



**Strategic Framework  
Resource Team**

# **ENVIRONMENTAL SCAN: INSTITUTIONAL DATA & METRICS**

An examination of this topic relative to NKU and its current environment, as summarized by the Resource Team

**December 30, 2018**

## Acknowledgement:

Institutions are living systems, comprised of the dedication and aspirations of its community members. Something as important as charting the future the institution requires a collective effort across that entire system. The following team worked collaboratively in utilizing their knowledge, expertise, and experience in providing the Core Team the following environmental scan. We would like to recognize them for their hard work, their dedication to NKU, and their desire to help the Core Team chart a prosperous future for NKU, our students, and our region.

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## **Executive Summary**

The data within this report were compiled into nine categories; undergraduate enrollment, first-year to second-year retention, six-year graduation & completion rates, degrees awarded, student financial aid, student engagement and wellbeing, career engagement, benchmark comparisons, and employee data. Below is a summary of these data by category.

### **Undergraduate Enrollment**

- Although overall student enrollment increased in fall 2018, undergraduate enrollment is still on the decline.
- In fall 2017, low income students made up about a third (30.1%) of undergraduate enrollment.
- School Based Scholar enrollments have increased by 155% since 2012.
- URM students are more likely to be undeclared than their non-URM counterparts. Similar is true for low income students.
- In 2016-17, just over one-third of lower division courses were taught by part-time faculty, compared to one-fifth of upper division courses.

### **First-Year to Second-Year Retention**

- First to second fall retention has improved over the last few years, but has taken a recent decline this year for the fall 2017 B cohort.
- URM saw the steepest decline, from 72.4% in fall 2017 to 63.1% in fall 2018.
- Recently, first-time transfer students outperformed B-cohort students on second fall retention, with a retention rate of 72.5% in fall 2018 compared to 68.5% for the B-cohort.
- Adult student in PACE had a persistence rate of 63.9% for the incoming 2016-17 class. This is the lowest persistence rate for this population in the last five years.

### **Six-Year Graduation & Completion Rate**

- Preliminary graduation rate is 43.8%, an increase of 4.4 percentage points.
- These increases are expected for URM and low income students as well

### **Degrees Awarded**

- Overall bachelor's degrees have slightly declined from the prior year
- NKU continues to exceed our 2020 goal of 230 URM graduating students
- More B-cohort students are graduating in six years or less.
- Transfer students account for one-third of total baccalaureate degrees.

### **Student Financial Aid**

- Total financial aid awarded in FY 2018 was \$73,646,876, an increase of 30% from FY 2013.
- URM students account for 14.5% of total unique recipients, an increase of 2.5 percentage points from FY 2013.
- Second fall retention falls below 60% for students who have an unmet need of \$10,000 or more.
- Students with an unmet need of \$5,000 or more accounted for 42% of the 2016 B cohort.

### **Student Engagement and Wellbeing**

- First-year B-cohort Black students who participated in ROCKS had higher first fall GPAs and second fall retention than Black students who did not participate in the program.
- Low income student participation in Study Abroad is down 19 percent from 2013-14

- Top programs involved in research and creativity activities were chemistry (85%), psychological sciences (54.3%), and School of the Arts (34.2%).
- The current counseling staff to student ratio is 1 to 2,114. The International Association of Counseling Services recommends a ratio of 1 to 1,500.

### **Career Engagement**

- In 2017-18, the average hourly pay for internship/co-op students was \$15.02.
- Internship/co-op students seem generally close to representing the race/ethnicity demographic breakdown of NKU.
- In 2017-18, internship/co-op students' gender breakdown was 44% female and 56% male, which differs from the fall 2017 enrollment, which was 58% female and 42% male.

### **Benchmark Comparisons**

- NKU has made improvements in ten of 18 CPE metrics since 2015-16.
- All Kentucky public institutions improved on more metrics than NKU, with the exception of Kentucky State University and Western Kentucky University.
- NKU trails behind our SACSCOC benchmark institutions in graduation and retention rates.
- NKU has an average classroom size of 24.5 students, compared to an average class size of 26.2 for national peers.
- Several accrediting bodies have suggested increases in support staff and/or faculty to fully meet the size and scope of the programs.
- When compared to national averages, NKU's Honors College lags in student participation from multiple demographic groups such as male, African American, Asian, and Latino/Hispanic students.

### **Employee Data**

- As of November 2017, NKU had 1,958 employees, a decline of eight percent since 2013.
- NKU's voluntary separations of full-time staff in FY 2018 was 14.2%, up slightly from the prior year.
- So far in FY 19, NKU has lost staff employees to UC(5), Miami(3), and Xavier(1).
- Out of the 66 Faculty resignation letters, only 11 of them mentioned what school they were going to, with most going to an institution outside of the tristate area.

## Undergraduate Enrollment

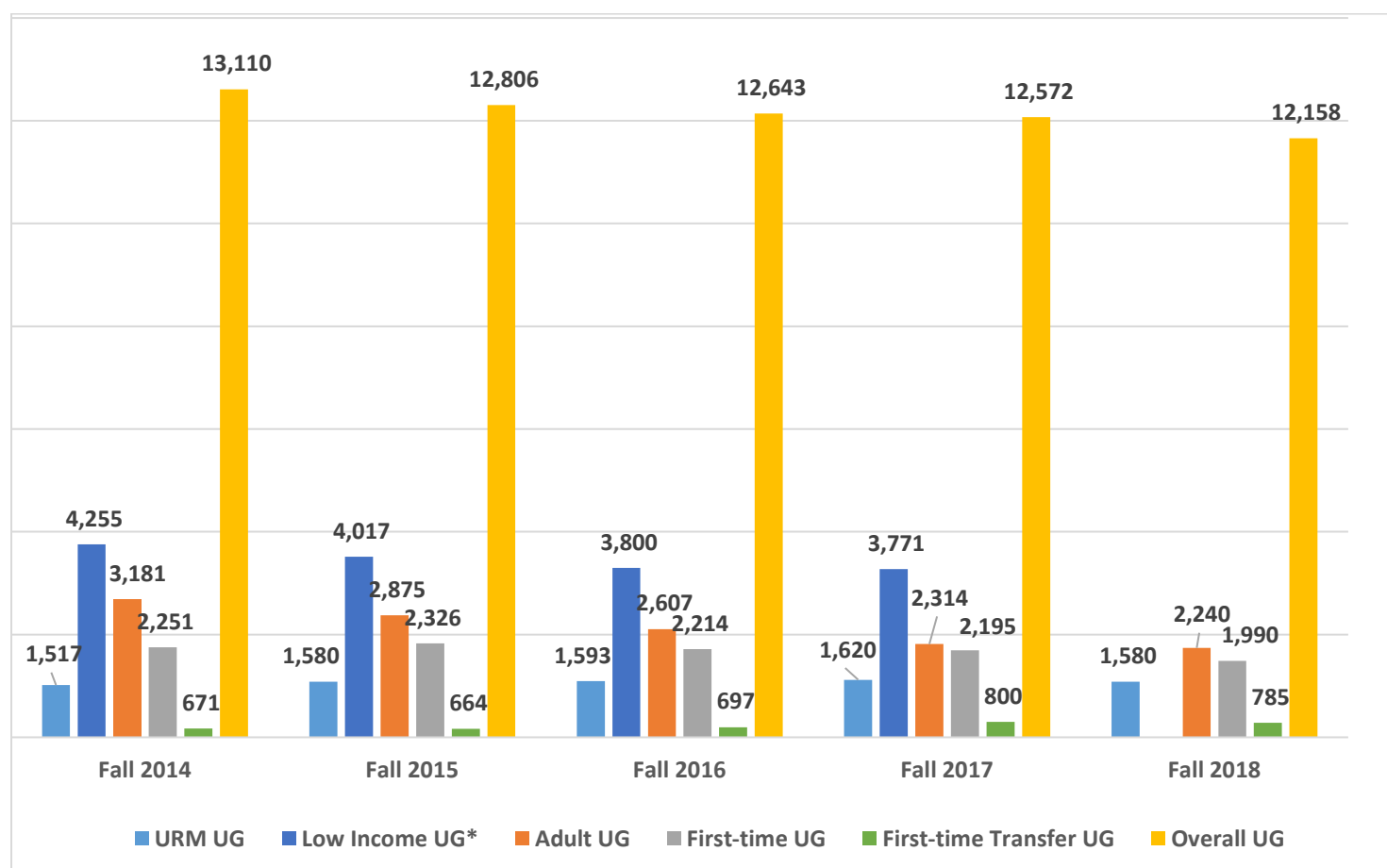
Although overall student enrollment increased in fall 2018, undergraduate enrollment is still on the decline. In fall 2018, underrepresented minority students accounted for about 13 percent of undergraduate headcount. In fall 2017, low income students made up about a third (30.1%) of undergraduate enrollment. Although first-time transfers have taken a slight decline in 2018, all transfer students have steadily increase over the last three years. Over half of first-time transfer students are from KY institutions.

URM students are more likely to be undeclared than their non-URM counterparts. Similar is true for low income students as well. Furthermore, as high school GPA and ACT composite increased, undeclared majors decreased. As pre-college indicators increased, so did enrollments in majors like Computer Science and Biological Sciences.

School Based Scholar enrollments have increased by 155% since 2012. In fall 2018, SBS students accounted for nearly 13% of undergraduate enrollment. Of SBS graduating seniors in fall 2017, nearly a third enrolled the following fall as a first-time student.

In 2016-17, just over one-third of lower division courses were taught by part-time faculty, compared to one-fifth of upper division courses. Proportion of total credit hours taught by part-time faculty have been relatively stable since 2012, with a five-year average of 28.3%. Both COB and COEHS are considerably lower than the overall university credit hours taught by part-time faculty, with proportions around 20 percent.

**Table 1.1 Undergraduate Student Enrollment**



\*Low Income for fall 2018 will not be reported until fall 2019.

**Table 1.2 Transfer Student Enrollment**

Categories	2015-16		2016-17		2017-18	
# Transfer Students	1,943	0.3% increase over previous year	1,994	3% increase over previous year	2,229	12% increase over previous year
# Transfer Hours	79,147	5% decrease from previous year	80,567	2% increase from previous year	91,235	13% increase from previous year
# FTT Students	1,082	56% of Transfer Students are FTT	1,119	56% of Transfer Students are FTT	1,150	52% of Transfer Students are FTT
# FTT Hours	61,207	77% of Transfer Hours are FTT	63,304	79% of Transfer Hours are FTT	66,872	73% of Transfer Hours are FTT
# KCTCS Students	659	34% of Transfer Students are KCTCS	677	34% of Transfer Students are KCTCS	758	34% of Transfer Students are KCTCS
# KCTCS Hours	20,085	25% of Transfer Hours are KCTCS	21,958	27% of Transfer Hours are KCTCS	26,284	29% of Transfer Hours are KCTCS
# FTT KCTCS Students	296	27% of FTT Students are KCTCS	321	29% of FTT Students are KCTCS	338	29% of FTT Students are KCTCS
# FTT KCTCS Hours	13,966	23% of FTT Hours are KCTCS	15,192	24% of FTT Hours are KCTCS	16,537	25% of FTT Hours are KCTCS
# KY Transfer Students	1,039	53% of Transfer Students are from KY Schools	1,107	56% of Transfer Students are from KY Schools	1,248	56% of Transfer Students are from KY Schools
# FTT KY Students	521	48% of FTT Students are KY Transfers	534	48% of FTT Students are KY Transfers	561	49% of FTT Students are KY Transfers

**Table 1.3 Top Declared Majors-URM**

First Major	Fall 2014		Fall 2015		Fall 2016		Fall 2017	
	Count	%	Count	%	Count	%	Count	%
Social Work Major	82	5%	63	4%	63	4%	56	3%
Psychology Major (BA)	37	2%	42	3%	45	3%	53	3%
Biological Sciences Major (BS)	49	3%	50	3%	48	3%	51	3%
Organizational Leadership Major	50	3%	48	3%	49	3%	51	3%
Computer Information Technology Major	32	2%	32	2%	37	2%	49	3%
Computer Science Major	25	2%	40	3%	31	2%	43	3%
Electronic Media and Broadcasting Major	38	3%	40	3%	41	3%	40	2%
Communication Studies Major	52	3%	56	4%	51	3%	38	2%
Nursing Pre-Major BSN/No RN	47	3%	39	2%	34	2%	38	2%
Criminal Justice Major (BA)	26	2%	33	2%	37	2%	34	2%
Elementary Education Pre-Major	21	1%	21	1%	23	1%	30	2%
Psychology Major (BS)	27	2%	25	2%	31	2%	30	2%
Integrative Studies Major (BA)	14	1%	20	1%	31	2%	29	2%
Nursing Major Traditional	22	1%	29	2%	26	2%	29	2%
Visual Communication Design Major (BA)	25	2%	24	2%	29	2%	28	2%
English Major	22	1%	28	2%	35	2%	25	2%
Theatre Arts Major (BA)	19	1%	23	1%	18	1%	24	1%
Public Relations Major	26	2%	28	2%	33	2%	22	1%
Studio Arts Major (BA)	21	1%	19	1%	20	1%	21	1%
Media Informatics Major	11	1%	11	1%	16	1%	20	1%



**Table 1.4 Undeclared Major by URM Status**

URM Status	Fall 2014		Fall 2015		Fall 2016		Fall 2017	
	Count	%	Count	%	Count	%	Count	%
Undeclared-URM	254	18%	258	17%	213	14%	246	16%
Undeclared-Not URM	1,097	10%	985	10%	914	9%	960	10%

Note: Percentage of undeclared out of all degree-seeking students.

