



GRAD Act

Fifth Annual Report to the Legislature

Bossier Parish Community College

2015



April 9, 2015

Dr. Monty Sullivan, President
Louisiana Community and Technical College System
265 South Foster Drive
Baton Rouge, LA 70806

Dear Dr. Sullivan:

Attached you will find copies of the 2015 GRAD Act report for Bossier Parish Community College in accordance with Act 741 of the 2010 Regular Session of the Louisiana Legislature for your review and approval. Included in this submission are the following documents:

- Student Success Narrative
- The Articulation and Transfer Narrative
- Workforce and Economic Development Narrative
- Institutional Efficiency and Accountability Narrative
- Section 5 Reporting Requirement
- A copy of the online data submission
- Attachment D
- IBC reporting requirements

The college point of contact for this information is Vice Chancellor of Academic Affairs, Lesa Taylor-Dupree. She can be reached at 318-678-6348 or via email at ltaylordupre@bpcc.edu.

Sincerely,

Rick Bateman, Ph.D.
Chancellor

RB:cm

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GRAD Act

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Bossier Parish Community College

Bossier Parish Community College (BPCC) is a two-year public institution currently serving 7,985 students (spring 2015 semester head count enrollment). The College offers 24 associate degrees and 23 certificates/technical diplomas. In addition to degree programs, Bossier Parish Community College promotes workforce training, continuing education, and pre-GED preparation. The College's initiatives to foster student success, sustain economic development, and respond to the regional education demands are described in the following report:

1. STUDENT SUCCESS: Performance Objective (1): Student Success

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

BPCC is governed by the Louisiana Community and Technical College System, which allows Bossier Parish Community College to promote student success reflective of students' educational goals. The college emphasizes institutional performance and accountability.

The following policies are in place:

- 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

BPCC strives to achieve cohort graduation rate and successful completer productivity goals by examining the impact of policies adopted by the LCTCS management board upon the local campus. The policies are implemented at the local campus with special attention to how they impact students' ability to persist and succeed.

Measure 1.a.i: 1st to 2nd year retention rate.

a. Number of first-time, full-time, degree-seeking students enrolled in the prior fall semester.

The College's retention rate for AY 2013-14 is 53.7%, which falls within 2% of the benchmark of 53.9%. This represents an increase of 2.5% over the previous year (51.2%). The improvement may be attributed to an intentional tracking plan to monitor student re-enrollment and advising patterns.

Sum of Cohort Count	1026
Sum of Total First Year Retained	551
Percent of First Year Retained	53.7%

To address challenging student success rates, *Open Campus*, a series of six open-source, developmental, online, noncredit courses and learning materials was created. Courses feature brief lecture-videos, hand-outs, and multiple-choice quizzes for students prepping for placement testing as well as for students enrolled in credit-bearing coursework. *Open Campus* has offered students opportunities to advance more quickly through developmental coursework.

From summer 2013 through spring 2014 semesters, over 7,285 students had enrolled. Since *Open Campus* learning materials also linked through social media portals, access spread beyond the local community to users in all 50 states and 124 countries worldwide during the same timeframe; more significantly, *Open Campus* video lectures had been viewed for a total of 224,350 minutes, through 32,574 separate views. Many placement testers used *Open Campus* to study and placed up in--with some even placing out of-- developmental coursework; others remarked that the courses helped relieve test anxiety. BPCC math instructors also adopted the courses for supplemental study aids and in flipped classroom models, and they reported positive feedback. In spring 2014, Blackboard recognized BPCC's *Open Campus* with its Catalyst Award for Innovation.

Measures 1.a.ii. and 1.a.iii. N/A

BPCC takes great pride in serving veterans, active duty military, and their families with their education benefits. BPCC has been deemed a Military Friendly School by *Victory Media* and has maintained that honor for four consecutive years. For the 2013-2014 school calendar year, BPCC served approximately 1200 military students using GI Bill Benefits, Active Duty Tuition Assistance Programs, and the Louisiana State Tuition Waiver provided to the Louisiana National Guard.

The College has developed a Student-Athlete Success Center to help student-athletes achieve success in the classroom while competing in their respective sports. In addition to the team study hall times already in place, subject-specific study hall times have been initiated. Another successful part of the Student-Athlete Success Center is the College Success Skills course geared specifically for Student-Athletes which helps Student-Athletes learn better study skills in their transition from high school to college. The College will continuously strive to improve the academic outcomes by improving the resources offered through the Success Center. Such improvements will include an enhanced Student-Athlete Orientation prior to the fall semester that will further support students in striving for academic success.

Student Success strategies were built into each USDOL TAACCCT grants BPCC received in recent years, including TAACCCT 3 Advanced Manufacturing and Mechatronics in 2013 and TAACCCT 4 Mechatronics and Advanced Welding with Apprenticeships. Intentional support for improving work/school balance and financial wellness has been paired with focused job placement and employer engagement for ultimate student success in the workforce. See Section 3. Workforce Development. To improve student success and retention rates, the College also:

- Developed a Blueprint for Student Success, a framework focused on the first year experience and the transfer student experience involving proactive, appreciative academic advising, orientation, study skills, and time management strategies;
- Invested Title III funds to develop and implement a Summer Bridge program for entering science, nursing, and allied health students (the largest subpopulation within the student body). The overall goals of the program were to assist students with their transition from high school into college and to increase students' academic, career, and personal success during their first-year of college and beyond; and
- Strengthened efforts to reclaim students who are suspended or on academic probation with early intervention strategies and alternate modes of course delivery.

Measure 1.a.iv: Same institution graduation rate.

BPCC's graduation rate for 2013-14 is 11.5%, which is within 2% of the benchmark of 12.3%. This rate is based on first-time, full-time degree seeking students (1,221 students) beginning at BPCC in the fall of 2011, of which 140 had graduated by summer 2014.

Fall 2011 Cohort Count	1,221
Graduated by August 31, 2014	140
Calculated Graduation Rate	11.5%

Measure 1.a.v. Optional N/A

Measure 1.a.vi. Award productivity

Bossier Parish Community College's Award Productivity Level for year five of the GRAD Act reporting was 0.185, slightly higher than the target of 0.180. There were 6,106 FTE students, and the College awarded 1130 credentials.

Measures 1.a.vii, 1.a.viii, and 1.a. ix. N/A

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

Measure 1.b.i: Percent change in program completers.

