

Institutional Student Achievement Disclosure

Kirtland Community College – March 2025

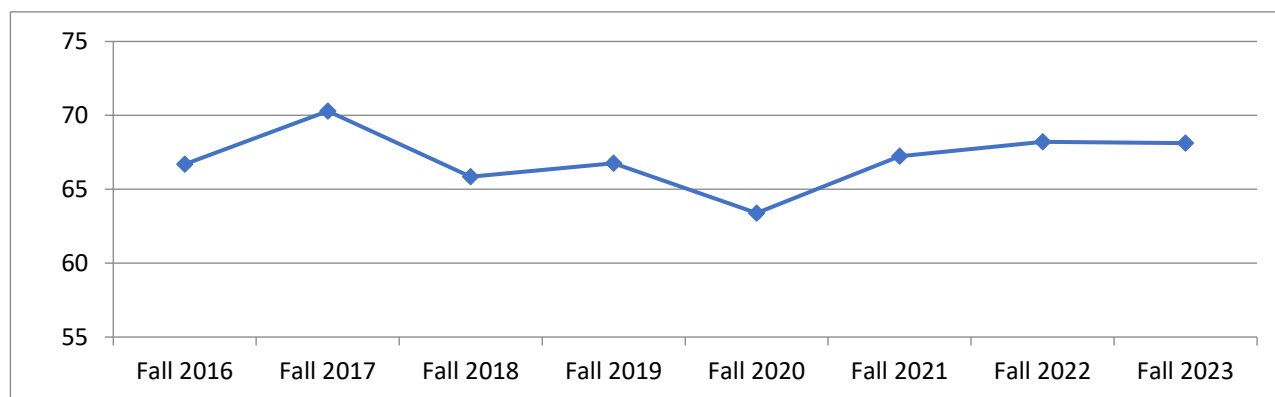
Mission: To provide innovative educational opportunities to enhance student lives and build stronger communities.

Vision: Kirtland will be the first choice for learner-centered education guiding students and communities toward success.

Section 1. Retention

Fall Semester to Winter Semester Persistence

Cohort Year	Percent
Fall 2016 to Winter 2017	66.70
Fall 2017 to Winter 2018	70.29
Fall 2018 to Winter 2019	65.85
Fall 2019 to Winter 2020	66.76
Fall 2020 to Winter 2021	63.39
Fall 2021 to Winter 2022	67.24
Fall 2022 to Winter 2023	68.20
Fall 2023 to Winter 2024	68.12
Fall 2024 to Winter 2025	69.35



Percent of credit students that were enrolled in the fall term and are still enrolled in the next full academic term less students who graduated.

Dual enrolled students are not included.

Definition and calculation based on the *National Community College Benchmark Project*.