**Table 1.5 STEM+H Major by URM Status**

STEM+H Major	Fall 2014		Fall 2015		Fall 2016		Fall 2017	
	Count	%	Count	%	Count	%	Count	%
No	1,151	75.9%	1,190	75.3%	1,210	76.0%	1,234	76.2%
Yes	366	24.1%	390	24.7%	383	24.0%	386	23.8%

**Table 1.6 Top Declared Majors-Low Income**

First Major	Fall 2014		Fall 2015		Fall 2016		Fall 2017	
	Count	%	Count	%	Count	%	Count	%
Social Work Major	191	4%	188	5%	178	5%	164	4%
Computer Information Technology Major	113	3%	117	3%	121	3%	129	3%
Biological Sciences Major (BS)	122	3%	121	3%	111	3%	123	3%
Psychology Major (BA)	97	2%	100	2%	113	3%	119	3%
Computer Science Major	115	3%	115	3%	101	3%	111	3%
Elementary Education Pre-Major	94	2%	90	2%	98	3%	109	3%
Nursing Pre-Major BSN/No RN	109	3%	104	3%	104	3%	103	3%
Organizational Leadership Major	158	4%	140	3%	111	3%	100	3%
Nursing Major Traditional	119	3%	100	2%	94	2%	99	3%
Integrative Studies Major (BA)	76	2%	61	2%	81	2%	88	2%
Communication Studies Major	111	3%	115	3%	94	2%	86	2%
English Major	83	2%	96	2%	108	3%	86	2%
Criminal Justice Major (BA)	104	2%	101	3%	87	2%	83	2%
Electronic Media and Broadcasting Major	90	2%	79	2%	88	2%	75	2%
Psychology Major (BS)	95	2%	89	2%	76	2%	73	2%
Studio Arts Major (BA)	70	2%	67	2%	58	2%	63	2%
Visual Communication Design Major (BA)	67	2%	63	2%	53	1%	60	2%
Exercise Science Major	44	1%	52	1%	53	1%	59	2%
Health Science Major	77	2%	72	2%	61	2%	57	2%
Media Informatics Major	46	1%	48	1%	50	1%	51	1%

**Table 1.7**

Undeclared Major by Low Income Status								
	Fall 2014		Fall 2015		Fall 2016		Fall 2017	
Low Income Status	Count	%	Count	%	Count	%	Count	%
Undeclared-Low Income	561	13%	527	13%	454	12%	528	14%
Undeclared-Not Low Income	764	9%	710	8%	656	7%	660	7%

**Table 1.8 STEM+H Major by Low Income Status**

	Fall 2014		Fall 2015		Fall 2016		Fall 2017	
STEM+H Major	Count	%	Count	%	Count	%	Count	%
No	3,056	71.8%	2,924	72.8%	2,710	71.3%	2,701	71.6%
Yes	1,199	28.2%	1,093	27.2%	1,090	28.7%	1,070	28.4%

**Table 1.9 Initial First Major of Fall 2017 A & B Cohorts by HSGPA**

	Less than 2.5		2.5-2.99		3.0-3.49		3.5+		Total	
Major	Count	%	Count	%	Count	%	Count	%	Count	%
Undeclared in University Studies (BA)	18	9.6%	41	13.1%	62	11.5%	94	9.0%	215	10.3%
Undeclared in Arts & Sciences (BA)	22	11.7%	39	12.5%	42	7.8%	79	7.6%	182	8.7%
Nursing Pre-Major BSN/No RN	4	2.1%	10	3.2%	24	4.4%	94	9.0%	132	6.3%
Undeclared in University Studies (AA)	28	14.9%	36	11.5%	45	8.3%	12	1.2%	121	5.8%
Computer Science Major	8	4.3%	16	5.1%	35	6.5%	40	3.8%	99	4.8%
Biological Sciences Major (BS)	1	0.5%	7	2.2%	10	1.8%	65	6.3%	83	4.0%
Elementary Education Pre-Major	3	1.6%	9	2.9%	17	3.1%	39	3.8%	68	3.3%
Computer Information Technology Major	7	3.7%	11	3.5%	18	3.3%	25	2.4%	61	2.9%
Undeclared in BN (BS)	7	3.7%	9	2.9%	12	2.2%	23	2.2%	51	2.4%
Visual Communication Design Major (BA)	2	1.1%	6	1.9%	12	2.2%	26	2.5%	46	2.2%
Psychology Major (BA)	6	3.2%	6	1.9%	5	0.9%	25	2.4%	42	2.0%
Theatre Arts Major (BA)	2	1.1%	3	1.0%	11	2.0%	25	2.4%	41	2.0%
Athletic Training Education Pre-Major	6	3.2%	4	1.3%	9	1.7%	16	1.5%	35	1.7%
General Business Pre-Major (BSBA)	3	1.6%	4	1.3%	14	2.6%	14	1.3%	35	1.7%
Accounting Pre-Major (BSBA)	1	0.5%	3	1.0%	6	1.1%	24	2.3%	34	1.6%
Marketing Pre-Major (BSBA)	3	1.6%	7	2.2%	9	1.7%	15	1.4%	34	1.6%
Social Work Major	1	0.5%	6	1.9%	12	2.2%	15	1.4%	34	1.6%
Psychology Major (BS)	2	1.1%	2	0.6%	9	1.7%	18	1.7%	31	1.5%
English Major		0.0%	6	1.9%	6	1.1%	18	1.7%	30	1.4%
Undeclared in University Studies (BS)	6	3.2%	10	3.2%	11	2.0%	3	0.3%	30	1.4%

**Table 1.10 Initial First Major of Fall 2017 A & B Cohorts by ACT Composite Score**

	Less than 21		21-23		24-25		26+		Total	
Major	Count	%	Count	%	Count	%	Count	%	Count	%
Undeclared in University Studies (BA)	96	17.8%	52	9.2%	23	6.4%	39	7.2%	210	10.5%
Undeclared in Arts & Sciences (BA)	65	12.1%	42	7.4%	27	7.5%	46	8.5%	180	9.0%
Nursing Pre-Major BSN/No RN	11	2.0%	52	9.2%	38	10.5%	26	4.8%	127	6.3%
Undeclared in University Studies (AA)	114	21.2%	1	0.2%		0.0%		0.0%	115	5.7%
Computer Science Major	13	2.4%	27	4.8%	15	4.2%	39	7.2%	94	4.7%
Biological Sciences Major (BS)	3	0.6%	20	3.5%	13	3.6%	46	8.5%	82	4.1%
Elementary Education Pre-Major	16	3.0%	28	4.9%	11	3.0%	13	2.4%	68	3.4%
Computer Information Technology Major	10	1.9%	18	3.2%	10	2.8%	22	4.1%	60	3.0%
Undeclared in BN (BS)	15	2.8%	12	2.1%	8	2.2%	16	3.0%	51	2.5%
Visual Communication Design Major (BA)	5	0.9%	15	2.7%	11	3.0%	14	2.6%	45	2.2%
Psychology Major (BA)	8	1.5%	7	1.2%	12	3.3%	14	2.6%	41	2.0%
Theatre Arts Major (BA)	4	0.7%	12	2.1%	12	3.3%	11	2.0%	39	1.9%
Athletic Training Education Pre-Major	14	2.6%	11	1.9%	6	1.7%	4	0.7%	35	1.7%
Accounting Pre-Major (BSBA)	6	1.1%	9	1.6%	5	1.4%	14	2.6%	34	1.7%
Social Work Major	9	1.7%	16	2.8%	3	0.8%	6	1.1%	34	1.7%
Marketing Pre-Major (BSBA)	7	1.3%	10	1.8%	4	1.1%	12	2.2%	33	1.6%
General Business Pre-Major (BSBA)	9	1.7%	11	1.9%	6	1.7%	5	0.9%	31	1.5%
English Major	5	0.9%	8	1.4%	7	1.9%	10	1.8%	30	1.5%
Psychology Major (BS)	6	1.1%	9	1.6%	10	2.8%	5	0.9%	30	1.5%
Engineering Pre-Major (BS)	3	0.6%	6	1.1%	5	1.4%	14	2.6%	28	1.4%

**Table 1.11**

### School Based Scholars Overview

School Based Scholars	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Total Participants	602	645	982	1,036	1,122	1,415	1,534
High School Senior Participants	378	391	611	727	684	835	908
High School Junior Participants	224	253	371	309	437	552	589
High School Sophomore Participants	NA	1	NA	NA	1	17	11
High School Freshmen Participants	NA	NA	NA	NA	NA	11	26
Seniors who Graduated and Enrolled Next Fall as FTS	106	117	190	194	219	261	
% of Seniors who enrolled in NKU (Yield %) next Fall	28.0%	29.9%	31.1%	26.7%	32.0%	31.3%	
SBS Yield (of Seniors) After 1.5 years*	34.9%	37.1%	36.8%	31.4%	36.8%		
SBS Yield (of Seniors) After 2.5 years*	37.0%	39.4%	37.6%	34.0%			
SBS Yield (of Seniors) After 3.5 years*	39.2%	40.2%	39.9%				

\* Entering any term as a degree-seeking First-time Student or First-time Transfer.

**Table 1.12 2016-2017 Credit Hours by Course Level and FT-PT Faculty Status**

	Full-Time		Part-Time		Not Available		
Course Level	Credit Hrs. #	Credit Hrs. %	Credit Hrs. #	Credit Hrs. %	Credit Hrs. #	Credit Hrs. %	TOTAL Hours
Lower Division	116,614.0	64%	63,246.0	35%	1,352.0	1%	181,212.0
Upper Division	99,369.0	80%	24,201.0	20%	462.0	0%	124,032.0

**Table 1.13 Credit Hours by Full-Part-time Faculty Status**

Faculty Full or Part Time	Measure	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Full-Time	Credit Hours	262,648.0	263,983.0	257,304.0	244,082.0	240,487.0
	Credit Hours %	71.0	72.5	72.4	69.9	70.2
	Faculty Count	608	607	595	596	564
Part-Time	Credit Hours	104,257.0	99,479.5	97,019.0	103,146.5	99,832.5
	Credit Hours %	28.2	27.3	27.3	29.6	29.2
	Faculty Count	655	664	632	652	610
Faculty not assigned to a college	Credit Hours	2,874.0	445.0	1,160.0	1,815.5	2,074.0
	Credit Hours %	0.8	0.1	0.3	0.5	0.6
	Faculty Count	N/A	N/A	N/A	N/A	N/A

