



# *RHODES STATE COLLEGE REPORT CARD*

***Fall 2021 – Spring 2025***

*Revised: December 18, 2025*

Offices of  
Institutional  
Effectiveness  
Planning &  
Institutional  
Research

## Mission Criteria & Key Performance Indicators (KPIs) 2021 – 2025 Report

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## Summary

Rhodes State College's five (5) Mission Criteria and the associated 18 Key Performance Indicators (KPI) are the means by which the College measures its success and impact on Institutional Effectiveness. Outlined below is the data and analysis for **Fall 2021 to Spring 2025**.

### **Criterion 1 – Access**

*Access* provides an equitable pathway to educational services and academic programs for students with diverse socioeconomic, academic, and cultural backgrounds enabling entry to the College, unimpeded by institutional barriers.

### **Criterion 2 – Student Progress**

*Student Progress* is facilitated both in and outside of the classroom by engaging students in equitable and meaningful student development and learning opportunities. It is observable movement, for students of diverse backgrounds.

### **Criterion 3 – Learning Competencies**

*Learning Competencies* are designed to facilitate learning both in and outside the classroom, developing students' general education competencies and discipline-specific skills and abilities. The essential knowledge, skills, and abilities, across the institution, throughout academic program curriculum, and within courses are designed to facilitate learning required to achieve an acceptable level of performance.

### **Criterion 4 – Satisfaction & Talent**

*Satisfaction and talent* is established through a commitment to the public good and encompasses satisfactorily serving the needs of internal and external stakeholders. Student, employee, and employer satisfaction is established through a commitment to continuous improvement of the College's talent pool as well as internal and external compliance.

### **Criterion 5 – Fiscal Responsiveness**

Fiscal Responsiveness ensures both the availability of resources to meet the current and emerging educational needs of stakeholders, and the economic and social wellbeing of the communities served.

## KPI 1: Proportional Enrollment

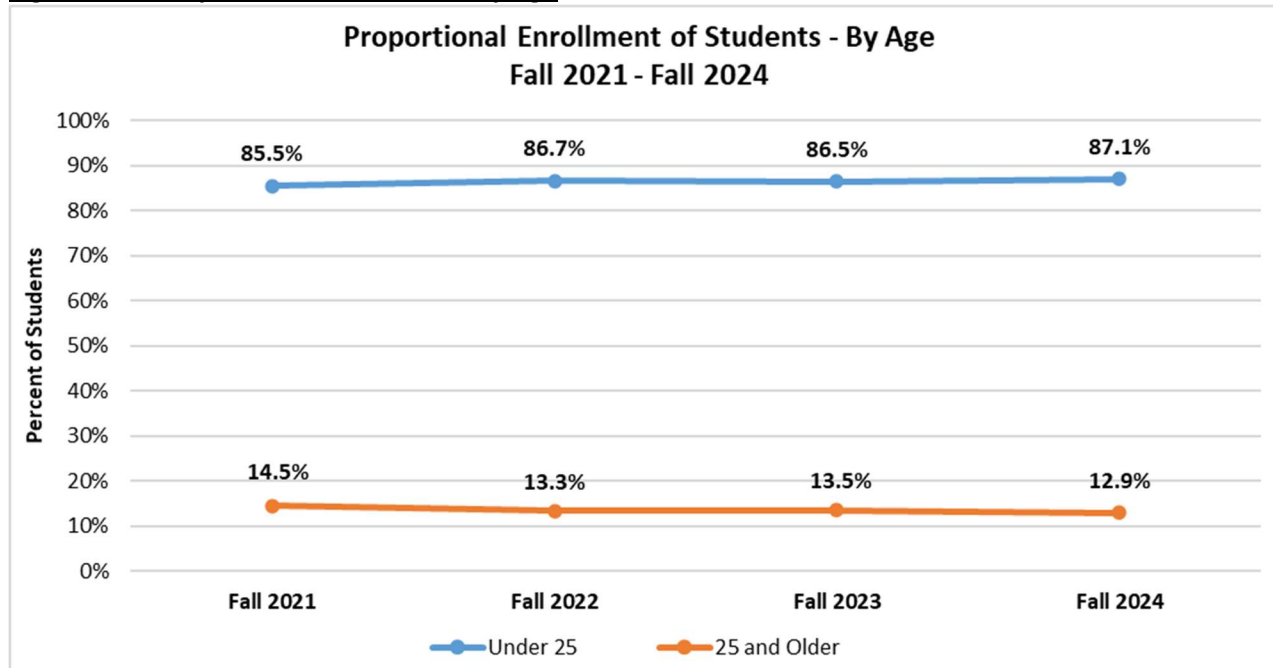
### Definition

The participation rate of students, enrolled on the 15<sup>th</sup> day, over time.

### Findings: Age Segment

After a decline in Fall 2023 the enrollment of students under the age of 25 has resumed rising while the enrollment of students 25 years and older has declined (Figure 1.1).

**Figure 1.1 – Proportional Enrollment - by Age**



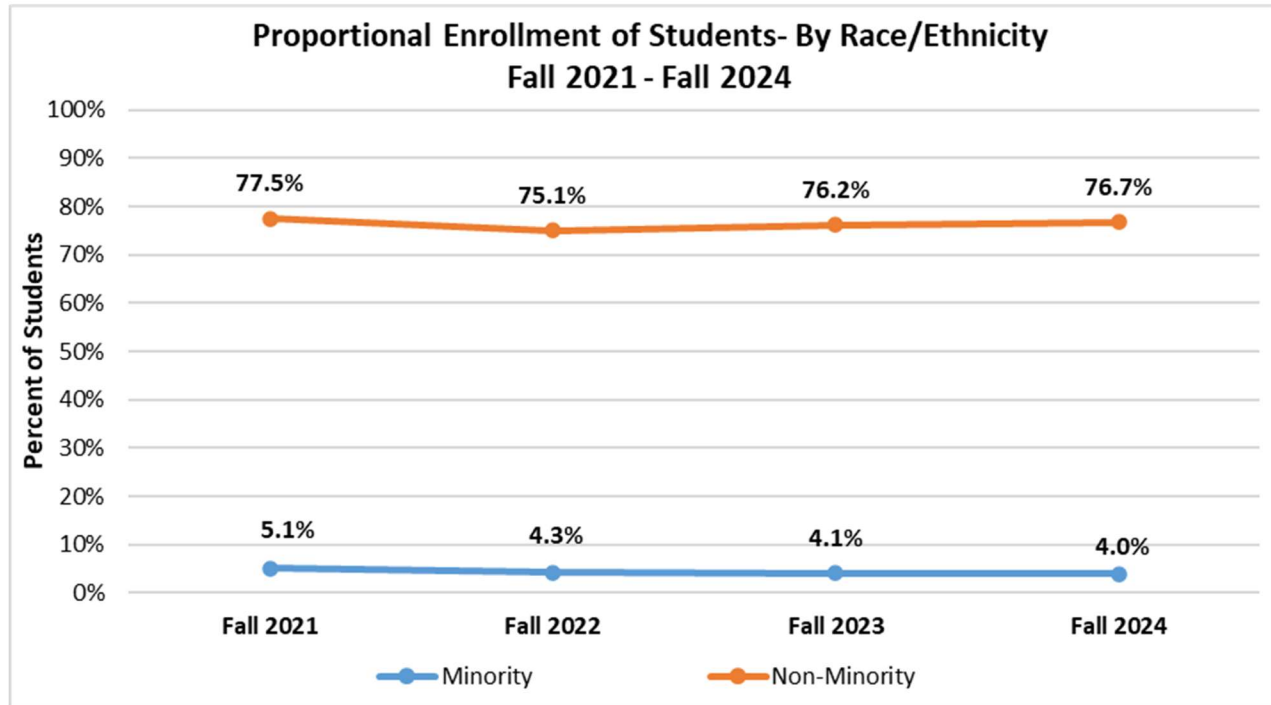
**Source:** NCES IPEDS- Compare Institutions Report Fall Enrollment 2021-2024

**Notes:** CCP Students are counted in the Fall Enrollment data.

### Findings: Race/Ethnicity Segment

Since Fall 2021, RSC's proportion of minority student enrollment has decreased while the proportion of Non-Minority students has continued to rise since Fall 2022 (Figure 1.2).

**Figure 1.2 – Proportional Enrollment – Race/Ethnicity**



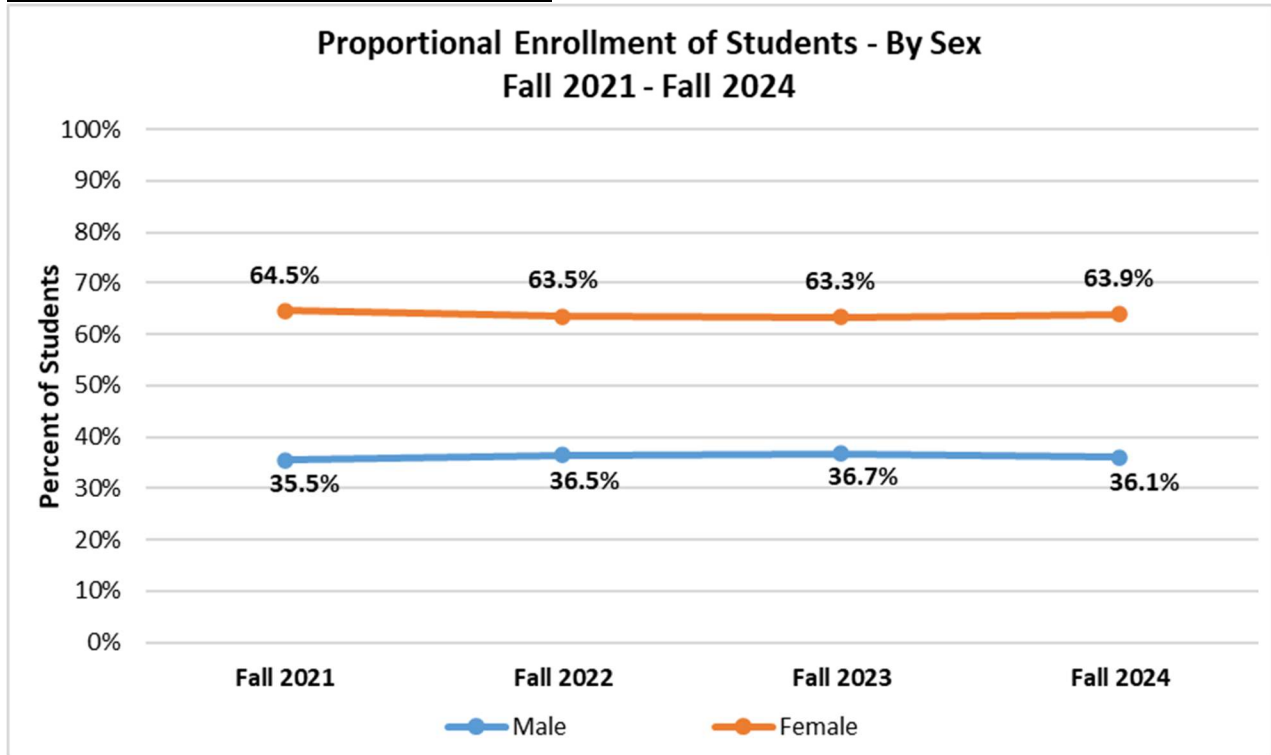
**Source:** NCES IPEDS- Compare Institutions Report Fall Enrollment 2021-2024

**Notes:** CCP Students are counted in the Fall Enrollment data. Minority students, as defined by SSI, are those that report their races as: Black, Hispanic, or Native American. Race/Ethnicity Unknown and Two or More races are categories that comprise a third Subgroup that is not displayed in this data.

### Findings: Sex Segment

Beginning in Fall 2021, the proportion of Female students at RSC declined until Fall 2023 then rose to Fall 2024, with the Male proportion of students followed the opposite pattern (Figure 1.3).

**Figure 1.3 - Proportional Enrollment – By Sex**



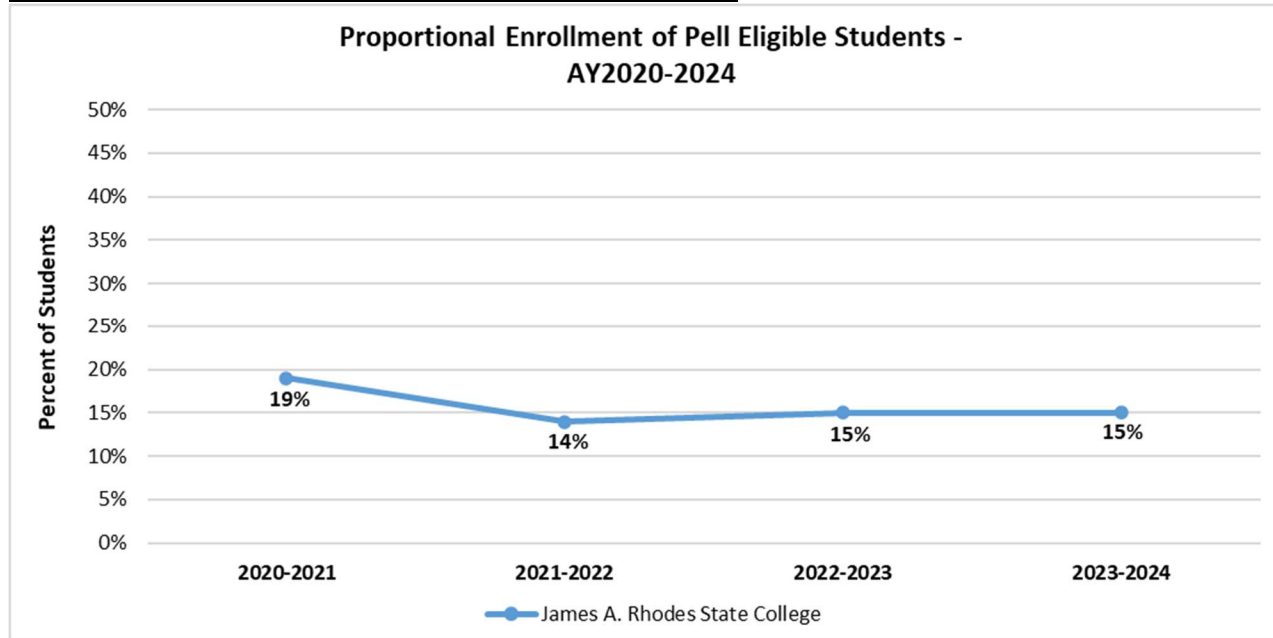
**Source:** NCES IPEDS- Compare Institutions Report Fall Enrollment 2021-2024

**Notes:** CCP Students are counted in the Fall Enrollment data.

### Finding: Socioeconomic Status Segment

After declining from the 2020-2021 Academic Year to the 2021-2022 Academic Year, the proportion of Pell Eligible students has shown a slow increase (Figure 1.4).

