



*en*VISION

ANNUAL REPORT

2021 - 2022

NORTHEAST.EDU

Northeast
community college

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Northeast Community College is dedicated to the success of students and the region it serves.



enVISION

*Envision what we can accomplish
when we are all inspired, challenged,
and working together.*

our MISSION

*Northeast Community College is dedicated to the
success of students and the region it serves.*

our VISION

**Empower every person in our region to achieve their
academic and workforce development goals.**

our VALUES

**WE CHAMPION
STUDENT SUCCESS**

**WE PRACTICE
CONTINUOUS
IMPROVEMENT**

**WE ARE MINDFUL
STEWARDS OF
RESOURCES**

**WE BUILD
PARTNERSHIPS &
COLLABORATIONS**

**WE ASPIRE TO CREATE
AN INCLUSIVE,
DIVERSE CULTURE**

our STRATEGIC PRIORITIES

*Student Pathways
to Success*

*Excellence and
Innovation in
Educational
Programs*

*Rewarding and
Inspirational
Place to Work*

*Effective Resource
Management*

EMPOWER, ENGAGE, enVISION

The time is now for Northeast Community College.

PRESIDENT'S MESSAGE



The components of an institutional strategic plan are an affirmation of our mission and values. *enVISION* allows the organization to operate in a continuous quality improvement environment as we assess our work to become more effective, efficient, and integrated. It establishes a firm foundation for creating a learning and student-ready culture.

We stand ready to empower the people of our region to engage in their educational and workforce development journeys. We are prepared to engage our employees in creating a motivating and rewarding place to work - focused on student success. We are in a position to build partnerships and collaborations that ensure the strength of our communities today and in the future. The excellent and innovative educational programs at Northeast Community College are pathways that lead to social mobility and promote regional vitality. We will be good stewards of our resources as we support the economic development, educational opportunities, and workforce needs of our 20-county service area.

Join us as we live our mission and values and envision what we can do when we are all inspired, challenged, and working together.

Sincerely,

A handwritten signature in black ink, reading "Leah A. Barrett". The signature is fluid and cursive, with the first name "Leah" being more prominent.

Leah A. Barrett, Ed.D.

President, Northeast Community College

THE ECONOMIC VALUE OF NORTHEAST COMMUNITY COLLEGE

ECONOMIC IMPACT ANALYSIS

In FY 2020-21, Northeast added \$226.8 million in income to the Northeast service area* economy, a value approximately equal to 2.3% of the region's total gross regional product (GRP). Expressed in terms of jobs, Northeast's impact supported 3,200 jobs. For perspective, the activities of Northeast and its students support one out of every 34 jobs in the Northeast service area.

OPERATIONS SPENDING IMPACT

Northeast employed 543 full-time and part-time faculty and staff. Payroll amounted to \$39 million, much of which was spent in the region for groceries, mortgage and rent payments, dining out, and other household expenses. The college spent another \$18.3 million on day-to-day expenses related to facilities, supplies, and professional services.

The net impact of the college's operations spending added \$41.7 million in income to the regional economy in FY 2020-21.

STUDENT SPENDING IMPACT

Around 35% of credit students attending Northeast originated from outside the region. Some of these students relocated to the Northeast service area. In addition, some in-region students, referred to as retained students, would have left the Northeast service area for other educational opportunities if not for Northeast. These relocated and retained students spent money on groceries, mortgage and rent payments, and other living expenses at regional businesses.

The expenditures of relocated and retained students in FY 2020-21

added \$3.4 million in income to the Northeast service area economy.

ALUMNI IMPACT

Over the years, students have studied at Northeast and entered or re-entered the workforce with newly acquired knowledge and skills. Today, thousands of these former students are employed in the Northeast Service Area.

The net impact of Northeast's former students currently employed in the regional workforce amounted to \$181.7 million in added income in FY 2020-21.

IMPACTS CREATED BY NORTHEAST IN FY 2020-21


Operations spending impact
\$41.7 million

+


Student spending impact
\$3.4 million

+


Alumni impact
\$181.7 million



TOTAL ECONOMIC IMPACT

\$226.8 million

OR

Jobs supported
3,200

**For the purposes of this analysis, the Northeast service area is comprised of Antelope, Boone, Boyd, Brown, Burt, Cedar, Cuming, Dakota, Dixon, Garfield, Holt, Keya Paha, Knox, Madison, Pierce, Rock, Stanton, Thurston, Wayne, and Wheeler Counties.*

Northeast Community College (Northeast) creates a significant positive impact on the business community and generates a return on investment to its major stakeholder groups—students, taxpayers, and society. Using a two-pronged approach that involves an economic impact analysis and an investment analysis, this study calculates the benefits received by each of these groups. Results of the analysis reflect fiscal year (FY) 2020-21. This analysis was developed by EMSI | burning glass in 2021.

INVESTMENT ANALYSIS

STUDENT PERSPECTIVE
Northeast's FY 2020-21 students paid a present value of \$8.4 million to cover the cost of tuition, fees, supplies, and interest on student loans. They also forwent \$27.2 million in money that they would have earned had they been working instead of attending college.

In return for their investment, students will receive a cumulative present value \$215.2 million in

increased earnings over their working lives. This translates to a return of \$6.00 in higher future earnings for every dollar students invest in their education. Students' average annual rate of return is 27.9%.

TAXPAYER PERSPECTIVE
Taxpayers provided Northeast with \$47 million of funding in FY 2020-21. In return, they will benefit from added tax revenue, stemming from students' higher lifetime earnings and increased business output, amounting to \$50.4 million. A reduced demand for government-funded services in

Nebraska will add another \$4.1 million in benefits to taxpayers.

For every dollar of public money invested in Northeast, taxpayers will receive \$1.20 in return, over the course of students' working lives. The average annual rate of return for taxpayers is 0.6%.

SOCIAL PERSPECTIVE
In FY 2020-21, Nebraska invested \$88.4 million to support Northeast. In turn, the Nebraska economy will grow by \$604.9 million, over the course of students' working lives. Society

will also benefit from \$11.8 million of public and private sector savings.

For every dollar invested in Northeast in FY 2020-21, people in Nebraska will receive \$7.00 in return, for as long as Northeast's FY 2020-21 students remain active in the state workforce.

STUDENTS SEE A HIGH RATE OF RETURN FOR THEIR INVESTMENT IN NORTHEAST



Average annual return for Northeast students
27.9%



Stock market 30-year average annual return
10.5%



Interest earned on savings account (National Rate Cap)
0.8%

Source: Forbes' S&P 500, 1992-2021. FDIC.gov. 2-2022.

For every \$1...



Students gain in lifetime earnings
\$6.00

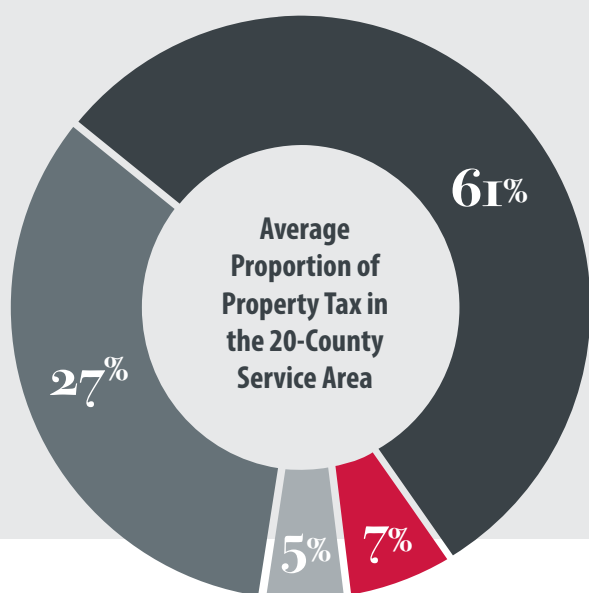


Taxpayers gain in added tax revenue and public sector savings
\$1.20



Society gains in added income and social savings
\$7.00

2021-2022 *NORTHEAST PROFILE*



Cities, Towns,
Counties



School Districts
and ESUs



Community
College



Others

Northeast Community College has been recognized in the top 150 of America's community colleges by the prestigious Aspen Institute six times since 2011, including being named a top 10 national finalist in 2017.

FACULTY

125 Full-time Faculty and 167 Part-time Faculty
Fall 2021

STUDENT-TO-FACULTY RATIO

17 Students for Every 1 Faculty Member
Fall 2021

EARLY COLLEGE

64 Communities and 73 High Schools

The service area consists of 20 counties in Northeast Nebraska with a total population of approximately 155,176 residents. The area is nearly 200 miles in length, covers approximately 14,400 square miles, and serves 101 communities.

Local Property Tax:
\$24,815,221

Tuition and Fees:
\$8,926,789

State Aid:
\$14,844,389

Other:
\$411,834

Main Campus
801 E. Benjamin Ave.
Norfolk, NE

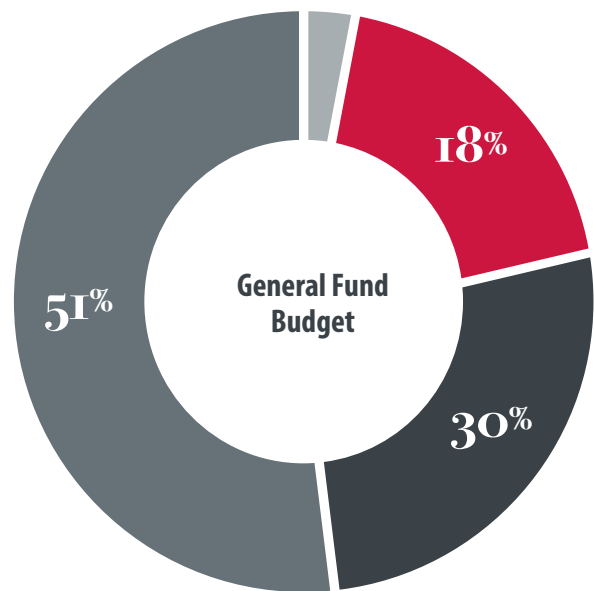
**O'Neill
Extended Campus**
505 E. Highway 20
O'Neill, NE

**South Sioux City
Extended Campus**
1001 College Way
South Sioux City, NE

**West Point
Extended Campus**
202 Anna Stalp Ave.
West Point, NE

**Ainsworth
Regional Office**
1292 E. 4th St.
Ainsworth, NE

**Hartington
Regional Office**
107 West State St.
Hartington, NE



2022-2023 TUITION AND FEES / ROOM AND BOARD

RESIDENTS

\$108/credit hour

**IOWA AND
SOUTH DAKOTA
RESIDENTS**
\$109/credit hour

NON-RESIDENTS

\$151/credit hour

FEES

\$20/credit hour

**ON-CAMPUS
ROOM AND BOARD**
\$9,140

FINANCIAL AID

89.8% of first-time, full-time, degree-seeking students received financial aid
(Fall 2020 cohort)

76% of degree-seeking
Northeast students
received financial aid

37.7% of degree-seeking students
received Pell Grants

Total Financial Aid 2021-2022: \$14,040,211

Federal: **\$9,630,613**

State: **\$811,303**

Institutional Scholarships: **\$1,127,882**

Private Alternative Loans:
\$156,586

Private Scholarships:
\$1,620,226

Northeast Community College Foundation Scholarships:
\$525,023

Agency Assistance and Reserves/Veterans Benefits: **\$168,578**

STUDENT POPULATION

Race/Ethnicity: Fall 2021

TOTAL ANNUAL ENROLLMENT

Credit 6,636
Non-credit 7,682
Total Students 14,318
FTE 2,937
2021-2022

FALL ENROLLMENT

Full-time 1,909 / 36%
Part-time 3,436 / 64%
Total Students 5,345
Fall 2021

STUDENT GENDER

Female 46%
Male 54%
Fall 2021

STUDENT TYPE

Degree-seeking 47%
Early College 31%
Non-degree Seeking 22%
Fall 2021

TRANSFER/CTE

Academic Transfer 51%
Career/Technical Education 49%
Fall 2021

FIRST-GENERATION

Degree-seeking students,
neither parent having acquired a
bachelor's degree 45%
Fall 2021

Caucasian/
Non-Hispanic

79%

Black,
Indigenous and
People of Color

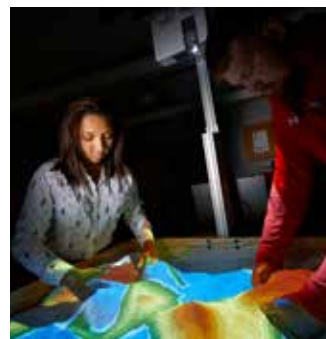
15%

Unknown

5%

International
Students

1%



PROGRAMS OF STUDY

Associate of
Arts Degree with 38
Concentrations

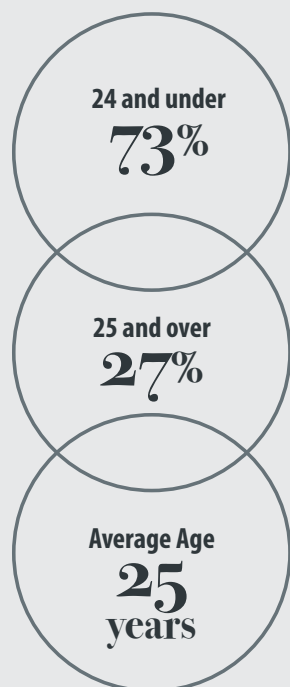
Associate of
Science Degree with
27 Concentrations

