



JIM HENDERSON
CHANCELLOR
BOSSIER PARISH COMMUNITY COLLEGE

April 19, 2012

Dr. Jim Purcell
Commissioner of Higher Education
Louisiana Board of Regents
P.O. Box 3677
Baton Rouge, LA 70821-3677

Dear Dr. Purcell,

Please find attached Bossier Parish Community College's 2012 GRAD Act Report. The point of contact for the report is:

Dr. Stan Wilkins
Vice Chancellor for Academic Affairs
Bossier Parish Community College
6220 East Texas Street
Bossier City, LA 71111

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Should you need further information, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jim', written in a cursive style.

Jim Henderson



GRAD Act Performance Objectives

2012 Annual Report

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Student Success

a. Implement policies established by the institution's management board to achieve cohort graduation rate and graduation productivity goals that are consistent with institution peers.

LCTCS policies in place that the College implements to facilitate student success include the following:

- 1.002 – *Delegation of Authority to Chancellors to Sign and Distribute Degrees, Diplomas and Certificates.* Effective: 5/10/00
- 1.006 – *Academic Amnesty* Effective: 10/10/02
- 1.010 – *Program Assessment* Effective: 3/14/01
- 1.014 – *Assessment* Effective: 11/14/01
- 1.016 – *LCTCS Cross-Enrollment Policy* Effective: 11/14/01
- 1.020 – *Academic Status* Effective: Fall 2003
- 1.023 – *LCTCS Policy on Non-Traditional Credit* Effective: 12/12/01
- 1.025 – *Articulation* Effective: 12/12/01
- 1.028 – *Academic Renewal* Effective: 2/14/02
- 1.029 – *Disclosure of Degree Program Transferability* Effective: 8/14/02
- 1.036 – *Cross Enrollment Agreement between System Institutions* Effective: 7/9/03
- 5.025 – *Tuition Discounts and Waivers* Effective: 8/10/05

Source: Louisiana Community and Technical College System

The above policies all work together to lessen barriers to student success and to facilitate successful completion of a BPCC academic credential.

i. 1st to 2nd YEAR RETENTION RATE: The College's fall-to-fall retention rate for AY 2010-11 is 44.2%. This represents a decrease of approximately 3.6% from AY 2009-10 actual retention rate, and a reduction of 7.2% from the baseline year AY 2008-09. The actual retention rate for AY 2010-11 is also 8.2% below the year two benchmark of 52.4%. See **Figure 1** at the end of this section for challenges impacting the College's retention rate.

Anecdotal observations and data-backed conclusions indicate an increasing number of BPCC students

- Are arriving on campus less prepared academically: for example, of the number of students taking the math placement test, students placing in the lowest level of BPCC math increased from 1,230 students in AY 2009-10 to 1,957 in AY 2010-11; of the students taking the English placement test, those placing into developmental English increased from 1,471 in AY 2009-10 to 1,869 in AY 2010-11
- Are arriving less prepared socially, emotionally, and financially than students in previous years. (anecdotal observation)
- Demonstrate less effective study skills and personal skill sets necessary to achieve academic success. (anecdotal faculty reports)
- Have more than one job and report they are challenged by the demands of family, work, and school. [Source: 2011 Community College Survey of Student Engagement (CCSSE) and the Survey of Entering Student Engagement (SENSE)]
- BPCC admits students with a high school diploma from an accredited high school, a Graduate Equivalency Diploma, or acceptable scores on the Ability To Benefit test. Since 2008 BPCC has administered 857 ATB exams, of which 385 were acceptable scores; and 163 students with acceptable scores are currently enrolled. These students are at higher

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risk academically with characteristics listed above, and BPCC's resources to address the academic deficiencies of these students are limited and contribute to the College's low retention rate. These student characteristics and cohorts challenge College assets and make student "success rates" (as defined) difficult to improve. Moreover, selective admissions at area four-year institutions have directed more students and fewer well-prepared students to BPCC.

PROGRESS TOWARD GOAL: Because of these factoring which impact the retention rate, BPCC has placed renewed focus on retention through a standing retention committee composed of faculty and staff. During AY 2011-12 the committee actively engaged in determined efforts to study impediments to the success of BPCC's students and to improve the institution's rate of student retention. The committee's efforts have heightened BPCC's awareness of the institution's retention challenges and have paved the way for formulation of specific action items to improve student retention in AY 2012-13. The efforts of this committee will result in specific institution deliverables to improve BPCC retention metrics.

FOOTNOTE: In an attempt to help students maintain positive academic standing, BPCC changed the way in which the institution recorded suspensions for non-attendance in spring 2011. A grade of "WN" was assigned instead of "F." The "WN" is recorded as an unsuccessful retention, whereas the "F" was statistically recorded as a successfully retained student. This was a factor in the College's lower retention rate. See **Figure 2** at end of this section for a comparison of prior two years' average rate with previous three years' average rate.

- ii. 1st to 3rd Year Retention Rate - N/A for Two Year Institutions*
- iii. Fall to Spring Retention Rate - N/A for Two Year Institutions*

iv. SAME INSTITUTION GRADUATION RATE: BPCC's graduation rate for 2010-11 is 11.8% and is based on a first-time, full-time, degree-seeking cohort. This exceeds the BPCC targeted rate of 9.3% for the GRAD Act year two benchmark and exceeds the baseline data of 8.3% for AY 2008-09 by 3.5%.

The College recognizes that the graduation rate - with its current definition - reveals a partial overview of BPCC's effectiveness. Many students attend sporadically as full-time or part-time students over a period of years while balancing the demands of family and multiple jobs. Their stories and the full value of a BPCC education and student success are not captured in a first-time, full-time, degree-seeking frame of reference.

To increase the numbers of BPCC students claiming a positive educational experience at the College, including increased graduation rates, BPCC has

- Improved efforts to reclaim students who are suspended or on academic probation.
- Focused on students who stop attending class to determine the cause and develop possible solutions to help them overcome whatever challenge has arisen--"early warning" mechanisms.
- Overhauled the developmental math curriculum and intentional, intensive student support in selected gatekeeper courses.

Institution policies designed to increase retention and graduation rates:

During 2010-2011, Bossier Parish Community College has examined its policies and procedures regarding both the First-Year Experience and the Transfer Experience utilizing

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the protocol provided by the Foundations of Excellence, a national initiative to improve the First-Year Experience and the Transfer Experience:

- Beginning fall 2012, the College will mandate that first-year students meet with a faculty advisor until the student earns thirty hours; this creates an intentional support system for first-year students.
- BPCCC will send faculty to the National Academic Advising Association (NACADA) Summer Institute during summer 2012 to create a plan that (a) introduces how mandatory advising will increase student success; (b) identifies a timeline for faculty professional development in effective advising strategies; and, (c) recognizes new advising policies, practices, and documentations that will be introduced to the campus.
- First-year students enrolling at BPCCC will be required to complete orientation.
- The College plans to reformat its website to allow students to identify as new/first-year or transfer-bound. New/first-year students will seamlessly link to screens that introduce students to campus services including financial aid, the Academic Advising Center, and the Learning Center. Similarly, transfer-bound students will link to these services.
- Transfer-bound students will also link to transfer information such as the General Education Matrix, articulation and 2+2 agreements, and BPCCC and four-year institution partnership programs.
- BPCCC employed two student success coordinators whose responsibilities include case management of high risk students in the science, allied health, technology, engineering, and mathematics areas.

Mandatory advising, orientation, and website enhancements will aid the College in increasing student success as students are intentionally linked to support.

Bossier Parish Community College continues to utilize the following policies to promote student retention and increase graduation rates:

Class Attendance – Mandates that attendance expectations be included in the Student Information Sheet for each course section and the policy explains the “excused” and “unexcused” absence policy.

General Admission Requirements - Requires students without ACT/SAT scores to take placement tests to determine appropriate placement in English, Math, and Reading courses.

