

# ASSESSMENT DAY

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**College of Business, Engineering and Technology**

**School of Business – BAS**

**March 2, 2022**

Strengths

Challenges

Recommendations

# Academic Assessment

|                                     | LEVEL             | FOCUS  | CONDUCTED BY              | FREQUENCY     |
|-------------------------------------|-------------------|--|---------------------------|---------------|
| <b>Academic Success Committee</b>   | Program           | <ul style="list-style-type: none"> <li>Quality of assessment practices</li> </ul>  | Committee of peers        | Years 1 & 2   |
| <b>Instructional Program Review</b> | Program / Cluster | <ul style="list-style-type: none"> <li>Enrollment, retention, completion</li> <li>Industry certifications and job placement</li> <li>Program budget and staffing</li> <li>Advisory committees</li> <li>Curriculum changes</li> </ul> | Committee of peers        | Year 3        |
| <b>Assessment Day</b>               | Course/ Program   | <ul style="list-style-type: none"> <li>Enrollment by demographics</li> <li>Graduation and retention</li> <li>Average class size</li> <li>Course success rate</li> <li>Placement rate</li> <li>SLOs, PLOs and ILOs</li> </ul>         | Program Chair and Faculty | Years 1, 2, 3 |

# Programs - BAS

[6000 - Bachelor of Applied Science in Supervision and Management](#)

[3005 - Project Management](#)

[6001 - Bachelor of Applied Science in Supervision and Management -  
Hospitality Concentration](#)

[6002 - Bachelor of Applied Science in Supervision and Management -  
Project Management Concentration](#)

[6005 - Accounting, B.S. Degree](#)

# School of Business – BAS

## Last Assessment Day Action Items

### Last Assessment Day (02-03-2021)

- Marketing for the added concentrations;
- Virtual recruitment events to increase enrollment;
- Form a team to develop an exit survey that will be required for graduates

## Program Learning Outcomes

### **BAS – Bachelor of Applied Science in Supervision & Management #6000**

**PLO 1:** Demonstrate effective communications that integrate decision-making and analytical thinking skills.

**PLO 2:** Identify and apply management decision-making to include an appreciation for diversity, cultural awareness, and organizational behavior.

**PLO 3:** Apply human resource methods and concepts that are consistent with community, industry, and organizational standards, policies, and procedures.

**PLO 4:** Integrate effective and efficient management and behavioral principles for leading and managing resources.

**PLO 5:** Demonstrate the ability to apply legal and ethical decision-making in management situations.

**PLO 6:** Formulate and apply effective customer relations techniques and applications.

**PLO 7:** Demonstrate skill in managerial accounting concepts, analysis, and applications.

**PLO 8:** Integrate operational processes and information systems into a managerial-specific context.

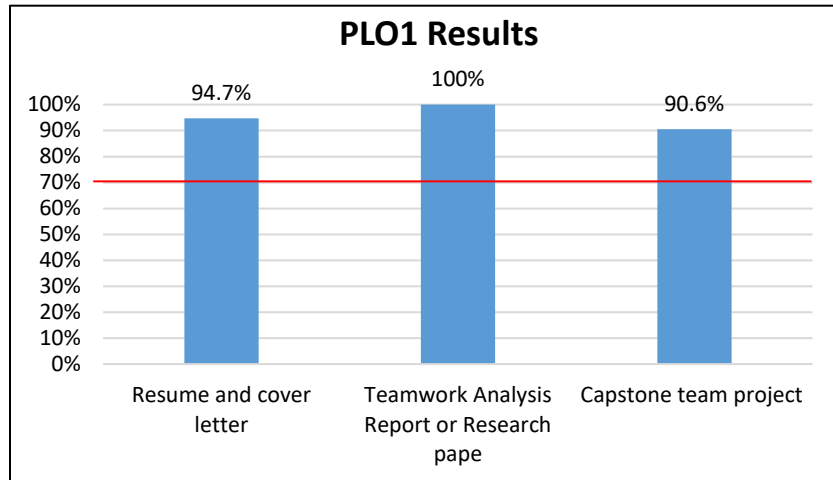
**PLO 9:** Identify the strategic planning process to include development of an organizational mission statement with measurable goals, objectives, and activities.

**PLO 10:** Apply team processes, practices, and collaboration in a management-related context.

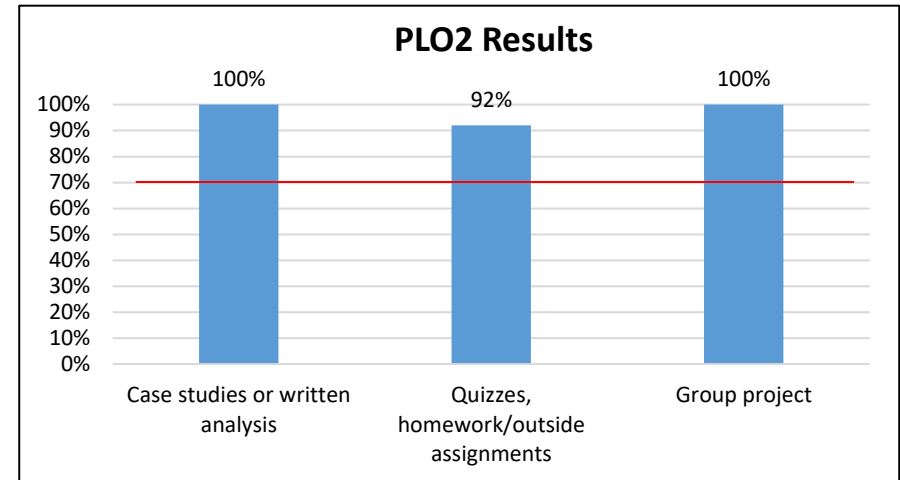
**PLO 11:** Manage a project from inception to successful conclusion using critical thinking, communications, problem solving, and decision-making.

# Assessment Results – 2021-2022

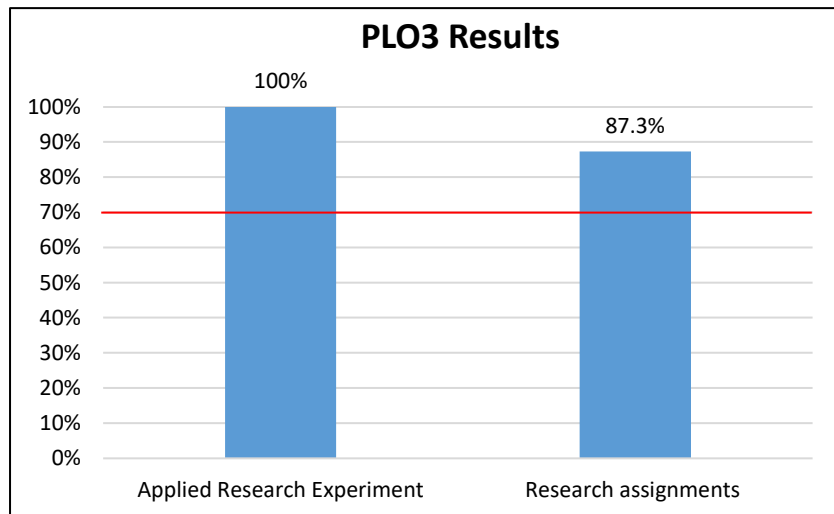
## BAS – Bachelor of Applied Science in Supervision & Management #6000



PLO1: Demonstrate effective communications that integrate decision-making and analytical thinking skills. *Target: 70% of students achieving 70% or higher*



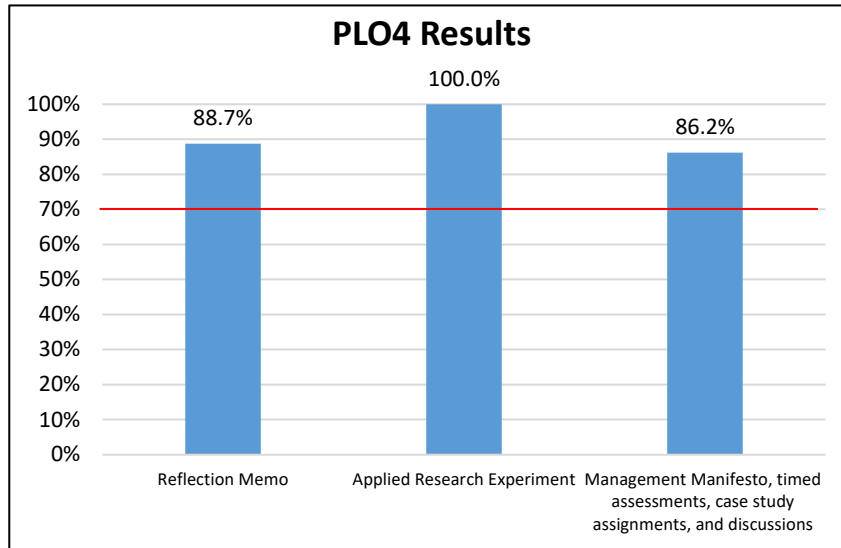
PLO2: Identify and apply management decision-making to include an appreciation for diversity, cultural awareness, and organizational behavior. *Target: 70% of students achieving 70% or higher*



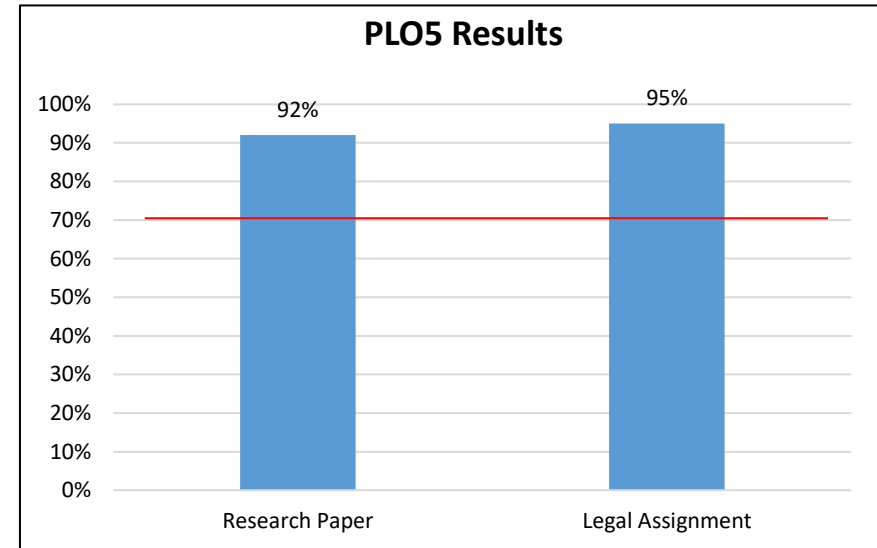
PLO3: Apply human resource methods and concepts that are consistent with community, industry, and organizational standards, policies, and procedures. *Target: 70% of students achieving 70% or higher*

## Assessment Results – 2020-2021

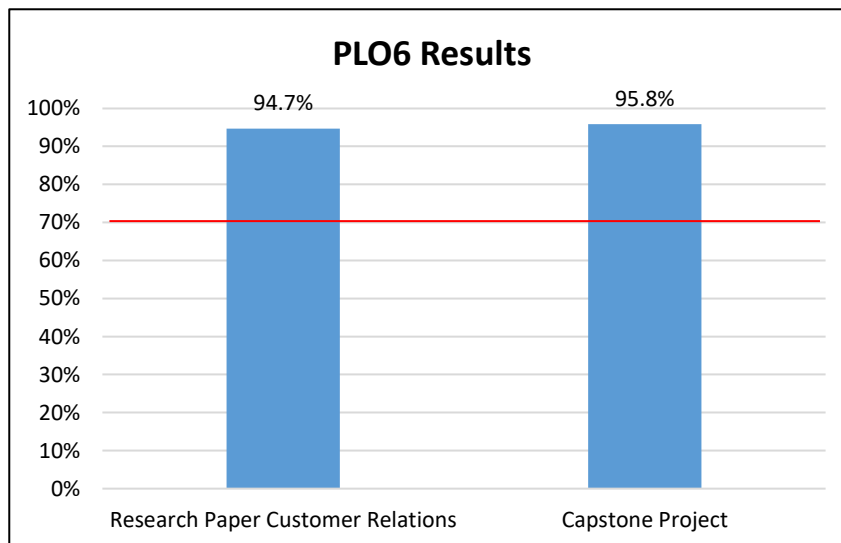
# BAS – Bachelor of Applied Science in Supervision & Management #6000



PLO4: Integrate effective and efficient management and behavioral principles for leading and managing resources. *Target: 70% of students achieving 70% or higher*



PLO5: Demonstrate the ability to apply legal and ethical decision-making in management situations. *Target: 70% of students achieving 70% or higher*

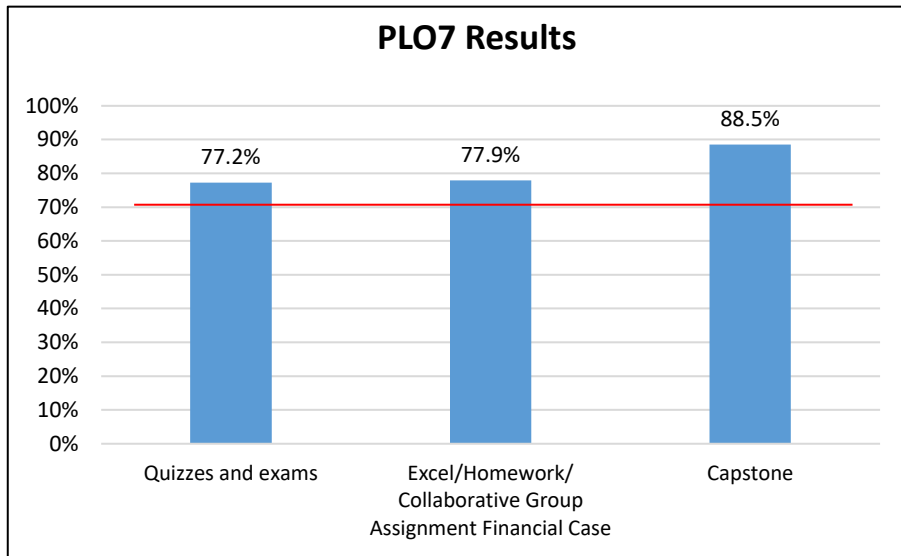


PLO6: Formulate and apply effective customer relations techniques and applications. *Target: 70% of students achieving 70% or higher*

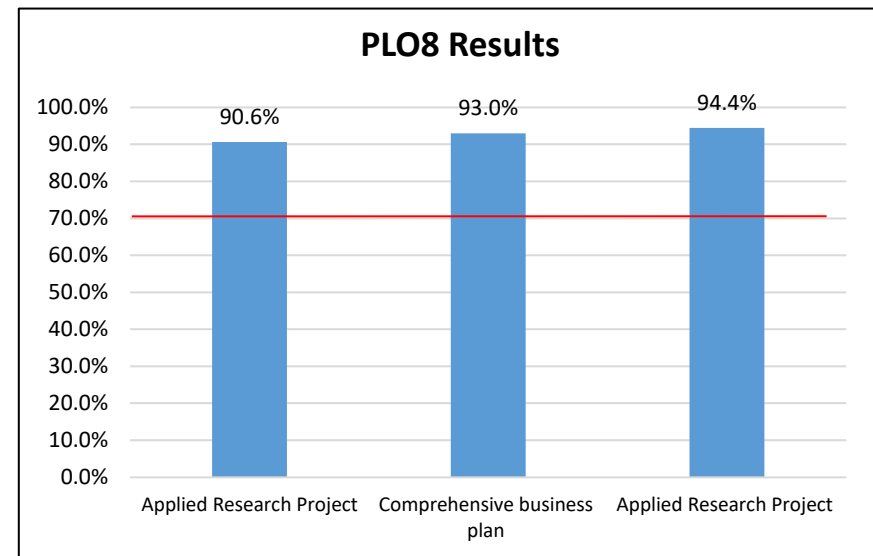


# Assessment Results – 2020-2021

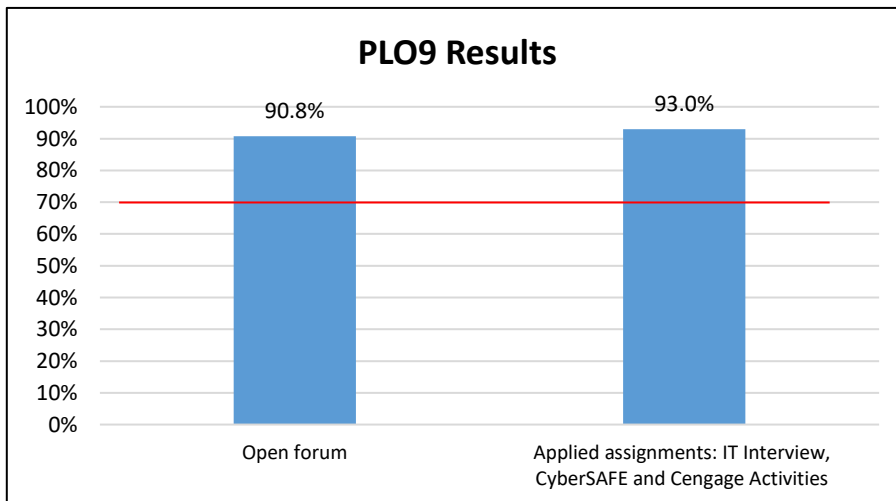
## BAS – Bachelor of Applied Science in Supervision & Management #6000



