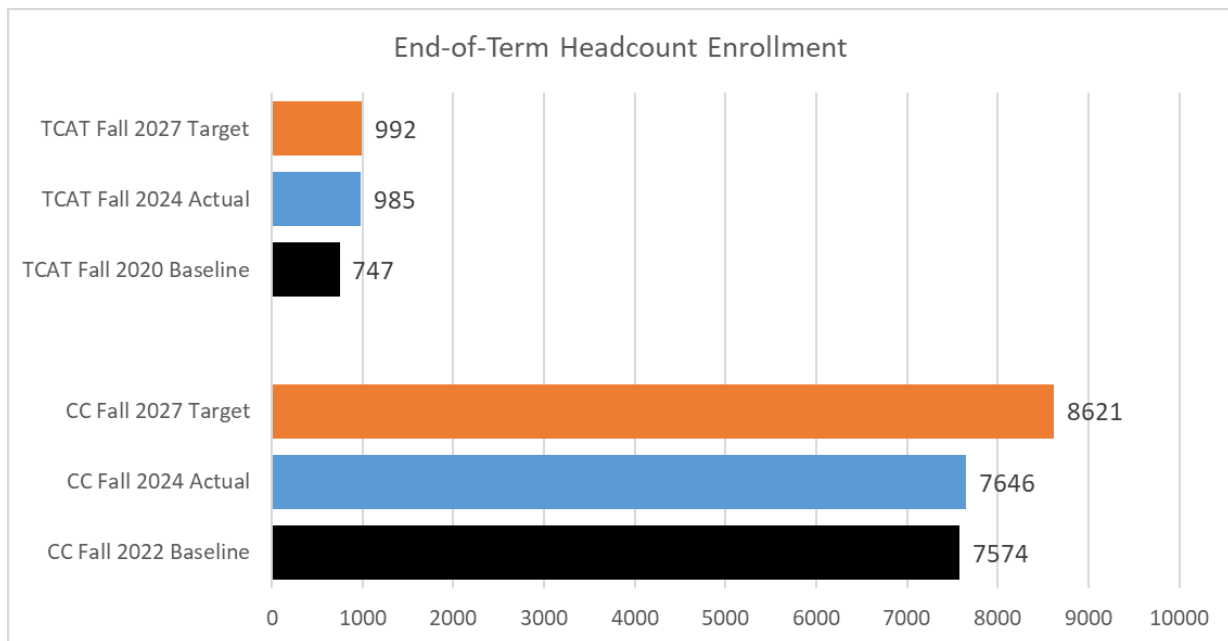


IERP: Goals for Student Success

Student Enrollment

The headcount displayed is defined as the unduplicated count of students enrolled in hours at the institution at the end-of-term (EOT) of the fall semester. The target for headcount at the end of term for credit hour (CC) enrollment represents a 4% increase and for clock hour (TCAT) enrollment a 5% increase over fall 2020 which serves as the baseline for the Vision 2027 Strategic Plan. Sources for the data include the annual THEC Fact Book, TBR Enrollment Dashboards and ChattState's student success data warehouse.



Enrollment Compared to the Demographics of Service Region

fall semester	ChSCC Service Area 2023 Estimate	2024		
		CC	TCAT	ALL
American Indian/Alaskan	0.7%	0.0%	0.0%	0.0%
Asian	0.9%	2.0%	0.0%	2.0%
Black	5.4%	16.0%	16.0%	16.0%
Hispanic	4.7%	10.0%	12.0%	11.0%
Native Hawaiian/Other Pacific Islander	0.1%	0.0%	0.0%	0.0%
Multiracial/Two or More	2.0%	5.0%	3.0%	5.0%
White	86.9%	65.0%	66.0%	65.0%
Unclassified/Unknown		1.0%	2.0%	1.0%

Source(s): Census and End of Term TBR files and American Community Survey 2023

Green indicates where proportion matches or exceeds estimated proportion for non-White students

