

# Retention Study

---

OFFICE OF INSTITUTIONAL RESEARCH

DRAFT

Carmella Sanchez

NORTHERN NM COLLEGE | CARMELLA@NNMC.EDU

UPDATED SEPTEMBER 2020

# I. Accountability in Government Act

---

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

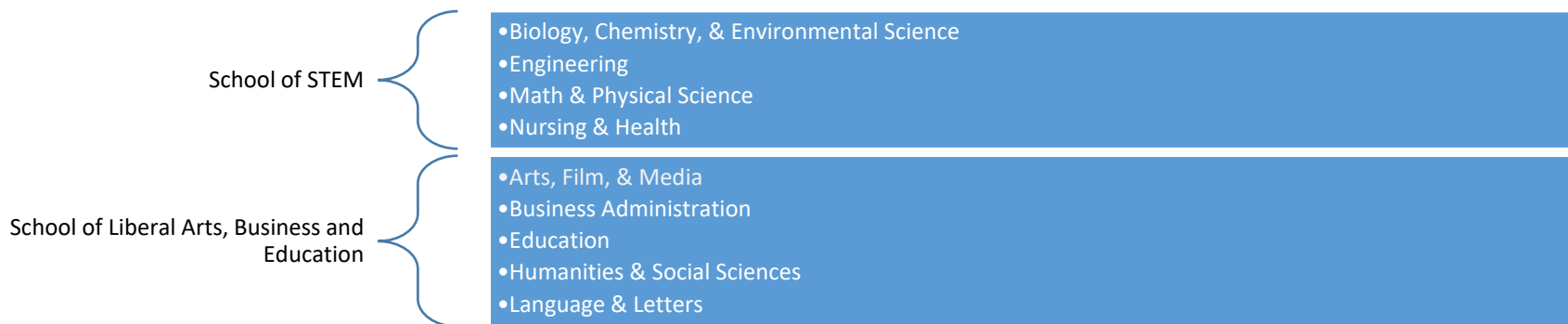
Retention is traditionally measured by tracking a cohort of First Time, Full Time, Degree Seeking Students and determining whether these students re-enroll the following Spring and again the following Fall Semester. Our published retention rates are the percent of First-Time, Full-Time NNMN Freshmen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

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
<b>Class Size</b>	147	173	174	186	220	220	202	149	112	116	138	136	158	129
<b># Retained to Spring</b>	116	129	135	146	159	156	156	102	91	93	108	105	127	92
<b>Spring Retention Target</b>	75%	75%	80%	80%	80%	80%	80%	80%	80%	80%	80%	80%	80%	80%
<b>Fall-to-Spring Retention %</b>	79%	75%	78%	79%	72%	71%	77%	68%	81%	80%	78%	77%	80%	71%
<b>Fall Retention Target</b>	58%	58%	58%	59%	68%	68%	68%	68%	68%	68%	68%	68%	68%	68%
<b>Fall-to-Fall Retention %</b>	52%	51%	58%	57%	54%	61%	54%	40%	55%	64%	55%	58%	54%	48%

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

As a response to the analyses, Northern has developed and implemented an integrated, campus-wide approach to first-year student retention that includes mandatory advising, a revised new student orientation, and **discussions started to plan some structural changes to potentially adopt Complete College America strategies.**

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



**Figure 1: Academic Departments within the Schools**

The cohort is the entire student body in Fall 2017, Fall 2018, and Fall 2019. Students’ declared majors are identified for the cohort term and they are categorized into the nine academic departments. Students with undeclared majors and dual credit students are also included and grouped together.

NNMC has updated the calculation of retention rates for this report and so the tables hereafter are different from prior year reports. After some research and collaboration, the definitions and calculations have been updated as follows. The definitions used here are based on data elements from IPEDS. A retention rate is the percentage of students in a given cohort who are enrolled at NNMC in a specified term (for example, one year later). The number of students in the cohort is the denominator of the rate; the number of students enrolled one year later is the numerator of the rate calculation.