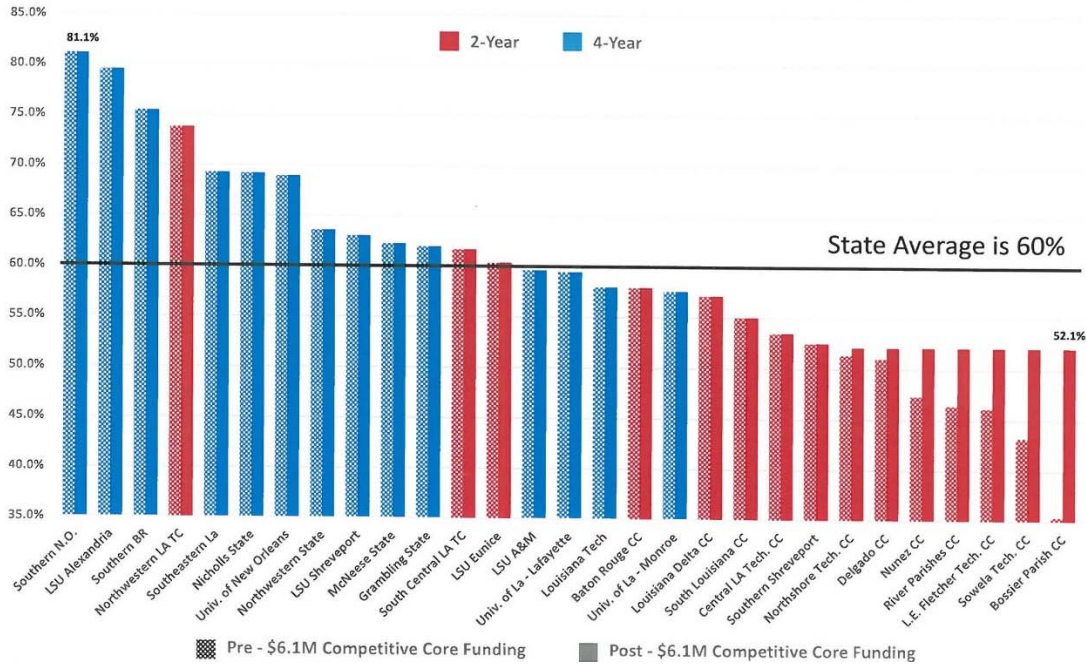
BPCC achieved an increase of 10.1% in the number of associate degrees awarded from AY 2012-13 to AY 2013-14, increasing from 651 to 717, a number that is 57.2% higher than the baseline year (456). The College achieved an increase of 19.9% in the number of certificates awards from AY 2012-13 to AY 2013-14, increasing from 306 to 367, a number that is 317% higher than the baseline year (88). Similarly, the College saw a 40.7% increase in the number of technical diplomas awarded from AY 2012-13 to AY 2013-14, increasing from 27 to 38, which is an increase of 80.9% over the baseline year (21). This increase reflects BPCC's sustained enrollment growth in long-standing degree programs and the addition of new programs during the last eight years.

Program Completers by Level

<u>Level</u>	<u>2012-13</u>	<u>2013-14</u>	<u>% Change Year to Year</u>	<u>Baseline</u>	<u>% Change over Baseline</u>
Certificate	306	367	19.9%	88	317.0%
Diploma	27	38	40.7%	21	80.9%
Associate	651	717	10.1%	456	57.2%

Impacting BPCC's ability to successfully address retention and graduation rate improvements is the current funding formula of state support as reflected in the chart below:

FY15 FUNDING IMPLEMENTATION RATES



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

Measure i: Number of high school students enrolled.

Measures 1.c.i., 1.c.ii., 1.c.iii. : Number of students enrolled, semester credit hours enrolled, and credit hours completed by each semester/term. (See Data Summary for numbers)

Early Start (Dual Enrollment) at BPCC, and a program entitled Activating Inquisitive Minds (AIM-Act 33, 1997 Regular Session of the Louisiana Legislature) for students evaluated as gifted by the Bossier Parish School Board, who attend BPCC for dual credit, allow qualified high school students to enroll in college classes prior to obtaining a high school diploma. In the spring semester, 2015, 857 area high school students enrolled at BPCC, an increase of 252 students over spring, 2014, or 29%.

Semester	# High School Students Enrolled	# Credit Hours in which High School Students Enroll	# Semester Credit Hours Completed by High School Students
Fall 2013	541	2,113	2,044
Spring 2014	595	2,675	2,621
Summer 2014	25	81	72

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

Measure 1.d.i.a., 1.d.i.b., and 1.d.i.d. Passage rates on licensure/certification exams.

	# Taking Exam	# Certified/Licensed
Associate of Science in Teaching: 1-5	6	6
Paramedic	20	16
Nursing (ADRN)	36	33
Occupational Therapy Assist	16	16
Pharmacy Technician	16	15
Phlebotomy	29	27
Physical Therapist Assistant	19	19
Respiratory Therapist	17	15
Surgical Technology	13	11
Medical Assistant	8	7
Medical Office Specialist	9	7

Measure 1.d.ii. Number of students receiving certifications.

See Figure 1, appendix #2 to Attachment B of Industry-Based Certifications.

1.d.iii. Number of students assessed and earning WorkKeys certifications in each of award levels. Report highest level earned.

The Workforce Development Division of BPCCC delivered 318 WorkKeys assessments between July 1, 2013 and June 30, 2014 to students applying for the Physical Therapy Assistant (PTA) program. Although the students are required to take Listening for Understanding, Locating Information, Reading for Information, and Workplace Observation, these assessments do not give students the opportunity to earn a readiness certificate. The Workforce Development Division also administered 26 readiness assessments with all 26 individuals earning certification.

1.d.iv. Other assessments and outcome measure to be determined.

See Figure 1, appendix #2 to Attachment B of Industry-Based Certifications.

Measures 1.d.v. and 1.d.vi. N/A

2. ARTICULATION AND TRANSFER: Performance Objective (2)

Element 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.

Bossier Parish Community College admits students

- Who have a high school diploma from an accredited high school
- Present acceptable Graduate Equivalency Diploma scores
- Present acceptable scores on the Ability to Benefit Test
- Qualify for Early Start (dual enrollment)

Institution policies designed to increase retention and graduation rates:

BPCC entered the fifth year of a five-year federal Title III co-op grant (Building Bridges for Student Success) focused on student success for science, nursing, and allied health students at BPCC and Northwestern State University. Building Bridges for Student Success has afforded both institutions the opportunity for faculty and staff professional development, increased faculty collaboration, learner-centered resources, and student advising. Title III supported professional development events that were led by nationally-known student success authors, practitioners, and researchers. Upon their return to the campuses, these faculty and staff implemented new activities to further positively affect student experiences. Overall, 1,100 students were impacted through in-class student success workshops and orientations, advising sessions, and survey administrations. In addition, Title III impacted the College's Learning Center by funding tutor positions, learning resources' licenses, and Learning Center supplies. During the 2013-14 academic year, 5,246 students visited the BPCC Learning Center.

Previously, BPCC adopted the following policies to increase student retention and graduation rates:

Policy Name	
Class Attendance	Mandates that attendance expectations be included in the Course Syllabus.
General Admission Requirements	Requires students without ACT/SAT scores to take placement tests to determine appropriate placement in English, math, and reading courses.
ED 099 College Success Skills	Requires course be taken by all first-time freshmen who place in two or more developmental course.

