Univ Rank	CrHrs /Fac	Pct Change	Univ Rank
2007-2008	129	1.00	129	127	1.00	127	256	n/a	n/a	128	n/a	n/a
2008-2009	192	1.00	192	130	1.00	130	322	25.8%	n/a	161	25.8%	n/a
AVERAGE	161	1.00	161	129	1.00	129	289			145		

**STUDIO ART COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	Univ Rank	CrHrs /Fac	Pct Change	Univ Rank
2007-2008	160	1.33	120	242	1.50	161	402	n/a	n/a	142	n/a	n/a
2008-2009	283	1.75	162	317	2.00	159	600	49.3%	n/a	160	12.6%	n/a
AVERAGE	222	1.54	144	280	1.75	160	501			152		

**DEPARTMENT OF BIOLOGY (includes Allied Health Sciences and Environmental Sciences)**  
(separate prior to 2000-2001)

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	Univ Rank	CrHrs /Fac	Pct Change	Univ Rank
1999-2000	989	4.17	237	686	3.50	196	1675	-8.6%	5	218	-8.6%	3
2000-2001	724	2.92	248	572	2.83	202	1296	-22.6%	8	225	3.2%	3
2001-2002	1165	4.50	259	581	2.83	205	1746	34.7%	7	238	5.7%	3
2002-2003	1059	3.42	310	709	3.17	224	1768	1.3%	6	268	12.6%	1
2003-2004	1115	4.42	252	699	3.42	204	1814	2.6%	6	231	-13.8%	3
2004-2005	998	4.50	222	889	4.50	198	1887	4.0%	4	210	-9.4%	7
2005-2006	1043	4.42	236	984	4.00	246	2027	7.4%	5	241	14.8%	4
2006-2007	743	5.08	146	919	4.92	187	1662	-18.0%	8	166	-31.0%	12
2007-2008	965	4.42	218	917	5.25	175	1882	13.2%	7	195	17.1%	5
2008-2009	1015	4.17	243	913	4.58	199	1928	2.4%	7	220	13.2%	5
AVERAGE	982	4.20	234	787	3.90	202	1769			218		

**DEPARTMENT OF BUSINESS AND ECONOMICS**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
1999-2000	1563	5.25	298	1377	5.25	262	2940	-2.8%	1	280	4.2%	1
2000-2001	1584	5.50	288	1575	6.00	263	3159	7.4%	1	275	-1.9%	1
2001-2002	1593	5.25	303	1392	5.75	242	2985	-5.5%	1	271	-1.2%	2
2002-2003	1632	5.75	284	1351	5.50	246	2983	-0.1%	2	265	-2.3%	2
2003-2004	1506	6.25	241	1299	6.50	200	2805	-6.0%	2	220	-17.0%	5
2004-2005	1353	5.50	246	1500	5.83	257	2853	1.7%	1	252	14.4%	1
2005-2006	1640	5.83	281	1447	5.58	259	3087	8.2%	1	271	7.5%	1
2006-2007	1624	6.58	247	1452	5.83	249	3076	-0.4%	1	248	-8.4%	2
2007-2008	1613	6.08	265	1519	6.33	240	3132	1.8%	2	252	1.8%	1
2008-2009	1434	6.50	221	1444	5.00	289	2878	-8.1%	2	250	-0.8%	2
AVERAGE	1554	5.85	266	1436	5.76	249	2990			258		

**ACCOUNTING COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
2007-2008	312	1.50	208	330	1.75	189	642	n/a	n/a	198	n/a	n/a
2008-2009	300	1.50	200	261	1.50	174	561	-12.6%	n/a	187	-5.3%	n/a
AVERAGE	306	1.50	204	296	1.63	182	602			192		

**BUSINESS COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
2007-2008	1010	3.33	303	811	3.33	244	1821	n/a	n/a	273	n/a	n/a
2008-2009	840	3.25	258	718	2.00	359	1558	-14.4%	n/a	297	8.5%	n/a
AVERAGE	925	3.29	281	765	2.67	287	1690			284		

**ECONOMICS COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
2007-2008	291	1.25	233	378	1.25	302	669	n/a	n/a	268	n/a	n/a
2008-2009	294	1.75	168	465	1.50	310	759	13.5%	n/a	234	-12.7%	n/a
AVERAGE	293	1.50	195	422	1.38	307	714			248		

**DEPARTMENT OF CHEMISTRY**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
1999-2000	197	1.50	131	287	1.50	191	484	-17.4%	15	161	5.4%	10
2000-2001	219	1.92	114	267	1.92	139	486	0.4%	15	127	-21.6%	14
2001-2002	234	1.92	122	309	1.83	169	543	11.7%	15	145	14.4%	14
2002-2003	264	2.00	132	314	1.83	172	578	6.4%	14	151	4.2%	11
2003-2004	272	1.92	142	333	2.00	167	605	4.7%	14	154	2.3%	12
2004-2005	185	2.42	77	276	2.00	138	461	-23.8%	14	104	-32.4%	14
2005-2006	212	2.42	88	358	2.25	159	570	23.6%	14	122	16.9%	15
2006-2007	218	2.17	100	283	1.58	179	501	-12.1%	14	134	9.5%	15
2007-2008	240	2.33	103	323	2.00	162	563	12.4%	14	130	-2.7%	14
2008-2009	260	2.67	97	324	2.25	144	584	3.7%	14	119	-8.7%	14
AVERAGE	230	2.13	108	307	1.92	160	538			133		

**DEPARTMENT OF EDUCATION (Undergraduate Programs within the School of Education)**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
1999-2000	742	4.80	155	774	4.65	166	1516	-2.8%	6	160	-9.5%	11
2000-2001	648	4.40	147	621	3.90	159	1269	-16.3%	9	153	-4.7%	12
2001-2002	777	4.20	185	606	3.80	159	1383	9.0%	8	173	13.1%	11
2002-2003	741	4.37	170	748	3.98	188	1489	7.7%	10	178	3.2%	8
2003-2004	893	4.68	191	777	3.73	208	1670	12.2%	8	199	11.4%	7
2004-2005	975	4.39	222	824	3.92	210	1799	7.7%	6	217	9.1%	5
2005-2006	898	4.58	196	778	4.00	195	1676	-6.8%	8	195	-9.8%	7
2006-2007	859	4.67	184	728	4.58	159	1587	-5.3%	9	172	-12.2%	10
2007-2008	767	4.58	167	777	4.75	164	1544	-2.7%	10	165	-3.5%	12
2008-2009	873	4.92	177	936	4.58	204	1809	17.2%	8	190	15.1%	9
AVERAGE	817	4.56	179	757	4.19	181	1574			180		

