



Minnesota
STATE COLLEGES
& UNIVERSITIES

Institution Profile

Northland Community & Technical College

FY2009

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Student Full-Year Equivalent and Fall Headcount Enrollment

	Enrollment					3-year Average	Change FY2007-2009	Change FY2005-2009	Projected	
	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009*				2009-2010*	2010-2011*
Fiscal Year FYE	2,785	2,744	2,850	2,814	2,775	2,813	-2.6%	-0.4%	2,800	2,830
Fall Headcount	3,559	3,654	4,120	4,027	4,083	4,077	-0.9%	14.7%	NA	NA

*FYE for FY2009-2011 is projected as of March 2009.

Source: Office of the Chancellor, Finance Division/Budget Office (Fiscal Year FYE) and Office of the Chancellor, Academic Affairs Division/Research and Planning (Fall Headcount).

Financial Indicators

Tuition as a % of General Fund Revenues	FY2007	FY2008	General Fund Budgetary Cash Balance	FY2007		FY2008	
				Amount	Percent*	Amount	Percent*
All Colleges/State Universities	45%	44%		\$ -	20%	\$ -	20%
Northland Comm & Tech College	44%	44%		\$ 2,942,721	11%	\$ 3,143,555	11%

*As a percent of general fund revenue

Source: Office of the Chancellor Finance Division/Budget Office

Facilities

College	FY2009 Building Inventory*	FY2009 Square Footage*		FY2009 Acreage*	
		Academic	Revenue	Total	Maintained
Northland Community & Technical College, East Grand Forks	3 Buildings	171,244	0	80.0	45.0
Northland Community & Technical College, Thief River Falls	11 Buildings	338,906	0	162.0	114.0

*As of May 15, 2009

Repair and Replacement Actual Expenditures

FY2006		FY2007		FY2008		3-year Average	
Expense	\$/Sq Ft	Expense	\$/Sq Ft	Expense	\$/Sq Ft	Expense	\$/Sq Ft
\$227,619	\$0.47	\$430,468	\$0.88	\$602,474	\$1.20	\$420,187	\$0.85

Project Execution Status	Year	Appropriation	Encumbered/Spent		Free Balance
			\$	%	
Capital Projects*	2006	\$ 845,908	\$ 839,679	99.26%	\$ 6,229
	2008	\$ 7,800,000	\$ 7,496,796	96.11%	\$ 303,204
HEAPR*	2006	\$ 1,042,000	\$ 1,042,000	100.00%	\$ -
	2008	\$ 1,760,000	\$ 1,741,850	0.00%	\$ 18,150

*As of May 15, 2009

Source: Office of the Chancellor, Finance Division/Facilities Office



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Employee Headcount and Full-time Equivalent (FTE)

Faculty	FY2008		FY2009		Staff/Administrators	FY2008		FY2009	
	Count	FTE*	Count	FTE*		Count	FTE	Count	FTE
Unlimited Full-time:	126	147.93	122	141.44	AFSCME:	62	51.83	74	58.42
Unlimited Part-time:	9	6.68	11	9.56	MNA:	0	0.00	0	0.00
Temporary Full-time:	1	1.01	3	3.86	MMA:	11	11.00	11	10.89
Adjunct/Temporary Part-time:	83	35.90	71	25.77	MAPE:	39	34.75	41	36.53
Customized Training Faculty - Exclusive:	14	2.93	20	3.29	Comm Plan, Health Trmt Prof and Prof Engrs:	4	3.99	4	3.99
Total:	233	194.45	227	183.92	Total:	123	108.06	141	119.83

All data is as of March 1, 2008 (FY2008) and March 1, 2009 (FY2009).

* FTE for faculty is not calculated in the same twelve-month manner as the administrator and staff positions. FTE for faculty is calculated on an academic year basis. Reductions in FTE can be a result of unpaid leaves of absence, sabbaticals, adjusted workloads due to phased retirement and unlimited special statuses. Additions in FTE are a result of overload assignments, extended duty days due to program needs, additional assignments requiring faculty expertise. Faculty FTE figures do not include assignments that are paid on a lump sum basis, such as non-credit instruction, customized training faculty instruction, various student activity assignments.

Source: Office of the Chancellor, Systemwide Human Resources, HR Oracle Database (Hyperion)/HR Empl Person Current Table

Faculty, Staff and Students by Ethnic/Racial Status

FY	Faculty					Staff/Administrators					Students (Fall Headcount)*			
	Total # of Faculty of Color	Total # of Reported Racial/Ethnic Status	Grand Total Faculty	% of Faculty of Color	% of Faculty Available of Color ¹	Total # of Staff/Admin of Color	Total # of Reported Racial/Ethnic Status	Grand Total Staff/Admin	% of Staff/Admin of Color	% of Available Staff/Admin of Color ¹	Total # of Students of Color	Total # of Reported Racial/Ethnic Status	Grand Total Students	% of Students of Color
2006-2007	9	262	262	3.4%	8.0%	6	124	124	4.8%	5.1-14.3%	393	4,114	4,120	9.6%
2007-2008	6	232	233	2.6%	8.0%	8	123	123	6.5%	5.1-14.3%	417	3,973	4,027	10.5%
2008-2009	9	227	227	4.0%	8.0%	10	141	141	7.1%	5.1-14.3%	420	3,967	4,083	10.6%

FY	Faculty					Staff/Administrators					Students (Fall Headcount)*				
	American Indian/Alaska	Asian/Pacific Islander	Black/African American	Hispanic/Latino	Total Faculty of Color	American Indian/Alaska	Asian/Pacific Islander	Black/African American	Hispanic/Latino	Total Staff/Admin of Color	American Indian/Alaska	Asian/Pacific Islander	Black/African American	Hispanic/Latino	Total Student of Color
2006-2007	2	3	2	2	9	5	0	1	0	6	152	34	127	80	393
2007-2008	1	2	1	2	6	6	0	1	1	8	140	49	161	67	417
2008-2009	2	3	2	2	9	6	0	2	2	10	125	50	168	77	420

*Student ethnicity data Based on Fall headcounts reported by the Office of the Chancellor Research and Planning.

¹Data source: Page 11 of the 2006-2008 Affirmative Action Plan for Northland Community & Technical College.

Source: Office of the Chancellor Research and Planning, Equal Opportunity and Diversity Office, and Human Resources (MnSCU HR Oracle Database (Hyperion)/HR Empl Person Current Table.)



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Student Full-Year Equivalent and Fall Headcount Enrollment

	Enrollment					3-year Average	3-year Change	5-year Change	Projected	
	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010*				2010-2011*	2011-2012*
Fiscal Year FYE	2,744	2,850	2,814	2,788	2,800	2,801	-0.5%	2.0%	2,830	2,860
Fall Headcount	3,646	4,108	4,020	4,078	4,242	4,113	5.5%	16.3%	NA	NA

YE for FY2010-2012 is projected as of March 2010.

Source: Office of the Chancellor, Finance Division/Budget Office (Fiscal Year FYE) and Office of the Chancellor, Academic Affairs Division/Research and Planning (Fall Headcount).