Enrollment Compared to the Demographics of Hamilton County

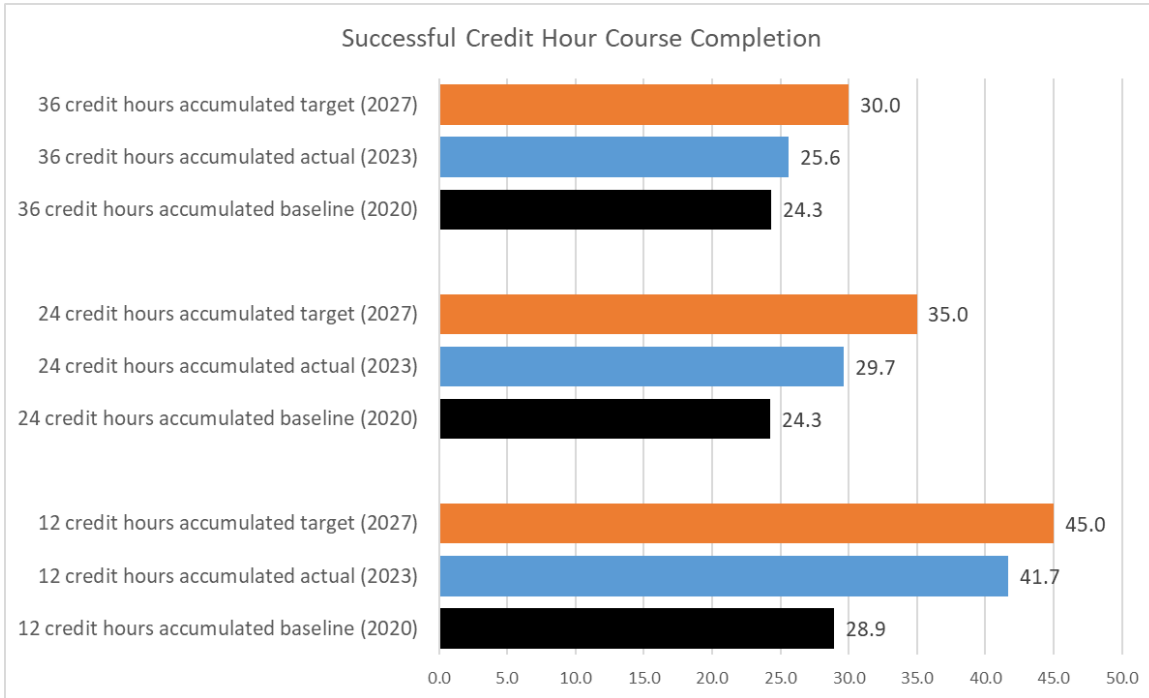
fall semester	Hamilton County 2023 Estimate	2024		
		CC	TCAT	ALL
American Indian/Alaskan	0.7%	0.0%	0.0%	0.0%
Asian	2.3%	2.0%	0.0%	2.0%
Black	18.2%	16.0%	16.0%	16.0%
Hispanic	8.2%	10.0%	12.0%	11.0%
Native Hawaiian/Other Pacific Islander	0.2%	0.0%	0.0%	0.0%
Multiracial/Two or More	2.3%	5.0%	3.0%	5.0%
White	69.5%	65.0%	66.0%	65.0%
Unclassified/Unknown		1.0%	2.0%	1.0%

Source(s): End of Term TBR files and American Community Survey 2023

Green indicates where proportion matches or exceeds estimated proportion for non-White students

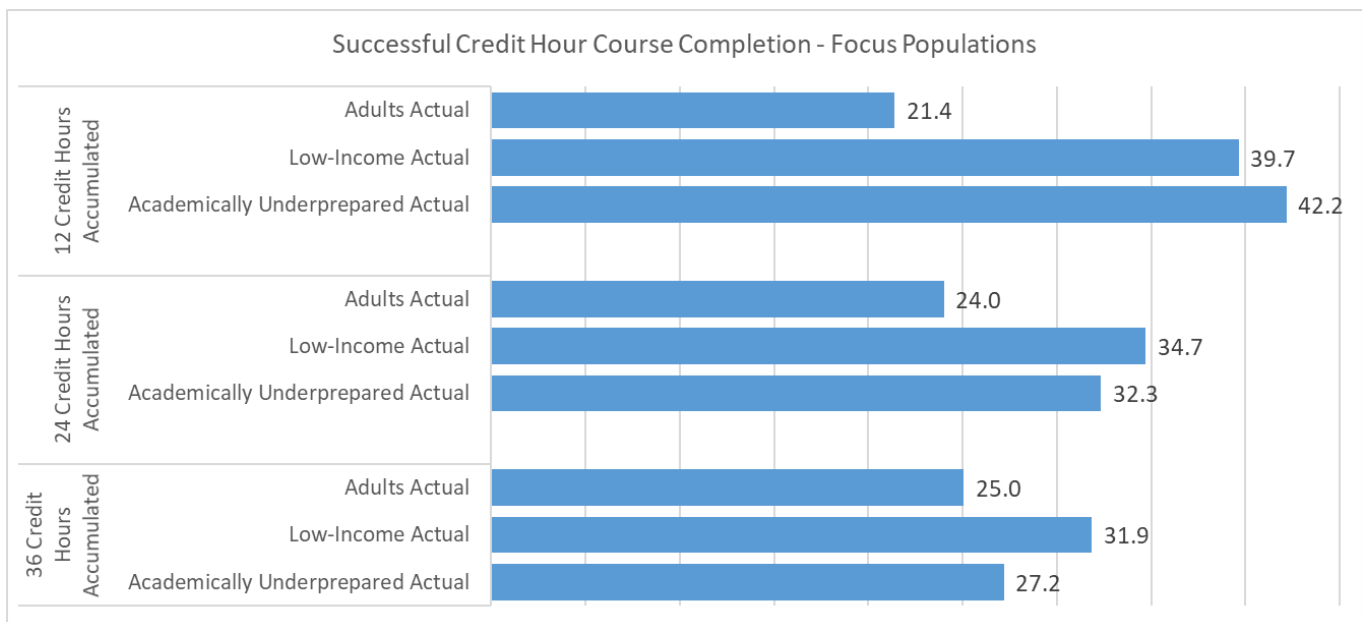
Successful Course Completion

The progression rate displayed is defined as the Tennessee Higher Education Commission (THEC) count of credit-bearing and degree-seeking students progressing to the accumulated credit hour marks of 12, 24, and 36 credit hours during the reported academic year divided by the ChattState end-of-term (EOT) FTE for the same fall semester. The baseline for each credit hour mark is fall 2020 and the targets are the goals of the Vision 2027 Strategic Plan. Sources for the data include the annual THEC Fact Book, TBR Enrollment and Funding Formula Dashboards and the ChattState student success data warehouse.



