

Retention Study

OFFICE OF INSTITUTIONAL RESEARCH

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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 NNMCM Freshmen Who Re-enroll the 2nd (spring) and 3rd (fall) Semesters.

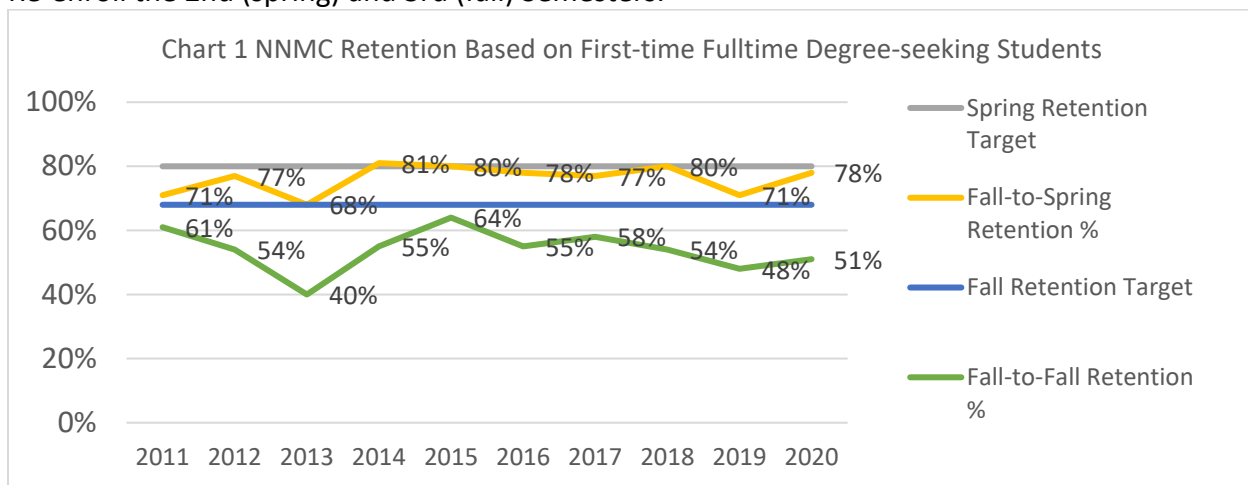


Chart 1: State Reported Retention Measure: Percent of First-Time, Full-Time NNMCM Freshmen Who Re-enroll the 2nd (spring) and 3rd (fall) Semesters

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.

This retention study takes a look at Student Retention for all students enrolled at NNMCM 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. This year also includes the Community College Branch programs in Technical Trades.



Figure 1: Academic Departments within the Schools

Each cohort is the entire student body in Fall 2017, Fall 2018, Fall 2019, Fall 2020, and Fall 2021. 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.

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 NNMCC 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 NNMCC 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 to Fall 2021

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 charts in this section (charts 2-4) do not imply program retention. At the top of each chart is the overall total for all Academic Units.

This first chart 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. See Appendix A for additional data.

Retention (%) is calculated as follows:

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

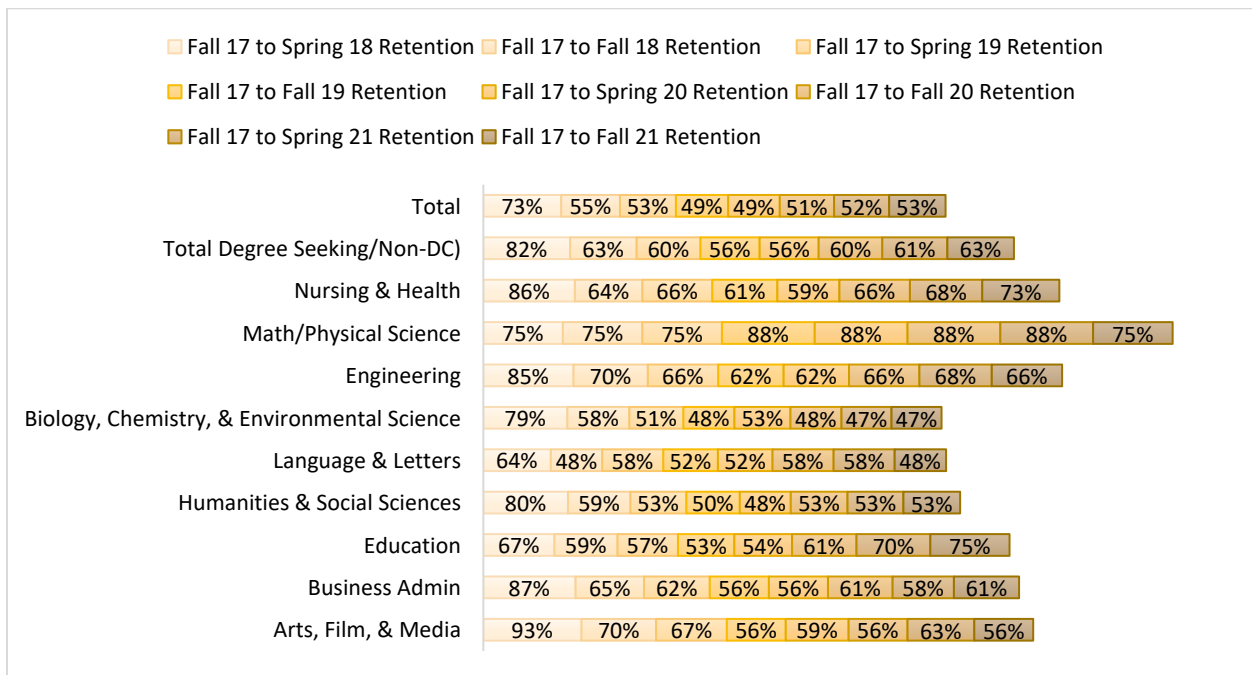


Chart 2: Fall Cohort Retention by College

This next chart is a subset of Chart 2. The students included in Chart 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.

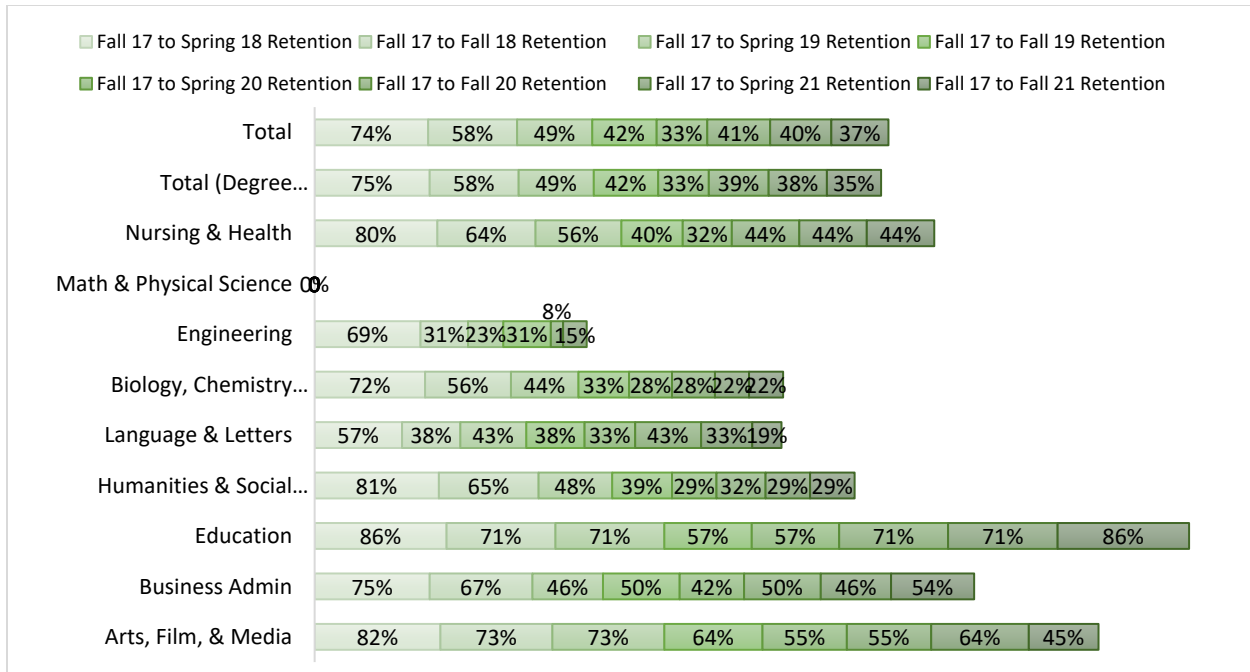


Chart 3: Fall Cohort Retention by College – First Time Any College (FTAC)