#### Retention Rate

A retention rate is the percentage of students from a given cohort who graduated or were still enrolled at NNMC within a specified term (for example, one year later). The total beginning cohort is the denominator of the rate; the number of students enrolled/graduated is the numerator of the rate calculation. Two rates are reported here – the cohort rate, and the program rate.

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

## II. Cohort Retention: Fall 2017 to Fall 2018 to Fall 2019 to Fall 2020

The cohort retention analysis tracks whether the student was reenrolled at the college during the consecutive semesters. The student's declared major in the following semesters is not taken into consideration when determining persistence. That is, the tables in this section (tables 2-4) do not imply program retention. At the bottom row of each table is the overall total for all Academic Units.

This first table is an examination of the retention of the entire student body that was enrolled in Fall 2017. The retention rates account for students who graduated but it does not account for students who transferred out or students who left for the military.

Retention (%) is calculated as follows:

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

Academic Unit	Fall Cohort 2017	Graduated Fall 2017	Enrolled Spring 2018	Fall 17 to Spring 18 Retention	Graduated Spring 18	Enrolled Fall 2018	Fall 17 to Fall 18 Retention	Graduated Fall 2018	Enrolled Spring 2019	Fall 17 to Spring 19 Retention	Graduated Spring 2019	Enrolled Fall 2019	Fall 17 to Fall 19 Retention	Graduated Fall 2019	Enrolled Spring 2020	Fall 17 to Spring 20 Retention	Graduated Spring 2020	Enrolled Fall 2020	Fall 17 to Fall 20 Retention
Arts, Film, & Media	27	1	24	93%	0	18	70%	1	16	67%	3	10	56%	0	11	59%	1	9	56%
Business Admin	192	22	145	87%	3	99	65%	19	75	62%	17	46	56%	10	36	56%	14	32	61%
Education	79	3	50	67%	1	43	59%	5	36	57%	11	22	53%	4	19	54%	11	13	61%
Humanities & Social Sciences	129	3	100	80%	4	69	59%	9	52	53%	13	36	50%	2	31	48%	13	25	53%
Language & Letters	33	0	21	64%	0	16	48%	2	17	58%	2	13	52%	1	12	52%	2	12	58%

Biology, Chemistry, & Environmental Science	106	2	82	79%	1	59	58%	6	45	51%	15	27	48%	4	28	53%	2	21	48%
Engineering	107	6	85	85%	9	60	70%	8	48	66%	9	34	62%	12	22	62%	7	20	66%
Math/Physical Science	8	1	5	75%	0	5	75%	0	5	75%	3	3	88%	0	3	88%	2	1	88%
Nursing & Health	176	8	144	86%	5	99	64%	15	88	66%	29	51	61%	11	35	59%	22	27	66%
Total Degree Seeking/Non-DC)	857	46	656	82%	23	468	63%	65	382	60%	102	242	56%	44	197	56%	74	160	60%
Total	1115	46	773	73%	23	549	55%	66	453	53%	106	309	49%	46	255	49%	86	198	51%

**Table 2: Fall Cohort Retention by College**

This next table is a subset of Table 2. The students included in Table 3 are only those students who were First Time Any College (FTAC) students in Fall 2017. Note that a student can be an FTAC student and non-degree but a student cannot be both an FTAC and a Dual Credit student.

Academic Unit	Fall Cohort 2017	Grads	Enrolled Spring 2018 FTAC	Fall 17 to Spring 18 Retention	Grads	Enrolled Fall 2018	Fall 17 to Fall 18 Retention	Grads	Enrolled Spring 2019	Fall 17 to Spring 19 Retention	Grads	Enrolled Fall 2019	Fall 17 to Fall 19 Retention	Grads	Enrolled Spring 2020	Fall 17 to Spring 20 Retention	Grads	Enrolled Fall 2020	Fall 17 to Fall 20 Retention
Arts, Film, & Media	11	0	9	82%	0	8	73%	0	8	73%	1	6	64%	0	5	55%	0	5	55%
Business Admin	24	0	18	75%	0	16	67%	0	11	46%	1	11	50%	2	7	42%	1	8	50%
Education	7	0	6	86%	0	5	71%	1	4	71%	0	3	57%	2	1	57%	0	2	71%
Humanities & Social Sciences	31	0	25	81%	0	20	65%	0	15	48%	0	12	39%	0	9	29%	2	8	32%
Language & Letters	21	0	12	57%	0	8	38%	0	9	43%	0	8	38%	1	6	33%	0	8	43%