**Figure 1.4 – Proportional Enrollment - Pell Eligible Subgroup**



**Source:** NCES IPEDS- Compare Institutions Report Fall Enrollment 2021-2024

**Note:** Only Pell Eligible student data is reported from IPEDS, therefore, the percent of Non-Pell eligible students cannot be confirmed or reported.

## KPI 2: Proportional Retention

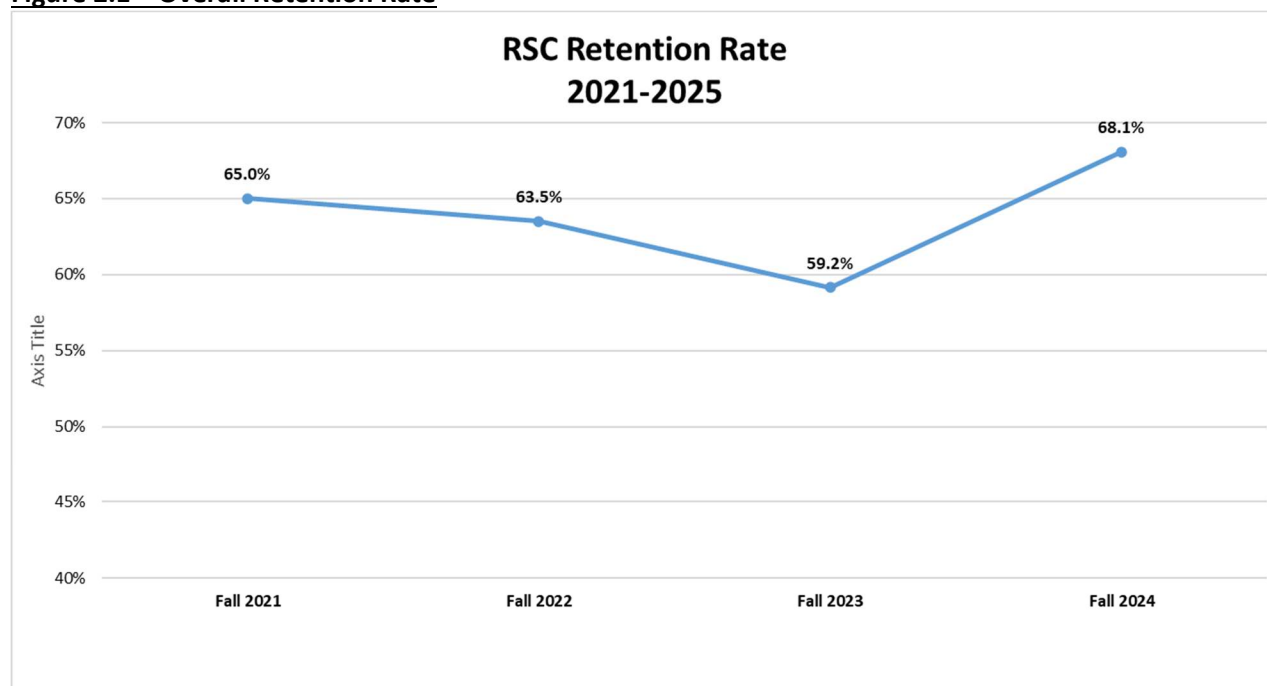
### Definition

The rate of first-time, traditional students, enrolled on the 15<sup>th</sup> day of fall semester who return and are enrolled on the 15<sup>th</sup> day of the subsequent fall semester.

### Findings (Age, Race/Ethnicity, Gender, Socioeconomic Status Segments):

RSC's overall retention rate declined from Fall 2021 to Fall 2023, then rose in Fall 2024 (Figure 2.1). Within RSC, the retention rate of students under the age of 25 is higher than that of adult students (≥25 years) and rose from Fall 2021 to Fall 2022, fell slightly in Fall 2023, then continued to rise in Fall 2024. Conversely, the retention rate of adult students decreased from Fall 2021 to Fall 2022, rose in Fall 2023 and Fall 2024 (Figure 2.2). The retention rate for minority students decreased from Fall 2021 to Fall 2023, then rose in Fall 2024 but remained below that of non-minority students which increased during the same timeframe with a slight decrease in Fall 2023 (Figure 2.3). While Female retention has risen and fallen every other year since Fall 2021, the retention rate of male students has increased consistently (Figure 2.4). Both the retention rate of Non-Pell eligible and Pell eligible students increased from Fall 2023 to Fall 2024 (Figure 2.5).

**Figure 2.1 – Overall Retention Rate**

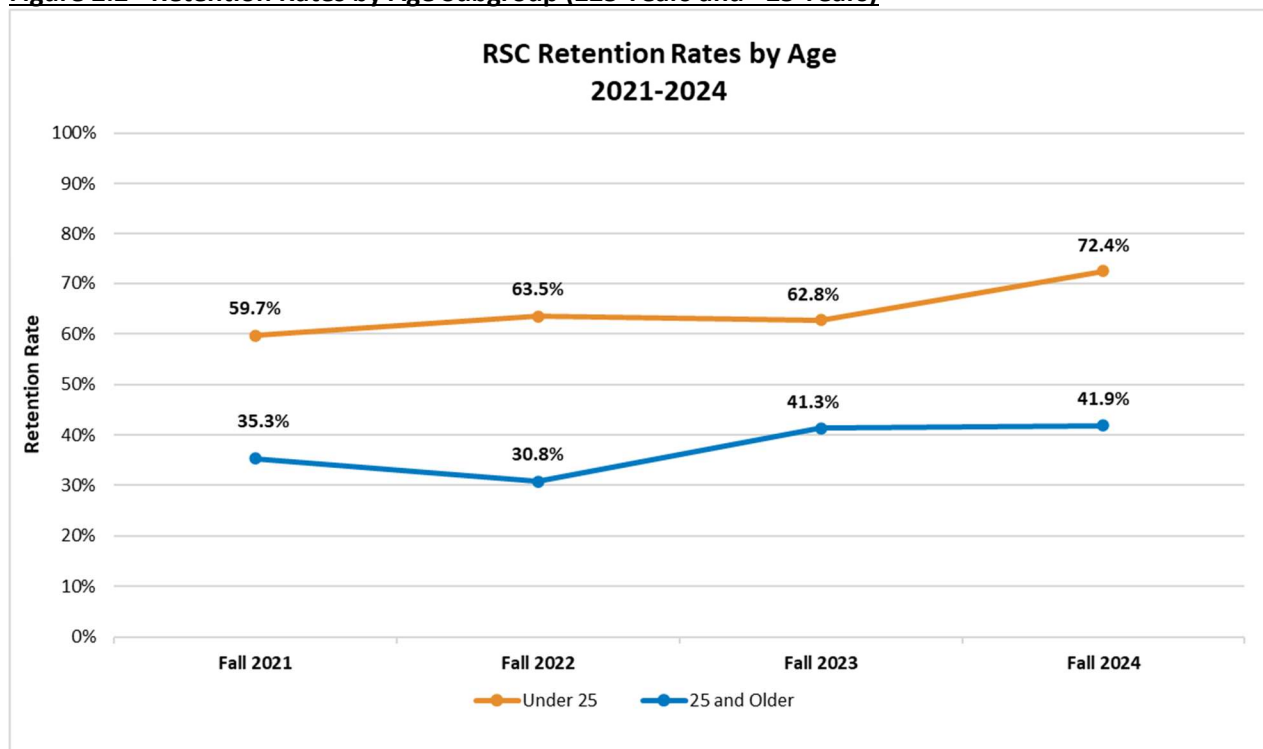


**Source:** Source: IPEDS Retention Rates- 2021-2025

**Notes:** Notes: Retention rates are shown as reported by IPEDS (First-time, full-time, degree seeking students).



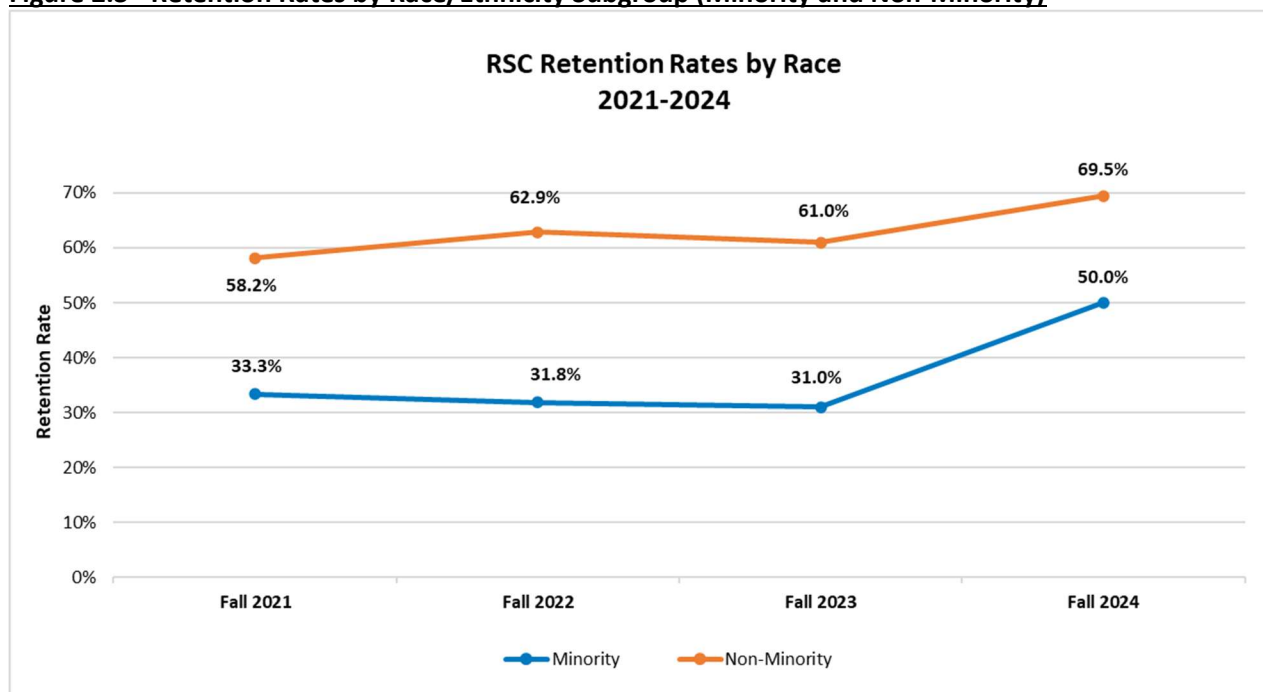
**Figure 2.2 - Retention Rates by Age Subgroup ( $\geq 25$  Years and  $< 25$  Years)**



**Source:** Rhodes State College Banner System-Census Report Fall 2021-Fall 2025, Rhodes State College Banner System-Degrees Awarded Fall 2021-Summer 2025

