

BAKER UNIVERSITY



The Fact Book

2013-14



1858

OFFICE OF INSTITUTIONAL RESEARCH

RAND ZIEGLER, PH.D.
VICE PRESIDENT FOR INSTITUTIONAL
AND FACULTY DEVELOPMENT

JEAN JOHNSON, PH.D.
DIRECTOR OF INSTITUTIONAL RESEARCH

MARISSA A. SMITH
STUDENT RESEARCH ASSISTANT

BAKER UNIVERSITY

THE FACTBOOK

2013/14

Prepared By

D. Rand Ziegler, Ph.D.

Vice President for Institutional and Faculty Development

Jean T. Johnson, Ph.D.

Director of Institutional Research

Marissa A. Smith

Student Research Assistant

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

The Office of Admissions
The Department of Athletics
The College of Arts and Sciences (CAS)
The School of Education (SOE)
The Office of Financial Aid
The Office of Human Resources
The School of Nursing (SON)
The School of Professional and Graduate Studies (SPGS)
The Office of the University Registrar
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Robert Schukei, Instructor of Computer Science

The information provided in this volume reflects what was available as of the close of business on the twentieth day of the fall 2013 semester (September 18, 2013).

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.

Second Printing

TUITION

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

Students enrolled in both the College of Arts and Sciences (CAS) and the undergraduate division of the School of Education (USOE) typically reside on the Baldwin City campus. In addition to tuition and fees, these students are also charged for room and board. Table 1a lists each of these expenses for students on the Baldwin City campus for the most recent 10-year period. All charges are assessed annually except those listed in the far right column, which are assessed on a one-time per student basis (e.g., matriculation and graduation fees). In addition, the average annual increase (%) is presented for the tuition, room and board expenses for the same 10-year time frame.

Table 1b presents the tuition, annual fees and one-time fees for students enrolled at the School of Nursing (SON) over the most recent 6-year period. (This is the time frame for which reliable data are currently available. The end goal is a table that presents data over 10 years.) The average annual increase (%) is presented for tuition and annual fees for the same 6-year time frame.

Table 1c presents the annual tuition and fees for both undergraduate and graduate students enrolled at the School of Professional and Graduate Studies (SPGS) over the most recent 5-year period. (This is the time frame for which reliable data are currently available. Again, the end goal is a table that presents data over 10 years.) Tuition is listed by degree program and includes the average annual increase (%) for the same 5-year time frame. In the case of the MLA (Master of Liberal Arts) program, tuition is assessed per credit hour rather than as a flat fee.

Tuition and fees for students enrolled at the graduate division of the School of Education (GSOE) are presented in Table 1d. Tuition expenses per credit hour are listed by degree program for the most recent 5-year period. (As with SON and SPGS, this is the time frame for which reliable data are currently available. The end goal is a table that presents data over 10 years.) As indicated, tuition for the Ed.D. program was assessed as a flat fee in both 2009/10 and 2013/14. Except for the doctoral program, the average annual tuition rate increase (%) is also presented for the same 5-year time frame.

TABLE 1a
BALDWIN CITY CAMPUS (CAS/USOE)
TUITION, ROOM, BOARD & FEES

Academic Year	Tuition Per Year	Traditional Room Per Year	Board Per Year	General University Fee	Total Expenses Per Year	One-Time Fees
2004/05	\$15,200	\$2,500	\$2,950	\$350	\$21,000	\$155
2005/06	\$16,100	\$2,580	\$3,050	\$350	\$22,080	\$130
2006/07	\$17,200	\$2,660	\$3,190	\$350	\$23,400	\$130
2007/08	\$18,750	\$2,850	\$3,300	\$0	\$24,900	\$155
2008/09	\$19,880	\$2,950	\$3,420	\$0	\$26,250	\$160
2009/10	\$21,050	\$3,100	\$3,700	\$0	\$27,850	\$155
2010/11	\$22,200	\$3,250	\$3,780	\$0	\$29,230	\$155
2011/12	\$23,310	\$3,420	\$3,920	\$0	\$30,650	\$155
2012/13	\$24,470	\$3,560	\$4,100	\$0	\$32,130	\$155
2013/14	\$25,200	\$3,650	\$4,200	\$300	\$33,350	\$155
10-Year Avg Annual Growth Rates	5.9%	4.3%	3.8%		5.5%	

Sources: Office of Financial Aid, University Catalogs

TABLE 1b

SCHOOL OF NURSING
TUITION & FEES

Academic Year	Tuition Per Year	Annual Fees	One-Time Fees
2008/09	\$12,720	\$536	\$410
2009/10	\$13,470	\$565	\$410
2010/11	\$14,400	\$605	\$410
2011/12	\$14,900	\$632	\$410
2012/13	\$15,550	\$644	\$410
2013/14	\$16,484	\$869	\$540
6-Year Avg. Annual Growth Rates	5.2%	9.3%	

Sources: Office of Financial Aid, University Catalogs, SON

TABLE 1c

SCHOOL OF PROFESSIONAL AND GRADUATE STUDIES
TUITION AND FEES PER PROGRAM

Undergraduate Programs

Academic Year	Fees for all Programs		AAB	BBA	BSM	BBL (Online)
	One-time fees	Per Course Fees	Tuition	Tuition	Tuition	Tuition
2009/10	\$2470 - \$2930	\$30	\$15,600	\$17,630	\$17,630	\$17,630
2010/11	\$170 - \$180	\$30	\$16,200	\$18,450	\$18,450	\$18,450
2011/12	\$180	\$30	\$17,400	\$19,475	\$19,475	\$19,475
2012/13	\$180	\$30	\$18,300	\$20,500	\$20,500	\$20,500
2013/14	\$180	\$30	\$19,200	\$21,525	\$21,525	\$21,525
5-Year Avg. Annual Growth Rates			5.1%	5.1%	5.1%	5.1%

Graduate Programs

Academic Year	Fees for all Programs		MBA	MBA (Online)	MSM	MAOL	MLA
	One-time fees*	Per Course Fees	Tuition	Tuition	Tuition	Tuition	Tuition per credit hour
2009/10	\$2,790	\$30	\$22,575	\$24,080	\$16,560	---	\$315
2010/11	\$170 - \$180	\$30	\$23,865	\$25,370	\$17,460	---	\$315
2011/12	\$180	\$30	\$25,585	\$26,230	\$18,180	---	\$330
2012/13	\$180	\$30	\$26,660	\$27,305	\$19,080	---	\$345
2013/14	\$180*	\$30	\$27,950	\$28,380	\$19,980	\$20,475	\$360
5-Year Avg. Annual Growth Rates			6.5%	4.5%	5.0%		3.7%

* \$25 less for MBA

Sources: University Catalogs, Director of Finance SPGS/GSOE

TABLE 1d

GRADUATE SCHOOL OF EDUCATION

TUITION AND FEES

Masters Programs

Academic Year	Fees for all Programs		MAED	MSSL	MSSE	MST
	One-time Fees	Per-Course Fees	Tuition per credit hour¹	Tuition per credit hour¹	Tuition per credit hour¹	Tuition per credit hour¹
2009/10	varies	\$30	\$315	\$315	\$300	\$315
2010/11	\$145	\$30	\$315	\$315	\$315	\$315
2011/12	\$155	\$30	\$315	\$330	\$330	\$330
2012/13	\$155	\$30	\$345	\$345	\$345	\$345
2013/14	\$155	\$30	\$360	\$360	\$360	\$360
5-Year Avg. Annual Growth Rates			3.8%	3.7%	3.7%	3.7%

¹Values reflect published tuition rates. (A \$30 discount is available for early payment.)

Doctoral Program

Academic Year	EdD		
	One-time fees	Tuition per Credit Hour²	Continuous Enrollment
2009/10	\$500	\$35,000	\$315
2010/11	\$500	\$594	\$315
2011/12	\$500	\$594	\$330
2012/13	\$500	\$594	\$345
2013/14	\$500	\$36,500	\$360

²Tuition was assessed for the entire program in 2009/10 and 2013/14

Sources: University Catalogs, Director of Finance SPGS/GSOE

ADMISSION

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

Table 2a provides application, acceptance, enrollment and conversion rate data for each new CAS/USOE student cohort entering Baker during 2004-2013. The academic profile for each of these cohorts is also presented in the last few columns of the table. This includes the mean high school grade point average (GPA) and mean composite ACT score for each entering class. (The national average ACT score for high school seniors for each of these 10 years is also provided for comparison.) In addition, 10-year averages are presented for all of these indicators. Figure 2a illustrates the conversion rate trends over the 10-year time frame. Table 2b offers an in-depth analysis of the distribution of ACT scores across each of these 10 most recent CAS/USOE freshman cohorts.

Table 2c provides application, acceptance, enrollment and conversion rate data for SON students for the most recent 13-semester (6.5-year) period. (This is the time frame for which reliable data are currently available. The end goal is a table that presents data over 20 semesters or 10 years.) Unlike programs on the Baldwin City campus, the School of Nursing admits a new cohort each semester rather than each year and students progress through four “levels” of training over four semesters rather than over four years. Table 2c also offers a brief academic profile (mean transfer GPA) for each entering first-time cohort at SON for these same 13 semesters. Additionally, the number and percentage of SON students that transitioned from Baker University’s Baldwin City campus are included in the last two columns of the table. The 13-semester average for each of these indicators is listed in the bottom row. Figure 2b illustrates these trends over the same time frame.

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

TABLE 2a**BALDWIN CITY CAMPUS (CAS/USOE)****FIRST-TIME FRESHMAN CONVERSION RATES
AND ACADEMIC PROFILES**

Entering Fall Cohort	Number of Applications Completed	Number of Applicants Accepted	Number of First-time Freshmen Enrolled	Conversion Rates		Academic Profile		
				% of Completed Applicants Accepted	% of Accepted Applicants Enrolled	Mean High School GPA	Mean Comp ACT	Natl. Mean ACT
2004	593	564	203	95.1%	36.0%	3.45	23.3	20.9
2005	598	586	239	98.0%	40.8%	3.45	23.2	20.9
2006	692	677	236	97.8%	34.9%	3.47	23.0	21.1
2007	715	686	250	95.9%	36.4%	3.52	22.7	21.2
2008	661	633	239	95.8%	37.8%	3.48	23.1	21.1
2009	699	654	257	93.6%	39.3%	3.48	23.5	21.1
2010	631	581	184	92.1%	31.7%	3.42	23.2	21.0
2011	712	616	200	86.5%	32.5%	3.44	23.2	21.1
2012	789	665	202	84.3%	30.4%	3.47	23.5	21.1
2013	870	756	235	86.9%	31.1%	3.47	23.5	20.9
10-year Average	696.0	641.8	224.5	92.6%	35.1%	3.47	23.2	21.0

Sources: Office of Admissions, ACT

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

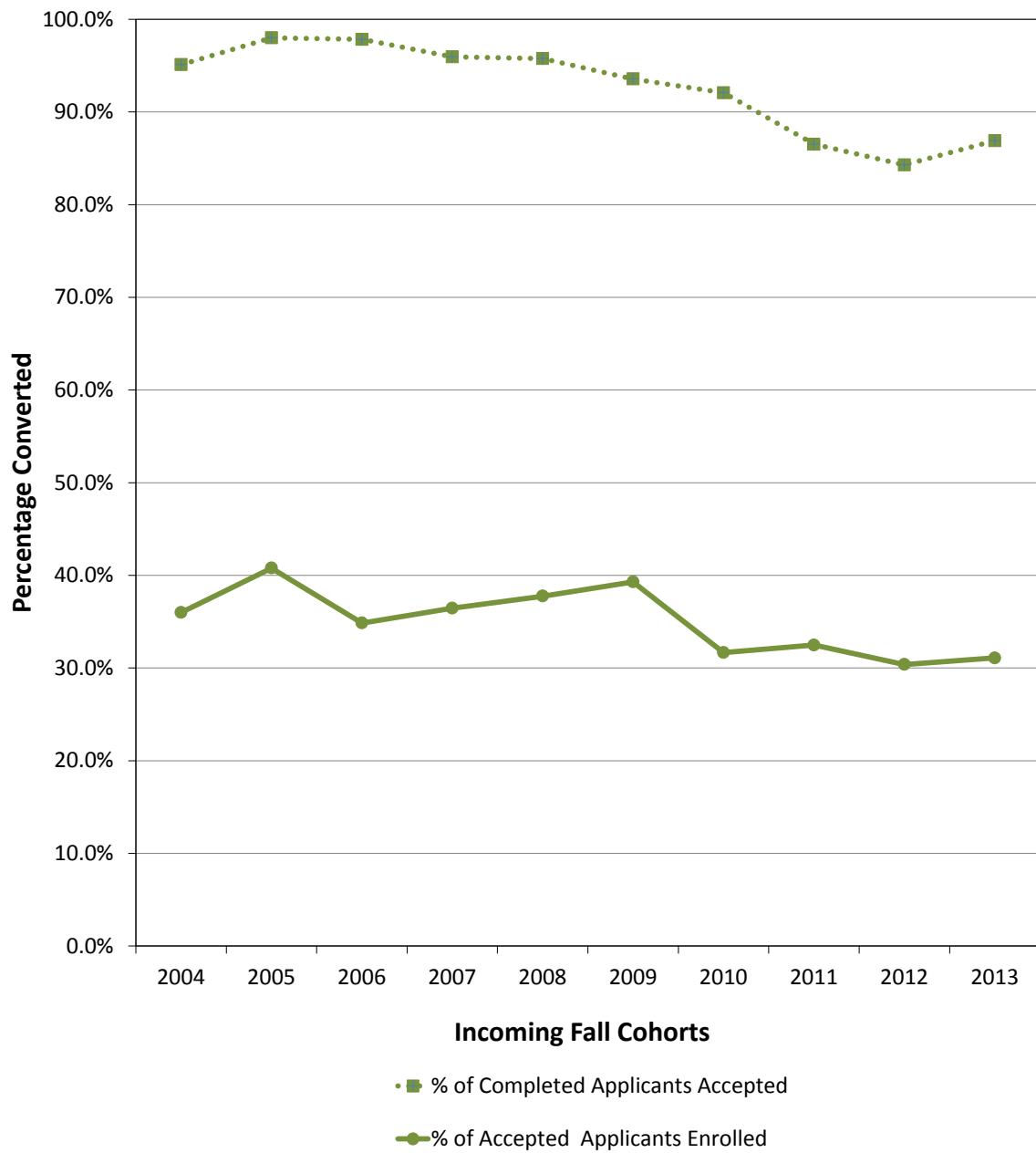


TABLE 2b

BALDWIN CITY CAMPUS (CAS/USOE)

ACT COMPOSITE SCORES

ENTERING FIRST-YEAR COHORTS 2004 - 2013

Cohort	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Cohort Size	203	239	236	250	239	257	185	200	202	235
No. with Scores	194	229	228	243	231	246	166	189	198	235
Lowest Score	16	15	13	13	14	16	15	15	16	16
25th Percentile	21	21	20	20	20	21	20	21	21	21
Median	23	23	23	23	23	23	23	23	23	24
75th Percentile	26	26	26	25	26	26	26	25	26	26
Highest Score	34	33	33	32	33	35	33	33	33	34
Average	23.32	23.21	23.01	22.65	23.06	23.54	23.20	23.18	23.52	23.46

Score Range	Counts																			
12-13	0	31	0	42	1	44	1	54	0	52	0	40	0	26	0	25	0	28	0	39
14-15	0		4		0		5		7		0		2		2		0			
16-17	5		7		9		12		14		5		7		7		7		8	
18-19	26		31		34		36		31		35		17		16		21		31	
20-21	34	135	33	155	35	155	43	157	34	139	44	166	35	118	45	139	31	139	36	166
22-23	46		46		50		49		45		47		32		34		41		41	
24-25	33		48		41		47		38		40		30		41		40		57	
26-27	22		28		29		18		22		35		21		19		27		32	
28-29	19	28	16	32	18	29	22	32	22	40	18	40	10	22	14	25	18	31	16	30
30-31	5		15		7		8		7		17		8		8		10		9	
32-33	1		1		4		2		11		4		4		3		3		4	
34-35	3		0		0		0		0		1		0		0		0		1	

Score Range	Percentages																			
12-13	0.0%	16.0%	0.0%	18.3%	0.4%	19.3%	0.4%	22.2%	0.0%	22.5%	0.0%	16.3%	0.0%	15.7%	0.0%	13.2%	0.0%	14.1%	0.0%	16.6%
14-15	0.0%		1.7%		0.0%		2.1%		3.0%		0.0%		1.2%		1.1%		0.0%			
16-17	2.6%		3.1%		3.9%		4.9%		6.1%		2.0%		4.2%		3.7%		3.5%		3.4%	
18-19	13.4%		13.5%		14.9%		14.8%		13.4%		14.2%		10.2%		8.5%		10.6%		13.2%	
20-21	17.5%	69.6%	14.4%	67.7%	15.4%	68.0%	17.7%	64.6%	14.7%	60.2%	17.9%	67.5%	21.1%	71.1%	23.8%	73.5%	15.7%	70.2%	15.3%	70.6%
22-23	23.7%		20.1%		21.9%		20.2%		19.5%		19.1%		19.3%		18.0%		20.7%		17.4%	
24-25	17.0%		21.0%		18.0%		19.3%		16.5%		16.3%		18.1%		21.7%		20.2%		24.3%	
26-27	11.3%		12.2%		12.7%		7.4%		9.5%		14.2%		12.7%		10.1%		13.6%		13.6%	
28-29	9.8%	14.4%	7.0%	14.0%	7.9%	12.7%	9.1%	13.2%	9.5%	17.3%	7.3%	16.3%	6.0%	13.3%	7.4%	13.2%	9.1%	15.7%	6.8%	12.8%
30-31	2.6%		6.6%		3.1%		3.3%		3.0%		6.9%		4.8%		4.2%		5.1%		3.8%	
32-33	0.5%		0.4%		1.8%		0.8%		4.8%		1.6%		2.4%		1.6%		1.5%		1.7%	
34-35	1.5%		0.0%		0.0%		0.0%		0.0%		0.4%		0.0%		0.0%		0.0%		0.4%	

Source: Office of Admissions, Chief Information Officer (CIO)

TABLE 2c
SCHOOL OF NURSING
FIRST-TIME STUDENT CONVERSION RATES
AND ACADEMIC PROFILES

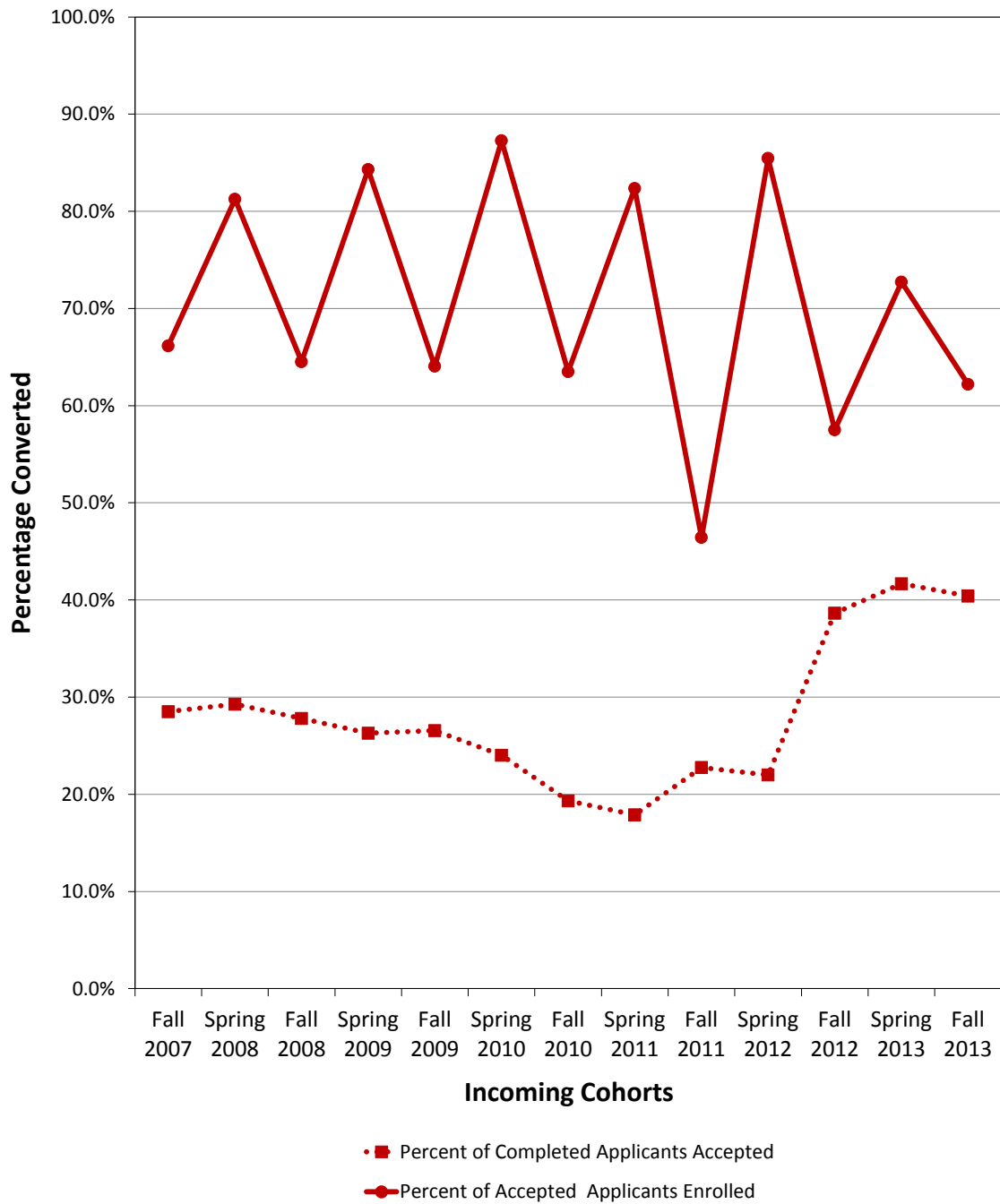
Entering Semester Cohort	Number of Applications Completed	Number of Applicants Accepted	Number of First-time Students Enrolled	Conversion Rates		Mean Transfer GPA	CAS Transfers	% CAS Transfers
				Percent of Completed Applicants Accepted	Percent of Accepted Applicants Enrolled			
Fall 2007	228	65	43	28.5%	66.2%	3.45	15	34.9%
Spring 2008	164	48	39	29.3%	81.3%	3.35	6	15.4%
Fall 2008	223	62	40	27.8%	64.5%	3.46	16	40.0%
Spring 2009	194	51	43	26.3%	84.3%	3.37	5	11.6%
Fall 2009	241	64	41	26.6%	64.1%	3.19	14	34.1%
Spring 2010	229	55	48	24.0%	87.3%	3.44	2	4.2%
Fall 2010	326	63	40	19.3%	63.5%	3.61	22	55.0%
Spring 2011	285	51	42	17.9%	82.4%	3.39	3	7.1%
Fall 2011	369	84	39	22.8%	46.4%	3.31	10	25.6%
Spring 2012	250	55	47	22.0%	85.5%	3.21	4	8.5%
Fall 2012	207	80	46	38.6%	57.5%	3.42	17	37.0%
Spring 2013	132	55	40	41.7%	72.7%	3.38	2	5.0%
Fall 2013	203	82	51	40.4%	62.2%	3.50	17	33.3%
13-Semester Average	235.3	62.5	43.0	28.1%	71.0%	3.39	9.83	23.1%

Source: School of Nursing

FIGURE 2c

SCHOOL OF NURSING

FIRST-TIME STUDENT CONVERSION RATES



ENROLLMENT

The following tables and figures present various views of Baker University enrollment data for the past 10 years. Except for the spring semester data presented in Table 3c, all enrollment numbers reflect the official fall-semester 20th-day counts used for external reporting purposes.

In Table 3a, enrollment headcount and student FTE (full-time equivalent)¹ figures are presented for the most recent 10-year period for the University as a whole, for the Baldwin City campus (CAS/USOE), for SON, for GSOE and for SPGS, both undergraduate and graduate divisions. The column indicating the actual number of full-time (FT) students at each campus/school was newly added to the FactBook last year. In contrast to the student FTE measure which is based on credit-hour units and not actual people, full-time enrollees are actual counts of people. An undergraduate is considered full-time if he/she is enrolled in a *minimum* of 12 credit hours for the equivalent time frame of a single semester. A graduate student is defined as full-time if he/she is enrolled in a *minimum* of 9 credit hours for the equivalent time frame of a single semester. Reliable data for full-time student counts are presented for at least 6 years at each campus/school. In addition, faculty FTE figures and student-faculty ratios are presented for each campus/school. Figures 3a(i), 3a(ii) and 3a(iii) illustrate University enrollment trends by campus/school over time as measured by headcount, full-time students and student FTE respectively.

Table 3b further segregates headcount and FTE enrollment numbers at SPGS and GSOE by degree program over the most recent 5-year period. Table 3c compares 20th-day fall and spring enrollment data for the Baldwin City campus for the most recent 10-year period. In 2008/09, Baker established a concurrent credit partnership with two Johnson County school districts. Course enrollments for this program are listed separately, also in Table 3c.

¹ The widely accepted standard measure for a single “full-time equivalent” (FTE) at the undergraduate level is 15 semester credit hours. The standard at the graduate level is 9 semester credit hours. Consequently, FTE is calculated for undergraduates as the total number of credit hours taken by all undergraduates divided by 15 and FTE is calculated for graduate students as the total number of credit hours taken by all graduate students divided by 9. Both are calculated using enrollments in courses that are creditable toward a degree.

TABLE 3a

BAKER UNIVERSITY

STUDENT ENROLLMENT AND STUDENT/FACULTY RATIOS

2004-2013 (REPORTING DATE: 20th DAY, FALL SEMESTER)

Total Baker Enrollment					
Year (Fall)	Head Count	FT Stud	Stud FTE	Fac FTE	St/Fac Ratio
2004	3,145	n/a	2,619	199.5	13.1
2005	3,261	n/a	2,747	184.0	14.9
2006	3,932	n/a	3,266	226.6	14.4
2007	3,959	n/a	2,888	n/a	n/a
2008	4,112	1,516	2,993	228.5	13.1
2009	3,853	1,586	2,938	213.2	13.8
2010	3,857	1,585	2,778	203.6	13.6
2011	3,536	1,455	2,555	194.4	13.1
2012	3,208	1,336	2,398	198.4	12.1
2013	3,076	1,315	2,299	197.3	11.7

College of Arts and Sciences and Undergraduate School of Education					
Year (Fall)	Head Count	FT Stud	Stud FTE	Fac FTE	St/Fac Ratio
2004	856	802	859	73.8	11.6
2005	916	860	915	72.7	12.6
2006	923	884	941	76.7	12.3
2007	942	906	953	77.3	12.3
2008	998	901	978	79.8	12.3
2009	992	899	974	73.1	13.3
2010	967	869	927	68.6	13.5
2011	935	827	885	68.8	12.9
2012	936	818	875	68.3	12.8
2013	942	800	850	66.7	12.7

School of Professional and Graduate Studies					
Year (Fall)	Head Count	FT Stud	Stud FTE	Fac FTE	St/Fac Ratio
2004	2,157	n/a	1,622	109.2	14.9
2005	2,210	n/a	1,695	94.8	17.9
2006	2,126	n/a	1,533	100.0	15.3
2007	2,037	n/a	1,244	n/a	n/a
2008	1,885	359	1,247	102.1	12.2
2009	1,789	388	1,231	95.2	12.9
2010	1,788	459	1,192	91.6	13.0
2011	1,659	388	1,117	81.8	13.7
2012	1,402	275	925	88.0	10.5
2013	1,344	304	906	86.8	10.4

School of Nursing					
Year (Fall)	Head Count	FT Stud	Stud FTE	Fac FTE	St/Fac Ratio
2004	132	127	138	16.5	8.4
2005	135	131	137	16.5	8.3
2006	144	140	148	15.9	9.3
2007	155	148	159	17.1	9.3
2008	159	153	159	15.3	10.4
2009	162	160	165	15.0	11.0
2010	171	167	174	14.5	12.0
2011	171	166	176	16.5	10.7
2012	169	166	176	17.0	10.4
2013	176	170	183	18.0	10.2

School of Professional and Graduate Studies: Undergraduate					
Year (Fall)	Head Count	FT Stud	Stud FTE	Fac FTE	St/Fac Ratio
2004	814	n/a	488	40.5	12.0
2005	791	n/a	474	40.7	11.6
2006	842	n/a	505	41.3	12.2
2007	940	n/a	503	n/a	n/a
2008	974	53	523	n/a	n/a
2009	934	83	522	n/a	n/a
2010	1005	163	584	n/a	n/a
2011	957	127	543	n/a	n/a
2012	831	89	464	52.4	8.9
2013	779	99	450	51.3	8.8

School of Education Graduate Programs					
Year (Fall)	Head Count	FT Stud	Stud FTE	Fac FTE	St/Fac Ratio
2004	These programs were included within the				
2005	SPGS totals prior to 2006				
2006	739	n/a	644	34.0	18.9
2007	825	n/a	533	n/a	n/a
2008	1070	103	609	31.3	19.5
2009	910	139	568	29.9	19.0
2010	931	90	485	28.9	16.8
2011	771	74	377	27.3	13.8
2012	701	77	422	25.1	16.8
2013	614	41	360	25.8	14.0

School of Professional and Graduate Studies: Graduate					
Year (Fall)	Head Count	FT Stud	Stud FTE	Fac FTE	St/Fac Ratio
2004	1343	n/a	1134	68.7	16.5
2005	1419	n/a	1221	54.1	22.6
2006	1284	n/a	1028	58.7	17.5
2007	1097	n/a	741	n/a	n/a
2008	911	306	724	n/a	n/a
2009	855	305	710	n/a	n/a
2010	730	293	608	n/a	n/a
2011	690	261	574	n/a	n/a
2012	571	186	460	35.6	12.9
2013	565	205	456	35.5	12.8

Sources: University CIO, SON

FIGURE 3a(i)

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

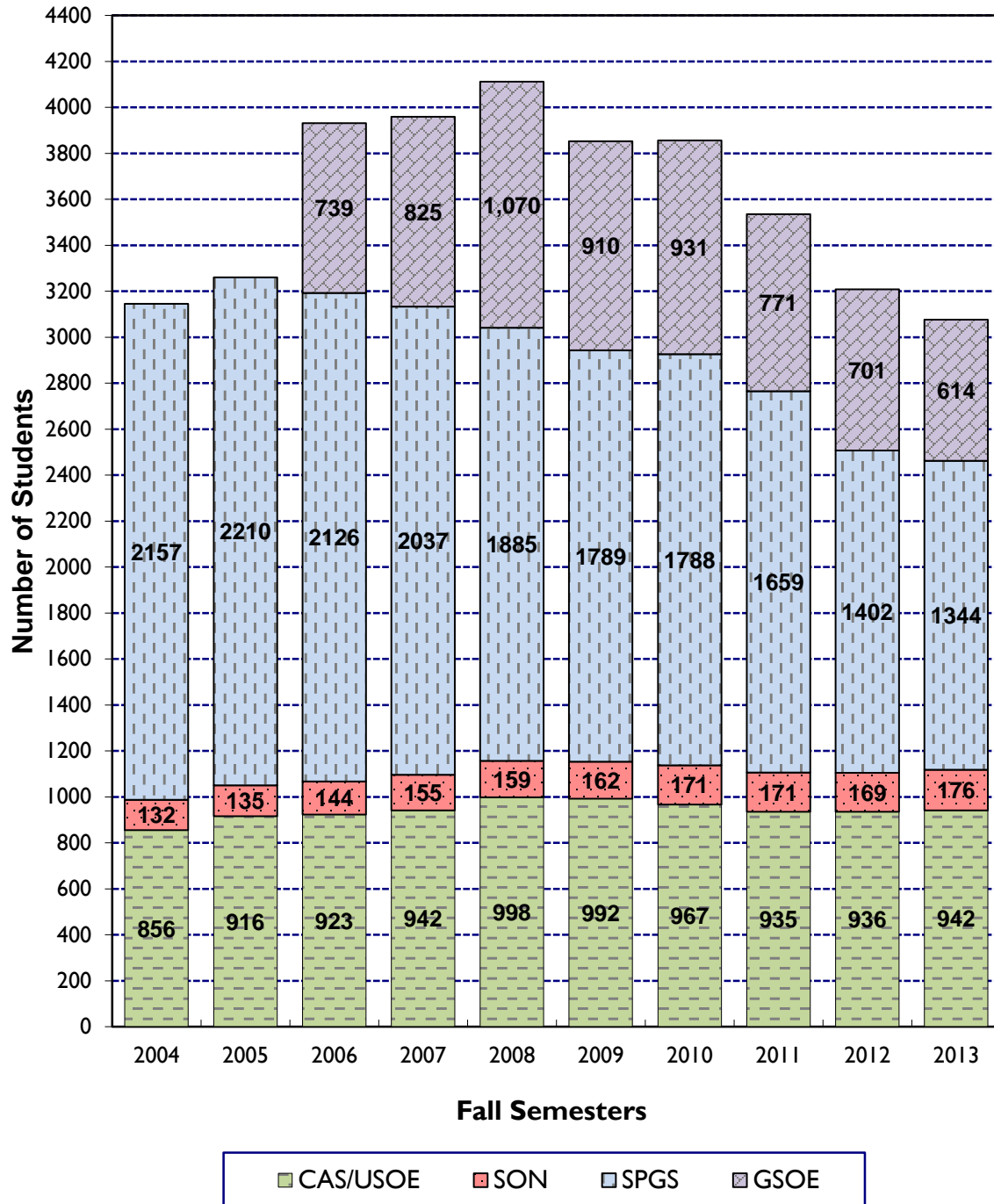


FIGURE 3a(ii)

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

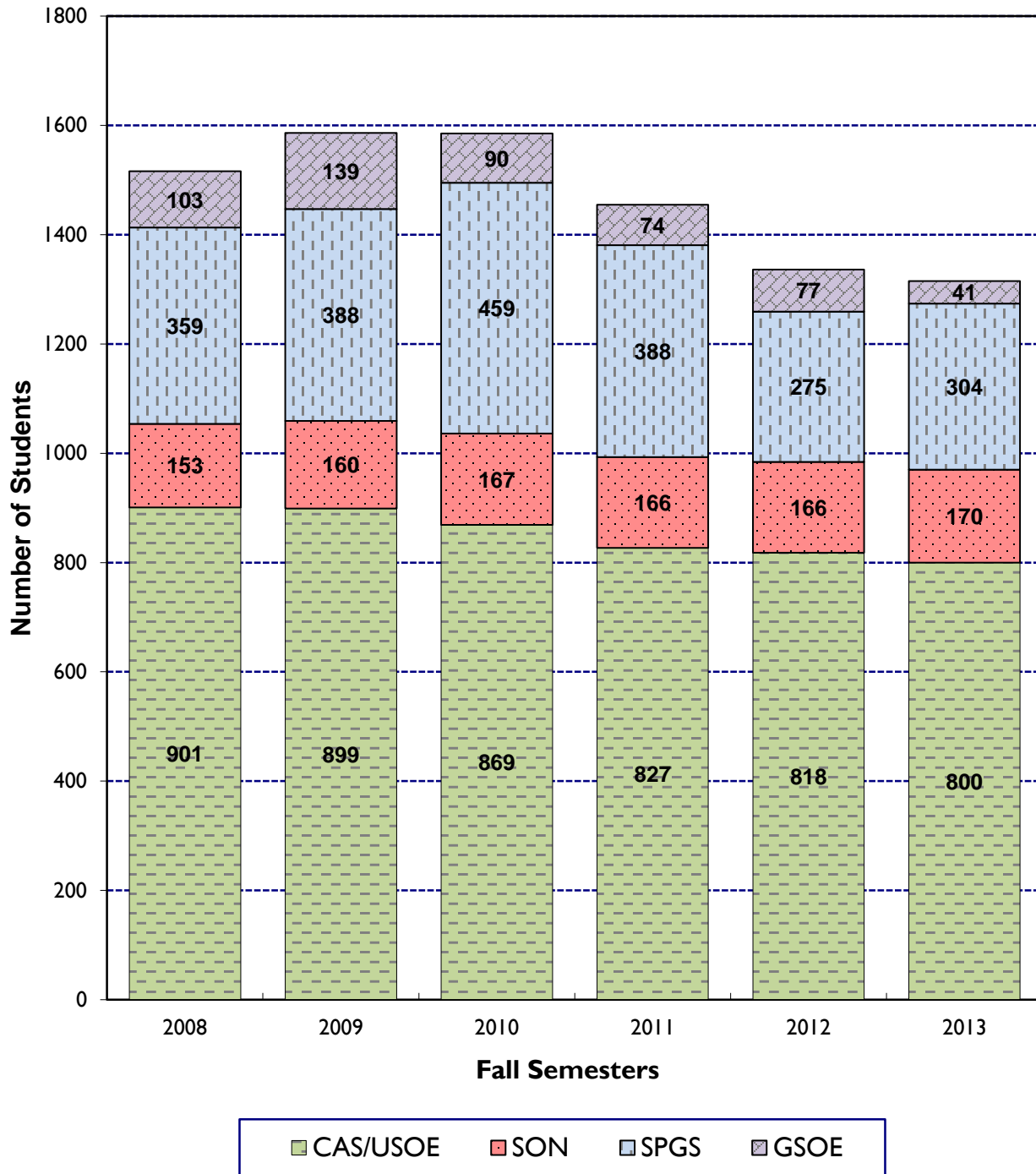


FIGURE 3a(iii)

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

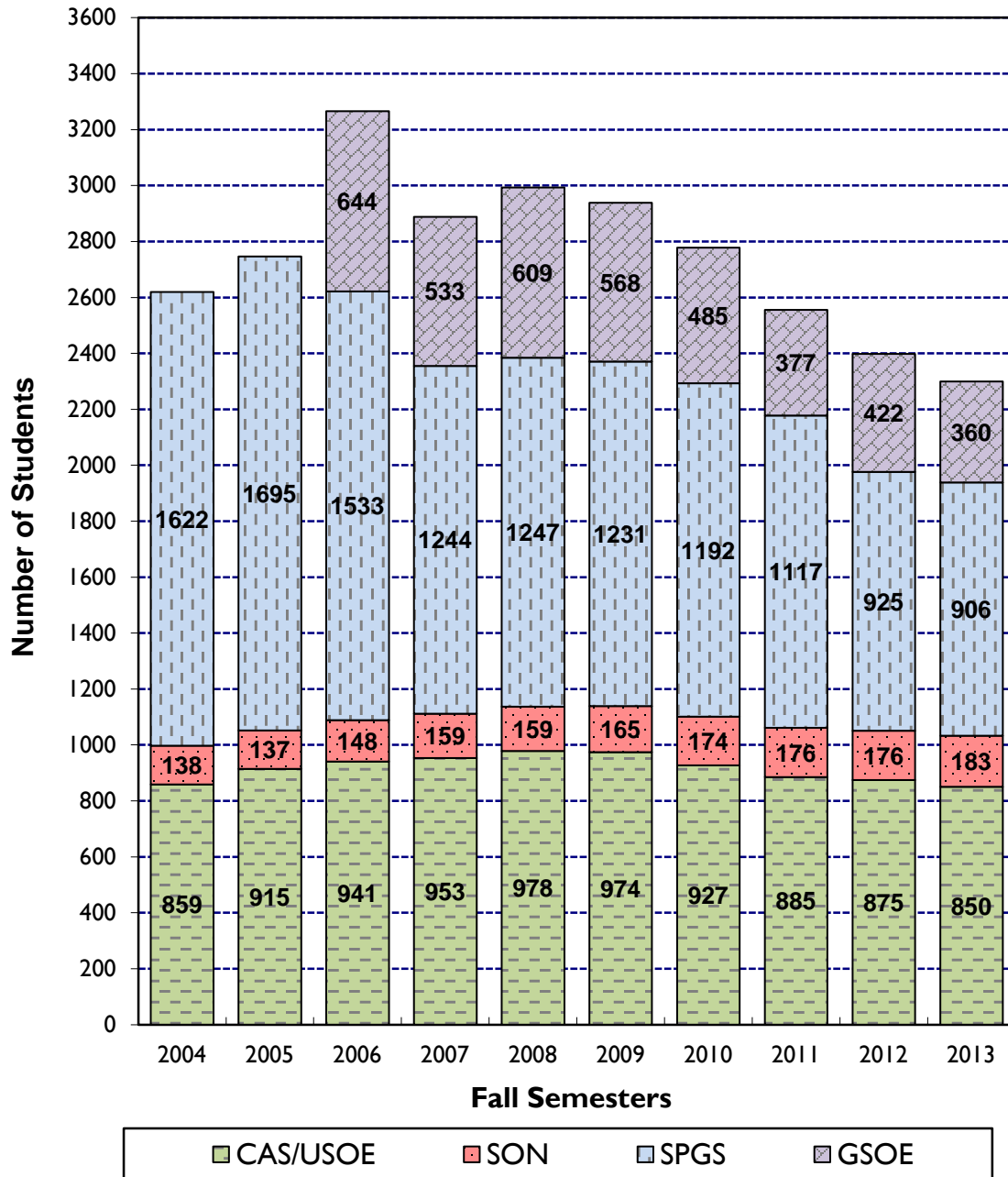


TABLE 3b

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

ENROLLMENT DATA BY DEGREE PROGRAM

2009-2013 (REPORTING DATE: 20th DAY, FALL SEMESTER)

	2009		2010		2011		2012		2013	
	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE	Head Count	FTE
School of Professional and Graduate Studies										
Audio Recording Engineer Certificate	---	---	29	28	13	12	---	---	---	---
Associate of Arts in Business	353	198	403	242	368	205	338	176	274	163
Bachelor of Business Administration	386	216	423	231	396	219	376	221	379	223
Bachelor of Business Information Systems	---	---	25	17	26	15	10	5	2	1
Bachelor of Arts in Business Leadership	---	---	10	5	33	22	31	19	50	29
Bachelor of Science in Management	136	70	115	62	121	70	76	43	70	33
Master of Arts in Conflict Mgmt & Dispute Resolution	74	65	63	53	32	28	14	5	---	---
Master of Business Administration	641	540	619	515	542	458	415	349	416	350
Master of Liberal Arts (with GSOE from '10-'12)	74	56	---	---	---	---	---	---	90	57
Master of Arts in Organizational Leadership	---	---	---	---	---	---	---	---	13	13
Master of Science in Management	66	48	47	40	35	33	47	37	40	33
Professional Development Programs	59	38	53	14	12	6	14	3	6	3
TOTAL	1,789	1,231	1,787	1,205	1,578	1,069	1,321	858	1,379	1,036
School of Education of Graduate Programs										
Master of Arts in Education	411	292	319	211	279	176	270	179	213	138
Master of Arts in School Leadership	131	75	---	---	1	0	---	---	---	---
Master of Liberal Arts ('10-'12 only)	---	---	80	59	81	54	95	70	---	---
Master of Science in School Leadership	85	61	209	134	188	116	166	108	121	77
Master of Science in Special Education	7	5	10	4	14	9	14	11	27	14
Master of Science in Teaching	3	2	5	3	4	2	5	3	8	6
Doctorate in Education	99	61	124	57	119	54	92	62	105	69
Professional Development Programs	174	71	184	61	166	74	143	56	140	57
TOTAL	910	568	931	529	852	486	785	489	614	361

Source: University CIO

* The official FTE reported to IPEDS do not count any FTE in the Professional Development Programs in SPGS.