Measures 2.a.i.a, 2.a.i.b, 2.a.ii., 2.a.iii. N/A

Performance of entering transfer students admitted by exception (4-year universities)

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

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

Bilateral articulation agreements between BPCC and its four-year partners reflect collaboration beneficial to increasing the performance level of BPCC's transfer students. BPCC exchanges enrollment data with the following area four-year institutions to which BPCC students transfer: Louisiana State University Shreveport, Northwestern State University of Louisiana, University of Louisiana Monroe, Grambling State University, and Louisiana Tech University.

Bossier Parish Community College has a close working relationship with Northwestern State University (NSU) to foster the seamless transition of students from BPCC to Northwestern. All of Northwestern

State University's bachelor's degrees are paired with a BPCC associate degree, either a true 2+2 or upwards of 90% of coursework, apply to a Northwestern bachelor's degree. In the 2013-14 academic year, 251 Northwestern students were BPCC transfer students.

Most recently, BPCC has collaborated with Northwestern State University to develop a Reverse Transfer agreement which would allow transfer students enrolled at Northwestern State University to transfer credits back to BPCC for the purpose of attaining a degree, diploma, or certification. Final agreement is expected in the 2014-15 academic year.

Measures 2.b.i. and 2.b.ii. N/A

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

Measure 2.c.i. N/A

Measure 2.c.ii.

In August, 2005, BPCC established BPCC@NSU, a program in which students not meeting admissions requirements to NSU are referred to BPCC. Students take some developmental courses and the prescribed number of degree-applicable courses in order to be eligible to matriculate to NSU or another selective admissions institution in Louisiana. Since its inception, nearly 2,000 students have progressed through the program. In January, 2011, BPCC established BPCC@GSU, a referral process similar to BPCC@NSU, which offers freshmen-level courses on the Grambling State University (GSU) campus. One-hundred twenty-six students began BPCC courses in January, 2011. In the spring of 2013, BPCC began offering developmental mathematics and English at Louisiana Tech University, as a pilot toward a possible bridge program at some point. In the fall of 2013 BPCC began BPCC@LSU-S.

Numbers of Students Enrolled in Bridge Programs

	F09	F10	F11	F12	F13	F14
BPCC@NSU	222	238	303	296	258	309
BPCC@GSU			300	140	407	437
BPCC@LSUS				6	54	130
BPCC@Tech						3
	222	238	603	442	719	879

• **Processes in place to identify and remedy student transfer issues**

Intensive student success services are extended to students who have expressed interest in transferring to a four-year institution. The Office of Recruiting hosts two College Transfer Days per academic year on which more than 20 colleges and universities visit the campus to provide individual academic advising services and answer students' questions. Institutions represented at College Transfer Days in 2013-2014 included Bellevue University, East Texas Baptist University, Grambling State University, Louisiana College, Louisiana State University (LSU), LSU Alexandria, LSU Shreveport, LSU School of Allied Health Professions, Louisiana Tech University, McNeese State University, Millsaps College, Northwestern State University, including their College of Nursing & School of Allied Health, Our Lady of the Lake College, Southeastern Louisiana University, Southern University Baton Rouge, Stephen F. Austin State University, University of Central Arkansas, University of Louisiana Monroe, University of Phoenix and Wiley College.

Representatives from LSU Shreveport and Northwestern State University now enjoy dedicated office space on the BPCC campus, because of the increasing numbers of students transferring to those campuses. Most students at BPCC are enrolled in a degree or certificate program which includes classes that transfer to senior institutions. Although not specifically intended or designed as transfer programs,

many BPCC students pursuing associate of applied science degrees transfer to senior institutions with individual BPCC courses applicable to bachelor's degrees.

Several bilateral 2+2 and articulation agreements have been formalized between Bossier Parish Community College and area four-year institutions. These collaborations ensure that students' credits transfer seamlessly and eliminate unnecessary duplication of coursework at the receiving university. BPCC maintains an informal dialogue and discussion with area four-year colleges and universities to exchange anecdotal information regarding common transfer students. Those conversations are designed to ease transfer of students between institutions and to garner information on the preparation of BPCC students for entry into senior institutions.

BPCC makes every effort to assist the military with their transition process and grant credit for specific military certifications to help service members complete their education goals. BPCC offers out of state tuition waivers to all military ID holders and DD214 holders. The College also waives the standard student fees that Active Duty Tuition Assistance does not pay. BPCC has a Military Student Organization on campus, and accepts the MyCAA grant for military spouses and the Louisiana State Title 29 Tuition Exemption for dependents of disabled veterans.

See Appendix, Figure 2, Articulation Agreements in Place, for a list of the formal bilateral transfer degree programs BPCC has with area senior institutions.

Element d: Demonstrate collaboration in implementing articulation and transfer requirements provided in R.S. 17:3161 through 3169.

Measure i: Number of students enrolled in a transfer degree program

Bossier Parish Community College had 393 students enrolled in transfer degree programs, AALT, ASLT, or AST, at any time during the reporting year (fall and/or spring semesters).

	2013-2014
AALT	103
ASLT	59
AST	231
Total Transfer Enrollment	393

Measure ii: Number of students completing a transfer degree

Bossier Parish Community College has 13 students completing a transfer degree, AALT, ASLT, or AST, at any time during the most recent reporting year.

	2013-2014
AALT	3
ASLT	3
AST	7
Total Transfer Completers	13

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

Processes in place to remedy any articulation and transfer issues as they relate to the AALT, ASLT, or AST degrees. A concentrated effort is made by BPCC science, nursing, and allied health (SNAH) faculty to ensure that all students have access to academic degree programs that fit their capabilities. For example, if a student declares Nursing as the discipline of interest but does not demonstrate academic aptitude to succeed in that program, the SNAH faculty make a concentrated effort to guide that student to completion of the Associate of Science degree in General Science. This option increases the likelihood of successful transfer and can lead them to a range of other careers in the healthcare field.

Measures 2.d.iii, and 2.d.iv. N/A

3. WORKFORCE AND ECONOMIC DEVELOPMENT: Performance Objective (3)

Element a: Eliminate academic programs offerings that have low completion rates.

Bossier Parish Community College had one associate degrees on the Louisiana Board of Regents Low Completer List for 2013-14.

Measure 3.a.i: Number of programs eliminated

During the 2013-14 academic year BPCC did not delete any associate degrees, technical diplomas, or certificates of technical studies, but did delete its LCTCS-recognized technical competency areas in computer drafting and design, stage management, biotechnology, construction entrepreneurship, medical transcription, and construction readiness. The requests were approved by the Louisiana Community and Technical College System Board of Supervisors.