**FIRST-YEAR SEMINAR PROGRAM**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
1999-2000	187	1.25	150	6	0.08	75	193	-3.5%	16	145	-9.3%	13
2000-2001	216	1.33	162	3	0.08	38	219	13.5%	16	155	7.0%	11
2001-2002	222	1.42	156	2	0.08	25	224	2.3%	16	149	-3.9%	13
2002-2003	222	1.50	148	3	0.08	38	225	0.4%	15	142	-4.6%	14
2003-2004	213	1.33	160	1	0.08	13	214	-4.9%	15	152	6.6%	13
2004-2005	216	1.50	144	6	0.17	36	222	3.7%	16	133	-12.2%	13
2005-2006	249	1.50	166	5	0.17	29	254	14.4%	16	152	14.2%	12
2006-2007	263	1.58	166	9	0.17	53	272	7.1%	16	155	2.2%	13
2007-2008	523	2.67	196	12	0.33	36	535	96.7%	15	178	14.7%	9
2008-2009	527	2.42	218	6	0.17	35	533	-0.4%	15	206	15.4%	6
AVERAGE	284	1.65	172	5	0.14	38	289			161		

**DEPARTMENT OF HEALTH, SPORT AND HUMAN PERFORMANCE (formerly Dept of Physical Education)**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
1999-2000	899	5.50	163	840	5.42	155	1739	-6.3%	4	159	-12.7%	12
2000-2001	648	3.33	195	878	4.83	182	1526	-12.2%	6	187	17.4%	8
2001-2002	939	4.92	191	812	4.92	165	1751	14.7%	6	178	-4.8%	10
2002-2003	903	5.08	178	730	4.58	159	1633	-6.7%	7	169	-5.0%	9
2003-2004	889	4.92	181	839	4.75	177	1728	5.8%	7	179	5.7%	9
2004-2005	762	5.08	150	724	4.42	164	1486	-14.0%	10	156	-12.5%	10
2005-2006	879	4.92	179	841	4.92	171	1720	15.7%	7	175	11.7%	9
2006-2007	912	5.50	166	1015	5.25	193	1927	12.0%	5	179	2.6%	8
2007-2008	988	5.33	185	1028	5.25	196	2016	4.6%	6	191	6.3%	7
2008-2009	1112	5.83	191	1112	6.25	178	2224	10.3%	4	184	-3.4%	11
AVERAGE	893	5.04	177	882	5.06	174	1775			176		

**DEPARTMENT OF ENGLISH (prior to 2002-2003)**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
1999-2000	558	3.75	149	531	3.00	177	1089	-9.1%	11	161	2.1%	9
2000-2001	600	4.00	150	507	2.92	174	1107	1.7%	13	160	-0.8%	10
2001-2002	770	3.75	205	605	3.42	177	1375	24.2%	9	192	19.9%	9
AVERAGE	643	3.83	168	548	3.11	176	1190			171		



**DEPARTMENT OF FOREIGN LANGUAGE (prior to 2002-2003)**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
1999-2000	496	3.83	130	341	3.58	95	837	-3.2%	14	113	1.2%	15
2000-2001	427	3.83	111	285	3.75	76	712	-14.9%	14	94	-16.8%	15
2001-2002	486	4.08	119	319	3.58	89	805	13.1%	14	105	11.9%	15
AVERAGE	470	3.91	120	315	3.64	87	785			104		

**DEPARTMENT OF LANGUAGE AND LITERATURE (combined starting in 2002-2003)**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
2002-2003	1252	8.75	143	1057	7.42	143	2309	6.0%	4	143	-3.0%	13
2003-2004	1177	7.83	150	859	6.83	126	2036	-11.8%	4	139	-2.8%	14
2004-2005	1045	7.08	148	834	6.08	137	1879	-7.7%	5	143	2.8%	11
2005-2006	1036	7.08	146	1034	6.58	157	2070	10.2%	4	152	6.2%	13
2006-2007	1149	6.50	177	1063	6.25	170	2212	6.9%	4	173	14.5%	9
2007-2008	1170	7.75	151	924	6.50	142	2094	-5.3%	4	147	-15.3%	13
2007-2009	1141	7.75	147	990	6.25	158	2131	1.8%	5	152	3.6%	13
AVERAGE	1139	7.53	151	966	6.56	147	2104			149		

**ENGLISH COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
2007-2008	702	4.25	165	603	3.25	186	1305	n/a	n/a	174	n/a	n/a
2008-2009	703	4.50	156	658	3.25	202	1361	4.3%	n/a	176	0.9%	n/a
AVERAGE	703	4.38	161	631	3.25	194	1333			175		

**FRENCH COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
2007-2008	72	1.00	72	57	0.75	76	129	n/a	n/a	74	n/a	n/a
2008-2009	105	0.75	140	89	0.75	119	194	50.4%	n/a	129	75.5%	n/a
AVERAGE	89	0.88	101	73	0.75	97	162			99		

**GERMAN COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
2007-2008	63	0.75	84	33	0.75	44	96	n/a	n/a	64	n/a	n/a
2008-2009	48	0.75	64	54	0.75	72	102	6.3%	n/a	68	6.3%	n/a
AVERAGE	56	0.75	74	44	0.75	58	99			66		

**SPANISH COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
2007-2008	333	1.75	190	231	1.75	132	564	n/a	n/a	161	n/a	n/a
2008-2009	285	1.75	163	189	1.50	126	474	-16.0%	n/a	146	-9.5%	n/a
AVERAGE	309	1.75	177	210	1.63	129	519			154		

**LIBERAL ARTS PROGRAM**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
1999-2000	726	3.25	223	717	3.50	205	1443	-8.4%	8	214	1.8%	4
2000-2001	969	4.25	228	762	3.75	203	1731	20.0%	4	216	1.2%	4
2001-2002	1041	4.83	215	813	4.08	199	1854	7.1%	5	208	-3.9%	7
2002-2003	778	3.58	217	753	3.75	201	1531	-17.4%	8	209	0.4%	6
2003-2004	945	4.25	222	720	3.50	206	1665	8.8%	9	215	2.9%	6
2004-2005	851	3.83	222	784	3.58	219	1635	-1.8%	8	220	2.6%	3
2005-2006	983	4.58	215	920	4.58	201	1903	16.4%	6	208	-5.8%	6
2006-2007	945	4.33	218	964	4.92	196	1909	0.3%	6	206	-0.7%	4
2007-2008	1068	5.08	210	963	5.42	178	2031	6.4%	5	193	-6.3%	6
2008-2009	1039	5.08	205	899	4.67	193	1938	-4.6%	6	199	2.8%	8
AVERAGE	935	4.31	217	830	4.18	199	1764			208		

**DEPARTMENT OF COMMUNICATION AND THEATRE ARTS (prior to 2004-2005)**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
1999-2000	783	6.25	125	694	4.59	151	1477	-4.8%	7	136	-10.7%	14
2000-2001	865	5.67	153	748	5.83	128	1613	9.2%	5	140	2.9%	13
2001-2002	1131	6.17	183	914	6.00	152	2045	26.8%	4	168	19.8%	12
2002-2003	917	6.33	145	855	6.00	143	1772	-13.3%	5	144	-14.5%	12
2003-2004	949	6.17	154	941	5.75	164	1890	6.7%	5	159	10.3%	11
AVERAGE	929	6.12	152	830	5.63	147	1759			150		