29 Associate of Applied
Science Degrees with
21 Concentrations

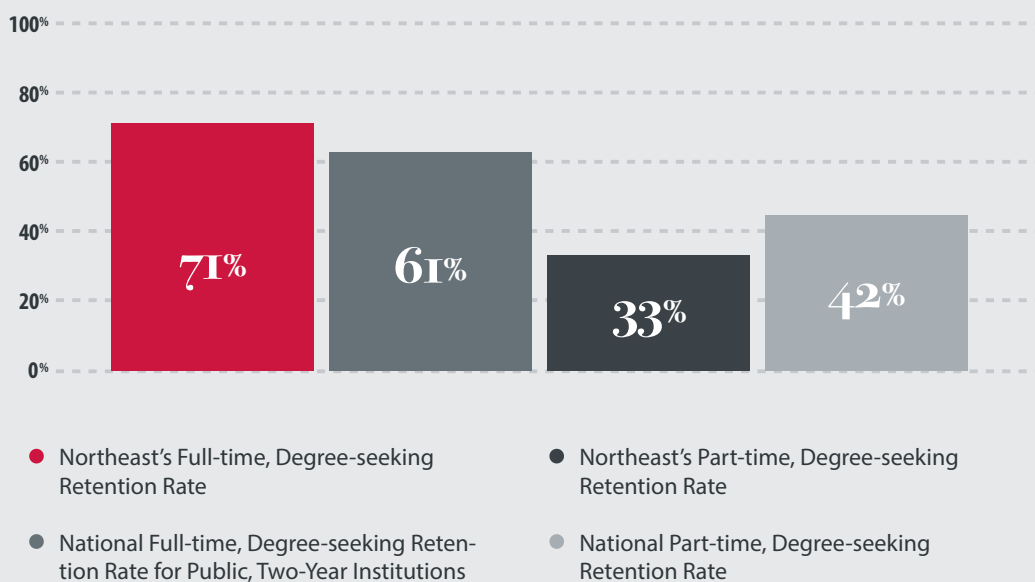
Associate Degree
in Nursing

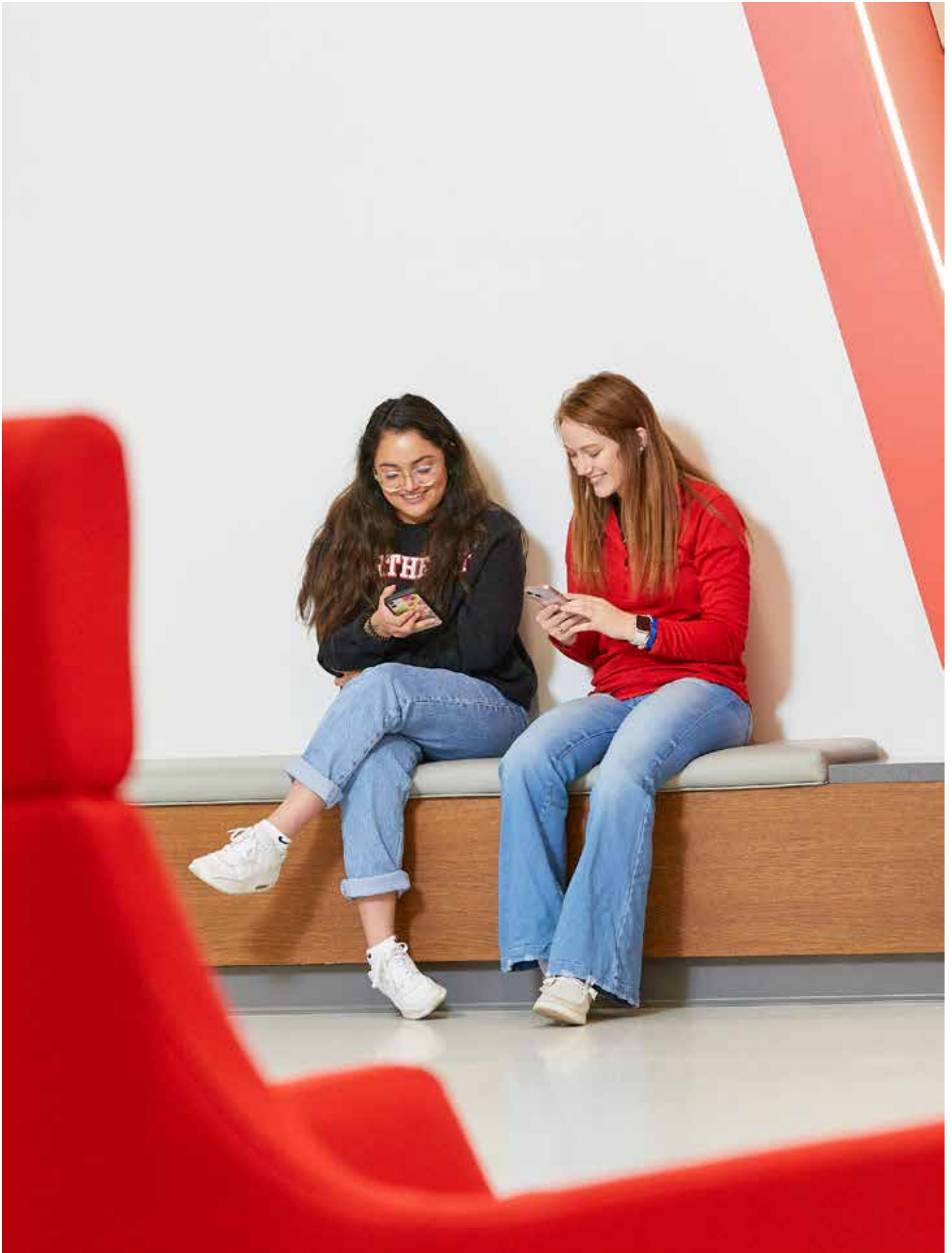
37 Diplomas/
Certificates

Age: Fall 2021



Retention Rate: IPEDS Fall 2020 cohort,
Fall 2021 returning





GRADUATES / GRADUATE EMPLOYMENT

52%
(IPEDS)

Three-year
Graduation
Rate (Full-
time)

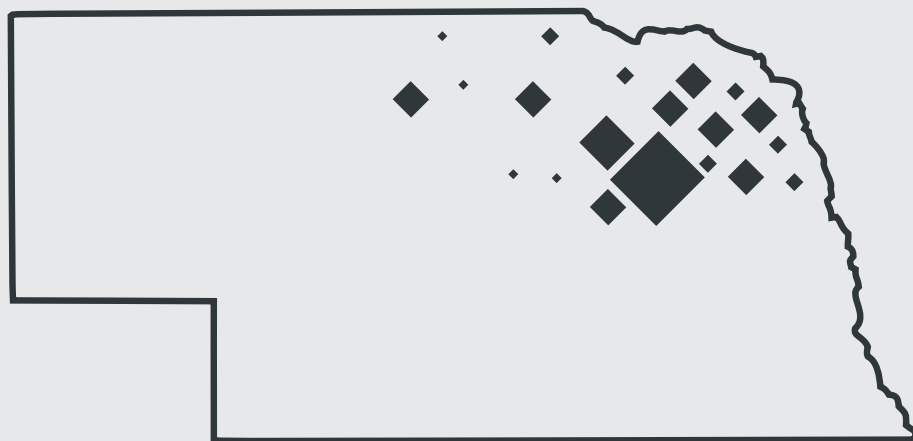
870

Number of
Graduates

960

Number
of Awards
Earned

105 Certificates;
121 Diplomas;
734 Associates
(325 AAS, 254 AA,
119 AS, 36 ADN)



Graduate Employment

Number of 2020-
2021 graduates
employed in
20-county
service area:

259

99.5%

of Northeast
graduates are
now employed
or continuing
their studies

88%

of Northeast
graduates
are employed
in their field
of study

90%

of Northeast
graduates are
employed in
Nebraska

58%

of Northeast
graduates
stayed in the
service region

95% of 2020-2021 graduates responded to this survey.

NEWS AND NOTEABLES AT NORTHEAST

A dedication ceremony took place for the College's new Veterinary Technology building and nearby combination Farm Operations building and Large Animal Handling facility at the Acklie Family College Farm on April 26.

Northeast was selected to participate in the three-year Rural Guided Pathways Project with 15 other rural community colleges across the country to work together to implement a framework designed to assist students as they progress through college and complete their educational goals.

An agreement was signed with North Fork Area Transit for the "Hawks Ride Free" program that allows all students to ride the 'Forklift' flex-route with over 100 stops for free.

Brian Anderson, media arts/broadcasting instructor, was named Nebraska's top community college educator in 2021 and the 2022 Association of Community College Trustees (ACCT) Western Region Faculty Member.

Northeast became a Registered Apprenticeship Program Sponsor through the US Department of Labor. Under the program, individuals will receive a nationally recognized credential from the Department of Labor upon completion of their apprenticeship.

Northeast was selected as the 2022 Nebraska Career and Technical Education (CTE) Outstanding Postsecondary Institution by the Department of Education for its focus on empowering individuals to be adaptable, inventive, and re-tooled with the skills and education to promote high-wage, high-demand, high-skilled careers throughout its 20-county region.

The Aspen Institute named Northeast as one of the nation's top 150 community colleges.

Northeast was one of 15 community colleges to be selected to participate in The National Association for Community College Entrepreneurship's (NACCE) Entrepreneurial College of the Future Initiative where representatives of the institutions will work together to tackle challenges and opportunities on their campuses and communities.

Northeast reported its highest enrollment in the last five years with 5,072 students enrolled as of the 10th day of the Fall 2021 semester.