Financial Indicators

Tuition as a % of General Fund Revenues	FY2008	FY2009	General Fund Budgetary Cash Balance	FY2008		FY2009	
				Amount	Percent*	Amount	Percent*
All Colleges/State Universities	44%	45%	All Colleges/State Universities	\$ -	20%	\$ -	17%
Northland Comm & Tech College	44%	44%	Northland Comm & Tech College	\$ 3,143,555	11%	\$ 2,934,124	10%

*As a percent of general fund revenue

Source: Office of the Chancellor Finance Division/Budget Office

Facilities

College	FY2010 Building Inventory*	FY2010 Square Footage*		FY2010 Acreage*	
		Academic	Revenue	Total	Maintained
Northland Community & Technical College, East Grand Forks	3 Buildings	171,244	0	80.0	45.0
Northland Community & Technical College, Thief River Falls	11 Buildings	338,906	0	162.0	114.0

*As of May 3, 2010

Repair and Replacement Actual Expenditures

FY2007		FY2008		FY2009		3-year Average	
Expense	\$/Sq Ft	Expense	\$/Sq Ft	Expense	\$/Sq Ft	Expense	\$/Sq Ft
\$430,468	\$0.88	\$602,474	\$1.20	\$508,309	\$1.00	\$513,750	\$1.03

Project Execution Status	Year	Appropriation	Encumbered/Spent		Free Balance
			\$	%	
Capital Projects*	2008	\$ 7,800,000	\$ 7,766,783	99.57%	\$ 33,217
	2010	\$ 725,000	\$ -	0.00%	\$ 725,000
HEAPR*	2009	\$ 558,000	\$ 558,000	100.00%	\$ -
	2010	\$ 1,313,071	\$ 19,696	0.00%	\$ 1,293,375

*As of May 3, 2010

Source: Office of the Chancellor, Finance Division/Facilities Office



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Employee Headcount and Full-time Equivalent (FTE)

Faculty	FY2009		FY2010		Staff/Administrators	FY2009		FY2010	
	Count	FTE*	Count	FTE*		Count	FTE	Count	FTE
Unlimited Full-time:	122	141.44	124	138.25	AFSCME:	74	58.42	62	55.25
Unlimited Part-time:	11	9.56	10	8.89	MNA:	0	0.00	0	0.00
Temporary Full-time:	3	3.86	2	2.00	MMA:	11	10.89	10	10.15
Adjunct/Temporary Part-time:	71	25.77	73	31.77	MAPE:	41	36.53	34	32.81
Customized Training Faculty - Exclusive:	20	3.29	24	1.14	Comm Plan, Health Trmt Prof and Prof Engrs:	4	3.99	4	3.68
Total:	227	183.92	233	182.05	Administrators/Classified Mgrs:	11	10.00	11	11.11
					Total:	141	119.83	121	113.00

All data is as of March 1, 2009 (FY2009) and March 1, 2010 (FY2010).

* FTE for faculty is not calculated in the same twelve-month manner as the administrator and staff positions. FTE for faculty is calculated on an academic year basis. Reductions in FTE can be a result of unpaid leaves of absence, sabbaticals, adjusted workloads due to phased retirement and unlimited special statuses. Additions in FTE are a result of overload assignments, extended duty days due to program needs, additional assignments requiring faculty expertise. Faculty FTE figures do not include assignments that are paid on a lump sum basis, such as non-credit instruction, customized training faculty instruction, various student activity assignments.

Source: Office of the Chancellor, Systemwide Human Resources, HR Oracle Database (Hyperion)/HR Empl Person Current Table

Faculty, Staff and Students by Ethnic/Racial Status

As of March 1,	Faculty					Staff/Administrators					Students (Fall Headcount)*			
	Total # of Faculty of Color	Total # of Reported Racial/Ethnic Status	Grand Total Faculty	% of Faculty of Color	% of Available Faculty of Color ¹	Total # of Staff/Admin of Color	Total # of Reported Racial/Ethnic Status	Grand Total Staff/Admin	% of Staff/Admin of Color	% of Available Staff/Admin of Color ¹	Total # of Students of Color	Total # of Reported Racial/Ethnic Status	Grand Total Students	% of Students of Color
2008	9	242	242	3.7%	8.0%	9	138	139	6.5%	5.1-14.3%	417	4,001	4,020	10.4%
2009	9	237	237	3.8%	8.0%	10	142	143	7.0%	5.1-14.3%	432	4,032	4,078	10.7%
2010	7	219	219	3.2%	8.0%	9	135	136	6.7%	5.1-14.3%	519	4,183	4,242	12.4%

As of March 1,	Faculty					Staff/Administrators					Students (Fall Headcount)*				
	American Indian/Alaska	Asian/Pacific Islander	Black/African American	Hispanic/Latino	Total Faculty of Color	American Indian/Alaska	Asian/Pacific Islander	Black/African American	Hispanic/Latino	Total Staff/Admin of Color	American Indian/Alaska	Asian/Pacific Islander	Black/African American	Hispanic/Latino	Total Student of Color
2008	2	3	2	2	9	6	0	1	2	9	140	50	160	67	417
2009	2	3	2	2	9	6	0	2	2	10	128	53	173	78	432
2010	0	4	1	2	7	4	0	2	3	9	135	53	230	101	519

*Student ethnicity data Based on Fall headcounts reported by the Office of the Chancellor Research and Planning.

¹Data source: Page 11 of the 2006-2008 Affirmative Action Plan for Northland Community & Technical College.

Source: Office of the Chancellor Research and Planning, Equal Opportunity and Diversity Office, and Human Resources (MnSCU HR Oracle Database (Hyperion)/HR Empl Person Current Table.)



Minnesota
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Institution Profile Northland Community and Technical College Fiscal Year 2011

Student Enrollment						
	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	Change FY 2006 to 2010
Percent Change in Enrollment	6.3%	17.4%	8.1%	3.7%	4.0%	-2.3%
FYE	2,744.1	2,850.2	2,814.3	2,787.7	2,938.1	7.1%
Credit Headcount	5,011	5,654	5,540	5,600	5,822	16.2%
Credit Headcount - Underrepresented Students	2,569	2,816	2,777	2,715	3,138	22.1%
Percent Underrepresented *	74.3%	73.5%	74.4%	73.3%	78.1%	3.8%
Credit Headcount - Students of Color	458	657	692	732	855	86.7%
Percent Student of Color **	9.2%	11.6%	12.6%	13.2%	14.8%	5.6%

*Percent computed from known underrepresented status only.

**Percent computed from known race/ethnic status only.

Persistence and Completion						
	Fall 2005 in 2006	Fall 2006 in 2007	Fall 2007 in 2008	Fall 2008 in 2009	Fall 2009 in 2010	Change Fall 2005 to 2009
Persistence and Completion Rate (2nd Fall) *	65.1%	65.6%	67.2%	69.2%	66.6%	1.4%
Number in Fall Entering Cohort	812	895	763	685	838	3.2%
Underrepresented Students Rate	60.5%	60.6%	62.2%	63.0%	63.8%	3.2%
Students of Color Rate	51.1%	51.9%	54.0%	57.6%	63.0%	11.9%

*The rate is for entering full-time undergraduate regular and undergraduate transfer students measured at second fall. The Fall 2009 rate in Fall 2010 is reported but performance categories have not yet been assigned. Although these rates are slightly higher than those reported in the Accountability Dashboard as a result of improved tracking of transfers, the performance categories are based on the rates reported in the dashboard. These revised rates will be reported in the dashboard soon.

Licensure Exams Pass Rate						
	CY 2005	CY 2006	CY 2007	CY 2008	CY 2009	Change CY 2005 to 2009
Composite Pass Rate *	88.7%	88.6%	86.8%	81.7%	82.5%	-6.2%
Number of Candidates Taking Exams	301	280	317	273	275	-8.6%

*The rate is not reported if the number of test takers is less than 20.

Student Engagement						
			FY 2008	FY 2009	FY 2010	Change FY 2008 to 2010
Composite Benchmark Score			51.2		48.9	-4.6%

Related Employment of Graduates						
	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	Change FY 2005 to 2009
Graduate Related Employment Rate *	97.8%	97.1%	98.3%	96.7%	84.6%	-13.3%
Graduates Available for Related Employment	646	591	660	694	525	-18.7%

*The rate is not reported if the number of graduates available for related employment is less than 20.