**DEPARTMENT OF MASS MEDIA AND COMMUNICATION (separate from Theatre Arts starting 2004-2005)**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
2004-2005	863	5.58	155	662	3.75	177	1525	n/a	9	163	n/a	9
2005-2006	897	4.42	203	773	5.25	147	1670	9.5%	9	173	5.7%	10
2006-2007	966	5.58	173	843	5.17	163	1809	8.3%	7	168	-2.6%	11
2007-2008	938	5.08	185	923	5.58	165	1861	2.9%	8	175	3.7%	10
2008-2009	857	5.16	166	858	5.41	159	1715	-7.8%	9	162	-7.1%	12
AVERAGE	904	5.16	175	812	5.03	161	1716			168		

**COMMUNICATION COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
2007-2008	457	2.33	196	473	2.33	203	930	n/a	n/a	200	n/a	n/a
2008-2009	431	2.08	207	371	2.08	178	802	-13.8%	n/a	193	-3.4%	n/a
AVERAGE	444	2.21	201	422	2.21	191	866			196		

**MASS MEDIA COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
2007-2008	481	2.75	175	450	3.25	138	931	n/a	n/a	155	n/a	n/a
2008-2009	426	3.08	138	487	3.33	146	913	-1.9%	n/a	142	-8.2%	n/a
AVERAGE	454	2.92	156	469	3.29	142	922			149		

**DEPARTMENT OF MATHEMATICS, COMPUTER SCIENCES AND PHYSICS (separate prior to 2000-2001)**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
1999-2000	1357	7.42	183	1436	7.33	196	2793	11.2%	2	189	3.1%	7
2000-2001	1663	8.75	190	1403	7.42	189	3066	9.8%	2	190	0.1%	7
2001-2002	1567	6.67	235	1360	7.00	194	2927	-4.5%	2	214	12.9%	6
2002-2003	1680	8.42	200	1495	7.58	197	3175	8.5%	1	198	-7.3%	7
2003-2004	1473	7.33	201	1428	8.17	175	2901	-8.6%	1	187	-5.7%	8
2004-2005	1399	7.67	182	1128	7.17	157	2527	-12.9%	2	170	-9.0%	8
2005-2006	1393	7.17	194	1381	7.08	195	2774	9.8%	2	195	14.3%	8
2006-2007	1683	7.75	217	1302	6.92	188	2985	7.6%	2	203	4.5%	5
2007-2008	1785	8.58	208	1425	8.42	169	3210	7.5%	1	189	-7.2%	8
2008-2009	1748	8.08	216	1444	7.66	189	3192	-0.6%	1	203	7.4%	7
AVERAGE	1575	7.78	202	1380	7.47	185	2955			194		

**COMPUTER SCIENCE COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
2007-2008	330	2.00	165	336	2.25	149	666	n/a	n/a	157	n/a	n/a
2008-2009	304	1.67	182	304	2.00	152	608	-8.7%	n/a	166	5.7%	n/a
AVERAGE	317	1.84	173	320	2.13	151	637			161		

**MATHEMATICS COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
2007-2008	1109	4.33	256	955	4.50	212	2064	n/a	n/a	234	n/a	n/a
2008-2009	1116	4.33	258	981	3.83	256	2097	1.6%	n/a	257	9.9%	n/a
AVERAGE	1113	4.33	257	968	4.17	232	2081			245		

**PHYSICS COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
2007-2008	346	2.25	154	134	1.67	80	480	n/a	n/a	122	n/a	n/a
2008-2009	328	2.08	158	159	1.83	87	487	1.5%	n/a	125	1.7%	n/a
AVERAGE	337	2.17	156	147	1.75	84	484			123		

**DEPARTMENT OF MUSIC**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
1999-2000	432	6.70	64	569	7.07	80	1001	-5.2%	12	73	4.8%	16
2000-2001	529	8.92	59	621	8.64	72	1150	14.9%	12	65	-9.9%	16
2001-2002	665	11.14	60	707	10.88	65	1372	19.3%	10	62	-4.9%	16
2002-2003	719	9.27	78	807	8.89	91	1526	11.2%	9	84	34.9%	15
2003-2004	694	8.82	79	754	7.94	95	1448	-5.1%	10	86	2.8%	15
2004-2005	797	9.93	80	883	10.07	88	1680	16.0%	7	84	-2.7%	16
2005-2006	749	9.60	78	826	10.36	80	1575	-6.3%	11	79	-6.1%	16
2006-2007	730	9.97	73	780	9.22	85	1510	-4.1%	10	79	-0.3%	16
2007-2008	720	8.94	81	846	9.08	93	1566	3.7%	9	87	10.4%	16
2008-2009	694	8.06	86	794	8.42	94	1488	-5.0%	10	90	3.9%	16
AVERAGE	673	9.13	74	759	9.06	84	1432			79		

**DEPARTMENT OF PHILOSOPHY AND RELIGION**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
1999-2000	498	2.25	221	402	2.25	179	900	-3.2%	13	200	-14.0%	6
2000-2001	558	2.50	223	666	2.50	266	1224	36.0%	10	245	22.4%	2
2001-2002	330	1.00	330	714	2.25	317	1044	-14.7%	13	321	31.2%	1
2002-2003	585	2.50	234	591	2.00	296	1176	12.6%	12	261	-18.6%	3
2003-2004	627	2.50	251	630	2.25	280	1257	6.9%	11	265	1.3%	1
2004-2005	555	2.50	222	628	2.50	251	1183	-5.9%	12	237	-10.6%	2
2005-2006	612	2.00	306	261	1.50	174	873	-26.2%	13	249	5.4%	2
2006-2007	702	2.50	281	522	2.00	261	1224	40.2%	12	272	9.0%	1
2007-2008	525	2.25	233	375	1.75	214	900	-26.5%	13	225	-17.3%	3
2008-2009	507	2.00	254	534	1.75	305	1041	15.7%	13	278	23.4%	1
AVERAGE	550	2.20	250	532	2.08	257	1082			253		

**PHILOSOPHY COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
2007-2008	219	1.25	175	168	1.00	168	387	n/a	n/a	172	n/a	n/a
2008-2009	255	1.00	255	276	1.00	276	531	37.2%	n/a	266	54.4%	n/a
AVERAGE	237	1.13	211	222	1.00	222	459			216		

**RELIGION COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
2007-2008	306	1.00	306	207	0.75	276	513	n/a	n/a	293	n/a	n/a
2008-2009	252	1.00	252	258	0.75	344	510	-0.6%	n/a	291	-0.6%	n/a
AVERAGE	279	1.00	279	233	0.75	310	512			292		

**DEPARTMENT OF PSYCHOLOGY**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
1999-2000	509	2.33	218	622	2.42	257	1131	-8.6%	10	238	18.8%	2
2000-2001	520	2.67	195	639	2.92	219	1159	2.5%	11	207	-12.9%	6
2001-2002	618	2.33	265	568	2.67	213	1186	2.3%	12	237	14.4%	4
2002-2003	702	3.00	234	670	3.17	211	1372	15.7%	11	222	-6.3%	5
2003-2004	558	2.08	268	647	3.17	204	1205	-12.2%	12	230	3.2%	4
2004-2005	696	3.08	226	673	3.17	213	1369	13.6%	11	219	-4.6%	4
2005-2006	750	3.08	244	826	3.42	242	1576	15.1%	10	242	10.7%	3
2006-2007	714	2.83	252	635	2.67	238	1349	-14.4%	11	245	1.2%	3
2007-2008	707	2.75	257	712	3.17	225	1419	5.2%	11	240	-2.3%	2
2008-2009	694	2.50	278	634	3.00	211	1328	-6.4%	11	241	0.7%	3
AVERAGE	647	2.67	243	663	2.98	223	1309			232		