PLO7: Demonstrate skill in managerial accounting concepts, analysis, and applications. *Target: 70% of students achieving 70% or higher*



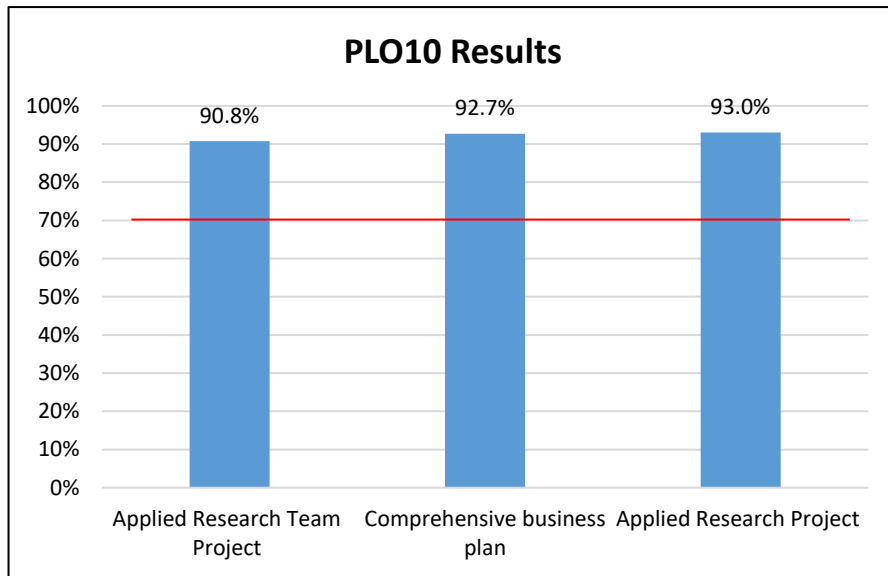
PLO8: Integrate operational processes and information systems into a managerial-specific context. *Target: 70% of students achieving 70% or higher*



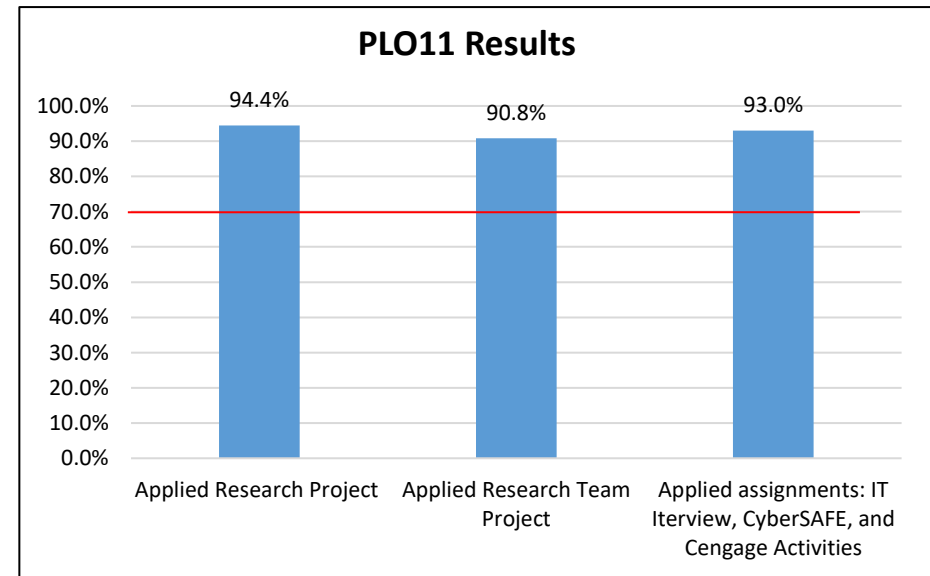
PLO9: Identify the strategic planning process to include development of an organizational mission statement with measurable goals, objectives, and activities. *Target: 70% of students achieving 70% or higher*

# Assessment Results – 2020-2021

## BAS – Bachelor of Applied Science in Supervision & Management #6000



PLO10: Apply team processes, practices, and collaboration in a management-related context. *Target: 70% of students achieving 70% or higher*



PLO11: Manage a project from inception to successful conclusion using critical thinking, communications, problem solving, and decision-making. *Target: 70% of students achieving 70% or higher*

## Program Learning Outcomes Project Management #300500

**PLO 1:** Demonstrate understanding of the fundamental knowledge, terminology and processes of effective project management.

**PLO 2:** Perform in the role of a project manager, leading and directing projects and teams.

**PLO 3:** Use industry recognized project management software.

**PLO 4:** Apply agile principles and practices on projects.

**PLO 5:** Integrate stakeholder business requirements to shape the output of projects and drive successful business outcomes.

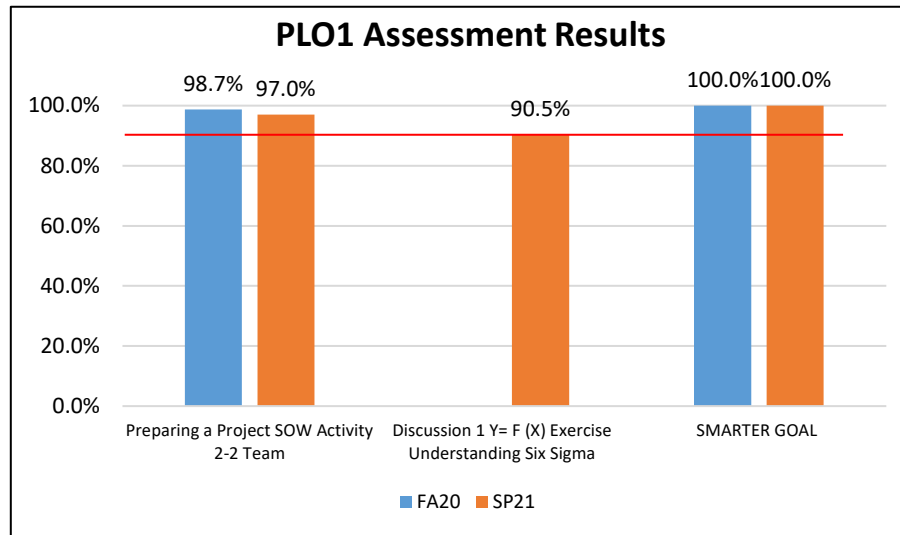
**PLO 6:** Assess and analyze projects risks along with plans to mitigate threats and capitalize on opportunities.

**PLO 7:** Apply principles of quality management throughout the Project Life Cycle.

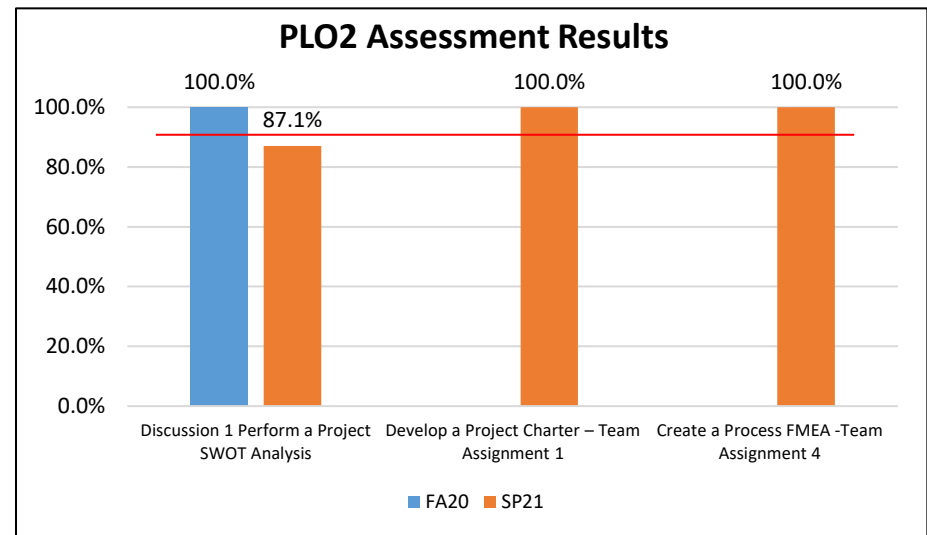
**PLO 8:** Demonstrate knowledge and advanced experience in the specialized area of developing and maintaining project schedules.

# Assessment Results – 2020-2021

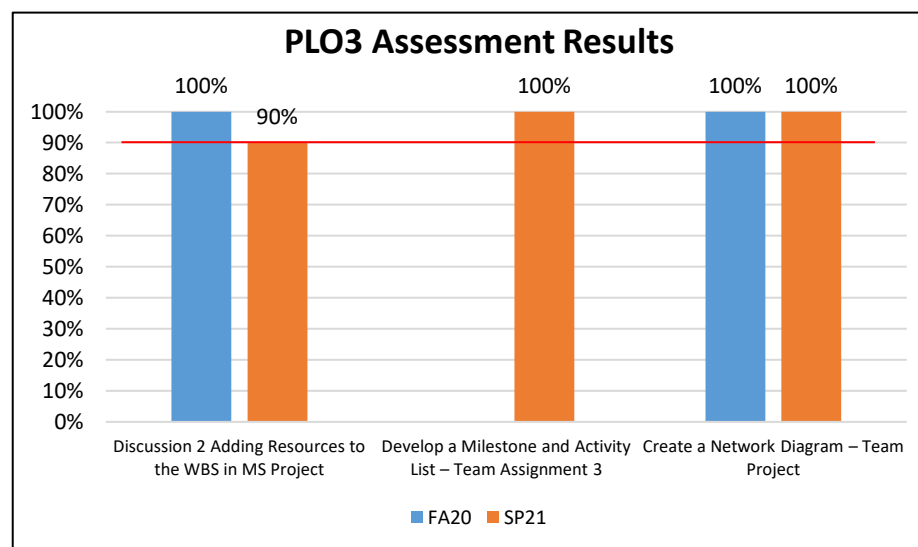
## Project Management #300500



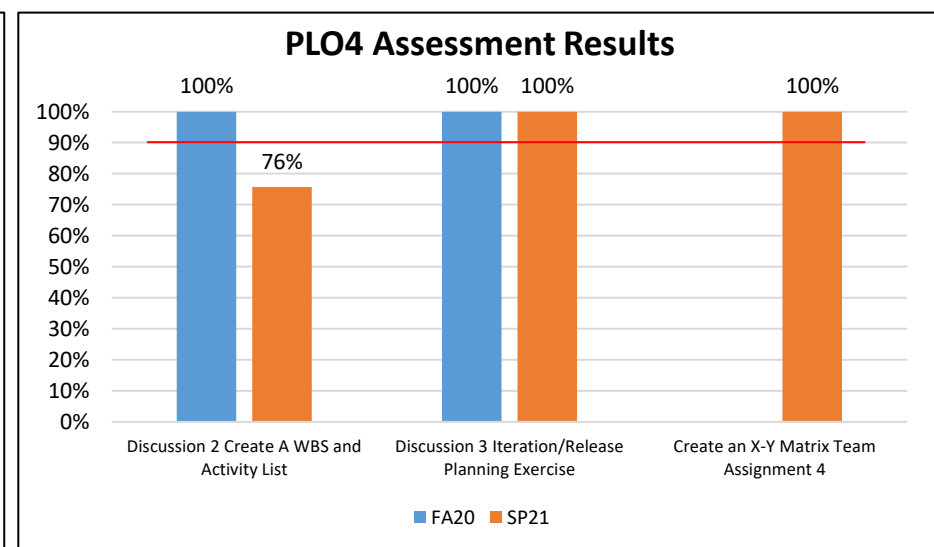
PLO1. Demonstrate understanding of the fundamental knowledge, terminology and processes of effective project management. *Target: 90% of students achieving 70% or higher*



PLO2. Perform in the role of a project manager, leading and directing projects and teams. *Target: 90% of students achieving 70% or higher*



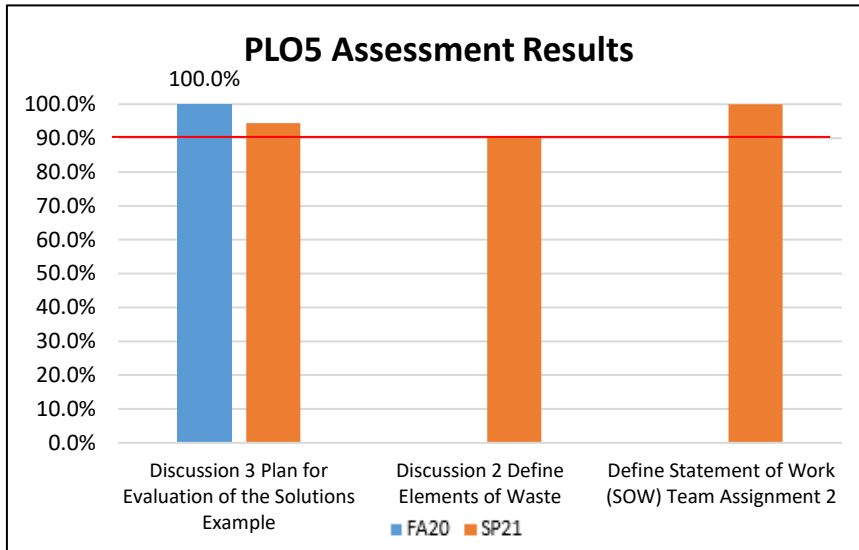
PLO3. Use industry recognized project management software. *Target: 90% of students achieving 70% or higher*



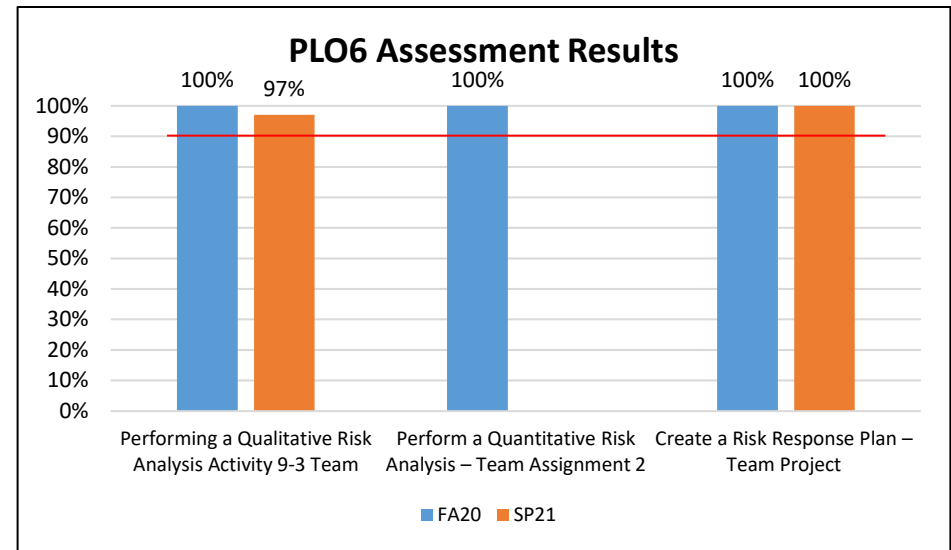
PLO4. Apply agile principles and practices on projects. *Target: 90% of students achieving 70% or higher*