Composite Financial Index (CFI)						
	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	Change FY 2006 to 2010
Composite Financial Index (CFI)	0.43	1.45	0.71	2.48	1.76	1.33



Institution Profile
Northland Community and Technical College
Fiscal Year 2011

Reserve Ratio						
	FY 2007	FY 2008	FY 2009	FY 2010	FY2011 Prelim	Change FY 2007 to 2011
Reserve as % of General Operating Revenue	7.1%	7.5%	6.9%	6.8%	6.5%	-0.6%

Facilities						
	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	Change FY 2006 to 2010
Facilities Condition Index	0.07	0.07	0.12	0.16	0.15	112.9%

Human Resources - Employee Full-Time Equivalent (FTE)						
	FY 2007	FY 2008	FY 2009	FY 2010	FY2011 Prelim	Change FY 2007 to 2011
Total FTE	320.6	314.5	314.3	300.2	285.6	-10.9%
Faculty	204.7	195.6	192.7	183.0	169.7	-17.1%
Service & Support	59.5	57.4	59.3	57.6	54.6	-8.3%
Professionals	34.4	40.2	40.2	37.3	38.5	12.2%
Managers	12.1	11.8	11.9	11.3	10.8	-10.4%
Administrators	10.0	9.5	10.3	11.0	12.0	20.2%

Human Resources - Employee Headcount						
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	Change FY 2007 to 2011
Total Headcount	379	365	370	347	328	-13.5%
Faculty	246	231	230	214	196	-20.3%
Service & Support	74	71	74	72	69	-6.8%
Professionals	37	43	43	39	40	8.1%
Managers	12	12	12	11	11	-8.3%
Administrators	10	8	11	11	12	20.0%

Human Resources - Employees of Color (Headcount)						
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	Change FY 2007 to 2011
Number Employees of Color	18	17	18	14	12	-33.3%
Percent Employees of Color	4.8%	4.6%	4.9%	4.1%	3.7%	-1.1%
Number Faculty of Color	10	8	8	5	3	-70.0%
Percent Faculty of Color	4.1%	3.3%	3.5%	2.3%	1.5%	-2.6%
Number - All Other Employees of Color	8	9	10	9	9	12.5%
Percent - All Other Employees of Color	6.1%	7.3%	7.1%	6.8%	6.9%	0.8%

Institutional Profile Definitions and Data Sources
Minnesota State Colleges and Universities
Fiscal Year 2011

Overview:

The Accountability Framework is used as the organizing principle for the institutional profile. Seven accountability measures, detail for some measures and human resources information are reported. The accountability measures are reported with colors indicating the performance categories:

- Exceeds Expectations – Gold
- Meets Expectations – Blue
- Needs Attention - Red

Accountability Measures and Definitions:

- **Student Enrollment** – The percent change in enrollment measures the change in students enrolled in credit courses at a college or university during a fiscal year compared to the average for the three prior fiscal years.
- **Persistence and Completion** – The student persistence and completion rate is the percentage of an entering cohort of students who have graduated from or been retained at the same institution or who transferred to another institution. Each cohort includes the students who entered in the fall semester as full-time new undergraduate or undergraduate transfer students, all of whom are considered to be seeking a degree, diploma or certificate. Retention, graduation and transfer are measured as of the second fall after the cohort entered. The Fall 2009 rate in Fall 2010 is reported in the profile, but the performance category has not yet been assigned. Although the persistence and completion rates reported in the profile are slightly higher than those reported in the Accountability Dashboard as a result of improved tracking of transfer students, the performance categories are based on the rates reported in the Dashboard. The revised rates will be reported in the Dashboard soon.
- **Licensure Exams Pass Rate** – The licensure exams pass rate reports the percentage of a cohort of student or graduate test takers that passed a state or national licensure examination in a calendar year. The measure is a weighted average pass rate and currently includes four licensing exams: nursing, teaching, peace officer, and radiography. As pass rate data on more professional licensing examinations become available, they will be added to the measure.
- **Student Engagement** – The student engagement and satisfaction measure reports the extent to which students are actively engaged in their educational experience. The data used for the student engagement measure are collected through university and college participation in the national surveys of student engagement. The state universities survey a sample of freshmen and seniors with the National Survey of Student Engagement (NSSE). The colleges survey students in a sample of course sections with the Community College Survey of Student Engagement (CCSSE).
- **Related Employment of Graduates** – The related employment rate of graduates is the percentage of system graduates available for related employment in a fiscal year who report that they were employed during the year after graduation in jobs that were related to their program or major.
- **Composite Financial Index** – The Composite Financial Index (CFI) is a measure of financial health that is a weighted composition of four financial measures: Primary Reserve Ratio, Viability Ratio, Return on Net Assets, and Operating Margin.

- **Reserve Ratio** – The Reserves as Percent of General Operating Revenue is a measure of financial health that relates the amount of cash reserves to annual operating revenue.
- **Facilities** – The Facilities Condition Index (FCI) reports the dollar amount of deferred maintenance as a proportion of facility replacement value at each college and university.
- **Students of Color** – Includes Black or African American, Asian or Pacific Islander, Hispanic or Latino and American Indian or Alaska Native students. Non-resident alien students are reported separately and not included in any racial-ethnic group. Students with unknown race-ethnicity are excluded from the total used to calculate the percent of students of color.
- **Underrepresented Students** – Include students of color, low-income and first-generation students.
- **Data Sources** – The data sources for the accountability measures are documented in the Accountability Dashboard at: <http://www.mnscu.edu/board/accountability/index.html> The source for the Reserve Ratio is the Finance Division in the Office of the Chancellor.

Human Resources Measures:

- **Employee Full-time Equivalent (FTE)** – Full-time equivalent is the percentage of a normal work year that the employee worked or was on paid leave. FTE for faculty is calculated on an academic year basis while FTE for non-faculty employees is calculated on a fiscal year basis. Presidents are included in their institution’s FTE.
- **Employee Headcount** – The unduplicated employee headcount for each institution. Employees with more than one position are reported in the employee group in which they had the greatest FTE. Headcount is determined based on employees with an assignment on March 1st of each year and with a FTE greater than zero. Presidents are included in their institution’s headcount.
- **Employee Groups**
 - **Faculty** – Interfaculty Organization (IFO - Unit 209), Minnesota State College Faculty (MSCF - Unit 210) employees and Insufficient Work time (Non-Unit - 218) employees with an instructional faculty job class code.
 - **Service & Support** – All American Federation of State, County and Municipal Employees (AFSCME - Units 202, 203, 204, 206 and 207) and Insufficient Work Time (Non-Unit - 218) employees who have a service and support job class code.
 - **Professionals** – All Minnesota State University Association of Administrative and Service Faculty (MSUAASF – Unit 211), Minnesota Association of Professional Employees (MAPE – Unit 214), Confidential (Commissioners Plan - Unit 217), Minnesota Nurses Association (MNA – Unit 205), Minnesota Government Engineers Council (MGEC – Unit 212), Health Treatment Professionals (Unit 213) employees and Insufficient Work Time (Non-Unit - 218) employees with a professional job class code.
 - **Managers** – All Middle Management Association (MMA – Unit 216) and Managerial Plan (Unit 220 – Classified positions) employees and Insufficient Work Time (Non-Unit - 218) employees with a managerial job class code.
 - **Administrators** – All Administrators Plan (Unit 220 – Unclassified positions) employees.
- **Employees of Color** – Includes Black or African American, Asian or Pacific Islander, Hispanic or Latino and American Indian or Alaska Native employees. Employees with unknown race-ethnicity are excluded from the total used to calculate the percent of employees of color.
- **Data Source** – Office of the Chancellor, Research Planning and Effectiveness, analysis of HR Oracle Database / HR Assignment Private and HR Empl Person Private tables.

Contact Information:

Questions about the Accountability Measures should be directed to:

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Or

Paul Zak at 651-201-1865 or paul.zak@so.mnscu.edu

Questions about the Human Resources information:

Lynn Lutz at 651-201-1869 or lynn.lutz@so.mnscu.edu

Or

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Institution Profile

Northland Community and Technical College

Fiscal Year 2012

Provide Access to an Extraordinary Education for All Minnesotans

Quality of Graduates: Licensure Exams Pass Rate						
	CY 2006	CY 2007	CY 2008	CY 2009	CY 2010	Change CY 2006 to 2010
Composite Pass Rate	88.6%	86.8%	81.7%	82.5%	81.8%	-6.8
Number of Candidates Taking Exams	280	317	273	275	275	-1.8%

The rate is not reported if the number of candidates taking exams during the calendar year is less than 20.