**Notes:** Adult Students, as defined by SSI, are those that are 25 years or older.

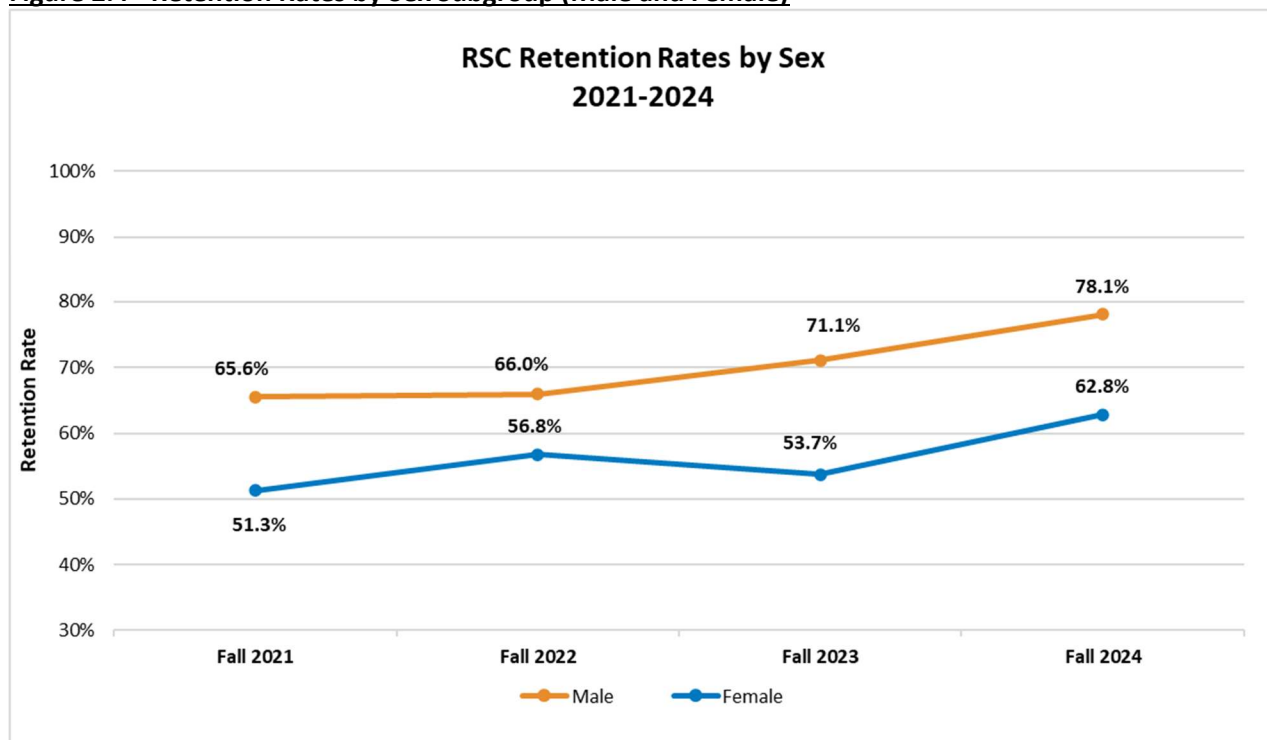
**Figure 2.3 - Retention Rates by Race/Ethnicity Subgroup (Minority and Non-Minority)**



**Source:** Rhodes State College Banner System-Census Report Fall 2021-Fall 2025, Rhodes State College Banner System-Degrees Awarded Fall 2021-Summer 2025

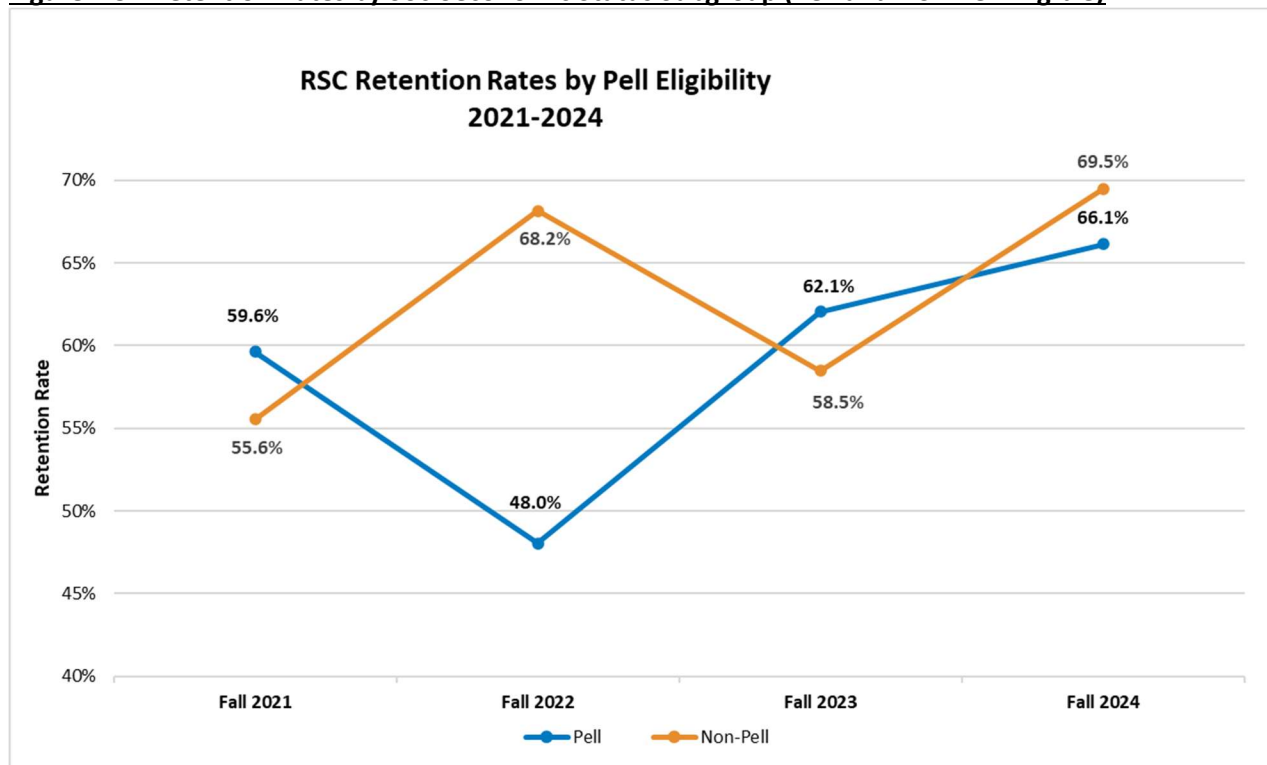
**Notes:** Minority students, as defined by SSI, are those that report their race as: Black, Hispanic, or Native American.

**Figure 2.4 - Retention Rates by Sex Subgroup (Male and Female)**



Source: Rhodes State College Banner System-Census Report Fall 2021-Fall 2025, Rhodes State College Banner System-Degrees Awarded Fall 2021-Summer 2025

**Figure 2.5 - Retention Rates by Socioeconomic Status Subgroup (Pell and Non-Pell Eligible)**



Source: Rhodes State College Banner System-Census Report Fall 2021-Fall 2025, Rhodes State College Banner System-Degrees Awarded Fall 2021-Summer 2025, & Rhodes State College Banner System-Financial Aid Awarded Fall 2021-Fall 2024.

## KPI 3: Persistence

### Definition

All traditional students enrolled on the 15th day of fall term who return the subsequent spring; or traditional students enrolled on the 15th day of spring term and return the subsequent summer or fall.

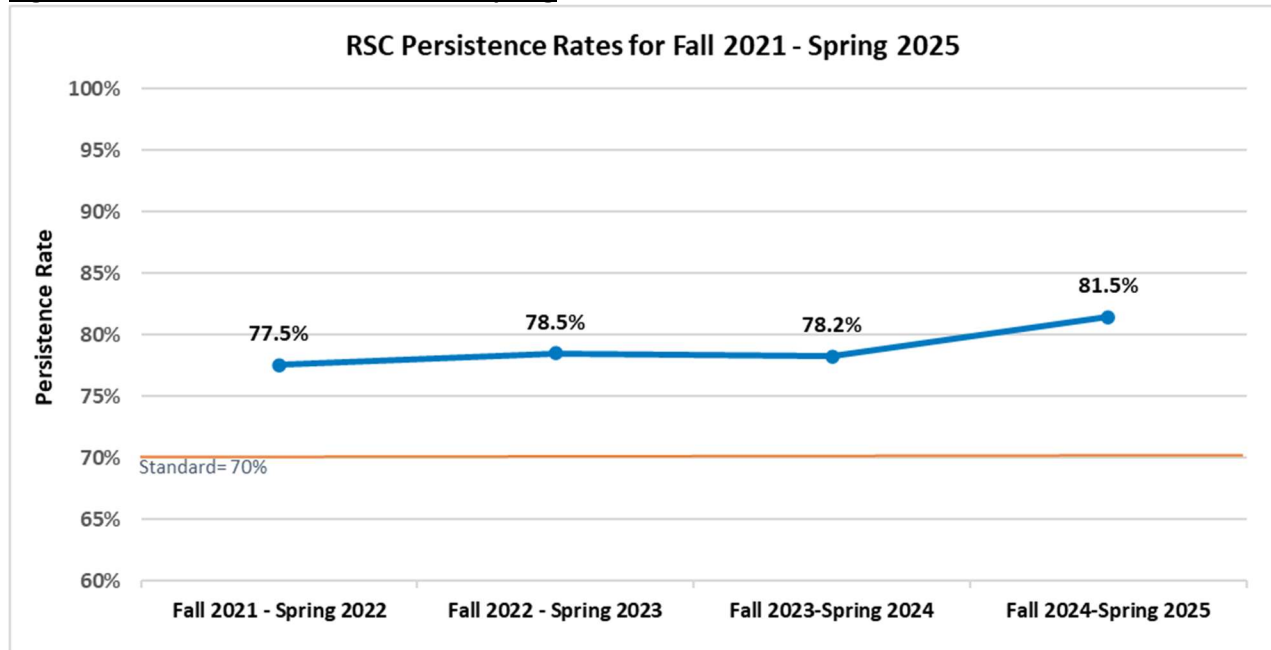
### Standard

The overall internal institutional persistence rate<sup>1</sup> has been set at 70%. The persistence rate for each subgroup within each enrollment segment (age, race/ethnicity, gender and socioeconomic status) should be proportional.

### Findings: Overall Persistence

Overall persistence rates for traditional students from Fall to Spring has shown a steady increase from Fall 2021 to Spring 2025, with a slight decline in Fall 2023. However, Spring to Fall persistence rates have dropped since Spring 2022 (Figures 3.1A and 3.1B).

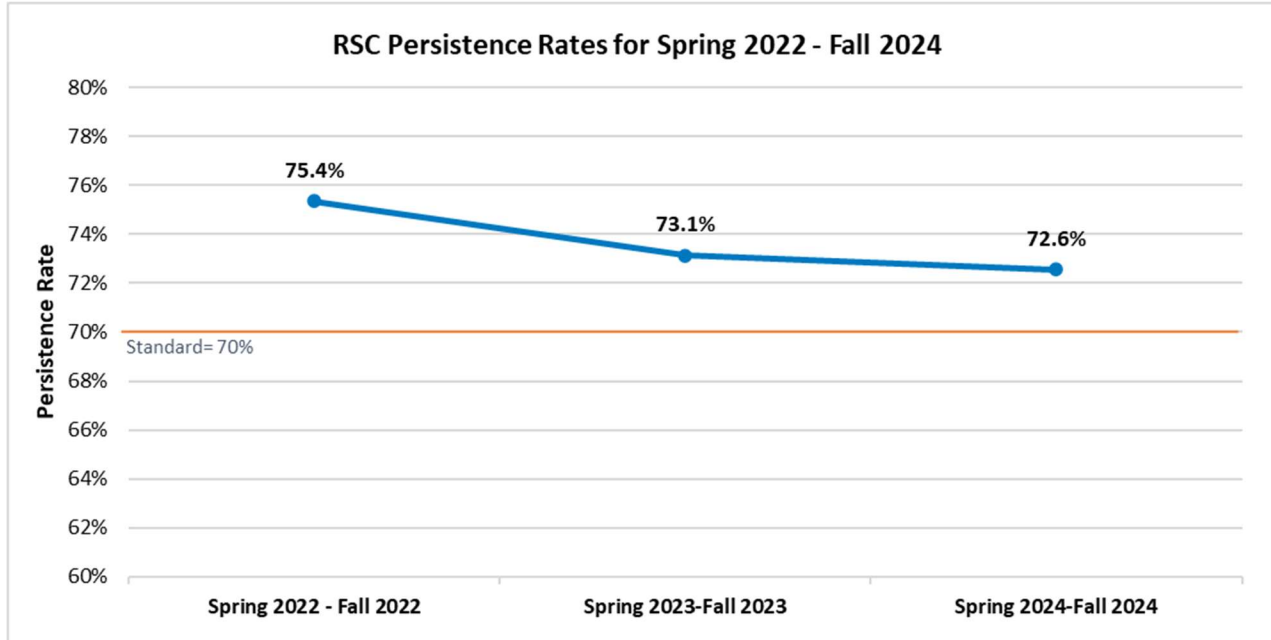
**Figure 3.1A -Persistence Rates - Fall to Spring**



**Source:** Rhodes State College Banner System-Census Report Fall 2021-Spring 2025 & Rhodes State College Banner System-Degrees Awarded Fall 2021-Fall 2024

<sup>1</sup> Students counted in the persistence rate calculation are Traditional students. The calculations for persistence rate accounts for students that graduate from/graduate from then return to RSC.