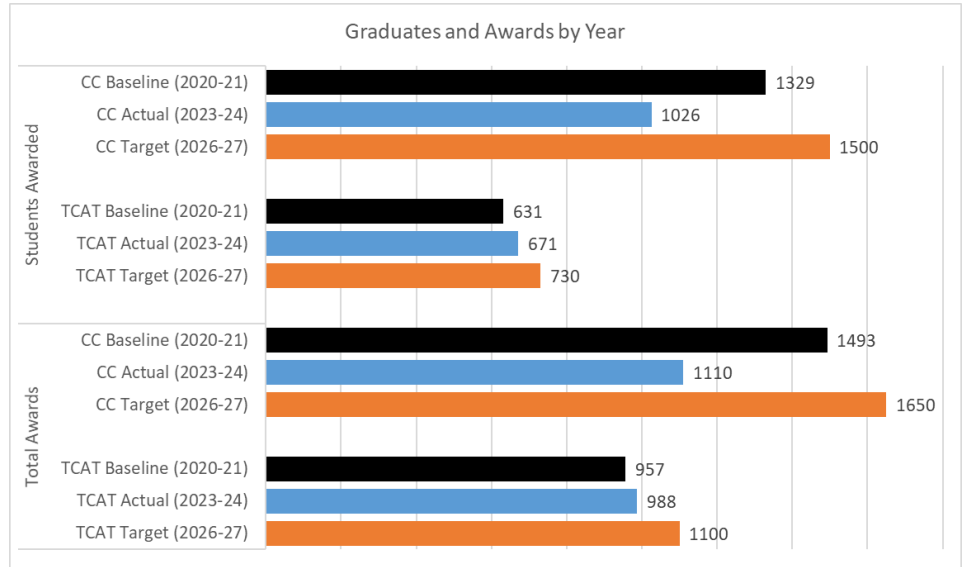
Course Completion Rates for Focus Populations

The Focus Populations are determined by the priorities established via the THEC Outcomes Based Funding Formula.



Graduates & Completions by Year

The total awards displayed is defined as the count of awarded credentials within the dates of the reported academic year. The count of students awarded displayed is defined as the count of unique students awarded at least one credential within the dates of the reported academic year. The baseline is from 2020-21 which serves as the baseline for the Vision 2027 Strategic Plan and targets are for 2026-2027. Sources for the data include the annual THEC Fact Book, TBR Completions Dashboard, and the ChattState student success data warehouse.



Disaggregated, Unduplicated Count of Total Completers by IPEDS Reporting Year

Certificates & Associates Only*

Race/Ethnicity	2023-24				2022-23				2021-22				2020-21				2019-20			
	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Nonresident alien	2	3	5	0%	3	0	3	0%	0	2	2	0%	2	2	4	0%	8	1	9	1%
Hispanic/Latino	33	61	94	7%	27	68	95	7%	30	59	89	7%	28	45	73	6%	41	48	89	6%
American Indian or Alaskan Native	0	5	5	0%	0	0	0	0%	1	4	5	0%	1	2	3	0%	3	1	4	0%
Asian	9	11	20	2%	16	17	33	2%	9	11	20	2%	9	21	30	2%	8	11	19	1%
Black or African American	34	77	111	8%	36	73	109	8%	41	82	123	9%	41	72	113	9%	31	74	105	7%
Native Hawaiian or Other Pacific Islander	0	0	0	0%	0	1	1	0%	0	0	0	0%	0	2	2	0%	0	1	1	0%
White	293	515	808	61%	306	498	804	61%	347	645	992	75%	368	673	1041	79%	446	733	1179	80%
Two or More Races (Multiracial)	26	28	54	4%	17	26	43	3%	13	41	54	4%	14	40	54	4%	20	44	64	4%
Race and ethnicity unknown	2	1	3	0%	5	2	7	1%	2	2	4	0%	2	3	5	0%	1	1	2	0%
Total	399	701	1100		410	685	1095		443	846	1289		465	860	1325		558	914	1472	

note: IPEDS reporting year is 7/1 - 6/30 annually; counts of are individual unduplicated students at each award level not total awards

Source: IPEDS annual submission to Completions Survey (Note: Technical College students are not included in ChSCC IPEDS)