**DEPARTMENT OF SOCIAL SCIENCES (formerly Dept of History, Political Science and Sociology)**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total	Fac	CrHrs	Total	Fac	CrHrs	Total	Pct	Univ	CrHrs	Pct	Univ
	CrHrs	FTE	/Fac	CrHrs	FTE	/Fac	CrHrs	Change	Rank	/Fac	Change	Rank
1999-2000	1194	5.75	208	1098	5.00	220	2292	-13.6%	3	213	-7.5%	5
2000-2001	1194	6.00	199	1143	5.25	218	2337	2.0%	3	208	-2.6%	5
2001-2002	1505	6.25	241	1326	5.75	231	2831	21.1%	3	236	13.6%	5
2002-2003	1347	5.75	234	1204	5.50	219	2551	-9.9%	3	227	-3.9%	4
2003-2004	1413	5.75	246	1080	4.75	227	2493	-2.3%	3	237	4.7%	2
2004-2005	1176	6.00	196	1308	5.50	238	2484	-0.4%	3	216	-9.0%	6
2005-2006	1257	5.25	239	1062	4.75	224	2319	-6.6%	3	232	7.4%	5
2006-2007	1287	6.00	215	1107	6.25	177	2394	3.2%	3	195	-15.7%	6
2007-2008	1164	5.75	202	1053	4.75	222	2217	-7.4%	3	211	8.0%	4
2008-2009	1203	5.00	241	1062	5.00	212	2265	2.2%	3	227	7.3%	4
AVERAGE	1274	5.75	222	1144	5.25	218	2418			220		

**HISTORY COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	Univ Rank	CrHrs /Fac	Pct Change	Univ Rank
2007-2008	528	1.75	302	507	1.75	290	1035	n/a	n/a	296	n/a	n/a
2008-2009	537	2.00	269	525	1.75	300	1062	2.6%	n/a	283	-4.2%	n/a
AVERAGE	533	1.88	284	516	1.75	295	1049			289		

**INTERNATIONAL STUDIES COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	Univ Rank	CrHrs /Fac	Pct Change	Univ Rank
2007-2008	105	0.25	420	27	0.25	108	132	n/a	n/a	264	n/a	n/a
2008-2009	123	0.25	492	6	0.25	24	129	-2.3%	n/a	258	-2.3%	n/a
AVERAGE	114	0.25	456	17	0.25	66	131			261		

**POLITICAL SCIENCE COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	Univ Rank	CrHrs /Fac	Pct Change	Univ Rank
2007-2008	135	1.75	77	78	0.50	156	213	n/a	n/a	95	n/a	n/a
2008-2009	108	1.25	86	78	1.00	78	186	-12.7%	n/a	83	-12.7%	n/a
AVERAGE	122	1.50	81	78	0.75	104	200			89		

**SOCIAL SCIENCE COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	Univ Rank	CrHrs /Fac	Pct Change	Univ Rank
2007-2008	45	0.25	180	39	0.25	156	84	n/a	n/a	168	n/a	n/a
2008-2009	3	0.00	n/a	27	0.25	108	30	-64.3%	n/a	120	-28.6%	n/a
AVERAGE	24	0.13	192	33	0.25	132	57			152		

**SOCIOLOGY COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	Univ Rank	CrHrs /Fac	Pct Change	Univ Rank
2007-2008	351	1.75	201	402	2.00	201	753	n/a	n/a	201	n/a	n/a
2008-2009	432	1.50	288	426	1.75	243	858	13.9%	n/a	264	31.5%	n/a
AVERAGE	392	1.63	241	414	1.88	221	806			230		

**DEPARTMENT OF THEATRE ARTS (separate from Communication starting 2004-2005)**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	Univ Rank	CrHrs /Fac	Pct Change	Univ Rank
2004-2005	146	1.50	97	133	1.67	80	279	n/a	15	88	n/a	15
2005-2006	251	1.58	159	170	1.58	108	421	50.9%	15	133	51.2%	14
2006-2007	281	2.00	141	167	1.33	126	448	6.4%	15	135	1.0%	14
2007-2008	277	2.25	123	255	2.00	128	532	18.8%	16	125	-7.0%	15
2008-2009	237	2.67	89	276	2.75	100	513	-3.6%	16	95	-24.4%	15
AVERAGE	238	2.00	119	200	1.87	107	439			113		

**CONCURRENT CREDIT PROGRAM**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	Univ Rank	CrHrs /Fac	Pct Change	Univ Rank
2008-2009	153	0.50	306	311	1.33	234	464	n/a	n/a	254	n/a	n/a

**BIOLOGY COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	Univ Rank	CrHrs /Fac	Pct Change	Univ Rank
2008-2009	0	0.00	n/a	32	0.33	97	32	n/a	n/a	97	n/a	n/a

**EDUCATION COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	Univ Rank	CrHrs /Fac	Pct Change	Univ Rank
2008-2009	0	0.00	n/a	24	0.25	96	24	n/a	n/a	96	n/a	n/a

**HISTORY COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	Univ Rank	CrHrs /Fac	Pct Change	Univ Rank
2008-2009	105	0.25	420	78	0.25	312	183	n/a	n/a	366	n/a	n/a

**POLITICAL SCIENCE COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	Univ Rank	CrHrs /Fac	Pct Change	Univ Rank
2008-2009	48	0.25	192	126	0.25	504	174	n/a	n/a	348	n/a	n/a

**PSYCHOLOGY COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR					
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	Univ Rank	CrHrs /Fac	Pct Change	Univ Rank
2008-2009	0	0.00	n/a	51	0.25	204	51	n/a	n/a	204	n/a	n/a

Sources: University Registrar, Office of Institutional Research

## Exhibit 12

### Average Faculty Salaries (Baldwin Campus)

Table 12 provides the past five years of faculty salary data for all full-time instructional faculty at the Baldwin campus who are on 9 or 10 month contracts (data as of November 1 of each year). These data are “salary only”—they do not include expenses for any employment benefits provided. Salaries are reported by rank and by gender.

In addition, a comparison is provided using the average of eleven “peer institutions” for Baker. This peer group was developed as a component of the strategic planning process instituted by the University in 2003. The group includes 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).*

All data collected for this analysis were 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 12a, 12b, and 12c provide an illustration of the comparisons by gender and with the peer averages for each of the faculty rankings (assistant, associate and full professor). An examination of this graphical information shows a couple trends which, while they may not be completely surprising for some, are nonetheless areas where further attention might be warranted. Namely:

1. Baker male faculty members tend to earn higher salaries than female faculty members of the same rank. This is particularly true for those who are within the highest rank (professor), and somewhat less true for those within the middle and lowest ranks (associate and assistant professor, respectively), where for some years (for example, 2004, 2005 and 2006) the average Baker female salary is actually higher than that of Baker male faculty at one of these ranks. Some of this gender disparity may be partly due to differences in salary among different disciplines (e.g., business or physical science disciplines versus those within the humanities). Some of the gender difference seen within the rank of professor might also be a consequence of years within the rank, which tends to be greater for many of our male faculty (longer time as a professor). It is also important to note that Baker is not alone in facing this gender disparity, as similar patterns can be seen within the male and female peer data.
2. Baker faculty members tend to have lower average salaries than the average for the eleven peer institutions used in this analysis, regardless of rank or gender. Again, this pattern is most prominent for salaries within the highest rank and somewhat less dramatic within the lowest rank.