Measure 3.a.ii: Number of programs modified or added

The following programs were added at BPCC during the 2013-14 academic year:

- Certificate of Technical Studies in Business Entrepreneurship (CIP 52.0701)
- Technical Competency Area and Certificate of Technical Studies in Advanced Manufacturing and Mechatronics (CIP 15.1001)
- Certificate of Technical Studies in Retail Management (CIP 52.0212)
- Technical Competency Area in Microsoft Serve (CIP 11.0103)
- Technical Competency Area in Commercial and Industrial Security Corporation (CISCO) (CIP 11.0901)

The following programs were modified at BPCC during the 2013-14 academic year:

- Re-designation of CTS in Help Desk Support to Digital Media (CIP 50.0599)
- Re-designation of CTS in Legal Secretary to Legal Assistant (CIP 22.0301)
- Re-designation of Technical Competency Area in Manufacturing Technology to Information Technology (CIP 11.0101)
- Re-configuration of AAS in Information Network Security (CIP 15-1071)*

*Per recommendation by the Association of Technology, Management, and Applied Engineering (ATMAE), the accrediting body for the Cyber Information Technology (CIT) program, the five different degrees in CIT were re-configured into one degree with two concentration areas that encompasses the career and education pathways of the previous five degree programs. The re-configured degree is an AAS in Cyber Information Technology with concentrations in Network Security or Programming. This change aids in student success by simplifying the pathways and credential attainment for students. BPCC will continue to teach out under the previous pathways until all students in those declared degree plans complete.

Measure 3.a.iii: Percent of programs aligned with workforce and economic development needs

BPCC graduated students in the following areas addressing labor market demands for AY 2013-14. Forty-three out of 46 BPCC programs (93%) are aligned with workforce demand, as identified by the High Demand Occupations list on the website of the Louisiana Workforce Commission¹.

¹ Louisiana Workforce Commission. Retrieved from <http://lwc.laworks.net/sites/LMI/Pages/IndustryProjections.aspx>

	Number of Programs	Number Aligned w/Workforce Demand	%
Associate Degrees	24	21	
Diplomas	3	3	
Certificates	19	19	
TOTALS	46	43	

A complete list of BPCCC Completers and Alignment to LA Workforce Demand is in Appendix Figure 3.

BPCCC’s Program Review Policy: Bossier Parish Community College reviews all of its academic associate degrees and certificates every three years, unless an accrediting agency mandates an annual review. The College seeks continuous feedback from the local/regional business and industry employer advisory committees in place for each academic program area. The committees regularly communicate to the College where the jobs are, how graduates are performing in the workplace, and when state and federal mandates might impact existing curriculum. The business and industry partners contribute facilities for internships and sometimes donate money and/or equipment to enhance labs at the College. Their recommendations, plus traditional labor market for demand occupations, are used to make revisions to the curriculum, to the practical field experiences the students enjoy, and to the ways the divisions help students gain employment after graduation.

BPCCC’s Workforce Development and Continuing Education identifies 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). The College continues to receive and manage multiple training grants that benefit employers and workers across Louisiana. BPCCC maintains flexibility toward the training needs of the community and seeks additional workforce solutions that extend beyond the traditional processes with the LWC which have potential to limit participation by some area businesses. The College as a whole remains committed to aligning itself with the training needs of all employers and occupations in the region.

Element b: Increase use of technology for distance learning to expand educational offerings.

Measures i, ii, iii: (See Data Summary for numbers)

Bossier Parish Community College has incorporated technology into the delivery of its educational programs by offering e-learning opportunities to students; the College

- Offers eight associate degree programs 100% online; zero diplomas 100% online; and zero certificates 100% online.
- Incorporates the Blackboard learning management system into approximately 95% of its face-to-face course offerings.
- Delivers technology services to students through the Technology Resource Center (TRC) which houses 56-computers featuring 31 software programs. The TRC records the following student visits during Academic Year 2013-14:

	Technology Resource Center	Library	Writing Support Services
Summer 2013	3,756	8,204	938
Fall 2013	28,613	51,202	2,214
Spring 2014	23,616	41,296	2,094

- Utilizes software products such as SoftChalk and CAMTASIA to create rich media for 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: In AY 2013-14 approximately 1,357 students participated in online orientation.
- Delivers respiratory therapy courses via compressed video to the Monroe area.
- In AY 2013-14, offered approximately 56 professional development training sessions for BPCC faculty either teaching online classes or using some form of electronic enhancement for face-to-face class delivery.

Year	Distance Education Courses taught at 50%	Distance Education Courses taught at 100%	Number of students enrolled in Courses taught at 50%	Number of students enrolled in Courses taught at 100%
10 – 11	60	523	857	6,605
11 – 12	111	570	1,384	7,686
12 – 13	116	708	1,523	5,257
13 - 14	158	611	2,248	13,242

Element c: N/A

Element d: *To the extent that information can be obtained, 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 or higher.*

Measure 3.d.i. Percent of completers found employed

In 2013-14, Bossier Parish Community College awarded 1,130 academic credentials as reflected in Attachment D (38 Technical Diplomas, 373 Certificates, and 719 Associate Degrees). The chart below indicates the number of completers found employed in the Louisiana UI Wage System as reported in the recent Employment Outcomes Report by credential level.

	Number of Completers	Percent Employed
Certificate	373	63.7%
Diploma	38	68.5%
Associate	719	71.8%

Measure 3.d.ii. Increasing performance of associate degree recipients who transfer.

(See 2.b. and 2.d.)

Many BPCC students transfer, either prior to or after degree completion at BPCC. Anecdotal feedback from senior institutions indicates that BPCC students perform as well as or better than native students at senior institutions in the students' third and fourth years.

Measure 3.d.iii. Placement rate of graduates.

Multiple federal grants from the USDOL/TAACCCT program awarded to BPCC in the past three years have necessitated improved data collection on student job placement for grant participants. The successful practices of hosting Résumé Café's, mock interviews, on-campus round robin employer interviews, and

conducting intensive follow-up have yielded better understanding of graduates' performance in the workplace after they leave the campus. It has also resulted in high levels of employer engagement and placement rates nearing 45%. It is expected that other divisions not involved in the USDOL/TAACCCT grant initiatives will scale these promising practices to their areas in coming academic years.

The academic divisions assume the responsibility for coordinating with employers on their advisory board, maintaining a database of their graduates, and sharing job posting with their graduates. Several programs have internships which often lead to job placement for graduates. In the Technology, Engineering, and Math Division, an especially intensive job placement procedure has been piloted with USDOL/TAAACCCT funds. This has yielded much higher rates of placement and more effective tracking of wages earned after placement. Due to the close relationship with industry partners, employers have agreed to provide employer verification of wage data for each grant participant placed with their companies. The faculty and staff involved in that process report the higher rates are the result of close working relationships with the employers in multiple aspects including curriculum development, identification of desired industry-based certification, internship development, résumé preparation, and mock and actual job interviews.

Job placement for the allied health programs is very high. In 2013-14, 100% of the graduates in Nursing, Occupational Therapy Assistant, and Physical Therapist Assistant were placed into jobs. As part of the requirements for specialized accreditation of allied health programs, the Division of Science, Nursing, and Allied Health conducts follow up with their graduates to determine whether they are employed in their field and, if so, by whom. They request feedback from the employers to determine their satisfaction with the academic preparation of the students, and, when appropriate, make adjustments to the curriculum based on that feedback. During Academic Year 2013-2014, BPCC's Workforce Development and Continuing Education Division was awarded seven Incumbent Worker Training Program (IWTP) grants that totaled \$654,340 to enhance the skills of 919 Louisiana workers.