**Figure 3.1B -Persistence Rates - Spring to Fall**

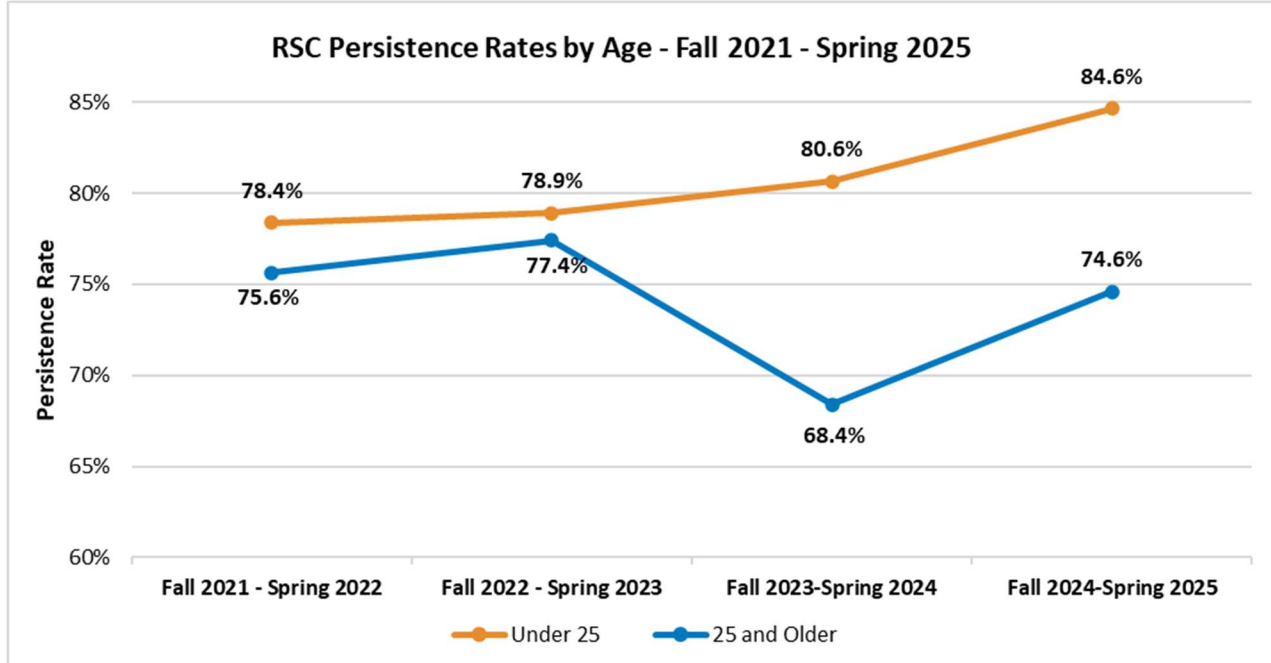


**Source:** Rhodes State College Banner System-Census Report Fall 2021-Spring 2025 & Rhodes State College Banner System-Degrees Awarded Fall 2021-Fall 2024

### Findings: Age Segment

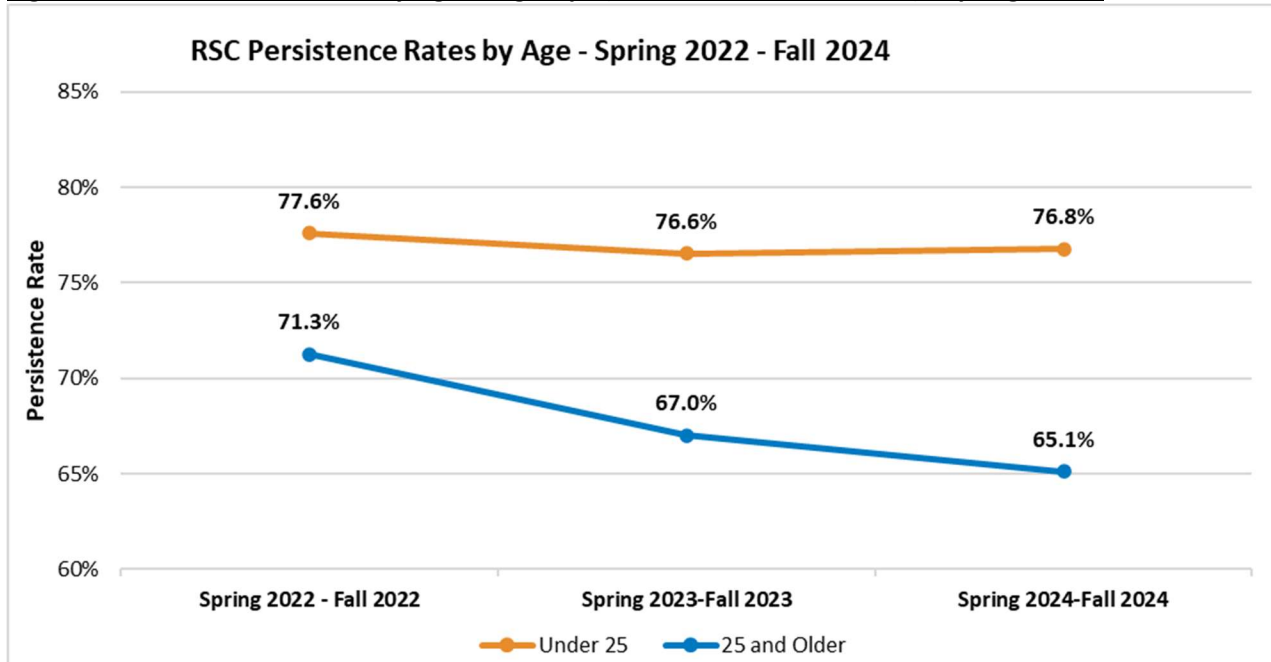
Persistence rates for students under the age of 25, for both Fall to Spring and Spring to Fall, have risen since AY 2023. However, Spring to Fall persistence rates dropped during the same timeframe for students 25 years and older (Figures 3.2A and 3.2B).

**Figure 3.2A -Persistence Rates by Age Subgroup ( $\geq 25$  Years and  $<25$  Years) - Fall to Spring**



Source: Rhodes State College Banner System-Census Report Fall 2021-Spring 2025 & Rhodes State College Banner System-Degrees Awarded Fall 2021-Fall 2024

**Figure 3.2B -Persistence Rates by Age Subgroups ( $\geq 25$  Years and  $<25$  Years) - Spring to Fall**

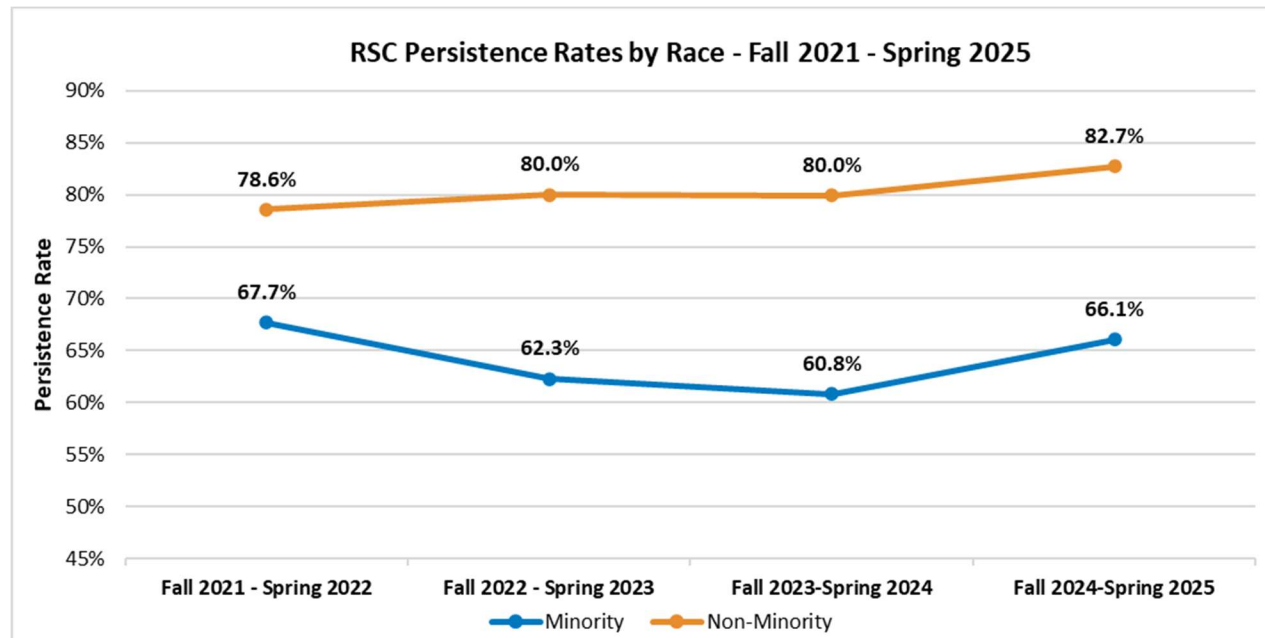


Source: Rhodes State College Banner System-Census Report Fall 2021-Spring 2025 & Rhodes State College Banner System-Degrees Awarded Fall 2021-Fall 2024

### Findings: Race/Ethnicity Segment

Persistence rates for Minority students rose from Fall 2023 to Spring 2025, but decreased from Spring 2023 to Fall 2024 ( Figures 3.3A and 3.3B).

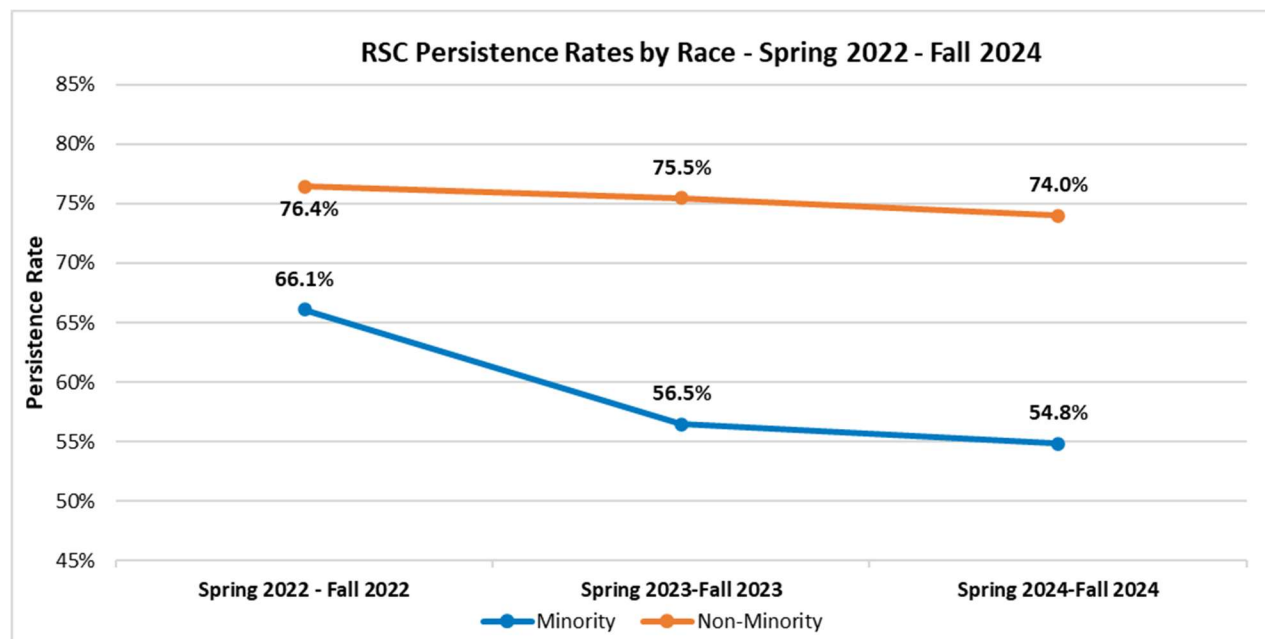
**Figure 3.3A-Persistence Rates by Race/Ethnicity Subgroup (Minority and Non-Minority) - Fall to Spring**



**Source:** Rhodes State College Banner System-Census Report Fall 2021-Spring 2025 & Rhodes State College Banner System-Degrees Awarded Fall 2021-Fall 2024

**Notes:** Minority students, as defined by SSI, are those that report their race as: Black, Hispanic, or Native American.

**Figure 3.3B -Persistence Rates by Race/Ethnicity Subgroup (Minority and Non-Minority) - Spring to Fall**



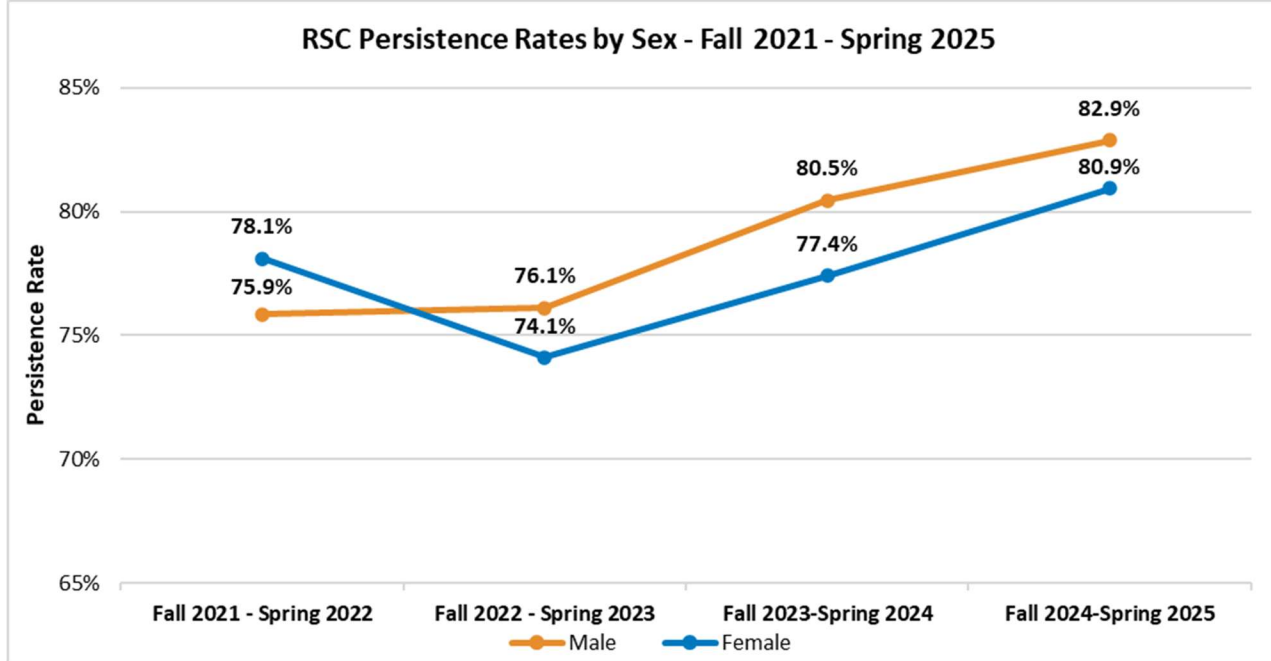
**Source:** Rhodes State College Banner System-Census Report Fall 2021-Spring 2025 & Rhodes State College Banner System-Degrees Awarded Fall 2021-Fall 2024

**Notes:** Minority students, as defined by SSI, are those that report their race as: Black, Hispanic, or Native American.