# Assessment Results – 2020-2021

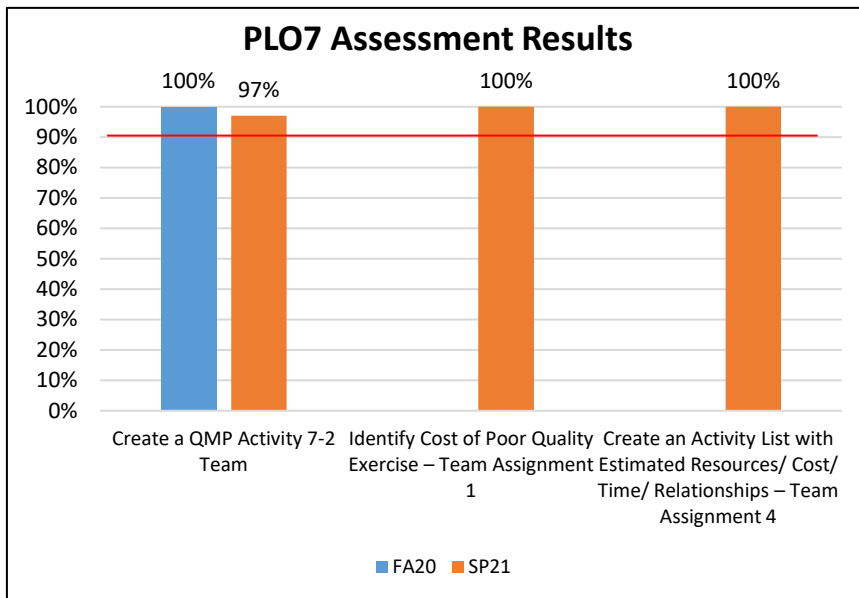
## Project Management #300500



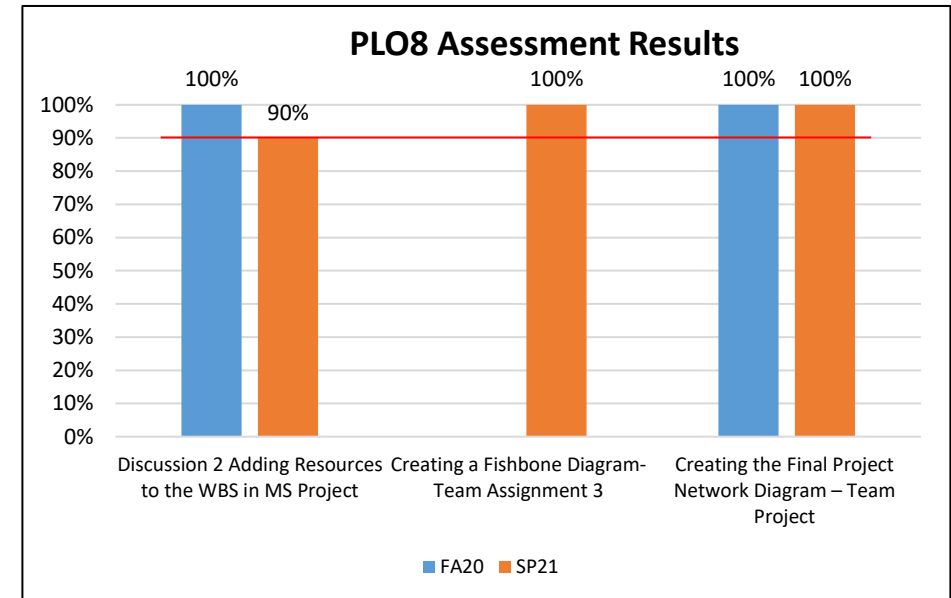
PLO5. Integrate stakeholder business requirements to shape the output of projects and drive successful business outcomes. *Target: 90% of students achieving 70% or higher*



PLO6. Assess and analyze projects risks along with plans to mitigate threats and capitalize on opportunities. *Target: 90% of students achieving 70% or higher*



PLO7. Apply principles of quality management throughout the Project Life Cycle. *Target: 90% of students achieving 70% or higher*



PLO8. Demonstrate knowledge and advanced experience in the specialized area of developing and maintaining project schedules. *Target: 90% of students achieving 70% or higher*

## Program Learning Outcomes

### BAS - Hospitality Concentration #600100

**PLO 1:** Demonstrate effective communications that integrate decision-making and analytical thinking skills.

**PLO 2:** Identify and apply management decision-making to include an appreciation for diversity, cultural awareness, and organizational behavior.

**PLO 3:** Apply human resource methods and concepts that are consistent with community, industry, and organizational standards, policies, and procedures.

**PLO 4:** Integrate effective and efficient management and behavioral principles for leading and managing resources.

**PLO 5:** Demonstrate the ability to apply legal and ethical decision-making in management situations.

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**PLO 7:** Demonstrate skill in managerial accounting concepts, analysis, and applications.

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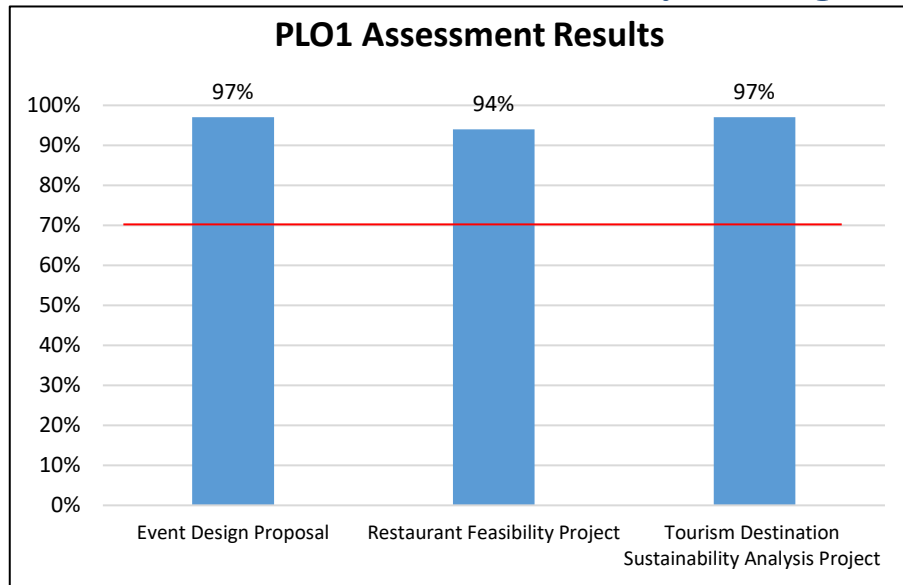
**PLO 9:** Identify the strategic planning process to include development of an organizational mission statement with measurable goals, objectives, and activities.

**PLO 10:** Apply team processes, practices, and collaboration in a management-related context

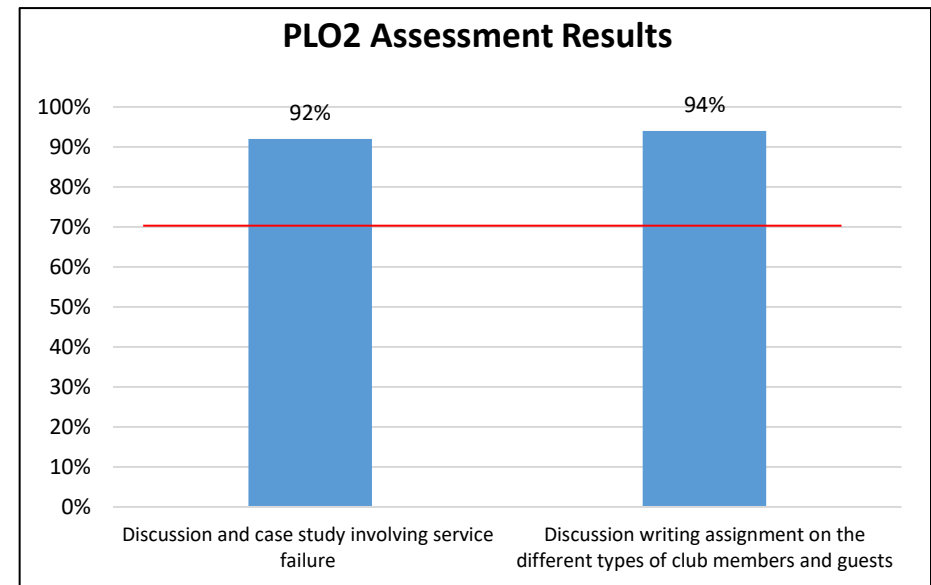
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# Assessment Results – 2020-2021

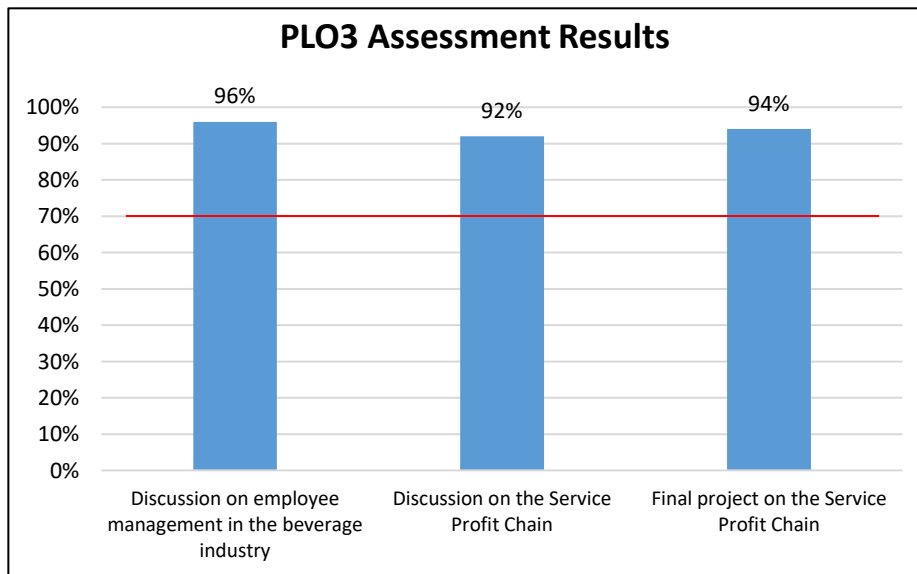
## BAS - Hospitality Concentration #600100



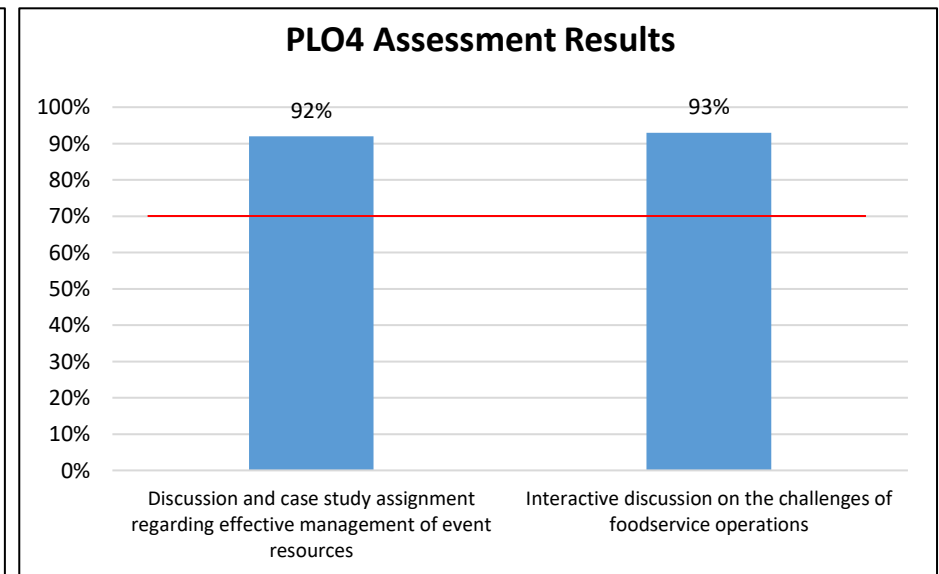
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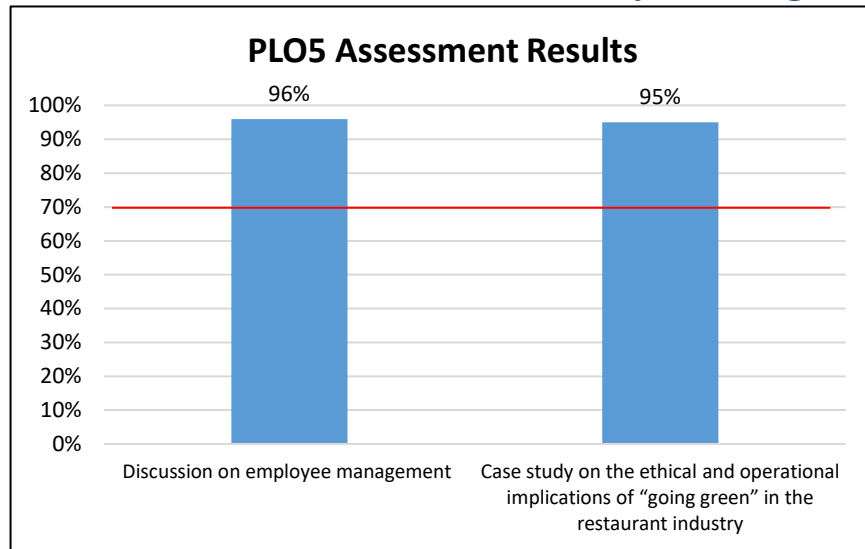
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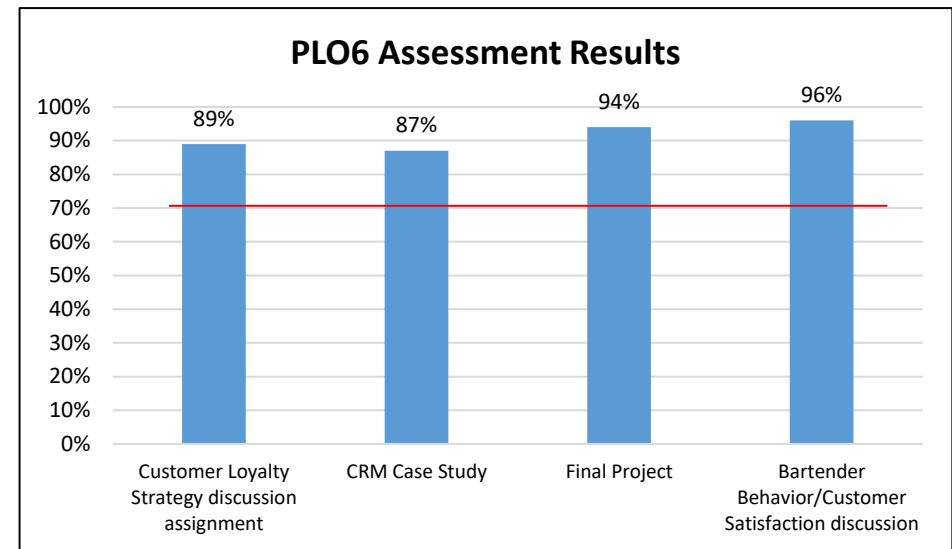
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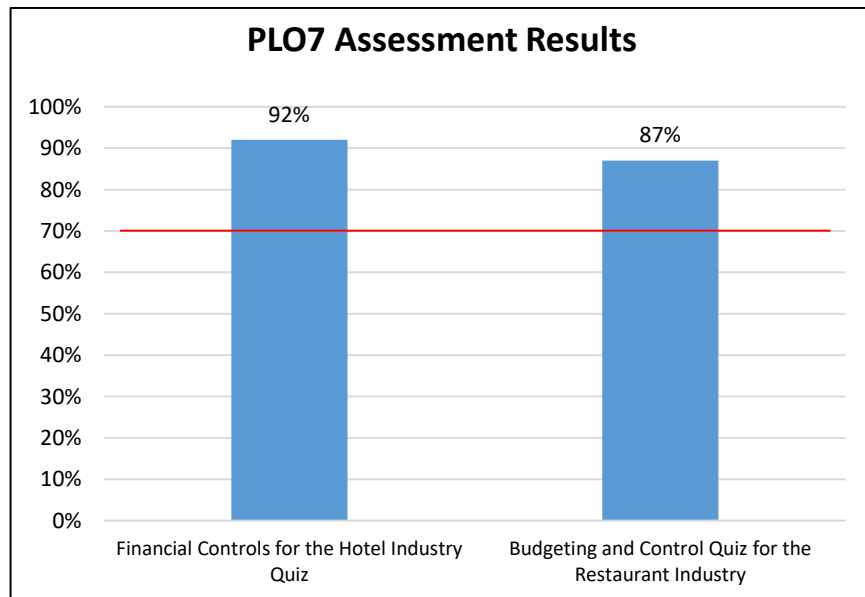
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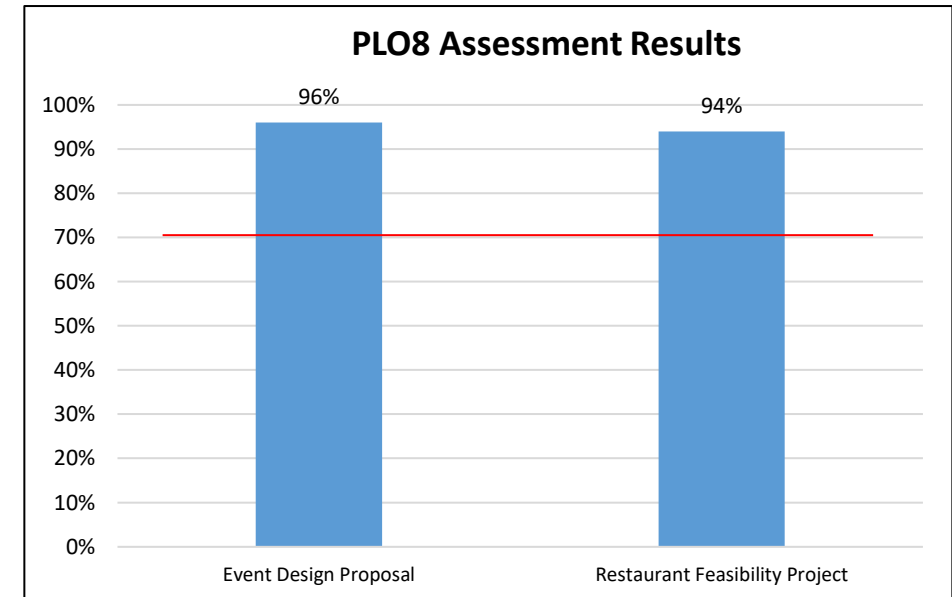
PLO5. Demonstrate the ability to apply legal and ethical decision-making in management situations. *Target: 70% of students achieving 70% or higher*