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

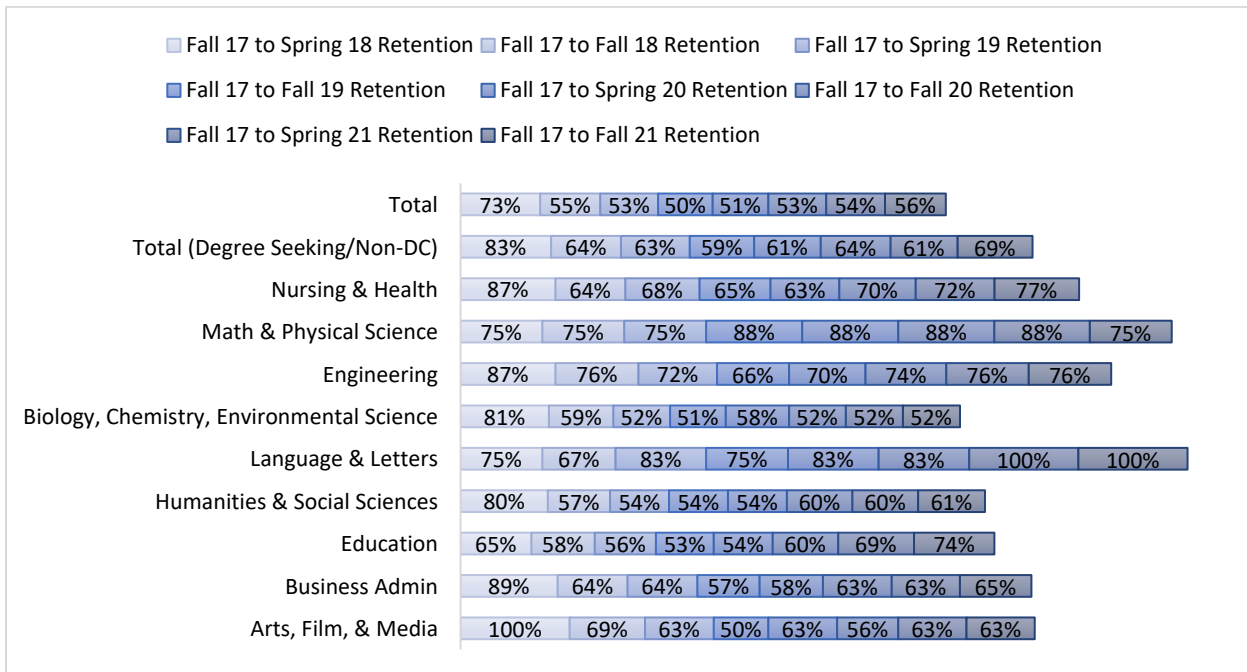


Chart 4: Fall Cohort Retention by College – Non-FTAC

III. Cohort Retention: Fall 2018 to Fall 2019 to Fall 2020 to Fall 2021

The next three charts (5, 6, and 7) examine the retention of all students enrolled at Northern in the Fall of 2018 and those who returned Fall 2019, Fall 2020 and Fall 2021. 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. See Appendix B for additional data.

Retention (%) is calculated as follows:

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

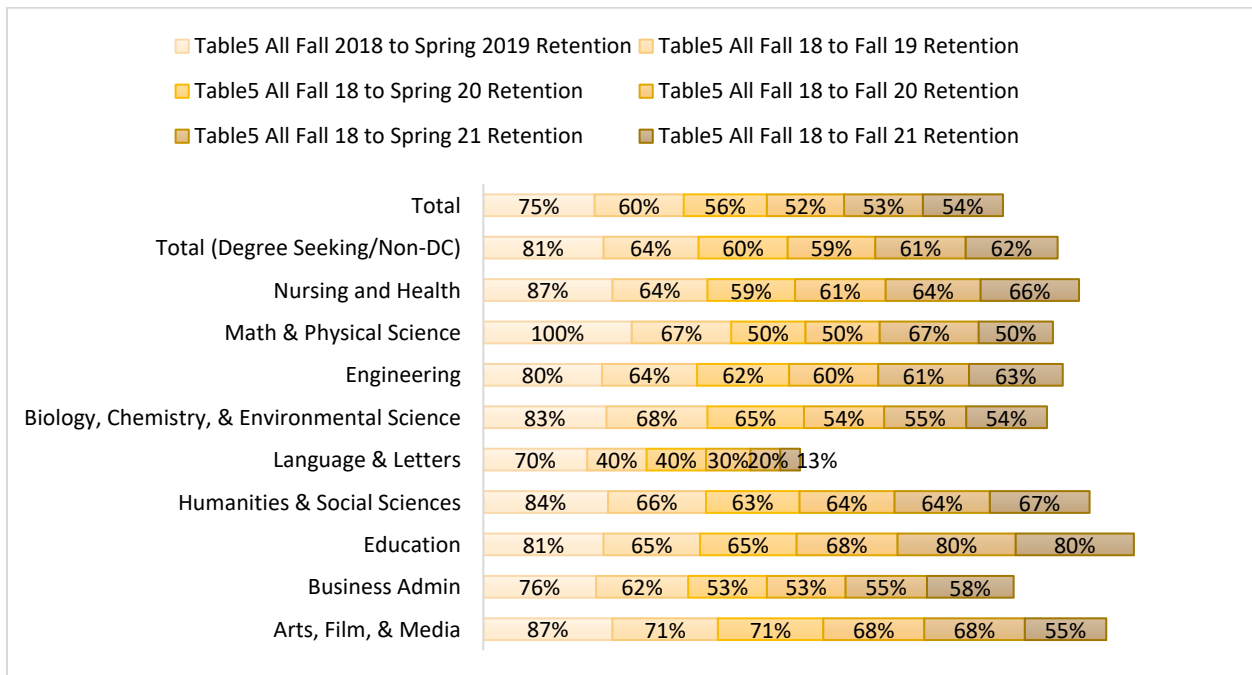


Chart 5: Fall 2018 Cohort Retention by Academic Unit

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

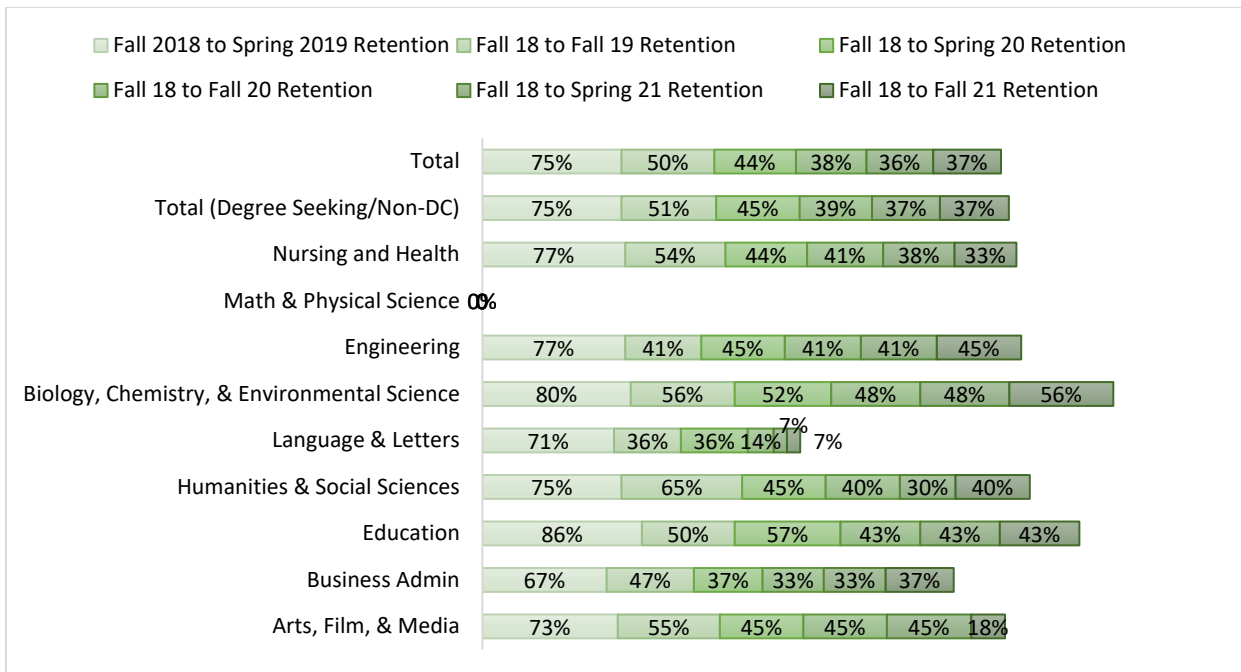


Chart 6: Fall 2018 Cohort Retention by Academic Unit – First Time Any College (FTAC)