### Findings: Gender Segment

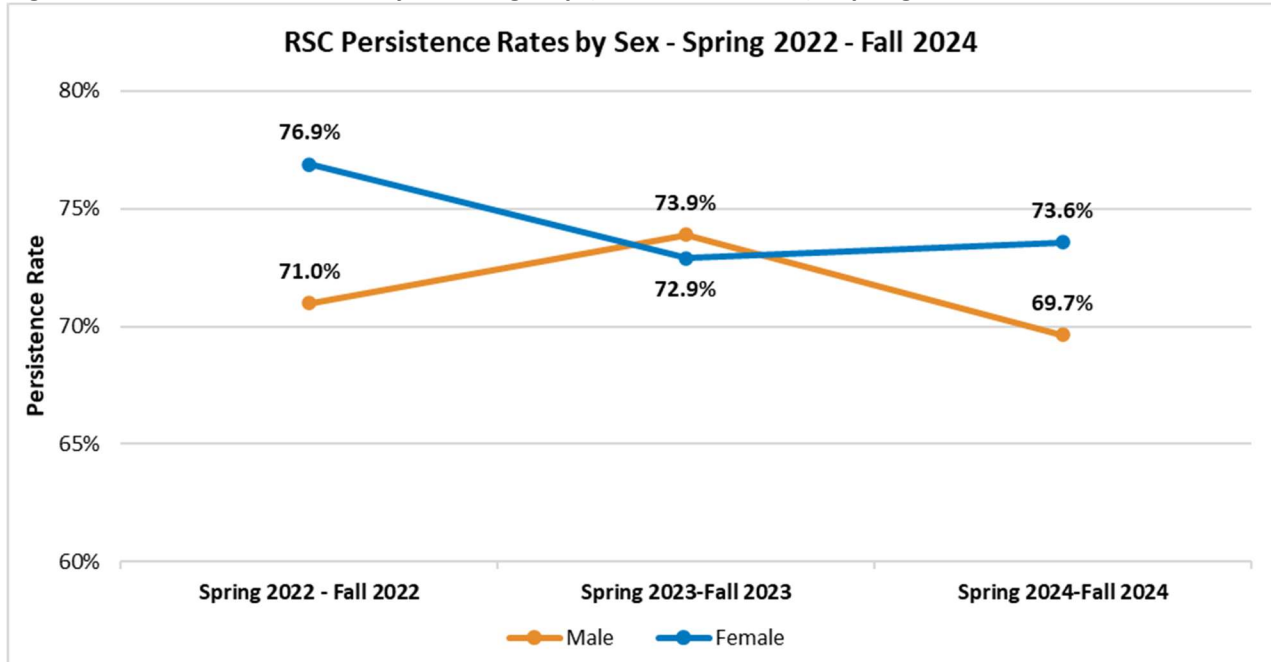
Persistence rates for both male and female traditional students from Fall to Spring have risen since AY 2021 while Spring to Fall persistence dropped for Male students from Spring 2023 (Figures 3.4A and 3.4B).

**Figure 3.4A -Persistence Rates by Sex Subgroup (Male and Female) - Fall to Spring**



Source: Rhodes State College Banner System-Census Report Fall 2021-Spring 2025 & Rhodes State College Banner System-Degrees Awarded Fall 2021-Fall 2024

**Figure 3.4B -Persistence Rates by Sex Subgroup (Male and Female) - Spring to Fall**

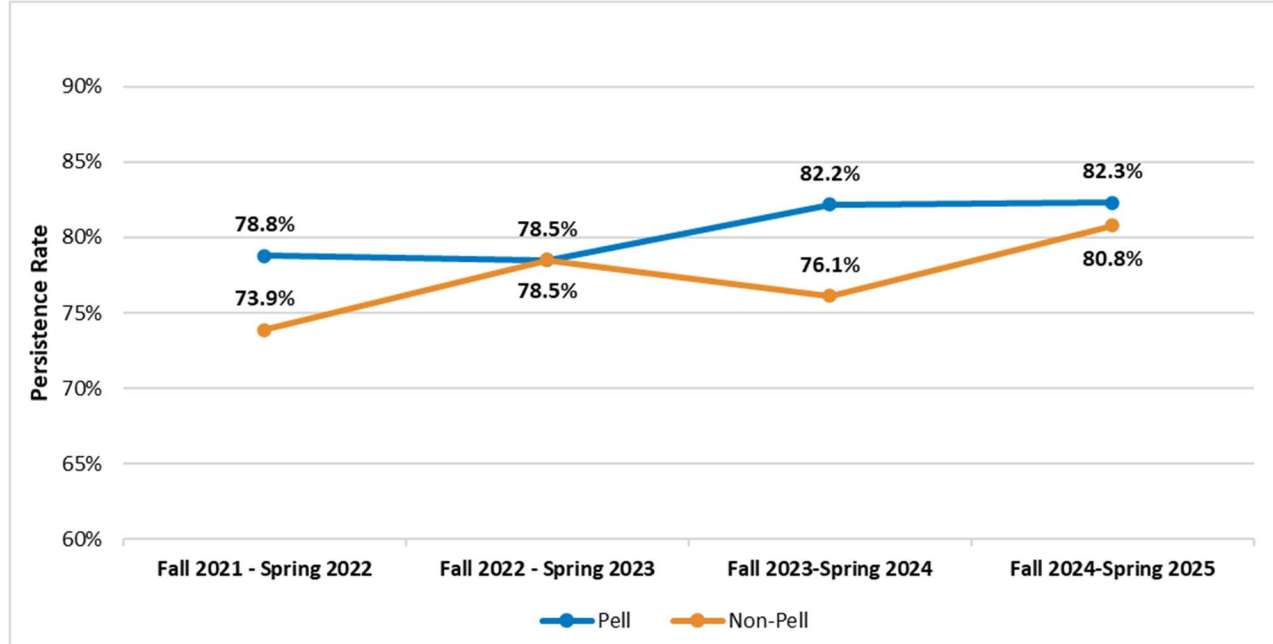


Source: Rhodes State College Banner System-Census Report Fall 2021-Spring 2025 & Rhodes State College Banner System-Degrees Awarded Fall 2021-Fall 2024

### Findings: Socioeconomic Status Segment

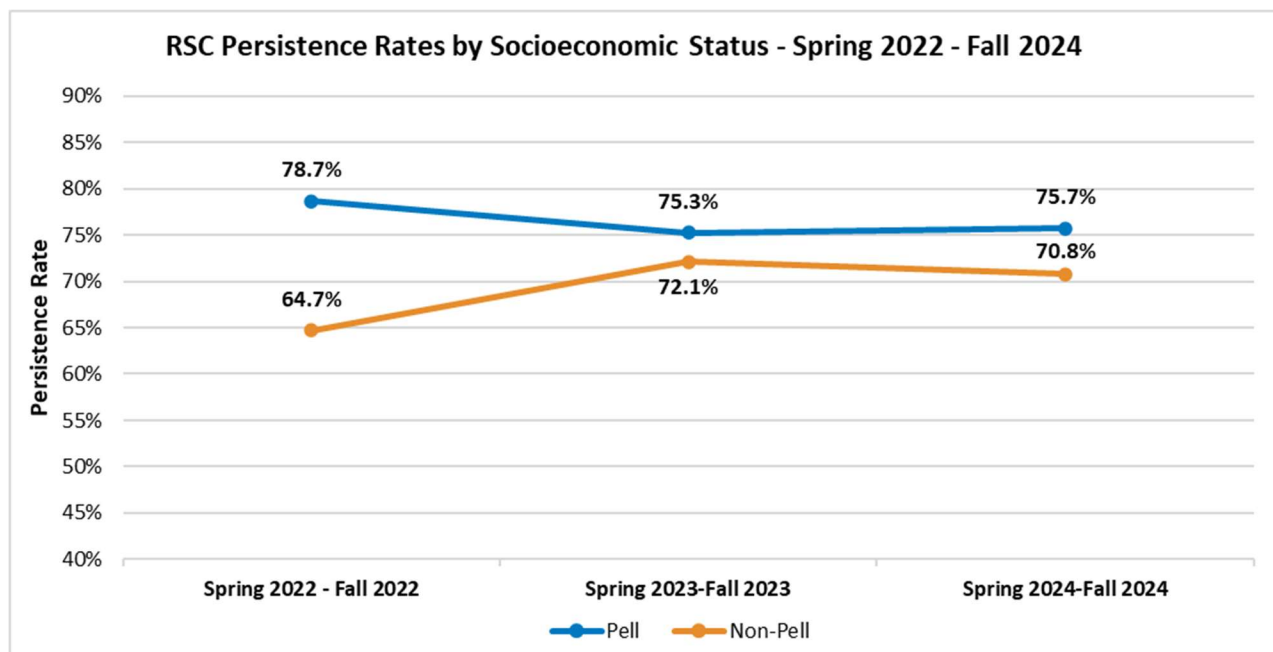
The Fall to Spring persistence rate for traditional, Pell eligible and Non-Pell eligible students, along with the Spring to Fall persistence rate for Pell eligible has risen since Spring 2023. Meanwhile the persistence rate for Non-Pell eligible students dropped from Spring 2023 (Figure 3.5A and 3.5B).

**Figure 3.5A -Persistence Rates by Socioeconomic Status Subgroup (Pell and Non-Pell) - Fall to Spring**



**Source:** Rhodes State College Banner System-Census Report Fall 2021-Spring 2025, Rhodes State College Banner System-Degrees Awarded Fall 2021-Spring 2025, & Rhodes State College Banner System- Financial Aid Awarded Report Summer, Fall, and Spring 2021-2025

**Figure 3.5B -Persistence Rates by Socioeconomic Status Subgroup (Pell and Non-Pell) - Spring to Fall**



**Source:** Rhodes State College Banner System-Census Report Fall 2021-Spring 2025, Rhodes State College Banner System-Degrees Awarded Fall 2021-Spring 2025, & Rhodes State College Banner System- Financial Aid Awarded Report Summer, Fall, and Spring 2021-2025



## KPI 4: Degree Completion

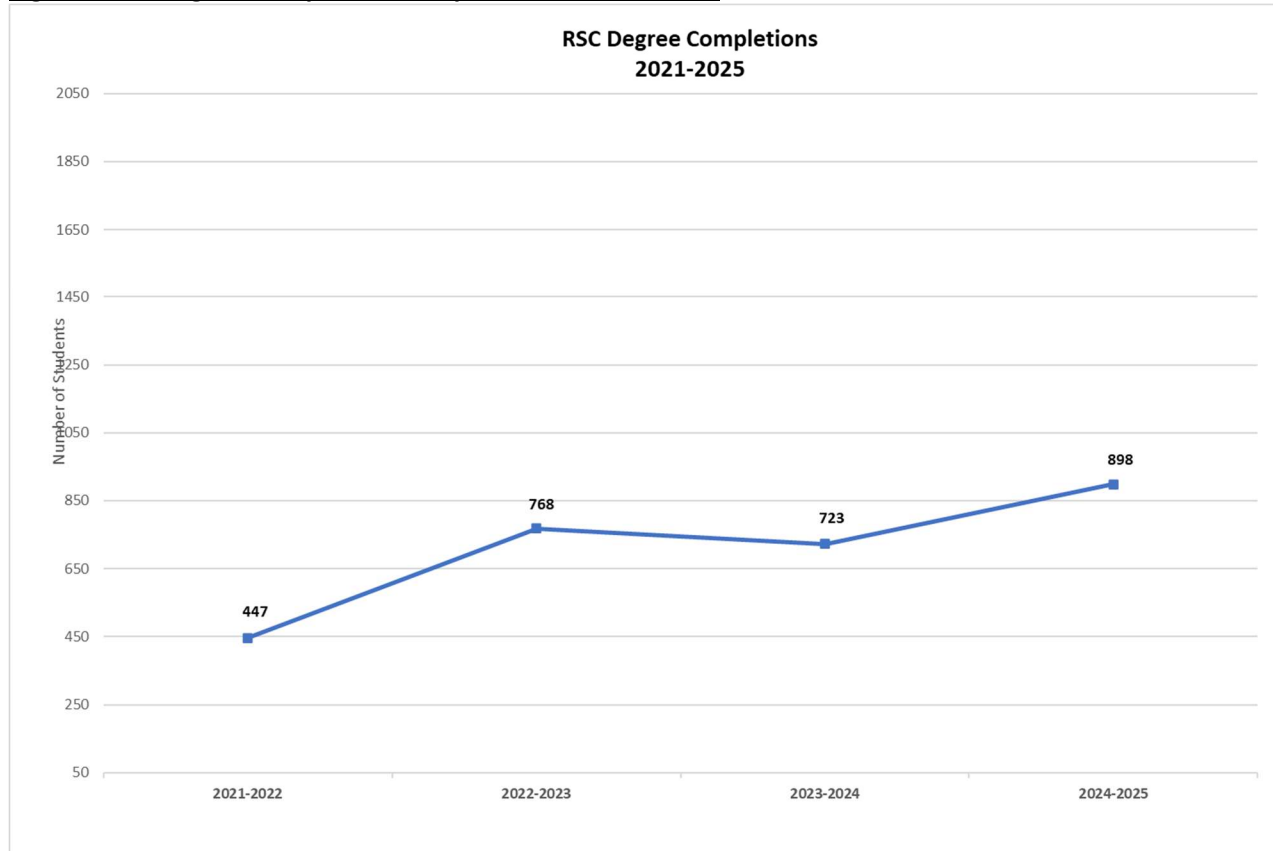
### Definition

Total number of postsecondary degree and certificate completions within each academic year.