Education 099 – College Success Skills - Requires course be taken by all first-time freshmen who place in more than two developmental courses.

The BPCCC Academic Advising Center places “at risk” students on Academic Plans. These students typically are on academic probation and/or suspension. In many cases, the students have lost, or are about to lose, financial aid eligibility, and the Academic Plan and advisors guide students toward actions necessary to regain financial eligibility or prevent its cancellation. The Academic Plan structures students’ course work until the students graduate, transfer, or complete the acquisition of skill sets necessary for employment. Students are required to meet with academic advisors each semester for guidance. The Academic Plan is a signed document.

- v. *Graduation Productivity - Optional for Two Year Institutions*
- vi. *Award Productivity – Optional for Two Year Institutions*
- vii. *Statewide Graduation Rate – Optional for Two Year Institutions*

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- viii. *Percent of freshmen admitted by exception – N/A for Two Year Institutions*
- ix. *Median professional school entrance exam score – N/A for Two Year Institutions*

b. Increase the percentage of program completers at all levels each year.

i. Percent change in program completers BPCC increased associate degree completers by 18% from AY 2009-10 to AY 2010-11---from 468 to 551. Certificate completers increased from 251 in AY 2009-10 to 297 in AY 2010-11, an 18% increase. The number of technical diploma completers increased from 24 in AY 2009-10 to 35 in AY 2010-11, a 46% increase. These increases reflect BPCC's continued enrollment growth in existing degree programs and the addition of new programs for the last five years. Technical Competency Area completers are recognized by the National Center for Educational Statistics as a measure of success. TCA credentials awarded at BPCC increased from 115 in 2009-10 to 238 in 2010-11.

c. Develop partnerships with high schools to prepare students for postsecondary education.

- i. Number of students enrolled 745***
- ii. Number of semester credit hours enrolled 3,114***
- iii. Number of semester credit hours completed 2,696***

Early Start (Dual Enrollment) at Bossier Parish Community College and a program entitled Activating Inquisitive Minds (AIM) for students evaluated gifted by the Bossier Parish School Board allow qualified high school students to enroll in college classes prior to obtaining a high school diploma. In academic year 2010-11, 745 area high school students were dually enrolled at BPCC in 3,114 student credit hours. The number of student credit hours completed was 2,696.

d. Increase passage rates on licensure and certification exams and workforce foundational skills.

- i. Passage rates on licensure/certification exams***
- ii. Number of students receiving certifications***

See Appendix #2 Industry-Based Certifications at end of this document.

iii. Number of students assessed and earning WorkKeys certifications in each of award levels. Report highest level earned. The Workforce Development Division of BPCC reports that no WorkKeys exams were requested and no certifications were awarded at BPCC in 2010-11.

- iv. Other assessments and outcome measure to be determined.***

See Appendix #2 Industry-Based Certifications at end of this document.

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Figure 1. Factors Impacting Retention Rates in Three Prior Fall Semester

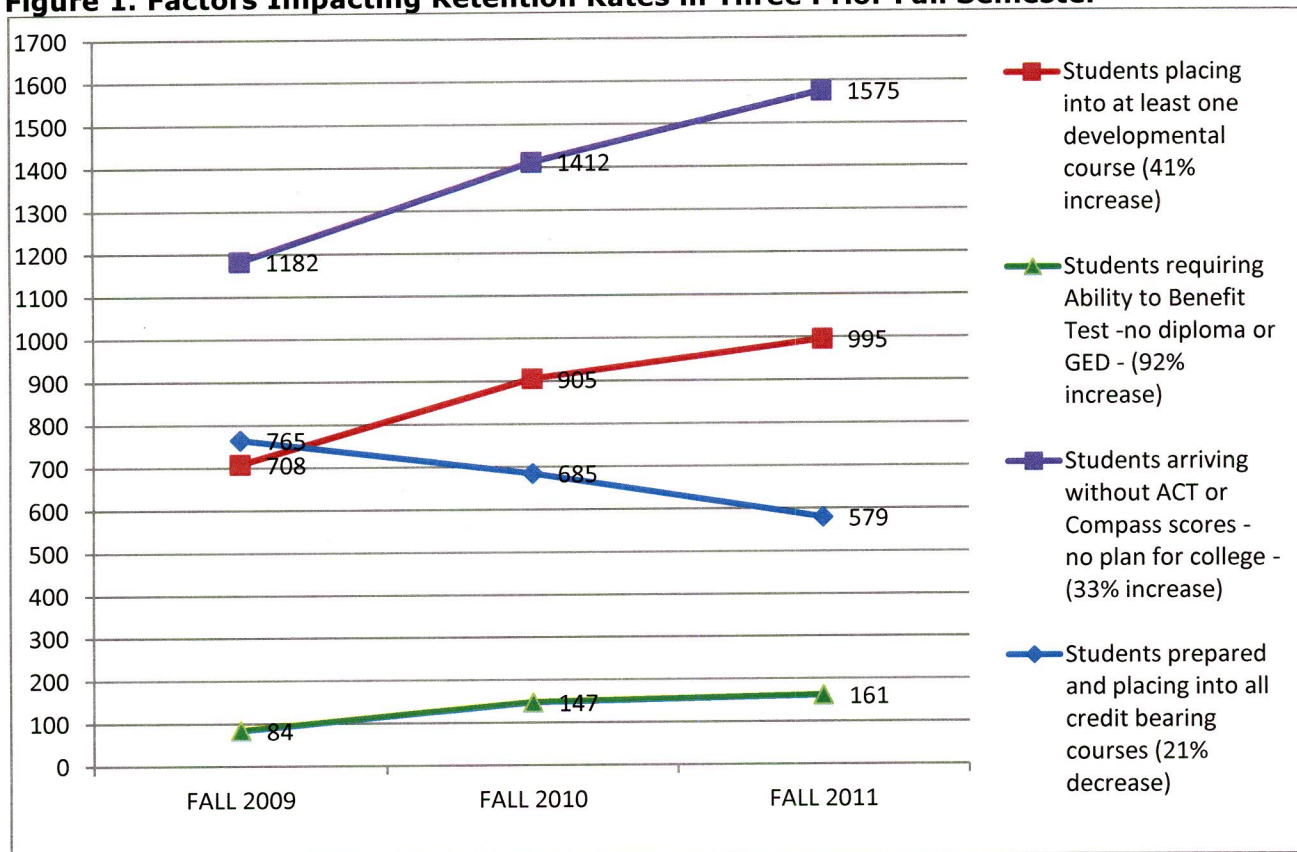


Figure 2. Comparison of 2 previous years' average with 3 prior years' average

	THREE YEAR AVERAGE				TWO YEAR AVERAGE		
	F06-F07	F07-F08	F08-F09	AVG	F09-F10	F10-F11	AVG
Retention Rate	45.9%	43.3%	51.4%	46.9%	47.8%	44.2%	46.0%
# in cohort	719	893	757		1048	1436	
# retained	330	387	389		501	635	

Figures 3-6 reflected in Appendices.

Articulation and Transfer

a. Phase in increased admission standards and other necessary policies by the end of the 2012 Fiscal Year in order to increase student retention and graduation rates.

BPCC is an open admissions institution, but "2+2" agreements and articulation agreements have been formalized with area senior institutions. These collaborations ensure that students' credit transfer seamlessly and eliminates unnecessary duplication of coursework at the receiving university. A table of formal transfer degree programs is attached (**Figure 3** in Appendices at end of document).

- i. 1st to 2nd Year Retention of Transfer Students – N/A*
- ii. Number of baccalaureate completers that began as a transfer student – N/A*
- iii. Percent of transfer students admitted by exception – N/A*

b. Provide feedback to community colleges and technical college campuses on the performance of associate degree recipients enrolled at the institution.