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PLO7. Demonstrate skill in managerial accounting concepts, analysis, and applications. *Target: 70% of students achieving 70% or higher*

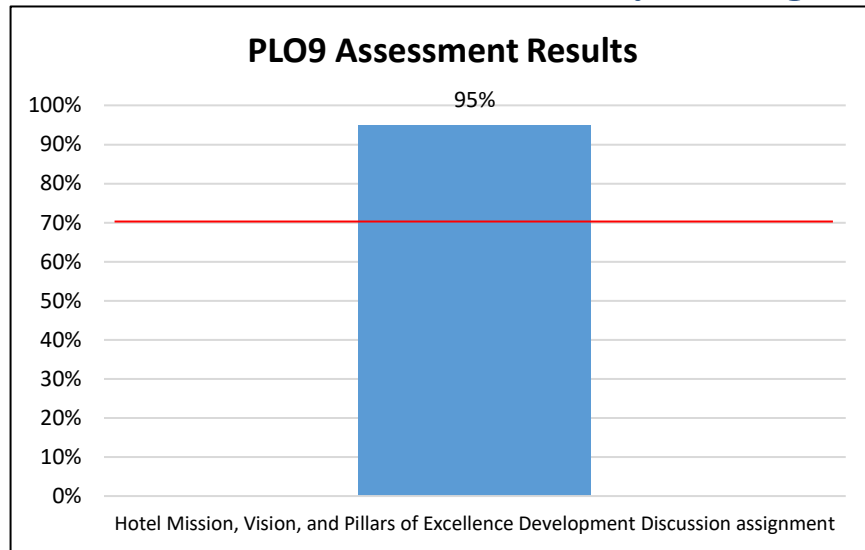


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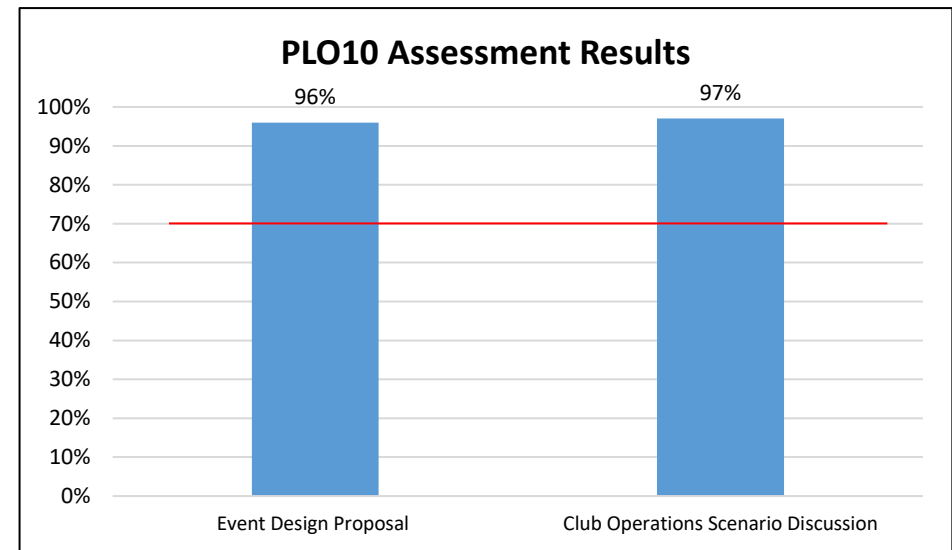


# Assessment Results – 2020-2021

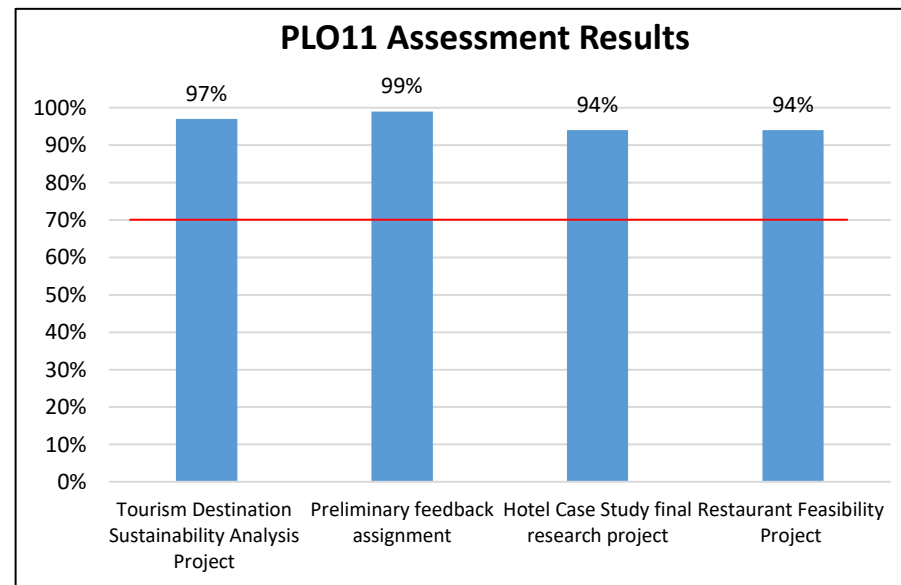
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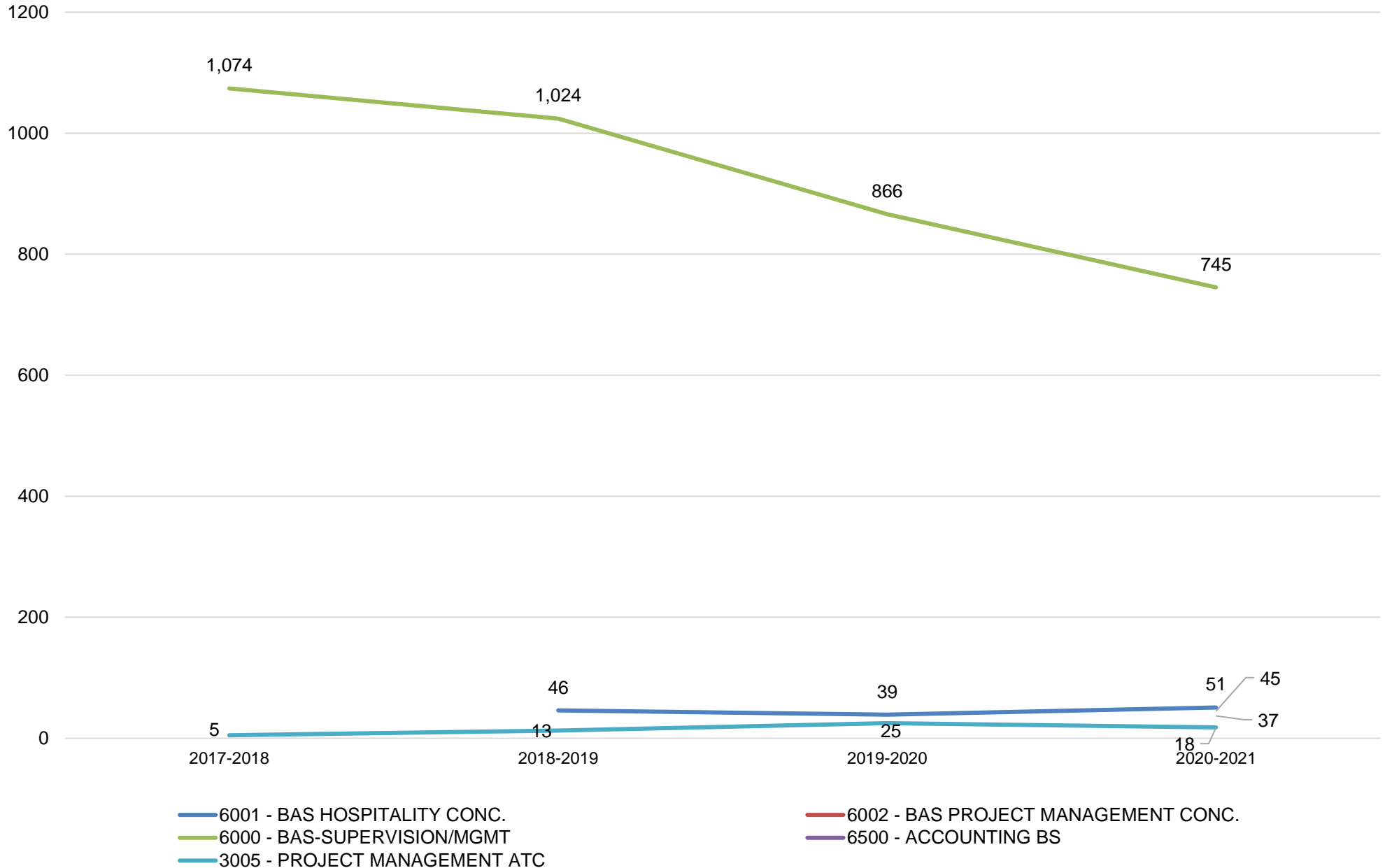


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## Assessment Data 2019-2020 and 2020-2021: Programs and Institutional Learning Outcomes

| Program                               | Critical/ Creative Thinking |             | Communication |            | Cultural Literacy |            | Information and Technical Literacy |             |
|---------------------------------------|-----------------------------|-------------|---------------|------------|-------------------|------------|------------------------------------|-------------|
|                                       | 19/20                       | 20/21       | 19/20         | 20/21      | 19/20             | 20/21      | 19/20                              | 20/21       |
| 6000 - BAS                            | 90.8%-97%                   | 90.8%-98.4% | 91.2%-100%    | 91.3%-100% | 86.2%-92%         | 86.2%-92%  | 83%-98%                            | 77.9%-96.4% |
| 3005 – Project Management Cert        | 89%-100%                    | 79%-100%    | 89%-100%      | 94.9%-100% | 71%-100%          | 94.8%-100% | 63%-100%                           | 20%-100%    |
| 6001 – BAS, Hospitality Concentration | 87%-93%                     | 94%-97%     | 88%-97%       | 96%-99%    | 86%-100%          | 92%-94%    | 87%-88%                            | 96%94%      |

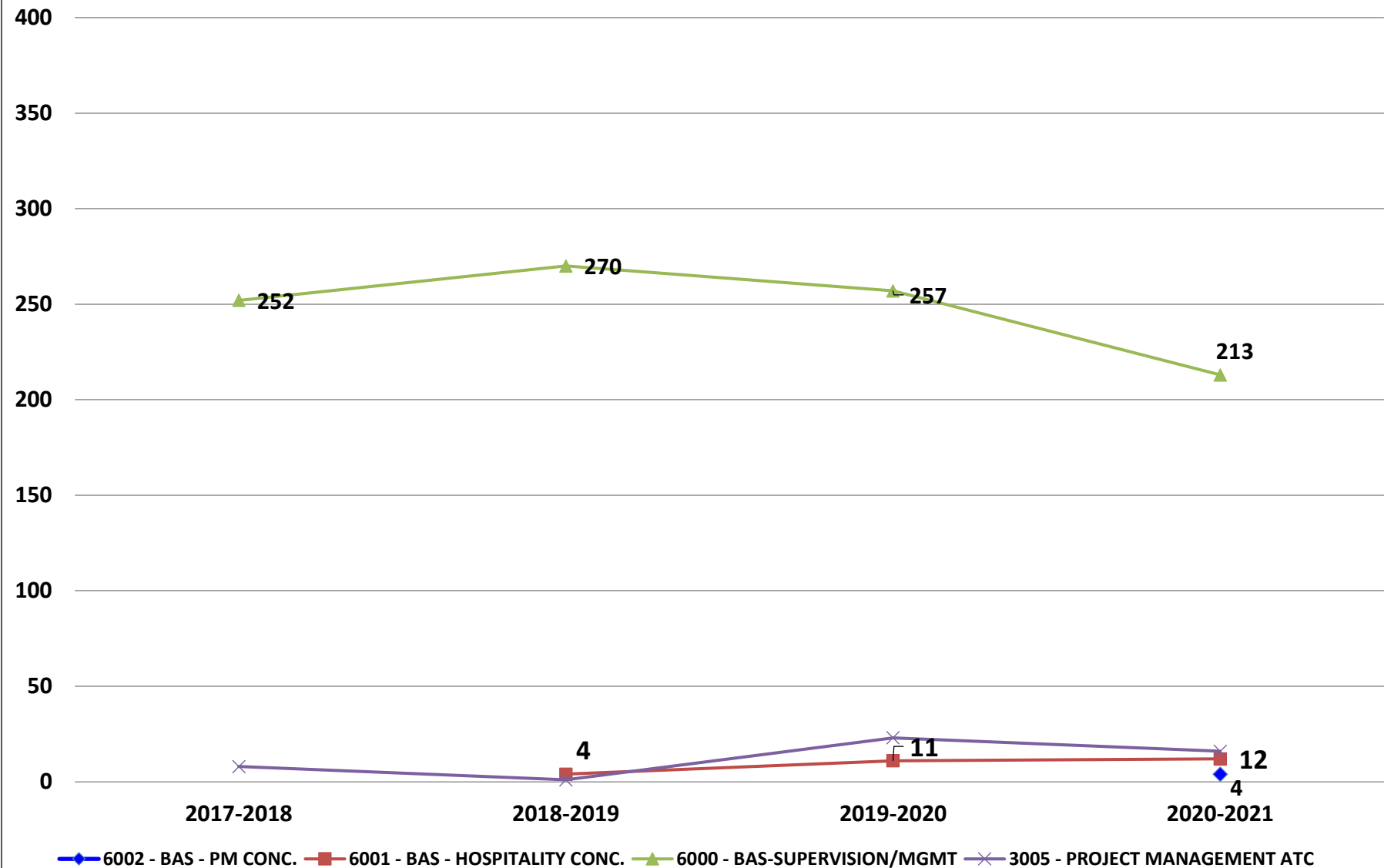
## Headcount by Program



- 6001 - BAS HOSPITALITY CONC.
- 6000 - BAS-SUPERVISION/MGMT
- 3005 - PROJECT MANAGEMENT ATC
- 6002 - BAS PROJECT MANAGEMENT CONC.
- 6500 - ACCOUNTING BS

Students are duplicated across programs, unduplicated in the total.