### Findings:

Following a decline in Academic Year 2023–2024, RSC awarded more degrees and certificates in 2024–2025 than in any year since 2021 (Figures 4.3).

**Figure 4.1 – Degree Completion Comparison AY 2019-2020**



**Source:** NCES IPEDS- Compare Institutions Report Completions 2021-2025

**Note:** Data reflects number of degrees and certificates awarded.

## KPI 5: Course Completion

### Definition

The total percent of students enrolled and who successfully complete all courses with a C or better.

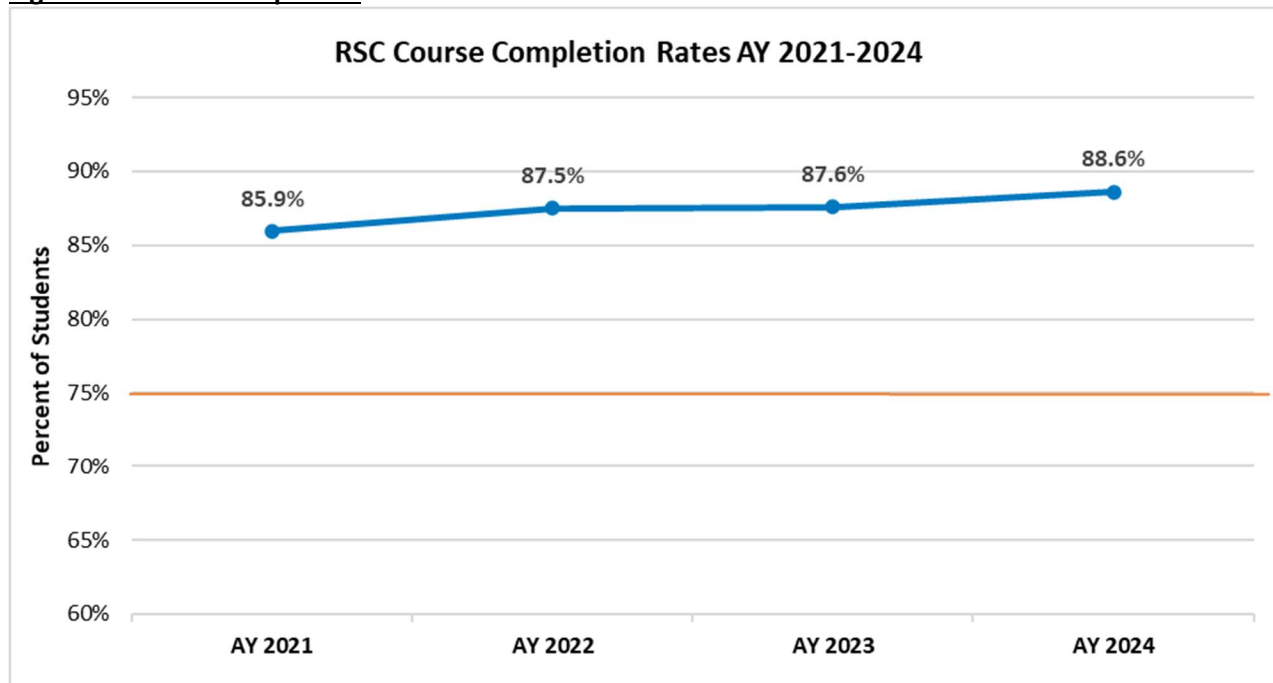
### Standard

A course completion rate is 75% of the total number of students enrolled in all courses.

### Finding:

There has been an increase in students who have completed courses with a C or better since AY 2021.

**Figure 5 - Course Completion**



**Source:** Rhodes State College Banner System-Degrees Awarded Fall 2021-Fall 2025

**Note:** Line reflects percent of students that passed all courses with a C or better.

## KPI 6: Institutional Learning Outcomes (ILOs)

### Definition

The necessary skills and abilities required for demonstrating life-long learning and being a quality contributor to society. The ILOs for the College include: Civic, Professional, and Ethical Responsibility (CPER); Cultural and Diversity Awareness (CDA); Critical Thinking (CT); Effective Communication (EC); Quantitative and Scientific Reasoning (QSR); and Technological Proficiency (TP).

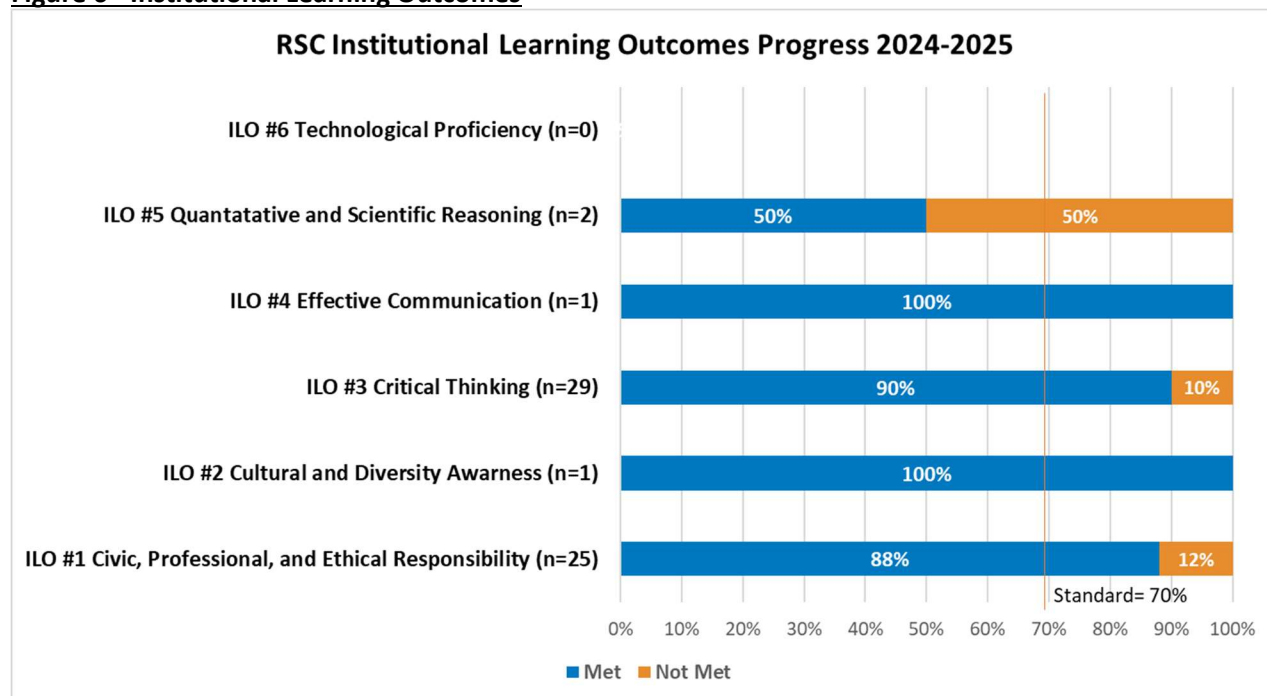
### Standard

The percent of ILOs that are met are greater than or equal to 79% across all ILOs<sup>2</sup> when compared to the baseline year (2021-2022).

### Finding:

Institutional Learning Outcomes (ILOs), which were revised in AY 2020, represent changes from the historical General Education Outcomes. The percent of all ILOs “Met” increased to 86% when compared to the baseline year (2021-2022) at 79%.

**Figure 6 - Institutional Learning Outcomes**



**Source:** Rhodes State College Planning & Self Study Tool (Watermark)- ILO Progress Report 2024-2025

**Note:** Each ILO is considered “Met” when at least a 75% rubric score is achieved for the respective learning outcome.

<sup>2</sup> Internal ILO standard established by the RSC Core Skills & Abilities Taskforce.

## KPI 7: Program Learning Outcomes (PLOs)

### Definition

Knowledge, skills, and competencies that student are expected to articulate, put into action or utilize in the workplace and to achieve success in their chosen field.

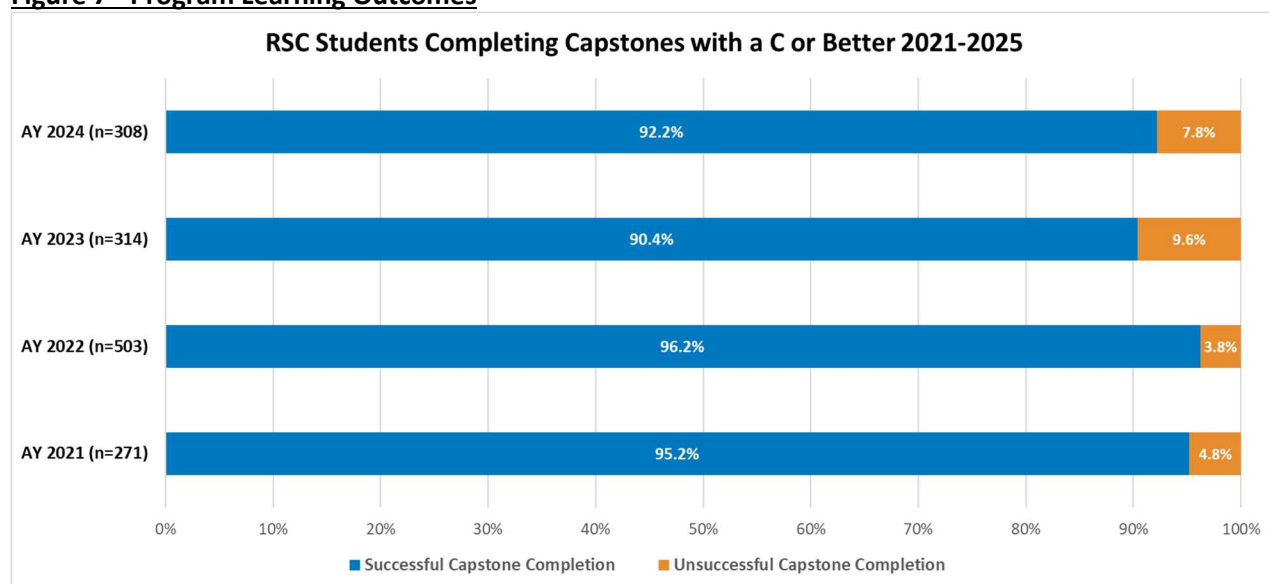
### Standard

80% of all students enrolled in a Capstone course, will achieve a grade of C or better.

### Finding:

The number of RSC students completing their capstones nearly doubled from AY2021 to AY 2022. Of those students, the percent that earned a C or better has continued to increase.

**Figure 7 - Program Learning Outcomes**



**Source:** Rhodes State College Banner Tree System- Course Grades Report- Summer 2021 to Spring 2025

**Notes:** *n* is the number of capstones reported for each Academic Year. Successful completion of a Capstone course is defined as earning a C or better.

## KPI 8: Student Learning Outcomes (SLOs)

### **Definition**

Knowledge, skills, and competencies students are expected to learn in a course.