BPCC's Career Services Office provides career development resources on its website, and an online job posting service for employers. The CSO also maintains a web-based software solution called CareerCavs Job Link on the Career Services webpage which allows students to upload their resume and search for jobs. Bulletin boards of job postings are available in the Building F, the Student Services Center.

Measure 3.d.iv. N/A

4. INSTITUTIONAL EFFICIENCY AND ACCOUNTABILITY: Performance Objective (4)

Elements 4.a. and 4.b. N/A

Element c: Adhere to a schedule established by the institution's management board to increase nonresident tuition amounts....and monitor the impact of such increases on institution.

Measure 4.c.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 10% 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 cap².

Non-resident tuition/fee amount	\$6,841
Peer non-resident tuition/fee amounts	\$8,446
Calculated % difference from peer amounts	23%

In 2013 the LCTCS Board of Supervisors approved a plan for resident and non-resident tuition increases for BPCC in accordance with the provisions of Act 741.

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

- 1. Offering a specialized program that involves partnerships between the institution and business and industry, national laboratories, research centers, and other institutions.*
- 2. Aligning with current and strategic statewide and regional workforce needs as identified by the Louisiana Workforce Commission and Louisiana Economic Development.*
- 3. Having a high percentage of graduates or completers each year as compared to the state average percentage of graduates and that of the institution's peers.*
- 4. Having a high number of graduates or completers who enter productive careers or continue their education in advanced degree programs, whether at the same or other institution.*
- 5. Having a high level of research productivity and technology transfer.*

Measure i: Percent of eligible programs with either mandatory or recommended status that are currently discipline accredited.

- (a) Bossier Parish Community College has 19 programs that are listed as eligible for accreditation by Board of Regents Policy. The BOR CRINACCR Report reflects that 17 of those programs (89.5%) are accredited.³ The report also reflects that 16 of 16 (100%) of programs carrying mandatory accreditation are accredited.

² SREB Data Exchange (2014). Table 136 Median Tuition & Fees. http://www.sreb.org/page/1357/data_library_higher_ed_tuition_fees.html

³ Board of Regents (2014). CRINACCR. Retrieved February 6, 2014 from <http://as400.regents.state.la.us/pdfs/crin/crinaccr.pdf>

5. REPORTING REQUIREMENTS: Performance Objective (5)

Element a: Number of students by classification

Bossier Parish Community College has a fall headcount, Undergraduate enrollment of 8,580, and no Graduate Students. The Budgeted FTE for Undergraduates is 6,154.

Element b: Number of instructional staff members

Bossier Parish Community College employed 367 instructional staff members in the academic year 2013-14, with an FTE of 184.4.

Element c: Average class student-to-instructor ratio

The average BPCCC class student-to-instructor ratio is $28784/1278 = 22.5$

Element d: Average number of students per instructor

The average number of BPCCC students per instructor AY 2013-2014 is 33.4.

Element e: Number of non-instructional staff members in academic colleges and departments.

The number of non-instructional staff is 10 = 10 FTE.

Reported By Academic Department:

Associate Vice Chancellor for Innovative Learning and Workforce Development – one staff, which is one FTE

Associate Vice Chancellor of Planning and Instruction - one staff, which is one FTE

Dean of Science, Nursing, and Allied Health - one staff, which is one FTE

Dean of Communication and Performing Arts - one staff, which is one FTE

Dean of Business and Career Services - one staff, which is one FTE

Dean of Educational Technology - one staff, which is one FTE

Dean of Technology, Engineering, and Mathematics - one staff, which is one FTE

Dean of Behavioral and Social Science - one staff, which is one FTE

Dean of Liberal Arts - one staff, which is one FTE

Vice Chancellor for Academic Affairs - one staff, which is one FTE

Element f: Number of staff in administrative areas.

The number of staff in administrative areas at fourteen, and this is an FTE of 14.

Reported By Department:

Chancellor – one staff, which is one FTE

Chief Information Officer - one staff, which is one FTE

Chief Financial Officer - one staff, which is one FTE

Compliance Officer - one staff, which is one FTE

Dean of Learning Resources/Library - one staff, which is one FTE

Dean of Workforce Development and Continuing Education - one staff, which is one FTE

Director of Public Relations - one staff, which is one FTE

Director of Alumni and Development - one staff, which is one FTE

Director of Student Success Initiatives/Title III - one staff, which is one FTE

Director of Institutional Effectiveness Initiatives - one staff, which is one FTE

Executive Assistant to the Chancellor - one staff, which is one FTE

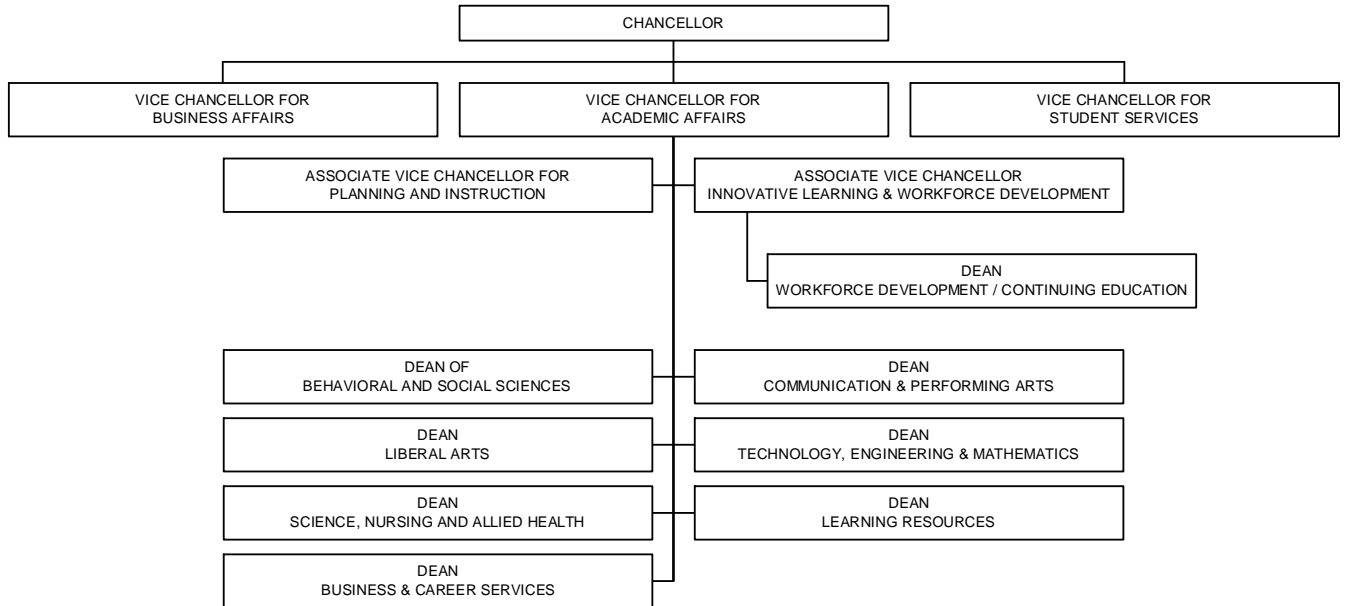
Registrar - one staff, which is one FTE

Vice Chancellor of Student Services - one staff, which is one FTE

Vice Chancellor for Finance and Administration - one staff, which is one FTE

Element g: Organizational Chart containing all departments and personnel in the institution down to the second level of the organization below the president, chancellor, or equivalent position.