**Table 1.14 Credit Hours by College and Full-Part-Time Faculty Status**

Faculty College	Faculty Status	Measure	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Chase College of Law	Full-Time	Credit Hours	12,955.0	11,066.0	9,233.0	8,516.0	8,286.0
		Credit Hours %	86.6	82.1	81.0	73.7	75.3
		Faculty Count	35	29	27	25	24
	Part-Time	Credit Hours	1,996.0	2,416.0	2,168.0	3,038.0	2,721.0
		Credit Hours %	13.4	17.9	19.0	26.3	24.7
		Faculty Count	34	32	30	32	28
	<b>Total</b>	<b>Credit Hours</b>	<b>14,951.0</b>	<b>13,482.0</b>	<b>11,401.0</b>	<b>11,554.0</b>	<b>11,007.0</b>
		<b>Faculty Count</b>	<b>68</b>	<b>61</b>	<b>57</b>	<b>57</b>	<b>52</b>
College of Arts & Sciences	Full-Time	Credit Hours	143,412.0	140,563.0	136,724.0	128,555.0	124,324.0
		Credit Hours %	70.3	70.1	70.5	68.1	67.3
		Faculty Count	293	295	287	282	269
	Part-Time	Credit Hours	60,446.0	59,895.5	57,268.0	60,319.5	60,387.5
		Credit Hours %	29.7	29.9	29.5	31.9	32.7
		Faculty Count	306	313	300	316	320
	<b>Total</b>	<b>Credit Hours</b>	<b>203,858.0</b>	<b>200,458.5</b>	<b>193,992.0</b>	<b>188,874.5</b>	<b>184,711.5</b>
		<b>Faculty Count</b>	<b>584</b>	<b>600</b>	<b>573</b>	<b>584</b>	<b>583</b>
College of Business	Full-Time	Credit Hours	29,913.0	31,368.0	33,131.0	30,159.0	28,387.0
		Credit Hours %	86.5	88.9	88.9	82.0	79.7
		Faculty Count	65	65	65	63	60
	Part-Time	Credit Hours	4,650.0	3,927.0	4,140.0	6,609.0	7,225.0
		Credit Hours %	13.5	11.1	11.1	18.0	20.3
		Faculty Count	35	28	28	37	42
	<b>Total</b>	<b>Credit Hours</b>	<b>34,563.0</b>	<b>35,295.0</b>	<b>37,271.0</b>	<b>36,768.0</b>	<b>35,612.0</b>
		<b>Faculty Count</b>	<b>100</b>	<b>93</b>	<b>93</b>	<b>100</b>	<b>102</b>
College of Educ & Human Serv	Full-Time	Credit Hours	24,927.0	28,127.0	27,191.0	26,391.0	26,102.0
		Credit Hours %	72.0	80.1	79.9	80.6	79.5
		Faculty Count	69	71	74	76	70
	Part-Time	Credit Hours	9,698.0	7,007.0	6,832.0	6,342.0	6,731.0
		Credit Hours %	28.0	19.9	20.1	19.4	20.5
		Faculty Count	67	72	64	55	62
	<b>Total</b>	<b>Credit Hours</b>	<b>34,625.0</b>	<b>35,134.0</b>	<b>34,023.0</b>	<b>32,733.0</b>	<b>32,833.0</b>
		<b>Faculty Count</b>	<b>132</b>	<b>139</b>	<b>137</b>	<b>129</b>	<b>129</b>

**Table 1.14 Continued**

Faculty College	Faculty Status	Measure	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
College of Informatics	Full-Time	Credit Hours	29,975.0	30,856.0	30,398.0	31,370.0	33,918.0
		Credit Hours %	64.4	65.0	63.8	64.5	67.8
		Faculty Count	63	67	64	69	71
	Part-Time	Credit Hours	16,539.0	16,595.0	17,237.0	17,274.0	16,136.0
		Credit Hours %	35.6	35.0	36.2	35.5	32.2
		Faculty Count	81	89	86	87	78
	Total	<b>Credit Hours</b>	<b>46,514.0</b>	<b>47,451.0</b>	<b>47,635.0</b>	<b>48,644.0</b>	<b>50,054.0</b>
		<b>Faculty Count</b>	<b>143</b>	<b>156</b>	<b>149</b>	<b>152</b>	<b>149</b>
Faculty who are not assigned to a college*	Not Available	Credit Hours	17,450.0	14,027.0	13,286.0	12,777.5	10,702.0
		Faculty Count	N/A	N/A	N/A	N/A	N/A

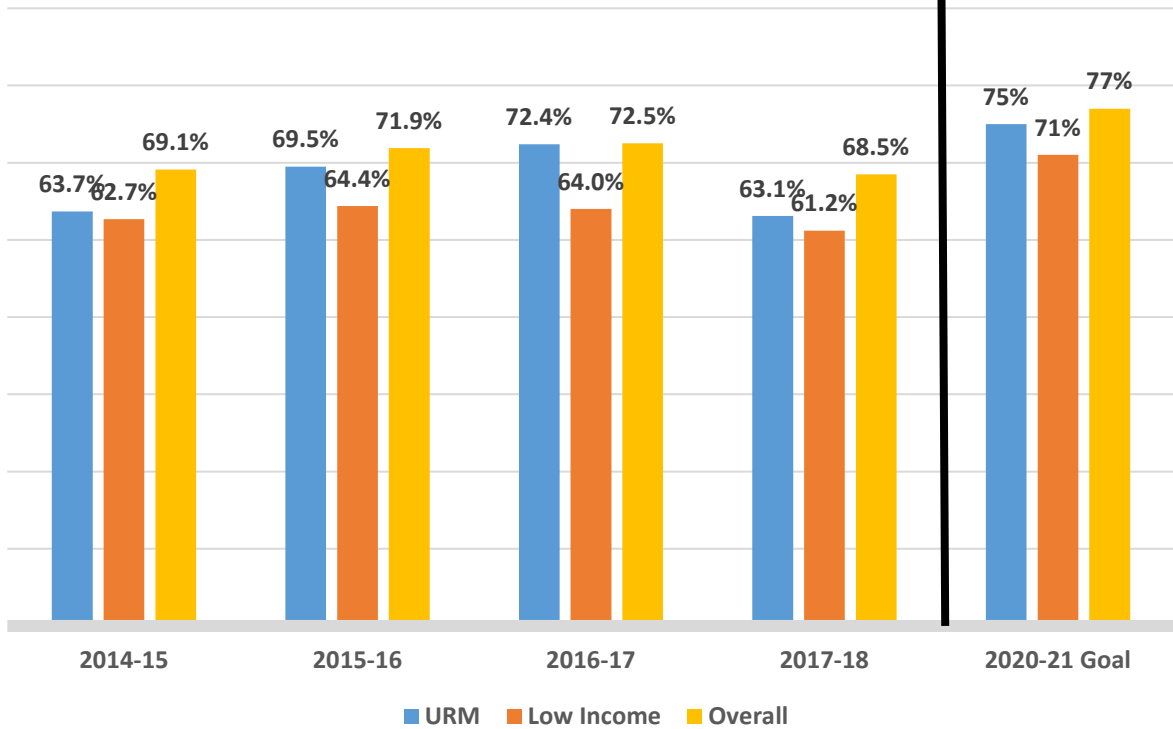
\*This includes faculty who also are staff, faculty within Undergraduate Academic Affairs, and faculty not within a college, such as librarians, UNV 101 faculty, etc.

### First-Year to Second-Year Retention

First to second fall retention has improved over the last few years, but has taken a recent decline this year for the fall 2017 B cohort. This decline has impacted underrepresented groups as well, such as URM and low income, with URM seeing the steepest decline from 72.4% in fall 2017 to 63.1% in fall 2018. When observing retention by college readiness indicators, such as HSGPA and ACT composite score, find that HSGPA is a better predictor of student retention than ACT composite score. We also find that students who enter with credit for prior learning (CPL) are much more likely to be retained, with a retention rate of 80.7% compared to 62% of non-CPL students.

Recently, first-time transfer students out performed B-cohort students on second fall retention, with a retention rate of 72.5% in fall 2018 compared to 68.5% for the B-cohort. Just over half of the fall 2017 B-cohort are first generation students. These students continue to lag in retention when compared to non-first generation students. Adult students who enrolled in the Program for Adult Centered Education (PACE) as either a first-time student or a first-time transfer, have a persistence rate of 63.9% for the 2016-17 incoming class. This is the lowest second year persistence rate for this program in the last five years.

Table 2.1 Second-Year Retention by Student Group



Student Retention by HSGPA and ACT Composite-Quadrant Analysis

Students were plotted on a Cartesian grid with high school GPA serving as the y-axis and ACT composite scores serving as the x-axis. The intersection occurred at an ACT of 23 and a high school GPA of 3.0 or higher. This allowed the examination of retention within each quadrant. You can see how those Quadrants were defined below.

Table 2.2 HSGPA and ACT Composite Quadrants

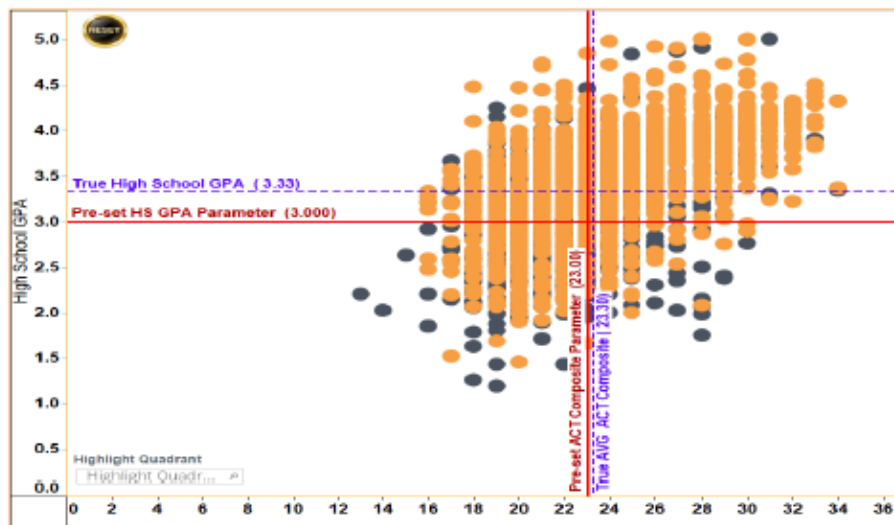
High School GPA and ACT	
<b>Quadrant 2:</b> ACT Composite < 23 HS GPA = 3.0 or higher	<b>Quadrant 1:</b> ACT Composite = 23 or higher HS GPA = 3.0 or higher
<b>Quadrant 3:</b> ACT Composite < 23 HS GPA < 3.0	<b>Quadrant 4:</b> ACT Composite = 23 or higher HS GPA < 3.0

The tables below show the number of students within each quadrant, the proportion of all students represented in the quadrant, and then the 2nd and 3<sup>rd</sup> fall retention for that quadrant. A visual has also been provided to show plots for each year.

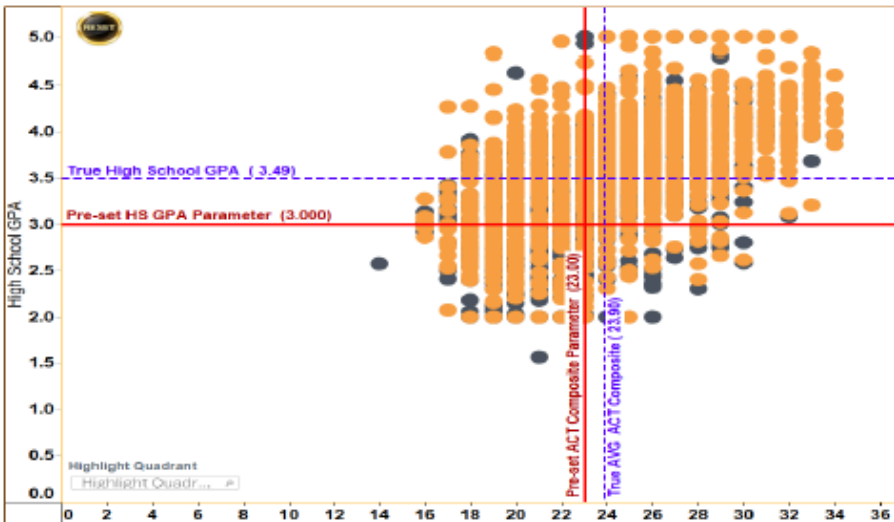
**Table 2.3 Quadrant Analysis Cohort Comparisons**

**Cohort Comparisons**

Fall 2014	1,903	
Average HS GPA	3.33	
Average ACT	23.3	
Quad I (upper right)	869	45.7%
Retention	688	79.2%
Retention 3rd Fall	614	70.7%
Quad II (upper left)	488	25.6%
Retention	347	71.1%
Retention 3rd Fall	298	61.1%
Quad III (lower left)	402	21.1%
Retention	200	49.8%
Retention 3rd Fall	146	36.3%
Quad IV (lower right)	144	7.6%
Retention	70	48.6%
Retention 3rd Fall	46	31.9%