Biology, Chemistry Environmental Science	18	0	13	72%	0	10	56%	0	8	44%	0	6	33%	0	5	28%	0	5	28%
Engineering	13	0	9	69%	0	4	31%	0	3	23%	0	4	31%	0	0	0%	0	1	8%
Math & Physical Science	0	0	0	-	0	0	-	0	0	-	0	0	-	0	0	-	0	0	-
Nursing & Health	25	0	20	80%	0	16	64%	0	14	56%	1	9	40%	0	7	32%	2	8	44%
Total (Degree Seeking/Non-DC)	150	0	112	75%	0	87	58%	1	72	49%	3	59	42%	5	40	33%	5	45	39%
Total	153	0	113	74%	0	88	58%	1	74	49%	3	61	42%	6	41	33%	6	46	41%

**Table 3: Fall Cohort Retention by College – First Time Any College (FTAC)**

Similarly, Table 4 is also a subset of Table 2. This table exhibits the retention of students who were not FTAC students at Northern during Fall 2017.

Academic Unit	Fall Cohort 2017	Grads	Enrolled Spring 2018 Other	Fall 17 to Spring 18 Retention	Grads	Enrolled Fall 2018	Fall 17 to Fall 18 Retention	Grads	Enrolled Spring 2019	Fall 17 to Spring 19 Retention	Grads Other	Enrolled Fall 2019	Fall 17 to Fall 19 Retention	Grads Fall 2019	Enrolled Spring 2020	Fall 17 to Spring 20 Retention	Grads Spring 2020	Enrolled Fall 2020	Fall 17 to Fall 20 Retention
Arts, Film, & Media	16	1	15	100%	0	10	69%	1	8	63%	2	4	50%	0	6	63%	1	4	56%
Business Admin	168	22	127	89%	3	83	64%	19	64	64%	16	35	57%	8	29	58%	13	24	63%
Education	72	3	44	65%	1	38	58%	4	32	56%	11	19	53%	2	18	54%	11	11	60%
Humanities & Social Sciences	98	3	75	80%	4	49	57%	9	37	54%	13	24	54%	2	22	54%	11	17	60%
Language & Letters	12	0	9	75%	0	8	67%	2	8	83%	2	5	75%	0	6	83%	2	4	83%

Biology, Chemistry, Environmental Science	88	2	69	81%	1	49	59%	6	37	52%	15	21	51%	4	23	58%	2	16	52%
Engineering	94	6	76	87%	9	56	76%	8	45	72%	9	30	66%	12	22	70%	7	19	74%
Math & Physical Science	8	1	5	75%	0	5	75%	0	5	75%	3	3	88%	0	3	88%	2	1	88%
Nursing & Health	151	8	124	87%	5	83	64%	15	74	68%	28	42	65%	11	28	63%	20	19	70%
Total (Degree Seeking/Non-DC)	707	46	544	83%	23	381	64%	64	310	63%	99	183	59%	39	157	61%	69	115	64%
Total	962	46	660	73%	23	461	55%	65	379	53%	103	248	50%	40	214	51%	80	152	53%

**Table 4: Fall Cohort Retention by College – Non-FTAC**

### III. Cohort Retention: Fall 2018 to Fall 2019 to Fall 2020

The final three tables examine the retention of all students enrolled at Northern in the Fall of 2018 and those who returned Fall 2019. The retention rates account for students who graduated but it does not account for students who transferred out or students who left for the military.