**Table 12****Average Faculty Salaries - by Rank and Gender and with Peer Group Comparisons**

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

2004	2005	2006	2007	2008	Five Year Average
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**ASSISTANT PROFESSOR****Average Annual Salaries**

<i>Male</i>	Baker	\$43,311	\$43,903	\$41,805	\$44,815	\$48,641	\$44,495
	Peers	\$43,282	\$44,337	\$43,934	\$47,466	\$48,757	\$45,555
	% Diff.	100.1%	99.0%	95.2%	94.4%	99.8%	97.7%

<i>Female</i>	Baker	\$41,388	\$42,337	\$42,425	\$44,030	\$45,189	\$43,074
	Peers	\$41,880	\$43,922	\$44,674	\$46,361	\$49,070	\$45,181
	% Diff.	98.8%	96.4%	95.0%	95.0%	92.1%	95.3%

<i>Total</i>	Baker	\$42,446	\$43,355	\$42,003	\$44,474	\$47,290	\$43,914
	Peers	\$42,478	\$43,994	\$44,358	\$46,652	\$48,781	\$45,253
	% Diff.	99.9%	98.5%	94.7%	95.3%	96.9%	97.0%

**Female Ave. as % of Male Ave.**

Baker	95.6%	96.4%	101.5%	98.2%	92.9%	96.8%
Peers	96.8%	99.1%	101.7%	97.7%	100.6%	99.2%

**ASSOCIATE PROFESSOR****Average Annual Salaries**

<i>Male</i>	Baker	\$46,006	\$47,291	\$47,735	\$50,177	\$53,139	\$48,870
	Peers	\$49,839	\$52,702	\$53,935	\$55,314	\$57,798	\$53,918
	% Diff.	92.3%	89.7%	88.5%	90.7%	91.9%	90.6%

<i>Female</i>	Baker	\$47,411	\$48,991	\$47,249	\$48,676	\$50,512	\$48,568
	Peers	\$48,311	\$50,460	\$51,805	\$55,009	\$56,991	\$52,515
	% Diff.	98.1%	97.1%	91.2%	88.5%	88.6%	92.5%

<i>Total</i>	Baker	\$46,675	\$48,141	\$47,514	\$49,484	\$51,882	\$48,739
	Peers	\$49,339	\$51,792	\$53,020	\$54,903	\$57,348	\$53,280
	% Diff.	94.6%	93.0%	89.6%	90.1%	90.5%	91.5%

**Female Ave. as % of Male Ave.**

Baker	103.1%	103.6%	99.0%	97.0%	95.1%	99.4%
Peers	96.9%	95.7%	96.1%	99.4%	98.6%	97.4%

**PROFESSOR****Average Annual Salaries**

<i>Male</i>	Baker	\$58,686	\$59,369	\$57,477	\$60,243	\$62,495	\$59,654
	Peers	\$60,468	\$63,179	\$64,999	\$69,367	\$69,428	\$65,488
	% Diff.	97.1%	94.0%	88.4%	86.8%	90.0%	91.1%

<i>Female</i>	Baker	\$54,349	\$53,117	\$54,044	\$56,933	\$59,560	\$55,601
	Peers	\$58,357	\$58,216	\$60,139	\$63,399	\$65,392	\$61,101
	% Diff.	93.1%	91.2%	89.9%	89.8%	91.1%	91.0%

<i>Total</i>	Baker	\$57,240	\$56,987	\$56,134	\$58,948	\$61,272	\$58,116
	Peers	\$59,764	\$62,078	\$63,879	\$67,678	\$68,262	\$64,332
	% Diff.	95.8%	91.8%	87.9%	87.1%	89.8%	90.3%

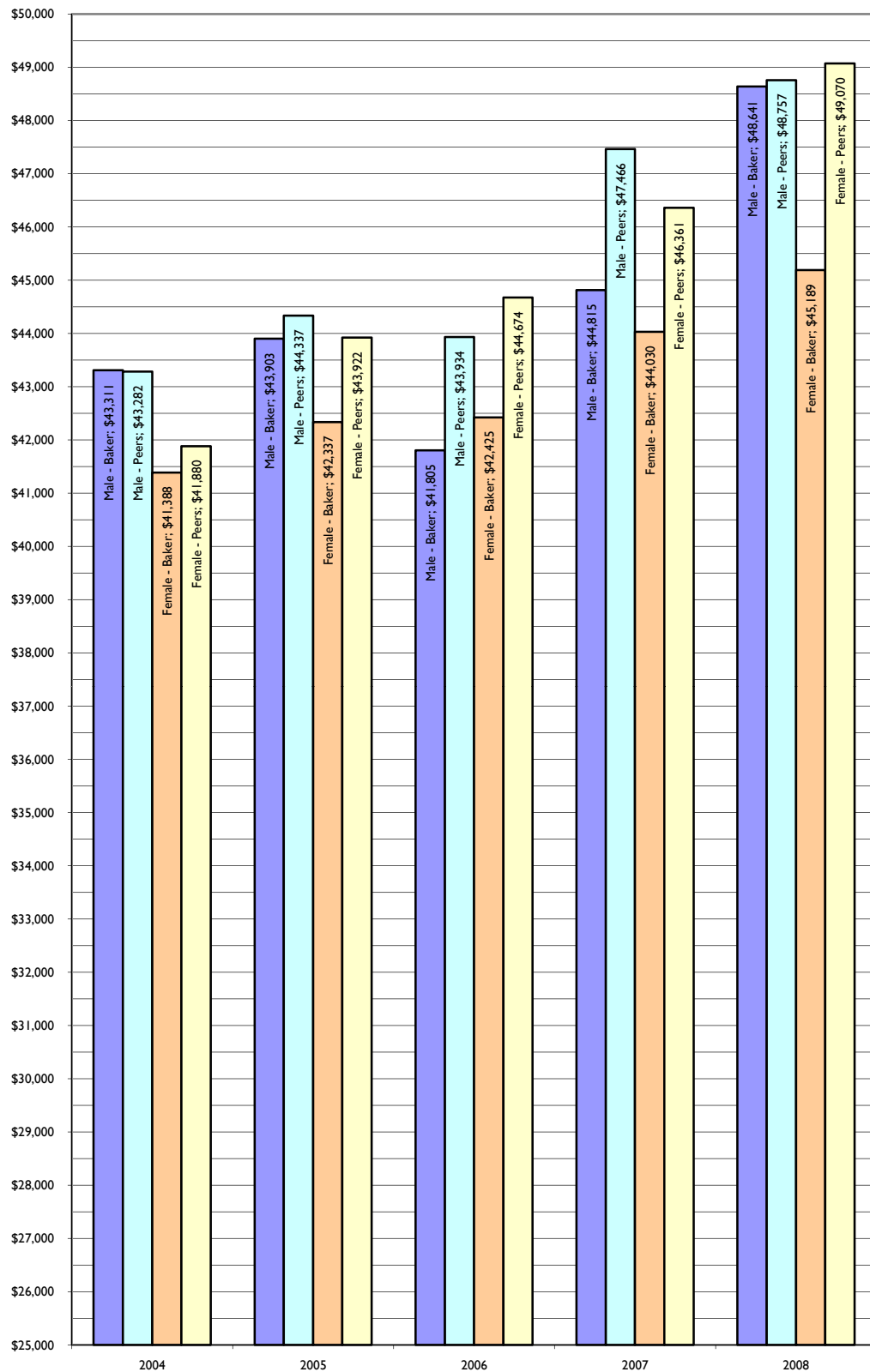
**Female Ave. as % of Male Ave.**

Baker	92.6%	89.5%	94.0%	94.5%	95.3%	93.2%
Peers	96.5%	92.1%	92.5%	91.4%	94.2%	93.3%