Fall 2016	1,835	
Average HS GPA	3.49	
Average ACT	23.92	
Quad I (upper right)	989	53.9%
Retention	811	82.0%
Retention 3rd Fall		
Quad II (upper left)	443	24.1%
Retention	302	68.2%
Retention 3rd Fall		
Quad III (lower left)	287	15.6%
Retention	154	53.7%
Retention 3rd Fall		
Quad IV (lower right)	116	6.3%
Retention	60	51.7%
Retention 3rd Fall		





**Table 2.4 Retention of First Time Transfer Students**

First Fall Enrollment				
Cohort Term	FFE	1st Spring	2nd Fall	3rd Fall
Fall 2008	740	85.8%	71.5%	55.5%
Fall 2009	715	84.8%	68%	50.9%
Fall 2010	731	84.1%	69.4%	50.8%
Fall 2011	694	86.9%	71.2%	50.9%
Fall 2012	886	85.6%	72.6%	52.4%
Fall 2013	799	88%	73.6%	53.1%
Fall 2014	671	86%	73.8%	51.4%
Fall 2015	664	86.4%	72.9%	50.5%
Fall 2016	697	83.4%	71.2%	47.2%
Fall 2017	800	84.1%	72.5%	
Fall 2018	785			

**Table 2.5 PACE (Program for Adult Centered Education)**

**Persistence Rates by Student Beginning Fiscal Year & First-Time Student/Transfer Status**

First Fiscal Year / FTS or FTT Status	N Students	N Persist 2nd Yr	% Persist 2nd Yr	N Persist 3rd Yr	% Persist 3rd Yr
<b>2012-2013</b>	<b>87</b>	<b>67</b>	<b>77.01%</b>	<b>54</b>	<b>62.07%</b>
First-Time Student	12	8	66.67%	7	58.33%
First-Time Transfer	75	59	78.67%	47	62.67%
<b>2013-2014</b>	<b>76</b>	<b>60</b>	<b>78.95%</b>	<b>41</b>	<b>53.95%</b>
First-Time Student	12	12	100.00%	10	83.33%
First-Time Transfer	64	48	75.00%	31	48.44%
<b>2014-2015</b>	<b>64</b>	<b>58</b>	<b>90.63%</b>	<b>43</b>	<b>67.19%</b>
First-Time Student	13	11	84.62%	10	76.92%
First-Time Transfer	51	47	92.16%	33	64.71%
<b>2015-2016</b>	<b>54</b>	<b>39</b>	<b>72.22%</b>	<b>32</b>	<b>59.26%</b>
First-Time Student	11	6	54.55%	4	36.36%
First-Time Transfer	43	33	76.74%	28	65.12%
<b>2016-2017</b>	<b>61</b>	<b>39</b>	<b>63.93%</b>		
First-Time Student	8	7	87.50%		
First-Time Transfer	53	32	60.38%		
<b>2017-2018</b>	<b>48</b>				
First-Time Student	9				
First-Time Transfer	39				

**Table 2.6 Retention by First Generation Status**

First Fall Enrollment				
Cohort Term	FFE	1st Spring	2nd Fall	3rd Fall
Fall 2012	1,025	84.1%	62.4%	50.5%
Fall 2013	1,111	85.3%	64.2%	51.8%
Fall 2014	1,064	84.5%	64.9%	53.2%
Fall 2015	996	85.9%	67%	55.7%
Fall 2016	975	84.8%	65.7%	52.4%
Fall 2017	1,023	83.8%	65.3%	

**Table 2.7 Second Fall Retention by credit for prior learning**

Cohort	Credit for Prior Learning	% Retained	Total
Fall 2017	Yes	80.7%	597
	No	62.0%	1,493
	<b>Total Cohort</b>	<b>67.4%</b>	<b>2,090</b>
Fall 2016	Yes	86.9%	642
	No	64.1%	1,464
	<b>Total Cohort</b>	<b>71.1%</b>	<b>2,106</b>
Fall 2015	Yes	85.7%	624
	No	63.9%	1,581
	<b>Total Cohort</b>	<b>70.1%</b>	<b>2,205</b>

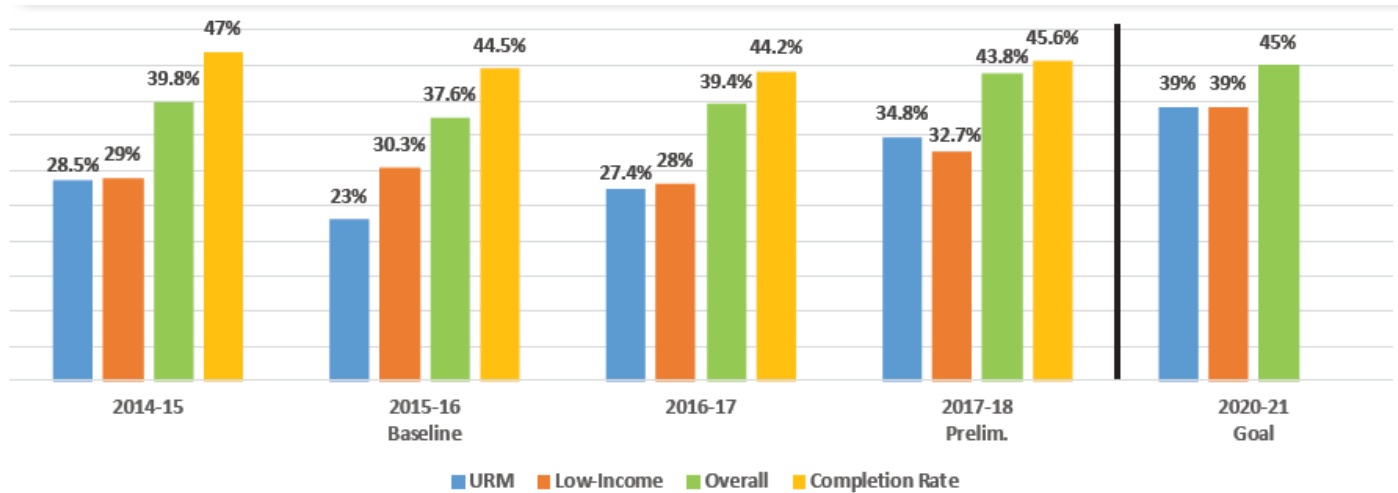
**Table 2.8 First Gen: 2nd Fall Retention by credit for prior learning**

Cohort	Credit for Prior Learning	% Retained	Total
Fall 2017 (n=2,090)	Yes	79.2%	289
	No	58.5%	836
	<b>Total First Gen</b>	<b>63.8%</b>	<b>1,125</b>
Fall 2016 (n=2,106)	Yes	86.2%	283
	No	56.5%	794
	<b>Total First Gen</b>	<b>64.3%</b>	<b>1,077</b>
Fall 2015 (n=2,205)	Yes	81.6%	255
	No	59.3%	848
	<b>Total First Gen</b>	<b>64.5%</b>	<b>1,103</b>

## Six-Year Graduation & Completion Rate

Six-year graduation rates are expected to be up for the 2017-18 year. Preliminary graduation rate is 43.8%, an increase of 1.4 percentage points. These increases are expected for URM and low income students as well. In addition, similar to retention, as ACT score and HSGPA increases, so does graduation rate.

**Table 3.1 Six-Year Graduation & Completion Rate by Student Group**



**Table 3.2 Graduation Rate by ACT Score and HSGPA**

	Total Student Count	6 yr. Grad Rate
<b>Composite ACT</b>		
18 or Less	311	25.4%
19-21	704	32.4%
22-23	394	40.6%
24-27	497	49.5%
28+	131	68.7%
<b>Math ACT</b>		
15 or Less	63	19.0%
16-19	728	31.3%
20-23	620	35.6%
24-26	418	46.9%
27+	212	70.3%
<b>HSGPA</b>		
<2.0	52	9.6%
2.0-2.29	118	18.6%
2.3-2.69	307	20.2%
2.7-2.99	338	24.3%
3.0-3.29	411	34.8%
3.3-3.59	390	47.7%
3.6+	550	65.6%

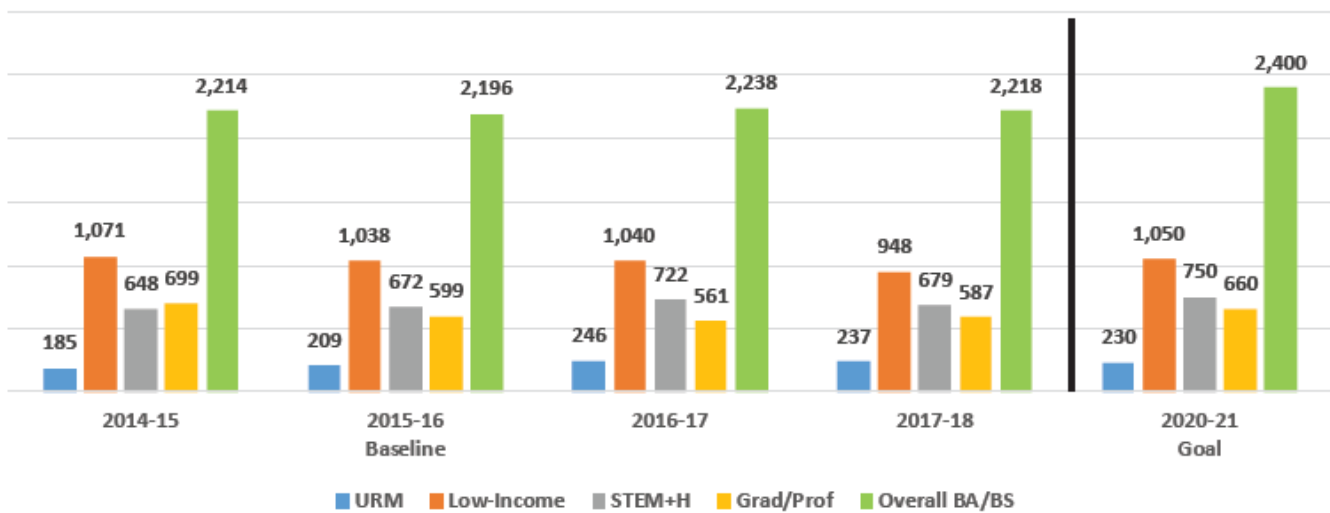
## Degrees Awarded

Overall bachelor's degrees have slightly declined from the prior year, however NKU continues to exceed our 2020 goal of 230 URM graduating students. Furthermore, graduate and professional degrees increased from the prior year as well. STEMH bachelor's degrees are down by 6 percent from the prior year.

There has been a shift in age distribution of graduate/professional degree earners. In 2016-17, 42.2% of graduate/professional degree earners were under the age of 30. In 2017-18, this age group only accounted for 7.2% of graduate/professional degree earners.

More B-cohort students are graduating in six years or less. B-cohort students graduating in six years or less accounted for 48% of 2017-18 bachelor's degrees, compared to 42.9% in 2015-16. Transfer students account for one-third of total baccalaureate degrees.

**Table 4.1 Degrees Awarded by Student Group and Degree Type**



**Table 4.2 Age Distribution and Average Age of Students:  
Graduating in 2016-17 and 2017-18**

Undergraduates	Fiscal Year	Less than age 25	Ages 25-30	Age 31 or older	Total	Average Age
	FY 16-17	1,408 60.7%	503 21.7%	409 17.6%	2,320	26.7
	FY 17-18	1,494 64.5%	453 19.6%	369 15.9%	2,326	26.2
Graduates	Fiscal Year	Less than age 30	Ages 30-35	Age 36 or older	Total	Average Age
	FY 16-17	258 42.2%	137 22.4%	217 35.5%	612	34.2
	FY 17-18	46 7.2%	281 43.1%	316 49.1%	643	33.8

**Table 4.3 Baccalaureate Degree Earners by Entry Status**

	2015 - 2016		2016-2017		2017-2018	
B cohort within 6 yrs.	941	42.9%	1,003	44.8%	1,079	48.6%
B cohort beyond 6 yrs.	182	8.3%	178	8.0%	178	6.9%
Transfers	770	35.1%	766	34.2%	719	32.4%
Others	303	13.8%	291	13.0%	242	10.9%
<b>Totals</b>	<b>2,196</b>	<b>100.00%</b>	<b>2,238</b>	<b>100.00%</b>	<b>2,218</b>	<b>100.00%</b>

**Table 4.4 Trend Analysis of Bachelor's Degree Earners**

	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	1 yr. trend	5 yr. trend
<b>All Bachelor's Degrees</b>	<b>2,109</b>	<b>2,143</b>	<b>2,214</b>	<b>2,196</b>	<b>2,238</b>	<b>2,218</b>	<b>-0.9%</b>	<b>5.2%</b>
Low Income Bachelor's Degrees*	942	962	1,071	1,038	1,040		<b>0.2%</b>	<b>10.4%</b>
URM Bachelor's Degrees	132	183	185	209	246	237	<b>-3.66%</b>	<b>79.5%</b>
STEM+H Bachelor's Degrees	572	587	648	672	722	678	<b>-6.09%</b>	<b>18.5%</b>

\*Low Income is calculated a year later, after financial aid information are finalized. The final approved CPE Financial Aid file for 2017-2018 will be submitted in Fall 2018. Therefore, the 1-year trend is for 2015- 2016 to 2016-2017, and the 5-year trend includes just four years of data.