Student Success: Second Fall Persistence and Completion						
	Fall 2006 in Fall 2007	Fall 2007 in Fall 2008	Fall 2008 in Fall 2009	Fall 2009 in Fall 2010	Fall 2010 in Fall 2011	Change Fall 2006 to 2010
Persistence and Completion Rate (2nd Fall)	65.4%	67.2%	69.2%	66.6%	64.4%	-1.0
Number in Fall Entering Cohort	889	760	685	838	699	-21.4%

The rate is for entering full-time undergraduate regular and transfer students and is measured at the beginning of the second fall.

Time to Degree: Completion Rate (Graduation or Transfer) - Third Spring						
	Fall 2004 in Sprg 2007	Fall 2005 in Sprg 2008	Fall 2006 in Sprg 2009	Fall 2007 in Sprg 2010	Fall 2008 in Sprg 2011	Change Fall 2004 to 2008
Completion Rate (3rd Spring)	50.3%	51.7%	49.0%	52.8%	55.2%	4.9
Number in Fall Entering Cohort	872	805	889	760	685	-21.4%

The rate is for entering full-time undergraduate regular and transfer students and is measured at the end of the third spring.

Diversity: Employee - Headcount						
	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	Change FY 2008 to 2012
Percent Employees of Color	4.9%	5.1%	4.6%	4.2%	3.8%	-1.1
Number Employees of Color	18	19	16	14	12	-33.3%
Percent Faculty of Color	3.8%	3.9%	3.2%	2.9%	2.1%	-1.7
Number Faculty of Color	9	9	7	6	4	-55.6%
Percent - All Other Employees of Color	6.8%	7.2%	6.8%	6.2%	6.3%	-0.5
Number - All Other Employees of Color	9	10	9	8	8	-11.1%

Employees with an assignment on March 1st of each year and FTE greater than zero. Percentages based on total number of employees.

Diversity: Student Enrollment - Credit Student Headcount						
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	Change FY 2007 to 2011
Percent Underrepresented	49.8%	50.1%	48.4%	53.9%	55.8%	6.0
Credit Student Headcount - Underrepresented	2,814	2,775	2,710	3,136	3,060	8.7%
Percent Student of Color	11.6%	12.5%	13.0%	14.6%	14.7%	3.1
Credit Student Headcount - Students of Color	654	693	727	851	807	23.4%
Percent Pell Eligible	32.0%	32.9%	31.4%	37.4%	42.7%	10.7
Credit Student Headcount - Pell Eligible	1,810	1,820	1,761	2,175	2,341	29.3%
Percent First Generation	25.2%	24.3%	23.5%	24.3%	23.3%	-1.9
Credit Student Headcount - First Generation	1,423	1,345	1,314	1,415	1,278	-10.2%

Percentages are based on total number of students.



Institution Profile

Northland Community and Technical College

Fiscal Year 2012

Minnesota
STATE COLLEGES
& UNIVERSITIES

Diversity: Student Success - Second Fall Persistence and Completion						
	Fall 2006 in Fall 2007	Fall 2007 in Fall 2008	Fall 2008 in Fall 2009	Fall 2009 in Fall 2010	Fall 2010 in Fall 2011	Change Fall 2006 to 2010
Underrepresented Student Rate	60.1%	62.2%	63.0%	63.8%	61.0%	0.9
Number in Fall Entering Cohort-Underrepresented	524	444	386	563	480	-8.4%
Pell Eligible Student Rate	58.9%	61.2%	58.2%	62.9%	60.7%	1.8
Number in Fall Entering Cohort-Pell Eligible	421	361	299	464	427	1.4%
Students of Color Rate	51.9%	54.3%	57.7%	63.0%	54.1%	2.2
Number in Fall Entering Cohort-Students of Color	181	138	137	192	133	-26.5%
First Generation Student Rate	58.7%	56.9%	69.2%	65.7%	54.4%	-4.3
Number in Fall Entering Cohort-First Generation	189	153	146	198	160	-15.3%

The rate is for entering full-time undergraduate regular and transfer students and is measured at the beginning of the second fall.

Diversity: Student Success - Third Spring Completion (Graduation or Transfer)						
	Fall 2004 in Sprg 2007	Fall 2005 in Sprg 2008	Fall 2006 in Sprg 2009	Fall 2007 in Sprg 2010	Fall 2008 in Sprg 2011	Change Fall 2004 to 2008
Underrepresented Student Rate	46.1%	46.9%	45.0%	48.0%	50.3%	4.2
Number in Fall Entering Cohort-Underrepresented	529	505	524	444	386	-27.0%
Pell Eligible Student Rate	45.1%	47.6%	43.9%	46.5%	49.5%	4.4
Number in Fall Entering Cohort-Pell Eligible	406	401	421	361	299	-26.4%
Students of Color Rate	34.0%	43.6%	43.1%	46.4%	49.6%	15.6
Number in Fall Entering Cohort-Students of Color	94	133	181	138	137	45.7%
First Generation Student Rate	42.1%	44.2%	42.3%	46.4%	48.6%	6.5
Number in Fall Entering Cohort-First Generation	247	215	189	153	146	-40.9%

The rate is for entering full-time undergraduate regular and transfer students and is measured at the end of the third spring.

Be the Partner of Choice to Meet Workforce and Community Needs

Workforce Needs: Related Employment of Graduates						
	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	Change FY 2006 to 2010
Graduate Related Employment Rate	97.1%	98.3%	96.7%	84.6%	81.0%	-16.1
Graduates Available for Related Employment	591	660	694	525	505	-14.6%

The rate is not reported if the number of graduates available for related employment is less than 20 within a fiscal year.

Provide Highest Value/Most Cost Effective Higher Education Option

Steward Financial and Physical Resources: Composite Financial Index (CFI)						
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	Change FY 2007 to 2011
Composite Financial Index (CFI)	1.45	0.71	2.39	1.77	1.80	0.35

Steward Financial and Physical Resources: Reserve Ratio						
	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012 Prel.	Change FY 2008 to 2012
Reserve as % of General Operating Revenue	7.5%	6.9%	6.8%	7.2%	6.3%	-1.2



**Institution Profile
Northland Community and Technical College
Fiscal Year 2012**

Minnesota
STATE COLLEGES
& UNIVERSITIES

Steward Financial and Physical Resources: Facilities						
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	Change FY 2007 to 2011
Facilities Condition Index	0.07	0.12	0.16	0.15	0.15	0.08

Supplemental Student and Human Resources Data

Student Enrollment: Unduplicated Headcount and FYE						
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	Change FY 2007 to 2011
FYE	2,850.2	2,814.3	2,787.7	2,938.1	2,827.8	-0.8%
Credit Student Headcount	5,654	5,540	5,600	5,822	5,485	-3.0%
Non-Credit Student Headcount	3,785	3,547	4,488	3,858	3,218	-15.0%

Employees: Full-Time Equivalent (FTE)						
	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012 Prel.	Change FY 2008 to 2012
Total FTE	313.5	314.3	300.2	286.6	265.4	-15.3%
Instructional Faculty	195.6	192.7	183.0	171.1	154.5	-21.0%
Service and Support	57.4	59.3	57.6	54.4	51.7	-9.9%
Professionals	39.2	40.2	37.3	38.2	35.6	-9.2%
Managers and Supervisors	11.8	11.9	11.3	10.9	10.3	-12.7%
Administrators	9.5	10.3	11.0	12.0	13.3	40.0%

Employees: Headcount						
	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	Change FY 2008 to 2012
Total Headcount	367	370	351	336	313	-14.7%
Instructional Faculty	235	231	219	207	187	-20.4%
Service and Support	71	74	72	68	63	-11.3%
Professionals	41	42	39	38	39	-4.9%
Managers and Supervisors	12	12	10	11	10	-16.7%
Administrators	8	11	11	12	14	75.0%

Employees with an assignment on March 1st of each year and FTE greater than zero.