** The official FTE reported to IPEDS count some, but not all of the FTE in the Professional Development Programs in GSOE.

TABLE 3c

BALDWIN CITY CAMPUS (CAS/USOE)

FALL-TO-SPRING ENROLLMENT LEVELS

2003/04-2012/13 (REPORTING DATE: 20th DAY OF SEMESTER)

Excluding High School Concurrent Credit Enrollments						
Academic Year	Student Headcount			Student FTE		
	Fall	Spring	Spring as % of Fall	Fall	Spring	Spring as % of Fall
2003/04	895	818	91.4%	904	804	88.9%
2004/05	856	793	92.6%	859	802	93.4%
2005/06	916	832	90.8%	915	841	91.9%
2006/07	923	845	91.5%	941	860	91.4%
2007/08	942	852	90.4%	953	865	90.8%
2008/09	947	855	90.3%	968	878	90.7%
2009/10	928	814	87.7%	961	881	91.7%
2010/11	884	799	90.4%	909	824	90.6%
2011/12	857	803	93.7%	870	800	92.0%
2012/13	936	750	80.1%	875	767	87.7%
	Mean:		89.9%	Mean:		90.9%
	Median:		90.6%	Median:		91.1%

High School Concurrent Credit Enrollments						
Academic Year	Student Headcount			Student FTE		
	Fall	Spring	Total	Fall	Spring	Total
2008/09	51	95	146	10	21	31
2009/10	64	185	249	13	30	43
2010/11	84	207	291	16	38	54
2011/12	78	157	235	15	33	48
2012/13	68	163	231	12	33	45

Source: University CIO

RETENTION

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

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

In Table 4a(i) retention data are presented for CAS/USOE freshman students in each entering fall cohort for the 15-year period from 1999-2013. In addition, Tables 4a(ii) through 4a(x) present retention rates for the following CAS/SOE subgroups over the same 15-year time period: men, women, Greek-affiliated students, non-Greek-affiliated students, athletes, non-athletes, football players, minority students and students admitted with academic conditions. The average semester-by-semester retention rates for all students and each student subgroup are presented in the bottom row of each table.

Figures 4a(i) and 4a(ii) illustrate selected CAS/USOE retention percentages of particular interest. Figure 4a(i) illustrates freshman-to-sophomore retention percentages, a standard benchmark for measuring success in retaining first-time first-year students. For the most recent 15 entering freshman cohorts who became sophomores on Baker's Baldwin City campus (1998-2012), the retention rate has held relatively steady at approximately 75% (range: 67.1%-81.7%). Figure 4a(ii) illustrates the semester-by-semester mean retention percentages calculated for all entering CAS/USOE cohorts since the fall of 1999, along with 4-year, 5-year, and 6-year average graduation rates.

Starting with the fall of 1999, Table 4b tracks retention rates for Baldwin City campus transfer cohorts through 10 semesters after transferring. Complete retention data through graduation have been compiled for all incoming transfer cohorts from fall 1999 through spring 2009.

Table 4c tracks the retention rates for new fall- and spring-entering SON cohorts through 4 levels and up to 6 semesters. Complete retention data through graduation have been compiled for all incoming nursing cohorts from fall 2007 through spring 2011. Figure 4c illustrates both the retention rates from level-to-level as well as graduation rates through 4, 5 and 6 semesters.

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

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

Entering Cohort	Entering Cohort	Returned as...								Returned for			5-Year	Returned for		6-Year	6-Year
Semester	Total	1st Yr	Soph.		Junior		Senior		4-Year	5th Year		5-Year	Total	6th Year		6-Year	Total
		Spr	Fall	Spr	Fall	Spr	Fall	Spr	Grads	Fall	Spr	Grads	Grads	Fall	Spr	Grads	Grads
FALL 1999:	184	176	149	142	129	126	120	112	72	43	20	36	108	7	5	7	115
		95.7%	81.0%	77.2%	70.1%	68.5%	65.2%	60.9%	39.1%	23.4%	10.9%	19.6%	58.7%	3.8%	2.7%	3.8%	62.5%
FALL 2000:	216	201	176	171	151	146	142	134	94	44	25	34	128	6	4	5	133
		93.1%	81.5%	79.2%	69.9%	67.6%	65.7%	62.0%	43.5%	20.4%	11.6%	15.7%	59.3%	2.8%	1.9%	2.3%	61.6%
FALL 2001:	250	221	181	172	159	158	148	139	99	47	22	40	139	5	4	5	144
		88.4%	72.4%	68.8%	63.6%	63.2%	59.2%	55.6%	39.6%	18.8%	8.8%	16.0%	55.6%	2.0%	1.6%	2.0%	57.6%
FALL 2002:	231	205	172	160	147	140	138	124	86	49	25	46	132	4	3	4	136
		88.7%	74.5%	69.3%	63.6%	60.6%	59.7%	53.7%	37.2%	21.2%	10.8%	19.9%	57.1%	1.7%	1.3%	1.7%	58.9%
FALL 2003:	225	199	151	145	135	134	129	121	81	42	15	38	119	2	2	3	122
		88.4%	67.1%	64.4%	60.0%	59.6%	57.3%	53.8%	36.0%	18.7%	6.7%	16.9%	52.9%	0.9%	0.9%	1.3%	54.2%
FALL 2004:	203	185	164	161	151	149	145	137	102	43	22	36	138	2	1	2	140
		91.1%	80.8%	79.3%	74.4%	73.4%	71.4%	67.5%	50.2%	21.2%	10.8%	17.7%	68.0%	1.0%	0.5%	1.0%	69.0%
FALL 2005:	239	212	186	176	158	155	154	145	95	52	24	41	136	11	7	5	141
		88.7%	77.8%	73.6%	66.1%	64.9%	64.4%	60.7%	39.7%	21.8%	10.0%	17.2%	56.9%	4.6%	2.9%	2.1%	59.0%
FALL 2006:	236	209	185	178	155	150	146	137	93	43	19	36	129	5	2	1	130
		88.6%	78.4%	75.4%	65.7%	63.6%	61.9%	58.1%	39.4%	18.2%	8.1%	15.3%	54.7%	2.1%	0.8%	0.4%	55.1%
FALL 2007:	250	224	182	169	147	144	141	131	89	45	29	34	123	8	4	7	130
		89.6%	72.8%	67.6%	58.8%	57.6%	56.4%	52.4%	35.6%	18.0%	11.6%	13.6%	49.2%	3.2%	1.6%	2.8%	52.0%
FALL 2008:	239	219	179	170	155	150	143	135	101	38	16	29	130				
		91.6%	74.9%	71.1%	64.9%	62.8%	59.8%	56.5%	42.3%	15.9%	6.7%	12.1%	54.4%				
FALL 2009:	257	240	210	196	173	170	161	151	109	49							
		93.4%	81.7%	76.3%	67.3%	66.1%	62.6%	58.8%	42.4%	19.1%							
FALL 2010:	184	165	141	130	113	111	108										
		89.7%	76.6%	70.7%	61.4%	60.3%	58.7%										
FALL 2011:	200	173	149	139	129												
		86.5%	74.5%	69.5%	64.5%												
FALL 2012	202	181	153														
		89.6%	75.7%														
FALL 2013	235																
AVERAGE	223.4	90.2%	76.4%	72.5%	65.4%	64.0%	61.9%	58.2%	40.5%	19.7%	9.6%	16.4%	56.7%	2.5%	1.6%	1.9%	58.9%

Source: University CIO

TABLE 4a(ii)

BALDWIN CITY CAMPUS

RETENTION OF FIRST-TIME FIRST-YEAR STUDENTS

MEN

Entering Cohort	Entering Cohort	Returned as...							4-Year	Returned for		5-Year	5-Year Total	Returned for		6-Year	6-Year Total
		1st Yr	Soph.	Junior		Senior		5th Year		6th Year	6-Year						
Semester	Total	Spr	Fall	Spr	Fall	Spr	Fall	Spr	Grads	Fall	Spr	Grads	Grads	Fall	Spr	Grads	Grads
FALL 1999:	81	76	59	59	50	50	49	48	19	28	15	22	41	6	4	7	48
		93.8%	72.8%	72.8%	61.7%	61.7%	60.5%	59.3%	23.5%	34.6%	18.5%	27.2%	50.6%	7.4%	4.9%	8.6%	59.3%
FALL 2000:	102	96	80	78	70	69	65	63	43	22	14	14	57	5	4	3	60
		94.1%	78.4%	76.5%	68.6%	67.6%	63.7%	61.8%	42.2%	21.6%	13.7%	13.7%	55.9%	4.9%	3.9%	2.9%	58.8%
FALL 2001:	102	87	68	64	61	60	55	53	34	21	12	16	50	2	3	2	52
		85.3%	66.7%	62.7%	59.8%	58.8%	53.9%	52.0%	33.3%	20.6%	11.8%	15.7%	49.0%	2.0%	2.9%	2.0%	51.0%
FALL 2002:	94	80	67	60	55	51	51	48	29	21	11	20	49	2	1	2	51
		85.1%	71.3%	63.8%	58.5%	54.3%	54.3%	51.1%	30.9%	22.3%	11.7%	21.3%	52.1%	2.1%	1.1%	2.1%	54.3%
FALL 2003:	117	101	77	73	70	68	64	62	37	25	11	20	57	2	2	3	60
		86.3%	65.8%	62.4%	59.8%	58.1%	54.7%	53.0%	31.6%	21.4%	9.4%	17.1%	48.7%	1.7%	1.7%	2.6%	51.3%
FALL 2004:	86	76	67	66	61	60	58	57	35	22	13	18	53	2	1	2	55
		88.4%	77.9%	76.7%	70.9%	69.8%	67.4%	66.3%	40.7%	25.6%	15.1%	20.9%	61.6%	2.3%	1.2%	2.3%	64.0%
FALL 2005:	104	92	82	76	66	62	63	58	35	21	12	15	50	4	2	2	52
		88.5%	78.8%	73.1%	63.5%	59.6%	60.6%	55.8%	33.7%	20.2%	11.5%	14.4%	48.1%	3.8%	1.9%	1.9%	50.0%
FALL 2006:	100	85	74	72	64	62	61	58	34	21	9	16	50	5	2	1	51
		85.0%	74.0%	72.0%	64.0%	62.0%	61.0%	58.0%	34.0%	21.0%	9.0%	16.0%	50.0%	5.0%	2.0%	1.0%	51.0%
FALL 2007:	110	97	73	66	58	57	60	57	29	25	18	15	44	7	3	6	50
		88.2%	66.4%	60.0%	52.7%	51.8%	54.5%	51.8%	26.4%	22.7%	16.4%	13.6%	40.0%	6.4%	2.7%	5.5%	45.5%
FALL 2008:	91	83	69	63	56	54	54	53	31	23	11	17	48				
		91.2%	75.8%	69.2%	61.5%	59.3%	59.3%	58.2%	34.1%	25.3%	12.1%	18.7%	52.7%				
FALL 2009:	137	127	114	107	97	96	94	90	58	32							
		92.7%	83.2%	78.1%	70.8%	70.1%	68.6%	65.7%	42.3%	23.4%							
FALL 2010:	90	77	63	55	48	46	45										
		85.6%	70.0%	61.1%	53.3%	51.1%	50.0%										
FALL 2011:	98	87	74	67	61												
		88.8%	75.5%	68.4%	62.2%												
FALL 2012:	115	101	81														
		87.8%	70.4%														
FALL 2013	122																
AVERAGE	103.3	88.6%	73.4%	69.0%	62.1%	60.4%	59.1%	57.5%	33.9%	23.5%	12.9%	17.9%	50.9%	4.0%	2.5%	3.2%	53.9%

Source: University CIO

TABLE 4a(iii)

BALDWIN CITY CAMPUS

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

Entering Cohort	Entering Cohort	Returned as...								4-Year Grads	Returned for		5-Year Grads	5-Year Total Grads	Returned for		6-Year Grads	6-Year Total Grads
		1st Yr		Soph		Junior		Senior			5th Year				6th Year			
Semester	Total	Spr	Fall	Spr	Fall	Spr	Fall	Spr		Fall	Spr			Fall	Spr			
FALL 1999:	103	100	90	83	79	76	71	64	53	15	5	14	67	1	1	0	67	
		97.1%	87.4%	80.6%	76.7%	73.8%	68.9%	62.1%	51.5%	14.6%	4.9%	13.6%	65.0%	1.0%	1.0%	0.0%	65.0%	
FALL 2000:	114	105	96	93	81	77	77	71	51	22	11	20	71	1	0	2	73	
		92.1%	84.2%	81.6%	71.1%	67.5%	67.5%	62.3%	44.7%	19.3%	9.6%	17.5%	62.3%	0.9%	0.0%	1.8%	64.0%	
FALL 2001:	148	134	113	108	98	98	93	86	65	26	10	24	89	3	1	3	92	
		90.5%	76.4%	73.0%	66.2%	66.2%	62.8%	58.1%	43.9%	17.6%	6.8%	16.2%	60.1%	2.0%	0.7%	2.0%	62.2%	
FALL 2002:	137	125	105	100	92	89	87	76	57	28	14	26	83	2	2	2	85	
		91.2%	76.6%	73.0%	67.2%	65.0%	63.5%	55.5%	41.6%	20.4%	10.2%	19.0%	60.6%	1.5%	1.5%	1.5%	62.0%	
FALL 2003:	108	98	74	72	65	66	65	59	44	17	4	18	62	0	0	0	62	
		90.7%	68.5%	66.7%	60.2%	61.1%	60.2%	54.6%	40.7%	15.7%	3.7%	16.7%	57.4%	0.0%	0.0%	0.0%	57.4%	
FALL 2004:	117	109	97	95	90	89	87	80	67	21	9	18	85	0	0	0	85	
		93.2%	82.9%	81.2%	76.9%	76.1%	74.4%	68.4%	57.3%	17.9%	7.7%	15.4%	72.6%	0.0%	0.0%	0.0%	72.6%	
FALL 2005:	135	120	104	100	92	93	91	87	60	31	12	26	86	7	5	3	89	
		88.9%	77.0%	74.1%	68.1%	68.9%	67.4%	64.4%	44.4%	23.0%	8.9%	19.3%	63.7%	5.2%	3.7%	2.2%	65.9%	
FALL 2006:	136	124	111	106	91	88	85	79	59	22	10	20	79	0	0	0	79	
		91.2%	81.6%	77.9%	66.9%	64.7%	62.5%	58.1%	43.4%	16.2%	7.4%	14.7%	58.1%	0.0%	0.0%	0.0%	58.1%	
FALL 2007:	140	127	109	103	89	87	81	74	60	20	11	19	79	1	1	1	80	
		90.7%	77.9%	73.6%	63.6%	62.1%	57.9%	52.9%	42.9%	14.3%	7.9%	13.6%	56.4%	0.7%	0.7%	0.7%	57.1%	
FALL 2008:	148	136	110	107	99	96	89	82	70	15	5	12	92					
		91.9%	74.3%	72.3%	66.9%	64.9%	60.1%	55.4%	47.3%	10.1%	3.4%	8.1%	62.2%					
FALL 2009:	120	113	96	89	76	74	67	61	51	17								
		94.2%	80.0%	74.2%	63.3%	61.7%	55.8%	50.8%	42.5%	14.2%								
FALL 2010:	94	88	78	75	65	65	63											
		93.6%	83.0%	79.8%	69.1%	69.1%	67.0%											
FALL 2011:	102	86	75	72	68													
		84.3%	73.5%	70.6%	66.7%													
FALL 2012:	87	80	72															
		92.0%	82.8%															
FALL 2013	113																	
AVERAGE	120.1	91.5%	79.0%	75.6%	68.8%	67.7%	65.1%	59.9%	46.9%	16.6%	6.9%	14.8%	62.3%	1.2%	0.8%	0.9%	62.7%	

Source: Univeristy CIO

TABLE 4a(iv)

BALDWIN CITY CAMPUS

RETENTION OF FIRST-TIME FIRST-YEAR STUDENTS

GREEK AFFILIATION

Entering Cohort	Entering Cohort	Returned as...								4-Year	Returned for		5-Year	5-Year Total	Returned for		6-Year	6-Year
		1st Yr.	Soph	Junior		Senior		5th Year	5-Year		6th Year	6-Year						
Semester	Total	Spr.	Fall	Spr.	Fall	Spr.	Fall	Spr.	Grads	Fall	Spr.	Grads	Grads	Fall	Spr.	Grads	Grads	
FALL 1999:	108	108	98	94	88	87	85	79	51	29	16	24	75	5	2	5	80	
		100.0%	90.7%	87.0%	81.5%	80.6%	78.7%	73.1%	47.2%	26.9%	14.8%	22.2%	69.4%	4.6%	1.9%	4.6%	74.1%	
FALL 2000:	135	127	113	113	97	93	89	83	56	31	19	23	79	4	3	3	82	
		94.1%	83.7%	83.7%	71.9%	68.9%	65.9%	61.5%	41.5%	23.0%	14.1%	17.0%	58.5%	3.0%	2.2%	2.2%	60.7%	
FALL 2001:	121	107	87	83	80	79	76	74	52	24	8	23	75	1	1	1	76	
		88.4%	71.9%	68.6%	66.1%	65.3%	62.8%	61.2%	43.0%	19.8%	6.6%	19.0%	62.0%	0.8%	0.8%	0.8%	62.8%	
FALL 2002:	122	111	97	93	90	87	87	77	59	27	11	25	84	2	1	2	86	
		91.0%	79.5%	76.2%	73.8%	71.3%	71.3%	63.1%	48.4%	22.1%	9.0%	20.5%	68.9%	1.6%	0.8%	1.6%	70.5%	
FALL 2003:	91	89	79	75	71	70	67	63	45	19	6	17	62	1	0	1	63	
		97.8%	86.8%	82.4%	78.0%	76.9%	73.6%	69.2%	49.5%	20.9%	6.6%	18.7%	68.1%	1.1%	0.0%	1.1%	69.2%	
FALL 2004:	105	99	92	92	86	87	84	78	58	28	13	25	83	0	0	0	83	
		94.3%	87.6%	87.6%	81.9%	82.9%	80.0%	74.3%	55.2%	26.7%	12.4%	23.8%	79.0%	0.0%	0.0%	0.0%	79.0%	
FALL 2005:	111	108	101	94	85	82	83	78	48	29	9	23	71	4	2	2	73	
		97.3%	91.0%	84.7%	76.6%	73.9%	74.8%	70.3%	43.2%	26.1%	8.1%	20.7%	64.0%	3.6%	1.8%	1.8%	65.8%	
FALL 2006:	87	83	76	73	67	66	65	60	47	16	8	13	60	1	1	0	60	
		95.4%	87.4%	83.9%	77.0%	75.9%	74.7%	69.0%	54.0%	18.4%	9.2%	14.9%	69.0%	1.1%	1.1%	0.0%	69.0%	
FALL 2007:	93	85	73	67	62	61	59	53	35	20	10	15	50	4	3	4	54	
		91.4%	78.5%	72.0%	66.7%	65.6%	63.4%	57.0%	37.6%	21.5%	10.8%	16.1%	53.8%	4.3%	3.2%	4.3%	58.1%	
FALL 2008:	86	80	66	63	60	58	57	53	41	13	5	13	54					
		93.0%	76.7%	73.3%	69.8%	67.4%	66.3%	61.6%	47.7%	15.1%	5.8%	15.1%	62.8%					
FALL 2009:	118	111	103	97	90	89	85	79	63	23								
		94.1%	87.3%	82.2%	76.3%	75.4%	72.0%	66.9%	53.4%	19.5%								
FALL 2010:	91	84	70	67	59	57	56											
		92.3%	76.9%	73.6%	64.8%	62.6%	61.5%											
FALL 2011:	98	86	77	76	74													
		87.8%	78.6%	77.6%	75.5%													
FALL 2012:	83	79	72															
		95.2%	86.7%															
FALL 2013	107																	
AVERAGE	103.7	93.7%	83.1%	79.5%	73.8%	72.2%	70.4%	66.1%	47.3%	21.8%	9.7%	18.8%	65.5%	2.2%	1.3%	1.8%	67.7%	

Source: University CIO

TABLE 4a(v)

BALDWIN CITY CAMPUS

**RETENTION OF FIRST-TIME FIRST-YEAR STUDENTS
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
		1st Yr Spr	Soph Fall	Soph Spr	Junior Fall	Junior Spr	Senior Fall	Senior Spr		Fall	Spr			Fall	Spr		
FALL 1999:	76	68	51	48	41	39	35	33	21	14	4	12	33	2	3	2	35
		89.5%	67.1%	63.2%	53.9%	51.3%	46.1%	43.4%	27.6%	18.4%	5.3%	15.8%	43.4%	2.6%	3.9%	2.6%	46.1%
FALL 2000:	81	74	63	58	54	53	53	49	38	13	6	11	49	2	1	2	51
		91.4%	77.8%	71.6%	66.7%	65.4%	65.4%	60.5%	46.9%	16.0%	7.4%	13.6%	60.5%	2.5%	1.2%	2.5%	63.0%
FALL 2001:	129	114	94	89	79	79	72	65	47	23	14	17	64	4	3	4	68
		88.4%	72.9%	69.0%	61.2%	61.2%	55.8%	50.4%	36.4%	17.8%	10.9%	13.2%	49.6%	3.1%	2.3%	3.1%	52.7%
FALL 2002:	109	94	75	67	57	53	51	47	27	22	14	21	48	2	2	2	50
		86.2%	68.8%	61.5%	52.3%	48.6%	46.8%	43.1%	24.8%	20.2%	12.8%	19.3%	44.0%	1.8%	1.8%	1.8%	45.9%
FALL 2003:	134	110	72	70	64	64	62	58	36	23	9	21	57	1	2	2	59
		82.1%	53.7%	52.2%	47.8%	47.8%	46.3%	43.3%	26.9%	17.2%	6.7%	15.7%	42.5%	0.7%	1.5%	1.5%	44.0%
FALL 2004:	98	86	72	69	65	62	61	59	44	15	9	11	55	2	1	2	57
		87.8%	73.5%	70.4%	66.3%	63.3%	62.2%	60.2%	44.9%	15.3%	9.2%	11.2%	56.1%	2.0%	1.0%	2.0%	58.2%
FALL 2005:	128	104	85	82	73	73	71	67	47	23	15	18	65	7	5	3	68
		81.3%	66.4%	64.1%	57.0%	57.0%	55.5%	52.3%	36.7%	18.0%	11.7%	14.1%	50.8%	5.5%	3.9%	2.3%	53.1%
FALL 2006:	149	126	109	105	88	84	81	77	46	27	11	23	69	4	3	1	70
		84.6%	73.2%	70.5%	59.1%	56.4%	54.4%	51.7%	30.9%	18.1%	7.4%	15.4%	46.3%	2.7%	2.0%	0.7%	47.0%
FALL 2007:	157	139	109	102	85	83	82	78	54	25	19	19	73	4	1	3	76
		88.5%	69.4%	65.0%	54.1%	52.9%	52.2%	49.7%	34.4%	15.9%	12.1%	12.1%	46.5%	2.5%	0.6%	1.9%	48.4%
FALL 2008:	153	139	113	107	95	92	86	82	60	25	11	16	76				
		90.8%	73.9%	69.9%	62.1%	60.1%	56.2%	53.6%	39.2%	16.3%	7.2%	10.5%	49.7%				
FALL 2009:	139	129	107	99	83	81	65	72	46	26							
		92.8%	77.0%	71.2%	59.7%	58.3%	46.8%	51.8%	33.1%	18.7%							
FALL 2010:	93	81	71	63	54	54	52										
		87.1%	76.3%	67.7%	58.1%	58.1%	55.9%										
FALL 2011:	102	87	72	63	55												
		85.3%	70.6%	61.8%	53.9%												
FALL 2012:	119	102	81														
		85.7%	68.1%														
FALL 2013	128																
AVERAGE	119.7	87.2%	78.6%	66.0%	57.9%	56.7%	53.6%	50.9%	34.7%	17.5%	9.1%	14.1%	48.9%	2.6%	2.0%	2.1%	50.9%

Source: University CIO

TABLE 4a(vi)

BALDWIN CITY CAMPUS

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

Entering Cohort Semester	Entering Cohort Total	Returned as...								4-Year Grads	Returned for		5-Year Grads	5-Year Total Grads	Returned for		6-Year Grads	6-Year Total Grads
		1stYr Spr	Soph Fall	Soph Spr	Junior Fall	Junior Spr	Senior Fall	Senior Spr	5th Year Fall		5th Year Spr	6th Year Fall			6th Year Spr			
FALL 1999:	79	76	62	60	53	53	52	51	31	20	9	19	50	2	2	2	52	
		96.2%	78.5%	75.9%	67.1%	67.1%	65.8%	64.6%	39.2%	25.3%	11.4%	24.1%	63.3%	2.5%	2.5%	2.5%	65.8%	
FALL 2000:	85	77	69	69	62	59	56	54	38	17	10	12	50	3	2	2	52	
		90.6%	81.2%	81.2%	72.9%	69.4%	65.9%	63.5%	44.7%	20.0%	11.8%	14.1%	58.8%	3.5%	2.4%	2.4%	61.2%	
FALL 2001:	76	68	56	54	51	50	44	41	28	15	7	14	42	0	1	0	42	
		89.5%	73.7%	71.1%	67.1%	65.8%	57.9%	53.9%	36.8%	19.7%	9.2%	18.4%	55.3%	0.0%	1.3%	0.0%	55.3%	
FALL 2002:	87	76	61	56	50	48	48	45	27	21	11	19	46	2	1	2	48	
		87.4%	70.1%	64.4%	57.5%	55.2%	55.2%	51.7%	31.0%	24.1%	12.6%	21.8%	52.9%	2.3%	1.1%	2.3%	55.2%	
FALL 2003:	87	73	58	55	50	50	48	47	32	14	5	13	45	0	1	1	46	
		83.9%	66.7%	63.2%	57.5%	57.5%	55.2%	54.0%	36.8%	16.1%	5.7%	14.9%	51.7%	0.0%	1.1%	1.1%	52.9%	
FALL 2004:	88	80	72	69	65	64	64	63	37	24	14	20	57	2	1	2	59	
		90.9%	81.8%	78.4%	73.9%	72.7%	72.7%	71.6%	42.0%	27.3%	15.9%	22.7%	64.8%	2.3%	1.1%	2.3%	67.0%	
FALL 2005:	109	101	93	88	76	74	74	70	43	29	12	25	68	4	1	3	71	
		92.7%	85.3%	80.7%	69.7%	67.9%	67.9%	64.2%	39.4%	26.6%	11.0%	22.9%	62.4%	3.7%	0.9%	2.8%	65.1%	
FALL 2006:	108	100	89	86	76	75	72	71	47	22	12	17	64	2	1	1	65	
		92.6%	82.4%	79.6%	70.4%	69.4%	66.7%	65.7%	43.5%	20.4%	11.1%	15.7%	59.3%	1.9%	0.9%	0.9%	60.2%	
FALL 2007:	130	117	92	86	74	74	76	71	46	23	14	17	63	5	2	4	67	
		90.0%	70.8%	66.2%	56.9%	56.9%	58.5%	54.6%	35.4%	17.7%	10.8%	13.1%	48.5%	3.8%	1.5%	3.1%	51.5%	
FALL 2008:	113	103	84	82	75	72	71	67	49	21	9	13	62					
		91.2%	74.3%	72.6%	66.4%	63.7%	62.8%	59.3%	43.4%	18.6%	8.0%	11.5%	54.9%					
FALL 2009:	149	139	119	111	99	98	96	93	68	26								
		93.3%	79.9%	74.5%	66.4%	65.8%	64.4%	62.4%	45.6%	17.4%								
FALL 2010:	109	100	84	76	69	69	68											
		91.7%	77.1%	69.7%	63.3%	63.3%	62.4%											
FALL 2011:	113	100	89	82	75													
		88.5%	78.8%	72.6%	66.4%													
FALL 2012:	124	112	93															
		90.32%	75.00%															
FALL 2013	115																	
AVERAGE	104.8	90.6%	76.8%	73.1%	65.8%	64.6%	62.9%	60.5%	39.8%	21.2%	10.8%	17.9%	57.2%	2.2%	1.4%	1.9%	59.4%	

Source: University CIO

TABLE 4a(vii)

BALDWIN CITY CAMPUS

RETENTION OF FIRST-TIME FIRST-YEAR STUDENTS
NON-ATHLETES

Entering Cohort Semester	Entering Cohort Total	Returned as...								Returned for			5-Year Total Grads	Returned for		6-Year Total Grads
		1st Yr Spr	Soph Fall	Soph Spr	Junior Fall	Junior Spr	Senior Fall	Senior Spr	4-Year Grads	5th Year Fall	5th Year Spr	5-Year Grads		6th Year Fall	6th Year Spr	
FALL 1999:	105	100	87	82	76	73	68	61	41	23	11	17	58	5	3	5
		95.2%	82.9%	78.1%	72.4%	69.5%	64.8%	58.1%	39.0%	21.9%	10.5%	16.2%	55.2%	4.8%	2.9%	4.8%
FALL 2000:	131	124	109	102	89	87	86	80	56	27	15	22	78	3	2	3
		94.7%	83.2%	77.9%	67.9%	66.4%	65.6%	61.1%	42.7%	20.6%	11.5%	16.8%	59.5%	2.3%	1.5%	2.3%
FALL 2001:	174	153	125	118	108	108	104	98	71	32	15	26	97	5	3	5
		87.9%	71.8%	67.8%	62.1%	62.1%	59.8%	56.3%	40.8%	18.4%	8.6%	14.9%	55.7%	2.9%	1.7%	2.9%
FALL 2002:	144	129	111	104	97	92	90	79	59	28	14	27	86	2	2	2
		89.6%	77.1%	72.2%	67.4%	63.9%	62.5%	54.9%	41.0%	19.4%	9.7%	18.8%	59.7%	1.4%	1.4%	1.4%
FALL 2003:	138	126	93	90	85	84	81	74	49	28	10	25	74	2	1	2
		91.3%	67.4%	65.2%	61.6%	60.9%	58.7%	53.6%	35.5%	20.3%	7.2%	18.1%	53.6%	1.4%	0.7%	1.4%
FALL 2004:	115	105	92	92	86	85	81	74	65	19	8	16	81	0	0	0
		91.3%	80.0%	80.0%	74.8%	73.9%	70.4%	64.3%	56.5%	16.5%	7.0%	13.9%	70.4%	0.0%	0.0%	0.0%
FALL 2005:	130	111	93	88	82	81	80	75	52	23	12	16	68	4	6	2
		85.4%	71.5%	67.7%	63.1%	62.3%	61.5%	57.7%	40.0%	17.7%	9.2%	12.3%	52.3%	3.1%	4.6%	1.5%
FALL 2006:	128	109	96	92	79	75	74	66	46	21	7	19	65	3	3	0
		85.2%	75.0%	71.9%	61.7%	58.6%	57.8%	51.6%	35.9%	16.4%	5.5%	14.8%	50.8%	2.3%	2.3%	0.0%
FALL 2007:	120	107	90	83	73	70	65	60	43	22	15	17	60	3	2	3
		89.2%	75.0%	69.2%	60.8%	58.3%	54.2%	50.0%	35.8%	18.3%	12.5%	14.2%	50.0%	2.5%	1.7%	2.5%
FALL 2008:	126	116	95	88	80	78	72	68	52	17	2	16	68			
		92.1%	75.4%	69.8%	63.5%	61.9%	57.1%	54.0%	41.3%	13.5%	1.6%	12.7%	54.0%			
FALL 2009:	108	101	91	85	74	72	65	58	41	23						
		93.5%	84.3%	78.7%	68.5%	66.7%	60.2%	53.7%	38.0%	21.3%						
FALL 2010:	75	65	57	54	44	42	40									
		86.7%	76.0%	72.0%	58.7%	56.0%	53.3%									
FALL 2011:	87	78	60	57	54											
		89.7%	69.0%	65.5%	62.1%											
FALL 2012:	78	69	60													
		88.46%	76.92%													
FALL 2013	120															
AVERAGE	118.6	90.0%	76.1%	72.0%	65.0%	63.4%	60.5%	55.9%	40.6%	18.6%	8.3%	15.3%	56.1%	2.3%	1.9%	1.9%

Source: University CIO

TABLE 4a(viii)

BALDWIN CITY CAMPUS

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

Entering Cohort	Entering Cohort	Returned as...								4-Year Grads	Returned for		5-Year Grads	5-Year Total Grads	Returned for		6-Year Grads	6-Year Total Grads
		1st Yr	Soph	Junior		Senior		5th Year			6th Year							
Semester	Total	Spr	Fall	Spr	Fall	Spr	Fall	Spr		Fall	Spr			Fall	Spr			
FALL 1999:	24	22	16	16	13	12	12	10	3	7	2	8	11	1	0	1	12	
		91.7%	66.7%	66.7%	54.2%	50.0%	50.0%	41.7%	12.5%	29.2%	8.3%	33.3%	45.8%	4.2%	0.0%	4.2%	50.0%	
FALL 2000:	31	30	26	25	23	22	22	21	17	5	3	3	20	2	1	2	22	
		96.8%	83.9%	80.6%	74.2%	71.0%	71.0%	67.7%	54.8%	16.1%	9.7%	9.7%	64.5%	6.5%	3.2%	6.5%	71.0%	
FALL 2001:	34	26	19	20	19	18	16	15	12	4	2	4	16	0	0	0	16	
		76.5%	55.9%	58.8%	55.9%	52.9%	47.1%	44.1%	35.3%	11.8%	5.9%	11.8%	47.1%	0.0%	0.0%	0.0%	47.1%	
FALL 2002:	28	22	14	12	10	9	9	8	5	4	2	3	8	1	0	1	9	
		78.6%	50.0%	42.9%	35.7%	32.1%	32.1%	28.6%	17.9%	14.3%	7.1%	10.7%	28.6%	3.6%	0.0%	3.6%	32.1%	
FALL 2003:	33	25	14	11	9	8	8	8	7	1	1	1	8	0	0	0	8	
		75.8%	42.4%	33.3%	27.3%	24.2%	24.2%	24.2%	21.2%	3.0%	3.0%	3.0%	24.2%	0.0%	0.0%	0.0%	24.2%	
FALL 2004:	21	17	16	15	14	13	13	13	5	6	3	5	10	0	0	0	10	
		81.0%	76.2%	71.4%	66.7%	61.9%	61.9%	61.9%	23.8%	28.6%	14.3%	23.8%	47.6%	0.0%	0.0%	0.0%	47.6%	
FALL 2005:	29	26	25	23	19	18	19	16	8	10	5	8	16	1	0	1	17	
		89.7%	86.2%	79.3%	65.5%	62.1%	65.5%	55.2%	27.6%	34.5%	17.2%	27.6%	55.2%	3.4%	0.0%	3.4%	58.6%	
FALL 2006:	27	22	17	17	16	15	14	14	7	6	1	6	13	1	1	0	13	
		81.5%	63.0%	63.0%	59.3%	55.6%	51.9%	51.9%	25.9%	22.2%	3.7%	22.2%	48.1%	3.7%	3.7%	0.0%	48.1%	
FALL 2007:	32	29	25	22	19	19	20	17	7	8	5	4	11	3	2	2	13	
		90.6%	78.1%	68.8%	59.4%	59.4%	62.5%	53.1%	21.9%	25.0%	15.6%	12.5%	34.4%	9.4%	6.3%	6.3%	40.6%	
FALL 2008:	26	24	19	17	13	12	12	12	4	8	3	6	10					
		92.3%	73.1%	65.4%	50.0%	46.2%	46.2%	46.2%	15.4%	30.8%	11.5%	23.1%	38.5%					
FALL 2009:	40	38	34	30	25	26	26	25	14	11								
		95.0%	85.0%	75.0%	62.5%	65.0%	65.0%	62.5%	35.0%	27.5%								
FALL 2010:	25	21	16	15	13	13	13											
		84.0%	64.0%	60.0%	52.0%	52.0%	52.0%											
FALL 2011:	38	34	31	26	23													
		89.5%	81.6%	68.4%	60.5%													
FALL 2012:	36	33	25															
		91.7%	69.4%															
FALL 2013	33																	
AVERAGE	30.5	86.7%	69.7%	64.1%	55.6%	52.7%	52.4%	48.8%	26.5%	22.1%	9.6%	17.8%	43.4%	3.4%	1.5%	2.7%	46.6%	