- i. 1st to 2nd Year Retention Rate of those who transfer with associate degree – N/A*
- ii. Number of baccalaureate completers that began as a transfer student – N/A*

Examples of new or strengthened feedback reports to the college(s)

BPCC maintains collaboration with four-year institutions to which its students transfer. Anecdotal information is exchanged between BPCC personnel and personnel at and Louisiana State University in Shreveport, Northwestern State University, University of Louisiana at Monroe, Grambling State University, and Louisiana Tech University. While informal, these conversations provide feedback to BPCC regarding improvements in BPCC's courses and degree programs. Moreover, the numerous bilateral articulation agreements between BPCC and its four-year partners reflect ongoing collaboration beneficial to increasing the performance level of BPCC's transfer students.

Examples of utilization of feedback reports (2-year colleges and technical colleges)

- The Dean of Cyber Information Technology utilized feedback from meetings with LSU-S personnel to add two upper level programming classes that did not previously exist to a BPCC Cyber degree.
- BPCC utilized feedback from Northwestern State University in spring 2011 to modify student experiences in the Oil and Gas program to better prepare them to transfer into the Industrial Engineering Technology program at NSU.
- BPCC and NSU aligned curricula and built additional course material into the curricula to satisfy the employer workforce demand of the BPCC regional economy.
- Northwestern State University and Louisiana Tech provide regular anecdotal feedback to BPCC on the performance of General Science and Nursing students at their schools.

NSU shares statistical reports that indicate students who receive core science course preparation at BPCC (anatomy, physiology, chemistry, etc.) perform as well as or better than native students at senior institutions. BPCC utilizes that feedback when it introduces new courses or considers curricular changes to existing courses. The College utilizes that feedback to maintain and strengthen the practice of intentionally offering

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nursing, science, and allied health students multiple sections of core courses to traditional and nontraditional students.

c. Develop referral agreements with community colleges and technical college campuses to redirect students who fail to qualify for admission into the institution.

- i. Number of students referred*
- ii. Number of students enrolled*

Although the number of students *referred* from all four-year colleges and universities in the state cannot be truly known by BPCC, the College does have formal referral agreements with GSU and NSU. For the AY 2010-11, 751 students were referred by GSU and NSU to BPCC at GSU and BPCC at NSU.

Examples of the referral agreements with Louisiana institutions

- **BPCC @ NSU**, a program in which students not meeting selective admissions requirements into Northwestern State University are referred to BPCC. The BPCC @ NSU is housed on the NSU campus. Students are enrolled in necessary developmental courses and are currently required to complete twelve semester hours applicable to a bachelor's degree at NSU (rises to 18 fall, 2012). The BPCC students may then transfer to NSU to pursue bachelor's degrees. Since the inception of the program, approximately 1,500 students have progressed through the program, with approximately 500 completing the required hours and approximately 75 having graduated with bachelor's degrees from NSU.
 - **BPCC @ GSU**, a referral process similar to BPCC @ NSU. One-hundred twenty-six students began BPCC courses in the spring of 2011 with 71 completing the necessary hours to transfer to GSU in the fall 2011.
- d. Demonstrate collaboration in implementing articulation and transfer requirements provided in R.S. 17:3161 through 3169.**

In addition to the bilateral transfer degrees listed above, many of the courses in the BPCC Associate, the Associate of Science, and the Associate of Arts matriculate to area senior institutions. Moreover, many courses satisfying the BPCC Associate of Applied Science degrees transfer to senior institutions in accordance with the Board of Regents' Master Course Articulation Matrix. (See BoR CRIN for the BPCC degree inventory.)

i: # of students enrolled in a transfer degree program

	Summer 2010	Fall 2010	Spring 2011	Summer 2011	Fall 2011
ASLT	0	0	2	2	11
AALT	0	0	4	6	14
AST	45	141	144	63	126

ii: # of students completing a transfer degree

	Summer 2010	Fall 2010	Spring 2011	Summer 2011	Fall 2011
ASLT	0	0	0	0	0
AALT	0	0	0	0	0
AST	3	4	5	1	6

In the spring of 2012, BPCC had 132 declared majors in the AST program and 40 declared majors in the Louisiana Transfer degrees.

- **Examples of collaboration in implementing all aspects of the transfer degree programs, Louisiana Transfer Associate Degree (AALT, ASLT) and Associate of Science in Teaching (AST) programs**

Because Bossier Parish Community College has large numbers of bilateral transfer agreements as listed above with area universities, the numbers of students pursuing the AALT and ASLT degrees are minimal. Students elect to pursue the more specific bilateral course and program matriculations from BPCC to senior institutions.

A table containing the numbers of BPCC students enrolled in other programs the College considers to be "transfer" is attached (**Figure 4** in Appendices at end of document).

iii. 1st to 2nd Year Retention Rate of those who transfer with transfer degree – N/A

iv. Number of baccalaureate completers that began as transfer students with a transfer degree – N/A

Workforce and Economic Development

a. Eliminate academic programs offerings that have low student completion rates as identified by the Board of Regents or are not aligned with current or strategic workforce needs of the state, region, or both as identified by the Louisiana Workforce Commission and Louisiana Economic Development.

i: # of programs eliminated (Baseline 2009-10) – 1

The College requested that its Certificate of Technical Studies in Oil and Gas Production Technology be eliminated because it no longer satisfied a local industry need. This recommendation was approved by the Board of Regents on May 11, 2011.

NOTE: BPCC requested that its existing associate degrees in music and theatre be consolidated into the AA in Performing Arts to better address workforce needs. The Board of Regents agreed and approved the recommendation on April 28, 2011.

ii: # of programs modified or added (Baseline 2009-10) – 4

The following programs have been added at BPCC since the GRAD Act 1 Report:
Associate of Applied Science in Industrial Technology
Certificate of Technical Studies in Accounting
Certificate of Technical Studies in Information Systems Security Professionals
Certificate in Senior Systems Managers

In AY 2010-11 Bossier Parish Community College graduated 238 students with Technical Competency Areas, 338 with Certificates and Technical Diplomas, and 554 with associate degrees.

iii: % of programs aligned with workforce and economic development needs

In AY 2010-11, BPCC graduated 890 students who received 1,128 awards (Associate Degrees, Certificates, Technical Diplomas, and Technical Competency Areas). This supply of skilled, credentialed workers addresses in part the Louisiana workforce demand as identified by the Board of Regents' list of current strategic workforce needs, based on Louisiana Workforce Commission and Louisiana Economic Development published forecasts. The alignment of BPCC's academic programs and graduates with the labor market demand is shown in the appendices (**See Figure 5**).

All programs on the curriculum inventory directly contribute to creating opportunities for sustainable and viable economic development, giving students critical thinking skills and tools to help them better provide for themselves and their children. Regardless of what career a graduate pursues, "some college" correlates to better lifetime earnings, and a degree leads to not just higher starting salaries but also sharper earnings growth.

BPCC's Program Review Policy: Bossier Parish Community College reviews all of its academic associate degrees and certificates on a cyclical basis and relies on feedback from the local/regional business and industry employer advisory committees to communicate to the College where the jobs are, how BPCC graduates perform in the workplace, and how state and federal mandates impact BPCC's curriculum. Recommendations from industry advisory committees and labor market occupations demand data are used to make curricular revisions. These committees also assist the College with students' practical field experiences and guide students to employment after graduation.