Institution Profile

Context - All Colleges

Fiscal Year 2012

Provide Access to an Extraordinary Education for All Minnesotans

Quality of Graduates: Licensure Exams Pass Rate						
	CY 2006	CY 2007	CY 2008	CY 2009	CY 2010	Change CY 2006 to 2010
Composite Pass Rate	88.5%	85.8%	86.8%	87.5%	88.5%	0.0
Number of Candidates Taking Exams	3,899	4,060	4,149	4,270	3,926	0.7%

The rate is not reported if the number of candidates taking exams during the calendar year is less than 20.

Student Success: Second Fall Persistence and Completion						
	Fall 2006 in Fall 2007	Fall 2007 in Fall 2008	Fall 2008 in Fall 2009	Fall 2009 in Fall 2010	Fall 2010 in Fall 2011	Change Fall 2006 to 2010
Persistence and Completion Rate (2nd Fall)	70.6%	70.2%	72.2%	69.6%	67.7%	-2.9
Number in Fall Entering Cohort	23,807	24,748	24,493	27,725	25,509	7.1%

The rate is for entering full-time undergraduate regular and transfer students and is measured at the beginning of the second fall.

Time to Degree: Completion Rate (Graduation or Transfer) - Third Spring						
	Fall 2004 in Sprg 2007	Fall 2005 in Sprg 2008	Fall 2006 in Sprg 2009	Fall 2007 in Sprg 2010	Fall 2008 in Sprg 2011	Change Fall 2004 to 2008
Completion Rate (3rd Spring)	54.0%	54.2%	54.1%	53.5%	53.6%	-0.4
Number in Fall Entering Cohort	24,057	23,264	23,807	24,748	24,493	1.8%

The rate is for entering full-time undergraduate regular and transfer students and is measured at the end of the third spring.

Diversity: Employee - Headcount						
	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	Change FY 2008 to 2012
Percent Employees of Color	7.4%	7.5%	7.7%	8.3%	8.6%	1.2
Number Employees of Color	805	815	859	930	913	13.4%
Percent Faculty of Color	5.9%	6.1%	6.4%	6.4%	6.9%	1.0
Number Faculty of Color	386	394	433	439	438	13.5%
Percent - All Other Employees of Color	9.7%	9.5%	9.7%	11.1%	11.1%	1.4
Number - All Other Employees of Color	419	421	426	491	475	13.4%

Employees with an assignment on March 1st of each year and FTE greater than zero. Percentages based on total number of employees.

Diversity: Student Enrollment - Credit Student Headcount						
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	Change FY 2007 to 2011
Percent Underrepresented	46.6%	47.6%	48.4%	53.3%	56.9%	10.3
Credit Student Headcount - Underrepresented	76,512	81,332	86,495	103,437	111,038	45.1%
Percent Student of Color	19.2%	20.4%	21.6%	23.2%	24.3%	5.1
Credit Student Headcount - Students of Color	31,532	34,804	38,510	44,997	47,402	50.3%
Percent Pell Eligible	25.0%	26.6%	27.6%	34.6%	40.8%	15.8
Credit Student Headcount - Pell Eligible	41,143	45,474	49,350	67,245	79,623	93.5%
Percent First Generation	22.6%	21.8%	21.6%	22.7%	22.9%	0.3
Credit Student Headcount - First Generation	37,137	37,133	38,658	44,037	44,672	20.3%

Percentages are based on total number of students.



Minnesota
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Institution Profile Context - All Colleges Fiscal Year 2012

Diversity: Student Success - Second Fall Persistence and Completion						
	Fall 2006 in Fall 2007	Fall 2007 in Fall 2008	Fall 2008 in Fall 2009	Fall 2009 in Fall 2010	Fall 2010 in Fall 2011	Change Fall 2006 to 2010
Underrepresented Student Rate	66.8%	66.5%	69.4%	66.8%	64.9%	-1.9
Number in Fall Entering Cohort-Underrepresented	12,185	12,976	13,089	17,121	16,744	37.4%
Pell Eligible Student Rate	65.5%	65.5%	67.8%	65.6%	64.4%	-1.1
Number in Fall Entering Cohort-Pell Eligible	8,451	9,140	9,319	13,512	14,196	68.0%
Students of Color Rate	63.0%	62.9%	67.6%	62.9%	59.7%	-3.3
Number in Fall Entering Cohort-Students of Color	4,449	4,905	5,320	6,364	6,187	39.1%
First Generation Student Rate	66.8%	67.7%	70.1%	67.3%	64.5%	-2.3
Number in Fall Entering Cohort-First Generation	5,097	5,046	4,981	6,534	5,762	13.0%

The rate is for entering full-time undergraduate regular and transfer students and is measured at the beginning of the second fall.

Diversity: Student Success - Third Spring Completion (Graduation or Transfer)						
	Fall 2004 in Sprg 2007	Fall 2005 in Sprg 2008	Fall 2006 in Sprg 2009	Fall 2007 in Sprg 2010	Fall 2008 in Sprg 2011	Change Fall 2004 to 2008
Underrepresented Student Rate	50.6%	49.9%	49.8%	49.5%	49.2%	-1.4
Number in Fall Entering Cohort-Underrepresented	12,491	11,957	12,185	12,976	13,089	4.8%
Pell Eligible Student Rate	49.0%	48.5%	48.1%	48.1%	48.2%	-0.8
Number in Fall Entering Cohort-Pell Eligible	8,581	7,982	8,451	9,140	9,319	8.6%
Students of Color Rate	43.9%	44.0%	44.1%	44.5%	44.4%	0.5
Number in Fall Entering Cohort-Students of Color	3,643	3,981	4,449	4,905	5,320	46.0%
First Generation Student Rate	50.0%	49.0%	49.1%	49.8%	48.0%	-2.0
Number in Fall Entering Cohort-First Generation	5,820	5,357	5,097	5,046	4,981	-14.4%

The rate is for entering full-time undergraduate regular and transfer students and is measured at the end of the third spring.

Be the Partner of Choice to Meet Workforce and Community Needs

Workforce Needs: Related Employment of Graduates						
	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	Change FY 2006 to 2010
Graduate Related Employment Rate	88.3%	88.2%	86.8%	79.3%	80.4%	-7.9
Graduates Available for Related Employment	11,947	11,572	11,562	10,785	11,225	-6.0%

The rate is not reported if the number of graduates available for related employment is less than 20 within a fiscal year.

Provide Highest Value/Most Cost Effective Higher Education Option

Steward Financial and Physical Resources: Composite Financial Index (CFI)						
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	Change FY 2007 to 2011
Composite Financial Index (CFI)	2.53	1.97	2.29	3.02	3.20	0.67

Steward Financial and Physical Resources: Reserve Ratio						
	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012 Prel.	Change FY 2008 to 2012
Reserve as % of General Operating Revenue	6.3%	5.7%	6.5%	6.8%	6.6%	0.3



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Institution Profile Context - All Colleges Fiscal Year 2012

Steward Financial and Physical Resources: Facilities						
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	Change FY 2007 to 2011
Facilities Condition Index	0.12	0.13	0.11	0.11	0.12	0.00

Supplemental Student and Human Resources Data

Student Enrollment: Unduplicated Headcount and FYE						
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	Change FY 2007 to 2011
FYE	81,465.9	84,648.2	87,798.2	97,553.6	99,106.0	21.7%
Credit Student Headcount	164,319	170,712	178,600	194,083	195,212	18.8%
Non-Credit Student Headcount	145,312	143,670	147,046	133,540	135,374	-6.8%

Employees: Full-Time Equivalent (FTE)						
	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012 Prel.	Change FY 2008 to 2012
Total FTE	8,663.7	8,870.9	8,979.5	9,130.8	8,864.8	2.3%
Instructional Faculty	4,849.3	4,919.5	5,046.6	5,161.9	4,928.9	1.6%
Service and Support	2,008.7	2,035.2	2,006.5	2,007.1	1,965.4	-2.2%
Professionals	1,160.4	1,248.9	1,248.7	1,282.2	1,298.9	11.9%
Managers and Supervisors	317.3	328.3	338.2	336.9	338.4	6.6%
Administrators	328.0	338.9	339.5	342.6	333.3	1.6%

Employees: Headcount						
	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	Change FY 2008 to 2012
Total Headcount	10,827	10,911	11,126	11,246	10,640	-1.7%
Instructional Faculty	6,523	6,499	6,723	6,826	6,375	-2.3%
Service and Support	2,400	2,392	2,393	2,370	2,286	-4.8%
Professionals	1,255	1,345	1,324	1,375	1,330	6.0%
Managers and Supervisors	318	332	343	332	324	1.9%
Administrators	331	343	343	343	325	-1.8%

Employees with an assignment on March 1st of each year and FTE greater than zero.