BOSSIER PARISH COMMUNITY COLLEGE ORGANIZATIONAL CHART



Element h: Salaries of all personnel identified in (g) and the date, amount, and type of all increases in salary received since June 30, 2008.

	TOTAL BASE SALARY Reported for Fall 2009 EMPSAL	SALARY CHANGES since 6/30/2009 Reported for Fall 2010 EMPSAL	SALARY CHANGES since 6/30/2010 Reported for Fall 2011 EMPSAL	SALARY CHANGES since 6/30/2011 Reported for Fall 2012 EMPSAL	SALARY CHANGES since 6/30/2012 Reported for Fall 2013 EMPSAL	SALARY CHANGES since 6/30/2013 Reported for Fall 2014 EMPSAL
Chancellor	\$167,000	\$0	\$0	\$177,000 received a Ph. D.	\$0	\$0
Vice Chancellor for Student Services	\$102,514	\$0	\$0	\$107,640 *	\$0	\$116,690 Additional Duties: Managing the BPCC@ programs
Vice Chancellor for Business Affairs	\$121,874	\$0	\$0	\$127,968 *	\$0	\$0
Vice Chancellor for Academic Affairs	\$111,132	\$0	\$0	\$116,689 *	\$0	\$0
Associate Vice Chancellor for Planning and Instruction	\$82,526	\$0	\$92,700 Promotion effective 6/3/11 New Program	\$97,335 *	\$0	\$0
Associate Vice Chancellor for Innovative Learning and Workforce Development	\$73,271	\$83,271 Additional duties effective 12/1/09 New Program	\$0	\$97,335 Promotion effective 9/24/12 New Position	\$0	\$0
Dean Workforce Development and Continuing Education	\$73,227	\$83,277 Additional duties effective 11/30/09	\$0	\$87,388 *	\$0	\$0
Dean Behavioral and Social Science	\$55,000	\$0	\$0	\$60,250 Additional duties : CALL program, effective 2/13/12	\$67,750 Additional duties : College Transition Programs 7/1/13	\$0

Dean Liberal Arts	\$55,000	\$0	\$0	\$57,750 *	\$0	\$62,750 Additional Duties: SACS and Writing Lab Management
Dean Science, Nursing, and Allied Health	\$78,318	\$0	\$89,000 Additional duties effective 3/10/11 Several academic divisions merged	\$93,450 *	\$0	0
Dean Business and Career Services	\$46,267	\$65,000 Additional duties effective 7/19/10 Several academic divisions merged	\$0	\$75,449 *	\$0	0
Dean Communication and Performing Arts	\$80,164	\$0	\$0	\$74,250 (Previous dean retired 9/30/11; new dean hired at lower rate)	\$0	0
Dean Technology, Engineering, and Mathematics	\$60,000	\$0	\$89,000 Additional duties effective 7/1/10 and 2/28/11 Several academic divisions merged	\$93,450 *	\$0	\$87,000 New person in this position
Dean Learning Resources	\$73,550	\$78,350 Additional duties effective 12/1/09 New program	\$0	\$80,000 *	\$0	\$0

* Employees received a merit raise on 2/13/12

Cost performance analysis:

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

Expenditures by Function:	Amount	% of Total
Instruction	\$ 15,602,596	51.1%
Research	\$	0.0%
Public Service	\$ 285604	0.93%
Academic Support	\$ 1,701861	5.57
Student Services	\$ 2,232,925	7.31%
Institutional Services	\$ 5,086,453	16.65%
Scholarships/Fellowships	\$ 1,735,446	5.68%
Plant Operations/Maintenance	\$ 2,338,667	7.65%
Total E&G Expenditures	\$ 28,983552	94.85%
Hospital	\$	0.0%
Transfers out of agency	\$ 857,604	2.81%
Athletics	\$ 716100	2.34%
Other	\$	0.0%
Total Expenditures	\$ 30,557,256	100.0%

5.ii. Average yearly cost of attendance for the reporting year as reported to the United States Department of Education = \$16,320

5.iii. Average time to degree for completion of academic programs = 4 years

5.iv. Average cost per degree awarded in most recent academic year = \$1,563

5.v. Average cost per non-completer in the most recent academic year = \$1,563

5.vi. All expenditures of institution for most recent academic year = \$100,586,138

STUDENT SUCCESS APPENDICES

Figure 1. Appendix #2

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 Required to Obtain Employment	Entity Granting Licensure or Certification	Baseline Year	# Taking Exam	# Passing Exam	Calculated Passage Rate
Emergency Medical Technician (all 3 levels)	NREMT practical & written exam	National Registry of Emergency Medical Technicians (NREMT)	2010-2011 7/10=70%	20	16	80%
Nursing (RN)	NCLEX-RN	Louisiana State Board of Nursing	2010-2011 18/18=100%	36	33	92%
Occupational Therapy Assisting	National Board for Certification of Occupational Therapy (NBCOT) Exam	Louisiana State Board of Medical Examiners	2010-2011 12/14= 86%	16	16	100%
Pharmacy Technician	Pharmacy Technician Certification Board (PTCB) Exam	Louisiana Board of Pharmacy	2010-2011 23/23=100%	16	15	94%
Physical Therapy Assistant	National Physical Therapy Exam (NPTE)	Louisiana Physical Therapy Board (LPTB)	2010-2011 19/20=95%	19	19	100%
Respiratory Therapy	National Board for Respiratory Care (NBRC) CRT- Exam	Louisiana State Board of Medical Examiners (LSBME)	2010-2011 19/19=100%	17	15	88%
Surgical Technology	National Certifying Examination for Surgical Technologists	National Board of Surgical Tech & Surgical Asst. (NBSTSA)	2011-12 first year students were required to take CST	13	11	85%