Equity & Completion of First-Time Full-Time Freshmen

cohort year submitted	2010 FY14	2011 FY15	2012 FY16	2013 FY17	2014 FY18	2015 FY19	2016 FY20	2017 FY21	2018 FY22	2019 FY23	2020 FY24
Three-Year Graduation Rate	8% 118 of 1414	11% 133 of 1161	11% 128 of 1135	13% 149 of 1156	16% 173 of 1058	20% 350 of 1790	20% 309 of 1581	21% 334 of 1558	21% 346 of 1667	22% 336 of 1553	22% 271 of 1240
Full-time African American/Black 3-Yr Grad Rate	2% 5 of 247	2% 5 of 209	4% 10 of 226	3% 7 of 217	4% 8 of 184	6% 16 of 260	6% 13 of 216	9% 20 of 212	9% 19 of 217	14% 36 of 257	14% 21 of 146
female	2% 3 of 147	2% 2 of 130	5% 6 of 131	3% 4 of 128	6% 6 of 104	7% 10 of 141	9% 12 of 132	9% 11 of 121	7% 9 of 122	13% 19 of 142	16% 14 of 85
male	2% 2 of 100	4% 3 of 79	4% 4 of 95	3% 3 of 89	3% 2 of 80	5% 6 of 119	1% 1 of 84	10% 9 of 91	11% 10 of 95	15% 17 of 115	11% 7 of 61
Full-time Hispanic 3-Yr Grad Rate	9% 2 of 22	8% 2 of 26	3% 1 of 40	11% 5 of 44	22% 10 of 45	21% 15 of 73	16% 16 of 99	20% 19 of 96	14% 16 of 116	22% 33 of 150	21% 31 of 147
female	6% 1 of 16	11% 2 of 18	4% 1 of 23	14% 3 of 21	27% 7 of 26	28% 11 of 40	21% 12 of 57	19% 10 of 52	15% 11 of 72	26% 22 of 86	23% 22 of 96
male	17% 1 of 6	0% 0 of 8	0% 0 of 17	9% 2 of 23	16% 3 of 19	12% 4 of 33	10% 4 of 42	20% 9 of 44	9% 5 of 44	17% 11 of 64	18% 9 of 51
Full-time White 3-Yr Grad Rate	11% 81 of 724	14% 113 of 815	14% 112 of 818	19% 129 of 848	19% 148 of 776	22% 294 of 1352	22% 258 of 1171	24% 271 of 1150	23% 282 of 1221	23% 240 of 1037	23% 192 of 845
female	11% 47 of 430	13% 58 of 453	12% 57 of 463	13% 66 of 489	19% 79 of 415	24% 175 of 741	24% 153 of 648	27% 165 of 619	24% 171 of 698	26% 159 of 619	24% 123 of 514
male	12% 34 of 294	15% 55 of 362	15% 55 of 355	18% 63 of 359	19% 69 of 361	19% 119 of 611	20% 105 of 523	20% 106 of 531	21% 111 of 523	19% 81 of 418	21% 69 of 331

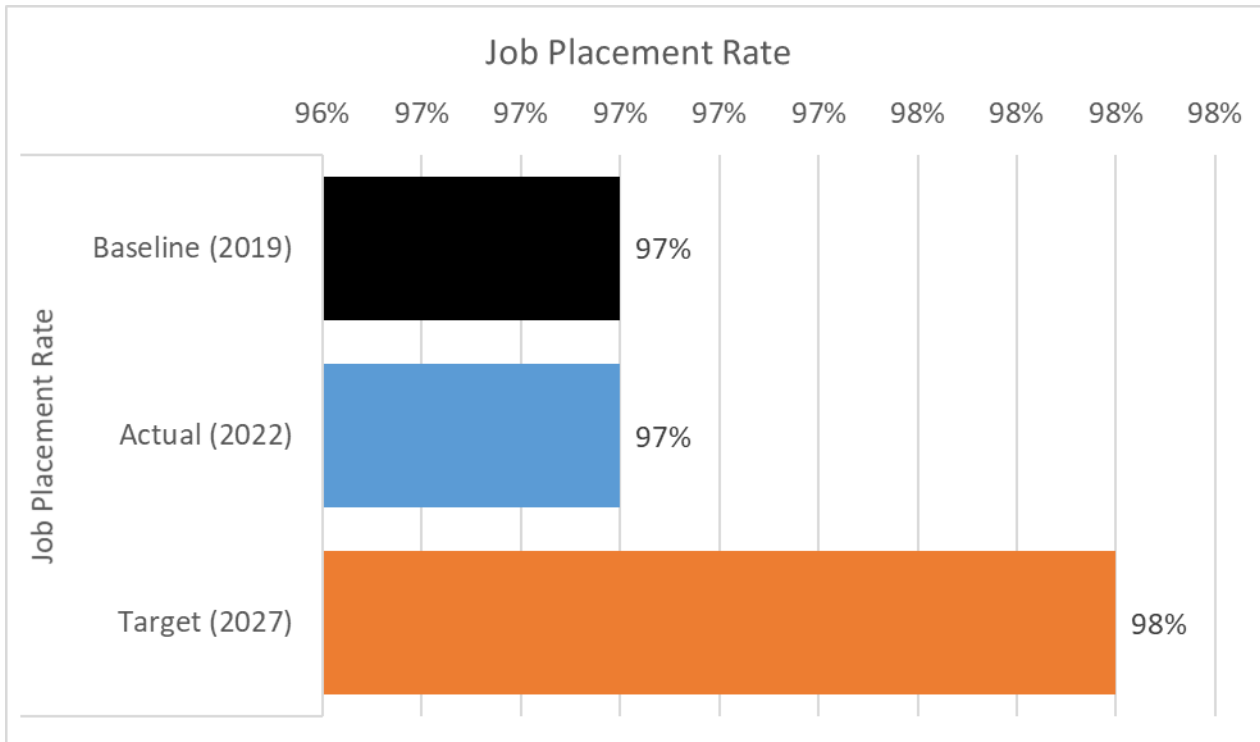
Note: The ATD coaches have encouraged IERP to include real counts (n) when reporting percentages.