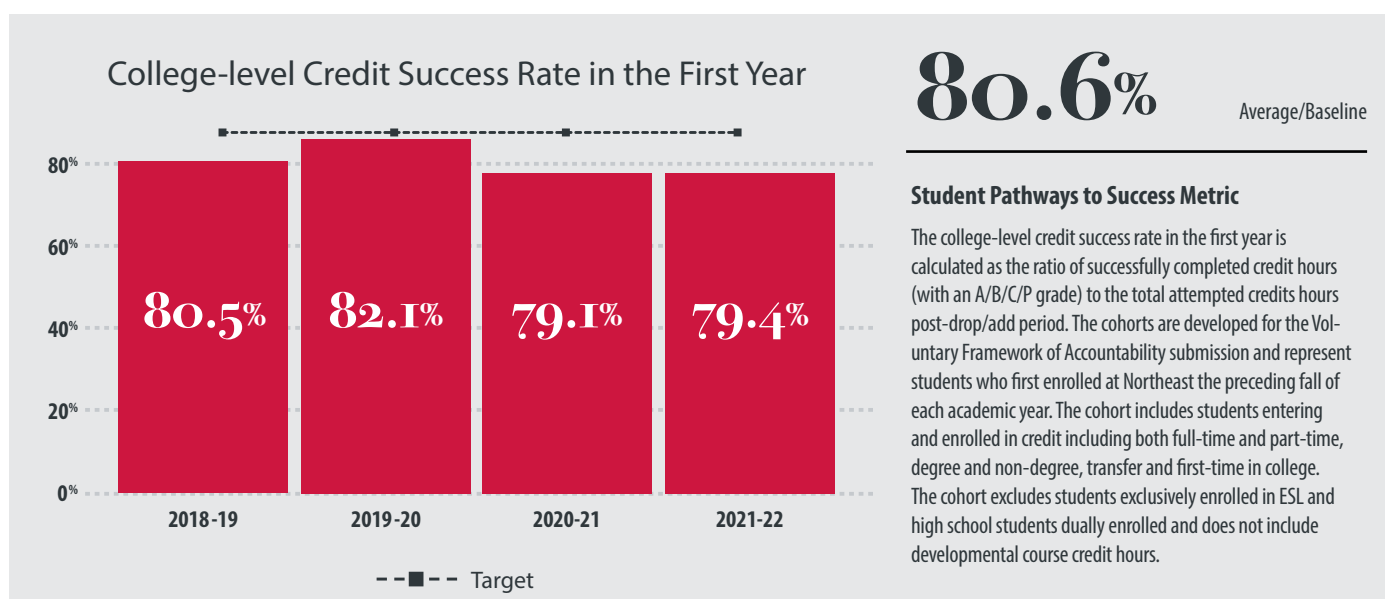
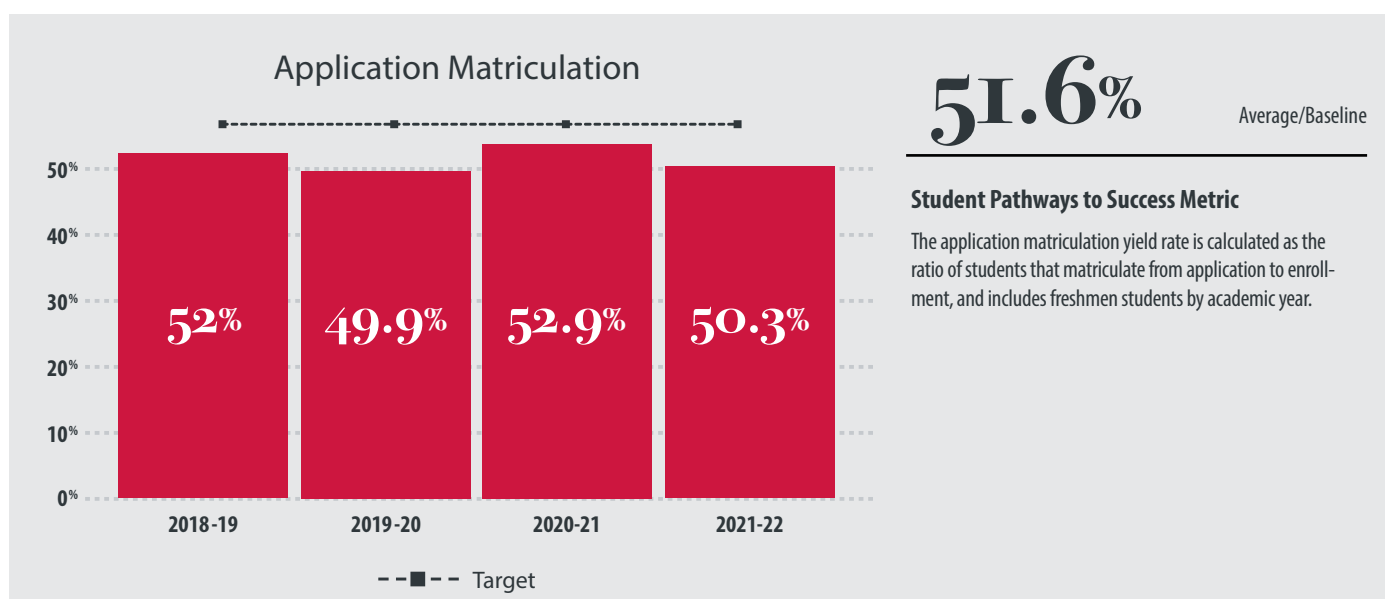
Kaitlyn Pongratz of O'Neill was named a 2022 New Century Workforce Scholar. The scholarship program is sponsored by The Coca-Cola Foundation and Phi Theta Kappa with only one student being selected in each state.



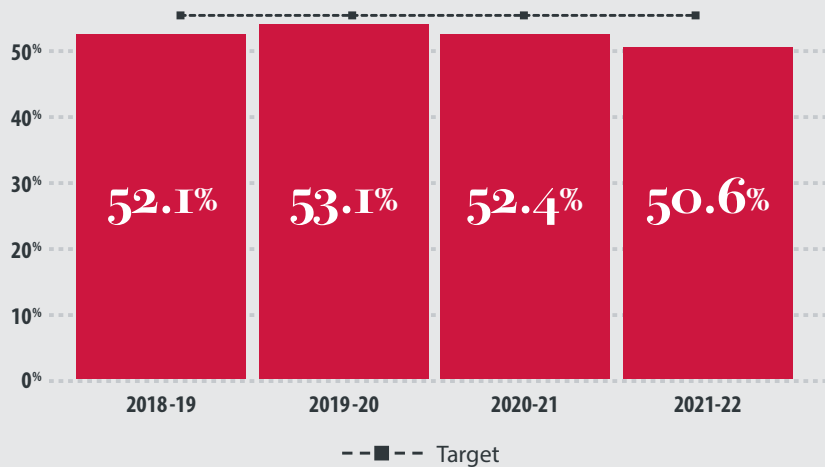


STRATEGIC MEASUREMENTS

Measurements were identified for the *enVISION* Strategic Plan to align with the four strategic priorities and to serve as benchmarks for the institution. Definitions of measurements and benchmarks can also be found in the Appendix (pages 34-35).



Completed 12 or More College-level Credits in the First Semester



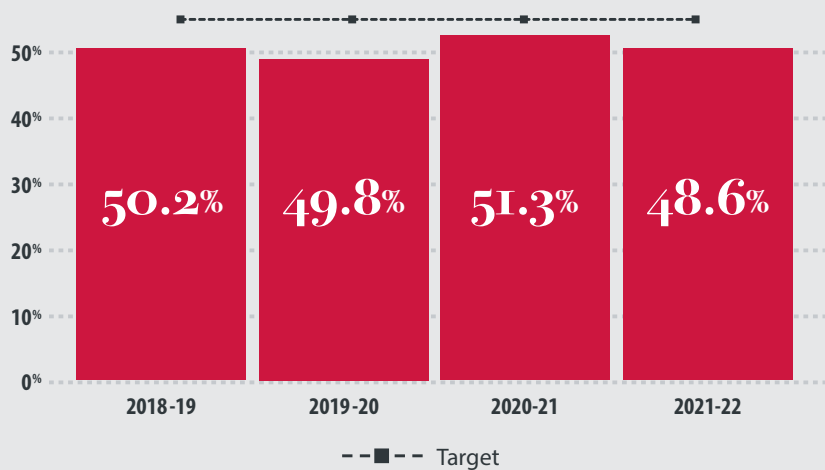
52.5%

Average/Baseline

Student Pathways to Success Metric

Percentage of the student cohort that successfully complete 12 or more credits in the first semester (with an A/B/C/P grade). The cohorts are developed for the Voluntary Framework of Accountability submission and represent students who first enrolled at Northeast the preceding fall of each academic year. The cohort includes students entering and enrolled in credit or developmental education courses including both full-time and part-time, degree and non-degree, transfer and first-time in college. The cohort excludes students exclusively enrolled in ESL and high school students dually enrolled.

Completed 24 or More College-level Credits in the First Year

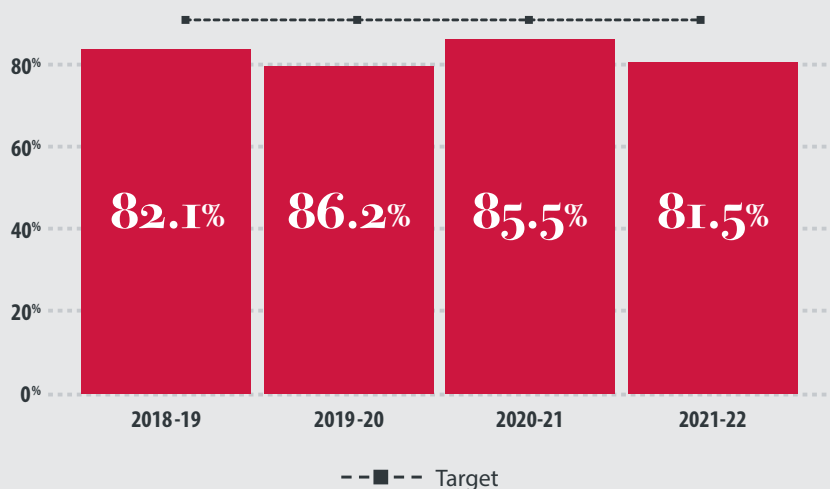


50.4%

Student Pathways to Success Metric

Percentage of the student cohort that successfully complete 24 or more credits in the first year (with an A/B/C/P grade). The cohorts are developed for the Voluntary Framework of Accountability submission and represent students who first enrolled at Northeast the preceding fall of each academic year. The cohort includes students entering and enrolled in credit or developmental education courses including both full-time and part-time, degree and non-degree, transfer and first-time in college. The cohort excludes students exclusively enrolled in ESL and high school students dually enrolled.

Fall-to-Spring Persistence



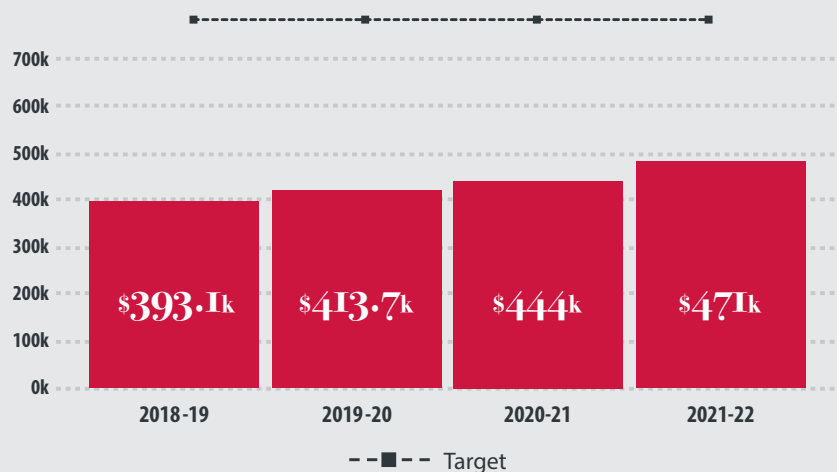
84.6%

Average/Baseline

Student Pathways to Success Metric

The fall-to-spring persistence rate is calculated as the total students persisting in enrollment from the fall semester to the subsequent spring semester divided by the cohort of students enrolled in the fall semester. The cohorts are developed for the Voluntary Framework of Accountability submission and represent students who first enrolled at Northeast the preceding fall of each academic year. The cohort includes students entering and enrolled in credit including both full-time and part-time, degree and non-degree, transfer and first-time in college.

Annual Total Foundation Scholarship Amount Awarded

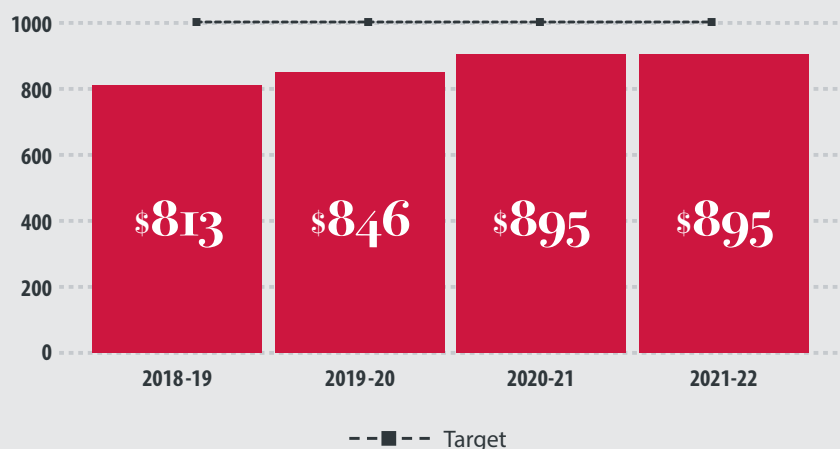


\$425.8k Average/Baseline

Student Pathways to Success Metric

The annual total foundation scholarship amount awarded is the total of all scholarship dollar amounts awarded each fiscal year, excluding college scholarships i.e. tuition waivers and outside scholarships.

Average Dollar Amount Awarded per Scholarship

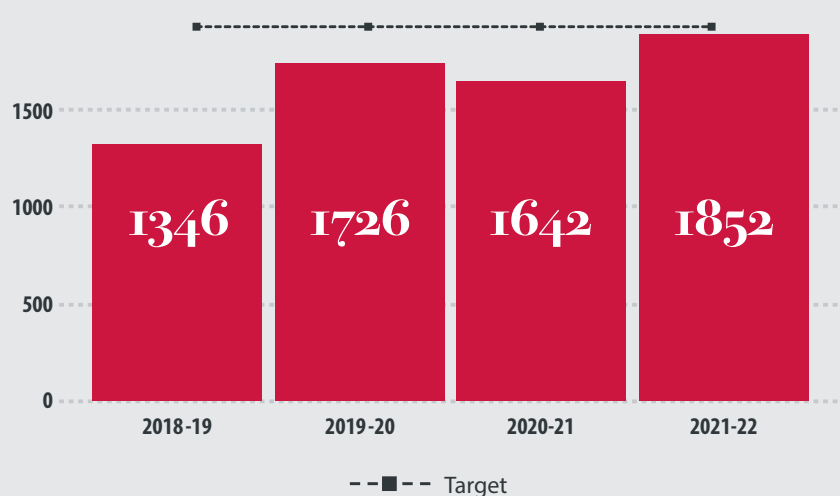


\$851 Average/Baseline

Student Pathways to Success Metric

The average dollar amount awarded per scholarship is calculated as the total scholarship amounts awarded divided by the total number of student recipients within the academic year.