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 Required for Certification	Entity Requiring Certification (Source for Reporting)	Year	# Students receiving certifications
A+	A+ Certification Exam	CompTia	2013-2014	58
Adobe Certification	Adobe Certified Expert	Adobe	2013-2014	0
Certified Medical Assistant (AAMA)	CMA American Association of Medical Assistants (AAMA)	National Health Career Assn.	2013-2014	8
CIW Java Script Specialist	Java Script Specialist	CIW	2013-2014	0
Certified Professional Coder	Certified Professional Coder (CPT)	American Academy of Professional Coders	2013-2014	7
CIW Web Design Specialist	Web Design Specialist	CIW	2013-2014	0
Computer Hacking Forensic Investigator	Comp. Hacking Forensic Invest.	EC-Council	2013-2014	1
Culinary -- 120503	SERVSAFE	American Culinary Federation	2013-2014	133
EMT Basic	NREMT-B	State Database	2013-2014	33
EMT Paramedic	NREMT-P	State Database	2013-2014	16
ICND 1	ICND	Cisco	2013-2014	0
ICND 2 or CCNA	CCNA Certification	Cisco	2013-2014	1
Internet and Computing all areas (COMPTIA, CISCO, IC3)	Network +, A+, iNet+, A+ COMPTIA (multiple)	Pearson VUE/Prometric	2013-2014	88
Linux+	Linux + Certification	CompTia	2013-2014	7
MCITP: Enterprise Administrator on Windows Server 2008	MCITP	Prometric	2013-2014	0
Microsoft Office Access 2010	Microsoft Access	Microsoft	2013-2014	0

Microsoft Office Excel 2010	Microsoft Excel	Microsoft	2013-2014	0
Microsoft Office Power Point 2010	Microsoft Power Point	Microsoft	2013-2014	0
Microsoft Office User Specialist (MOUS)	MOUS	Certiport	2013-2014	0
Microsoft Office Word 2010	Microsoft Word	Microsoft	2013-2014	0
Microsoft Server 2010	Microsoft Server	Microsoft	2013-2014	0
Microsoft SQL Server	Microsoft SQL	Microsoft	2013-2014	0
Microsoft Windows 7 Configuration	Microsoft Windows	Microsoft	2013-2014	0
National Restaurant Association	Servsafe	National Restaurant Association	2013-2014	103
NCCER - all areas (National Center for Construction Education and Research)	NCCER	NCCER	2013-2014	0
Network +	Network + Certification	CompTia	2013-2014	17
Notary Public	Notary Public	Secretary of State	2013-2014	1
Nursing-CNA	LABENFA	Louisiana Nurse Aide Registry in BR- Department of Health and Hospitals	2013-2014	31
OSHA 30 Hr. Construction Safety	OSHA	Occupational Safety and Health Administration	2013-2014	16
OSHA 40 Hr. Hazwoper	OSHA	Occupational Safety and Health Administration	2013-2014	43
Phlebotomy – ASCP	American Society for Clinical Pathology (ASCP)	Board of Certification	2013-2014	27
Private Investigator	Private Investigator Exam	LSBPIE	2013-2014	4
Project +	Project + Certification	CompTia	2013-2014	1
Real Estate	Salesperson	Louisiana Real Estate Commission	2013-2014	5
SCJA Java	SCJA Certification	Sun Microsystems	2013-2014	0
Security +	Security + Certification	CompTia	2013-2014	4

ARTICULATION AND TRANSFER APPENDICES

Figure 2. Articulation Agreements in Place

Area of Articulation	Most Recent Update
BPCC AA in General Studies to LSU-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 of Unified Public Safety Administration concentration 2+2	2008
BPCC AAS in Telecom. (with a concentration in Film Studies) to LSU-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-Bachelor in Business Administration; BPCC AAS in Business Administration to LSU-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
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 <i>Courses</i> to NSU Bachelor in Liberal Arts with Concentration in Entertainment Technology	2011
BPCC AGS with Concentration in Psychology/Sociology to NSU BAC. In Psychology and Addiction Studies 2+2	2011
BPCC CDYC <i>Courses</i> to NSU Bachelor For Department of Family and Consumer Sciences in the area of Child Early Development	2011
BPCC AAS <i>Courses</i> 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 Therapy 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 BS in Nursing	2012
BPCC AD in Occupational Therapist Assistant to ULM BS in Health Studies	2013
BPCC AAS in Engineering to ULL BS in Chemical Engineering, Civil Engineering, Electrical and Computer Engineering, Mechanical Engineering, or Petroleum Engineering.	2014
BPCC AAS in Information Programmer Analyst to LSUS BS in Computer Information Systems	2014

WORKFORCE AND ECONOMIC DEVELOPMENT APPENDICES

Figure 3. Alignment of BPCC Completers with Louisiana Workforce Demand, 2013-14

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	13
		TD Medical Office Specialist	14
Medical Assistants	31-9092	AAS Medical Assistant	9
		TD Medical Assistant	0
Pharmacy Technicians	29-2052	CTS Pharmacy Technician	16
		AAS Pharmacy Technician	14
Physical Therapist Assistants	31-2021	AAS Physical Therapy Assistant	20
Physical Therapist Aides	31-2022		
Emergency Medical Technicians and Paramedics	29-2041	Emergency Medical Technician Basic	76
		CTS Emergency Medical Technician Paramedic	21
		AAS Paramedic	13
		TCA Medical Unit Coordinator	35
Respiratory Therapy Technicians	29-2054	AAS Respiratory Therapy	12
Surgical Technologists	29-2055	TD Surgical Technology	13
Medical and Clinical Laboratory Technicians	29-2012	CTS Phlebotomy	29
		TCA Laboratory Assistant	7
Cardiovascular Technologists and Veterinary, Technologists, and Diagnostic Medical Sonographers	29-2031	TCA ECG Telemetry	29
	29-2056	AS General Science	81
	29-2032		
Registered Nurses	29-1111	AS Nursing	45
Personal And Home Care Aides	39-9021	Certified Nursing Assistant	16
Occupational Therapists	29-1122	AAS Occupational Therapy	
SUBTOTAL			463
Business Management, Marketing, and Related Support Services/Certificates			
Customer Service Representative	43-4051	TCA Basic Management	17
General and Operations Managers	11-1021		
Administrative Services Managers	11-3011		
First-Line Supervisors/Managers of Office and Administrative	43-6014	AAS Business Administration	91
		TCA Business Communications	13
		CTS Retail Management	
Word Processes and Typists	43-9022	TCA Drafting and Design	3
Bill and Account Collectors	43-3011	TCA Accounting	4
		CTS Accounting	
Procurement Clerks	43-3061	TCA Bookkeeping	
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		
SUBTOTAL			128
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	20
Industrial Engineering Technicians	17-3026		
Service Unit Operators	47-5013		
Environmental Science and Protection Technicians, Including Health	19-4091		
Petroleum Pump System Operators, Refinery Operators, and Gaugers	51-8093	AAS Oil and Gas Production Technology	19
Geological and Petroleum Technicians	19-4041		
Mechanical Drafters	17-3013	CTS Computer Aided Drafting	0
Civil Engineering Technicians	17-3022	AS Engineering	15
SUBTOTAL			56
Liberal Arts and Sciences, General Studies, and Humanities			
Court, Municipal, and License Clerks	43-4031	CGS General Studies	164
Writers and Authors	27-3043		
Editors	27-3041		
Market Research Analysts	19-3021	AGS General Studies	141
Budget Analysts	13-2031		
Employment, Recruitment, Placement Specialists	13-1071		
Training and Development Specialists	13-1073		
Library Technicians	25-4031		
SUBTOTAL			305
Personal and Culinary Services			
Food Preparation Workers	35-2021	CTS Culinary Arts	23
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		
SUBTOTAL			23