Retention (%) is calculated as follows:

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

Academic Unit	Fall Cohort 2018	Grads Fall 2018	Enrolled Spring 2019	Fall 2018 to Spring 2019	Grads Spring 2019	Enrolled Fall 2019	Fall 18 to Fall 19 Retention	Grads Fall 2019	Enrolled Spring 2020	Fall 18 to Spring 20 Retention	Grads Spring 2020	Enrolled Fall 2020	Fall 18 to Fall 20 Retention
---------------	------------------	-----------------	----------------------	--------------------------	-------------------	--------------------	------------------------------	-----------------	----------------------	--------------------------------	-------------------	--------------------	------------------------------

	Retention													
Arts, Film, & Media	31	1	26	87%	4	17	71%	0	17	71%	2	14	68%	
Business Admin	197	14	135	76%	15	93	62%	11	65	53%	15	50	53%	
Education	98	8	71	81%	8	48	65%	5	43	65%	22	24	68%	
Humanities & Social Sciences	134	12	100	84%	10	67	66%	4	58	63%	19	41	64%	
Language & Letters	30	0	21	70%	1	11	40%	0	11	40%	0	8	30%	
Biology, Chemistry, & Environmental Science	114	9	86	83%	8	60	68%	6	51	65%	5	33	54%	
Engineering	103	5	77	80%	5	56	64%	11	43	62%	8	33	60%	
Math & Physical Science	6	0	6	100%	1	3	67%	0	2	50%	2	0	50%	
Nursing and Health	172	16	134	87%	7	87	64%	11	68	59%	23	48	61%	
Total (Degree Seeking/Non-DC)	885	65	656	81%	59	442	64%	48	358	60%	96	251	59%	
Total	1098	65	758	75%	59	530	60%	49	437	56%	109	289	52%	

**Table 5: Fall 2018 Cohort Retention by Academic Unit**

Table 6 (a subset of table 5) displays the Fall 2018 cohort retention of students enrolled as first-time freshmen (FTAC).

Academic Unit	Fall Cohort 2018	Grads Fall 2018	Enrolled Spring 2019	Fall 2018 to Spring 2019 Retention	Grads Spring 2019	Enrolled Fall 2019	Fall 18 to Fall 19 Retention	Grads Fall 2019	Enrolled Spring 2020	Fall 18 to Spring 20 Retention	Grads Spring 2020	Enrolled Fall 2020	Fall 18 to Fall 20 Retention
Arts, Film, & Media	11	0	8	73%	0	6	55%	0	5	45%	0	5	45%
Business Admin	30	0	20	67%	0	14	47%	0	11	37%	1	9	33%
Education	14	0	12	86%	0	7	50%	0	8	57%	1	5	43%
Humanities & Social Sciences	20	0	15	75%	0	13	65%	0	9	45%	1	7	40%
Language & Letters	14	0	10	71%	0	5	36%	0	5	36%	0	2	14%
Biology, Chemistry, & Environmental Science	25	0	20	80%	0	14	56%	1	12	52%	0	11	48%



Engineering	22	0	17	77%	0	9	41%	0	10	45%	0	9	41%
Math & Physical Science	0	0	0	-	0	0	-	0	0	-	0	0	-
Nursing and Health	39	0	30	77%	0	21	54%	1	16	44%	0	15	41%
Total (Degree Seeking/Non-DC)	175	0	132	75%	0	89	51%	2	76	45%	3	63	39%
Total	178	0	133	75%	0	89	50%	2	76	44%	3	63	38%

**Table 6: Fall 2018 Cohort Retention by Academic Unit – First Time Any College (FTAC)**

Table 7 is also a subset of Table 8 and displays the Fall cohort retention of non-FTAC students from Fall 2018 to Fall 2019.

Academic Unit	Fall Cohort 2018	Grads Fall 2018	Enrolled Spring 2019	Fall 18 to Spring 19 Retent'n	Grads Spring 2019	Enrolled Fall 2019	Fall 18 to Fall 19 Retention	Grads Fall 2019	Enrolled Spring 2020	Fall 18 to Spring 20 Retention	Grads Spring 2020	Enrolled Fall 2020	Fall 18 to Fall 20 Retention
Arts, Film, & Media	20	1	18	95%	4	11	80%	0	12	85%	2	9	80%
Business Administration	167	14	115	77%	15	79	65%	11	54	56%	14	41	57%
Education	84	8	59	80%	8	41	68%	5	35	67%	21	19	73%
Humanities & Social Sciences	114	12	85	85%	10	54	67%	4	49	66%	18	34	68%
Language & Letters	16	0	11	69%	1	6	44%	0	6	44%	0	6	44%
Biology, Chemistry, & Environmental Science	89	9	66	84%	8	46	71%	5	39	69%	5	22	55%
Engineering	81	5	60	80%	5	47	70%	11	33	67%	8	24	65%
Math & Physical Science	6	0	6	100%	1	3	67%	0	2	50%	2	0	50%
Nursing and Health	133	16	104	90%	7	66	67%	10	52	64%	23	33	67%
Total (Degree Seeking/Non-DC)	710	65	524	83%	59	353	67%	46	282	64%	93	188	64%
Total	920	65	625	75%	59	441	61%	47	361	58%	106	226	55%