Source: University CIO

TABLE 4a(ix)

BALDWIN CITY CAMPUS

RETENTION OF FIRST-TIME FIRST-YEAR STUDENTS
MINORITY STUDENTS

Entering Cohort Semester	Entering Cohort Total	Returned as...							4-Year Grads	Returned for		5-Year Grads	5-Year Total Grads	Returned for		6-Year Grads	6-Year Total Grads
		1stYr Spr	Sophomore Fall	Sophomore Spr	Junior Fall	Junior Spr	Senior Fall	Senior Spr		5th Year Fall	5th Year Spr			6th Year Fall	6th Year Spr		
FALL 1999:	12	11	8	8	8	8	7	7	2	5	2	4	6	0	1	0	6
		91.7%	66.7%	66.7%	66.7%	66.7%	58.3%	58.3%	16.7%	41.7%	16.7%	33.3%	50.0%	0.0%	8.3%	0.0%	50.0%
FALL 2000:	13	10	9	6	6	6	6	6	3	3	1	2	5	1	1	0	5
		76.9%	69.2%	46.2%	46.2%	46.2%	46.2%	46.2%	23.1%	23.1%	7.7%	15.4%	38.5%	7.7%	7.7%	0.0%	38.5%
FALL 2001:	25	23	17	18	16	16	12	11	7	5	5	4	11	1	0	1	12
		92.0%	68.0%	72.0%	64.0%	64.0%	48.0%	44.0%	28.0%	20.0%	20.0%	16.0%	44.0%	4.0%	0.0%	4.0%	48.0%
FALL 2002:	29	28	25	20	18	17	16	16	7	8	3	6	13	2	2	2	15
		96.6%	86.2%	69.0%	62.1%	58.6%	55.2%	55.2%	24.1%	27.6%	10.3%	20.7%	44.8%	6.9%	6.9%	6.9%	51.7%
FALL 2003:	18	16	10	10	10	10	10	10	5	4	2	4	9	0	0	0	9
		88.9%	55.6%	55.6%	55.6%	55.6%	55.6%	55.6%	27.8%	22.2%	11.1%	22.2%	50.0%	0.0%	0.0%	0.0%	50.0%
FALL 2004:	27	23	22	22	19	18	15	15	10	5	3	4	14	0	0	0	14
		85.2%	81.5%	81.5%	70.4%	66.7%	55.6%	55.6%	37.0%	18.5%	11.1%	14.8%	51.9%	0.0%	0.0%	0.0%	51.9%
FALL 2005:	34	33	29	28	24	23	21	19	12	6	4	5	17	1	1	0	17
		97.1%	85.3%	82.4%	70.6%	67.6%	61.8%	55.9%	35.3%	17.6%	11.8%	14.7%	50.0%	2.9%	2.9%	0.0%	50.0%
FALL 2006:	44	39	32	28	25	24	24	24	15	9	2	7	22	0	0	0	22
		88.6%	72.7%	63.6%	56.8%	54.5%	54.5%	54.5%	34.1%	20.5%	4.5%	15.9%	50.0%	0.0%	0.0%	0.0%	50.0%
FALL 2007:	41	38	31	28	21	19	19	16	10	6	6	5	15	1	1	1	16
		92.7%	75.6%	68.3%	51.2%	46.3%	46.3%	39.0%	24.4%	14.6%	14.6%	12.2%	36.6%	2.4%	2.4%	2.4%	39.0%
FALL 2008:	48	40	32	30	27	24	22	21	8	13	6	8	16				
		83.3%	66.7%	62.5%	56.3%	50.0%	45.8%	43.8%	16.7%	27.1%	12.5%	16.7%	33.3%				
FALL 2009:	39	37	30	26	23	23	23	23	12	9							
		94.9%	76.9%	66.7%	59.0%	59.0%	59.0%	59.0%	30.8%	23.1%							
FALL 2010:	41	35	30	27	22	22	22										
		85.4%	73.2%	65.9%	53.7%	53.7%	53.7%										
FALL 2011:	37	30	22	20	17												
		81.1%	59.5%	54.1%	45.9%												
FALL 2012:	49	45	36														
		91.84%	73.47%														
FALL 2013	48																
AVERAGE	33.7	88.8%	72.1%	65.7%	58.3%	57.4%	53.3%	51.5%	27.1%	23.3%	12.0%	18.2%	44.9%	2.7%	3.1%	1.5%	47.7%

Source: University CIO

TABLE 4a(x)

BALDWIN CITY CAMPUS

RETENTION OF FIRST-TIME FIRST-YEAR STUDENTS
STANDARDS COMMITTEE ADMITS AND ADMITTED WITH CONDITIONS

Entering Cohort	Entering Cohort	Returned as...								Returned for			5-Year Total	Returned for		6-Year Total
		1st Yr	Soph		Junior		Senior		4-Year	5th Year		5-Year		6th Year	6-Year	
Semester	Total	Spr	Fall	Spr	Fall	Spr	Fall	Spr	Grads	Fall	Spr	Grads	Grads	Fall	Spr	Grads
FALL 1999:	17	16	13	12	11	10	10	10	2	8	5	6	8	2	2	10
		94.1%	76.5%	70.6%	64.7%	58.8%	58.8%	58.8%	11.8%	47.1%	29.4%	35.3%	47.1%	11.8%	11.8%	58.8%
FALL 2000:	15	12	10	9	7	7	6	5	1	3	2	2	3	0	0	4
		80.0%	66.7%	60.0%	46.7%	46.7%	40.0%	33.3%	6.7%	20.0%	13.3%	13.3%	20.0%	0.0%	0.0%	26.7%
FALL 2001:	8	6	4	3	3	3	2	2	0	2	2	2	2	0	0	2
		75.0%	50.0%	37.5%	37.5%	37.5%	25.0%	25.0%	0.0%	25.0%	25.0%	25.0%	25.0%	0.0%	0.0%	25.0%
FALL 2002:	16	13	11	10	9	9	9	9	3	5	2	5	8	0	0	8
		81.3%	68.8%	62.5%	56.3%	56.3%	56.3%	56.3%	18.8%	31.3%	12.5%	31.3%	50.0%	0.0%	0.0%	50.0%
FALL 2003:	13	12	6	5	4	3	3	3	0	3	2	3	3	0	0	3
		92.3%	46.2%	38.5%	30.8%	23.1%	23.1%	23.1%	0.0%	23.1%	15.4%	23.1%	23.1%	0.0%	0.0%	23.1%
FALL 2004:	15	12	10	10	9	9	8	8	3	3	2	3	6	0	0	6
		80.0%	66.7%	66.7%	60.0%	60.0%	53.3%	53.3%	20.0%	20.0%	13.3%	20.0%	40.0%	0.0%	0.0%	40.0%
FALL 2005:	18	15	12	12	8	7	7	6	3	2	2	2	5	0	0	5
		83.3%	66.7%	66.7%	44.4%	38.9%	38.9%	33.3%	16.7%	11.1%	11.1%	11.1%	27.8%	0.0%	0.0%	27.8%
FALL 2006:	18	16	10	8	7	6	6	6	1	5	3	2	3	0	0	3
		88.9%	55.6%	44.4%	38.9%	33.3%	33.3%	33.3%	5.6%	27.8%	16.7%	11.1%	16.7%	0.0%	0.0%	16.7%
FALL 2007:	13	8	6	5	3	4	5	4	1	2	2	1	2	1	1	3
		61.5%	46.2%	38.5%	23.1%	30.8%	38.5%	30.8%	7.7%	15.4%	15.4%	7.7%	15.4%	7.7%	7.7%	23.1%
FALL 2008:	19	15	12	12	9	9	9	9	1	7	5	5	6			
		78.9%	63.2%	63.2%	47.4%	47.4%	47.4%	47.4%	5.3%	36.8%	26.3%	26.3%	31.6%			
FALL 2009:	19	18	14	13	11	11	10	9	4	5						
		94.7%	73.7%	68.4%	57.9%	57.9%	52.6%	47.4%	21.1%	26.3%						
FALL 2010:	19	15	9	5	3	3	3									
		78.9%	47.4%	26.3%	15.8%	15.8%	15.8%									
FALL 2011:	19	14	9	9	8											
		73.7%	47.4%	47.4%	42.1%											
FALL 2012:	14	11	8													
FALL 2013	22															
AVERAGE	16.3	81.8%	59.6%	53.1%	43.5%	42.2%	40.2%	40.2%	10.3%	25.8%	17.8%	20.4%	29.7%	2.2%	2.2%	32.3%

Source: University CIO

FIGURE 4a(i)

Baldwin City Campus

FRESHMAN-TO-SOPHOMORE RETENTION INCOMING FALL COHORTS 1998-2012

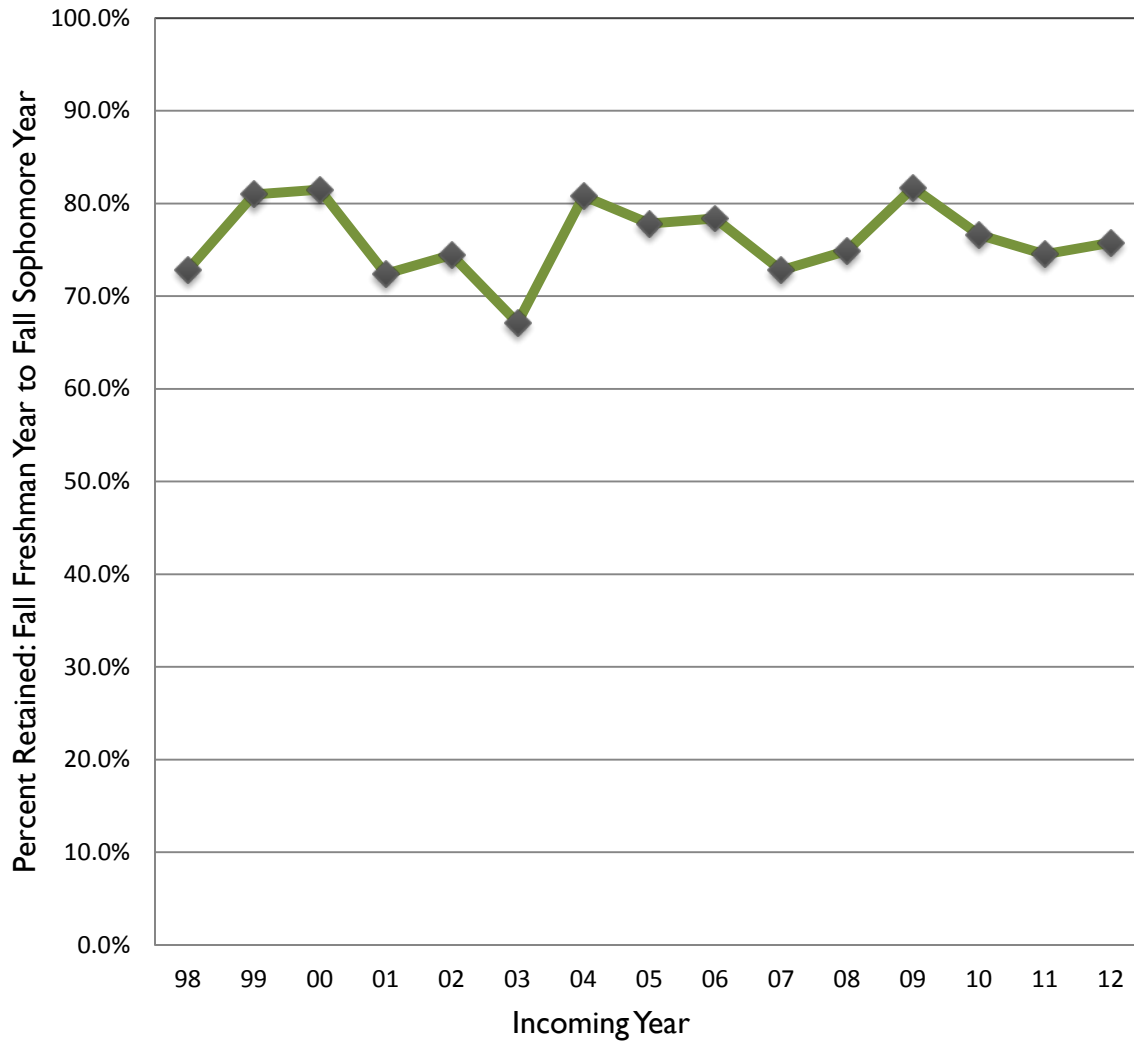


FIGURE 4a(ii)

Baldwin City Campus

MEAN RETENTION PERCENTAGES SEMESTER BY SEMESTER FALL COHORTS 1999-2012

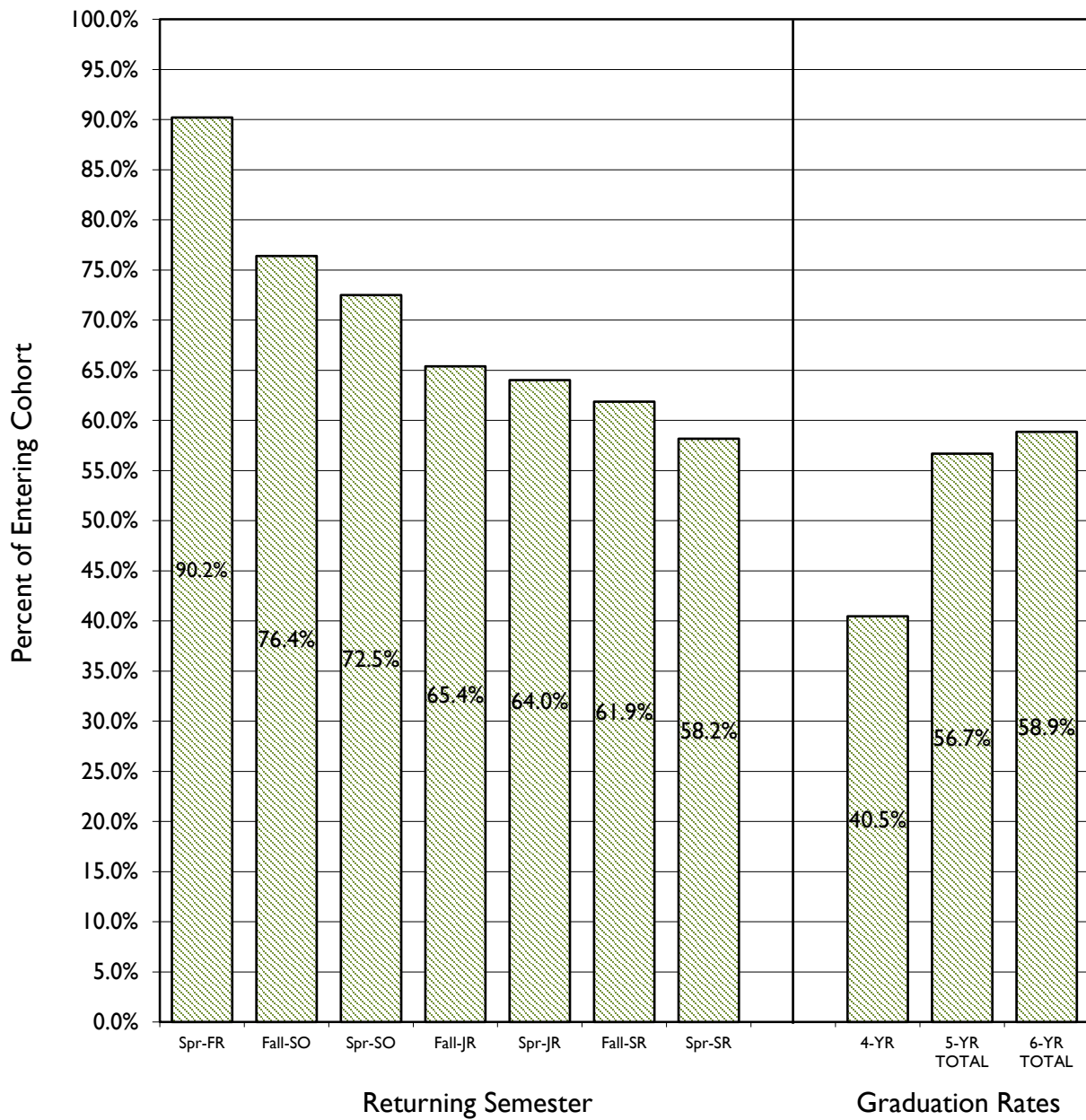


TABLE 4b

BALDWIN CITY CAMPUS (CAS/USOE)
RETENTION OF TRANSFER STUDENTS

Entering Cohort	Size of Cohort	Returned for "X" Semesters										Graduates	Non-Returning
		2	3	4	5	6	7	8	9	10			
FALL 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%	0 0.0%	34 65.4%	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%	2 13.3%	1 6.7%	9 60.0%	5 33.3%	
FALL 2006	53	46 86.8%	37 69.8%	33 62.3%	28 52.8%	19 35.8%	9 17.0%	5 9.4%	0 0.0%	0 0.0%	31 58.5%	22 41.5%	
SPRING 2007	16	11 68.8%	10 62.5%	8 50.0%	6 37.5%	1 6.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	8 50.0%	8 50.0%	
FALL 2007	53	42 79.2%	32 60.4%	28 52.8%	21 39.6%	16 30.2%	9 17.0%	2 3.8%	0 0.0%	0 0.0%	27 50.9%	26 49.1%	
SPRING 2008	8	8 100.0%	5 62.5%	3 37.5%	3 37.5%	3 37.5%	3 37.5%	0 0.0%	0 0.0%	0 0.0%	2 25.0%	6 75.0%	
FALL 2008	57	52 91.2%	40 70.2%	33 57.9%	26 45.6%	23 40.4%	9 15.8%	5 8.8%	1 1.8%	0 0.0%	29 50.9%	28 49.1%	
SPRING 2009	22	19 86.4%	20 90.9%	18 81.8%	17 77.3%	9 40.9%	5 22.7%	2 9.1%	2 9.1%	1 4.5%	18 81.8%	3 13.6%	
FALL 2009	51	47 92.2%	40 78.4%	38 74.5%	29 56.9%	21 41.2%	13 25.5%	7 13.7%	1 2.0%		33 64.7%	17 33.3%	
SPRING 2010	13	8 61.5%	7 53.8%	7 53.8%	6 46.2%	4 30.8%	3 23.1%	1 7.7%			5 38.5%	7 53.8%	
FALL 2010	67	53 79.1%	47 70.1%	41 61.2%	35 52.2%	30 44.8%	10 14.9%				29 43.3%	28 41.8%	
SPRING 2011	18	10 55.6%	9 50.0%	6 33.3%	5 27.8%	3 16.7%					3 16.7%	12 66.7%	
FALL 2011	47	43 91.5%	38 80.9%	29 61.7%	26 55.3%						8 17.0%	13 27.7%	
SPRING 2012	17	11 64.7%	11 64.7%	8 47.1%							1 5.9%	8 47.1%	
FALL 2012	55	45 81.82%	41 74.55%								0 0.0%	14 25.5%	
SPRING 2013	12	8 66.67%									0 0.0%	4 33.3%	
FALL 2013	47												
AVERAGE		"Completed" cohorts only (Fall 1999 through Spring 2009)										53.1%	45.2%

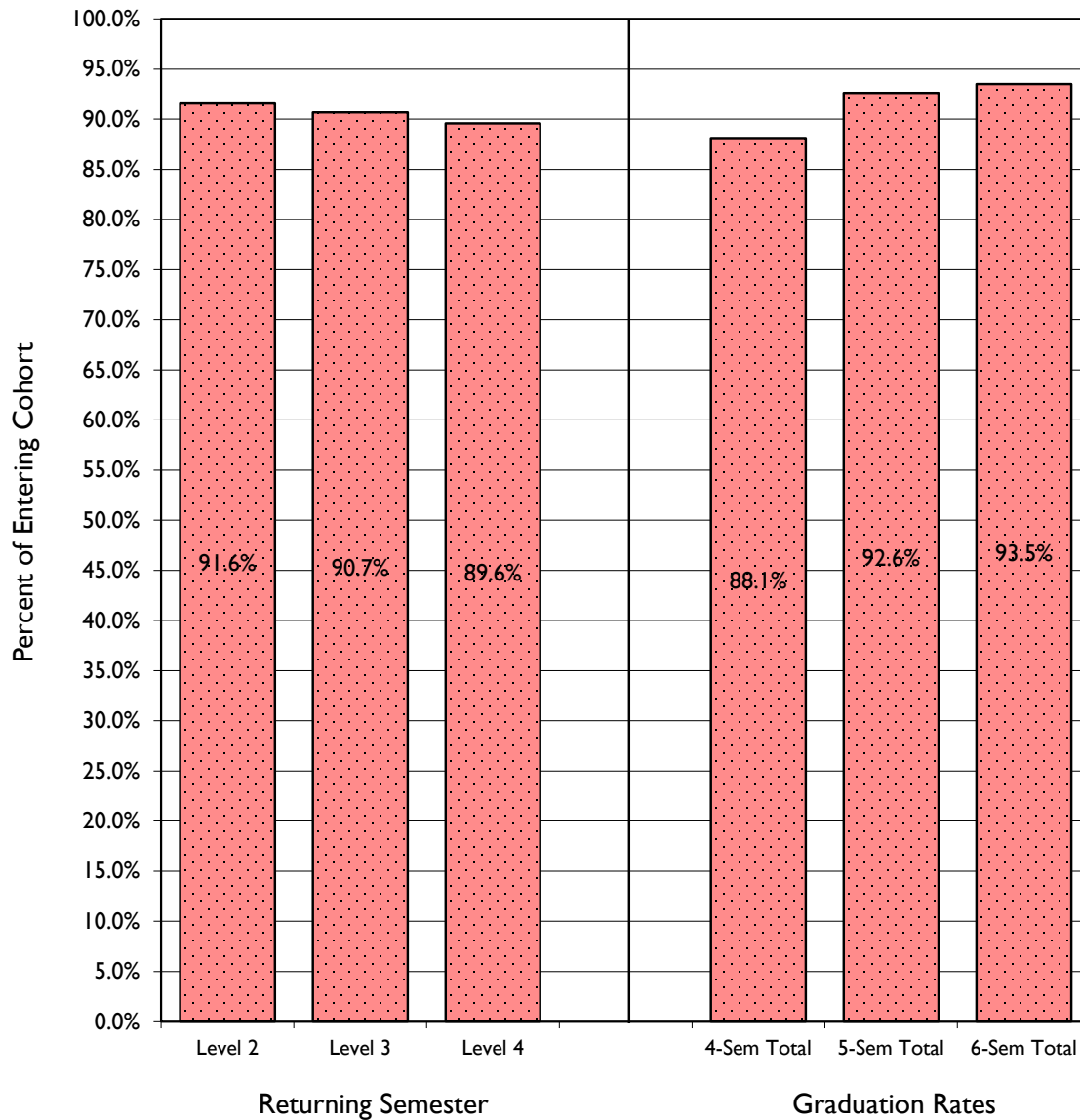
Source: University CIO

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

Entering Cohort	Entering Cohort Total	Returned as...			Graduated in...			Total Grads
		Level 2	Level 3	Level 4	4 Sem	5 Sem	6 Sem	
FALL 2007:	43	40	38	36	36	3	0	39
		93.0%	88.4%	83.7%	83.7%	7.0%	0.0%	90.7%
SPRING 2008:	40	35	35	34	34	2	1	37
		87.5%	87.5%	85.0%	85.0%	5.0%	2.5%	92.5%
FALL 2008:	41	39	38	38	38	1	0	39
		95.1%	92.7%	92.7%	92.7%	2.4%	0.0%	95.1%
SPRING 2009:	44	42	41	40	39	0	0	39
		95.5%	93.2%	90.9%	88.6%	0.0%	0.0%	88.6%
FALL 2009:	41	39	37	36	36	2	1	39
		95.1%	90.2%	87.8%	87.8%	4.9%	2.4%	95.1%
SPRING 2010:	49	46	46	46	40	7	1	48
		93.9%	93.9%	93.9%	81.6%	14.3%	2.0%	98.0%
FALL 2010:	41	39	39	39	38	1	0	39
		95.1%	95.1%	95.1%	92.7%	2.4%	0.0%	95.1%
SPRING 2011:	42	39	39	39	39	0	0	39
		92.9%	92.9%	92.9%	92.9%	0.0%	0.0%	92.9%
FALL 2011:	39	34	34	33	33	3		36
		87.2%	87.2%	84.6%	84.6%	7.7%		92.3%
SPRING 2012:	47	44	43	42	40			40
		93.6%	91.5%	89.4%	85.1%			85.1%
FALL 2012:	46	40	39					
		87.0%	84.8%					
SPRING 2013	41	34						
		82.9%						
FALL 2013	51							
TOT AVG	43.5	91.6%	90.7%	89.6%	87.5%	4.9%	0.9%	92.5%
AVG for "completed" cohorts only (F07-S11)					88.1%	4.5%	0.9%	93.5%

Source: SON

FIGURE 4c
SCHOOL OF NURSING
MEAN RETENTION PERCENTAGES
LEVEL BY LEVEL
SEMESTER COHORTS 2007-2013



COMPLETIONS

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

Table 5a, in a single summary table, presents the 4-year, 5-year and 6-year graduation rates for all first-year freshman cohorts on the Baldwin City campus (including subgroups) since 2000. The graduation rates for these same subgroups are also directly compared in Figure 5a(i). Figure 5a(ii) illustrates the graduation rates of the Baldwin City campus transfer students that follow from the corresponding transfer retention rates first presented in Table 4b. Since the enrollment and retention of first-time transfer student cohorts are tracked on a semester (rather than yearly) basis, graduation data are presented for the 20 most recently graduated cohorts from the fall 1999 through the spring of 2009.

While there is not a separate completions table or figure included in this section for the School of Nursing, complete 6-semester graduation rate data for the fall 2007 through spring 2011 entering cohorts are included in Table 4c (separated from later cohorts by a dark horizontal line). Based on data generated by these 6 completed SON cohorts, an average of 88.1% graduate after 4 semesters. An additional 4.5% and 0.9% graduated after 5 and 6 semesters respectively, totaling a 6-semester average graduation rate of approximately 93.5%.

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

Table 5b lists the distribution of graduates across the major disciplines of study on the Baldwin City campus over the most recent 10-year period. Data for each year as well as 10-year totals are presented. Table 5c lists the distribution of graduates across the University's various degree programs at all schools and the college. Data for each of the past 5 years as well as the 5-year totals are presented.

TABLE 5a
BALDWIN CITY CAMPUS
GRADUATION RATES
ENTERING FIRST-YEAR COHORTS (2000-2009)

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	10-yr Avg
Total Number in Cohort	216	250	231	225	203	239	236	250	239	257	235
% Graduating within 4 Years	43.5%	39.6%	37.2%	36.0%	50.2%	36.0%	39.4%	35.6%	42.3%	42.4%	40.2%
Subgroups:											
Males	42.2%	33.3%	30.9%	31.6%	40.7%	32.7%	34.0%	26.4%	34.1%	42.3%	34.8%
Females	44.7%	43.9%	41.6%	40.7%	57.3%	38.5%	43.4%	42.9%	47.3%	42.5%	44.3%
Greeks	41.5%	43.0%	48.4%	49.5%	55.2%	41.4%	54.0%	37.6%	47.7%	53.4%	47.2%
Non-Greeks	46.9%	36.4%	24.8%	26.9%	44.9%	31.3%	30.9%	34.4%	39.2%	33.1%	34.9%
Athletes	44.7%	36.8%	31.0%	36.8%	42.0%	36.7%	43.5%	35.4%	43.4%	45.6%	39.6%
Non-Athletes	42.7%	40.8%	41.0%	35.5%	56.5%	35.4%	35.9%	35.8%	41.3%	52.5%	41.7%
Football Players	54.8%	35.3%	17.9%	21.2%	23.8%	27.6%	25.9%	21.9%	15.4%	35.0%	27.9%
Minority Students	23.1%	28.0%	24.1%	27.8%	37.0%	29.4%	34.1%	24.4%	16.7%	30.8%	27.5%
Committee Admits	6.7%	0.0%	18.8%	0.0%	20.0%	16.7%	5.6%	7.7%	5.3%	21.1%	10.2%
% Graduating within 5 Years	59.3%	55.6%	57.1%	52.9%	68.0%	52.7%	54.7%	49.2%	54.4%		56.0%
Subgroups:											
Males	55.9%	49.0%	52.1%	48.7%	61.6%	47.1%	50.0%	40.0%	52.7%		50.8%
Females	62.3%	60.1%	60.6%	57.4%	72.6%	57.0%	58.1%	56.4%	62.2%		60.8%
Greeks	58.5%	62.0%	68.9%	68.1%	79.0%	61.3%	69.0%	53.8%	62.8%		64.8%
Non-Greeks	60.5%	49.6%	44.0%	42.5%	56.1%	45.3%	46.3%	46.5%	49.7%		49.0%
Athletes	58.8%	55.3%	52.9%	51.7%	64.8%	58.7%	59.3%	48.5%	54.9%		56.1%
Non-Athletes	59.5%	55.7%	59.7%	53.6%	70.4%	47.7%	50.8%	50.0%	54.0%		55.7%
Football Players	64.5%	47.1%	28.6%	24.2%	47.6%	55.2%	48.1%	34.4%	38.5%		43.1%
Minority Students	38.5%	44.0%	44.8%	50.0%	51.9%	44.1%	50.0%	36.6%	33.3%		43.7%
Committee Admits	20.0%	25.0%	50.0%	23.1%	20.0%	27.8%	16.7%	15.4%	31.6%		25.5%
% Graduating within 6 Years	61.6%	57.6%	58.9%	54.2%	69.0%	54.8%	55.1%	52.0%			57.9%
Subgroups:											
Males	58.8%	51.0%	54.3%	51.3%	64.0%	49.0%	51.0%	45.5%			53.1%
Females	64.0%	62.2%	62.0%	57.4%	72.6%	59.3%	58.1%	57.1%			61.6%
Greeks	60.7%	62.8%	70.5%	69.2%	79.0%	63.1%	69.0%	58.1%			66.6%
Non-Greeks	63.0%	52.7%	45.9%	44.0%	58.2%	47.7%	47.0%	48.4%			50.8%
Athletes	61.2%	55.3%	55.2%	52.9%	67.0%	61.5%	60.2%	51.5%			58.1%
Non-Athletes	61.8%	58.6%	61.1%	55.1%	70.4%	49.2%	50.8%	52.5%			57.4%
Football Players	71.0%	47.1%	32.1%	24.2%	47.6%	58.6%	48.1%	40.6%			46.2%
Minority Students	38.5%	48.0%	51.7%	50.0%	51.9%	44.1%	50.0%	39.0%			46.6%
Committee Admits	26.7%	25.0%	50.0%	23.1%	40.0%	27.8%	16.7%	23.1%			29.0%

Source: Office of Institutional Research

FIGURE 5a(i)

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

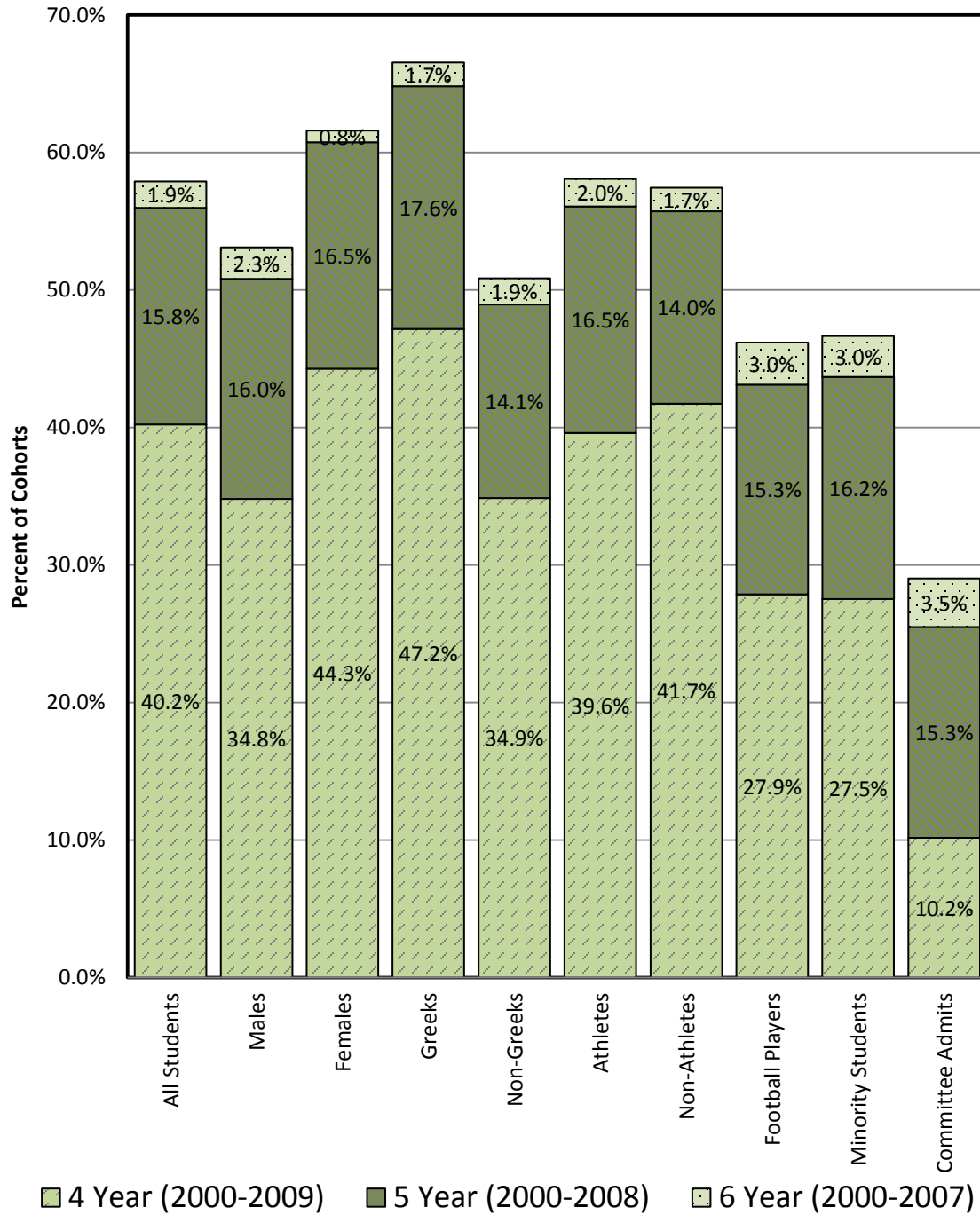


FIGURE 5a(ii)