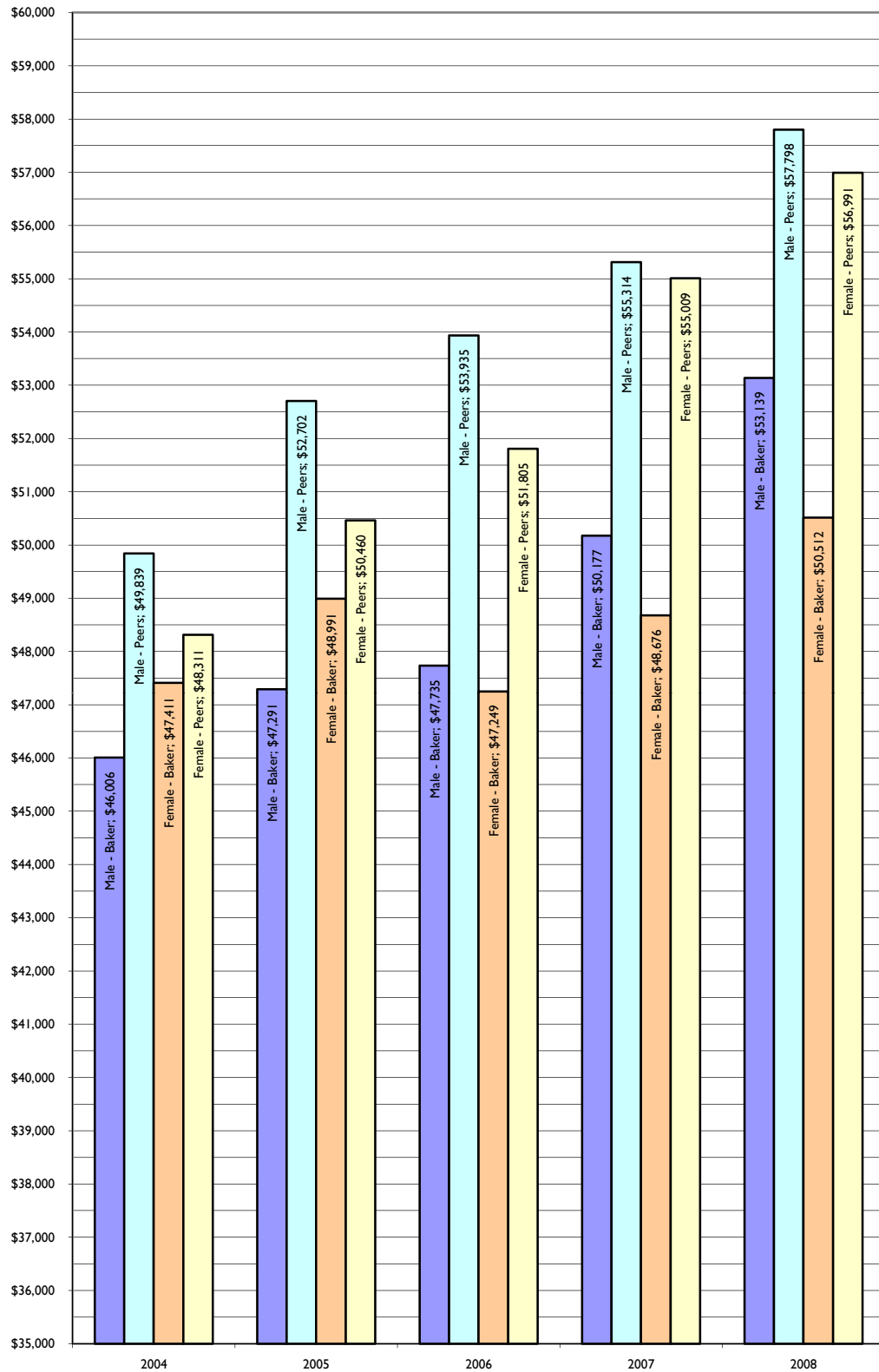
Source: National Center for Education Statistics, U. S. Dept. of Education



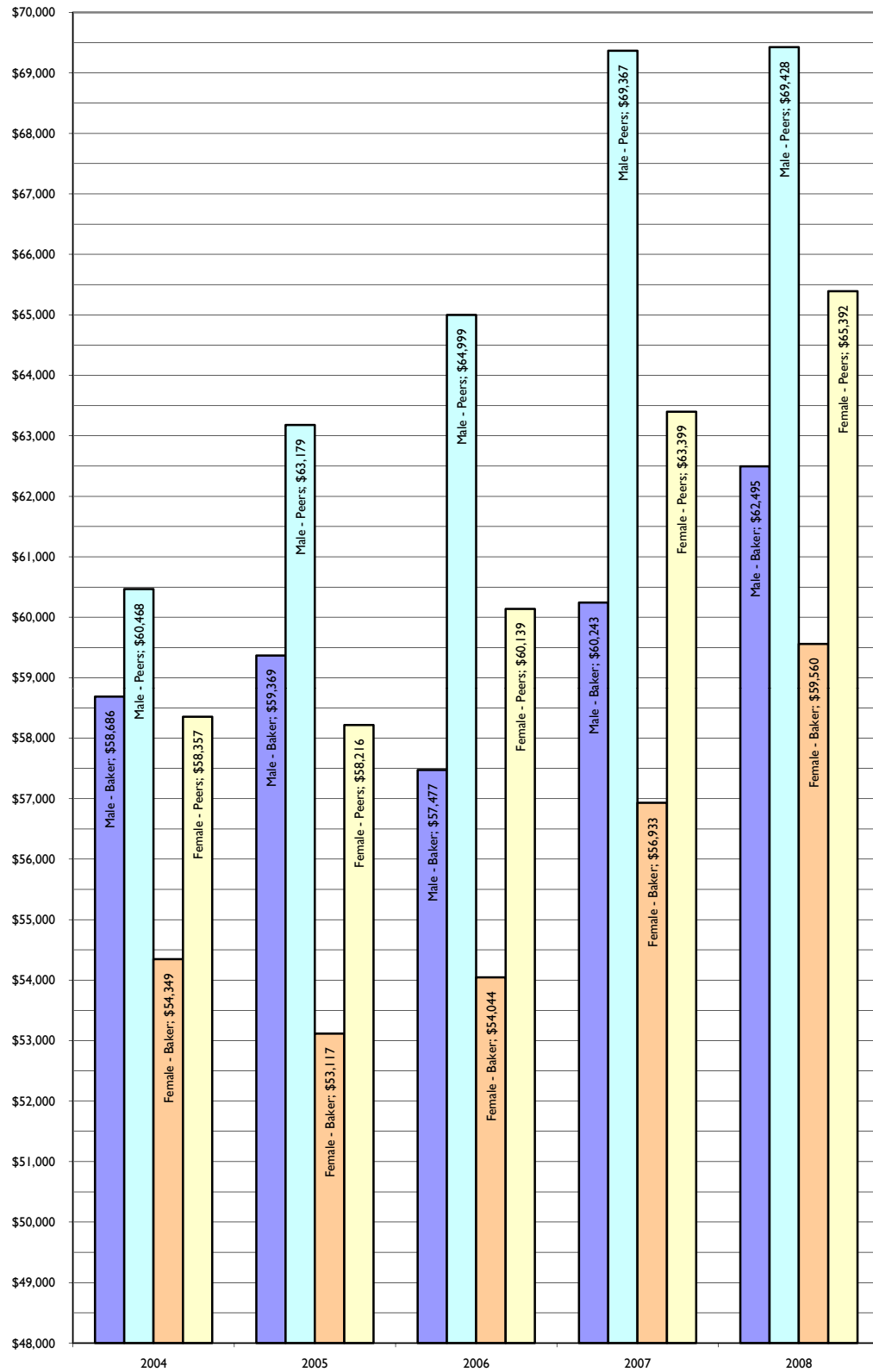
**Figure 12a**  
**Average Faculty Salaries - 2004-2008**  
**ASSISTANT PROFESSOR**