BPCC's Workforce Development and Continuing Education Division: Identifies non-academic programs that are aligned with current or strategic workforce needs and initiates innovative training programs and course offerings, responding to local and regional industry demands, employer requests, and student feedback. The Workforce Division actively participates in the Louisiana Workforce Commission (LWC) Incumbent Worker Training Program (IWTP). BPCC maintains flexibility toward the training needs of the community to seek additional non-credit workforce solutions, including training that consist of OSHA safety, computer, healthcare medical coding, leadership/management, customer service, marketing, construction, oil and gas and ACT Prep classes for future college students. BPCC's Workforce Development and Continuing Education Division currently serves the following employers:

- LaDanCo Plumbing – Leadership training
- Libby Glass – Electrical and potentially a Leadership and Performance Mgmt. Series
- Overton Brooks VA Medical Center – DISC and Influential Leadership
- XTO Energy – Safety and OSHA training
- Bossier Parish Medical Services – Computer training
- Ternium – Computer training
- Pratt Industries – Online Leadership Series

b. Increase the use of technology for distance learning to expand educational offerings. Bossier Parish Community College has incorporated technology into the delivery of its educational programs by offering e-learning opportunities to students. Tracked data is displayed in the chart below. Currently, BPCC:

- Offers twelve degree programs 100% online and many others partially online.
- Incorporates the Blackboard learning management system into approximately 95% of its face-to-face course offerings.
- Has an online Learning Center and Technology Resource Center for daily student use.
- Utilizes software products such as SoftChalk and CAMTASIA to create rich media for their online/hybrid and web-enhanced courses.
- Utilizes software such as Symposium Live and WebEx that will allow for real time web conferencing.
- Utilizes online orientation for students taking Internet courses: between 2010 and 2012--one-thousand, nine-hundred and ten (1,910) students participated in online orientation.
- Delivers fifteen hours of general education courses via compressed video to Regions 6 and 7 LTC campuses.
- Delivers respiratory therapy courses via compressed video to sites in Alexandria and Monroe and telecommunications to Loyola University in New Orleans.
- From 2010-12, BPCC offered 123 professional development training sessions for BPCC faculty either teaching online classes or using some form of electronic enhancement for face-to-face class delivery.
- The number of course sections of which at least 50% was via distance education were 60, with 850 enrolled students. Five-hundred twenty-three course sections were delivered entirely on line, with 6,605 enrolled students.

i. # of course sections with 50% and 100% instruction through distance education

	2009-10	2010-11
50%	12	60
100%	394	523

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ii. # of students enrolled in courses with 50% and with 100% instruction through distance education

	2009-10	2010-11
50%	146	857
100%	not reported	6605

iii. # of programs offered through 100% distance education, by award level

	2009-10	2010-11
Associate	4	12
Certificate	0	4
Diploma	0	0

c) Increase research productivity – N/A for Two Year Institutions

d) Demonstrate progress in increasing the number of students placed in jobs and in increasing the performance of associate degree recipients who transfer to institutions that offer academic undergraduate degrees at the baccalaureate level

i. Percent of completers found employed. In 2008-09, 577 students completed an undergraduate award in 2008-09 as reflected on the CRINPROG report (21 Technical Diplomas, 48 certificates, 41 certificates in now-inactive programs, 459 Associate Degrees, and 8 Post Associates. The chart below indicates the number of completers found employed in the Louisiana UI Wage System as reported in the Employment Outcomes Report. Eighteen months after graduation the certificate recipients earned an average estimated annual salary of \$13,532, technical diploma recipients \$18,656, and Associate Degree graduates \$23,880. A table displaying fields of study and the related average calculated salaries is attached in the Appendices **Figure 6**.

2008-2009	Number of Completers	Percent Employed
Certificate	48	60.4%
Diploma	21	71.4%
Associate	458	68.6%

ii. Increasing performance of associate degree recipients who transfer See 2.b. and 2.d.

iii. Placement rate of graduates- Although this measure is reflected as N/A for Two Year Institutions, the Allied Health programs at the College do track these outcomes. See attachments 2.b. and 2.b. The College has a Career Services Office to assist students and graduates in their search for employment. To the extent possible, the Office maintains contact with local employers and posts job lists on the Job Opportunity board and on the Career Services website.

Career Services: The BPCC Career Services Office solicits feedback from graduates. Surveys are sent to BPCC graduates three to six months after graduation. The survey is designed to update mailing addresses and e-mail addresses and to gather information about employment or continuing education status. Graduates are asked whether they are employed in their field and by whom. The survey also requests permission to survey the employers to determine their satisfaction with our educational process. In addition, the Office conducts workshops in job-search skills and interview techniques, holds an annual job fair, and sponsors on campus recruitment to bring employers and students together to explore part-time, full-time, and seasonal career opportunities. Again, quantification of

efforts is challenging, time consuming, and labor intensive due to the nature of community college graduates, but anecdotal reports suggest that students pursuing employment in the regional workforce are successful in obtaining employment.

Industry Advisory Boards: Bossier Parish Community College maintains close communication with its industry advisory boards appointed in its associate degree and certificate programs. These boards provide feedback regarding job availability and placement of BPCC graduates into occupations in which the College has programs addressing workforce demands. Although difficult to quantify and track, feedback from the committees confirms that BPCC graduates are sought after and most all find jobs within the region. In addition, completion of BPCC certificates and associate degrees provide a springboard for graduates for matriculation to senior institutions of higher education.

Feedback from senior institutions: At this time, minimal, *formal* information has been provided to BPCC by senior institutions or the BoR concerning the performance of BPCC associate degree recipients or general transfer students, though personnel at local senior institutions maintain anecdotal communication with BPCC regarding transfer students. The one institution that has provided a formal report to BPCC is Southeastern Louisiana University. Though few BPCC students transfer to SLU, the report indicates that the cumulative GPA for BPCC transfers their first year at SLU was 3.07. The sample consisted of only four students from the 2008-09 transfer cohort, but one student has already received a bachelor's degree from SLU.

Institutional Efficiency and Accountability

a. Eliminate remedial education course offerings and developmental study programs. N/A for Two Year Institutions

b. Eliminate associate degree program offerings N/A for Two Year Institutions

c. Upon entering the initial performance agreement, adhere to a schedule established by the institution's management board to increase non-resident tuition amounts that are not less than the average tuition amount charged to Louisiana residents attending peer institutions in other Southern Regional Education Board states and monitor the impact of such increases on the institution.

i. Total tuition and fees charged to non-resident students: The GRAD Act allows for tuition and fee increases for non-resident students up to ten percent annually until reaching the average tuition and mandatory fee amounts of SREB peers. Bossier Parish Community College will raise the tuition and mandatory fee amount annually by 10% until such time as we reach the SREB peer average tuition and mandatory fee cap. Bossier Parish Community College can expect a positive outcome on its enrollment and revenue estimates because four-year schools will no longer accept students that require remedial courses after FY10-11.

Academic Year	Non-resident Tuition/Fee Amount	SREB Peer Non-Resident Tuition/Fee Amount*	Difference from Peer Amount	Percent Difference from Peer Amount
2009-2010 (Baseline)	\$4,080	\$7,444	-\$3,364	-82.45%
2010-2011	\$4,776	\$7,444	-\$2,668	-55.86%
2011-2012	\$5,460	\$7,528	-\$2,068	-37.87%

**Source: 2008-09 SREB Data Exchange Table 101; 2010-11 SREB Data Exchange Table 136*

d. designate centers of excellence as defined by the Board of regents which have received a favorable academic assessment from the Board and have demonstrated substantial progress toward meeting the following goals:

The Board of Regents shall develop a policy for this element. Upon approval of the policy, measures and reporting requirements will be defined. Pending development of these items, institutions are not required to report on this element.