Institution Profile

Context - All Universities

Fiscal Year 2012

Provide Access to an Extraordinary Education for All Minnesotans

Quality of Graduates: Licensure Exams Pass Rate						
	CY 2006	CY 2007	CY 2008	CY 2009	CY 2010	Change CY 2006 to 2010
Composite Pass Rate	85.5%	87.9%	88.5%	87.8%	87.0%	1.5
Number of Candidates Taking Exams	1,880	1,744	1,825	1,874	1,813	-3.6%

The rate is not reported if the number of candidates taking exams during the calendar year is less than 20.

Student Success: Second Fall Persistence and Completion						
	Fall 2006 in Fall 2007	Fall 2007 in Fall 2008	Fall 2008 in Fall 2009	Fall 2009 in Fall 2010	Fall 2010 in Fall 2011	Change Fall 2006 to 2010
Persistence and Completion Rate (2nd Fall)	87.7%	87.9%	88.3%	87.5%	86.7%	-1.0
Number in Fall Entering Cohort	12,404	12,996	12,921	12,932	13,209	6.5%

The rate is for entering full-time undergraduate regular and transfer students and is measured at the beginning of the second fall.

Time to Degree: Completion Rate (Graduation) - Sixth Spring						
	Fall 2002 in Sprg 2008	Fall 2003 in Sprg 2009	Fall 2004 in Sprg 2010	Fall 2005 in Sprg 2011	Change Fall 2002 to 2005	
Completion Rate (6th Spring)	52.5%	52.8%	52.4%	53.2%	0.7	
Number in Fall Entering Cohort	12,361	12,650	12,279	12,406	0.4%	

The rate is for entering full-time undergraduate regular and transfer students and is measured at the end of the sixth spring.

Diversity: Employee - Headcount						
	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	Change FY 2008 to 2012
Percent Employees of Color	10.0%	10.4%	10.6%	10.7%	11.2%	1.2
Number Employees of Color	692	734	749	749	776	12.1%
Percent Faculty of Color	11.7%	12.0%	12.4%	12.6%	12.8%	1.1
Number Faculty of Color	468	483	504	508	532	13.7%
Percent - All Other Employees of Color	7.7%	8.3%	8.2%	8.1%	8.7%	1.0
Number - All Other Employees of Color	224	251	245	241	244	8.9%

Employees with an assignment on March 1st of each year and FTE greater than zero. Percentages based on total number of employees.

Diversity: Student Enrollment - Credit Student Headcount						
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	Change FY 2007 to 2011
Percent Underrepresented	35.1%	35.2%	34.5%	37.6%	41.0%	5.9
Credit Student Headcount - Underrepresented	27,373	27,924	27,868	31,158	34,437	25.8%
Percent Student of Color	10.0%	10.4%	11.0%	11.8%	12.6%	2.6
Credit Student Headcount - Students of Color	7,782	8,279	8,842	9,816	10,586	36.0%
Percent Pell Eligible	18.4%	19.4%	18.9%	22.8%	27.3%	8.9
Credit Student Headcount - Pell Eligible	14,336	15,340	15,286	18,873	22,943	60.0%
Percent First Generation	17.0%	16.1%	15.3%	15.1%	15.0%	-2.0
Credit Student Headcount - First Generation	13,240	12,791	12,316	12,495	12,647	-4.5%

Percentages are based on total number of students.



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Institution Profile Context - All Universities Fiscal Year 2012

Diversity: Student Success - Second Fall Persistence and Completion						
	Fall 2006 in Fall 2007	Fall 2007 in Fall 2008	Fall 2008 in Fall 2009	Fall 2009 in Fall 2010	Fall 2010 in Fall 2011	Change Fall 2006 to 2010
Underrepresented Student Rate	84.3%	84.8%	85.4%	84.4%	83.8%	-0.5
Number in Fall Entering Cohort-Underrepresented	4,525	4,892	4,732	5,489	6,290	39.0%
Pell Eligible Student Rate	82.3%	84.0%	84.5%	84.6%	83.6%	1.3
Number in Fall Entering Cohort-Pell Eligible	2,952	3,374	3,238	4,130	5,115	73.3%
Students of Color Rate	83.4%	82.4%	84.0%	82.2%	80.8%	-2.6
Number in Fall Entering Cohort-Students of Color	1,202	1,347	1,445	1,609	1,767	47.0%
First Generation Student Rate	85.3%	85.3%	85.7%	83.9%	81.8%	-3.5
Number in Fall Entering Cohort-First Generation	1,845	1,795	1,691	1,716	1,761	-4.6%

The rate is for entering full-time undergraduate regular and transfer students and is measured at the beginning of the second fall.

Diversity: Student Success - Sixth Spring Completion (Graduation)						
		Fall 2002 in Sprg 2008	Fall 2003 in Sprg 2009	Fall 2004 in Sprg 2010	Fall 2005 in Sprg 2011	Change Fall 2002 to 2005
Underrepresented Student Rate		48.6%	49.8%	48.0%	49.0%	0.4
Number in Fall Entering Cohort-Underrepresented		5,035	4,949	4,829	4,509	-10.4%
Pell Eligible Student Rate		46.3%	48.1%	46.6%	47.0%	0.7
Number in Fall Entering Cohort-Pell Eligible		3,163	3,275	3,293	2,856	-9.7%
Students of Color Rate		40.8%	37.5%	41.3%	42.1%	1.3
Number in Fall Entering Cohort-Students of Color		834	859	1,047	1,153	38.2%
First Generation Student Rate		50.9%	51.4%	48.7%	51.3%	0.4
Number in Fall Entering Cohort-First Generation		2,521	2,270	2,111	1,933	-23.3%

The rate is for entering full-time undergraduate regular and transfer students and is measured at the end of the sixth spring.

Be the Partner of Choice to Meet Workforce and Community Needs

Workforce Needs: Related Employment of Graduates						
	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	Change FY 2006 to 2010
Graduate Related Employment Rate	86.6%	87.4%	84.5%	76.7%	73.8%	-12.8
Graduates Available for Related Employment	7,618	7,612	7,380	7,439	8,184	7.4%

The rate is not reported if the number of graduates available for related employment is less than 20 within a fiscal year.