Dual Credit Student Participation

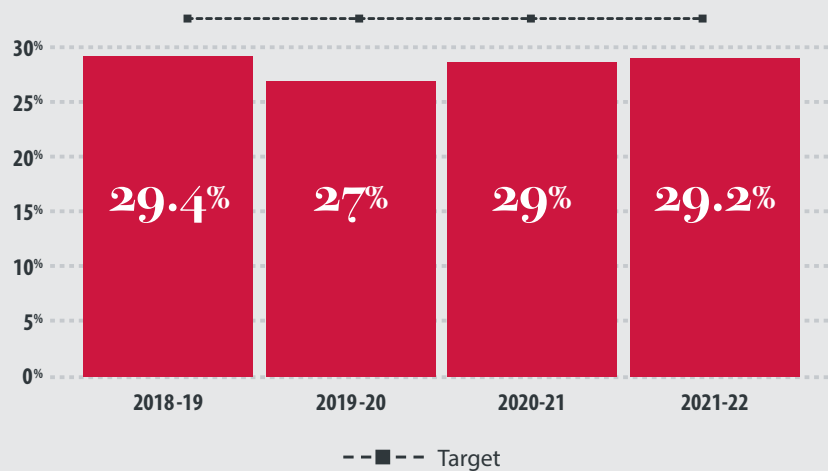


1571 Average/Baseline

Student Pathways to Success Metric

Dual credit participation is the total unduplicated headcount of students participating in dual credit courses in the academic year (includes both in person and online).

Dual Credit Student Matriculation to Northeast



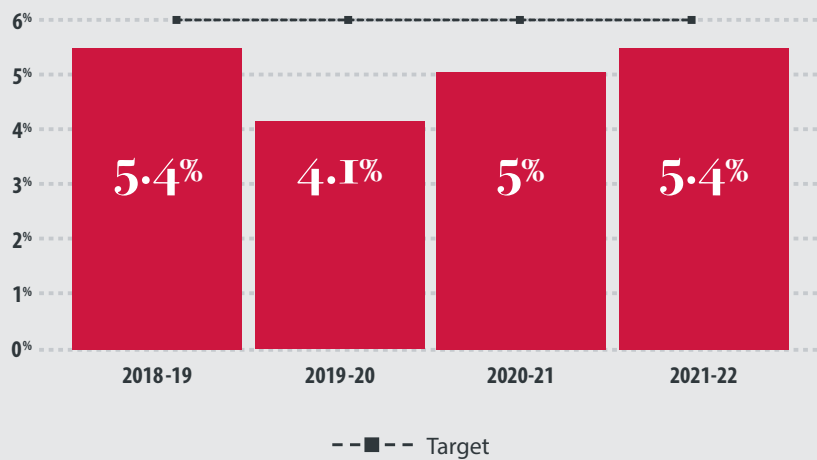
28.5%

Average/Baseline

Student Pathways to Success Metric

Dual credit matriculation is percentage of dual credit participation with subsequent fall enrollment at Northeast through the census date.

Continuing Education Participation Rate



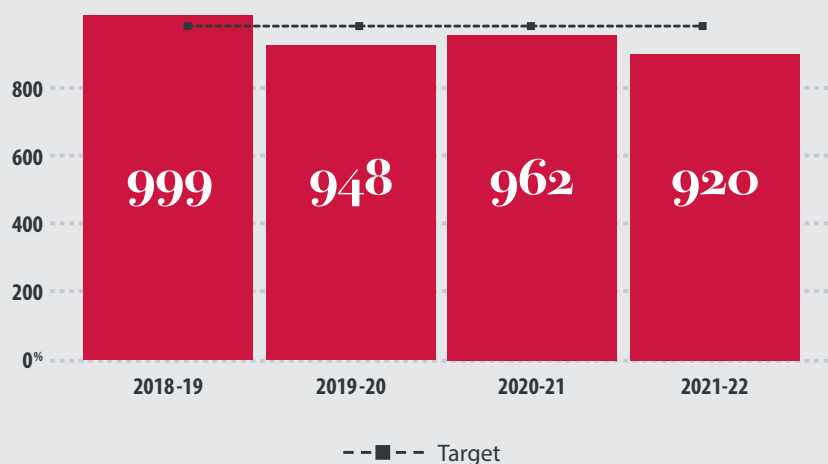
4.8%

Average/Baseline

Student Pathways to Success Metric

The participation rate in the service area is calculated as a ratio of the total headcount of students enrolled in continuing education in the 20-county service area to the total number of residents in the 20-county service area by academic year.

Annual Degrees and Certificates Awarded



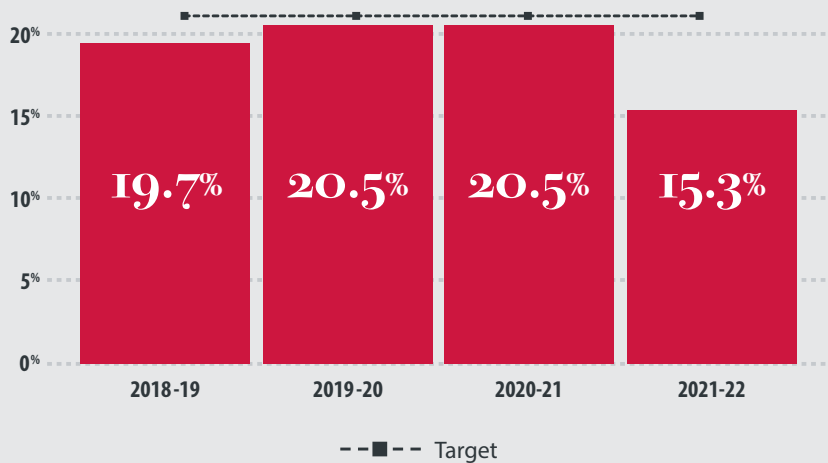
970

Average/Baseline

Excellence and Innovation in Educational Programs Metric

Annual degrees and certificates conferred are summarized and displayed by academic year.

Gateway Course Momentum



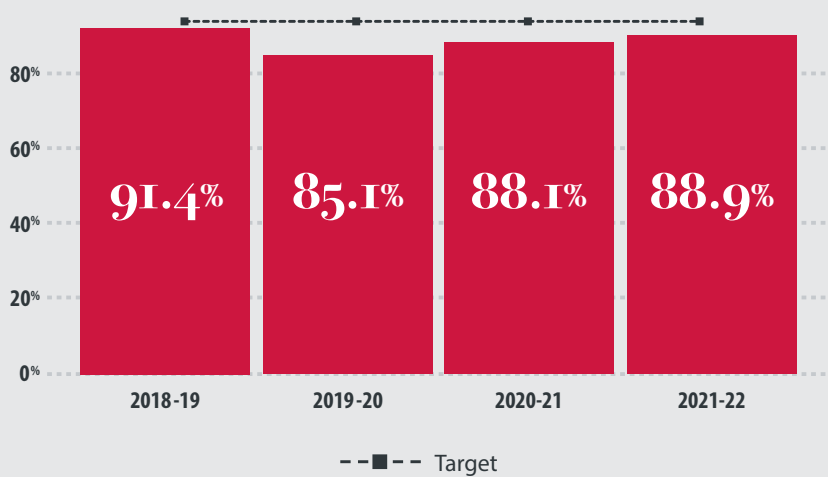
20.2%

Average/Baseline

Excellence and Innovation in Educational Programs Metric

Gateway course momentum is calculated as the percentage of students that successfully completed college level English and math in their first year (with A/B/C/P grade). The cohorts are developed for the Voluntary Framework of Accountability submission and represent students who first enrolled at Northeast the preceding fall of each academic year. The cohort includes students entering and enrolled in credit including both full-time and part-time, degree and non-degree, and transfer and first-time in college.

Licensure and Certification Pass Rate



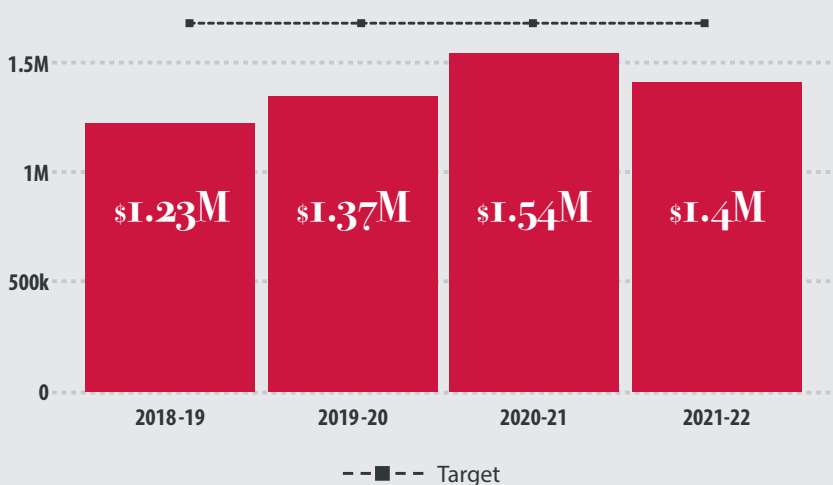
88.2%

Average/Baseline

Excellence and Innovation in Educational Programs Metric

The overall licensure and certification pass rate is calculated as the percentage of the cohort with reported licensure or certification success. The calculation includes Nurse Aide, Med Aide, Food Service, LPN, RN, Paramedic, PTA, and Vet Tech.

Annual Federal Grants Expended



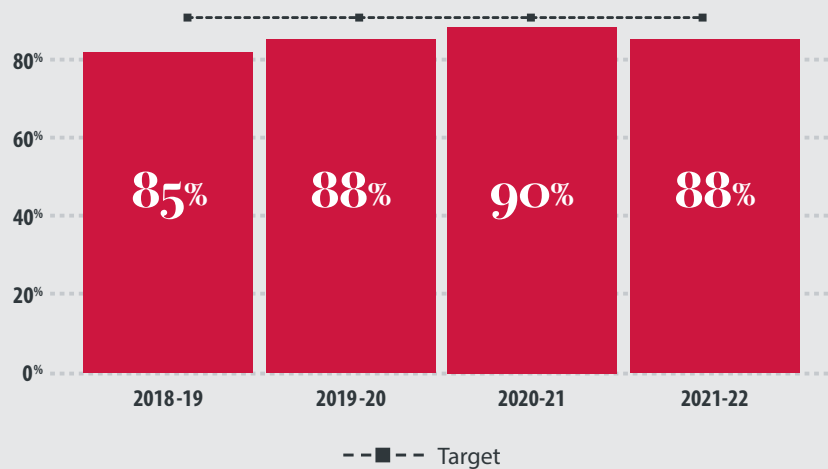
\$1.38M

Average/Baseline

Excellence and Innovation in Educational Programs Metric

Total federal grants expended are calculated by academic year and include all federal grants, with the exception of federal financial aid.

Graduates Employed in Jobs Related to the Program



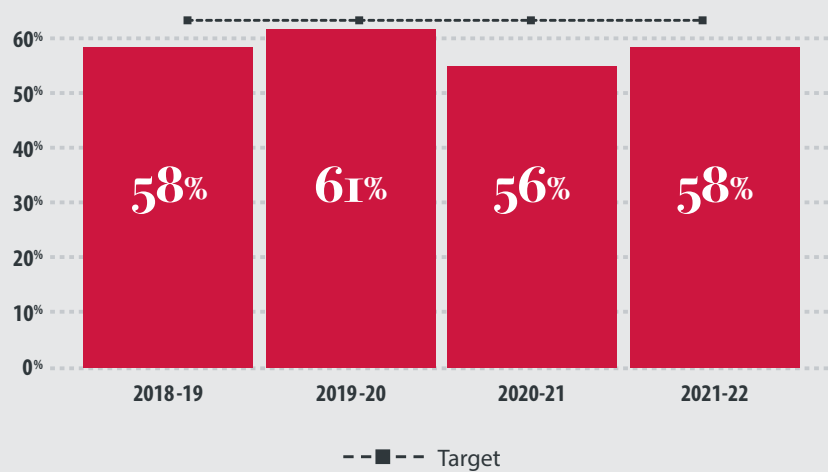
88%

Average/Baseline

Excellence and Innovation in Educational Programs Metric

Employed in jobs related to the program is the percentage of students completing a program within the academic year who reported employment related to the program of completion.