**Figure 12b**  
**Average Faculty Salaries - 2004-2008**  
**ASSOCIATE PROFESSOR**



**Figure 12c**  
**Average Faculty Salaries - 2003-2007**  
**PROFESSOR**



## Exhibit 13

### Endowment Levels (University Totals)

Table 13 provides the past five fiscal years (FY) of endowment level data for Baker University along with the eleven “aspirant” and eleven “peer” institutions for Baker (both groups were developed as a component of the strategic planning process instituted by the University in 2003). All data collected for this analysis were 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).

Figure 13 provides an illustration of the annual endowment growth rates for Baker and group averages for these growth rates for the aspirant and peer institutions. These data indicate that both aspirant and peer institutions experienced a slowing of endowment growth in the FY 2004-2005 and FY 2005-2006 periods, as Baker did in FY 2005-2006.

Reflecting national trends in overall market performance, average growth rates for both comparison groups and Baker were negative for FY 07-08, though Baker’s negative rate was somewhat larger in magnitude (-9.0% compared to group averages of -7.1% and -3.5% for aspirant and peer institutions, respectively).

Looking at the total growth experienced since July 2002, the net change of Baker’s endowment from July 2002 to June 2008 was 23.7%. While this percentage is lower than either of the two group averages for this period (35.0% and 52.6% for aspirant and peer institutions, respectively), it is larger than the comparable growth rate for three of Baker’s aspirant schools—Earlham College (12.1%), Franklin and Marshall College (16.1%), and Southwestern University (4.0%)—and two of Baker’s peer schools—Adrian College (5.3%) and Carroll College (21.7%). By contrast, one of Baker’s peer schools (Texas Lutheran University) was able to more than double its endowment during this period (from \$30.0 million to \$65.7 million), and another (Maryville College) nearly achieved this goal (its endowment grew 88.8% from July 2002 to June 2008, from \$23.0 million to \$43.4 million).

**Table 13**  
**Endowment Totals - Comparison to Aspirant and Peer Institutions, by Fiscal Year**

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

Institution Name	FY 2003-04			FY 2004-05			FY 2005-06			FY 2006-07			FY 2007-08			Net Chng July '02 - June '08
	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	
Baker University	\$27.8	\$31.1	11.6%	\$31.1	\$32.8	5.4%	\$32.8	\$33.5	2.1%	\$33.5	\$37.8	13.0%	\$37.8	\$34.4	-9.0%	23.7%

**Aspirant Institutions**

Augustana College	\$76.3	\$88.5	16.0%	\$88.5	\$94.7	6.9%	\$94.7	\$104.7	10.5%	\$104.7	\$121.9	16.4%	\$121.9	\$113.8	-6.7%	49.0%
Beloit College	\$89.9	\$101.0	12.3%	\$101.0	\$106.2	5.2%	\$106.2	\$109.6	3.1%	\$109.6	\$134.6	22.9%	\$134.6	\$131.9	-2.0%	46.6%
Cornell College	\$55.7	\$63.8	14.5%	n/a	n/a	n/a	\$63.0	\$69.2	9.8%	\$69.2	\$77.6	12.2%	\$77.6	\$69.3	-10.8%	24.3%
DePauw University	\$376.0	\$412.1	9.6%	\$412.1	\$452.8	9.9%	\$452.8	\$490.5	8.3%	\$490.5	\$558.1	13.8%	\$558.1	\$544.5	-2.4%	44.8%
Earlham College	\$307.6	\$354.8	15.3%	\$354.8	\$378.8	6.8%	\$378.8	\$316.3	-16.5%	\$316.3	\$351.5	11.1%	\$351.5	\$345.0	-1.8%	12.1%
Franklin and Marshall College	\$233.6	\$260.7	11.6%	\$260.7	\$276.9	6.2%	\$276.9	\$299.9	8.3%	\$299.9	\$341.4	13.8%	\$341.4	\$271.2	-20.6%	16.1%
Kalamazoo College	\$116.8	\$135.5	16.0%	\$135.5	\$144.0	6.3%	\$144.0	\$152.3	5.8%	\$152.3	\$172.2	13.0%	\$172.2	\$156.9	-8.9%	34.4%
Rhodes College	\$190.6	\$211.8	11.1%	\$211.8	\$222.8	5.2%	\$222.8	\$246.4	10.6%	\$246.4	\$288.9	17.3%	\$288.9	\$281.5	-2.6%	47.7%
Roanoke College	\$84.9	\$93.9	10.6%	\$93.9	\$102.0	8.7%	\$102.0	\$108.6	6.4%	\$108.6	\$124.6	14.7%	\$125.0	\$118.6	-5.1%	39.7%
Southwestern University	\$273.4	\$277.7	1.5%	\$277.7	\$279.3	0.6%	\$279.3	\$279.9	0.2%	\$279.9	\$314.0	12.2%	\$314.0	\$284.3	-9.5%	4.0%
Stonehill College	\$90.1	\$103.8	15.2%	\$103.8	\$118.2	13.8%	\$118.2	\$138.1	16.8%	\$138.1	\$162.2	17.5%	\$162.2	\$149.7	-7.7%	66.1%
<b>Average Changes</b>			12.2%			7.0%			5.8%			15.0%			-7.1%	35.0%