Baldwin City Campus

TRANSFER STUDENTS GRADUATION RATES (THROUGH 10 SEMESTERS AFTER INITIAL ENROLLMENT) FALL 1999 - SPRING 2009

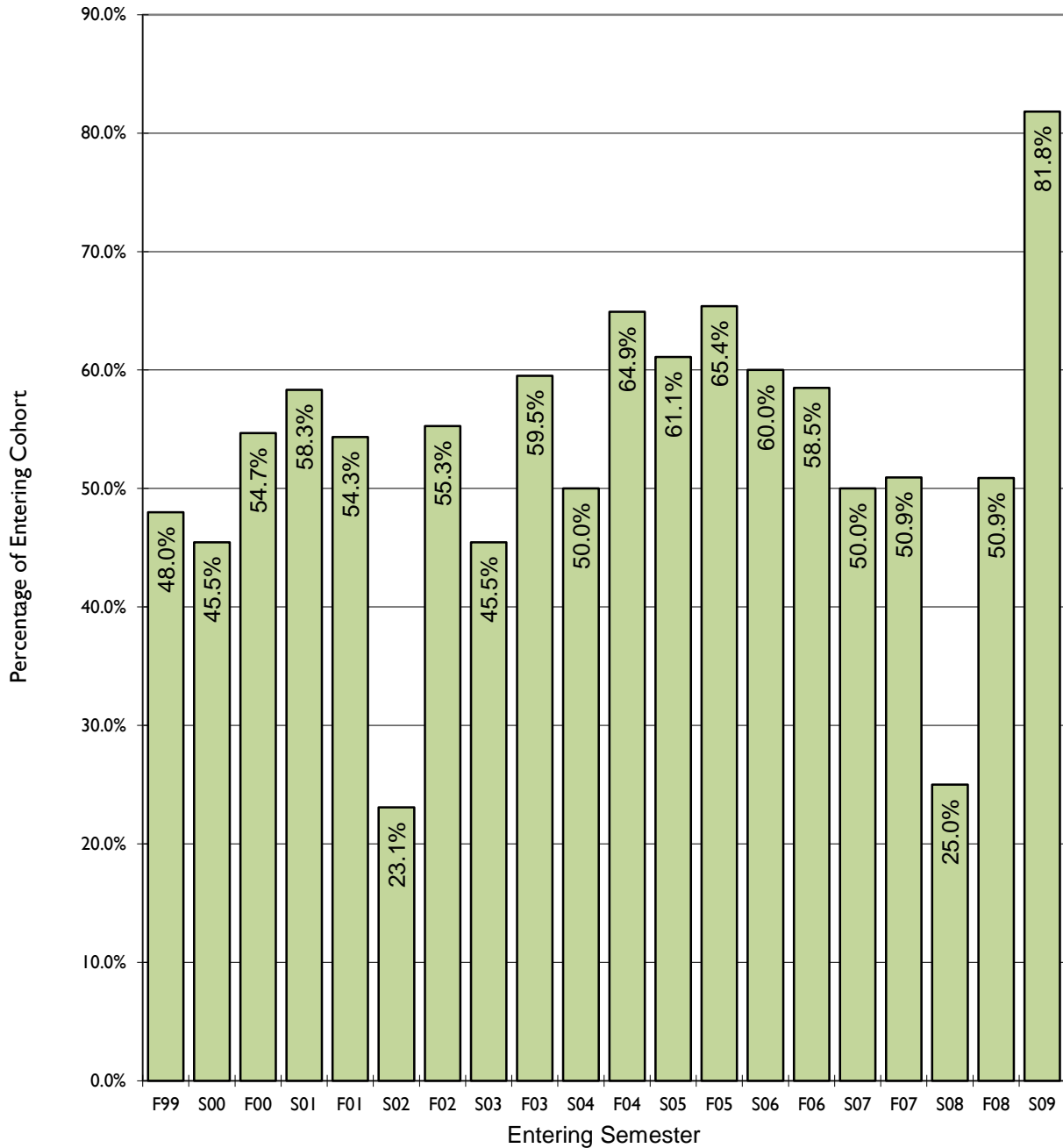


TABLE 5b
BALDWIN CITY CAMPUS
GRADUATES ACROSS MAJORS
2003/04 - 2012/13

Major Discipline	2003/04 No Pct	2004/05 No Pct	2005/06 No Pct	2006/07 No Pct	2007/08 No Pct	2008/09 No Pct	2009/10 No Pct	2010/11 No Pct	2011/12 No Pct	2012/13 No Pct	10-YR TOT No Pct
Accounting	7 4.2%	7 4.2%	5 2.6%	11 5.2%	7 3.6%	4 2.0%	4 2.1%	10 5.5%	5 2.7%	8 3.6%	68 3.5%
Art Education	6 3.6%	2 1.2%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	8 0.4%
Art History	n/a	3 1.8%	2 1.0%	1 0.5%	2 1.0%	1 0.5%	3 1.6%	2 1.1%	3 1.6%	6 2.7%	23 1.2%
Biology	12 7.3%	15 8.9%	12 6.2%	12 5.7%	13 6.7%	10 4.9%	7 3.7%	7 3.8%	10 5.3%	10 4.5%	108 5.6%
Business	37 22.4%	30 17.9%	45 23.3%	47 22.3%	39 20.1%	41 20.0%	37 19.6%	35 19.1%	24 12.8%	36 16.3%	371 19.2%
Chemistry	0 0.0%	2 1.2%	4 2.1%	2 0.9%	0 0.0%	3 1.5%	3 1.6%	2 1.1%	3 1.6%	4 1.8%	23 1.2%
Communication	1 0.6%	1 0.6%	2 1.0%	3 1.4%	1 0.5%	4 2.0%	4 2.1%	3 1.6%	2 1.1%	4 1.8%	25 1.3%
Comp Info Sys*	3 1.8%	2 1.2%	3 1.6%	1 0.5%	1 0.5%	3 1.5%	1 0.5%	3 1.6%	1 0.5%	0 0.0%	18 0.9%
Comp Science	2 1.2%	2 1.2%	0 0.0%	1 0.5%	2 1.0%	3 1.5%	1 0.5%	1 0.5%	1 0.5%	1 0.5%	14 0.7%
Economics	4 2.4%	1 0.6%	0 0.0%	2 0.9%	0 0.0%	1 0.5%	1 0.5%	2 1.1%	1 0.5%	6 2.7%	18 0.9%
Elementary Educ	10 6.1%	14 8.3%	19 9.8%	14 6.6%	9 4.6%	12 5.9%	15 7.9%	19 10.4%	18 9.6%	17 7.7%	147 7.6%
English	5 3.0%	3 1.8%	5 2.6%	6 2.8%	6 3.1%	8 3.9%	8 4.2%	7 3.8%	3 1.6%	2 0.9%	53 2.7%
Exercise Science	n/a	n/a	2 1.0%	7 3.3%	12 6.2%	14 6.8%	11 5.8%	13 7.1%	15 8.0%	19 8.6%	93 4.8%
French	2 1.2%	0 0.0%	1 0.5%	1 0.5%	3 1.5%	1 0.5%	0 0.0%	0 0.0%	2 1.1%	2 0.9%	12 0.6%
German	1 0.6%	1 0.6%	3 1.6%	2 0.9%	2 1.0%	3 1.5%	0 0.0%	0 0.0%	0 0.0%	1 0.5%	13 0.7%
History	14 8.5%	6 3.6%	9 4.7%	7 3.3%	9 4.6%	9 4.4%	3 1.6%	5 2.7%	6 3.2%	9 4.1%	77 4.0%
Inter-Disciplinary	2 1.2%	2 1.2%	1 0.5%	3 1.4%	1 0.5%	4 2.0%	2 1.1%	9 4.9%	6 3.2%	10 4.5%	40 2.1%
Int'l Business	3 1.8%	2 1.2%	2 1.0%	5 2.4%	0 0.0%	7 3.4%	1 0.5%	3 1.6%	4 2.1%	1 0.5%	28 1.4%
Int'l Stud	n/a	n/a	2 1.0%	5 2.4%	9 4.6%	3 1.5%	2 1.1%	2 1.1%	6 3.2%	5 2.3%	34 1.8%
Mass Comm*	15 9.1%	14 8.3%	11 5.7%	10 4.7%	12 6.2%	8 3.9%	2 1.1%	0 0.0%	0 0.0%	0 0.0%	72 3.7%
Mass Media	n/a	n/a	n/a	n/a	n/a	1 0.5%	10 5.3%	8 4.4%	7 3.7%	11 5.0%	37 1.9%
Mathematics	5 3.0%	8 4.8%	5 2.6%	6 2.8%	5 2.6%	5 2.4%	6 3.2%	2 1.1%	4 2.1%	9 4.1%	55 2.8%
Mid-Lev Math Ed	n/a	n/a	n/a	1 0.5%	3 1.5%	3 1.5%	2 1.1%	0 0.0%	1 0.5%	3 1.4%	13 0.7%
Mol Bioscience*	n/a	3 1.8%	1 0.5%	3 1.4%	4 2.1%	1 0.5%	2 1.1%	5 2.7%	6 3.2%	4 1.8%	29 1.5%
Music	4 2.4%	1 0.6%	0 0.0%	4 1.9%	2 1.0%	0 0.0%	1 0.5%	1 0.5%	4 2.1%	0 0.0%	17 0.9%
Music Educ	n/a	4 2.4%	3 1.6%	5 2.4%	4 2.1%	5 2.4%	1 0.5%	3 1.6%	3 1.6%	3 1.4%	31 1.6%
Philosophy	2 1.2%	1 0.6%	5 2.6%	1 0.5%	2 1.0%	1 0.5%	0 0.0%	2 1.1%	1 0.5%	0 0.0%	15 0.8%
Physical Educ	13 7.9%	11 6.5%	9 4.7%	7 3.3%	5 2.6%	6 2.9%	11 5.8%	6 3.3%	1 0.5%	2 0.9%	71 3.7%
Physics	3 1.8%	7 4.2%	0 0.0%	2 0.9%	2 1.0%	3 1.5%	1 0.5%	3 1.6%	2 1.1%	3 1.4%	26 1.3%
Pol Science*	7 4.2%	6 3.6%	5 2.6%	3 1.4%	6 3.1%	5 2.4%	4 2.1%	0 0.0%	2 1.1%	1 0.5%	39 2.0%
Psychology	8 4.8%	9 5.4%	9 4.7%	15 7.1%	9 4.6%	10 4.9%	7 3.7%	6 3.3%	10 5.3%	6 2.7%	89 4.6%
Religion	1 0.6%	0 0.0%	3 1.6%	0 0.0%	1 0.5%	1 0.5%	1 0.5%	0 0.0%	2 1.1%	0 0.0%	9 0.5%
Secondary Educ	n/a	n/a	8 4.1%	8 3.8%	5 2.6%	6 2.9%	15 7.9%	12 6.6%	6 3.2%	10 4.5%	70 3.6%
Sociology	7 4.2%	7 4.2%	9 4.7%	4 1.9%	8 4.1%	6 2.9%	9 4.8%	6 3.3%	10 5.3%	11 5.0%	77 4.0%
Spanish	2 1.2%	1 0.6%	3 1.6%	5 2.4%	3 1.5%	6 2.9%	2 1.1%	1 0.5%	6 3.2%	5 2.3%	34 1.8%
Sports Admin	n/a	n/a	n/a	n/a	n/a	1 0.5%	3 1.6%	3 1.6%	8 4.3%	8 3.6%	23 1.2%
Studio Art	n/a	0 0.0%	3 1.6%	2 0.9%	3 1.5%	2 1.0%	1 0.5%	0 0.0%	5 2.7%	3 1.4%	19 1.0%
Theatre	2 1.2%	2 1.2%	1 0.5%	3 1.4%	3 1.5%	2 1.0%	7 3.7%	2 1.1%	0 0.0%	1 0.5%	23 1.2%
Wildlife Bio*	3 1.8%	1 0.6%	1 0.5%	2 0.9%	1 0.5%	2 1.0%	1 0.5%	0 0.0%	0 0.0%	0 0.0%	11 0.6%
Total Majors	181	168	193	211	194	205	189	183	188	221	1933
Total Degrees	165	152	163	179	166	177	164	157	162	185	1670
Multiple Majors	16	16	30	32	28	28	25	28	28	36	267

* Discontinued Majors

Source: University CIO

TABLE 5c

BAKER UNIVERSITY (ALL SCHOOLS)

GRADUATES ACROSS DEGREE PROGRAMS

2008/09 - 2012/13

Degrees Awarded CAS, GSOE, SON, & SPGS	2008/09		2009/10		2010/11		2011/2012		2012/2013		5-YR TOTAL	
	No	Pct	No	Pct	No	Pct	No	Pct	No	Pct	No	Pct
Associate of Arts in Business	92	6.8%	97	6.9%	94	6.2%	102	7.9%	110	9.2%	495	7.3%
Bachelor of Arts	45	3.3%	45	3.2%	37	2.4%	40	3.1%	32	2.7%	199	2.9%
Bachelor of Science	127	9.4%	118	8.4%	117	7.7%	119	9.2%	150	12.6%	631	9.3%
Bachelor of Music Education	5	0.4%	1	0.1%	3	0.2%	3	0.2%	3	0.3%	15	0.2%
Bachelor of Science in Nursing	78	5.8%	77	5.5%	78	5.1%	89	6.9%	75	6.3%	397	5.9%
Bachelor of Arts in Business Leadership	0	0.0%	0	0.0%	0	0.0%	7	0.5%	10	0.8%	17	0.3%
Bachelor of Business Administration	111	8.2%	164	11.7%	194	12.8%	204	15.9%	207	17.3%	880	13.0%
Bachelor of Science in Management	58	4.3%	53	3.8%	83	5.5%	85	6.6%	60	5.0%	339	5.0%
Bachelor of Business Info Systems	0	0.0%	0	0.0%	1	0.1%	4	0.3%	6	0.5%	11	0.2%
Master of Business Administration	332	24.6%	348	24.8%	383	25.2%	274	21.3%	194	16.2%	1531	22.7%
Master of Science in Management	33	2.4%	42	3.0%	39	2.6%	20	1.6%	23	1.9%	157	2.3%
Master of Liberal Arts	56	4.2%	40	2.9%	38	2.5%	33	2.6%	30	2.5%	197	2.9%
Master of Arts in Conft Mgmt & Dispute Res	12	0.9%	15	1.1%	37	2.4%	30	2.3%	13	1.1%	107	1.6%
Master of Arts in Education	302	22.4%	250	17.8%	274	18.0%	156	12.1%	157	13.1%	1139	16.9%
Master of Arts in School Leadership	82	6.1%	50	3.6%	0	0.0%	1	0.1%	1	0.1%	134	2.0%
Master of Science in School Leadership	2	0.1%	82	5.8%	117	7.7%	101	7.8%	85	7.1%	387	5.7%
Master of Science in Special Education	4	0.3%	4	0.3%	10	0.7%	1	0.1%	14	1.2%	33	0.5%
Master of Science in Teaching	n/a		1	0.1%	6	0.4%	6	0.5%	3	0.3%	16	0.2%
Doctorate in Educational Leadership	9	0.7%	15	1.1%	8	0.5%	12	0.9%	21	1.8%	65	1.0%
TOTAL ASSOCIATE:	92	6.8%	97	6.9%	94	6.2%	102	7.9%	110	9.2%	495	7.3%
TOTAL BACHELOR:	424	31.5%	458	32.7%	513	33.8%	551	42.8%	543	45.5%	2489	36.9%
TOTAL MASTER:	823	61.1%	832	59.3%	904	59.5%	622	48.3%	520	43.6%	3701	54.8%
TOTAL DOCTORATE:	9	0.7%	15	1.1%	8	0.5%	12	0.9%	21	1.8%	65	1.0%
TOTAL DEGREES AWARDED:	1348		1402		1519		1287		1194		6750	

Source: University CIO

STUDENTS

The following tables present ethnicity and gender data distributions for all University students for the most recent 5-year period (2009-2013). It is important to note that this information is self-reported and voluntarily offered by the students through various surveys. Consequently, a considerable number of students do not volunteer ethnicity information and are captured in a category labeled “Race and Ethnicity Unknown.”

Table 6a presents these data for the University as a whole. Both headcount and percentage distributions are included. Tables 6b, 6c, 6d and 6e present the same data in the same format at the individual campus/school level – Baldwin City (CAS/USOE), the School of Nursing, the School of Professional and Graduate Studies and the graduate division of the School of Education, respectively.

TABLE 6a**BAKER UNIVERSITY: ALL STUDENTS****STUDENT (SELF-REPORTED) ETHNICITY
& GENDER DISTRIBUTIONS****2009 - 2013**

Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Five-Year Average
-----------	-----------	-----------	-----------	-----------	-------------------

ETHNICITY

Asian	58 1.5%	55 1.4%	44 1.2%	44 1.4%	36 1.2%	47.4 1.3%
Native Hawaiian or Other Pacific Islander*	n/a	3 0.1%	4 0.1%	7 0.2%	11 0.4%	6.3 0.2%
Black or African American	309 8.0%	344 8.9%	313 8.9%	304 9.5%	292 9.5%	312.4 9.0%
Nonresident Alien	7 0.2%	9 0.2%	9 0.3%	9 0.3%	6 0.2%	8.0 0.2%
Hispanic	106 2.8%	133 3.4%	114 3.2%	127 4.0%	136 4.4%	123.2 3.6%
American Indian or Alaska Native	42 1.1%	49 1.3%	44 1.2%	55 1.7%	58 1.9%	49.6 1.4%
Two or more Races	101 2.6%	43 1.1%	43 1.2%	39 1.2%	39 1.3%	53.0 1.5%
Race and Ethnicity Unknown	272 7.1%	274 7.1%	225 6.4%	175 5.5%	185 6.0%	226.2 6.4%
White	2958 76.8%	2947 76.4%	2740 77.5%	2448 76.3%	2313 75.2%	2681.2 76.4%
Total Students	3853	3857	3536	3208	3076	3507.3

Female	2385 61.9%	2311 59.9%	2125 60.1%	1892 59.0%	1838 59.8%	2110.2 0.6
Male	1474 38.3%	1545 40.1%	1411 39.9%	1316 41.0%	1237 40.2%	1396.6 0.4

*The federal classification for race changed after 2009

Source: University CIO

TABLE 6b

BALDWIN CITY CAMPUS (CASI/UGSOE) **STUDENT (SELF-REPORTED) ETHNICITY** **& GENDER DISTRIBUTIONS** **2009 - 2013**

Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Five-Year Average
-----------	-----------	-----------	-----------	-----------	-------------------

ETHNICITY						
Asian	12 1.2%	15 1.6%	10 1.1%	13 1.4%	7 0.7%	11.4 1.2%
Native Hawaiian or Other Pacific Islander*	n/a 0.0%	0 0.0%	0 0.0%	4 0.4%	5 0.5%	2.3 0.2%
Black or African American	76 7.7%	87 9.0%	84 9.0%	83 8.9%	86 9.1%	83.2 8.7%
Nonresident Alien	6 0.6%	8 0.8%	8 0.9%	8 0.9%	4 0.4%	6.8 0.7%
Hispanic	14 1.4%	18 1.9%	23 2.5%	34 3.6%	43 4.6%	26.4 2.8%
American Indian or Alaska Native	10 1.0%	18 1.9%	18 1.9%	28 3.0%	27 2.9%	20.2 2.1%
Two or more Races	44 4.4%	6 0.6%	3 0.3%	7 0.7%	9 1.0%	13.8 1.4%
Race and Ethnicity Unknown	22 2.2%	44 4.6%	36 3.9%	43 4.6%	49 5.2%	38.8 4.1%
White	808 81.5%	771 79.7%	753 80.5%	716 76.5%	712 75.6%	752.0 78.8%
Total Students	992	967	935	936	942	954.85

Female	525 52.9%	490 50.7%	468 50.1%	444 47.4%	478 50.7%	481.0 50.4%
Male	467 47.1%	477 49.3%	467 49.9%	492 52.6%	463 49.2%	473.2 49.6%

*The federal classification for race changed after 2009

Source: University CIO

TABLE 6c

SCHOOL OF NURSING

STUDENT (SELF-REPORTED) ETHNICITY & GENDER DISTRIBUTIONS

2009- 2013

Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Four-Year Average
-----------	-----------	-----------	-----------	-----------	-------------------

ETHNICITY

Asian	1 0.6%	3 1.8%	3 1.8%	5 3.0%	7 4.0%	3.0 1.8%
Native Hawaiian or Other Pacific Islander*	n/a 0.0%	0 0.0%	1 0.6%	0 0.0%	1 0.6%	0.3 0.2%
Black or African American	8 4.9%	4 2.3%	3 1.8%	5 3.0%	7 4.0%	5.0 3.0%
Nonresident Alien	0 0.0%	0 0.0%	0 0.0%	1 0.6%	1 0.6%	0.3 0.1%
Hispanic	2 1.2%	5 2.9%	4 2.3%	2 1.2%	2 1.1%	3.3 1.9%
American Indian or Alaska Native	3 1.9%	2 1.2%	1 0.6%	1 0.6%	4 2.3%	1.8 1.0%
Two or more Races	9 5.6%	3 1.8%	3 1.8%	2 1.2%	2 1.1%	4.3 2.6%
Race and Ethnicity Unknown	1 0.6%	9 5.3%	9 5.3%	5 3.0%	4 2.3%	6.0 3.5%
White	138 85.2%	145 84.8%	147 86.0%	148 87.6%	148 84.1%	144.5 85.9%
Total Students	162	171	171	169	176	168.3

Female	148 91.4%	151 88.3%	153 89.5%	155 91.7%	162 92.0%	153.8 90.6%
Male	14 8.6%	20 11.7%	18 10.5%	14 8.3%	14 8.0%	16.0 9.4%

*The federal classification for race changed after 2009

Source: University CIO

TABLE 6d**SCHOOL OF PROFESSIONAL AND GRADUATE STUDY****STUDENT (SELF-REPORTED) ETHNICITY
& GENDER DISTRIBUTIONS****2009 - 2013**

Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Five-Year Average
-----------	-----------	-----------	-----------	-----------	-------------------

ETHNICITY

Asian	39 2.2%	33 1.8%	30 1.8%	24 1.7%	17 1.3%	28.6 1.8%
Native Hawaiian or Other Pacific Islander*	n/a 0.2%	3 0.2%	3 0.2%	3 0.2%	5 0.4%	3.5 0.2%
Black or African American	199 11.1%	210 11.7%	193 11.6%	185 13.2%	178 13.2%	193.0 12.2%
Nonresident Alien	1 0.1%	1 0.1%	1 0.1%	0 0.0%	1 0.1%	0.8 0.0%
Hispanic	74 4.1%	91 5.1%	72 4.3%	71 5.1%	71 5.3%	75.8 4.8%
American Indian or Alaska Native	27 1.5%	23 1.3%	23 1.4%	21 1.5%	23 1.7%	23.4 1.5%
Two or more Races	37 2.1%	29 1.6%	31 1.9%	27 1.9%	21 1.6%	29.0 1.8%
Race and Ethnicity Unknown	175 9.8%	181 10.1%	149 9.0%	112 8.0%	109 8.1%	145.2 9.0%
White	1237 69.1%	1217 68.1%	1157 69.7%	959 68.4%	919 68.4%	1097.8 68.7%
Total Students	1789	1788	1659	1402	1344	1597.1

Female	986 55.1%	962 53.8%	932 56.2%	766 54.6%	739 55.0%	877.0 54.9%
Male	803 44.9%	825 46.1%	727 43.8%	636 45.4%	605 45.0%	719.2 45.0%

*The federal classification for race changed after 2009

Source: University CIO

TABLE 6e

GRADUATE SCHOOL OF EDUCATION

STUDENT (SELF-REPORTED) ETHNICITY & GENDER DISTRIBUTIONS

2009 - 2013

Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Five-Year Average
-----------	-----------	-----------	-----------	-----------	-------------------

ETHNICITY

Asian	6 0.7%	4 0.4%	1 0.1%	2 0.3%	5 0.8%	3.6 0.5%
Native Hawaiian or Other Pacific Islander*	n/a 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0.0 0.0%
Black or African American	26 3.1%	43 4.6%	33 4.3%	31 4.4%	21 3.4%	30.8 4.0%
Nonresident Alien	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0.0 0.0%
Hispanic	14 1.7%	19 2.0%	15 1.9%	20 2.9%	20 3.3%	17.6 2.4%
American Indian or Alaska Native	2 0.2%	6 0.6%	2 0.3%	5 0.7%	4 0.7%	3.8 0.5%
Two or more Races	11 1.3%	5 0.5%	6 0.8%	3 0.4%	7 1.1%	6.4 0.8%
Race and Ethnicity Unknown	74 8.9%	40 4.3%	31 4.0%	15 2.1%	23 3.7%	36.6 4.6%
White	775 92.9%	814 87.4%	683 88.6%	625 89.2%	534 87.0%	686.2 89.0%
Total Students	834	931	771	701	614	785.0

Female	615 73.7%	708 76.0%	572 74.2%	527 75.2%	459 74.8%	576.2 74.8%
Male	219 26.3%	223 24.0%	199 25.8%	174 24.8%	155 25.2%	194.0 25.2%

*The federal classification for race changed after 2009

Source: University CIO

FACULTY/STAFF

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

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

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

Table 7g summarizes the gender and ethnicity distributions for all full-time teaching faculty within these schools and campuses for fall 2013. These data are also segregated by faculty rank.

TABLE 7a**CAS/USOE, SPGS, GSOE****UNIVERSITY EMPLOYMENT PROFILE****FULL-TIME EMPLOYEES****2004/05 - 2013/14****(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
2004/05	263	102	161	89	51	38	102	32	70	72	19	53
2005/06	271	108	163	88	51	37	104	39	65	79	18	61
2006/07	294	113	181	92	53	39	120	43	77	82	17	65
2007/08	316	129	187	93	52	41	140	57	83	83	20	63
2008/09	331	133	198	90	51	39	151	57	94	90	25	65
2009/10	284	118	166	86	47	39	129	53	76	69	18	51
2010/11	275	117	158	73	43	30	130	55	75	72	19	53
2011/12	274	113	161	77	43	34	129	54	75	71	18	53
2012/13	273	115	158	80	43	37	111	45	66	82	27	55
2013/14	260	113	147	79	41	38	114	47	67	67	25	42

Percentages

Academic Year	Total			Faculty			Administration			Support		
	Male	Female	% of Total	Male	Female	% of Total	Male	Female	% of Total	Male	Female	% of Total
2004/05	38.8%	61.2%	33.8%	57.3%	42.7%	38.8%	31.4%	68.6%	27.4%	26.4%	73.6%	
2005/06	39.9%	60.1%	32.5%	58.0%	42.0%	38.4%	37.5%	62.5%	29.2%	22.8%	77.2%	
2006/07	38.4%	61.6%	31.3%	57.6%	42.4%	40.8%	35.8%	64.2%	27.9%	20.7%	79.3%	
2007/08	40.8%	59.2%	29.4%	55.9%	44.1%	44.3%	40.7%	59.3%	26.3%	24.1%	75.9%	
2008/09	40.2%	59.8%	27.2%	56.7%	43.3%	45.6%	37.7%	62.3%	27.2%	27.8%	72.2%	
2009/10	41.5%	58.5%	30.3%	54.7%	45.3%	45.4%	41.1%	58.9%	24.3%	26.1%	73.9%	
2010/11	42.5%	57.5%	26.5%	58.9%	41.1%	47.3%	42.3%	57.7%	26.2%	26.4%	73.6%	
2011/12	41.2%	58.8%	28.1%	55.8%	44.2%	47.1%	41.9%	58.1%	25.9%	25.4%	74.6%	
2012/13	42.1%	57.9%	29.3%	53.8%	46.3%	40.7%	40.5%	59.5%	30.0%	32.9%	67.1%	
2013/14	43.5%	56.5%	30.4%	51.9%	48.1%	43.8%	41.2%	58.8%	25.8%	37.3%	62.7%	
Average	40.9%	59.1%	29.9%	56.0%	44.0%	43.2%	39.0%	61.0%	27.0%	27.0%	73.0%	

Source: Office of Human Resources

FIGURE 7a(i)

BAKER UNIVERSITY

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

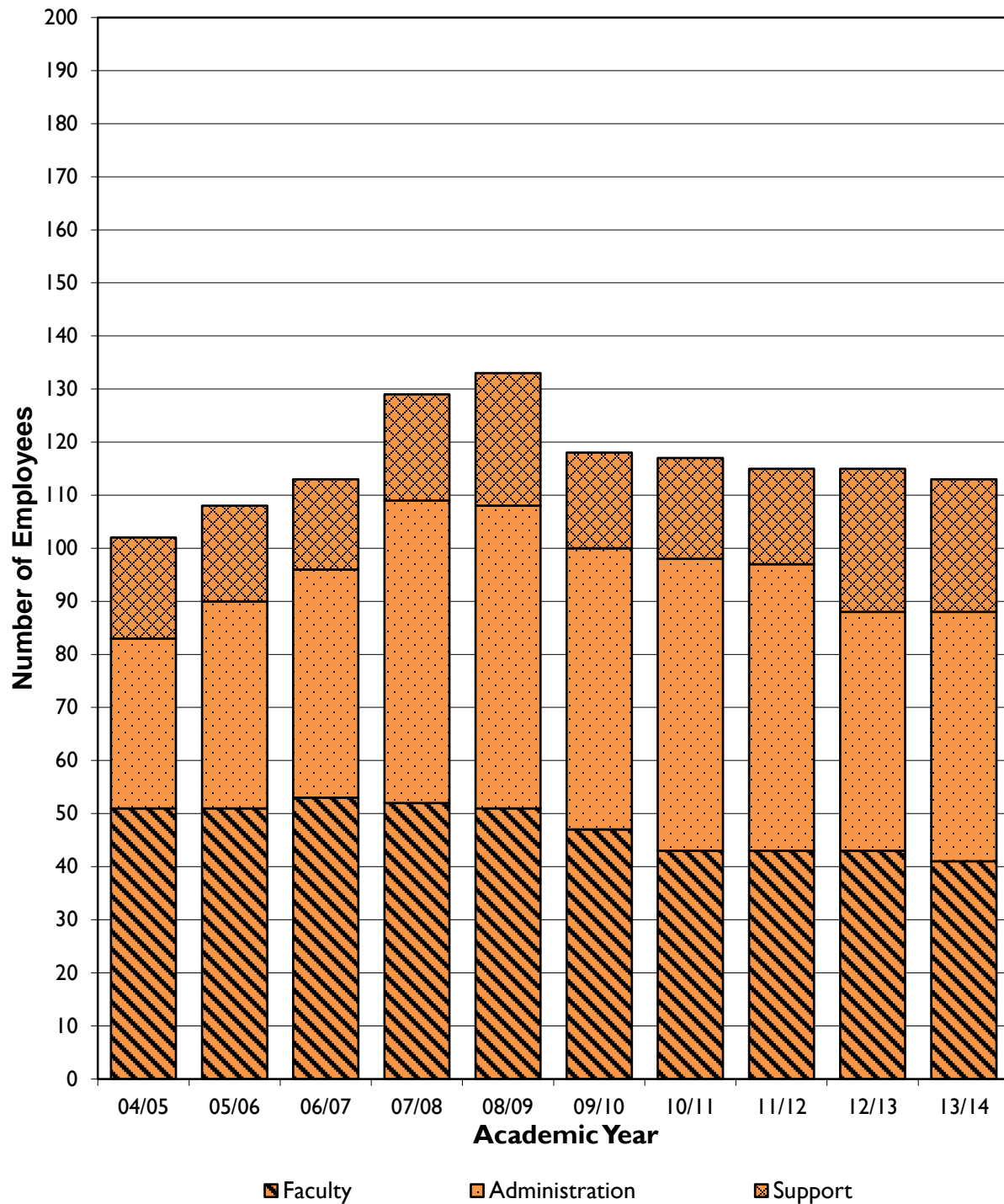


FIGURE 7a(ii)

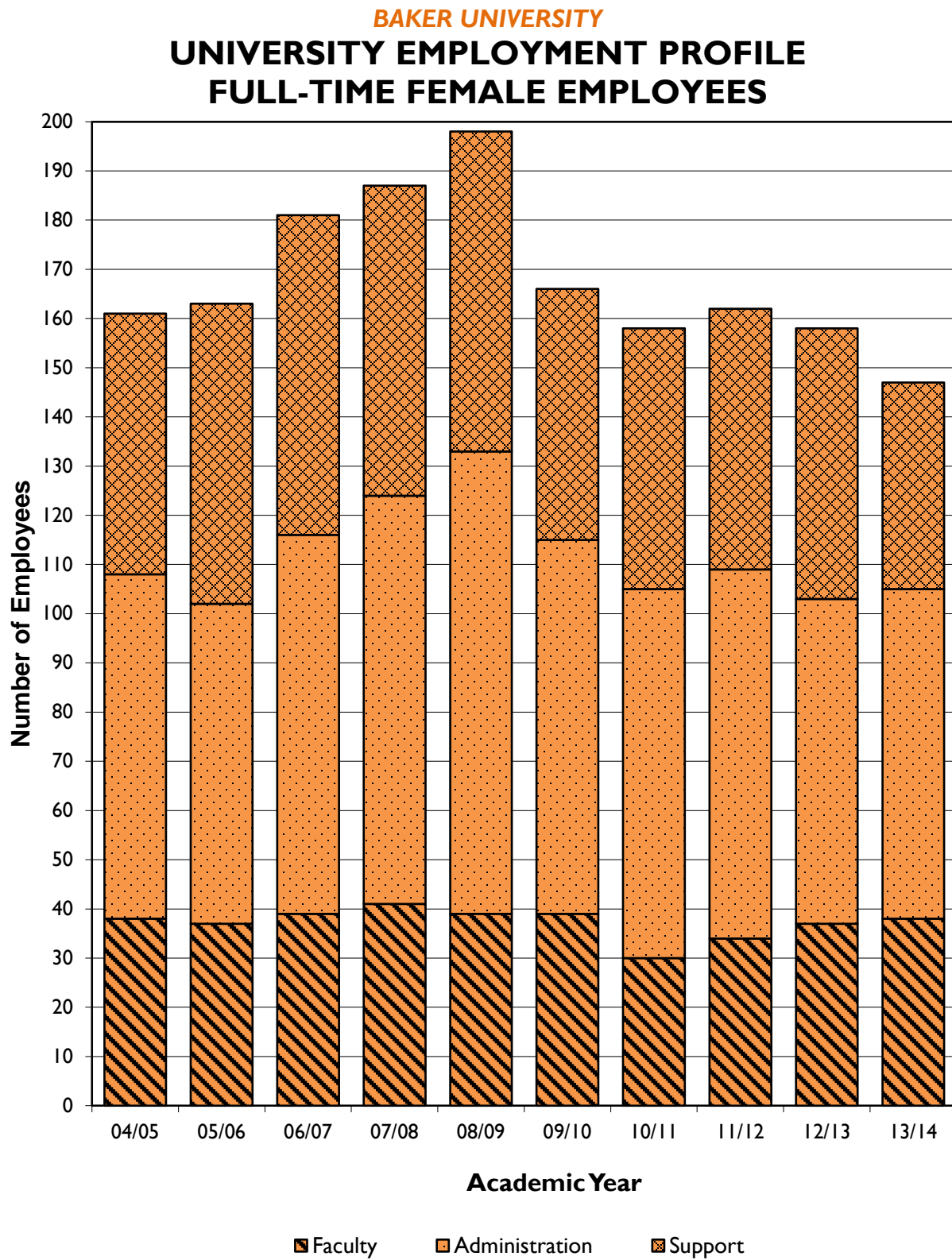


TABLE 7b
BAKER UNIVERSITY (ALL SCHOOLS)
NUMBER OF FACULTY BY RANK AND TENURE STATUS
FALL 2009 - FALL 2013

Rank (Full Time)	Fall 2009				Fall 2010				Fall 2011				Fall 2012				Fall 2013			
	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot
Professor	23	1	0	24	20	0	0	20	22	0	0	22	19	0	0	19	18	0	1	19
Associate Professor	17	1	4	22	14	2	4	20	11	2	5	18	15	3	6	24	18	3	6	27
Assistant Professor	5	17	11	33	2	15	14	31	2	16	15	33	2	13	19	34	2	13	15	30
Instructor	0	0	8	8	0	0	6	6	0	0	10	10	0	0	10	10	0	0	10	10
Learning Resources	0	0	7	7	0	0	5	5	0	0	4	4	0	0	4	4	0	0	4	4
Total Full Time Faculty	45	19	30	94	36	17	29	82	35	18	34	87	36	16	39	91	38	16	36	90
Total Part Time Faculty	0	0	443	443	0	0	435	435	0	0	438	438	0	0	421	421	0	0	343	343
Grand Total	45	19	473	537	36	17	464	517	35	18	472	525	36	16	460	512	38	16	379	433

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

Source: Office of Human Resources

TABLE 7c
BALDWIN CITY CAMPUS (CASI/USOE)
NUMBER OF FACULTY BY RANK AND TENURE STATUS
FALL 2009 - FALL 2013

Rank (Full Time)	Fall 2009				Fall 2010				Fall 2011				Fall 2012				Fall 2013			
	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot
Professor	22	1	0	23	19	0	0	19	21	0	0	21	18	0	0	18	16	0	0	16
Associate Professor	15	1	0	16	12	1	0	13	9	0	0	9	13	1	0	14	17	1	0	18
Assistant Professor	5	17	2	24	2	15	3	20	2	16	3	21	2	13	4	19	2	13	2	17
Instructor	0	0	3	3	0	0	3	3	0	0	7	7	0	0	7	7	0	0	7	7
Learning Resources	0	0	7	7	0	0	5	5	0	0	4	4	0	0	4	4	0	0	4	4
Total Full-Time Faculty	42	19	12	73	33	16	11	60	32	16	14	62	33	14	15	62	35	14	13	62
Total Part-Time Faculty	0	0	24	24	0	0	29	29	0	0	23	23	0	0	24	24	0	0	32	32
Grand Total	42	19	36	97	33	16	40	89	32	16	37	85	33	14	39	86	35	14	45	94

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

Source: Office of Human Resources

TABLE 7d
SCHOOL OF NURSING
NUMBER OF FACULTY BY RANK AND TENURE STATUS
FALL 2009 - FALL 2013

Rank (Full Time)	Fall 2009				Fall 2010				Fall 2011				Fall 2012				Fall 2013			
	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot
Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Associate Professor	1	0	0	1	1	1	0	2	1	1	1	3	1	1	0	2	1	1	1	3
Assistant Professor	0	0	9	9	0	0	11	11	0	0	10	10	0	0	12	12	0	0	12	12
Instructor	0	0	5	5	0	0	3	3	0	0	3	3	0	0	3	3	0	0	3	3
Learning Resources	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Full Time Faculty	1	0	14	15	1	1	14	16	1	1	14	16	1	1	15	17	1	1	16	18
Total Part Time Faculty	0	0	0	0	0	0	1	1	0	0	1	1	0	0	0	0	0	0	0	0
Grand Total	1	0	14	15	1	1	15	17	1	1	15	17	1	1	15	17	1	1	16	18

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

Source: School of Nursing

TABLE 7e
SCHOOL OF PROFESSIONAL AND GRADUATE STUDIES
NUMBER OF FACULTY BY RANK AND TENURE STATUS
FALL 2009 - FALL 2012

Rank (Full Time)	Fall 2009				Fall 2010				Fall 2011				Fall 2012				Fall 2013			
	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot	T	TT	NT	Tot
Professor	1	0	0	1	1	0	0	1	1	0	0	1	1	0	0	1	2	0	0	2
Associate Professor	1	0	2	3	1	0	2	3	1	0	2	3	1	0	3	4	0	0	2	2
Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0
Learning Resources	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Full Time Faculty	2	0	2	4	2	0	2	4	2	0	2	4	2	0	4	6	2	0	2	4
Total Part Time Faculty	0	0	284	284	0	0	279	279	0	0	276	276	0	0	248	248	0	0	192	192
Grand Total	2	0	286	288	2	0	281	283	2	0	278	280	2	0	252	254	2	0	194	196

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

Source: Office of Human Resources

TABLE 7f
GRADUATE SCHOOL OF EDUCATION
NUMBER OF FACULTY BY RANK AND TENURE STATUS
FALL 2009 - FALL 2013

Rank (Full Time)	Fall 2009				Fall 2010				Fall 2011				Fall 2012				Fall 2013			
	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	1	1
Associate Professor	0	0	2	2	0	0	2	2	0	1	2	3	0	1	3	4	0	1	3	4
Assistant Professor	0	0	0	0	0	0	0	0	0	0	2	2	0	0	2	2	0	0	1	1
Instructor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Learning Resources	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Full Time Faculty	0	0	2	2	0	0	2	2	0	1	4	5	0	1	5	6	0	1	5	6
Total Part Time Faculty	0	0	135	135	0	0	126	126	0	0	138	138	0	0	149	149	0	0	119	119
Grand Total	0	0	137	137	0	0	128	128	0	1	142	143	0	1	154	155	0	1	124	125

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

Source: Office of Human Resources

TABLE 7g
BAKER UNIVERSITY (ALL SCHOOLS)
FACULTY GENDER AND ETHNICITY DISTRIBUTIONS
FALL 2013

	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	1	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	9	0	1	0	7	0	1	1	11	0	1	1	5	3	1	3
Total Faculty	9	0	1	0	7	0	1	1	12	0	1	1	6	3	1	3

	Assistant Professor								Instructor							
	Male				Female				Male				Female			
	BC	SON	SPGS	GSOE	BC	SON	SPGS	GSOE	BC	SON	SPGS	GSOE	BC	SON	SPGS	GSOE
Asian or Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black, non-Hispanic	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Hispanic	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	7	0	0	1	9	12	0	0	2	0	0	0	5	3	0	0
Total Faculty	7	0	0	1	10	12	0	0	2	0	0	0	5	3	0	0

	Total								Total
	Male				Female				
	BC	SON	SPGS	GSOE	BC	SON	SPGS	GSOE	
Asian or Pacific Islander	0	0	0	0	0	0	0	0	0
Black, non-Hispanic	0	0	0	0	2	0	0	0	2
Hispanic	1	0	0	0	0	0	0	0	1
Native American/Native Alaskan	0	0	0	0	0	0	0	0	0
Non-Resident Alien	0	0	0	0	0	0	0	0	0
Race/ethnicity Unknown	0	0	0	0	0	0	0	0	0
White	29	0	2	2	26	18	2	4	83
Total Faculty	30	0	2	2	28	18	2	4	86

Sources: Office of Human Resources, School of Nursing

PRODUCTION

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

Tables 8a and 8b summarize the total credit-hour production and credit-hour production per full-time equivalent (FTE) faculty member across the various CAS/USOE academic disciplines. The disciplines/programs are ranked on both of these measures for each the 2012/13 academic year and the most recent 6-year period (2007/08 through 2012/13). The Quest program has generated the most total credit hours during the past academic year (2784) and Exercise Science has generated the most during the aggregate 6-year period (2185 average). Similarly, the Geology courses have generated the highest annual credit-hour production per FTE faculty during both the past academic year (840) and during the aggregate 6-year period (967 average).

The set of subtables presented as Table 8c offer a detailed semester-by-semester report of all discipline-based credit-hour production on the Baldwin City campus for the most recent 6-year period. The first series of subtables is organized by academic department within the College of Arts and Sciences. The last series is associated with the undergraduate division of the School of Education. The tables include:

- 1) the number of total credit hours produced by each discipline per semester and per academic year,
- 2) the faculty FTE² for each discipline per semester,
- 3) the number of credit hours produced per FTE faculty member within each discipline per semester and per academic year,
- 4) 6-year averages for each of the above,
- 5) the percent change from the preceding year, in both total credit hours produced and annual credit hours produced per FTE faculty, for each discipline per academic year.