Graduates Employed in 20-County Service Area



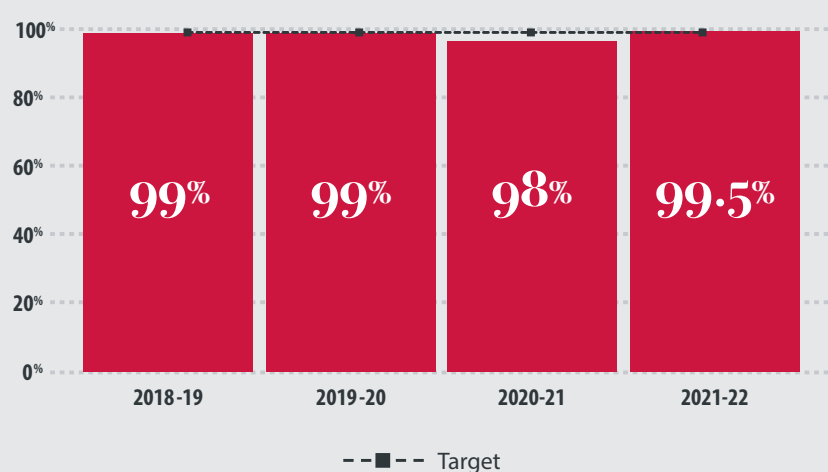
58%

Average/Baseline

Excellence and Innovation in Educational Programs Metric

Graduates employed in the 20-county service area is the percentage of students completing a program within the academic year who reported employment in the 20-county service area, post-program completion.

Graduates Employed or Continuing Education



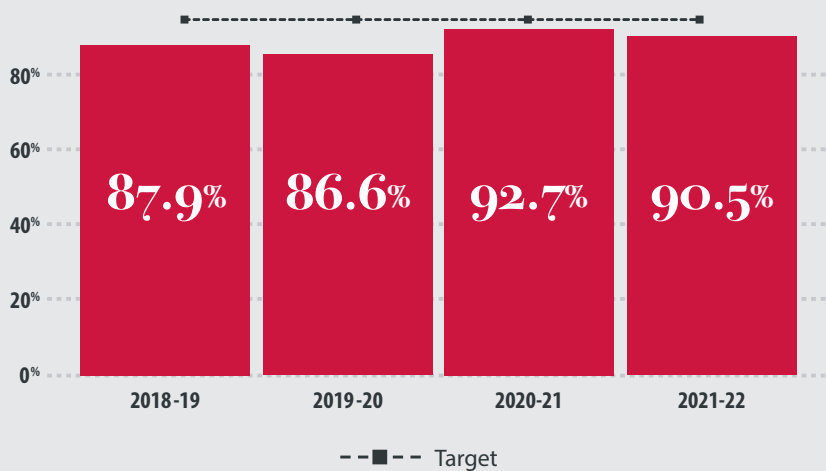
98%

Average/Baseline

Excellence and Innovation in Educational Programs Metric

Graduates employed or continuing education is the percentage of students completing a program within the academic year who reported employment or continued education, post-program completion.

Employer Satisfaction with Graduates



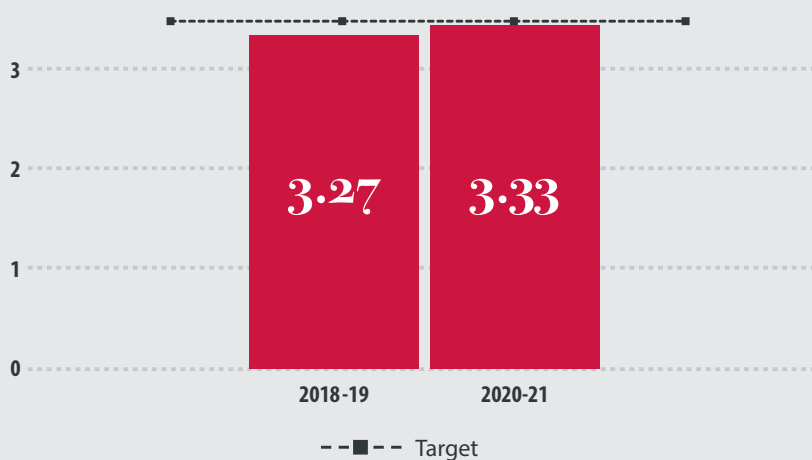
89.1%

Average/Baseline

Excellence and Innovation in Educational Programs Metric

The employer satisfaction with graduates data is collected through the annual Employer Survey sent to employers of Northeast graduates from the prior academic year. The employer satisfaction percentage is calculated with respect to the employers' responses to rate Northeast graduates based on overall job preparation.

Campus Climate Scores from PACE - Institutional Structure



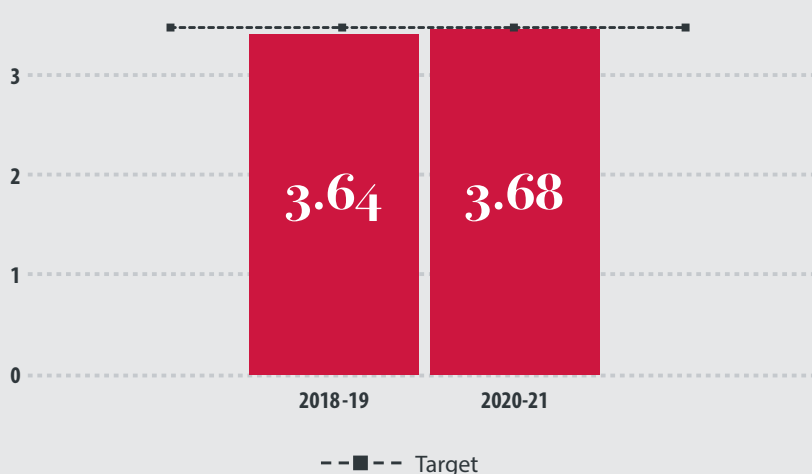
3.31

Average/Baseline

Rewarding and Inspirational Place to Work Metric

Campus Climate scores result from campus-wide participation in the PACE Climate Survey for Community Colleges. Each climate area score is calculated based on the Likert scale averages from the industry-normed survey instrument.

Campus Climate Scores from PACE - Overall



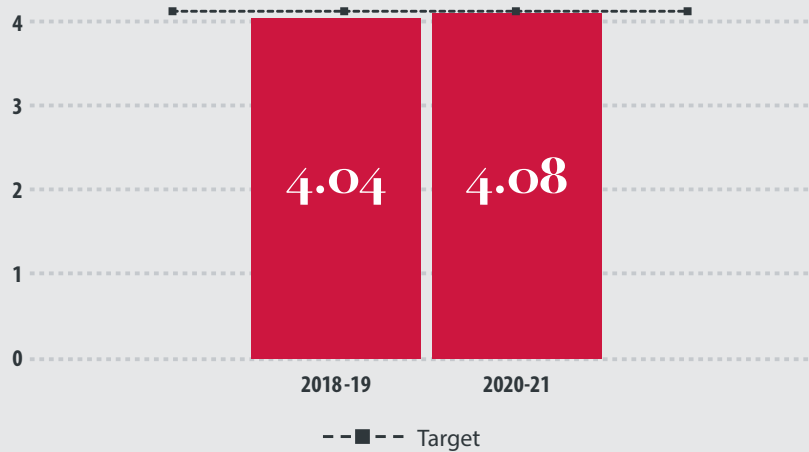
3.67

Average/Baseline

Rewarding and Inspirational Place to Work Metric

Campus Climate scores result from campus-wide participation in the PACE Climate Survey for Community Colleges. Each climate area score is calculated based on the Likert scale averages from the industry-normed survey instrument.

Campus Climate Scores from PACE - Student Focus



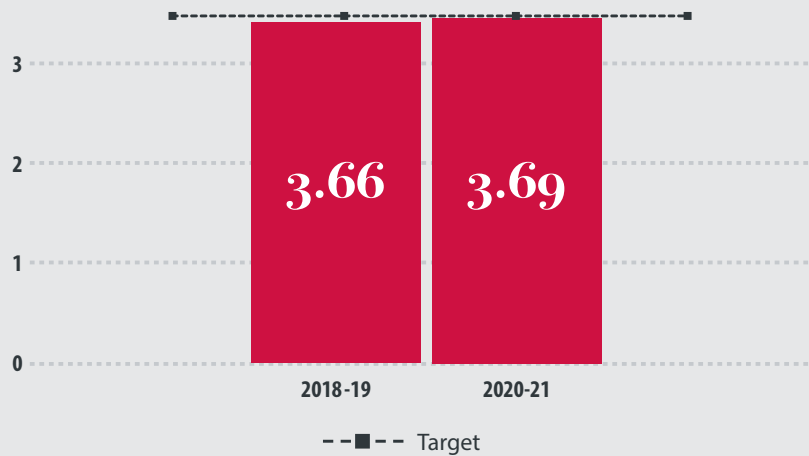
4.07

Average/Baseline

Rewarding and Inspirational Place to Work Metric

Campus Climate scores result from campus-wide participation in the PACE Climate Survey for Community Colleges. Each climate area score is calculated based on the Likert scale averages from the industry-normed survey instrument.

Campus Climate Scores from PACE - Supervisory Relationships



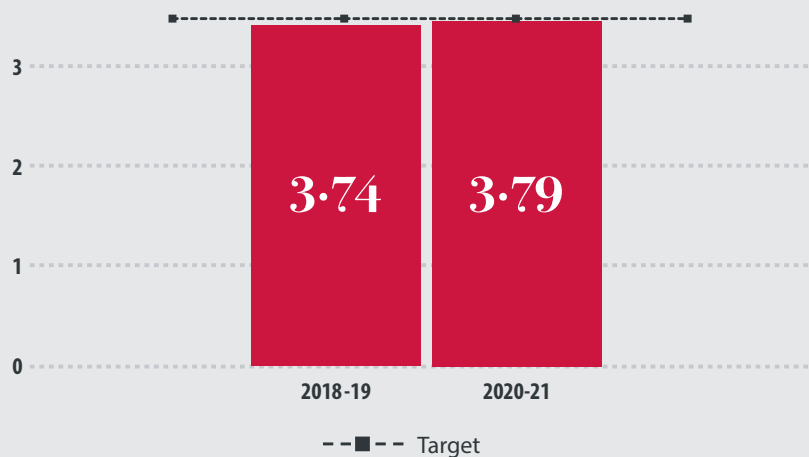
3.68

Average/Baseline

Rewarding and Inspirational Place to Work Metric

Campus Climate scores result from campus-wide participation in the PACE Climate Survey for Community Colleges. Each climate area score is calculated based on the Likert scale averages from the industry-normed survey instrument.

Campus Climate Scores from PACE - Teamwork



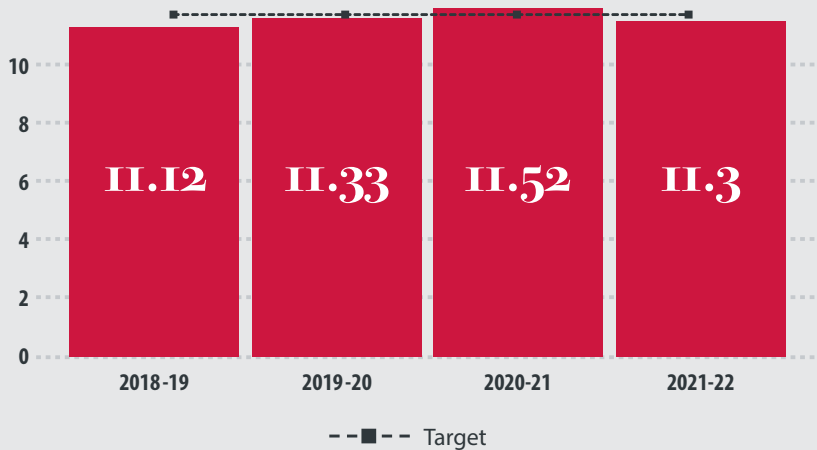
3.77

Average/Baseline

Rewarding and Inspirational Place to Work Metric

Campus Climate scores result from campus-wide participation in the PACE Climate Survey for Community Colleges. Each climate area score is calculated based on the Likert scale averages from the industry-normed survey instrument.

Average Time Stay (Years) - Regular Full-time Employees



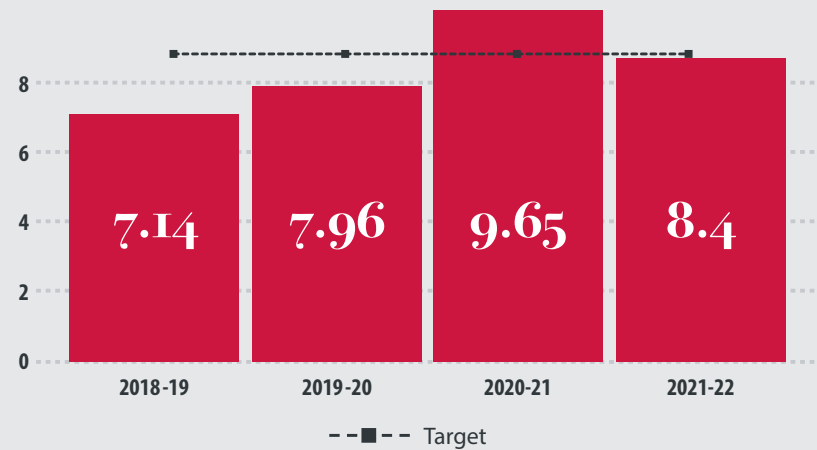
11.32

Average/Baseline

Rewarding and Inspirational Place to Work Metric

Average time stay is calculated as the total number of years employed divided by the total number of employees by fiscal year, and is further segmented by part-time and full-time status based on IRS guidelines.