Fall Semester to Fall Semester Retention

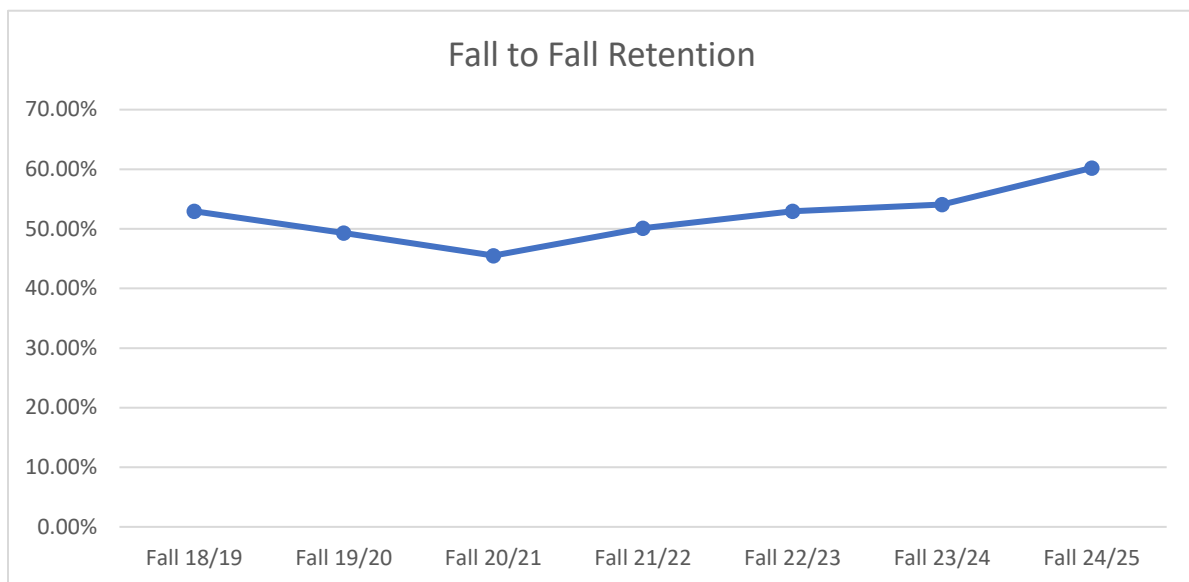
Graphical representation of the percentage of first-time at Kirtland students taking credits classes who enter in a fall semester and who enroll again in the subsequent fall semester.

Fall Semester to Fall Semester Retention

Graphical representation of the percentage of first-time at Kirtland students taking credits classes who enter in a fall semester and who enroll again in the subsequent fall semester.

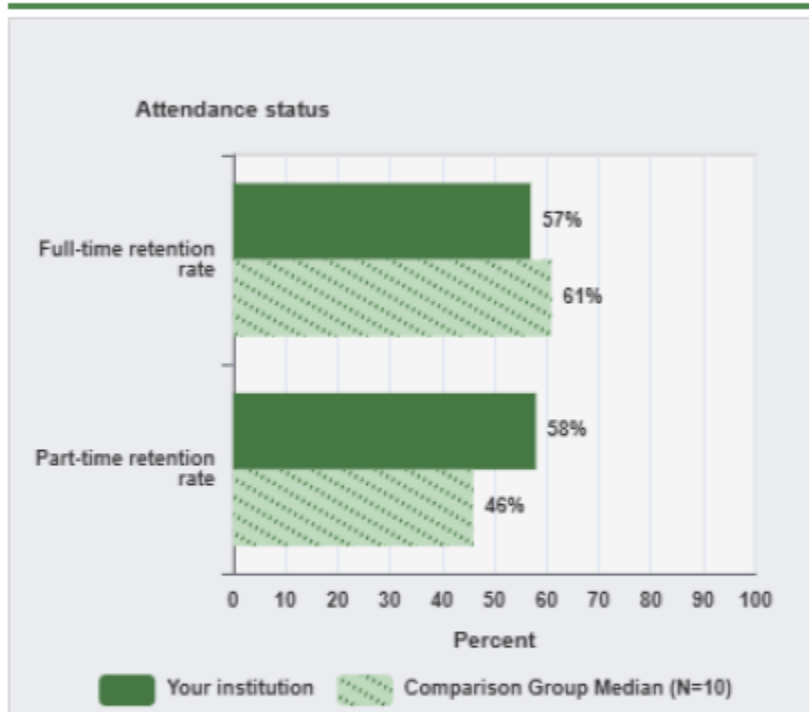
New In Year	Subsequent Year	Enrolled Percentage
Fall 17/18	Fall 18/19	52.94%
Fall 18/19	Fall 19/20	49.30%
Fall 19/20	Fall 20/21	45.51%
Fall 20/21	Fall 21/22	50.13%
Fall 21/22	Fall 22/23	52.93%
Fall 22/23	Fall 23/24	54.07%
Fall 23/24	Fall 24/25	60.22%

*COVID-19 Pandemic Started
*COVID-19 Pandemic Continued
*COVID-19 Pandemic Ending