# Graduates in Major



Source: IR Program Assessment Data

## Number of Graduates by Race/Ethnicity

| Program and Race/Ethnicity                         | 2020-21    | 2019-20    | 2018-19    |
|--|------------|------------|------------|
| <b>300500 - Project Management</b>                 | <b>16</b>  | <b>23</b>  | <b>1</b>   |
| Asian  |            | 1          |            |
| Hispanic/Latino                                    | 4          | 3          |            |
| Two or More Races                                  |            | 1          |            |
| White  | 12         | 18         | 1          |
| <b>600000 - Superv. &amp; Mgmt-Management Conc</b> | <b>213</b> | <b>256</b> | <b>270</b> |
| American Indian                                    |            | 1          |            |
| Asian  | 3          | 8          | 3          |
| Black  | 24         | 38         | 35         |
| Hispanic/Latino                                    | 32         | 27         | 36         |
| Two or More Races                                  | 7          | 6          | 6          |
| Unknown  | 2          | 4          | 5          |
| White  | 145        | 173        | 185        |
| <b>600100 - Superv &amp; Mgmt-Hospitality Conc</b> | <b>12</b>  | <b>11</b>  | <b>4</b>   |
| Black  | 1          |            |            |
| Hispanic/Latino                                    | 1          | 4          | 1          |
| Unknown  |            | 1          |            |
| White  | 10         | 6          | 3          |
| <b>600200 - Superv &amp; Mgmt-Proj. Mgmt. Conc</b> | <b>4</b>   |            |            |
| White  | 4          |            |            |
| <b>Grand Total</b>                                 | <b>245</b> | <b>290</b> | <b>275</b> |

## Time to Degree

| Program   | Average of Yrs to Degree<br>(2019-20 cohort) | Average of Yrs to Degree<br>(2020-21 cohort) |
|---|--|--|
| 300500 - Project Management                       | 0.52*  | 0.7  |
| 600000 - Superv. & Mgmt-<br>Management Conc       | 1.8  | 1.8  |
| 600100 - Superv & Mgmt-Hospitality<br>Conc        | 1.6  | 2.0  |
| 600100 - Superv & Mgmt-Project<br>Management Conc |  | 0.7  |

*\*This is a little low because of a handful of 0's (and a small group size)*

## Graduation Rates

| Major                                       | Fall Cohort Year        | # in Cohort | 150%<br>Graduates | 150%<br>Graduation<br>Rate | 200%<br>Graduates | 200%<br>Graduation<br>Rate |
|---|-------------------------|-------------|-------------------|----------------------------|-------------------|----------------------------|
| 6000 - BAS                                  | 2015                    | 282         | 151               | 53.6%                      | 173               | 61.4%                      |
|   | 2016                    | 288         | 153               | 53.3%                      | 162               | 56.3%                      |
|   | 2017 – 200% In progress | 266         | 139               | 52.3%                      | 146               | 54.9%                      |
|   | 2018 – In progress      | 277         | 133               | 48%                        | 133               | 48%                        |
| 6001 – BAS,<br>Hospitality<br>Concentration | 2017 – 200% In progress | 4           | 3                 | 75%                        | 3                 | 75%                        |
|   | 2018 – In progress      | 17          | 7                 | 41.2%                      | 7                 | 41.2%                      |
| 3005 – Project<br>Management                | 2017                    | 3           | 3                 | 100%                       | 3                 | 100%                       |
|   | 2018                    | 6           | 2                 | 33.3%                      | 2                 | 33.3%                      |
|   | 2019 – 200% In progress | 12          | 6                 | 50%                        | 7                 | 58.3%                      |
|   | 2020– In progress       | 8           | 3                 | 37.5%                      | 3                 | 37.5%                      |

## Graduation Rates by Race/Ethnicity (1 of 2)

| Major                                 | Fall Cohort Year        | Race/Ethnicity    | # in Cohort | 150%<br>Graduates | 150%<br>Graduation<br>Rate | 200%<br>Graduates | 200%<br>Graduation<br>Rate |
|---------------------------------------|-------------------------|-------------------|-------------|-------------------|----------------------------|-------------------|----------------------------|
| 3005 – Project Management             | 2017                    | Hispanic          | 1           | 1                 | 100%                       | 1                 | 100%                       |
|                                       |                         | White             | 2           | 2                 | 100%                       | 2                 | 100%                       |
|                                       | 2018                    | Black             | 1           | 0                 | 0%                         | 0                 | 0%                         |
|                                       |                         | Hispanic          | 2           | 1                 | 50%                        | 1                 | 50%                        |
|                                       |                         | White             | 3           | 1                 | 33.3%                      | 1                 | 33.3%                      |
|                                       | 2019 – 200% In progress | Asian             | 1           | 1                 | 100%                       | 1                 | 100%                       |
|                                       |                         | Hispanic          | 2           | 0                 | 0%                         | 1                 | 50%                        |
|                                       |                         | Unknown           | 1           | 0                 | 0%                         | 0                 | 0%                         |
|                                       |                         | White             | 8           | 5                 | 62.5%                      | 5                 | 62.5%                      |
|                                       | 2020– In progress       | Hispanic          | 2           | 0                 | 0%                         | 0                 | 0%                         |
|                                       |                         | White             | 6           | 3                 | 50%                        | 3                 | 50%                        |
| 6001 – BAS, Hospitality Concentration | 2017- 200% In progress  | Hispanic          | 2           | 2                 | 100%                       | 2                 | 100%                       |
|                                       |                         | White             | 2           | 1                 | 50%                        | 1                 | 50%                        |
|                                       | 2018- In progress       | Black             | 2           | 1                 | 50%                        | 1                 | 50%                        |
|                                       |                         | Hispanic          | 2           | 1                 | 50%                        | 1                 | 50%                        |
|                                       |                         | Two or More Races | 1           | 0                 | 0%                         | 0                 | 0%                         |
| White                                 | 12                      | 5                 | 41.7%       | 5                 | 41.7%                      |                   |                            |



## Graduation Rates by Race/Ethnicity (2 of 2)

| Major             | Fall Cohort Year           | Race/Ethnicity    | # in Cohort | 150%<br>Graduates | 150%<br>Graduation<br>Rate | 200%<br>Graduates | 200%<br>Graduation<br>Rate |
|-------------------|----------------------------|-------------------|-------------|-------------------|----------------------------|-------------------|----------------------------|
| 6000 -<br>BAS     | 2015                       | Am. Ind           | 1           | 0                 | 0%                         | 0                 | 0%                         |
|                   |                            | Asian             | 6           | 2                 | 33.3%                      | 3                 | 50%                        |
|                   |                            | Black             | 48          | 28                | 58.3%                      | 31                | 64.6%                      |
|                   |                            | Hawaii/Pac        | 2           | 1                 | 50%                        | 1                 | 50%                        |
|                   |                            | Hispanic          | 28          | 16                | 57.1%                      | 21                | 75%                        |
|                   |                            | Unknown           | 3           | 2                 | 66.7%                      | 3                 | 100%                       |
|                   |                            | White             | 194         | 102               | 52.6%                      | 114               | 58.8%                      |
|                   | 2016                       | Am. Ind           | 1           | 1                 | 100%                       | 1                 | 100%                       |
|                   |                            | Asian             | 5           | 2                 | 40%                        | 2                 | 40%                        |
|                   |                            | Black             | 40          | 15                | 37.5%                      | 18                | 45.0%                      |
|                   |                            | Hispanic          | 44          | 18                | 40.9%                      | 19                | 43.2%                      |
|                   |                            | Two or More Races | 4           | 2                 | 50%                        | 2                 | 50%                        |
|                   |                            | Unknown           | 3           | 1                 | 33.3%                      | 1                 | 33.3%                      |
|                   |                            | White             | 191         | 114               | 60.0%                      | 119               | 62.6%                      |
|                   | 2017 – 200% In<br>progress | Am. Ind           | 1           | 0                 | 0%                         | 0                 | 0%                         |
|                   |                            | Asian             | 8           | 4                 | 50%                        | 4                 | 50%                        |
|                   |                            | Black             | 31          | 15                | 48.4%                      | 16                | 51.6%                      |
|                   |                            | Hispanic          | 34          | 12                | 36.4%                      | 14                | 41.2%                      |
|                   |                            | Two or More Races | 7           | 2                 | 28.6%                      | 3                 | 42.9%                      |
|                   |                            | Unknown           | 2           | 2                 | 100%                       | 2                 | 100%                       |
|                   |                            | White             | 183         | 104               | 55.6%                      | 107               | 58.5%                      |
|                   | 2018 – In progress         | Asian             | 3           | 2                 | 66.7%                      | 2                 | 66.7%                      |
|                   |                            | Black             | 43          | 18                | 41.9%                      | 18                | 41.9%                      |
|                   |                            | Hispanic          | 40          | 21                | 52.5%                      | 21                | 52.5%                      |
| Two or More Races |                            | 7                 | 4           | 57.1%             | 4                          | 57.1%             |                            |
| Unknown           |                            | 4                 | 3           | 75%               | 3                          | 75%               |                            |
| White             |                            | 180               | 85          | 47.2%             | 85                         | 47.2%             |                            |

## Graduation Rates by Gender

| Major                                       | Fall Cohort Year           | Gender    | # in Cohort | 150%<br>Graduates | 150%<br>Graduation<br>Rate | 200%<br>Graduates | 200%<br>Graduation<br>Rate |
|---|----------------------------|-----------|-------------|-------------------|----------------------------|-------------------|----------------------------|
| 3005 - PM                                   | 2017                       | Female    | 3           | 3                 | 100%                       | 3                 | 100%                       |
|   | 2018                       | Female    | 2           | 1                 | 50%                        | 1                 | 50%                        |
|   |                            | Male      | 4           | 1                 | 25%                        | 1                 | 25%                        |
|   | 2019 – 200% In<br>progress | Female    | 8           | 4                 | 50%                        | 5                 | 62.5%                      |
|   |                            | Male      | 3           | 2                 | 66.7%                      | 2                 | 66.7%                      |
|   |                            | PrefNoAns | 1           | 0                 | 0%                         | 0                 | 0%                         |
|   | 2020 – In progress         | Female    | 6           | 2                 | 33.3%                      | 2                 | 33.3%                      |
|   |                            | Male      | 2           | 1                 | 50%                        | 1                 | 50%                        |
| 6000 - BAS                                  | 2015                       | Female    | 164         | 89                | 54.3%                      | 103               | 62.4%                      |
|   |                            | Male      | 114         | 60                | 52.6%                      | 69                | 60.5%                      |
|   |                            | PrefNoAns | 2           | 1                 | 50%                        | 0                 | 0%                         |
|   |                            | Unknown   | 2           | 1                 | 50%                        | 1                 | 50%                        |
|   | 2016                       | Female    | 176         | 101               | 56.8%                      | 106               | 60.2%                      |
|   |                            | Male      | 108         | 51                | 47.2%                      | 54                | 50%                        |
|   |                            | PrefNoAns | 3           | 1                 | 33.3%                      | 1                 | 33.3%                      |
|   |                            | Unknown   | 1           | 1                 | 100%                       | 1                 | 100%                       |
|   | 2017 – 200% In<br>progress | Female    | 169         | 89                | 52.7%                      | 95                | 56.2%                      |
|   |                            | Male      | 93          | 50                | 53.8%                      | 51                | 54.8%                      |
|   |                            | PrefNoAns | 2           | 0                 | 0%                         | 0                 | 0%                         |
|   |                            | Unknown   | 2           | 0                 | 0%                         | 0                 | 0%                         |
|   | 2018 – In progress         | Female    | 183         | 87                | 47.5%                      | 87                | 47.5%                      |
|   |                            | Male      | 94          | 46                | 48.9%                      | 46                | 48.9%                      |
| 6001 – BAS,<br>Hospitality<br>Concentration | 2017 – 200% In<br>progress | Female    | 2           | 2                 | 100%                       | 2                 | 100%                       |
|   |                            | Male      | 2           | 1                 | 50%                        | 1                 | 50%                        |
|   | 2018 – In progress         | Female    | 10          | 4                 | 40%                        | 4                 | 40%                        |
|   |                            | Male      | 7           | 3                 | 42.9%                      | 3                 | 42.9%                      |

## Persistence Rates

| Program and Cohort Year   |              | Fall | Registered | Exclusions | Adjusted Cohort | Retained by DSC |       | Retained by Program |       | DSC Total Retained |
|---------------------------|--------------|------|------------|------------|-----------------|-----------------|-------|---------------------|-------|--------------------|
|                           |              |      |            |            |                 | N               | %     | N                   | %     |                    |
| 3005 – Project Management | FA16 to SP17 |      | 4          | 0          | 4               | 0               | 0%    | 3                   | 75%   | 75%                |
|                           | FA17 to SP18 |      | 5          | 2          | 3               | 0               | 0%    | 1                   | 33%   | 33%                |
|                           | FA18 to SP19 |      | 6          | 1          | 5               | 0               | 0%    | 5                   | 100%  | 100%               |
|                           | FA19 to SP20 |      | 21         | 3          | 18              | 0               | 0%    | 9                   | 50%   | 50%                |
|                           | FA20 to SP21 |      | 10         | 2          | 8               | 1               | 12.5% | 7                   | 87.5% | 100%               |

Registered - Includes all students enrolled in the fall term of the specified year, with the specified program as their primary major.

Exclusions - Includes students who are deceased or graduated fall of the specified year or the following spring or summer.

Not retained - Students who were not registered the following fall term.

Retained by DSC - Students who were still registered at DSC the following fall but with a different primary major.

Retained by Program - Students who were registered the following fall with the same primary major.

## Persistence Rates by Race/Ethnicity

| Program                   | Cohort        | Race/Ethnicity | Registered | Exclusions | Adjusted Cohort | Retained by Program |       |
|---------------------------|---------------|----------------|------------|------------|-----------------|---------------------|-------|
|                           |               |                |            |            |                 | N                   | %     |
| 3005 – Project Management | FA17 to SP18  | Black          | 1          | 0          | 1               | 0                   | 0%    |
|                           |               | Hispanic       | 1          | 1          | 0               |                     |       |
|                           |               | White          | 3          | 1          | 2               | 1                   | 50%   |
|                           | FA18 to SP19  | Black          | 1          | 0          | 1               | 1                   | 100%  |
|                           |               | Hispanic       | 2          | 0          | 2               | 2                   | 100%  |
|                           |               | White          | 3          | 1          | 2               | 2                   | 100%  |
|                           | FA19 to SP20  | Asian          | 1          | 0          | 1               | 1                   | 100%  |
|                           |               | Black          | 1          | 0          | 1               | 0                   | 0%    |
|                           |               | Hispanic       | 6          | 2          | 4               | 3                   | 15%   |
|                           |               | Unknown        | 1          | 0          | 1               | 0                   | 0%    |
|                           |               | White          | 12         | 1          | 11              | 5                   | 45.5% |
|                           | FA20 to SP 21 | Hispanic       | 4          | 0          | 4               | 4                   | 100%  |
|                           |               | White          | 6          | 2          | 4*              | 3                   | 75%   |

*\*one or more students retained by DSC*

Registered - Includes all students enrolled in the fall term of the specified year, with the specified program as their primary major.

Exclusions - Includes students who are deceased or graduated fall of the specified year or the following spring or summer.

Adjusted Cohort - Registered students less exclusions.

Not retained - Students who were not registered the following fall term.

Retained by DSC - Students who were still registered at DSC the following fall but with a different primary major.

Retained by Program - Students who were registered the following fall with the same primary major.

## Persistence Rates by Gender

| Program                   | Cohort        | Race/Ethnicity | Registered | Exclusions | Adjusted Cohort | Retained by Program |       |
|---------------------------|---------------|----------------|------------|------------|-----------------|---------------------|-------|
|                           |               |                |            |            |                 | N                   | %     |
| 3005 – Project Management | FA16 to SP17  | Female         | 3          | 0          | 3               | 2                   | 67%   |
|                           |               | Male           | 1          | 0          | 1               | 1                   | 100%  |
|                           | FA17 to SP18  | Female         | 4          | 2          | 2               | 1                   | 50%   |
|                           |               | Male           | 1          | 0          | 1               | 0                   | 0%    |
|                           | FA18 to SP19  | Female         | 2          | 1          | 1               | 1                   | 100%  |
|                           |               | Male           | 4          | 0          | 4               | 4                   | 100%  |
|                           | FA19 to SP20  | Female         | 11         | 1          | 10              | 6                   | 60%   |
|                           |               | Male           | 9          | 2          | 7               | 3                   | 42.9% |
|                           |               | PrefNoAns      | 1          | 0          | 1               | 0                   | 0%    |
|                           | FA20 to SP 21 | Female         | 6          | 1          | 5               | 5                   | 100%  |
|                           |               | Male           | 4          | 1          | 3*              | 2                   | 66.7% |

*\*one or more students retained by DSC*

Registered - Includes all students enrolled in the fall term of the specified year, with the specified program as their primary major.