**Table 7: Fall 2018 Cohort Retention by Academic Unit – Non-FTAC**

## IV. Cohort Retention: Fall 2019 to Fall 2020

The final three tables examine the retention of all students enrolled at Northern in the Fall of 2019 and those who returned Fall 2020. The retention rates account for students who graduated but it does not account for students who transferred out or students who left for the military.

Retention (%) is calculated as follows:  

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

Academic Unit	Fall 2019	Grads Fall 2019	Enrolled Spring 2020	Fall 19 to Spring 20 Retention	Grads Spring 2020	Enrolled Fall 2020	Fall 19 to Fall 20 Retention
Arts, Film, & Media	19	0	14	74%	2	10	63%
Business Administration	182	12	124	75%	16	100	70%
Education	88	8	65	83%	30	33	81%
Humanities & Social Sciences	119	5	88	78%	20	61	72%
Language & Letters	44	1	27	64%	1	14	36%
Biology, Chemistry, & Environmental Science	144	8	105	78%	8	70	60%
Engineering	90	11	65	84%	8	53	80%
Math & Physical Science	5	0	4	80%	2	1	60%
Nursing and Health	149	9	105	77%	21	81	74%
Total (Degree Seeking/Non-DC)	840	54	597	78%	108	414	69%
Total	1119	54	717	69%	119	495	60%

Table 8: Fall 19 Cohort Retention by Academic Unit

Academic Unit	Fall 2019	Grads Fall 2019	Enrolled Spring 2020	Fall 19 to Spring 20 Retention	Grads Spring 2020	Enrolled Fall 2020	Fall 19 to Fall 20 Retention
Arts, Film, & Media	1	0	0	0%	0	0	0%
Business Administration	23	0	15	65%	0	13	57%
Education	1	0	0	0%	0	0	0%
Humanities & Social Sciences	19	0	11	58%	0	8	42%
Language & Letters	27	0	15	56%	0	7	26%
Biology, Chemistry, & Environmental Science	34	0	23	68%	0	15	44%
Engineering	18	0	12	67%	0	12	67%
Math & Physical Science	1	0	1	100%	0	0	0%
Nursing and Health	28	0	22	79%	0	14	50%
Total (Degree Seeking/Non-DC)	152	0	99	65%	0	69	45%
Total	154	0	100	65%	0	70	45%

Table 9: Fall 19 Cohort Retention by Academic Unit FTAC

Academic Unit	Fall 2019	Grads Fall 2019	Enrolled Spring 2020	Fall 19 to Spring 20 Retention	Grads Spring 2020	Enrolled Fall 2020	Fall 19 to Fall 20 Retention
Arts, Film, & Media	18	0	14	78%	2	10	67%
Business Administration	159	12	109	76%	16	87	72%
Education	87	8	65	84%	30	33	82%
Humanities & Social Sciences	100	5	77	82%	21	53	79%
Language & Letters	17	1	12	76%	1	7	53%
Biology, Chemistry, & Environmental Science	110	8	82	82%	8	55	65%
Engineering	72	11	53	89%	8	41	83%

Math & Physical Science	4	0	3	75%	2	1	75%
Nursing and Health	121	9	83	76%	21	58	73%
Total (Degree Seeking/Non-DC)	688	54	498	80%	108	345	74%
Total	965	54	617	70%	119	425	62%

Table 10: Fall 19 Cohort Retention by Academic Unit Non FTAC

## V. Program Retention (Fall 2018 to Fall 2019 to Fall 2020)

Tables 8 through 10 demonstrate the retention of students within a program. That is, the percentage of students who enter a program in Fall 2018 and reenroll in the same program Fall 2019. Graduates are included in the calculation. Students who are retained at Northern but who move between programs are not included in the number of students retained. Similar to earlier sections the first table in this section contains the analysis for all students in the cohort. Subsequent tables contain information for FTACS followed by Other (non FTACS).