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

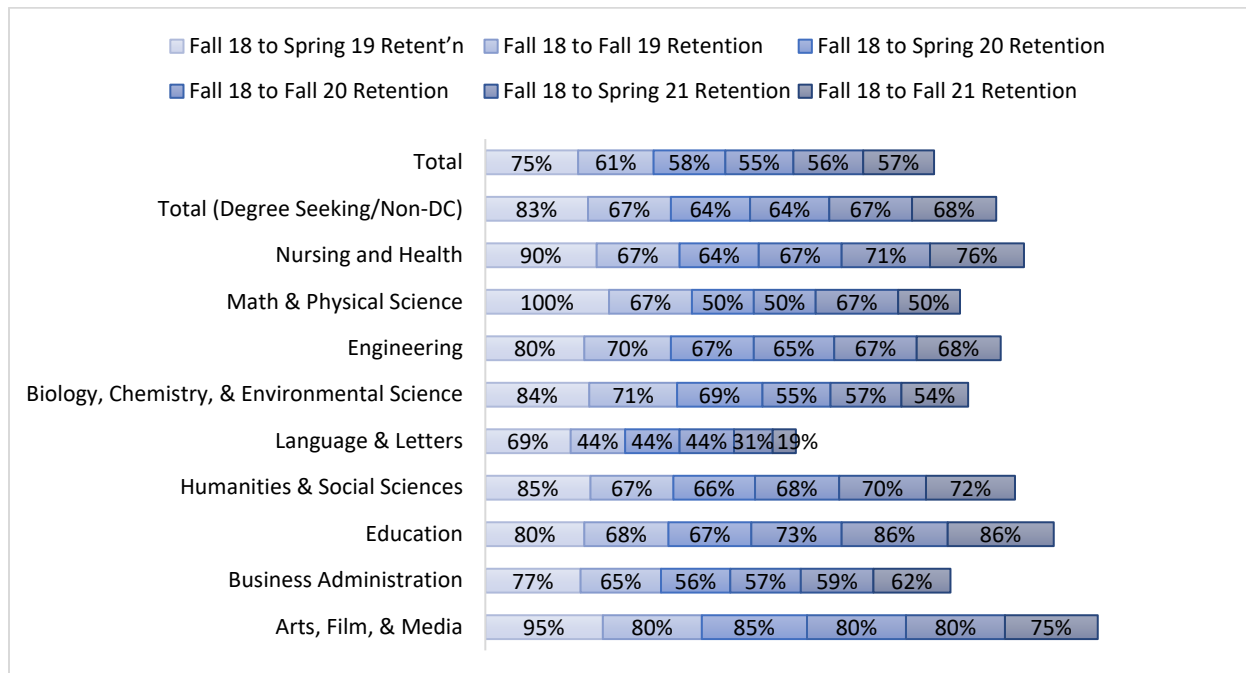


Chart 7: Fall 2018 Cohort Retention by Academic Unit – Non-FTAC

IV. Cohort Retention: Fall 2019 to Fall 2020 to Fall 2021

The next three charts (8-10) examine the retention of all students enrolled at Northern in the Fall of 2019 and those who returned Fall 2020 and Fall 2021. 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. See Appendix C for additional data.

Retention (%) is calculated as follows:

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

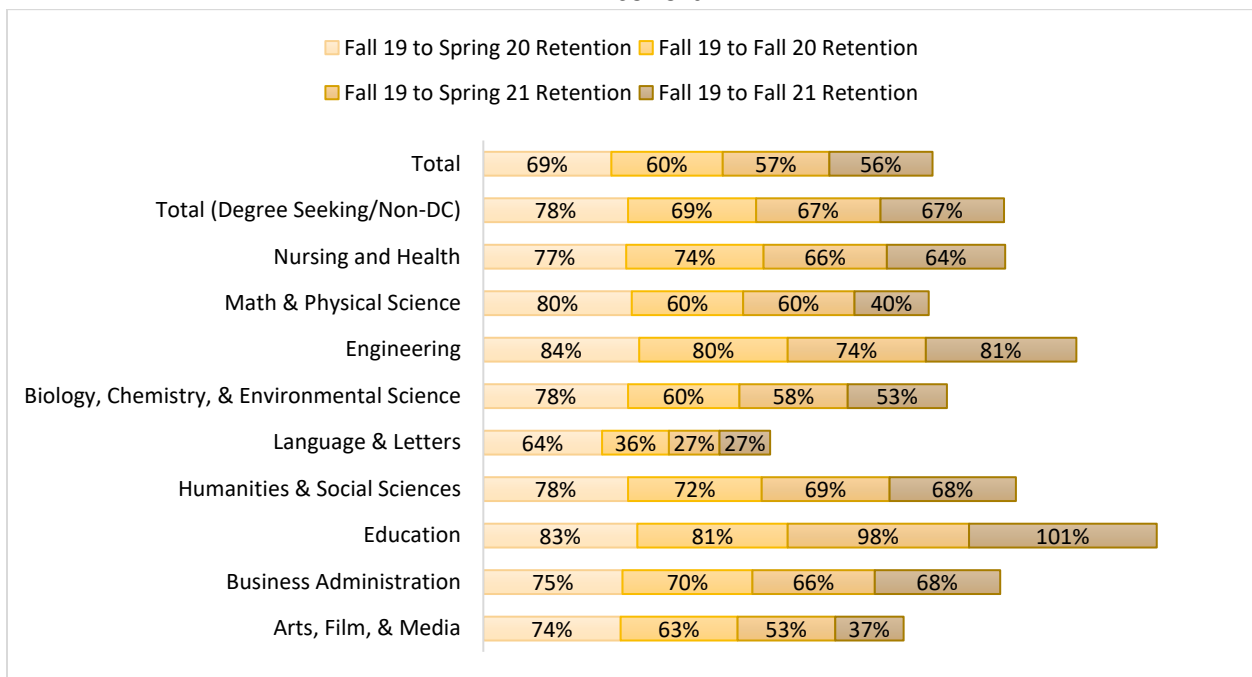


Chart 8: Fall 19 Cohort Retention by Academic Unit

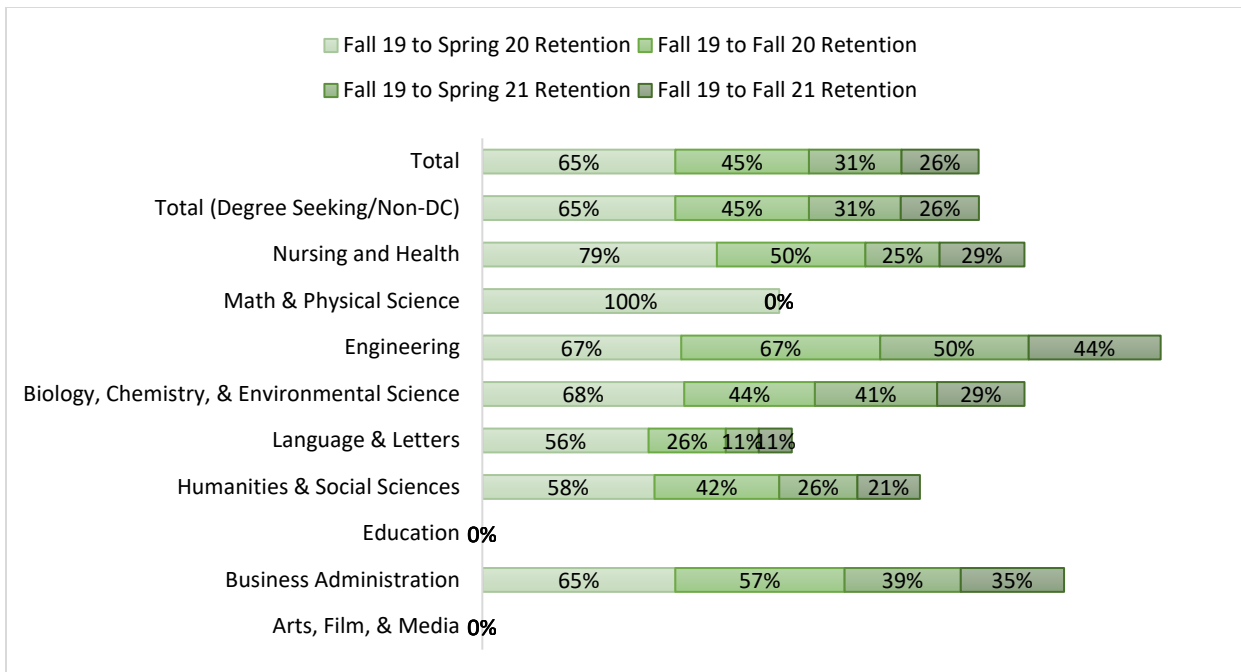


Chart 9: Fall 19 Cohort Retention by Academic Unit FTAC

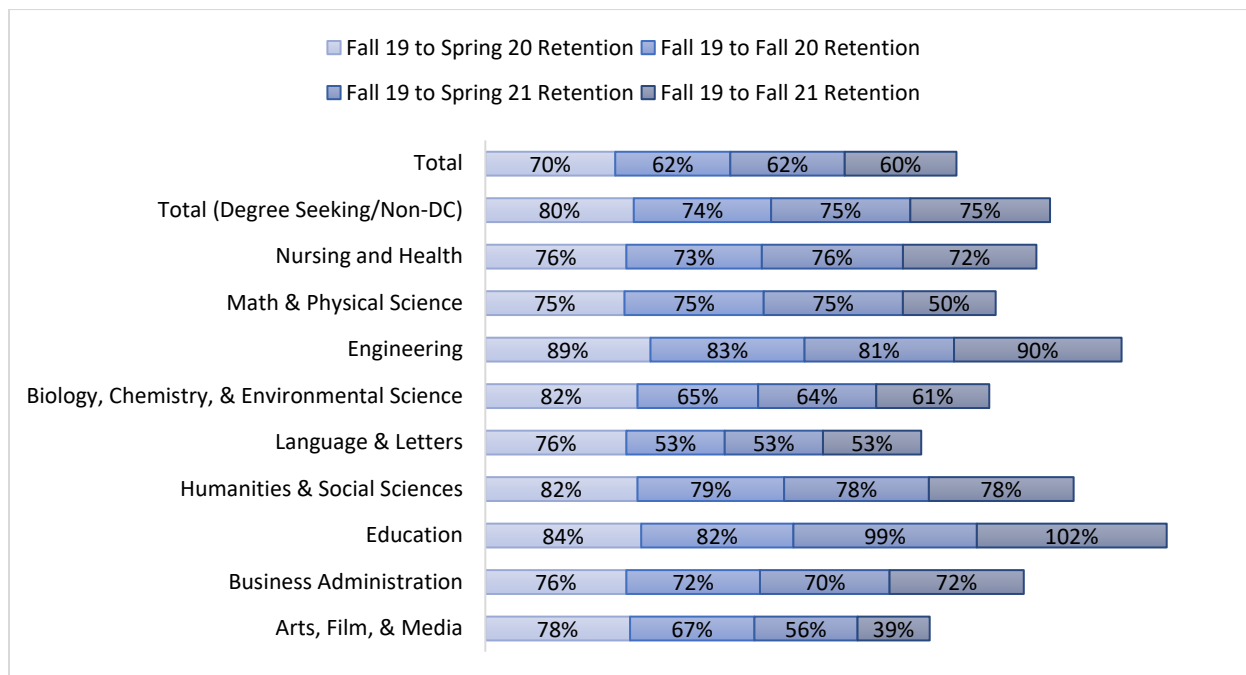


Chart 10: Fall 19 Cohort Retention by Academic Unit Non FTAC

V. Cohort Retention: Fall 2020 to Fall 2021

Charts 11-13 examine the retention of all students enrolled at Northern in the Fall of 2019 and those who returned Fall 2021. 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. See Appendix D for additional data.

Retention (%) is calculated as follows:

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

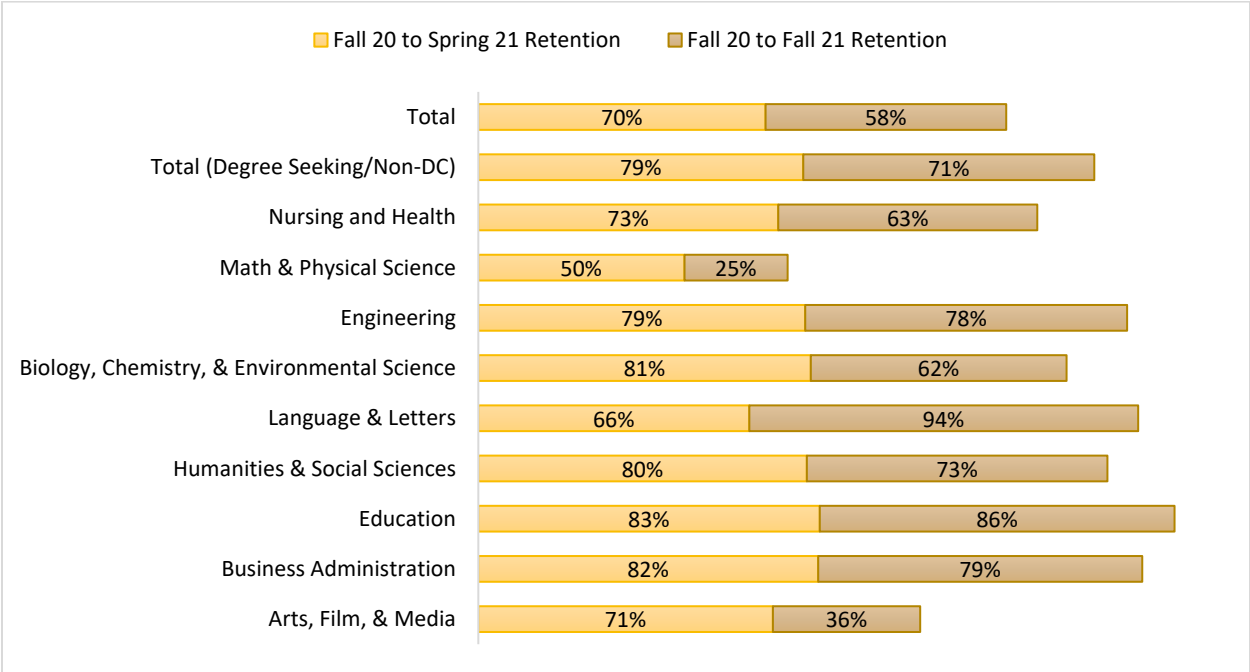


Chart 11: Fall 20 Cohort Retention by Academic Unit

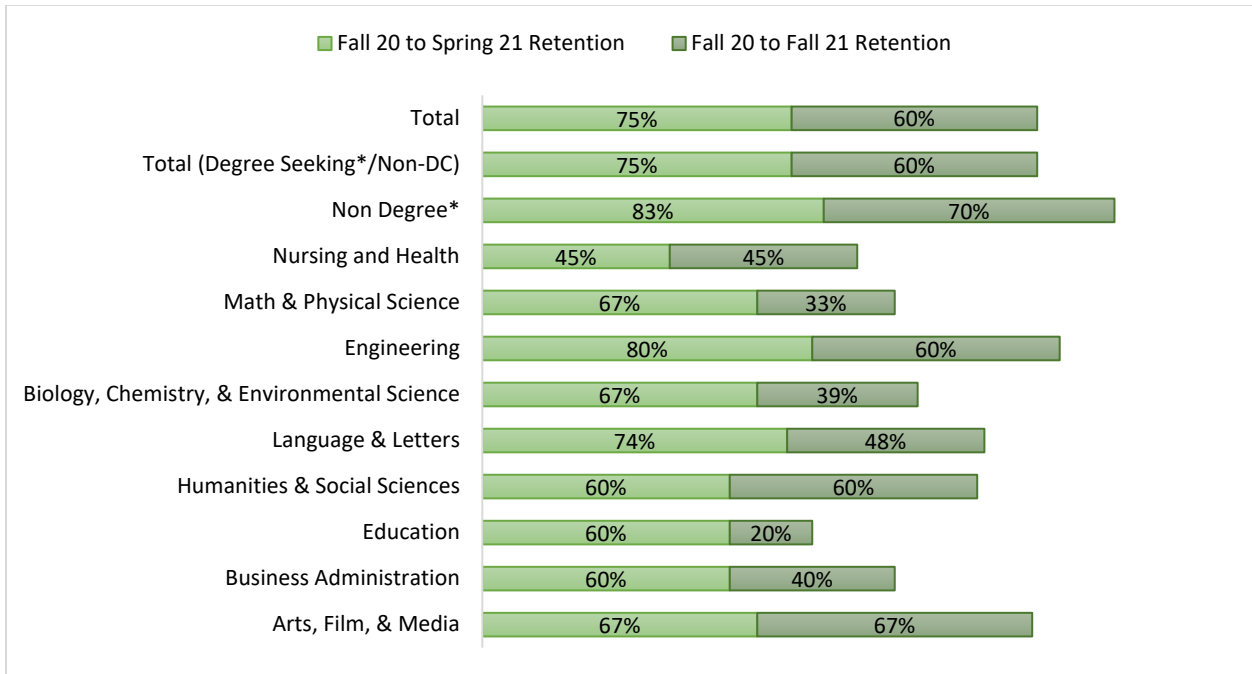


Chart 12: Fall 20 Cohort Retention by Academic Unit FTAC

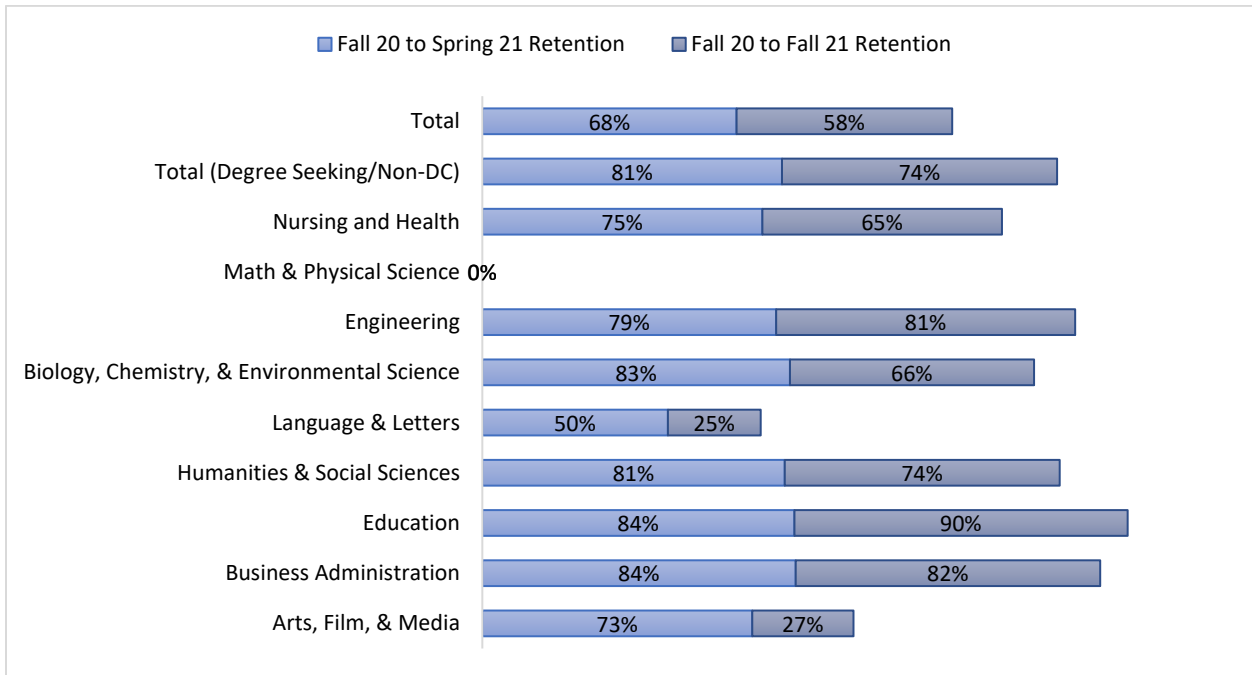


Chart 13: Fall 20 Cohort Retention by Academic Unit Non FTAC

VI. Program Retention (Fall 2018 to Fall 2019 to Fall 2021)

Charts 14 through 16 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 2021. 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 chart in this section contains the analysis for all students in the cohort. Subsequent charts contain information for FTACS followed by Other (non FTACS). See Appendix E for additional data.

Retention (%) is calculated as follows:

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

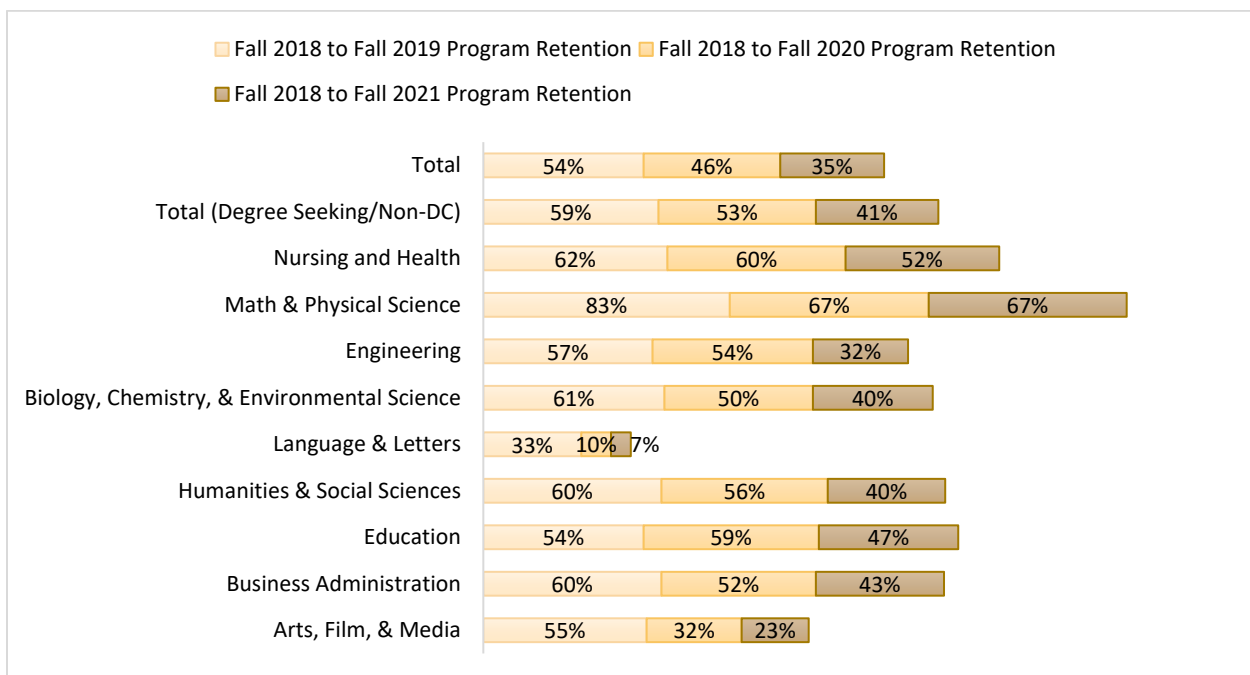


Chart 14 Program Retention by academic unit

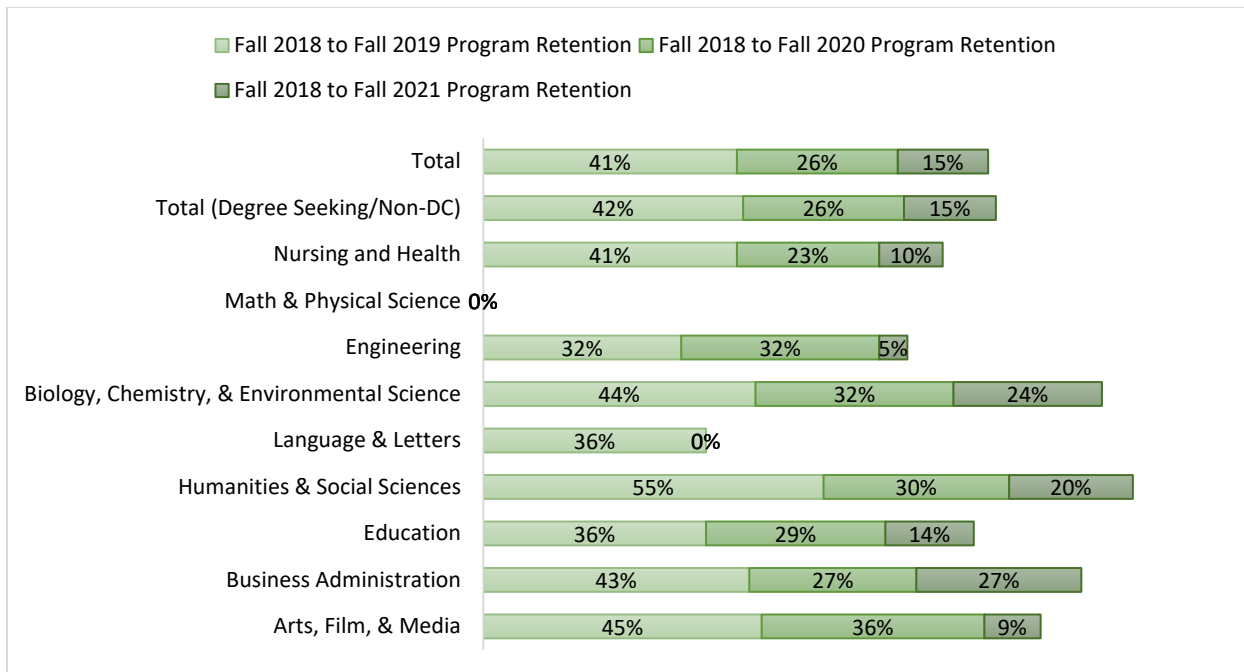


Chart 15: Fall 2018 Program Retention for FTAC Students

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

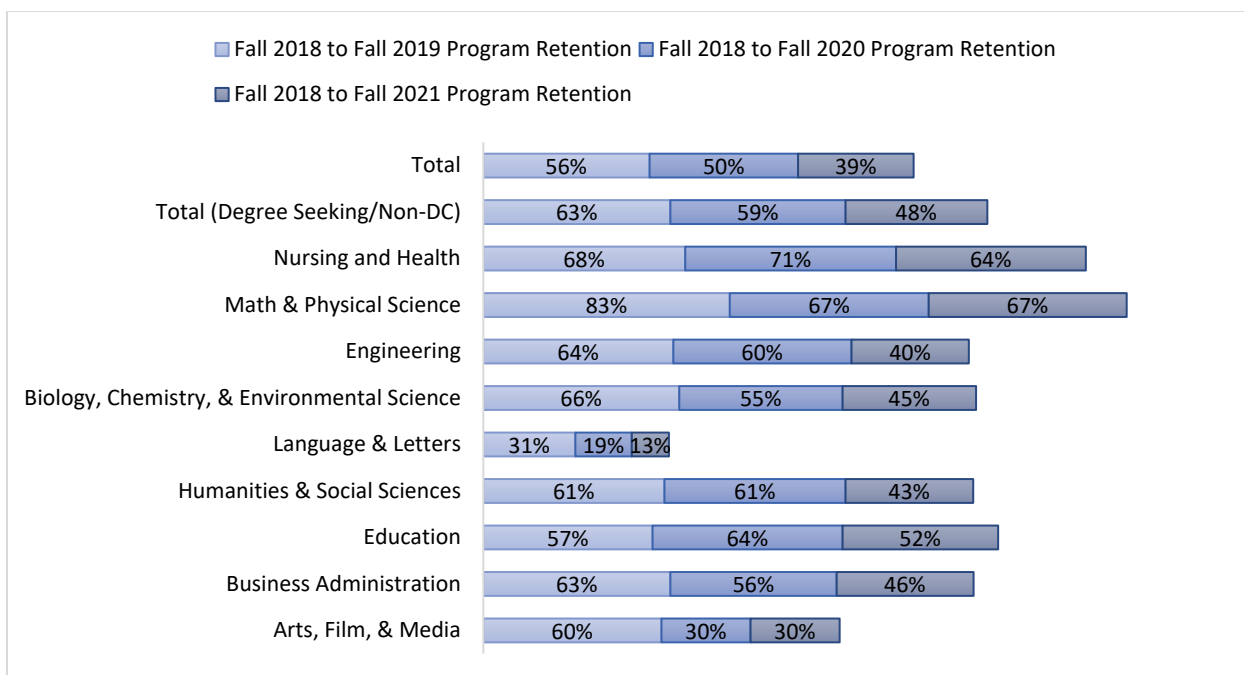


Chart 16: Fall 2018 Program Retention for Non FTAC Students

VII. Program Retention (Fall 2019 to Fall 2020 to Fall 2021)

Charts 17 through 19 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 2021. 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 chart in this section contains the analysis for all students in the cohort. Subsequent charts contain information for FTACS followed by Other (non FTACS). See Appendix F for additional data.

Retention (%) is calculated as follows:

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

in cohort

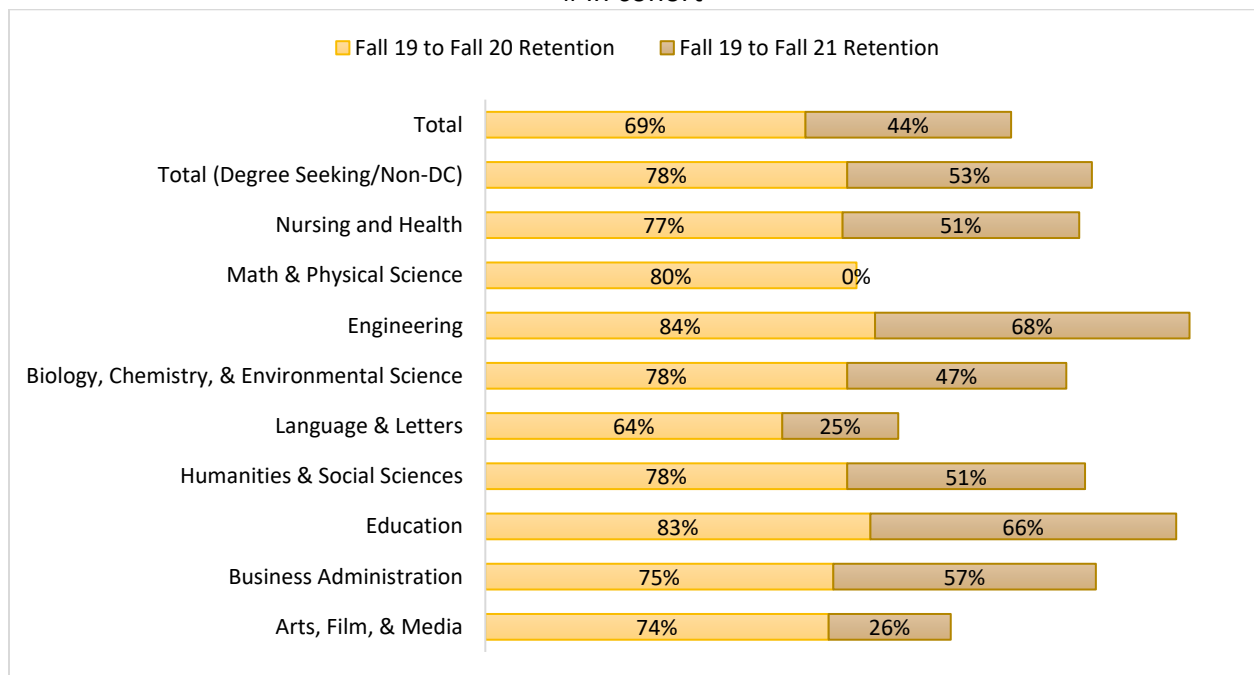


Chart 17: Fall 2019 Program Retention

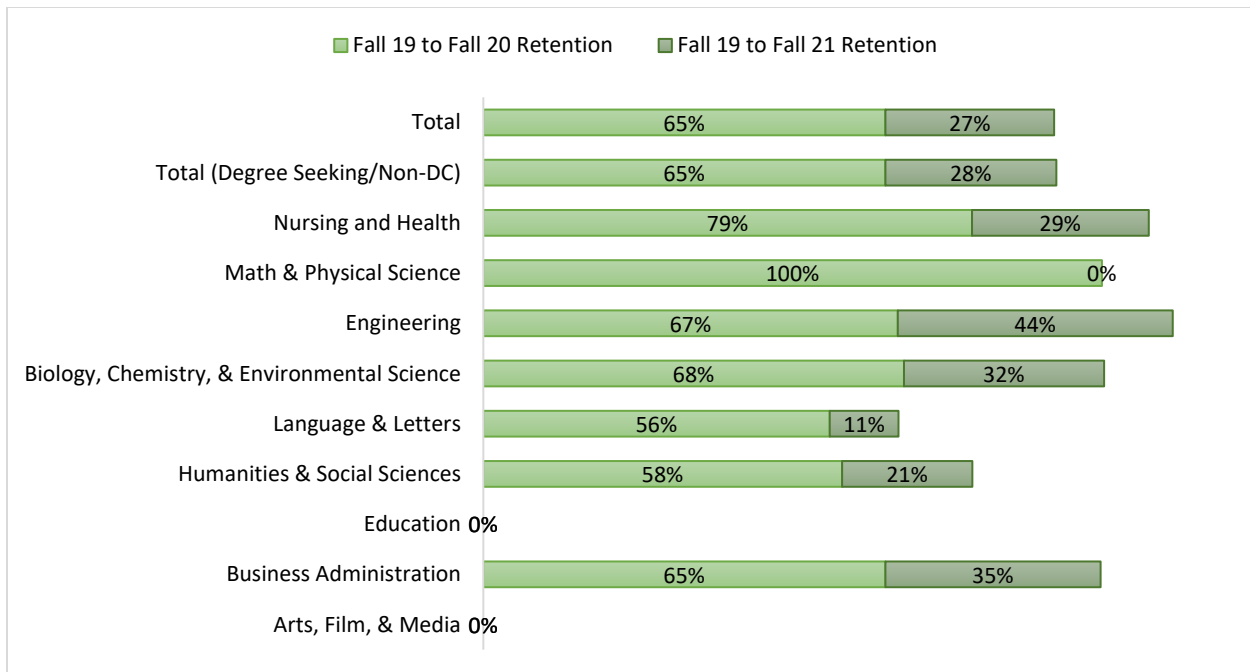


Chart 18: Fall 2019 Program Retention FTAC

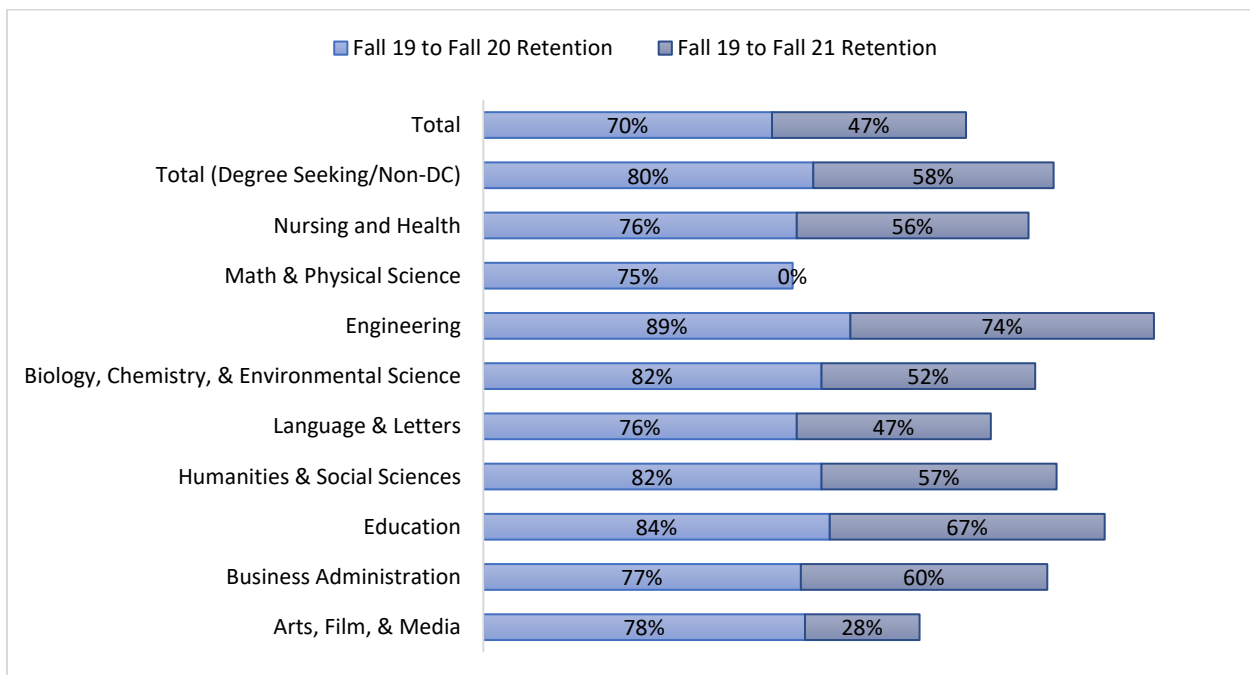


Chart 19: Fall 2019 Program Retention Non-FTAC

VIII. Program Retention (Fall 2020 to Fall 2021)

Charts 20-21 demonstrate the most recent Program Retention from Fall 2020 to Fall 2021 for all, First-time Any College (FTAC), and Non FTAC, respectively. See Appendix G for additional data.