Average Time Stay (Years) - Regular Part-time Employees



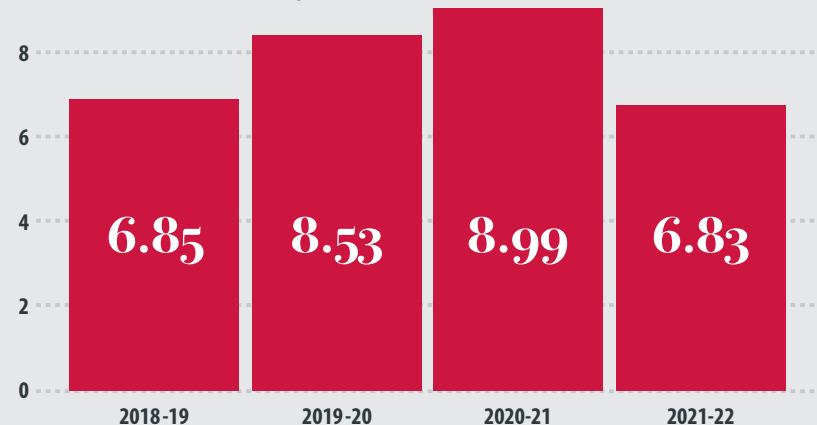
8.25

Average/Baseline

Rewarding and Inspirational Place to Work Metric

Average time stay is calculated as the total number of years employed divided by the total number of employees by fiscal year, and is further segmented by part-time and full-time status based on IRS guidelines.

Higher Learning Commission Composite Financial Index



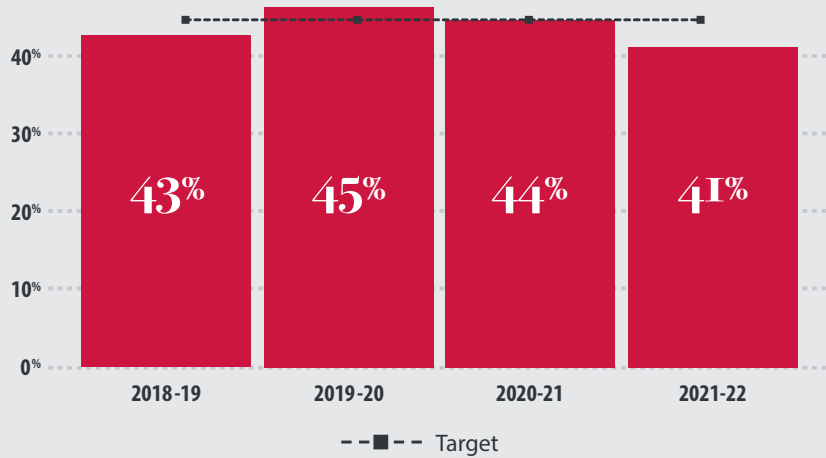
8.1

Average/Baseline

Effective Resource Management Metric

The Composite Financial Index (CFI) is an overall measure of institutional financial health which combines four core ratios: an institution's operating commitments (Primary Reserve Ratio) and outstanding long-term debt obligations (Viability Ratio) compared against its expendable wealth, and the ability of the institution on a short-term basis to live within its means (Net Operating Revenues Ratio) and to generate overall return against all net resources (Return on Net Assets Ratio). The three-to-five year target for the CFI is between 3.0 and 8.0.

Instructional Expenses as a Percentage of Total Expenditures



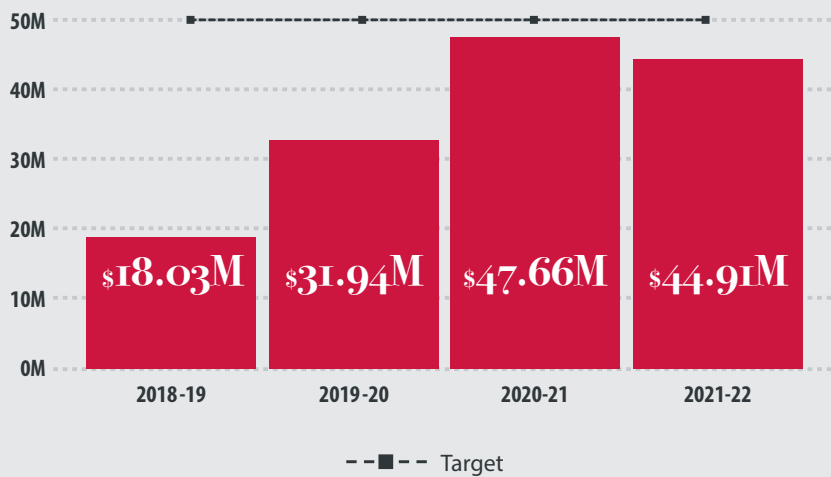
44%

Average/Baseline

Effective Resource Management Metric

Ratio of instructional expenses divided by total expenses (See IPEDS definition for instructional expenses). A functional expense category that includes expenses of the colleges, schools, departments, and other instructional divisions of the institution and expenses for departmental research and public service that are not separately budgeted. Includes general academic instruction, occupational and vocational instruction, community education, preparatory and adult basic education, and regular, special, and extension sessions. Also includes expenses for both credit and non-credit activities. Excludes expenses for academic administration where the primary function is administration (e.g., academic deans). Information technology expenses related to instructional activities if the institution separately budgets and expenses information technology resources are included (otherwise these expenses are included in academic support). Institutions include actual or allocated costs for operation and maintenance of plant, interest, and depreciation.

Foundation Total Assets



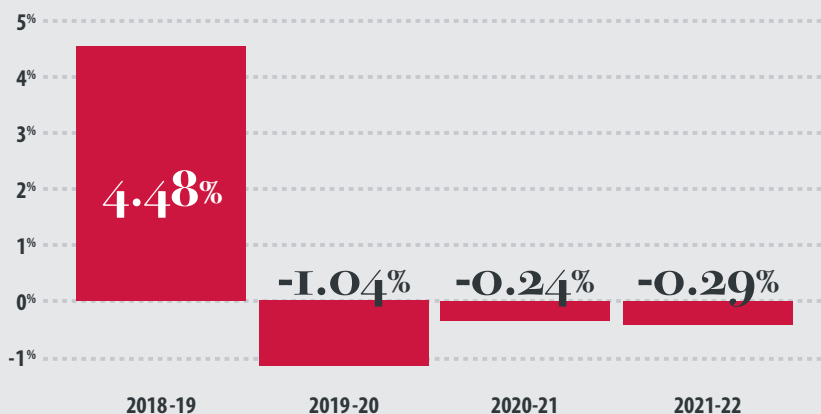
\$32.56M

Average/Baseline

Effective Resource Management Metric

Foundation total assets are derived from the audited financial report for the fiscal year.

Property Tax Asking



1.07%

Average/Baseline

Effective Resource Management Metric

Property tax asking is the percentage increase or decrease from the previous year of total property tax dollars levied by Northeast, which amount is a product of the property tax levy rate (established by Northeast) and the total property valuation in Northeast's 20-county service area. The three-to-five year target for property tax asking is less than 5%.

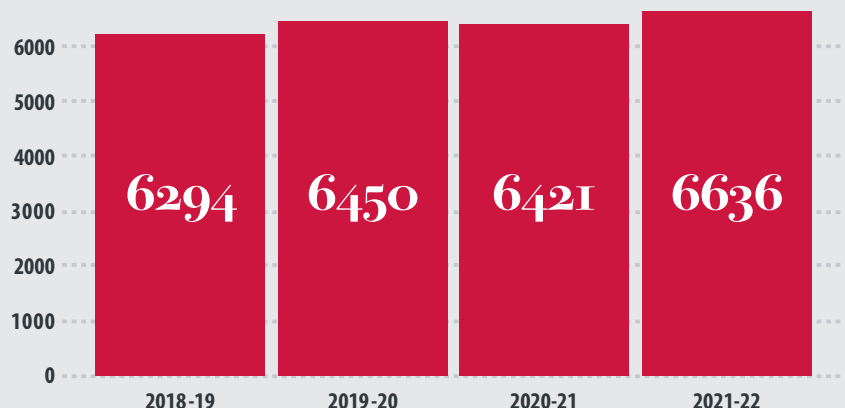
Unduplicated Credit Headcount

6388

Average/Baseline

Institutional Benchmarks - Headcounts

Unduplicated credit headcount is the total number of individual students enrolled in credit courses by academic year. Students may be enrolled in one or more credit courses, but they are only counted once.



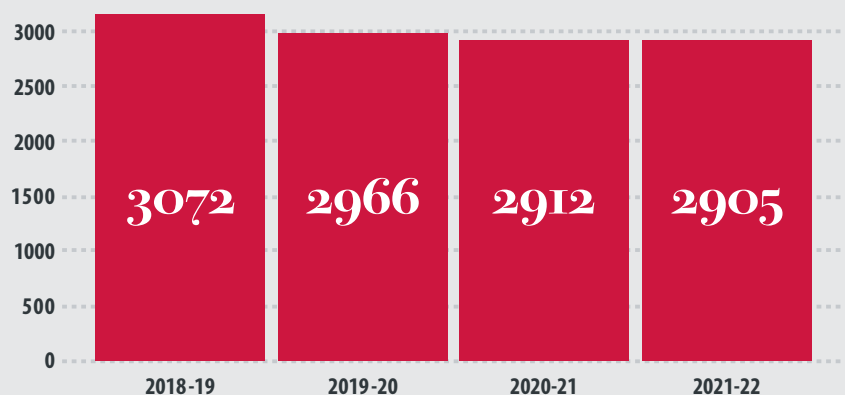
Unduplicated Credit, Degree-seeking Headcount

2983

Average/Baseline

Institutional Benchmarks - Headcounts

Unduplicated credit, degree-seeking headcount is the total number of individual degree-seeking students enrolled in credit courses by academic year. Students may be enrolled in one or more credit courses, but they are only counted once.



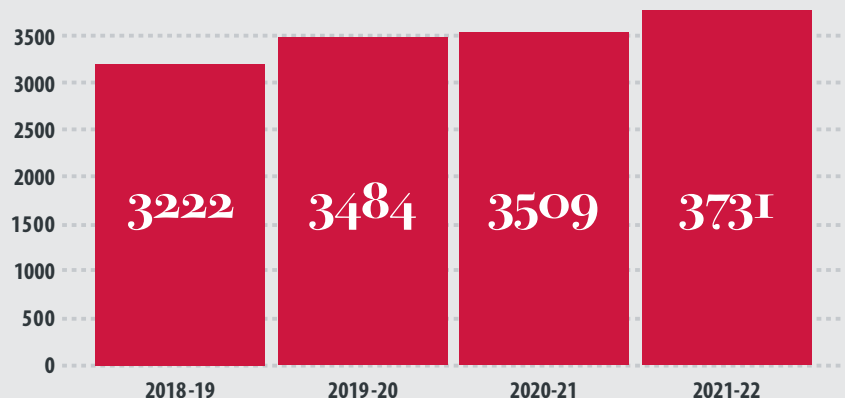
Unduplicated Credit, Non-degree Seeking Headcount

3405

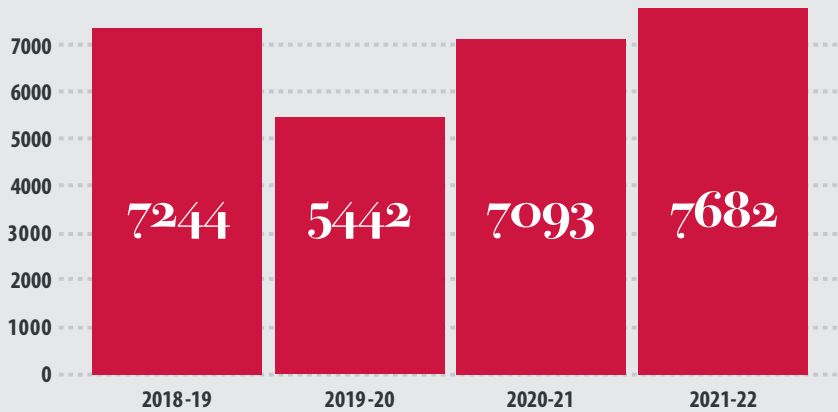
Average/Baseline

Institutional Benchmarks - Headcounts

Unduplicated credit, non-degree seeking headcount is the total number of individual non-degree seeking students enrolled in credit courses by academic year. Students may be enrolled in one or more credit courses, but they are only counted once.