## Student Financial Aid

Total financial aid awarded in FY 2018 was \$73,646,876, an increase of 30% from FY 2013. In addition, the number of awards as increased as well, up 31% in FY 2018 from FY 2015. URM students account for 14.5% of total unique recipients, an increase of 2.5 percentage points from FY 2013.

Unmet need is known to be a key predictor of student persistence and retention in higher education. Students with zero or less (receiving a refund) unmet need have a second fall retention rate of 82.3% compared to students owing \$5,000 or more who have an average retention rate of 65.6%. Second fall retention falls below 60% for students who have an unmet need of \$10,000 or more. Students with an unmet need of \$5,000 or more accounted for 42% of the 2016 B cohort.

**Table 5.1 Student Financial Aid Awarded by Key Demographic Variables**

	2013	2014	2015	2016	2017	2018
Awards	18,019	18,994	19,483	20,433	21,013	23,523
Unique Recipients	10,263	10,207	10,179	10,023	10,667	11,102
Total Paid	\$ 56,464,160	\$ 61,106,737	\$ 63,610,151	\$ 67,070,568	\$ 67,516,902	\$ 73,646,876
<b>Gender</b>						
Male	4,516	4,413	4,439	4,233	4,415	4,573
	44%	43%	44%	42%	41%	41%
Female	5,747	5,794	5,740	5,790	6,252	6,529
	56%	57%	56%	58%	59%	59%
<b>Ethnicity</b>						
African American (Black)	781	804	853	848	880	905
American Indian or Alaskan Native	28	28	35	34	28	21
Asian	184	172	178	174	193	215
Asian/Pacific Islander	-	-	-	-	-	-
Hispanic	243	276	305	328	370	381
Native Hawaiian or Pacific Islander	8	11	11	7	4	7
Not Declared	-	-	-	-	-	-
Other	-	-	-	-	-	-
Race/Ethnicity Unknown	401	295	198	113	87	86
Two or more races	172	196	196	244	263	300
White	8,446	8,425	8,403	8,275	8,842	9,187
<b>Pre-Enrollment Academic</b>						
Avg. ACT Score	22.12	22.46	22.76	23.04	23.53	23.65
<b>Housing</b>						
On-Campus	1,399	1,479	1,592	1,688	1,685	1,752
	14%	14%	16%	17%	16%	16%
Off-Campus	8,864	8,728	8,587	8,335	8,982	9,350
	86%	86%	84%	83%	84%	84%

Residency						
Resident	7,745	7,608	7,643	7,536	8,295	8,557
Non-Resident	776	852	748	644	655	720
Metro	1,742	1,747	1,788	1,843	1,717	1,114
TIP	-	-	-	-	-	711
Program Type						
Undergraduate	8,968	9,014	9,005	8,874	9,417	9,708
Graduate	510	477	466	488	507	490
Law	220	215	188	213	208	224
Null	565	501	520	448	535	680
Degree Status						
Degree Seeking	4,990	4,774	4,641	4,516	4,309	4,714
Not Degree Seeking	5,273	5,433	5,538	5,507	6,358	6,388

**Table 5.2 B Cohort Second Fall Retention by Unmet Need**

	2015		2016	
Unmet Need	Total Students	% Retained	Total Students	% Retained
<-15k	260	81.5%	257	81.7%
-15k to -10k	96	85.4%	115	87.0%
-10k to -5k	162	82.7%	186	82.8%
-5k to 0	324	73.8%	262	77.5%
\$1 to 5k	330	73.3%	309	77.0%
5k to 10k	370	70.3%	306	68.0%
10k to 15k	283	62.9%	337	59.1%
>15k	211	55.5%	191	58.1%
<b>Cohort Total</b>	<b>2,036</b>	<b>71.9%</b>	<b>1,963</b>	<b>72.5%</b>

## Student Engagement and Wellbeing

Students that participate in co-curricular programs on campus have better performance outcomes than those who do not, particularly students within underrepresented groups. First-year B-cohort Black students who participated in ROCKS, a freshman mentoring program for African American students, had higher first fall GPAs and second fall retention than Black students who did not participate in the program. Similar results were found for Latino/Hispanic students who participated in the Latino Mentor Program (LAMP). Students who participate in housing or the CRC see improved student outcomes compared to those who do not participate in these on-campus services.

Study Abroad participation is up by 10 percent from 2013-14. URM study abroad participation is down slightly from 2013-14. Low income student participation is down 19 percent. Approximately 32% of study abroad students are first generation in 2017-18.

In 2017-18, students from the colleges of Arts & Sciences and Health Professions made up 20 percent each of the total undergraduate research participation. Top programs involved in research and creativity activities were chemistry (85%), psychological sciences (54.3%), and School of the Arts (34.2%).

The current counseling staff to student ratio is 1 to 2,114. The International Association of Counseling Services recommends a ratio of 1 to 1,500. Counseling fees and costs vary depending on requested services, however, particular students are eligible to no-fee counseling, such as veterans and veteran dependents.

**Table 6.1 DOSA Co-curricular Program Overviews for Fall 2017 First-time / Full-time Students**

		Students	Avg. ACT	Avg. HS GPA	Avg. 1st Fall GPA	Avg. 1st Fall ECH	2018 2nd Fall Retention
<b>NKU ROCKS</b>							
NKU ROCKS Participants A Cohort		15	17.2	2.86	2.48	7.4	60.0%
Other African American Students A Cohort		22	17.7	2.90	2.60	9.9	50.0%
All Other Students A Cohort*		127	17.9	2.88	2.62	9.9	50.4%
NKU ROCKS Participants B Cohort		72	20.7	3.13	2.58	12.3	66.7%
Other African American Students B Cohort		128	21.6	3.11	2.33	12.0	60.2%
All Other Students B Cohort*		1,876	23.7	3.49	2.77	13.0	68.6%
<b>LAMP</b>							
LAMP Participants A Cohort		2	16.5	3.04	3.51	6.5	100.0%
Other Latino Students A Cohort		6	17.0	2.87	2.78	8.8	50.0%
All Other Students A Cohort*		140	17.8	2.87	2.59	9.7	50.7%
LAMP Participants B Cohort		28	22.4	3.42	2.82	13.0	78.6%
Other Latino Students B Cohort		54	22.6	3.40	2.70	12.4	59.3%
All Other Students B Cohort*		1,920	23.6	3.48	2.76	13.0	68.4%



FreshStart							
Fresh Start Participants A Cohort		1	16.0	2.65	0.00		0.0%
All Other Students A Cohort*		141	17.8	2.88	2.62	9.7	51.8%
Fresh Start Participants B Cohort		93	25.0	3.75	3.19	14.3	87.1%
All Other Students B Cohort*		1,855	23.5	3.46	2.74	12.9	67.6%
PRIDE							
PRIDE Participants A Cohort		2	18.0	2.68	3.32	9.5	50.0%
All Other Students A Cohort*		140	17.8	2.88	2.59	9.7	51.4%
PRIDE Participants B Cohort		29	24.4	3.41	2.58	11.8	55.2%
All Other Students B Cohort*		1,919	23.6	3.48	2.77	13.0	68.7%
Fraternity and Sorority							
Fraternity and Sorority A Cohort		22	17.1	2.97	2.96	9.7	54.5%
All Other Students A Cohort*		120	18.0	2.86	2.54	9.7	50.8%
Fraternity and Sorority B Cohort		274	23.9	3.58	2.78	13.0	78.1%
All Other Students B Cohort*		1,674	23.6	3.46	2.76	13.0	67.0%
Housing							
NKU Housing A Cohort		58	17.6	2.99	2.67	9.6	56.9%
All Other Students A Cohort*		84	18.0	2.79	2.56	9.7	47.6%
NKU Housing B Cohort		841	23.9	3.51	2.88	13.3	71.8%
All Other Students B Cohort*		1,107	23.4	3.45	2.67	12.7	66.0%
Campus Rec Center							
1 visit to CRC A Cohort		26	18.1	2.86	2.34	9.5	46.2%
2-15 visits to the CRC A Cohort		55	17.7	2.93	2.63	9.1	49.1%
16+ visits to CRC A Cohort		38	17.7	2.95	2.90	10.0	68.4%
All Other Students* A Cohort		23	18.1	2.62	2.28	11.2	34.8%
1 visit to CRC B Cohort		216	24.0	3.46	2.58	12.6	57.9%
2-15 visits to the CRC B Cohort		906	23.5	3.50	2.80	13.1	72.0%
16+ visits to CRC B Cohort		369	23.8	3.54	2.88	13.3	72.9%
All Other Students* B Cohort		457	23.4	3.39	2.66	12.7	63.2%

\*"All Other Students" are identified as students not participating in program

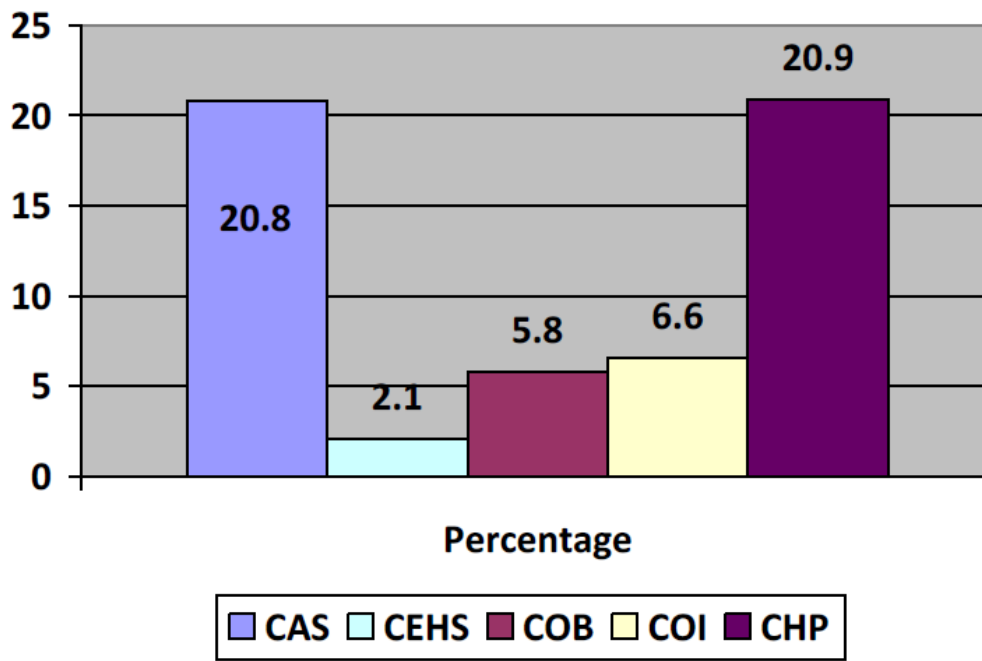
**Table 6.2 Study Abroad Participation by Key Demographic Variables**