Exclusions - Includes students who are deceased or graduated fall of the specified year or the following spring or summer.

Adjusted Cohort - Registered students less exclusions.

Not retained - Students who were not registered the following fall term.

Retained by DSC - Students who were still registered at DSC the following fall but with a different primary major.

Retained by Program - Students who were registered the following fall with the same primary major.

Source: IR Program Assessment Data

## Retention Rates

| Program and Fall Cohort Year |      | Registered | Exclusions | Adjusted Cohort | Retained by DSC |      | Retained by Program |       | DSC Total Retained |
|------------------------------|------|------------|------------|-----------------|-----------------|------|---------------------|-------|--------------------|
|                              |      |            |            |                 | N               | %    | N                   | %     |                    |
| 6000 - BAS                   | 2012 | 818        | 261        | 557             | 5               | 1%   | 391                 | 70%   | 71%                |
|                              | 2013 | 871        | 271        | 600             | 9               | 2%   | 407                 | 68%   | 69%                |
|                              | 2014 | 860        | 306        | 554             | 6               | 1%   | 366                 | 66%   | 67%                |
|                              | 2015 | 455        | 129        | 326             | 17              | 5.2% | 203                 | 62.3% | 67.5%              |
|                              | 2016 | 726        | 253        | 473             | 8               | 2%   | 310                 | 66%   | 67%                |
|                              | 2017 | 727        | 239        | 488             | 9               | 1.8% | 314                 | 64.3% | 66.2%              |
|                              | 2018 | 746        | 269        | 477             | 7               | 1.5% | 314                 | 65.8% | 67.3%              |
|                              | 2019 | 643        | 201        | 442             | 10              | 2.3% | 277                 | 62.7% | 64.9%              |
| 6001 – BAS Hospitality Conc. | 2017 | 8          | 0          | 8               | 0               | 0%   | 7                   | 87.5% | 87.5%              |
|                              | 2018 | 34         | 5          | 29              | 0               | 0%   | 23                  | 79.3% | 79.3%              |
|                              | 2019 | 36         | 13         | 23              | 1               | 4.3% | 13                  | 56.5% | 60.9%              |
| 6002 – BAS PM Conc.          | 2019 | 7          | 0          | 7               | 0               | 0%   | 6                   | 85.7% | 85.7%              |

Registered - Includes all students enrolled in the fall term of the specified year, with the specified program as their primary major.

Exclusions - Includes students who are deceased or graduated fall of the specified year or the following spring or summer.

Not retained - Students who were not registered the following fall term.

Retained by DSC - Students who were still registered at DSC the following fall but with a different primary major.

Retained by Program - Students who were registered the following fall with the same primary major.

Source: IR Program Assessment Data

## Retention Rates by Race/Ethnicity (1 of 2)

| Program    | Fall Term | Race/Ethnicity    | Registered | Exclusions | Adjusted Cohort | Retained by Program |        |
|------------|-----------|-------------------|------------|------------|-----------------|---------------------|--------|
|            |           |                   |            |            |                 | N                   | %      |
| 6000 - BAS | 2017      | American Indian   | 2          | 1          | 2               | 0                   | 0.0%   |
|            |           | Asian             | 11         | 1          | 10              | 4                   | 40.0%  |
|            |           | Black             | 95         | 25         | 70*             | 45                  | 64.3%  |
|            |           | Hispanic          | 98         | 30         | 68*             | 44                  | 64.7%  |
|            |           | Two or More Races | 18         | 8          | 10*             | 7                   | 70.0%  |
|            |           | Unknown           | 10         | 4          | 6               | 3                   | 50.0%  |
|            |           | White             | 493        | 170        | 323*            | 211                 | 65.3%  |
|            | 2018      | Asian             | 12         | 5          | 7               | 5                   | 65.8%  |
|            |           | Black             | 115        | 36         | 79*             | 42                  | 71.4%  |
|            |           | Hispanic          | 104        | 36         | 68*             | 41                  | 53.2%  |
|            |           | Two or More Races | 19         | 8          | 11              | 6                   | 60.3%  |
|            |           | Unknown           | 7          | 3          | 4               | 4                   | 54.5%  |
|            |           | White             | 489        | 181        | 308*            | 216                 | 100.0% |
|            | 2019      | American Indian   | 2          | 0          | 2               | 1                   | 50.0%  |
|            |           | Asian             | 9          | 4          | 5               | 1                   | 20.0%  |
|            |           | Black             | 87         | 25         | 62              | 35*                 | 56.5%  |
|            |           | Hispanic          | 85         | 23         | 62              | 31                  | 50.0%  |
|            |           | Two or More Races | 18         | 3          | 15              | 8                   | 53.3%  |
|            |           | Unknown           | 6          | 3          | 3               | 3                   | 100.0% |
|            |           | White             | 436        | 143        | 293             | 198*                | 67.6%  |

*\*one or more students retained by DSC*

Registered - Includes all students enrolled in the fall term of the specified year, with the specified program as their primary major.

Exclusions - Includes students who are deceased or graduated fall of the specified year or the following spring or summer.

Adjusted Cohort - Registered students less exclusions.

Not retained - Students who were not registered the following fall term.

Retained by DSC - Students who were still registered at DSC the following fall but with a different primary major.

Retained by Program - Students who were registered the following fall with the same primary major.

## Retention Rates by Race/Ethnicity (2 of 2)

| Program                      | Fall Term           | Race/Ethnicity    | Registered | Exclusions | Adjusted Cohort | Retained by Program |        |
|------------------------------|---------------------|-------------------|------------|------------|-----------------|---------------------|--------|
|                              |                     |                   |            |            |                 | N                   | %      |
| 6001 – BAS Hospitality Conc. | 2017                | Hispanic          | 3          | 0          | 3               | 3                   | 70.1%  |
|                              |                     | White             | 4          | 0          | 4               | 4                   | 100%   |
|                              | 2018                | Black             | 1          | 0          | 1               | 1                   | 100.0% |
|                              |                     | Hispanic          | 8          | 2          | 6               | 6                   | 100.0% |
|                              |                     | Two or More Races | 1          | 0          | 1               | 0                   | 0.0%   |
|                              |                     | Unknown           | 1          | 0          | 1               | 1                   | 100.0% |
|                              |                     | White             | 23         | 3          | 20              | 15                  | 75.0%  |
|                              | 2019                | Black             | 3          | 0          | 3               | 2                   | 66.7%  |
|                              |                     | Hispanic          | 6          | 3          | 3               | 0                   | 0.0%   |
|                              |                     | Two or More Races | 1          | 0          | 1               | 1                   | 100.0% |
|                              |                     | Unknown           | 1          | 1          | 0               |                     |        |
|                              |                     | White             | 25         | 9          | 16*             | 10                  | 62.5%  |
|                              | 6002 – BAS PM Conc. | 2019              | Hispanic   | 2          | 0               | 2                   | 2      |
| Two or More Races            |                     |                   | 1          | 0          | 1               | 0                   | 0.0%   |
| White                        |                     |                   | 4          | 0          | 4               | 4                   | 100.0% |

*\*one or more students retained by DSC*

Registered - Includes all students enrolled in the fall term of the specified year, with the specified program as their primary major.

Exclusions - Includes students who are deceased or graduated fall of the specified year or the following spring or summer.

Adjusted Cohort - Registered students less exclusions.

Not retained - Students who were not registered the following fall term.

Retained by DSC - Students who were still registered at DSC the following fall but with a different primary major.

Retained by Program - Students who were registered the following fall with the same primary major.



## Retention Rates by Gender

| Major                           | Fall Term | Gender    | Registered | Exclusions | Adjusted Cohort | Retained by Program |       |
|---------------------------------|-----------|-----------|------------|------------|-----------------|---------------------|-------|
|                                 |           |           |            |            |                 | N                   | %     |
| 6000 - BAS                      | 2017      | Female    | 471        | 152        | 319*            | 207                 | 64.9% |
|                                 |           | Male      | 252        | 87         | 165*            | 106                 | 64.2% |
|                                 |           | PrefNoAns | 1          | 0          | 1               | 0                   | 0%    |
|                                 |           | Unknown   | 3          | 0          | 3               | 1                   | 33.3% |
|                                 | 2018      | Female    | 502        | 184        | 318*            | 216                 | 65.8% |
|                                 |           | Male      | 239        | 80         | 159*            | 98                  | 67.9% |
|                                 |           | PrefNoAns | 3          | 3          | 0               | 0                   | 0%    |
|                                 |           | Unknown   | 2          | 2          | 0               | 0                   | 0%    |
|                                 | 2019      | Female    | 426        | 136        | 290*            | 187                 | 64.5% |
|                                 |           | Male      | 208        | 64         | 144*            | 85                  | 59.0% |
|                                 |           | PrefNoAns | 4          | 1          | 3               | 2                   | 66.7% |
|                                 |           | Unknown   | 5          | 0          | 5               | 3                   | 60.0% |
| 6001 – BAS<br>Hospitality Conc. | 2017      | Female    | 5          | 0          | 5               | 4                   | 80%   |
|                                 |           | Male      | 3          | 0          | 3               | 3                   | 100%  |
|                                 | 2018      | Female    | 20         | 4          | 16              | 13                  | 81.3% |
|                                 |           | Male      | 14         | 1          | 13              | 10                  | 76.9% |
|                                 | 2019      | Female    | 20         | 7          | 13*             | 9                   | 69.2% |
|                                 |           | Male      | 16         | 6          | 10              | 4                   | 40%   |
| 6002 – BAS PM<br>Conc.          | 2019      | Female    | 5          | 0          | 5               | 5                   | 100%  |
|                                 |           | Male      | 1          | 0          | 1               | 1                   | 100%  |
|                                 |           | Unknown   | 1          | 0          | 1               | 0                   | 0%    |

\*one or more students retained by DSC

| Placement Rates              |             |                |                      |          |      |   |           |
|------------------------------|-------------|----------------|----------------------|----------|------|---|-----------|
| Program Title                | Cohort Year | Grads Reported | Continuing Education | Employed |      | Estimated Average Annual Full-Time Wage |           |
|                              |             |                |                      | DSC      | FCS  | DSC                                     | FCS       |
| BAS - Supervision Management | 2018/19     | 270            | 9%                   | 76%      | 77%  | \$44,648                                | \$48,336  |
|                              | 2017/18     | 256            | 6%                   | 81%      | 78%  | \$43,164                                | \$46,040  |
|                              | 2016/17     | 288            | 10%                  | 71%      | 78%  | \$42,652                                | \$46,212  |
|                              | 2015/16     | 272            | 9%                   | 76%      | 78%  | \$44,488                                | \$44,672  |
|                              | 2014/15     | 326            | 9%                   | 69%      | 77%  | \$43,456                                | \$46,564  |
|                              | 2013/14     | 304            | 6%                   | 72%      | 77%  | \$ 41,312                               | \$ 42,300 |
|                              | 2012/13     | 267            | 6%                   | 75%      | 76%  | \$ 39,492                               | \$ 42,168 |
|                              | 2011/12     | 281            | 12%                  | 75%      | 75%  | \$ 35,712                               | \$ 40,564 |
| ATC - Project Management     | 2018/19     |                |                      | 100%     | 100% | \$**,***                                |           |
|                              | 2017/18     |                |                      | 83%      | 99%  | \$**,***                                |           |
|                              | 2016/17     |                |                      | 50%      | 80%  | \$**,***                                |           |

\*Currently Inactive Program.




N/A - No placement data for the program.

Note: Programs with no graduates are excluded from this report for the reporting year. (\*\*\*\*), (\$\*\*,\*\*\*), or (\*\*\*\*%) - Number of graduates less than 10 but greater than 0 suppressed.

■ Indicates the College average above the State Averages  
■ Indicates the College average same as the State Averages  
■ Indicates the College average below the State Averages

## Course Success Rates (1 of 2)

| Major         | Course  | 2017-2018 |              | 2018-2019 |              | 2019-2020 |              | 2020-2021 |              |
|---------------|---------|-----------|--------------|-----------|--------------|-----------|--------------|-----------|--------------|
|               |         | Attempted | % Successful | Attempted | % Successful | Attempted | % Successful | Attempted | % Successful |
| 6000<br>- BAS | ACG3024 | 387       | 72%          | 416       | 74%          | 278       | 85%          | 324       | 78%          |
|               | BUL3130 | 360       | 83%          | 405       | 82%          | 338       | 85%          | 321       | 90%          |
|               | GEB3213 | 554       | 93%          | 576       | 91%          | 492       | 91%          | 507       | 92%          |
|               | GEB4891 | 336       | 90%          | 306       | 92%          | 292       | 91%          | 328       | 91%          |
|               | GEB4905 |           |              |           |              |           |              | 141       | 86%          |
|               | ISM4011 | 341       | 90%          | 337       | 89%          | 282       | 92%          | 295       | 91%          |
|               | MAN3240 | 372       | 84%          | 388       | 84%          | 382       | 82%          | 328       | 84%          |
|               | MAN3353 | 318       | 90%          | 359       | 91%          | 338       | 82%          | 292       | 88%          |
|               | MAN4120 | 324       | 93%          | 325       | 92%          | 282       | 93%          | 272       | 90%          |
|               | MAN4162 | 329       | 89%          | 350       | 89%          | 290       | 92%          | 262       | 94%          |
|               | MAN4301 | 281       | 83%          | 339       | 84%          | 345       | 84%          | 290       | 85%          |
|               | MAN4504 | 309       | 92%          | 316       | 90%          | 314       | 90%          | 287       | 91%          |
| MAN4535       | 9       | 78%       | 15           | 87%       | 22           | 95%       | 85           | 91%       |              |

 Indicates a success rate of 90% or higher  
 Indicates a success rate between 70% and 89%  
 Indicates a success rate below 70%

## Course Success Rates (2 of 2)

| Major                               | Course  | 2017-2018 |              | 2018-2019 |              | 2019-2020 |              | 2020-2021 |              |   |
|-------------------------------------|---------|-----------|--------------|-----------|--------------|-----------|--------------|-----------|--------------|---|
|                                     |         | Attempted | % Successful | Attempted | % Successful | Attempted | % Successful | Attempted | % Successful |   |
| 3005 -<br>Project<br>Managem<br>ent | GEB4931 |           |              |           |              |           |              | 37        | 89%          |   |
|                                     | MAN3593 | 6         | 100%         | 17        | 100%         | 30        | 93%          | 26        | 100%         | ↑ |
|                                     | MAN4520 | 7         | 86%          | 22        | 95%          | 39        | 95%          | 21        | 90%          |   |
|                                     | MAN4583 | 11        | 100%         | 34        | 82%          | 29        | 93%          | 31        | 87%          |   |
|                                     | MAN4584 | 7         | 86%          | 21        | 100%         | 27        | 100%         | 25        | 100%         |   |
|                                     | MAN4741 | 9         | 67%          | 15        | 87%          | 33        | 91%          | 31        | 100%         | ↑ |
|                                     | MAN4931 |           |              |           |              |           |              | 28        | 89%          |   |
| 6000 -<br>BAS/3005 -<br>PM          | GEB4930 | 354       | 91%          | 365       | 90%          | 330       | 87%          | 260       | 91%          | ↑ |
|                                     | MAN4900 | 284       | 97%          | 293       | 97%          | 276       | 97%          | 247       | 96%          |   |
| 6500 –<br>Accounting<br>BS          | ACG3101 |           |              |           |              |           |              | 32        | 88%          |   |
|                                     | ACG3113 |           |              |           |              |           |              | 26        | 92%          |   |
|                                     | ACG3123 |           |              |           |              |           |              | 11        | 82%          |   |
|                                     | ACG3341 |           |              |           |              |           |              | 10        | 90%          |   |
|                                     | ACG4401 |           |              |           |              |           |              | 17        | 76%          |   |
|                                     | FIN3403 |           |              |           |              |           |              | 16        | 88%          |   |

■ Indicates a success rate of 90% or higher  
■ Indicates a success rate between 70% and 89%  
■ Indicates a success rate below 70%