Provide Highest Value/Most Cost Effective Higher Education Option

Steward Financial and Physical Resources: Composite Financial Index (CFI)						
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	Change FY 2007 to 2011
Composite Financial Index (CFI)	1.99	2.21	1.63	2.69	2.12	0.13

Steward Financial and Physical Resources: Reserve Ratio						
	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012 Prel.	Change FY 2008 to 2012
Reserve as % of General Operating Revenue	4.4%	4.4%	4.5%	5.4%	5.5%	1.1



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Institution Profile Context - All Universities Fiscal Year 2012

Steward Financial and Physical Resources: Facilities						
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	Change FY 2007 to 2011
Facilities Condition Index	0.14	0.11	0.10	0.10	0.10	-0.04

Supplemental Student and Human Resources Data

Student Enrollment: Unduplicated Headcount and FYE						
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	Change FY 2007 to 2011
FYE	54,373.2	55,231.3	56,126.4	57,874.5	58,799.7	8.1%
Credit Student Headcount	78,038	79,237	80,687	82,884	84,093	7.8%
Non-Credit Student Headcount	3,687	6,347	28,619	38,593	20,651	460.1%

Employees: Full-Time Equivalent (FTE)						
	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012 Prel.	Change FY 2008 to 2012
Total FTE	6,252.3	6,402.2	6,298.7	6,269.2	6,100.4	-2.4%
Instructional Faculty	3,485.2	3,519.4	3,436.3	3,434.9	3,339.1	-4.2%
Service and Support	1,417.0	1,429.8	1,395.8	1,360.7	1,314.1	-7.3%
Professionals	1,061.0	1,147.9	1,166.4	1,179.9	1,157.2	9.1%
Managers and Supervisors	129.2	138.2	136.8	132.9	130.9	1.3%
Administrators	159.9	166.9	163.3	160.8	159.1	-0.5%

Employees: Headcount						
	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	Change FY 2008 to 2012
Total Headcount	6,931	7,072	7,045	6,995	6,940	0.1%
Instructional Faculty	4,012	4,039	4,052	4,030	4,143	3.3%
Service and Support	1,506	1,512	1,473	1,432	1,399	-7.1%
Professionals	1,123	1,212	1,220	1,238	1,110	-1.2%
Managers and Supervisors	129	140	134	131	131	1.6%
Administrators	161	169	166	164	157	-2.5%

Employees with an assignment on March 1st of each year and FTE greater than zero.



Institution Profile

Context - System Total

Fiscal Year 2012

Provide Access to an Extraordinary Education for All Minnesotans

Quality of Graduates: Licensure Exams Pass Rate						
	CY 2006	CY 2007	CY 2008	CY 2009	CY 2010	Change CY 2006 to 2010
Composite Pass Rate	87.6%	86.5%	87.3%	87.6%	88.0%	0.4
Number of Candidates Taking Exams	5,779	5,804	5,974	6,144	5,739	-0.7%

The rate is not reported if the number of candidates taking exams during the calendar year is less than 20.

Student Success: Second Fall Persistence and Completion						
	Fall 2006 in Fall 2007	Fall 2007 in Fall 2008	Fall 2008 in Fall 2009	Fall 2009 in Fall 2010	Fall 2010 in Fall 2011	Change Fall 2006 to 2010
Persistence and Completion Rate (2nd Fall)	76.5%	76.3%	77.8%	75.3%	74.2%	-2.3
Number in Fall Entering Cohort	36,211	37,744	37,414	40,657	38,718	6.9%

The rate is for entering full-time undergraduate regular and transfer students and is measured at the beginning of the second fall.

Diversity: Employee - Headcount						
	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	Change FY 2008 to 2012
Percent Employees of Color	8.5%	8.6%	8.9%	9.2%	9.6%	1.1
Number Employees of Color	1,521	1,576	1,628	1,696	1,710	12.4%
Percent Faculty of Color	8.1%	8.2%	8.6%	8.6%	9.1%	1.0
Number Faculty of Color	837	857	910	923	925	10.5%
Percent - All Other Employees of Color	9.0%	9.2%	9.2%	10.0%	10.3%	1.3
Number - All Other Employees of Color	684	719	718	773	785	14.8%

Employees with an assignment on March 1st of each year and FTE greater than zero. Percentages based on total number of employees.

Diversity: Student Enrollment - Credit Student Headcount						
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	Change FY 2007 to 2011
Percent Underrepresented	42.9%	43.7%	44.1%	48.6%	52.1%	9.2
Credit Student Headcount - Underrepresented	103,885	109,256	114,363	134,595	145,475	40.0%
Percent Student of Color	16.2%	17.2%	18.3%	19.8%	20.8%	4.6
Credit Student Headcount - Students of Color	39,314	43,083	47,352	54,813	57,988	47.5%
Percent Pell Eligible	22.9%	24.3%	24.9%	31.1%	36.7%	13.8
Credit Student Headcount - Pell Eligible	55,479	60,814	64,636	86,118	102,566	84.9%
Percent First Generation	20.8%	20.0%	19.7%	20.4%	20.5%	-0.3
Credit Student Headcount - First Generation	50,377	49,924	50,974	56,532	57,319	13.8%

Percentages are based on total number of students.

Diversity: Student Success - Second Fall Persistence and Completion						
	Fall 2006 in Fall 2007	Fall 2007 in Fall 2008	Fall 2008 in Fall 2009	Fall 2009 in Fall 2010	Fall 2010 in Fall 2011	Change Fall 2006 to 2010
Underrepresented Student Rate	71.6%	71.5%	73.7%	71.0%	70.1%	-1.5
Number in Fall Entering Cohort-Underrepresented	16,710	17,868	17,821	22,610	23,034	37.8%
Pell Eligible Student Rate	69.8%	70.5%	72.1%	70.1%	69.5%	-0.3
Number in Fall Entering Cohort-Pell Eligible	11,403	12,514	12,557	17,642	19,311	69.4%
Students of Color Rate	67.4%	67.1%	71.1%	66.8%	64.4%	-3.0
Number in Fall Entering Cohort-Students of Color	5,651	6,252	6,765	7,973	7,954	40.8%



Institution Profile

Context - System Total

Fiscal Year 2012

Diversity: Student Success - Second Fall Persistence and Completion						
	Fall 2006 in Fall 2007	Fall 2007 in Fall 2008	Fall 2008 in Fall 2009	Fall 2009 in Fall 2010	Fall 2010 in Fall 2011	Change Fall 2006 to 2010
First Generation Student Rate	71.7%	72.3%	74.0%	70.8%	68.5%	-3.2
Number in Fall Entering Cohort-First Generation	6,942	6,841	6,672	8,250	7,523	8.4%

The rate is for entering full-time undergraduate regular and transfer students and is measured at the beginning of the second fall.

Be the Partner of Choice to Meet Workforce and Community Needs

Workforce Needs: Related Employment of Graduates						
	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	Change FY 2006 to 2010
Graduate Related Employment Rate	87.6%	87.9%	85.9%	78.2%	77.6%	-10.0
Graduates Available for Related Employment	19,565	19,184	18,942	18,224	19,409	-0.8%

The rate is not reported if the number of graduates available for related employment is less than 20 within a fiscal year.

Provide Highest Value/Most Cost Effective Higher Education Option

Steward Financial and Physical Resources: Composite Financial Index (CFI)						
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	Change FY 2007 to 2011
Composite Financial Index (CFI)	2.44	2.24	1.91	2.89	2.70	0.26

Steward Financial and Physical Resources: Reserve Ratio						
	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012 Prel.	Change FY 2008 to 2012
Reserve as % of General Operating Revenue	5.5%	5.1%	5.6%	1.4%	1.4%	-4.1

Steward Financial and Physical Resources: Facilities						
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	Change FY 2007 to 2011
Facilities Condition Index	0.13	0.12	0.11	0.11	0.11	-0.02

Supplemental Student and Human Resources Data

Student Enrollment: Unduplicated Headcount and FYE						
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	Change FY 2007 to 2011
FYE	135,839.1	139,879.5	143,924.6	155,428.1	157,905.7	16.2%
Credit Student Headcount	242,357	249,949	259,287	276,967	279,305	15.2%
Non-Credit Student Headcount	148,999	150,017	175,665	172,133	156,025	4.7%



Minnesota
STATE COLLEGES
& UNIVERSITIES

Institution Profile Context - System Total Fiscal Year 2012

Employees: Full-Time Equivalent (FTE)						
	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012 Prel.	Change FY 2008 to 2012
Total FTE	15,277.0	15,658.4	15,669.0	15,785.9	15,312.7	0.2%
Instructional Faculty	8,334.5	8,438.9	8,482.9	8,596.8	8,268.0	-0.8%
Service and Support	3,470.7	3,512.6	3,450.0	3,408.7	3,310.8	-4.6%
Professionals	2,446.2	2,640.8	2,662.6	2,711.5	2,685.2	9.8%
Managers and Supervisors	474.7	496.4	505.9	496.9	494.7	4.2%
Administrators	551.0	569.7	567.7	571.9	553.9	0.5%

Employees: Headcount						
	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	Change FY 2008 to 2012
Total Headcount	17,957	18,228	18,374	18,444	17,761	-1.1%
Instructional Faculty	10,375	10,393	10,588	10,685	10,138	-2.3%
Service and Support	3,948	3,951	3,911	3,837	3,750	-5.0%
Professionals	2,600	2,803	2,792	2,855	2,819	8.4%
Managers and Supervisors	475	502	507	491	496	4.4%
Administrators	559	579	576	576	558	-0.2%

Employees with an assignment on March 1st of each year and FTE greater than zero.