	2017-18		2016-17		2015-16		2014-15		2013-14	
	Count	%	Count	%	Count	%	Count	%	Count	%
<b>First Gen</b>	101	31.9%	113	36.8%	113	34.6%	119	37.8%	93	31.5%
<b>Gender</b>	317	100.0%	307	100.0%	327	100.0%	315	100.0%	295	100.0%
Female	220	69.4%	231	75.2%	237	72.5%	220	69.8%	195	66.1%
Male	97	30.6%	76	24.8%	90	27.5%	95	30.2%	100	33.9%
<b>Low Income</b>	77	24.3%	84	27.4%	81	24.8%	90	28.6%	95	32.2%
<b>Ethnic Origin</b>	317	100.0%	307	100.0%	327	100.0%	315	100.0%	295	100.0%
African American (Black)	18	5.7%	19	6.2%	19	5.8%	16	5.1%	20	6.8%
American Indian or Alaskan Native	1	0.3%	3	1.0%	2	0.6%	1	0.3%	0	0.0%
Asian	4	1.3%	3	1.0%	5	1.5%	1	0.3%	0	0.0%
Hispanic	10	3.2%	15	4.9%	7	2.1%	11	3.5%	8	2.7%
Native Hawaiian or Pacific Islander	0	0.0%	1	0.3%	0	0.0%	0	0.0%	2	0.7%
Race/Ethnicity Unknown	0	0.0%	4	1.3%	1	0.3%	3	1.0%	7	2.4%
Two or more races	7	2.2%	6	2.0%	7	2.1%	4	1.3%	7	2.4%
White	277	87.4%	256	83.4%	286	87.5%	279	88.6%	251	85.1%
<b>TOTAL</b>	<b>317</b>	<b>100.0%</b>	<b>307</b>	<b>100.0%</b>	<b>327</b>	<b>100.0%</b>	<b>315</b>	<b>100.0%</b>	<b>295</b>	<b>100.0%</b>

**Table 6.3 Study Abroad Participation by Program Major**

Natural Resources & Conservation- 4	Liberal Arts & Sciences, General Studies- 7	Social Sciences- 7
Communication, Journalism, & Related Programs- 37	Biological & Biomedical Sciences- 14	Visual & Performing Arts- 61
Computer & Information Sciences & Support Services- 13	Mathematics & Statistics- 6	Health Professions & Related Clinical Sciences-6
Education- 11	Philosophy & Religious Studies-1	Business, Management, Marketing, & Related Support Services- 86
Foreign Languages, Literatures, & Linguistics- 3	Physical Sciences- 3	History- 2
Legal Professions & Studies- 1	Psychology- 28	Undeclared or Non-Degree- 3
English Language & Literature/ Letters- 9	Public Administration & Social Service Professions- 9	International/Global Studies- 7

**Table 6.4 Undergraduate Research Participation within College**



**Table 6.5 Undergraduate Research Participation within Program Major**

Department	Percent of Majors involved in Research/Creative Activity
Biological Sciences	16.8
Chemistry	85
Computer Science	4.1
Communications	11
Economics and Finance	9.3
English	8.8
History	12.6
Allied Health	31.9
Kinesiology and Health	6.8
Mathematics and Statistics	19.6
Marketing, Sports Business and Construction Management	15.5
Nursing	17.3
Physics, Geology and Engineering Technology	12
Political Science, Criminal Justice and Organizational Leadership	3.9
Psychological Sciences	54.3
Sociology, Anthropology and Philosophy	28.7
School of the Arts	34.2
Teacher Education	.95
World Languages	11.5

**Table 6.6 Student Health and Wellness**

	NKU	IACS* Recommended Ratio
Counseling Staff to Student Ratio	1: 2,114	1:1,500

\*International Association of Counseling Services

Counseling Costs and Fees*	Fee Amount
Individual Sessions Fee	\$15
Group Sessions Fee	\$5
Psychological Assessments	\$40-\$300

\*Veterans and veteran dependents are eligible for no-fee counseling. There are also other no-fee options for counseling services

## Career Engagement

Co-op/internship enrollment has experienced growth and stability over the past several years, with the highest number of enrollments in 2015-16 and 2016-17. Average hourly pay for internship/co-op students has increased from five years ago, with the highest average in 2015-16. Of the 15 top participating employers in 2017-18, four are NKU departments and one is Education at Work, which has operations at NKU (though some of their co-op/internship students work on-site with clients).

Internship/co-op students seem generally close to representing the race/ethnicity demographic breakdown of NKU. The biggest difference in proportion is in the race/ethnicity category of International, which represents 6% of internship/co-op students compared to 2.9% of the NKU Fall 2017 enrollment. Please note that students with an F-1 Student Visa are only allowed to work off campus if they are enrolled for internship/co-op credit for that work experience, whereas many students with US Citizenship could work off campus without enrolling for any credit.

In 2017-18, internship/co-op students' gender breakdown was 44% female and 56% male, which differs from the Fall 2017 enrollment, which was 58% female and 42% male. It should be noted that some traditionally male-dominated majors (computer science, computer information technology, accounting) have required (or strongly encouraged) experiences that are reported via HireNKU. Many co-ops/internships (and clinical experiences, practicum courses, etc.) for traditionally female-dominated majors (nursing, teacher education, etc.) are not centrally reported in HireNKU.

Table 7. 1 Internship and Co-op Participation

Executive Summary

Activity	2010-2011*	2011-2012*	2012-2013*	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	Last 5 Years Total	% Change	
										Last 2 Yrs	2013/14 2017/18
Number of Co-ops/Internships (duplicated student count)	255	260	132	276	419	461	451	425	2,032	-6%	54%
CEP Co-ops - All Colleges	255	260	132	125	112	85	89	66	477	-26%	-47%
Internships - Haile/US Bank College of Business				151	186	226	206	209	978	1%	38%
Internships - College of Informatics					121	131	145	150	547	3%	-
Internships - College of Arts and Sciences - Pilot						19	11		30	-	-
Unduplicated Students Working in Co-ops/Internships	215	205	109	256	359	415	402	388	1,628	-3%	52%
Average Number of Co-op/Internship Semesters per Student	1.2	1.3	1.2	1.1	1.2	1.1	1.1	1.1	1.2	0%	2%
Average Number of Academic Credits per Student	3.1	2.9	3.0	2.9	2.8	2.9	2.9	2.8	2.9	-4%	-4%
Average Hourly Salary	\$13.14	\$13.33	\$13.42	\$13.18	\$14.07	\$14.52	\$15.34	\$15.02	\$14.53	-2%	14%
Average Weekly Hours Worked	29.8	29.5	29.9	27.9	25.6	26.8	28.9	27.6	27.3	-4%	-1%
Unduplicated Co-op/Internship Courses Utilized	28	26	22	28	41	41	39	34	58	-13%	21%
Top Courses This Year				Top Courses Last Five Years							
Accounting Internship (ACC 396)				Accounting Internship (ACC 396)							
Public Relations Internship (PRE 396)				Construction Management Internship (CMGT 301)							
Electronic Media & Broadcasting Internship (EMB 396)				Public Relations Internship (PRE 396)							
Construction Management Internship (CMGT 301)				Computer Science Dept. Co-op (CEP 300)							
Construction Management Zero-Credit Internship (CMGT 300)				Human Resource Management Internship (HRM 396)							
Computer Science Dept. Co-op (CEP 300)				Sports Business Internship (SPB 396)							
Visual Communication Design Co-op (CEP 300)				Visual Communication Design Co-op (CEP 300)							
Human Resource Management Internship (HRM 396)				Computer Information Tech Practicum (CIT 396)							
Communication Internship (CMST 396)				Communication Internship (CMST 396)							
Computer Information Tech Practicum (CIT 396)				Electronic Media & Broadcasting Internship (EMB 396)							
Unduplicated Employers	154	137	73	187	278	300	301	292	953	-3%	56%
Top Participating Employers This Year				Top Participating Employers Last Five Years							
Great American Insurance Group				NKU Center for Applied Informatics (CAI)							
NKU Center for Applied Informatics (CAI)				Great American Insurance Group							
Messer Construction Co.				NKU Information Technology							
Cincinnati Insurance Companies, The (Cincinnati Financial)				Messer Construction Co.							
CityBeat				Mazak Corporation							
NKU Athletics				Kroger Company							
BDO				NKU Athletics							
Cintas				Fischer Homes							
Education at Work				Procter & Gamble (P&G)							
Emerge IT Solutions				Western & Southern Financial Group (W&S)							
Fischer Homes				Cincinnati Reds							
ICARE Foundation Incorporated				GE (General Electric) Corporate and Aviation							
Kroger Company											
NKU Information Technology											
NKU Office of the Comptroller											

Notes:

1. These reports are based on fiscal years, starting with summer, fall and ending with spring semesters .
2. The student count is duplicated when students take more than one co-op/internship during the year.
3. Internship/Co-op jobs in these reports are CEP co-ops administered by Career Services for all fiscal years listed and internships administered by the following colleges beginning as listed: 2013/14 College of Business; fall semester 2014/15 College of Informatics. It does not include co-ops/internships worked prior to the dates listed, worked for no credit (except where indicated) or administered by other colleges.
4. During 2015/16 & 2016/17, College of Arts and Sciences participated as a pilot for engineering internships only. However, not all engineering internships were input into the system, therefore were not included in these data.
5. The number of CEP co-ops sharply declined in 2012-2013 because Accounting co-ops were converted to internships administered by the College of Business, and were not tracked by Career Services during that fiscal year.
6. Incentive payments to academic departments for CEP co-ops were discontinued at the end of 2011-12.
7. Throughout these reports, there are blank data fields due to no available data or incomplete data collected from students.
8. \* = 2010-2011, 2011-2012 & 2012-2013 data are included only for historical reference, and as such, are not included in the last five year numbers.

**Table 7.2 Internship and Co-op Participation by Key Demographic Variables**

	2018		2017		2016		2015		2014		2013	
Demo	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
First Gen	77	50.3%	113	36.5%	134	38.2%	170	43.5%	95	34.1%	40	28.0%
Gender	153	-	310	-	351	-	391	-	279	-	143	-
Male	75	49.0%	162	52.3%	210	59.8%	224	57.3%	154	55.2%	78	54.5%
Female	78	51.0%	148	47.7%	141	40.2%	167	42.7%	125	44.8%	65	45.5%
In-State	101	66.0%	194	62.6%	221	63.0%	241	61.6%	178	63.8%	92	64.3%
URM	25	16.3%	42	13.5%	46	13.1%	41	10.5%	30	10.8%	15	10.5%
Total	153	-	310	-	351	-	391	-	279	-	143	-

## Benchmark Comparisons

Of the metric goals represented in Table 8.1, NKU has made improvements in ten of the 18 metrics since 2015-16. NKU has met or surpassed two of our 2020-21 goals, which were URM degrees awarded and average credit hours to degree. All Kentucky public institutions improved on more metrics than NKU, with the exception of Kentucky State University and Western Kentucky University. University of Kentucky and University of Louisville saw the most metric improvements from 2015-16 to 2017-18. Murray state met or exceeded eight of these metrics in the 2017-18 year. NKU is one of the leading institutions in workforce diversity, with URM employees accounting for 9% of management roles.

Of the eight Kentucky public institutions, NKU has the lowest retention and graduation rates, with the exception of Kentucky State University. NKU trails behind our SACSCOC benchmark institutions in graduation and retention rates as well. NKU also has one of the highest student to faculty ratios among its SACSCOC and National benchmark peers. Although NKU's student to faculty ratio is relatively higher than most of its peers, NKU still manages to keep small classroom sizes, with average classroom size of 24.5 students, compared to an average class size of 26.2 for national peers.

Most accredited programs receive high marks during their review process. However, there were suggestions by several accrediting bodies to increase the amount of faculty or staff to accommodate the size of the programs. For example, ABET recommended that EET and MMET provide additional lab support staff to meet the needs of their programs. NASM recommended that the Music program consider more support staff as well. The MSW program is working to improve its faculty to student ratio by hiring two new faculty after a recommendation from their accrediting body, CACREP.

As of fall 2018, the Honors College had 465 students. Approximately 10 percent of honors students are URM and one-third are first generation. When compared to national averages, NKU lags in student participation from multiple demographic groups such as male, African American, Asian, and Latino/Hispanic students. Low income (Pell eligible) students account for nearly 39% of honor students.