ADDENDUM TO 5. REPORTING REQUIREMENTS

5.a. through 5.d. reflected on Board of Regents Online Submission Form

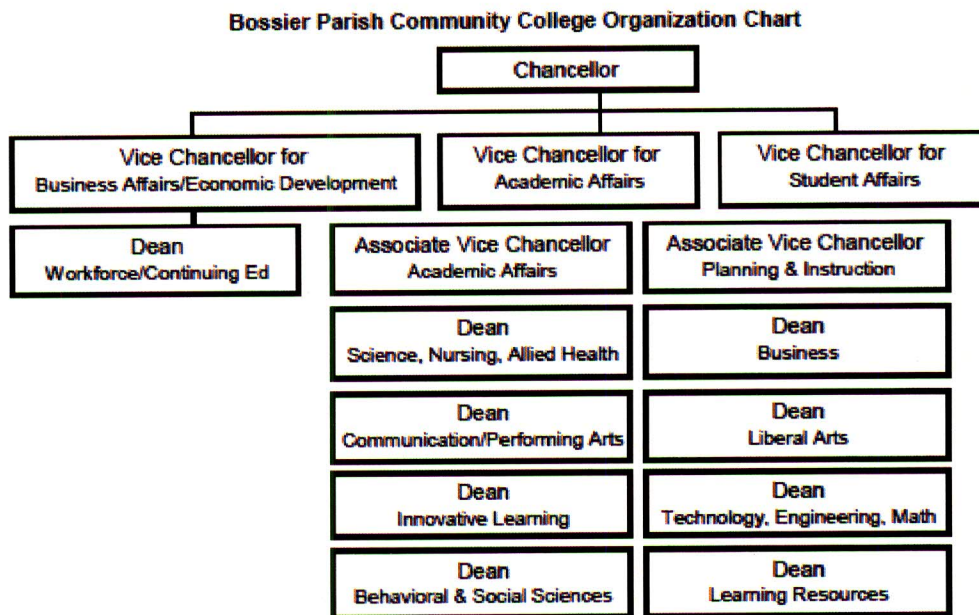
5.e. Number of non-instructional staff members in academic colleges = 11

Dean of Natural Science and Allied Health
Professor of Liberal Arts
Dean of Business
Dean of Educational Tech
Dean of Technology, Engineering, and Math
Dean of Liberal Arts
Dean of Behavioral Science
Associate Vice Chancellor of Academic Affairs
Associate Vice Chancellor of Academic Affairs
Vice Chancellor for Academic Affairs
Dean/Associate Professor of Innovative Learning

5.f. Number of staff in administrative areas = 11

Chief Financial Officer
Dean of Learning Resources/Library
Compliance Officer
Chancellor
Chief Information Officer
Director of Public Relations
Vice Chancellor of Student Affairs
Director of Alumni and Development
Registrar
Dean of Workforce Development
Vice Chancellor for Finance & Administration

5.g. Organizational Chart



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5.h. Salary Chart

Bossier Parish Community College Salaries for Organizational Chart

	TOTAL BASE SALARY Reported for Fall 2009 EMPSAL	SALARY CHANGES SINCE 6/30/2008 Reported for Fall 2010 EMPSAL	SALARY CHANGES Since 6/30/2010 Reported for Fall 2011 EMPSAL
Chancellor	\$167,000	\$0	\$0
Vice Chancellor Student Affairs	\$102,514	\$0	\$0
Vice Chancellor Business Affairs & Economic Development	\$121,874	\$0	\$0
Affairs	\$111,132	\$0	\$0
Associate Vice Chancellor of Academic Affairs	\$86,700	\$92,700 Additional duties effective 8/15/09 New program	\$0
Associate Vice Chancellor of Planning & Instruction (Created 6/3/11)	\$82,526	\$0	\$92,700 Promotion effective 6/3/11 New program
Dean Workforce & Continuing Ed	\$73,227	\$83,277 Additional duties effective 11/30/09	\$0
Dean Science, Nursing & Allied Health*	\$78,318	\$0	\$89,000 Additional duties effective 3/10/11 Several academic divisions merged.
Dean Business	\$46,267	\$65,000 Additional duties effective 7/19/10 Several academic divisions merged	\$0
Dean Communication & Performing	\$80,164	\$0	\$0
Dean Liberal Arts	\$55,000	\$0	\$0
Dean Technology, Engineering, Math***	\$60,000	\$0	\$89,000 Additional duties effective 7/1/10 and 2/28/11 Several academic divisions merged.
Dean Behavioral & Social Sciences	\$55,000	\$0	\$0
Dean Learning Resources	\$73,550	\$78,350 Additional duties effective 10/1/09 Several academic divisions merged	\$0
Dean Innovative Learning	\$73,271	\$83,271 Additional duties effective 12/1/09 New program	

* Previously Science & Allied Health

**Previously Telecommunications

***Previously Math and Technical Education and Cyber Information Technology Divisions

5.i. Cost Performance Analysis

i. Total operating budget by function, amount, and percent of total

Expenditures by Function:	Amount	% of Total
Instruction	\$ 12,230,805	47.2%
Research	\$ -	0.0%
Public Service	\$ 370,298	1.4%
Academic Support**	\$ 1,585,891	6.1%
Student Services	\$ 1,888,662	7.3%
Institutional Services	\$ 4,748,005	18.3%
Scholarships/Fellowships	\$ 832,442	3.2%
Plant Operations/Maintenance	\$ 3,097,366	12.0%
Total E&G Expenditures	\$ 24,753,469	95.6%
Hospital	\$ -	0.0%
Transfers out of agency	\$ 487,707	1.9%
Athletics	\$ 660,744	2.6%
Other	\$ -	0.0%
Total Expenditures	\$ 25,901,920	100.0%

- ii. **Average yearly cost of attendance for the reporting year as reported to the United States Department of Education = \$15,613**
- iii. **Average time to degree for completion of academic programs = 3.9 years**
- iv. **Average cost per degree awarded in most recent academic year = \$2,532**
- v. **Average cost per non-completer in the most recent academic year = \$2,532**
- vi. **All expenditures of institution for most recent academic year = \$70,425,105.51**

Bossier Parish Community College

Appendix #2 to Attachment B Reporting Template for GRAD Act Elements 1.d.i. and 1.d.ii. 4-year Universities and 2-year Colleges

Institution: Bossier Parish Community College

DISCIPLINE	EXAM THAT MUST BE PASSED UPON GRADUATION TO OBTAIN EMPLOYMENT	ENTITY THAT GRANTS REQUIRED LICENSURE/CERTIFICATION (source for reporting)	BASELINE YEAR Passage Rate *	Most Recent Year Data		
				# Students who took exam	# Students who met standards for passage	Calculated Passage Rate
Athletic Training	Board of Certification Exam (BOC)	Board of Certification (BOC)				
Clinical Laboratory Sciences/Medical Laboratory Technology	American Society for Clinical Pathology Board of Certification (ASCP BOC)	Louisiana State Board of Medical Examiners (LSBME)				
Dental Hygiene	Must pass one of the following clinical licensing exams: CITA, CRDTS, SRTA, WREB, NERB or ADEX	Louisiana State Board of Dentistry				
Diagnostic Medical Sonography	Must pass 2 ARDMS comprehensive exams: SPI, AB, BR, FE, NE and/or OBGYN	American Registry of Diagnostic Medical Sonography (ARDMS)				
Dietetics Technician	National Registration Exam for Technicians	Commission on Dietetic Registration of the American Dietetics Association				
Dietician	Commission on Registration (CDR) National Registered Dietitian Exam	Commission on Dietetic Registration of the American Dietetics Association				
Education	All 3 PRAXIS exams	Louisiana State Department of Education	2008-09 100% 18/18	12	12	100%
Emergency Medical Technician (all 3 levels)	NREMT practical & written exam	National Registry of Emergency Medical Technicians (NREMT)	2009-10 cohort base 65% 34/52	10	7	70%
Funeral Service Education	International Conference of Funeral Service Examining Boards (ICFSEB) exam	Louisiana State Board of Embalmers and Funeral Directors				
Health Information Technology	AHIMA Registered Health Information Technology (RHIT) Exam	AHIMA: American Health Information Management Association	11/15 73%	10	7	70%
Massage Therapy	Pass one of the following: NCEMTMB (Ntl Cert Exam for Therapeutic Mass & Bodywork), NCEMT (Ntl Cert Exam for Therapeutic Mass) or MBLEX (Mass & Bodywork Licensing Exam) and LABMT Oral Exam.	Louisiana Board of Massage Therapy (LABMT)				
Nuclear Medical Technology	Pass one of the following: American Registry of Radiologic Technology (ARRT) Exam or Nuclear Medicine Technology Certification Board (NMTCB) Exam	Louisiana State Radiologic Technology Board of Examiners				
Nursing (APRN) (include all specializations)	Pass certification exam administered by one of the following certifying bodies: American Academy of Nurse Practitioners (AANP), American Nurses Credentialing Center, (ANCC), National Certification Corporation (NCC) or National Board on Certification and Recertification of Nurse Anesthetists (NBCRNA)	Louisiana State Board of Nursing	New Program First Grads Fall 2011	18	18	100%
Nursing (PN)	NCLEX-PN	Louisiana State Board of Practical Nursing Examiners (LSBPNE)				
Nursing (RN)	NCLEX-RN	Louisiana State Board of Nursing				
Occupational Therapy	National Board for Certification in Occupational Therapy (NBCOT) Exam	Louisiana State Board of Medical Examiners				
Occupational Therapy Assisting	National Board for Certification of Occupational Therapy (NBCOT) Exam	Louisiana State Board of Medical Examiners	New Program First class July 2010	14	12	86%