**Institutional Profile Definitions and Data Sources
Minnesota State Colleges and Universities
Fiscal Year 2012**

Overview:

The Strategic Framework Outcome Benchmarks: Institutional and System Performance Metrics document that was discussed recently by the Leadership Council is used as the organizing principle for the institutional profiles. The profile includes twenty-two measures for which data are currently available as well as supplemental student and human resources information.

Measures and Definitions:

Quality of Graduates

- **Licensure Exams Pass Rate:** The licensure exams pass rate reports the percentage of a cohort of student or graduate test takers that passed a state or national licensure examination in a calendar year. The measure is a weighted average pass rate and currently includes four licensing exams: nursing, teaching, peace officer, and radiography. As pass rate data on more professional licensing examinations become available, they will be added to the measure.

Student Success

- **Second Fall Persistence and Completion:** The student persistence and completion rate is the percentage of an entering cohort of students who have graduated from or been retained at the same institution or who transferred to another institution. Each cohort includes the students who entered in the fall semester as full-time new undergraduate or undergraduate transfer students, all of whom are considered to be seeking a degree, diploma or certificate. Retention, graduation and transfer are measured as of the beginning of the second fall after the cohort entered.
- **Time to Degree: Completion Rate (6th Spring Graduation for Universities; 3rd Spring Graduation or Transfer for Colleges)** Student persistence and completion data are used to calculate the percentage of an entering cohort of students who have graduated or transferred within a specified period of time. Each cohort includes the students who entered in the fall semester as full-time new undergraduate or undergraduate transfer students, all of whom are considered to be seeking a degree, diploma or certificate. The completion rate for system colleges reports the proportion of students that have graduated or transferred by the end of the third spring. The completion rate for universities reports the proportion of students that have graduated by the end of the sixth spring.

Diversity

- **Employee Headcount:** The unduplicated headcount of employees of color for each institution. Employees with more than one position are reported in the employee group in which they had the greatest FTE. Headcount is determined based on employees with an assignment on March 1st of each year and with a FTE greater than zero. Presidents are included in their institution's headcount. Data are presented for the percent of employees of color, faculty of color and all other employees of color. The denominator for the percent calculation is the total number of employees in the group.
 - **Employees of Color:** Includes Black or African American, Asian or Pacific Islander, Hispanic or Latino and American Indian or Alaska Native employees.
- **Student Enrollment – Credit Student Headcount:** The fiscal year unduplicated number of students enrolled in credit courses. Data are presented for Underrepresented Students and for the component categories of students of color, Pell eligible students and first-generation students. The denominator for the percent calculation is the total number of students.
 - **Students of Color:** Includes Black or African American, Asian or Pacific Islander, Hispanic or Latino and American Indian or Alaska Native students. Non-resident alien students are reported separately and not included in any racial-ethnic group.
 - **Pell Eligible Students:** Includes students who received a Pell Grant or whose FAFSA data indicate that they were eligible for a grant.
 - **First Generation Students --** The data are reported based on the Minnesota definition that states that a first generation student is a student neither of whose parents received any postsecondary education.
- **Student Success – Second Fall Persistence and Completion:** The second fall persistence and completion rate for underrepresented students and for each of the component categories including students of color, Pell eligible students and first generation students. Retention, graduation and transfer are measured as of the beginning of the second fall after the cohort entered (see full definition on page 1).
- **Student Success – Completion Rate (6th Spring Graduation for Universities; 3rd Spring Graduation or Transfer for Colleges):** The completion rate for underrepresented students and for each of the component categories including students of color, Pell eligible students and first generation students. The completion rate for system colleges reports the proportion of students that have graduated or transferred by the end of the third spring. The completion rate for universities reports the proportion of students that have graduated by the end of the sixth spring (see full definition on page 1).

Workforce Needs

- **Related Employment of Graduates:** The related employment rate of graduates is the percentage of system graduates available for related employment in a fiscal year who report that they were employed during the year after graduation in a job that was related to their program or major.

Steward Financial and Physical Resources

- **Composite Financial Index:** The Composite Financial Index (CFI) is a measure of financial health that is a weighted composition of four financial measures: Primary Reserve Ratio, Viability Ratio, Return on Net Assets, and Operating Margin.
- **Reserve Ratio:** The Reserves as Percent of General Operating Revenue is a measure of financial health that relates the amount of cash reserves to annual operating revenue.
- **Facilities Condition Index:** The Facilities Condition Index (FCI) reports the dollar amount of deferred maintenance as a proportion of facility replacement value at each college and university.

Supplemental Employee and Student Data

- **Student Enrollment: Headcount and FYE**
 - FYE:** Full Year Equivalent enrollment is the total attempted student credit hours divided by a full-time student credit load for a year. The divisor is 30 for undergraduate credits and 20 for graduate credits.
 - Credit Student Headcount:** The unduplicated count of students who took at least one course for credit during the year.
 - Non-Credit Student Headcount:** The unduplicated count of students who took at least one non-credit course during the year.
- **Employee Full-time Equivalent (FTE) by Type**– Full-time equivalent is the percentage of a normal work year that the employee worked or was on paid leave. FTE for faculty is calculated on an academic year basis while FTE for non-faculty employees is calculated on a fiscal year basis. Presidents are included in their institution’s FTE.
- **Employee Headcount:** The unduplicated employee headcount for each institution. Employees with more than one position are reported in the employee group in which they had the greatest FTE. Headcount is determined based on employees with an assignment on March 1st of each year and with a FTE greater than zero. Presidents are included in their institution’s headcount.
- **Employee Groups**
 - **Instructional Faculty:** Interfaculty Organization (IFO - Unit 209), Minnesota State College Faculty (MSCF - Unit 210) employees and Insufficient Work time (Non-Unit - 218) employees with an instructional faculty job class code.
 - **Service and Support:** All American Federation of State, County and Municipal Employees (AFSCME - Units 202, 203, 204, 206 and 207) and Insufficient Work Time (Non-Unit - 218) employees who have a service and support job class code.
 - **Professionals:** All Minnesota State University Association of Administrative and Service Faculty (MSUAASF – Unit 211), Minnesota Association of Professional Employees (MAPE – Unit 214), Confidential (Commissioners Plan - Unit 217), Minnesota Nurses Association (MNA – Unit 205), Minnesota Government Engineers

Council (MGEC – Unit 212), Health Treatment Professionals (Unit 213) employees and Insufficient Work Time (Non-Unit - 218) employees with a professional job class code.

- **Managers:** All Middle Management Association (MMA – Unit 216) and Managerial Plan (Unit 220 – Classified positions) employees and Insufficient Work Time (Non-Unit - 218) employees with a managerial job class code.
- **Administrators:** All Administrators Plan (Unit 220 – Unclassified positions) employees.

Data Sources

- **Employee Data:** Office of the Chancellor, Research Planning and Effectiveness, analysis of HR Oracle Database / HR Assignment Private and HR Empl Person Private tables.
- **Student Data:** The data sources for the student measures are the Student Persistence and Completion Dashboard and the Enrollment Analytic Tool available through Hyperion/Brio and the Accountability Dashboard available at:
<http://www.mnscu.edu/board/accountability/index.html> The source for the Reserve Ratio is the Finance Division in the Office of the Chancellor.

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