IPEDS Data Feedback Report – January 2025 Edition

Figure 14. Retention rates of first-time degree/certificate seeking students, by attendance status: Fall 2022 cohort



NOTE: Retention rates are measured from the fall of first enrollment to the following fall. Academic reporting institutions report retention data for the Fall 2022 cohort of students who are still enrolled as of the institution's official fall reporting date or as of October 15, 2023. Program reporters determine the cohort with enrollment any time between August 1 - October 31, 2022 and retention based on August 1, 2023. Four-year institutions report retention rates for students seeking a bachelor's degree. For more details, see the Methodological Notes. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Spring 2024, Fall Enrollment survey component.

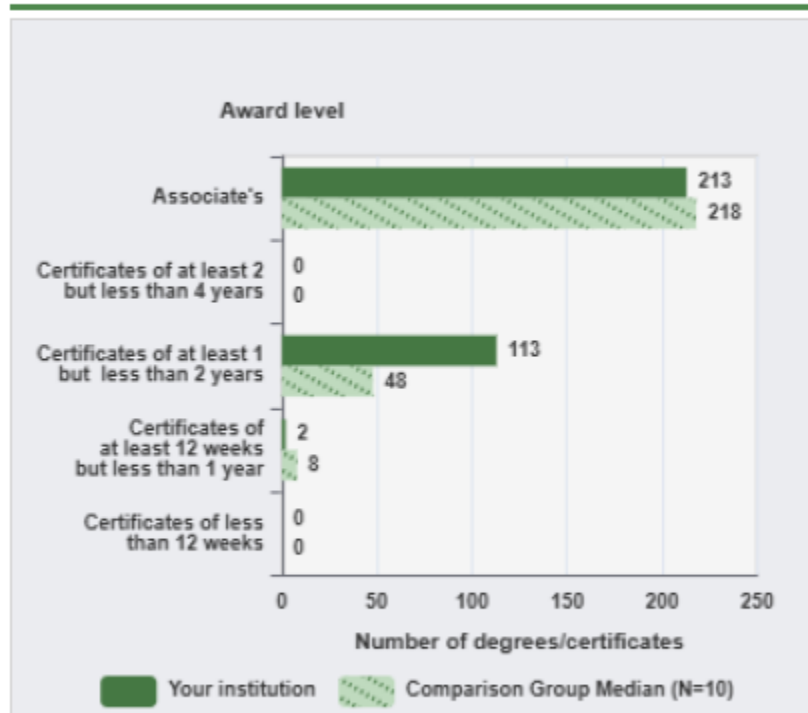
Comparison Group of Peer Colleges

- ▶ Alpena Community College (Alpena, MI)
- ▶ Bay de Noc Community College (Escanaba, MI)
- ▶ Glen Oaks Community College (Centreville, MI)
- ▶ Gogebic Community College (Ironwood, MI)
- ▶ Mid Michigan College (Harrison, MI)
- ▶ Montcalm Community College (Sidney, MI)
- ▶ North Central Michigan College (Petoskey, MI)
- ▶ Northwestern Michigan College (Traverse City, MI)
- ▶ Southwestern Michigan College (Dowagiac, MI)
- ▶ West Shore Community College (Scottville, MI)

Section 2. Completion

IPEDS Data Feedback Report – January 2025 Edition

Figure 5. Number of subbaccalaureate degrees and certificates conferred, by award level: 2022-23



NOTE: N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Fall 2023, Completions survey component.