Bossier Parish Community College

Pharmacy	Must pass <u>both</u> North American Pharmacist Licensure Examination (NAPLEX) and Multistate Pharmacy Jurisprudence Examination (MPJE) for Louisiana	Louisiana Board of Pharmacy				
Pharmacy Technician	Pharmacy Technician Certification Board (PTCB) Exam	Louisiana Board of Pharmacy	2009-10 100% 18/18	23	23	100%
Physical Therapy Assistant	National Physical Therapy Exam (NPTE)	Louisiana Physical Therapy Board (LPTB)	2009-10 100% 20/20	20	19	95%
Radiation Therapy	American Registry of Radiologic Technologists (AART) Certification Exam	Louisiana State Radiologic Technology Board of Examiners				
Radiologic Technology	American Registry of Radiologic Technologists (AART) Exam in Radiation Therapy	Louisiana State Radiologic Technology Board of Examiners				
Respiratory Therapy	National Board for Respiratory Care (NBRC) CRT- Exam	Louisiana State Board of Medical Examiners (LSBME)	2009-10 85% 23/27	19	19	100%
Surgical Technology	National Certifying Examination for Surgical Technologists	National Board of Surgical Tech & Surgical Asst (NBSTSA)	2011-12 will be the first year students are required to take CST			
Veterinary Assistant	Vet Tech National Exam (VTNE)	Louisiana Board of Veterinary Medicine				
Veterinary Medicine	North American Veterinary Licensure Examination (NAVLE)	Louisiana Board of Veterinary Medicine				

Institutions are to provide institution name and report data in shaded cells for those disciplines marked with √ on Appendix #1

** Baseline Year Passage Rate = data reported under Calculated Passage Rate in 2011 GRAD Act report. If program and data are new, indicate baseline year in parentheses, e.g., 23 (2011)*

Most Recent Year Data = most recent year data published by entity that grants licensure/certification

Calculated Passage Rate = # students to met standards for passge/# students who took exam

March 16, 2012

Bossier Parish Community College

**Appendix #2 to Attachment B
Reporting Template for GRAD Act Elements 1.d.i. and 1.d.ii.
2-year Colleges and Technical Colleges**

Institution: Bossier Parish Community College

INDUSTRY-BASED CERTIFICATIONS	EXAM THAT MUST BE PASSED TO OBTAIN CERTIFICATION	ENTITY THAT GRANTS REQUIRED CERTIFICATION (source for reporting)	Most Recent Year Data			
			BASELINE YEAR Passage Rate *	# Students who took exam	# Students who met standards for passage	Calculated Passage Rate
A +			2009-10 72%	48	43	90%
Adobe Certification	CISCO		0			
Adobe Flash						
American Petroleum Institute- 6th Edition Rigger	API					
Automotive (ASE) -- 47.0604	ASE					
Aviation						
Barbering -- 12.0402	Barber (BBC)	State of Louisiana Board of Barber Examiners				
Care and Development of Young Children -- 19.0709	CDA		1			
Certified Clinical Medical Assistant	CCMA		2010-11 80%	10	8	80%
Certified Coding Associate						
Certified Manufacturing Specialist	CMS					
Certified Respiratory Therapist						
Certified Wireless Technology Specialist	CWTS					
Certiport's Internet and Computing Core	COMPTIA IC3					
Child Development -- 190709	CDA	LA Pathways Assn.				
CIW Javascript Specialist						
CIW Web Design Specialist						
Collision Repair						
Commercial Drivers License	CDL					
Computer Hacking Forensic Investigator			2010-11 0%	5	0	0%
Computer-programming-specialty areas	college will identify					
Cosmetology -- 120401	Cosmetology	Louisiana Board of Cosmetology				
Culinary -- 120503	SERVSAFE	American Culinary Federation	2009-10 0%	45	39	87%
Customer Service						
Dialysis Technician						
Diving						
Drafting -- 15.1301	CD	American Design Drafting Assn.				
EKG						
Electrician -- 46.0302	State License					
EMT Basic	NREMT-B	State Database	2009-10 28			
EMT Paramedic	NREMT-P	State Database	2009-10 16	10	7	70%
Floresty						
Fork Lift	Forklift	Workforce Dept.				
Graphic Arts Education and Research Foundation -- 10.0303	PrintEd					
Heating, Ventilation and Air Conditioning -- 47.0201	HVAC Excellence	ESCO Institute				

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HIPAA								
Horticulture -- 01.0601	Land's Horticulture							
Human Resource Professional								
HVAC - EPA -- 47.0201	EPA							
ICND 1								
ICND 2 or CCNA								
Internet and Computing all areas (COMPTIA, CISCO, IC3)		Network +, A+, iNet +, A+ COMPTIA (multiple)	2009-2010	88%	see specific certs	see specific certs	see specific certs	
Linux +								
MCITP: Enterprise Administrator on Windows Server 2008	MCITP							
Medical Coding Specialist								
Microsoft Certified IT Professional: Server 2008 Active Directory Infrastructure	MCITP	National Database						
Administration	MCITP	National Database						
Infrastructure	MCITP	National Database						
Microsoft Certified IT Professional: Windows 7 Configuration	MCITP							
Microsoft Office Access 2007								
Microsoft Office Excel 2007								
Microsoft Office Powerpoint 2007								
Microsoft Office User Specialist (MOUS)	MOUS				0			
Microsoft Office Word 2007								
Microsoft Server 2008								
Microsoft SQL Server 2008								
Microsoft Windows 7 Configuration								
National Restaurant Association	Servsafe	LA Dept of Health/Hospitals, Public Health Sanitarian Service	2009-10	69%				
National Retailers Federation (NRF) and Research)	NRF-CS							
Network +			2009-10	32%		56	12	21%
Notary Public								
Nursing PN								
Nursing-CNA	LABENFA	LA Nurse Aide Registry in BR-Dept Health and Hopsitals	2009-2010	36%		26	22	85%
OPET								
OSHA								
OSHA 30 Hr. Construction Safety	OSHA	OSHA	2009-10	32%		31	26	84%
OSHA 40 Hr. Hazwoper								
Patient Care Tech	PCT							
Personal Fitness Trainer	ACE	Gatlin Education						
Petroleum Education	PEC, PEC-OPPS		2010-11	82%		39	32	82%
Pharmacy Technician								
Phlebotomy - CPT	CPT	National Health Career Assn.	1995-94	17%		21	21	100%
Private Investigator								
Project +						7	4	57%
Real Estate	Salesperson							