Unduplicated Noncredit Headcount



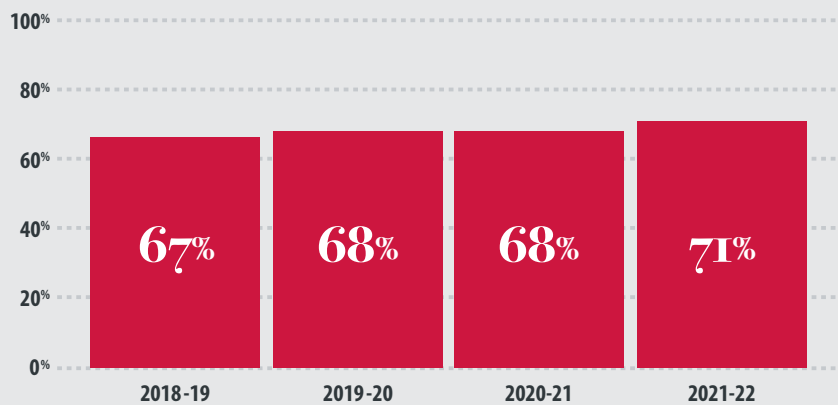
6593

Average/Baseline

Institutional Benchmarks - Headcounts

Unduplicated noncredit headcount is the total number of individual students enrolled in noncredit courses by academic year. Students may be enrolled in one or more credit or noncredit courses, but they are only counted once.

Fall-to-Fall Retention Rate (Full-time; IPEDS)



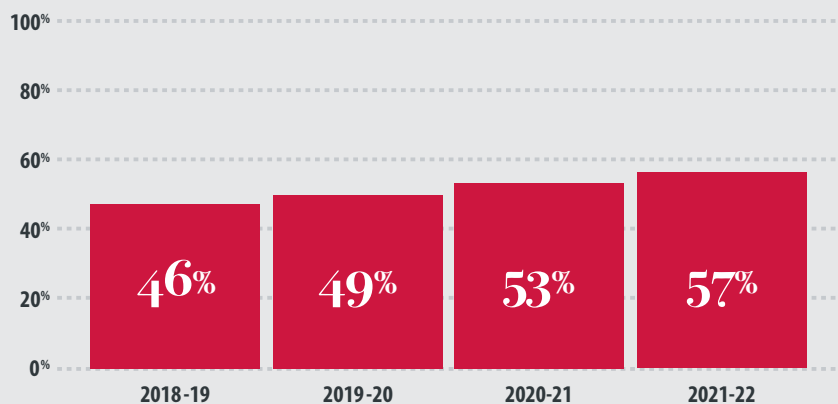
68%

Average/Baseline

Institutional Benchmarks - Progression

The fall-to-fall retention rate is calculated as the total number of full-time students persisting in enrollment from the fall semester or completing the program by the subsequent fall semester divided by the cohort of students enrolled in the fall semester, adjusted for various exclusions.

Six-year Graduation Rate (Full-time; IPEDS)



49%

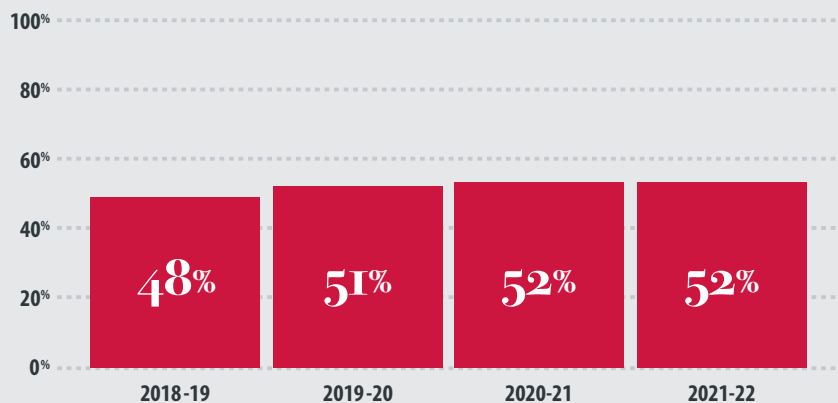
Average/Baseline

Institutional Benchmarks - Progression

The six-year graduation rate is calculated as the total number of full-time students completing a program within six years divided by the total students in the cohort, adjusted for various exclusions.



Three-year Graduation Rate (Full-time; IPEDS)



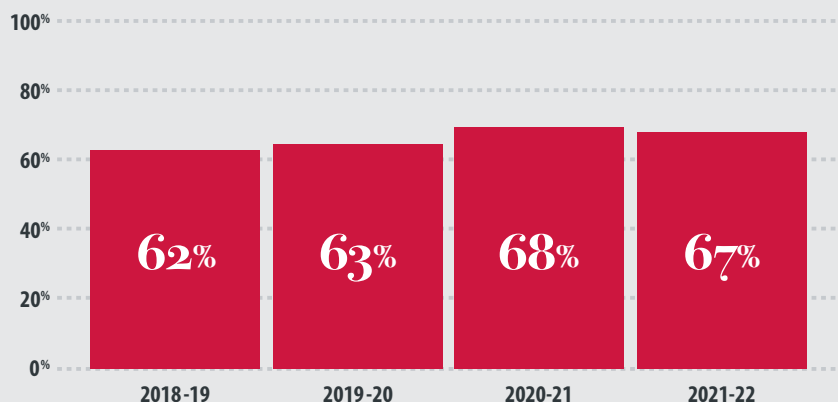
50%

Average/Baseline

Institutional Benchmarks - Progression

The three-year graduation rate is calculated as the total number of full-time students completing a program within three years divided by the total students in the cohort, adjusted for various exclusions.

Three-year Success Rate (Transfer and/or Graduation; Full-time; IPEDS)



64%

Average/Baseline

Institutional Benchmarks - Progression

The three-year success rate is calculated as the total number of full-time students completing a program or transferring to another institution within three years divided by the total students in the cohort, adjusted for various exclusions.

ACCOMPLISHMENTS

At Northeast, our student outcomes are incredible. By addressing the needs of the 20-county service area with programs and services, Northeast supports the success of our graduates, the workforce, and the economy of our region. Accomplishments related to the priorities represent the College's dedication to realize our vision and empower every person in our region to achieve their academic and workforce development goals.

Student Pathways to Success

The TRIO Student Support Services Program partnered with Calmwater Financial to offer 76 TRIO students both group and individual financial education and planning.

13,585 students attended 89 programs offered by Student Activities – the highest engagement to date! This included Hearts are Wild, a Vegas-themed prom, with 246 students attending - many who missed their high school prom due to the pandemic.

The Becoming a Hawk program was launched which ensures students integrate into the culture of college through New Student Registration sessions, Hawk Help Days, and move-in day for residence halls among other activities. Fall Orientation was moved from Sunday to Friday with 746 new freshmen attending in Fall 2021 resulting in the largest participation in the event.

Northeast joined a national effort to support student well-being and mental health by becoming a JED Campus.

In Fall 2021, there were 27 new international students and 30 returning resulting in the largest population of international students to date!

National Association of Colleges and Employers (NACE) Career Coaching Intensive Training was provided to 37 employees.

613 students participated in student clubs including three new clubs for Ag Business, Media Arts, and E-Sports.

88 programs with 862 attendees were held for on-campus housing students focused on residence life core areas of personal development, academic success, social engagement, and global perspectives.

A frisbee golf course was installed on the Norfolk campus, led by the Student Leadership Association.

Advising 360 was launched which provides a single view for student information.

The Hawk Shop transitioned to an in-store textbook rental program which reduces rental pricing to students and provides additional options for utilization of digital content.

On-campus housing residents knew their room placements before New Student Registration for the first time through the adoption of housing occupancy software.

Mandatory advising was expanded to include Applied Technology students and ensures that all degree-seeking freshman have a first-year advisor.

Financial Aid increased access to scholarships through the implementation of a rolling scholarship deadline. An additional 303 students completed scholarship applications after the priority deadline. As a result, the number of scholarship applications grew by 37.7% over the previous year resulting in 1106 applications.

5082 tutoring sessions were held in 2021-22.

Northeast earned the Military Friendly Designation for 2021-22 for its work assisting current members of the military and military veterans in their pursuit of higher education.

A self-scheduling calendar for personal campus tours was created for prospective students and their families, bilingual/Spanish tours were offered by bilingual student ambassadors, and personalized next steps welcome sheets were created which help prospective students and families better understand where the student is in the intake process.

The Nebraska Career Scholarship was launched providing up to \$5,000 per year in addition to other financial aid for students enrolling in high-demand, high-wage careers.

Women's soccer won the Region XI and Plains District Championships.

The men's golf team made it to the NJCAA DII National Tournament for the first time in more than 10 years.

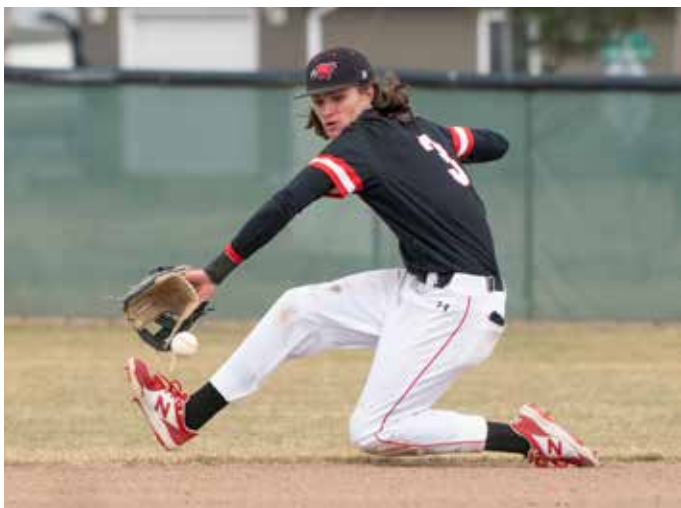
The baseball team broke the school record for most wins in a season (39).

All athletic teams (8) were named Academic Teams of the Year by the National Junior College Athletic Association by having a team GPA of 3.0 or higher.

Excellence and Innovation in Educational Programs

Northeast students earned 56 medals at the 2022 SkillsUSA Nebraska State Leadership and Skills Conference and 15 medals were earned at the 58th annual SkillsUSA National Conference.

48 employers and approximately 143 students participated in the annual Part-Time Job Fair. 358 students and 90 employers participated in the Spring Career Fair.



142 students qualified for membership into the Phi Theta Kappa, Tau Chi chapter, an international academic honor society for two-year colleges. Since the installation in 1996, roughly 3,300 students have been inducted. Four of these students were named to the 2022 All-Nebraska Academic Team honoring students for academic achievement, leadership, and service.

Embedded librarianship reached 19% more students than previous years exposing more students to resources and training materials provided by the library.

Criminal Justice co-sponsored the inaugural 2022 Family Violence Summit in collaboration with Faith Regional Health Services and Behavioral Health Specialists to provide professional development for current practitioners and students.

An additional truck driving trainer was hired to meet industry demand which enabled credit hour production to increase by 35.7%.

Northeast Agriculture students placed 2nd at the 2022 NACTA Judging Conference.

Phi Beta Lambda students earned 27 awards at the 2022 Nebraska State Leadership Conference.

"Backyard Farmer," a Nebraska Public Media program, was hosted at the Northeast campus for a live taping that aired in June 2022.

Thirty students participated in international travel experiences in the United Kingdom and Ireland.

The Business program collaborated with Gallup and the University of Nebraska-Lincoln to integrate Clifton Strengths into curriculum.

NCLEX-PN (Practical Nurse) pass rate was 100% and NCLEX-RN (Registered Nurse) pass rate was 97.22% for 2021 graduates.

General Education Goals were revised to include stewardship, reasoning, communication, and relational perspective.

Thirteen Pathways-2-Tomorrow students qualified for the Health Occupations Students of America (HOSA) International Leadership Conference.

1,109 industry recognized credentials were awarded through Applied Technology programs, the highest number of credentials awarded to date.

The National Coalition of Certification Centers (NC3) recognized Northeast Communi-

ty College for its School on the Rise award for consistent growth in issuing certifications since joining the NC3 network; as well as demonstrating innovative CTE initiatives and programs to support students and the service area.

A Memorandum of Agreement that creates the Associate of Applied Science (AAS)/Bachelor of Science (BS) Technology program was signed with Wayne State College. It allows graduates who complete their associate degrees at Northeast Community College to transfer academic credits to Wayne State College to study industrial technology and earn a bachelor's degree.

The Precision Agriculture program utilized a multi-hybrid planter built in a precision hardware course to plant a design of a Hawk on a soybean field.

The Northeast Nebraska Agriculture and Natural Resources Education Compact was expanded to now include more than 20 school districts and all regional institutions of higher education to use resources and promote collaboration to boost ag education and strengthen academic transfer processes.

Student assessment of instruction (Course Survey 1.0) was

launched for every course beginning in spring 2022 to allow for accessible student assessment feedback via dashboards.

Early College enrollment increased to 1,658 unduplicated students in 2021-22 to mark the largest enrollment to date.