# Course Success Rates by Race/Ethnicity (1 of 4)

| Program, Course, and Race/<br>Ethnicity | 2018-2019 |         | 2019-2020 |         | 2020-2021 |         |
|---|-----------|---------|-----------|---------|-----------|---------|
|   | Enroll    | Success | Enroll    | Success | Enroll    | Success |
| <b>3005 - Project Management</b>        | 107       | 90%     | 150       | 95%     | 199       | 93%     |
| <b>GEB4931</b>                          |           |         |           |         | 37        | 89%     |
| Black                                   |           |         |           |         | 2         | 50%     |
| Hispanic/Latino                         |           |         |           |         | 11        | 91%     |
| Two or More Races                       |           |         |           |         | 1         | 0%      |
| White                                   |           |         |           |         | 23        | 96%     |
| <b>MAN3593</b>                          |           |         |           |         | 26        | 100%    |
| American Indian/Alas                    |           |         |           |         | 1         | 100%    |
| Hispanic/Latino                         |           |         |           |         | 7         | 100%    |
| Two or More Races                       |           |         |           |         | 1         | 100%    |
| White                                   |           |         |           |         | 17        | 100%    |
| <b>MAN4520</b>                          | 22        | 95%     | 39        | 95%     | 21        | 90%     |
| Asian                                   |           |         | 1         | 100%    |           |         |
| Black                                   | 1         | 0%      |           |         |           |         |
| Hispanic/Latino                         | 4         | 100%    | 7         | 100%    | 7         | 100%    |
| Native Hawaiian/Paci                    | 1         | 100%    |           |         |           |         |
| Two or More Races                       | 1         | 100%    | 2         | 50%     | 2         | 50%     |
| White                                   | 15        | 100%    | 29        | 97%     | 12        | 92%     |
| <b>MAN4583</b>                          | 34        | 82%     | 29        | 93%     | 31        | 87%     |
| American Indian                         |           |         |           |         | 1         | 100%    |
| Asian                                   |           |         | 1         | 100%    |           |         |
| Black                                   | 3         | 0%      |           |         |           |         |
| Hispanic/Latino                         | 5         | 60%     | 5         | 100%    | 9         | 100%    |
| Native Hawaiian/Paci                    | 1         | 100%    |           |         |           |         |
| Two or More Races                       | 1         | 100%    |           |         | 1         | 0%      |
| Unknown                                 |           |         | 1         | 100%    |           |         |
| White                                   | 24        | 96%     | 22        | 91%     | 20        | 85%     |

| Program, Course, and Race/<br>Ethnicity | 2018-2019 |         | 2019-2020 |         | 2020-2021 |         |
|---|-----------|---------|-----------|---------|-----------|---------|
|   | Enroll    | Success | Enroll    | Success | Enroll    | Success |
| <b>3005 - Project Management</b>        | 107       | 90%     | 150       | 95%     | 199       | 93%     |
| <b>MAN4584</b>                          | 21        | 100%    | 27        | 100%    | 25        | 100%    |
| American Indian                         |           |         |           |         | 1         | 100%    |
| Asian                                   |           |         | 1         | 100%    |           |         |
| Hispanic/Latino                         | 6         | 100%    | 5         | 100%    | 7         | 100%    |
| Two or More Races                       | 1         | 100%    |           |         | 1         | 100%    |
| White                                   | 14        | 100%    | 21        | 100%    | 16        | 100%    |
| <b>MAN4741</b>                          | 15        | 87%     | 33        | 91%     | 31        | 100%    |
| American Indian                         |           |         |           |         | 1         | 100%    |
| Asian                                   |           |         | 1         | 100%    |           |         |
| Black                                   | 1         | 0%      | 1         | 0%      |           |         |
| Hispanic/Latino                         | 4         | 75%     | 6         | 83%     | 8         | 100%    |
| Native Hawaiian/Paci                    | 1         | 100%    |           |         |           |         |
| Two or More Races                       | 1         | 100%    | 1         | 100%    | 1         | 100%    |
| Unknown                                 |           |         |           |         | 1         | 100%    |
| White                                   | 8         | 100%    | 24        | 96%     | 20        | 100%    |
| <b>MAN4931</b>                          |           |         |           |         | 28        | 89%     |
| American Indian/Alas                    |           |         |           |         | 1         | 100%    |
| Black                                   |           |         |           |         | 1         | 0%      |
| Hispanic/Latino                         |           |         |           |         | 5         | 100%    |
| White                                   |           |         |           |         | 21        | 90%     |

■ Indicates a success rate of 90% or higher  
■ Indicates a success rate between 70% and 89%  
■ Indicates a success rate below 70%

# Course Success Rates by Race/Ethnicity (2 of 4)

| Program, Course, and Race/<br>Ethnicity | 2018-2019 |         | 2019-2020 |         | 2020-2021 |         |
|---|-----------|---------|-----------|---------|-----------|---------|
|   | Enroll    | Success | Enroll    | Success | Enroll    | Success |
| <b>6000 - BAS</b>                       | 4134      | 87%     | 3663      | 88%     | 3732      | 89%     |
| <b>ACG3024</b>                          | 416       | 74%     | 278       | 85%     | 324       | 78%     |
| American Indian/Alas                    | 1         | 100%    |           |         | 1         | 100%    |
| Asian                                   | 7         | 100%    | 3         | 100%    | 3         | 67%     |
| Black                                   | 57        | 49%     | 40        | 80%     | 41        | 73%     |
| Hispanic/Latino                         | 57        | 74%     | 39        | 77%     | 54        | 72%     |
| Two or More Races                       | 10        | 60%     | 9         | 78%     | 12        | 83%     |
| Unknown                                 | 6         | 83%     | 2         | 100%    | 2         | 100%    |
| White                                   | 278       | 79%     | 185       | 87%     | 211       | 81%     |
| <b>BUL3130</b>                          | 405       | 82%     | 338       | 85%     | 321       | 90%     |
| American Indian/Alas                    |           |         | 1         | 100%    | 2         | 100%    |
| Asian                                   | 10        | 100%    | 3         | 100%    | 3         | 100%    |
| Black                                   | 58        | 78%     | 43        | 67%     | 35        | 77%     |
| Hispanic/Latino                         | 65        | 69%     | 49        | 80%     | 59        | 86%     |
| Native Hawaiian/Paci                    | 1         | 100%    |           |         | 1         | 100%    |
| Two or More Races                       | 10        | 100%    | 13        | 69%     | 12        | 100%    |
| Unknown                                 | 5         | 100%    | 2         | 100%    | 2         | 100%    |
| White                                   | 256       | 84%     | 227       | 90%     | 207       | 93%     |
| <b>GEB3213</b>                          | 576       | 91%     | 492       | 91%     | 507       | 92%     |
| American Indian/Alas                    |           |         | 2         | 100%    | 3         | 100%    |
| Asian                                   | 9         | 100%    | 11        | 82%     | 9         | 67%     |
| Black                                   | 72        | 89%     | 47        | 83%     | 58        | 86%     |
| Hispanic/Latino                         | 93        | 84%     | 78        | 90%     | 88        | 92%     |
| Native Hawaiian/Paci                    |           |         |           |         | 2         | 100%    |
| Two or More Races                       | 19        | 100%    | 24        | 88%     | 21        | 76%     |
| Unknown                                 | 10        | 100%    | 6         | 100%    | 10        | 100%    |
| White                                   | 373       | 93%     | 324       | 93%     | 316       | 94%     |
| <b>GEB4891</b>                          | 306       | 92%     | 292       | 91%     | 328       | 91%     |
| American Indian/Alas                    |           |         |           |         | 1         | 100%    |
| Asian                                   | 9         | 100%    | 4         | 75%     | 3         | 100%    |
| Black                                   | 39        | 85%     | 40        | 90%     | 39        | 82%     |
| Hispanic/Latino                         | 45        | 82%     | 46        | 91%     | 41        | 95%     |
| Native Hawaiian/Paci                    | 1         | 0%      |           |         | 1         | 100%    |
| Two or More Races                       | 6         | 100%    | 11        | 91%     | 8         | 75%     |
| Unknown                                 | 3         | 100%    | 2         | 100%    | 3         | 100%    |
| White                                   | 203       | 95%     | 189       | 91%     | 232       | 92%     |

| Program, Course, and<br>Race/ Ethnicity | 2018-2019 |         | 2019-2020 |         | 2020-2021 |         |
|---|-----------|---------|-----------|---------|-----------|---------|
|   | Enroll    | Success | Enroll    | Success | Enroll    | Success |
| <b>6000 - BAS</b>                       | 4134      | 87%     | 3663      | 88%     | 3732      | 89%     |
| <b>GEB4905</b>                          |           |         |           |         | 141       | 86%     |
| Black                                   |           |         |           |         | 22        | 73%     |
| Hispanic/Latino                         |           |         |           |         | 22        | 86%     |
| Two or More Races                       |           |         |           |         | 4         | 100%    |
| Unknown                                 |           |         |           |         | 1         | 100%    |
| White                                   |           |         |           |         | 92        | 88%     |
| <b>ISM4011</b>                          | 337       | 89%     | 282       | 92%     | 295       | 91%     |
| Asian                                   | 6         | 100%    | 4         | 100%    | 4         | 75%     |
| Black                                   | 40        | 85%     | 40        | 90%     | 32        | 88%     |
| Hispanic/Latino                         | 48        | 85%     | 40        | 90%     | 36        | 89%     |
| Native Hawaiian/Paci                    | 1         | 100%    |           |         |           |         |
| Two or More Races                       | 10        | 100%    | 9         | 100%    | 8         | 75%     |
| Unknown                                 | 4         | 50%     | 6         | 83%     | 3         | 100%    |
| White                                   | 228       | 91%     | 183       | 93%     | 212       | 92%     |
| <b>MAN3240</b>                          | 388       | 84%     | 382       | 82%     | 328       | 84%     |
| American Indian/Alas                    |           |         | 1         | 100%    | 2         | 100%    |
| Asian                                   | 4         | 100%    | 4         | 100%    | 4         | 100%    |
| Black                                   | 56        | 75%     | 41        | 66%     | 50        | 70%     |
| Hispanic/Latino                         | 69        | 78%     | 56        | 80%     | 57        | 75%     |
| Native Hawaiian/Paci                    |           |         |           |         | 1         | 100%    |
| Two or More Races                       | 13        | 100%    | 14        | 79%     | 12        | 75%     |
| Unknown                                 | 4         | 100%    | 2         | 100%    | 2         | 50%     |
| White                                   | 242       | 86%     | 264       | 85%     | 200       | 91%     |
| <b>MAN3353</b>                          | 359       | 91%     | 338       | 82%     | 292       | 88%     |
| American Indian/Alas                    |           |         | 1         | 100%    | 1         | 100%    |
| Asian                                   | 8         | 100%    | 4         | 100%    | 2         | 100%    |
| Black                                   | 55        | 93%     | 41        | 61%     | 32        | 84%     |
| Hispanic/Latino                         | 57        | 89%     | 43        | 77%     | 46        | 85%     |
| Native Hawaiian/Paci                    | 1         | 100%    |           |         | 1         | 100%    |
| Two or More Races                       | 12        | 100%    | 10        | 90%     | 7         | 86%     |
| Unknown                                 | 4         | 100%    | 2         | 100%    | 4         | 75%     |
| White                                   | 222       | 90%     | 237       | 86%     | 199       | 89%     |

## Course Success Rates by Race/Ethnicity (3 of 4)

| Program, Course, and Race/ Ethnicity | 2018-2019 |         | 2019-2020 |         | 2020-2021 |         |
|--------------------------------------|-----------|---------|-----------|---------|-----------|---------|
|                                      | Enroll    | Success | Enroll    | Success | Enroll    | Success |
| 6000 - BAS                           | 4134      | 87%     | 3663      | 88%     | 3732      | 89%     |
| MAN4120                              | 325       | 92%     | 282       | 93%     | 272       | 90%     |
| American Indian                      |           |         |           |         | 2         | 100%    |
| Asian                                | 9         | 78%     | 5         | 100%    | 3         | 100%    |
| Black                                | 47        | 89%     | 34        | 85%     | 24        | 83%     |
| Hispanic/Latino                      | 50        | 90%     | 35        | 86%     | 39        | 92%     |
| Native Hawaiian/Paci                 | 1         | 100%    |           |         |           |         |
| Two or More Races                    | 8         | 100%    | 11        | 91%     | 7         | 86%     |
| Unknown                              | 3         | 100%    | 2         | 100%    | 2         | 100%    |
| White                                | 207       | 93%     | 195       | 95%     | 195       | 91%     |
| MAN4162                              | 350       | 89%     | 290       | 92%     | 262       | 94%     |
| American Indian                      |           |         |           |         | 2         | 100%    |
| Asian                                | 7         | 100%    | 5         | 100%    | 3         | 100%    |
| Black                                | 46        | 85%     | 30        | 93%     | 31        | 87%     |
| Hispanic/Latino                      | 64        | 81%     | 43        | 86%     | 30        | 87%     |
| Two or More Races                    | 8         | 75%     | 8         | 100%    | 9         | 100%    |
| Unknown                              | 3         | 100%    | 4         | 100%    | 3         | 100%    |
| White                                | 222       | 92%     | 200       | 93%     | 184       | 96%     |
| MAN4301                              | 339       | 84%     | 345       | 84%     | 290       | 85%     |
| Asian                                | 7         | 86%     | 6         | 83%     | 4         | 50%     |
| Black                                | 56        | 77%     | 34        | 82%     | 37        | 84%     |
| Hispanic/Latino                      | 50        | 76%     | 56        | 71%     | 31        | 77%     |
| Native Hawaiian/Paci                 | 1         | 100%    |           |         |           |         |
| Two or More Races                    | 8         | 100%    | 7         | 71%     | 11        | 73%     |
| Unknown                              | 2         | 100%    | 3         | 100%    | 4         | 100%    |
| White                                | 215       | 87%     | 239       | 88%     | 203       | 87%     |

| Program, Course, and Race/ Ethnicity | 2018-2019 |         | 2019-2020 |         | 2020-2021 |         |
|--------------------------------------|-----------|---------|-----------|---------|-----------|---------|
|                                      | Enroll    | Success | Enroll    | Success | Enroll    | Success |
| 6000 - BAS                           | 4134      | 87%     | 3663      | 88%     | 3732      | 89%     |
| MAN4504                              | 316       | 90%     | 314       | 90%     | 287       | 91%     |
| American Indian                      |           |         |           |         | 1         | 100%    |
| Asian                                | 4         | 100%    | 7         | 100%    |           |         |
| Black                                | 50        | 82%     | 34        | 91%     | 35        | 91%     |
| Hispanic/Latino                      | 51        | 78%     | 47        | 89%     | 42        | 95%     |
| Native Hawaiian/Paci                 | 1         | 100%    |           |         |           |         |
| Two or More Races                    | 9         | 100%    | 9         | 67%     | 10        | 100%    |
| Unknown                              | 3         | 100%    | 7         | 71%     | 2         | 100%    |
| White                                | 198       | 94%     | 210       | 91%     | 197       | 90%     |
| MAN4535                              | 15        | 87%     | 22        | 95%     | 85        | 91%     |
| Asian                                |           |         | 1         | 100%    | 2         | 100%    |
| Black                                | 1         | 0%      | 1         | 0%      | 6         | 83%     |
| Hispanic/Latino                      | 5         | 80%     | 3         | 100%    | 18        | 94%     |
| Native Hawaiian/Paci                 | 1         | 100%    |           |         |           |         |
| Two or More Races                    | 1         | 100%    |           |         | 2         | 100%    |
| White                                | 7         | 100%    | 17        | 100%    | 57        | 89%     |

■ Indicates a success rate of 90% or higher  
■ Indicates a success rate between 70% and 89%  
■ Indicates a success rate below 70%