Bossier Parish Community College

Registered Medical Transcriptionist							
SCJA Java							
Security +			2009-10	17%	11	7	64%
Solar Panel Design/Installation							
U.S. Coast Guard all specialty areas	USCG						
Welding							
WorkKeys (all areas, levels)	workkeys	ACT	2009-10	0	0	0	0%

Institutions are to provide institution name and report data for those IBCs marked with √ on Appendix #1

** Baseline Year Passage Rate = data reported under Calculated Passage Rate in 2011 GRAD Act report. If program and data are new, indicate baseline year in parentheses, e.g., 23 (2011)*

Most Recent Year Data = most recent year data published by entity that grants licensure/certification

Calculated Passage Rate = # students to met standards for passge/# students who took exam

Bossier Parish Community College

Articulation and Transfer Appendices

Figure 3. Articulation Agreements in Place

Area of Articulation	Updated
BPCC AA in General Studies to LSU-S Bachelor in General Studies	2006
BPCC AST {Grades 1-5} to all four-year Colleges of Education	2007
BPCC AAS in Criminal Justice to NSU-Bachelor of Criminal Justice 2+2	2008
BPCC AAS EMT: Paramedic to NSU-Bachelor in Unified Public Safety Administration concentration 2+2	2008
BPCC AAS in Telecom. (with a concentration in Film Studies) to LSU-S Bachelor in Mass Communications (with a concentration in Film Studies)	2008
BPCC AAS in Telecommunications to LSU-S Bachelor in Mass Communications	2008
BPCC AGS to LSU-S Bachelor in Business Administration; BPCC AAS in Business Administration to LSU-S Bachelor in Business Administration 2+2	2008
BPCC AAS in Telecommunications to Grambling Bachelor in Film Studies 2+2	2008
BPCC AAS in Business Administration to NSU Bachelor in Business Administration 2+2	2009
BPCC AAS in Telecommunications to NSU Bachelor in Journalism 2+2	2009
BPCC AA in Music to NSU Bachelor in Music	2009
BPCC AA in Theatre to NSU Bachelor in Theatre	2009
BPCC AGS (Art Concentration) to NSU Bachelor in Fine Arts	2009
BPCC AAS in Healthcare Management to ULM Bachelor of Science in Health Studies (Healthcare Management/Marketing Option) 2+2	2010
AALT and ASLT to all four-year colleges	2010
BPCC AAS degrees in BADM, CIS, & CIT to University of Maryland University College	2010
BPCC AALT Social Sciences Track to NSU Bachelor of Social work 2+2	2010
BPCC AS in Engineering to Louisiana Tech BS in Engineering 2+2	2010
BPCC AAS Industrial Technology to NSU Bachelor of Science in EET or IET 2+2	2011
BPCC AAS in Cyber Information Technology. (Computer Information Systems, Info. Network Security Specialist, Info. Network Specialist, Info. Programmer-Analyst, Info. Systems Administration Specialist, Web Analyst Programmer) to LSU-S Bachelor of Science in Computer Information Systems 2+2	2011

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BPCC / NSU Reverse Associate Degree Agreement	2011
BPCC AAS Industrial Technology with Concentrations in Automation and Controls to NSU Bachelor in Electronics Engineering Technology (Upper Division) 2+2	2011
BPCC AAS Industrial Technology with Concentration in Engineering Graphics Technology to NSU Bachelor in Industrial Engineering Technology (Upper Division Graphics) 2+2	2011
BPCC AAS in Telecommunications to NSU Bachelor in Communication in the College of Liberal Arts. 2+2	2011
BPCC Courses to NSU Bachelor in Liberal Arts with Concentration in Entertainment Technology	2011
BPCC AGS with Concentration in Psychology/Sociology to NSU Bachelors in Psychology and Addiction Studies 2+2	2011
BPCC CDYC Courses to NSU Bachelor for Department of Family and Consumer Sciences in the area of Child Early Development	2011
BPCC AAS Courses and AS in Business Administration to NSU Bachelor In Business Administration	2011
BPCC AGS in NSU BGS	2012
BPCC AS in General Science to NSU BS in Radiologic Science	2012
BPCC AA in Performing Arts to NSU BS in Theatre and Bachelor of Music	2012
BPCC AS in General Science to NSU BS in Health and Physical Ed. K-12	2012
BPCC AS in General Science to NSU BS in Health and Exercise Science	2012
BPCC AAS in Computer Information Sys. to NSU BS in Computer Information Sys.	2012
BPCC AAS in Medical Assistant to NSU BAS in Allied Health	2012
BPCC AAS in Physical Therapist Assistant to NSU BAS in Allied Health	2012
BPCC AAS in Pharmacy Technician to NSU BAS in Allied Health	2012
BPCC AAS in Paramedic to NSU BAS in Allied Health	2012
BPCC AAS in Occupational Therapy Asst. to NSU BAS in Allied Health	2012
BPCC AAS in Respiratory Therapy to NSU BAS in Allied Health	2012
BPCC AD in Nursing to NSU Bachelor in Nursing	2012

Figure 4. Enrollment in Other Transfer Programs AY 2010-11

Business Administration	766
Computer Information Systems	267
Criminal Justice	423
General Science	757
General Studies	1908
Industrial Control Systems	25
Information Network Security Specialist	60
Information Network Specialist	52
Information Programmer Analyst	12
Information Systems Admin Specialist	24
Music	29
Teaching (Grades 1-5)	160
Telecommunications	348
Theatre	46
Web Analyst Programmer	9
Web Development and Design	4
AA LT	2
AS LT	2

Associate Completers in Other Transfer Programs AY 2010-11

Business Administration	74
Computer Information Systems	31
Criminal Justice	36
General Science	59
General Studies	180
Healthcare Management	1
Industrial Control Systems	12
Information Network Security Specialist	6
Information Network Specialist	6
Information Programmer Analyst	4
Information Systems Administration	1
Teaching (Grades 1-5)	12
Telecommunications	52
Theatre	7
Web Analyst Programmer	1
Web Development and Design	2

Workforce and Economic Development Appendices

Figure 5. Alignment of BPCC Completers with Louisiana Workforce Demand

LWC Demand Occupations	SOC Code	BPCC Programs	# BPCC Completers
Health Professions and Related Programs Degrees/Certificates			
Medical Records and Health Information Technicians	29-2071	AS HEALTHCARE MANAGEMENT	1
		TD MEDICAL OFFICE SPECIALIST	20
Medical Assistants	31-9092	AAS MEDICAL ASSISTANT	13
Pharmacy Technicians	29-2052	CTS PHARMACY TECHNICIAN	21
		AAS PHARMACY TECHNICIAN	15
Physical Therapist Assistants	31-2021	AAS PHYSICAL THERAPY ASSISTANT	20
Physical Therapist Aides	31-2022		
Emergency Medical Technicians and Paramedics	29-2041	TS EMERGENCY MED. TECHNICIAN-PARAMEDIC	2
		AAS PARAMEDIC	14
		TCA Medical Unit Coordinator	35
Respiratory Therapists	29-1126	AAS RESPIRATORY THERAPY	1
Surgical Technologists	29-2055	TD SURGICAL TECHNOLOGY	15
Medical and Clinical Laboratory Technicians	29-2012	CTS PHLEBOTOMY	19
Cardiovascular Technologists and Technicians	29-2031	TCA ECG Telemetry	14
Respiratory Therapy Technicians	29-2054	TCA Respiratory Therapy	18
Medical Transcriptionists	31-9094	TCA Medical Transcription	1
Veterinary, Technologists, and Technicians	29-2056	AS GENERAL SCIENCE	59
Diagnostic Medical Sonographers	29-2032		
Registered Nurses	29-1111	TCA Laboratory Assistant	1
Personal And Home Care Aides	39-9021		
Occupational Therapists	29-1122		
TOTAL			269
Business Management, Marketing, and Related Support Services/Certificates			
Customer Service Representative	43-4051	TCA Basic Management	15
General and Operations Managers	11-1021		
Administrative Services Managers	11-3011		
First-Line Supervisors/Managers of Office and Administrative	43-6014	AAS Business Administration	74
		TCA Business Communications	13
Word Processes and Typists	43-9022	TCA Drafting and Design	2
Bill and Account Collectors	43-3011	TCA Bookkeeping	2
Procurement Clerks	43-3061		
Loan Interviews and Clerks	43-4131		
New Accounts Clerks	43-4141		
Insurance Claims and Policy Processing Clerks	43-9041		
Credit Authorizers, Checkers, and Clerks	43-4041		
Human Resources Assistants, Except Payroll and Timekeeping	43-4161		
TOTAL			106