Source: Annual IPEDS Graduation Rate Survey Submissions (Note: Technical College students are not included in ChSCC IPEDS)

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Job Placement Rates

The job placement rate is determined by student-reported information on an exit and subsequent alumni survey. Sources for the data include the annual Placement Report maintained by Career Services.



Disaggregated Rates

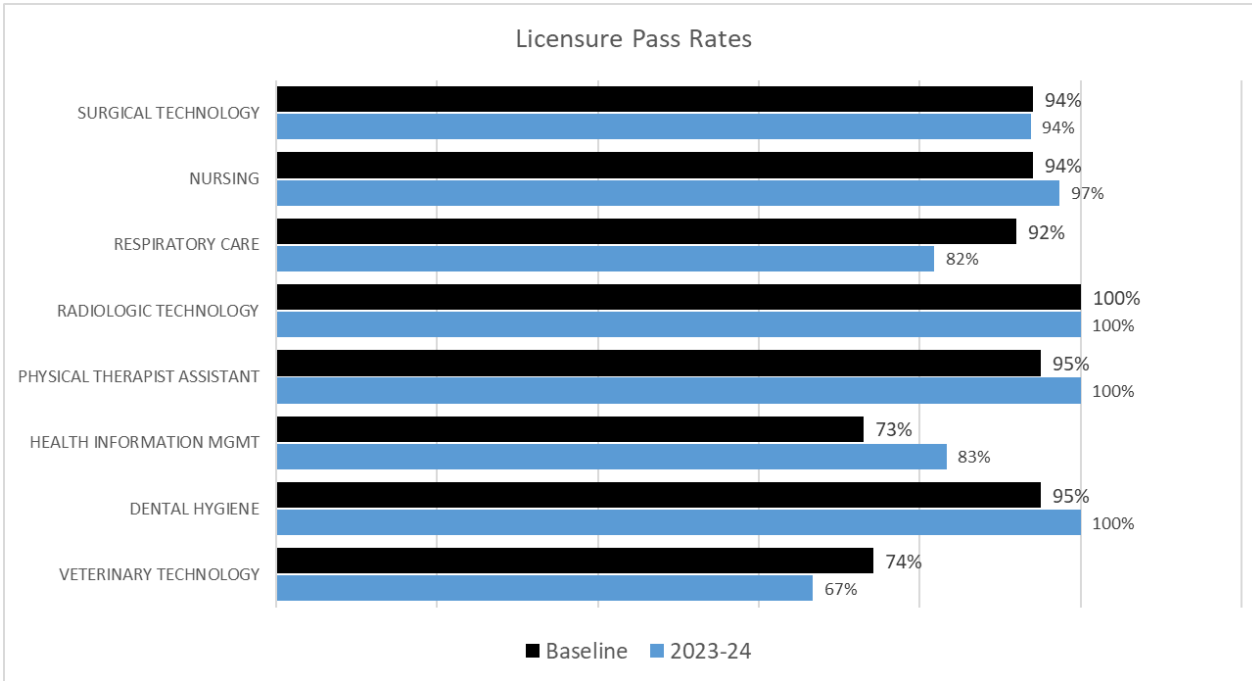
Placement* for Graduates from Career Programs 2021-2022

	All	Black	Hispanic	Multiracial	Other	White	Female	Male	Not Pell Eligible	Pell Eligible	Not Academically Underprepared	Academically Underprepared	Not 1st generation	1st generation
Associate of Applied Science (AAS) Total	515	39	32	12	11	421	331	184	185	330	301	214	299	216
Placement*	59%	49%	59%	58%	36%	61%	61%	55%	61%	58%	61%	56%	60%	58%
No record	41%	51%	41%	42%	64%	39%	39%	45%	39%	42%	39%	44%	40%	42%
Certificates Total	232	16	21	9	10	176	155	77	104	128	126	106	146	86
Placement*	36%	31%	38%	44%	30%	36%	34%	40%	36%	36%	34%	38%	36%	35%
No record	64%	69%	62%	56%	70%	64%	66%	60%	64%	64%	66%	62%	64%	65%

*Placement or Continuing Education in field as self-reported by graduate via response to Graduate Survey.