Comparison Group of Peer Colleges

- ▶ Alpena Community College (Alpena, MI)
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IPEDS Graduation Rates Report

Institution: Kirtland Community College (170587)

User ID: P1705871

4-year average rates

4-year average rates

Screen 2 of 2

Men

	2017	2018	2019	2020	4-year Total
<u>Adjusted cohort</u>	43	47	54	36	180
Total <u>completers within 150%</u>	11	15	12	13	51
Total <u>transfer-out students</u>	7	4	6	4	21

Women

	2017	2018	2019	2020	4-year Total
<u>Adjusted cohort</u>	53	55	44	49	201
Total <u>completers within 150%</u>	11	10	21	9	51
Total <u>transfer-out students</u>	8	11	8	10	37

Total (men and women)

	2017	2018	2019	2020	4-year Total
<u>Adjusted cohort</u>	96	102	98	85	381
Total <u>completers within 150%</u>	22	25	33	22	102
Total <u>transfer-out students</u>	15	15	14	14	58
4-year average Student Right-to-Know Completion or Graduation Rate Calculation (Total Completers within 150% / Adjusted Cohort)					27
4-year average Student Right-to-Know Transfer-out Rate Calculation (Total Transfer-out Students / Adjusted Cohort)					15

Athletics Graduation Rates Report – Kirtland

Kirtland Community College

Graduation Rates - Other Sports

Calculation of 4-year average rates: Cohort adjustment - Other Sports

	2017	2018	2019	2020	4 year Total
Men					
Revised Cohort (VI,60)	3	7	9	5	24
Total Exclusions (VI,95)	0	0	0	0	0
Adjusted Cohort	3	7	9	5	24
Women					
Revised Cohort (VI,60)	4	3	4	1	12
Total Exclusions (VI,95)	0	0	0	0	0
Adjusted Cohort	4	3	4	1	12
Total (Men and Women)					
Revised Cohort (VI,60)	7	10	13	6	36
Total Exclusions (VI,95)	0	0	0	0	0
Adjusted Cohort	7	10	13	6	36

Kirtland Community College

Graduation Rates - Other Sports

Calculation of 4-year average rates: Completers within 150% of normal time - Other Sports

	2017	2018	2019	2020	4 year Total
Men					
<2 year completers (VI,61)	0	1	1	0	2
2<4 year completers (VI,62)	1	3	1	4	9
Total Completers within 150%	1	4	2	4	11
Women					
<2 year completers (VI,61)	0	0	1	0	1
2<4 year completers (VI,62)	1	2	1	0	4
Total Completers within 150%	1	2	2	0	5
Total (Men and Women)					
<2 year completers (VI,61)	0	1	2	0	3
2<4 year completers (VI,62)	2	5	2	4	13
Total Completers within 150%	2	6	4	4	16

Kirtland Community College

Graduation Rates - Other Sports

Calculation of 4-year average rates: Transfer-out students and rate calculations-Other Sports

	2017	2018	2019	2020	4 year Total
Men					
Transfer Out Students (VI,80)	0	0	1	0	1
Women					
Transfer Out Students (VI,80)	1	0	0	0	1
Total (Men and Women)					
Transfer Out Students (VI,80)	1	0	1	0	2

All Other Sports -

4 year average Student-Right-to-Know completion or graduation rate calculation

(Total Completers within 150% / Adjusted Cohort)

44%

All Other Sports - 4 year average Student-Right-to-Know transfer-out rate calculation