Retention (%) is calculated as follows:

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

Academic Unit	Fall Cohort 2018	Graduated Spring 19	Reenrolled Fall 2019 in same program	Program Retention	Graduated 19-20	Reenrolled Fall 2020 in same program	Fall 2018 to Fall 2020 Program Retention
Arts, Film, & Media	31	4	13	55%	2	4	32%
Business Administration	197	30	88	60%	30	42	52%
Education	98	13	40	54%	25	20	59%
Humanities & Social Sciences	134	20	60	60%	20	35	56%
Language & Letters	30	2	8	33%	0	1	10%

Biology, Chemistry, & Environmental Science	114	17	53	61%	12	28	50%
Engineering	103	11	48	57%	18	27	54%
Math & Physical Science	6	2	3	83%	2	0	67%
Nursing and Health	172	44	63	62%	31	28	60%
Total (Degree Seeking/Non-DC)	885	143	376	59%	140	185	53%
Total	1098	146	444	54%	154	203	46%

**Table 11 Program Retention by academic unit**

Academic Unit	Fall Cohort 2018	Graduated Spring 19	Reenrolled Fall 2019 in same program	Program Retention	Graduated 19-20	Reenrolled Fall 2020 in same program	Fall 2018 to Fall 2020 Program Retention
Arts, Film, & Media	11	0	5	45%	0	4	36%
Business Administration	30	0	13	43%	1	7	27%
Education	14	0	5	36%	1	3	29%
Humanities & Social Sciences	20	0	11	55%	1	5	30%
Language & Letters	14	0	5	36%		0	0%
Biology, Chemistry, & Environmental Science	25	0	11	44%	1	7	32%
Engineering	22	0	7	32%	0	7	32%
Math & Physical Science	0	0	0	-	0	0	-
Nursing and Health	39	0	16	41%	1	8	23%
Total (Degree Seeking/Non-DC)	175	0	73	42%	5	41	26%
Total	178	0	73	41%	5	41	26%

**Table 12: Fall 2018 Program Retention for FTAC Students**

Table 10 (a subset of table 8) displays the Fall 2018 program retention of students who were not enrolled as first-time freshmen (FTAC).

Academic Unit	Fall Cohort 2018	Graduated Spring 19	Reenrolled Fall 2019 in same program	Program Retention	Graduated 19-20	Reenrolled Fall 2020 in same program	Fall 2018 to Fall 2020 Program Retention
Arts, Film, & Media	20	4	8	60%	2	0	30%
Business Administration	167	30	75	63%	29	35	56%
Education	84	13	35	57%	24	17	64%
Humanities & Social Sciences	114	20	49	61%	19	30	61%
Language & Letters	16	2	3	31%	0	1	19%
Biology, Chemistry, & Environmental Science	89	17	42	66%	11	21	55%
Engineering	81	11	41	64%	18	20	60%
Math & Physical Science	6	2	3	83%	2	0	67%
Nursing and Health	133	44	47	68%	30	20	71%
Total (Degree Seeking/Non-DC)	710	143	303	63%	135	144	59%
Total	920	146	371	56%	149	162	50%

Table 13: Fall 2018 Program Retention for Non FTAC Students

## VI. Program Retention (Fall 2019 to Fall 2020)

---

Tables 11 through 13 demonstrate the retention of students within a program. That is, the percentage of students who enter a program in Fall 2019 and reenroll in the same program Fall 2020. Graduates are included in the calculation. Students who are retained at Northern but who move between programs are not included in the number of students retained. Similar to earlier sections the first table in this section contains the analysis for all students in the cohort. Subsequent tables contain information for FTACS followed by Other (non FTACS).