Licensure Pass Rates

Licensure pass rate tracking aligns with Teaching Excellence of Vision 2027 Strategic Plan and is a measure of program quality. The licensure pass rate displayed is defined by Tennessee Higher Education Commission (THEC) as the total number of licensure exams passed divided by the total number of licensure exams taken. Sources for the data include the annual institutional Quality Assurance Funding Report and THEC Fact Book. The annual target for each group of examinees' pass rate to meet or exceed the baseline pass rate for 2013-2014.



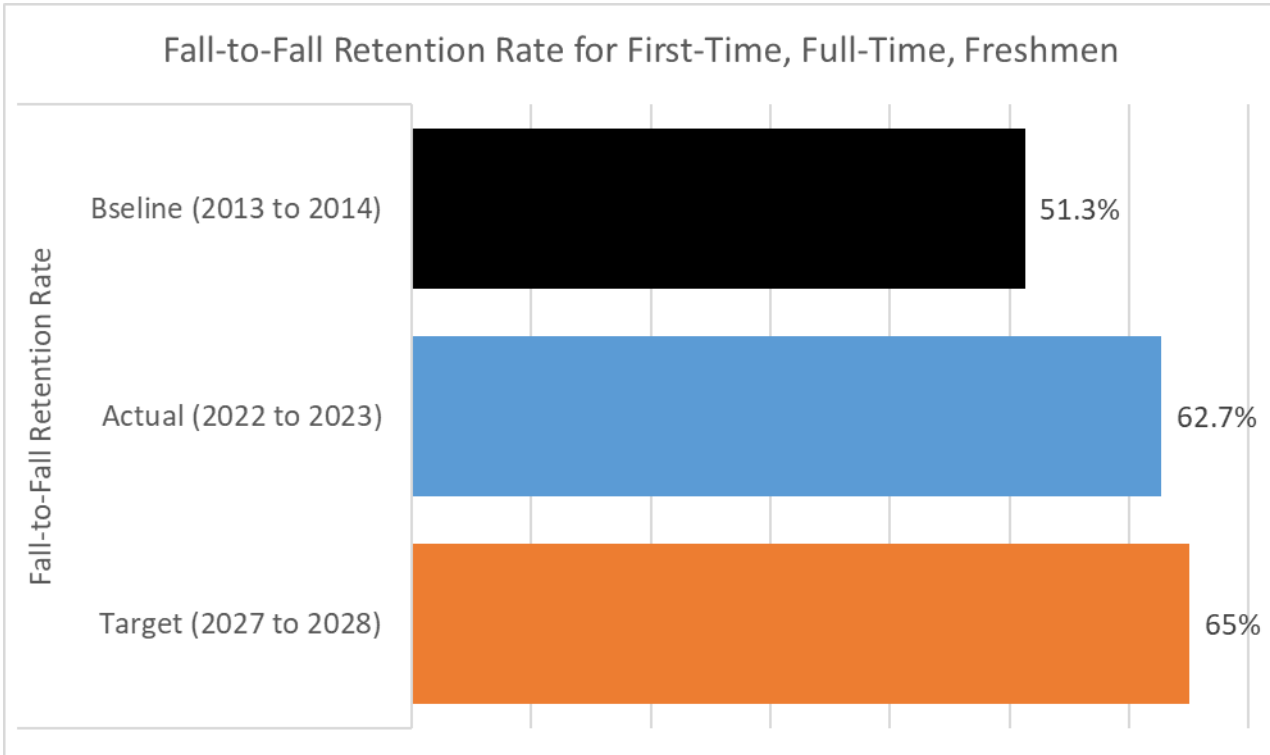
Disaggregated Rates

Licensure Pass Rate (1st Attempt) by Program - 2023-24

	All	Black	Hispanic	White	Multiracial	Other	Female	Male	age 18-23	age 24+	Not Pell Eligible	Pell Eligible	Not 1st Generation	1st Generation	Not Academically Underprepared	Academically Underprepared
Dental Hygiene																
Exam Takers	21	0	2	19	0	0	18	3	6	15	12	9	12	9	16	5
1st Time Pass	21	0	2	19	0	0	18	3	6	15	12	9	12	9	16	5
1st Time Pass Rate	100%	100%	100%	100%	na	na	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Health Information Management																
Exam Takers	6	2	0	3	1	0	6	0	0	6	0	6	3	3	2	4
1st Time Pass	5	2	0	2	1	0	5	0	0	5	0	5	3	2	1	4
1st Time Pass Rate	83.3%	100%	na	66.7%	100%	na	83.3%	na	na	83.3%	na	83.3%	100%	66.7%	50.0%	100%
Physical Therapist Assistant																
Exam Takers	13	1	2	10	0	0	5	8	1	12	8	5	8	5	10	3
1st Time Pass	13	1	2	10	0	0	5	8	1	12	8	5	8	5	10	3
1st Time Pass Rate	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Radiologic Technology																