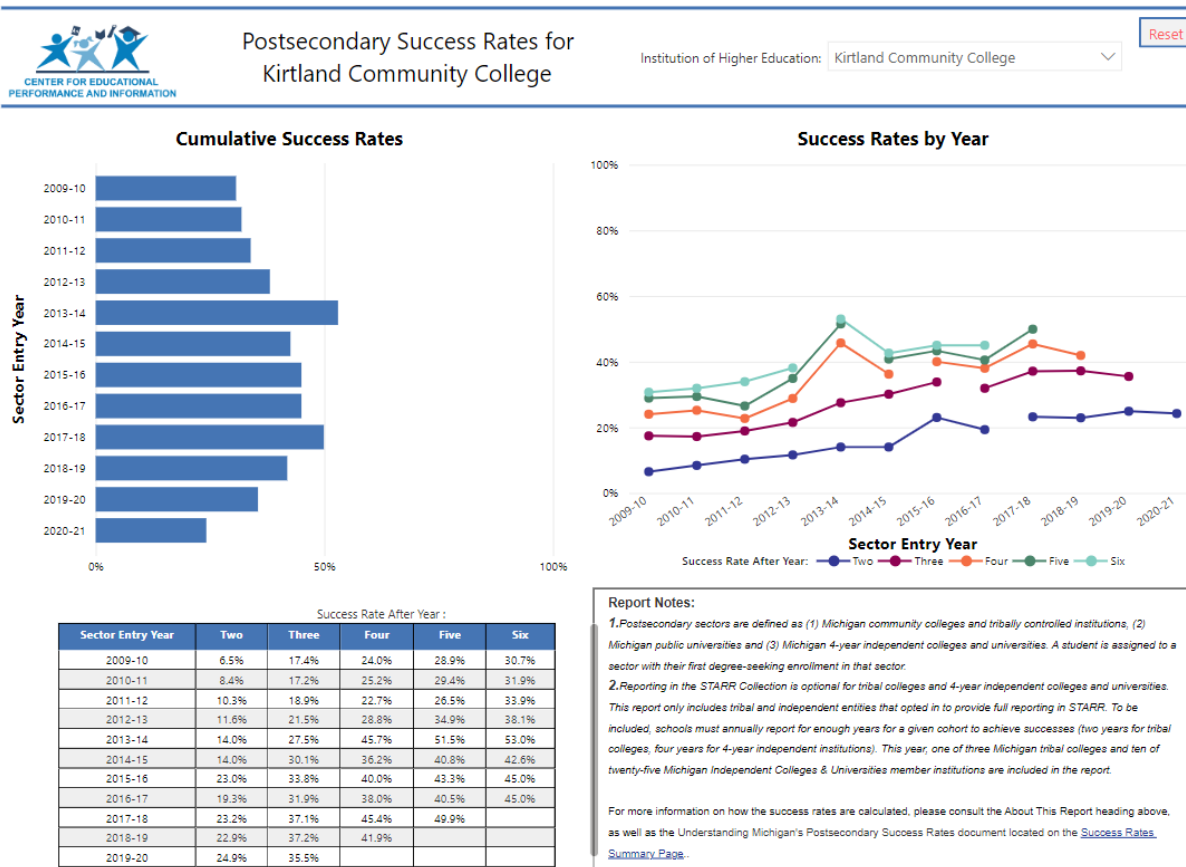
(Total Transfer-out Students / Adjusted Cohort)

6%

*Kirtland Other Sports - Cross Country, Golf and Bowling

Michigan Center for Educational Performance and Information (CEPI)

Student Success Report (<https://mischooldata.org/success-rates-report/>)



The Success Rates report and data files show the number of degree-seeking students who enter a Michigan postsecondary community college or public university and achieve a successful outcome. This includes data for Michigan's 28 community colleges and 15 public universities, along with aggregate metrics for the community college and public university sectors broken out by race/ethnicity and gender.

Successful outcomes include:

- Earning a certificate
- Earning an associate degree
- Earning a bachelor's degree
- Transferring to a university (for community college students)

These rates capture both part- and full-time enrollment for all degree-seeking students as well as mobility between institutions.