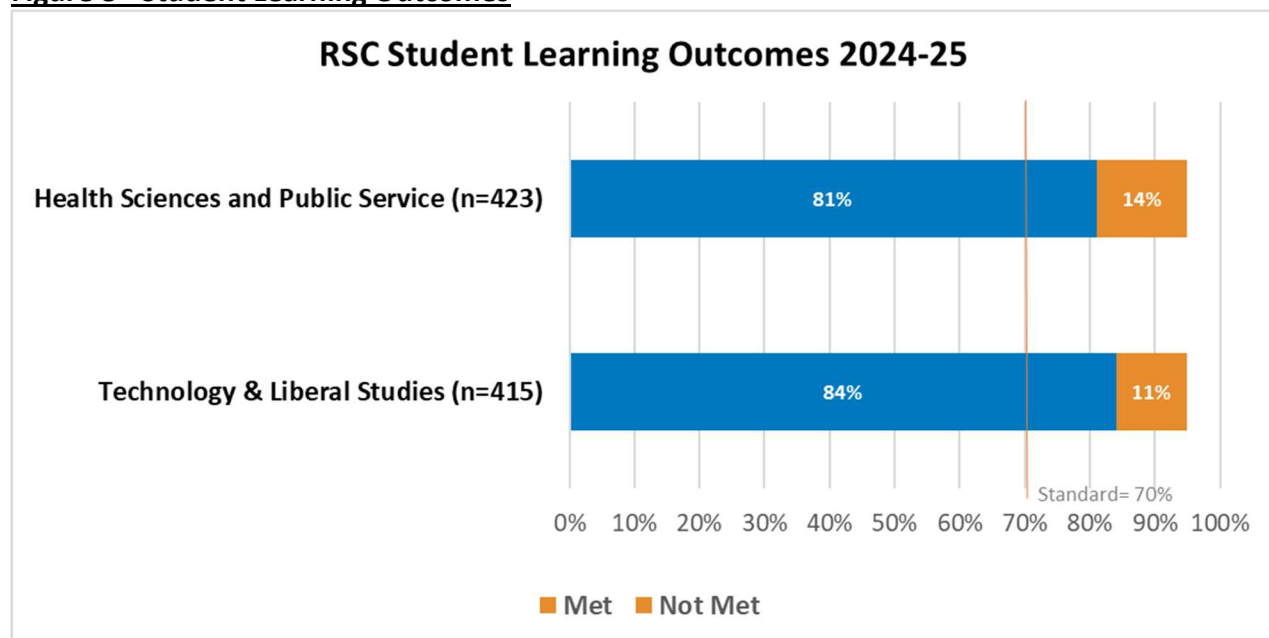
### **Standard**

The percent of all SLOs that meet the standard are greater than or equal to 75% across all SLOs<sup>3</sup> established during the baseline year (2021-2022).

### **Finding:**

Health Sciences and Public Service (HSPS) met 81% of their SLO's and Technology and Liberal Studies (TLS) met 84%.

**Figure 8 - Student Learning Outcomes**



**Source:** Rhodes State College Planning & Self Study Tool (Watermark)- SLO Progress Report 2024-2025

**Note:** SLOs are considered "Met" when a passing grade of at least a 70% is achieved.

<sup>3</sup> The institutional expectation is that 75% of all SLOs meet the required standard.

## KPI 9: Student Satisfaction

### **Definition**

Attitudes resulting from the evaluation of students based on the perceptions of their overall educational experiences.

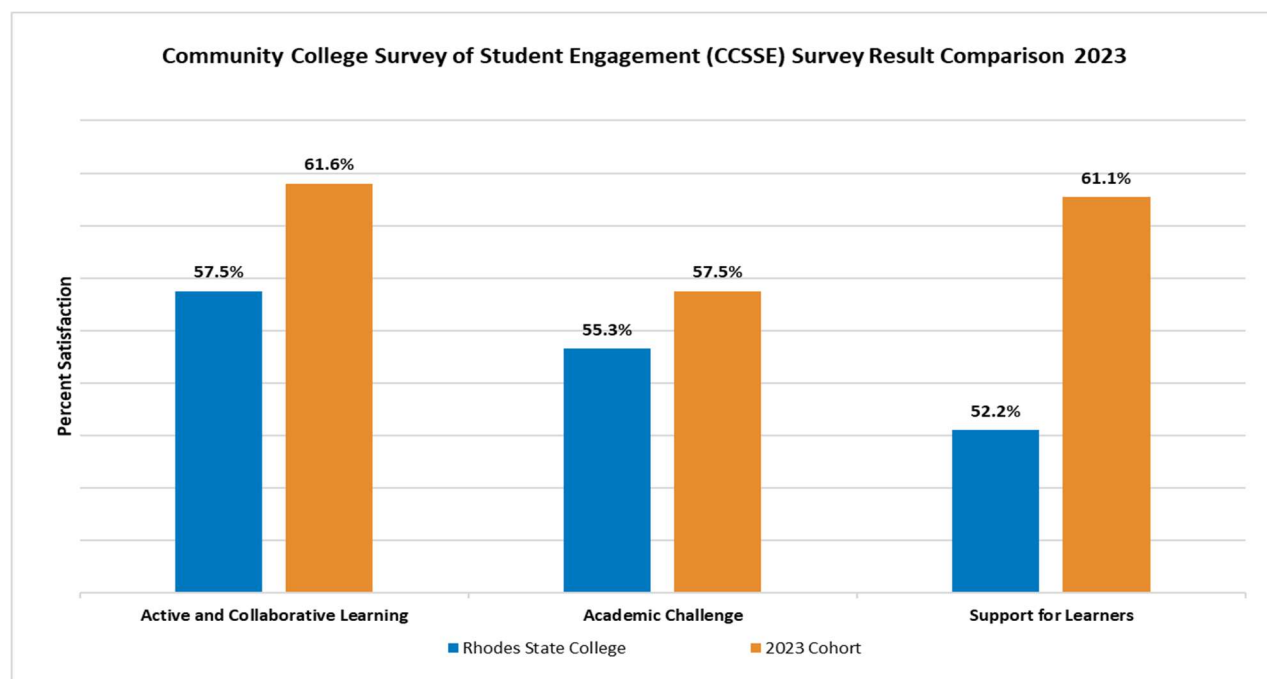
### **Standard**

Student scores will be at or above the national average in all three areas of the Community College Survey of Student Engagement (CCSSE): Active and Collaborative Learning; Academic Challenge; Support for Learners.

### **Findings:**

Based on student perceptions of overall education experiences, RSC showed an increase in all three areas of the 2023 CCSSE Survey, but remained below the national average (Figures 12A and 12B).

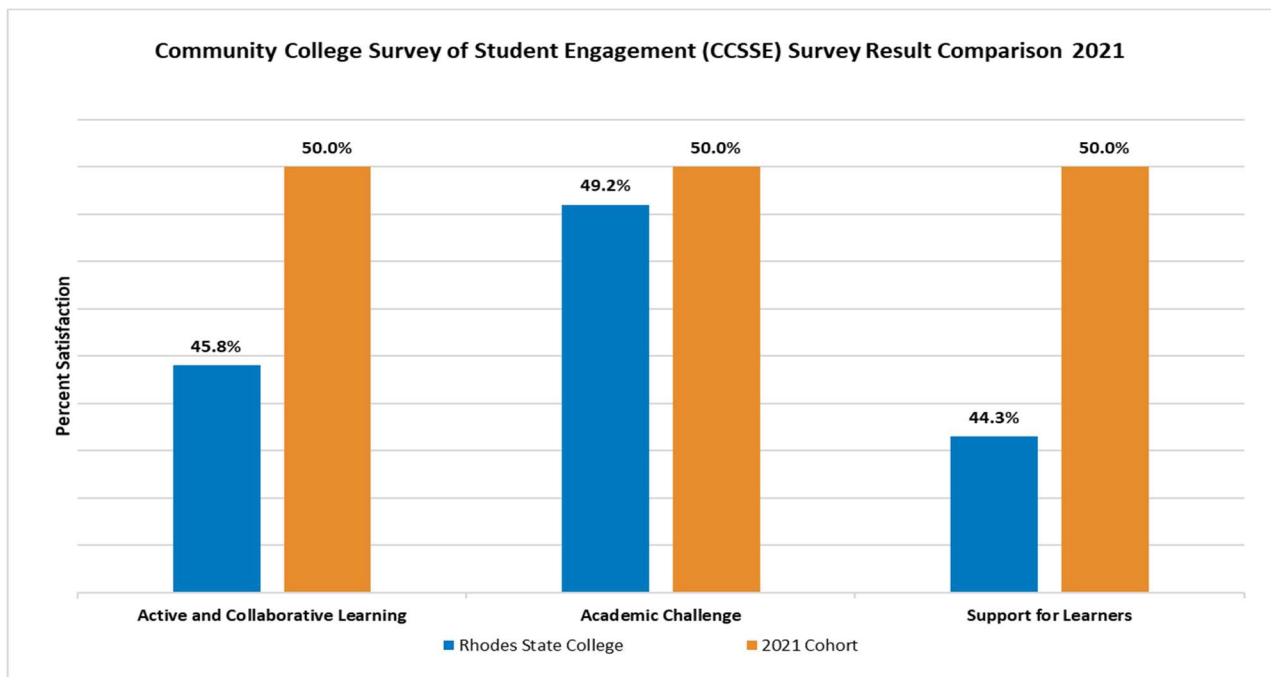
**Figure 9A- CCSSE Result Comparison (2023)**



**Source:** Rhodes State College CCSSE Survey Results- 2023

**Note:** CCSSE is administered once every 3 planning cycles.

**Figure 9B- CCSSE Result Comparison (2021)**



**Source:** Rhodes State College CCSSE Survey Results- 2021

**Note:** CCSSE is administered once every 3 planning cycles.

## KPI 10: Employee Satisfaction

### Definition

The extent to which employees are content with their jobs, work environment, and level of engagement.

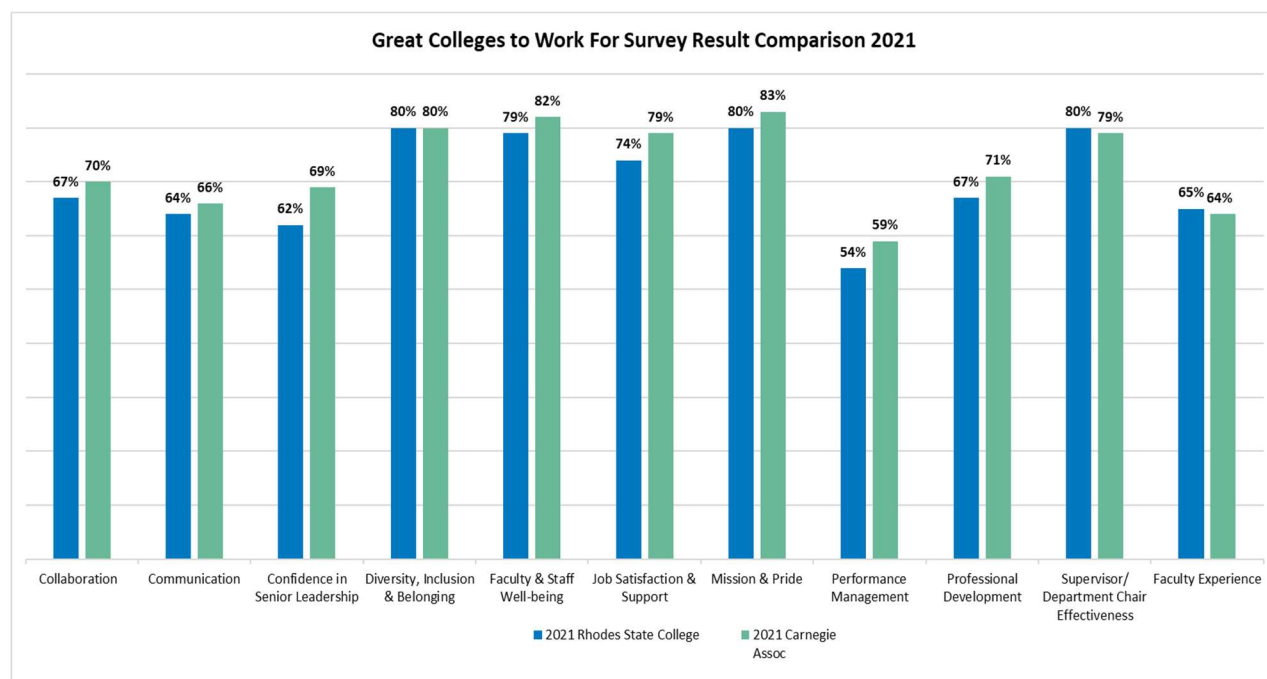
### Standard

RSC will achieve scores  $\geq$  the average of Carnegie Association survey participants within each category of the Great Colleges to work for survey.

### Finding:

RSC was rated at or above the average in the area of Diversity, Inclusion, and Belonging in the 2023 Great Colleges to Work For Survey (Figure 10B).