Following the CAS discipline subtables, Table 8c also presents data for the off-campus high school concurrent credit programs begun during the 2008/09 academic year. Similar tables are presented for the education concurrent credit program following the USOE subtables.

The set of subtables presented as Tables 8d and 8e depict a preliminary effort to summarize credit hour production at SPGS and GSOE respectively for the 3 most recent academic/fiscal years. For each school, the subtables are organized by degree program and include:

- 1) the number of total credit hours produced in each degree program per month and per academic/fiscal year,
- 2) the faculty FTE for each program per year,
- 3) the number of credit hours produced per FTE faculty member per academic year in each program,
- 4) 3-year averages for each of the above.

² Faculty FTE, or full-time equivalent, is a 12 credit-hour teaching load per semester and a 24-hour load per academic year (18-hour annual load for faculty teaching in the GSOE EdD program)

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

PREV				6-YR AVG			
RANK	RANK	DISC/PROG	ACAD YR. 2012/13	RANK	RANK	DISC/PROG	07/08-12/13
1	(4)	Quest	2784	1	(1)	Exercise Science	2185
2	(2T)	Education	1766	2	(2)	Quest (LA/LS)	2088
3	(1)	Exercise Science	1717	3	(4)	Education	1880
4	(2T)	Business	1624	4	(3)	Mathematics	1845
5	(7)	Biology	1457	5	(6)	Business	1689
6	(5)	Mathematics	1455	6	(5)	Biology	1686
7	(6)	Psychology	1268	7	(7)	Music	1408
8	(8)	Music	1115	8	(8)	Psychology	1326
9	(9)	English	943	9	(9)	English	1186
10	(10)	History	768	10	(10)	History	1026
11	(21)	Chemistry	717	11	(11)	Sociology	862
12	(14)	Salon	715	12	(12)	Mass Media	746
13	(11)	Economics	714	13	(13)	Economics	730
14	(12)	Sociology	663	14	(14)	Communication	704
15	(13)	Mass Media	591	15	(17)	Chemistry	574
16	(16)	Accounting	579	16	(15)	Accounting	568
17	(15)	Communication	575	17	(16)	Studio Art	537
18	(17)	Studio Art	456	18	(20)	Salon (FYE)	529
19	(20)	Geology	420	19	(19)	Spanish	509
20	(NR)	Sports Administration	414	20	(18)	Religion	454
21	(18)	Spanish	412	21	(21)	Philosophy	433
22	(24)	Physics	406	22	(22)	Theatre	418
23	(23)	Theatre	333	23	(23)	Physics	417
24	(19)	Philosophy	315	24	(NR)	Sports Administration ¹	414
25	(26)	Computer Science	291	25	(24)	Computer Science	377
26	(25)	Art History	267	26	(25)	Art History	286
27	(28)	International Studies	216	27	(27)	Geology	282
28	(30)	Art Education	204	28	(26)	Art Education	251
29	(27)	Human Performance	191	29	(28)	Human Performance ²	198
30	(29)	German	142	30	(29)	Political Science	167
31	(31)	French	129	31	(31)	International Studies	161
32	(32)	Political Science	42	32	(30)	French	148
33	(22)	Religion	39	33	(32)	German	133

¹ One year only ² Two years only

Sources: University CIO, Office of Institutional Research

TABLE 8b**BALDWIN CITY CAMPUS (CAS/USOE)****ANNUAL CR-HR PRODUCTION PER FTE FACULTY
BY DISCIPLINE/PROGRAM**

PREV				6-YR AVG			
RANK	RANK	DISC/PROG	ACAD YR 2012/13	RANK	RANK	DISC/PROG	07/08-12/13
1	(1)	Geology	840	1	(1)	Geology	967
2	(3)	Exercise Science	723	2	(2)	Religion	660
3	(NR)	Sports Administration	552	3	(3)	History	615
4	(8)	Business	541	4	(NR)	Sports Administration ¹	552
5	(9)	Sociology	530	5	(6)	Sociology	523
6	(7)	Psychology	516	6	(4)	Economics	523
7	(5)	History	512	7	(7)	Business	521
8	(4)	Economics	439	8	(5)	Art Education	517
9	(18T)	Quest	437	9	(8)	Psychology	509
10	(10)	International Studies	432	10	(11)	Exercise Science	478
11	(16)	Accounting	421	11	(9)	Mathematics	463
12	(13)	Philosophy	420	12	(10)	International Studies	453
13	(14T)	Human Performance	417	13	(12)	Philosophy	442
14	(11)	Art Education	408	14	(14)	Human Performance ²	412
15	(18T)	Salon	381	15	(13)	Education	409
16	(12)	Mathematics	380	15	(17)	Quest (LA/LS)	400
17	(20)	Biology	372	17	(15)	Biology	391
18	(17)	Communication	363	18	(16)	Communication	387
19	(14T)	Education	362	19	(18)	Salon (FYE)	377
20	(6)	Political Science	336	20	(19)	Accounting	373
21	(21)	English	290	21	(20)	English	339
22	(27)	Chemistry	287	22	(22)	Art History	289
23	(22)	Art History	285	23	(21)	Spanish	286
24	(23)	Studio Art	281	24	(23)	Studio Art	281
25	(25T)	Spanish	247	25	(24)	Mass Media	259
26	(24)	Theatre	242	26	(25T)	Political Science	242
27	(25T)	Mass Media	217	27	(28)	Chemistry	240
28	(30)	Physics	207	28	(27)	Theatre	235
29	(28)	Computer Science	189	29	(25T)	Computer Science	231
30	(32)	French	182	30	(29)	Physics	218
31	(29)	German	170	31	(30)	French	184
32	(31)	Music	137	32	(31)	German	179
NR	(2)	Religion	n/a	33	(32)	Music	164

¹ One year only ² Two years only

Sources: University CIO, Office of Institutional Research

TABLE 8c**BALDWIN CITY CAMPUS (CAS/USOE)****CREDIT HOUR PRODUCTION BY DISCIPLINE/PROGRAM****FIVE YEAR PERIOD 2007/08-2011/12****DEPARTMENT OF BEHAVIORAL & HEALTH SCIENCES***EXERCISE SCIENCE COURSES (INCLUDES SPORTS ADMINISTRATION COURSES THROUGH 2011-12)**(INCLUDES HUMAN PERFORMANCE COURSES AND VARSITY ATHLETICS CREDIT HOURS THROUGH 2010-11)*

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	988	5.33	185	1028	5.25	196	2016	4.6%	381	6.3%
2008/09	1112	5.83	191	1112	6.25	178	2224	10.3%	368	-3.4%
2009/10	1216	6.50	187	1105	5.58	198	2321	4.4%	384	4.4%
2010/11	1373	5.00	275	1205	4.08	295	2578	11.1%	568	47.8%
2011/12	1083	3.00	361	1173	3.25	361	2256	-12.5%	722	27.1%
2012/13	823	2.50	329	894	2.25	397	1717	-23.9%	723	0.1%
6-YR AVG	1099	4.69	234	1086	4.44	244	2185		478	

PSYCHOLOGY COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	707	2.75	257	712	3.17	225	1419	5.2%	479	-2.3%
2008/09	694	2.50	278	634	3.00	211	1328	-6.4%	483	0.7%
2009/10	712	2.67	267	674	2.92	231	1386	4.4%	496	2.7%
2010/11	570	2.17	263	599	2.25	266	1169	-15.7%	529	6.7%
2011/12	703	2.58	272	681	2.33	292	1384	18.4%	563	6.4%
2012/13	765	2.75	278	503	2.17	232	1268	-8.4%	516	-8.4%
6-YR AVG	692	2.57	269	634	2.64	240	1326		509	

DEPARTMENT OF BIOLOGY & CHEMISTRY**BIOLOGY COURSES**

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	965	4.42	218	917	5.25	175	1882	13.2%	389	17.1%
2008/09	1015	4.17	243	913	4.58	199	1928	2.4%	441	13.2%
2009/10	1119	4.58	244	922	5.17	178	2041	5.9%	419	-5.0%
2010/11	851	4.33	197	598	3.25	184	1449	-29.0%	382	-8.7%
2011/12	735	4.33	170	621	3.75	166	1356	-6.4%	336	-12.2%
2012/13	843	4.25	198	614	3.58	171	1457	7.4%	372	10.8%
6-YR AVG	921	4.35	212	764	4.26	179	1686		391	

CHEMISTRY COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	240	2.33	103	323	2.00	162	563	12.4%	260	-8.7%
2008/09	260	2.67	97	324	2.25	144	584	3.7%	237	-8.7%
2009/10	266	2.75	97	303	2.50	121	569	-2.6%	217	-8.7%
2010/11	284	2.42	117	284	2.25	126	568	-0.2%	243	12.2%
2011/12	182	2.58	71	261	2.00	131	443	-22.0%	193	-20.5%
2012/13	292	2.33	125	425	2.67	159	717	61.9%	287	48.3%
6-YR AVG	254	2.51	101	320	2.28	140	574		240	

GEOLOGY COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	126	0.25	504	138	0.25	552	264	n/a	1056	n/a
2008/09	138	0.25	552	135	0.25	540	273	3.4%	1092	3.4%
2009/10	132	0.25	528	0	0.00	n/a	132	-51.6%	1056	-3.3%
2010/11	0	0.00	n/a	132	0.25	528	132	0.0%	1056	0.0%
2011/12	234	0.50	468	237	0.50	474	471	256.8%	942	-10.8%
2012/13	240	0.50	480	180	0.50	360	420	-10.8%	840	-10.8%
6-YR AVG	145	0.29	497	137	0.29	470	282		967	

DEPARTMENT OF BUSINESS & ECONOMICS

ACCOUNTING COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	312	1.50	208	330	1.75	189	642	n/a	395	n/a
2008/09	300	1.50	200	261	1.50	174	561	-12.6%	374	-5.3%
2009/10	237	1.50	158	237	1.75	135	474	-15.5%	292	-22.0%
2010/11	291	1.50	194	303	1.75	173	594	25.3%	366	25.3%
2011/12	255	1.25	204	300	1.50	200	555	-6.6%	404	10.4%
2012/13	246	1.25	197	333	1.50	222	579	4.3%	421	4.3%
6-YR AVG	274	1.42	193	294	1.63	181	568		373	

BUSINESS AND INTERNATIONAL BUSINESS COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	1010	3.33	303	811	3.33	244	1821	n/a	547	n/a
2008/09	840	3.25	258	718	2.00	359	1558	-14.4%	594	8.5%
2009/10	969	4.00	242	633	2.75	230	1602	2.8%	475	-20.0%
2010/11	869	3.58	243	858	3.67	234	1727	7.8%	476	0.4%
2011/12	960	3.67	262	841	3.33	252	1801	4.3%	515	8.0%
2012/13	896	3.33	269	728	2.67	273	1624	-9.8%	541	5.2%
6-YR AVG	924	3.53	262	765	2.96	259	1689		521	

ECONOMICS COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	291	1.25	233	378	1.25	302	669	n/a	535	n/a
2008/09	294	1.75	168	465	1.50	310	759	13.5%	467	-12.7%
2009/10	372	1.50	248	411	1.50	274	783	3.2%	522	11.8%
2010/11	441	1.75	252	114	0.50	228	555	-29.1%	493	-5.5%
2011/12	396	1.25	317	504	1.25	403	900	62.2%	720	45.9%
2012/13	387	1.50	258	327	1.75	187	714	-20.7%	439	-39.0%
6-YR AVG	364	1.50	242	367	1.29	284	730		523	

SPORTS ADMINISTRATION COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2012/13	156	0.75	208	258	0.75	344	414	n/a	552	n/a

GENERAL EDUCATION PROGRAM

QUEST/LIBERAL ARTS COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	1068	5.08	210	963	5.42	178	2031	6.4%	387	-6.3%
2008/09	1039	5.08	205	899	4.67	193	1938	-4.6%	398	2.8%
2009/10	1113	5.25	212	1058	5.25	202	2171	12.0%	414	4.0%
2010/11	988	4.83	205	961	5.08	189	1949	-10.2%	393	-4.9%
2011/12	995	5.25	190	657	3.92	168	1652	-15.2%	360	-8.4%
2012/13	1410	6.50	217	1374	6.25	220	2784	68.5%	437	21.2%
6-YR AVG	1102	5.33	207	985	5.10	193	2088		400	

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

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	523	2.67	196	12	0.33	36	535	96.7%	357	14.7%
2008/09	527	2.42	218	6	0.17	35	533	-0.4%	412	15.4%
2009/10	541	2.75	197	0	0.00	n/a	541	1.5%	393	-4.4%
2010/11	196	1.00	196	11	0.17	65	207	-61.7%	354	-10.1%
2011/12	358	2.00	179	286	1.58	181	644	211.1%	359	1.6%
2012/13	429	2.00	215	286	1.75	163	715	11.0%	381	6.1%
6-YR AVG	429	2.14	200	100	0.67	150	529		377	

DEPARTMENT OF HISTORY, CULTURE & SOCIETY

COMMUNICATION COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	457	2.33	196	473	2.33	203	930	n/a	399	n/a
2008/09	431	2.08	207	371	2.08	178	802	-13.8%	386	-3.4%
2009/10	323	1.58	204	413	2.08	199	736	-8.2%	402	4.3%
2010/11	324	1.58	205	229	1.33	172	553	-24.9%	380	-5.5%
2011/12	348	1.75	199	280	1.50	187	628	13.6%	386	1.7%
2012/13	302	1.67	181	273	1.50	182	575	-8.4%	363	-6.0%
6-YR AVG	364	1.83	199	340	1.80	188	704		387	

HISTORY COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	528	1.75	302	507	1.75	290	1035	n/a	591	n/a
2008/09	537	2.00	269	525	1.75	300	1062	2.6%	566	-4.2%
2009/10	651	2.00	326	501	1.75	286	1152	8.5%	614	8.5%
2010/11	498	1.25	398	660	1.75	377	1158	0.5%	772	25.7%
2011/12	486	1.25	389	492	1.75	281	978	-15.5%	652	-15.5%
2012/13	351	1.50	234	417	1.50	278	768	-21.5%	512	-21.5%
6-YR AVG	509	1.63	313	517	1.71	303	1026		615	

POLITICAL SCIENCE COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	135	1.75	77	78	0.50	156	213	n/a	189	n/a
2008/09	108	1.25	86	78	1.00	78	186	-12.7%	165	-12.7%
2009/10	168	1.00	168	132	1.00	132	300	61.3%	300	81.5%
2010/11	42	0.50	84	141	0.75	188	183	-39.0%	293	-2.4%
2011/12	21	0.00	n/a	54	0.25	216	75	-59.0%	600	104.9%
2012/13	36	0.25	144	6	0.00	n/a	42	-44.0%	336	-44.0%
6-YR AVG	85	0.79	107	82	0.58	140	167		242	

RELIGION COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	306	1.00	306	207	0.75	276	513	n/a	586	n/a
2008/09	252	1.00	252	258	0.75	344	510	-0.6%	583	-0.6%
2009/10	309	1.25	247	297	0.75	396	606	18.8%	606	4.0%
2010/11	324	0.75	432	321	1.00	321	645	6.4%	737	21.6%
2011/12	132	0.50	264	279	0.50	558	411	-36.3%	822	11.5%
2012/13	9	0.00	n/a	30	0.00	n/a	39	-90.5%	n/a	n/a
6-YR AVG	222	0.75	296	232	0.63	371	454		660	

SOCIOLOGY COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	351	1.75	201	402	2.00	201	753	n/a	402	n/a
2008/09	432	1.50	288	426	1.75	243	858	13.9%	528	31.5%
2009/10	420	1.75	240	573	2.00	287	993	15.7%	530	0.3%
2010/11	537	1.50	358	468	1.50	312	1005	1.2%	670	26.5%
2011/12	411	1.75	235	486	1.75	278	897	-10.7%	513	-23.5%
2012/13	390	1.25	312	273	1.25	218	663	-26.1%	530	3.5%
6-YR AVG	424	1.58	267	438	1.71	256	862		523	

DEPARTMENT OF HUMANITIES

ENGLISH COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	702	4.25	165	603	3.25	186	1305	n/a	348	n/a
2008/09	703	4.50	156	658	3.25	202	1361	4.3%	351	0.9%
2009/10	750	4.25	176	615	3.25	189	1365	0.3%	364	3.6%
2010/11	390	2.50	156	612	3.25	188	1002	-26.6%	349	-4.3%
2011/12	576	3.75	154	565	3.25	174	1141	13.9%	326	-6.5%
2012/13	525	3.50	150	418	3.00	139	943	-17.4%	290	-11.0%
6-YR AVG	608	3.79	160	579	3.21	180	1186		339	

FRENCH COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	72	1.00	72	57	0.75	76	129	n/a	147	n/a
2008/09	105	0.75	140	89	0.75	119	194	50.4%	259	75.5%
2009/10	113	0.83	136	69	0.83	83	182	-6.2%	219	-15.2%
2010/11	78	0.83	94	67	0.83	81	145	-20.3%	175	-20.3%
2011/12	57	0.83	68	54	0.83	65	111	-23.4%	133	-23.7%
2012/13	64	0.58	110	65	0.83	78	129	16.2%	182	36.7%
6-YR AVG	82	0.80	101	67	0.80	83	148		184	

GERMAN COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	63	0.75	84	33	0.75	44	96	n/a	128	n/a
2008/09	48	0.75	64	54	0.75	72	102	6.3%	136	6.3%
2009/10	82	0.58	141	62	0.58	107	144	41.2%	248	82.6%
2010/11	87	0.58	150	76	0.83	92	163	13.2%	231	-6.9%
2011/12	82	0.83	98	68	0.83	82	150	-8.0%	180	-22.0%
2012/13	79	0.83	95	63	0.83	76	142	-5.3%	170	-5.5%
6-YR AVG	74	0.72	102	59	0.76	78	133		179	

INTERNATIONAL STUDIES COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	105	0.25	420	27	0.25	108	132	n/a	528	n/a
2008/09	123	0.25	492	6	0.25	24	129	-2.3%	516	-2.3%
2009/10	138	0.50	276	12	0.25	48	150	16.3%	400	-22.5%
2010/11	144	0.50	288	15	0.25	60	159	6.0%	424	6.0%
2011/12	117	0.25	468	60	0.50	120	177	11.3%	472	11.3%
2012/13	93	0.25	372	123	0.75	164	216	22.0%	432	-8.5%
6-YR AVG	120	0.33	360	41	0.38	108	161		453	

PHILOSOPHY COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	219	1.25	175	168	1.00	168	387	n/a	344	n/a
2008/09	255	1.00	255	276	1.00	276	531	37.2%	531	54.4%
2009/10	144	0.75	192	297	1.50	198	441	-16.9%	392	-26.2%
2010/11	225	1.00	225	219	0.50	438	444	0.7%	592	51.0%
2011/12	246	1.25	197	234	1.00	234	480	8.1%	427	-27.9%
2012/13	186	0.75	248	129	0.75	172	315	-34.4%	420	-1.6%
6-YR AVG	213	1.00	213	221	0.96	230	433		442	

SPANISH COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	333	1.75	190	231	1.75	132	564	n/a	322	n/a
2008/09	285	1.75	163	189	1.50	126	474	-16.0%	292	-9.5%
2009/10	335	1.92	174	241	1.67	144	576	21.5%	321	10.0%
2010/11	305	1.92	159	237	1.92	124	542	-5.9%	283	-12.0%
2011/12	316	1.92	165	169	1.92	88	485	-10.5%	253	-10.4%
2012/13	229	1.67	137	183	1.67	110	412	-15.1%	247	-2.3%
6-YR AVG	301	1.82	165	208	1.74	120	509		286	

DEPARTMENT OF MASS MEDIA & VISUAL ARTS
ART EDUCATION COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	213	0.75	284	180	0.75	240	393	n/a	524	n/a
2008/09	225	0.75	300	159	0.50	318	384	-2.3%	614	17.3%
2009/10	135	0.50	270	145	0.58	250	280	-27.1%	519	-15.6%
2010/11	63	0.25	252	69	0.25	276	132	-52.9%	528	1.8%
2011/12	57	0.25	228	57	0.25	228	114	-13.6%	456	-13.6%
2012/13	96	0.50	192	108	0.50	216	204	78.9%	408	-10.5%
6-YR AVG	132	0.50	263	120	0.47	254	251		517	

ART HISTORY COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	129	1.00	129	127	1.00	127	256	n/a	256	n/a
2008/09	192	1.00	192	130	1.00	130	322	25.8%	322	25.8%
2009/10	105	1.00	105	156	1.25	125	261	-18.9%	232	-28.0%
2010/11	189	0.75	252	150	1.25	120	339	29.9%	339	46.1%
2011/12	147	0.88	168	126	0.88	144	273	-19.5%	312	-8.0%
2012/13	111	0.75	148	156	1.13	139	267	-2.2%	285	-8.7%
6-YR AVG	146	0.90	162	141	1.08	130	286		289	

MASS MEDIA COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	481	2.75	175	450	3.25	138	931	n/a	310	n/a
2008/09	426	3.08	138	487	3.33	146	913	-1.9%	285	-8.2%
2009/10	349	3.00	116	300	2.92	103	649	-28.9%	219	-23.0%
2010/11	405	2.75	147	318	2.83	112	723	11.4%	259	18.2%
2011/12	382	2.75	139	287	2.50	115	669	-7.5%	255	-1.7%
2012/13	390	3.33	117	201	2.13	95	591	-11.7%	217	-15.0%
6-YR AVG	406	2.94	138	341	2.83	120	746		259	

STUDIO ART COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	160	1.33	120	242	1.50	161	402	n/a	284	n/a
2008/09	283	1.75	162	317	2.00	159	600	49.3%	320	12.6%
2009/10	321	2.75	117	346	2.75	126	667	11.2%	243	-24.2%
2010/11	306	2.00	153	259	2.08	125	565	-15.3%	277	14.2%
2011/12	267	1.75	153	262	1.75	150	529	-6.4%	302	9.1%
2012/13	225	1.75	129	231	1.50	154	456	-13.8%	281	-7.2%
6-YR AVG	260	1.89	138	276	1.93	143	537		281	

DEPT OF MATHEMATICS, PHYSICS & COMPUTER SCIENCE

COMPUTER SCIENCE COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	330	2.00	165	336	2.25	149	666	n/a	313	n/a
2008/09	304	1.67	182	304	2.00	152	608	-8.7%	331	5.7%
2009/10	80	1.25	64	172	2.42	71	252	-58.6%	137	-58.6%
2010/11	120	1.25	96	92	1.17	79	212	-15.9%	175	27.6%
2011/12	161	1.58	102	74	0.92	81	235	10.8%	188	7.3%
2012/13	165	1.58	104	126	1.50	84	291	23.8%	189	0.4%
6-YR AVG	193	1.56	124	184	1.71	108	377		231	

MATHEMATICS COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	1109	4.33	256	955	4.50	212	2064	n/a	467	n/a
2008/09	1116	4.33	258	981	3.83	256	2097	1.6%	514	9.9%
2009/10	985	3.67	268	1022	4.25	240	2007	-4.3%	507	-1.4%
2010/11	942	3.75	251	887	4.08	217	1829	-8.9%	467	-7.8%
2011/12	837	3.67	228	783	3.75	209	1620	-11.4%	437	-6.5%
2012/13	864	3.83	225	591	3.83	154	1455	-10.2%	380	-13.1%
6-YR AVG	976	3.93	248	870	4.04	215	1845		463	

PHYSICS COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	346	2.25	154	134	1.67	80	480	n/a	245	n/a
2008/09	328	2.08	158	159	1.83	87	487	1.5%	249	1.7%
2009/10	317	2.50	127	131	1.75	75	448	-8.0%	211	-15.4%
2010/11	318	2.33	136	84	1.50	56	402	-10.3%	210	-0.4%
2011/12	192	1.92	100	86	1.25	69	278	-30.8%	176	-16.4%
2012/13	258	2.17	119	148	1.75	85	406	46.0%	207	18.1%
6-YR AVG	293	2.21	133	124	1.63	76	417		218	

DEPARTMENT OF MUSIC & THEATRE

MUSIC COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	720	8.94	81	846	9.08	93	1566	3.7%	174	10.4%
2008/09	694	8.06	86	794	8.42	94	1488	-5.0%	181	3.9%
2009/10	612	8.33	73	794	8.50	93	1406	-5.5%	167	-7.5%
2010/11	662	8.17	81	905	9.47	96	1567	11.5%	178	6.3%
2011/12	566	8.30	68	737	9.25	80	1303	-16.8%	148	-16.4%
2012/13	503	7.81	64	612	8.44	72	1115	-14.4%	137	-7.6%
6-YR AVG	626	8.27	76	781	8.86	88	1408		164	

THEATRE COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	277	2.25	123	255	2.00	128	532	18.8%	250	-7.0%
2008/09	237	2.67	89	276	2.75	100	513	-3.6%	189	-24.4%
2009/10	244	2.08	117	149	1.17	127	393	-23.4%	242	27.8%
2010/11	235	1.67	141	181	1.50	121	416	5.9%	262	8.5%
2011/12	185	1.25	148	136	1.25	109	321	-22.8%	257	-2.2%
2012/13	163	1.17	140	170	1.58	107	333	3.7%	242	-5.7%
6-YR AVG	224	1.85	121	195	1.71	114	418		235	

HIGH SCHOOL CONCURRENT CREDIT PROGRAM (CAS)

SUMMARY OF ALL CONCURRENT CREDIT COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2008/09	153	0.50	306	311	1.33	234	464	n/a	507	n/a
2009/10	192	0.75	256	456	1.67	274	648	40%	536	6%
2010/11	238	0.67	355	574	1.66	346	812	25%	697	30%
2011/12	235	1.25	188	501	3.00	167	736	-9%	346	-50%
2012/13	183	1.00	183	492	2.58	190	675	-8%	377	9%
5-YR AVG	205	0.79	258	461	1.91	241	665		491	

CONCURRENT CREDIT BIOLOGY COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2008/09	0	0.00	n/a	32	0.33	97	32	n/a	194	n/a
2009/10	0	0.00	n/a	44	0.33	132	44	38%	264	36%
2010/11	0	0.00	n/a	92	0.33	279	92	109%	558	111%
2011/12	0	0.00	n/a	88	0.33	264	88	-4%	528	-5%
2012/13	0	0.00	n/a	76	0.33	228	76	-14%	456	-14%
5-YR AVG	0	0.00	n/a	66	0.33	200	66		400	

CONCURRENT CREDIT BUSINESS COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2008/09	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2009/10	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2010/11	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2011/12	0	0.00	n/a	6	0.25	24	6	n/a	24	n/a
2012/13	0	0.00	n/a	0	0.00	n/a	0	-100%	n/a	n/a
5-YR AVG	0	0.00	n/a	1	0.05	24	1		24	

CONCURRENT CREDIT CHEMISTRY COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2008/09	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2009/10	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2010/11	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2011/12	0	0.00	n/a	8	0.33	24	8	n/a	24	n/a
2012/13	0	0.00	n/a	12	0.33	36	12	50%	36	50%
5-YR AVG	0	0.00	n/a	2	0.08	24	2		24	

CONCURRENT CREDIT COMPUTER SCIENCE COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2008/09	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2009/10	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2010/11	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2011/12	9	0.25	36	6	0.25	24	15	n/a	30	n/a
2012/13	0	0.00	n/a	0	0.00	n/a	0	-100%	n/a	n/a
5-YR AVG	2	0.06	36	2	0.06	24	4		30	

CONCURRENT CREDIT ECONOMICS COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2008/09	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2009/10	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2010/11	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2011/12	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2012/13	0	0.00	n/a	36	0.25	144	36	n/a	144	n/a
5-YR AVG	0	0.00	n/a	7	0.05	144	7		144	

CONCURRENT CREDIT EXERCISE SCIENCE COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2008/09	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2009/10	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2010/11	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2011/12	0	0.00	n/a	3	0.25	12	3	n/a	12	n/a
2012/13	0	0.00	n/a	0	0.00	n/a	0	-100%	n/a	n/a
5-YR AVG	0	0.00	n/a	1	0.05	12	1		12	

CONCURRENT CREDIT HISTORY COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2008/09	105	0.25	420	78	0.25	312	183	n/a	366	n/a
2009/10	117	0.25	468	96	0.25	384	213	16%	426	16%
2010/11	111	0.25	444	87	0.25	348	198	-7%	396	-7%
2011/12	175	0.25	700	135	0.25	540	310	57%	620	57%
2012/13	138	0.25	552	102	0.25	408	240	-23%	480	-23%
5-YR AVG	129	0.25	517	100	0.25	398	229		458	

CONCURRENT MASS MEDIA COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2008/09	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2009/10	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2010/11	0	0.00	n/a	0	0.00	n/a	0	n/a	n/a	n/a
2011/12	0	0.00	n/a	3	0.25	12	3	n/a	12	n/a
2012/13	27	0.25	108	3	0.25	12	30	900%	60	400%
5-YR AVG	5	0.05	108	1	0.10	12	7		44	

CONCURRENT CREDIT PHYSICS COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2008/09	0	0.00	n/a	0	0.00	n/a	0	n/a	0	n/a
2009/10	0	0.00	n/a	40	0.33	120	40	n/a	120	n/a
2010/11	0	0.00	n/a	52	0.33	158	52	30%	158	31%
2011/12	0	0.00	n/a	16	0.33	48	16	-69%	48	-70%
2012/13	0	0.00	n/a	8	0.33	24	8	-50%	24	-50%
5-YR AVG	0	0.00	n/a	23	0.27	87	23		87	

CONCURRENT CREDIT POLITICAL SCIENCE COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2008/09	48	0.25	192	126	0.25	504	174	n/a	348	n/a
2009/10	60	0.25	240	105	0.25	420	165	-5%	330	-5%
2010/11	99	0.25	396	99	0.25	396	198	20%	396	20%
2011/12	21	0.25	84	63	0.25	252	84	-58%	168	-58%
2012/13	9	0.25	36	81	0.25	324	90	7%	180	7%
5-YR AVG	47	0.25	190	95	0.25	379	142		284	

CONCURRENT CREDIT PSYCHOLOGY COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2008/09	0	0.00	n/a	51	0.25	204	51	n/a	204	n/a
2009/10	15	0.25	60	48	0.25	192	63	24%	126	-38%
2010/11	0	0.00	n/a	168	0.25	672	168	167%	672	433%
2011/12	3	0.25	12	114	0.25	456	117	-30%	234	-65%
2012/13	0	0.00	n/a	114	0.25	456	114	-3%	456	95%
5-YR AVG	4	0.10	36	99	0.25	396	103		293	

DEPARTMENT OF EDUCATION

(Undergraduate Programs within the School of Education)

EDUCATION COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2007/08	767	4.58	167	777	4.75	164	1544	-2.7%	331	-3.5%
2008/09	873	4.92	177	936	4.58	204	1809	17.2%	381	15.1%
2009/10	1050	4.67	225	1075	4.42	243	2125	17.5%	468	22.8%
2010/11	1250	4.42	283	985	4.17	236	2235	5.2%	520	11.3%
2011/12	951	4.83	197	850	4.00	213	1801	-19.4%	408	-21.6%
2012/13	860	4.58	188	906	5.17	175	1766	-1.9%	362	-11.2%
6-YR AVG	959	4.67	205	922	4.51	204	1880		409	

HUMAN PERFORMANCE COURSES (EXCLUDES VARSITY ATHLETICS CREDIT HOURS)

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2011/12	88	0.50	176	116	0.50	232	204	n/a	408	n/a
2012/13	65	0.33	195	126	0.58	216	191	-6.4%	417	2.1%
2-YR AVG	77	0.42	184	121	0.54	223	198		412	

HIGH SCHOOL CONCURRENT CREDIT PROGRAM (SOE)

CONCURRENT CREDIT EDUCATION COURSES

ACADEMIC YEAR	FALL			SPRING			YEAR			
	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Fac FTE	CrHrs /Fac	Total CrHrs	Pct Change	CrHrs /Fac	Pct Change
2008/09	0	0.00	n/a	24	0.25	96	24	n/a	96	n/a
2009/10	0	0.00	n/a	123	0.25	492	123	413%	492	413%
2010/11	28	0.17	165	76	0.25	304	104	-15%	248	-50%
2011/12	27	0.25	108	59	0.25	236	86	-17%	172	-31%
2012/13	9	0.25	36	60	0.33	180	69	-20%	118	-31%
5-YR AVG	13	0.13	96	68	0.27	257	81		203	

Sources: University CIO, Office of Institutional Research

TABLE 8d*School of Professional and Graduate Studies***ANNUAL CREDIT HOUR PRODUCTION BY MONTH BY PROGRAM****THREE YEAR PERIOD 2010/11-2012/13**

ASSOCIATE OF ARTS IN BUSINESS															
ACAD YEAR	Month													FAC	CR HRS
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOT	FTE	PER FTE
2010/11	381	783	684	639	543	450	561	543	537	516	573	645	6855	25.5	268.8
2011/12	258	597	510	429	480	285	525	465	462	477	420	309	5217	18.6	280.1
2012/13	456	330	312	456	273	138	321	417	198	420	339	339	3999	19.0	210.5
3-YR AVG	365	570	502	508	432	291	469	475	399	471	444	431	5357	21.0	253.1

ASSOCIATE OF ARTS IN BUSINESS (online)															
ACAD YEAR	Month													FAC	CR HRS
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOT	FTE	PER FTE
2010/11	105	273	249	315	342	78	393	252	345	321	297	285	3255	10.0	325.5
2011/12	153	402	222	384	210	147	330	336	252	381	303	339	3459	12.1	285.3
2012/13	249	318	318	249	168	192	255	258	195	363	147	318	3030	13.0	233.1
3-YR AVG	169	331	263	316	240	139	326	282	264	355	249	314	3248	11.7	281.3

BACHELOR OF BUSINESS ADMINISTRATION															
ACAD YEAR	Month													FAC	CR HRS
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOT	FTE	PER FTE
2010/11	491	785	618	502	495	297	553	586	619	362	399	505	6212	21.7	286.7
2011/12	310	509	449	418	316	210	404	398	405	215	482	503	4619	16.1	286.4
2012/13	187	519	398	354	441	296	497	441	340	393	405	320	4591	17.4	264.2
3-YR AVG	329	604	488	425	417	268	485	475	455	323	429	443	5141	18.4	279.1

BACHELOR OF BUSINESS ADMINISTRATION (online)															
ACAD YEAR	Month													FAC	CR HRS
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOT	FTE	PER FTE
2010/11	226	356	290	285	366	131	413	363	288	253	454	227	3652	13.4	273.0
2011/12	321	547	333	471	329	180	478	376	420	186	494	240	4375	15.5	281.5
2012/13	433	552	168	678	304	195	540	278	467	329	241	316	4501	16.7	270.1
3-YR AVG	327	485	264	478	333	169	477	339	392	256	396	261	4176	15.2	274.9

BACHELOR OF ARTS IN BUSINESS LEADERSHIP (online)															
ACAD YEAR	Month													FAC	CR HRS
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOT	FTE	PER FTE
2010/11	36	24	15	0	59	0	48	64	42	30	63	57	438	1.8	250.3
2011/12	32	94	99	68	48	21	60	79	48	99	70	50	768	2.8	271.1
2012/13	65	81	35	112	51	30	121	27	81	86	64	114	867	2.8	306.0
3-YR AVG	44	66	50	60	53	17	76	57	57	72	66	74	691	2.5	275.8

BACHELOR OF SCIENCE IN MANAGEMENT															
ACAD YEAR	Month													FAC FTE	CR HRS PER FTE
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOT		
2010/11	75	105	33	126	57	27	57	36	51	72	42	116	797	7.6	105.1
2011/12	0	124	48	45	56	42	67	87	72	56	87	164	848	4.8	177.0
2012/13	0	140	66	92	99	69	110	60	76	89	33	125	959	4.9	195.1
3-YR AVG	25	123	49	88	71	46	78	61	66	72	54	135	868	5.8	159.0

BACHELOR OF SCIENCE IN MANAGEMENT (online)															
ACAD YEAR	Month													FAC FTE	CR HRS PER FTE
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOT		
2010/11	90	36	0	48	21	0	63	27	33	3	51	48	420	3.5	120.0
2011/12	45	57	18	87	15	0	75	24	36	0	48	21	426	2.9	148.2
2012/13	21	42	9	63	36	0	63	6	81	9	39	6	375	2.3	166.7
3-YR AVG	52	45	9	66	24	0	67	19	50	4	46	25	407	2.9	144.9

MASTER OF BUSINESS ADMINISTRATION															
ACAD YEAR	Month													FAC FTE	CR HRS PER FTE
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOT		
2010/11	812	951	741	1012	767	375	808	829	869	899	563	819	9445	28.2	335.3
2011/12	531	825	586	595	897	201	726	693	580	688	654	439	7415	23.3	317.8
2012/13	585	415	622	503	505	309	700	259	606	514	420	719	6157	22.1	278.8
3-YR AVG	643	730	650	703	723	295	745	594	685	700	546	659	7672	24.5	310.6

MASTER OF BUSINESS ADMINISTRATION (online)															
ACAD YEAR	Month													FAC FTE	CR HRS PER FTE
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOT		
2010/11	227	447	251	315	349	117	422	250	321	200	394	210	3503	11.8	298.1
2011/12	342	247	391	198	340	80	378	246	267	275	309	263	3336	12.4	269.6
2012/13	261	265	162	233	273	103	384	173	375	335	154	351	3069	14.4	213.5
3-YR AVG	277	320	268	249	321	100	395	223	321	270	286	275	3303	12.8	260.4

MASTER OF LIBERAL ARTS															
ACAD YEAR	Month													FAC FTE	CR HRS PER FTE
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOT		
2010/11	246	243	3	228	0	0	264	15	243	0	168	0	1410	10.0	141.0
2011/12	204	228	0	222	0	0	291	9	252	0	192	3	1401	8.9	157.9
2012/13	228	267	0	314	48	0	285	0	282	0	237	0	1661	9.7	171.1
3-YR AVG	226	246	1	255	16	0	280	8	259	0	199	1	1491	9.5	156.6

Sources: SPGS, University CIO

TABLE 8e**Graduate School of Education****ANNUAL CREDIT HOUR PRODUCTION BY MONTH BY PROGRAM****THREE YEAR PERIOD 2010/11-2012/13**

MASTER OF ARTS IN EDUCATION															
ACAD YEAR	Month													Fac	CR HRS
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOT	FTE	PER FTE
2010/11	1011	549	480	627	402	93	849	486	753	283	717	444	6694	21.7	309.0
2011/12	736	571	194	636	168	133	781	291	587	150	588	300	5135	19.2	267.9
2012/13	801	582	168	798	156	0	789	97	603	114	711	264	5083	15.9	319.4
3-YR AVG	849	567	281	687	242	75	806	291	648	182	672	336	5637	18.9	298.7

MASTER OF SCIENCE IN SCHOOL LEADERSHIP															
ACAD YEAR	Month													Fac	CR HRS
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOT	FTE	PER FTE
2010/11	510	561	0	615	0	0	258	390	402	36	513	36	3321	8.4	396.5
2011/12	450	342	159	364	0	45	267	220	342	42	502	39	2772	10.0	277.2
2012/13	408	544	90	540	42	52	672	68	411	89	516	28	3460	11.0	313.4
3-YR AVG	456	482	83	506	14	32	399	226	385	56	510	34	3184	9.8	329.0

MASTER OF SCIENCE IN SPECIAL EDUCATION															
ACAD YEAR	Month													Fac	CR HRS
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOT	FTE	PER FTE
2010/11	0	3	0	0	0	45	0	96	33	42	6	60	285	1.4	207.3
2011/12	0	42	0	42	48	0	81	42	84	0	42	42	423	1.4	307.6
2012/13	0	60	0	42	39	0	75	0	108	0	0	90	414	2.1	194.8
3-YR AVG	0	35	0	28	29	15	52	46	75	14	16	64	374	1.6	236.6

MASTER OF SCIENCE IN TEACHING															
ACAD YEAR	Month													Fac	CR HRS
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOT	FTE	PER FTE
2010/11	24	12	9	18	0	0	14	9	12	0	24	6	128	1.3	99.1
2011/12	24	12	9	9	0	0	17	6	9	6	18	3	113	1.1	104.3
2012/13	12	28	0	18	0	0	22	0	12	0	21	0	113	1.8	61.6
3-YR AVG	20	17	6	15	0	0	18	5	11	2	21	3	118	1.4	88.3

DOCTORATE IN EDUCATIONAL LEADERSHIP															
ACAD YEAR	Month													Fac	CR HRS
	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOT	FTE	PER FTE
2010/11	89	189	0	216	0	0	171	165	0	180	3	149	1162	3.5	332.0
2011/12	49	102	69	165	0	0	159	119	99	99	86	100	1047	3.2	330.6
2012/13	15	362	102	171	84	0	307	110	249	2	287	138	1827	5.9	307.3
3-YR AVG	51	218	57	184	28	0	212	131	116	94	125	129	1345	4.2	323.3

Source: University CIO

COMPARISONS

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

Table 9a presents Baker University’s annual ranking by *U.S. News and World Report* from 2000 to the present. Both the *USN&WR* institutional category definitions and Baker’s categorical assignment have changed on several occasions during this time frame. Through 2007, Baker was categorized as a “Masters Level Institution” and was ranked regionally with other comparable schools in the Midwest. From 2008-2011, Baker was re-classified as a “Primarily Liberal Arts Institution” and was ranked against its peers nationally. Starting in 2012, Baker was again re-classified as a “Midwest Regional University” and ranked with other schools in the Midwest (Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota and Wisconsin). Schools in this category are defined as those offering “a full range of undergrad programs, some master’s programs but few doctoral programs” and drawing students primarily from within the geographical region. In addition to the rankings themselves, the table also presents annual Baker data related to the institutional characteristics used by the publication as criteria for its rankings. The two subtables compare Baker to other institutions in its same category in Kansas and Missouri respectively.