**Table 8.1 KY Council on Postsecondary Education (CPE) Metric Comparisons: Four-Year Public Institutions**

METRIC	EKU			KSU			MoSU			MuSU			NKU			WKU			UK			UofL		
	15-16	17-18	2021 Goal	15-16	17-18	2021 Goal	15-16	17-18	2021 Goal	15-16	17-18	2021 Goal	15-16	17-18	2021 Goal	15-16	17-18	2021 Goal	15-16	17-18	2021 Goal	15-16	17-18	2021 Goal
<b>Graduation Rates</b>																								
Overall	45%	50.9%	50%	20.6%	17.9%	30%	45.7%	44.9%	48.2%	48.6%	55.4%	50%	37.6%	43.8%	45%	51.9%	53.4%	53.7%	63.6%	65%	70%	52.8%	56.6%	60.1%
URM	37%	38.8%	43%	20.1%	16%	30%	32.6%	37.9%	37.5%	37.6%	43.3%	42%	23%	34.8%	39%	33.9%	33.6%	40%	52.4%	54.1%	58.5%	51.1%	56%	58.5%
Low-Income	36.3%	41.8%	42%	20.3%	17%	30%	34.1%	38.6%	38%	37.4%	42.2%	42%	30.3%	32.7%	39%	41%	39.9%	45%	51.5%	52.7%	56%	45.1%	47.1%	54.1%
<b>Degrees and Credentials Awarded</b>																								
Overall	2,559	2,648	2,690	276	222	320	1,306	1,308	1,477	1,696	1,678	1,783	2,196	2,218	2,400	2,817	3,038	2,987	4,540	4,956	4,959	2,705	3,041	3,100
URM	207	271	218	160	136	170	69	79	84	151	159	165	209	237	230	315	347	347	536	661	621	484	557	585
Low-Income	1,378	1,283	1,458	211	157	220	779	729	819	747	688	815	1,038	948	1,050	1,353	1,290	1,455	1,422	1,381	1,650	1,137	1,116	1,356
STEM+H	769	900	820	65	46	65	343	384	397	677	719	747	672	679	750	888	880	1,021	1,609	1,908	1,735	824	1,038	1,085
Graduate and Professional	903	876	950	45	63	60	339	315	374	696	605	699	599	587	660	881	930	950	2,098	2,143	2,151	1,937	1,970	2,011
<b>Enrollment*</b>																								
UG Overall	14,327	13,418	NG	1,433	1,753	NG	9,783	9,306	NG	9,268	8,140	NG	12,806	11,942	NG	17,315	17,028	NG	22,761	22,189	NG	15,985	15,833	NG
UG URM	1,555	1,531	NG	831	888	NG	672	709	NG	1,035	882	NG	1,580	1,560	NG	2,586	2,666	NG	3,492	3,656	NG	3,108	3,643	NG
UG African American	822	708	NG	744	781	NG	330	292	NG	631	578	NG	848	774	NG	1,544	1,376	NG	1,701	1,646	NG	1,765	1,857	NG
UG Hispanic	349	373	NG	46	48	NG	141	184	NG	183	168	NG	376	396	NG	542	656	NG	954	1,091	NG	635	835	NG
UG First-time	2,794	2,450	NG	215	311	NG	1,521	1,475	NG	1,468	1,206	NG	2,326	1,843	NG	3,128	2,933	NG	5,407	4,998	NG	2,847	2,949	NG
UG Adult (25-64)	3,260	2,535	NG	328	258	NG	1,447	1,095	NG	1,660	943	NG	2,875	2,103	NG	2,779	2,158	NG	1,756	1,525	NG	2,766	2,108	NG
Graduate Overall	2,517	2,438	NG	153	124	NG	1,092	805	NG	1,730	1,322	NG	1,914	2,381	NG	2,753	2,458	NG	7,959	8,091	NG	6,382	5,866	NG
Graduate URM	250	250	NG	72	48	NG	88	77	NG	153	131	NG	191	312	NG	347	378	NG	674	783	NG	878	1,005	NG
<b>Diversity Enrollment*</b>																								
UG Black, Non-Hispanic Only	5.7%	5.3%	6%	51.9%	44.5%	45%	3.4%	3.1%	3.8%	6.8%	7.1%	6.5%	6.6%	6.5%	7.1%	8.9%	8.1%	10%	7.5%	7.4%	8.3%	11%	11.7%	14%
UG Hispanic or Latino	2.4%	2.8%	2.8%	3.2%	2.7%	5%	1.4%	2%	1.6%	2%	2.1%	2.1%	2.9%	3.3%	3.9%	3.1%	3.8%	4%	4.2%	4.9%	4.9%	4%	5.3%	6%
UG URM	10.9%	11.4%	12%	58%	50.7%	60%	6.9%	7.6%	7.6%	11.2%	10.8%	11.3%	12.3%	13.1%	14%	14.9%	15.7%	15.8%	15.3%	16.5%	17.7%	19.4%	23%	23%
Graduate URM	9.9%	10.2%	10.4%	47.1%	38.7%	50%	8.1%	9.6%	8.6%	8.8%	9.9%	8.9%	10%	13.1%	15%	12.6%	15.4%	13.1%	8.5%	9.7%	9.9%	13.8%	17.1%	15.5%
<b>1st-Yr. to 2nd-Yr. Retention Rates</b>																								
Overall	74.0%	73.2%	75%	59.2%	55.6%	70%	70.7%	73.7%	76.2%	74.2%	79.3%	77%	71.9%	68.5%	77%	72.8%	71.5%	74.6%	81.7%	84.5%	90%	79.7%	80.3%	82.0%
URM	64.1%	72.4%	67%	60.3%	51.9%	70%	67.8%	78%	73.9%	69.1%	73.6%	75%	69.5%	63%	75%	58.3%	57.1%	67.4%	77.2%	77.5%	80%	78%	77.9%	80.5%
Low-Income	69.9%	67.1%	72%	60.5%	45.7%	70%	67.4%	69.6%	73.5%	65.6%	73.5%	70%	64.4%	61.1%	71%	63.7%	62.7%	70.1%	74.8%	76.4%	80%	74.5%	74.5%	77.5%
<b>Average Credit Hrs. at Graduation</b>	140.4	140.1	137.5	142.3	142	120	138	137.6	136.6	138	137.6	132	137.7	134.1	135.7	139.5	138.1	138.6	140.4	140.3	135.4	142.2	139.8	137
<b>Workforce Diversity</b>																								
Tenured/Tenure-Track Faculty	8.3%	7.3%	8.7%	33.7%	40.4%	45%	7%	7%	7.5%	6.1%	5.9%	6.1%	9.7%	9.5%	12%	9.3%	8.9%	10.3%	6.4%	8.1%	8.9%	10.7%	10.9%	11.5%
Management Occupations	8.5%	11.2%	8.9%	69.4%	70.7%	70%	6.9%	4.4%	8.4%	10.1%	8.3%	10.1%	10.5%	9%	12.5%	14.8%	14.6%	15.8%	5.2%	6.4%	9.3%	11.5%	10.9%	12.5%

\*For enrollment, 2017-18 represents preliminary fall 2018 counts.



**Table 8.2 Graduations Rates, Benchmark Universities**

IPEDS 6-Year Graduation Rate - Bachelor's degree within 150% of normal time

Variable Description: The graduation rate is the percent of the adjusted fall bachelor's degree-seeking cohort count (minus exclusions from the fall cohort), who completed a bachelor's degree within 150 percent of normal time (6-years).

	Graduation Rate: Fall 2009 Cohort	Graduation Rate: Fall 2010 Cohort	Graduation Rate: Fall 2011 Cohort
Northern Kentucky University	40%	38%	39%

Kentucky Comparison Benchmark Institutions	Graduation Rate: Fall 2009 Cohort	Graduation Rate: Fall 2010 Cohort	Graduation Rate: Fall 2011 Cohort
Eastern Kentucky University	45%	45%	49%
Morehead State University	40%	46%	42%
Murray State University	48%	49%	49%
Western Kentucky University	50%	52%	51%
SACSCOC Benchmark Institutions	Graduation Rate: Fall 2009 Cohort	Graduation Rate: Fall 2010 Cohort	Graduation Rate: Fall 2011 Cohort
Coastal Carolina University	43%	42%	42%
Eastern Kentucky University	45%	45%	49%
Florida Gulf Coast University	43%	46%	48%
Morehead State University	40%	46%	42%
Murray State University	48%	49%	49%
Sam Houston State University	49%	51%	51%
The University of Tennessee-Chattanooga	44%	44%	45%
University of North Carolina Wilmington	71%	72%	72%
University of North Florida	55%	54%	57%
Western Kentucky University	50%	52%	51%
National Benchmark Institutions	Graduation Rate: Fall 2009 Cohort	Graduation Rate: Fall 2010 Cohort	Graduation Rate: Fall 2011 Cohort
Boise State University	38%	39%	43%
California State University-East Bay	45%	48%	42%
Central Connecticut State University	57%	54%	52%
Cleveland State University	39%	41%	43%
Eastern Michigan University	40%	41%	40%
Kean University	50%	50%	49%
Missouri State University	52%	55%	55%
The University of Tennessee-Chattanooga	44%	44%	45%
Towson University	70%	71%	72%
University of Central Oklahoma	39%	38%	37%
University of Nebraska at Omaha	47%	45%	48%
University of North Carolina Wilmington	71%	72%	72%
University of North Florida	55%	54%	57%
University of Wisconsin-Oshkosh	51%	53%	52%
West Chester University of Pennsylvania	71%	70%	73%
Youngstown State University	31%	31%	35%



**Table 8.3 Retention Rates, Benchmark Universities**

*IPEDS Full-time Retention Rate for cohort years Fall 2013 , Fall 2014, and Fall 2015*

Variable Description: The full-time retention rate is the percent of the adjusted fall full-time cohort count (minus exclusions from the fall full-time cohort) that re-enrolled at the institution as full- or part-time in the next fall term.

	Retention Rate: Fall 2013 Cohort	Retention Rate: Fall 2014 Cohort	Retention Rate: Fall 2015 Cohort
Northern Kentucky University	69%	69%	72%

Kentucky Comparison Benchmark Institutions	Retention Rate: Fall 2013 Cohort	Retention Rate: Fall 2014 Cohort	Retention Rate: Fall 2015 Cohort
Eastern Kentucky University	72%	74%	74%
Morehead State University	70%	66%	71%
Murray State University	72%	72%	74%
Western Kentucky University	73%	72%	73%
SACSCOC Benchmark Institutions	Retention Rate: Fall 2013 Cohort	Retention Rate: Fall 2014 Cohort	Retention Rate: Fall 2015 Cohort
Coastal Carolina University	67%	65%	69%
Eastern Kentucky University	72%	74%	74%
Florida Gulf Coast University	78%	79%	79%
Morehead State University	70%	66%	71%
Murray State University	72%	72%	74%
Sam Houston State University	79%	80%	77%
The University of Tennessee-Chattanooga	70%	71%	74%
University of North Carolina Wilmington	84%	85%	85%
University of North Florida	83%	80%	80%
Western Kentucky University	73%	72%	73%
National Benchmark Institutions	Retention Rate: Fall 2013 Cohort	Retention Rate: Fall 2014 Cohort	Retention Rate: Fall 2015 Cohort
Boise State University	75%	76%	78%
California State University-East Bay	81%	80%	77%
Central Connecticut State University	80%	78%	78%
Cleveland State University	70%	71%	71%
Eastern Michigan University	73%	74%	75%
Kean University	75%	74%	73%
Missouri State University	75%	78%	79%
The University of Tennessee-Chattanooga	70%	71%	74%
Towson University	86%	86%	85%
University of Central Oklahoma	66%	62%	61%
University of Nebraska at Omaha	77%	77%	77%
University of North Carolina Wilmington	84%	85%	85%
University of North Florida	83%	80%	80%
University of Wisconsin-Oshkosh	78%	78%	76%
West Chester University of Pennsylvania	88%	88%	86%
Youngstown State University	70%	75%	75%

**Table 8.4 Student-to-Faculty Ratios, Benchmark Universities***IPEDS Fall Enrollment (as of Fall 2016)*

	Student to Faculty Ratio (N to 1)
Northern Kentucky University	19

Kentucky Comparison Benchmark Institutions	Student-to-Faculty Ratio (N to 1)
Eastern Kentucky University	16
Morehead State University	18
Murray State University	15
Western Kentucky University	18
SACSCOC Benchmark Institutions	Student-to-Faculty Ratio (N to 1)
Coastal Carolina University	17
Eastern Kentucky University	16
Florida Gulf Coast University	22
Morehead State University	18
Murray State University	15
Sam Houston State University	21
The University of Tennessee-Chattanooga	19
University of North Carolina Wilmington	18
University of North Florida	19
Western Kentucky University	18
National Benchmark Institutions	Student-to-Faculty Ratio (N to 1)
Boise State University	17
California State University, East Bay	27
Central Connecticut State University	15
Cleveland State University	17
Eastern Michigan University	17
Kean University	16
Missouri State University	22
The University of Tennessee at Chattanooga	19
Towson University	17
University of Central Oklahoma	18
University of Nebraska	17
University of North Carolina Wilmington	18
University of North Florida	19
University of Wisconsin Oshkosh	21
West Chester University of Pennsylvania	19
Youngstown State University	17