**Figure 10A - Employee Satisfaction 2021**

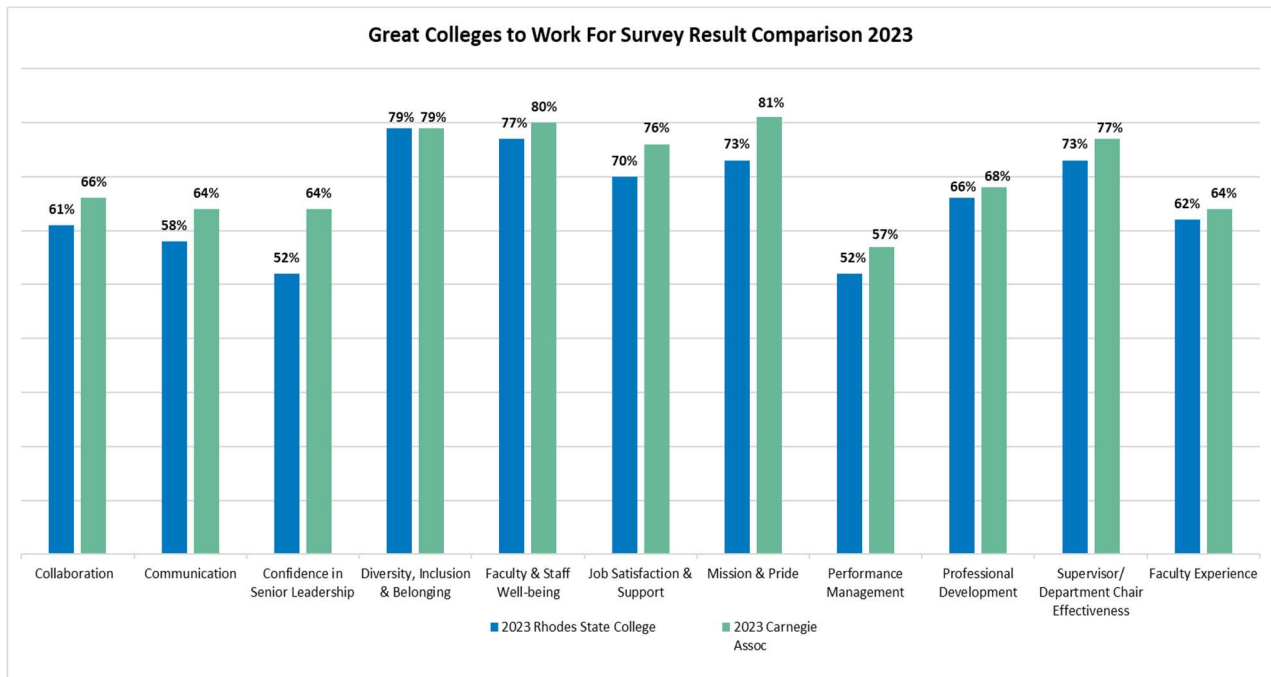


**Source:** Great College to Work For Survey Results- 2021

**Notes:** Recognition categories are based on the survey dimensions and responses to the benefits component of the survey.



**Figure 10B - Employee Satisfaction 2023**



**Source:** Great College to Work for Survey Results- 2023

**Notes:** Recognition categories are based on the survey dimensions and responses to the benefits component of the survey.

## KPI 11: Compliance

**Definition**

Abiding by applicable laws and regulations that apply to College operations and Board governance.

**Standard**

100% compliant with state and federal reporting, policies and institutional accreditation requirements.

**Finding:**

RSC has remained 100% compliant with state and federal reporting, policies and institutional accreditation requirements since AY 2019.

**Figure 11 – Compliance**

RSC Annual Review, Self Study, and Accreditation Compliance 2021-2025				
	AY 2021	AY 2022	AY 2023	AY 2024
Percent Compliant	100%	100%	100%	100%

**Source:** Rhodes State College/Cabinet Area Tracking – 2021-2025

**Note:** Data includes: Program Accreditation and State/Federal Compliance Reporting.

## KPI 12: Talent Growth

### **Definition**

Building upon employees' existing skills while identifying new skills and opportunities.

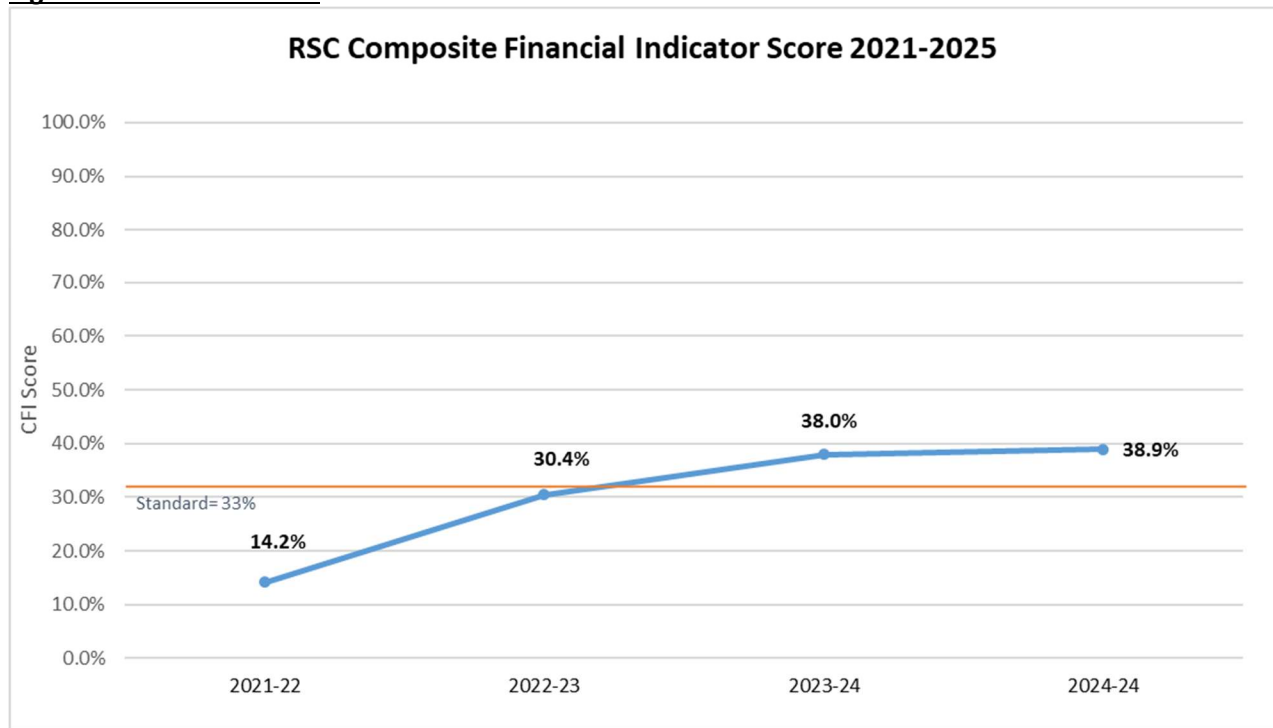
### **Standard**

33% of employees are engaged in established talent development activities.

### **Finding:**

During 2024-25, excluding College-wide professional development activities, 38.9% of Full time employees engaged in established talent development activities.

**Figure 12 - Talent Growth**



**Source:** Rhodes State College Office of Human Resources - 2021- 2025

**Note:** Data is self-reported and does not include College-wide professional development activities.

## KPI 13: Economic Impact

### Definition

The economic value created by the College on the business community and the benefits generated in return for the investments made by students, taxpayers, and society.

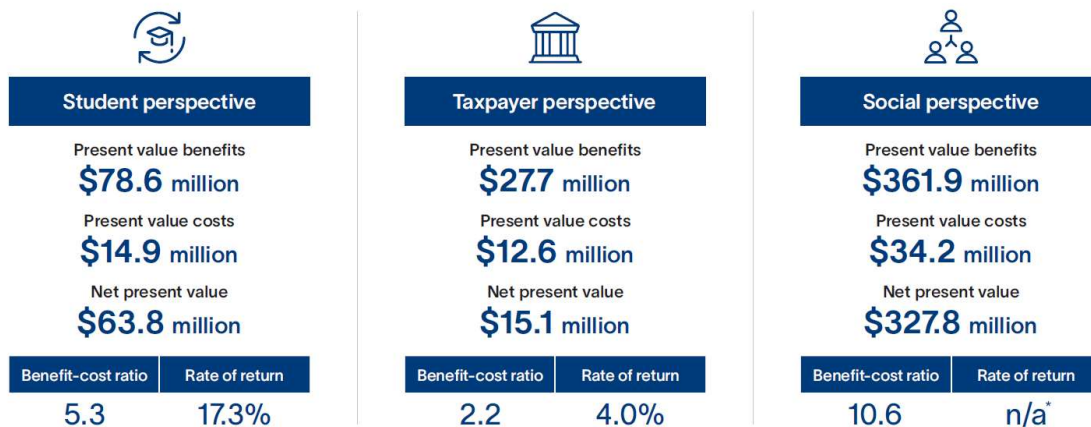
### Standard

Direct expenditures and investments will demonstrate positive outcomes for students, taxpayers, and society.

### Finding:

The 2023 EMSI Executive Summary illustrates that direct expenditures and investments made by RSC demonstrated positive outcomes for students, taxpayers, and the community.

**Figure 13 - Economic Impact**



\* The rate of return is not reported for the social perspective because the beneficiaries of the investment are not necessarily the same as the original investors.

**Source:** Rhodes State College EMSI Executive Summary Report- 2023

**Note:** Data represents the initial reporting that will be used to compare with future Economic Impact Statements (EIS).

## KPI 14: Fiscal Viability

### Definition

Composite Financial Index (CFI) values that demonstrate the College's financial ability to carry out its operations. This CFI uses both financial and non-financial indicators as defined by HLC<sup>4</sup>.

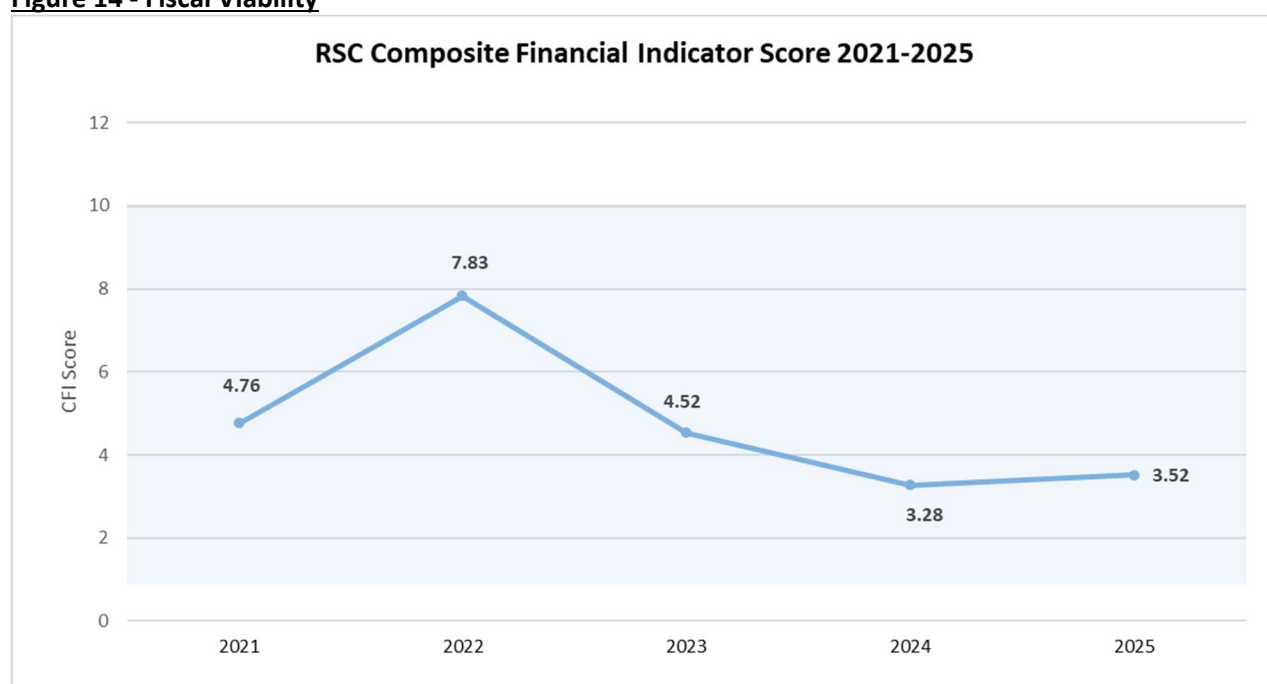
### Standard

RSC's CFI will be within the range, that HLC refers to as "Above the Zone," (1.1 to 10.0), as reported in the annual HLC Institutional Update.

### Finding:

RSC has maintained a Composite Financial Index (CFI) "Above the Zone" since 2021.

**Figure 14 - Fiscal Viability**



**Source:** Rhodes State College HLC Institutional Update Report- 2021-2025

**Note:** Shaded area indicates desired zone for CFI.

<sup>4</sup> Strategic Financial Analysis for Higher Education: Identifying, Measuring & Reporting Financial Risks (Seventh Edition), by KPMG LLP; Prager, Sealy & Co., LLC; Attain LLC.

## Glossary

**Academic Year (AY):** Summer term to the next Spring term.

**Census:** An official count of the student population on the 15th day of the term.

**Cohort:** A group of students established for tracking purposes.

**Degree/Certificate Seeking:** Students enrolled in courses for credit who are seeking a degree, certificate.

**First-Time:** A student who has no prior postsecondary experience (except as noted below) attending any institution for the first time.

**Full-Time:** A student enrolled in 12 or more credit hours.

**Graduation Rate:** A measure of students from a cohort completing their program, divided by the total number of students in that cohort, expressed as a percentage.

**IPEDS:** The Integrated Postsecondary Education Data System (IPEDS), conducted by the NCES, began in 1986 and involves annual institution-level data collections. All postsecondary institutions that have a Program Participation Agreement with the Office of Postsecondary Education (OPE), U.S. Department of Education (throughout IPEDS referred to as "Title IV") are required to report data using a web-based data collection system.

**National Student Clearinghouse:** An educational nonprofit that provides educational reporting, verification, and research services to North American colleges and universities.

**Persistence Rate:** A measure of the rate at which students persist in their educational at an institution from Fall term to Spring term, or Spring term to Fall term, expressed as a percentage.

**Retention Rate:** A measure of the rate at which students persist in their educational at an institution from Fall term to the following Fall term, expressed as a percentage.

**Successful Course Completion:** A course is considered successfully completed when a student completes it with a grade of C or higher.

**Traditional Student:** Students attending Rhodes State College that have completed high school. This includes: New First Term Freshman, Continuing Student, Returning Graduate, Returning Inactive, Transfer, and Transient.