Very simply, Table 9b compares the fall-generated student-faculty ratios on the Baldwin City campus with those generated by the 17 other member schools of the Kansas Independent Colleges and Association (KICA). Figures are presented for the most recent 5-year period wherein data were available for each school (2008-2012). In addition, the recently calculated 2013 ratio for Baker University is included at the bottom of the table.

Baker’s Baldwin Campus freshman-to-sophomore retention rates and 6-year graduation rates are compared with two peer groups in Table 9c. The first is comprised of an 11-institution peer group that was formally established as a part of an extensive strategic planning process undertaken by the University in 2003. This “established” group includes the following institutions: *Adrian College (Adrian, MI)*, *Carroll College (Helena, MT)*, *Central College (Pella, IA)*, *Franklin College (Franklin, IN)*, *Maryville College (Maryville, TN)*, *Monmouth College (Monmouth, IL)*, *Northland College (Ashland, WI)*, *Texas Lutheran University (Seguin, TX)*, *Wartburg College (Waverly, IA)*, *Westminster College (Fulton, MO)*, and *William Jewell College (Liberty, MO)*. The second peer group is comprised of the same 17 KICA schools used for the student-faculty ratio comparisons in Table 9b. For the retention rate comparison, data from the entering freshman cohorts of 2007-2011 are presented. For the 6-year graduation rate comparison, data from the entering freshman cohorts of 2002-2006 are presented. These are the most recent figures available from the U.S. Department of Education’s National Center for Education Statistics (NCES). In addition to the individual annual institutional data, the 5-year average is presented for each school as are the annual averages for all

schools within a given comparison group. Figures 9c(i) (retention rate) and 9c(ii) (graduation rate) illustrate comparisons with each of these two peer groups directly.

Tables 9d and 9e list annual faculty salary data for all full-time instructional faculty members employed by the University who have been on 9- or 10-month contracts for the most recent 5-year period for which data are available. (These “salary only” data are reported annually on November 15 and do not include expenses for any employment benefits provided.) Salaries are reported by rank and by gender. In addition, these data are compared with the same salary data from the two different peer groups described above in two separate tables. Table 9d contrasts Baker faculty salaries with those from the 11-institution established peer group generated by the 2003 strategic planning process. Table 9e offers a salary comparison with the 17 KICA schools. All data collected for both of these analyses have been obtained from the U.S. Department of Education’s National Center for Education Statistics (NCES) online Peer Analysis System, which accesses information submitted by U.S. post-secondary institutions annually within NCES’s Integrated Postsecondary Education Data System (IPEDS).

Figures 9d(i), 9d(ii) and 9d(iii) accompany Table 9d and offer visual gender comparisons between Baker and its established peers for each of the faculty ranks (assistant, associate and full professor, respectively). Similarly, Figures 9e(i), 9e(ii), and 9e(iii) accompany Table 9e illustrate salary differences between Baker and its fellow KICA schools.

Table 9f provides the most recently available five fiscal years (FY) of endowment level data for Baker University along with the same 11 peer institutions and 17 KICA institutions described above. All data collected for this analysis were also obtained from the U.S. Department of Education’s National Center for Education Statistics (NCES) online Peer Analysis System, which accesses information submitted by U.S. post-secondary institutions annually within NCES’s Integrated Postsecondary Education Data System (IPEDS).³ Figure 9f illustrates a direct comparison of endowments between Baker and the two peer groups.

³ It should be noted that Westminster College had no reported endowment data for FY 2008-2009.

TABLE 9a
BAKER UNIVERSITY
U.S. NEWS AND WORLD REPORT RANKING
MASTERS UNIVERSITIES - MIDWEST REGION

ISSUE YEAR	RANKING CATEGORY	RANK	TOTAL SCORE (0-100)	PEER RATING (1-5)	FRESHMAN RETENTION	GRADUATION RATE	CLASSES < 20	CLASSES > 50	STUDENT/FACULTY RATIO	FULL-TIME FACULTY ¹	COMP ACT 25%-75%	FRESHMEN IN TOP 25% ²	ACCEPTANCE RATE ³	ALUMNI GIVING
2000	MW Masters	31	68	2.7	73%	53%	74%	1%	12-1	82%	21-28	58%	84%	24%
2001	MW Masters	31	69	2.7	73%	53%	78%	1%	12-1	85%	21-26	53%	79%	23%
2002	MW Masters	2nd Tier	n/a	2.9	71%	51%	76%	1%	12-1	87%	21-27	47%	81%	22%
2003	MW Masters	2nd Tier	n/a	2.7	75%	N/A	76%	1%	11-1	85%	20-26	42%	88%	22%
2004	MW Masters	data unavailable												
2005	MW Masters	46	52	2.6	77%	56%	73%	1%	12-1	80%	20-27	55%	82%	20%
2006	MW Masters	46	46	2.5	74%	57%	79%	1%	11-1	38%	21-26	51%	81%	18%
2007	MW Masters	44	44	2.5	74%	59%	75%	1%	12-1	40%	21-26	52%	63%	18%
2008	Nat Liberal Arts	4th Tier	n/a	2.1	75%	60%	70%	0.4%	n/a	39%	20-26	21%	62%	15%
2009	Nat Liberal Arts	3rd Tier	n/a	2.3	76%	56%	71%	1.0%	n/a	83%	20-25	22%	63%	13%
2010	Nat Liberal Arts	3rd Tier	n/a	2.4	78%	59%	74%	1.0%	n/a	79%	20-26	23%	50%	16%
2011	Nat Liberal Arts	144	45	2.2	76%	54%	74%	1.0%	n/a	86%	21-27	28%	74%	22%
2012	MW Regional Univ	26	58	2.5	77%	60%	63%	0.4%	13-1	80%	20-26	46%	92%	18%
2013	MW Regional Univ	33	56	2.5	77%	59%	64%	1.0%	13-1	79%	21-25	45%	87%	16%
2014	MW Regional Univ	62	47	2.4	77%	55%	72%	0.4%	12-1	n/a	21-26	40%	84%	15%

¹ Full-time faculty calculated as a percentage of the entire University (not just CAS) during 2006-2008

² Percentage of students graduating in the top 10% of their HS class during 2008-2011

³ Acceptance rate based on total applications (not completed applications) during 2007-2011

**BAKER UNIVERSITY'S RANKING
COMPARED TO KANSAS SCHOOLS**

INSTITUTION	RANK (of 147)	TOTAL SCORE	PEER RATE
Baker	62	47	2.4
Pittsburg State	77	41	2.4
Washburn	77	41	2.8
Southwestern	83	40	2.1
Emporia State	92	38	2.5
Newman	108	33	2.4
Fort Hays State	>108	NR	2.4
Friends	>108	NR	2.2
Mid-American Nazarene	>108	NR	2.2
St. Mary	>108	NR	2.2

**BAKER UNIVERSITY'S RANKING
COMPARED TO MISSOURI SCHOOLS**

INSTITUTION	RANK (of 147)	TOTAL SCORE	PEER RATE
Drury	8	77	3.0
Truman State	10	73	3.6
Rockhurst	20	66	3.1
Webster	21	65	2.8
Missouri State	68	45	2.7
SE Missouri State	86	39	2.6
William Woods	86	39	2.3
Central Missouri	92	38	2.6
Avila	102	37	2.3
Fontbonne	102	37	2.4
NW Missouri State	102	37	2.6
Lindenwood	>108	NR	2.1
Missouri Baptist	>108	NR	2.1
Park	>108	NR	2.2
Southwest Baptist	>108	NR	2.1

Source: U.S. News and World Report

TABLE 9b**BALDWIN CITY CAMPUS (CAS/USOE)****STUDENT-FACULTY RATIOS:
COMPARISON WITH KICA SCHOOLS**

	Fall Semester					5-Year Average
	2008	2009	2010	2011	2012	
Baker University (Baldwin City Campus)	12.3	13.3	13.5	12.9	13.0	13.0
Benedictine College	15	15	14	15	15	14.8
Bethany College	9	11	12	13	12	11.4
Bethel College	8	9	11	12	9	9.8
Central Christian College	16	14	12	13	13	14.0
Donnelly College	15	13	14	16	16	14.8
Friends University	13	13	14	13	9	12.4
Hesston College	12	12	14	11	10	11.8
Kansas Wesleyan University	16	16	13	13	17	15.0
Manhattan Christian College	17	15	16	16	14	15.6
McPherson College	14	15	15	15	13	14.4
MidAmerica Nazarene University	16	12	12	20	18	15.6
Newman University	14	14	15	14	14	14.2
Ottawa University	14	11	13	15	10	12.6
Southwestern College	12	12	12	12	9	11.4
Sterling College	15	13	13	14	14	13.8
Tabor College	11	12	13	14	16	13.2
University of St. Mary	12	10	10	11	10	10.6
AVERAGE	13.4	12.8	13.1	13.9	12.9	13.2
MEDIAN	14	13	13	13.5	13	13.3
						2013
Baker University (Baldwin City Campus)						12.7

Source: KICA Annual Guidebooks (2009/10, 2010/11, 2011/12, 2012/13, 2013/14)

TABLE 9c
BALDWIN CITY CAMPUS (CAS/USOE)
GRADUATION RATES AND RETENTION RATES
COMPARISON TO PEER AND KICA INSTITUTIONS

Institution Name	Fr. to Soph. Retention Rates Entering Fall Cohort					5-YR. AVG.	Six-Year Graduation Rates Entering Fall Cohort					5-YR. AVG.
	2007	2008	2009	2010	2011		2002	2003	2004	2005	2006	
Baker University	72.8%	74.7%	81.7%	76.6%	74.9%	76.1%	58.9%	54.2%	69.0%	54.8%	55.1%	58.4%

Peer Institutions												
Adrian College	68.3%	74.9%	70.4%	70.3%	66.6%	70.1%	49.8%	45.9%	44.0%	49.4%	59.1%	49.7%
Carroll College	81.4%	81.1%	83.1%	78.4%	86.3%	82.0%	60.9%	64.5%	60.9%	58.9%	62.1%	61.4%
Central College	80.1%	80.5%	78.8%	78.9%	82.8%	80.2%	68.5%	62.5%	64.2%	63.4%	68.8%	65.5%
Franklin College	64.5%	78.7%	76.2%	77.5%	75.6%	74.5%	56.0%	54.7%	54.7%	49.1%	60.4%	55.0%
Maryville College	66.9%	75.1%	71.7%	70.0%	71.7%	71.1%	51.2%	56.0%	59.3%	54.1%	53.7%	54.8%
Monmouth College	72.8%	76.8%	74.7%	74.1%	75.7%	74.8%	66.7%	64.2%	54.5%	56.9%	57.9%	60.0%
Northland College	76.7%	68.4%	74.8%	62.8%	78.1%	72.2%	57.1%	60.3%	54.0%	47.8%	54.1%	54.7%
Texas Lutheran Univ	72.1%	67.2%	67.0%	75.4%	66.8%	69.7%	52.0%	49.1%	46.1%	49.1%	45.5%	48.4%
Wartburg College	76.0%	81.5%	78.9%	80.9%	75.8%	78.6%	63.6%	69.4%	63.3%	63.1%	65.3%	64.9%
Westminster College	83.9%	82.8%	81.0%	75.9%	83.5%	81.4%	63.3%	57.5%	63.2%	63.1%	70.1%	63.4%
William Jewell College	77.7%	76.6%	75.5%	74.6%	71.9%	75.3%	62.6%	62.6%	64.7%	62.9%	69.0%	64.4%
Average	74.6%	76.7%	75.6%	74.4%	75.9%	75.4%	59.2%	58.8%	57.2%	56.2%	60.5%	58.4%

KICA Institutions												
Benedictine College	75.8%	71.2%	80.6%	78.6%	78.4%	76.9%	57.7%	53.0%	52.1%	55.8%	58.4%	55.4%
Bethany College	61.7%	57.7%	61.0%	64.4%	62.4%	61.4%	41.0%	32.4%	37.3%	41.9%	33.5%	37.2%
Bethel College	71.3%	75.6%	82.6%	77.2%	61.9%	73.7%	61.2%	69.4%	54.2%	52.1%	57.7%	58.9%
Central Christian College	61.2%	72.3%	83.1%	62.4%	60.2%	67.8%	49.0%	40.7%	53.8%	54.4%	42.1%	48.0%
Donnelly College	57.5%	47.6%	23.3%	41.2%	52.3%	44.4%	27.9%	25.0%	21.5%	25.4%	n/a	25.0%
Friends University	51.1%	57.6%	65.0%	65.7%	59.6%	59.8%	43.8%	35.3%	29.5%	28.3%	32.5%	33.9%
Hesston College	66.1%	68.9%	77.7%	70.9%	68.7%	70.5%	n/a	n/a	n/a	n/a	n/a	n/a
Kansas Wesleyan Univ	53.6%	55.8%	57.8%	57.6%	47.9%	54.5%	41.0%	35.6%	34.7%	42.2%	39.9%	38.7%
Manhattan Christian College	60.8%	62.5%	68.6%	62.8%	71.7%	65.3%	45.7%	52.0%	43.4%	44.9%	37.9%	44.8%
McPherson College	68.7%	67.4%	69.3%	58.8%	56.4%	64.1%	48.0%	45.5%	46.1%	45.8%	51.7%	47.4%
MidAmerica Nazarene Univ	72.7%	77.0%	76.9%	73.5%	73.8%	74.8%	55.2%	57.3%	50.6%	43.5%	50.4%	51.4%
Newman University	72.2%	71.3%	67.8%	69.9%	70.0%	70.2%	42.7%	44.0%	31.9%	28.2%	46.7%	38.7%
Ottawa University	54.0%	49.8%	64.7%	45.5%	58.7%	54.5%	35.7%	31.6%	44.3%	46.9%	40.0%	39.7%
Southwestern College	68.8%	70.3%	63.9%	62.8%	60.0%	65.2%	50.0%	44.6%	51.8%	57.4%	51.4%	51.0%
Sterling College	61.6%	79.3%	68.1%	61.7%	55.0%	65.2%	51.0%	41.1%	41.2%	47.6%	34.0%	43.0%
Tabor College	64.2%	68.1%	66.4%	69.3%	56.3%	64.9%	56.5%	63.5%	42.8%	52.5%	50.0%	53.0%
University of St. Mary	71.2%	57.5%	55.8%	47.0%	64.1%	59.1%	45.1%	36.7%	34.7%	42.2%	36.6%	39.0%
Average	64.3%	65.3%	66.6%	62.9%	62.2%	64.3%	47.0%	44.2%	41.9%	44.3%	44.2%	44.3%

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

FIGURE 9c(i)
FR-SO Retention Rates
BALDWIN CITY CAMPUS (CAS/USOE)
 Comparison to Peer & KICA Institutions
 Entering Fall Cohorts 2007 to 2011

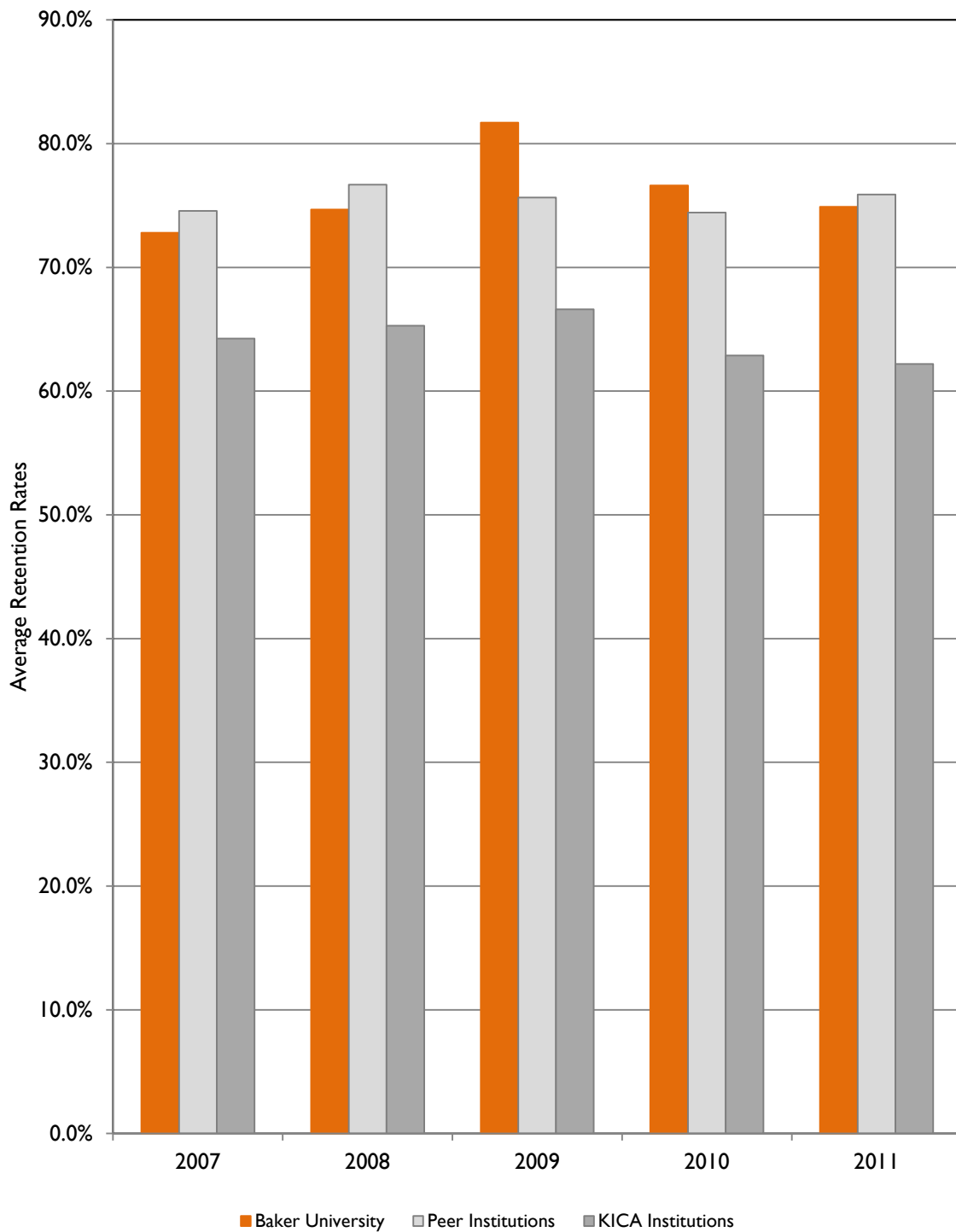


FIGURE 9c(ii)
Graduation Rates
BALDWIN CITY CAMPUS (CAS/USOE)
 Comparison to Peer & KICA Institutions
 Entering Fall Cohorts 2002 to 2006

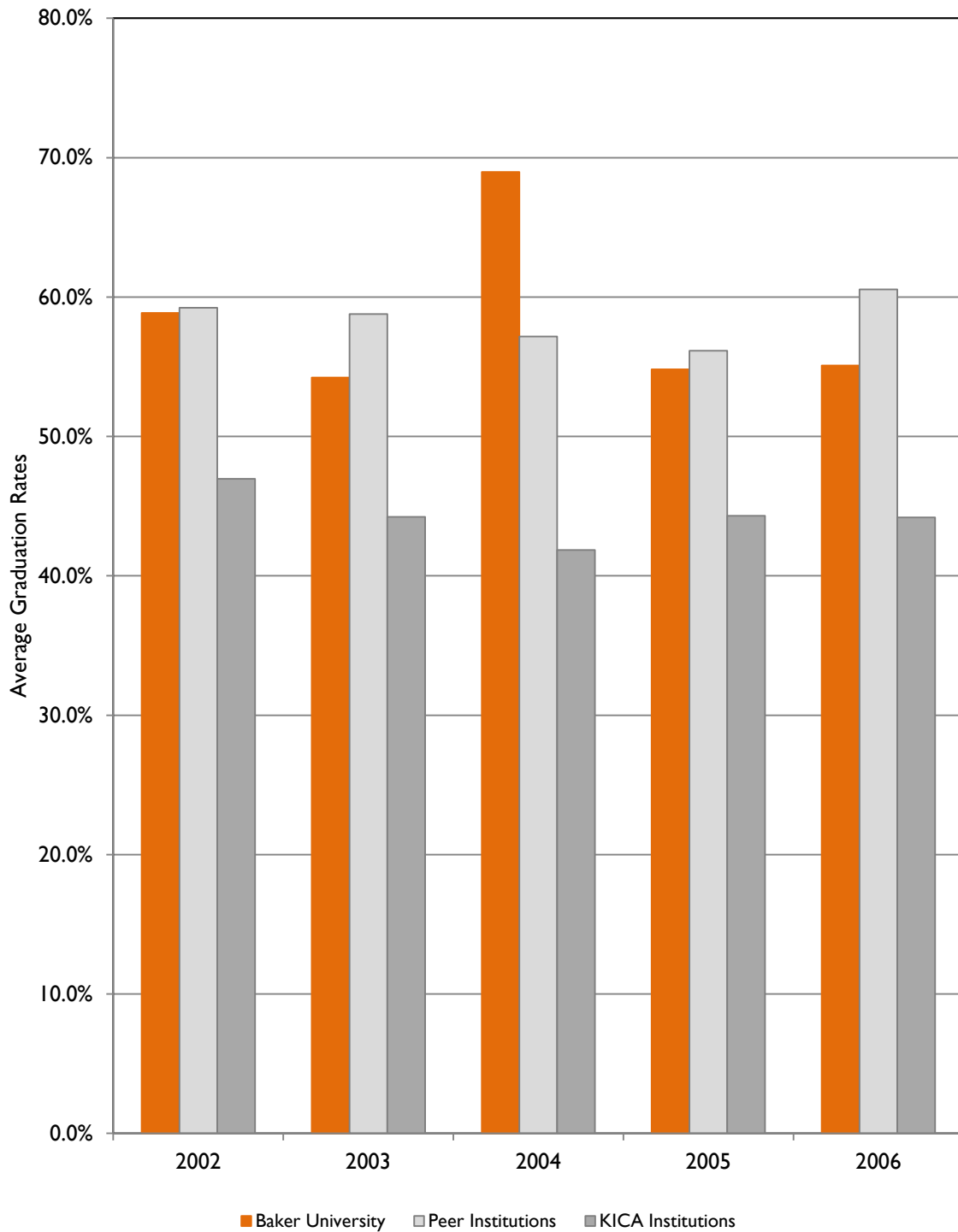


TABLE 9d**BAKER UNIVERSITY****AVERAGE FACULTY SALARIES BY RANK AND GENDER
5-YR COMPARISON WITH ESTABLISHED BAKER PEER GROUP**

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

2008	2009	2010	2011	2012	5-YR AVG
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ASSIST PROF: Average Annual Salaries

Male	Baker	\$48,641	\$47,560	\$46,858	\$48,699	\$46,053	\$47,562
	Peers	\$48,757	\$48,705	\$49,039	\$50,661	\$50,434	\$49,519
Female	Baker	\$45,189	\$44,290	\$44,438	\$44,010	\$43,416	\$44,269
	Peers	\$49,070	\$47,721	\$48,467	\$49,857	\$50,294	\$49,082
Total	Baker	\$47,290	\$46,334	\$45,890	\$46,048	\$44,676	\$46,048
	Peers	\$48,781	\$48,116	\$48,654	\$49,999	\$50,281	\$49,166

Baker as % of Peers

Male	99.8%	97.6%	95.6%	96.1%	91.3%	96.0%
Female	92.1%	92.8%	91.7%	88.3%	86.3%	90.2%
Total	96.9%	96.3%	94.3%	92.1%	88.9%	93.7%

Female Avg as % of Male Avg

Baker	92.9%	93.1%	94.8%	90.4%	94.3%	93.1%
Peers	100.6%	98.0%	98.8%	98.4%	99.7%	99.1%

ASSOC PROF: Average Annual Salaries

Male	Baker	\$53,139	\$52,727	\$53,811	\$53,176	\$53,559	\$53,282
	Peers	\$57,798	\$57,567	\$57,296	\$58,077	\$58,120	\$57,772
Female	Baker	\$50,512	\$49,896	\$49,438	\$47,410	\$49,131	\$49,277
	Peers	\$56,991	\$55,550	\$56,977	\$57,161	\$57,896	\$56,915
Total	Baker	\$51,882	\$51,514	\$52,111	\$51,254	\$51,543	\$51,661
	Peers	\$57,348	\$56,687	\$57,090	\$57,767	\$58,117	\$57,402

Baker as % of Peers

Male	91.9%	91.6%	93.9%	91.6%	92.2%	92.2%
Female	88.6%	89.8%	86.8%	82.9%	84.9%	86.6%
Total	90.5%	90.9%	91.3%	88.7%	88.7%	90.0%

Female Avg as % of Male Avg

Baker	95.1%	94.6%	91.9%	89.2%	91.7%	92.5%
Peers	98.6%	96.5%	99.4%	98.4%	99.6%	98.5%

PROFESSOR: Average Annual Salaries

Male	Baker	\$62,495	\$63,040	\$63,040	\$64,787	\$66,501	\$63,973
	Peers	\$69,428	\$68,389	\$68,836	\$70,756	\$71,170	\$69,716
Female	Baker	\$59,560	\$58,273	\$59,714	\$60,080	\$60,372	\$59,600
	Peers	\$65,392	\$65,648	\$64,446	\$67,825	\$68,789	\$66,420
Total	Baker	\$61,272	\$60,855	\$61,876	\$63,075	\$64,116	\$62,239
	Peers	\$68,262	\$67,663	\$67,685	\$69,965	\$70,457	\$68,806

Baker as % of Peers

Male	90.0%	92.2%	91.6%	91.6%	93.4%	91.8%
Female	91.1%	88.8%	92.7%	88.6%	87.8%	89.7%
Total	89.8%	89.9%	91.4%	90.2%	91.0%	90.5%

Female Avg as % of Male Avg

Baker	95.3%	92.4%	94.7%	92.7%	90.8%	93.2%
Peers	94.2%	96.0%	93.6%	95.9%	96.7%	95.3%

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

FIGURE 9d(i)

**AVERAGE FACULTY SALARIES: 2008-2012
BAKER VS PEERS, BY GENDER
ASSISTANT PROFESSOR**

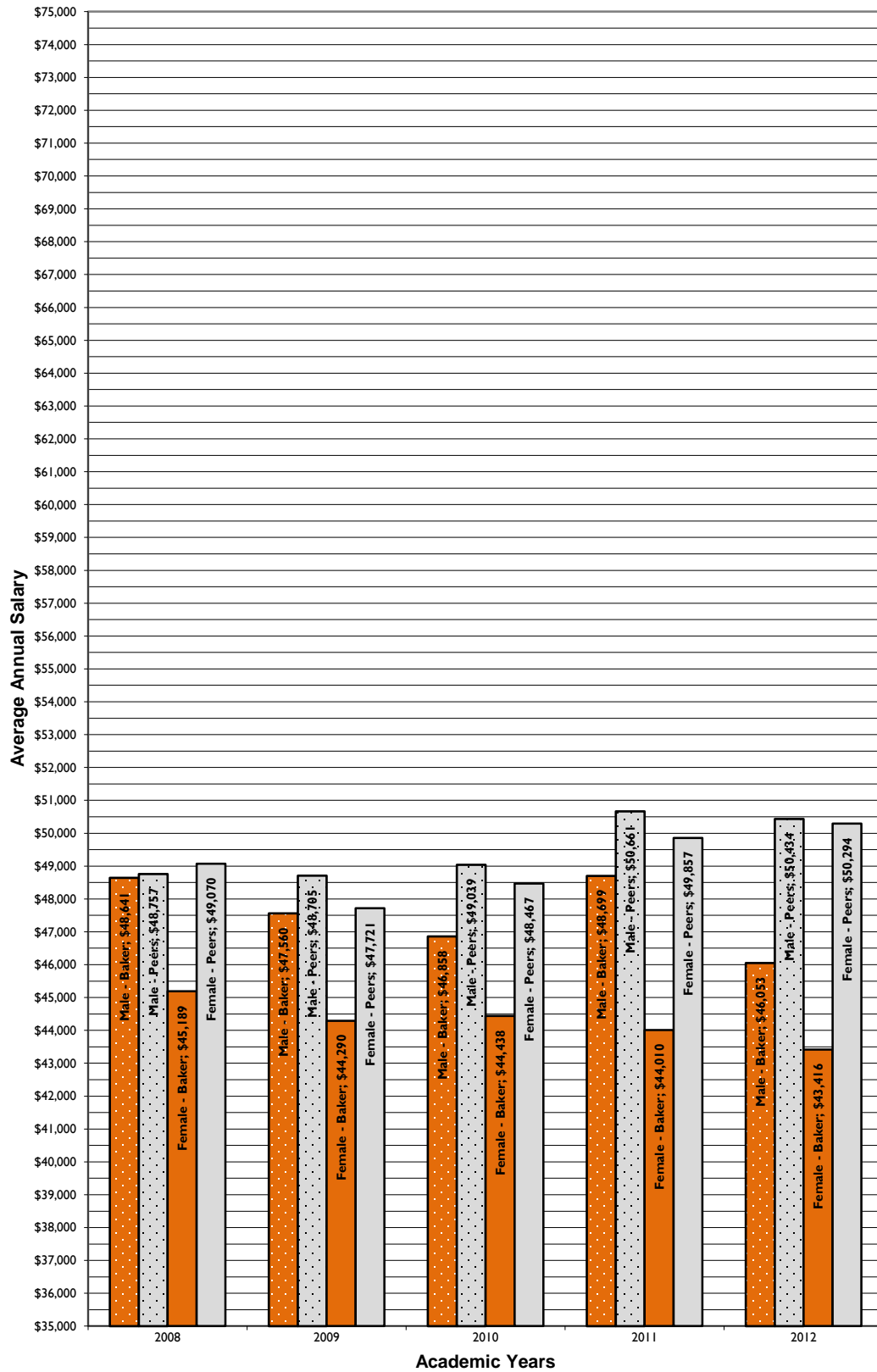


FIGURE 9d(ii)

**AVERAGE FACULTY SALARIES: 2008-2012
BAKER VS PEERS, BY GENDER
ASSOCIATE PROFESSOR**

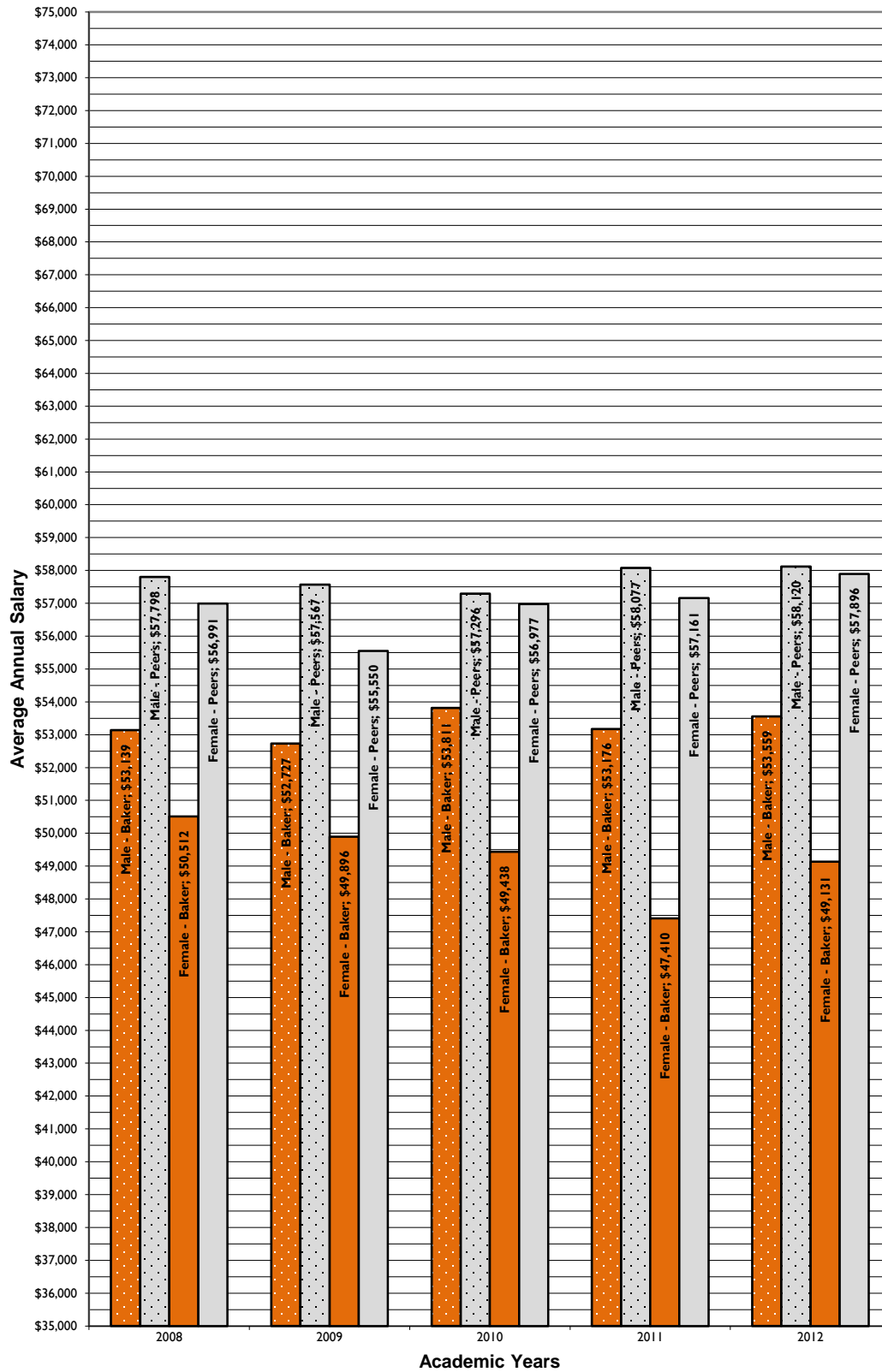


FIGURE 9d(iii)

**AVERAGE FACULTY SALARIES: 2008-2012
BAKER VS PEERS, BY GENDER
PROFESSOR**

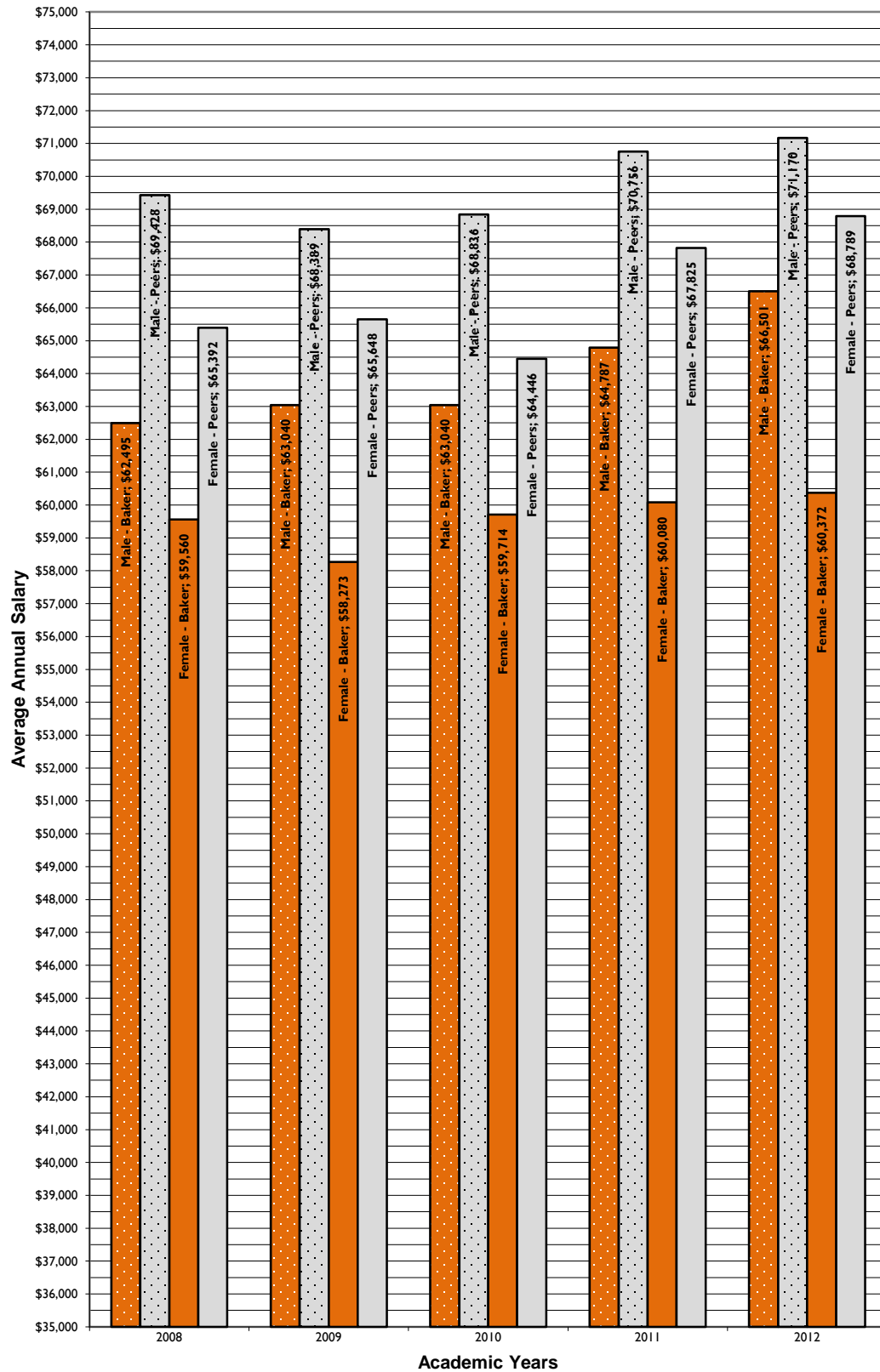


TABLE 9e**BAKER UNIVERSITY****AVERAGE FACULTY SALARIES BY RANK AND GENDER
5-YR COMPARISON WITH KANSAS INDEPENDENT COLLEGES (KICA)**