Retention (%) is calculated as follows:  

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

Academic Unit	Fall 2019	Grads Fall 2019	Enrolled Spring 2020	Fall 19 to Spring 20 Retention
Arts, Film, & Media	19	0	14	74%
Business Administration	182	12	125	75%
Education	88	8	65	83%
Humanities & Social Sciences	119	5	88	78%
Language & Letters	44	1	27	64%
Biology, Chemistry, & Environmental Science	144	8	105	78%
Engineering	90	11	65	84%
Math & Physical Science	5	0	4	80%
Nursing and Health	149	9	105	77%
Total (Degree Seeking/Non-DC)	840	54	598	78%
Total	1119	54	721	69%

**Table 14: Fall 2019 Program Retention**

Academic Unit	Fall 2019	Grads Fall 2019	Enrolled Spring 2020	Fall 19 to Spring 20 Retention
Arts, Film, & Media	1	0	0	0%

Business Administration	23	0	15	65%
Education	1	0	0	0%
Humanities & Social Sciences	19	0	11	58%
Language & Letters	27	0	15	56%
<hr/>				
Biology, Chemistry, & Environmental Science	34	0	23	68%
Engineering	18	0	12	67%
Math & Physical Science	1	0	1	100%
Nursing and Health	28	0	22	79%
Total (Degree Seeking/Non-DC)	152	0	99	65%
Total	154	0	100	65%

**Table 15: Fall 2019 Program Retention FTAC**

Academic Unit	Fall 2019	Grads Fall 2019	Enrolled Spring 2020	Fall 19 to Spring 20 Retention
Arts, Film, & Media	18	0	14	78%
Business Administration	159	12	110	77%
Education	87	8	65	84%
Humanities & Social Sciences	100	5	77	82%
Language & Letters	17	1	12	76%
<hr/>				
Biology, Chemistry, & Environmental Science	110	8	82	82%
Engineering	72	11	53	89%
Math & Physical Science	4	0	3	75%
Nursing and Health	121	9	83	76%
Total (Degree Seeking/Non-DC)	688	54	499	80%
Total	965	54	621	70%

**Table 16: Fall 2019 Program Retention Non-FTAC**



# Conclusion

---

Fall to Fall retention improved. The Fall 18 to Fall 19 retention for all degree seeking (non dual credit) students was 64%. That improved to 69% this year with the Fall 2019 to Fall 2020 retention. Two-year retention averaged 60% with a Fall 17 to Fall 19 retention of 60% and 59% for the Fall 18 to Fall 20 retention rate.

Cohort	Retained Fall 2018	Retained Fall 2019	Retained Fall 2020	Average Rate
Fall 2017	63%	56%	60%	59%
Fall 2018	-	64%	59%	61%
Fall 2019	-	-	69%	69%

It is important to note that these percentages are based on small size *n*'s and so big percentage gaps should be examined with consideration to the *n* size.

Northern continues to develop and pursue initiatives that will support and improve student retention. In recognition of the need for individualized student support and its contribution to higher retention rates of our students, the College has committed to the support and implementation of numerous, integrated student retention initiatives, including: (1) Campus-wide student advisement that involves professional staff and faculty in supporting students through their first-year; (2) a New Student Orientation program that based on best-practices in campus engagement and student development; and, (3) a strategic enrollment management plan. Through these efforts, Northern is engaged in ongoing analysis and continuous improvement of student satisfaction and engagement.

A majority of our non-traditional students continue to struggle with non-academic issues including, but not limited to, food insecurity, lack of transportation, and lack of internet access at home. Northern is addressing these non-cognitive factors by establishing a food pantry and a clothing closet. Academically, Northern is planning to adopt the Complete College America strategies starting with changing the course schedule during Fall 2020 to an 8-week cycle so that academic progress can be accelerated. Northern is also starting to implement a degree audit tracker that will allow students and academic advisors to plan a better road map toward

**completion.** Finally, Northern recently opened a peer tutoring initiative with course embedded tutors in high-attrition courses. The tutoring center will complement the math tutoring center and the writing center.