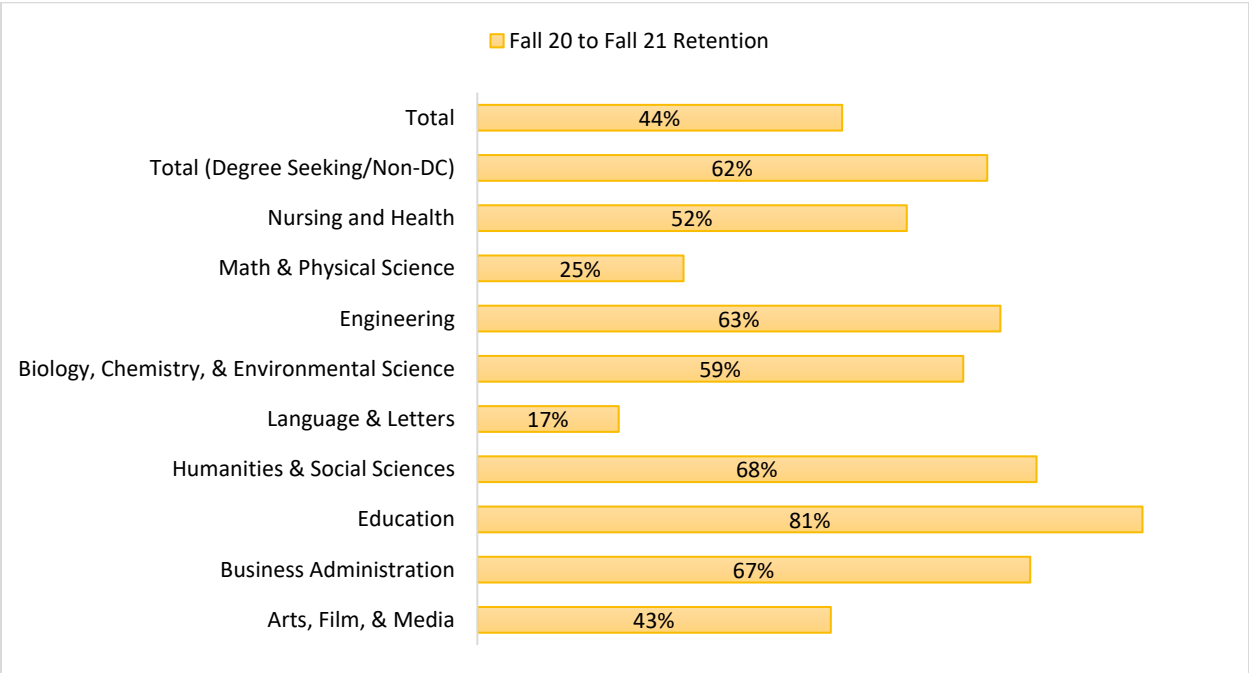


Chart 20: Fall 2020 Program Retention

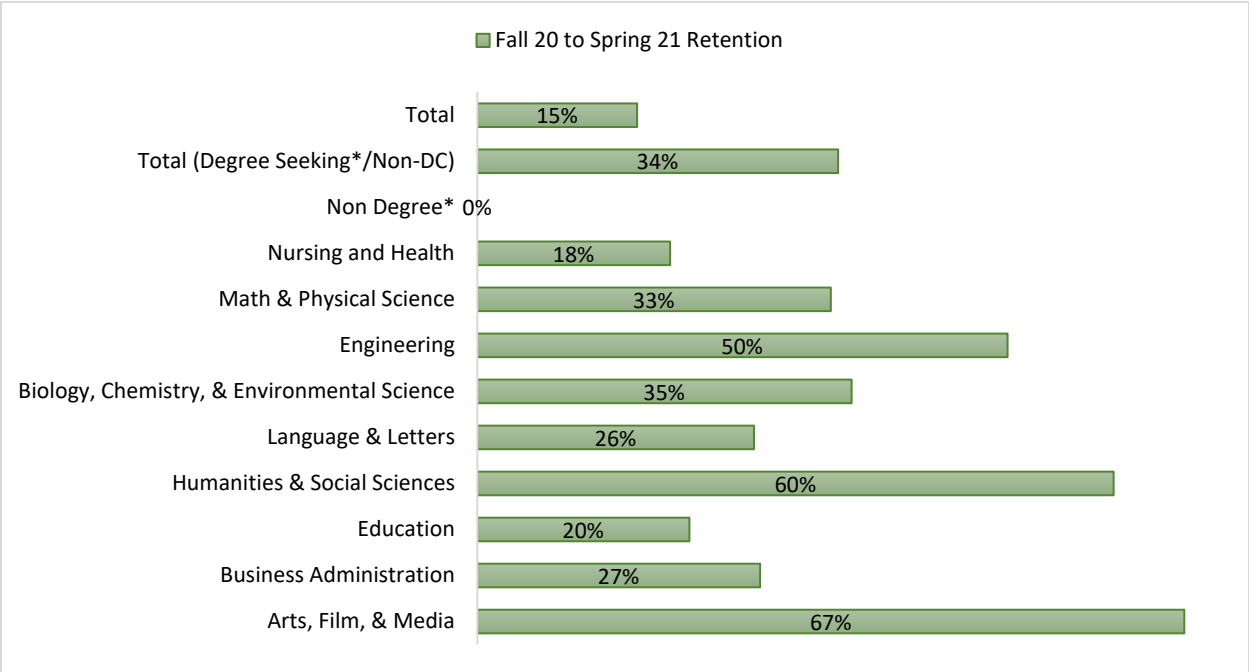


Chart 21: Fall 2020 Program Retention FTAC

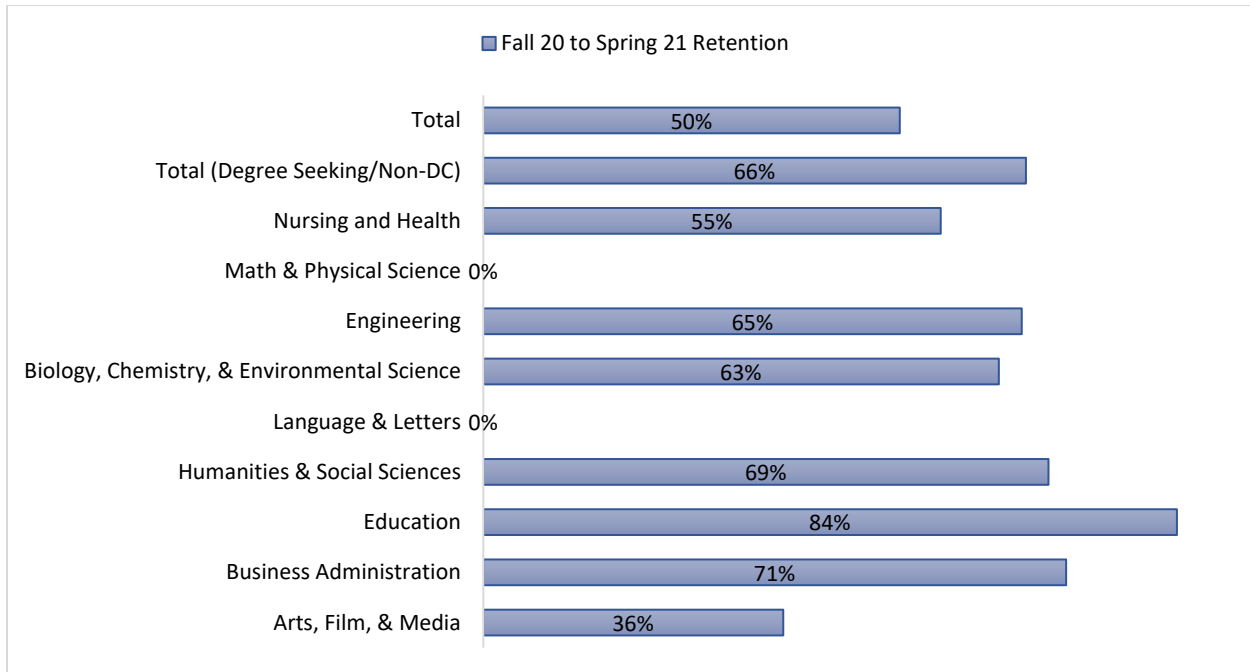


Chart 22: Fall 2020 Program Retention Non-FTAC

Conclusion

The first year Fall to Fall retention improved. The Fall 18 to Fall 19 retention for all degree seeking (non dual credit) students was 64% from 63% Fall 17 to Fall 18. That improved to 69% with the Fall 2019 to Fall 2020 retention and again with 71% for Fall 2020 to Fall 2021 retention. Two-year Fall to Fall Retention improved as well with a Fall 17 to Fall 19 retention of 56% and 59% for the Fall 18 to Fall 20 retention rate and 67% for Fall 2019 to Fall 2021. This is particularly promising given the 2020-21 pandemic and remote learning in many cases.

Cohort	Retained Fall 2018	Retained Fall 2019	Retained Fall 2020	Retained Fall 2021
Fall 2017	63%	56%	60%	63%
Fall 2018	-	64%	59%	62%
Fall 2019	-	-	69%	67%
Fall 2020	-	-	-	71%

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. 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.