Computer and Information Sciences/Human Sciences Degrees/Certificates			
Computer Systems Analysts	15-1051	AAS Cyber Information Technology- Network Security	4
Network Systems and Data Communications Analysts	15-1081	AAS Cyber Information Technology- Network Security	5
Computer Programmers	15-1021	AAS Computer Information Systems	15
		AAS Cyber Information Technology-Programming	2
Network and Computer Systems Administrators	15-1071	AAS Cyber Information Technology-Network Security	21
Database Administrators	15-1061		
Computer and Information Systems Managers	11-3021	AAS Information Network Specialist	1
Computer Operators	43-9011	CTS Help Desk Support	0
Computer Support Specialists	15-1041		
		TCA Web Design	2
		TCA Software Applications	13
SUBTOTAL			63
Homeland Security Law Enforcement, Firefighting, and Related Protective Services			
Correctional Officers and Jailers	33-3012	AAS Criminal Justice	57
Police and Sheriff's Patrol Officers	33-3051		
Detectives and Criminal Investigators	33-3021		
Probation Officers and Correctional Treatment Specialists	21-1092		
SUBTOTAL			57
Communication Technologies/Technicians and Support Services Degrees/Certificates			
Audio and Video Equipment Technicians	27-4011	CTS Communication Media	55
		AAS Communication Media	49
		TCA Media for the Ministry	3
		AALT Mass Communication	0
		TCA Sound Recording Technology	8
Radio and Television Announcers	27-3011	TCA Broadcasting	1
Broadcast Technicians	27-4012	TCA TV Production	5
		TCA Radio	0
SUBTOTAL			121
Visual and Performing Arts			
Graphic Designers	27-1024	TCA Graphic Design	10
		TCA Computer Animation	7
Technicians Audio Equipment Technicians, Sound Effects Technicians, Sound Engineering Technicians, Stage	27-3099	CTS Music	4
	27-4011	TCA Lighting Design	1
	27-4014	TCA Costume Design	0
Performance Makeup Artists	39-5091	TCA Scene Design	1

Musicians & Singers		TCA Theatre Technician	2
Photographers	27-4021	TCA Photography	3
Visual and Performing Arts from 61 to 64. Producers and Directors Technicians, Broadcast Technicians, Video Equipment Actors, Producers, and Directors	27-2010 27-2011 27-2012 27-4011	TCA The Business of Music	3
		TCA Directing	1
		TCA Film	0
		AA Performing Arts	11
		TCA Acting	6
		TCA Stage or Theatre Management	8
		CTS Theatre	7
SUBTOTAL			64
Education			
Elementary School Teachers, Except Special Education	25-2021	AS Teaching (Gr 1-5)	7
Teacher Assistants	25-9041		
Child Care Workers	39-9011	AAS Care/Development of Young Children	6
Preschool Teachers, Except Special Education	25-2011		
Kindergarten Teachers, Except Special Education	25-2012		
SUBTOTAL			13
Legal Professions and Studies			
Paralegals and Legal Assistants	23-2011	CTS Legal Secretary	2
Legal Secretary	43-6012		
SUBTOTAL			2
TOTAL COMPLETERS			1295

GRAD Act Template for Reporting Annual Benchmarks and 6-Year Targets

Element Reference	Measure	Baseline Year/Term Data to include	Baseline data	Year 1 Benchmark	Year 1 Actual	Year 2 Benchmark	Year 2 Actual	Year 3 Benchmark	Year 3 Actual	Year 4 Benchmark	Year 4 Actual	Year 5 Benchmark	Year 5 Actual	Year 6 Target	
1. Student Success															
a. i.	Targeted	1st to 2nd Year Retention Rate	Fall 08 to Fall 09	51.4%	48.3%	47.8%	52.4%	44.2%	52.9%	51.3%	53.4%	51.2%	53.9%	53.7%	54.4%
			Actual Baseline Data: # in Fall 08 Cohort	757		1048	1436		1107		1224		1026		
			# retained to Fall 09	389		501	635		568		627		551		
iv.	Targeted	Same Institution Graduation Rate	2008 Grad Rate Survey	8.3%	8.8%	10.0%	9.3%	11.8%	9.8%	14.4%	10.3%	12.9%	12.3%	11.5%	14.0%
			Actual Baseline Data: Fall revised cohort (total completers <=150% of 2008-09 AY	793		786	925		776		919		1221		
			2008-09 AY	66		78	109		112		119		140		
vi.	Targeted	Award Productivity	2008-09 AY					0.160	0.169	0.170	0.161	0.180	0.185	0.190	
			Actual Baseline Data: 2008-09 undergrad FTE awards (duplicated)					5740.4	6156.0	6156.0	6156.0	6156.0	6106.0		
								972	989		989		1130		
b. i.	Targeted	Percent Change in program completers													
			Certificate - 1 Yr	185.2%	185.2%	188.2%	237.5%	190.2%	253.4%	192.2%	247.7%	194.2%	317.0%	196.2%	
			2008-09 AY	88	251	254	297	255	311	257	306	259	367	261	
			Diploma	14.3%	14.3%	19.0%	66.7%	21.0%	33.3%	23.0%	28.6%	26.0%	81.0%	28.0%	
			2008-09 AY	21	24	25	35	25	28	26	27	26	38	27	
			Associate	2.6%	2.6%	5.3%	20.8%	9.6%	37.5%	15.1%	42.8%	20.6%	57.2%	26.1%	
			2008-09 AY	456	468	480	551	500	627	525	651	550	717	575	
			Post-Associate	62.5%	62.5%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
			2008-09 AY	8	13	13	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
2. Articulation & Transfer															
d. i.	Targeted	Number of students enrolled in a transfer (2008-09 AY		60	286	66	669	72	393	78					
3. Workforce & Economic Development															
b. ii.	Targeted	Number of students enrolled in distance education courses		1400	1384	1414	1523	1428	2248	1442					
		# enrolled in courses w/ 50%-99% distance	2008-09 AY	2350	4686	2374	5257	2398	13242	2422					
		# enrolled in courses w/ 100% distance	ed 2008-09 AY												
4. Institutional Efficiency & Accountability															
d. i.	Targeted	Percent of eligible programs that are discip January 1, 2013		60.0%	86.4%	61.0%	78.9%	62.0%	89.5%	63.0%					
		Actual Baseline Data: # programs		22	19		15		17						
		# discipline accredited													

A margin of error will be allowed for annual benchmarks and 6-year targets in the Annual Review