New programs were developed to include Health Information Management (Certificate and Diploma), Music Theatre Associate of Arts concentration, and Personal Training Diploma.

Workforce Partners, a leadership program for cohorts of small businesses, was successfully launched for the first time in the Hartington area. Programs are also offered in Norfolk; O'Neill; and Keya Paha, Brown, and Rock counties.

A Family Literacy Program was launched in O'Neill.

Northeast partnered with Rock County High School to develop an internship program with 11 students participating in the first year.

An Integrated Education and Training (IET) program was launched for the CDL training course.



61 industrial maintenance workers were upskilled over the course of four months, increasing their earnings, and adding valuable skills to the workforce.

National Science Foundation Grant: advancing tools of precision agriculture in the field of agriculture.

U.S. Department of Labor Apprenticeship Building America Grant: strengthening Registered Apprenticeship Program in partnership with Central and Southeast Community Colleges.

USDA National Institute of Food and Agriculture Grant: expanding the vet tech program with added faculty and outreach work with high school students.

Natural Resources Conservation Service Agreement: conducting urban farm applied research.

National Endowment for the Arts Grant: Big Read series of public events.

USDA Rural Development Grant: purchased a simulator for use in backhoe/excavator training, specifically for small businesses.

Rewarding and Inspirational Place to Work

Forty-five employees participated in volunteer work, for a total of 308 hours.

Northeast Community College was named Ag Business of the Year by the Norfolk and Madison Chambers.

Four representatives of Northeast were named to the Top 20 Under 40 as young professionals growing and excelling in their fields.

Representatives from Northeast participated in Leadership Norfolk (Cori Lamm and Shubha Krishnamurthy),

Leadership Nebraska (Dr. Tracy Kruse), and Nebraska LEAD (Leadership Education/Action Development) (Dr. Trentee Bush). President Barrett was selected to participate in 2021-2022 Aspen New Presidents Fellowship and received the Phi Theta Kappa Paragon President Award.

Dr. Cyndi Hanson was recognized as a Siouxland Key Leader by the Sioux City Chamber.

Joni Cassidy was selected as president for the Nebraska Association of Collegiate Registrars and Admissions Officers (NACRAO).

Northeast marketing and public relations departments earned eight awards from the National Council for Marketing and Public Relations for excellence in two-year college communications. District 5 Pacesetter and Communicator of the Year awards were also earned.

Lisa Guenther (Full-time Faculty), Robert Stout (Part-time Faculty), Ed Lewis (Professional Managerial), and Erika Rupprecht (Classified Staff) were the US Bank Great Performer Award recipients in 2022.

Women's soccer head coach Chad Miller was named ICCAC Coach of the Year.

Employee turnover rate at Northeast was 5%, which is below the national average of 37%.

A successful Multi-Location Visit, an accreditation requirement for institutions with three or more off-campus additional locations, took place in April of 2022 at the West Point and South Sioux City campuses.

Northeast's Quality Initiative, Building Capacity for Guided Pathways, was accepted by the Higher Learning Commission.





196 employees participated in shared governance activities through committees.

The faculty onboarding experience was enhanced by assigning mentors in academic divisions.

Effective Resource Management

Time required to fill open positions was reduced by 20%.

College-wide contract approval procedure was developed.

Eight dashboards were developed to increase data access and transparency.

Employee chat service transitioned from Jabber to Microsoft Teams.

All students and employees were successfully enrolled in Multi-Factor Authentication (MFA).

Northeast was awarded 24 grants totaling \$3,654,719 in 2021-2022. An additional 25 grants valued at \$9,291,961 were continued.

Maintained technology contract renewals at 5.4% average increase, which is below the goal of 8%.

Administrative Assessment was launched.

Third-party calling service was implemented to reduce after hours support through the Service Center.

Data Literacy Campaign was launched to foster a culture of data-informed decision making.

Technology Services developed a strategic plan to align their work with College's priorities and guided pathways.

Upgrades to Banner 9 Self Service were launched for the General Module (Communications Manager, Personal Information, Direct Deposit, and extensibility tools (Page Builder, Theme Editor)); Finance Module; and Student

Module (Financial Aid, Accounts Receivable, Student Profile, and Advising 360).

True Dialog, a texting service, was launched in 2022 allowing Northeast to communicate with current and prospective students via text message.

Reallocation of college general operating expenses provided for additional opportunities for equipment purchases to support educational services and a Career Education and Outreach Coordinator position was funded to provide support and guidance to prospective and current students for the purpose of increasing knowledge and confidence levels regarding major and career choices.

A

Annual Degrees and Certificates Awarded

Annual degrees and certificates conferred are summarized and displayed by academic year.

Annual Federal Grants Expended

Total federal grants expended are calculated by academic year and include all federal grants, with the exception of federal financial aid.

Annual Total Foundation Scholarship Amount Awarded

The annual total foundation scholarship amount awarded is the total of all scholarship dollar amounts awarded each fiscal year, excluding college scholarships i.e., tuition waivers and outside scholarships.

Application Matriculation

The application matriculation yield rate is calculated as the ratio of students that matriculate from application to enrollment and includes freshmen students by academic year.

Average Dollar Amount Awarded per Scholarship

The average dollar amount awarded per scholarship is calculated as the total scholarship amounts awarded divided by the total number of student recipients within the academic year.

Average Time Stay: Regular Full-time Employees and Regular Part-time Employees

Average time stay is calculated as the total number of years employed divided by the total number of employees by fiscal year and is further segmented by part-time and full-time status based on IRS guidelines.

C

Campus Climate Scores from PACE: Overall, Institutional Structure, Student Focus, Supervisory Relationships, and Teamwork

Campus Climate scores result from campus-wide participation in the PACE Climate Survey for Community Colleges. Each climate area score is calculated based on the Likert scale averages from the industry-normed survey instrument.

College-level Credit Success Rate in the First Year

The college-level credit success rate in the first year is calculated as the ratio of successfully completed credit hours (with an A/B/C/P grade) to the total attempted credits hours post-drop/add period. The cohorts are developed for the Voluntary Framework of Accountability submission and represent students who first enrolled at Northeast the preceding fall of each academic year. The cohort includes students entering and enrolled in credit including both full-time and part-time, degree and non-degree, and transfer and first-time in college. The cohort excludes students exclusively enrolled in ESL and high school students dually enrolled and does not include developmental course credit hours.

Completed 12 or More College-level Credits in the First Semester

Percentage of the student cohort that successfully complete 12 or more credits in the first semester (with an A/B/C/P grade). The cohorts are developed for the Voluntary Framework of Accountability submission and represent students who first enrolled at Northeast the preceding fall of each academic year. The cohort includes students entering and enrolled in credit or developmental education courses including both full-time and

part-time, degree and non-degree, and transfer and first-time in college. The cohort excludes students exclusively enrolled in ESL and high school students dually enrolled.

Completed 24 or More College-level Credits in the First Year

Percentage of the student cohort that successfully complete 24 or more credits in the first year (with an A/B/C/P grade). The cohorts are developed for the Voluntary Framework of Accountability submission and represent students who first enrolled at Northeast the preceding fall of each academic year. The cohort includes students entering and enrolled in credit or developmental education courses including both full-time and part-time, degree and non-degree, and transfer and first-time in college. The cohort excludes students exclusively enrolled in ESL and high school students dually enrolled.

Continuing Education Participation Rate in the Service Area

The participation rate in the service area is calculated as a ratio of the total headcount of students enrolled in continuing education in the 20-county service area to the total number of residents in the 20-county service area by academic year.

D

Dual Credit Matriculation to Northeast

Dual credit matriculation is percentage of dual credit participation with subsequent fall enrollment at Northeast through the census date.

Dual Credit Student Participation

Dual credit participation is the total headcount of students participating in dual credit courses in the academic year (includes both in person and online).

E

Employer Satisfaction with Graduates

The employer satisfaction with graduates data is collected through the annual Employer Survey sent to employers of Northeast graduates from the prior academic year. The employer satisfaction percentage is calculated with respect to the employers' responses to rate Northeast graduates based on overall job preparation.

F

Fall-to-Fall Retention Rate (Full-time; IPEDS)

The fall-to-fall retention rate is calculated as the total number of full-time students persisting in enrollment from the fall semester or completing the program by the subsequent fall semester divided by the cohort of students enrolled in the fall semester, adjusted for various exclusions.

Fall-to-Spring Persistence in the First Year

The fall-to-spring persistence rate is calculated as the total students persisting in enrollment from the fall semester to the subsequent spring semester divided by the cohort of students enrolled in the fall semester. The cohorts are developed for the Voluntary Framework of Accountability submission and represent students who first enrolled at Northeast the preceding fall of each academic year. The cohort includes students entering and enrolled in credit including both full-time and part-time, degree and non-degree, and transfer and first-time in college.

Foundation Total Assets

Foundation total assets are derived from the audited financial report for the fiscal year.

G

Gateway Course Momentum: Completed Both College-level English and Math in the First Year

Gateway course momentum is calculated as the percentage of students that successfully completed college level English and Math in their first year (with A/B/C/P grade). The cohorts are developed for the Voluntary Framework of Accountability submission and represent students who first enrolled at Northeast the preceding fall of each academic year. The cohort includes students entering and enrolled in credit including both full-time and part-time, degree and non-degree, and transfer and first-time in college.

Graduates Employed in 20-County Service Area

Graduates employed in the 20-county service area is the percentage of students completing a program within the academic year who reported employment in the 20-county service area, post-program completion.

Graduates Employed in Jobs Related to the Program

Employed in jobs related to the program is the percentage of students completing a program within the academic year who reported employment related to the program of completion.

Graduates Employed or Continuing Education

Graduates employed or continuing education is the percentage of students completing a program within the academic year who reported employment or continued education, post-program completion.

H

Higher Learning Commission Composite Financial Index

The Composite Financial Index is an overall measure of institutional financial health which combines four core ratios: an institution's operating commitments (Primary Reserve Ratio) and outstanding long-term debt obligations (Viability Ratio) compared against its expendable wealth, and the ability of the institution on a short-term basis to live within its means (Net Operating Revenues Ratio) and to generate overall return against all net resources (Return on Net Assets Ratio).

I

Instructional Expenses as a Percentage of Total Expenditures

A functional expense category that includes expenses of the colleges, schools, departments, and other instructional divisions of the institution and expenses for departmental research and public service that are not separately budgeted. Includes general academic instruction, occupational and vocational instruction, community education, preparatory and adult basic education, and regular, special, and extension sessions. Also includes expenses for both credit and non-credit activities. Excludes expenses for academic administration where the primary function is administration (e.g., academic deans). Information technology expenses related to instructional activities if the institution separately budgets and expenses information technology resources are included (otherwise these expenses are included in academic support). Institutions include actual or allocated costs for operation and maintenance of plant, interest, and depreciation.

L

Licensure and Certification Pass Rate

The overall licensure and certification pass rate is calculated as the percentage of the cohort with reported licensure or certification success. The calculation includes Nurse Aide, Med Aide, Food Service, LPN, RN, Paramedic, PTA, and Vet Tech.

P

Property Tax Asking (Increase/Decrease)

Property tax asking is the percentage increase or decrease from the previous year of total property tax dollars levied by Northeast, which amount is a product of the property tax levy rate (established by Northeast) and the total property valuation in Northeast's 20-county service area.

S

Six-Year Graduation Rate (Full-time; IPEDS)

The six-year graduation rate is calculated as the total number of full-time students completing a program within six years divided by the total students in the cohort, adjusted for various exclusions.

T

Three-Year Graduation Rate (Full-time; IPEDS)

The three-year graduation rate is calculated as the total number of full-time students completing a program within three years divided by the total students in the cohort, adjusted for various exclusions.

Three-Year Success Rate (Transfer and/or Graduation; Full-time; IPEDS)

The three-year success rate is calculated as the total number of full-time students completing a program or transferring to another institution within three years divided by the total students in the cohort, adjusted for various exclusions.

U

Unduplicated Credit Headcount

Unduplicated credit headcount is the total number of individual students enrolled in credit courses by academic year. Students may be enrolled in one or more credit courses, but they are only counted once.

Unduplicated Credit, Degree-Seeking Headcount

Unduplicated credit, degree-seeking headcount is the total number of individual degree-seeking students enrolled in credit courses by academic year. Students may be enrolled in one or more credit courses, but they are only counted once.

Unduplicated Credit, Non-Degree Seeking Headcount

Unduplicated credit, non-degree seeking headcount is the total number of individual non-degree seeking students enrolled in credit courses by academic year. Students may be enrolled in one or more credit courses, but they are only counted once.

Unduplicated Noncredit Headcount

Unduplicated noncredit headcount is the total number of individual students enrolled in noncredit courses by academic year. Students may be enrolled in one or more credit or noncredit courses, but they are only counted once.



Envision what we can
accomplish when we are
all inspired, challenged,
and working together.

NORTHEAST.EDU