**Table 8.5 2015-2016 Average Class Size Comparison**

<b>Institution</b>	<b>Average Class Size</b>
Missouri State University	33.2
University of North Florida	31.8
Boise State University*	29.4
University of North Carolina Wilmington	28.9
West Chester University of Pennsylvania	28.9
University of Nebraska Omaha	28.3
The University of Tennessee- Chattanooga	27.6
Towson University	26.5
University of Wisconsin Oshkosh	25.0
<b>Northern Kentucky University</b>	<b>24.5</b>
University of Central Oklahoma*	24.0
Western Kentucky University	23.7
Eastern Michigan University	23.4
Central Connecticut State University	23.3
Morehead State University*	19.8
Murray State University	19.6

**Table 8.6 Programmatic Accreditation Recommendations**

<b>Accrediting Body</b>	<b>Program</b>	<b>Recommendation(s)</b>
ABET	Electronics Engineering Tech; Mech. and Manufacturing Engineering Tech	Consider additional support for Lab Tech position in EET and MMET programs.
ACEN	Nurse Anesthesia Program	The program may wish to consider that the increased needs of the program as additional cohorts enter may be better served by dedicated administrative assistance specifically for the program
CACREP	Masters of Social Work	Improve faculty to student ratio
JRCERT	Radiological Science	-Consider having affiliation agreements with term options of 3-5 years or automatic renewal dates to alleviate having to renew on an annual basis -Continue to reevaluate/monitor the clinical rotations to assure that assignments remain educationally valid
NASM	Music	-Additional support staff to meet size of program -Additional faculty teaching studios to meet size and scope of programs -Additional practice rooms to support size and scope of programs

**Table 8.7 NKU Honors College Comparison to National Averages**

HONORS COLLEGE DEMOGRAPHIC DATA (2018-2019)

	# NKU	% NKU	National Average*	Difference in % points	Difference in students
Total Student Population	465		496		31
<b>Gender</b>					
Female	333	71.6%	64.0%	7.6%	-35.4
Male	132	28.4%	36.0%	-7.6%	35.4
<b>Race/Ethnicity</b>					
URM	47	10.1%			
African American	22	4.7%	11.2%	-6.5%	30.08
American Indian or Alaska Native	1	0.2%	0.6%	-0.4%	1.9295
Asian	6	1.3%	5.9%	-4.6%	21.435
Latino/Hispanic	13	2.8%	8.9%	-6.1%	28.385
Native Hawaiian or Pacific Islander	1	0.2%	0.3%	-0.1%	0.2555
Two or More	10	2.2%	2.2%	-0.1%	0.416
First Generation	155	33.3%	28.6%	4.7%	-22.01
Pell Eligible	180	38.7%	N/A		
Non-traditional	0	0.0%	7.7%	-7.7%	35.6655
Average GPA of Honors Students at NKU = 3.655					

\*Data from National Collegiate Honors Council membership census from 2014-2015. Current census data is being collected to update dataset.

**HIGHLIGHT** indicates areas of opportunity

## Employee Data

As of November 2017, NKU had 1,958 employees. This is a decline of eight percent since 2013. Non-tenured track faculty have increased by 15% since 2011. However, tenured-track faculty have decreased by 27 percent within the same timeframe. Hispanic/Latino employment has been relatively stagnant since 2013. African American employee counts have increased by 13% since 2013.

NKU's voluntary separations of full-time staff in FY 2018 was 14.2% up slightly from the prior year. Turnover for full-time faculty was 9.1%. So far in FY 19, NKU has lost staff employees to UC(5), Miami(3), and Xavier(1). There were at least 10 other employees who indicated they were going to another school on their exit interview but wouldn't disclose the location.

Faculty don't complete exit interviews very often and not every faculty had a resignation letter. Out of the 66 letters that did have a resignation letter only 11 of them mentioned what school they were going to, with most going to an institution outside of the tristate area.

Table 9.1

## Faculty by Academic Rank, Tenure Status, and Full- Part-Time Status

## Tenured

Academic Rank	2011	2012	2013	2014	2015	2016	2017
<b>Full-time Faculty</b>							
Professor	87	87	99	107	113	115	119
Associate Professor	157	159	155	173	172	159	147
Assistant Professor	1	1	2	0	0	0	0
<b>Total Full-time, Tenured Faculty</b>	<b>245</b>	<b>247</b>	<b>256</b>	<b>280</b>	<b>285</b>	<b>274</b>	<b>266</b>
<b>Part-time Faculty</b>							
Professor	0	0	0	8	11	9	9
Associate Professor	0	0	1	4	3	2	2
Assistant Professor	0	0	0	1	1	0	0
<b>Total Part-time, Tenured Faculty</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>13</b>	<b>15</b>	<b>11</b>	<b>11</b>
<b>Total Tenured Faculty</b>	<b>245</b>	<b>247</b>	<b>257</b>	<b>293</b>	<b>300</b>	<b>285</b>	<b>277</b>

## Tenure-Track

Academic Rank	2011	2012	2013	2014	2015	2016	2017
<b>Full-time Faculty</b>							
Associate Professor	2	3	3	5	5	6	1
Assistant Professor	124	120	117	111	99	94	90
Lecturer	0	0	2	4	2	0	0
Lecturer II	0	0	0	0	0	0	1
<b>Total Full-time, Tenure-track Faculty</b>	<b>126</b>	<b>123</b>	<b>122</b>	<b>120</b>	<b>106</b>	<b>100</b>	<b>92</b>
<b>Part-time Faculty</b>							
Associate Professor	0	0	0	0	0	0	0
Assistant Professor	0	4	0	0	0	0	0
<b>Total Part-time, Tenure-track Faculty</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total Tenure-Track Faculty</b>	<b>126</b>	<b>127</b>	<b>122</b>	<b>120</b>	<b>106</b>	<b>100</b>	<b>92</b>

## Non-Tenure-Track

Academic Rank	2011	2012	2013	2014	2015	2016	2017
<b>Full-time Faculty</b>							
Professor	3	4	1	1	0	0	0
Assistant Professor	4	7	2	1	1	4	7
Professor of Practice	0	0	0	0	0	0	1
Clinical Professor	0	0	0	0	0	0	1
Clinical Associate Prof	0	0	0	0	0	0	1
Clinical Assistant Prof	0	0	0	0	0	0	2
Instructor	3	3	3	4	0	0	0
Senior Lecturer	0	2	9	21	16	19	20
Lecturer II	0	10	13	33	29	23	24
Lecturer	166	154	146	134	146	149	154
<b>Total Full-time, Non-tenure-track Faculty</b>	<b>176</b>	<b>180</b>	<b>174</b>	<b>194</b>	<b>192</b>	<b>195</b>	<b>210</b>
<b>Part-time Faculty</b>							
Professor	0	0	0	0	0	0	1
Associate Professor	0	0	0	0	0	0	1
Lecturer	0	8	9	8	6	8	6
Senior Lecturer	0	0	1	1	1	0	0
Other Part-Time Faculty	403	413	413	401	401	435	445
<b>Total Part-time, Non-tenure-track Faculty</b>	<b>403</b>	<b>421</b>	<b>423</b>	<b>410</b>	<b>408</b>	<b>443</b>	<b>453</b>
<b>Total Non-Tenure-Track</b>	<b>579</b>	<b>601</b>	<b>597</b>	<b>604</b>	<b>600</b>	<b>638</b>	<b>663</b>

**Table 9.2 Employee Headcount by Race**

Race	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Nonresident Alien	26	28	22	13	14	13	8	11	17	16
Hispanic / Latino	24	31	17	17	20	28	28	28	28	27
American Indian or Alaskan Native	4	7	4	5	6	4	4	4	3	4
Asian	0	0	39	43	44	45	47	44	50	53
Asian or Pacific Islander	34	36	0	0	0	0	0	0	0	0
Black or African American	92	89	83	74	81	88	91	89	94	99
Native Hawaiian or Other Pacific Islander	0	0	0	1	0	0	1	1	2	2
White	1,742	1,765	1,857	1,832	1,919	1,924	1,852	1,801	1,767	1,737
Two or More Races	0	0	7	11	12	20	18	15	15	15
Unknown	142	106	14	34	25	11	7	6	5	5
<b>Grand Total</b>	<b>2,064</b>	<b>2,062</b>	<b>2,043</b>	<b>2,030</b>	<b>2,121</b>	<b>2,133</b>	<b>2,056</b>	<b>1,999</b>	<b>1,981</b>	<b>1,958</b>

**Table 9.3 Baseline Employee Turnover for FY 16-18**

<b>FY18 Staff Full Time Voluntary Separations</b>					<b>FY18 Faculty Full Time Voluntary Separations (Ten. &amp; Non-Ten.)</b>				
		# Terms	# EE	%Terms			# Terms	# EE	%Terms
Q1	July, Aug, Sept 2017	43	879	4.9%	Q1	July, Aug, Sept 2017	41	644	6.4%
Q2	Oct, Nov, Dec 2017	16	859	1.9%	Q2	Oct, Nov, Dec 2017	8	613	1.3%
Q3	Jan, Feb, Mar 2018	29	851	3.4%	Q3	Jan, Feb, Mar 2018	4	613	0.7%
Q4	April, May, June 2018	34	848	4.0%	Q4	April, May, June 2018	4	632	0.6%
	<b>FY18</b>	<b>122</b>	<b>859.25</b>	<b>14.2%</b>		<b>FY18</b>	<b>57</b>	<b>625.5</b>	<b>9.1%</b>
<b>FY17 Staff Full Time Voluntary Separations</b>					<b>FY17 Faculty Full Time Voluntary Separations (Ten. &amp; Non-Ten.)</b>				
		# Terms	# EE	%Terms			# Terms	# EE	%Terms
Q1	July, Aug, Sept 2016	40	934	4.3%	Q1	July, Aug, Sept 2016	50	652	7.7%
Q2	Oct, Nov, Dec 2016	24	902	2.7%	Q2	Oct, Nov, Dec 2016	5	615	0.8%
Q3	Jan, Feb, Mar 2017	33	896	3.7%	Q3	Jan, Feb, Mar 2017	5	612	0.8%
Q4	April, May, June 2017	25	890	2.8%	Q4	April, May, June 2017	3	620	0.5%
	<b>FY17</b>	<b>122</b>	<b>905.5</b>	<b>13.5%</b>		<b>FY17</b>	<b>63</b>	<b>624.75</b>	<b>10.1%</b>
<b>FY16 Staff Full Time Voluntary Separations</b>					<b>FY16 Faculty Full Time Voluntary Separations (Ten. &amp; Non-Ten.)</b>				
		# Terms	# EE	%Terms			# Terms	# EE	%Terms
Q1	July, Aug, Sept 2015	51	969	5.3%	Q1	July, Aug, Sept 2015	41	672	6.1%
Q2	Oct, Nov, Dec 2015	19	937	2.0%	Q2	Oct, Nov, Dec 2015	2	622	0.3%
Q3	Jan, Feb, Mar 2016	28	945	3.0%	Q3	Jan, Feb, Mar 2016	6	626	1.0%
Q4	April, May, June 2016	35	951	3.7%	Q4	April, May, June 2016	10	638	1.6%
	<b>FY16</b>	<b>133</b>	<b>950.5</b>	<b>14.0%</b>		<b>FY16</b>	<b>59</b>	<b>639.5</b>	<b>9.2%</b>

**Notes :**

1. This is baseline turnover data for FY 16-18. This includes FT Faculty, FT & PT Staff. Temporary staff employees are excluded in this data. It also includes retirements.
2. The FY turnover is calculated using the # of separations divided by the average number of EE in that category.

**Table 9.4 CUPA 2017 and 2018 Higher Education HR Benchmarking – Turnover**

2018 HIGHER EDUCATION HR BENCHMARKING

### Annual Employee Turnover

■ Retirement ■ Other Voluntary Separation ■ Involuntary Separation

#### EXEMPT STAFF



#### NON-EXEMPT STAFF



#### FULL-TIME FACULTY



#### HUMAN RESOURCES



*Total turnover is calculated as the percentage of separations in the past year divided by the number of employees in that category.*

**Table 9.5 Exit Interview Data:**

Exit Interviews are for voluntary separations and not every employee elects to participate in an exit interview. Most of the exit interviews are staff and very few are faculty.
There have been 69 Voluntary separations this year but not everyone has completed an exit interview. Out of those who have, we know that :
· 5 employees reported that they were going to UC,
· 3 employees reported they were going to Miami and
· 1 employee reported going to Xavier
· At least 10 reported going to another institution of higher education but would not disclose the name of the institution

## **ID&M Resource Team**

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