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Engineering Technologies and Engineering-related fields Degrees/Certificates			
Construction Managers	11-9021	AAS Construction & Technology Management	2
Electrical and Electronic Engineering Technicians	17-3023	AAS Industrial Control Systems	12
Industrial Engineering Technicians	17-3026		
Petroleum Pump System Operators, Refinery Operators, and Gaugers	51-8093		
Service Unit Operators	47-5013		
Geological and Petroleum Technicians	19-4041		
Environmental Science and Protection Technicians, Including Health	19-4091		
Mechanical Drafters	17-3013	CTS 0101 Computer Aided Drafting	4
Civil Engineering Technicians	17-3022		
TOTAL			18
Liberal Arts and Sciences, General Studies, and Humanities			
Court, Municipal, and License Clerks	43-4031	CGS GENERAL STUDIES	151
Writers and Authors	27-3043		
Editors	27-3041		
Market Research Analysts	19-3021	AGS GENERAL STUDIES	180
Budget Analysts	13-2031		
Employment, Recruitment, Placement Specialists	13-1071		
Training and Development Specialists	13-1073		
Library Technicians	25-4031	TCA Biotechnology	3
Biological Technicians	19-4021		
Veterinary Assistants and Laboratory Animal Caretakers	31-9096		
TOTAL			334
Personal and Culinary Services			
Food Preparation Workers	35-2021	CTS Culinary Arts	21
Cooks, Restaurant	35-2014		
Cooks, Fast Food	35-2011		
Cooks, Institution and Cafeteria	35-2012		
Dining Room	35-9011		
Cooks, Short Order	35-2015		
Food Service Managers	11-9051		
Bakers	51-3011		
Chefs and Head Cooks	35-1011		
TOTAL			21
Computer and Information Sciences/Human Sciences Degrees/Certificates			
Computer Systems Analysts	15-1051	AAS INFORMATION PROGRAMMER-ANALYST	4
Network Systems and Data Communications Analysts	15-1081	AAS WEB ANALYST PROGRAMMER	1
Computer Programmers	15-1021	AAS COMPUTER INFORMATION SYSTEMS	31
		AAS INFORMATION NETWORK SECURITY	6

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Network and Computer Systems Administrators	15-1071	AAS INFORMATION SYSTEMS ADMIN SPECIALIST	1
Database Administrators	15-1061		
Computer and Information Systems Managers	11-3021	AAS INFORMATION NETWORK SPECIALIST	6
Computer Operators	43-9011	CTS HELP DESK SUPPORT	3
Computer Support Specialists	15-1041		
Computer Software Engineers, Applications	15-1031	AAS Web Development and Design	2
		TCA Web Design	4
		TCA Software Applications	17
TOTAL			75
Homeland Security Law Enforcement, Firefighting, and Related Protective Services			
Correctional Officers and Jailers	33-3012	AAS Criminal Justice	36
Police and Sheriff's Patrol Officers	33-3051		
Detectives and Criminal Investigators	33-3021		
Probation Officers and Correctional Treatment Specialists	21-1092		
TOTAL			36
Communication Technologies/Technicians and Support Services Degrees/Certificates			
Audio and Video Equipment Technicians	27-4011	CTS Telecommunications	66
		AAS Telecommunications	52
		TCA Media for the Ministry	12
		TCA Sound Recording Technology	10
		TCA TV Production	11
Radio and Television Announcers	27-3011	TCA Radio	3
Broadcast Technicians	27-4012	TCA Broadcasting	19
TOTAL			173
Visual and Performing Arts			
Graphic Designers	27-1024	TCA Graphic Design	5
		TCA Computer Animation	6
		CTS Music	4
		TCA Lighting Design	1
		TCA Costume Design	1
Photographers	27-4021	TCA Photography	15
Producers and Directors	27-2012	TCA The Business of Music	4
		TCA Directing	3
		TCA Film	17
		AA Visual & Performing Arts	7
		TCA Acting	5
		TCA Stage or Theatre Management	1
		CTS Theatre	4
TOTAL			73
Education			
Elementary School Teachers, Except Special Education	25-2021	AS Teaching (Gr 1-5)	12
Teacher Assistants	25-9041		
Child Care Workers	39-9011	AAS Care/Development of Young Children	5

Bossier Parish Community College

Preschool Teachers, Except Special Education	25-2011		
Kindergarten Teachers, Except Special Education	25-2012		
TOTAL			17
Legal Professions and Studies			
Paralegals and Legal Assistants	23-2011	CTS Legal Secretary	6
Legal Secretary	43-6012		
TOTAL			6
			1128

Source: 2011 LA Regents Employment Outcomes Report and BPCC Institutional Research Office

Figure 6. Occupational Sectors Average Estimated Annual Salary

Occupational Sectors where BPCC Completers Were Found Employed	Average Last 4 Qtrs	Avg Est Annual Salary
BUSINESS/COMMERCE, GENERAL	\$ 6,360	\$ 25,439
COMMUNICATION, JOURNALISM, AND RELATED FIELDS, OTHER	\$ 2,716	\$ 10,864
COMPUTER AND INFORMATION SCIENCES AND SUPP SVCS, OTHER	\$ 2,408	\$ 9,632
CRIMINAL JUSTICE/SAFETY STUDIES	\$ 3,269	\$ 13,076
DRAMA AND DRAMATICS/THEATRE ARTS, GENERAL	\$ 2,949	\$ 11,797
DRAMATIC/THEATRE ARTS AND STAGECRAFT, OTHER	\$ 1,627	\$ 6,507
EMT PARAMEDIC	\$ 11,830	\$ 47,321
ENGINEERING, OTHER	\$ 4,403	\$ 17,611
GENERAL STUDIES	\$ 3,940	\$ 15,761
INFORMATION SCIENCE/STUDIES	\$ 6,570	\$ 26,281
LEGAL ADMINISTRATIVE ASSISTANT/SECRETARY	\$ 4,714	\$ 18,855
MEDICAL OFFICE ASSISTANT/SPECIALIST	\$ 3,253	\$ 13,012
MEDICAL/CLINICAL ASSISTANT	\$ 2,421	\$ 9,684
NATURAL SCIENCES	\$ 2,707	\$ 10,830
PHARMACY TECHNICIAN/ASSISTANT	\$ 4,598	\$ 18,393
PHLEBOTOMY/PHLEBOTOMIST	\$ 3,117	\$ 12,466
PHYSICAL THERAPIST ASSISTANT	\$ 11,149	\$ 44,597
RESPIRATORY CARE THERAPY/THERAPIST	\$ 6,916	\$ 27,665
SOCIAL SCIENCES, OTHER	\$ 14,108	\$ 56,431
SURGICAL TECHNOLOGY/TECHNOLOGIST	\$ 3,949	\$ 15,794
WEB PAGE, DIGITAL/MULTIMEDIA,INFO RESOURCES DESIGN	\$ 3,143	\$ 12,572
OTHER	\$ 3,924	\$ 15,698

Source: 2011 LA Regents Employment Outcomes Report