## Course Success Rates by Race/Ethnicity (4 of 4)

| Program, Course, and Race/<br>Ethnicity | 2018-2019 |         | 2019-2020 |         | 2020-2021 |         |
|---|-----------|---------|-----------|---------|-----------|---------|
|   | Enroll    | Success | Enroll    | Success | Enroll    | Success |
| <b>6000 – BAS / 3005</b>                | 658       | 93%     | 606       | 92%     | 507       | 93%     |
| <b>GEB4930</b>                          | 365       | 90%     | 330       | 87%     | 260       | 91%     |
| American Indian                         |           |         |           |         | 1         | 100%    |
| Asian                                   | 8         | 75%     | 6         | 67%     | 6         | 83%     |
| Black                                   | 52        | 90%     | 43        | 74%     | 29        | 93%     |
| Hispanic/Latino                         | 56        | 82%     | 48        | 83%     | 48        | 92%     |
| Two or More Races                       | 13        | 92%     | 10        | 90%     | 4         | 75%     |
| Unknown                                 | 5         | 100%    | 6         | 100%    | 1         | 100%    |
| White                                   | 231       | 92%     | 217       | 90%     | 171       | 91%     |
| <b>MAN4900</b>                          | 293       | 97%     | 276       | 97%     | 247       | 96%     |
| Asian                                   | 7         | 100%    | 5         | 100%    | 4         | 75%     |
| Black                                   | 40        | 100%    | 37        | 97%     | 32        | 88%     |
| Hispanic/Latino                         | 36        | 97%     | 37        | 95%     | 44        | 100%    |
| Native Hawaiian/Paci                    | 1         | 0%      |           |         |           |         |
| Two or More Races                       | 7         | 100%    | 7         | 100%    | 8         | 100%    |
| Unknown                                 | 4         | 100%    | 3         | 100%    | 2         | 100%    |
| White                                   | 198       | 96%     | 187       | 98%     | 157       | 96%     |

| Program, Course, and Race/<br>Ethnicity | 2020-2021   |            |
|---|-------------|------------|
|   | Enroll      | Success    |
| <b>6500 - Accounting, BS</b>            | 112         | 87%        |
| <b>ACG3101</b>                          | 32          | 88%        |
| Asian                                   | 1           | 0%         |
| Black                                   | 3           | 100%       |
| Hispanic/Latino                         | 5           | 80%        |
| Unknown                                 | 2           | 100%       |
| White                                   | 21          | 90%        |
| <b>ACG3113</b>                          | 26          | 92%        |
| Black                                   | 3           | 100%       |
| Hispanic/Latino                         | 3           | 100%       |
| Unknown                                 | 3           | 100%       |
| White                                   | 17          | 88%        |
| <b>ACG3123</b>                          | 11          | 82%        |
| Black                                   | 2           | 100%       |
| Hispanic/Latino                         | 1           | 100%       |
| Unknown                                 | 2           | 50%        |
| White                                   | 6           | 83%        |
| <b>ACG3341</b>                          | 10          | 90%        |
| Black                                   | 2           | 100%       |
| Hispanic/Latino                         | 1           | 100%       |
| Unknown                                 | 1           | 100%       |
| White                                   | 6           | 83%        |
| <b>ACG4401</b>                          | 17          | 76%        |
| Black                                   | 3           | 67%        |
| Hispanic/Latino                         | 3           | 100%       |
| Unknown                                 | 2           | 100%       |
| White                                   | 9           | 67%        |
| <b>FIN3403</b>                          | 16          | 88%        |
| Black                                   | 2           | 100%       |
| Hispanic/Latino                         | 5           | 80%        |
| White                                   | 9           | 89%        |
| <b>Grand Total</b>                      | <b>4550</b> | <b>89%</b> |

Indicates a success rate of 90% or higher

Indicates a success rate between 70% and 89%

Indicates a success rate below 70%



## Program Success by Race/Ethnicity

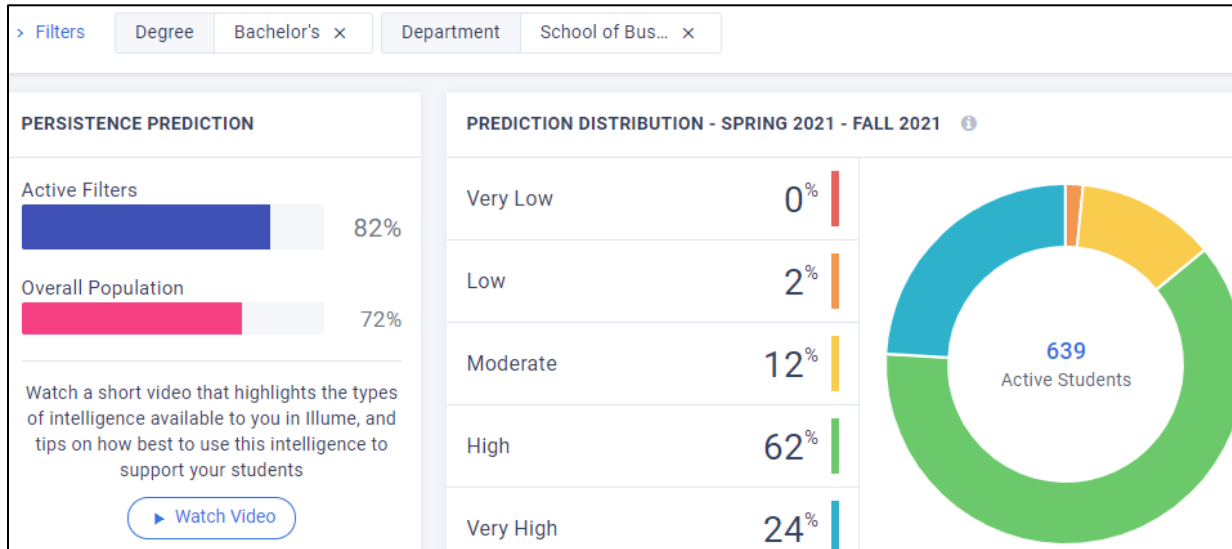
| Program and Race/<br>Ethnicity | 2018-2019   |            | 2019-2020   |            | 2020-2021   |            |
|--------------------------------|-------------|------------|-------------|------------|-------------|------------|
|                                | Enroll      | Success    | Enroll      | Success    | Enroll      | Success    |
| <b>3005</b>                    | <b>107</b>  | <b>90%</b> | <b>150</b>  | <b>95%</b> | <b>199</b>  | <b>93%</b> |
| American Indian                |             |            |             |            | 5           | 100%       |
| Asian                          |             |            | 5           | 100%       |             |            |
| Black                          | 6           | 0%         | 2           | 0%         | 3           | 33%        |
| Hispanic/Latino                | 24          | 83%        | 26          | 96%        | 54          | 98%        |
| Native Hawaiian/Paci           | 4           | 100%       |             |            |             |            |
| Two or More Races              | 5           | 100%       | 3           | 67%        | 7           | 57%        |
| Unknown                        |             |            | 1           | 100%       | 1           | 100%       |
| White                          | 68          | 99%        | 113         | 96%        | 129         | 95%        |
| <b>6000</b>                    | <b>4134</b> | <b>87%</b> | <b>3663</b> | <b>88%</b> | <b>3732</b> | <b>89%</b> |
| American Indian/Alas           | 1           | 100%       | 5           | 100%       | 15          | 100%       |
| Asian                          | 80          | 96%        | 57          | 93%        | 40          | 83%        |
| Black                          | 577         | 80%        | 424         | 80%        | 442         | 81%        |
| Hispanic/Latino                | 652         | 81%        | 538         | 83%        | 563         | 86%        |
| Native Hawaiian/Paci           | 7           | 86%        |             |            | 6           | 100%       |
| Two or More Races              | 114         | 95%        | 125         | 84%        | 123         | 85%        |
| Unknown                        | 47          | 94%        | 38          | 92%        | 38          | 95%        |
| White                          | 2656        | 89%        | 2476        | 90%        | 2505        | 90%        |
| <b>6000/3005</b>               | <b>658</b>  | <b>93%</b> | <b>606</b>  | <b>92%</b> | <b>507</b>  | <b>93%</b> |
| American Indian/Alas           |             |            |             |            | 1           | 100%       |
| Asian                          | 15          | 87%        | 11          | 82%        | 10          | 80%        |
| Black                          | 92          | 95%        | 80          | 85%        | 61          | 90%        |
| Hispanic/Latino                | 92          | 88%        | 85          | 88%        | 92          | 96%        |
| Native Hawaiian/Paci           | 1           | 0%         |             |            |             |            |
| Two or More Races              | 20          | 95%        | 17          | 94%        | 12          | 92%        |
| Unknown                        | 9           | 100%       | 9           | 100%       | 3           | 100%       |
| White                          | 429         | 94%        | 404         | 94%        | 328         | 93%        |

| Program and Race/ Ethnicity | 2020-2021   |            |
|-----------------------------|-------------|------------|
|                             | Enroll      | Success    |
| <b>6500 – Accounting BS</b> | <b>112</b>  | <b>87%</b> |
| Asian                       | 1           | 0%         |
| Black                       | 15          | 93%        |
| Hispanic/Latino             | 18          | 89%        |
| Unknown                     | 10          | 90%        |
| White                       | 68          | 85%        |
| <b>Grand Total</b>          | <b>4550</b> | <b>89%</b> |

■ Indicates a success rate of 90% or higher  
■ Indicates a success rate between 70% and 89%  
■ Indicates a success rate below 70%

# Civitas – Persistence Insights

Captured on 2/3/2021



Captured on 2/17/2022

# Civitas – Course Insights

Explore courses where:

A student's course grade strongly signals graduation likelihood

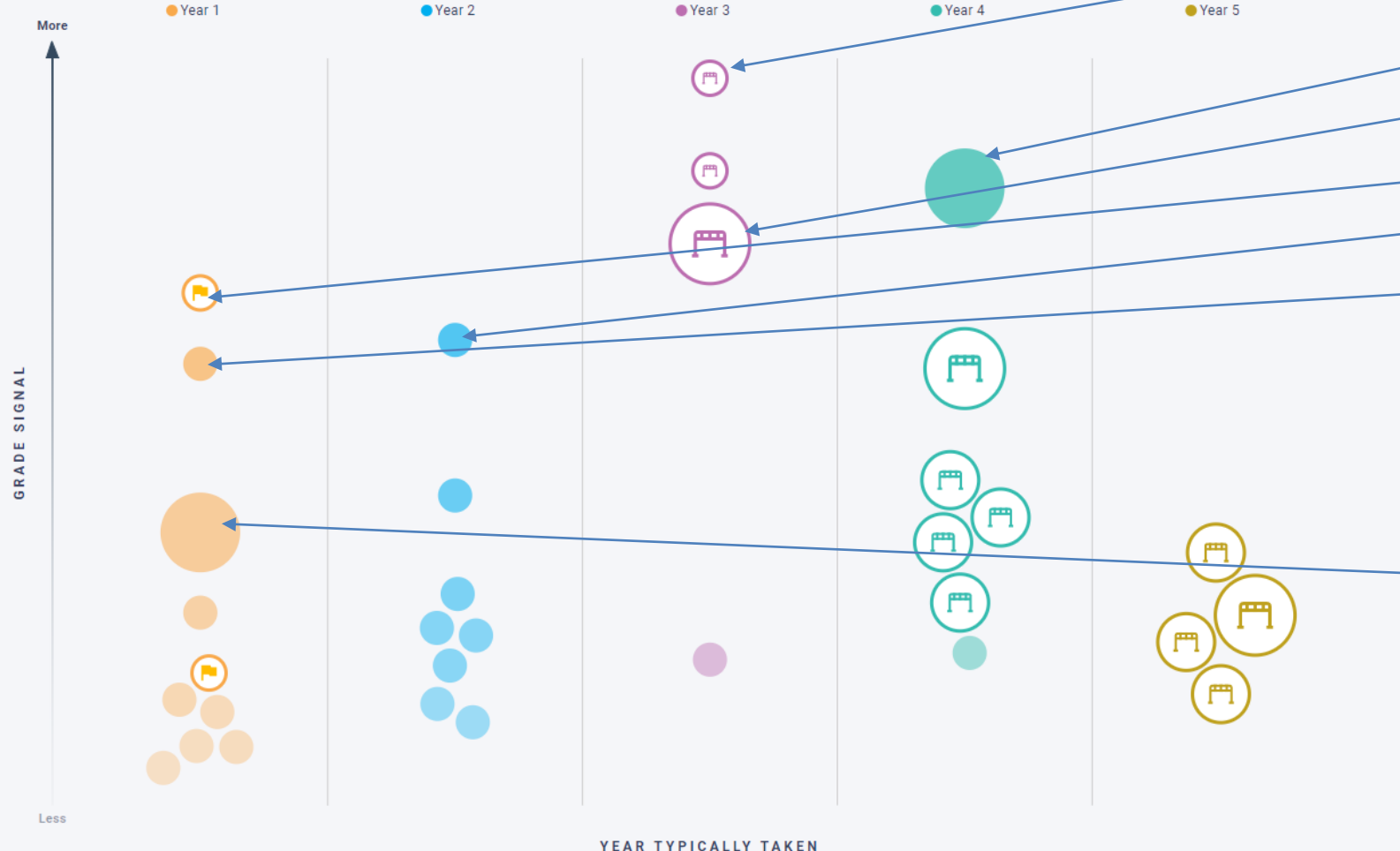
These are courses where a single letter-grade difference creates the biggest boost in graduation likelihood for an individual student. Advising students to prioritize these courses could increase their graduation likelihood.

College Bachelors x Department School of Business Administration x Clear All Add Filters

33 Courses

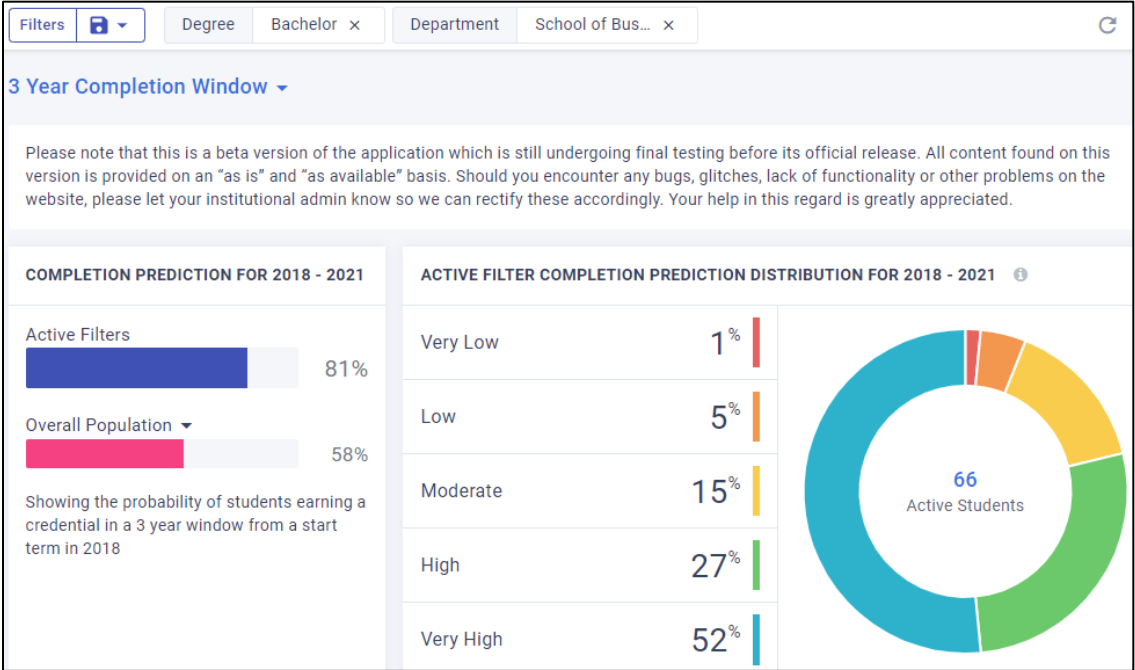
Bubble Size Export Courses

- Highest Grade Signal
- SBM-2000 : Small Business Management
- ASL-2150 : American Sign Language II
- MAN-3240 : Organizational Behavior
- MAN-3353 : Management Theory and Practices
- MGF-2106 : Survey in Mathematics
- STA-2023 : Elementary Statistics
- POS-2041 : American Federal Government
- BUL-3130 : Legal, Ethical, and Social Aspects of B...
- MAN-4301 : Human Resource Management
- SPC-2608 : Oral Communications/Research/Pres...
- MAN-4162 : Customer Relations for Managers
- GEB-3213 : Business Writing
- MAN-4120 : Leadership Challenges and Supervisi...
- MAN-4900 : Capstone Project in Supervision and ...
- BSC-1005 : Survey of Biological Sciences (For No...
- GEB-4891 : Strategic Management and Decision



# Civitas – Completion Insights

Captured on 2/3/2021



Captured on 2/17/2022