**Peer Institutions**

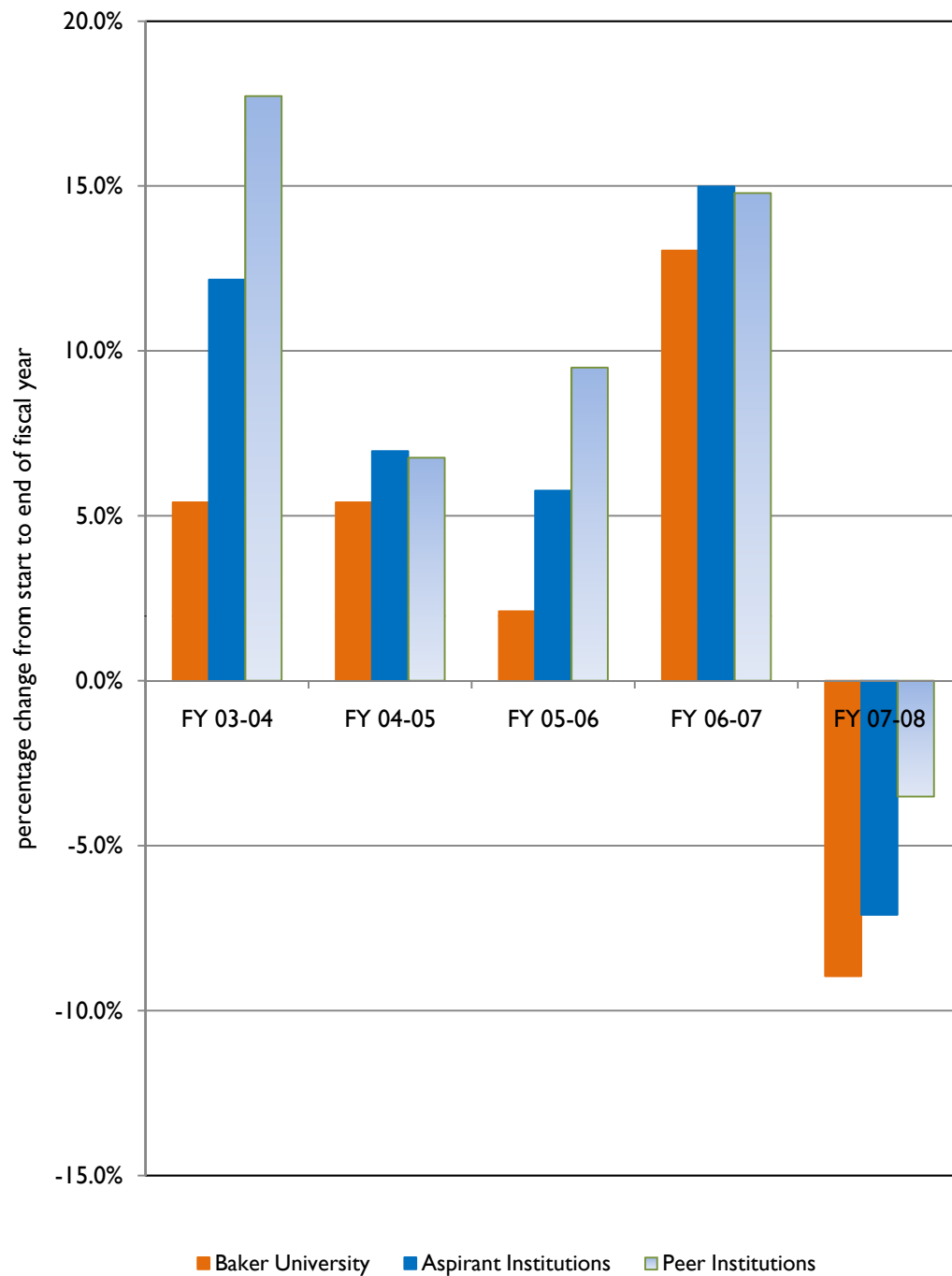
Adrian College	\$28.8	\$33.4	16.0%	\$33.4	\$32.3	-3.4%	\$32.3	\$31.3	-3.2%	\$31.3	\$34.2	9.4%	\$34.2	\$30.4	-11.3%	5.3%
Carroll College	\$23.3	\$24.1	3.2%	\$24.1	\$25.6	6.4%	\$25.6	\$26.9	5.2%	\$26.9	\$29.0	7.5%	\$29.0	\$28.4	-1.9%	21.7%
Central College	\$50.8	\$62.0	22.1%	\$62.0	\$65.9	6.3%	\$65.9	\$72.4	9.9%	\$72.4	\$83.0	14.5%	\$83.0	\$82.2	-0.9%	61.9%
Franklin College	\$62.9	\$67.6	7.5%	\$67.6	\$73.7	9.0%	\$73.7	\$77.9	5.6%	\$77.9	\$89.6	15.0%	\$89.6	\$89.0	-0.6%	41.5%
Maryville College	\$23.0	\$28.2	22.8%	\$28.2	\$31.9	12.9%	\$31.9	\$36.5	14.6%	\$36.5	\$42.8	17.3%	\$42.8	\$43.4	1.3%	88.8%
Monmouth College	\$45.8	\$51.8	13.2%	\$51.8	\$56.5	9.1%	\$56.5	\$61.9	9.5%	\$61.9	\$73.7	19.1%	\$73.7	\$69.5	-5.6%	52.0%
Northland College	\$13.2	\$16.8	26.9%	\$16.8	\$17.2	2.4%	\$17.2	\$18.5	7.5%	\$18.5	\$21.3	15.4%	\$21.3	\$18.5	-13.4%	39.7%
Texas Lutheran University	\$30.0	\$45.9	53.0%	\$42.6	\$46.8	9.9%	\$46.8	\$52.1	11.2%	\$52.1	\$61.5	18.1%	\$61.5	\$65.7	6.8%	119.1%
Wartburg College	\$34.6	\$35.0	1.2%	\$35.0	\$36.8	4.9%	\$36.8	\$40.9	11.3%	\$40.9	\$48.4	18.3%	\$48.4	\$50.1	3.5%	44.7%
Westminster College	\$30.7	\$36.0	17.2%	\$36.0	\$39.8	10.7%	\$39.8	\$46.6	17.0%	\$46.6	\$54.2	16.3%	\$54.2	\$51.1	-5.8%	66.4%
William Jewell College	\$56.1	\$62.8	12.0%	\$62.8	\$66.7	6.2%	\$66.7	\$77.3	15.8%	\$77.3	\$86.3	11.6%	\$86.3	\$77.1	-10.7%	37.4%
<b>Average Changes</b>			17.7%			6.8%			9.5%			14.8%			-3.5%	52.6%

**Aspirant and Peer Institutions**

<b>Average Changes</b>			14.9%			6.9%			7.6%			14.9%			-5.3%	43.8%
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Source: National Center for Education Statistics, U. S. Dept. of Education

**Figure 13**  
**Endowment Growth Rates**  
**Comparison to Aspirant and Peer Institutions**  
**FY 2003-04 to FY 2007-08**



## 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 might have completed college credit while also enrolled in high school (e.g., *College Now* or dual enrollment with a local junior college).

### **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. 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>8</sup>

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<sup>8</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).

## Glossary of Terms

### **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 Exhibits 5 and 6 above, 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).