Exam Takers	26	1	0	24	0	1	21	5	13	13	11	15	15	11	20	6
1st Time Pass	26	1	0	24	0	1	21	5	13	13	11	15	15	11	20	6
1st Time Pass Rate	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Respiratory Therapy																
Exam Takers	11	1	1	8	1	0	9	2	4	7	3	8	2	9	7	4
1st Time Pass	9	1	1	7	0	0	7	2	2	7	3	6	2	7	6	3
1st Time Pass Rate	81.8%	100%	100%	87.5%	0.0%	na	77.8%	100%	50.0%	100%	100%	75.0%	100%	77.8%	85.7%	75.0%
Nursing																
Exam Takers	78	4	7	62	3	2	64	14	15	63	35	43	53	25	64	14
1st Time Pass	76	4	7	60	3	2	62	14	15	61	34	42	52	24	62	14
1st Time Pass Rate	97.4%	100%	100%	96.8%	100%	100%	96.9%	100%	100%	96.8%	97.1%	97.7%	98.1%	96.0%	96.9%	100%
Surgical Technology																
Exam Takers	16	2	1	13	0	0	15	1	8	8	8	8	10	6	10	6
1st Time Pass	15	1	1	13	0	0	14	1	8	7	8	7	9	6	10	5
1st Time Pass Rate	93.8%	50.0%	100%	100%	na	na	93.3%	100%	100%	87.5%	100%	87.5%	90.0%	100%	100%	83.3%
Veterinary Technology																
Exam Takers	15	1	1	10	1	2	14	1	7	8	6	9	13	2	10	5
1st Time Pass	10															
1st Time Pass Rate	66.7%															

Retention Rates

The retention rate displayed is defined by Tennessee Higher Education Commission (THEC) as the total number of first-time, full-time freshman students who enroll in one fall semester and return to the following fall semester to any public institution within the state. Sources for the data include the annual [THEC Fact Book](#). The annual target for retention is increase by 0.75 percentage point from the baseline rate of the Fall 2013 to Fall 2014.



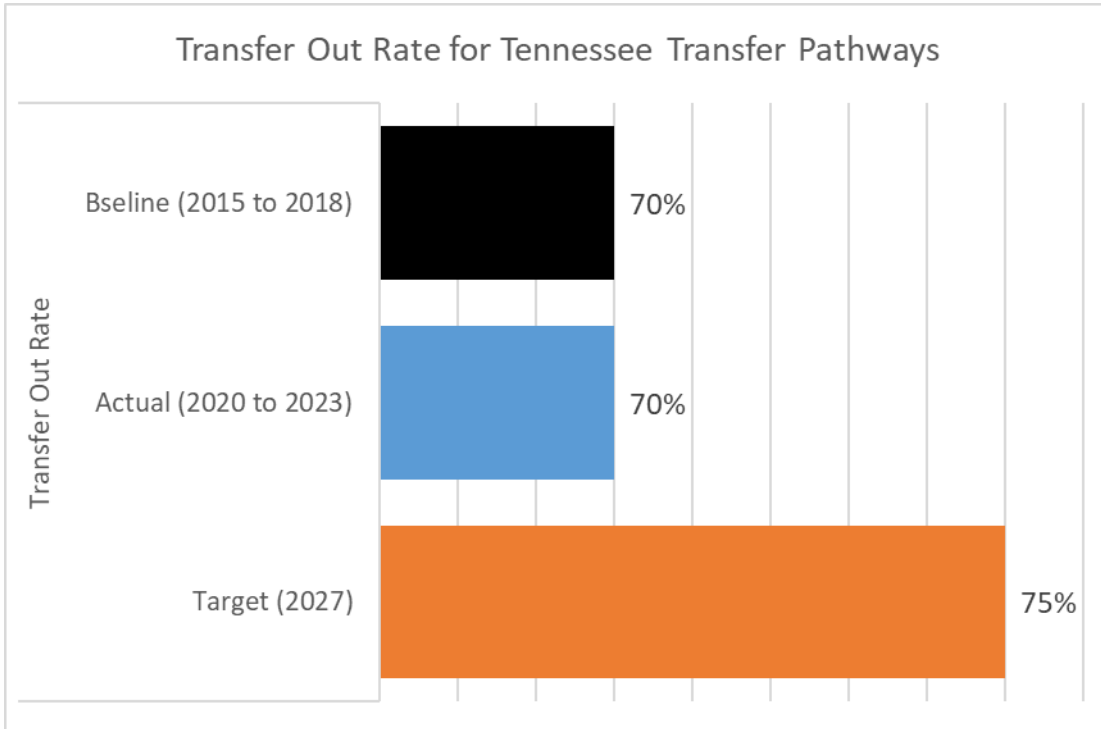
Equity & Retention of First-Time Freshmen (Retention to Same Institution only)