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

2008	2009	2010	2011	2012	5-YR AVG
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ASSIST PROF: Average Annual Salaries

Male	Baker	\$48,641	\$47,560	\$46,858	\$48,699	\$46,053	\$47,562
	KICA	\$41,834	\$42,562	\$43,635	\$44,356	\$43,623	\$43,202
Female	Baker	\$45,189	\$44,290	\$44,438	\$44,010	\$43,416	\$44,269
	KICA	\$41,338	\$41,573	\$43,054	\$44,649	\$43,115	\$42,746
Total	Baker	\$47,290	\$46,334	\$45,890	\$46,048	\$44,676	\$46,048
	KICA	\$41,814	\$42,464	\$43,465	\$44,520	\$43,693	\$43,191

Baker as % of KICA

Male	116.3%	111.7%	107.4%	109.8%	105.6%	110.1%
Female	109.3%	106.5%	103.2%	98.6%	100.7%	103.6%
Total	113.1%	109.1%	105.6%	103.4%	102.2%	106.6%

Female Avg as % of Male Avg

Baker	92.9%	93.1%	94.8%	90.4%	94.3%	93.1%
KICA	98.8%	97.7%	98.7%	100.7%	98.8%	98.9%

ASSOC PROF: Average Annual Salaries

Male	Baker	\$53,139	\$52,727	\$53,811	\$53,176	\$53,559	\$53,282
	KICA	\$47,090	\$46,623	\$48,786	\$50,245	\$50,084	\$48,566
Female	Baker	\$50,512	\$49,896	\$49,438	\$47,410	\$49,131	\$49,277
	KICA	\$46,115	\$45,706	\$47,351	\$48,074	\$48,508	\$47,151
Total	Baker	\$51,882	\$51,514	\$52,111	\$51,254	\$51,543	\$51,661
	KICA	\$46,478	\$46,230	\$48,398	\$49,626	\$49,057	\$47,958

Baker as % of KICA

Male	112.8%	113.1%	110.3%	105.8%	106.9%	109.7%
Female	109.5%	109.2%	104.4%	98.6%	101.3%	104.5%
Total	111.6%	111.4%	107.7%	103.3%	105.1%	107.7%

Female Avg as % of Male Avg

Baker	95.1%	94.6%	91.9%	89.2%	91.7%	92.5%
KICA	97.9%	98.0%	97.1%	95.7%	96.9%	97.1%

PROFESSOR: Average Annual Salaries

Male	Baker	\$62,495	\$63,040	\$63,040	\$64,787	\$66,501	\$63,973
	KICA	\$54,029	\$54,673	\$56,020	\$57,437	\$56,442	\$55,720
Female	Baker	\$59,560	\$58,273	\$59,714	\$60,080	\$60,372	\$59,600
	KICA	\$51,986	\$54,586	\$53,703	\$54,580	\$54,782	\$53,927
Total	Baker	\$61,272	\$60,855	\$61,876	\$63,075	\$64,116	\$62,239
	KICA	\$53,785	\$54,487	\$55,613	\$56,569	\$55,908	\$55,272

Baker as % of KICA

Male	115.7%	115.3%	112.5%	112.8%	117.8%	114.8%
Female	114.6%	106.8%	111.2%	110.1%	110.2%	110.5%
Total	113.9%	111.7%	111.3%	111.5%	114.7%	112.6%

Female Avg as % of Male Avg

Baker	95.3%	92.4%	94.7%	92.7%	92.7%	93.2%
KICA	96.2%	99.8%	95.9%	95.0%	95.0%	96.8%

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

FIGURE 9e(i)

**AVERAGE FACULTY SALARIES: 2008-2012
BAKER VS KICA, BY GENDER
ASSISTANT PROFESSOR**

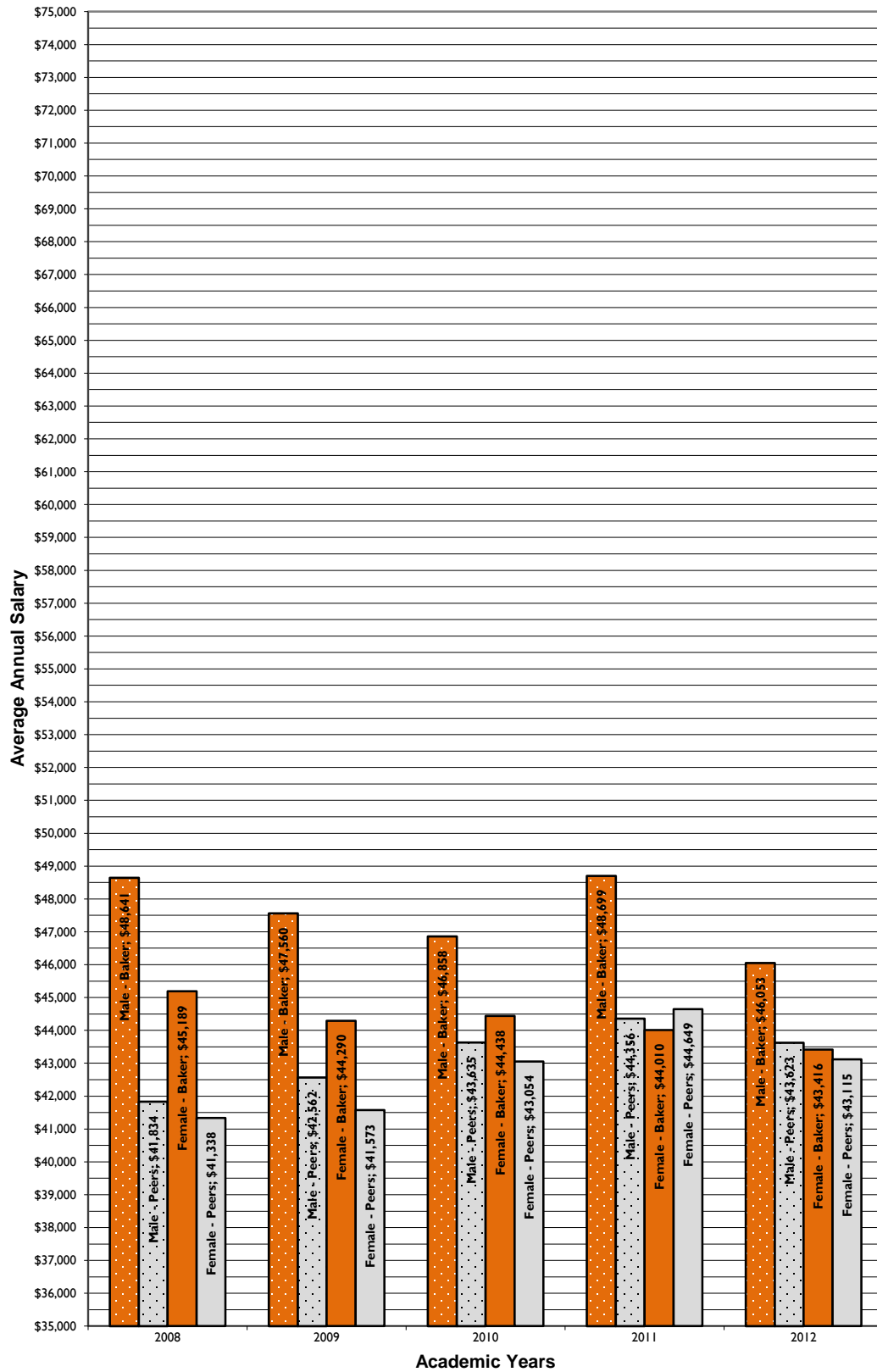


FIGURE 9e(ii)

**AVERAGE FACULTY SALARIES: 2008-2012
BAKER VS KICA, BY GENDER
ASSOCIATE PROFESSOR**

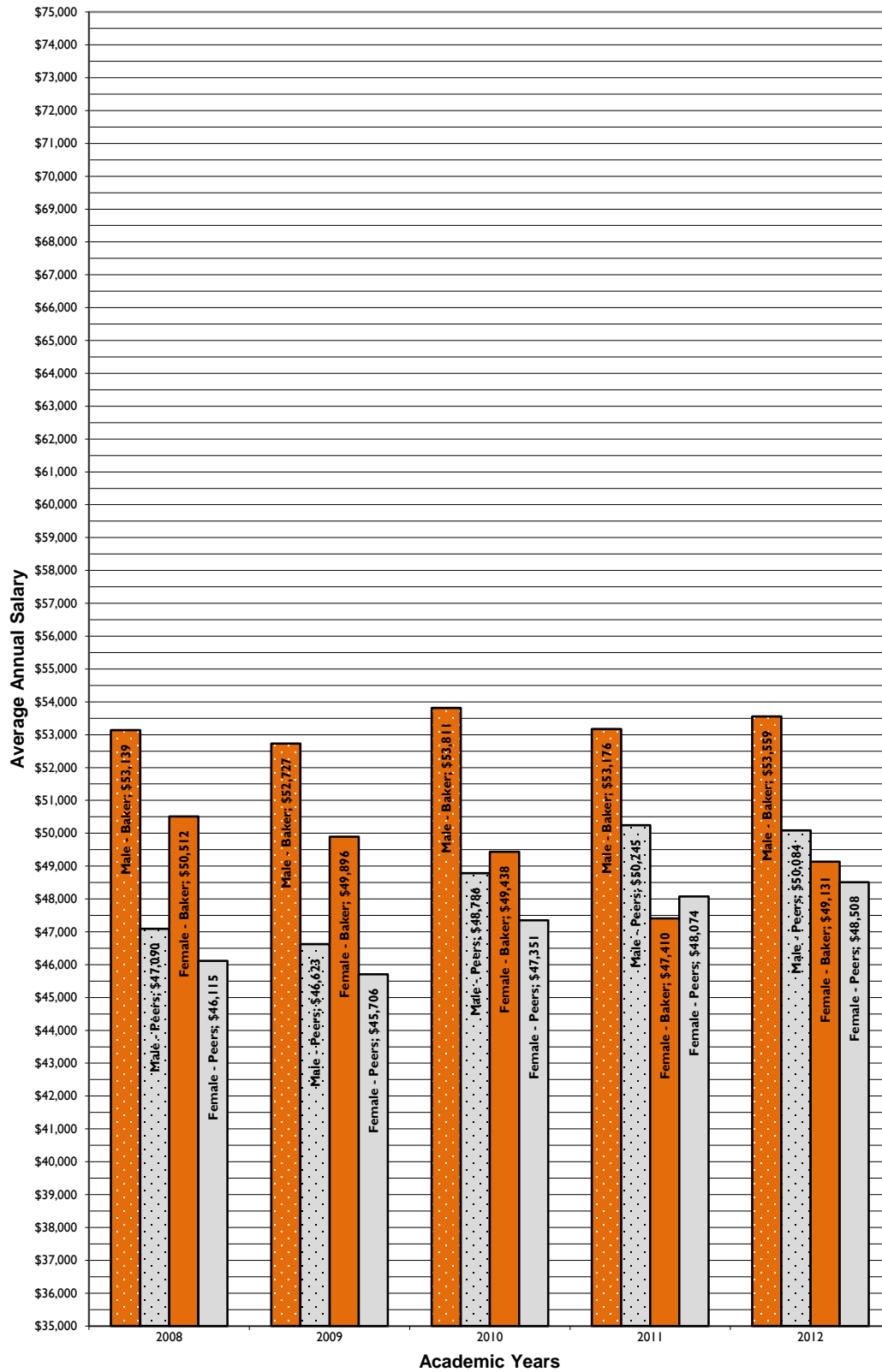


FIGURE 9e(iii)

**AVERAGE FACULTY SALARIES: 2008-2012
BAKER VS KICA, BY GENDER
PROFESSOR**

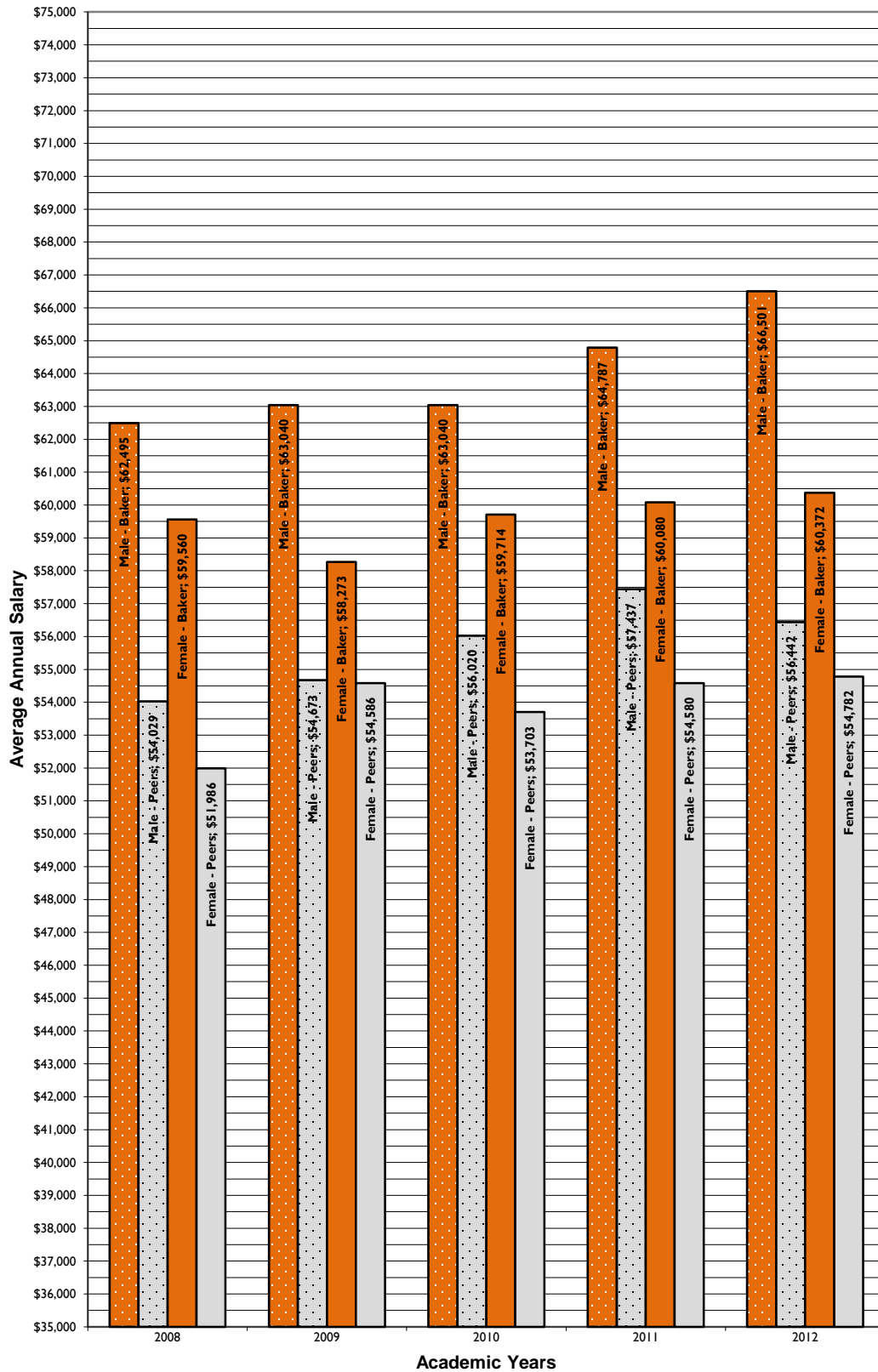


TABLE 9f
BAKER UNIVERSITY
ENDOWMENT TOTALS
COMPARISON TO PEER, ASPIRATION, AND KICA INSTITUTIONS
(\$ in millions; each fiscal year starts on July 1, ends on June 30)

Institution Name	FY 2007/08		FY 2008/09		FY 2009/10		FY 2010/11		FY 2011/12		Net Change July '07- June '12
	June 30th	% Chng	June 30th	% Chng	June 30th	% Chng	June 30th	% Chng	June 30th	% Chng	

Baker University	\$34.4	-9.0%	\$26.8	-22.1%	\$30.3	12.8%	\$35.3	16.7%	\$33.8	-4.3%	-10.6%
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Peer Institutions

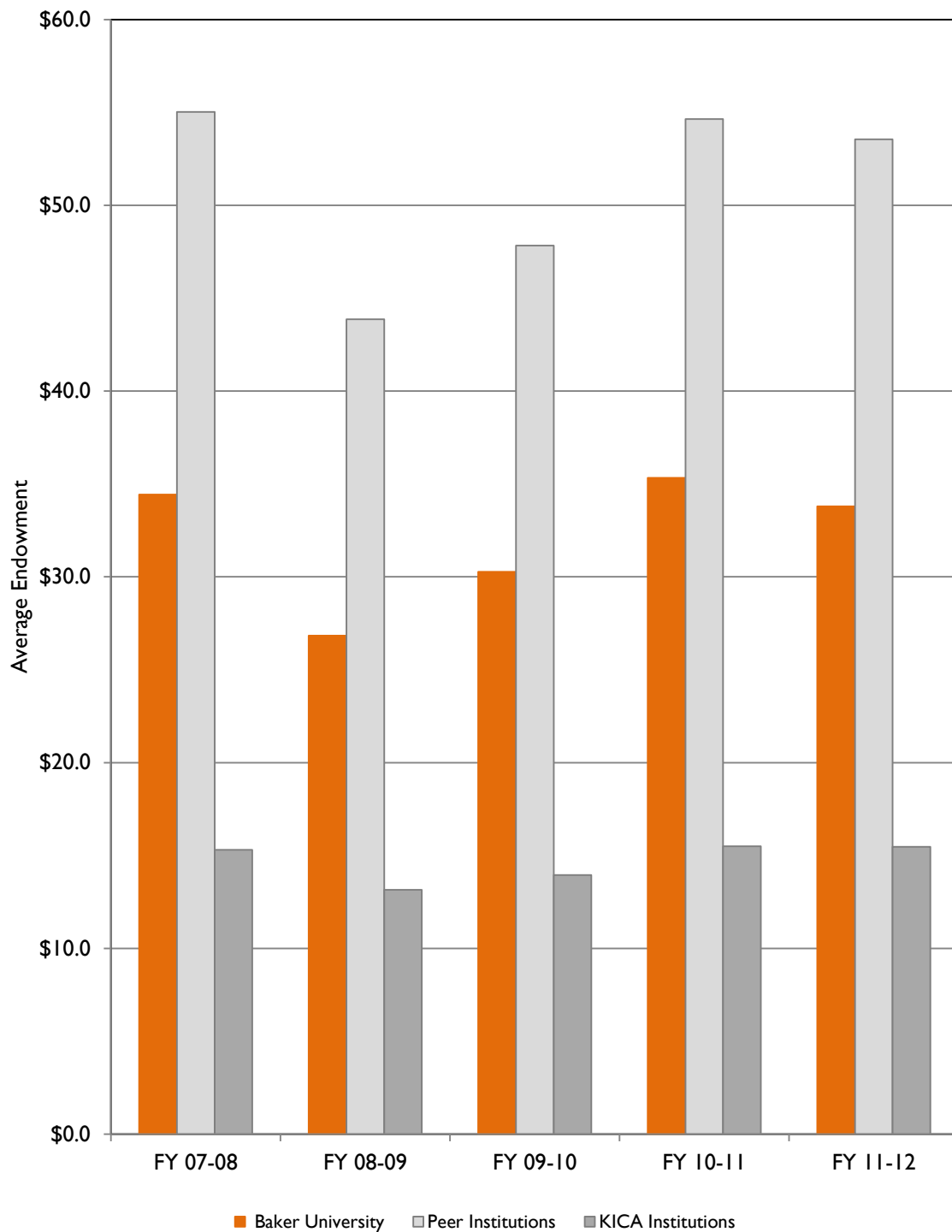
Adrian College	\$30.4	-11.3%	\$19.6	-35.4%	\$22.4	14.1%	\$23.0	2.7%	\$24.6	7.1%	-19.0%
Carroll College	\$28.4	-1.9%	\$26.0	-8.3%	\$27.0	3.8%	\$29.3	8.5%	\$33.8	15.3%	19.0%
Central College	\$82.2	-0.9%	\$63.1	-23.3%	\$64.1	1.7%	\$73.1	13.9%	\$68.1	-6.8%	-17.2%
Franklin College	\$89.0	-0.6%	\$68.7	-22.9%	\$72.9	6.1%	\$80.8	10.8%	\$80.0	-0.9%	-10.1%
Maryville College	\$43.4	1.3%	\$41.2	-5.1%	\$50.6	22.9%	\$59.2	17.1%	\$55.6	-6.2%	28.2%
Monmouth College	\$69.5	-5.6%	\$58.7	-15.7%	\$66.2	12.9%	\$78.7	18.8%	\$77.8	-1.1%	11.9%
Northland College	\$18.5	-13.4%	\$14.6	-20.8%	\$15.9	8.8%	\$19.5	22.7%	\$18.1	-7.3%	-1.9%
Texas Lutheran Univ	\$65.7	6.8%	\$57.6	-12.3%	\$67.5	17.2%	\$81.3	20.5%	\$76.8	-5.5%	16.9%
Wartburg College	\$50.1	3.5%	\$36.6	-27.0%	\$40.2	9.9%	\$49.2	22.4%	\$45.7	-7.1%	-8.8%
Westminster College	\$51.1	-5.8%	n/a	n/a	\$39.8	n/a	\$42.2	6.0%	\$46.2	9.4%	-9.6%
William Jewell College	\$77.1	-10.7%	\$52.7	-31.7%	\$59.5	12.9%	\$64.9	9.0%	\$62.5	-3.6%	-19.0%
Average	\$55.0	-3.5%	\$43.9	-20.2%	\$47.8	11.0%	\$54.6	13.8%	\$53.6	-0.6%	-0.9%

KICA Institutions

Benedictine College	\$10.9	-3.5%	\$15.6	43.1%	\$15.7	0.6%	\$16.4	4.5%	\$16.6	1.2%	52.3%
Bethany College	\$24.1	-3.6%	\$20.8	-13.7%	\$22.1	6.3%	\$23.0	4.1%	\$23.8	3.5%	-1.2%
Bethel College	\$18.7	-7.9%	\$12.9	-31.0%	\$13.1	1.6%	\$14.4	9.9%	\$14.4	0.0%	-23.0%
Central Christian College	\$7.0	6.1%	\$6.9	-1.4%	\$7.0	1.4%	\$7.4	5.7%	\$7.7	4.1%	10.0%
Donnelly College	\$5.9	-4.8%	\$4.9	-16.9%	\$5.5	12.2%	\$6.7	21.8%	\$6.6	-1.5%	11.9%
Friends University	\$44.4	-1.8%	\$35.6	-19.8%	\$38.1	7.0%	\$41.7	9.4%	\$40.3	-3.4%	-9.2%
Hesston College	\$8.9	-10.1%	\$6.5	-27.0%	\$7.1	9.2%	\$8.9	25.4%	\$9.3	4.5%	4.5%
Kansas Wesleyan Univ	\$19.7	-4.8%	\$15.9	-19.3%	\$16.7	5.0%	\$17.6	5.4%	\$17.9	1.7%	-9.1%
Manhattan Christian Coll	\$1.9	0.0%	\$1.7	-10.5%	\$1.9	11.8%	\$2.0	5.3%	\$2.2	10.0%	15.8%
McPherson College	\$31.3	10.6%	\$25.6	-18.2%	\$26.8	4.7%	\$31.9	19.0%	\$31.5	-1.3%	0.6%
MidAmerica Naz Univ	\$6.9	-10.4%	\$5.9	-14.5%	\$6.2	5.1%	\$6.5	4.8%	\$7.1	9.2%	2.9%
Newman University	\$19.5	-7.6%	\$14.3	-26.7%	\$15.9	11.2%	\$18.0	13.2%	\$16.6	-7.8%	-14.9%
Ottawa University	\$18.6	-9.7%	\$15.9	-14.5%	\$16.6	4.4%	\$17.3	4.2%	\$17.4	0.6%	-6.5%
Southwestern College	\$16.0	-2.4%	\$18.1	13.1%	\$18.6	2.8%	\$21.1	13.4%	\$19.9	-5.7%	24.4%
Sterling College	\$11.5	0.9%	\$10.6	-7.8%	\$11.6	9.4%	\$13.7	18.1%	\$14.1	2.9%	22.6%
Tabor College	\$4.9	-9.3%	\$4.2	-14.3%	\$4.6	9.5%	\$5.3	15.2%	\$6.1	15.1%	24.5%
University of St. Mary	\$10.0	2.0%	\$8.2	-18.0%	\$9.6	17.1%	\$11.5	19.8%	\$11.3	-1.7%	13.0%
Average	\$15.3	-3.3%	\$13.2	-11.6%	\$13.9	7.0%	\$15.5	11.7%	\$15.5	1.9%	7.0%

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

FIGURE 9f
 ENDOWMENT GROWTH RATES
BAKER UNIVERSITY
 Comparison to Peer & KICA Institutions
 FY 2007/08 to FY 2011/12



SPECIAL REPORTS

This section of the FactBook aims to provide special reports, data, analyses and/or other information of interest that would not normally be shared among the analyses and reports that are routinely presented on an annual basis. Included herein are three such items.

The first is a very preliminary “executive summary” of Baker’s most recent administration of the National Survey of Student Engagement (NSSE). Administered on a triennial basis, this instrument comprehensively assesses students’ perceptions of the quality of their undergraduate experiences. Typically administered to freshman and senior cohorts at CAS, the results of the survey allow for both cross-sectional comparisons across classes of different students and longitudinal comparisons within given cohorts from their freshman to senior years. In addition, rich benchmark data are provided on important experiential dimensions that allow for comparisons between Baker and hundreds of other schools that also administer the survey. For the first time at Baker, the survey was administered to students at the School of Nursing and the School of Professional and Graduate studies. The summary presented here does not segregate student data by school, however follow-up reports are currently being generated that will allow for comparisons across schools at Baker. A much more thorough and comprehensive summary of the 2013 NSSE administration is currently scheduled for inclusion in next year’s FactBook.

The second special report summarizes the work of the President’s recently appointed task force on student retention, led by EVPAA and CAS Dean, Brian Posler. Charged with identifying factors that influence whether or not a given first-time freshman continues his or her studies at CAS into the sophomore year, a thorough statistical analysis was undertaken which examined no fewer than 15 variables associated with students who were among the past five years of Baker freshman cohorts. A multiple regression model was developed that identified the following factors as being significant and sufficient predictors of freshman-to-sophomore retention: 1) higher estimated family contribution, 2) stronger high school GPA, 3) involvement in on-campus student work, 4) lower net cost, 5) larger size of hometown, and 6) earlier deposit date.

The final report included in this section was generated by the National Center for Educational Statistics (NCES) in 2013 and compares Baker to its “established” peer group (see the introduction to Part IX of this FactBook) on a variety of variables. Using data reported annually through the Integrated Postsecondary Education Data System (IPEDS), this Data Feedback Report is intended to provide institutions a context for further examining these data, especially as they relate to institutional benchmarking and peer comparison efforts. Included among the categories of data addressed are: 1) student demographics, 2) enrollment and degrees, 3) student costs and scholarships, 4) graduation rates, 5) staff composition and salaries, and 6) institutional revenues and costs. In the future, reports such as this might be more appropriately incorporated into the “Comparisons” section of the FactBook.

PRELIMINARY SUMMARY OF 2013 NSSE ADMINISTRATION

BAKER UNIVERSITY

Administered on a triennial basis for the fourth time on the Baldwin City campus and for the first time at SON and SPGS, the National Survey of Student Engagement (NSSE) collects information from first-year and senior students about the nature and quality of their undergraduate experiences. The instrument has recently been revised in order to capture student perceptions along ten “engagement indicators” as they relate to four themes: 1) academic challenge, 2) learning with peers, 3) experiences with faculty, and 4) campus environment. Furthermore, students are also surveyed with respect to their experiences with six “high impact practices”: 1) learning community, 2) service learning, 3) research with a faculty member, 4) internship, 5) study abroad, and 6) culminating senior experience. Key comparisons between Baker student responses and those of peers from three benchmark groups (“plains private” schools, equivalent “Carnegie-class” schools, the entire NSSE database) are highlighted below.

OVERALL FINDING

Freshman- and senior-reported levels of engagement match or statistically exceed benchmark metrics for all three comparison groups on all 10 “engagement indicators.” Furthermore, freshman- and senior-reported levels of engagement in all six “high impact practices” match or statistically exceed benchmark metrics for all three comparison groups.

ACADEMIC CHALLENGE

Higher-Order Learning (Analyzing, Evaluating, Applying): Baker **first-year** student engagement statistically exceeds that of peers in *two of the three* comparison groups. Baker **senior-level** student engagement also statistically exceeds that of peers in *two of the three* comparison groups.

Reflective and Integrative Learning (Comparing, Combining, Connecting): Baker **senior-level** student engagement statistically exceeds that of peers in *two of the three* comparison groups. No statistically significant differences were observed among *first-year* student groups.

Learning Strategies (Study Skills): No statistically significant differences were observed between Baker *first-year* or *senior-level* students and peers in the three comparison groups.

Quantitative Reasoning (Examining, Evaluating, Concluding): Baker **senior-level** student engagement statistically exceeds that of peers in *all three* comparison groups. No statistically significant differences were observed among *first-year* student groups.

LEARNING WITH PEERS

Collaborative Learning (Assisting, Preparing, Discussing with Other Students): Baker **first-year** student engagement statistically exceeds that of peers in *one of the three* comparison

groups. Baker **senior-level** student engagement statistically exceeds that of peers in *all three* comparison groups.

Discussions with Diverse Others (Across Racial, Ethnic, Economic, Religious, Political Differences): Baker **first-year** student engagement statistically exceeds that of peers in *one of the three* comparison groups. Baker **senior-level** student engagement statistically exceeds that of peers in *all three* comparison groups.

EXPERIENCES WITH FACULTY

Student-Faculty Interaction (Coursework, Advising, Service): Baker **first-year** student engagement statistically exceeds that of peers in *one of the three* comparison groups. Baker **senior-level** student engagement statistically exceeds that of peers in *all three* comparison groups.

Effective Teaching Practices (Organization, Explanation, Illustration, Feedback): Baker **first-year** student engagement statistically exceeds that of peers in *one of the three* comparison groups. Baker **senior-level** student engagement statistically exceeds that of peers in *two of the three* comparison groups.

CAMPUS ENVIRONMENT

Quality of Interactions (with Students, Faculty, Advisors, Staff): Baker **first-year** student engagement statistically exceeds that of peers in *two of the three* comparison groups. Baker **senior-level** student engagement also statistically exceeds that of peers in *two of the three* comparison groups.

Supportive Environment (Academic, Social, Wellness, Co-Curricular, Extra-Curricular Opportunities): No statistically significant differences were observed between Baker **first-year** or **senior-level** students and peers in the three comparison groups.

HIGH-IMPACT PRACTICES

Learning Community (Shared Student Cohort Experiences): Baker **senior-level** student engagement statistically exceeds that of peers in *two of the three* comparison groups. No statistically significant differences were observed among **first-year** student groups.

Service Learning (Community-Based Project): Baker **first-year** student engagement statistically exceeds that of peers in *all three* comparison groups. No statistically significant differences were observed among **senior-level** student groups.

Research with Faculty: Baker **senior-level** student engagement statistically exceeds that of peers in *all three* comparison groups. No statistically significant differences were observed among **first-year** student groups.

Internship or Field Experience (Including Co-Ops, Student Teaching, Clinical Placement): No statistically significant differences were observed between Baker *senior-level* students and peers in the three comparison groups. (Not measured for first-year students.)

Study Abroad: Baker *senior-level* student engagement statistically exceeds that of peers in *one of the three* comparison groups. (Not measured for first-year students.)

Culminating Senior Experience (Capstone): Baker *senior-level* student engagement statistically exceeds that of peers in *all three* comparison groups. (Not measured for first-year students.)

SUMMARY: MULTIVARIATE ANALYSIS OF STUDENT RETENTION FACTORS (2013)

COLLEGE OF ARTS & SCIENCES, BAKER UNIVERSITY

Utilizing data obtained from five recent years of Baker freshman cohorts (2007-2011), 15 variables were studied in terms of their possible contributions toward positive freshman-to-sophomore retention on the Baldwin City campus. These predictor (also referred to as X) variables were identified, defined and categorized as follows:

- 1) **Estimated family contribution** (in dollars): divided into quartiles, 1) <4727; 2) 4727-14,313; 3) 14,314-30,124; 4) > 30,124
- 2) **High school GPA**: divided into quartiles, 1) < 3.19; 2) 3.19-3.54; 3) 3.55-3.82; 4) > 3.82
- 3) **ACT math score**: continuous variable, 0-36
- 4) **ACT English score**: continuous variable, 0-36
- 5) **Distance from home** (drive time in hours): divided into 3 categories, 1) 0-1; 2) 1.5-5; 3) 8-11
- 6) **Student work**: dichotomous variable, no work awarded = 0; work awarded = 1
- 7) **Net cost** (total expenses minus cumulative financial aid, in dollars): divided into quartiles, 1) <9251; 2) 9251-12,900; 3) 12,901-16,350; 4) >16,350
- 8) **Athlete**: dichotomous variable, no = 0; yes = 1
- 9) **Greek membership**: dichotomous variable, no = 0; yes = 1
- 10) **Size of hometown** (Urban, Suburban, Rural): divided into 3 categories, 1) 1000+ per sq mi; 2) 51-999 per sq mi; 3) <51 per sq mi
- 11) **Committee admission** (admitted with academic conditions): dichotomous variable, no = 0; yes = 1
- 12) **Deposit date** (early, middle, late): divided into 3 categories, 1) before March; 2) March-May; 3) after May
- 13) **Minority status** (non-white): dichotomous variable, no = 0; yes = 1
- 14) **Gender**: dichotomous variable, female = 0; male = 1
- 15) **Age at enrollment**: continuous variable, in days

The response (also referred to as Y) variable, **Retention**, was a dichotomous variable where not-retained = 0 and retained = 1.

Individual bivariate analyses indicate that the following variables contributed significantly ($p < .05$) toward positive freshman-to-sophomore retention: 1) higher estimated family contribution, 2)

higher high school GPA, 3) higher math ACT score, 4) higher English ACT score, 5) lesser drive time distance from home, 6) working on campus, 7) lesser net cost, 8) Greek membership, 9) larger hometown, 10) clear (not committee) admitted students, 11) early deposit date, and 12) non-minority membership. Gender, athletic status and age at enrollment were not found to individually statistically contribute to positive retention.

As might be expected, many statistically significant correlations were observed among this variable set. The two-part table below presents all pairwise Pearson r coefficients. Shaded r values are among the most highly significant ($p < .0001$).

	<u>Retain</u>	<u>EFC</u>	<u>HSgpa</u>	<u>ACTmth</u>	<u>ACTeng</u>	<u>DrTime</u>	<u>Work</u>	<u>NetCost</u>	<u>Athlete</u>
<i>Retained</i>	1.00	0.15	0.21	0.15	0.16	-0.11	0.21	-0.27	0.05
EFC	0.15	1.00	0.10	0.21	0.20	-0.15	-0.20	0.22	0.09
HSgpa	0.21	0.10	1.00	0.45	0.43	-0.12	0.15	-0.24	0.00
ACTmath	0.15	0.21	0.45	1.00	0.62	-0.10	0.06	-0.18	0.01
ACTeng	0.16	0.20	0.43	0.62	1.00	-0.15	0.08	-0.17	-0.12
DriveTime	-0.11	-0.15	-0.12	-0.10	-0.15	1.00	0.03	0.04	0.01
Work	0.21	-0.20	0.15	0.06	0.08	0.03	1.00	-0.20	-0.09
NetCost	-0.27	0.22	-0.24	-0.18	-0.17	0.04	-0.20	1.00	-0.10
Athlete	0.05	0.09	0.00	0.01	-0.12	0.01	-0.09	-0.10	1.00
Greek	0.08	0.08	0.02	0.08	0.06	-0.03	0.06	0.10	-0.02
HTSize	-0.07	-0.03	0.16	0.07	0.01	0.01	0.01	-0.03	-0.05
Committee	-0.14	-0.13	-0.31	-0.29	-0.30	0.15	-0.10	0.08	0.00
DepositDate	-0.16	-0.19	-0.20	-0.17	-0.23	0.18	-0.02	0.01	0.10
Minority	-0.06	-0.24	-0.23	-0.27	-0.26	0.18	0.07	-0.05	-0.01
Gender(M)	-0.03	0.02	-0.22	0.11	-0.09	0.14	-0.02	-0.06	0.20
AgeatEnrollment	-0.01	-0.04	-0.08	-0.14	-0.07	-0.02	0.01	-0.05	0.07

	<u>Greek</u>	<u>HTSize</u>	<u>Comm</u>	<u>DepDate</u>	<u>Minority</u>	<u>Gender</u>	<u>AgeEnroll</u>
<i>Retained</i>	0.08	-0.07	-0.14	-0.16	-0.06	-0.03	-0.01
EFC	0.08	-0.03	-0.13	-0.19	-0.24	0.02	-0.04
HSgpa	0.02	0.16	-0.31	-0.20	-0.23	-0.22	-0.08
ACTmath	0.08	0.07	-0.29	-0.17	-0.27	0.11	-0.14
ACTeng	0.06	0.01	-0.30	-0.23	-0.26	-0.09	-0.07
DriveTime	-0.03	0.01	0.15	0.18	0.18	0.14	-0.02
Work	0.06	0.01	-0.10	-0.02	0.07	-0.02	0.01
NetCost	0.10	-0.03	0.08	0.01	-0.05	-0.06	-0.05
Athlete	-0.02	-0.05	0.00	0.10	-0.01	0.20	0.07
Greek	1.00	0.04	-0.04	-0.10	-0.16	0.00	-0.06
HTSize	0.04	1.00	-0.09	-0.05	-0.27	0.00	0.04
Committee	-0.04	-0.09	1.00	0.19	0.18	0.07	0.02
DepositDate	-0.10	-0.05	0.19	1.00	0.22	0.16	0.13
Minority	-0.16	-0.27	0.18	0.22	1.00	0.01	0.00
Gender(M)	0.00	0.00	0.07	0.16	0.01	1.00	0.09
AgeatEnrollment	-0.06	0.04	0.02	0.13	0.00	0.09	1.00

The high frequency of statistically significant correlations suggests a great deal of redundancy in the usefulness of the individual variables for predicting positive retention. In order to ultimately identify a predictive model using only non-redundant predictor (the model on each successive analysis of the series. This “backward stepwise regression” process was continued until only statistically significant predictor variables remained. The “final” model identifies and includes the following set of X variables as being significant and sufficient predictors of freshman-to-sophomore retention: 1) **estimated family contribution**, 2) **high school GPA**, 3) **student work**, 4) **net cost**, 5) **size of hometown**, and 6) **deposit date**.