Retention Rate of FTPTF (Fall to Fall)	2012 to 2013	2013 to 2014	2014 to 2015	2015 to 2016	2016 to 2017	2017 to 2018	2018 to 2019	2019 to 2020	2020 to 2021	2021 to 2022	2022 to 2023	2023 to 2024
Part-time All	44%	37%	34%	33%	45%	42%	38%	46%	34%	30%	30%	26%
<i>Part-time African American/Black all</i>	32%	29%	19%	21%	42%	35%	16%	32%	24%	15%	22%	28%
<i>Part-time Hispanic all</i>	42%	15%	21%	67%	76%	57%	55%	20%	40%	46%	38%	19%
<i>Part-time White all</i>	50%	42%	40%	37%	45%	47%	38%	52%	35%	35%	30%	25%
Retention Rate of FTFTF (Fall to Fall)	2012 to 2013	2013 to 2014	2014 to 2015	2015 to 2016	2016 to 2017	2017 to 2018	2018 to 2019	2019 to 2020	2020 to 2021	2021 to 2022	2022 to 2023	2023 to 2024
Full-time	50%	52%	49%	49%	50%	49%	50%	51%	49%	54%	60%	58%
<i>Full-time African American/Black</i>	43%	41%	35%	31%	39%	36%	46%	42%	43%	43%	50%	42%
<i>Full-time Hispanic</i>	57%	62%	48%	45%	56%	55%	50%	67%	56%	56%	64%	58%
<i>Full-time White</i>	52%	55%	53%	52%	52%	52%	50%	52%	49%	57%	62%	63%

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Transfer Rates

The transfer rate displayed is defined as the three-year average percent of graduates to Tennessee Transfer Pathway degree programs who immediately transfer to a 4-year institution. The baseline is the three-year average of the transfer rate for years 2013-2014 through 2015-2016. The target three-year average rate is 72% by 2027.



Equity & Retention of First-Time Freshmen

Equity and Transfer Out of First-Time Full-Time Freshmen											
cohort year submitted	2010 FY14	2011 FY15	2012 FY16	2013 FY17	2014 FY18	2015 FY19	2016 FY20	2017 FY21	2018 FY22	2019 FY23	2020 FY24
Three-Year Transfer Out Rate	13% 185 of 1414	17% 203 of 1161	13% 152 of 1135	23% 265 of 1156	18% 189 of 1058	26% 468 of 1790	30% 471 of 1581	16% 252 of 1558	27% 446 of 1667	23% 363 of 1553	18% 229 of 1240
Full-time African American/Black 3-Yr Trans Rate	19% 47 of 247	24% 50 of 209	14% 31 of 226	24% 51 of 217	15% 28 of 184	19% 49 of 260	20% 44 of 216	15% 31 of 212	22% 48 of 217	18% 47 of 257	14% 20 of 146
female	22% 33 of 147	22% 28 of 130	13% 17 of 131	23% 30 of 128	16% 17 of 104	19% 27 of 141	22% 29 of 132	14% 17 of 121	22% 27 of 122	20% 28 of 142	16% 14 of 85
male	14% 14 of 100	28% 22 of 79	15% 14 of 95	24% 21 of 89	14% 11 of 80	18% 21 of 119	18% 15 of 84	15% 14 of 91	22% 21 of 95	17% 19 of 115	10% 6 of 61
Full-time Hispanic 3-Yr Trans Rate	23% 5 of 22	15% 4 of 26	15% 6 of 40	5% 2 of 44	11% 5 of 45	7% 5 of 73	41% 41 of 99	15% 14 of 96	23% 27 of 116	24% 36 of 150	10% 15 of 147
female	25% 4 of 16	17% 3 of 18	17% 4 of 23	5% 1 of 21	12% 3 of 26	8% 3 of 40	39% 22 of 57	17% 9 of 52	25% 18 of 72	29% 25 of 86	10% 10 of 96
male	17% 1 of 6	13% 1 of 8	12% 2 of 17	4% 1 of 23	11% 2 of 19	6% 2 of 33	45% 19 of 42	11% 5 of 44	20% 9 of 44	17% 11 of 64	10% 5 of 51
Full-time White 3-Yr Trans Rate	12% 89 of 724	16% 133 of 815	13% 109 of 818	23% 191 of 848	18% 142 of 776	28% 374 of 1352	30% 351 of 1171	17% 191 of 1150	28% 345 of 1221	25% 256 of 1037	20% 173 of 845
female	12% 50 of 430	15% 68 of 453	11% 53 of 463	20% 100 of 489	17% 70 of 415	29% 213 of 741	32% 206 of 648	16% 97 of 619	27% 188 of 698	25% 156 of 619	22% 115 of 514
male	13% 39 of 294	18% 65 of 362	16% 56 of 355	25% 91 of 359	20% 72 of 361	26% 161 of 611	28% 145 of 523	18% 94 of 531	30% 157 of 523	24% 100 of 418	18% 58 of 331

Note: The ATD coaches have encouraged IERP to include real counts (n) when reporting percentages.

Source: Annual IPEDS Graduation Rate Survey Submissions (Note: Technical College students are not included in ChSCC IPEDS)

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