Furthermore, when applied, this logistical regression model provides for the **retention** response variable to be expressed in the form of a probability (between 0 and 1) when various combinations of predictor variable values are entered into the regression formula. For example, a student with the following “profile” would yield the highest probability of retention:

High **EFC** (>\$30,124) + high **HS GPA** (>3.82) + **employed on campus** + low **net cost** (<\$9251) + urban **hometown** (1000+ per sq mi) + early **deposit date** (before March) = **.9906** probability of being **retained**

Conversely, a student with the following “profile” would yield the lowest probability of retention:

Low **EFC** (<\$4727) + low **HS GPA** (<3.19) + **not employed on campus** + high **net cost** (>\$16,350) + rural **hometown** (<51 per sq mi) + late **deposit date** (after May) = **.1161** probability of being **retained**

Finally, a student with the following combination of “profile” characteristics would yield the indicated probability of retention:

Modest **EFC** (\$4727-14,313) + modest **HS GPA** (3.19-3.54) + **not employed on campus** + modest **net cost** (\$9251-12,900) + suburban **hometown** (51-999 per sq mi) + mid **deposit date** (March-May) = **.6746** probability of being **retained**

Either model potentially offers application value in two primary areas: 1) more efficient recruitment of new students most likely to persist, and 2) identifying current at-risk students who might benefit from targeted programming initiatives. In addition, these findings regarding the predictor variables may lead to new discussions in financial aid distribution.

SEVERAL EXAMPLES OF MODEL APPLICATION

- 1) Two examples of the influence of a student having an **on-campus job** when all other variables are held constant:

EFC = \$4727-\$14,313 with **GPA = 3.19-3.54** with **Net Cost = \$9251-\$12,900** from **Rural** with **Late Deposit** --- Probability of being retained **WITH** Campus Work = .774 vs **WITHOUT** Campus Work = .529

EFC = \$14,314-\$30,124 with **GPA = 3.55-3.82** with **Net Cost = \$12,901-\$16,350** from **Suburban** with **Early Deposit** --- Probability of being retained **WITH** Campus Work = .903 vs **WITHOUT** Campus Work = .753

- 2) Two examples of the influence of **Hometown Size** when all other variables are held constant:

EFC = \$4727-\$14,313 with **GPA = 3.19-3.54** with **Net Cost = \$9251-\$12,900** without **Work** with **Mid Deposit** --- Probability of being retained from **RURAL** = .609 vs **SUBURBAN** = .675 vs. **URBAN** = .734

EFC = \$14,314-\$30,124 with **GPA = 3.55-3.82** with **Net Cost = \$12,901-\$16,350** with **Work** with **Late Deposit** --- Probability of being retained from **RURAL** = .784 vs **SUBURBAN** = .828 vs. **URBAN** = .865

- 3) Two examples of the influence of **Deposit Date** when all other variables are held constant:

EFC = \$4727-\$14,313 with **GPA > 3.82** with **Net Cost = \$12,901-\$16,350** without **Work** from **Rural** --- Probability of being retained with **EARLY** Deposit = .609 vs **MID** Deposit = .529 vs. **LATE** Deposit = .447

EFC < \$4727 with **GPA < 3.19** with **Net Cost = \$9251-\$12,900** without **Work** from **Rural** --- Prob. of being retained with **EARLY** Deposit = .506 vs **MID** Deposit = .424 vs. **LATE** Deposit = .346

NATIONAL CENTER FOR EDUCATION STATISTICS

IPEDS DATA FEEDBACK REPORT 2013

What Is IPEDS?

The Integrated Postsecondary Education Data System (IPEDS) is a system of survey components that collects data from about 7,500 institutions that provide postsecondary education across the United States. IPEDS collects institution-level data on students (enrollment and graduation rates), student charges, program completions, faculty, staff, and finances.

These data are used at the federal and state level for policy analysis and development; at the institutional level for benchmarking and peer analysis; and by students and parents, through the College Navigator (<http://collegenavigator.ed.gov>), to aid in the college search process. For more information about IPEDS, see <http://nces.ed.gov/ipeds>.

What Is the Purpose of This Report?

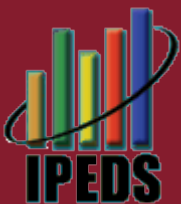
The Data Feedback Report is intended to provide institutions a context for examining the data they submitted to IPEDS. Our goal is to produce a report that is useful to institutional executives and that may help improve the quality and comparability of IPEDS data.

What Is in This Report?

The figures provided in this report are those suggested by the IPEDS Technical Review Panel. They were developed to provide selected indicators and data elements for your institution and a comparison group of institutions. The figures are based on data collected during the 2012-13 IPEDS collection cycle and are the most recent data available. Additional information about these indicators is provided in the Methodological Notes at the end of the report. On the next page is a list of the institutions in your comparison group and the criteria used for their selection. Please refer to "Comparison Group" in the Methodological Notes for more information.

Where Can I Do More with IPEDS Data?

The Customize Data Feedback Report functionality of the IPEDS Data Center is designed to provide campus executives easy access to institutional and comparison group data. Using this functionality, you can produce reports using different comparison groups and access a wider range of IPEDS variables. The Data Center can be accessed at <http://nces.ed.gov/ipeds/datacenter>.



Baker University
Baldwin City, KS



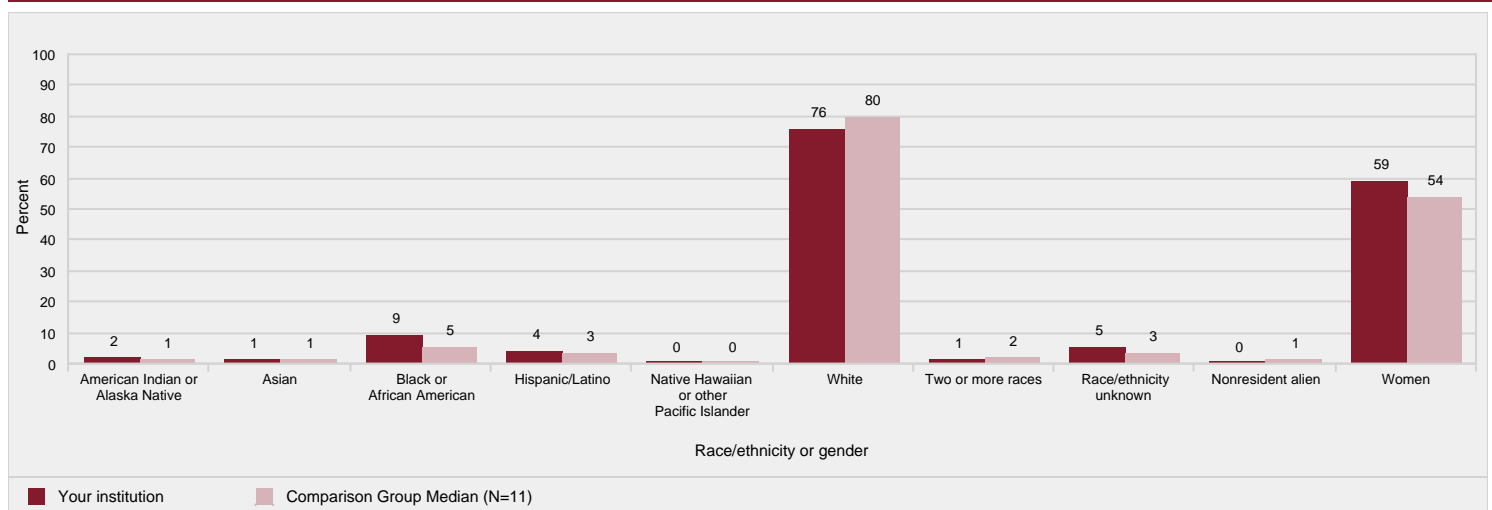
COMPARISON GROUP

Comparison group data are included to provide a context for interpreting your institution's statistics. If your institution did not define a Custom Comparison Group for this report by July 15, NCES selected a comparison group for you. (In this case, the characteristics used to define the comparison group appears below.) The Customize DFR functionality on the IPEDS Data Center (<http://nces.ed.gov/ipeds/datacenter/>) can be used to reproduce the figures in this report using different peer groups.

The custom comparison group chosen by Baker University includes the following 11 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)
- ▶ William Jewell College (Liberty, MO)

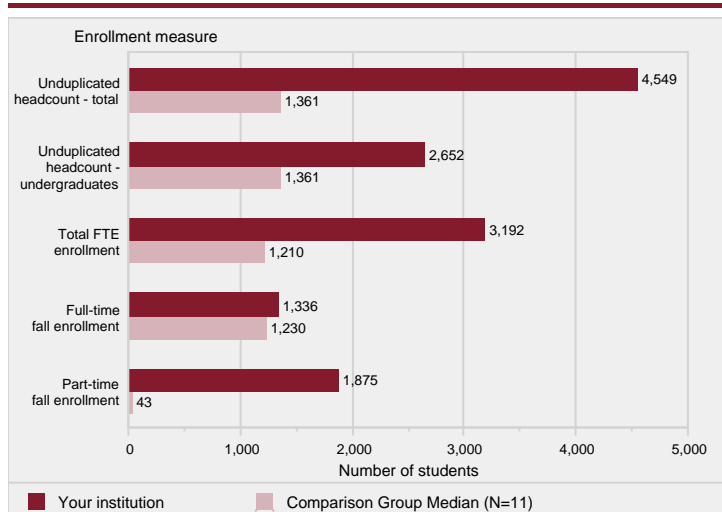
Figure 1. Percent of all students enrolled, by race/ethnicity and percent of students who are women: Fall 2012



NOTE: For more information about disaggregation of data by race and ethnicity, please see the Methodological Notes at the end of this report. Median values for the comparison group will not add to 100 percent. See "Use of Median Values for Comparison Group" in the Methodological Notes at the end of this report for how median values are determined. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Spring 2013, Fall Enrollment component.

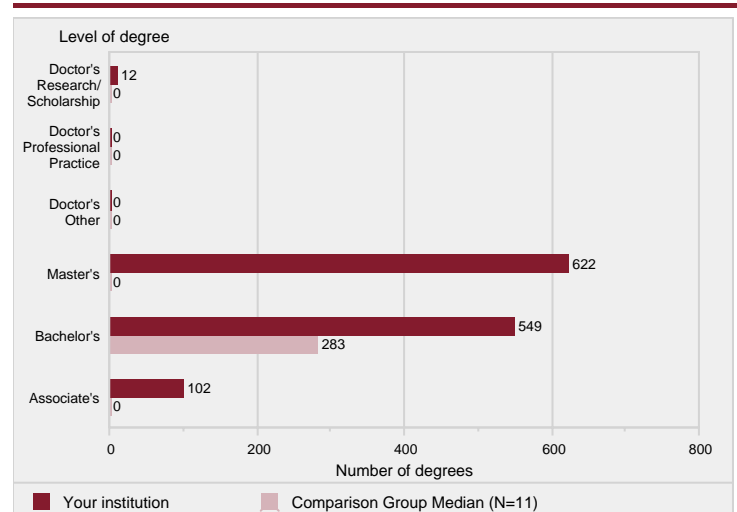
Figure 2. Unduplicated 12-month headcount of all students and of undergraduate students (2011-12), total FTE enrollment (2011-12), and full- and part-time fall enrollment (Fall 2012)



NOTE: For details on calculating full-time equivalent (FTE) enrollment, see Calculating FTE in the Methodological Notes at the end of this report. Total headcount, FTE, and full- and part-time fall enrollment include both undergraduate and postbaccalaureate students, when applicable. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Fall 2012, 12-month Enrollment component and Spring 2013, Fall Enrollment component.

Figure 3. Number of degrees awarded, by level: 2011-12

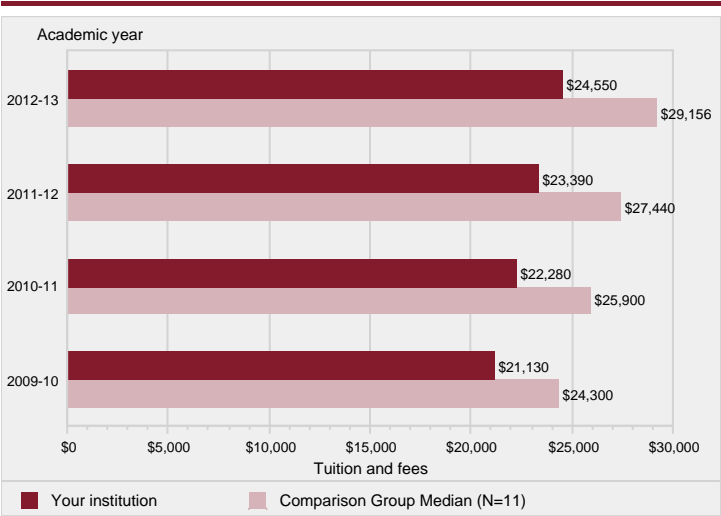


NOTE: For additional information about postbaccalaureate degree levels, see the Methodology Notes. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Fall 2012, Completions component.

IPEDS DATA FEEDBACK REPORT

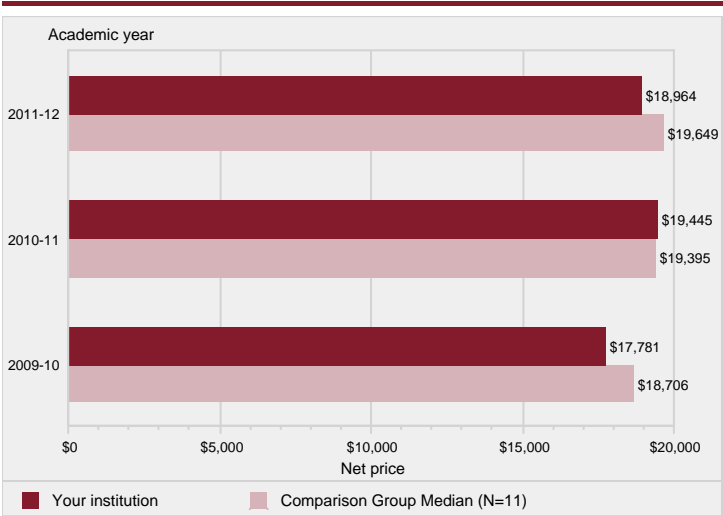
Figure 4. Academic year tuition and required fees for full-time, first-time, degree/certificate-seeking undergraduates: 2009-10--2012-13



NOTE: The tuition and required fees shown here are the lowest reported from the categories of in-district, in-state, and out-of-state. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Fall 2012, Institutional Characteristics component.

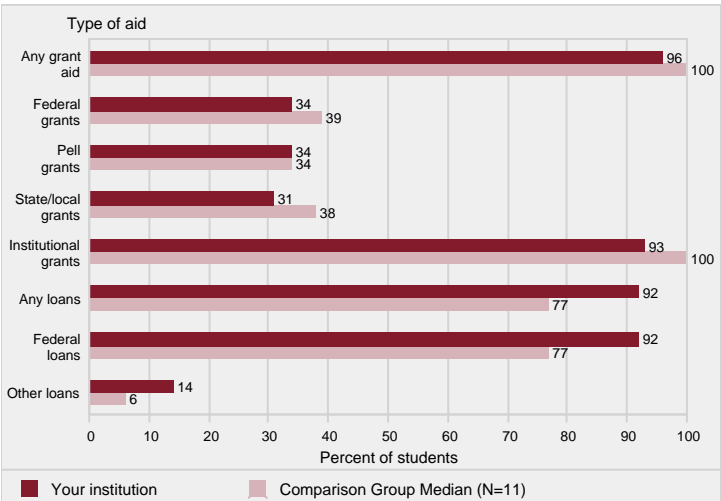
Figure 5. Average net price of attendance for full-time, first-time, degree/certificate-seeking undergraduate students receiving grant or scholarship aid: 2009-10--2011-12



NOTE: Average net price is for full-time, first-time, degree/certificate-seeking undergraduate students and is generated by subtracting the average amount of federal, state/local government, and institutional grant and scholarship aid from the total cost of attendance. For public institutions, this includes only students who paid the in-state or in-district tuition rate. Total cost of attendance is the sum of published tuition and required fees, books and supplies, and the average room and board and other expenses. For more information, see the Methodological Notes at the end of this report. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Fall 2012, Institutional Characteristics component; Winter 2012-13, Student Financial Aid component.

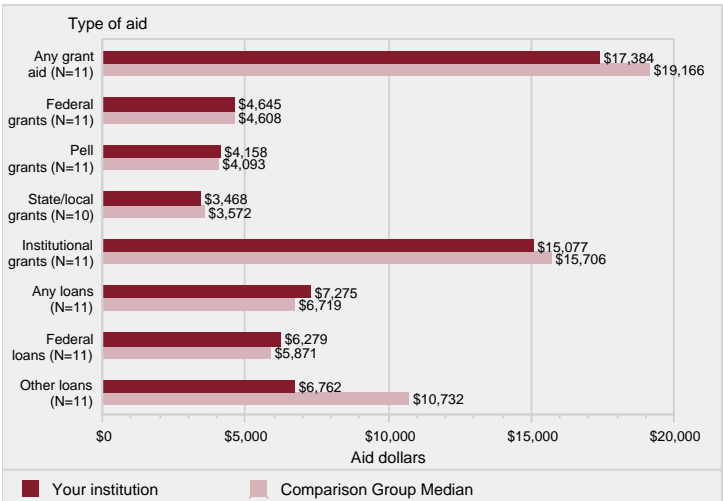
Figure 6. Percent of full-time, first-time degree/certificate-seeking undergraduate students who received grant or scholarship aid from the federal government, state/local government, or the institution, or loans, by type of aid: 2011-12



NOTE: Any grant aid above includes grant or scholarship aid from the federal government, state/local government, or the institution. Federal grants includes Pell grants and other federal grants. Any loans includes federal loans and other loans to students. For details on how students are counted for financial aid reporting, see Cohort Determination in the Methodological Notes at the end of this report. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Winter 2012-13, Student Financial Aid component.

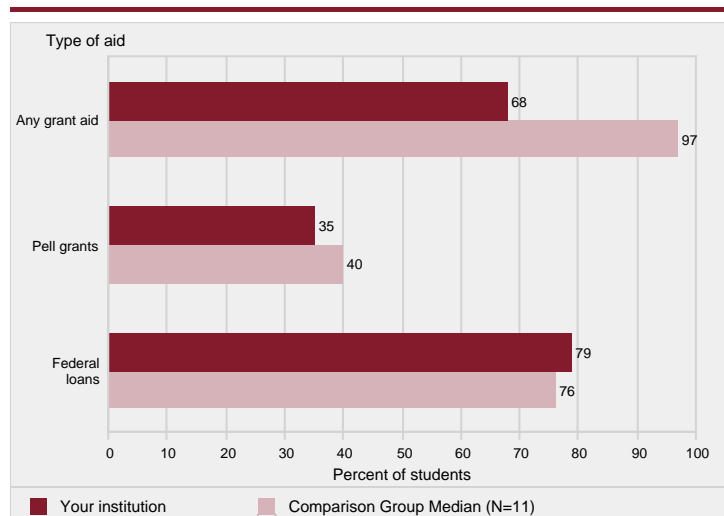
Figure 7. Average amounts of grant or scholarship aid from the federal government, state/local government, or the institution, or loans received, by full-time, first-time degree/certificate-seeking undergraduate students, by type of aid: 2011-12



NOTE: Any grant aid above includes grant or scholarship aid from the federal government, state/local government, or the institution. Federal grants includes Pell grants and other federal grants. Any loans includes federal loans and other loans to students. Average amounts of aid were calculated by dividing the total aid awarded by the total number of recipients in each institution. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Winter 2012-13, Student Financial Aid component.

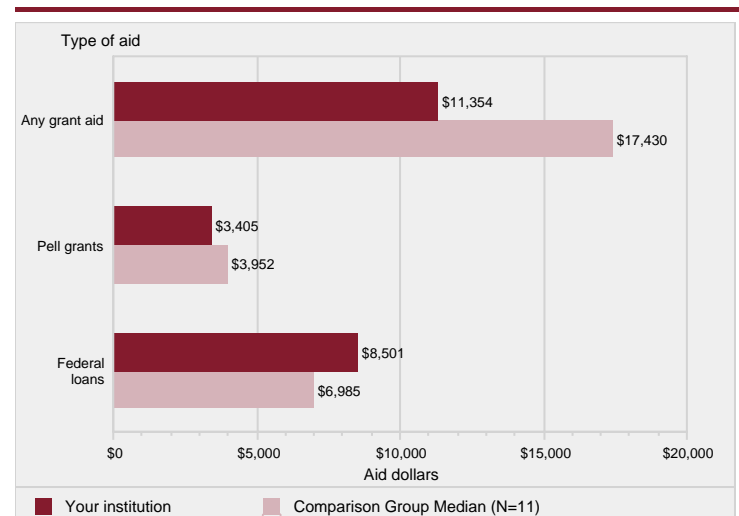
Figure 8. Percent of all undergraduates receiving aid by type of aid: 2011-12



NOTE: Any grant aid above includes grant or scholarship aid from the federal government, state/local government, the institution, or other sources. Federal loans includes only federal loans to students. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Winter 2012-13, Student Financial Aid component.

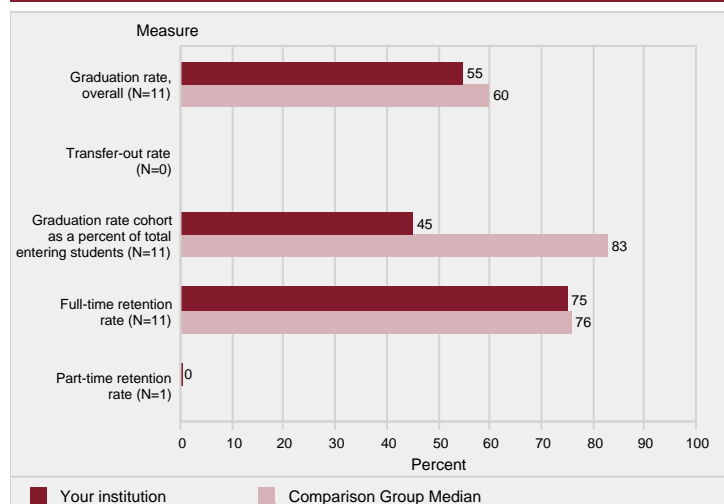
Figure 9. Average amount of aid received by all undergraduates, by type of aid: 2011-12



NOTE: Any grant aid above includes grant or scholarship aid from the federal government, state/local government, the institution, or other sources. Federal loans includes federal loans to students. Average amounts of aid were calculated by dividing the total aid awarded by the total number of recipients in each institution. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Winter 2012-13, Student Financial Aid component.

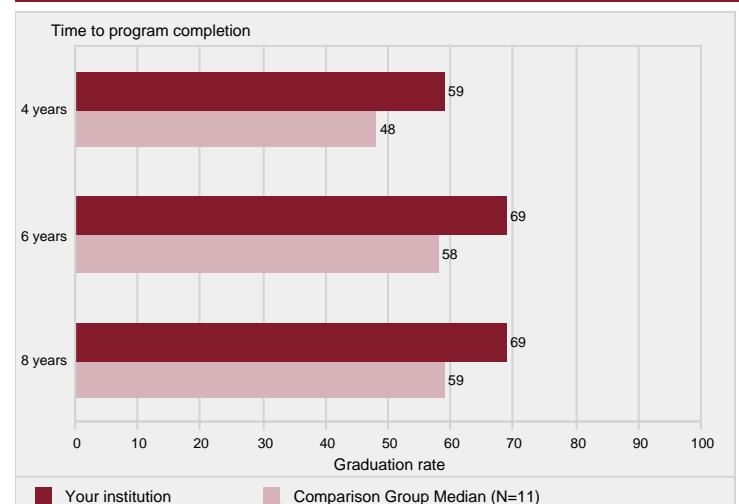
Figure 10. Graduation rate and transfer-out rate (2006 cohort); graduation rate cohort as a percent of total entering students and retention rates of first-time students (Fall 2012)



NOTE: Graduation rate cohort includes all full-time, first-time, degree/certificate-seeking undergraduate students. Entering class includes all students coming to the institution for the first time. Only institutions with a mission to prepare students to transfer are required to report transfers out. Graduation and transfer-out rates are the Student Right-to-Know rates. Retention rates are measured from the fall of first enrollment to the following fall. 4-yr institutions report retention rates for students seeking a bachelor's degree. Median values for the comparison group will not add to 100 percent. N is the number of institutions in the comparison group. Medians are not reported for comparison groups with less than three values.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Spring 2013, Graduation Rates component and Fall Enrollment component.

Figure 11. Bachelor's degree graduation rates of full-time, first-time, degree/certificate-seeking undergraduates within 4 years, 6 years, and 8 years: 2004 cohort

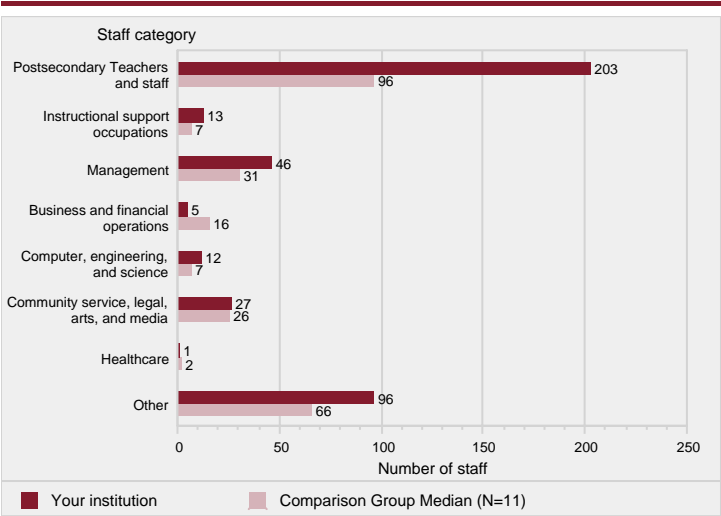


NOTE: The 6-year graduation rate is the Student Right-to-Know (SRK) rate; the 4- and 8-year rates are calculated using the same methodology. For more information see the Methodological Notes at the end of the report. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Spring 2013, 200% Graduation Rates component.

IPEDS DATA FEEDBACK REPORT

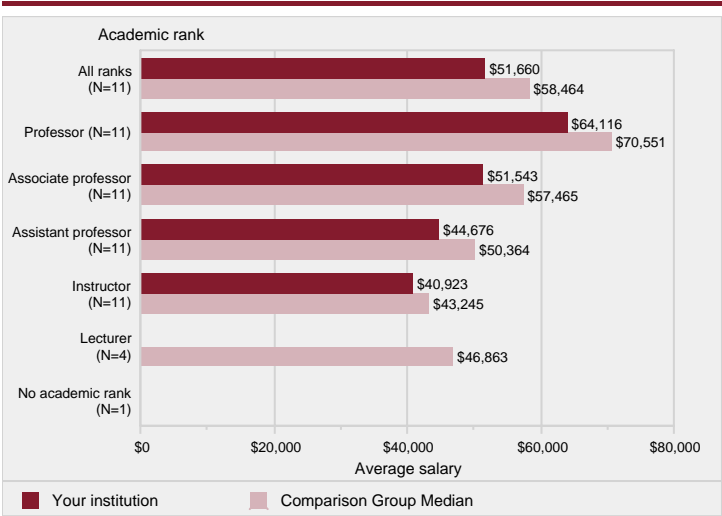
Figure 12. Full-time equivalent staff, by occupational category: Fall 2012



NOTE: Graduate assistants are not included in this figure. For information on the calculation of FTE of staff, see the Methodological Notes. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Winter 2012-13, Human Resources component.

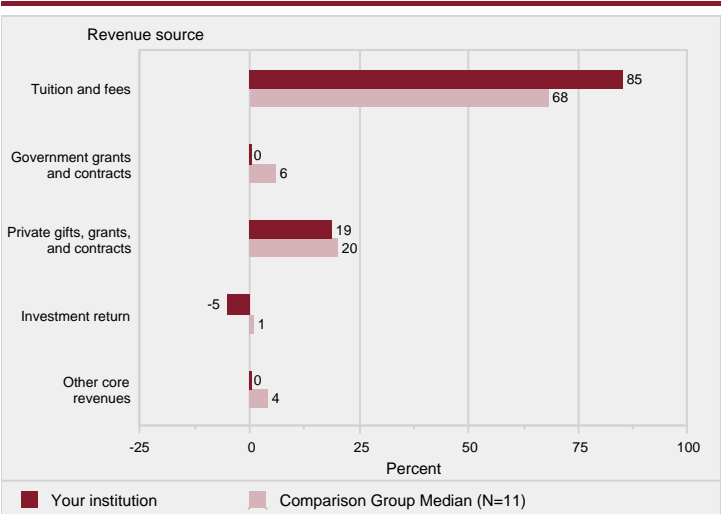
Figure 13. Average salaries of full-time instructional non-medical staff equated to 9-month contracts, by academic rank: Academic year 2012-13



NOTE: Average salaries of full-time instructional non-medical staff equated to 9-month contracts was calculated by multiplying the average monthly salary by 9. The average monthly salary was calculated by dividing the total salary outlays by the total number of months covered by staff on 9, 10, 11 and 12-month contracts. Medians are not reported for comparison groups with less than three values.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Winter 2012-13, Human Resources component.

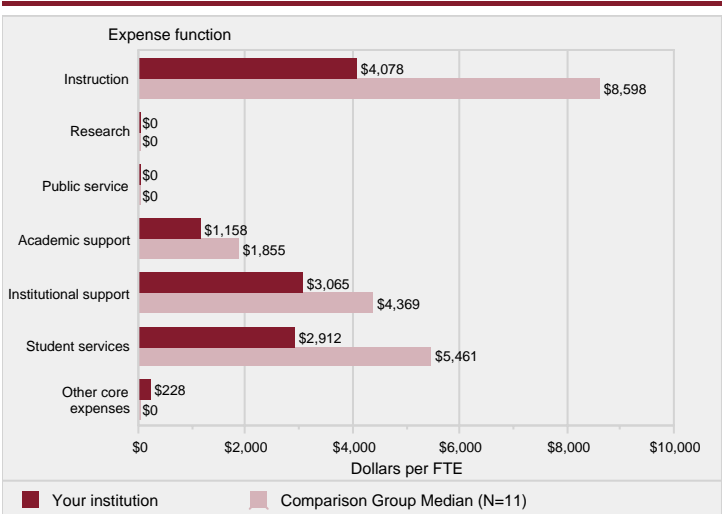
Figure 14. Percent distribution of core revenues, by source: Fiscal year 2012



NOTE: The comparison group median is based on those members of the comparison group that report finance data using the same accounting standards as the comparison institution. For a detailed definition of core revenues, see the Methodological Notes. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Spring 2013, Finance component.

Figure 15. Core expenses per FTE enrollment, by function: Fiscal year 2012



NOTE: Expenses per full-time equivalent (FTE) enrollment, particularly instruction, may be inflated because finance data includes all core expenses while FTE reflects credit activity only. For details on calculating FTE enrollment and a detailed definition of core expenses, see the Methodological Notes. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Fall 2012, 12-month Enrollment component and Spring 2013, Finance component.

METHODOLOGICAL NOTES

Overview

This report is based on data supplied by institutions to IPEDS during the 2012-13 data collection year. Response rates exceeded 99 percent for most surveys. Detailed response tables are included in IPEDS First Look reports, which can be found at <http://nces.ed.gov/pubsearch/getpubcats.asp?sid=010>.

Use of Median Values for Comparison Group

The value for the comparison institution is compared to the median value for the comparison group for each statistic included in the figure. If more than one statistic is presented in a figure, the median values are determined separately for each indicator or statistic. Medians are not reported for comparison groups with fewer than three values. Where percentage distributions are presented, median values may not add to 100 percent. The IPEDS Data Center provides access to all of the data used to create the figures included in this report.

Missing Statistics

If a statistic is not reported for your institution, the omission indicates that the statistic is not relevant to your institution and the data were not collected. Not all notes listed below may be applicable to your report.

Use of Imputed Data

All IPEDS data are subject to imputation for total (institutional) and partial (item) nonresponse. If necessary, imputed values were used to prepare your report.

Data Confidentiality

IPEDS data are not collected under a pledge of confidentiality.

Disaggregation of Data by Race/Ethnicity

When applicable, some statistics are disaggregated by race/ethnicity. Data disaggregated by race/ethnicity have been reported using the 1997 Office of Management and Budget categories. Detailed information about the race/ethnicity categories can be found at <http://nces.ed.gov/ipeds/reic/resource.asp>.

Cohort Determination for Reporting Student Financial Aid and Graduation Rates

Student cohorts for reporting Student Financial Aid and Graduation Rates data are based on the reporting type of the institution. For institutions that report based on an academic year (those operating on standard academic terms), student counts and cohorts are based on fall term data. Student counts and cohorts for program reporters (those that do not operate on standard academic terms) are based on unduplicated counts of students enrolled during a full 12-month period.

Description of Statistics Used in the Figures

Average Institutional Net Price

Average net price is calculated for full-time, first-time degree/certificate-seeking undergraduates who were awarded grant or scholarship aid from the federal government, state/local government, or the institution anytime during the full aid year. For public institutions, this includes only students who paid the in-state or in-district tuition rate. Other sources of grant aid are excluded. Average net price is generated by subtracting the average amount of federal, state/local government, and institutional grant and scholarship aid from the total cost of attendance. Total cost of attendance is the sum of published tuition and required fees, books and supplies, and the average room and board and other expenses.

For the purpose of the IPEDS reporting, aid received refers to financial aid that was awarded to, and accepted by, a student. This amount may differ from the aid amount that is disbursed to a student.

Core Revenues

Core revenues for public institutions reporting under GASB standards include tuition and fees; state and local appropriations; government grants and contracts; private gifts, grants, and contracts; sales and services of educational activities; investment income; other operating and non-operating sources; and other revenues and additions (federal and capital appropriations and grants and additions to permanent endowments). Core revenues for private, not-for-profit institutions (and a small number of public institutions) reporting under FASB standards include tuition and fees; government appropriations (federal, state, and local); government grants and contracts; private gifts, grants, and contracts (including contributions from affiliated entities); investment return; sales and services of educational activities; and other sources. Core revenues for private, for-profit institutions reporting under FASB standards include tuition and fees; government appropriations, grants, and contracts (federal, state, and local); private grants and contracts; investment income; sales and services of educational activities; and other sources. At degree-granting institutions, core revenues exclude revenues from auxiliary enterprises (e.g., bookstores, dormitories), hospitals, and independent operations. Nondegree-granting institutions do not report revenue from auxiliary enterprises in a separate category. These amounts may be included in the core revenues from other sources.

Core Expenses

Core expenses include expenses for instruction, research, public service, academic support, institutional support, student services, scholarships and fellowships (net of discounts and allowances), and other expenses. Expenses for operation and maintenance of plant, depreciation, and interest are allocated to each of the other functions. Core expenses at degree-granting institutions exclude expenses for auxiliary enterprises (e.g., bookstores, dormitories), hospitals, and independent operations. Nondegree-granting institutions do not report expenses for auxiliary enterprises in a separate category. These amounts may be included in the core expenses as other expenses.

IPEDS DATA FEEDBACK REPORT

Equated Instructional Non-Medical Staff Salaries

Institutions reported total salary outlays by academic rank and the number of staff by academic rank and contract length (9-, 10-, 11-, and 12-month contracts). Total number of months covered by salary outlays was calculated by multiplying the number of staff by the number of months of the contract and summing across all contracts length periods. Weighted average monthly salary was calculated by dividing the total salary outlays by the total number of months covered. The weighted average monthly salary was then multiplied by 9 to determine an average salary for each rank.

FTE Enrollment

The full-time equivalent (FTE) enrollment used in this report is the sum of the institution's FTE undergraduate enrollment and FTE graduate enrollment (as calculated from or reported on the 12-month Enrollment component). Undergraduate and graduate FTE are estimated using 12-month instructional activity (credit and/or contact hours). See "Calculation of FTE Students (using instructional activity)" in the IPEDS Glossary at <http://nces.ed.gov/ipeds/glossary/>.

FTE Staff

The full-time-equivalent (FTE) of staff is calculated by summing the total number of full-time staff and adding one-third of the total number of part-time staff. Graduate assistants are not included.

Graduation Rates and Transfer-out Rate

Graduation rates are those developed to satisfy the requirements of the Student Right-to-Know and Higher Education Opportunity Acts and are defined as the total number of individuals from a given cohort of full-time, first-time, degree/certificate-seeking undergraduates who completed a degree or certificate within a given percent of normal time (for the degree or certificate) before the ending status date of August 31, 2012, divided by the entire cohort of full-time, first-time, degree/certificate-seeking undergraduates minus any allowable exclusions. Institutions are permitted to exclude from the initial cohort students who died or were totally and permanently disabled; those who left school to serve in the armed forces or were called to active duty; those who left to serve with a foreign aid service of the federal government, such as the Peace Corps; and those who left to serve on an official church mission. Transfer-out rate is the total number of students from the cohort who are known to have transferred out of the reporting institution within the same time period, divided by the same adjusted cohort. Only institutions with a mission that includes preparing students to transfer are required to report transfers out.

Retention Rates

Full-time retention rates are defined as the number of full-time, first-time, degree/certificate-seeking undergraduate students who enter the institution for the first time in the fall and who return to the same institution the following fall (as either full- or part-time), divided by the total number of full-time, first-time, degree/certificate-seeking undergraduates in the fall of first entrance. Part-time retention rates are similarly defined. For 4-year institutions offering a bachelor's degree, this rate is reported only for those first-time students seeking a bachelor's degree. For less than 4-year institutions, the rate is calculated for all first-time degree/certificate-seeking students.

Salaries, Wages, and Benefits

Salaries, wages, and benefits, for public institutions under GASB standards, and private, not-for-profit institutions under FASB standards, include amounts paid as compensation for services to all employees

regardless of the duration of service, and amounts made to or on behalf of an individual over and above that received in the form of a salary or wage. Frequently, benefits are associated with an insurance payment. Private, for-profit institutions under FASB standards do not report salaries.

Total Entering Undergraduate Students

Total entering students are students at the undergraduate level, both full- and part-time, new to the institution in the fall term (or the prior summer term who returned in the fall). This includes all first-time undergraduate students, students transferring into the institution at the undergraduate level, and nondegree/certificate-seeking undergraduates entering in the fall. Only degree-granting, academic year reporting institutions provide total entering student data.

Tuition and Required Fees

Tuition is defined as the amount of money charged to students for instructional services; required fees are those fixed sum charges to students for items not covered by tuition that are required of such a large proportion of all students that the student who does not pay the charge is an exception. The amounts used in this report are for full-time, first-time, degree/certificate-seeking undergraduates and are those used by the financial aid office to determine need. For institutions that have differential tuition rates for in-district or in-state students, the lowest tuition rate is used in the figure. Only institutions that operate on standard academic terms will have tuition figures included in their report.

Additional Methodological Information

Additional methodological information on the IPEDS components can be found in the publications available at

<http://nces.ed.gov/pubsearch/getpubcats.asp?sid=010>.

Additional definitions of variables used in this report can be found in the IPEDS online glossary available at <http://nces.ed.gov/ipeds/glossary/>.

**Dr. Patricia N. Long, President
Baker University (ID: 154688)
P. O. Box 65, 618 Eighth Street
Baldwin City, KS 66006-0065**