Section 3. Third Party Credential and Licensure Exam Pass Rates

Overall Institutional Rate = $232/251 = 92\%$

2023-2024 Michigan Licensure Pass Rate Information

Cosmetology

Number Taking Licensure Exam	Number Passed Licensure Exam	Percentage
17	17	100%

Kirtland Regional Police Academy

Number Taking Licensure Exam	Number Passed Licensure Exam	Percentage
68	65	96%

Nursing - NCLEX-RN

Number Taking Licensure Exam	Number Passed Licensure Exam	Percentage
42	42	100%

2023-2024 Third Party Credential Testing

Automotive - ASE 1

Number Taking Test	Number Passed Test	Percentage
31	17	55%

Cardiac Sonography - ARDMS-AE

Number Taking Test	Number Passed Test	Percentage
22	22	100%

Medical Assistant - RMAE

Number Taking Test	Number Passed Test	Percentage
4	4	100%

Surgical Technology - CST

Number Taking Test	Number Passed Test	Percentage
8	6	75%

Welding - WPQR

Number Taking Test	Number Passed Test	Percentage
49	49	100%

HVAC - EPA

Number Taking Test	Number Passed Test	Percentage
10	10	100%

Section 4. Placement

Graduate Follow-Up Survey Information

Graduation Year	Number of Graduates Surveyed	Responses Received	Percent	Number Employed	Percent	Number Continuing Post Secondary Education	Percent
2024	169	76	45%	47	62%	26	34%
2023	265	126	48%	91	72%	21	17%
2022	271	109	40%	81	74%	19	17%
2021	303	134	44%	106	79%	33	25%
2020	246	90	37%	79	88%	17	19%
2019	286	86	30%	67	78%	21	24%

**State of Michigan – Department of Labor and Economic Opportunity
Pathfinder Employment Outcomes Report – Kirtland Community College
September 2023 Outcomes Released October 2, 2024**

CIP Code	Award	Program Name	Typical time from Completion to Employment (Months)	Total Students (Year 1)	Employment in Michigan for Those Not Continuing in Education (Year 1)	Median Salary in Michigan (Year 1)	% Earned Higher Degree (Year 1)	% Enrolled in Post Secondary Education (Year 1)	% Employed in Michigan (Year 1)	% Other (Year 1)
03.0509	Certificate	Wood Science	*	*	*	*	*	*	*	*
12.0401	Certificate	Cosmetology	3	29	56%	\$15,573.20	10%	4%	48%	38%
12.0401	Associate Degree	Cosmetology	*	7	40%	*	0%	29%	28%	43%
12.0409	Certificate	Esthetician	3	12	50%	\$27,802.68	8%	9%	41%	42%
15.0303	Certificate	Electrical Tech	3	22	72%	\$43,298.96	14%	4%	59%	23%
15.0303	Associate Degree	Electrical Tech	3	14	64%	\$45,215.72	0%	0%	64%	36%
15.0403	Associate Degree	Industrial Tech	3	10	78%	\$55,225.00	0%	10%	70%	20%
15.0405	Associate Degree	Facilities Tech	*	5	60%	*	0%	0%	60%	40%
24.0101	Associate Degree	Science & Arts	3	144	57%	\$31,967.68	1%	41%	33%	25%
24.0102	Associate Degree	Integrative Occ Studies	3	26	87%	\$54,725.50	0%	12%	76%	12%
24.0103	Associate Degree	Foundations Art	4	16	55%	\$22,856.08	0%	31%	38%	31%
43.0107	Certificate	Police Academy	2	99	97%	\$55,515.60	3%	9%	85%	3%
43.0107	Associate Degree	Public Safety	3	15	93%	\$51,317.68	0%	7%	86%	7%
47.0201	Certificate	HVAC	3	14	91%	\$48,392.58	14%	7%	72%	7%
47.0201	Associate Degree	HVAC	*	*	*	*	*	*	*	*
47.0604	Certificate	Automotive Tech	3	16	79%	\$36,491.00	0%	13%	68%	19%
47.0604	Associate Degree	Automotive Tech	*	*	*	*	*	*	*	*
47.0605	Certificate	Diesel Tech	3	15	77%	\$38,754.70	0%	13%	67%	20%
48.0501	Certificate	CNC Machinist	*	8	67%	*	25%	0%	50%	25%
48.0508	Certificate	Welding	3	34	73%	\$52,702.80	21%	3%	55%	21%
48.0508	Associate Degree	Welding	3	18	83%	\$38,946.52	0%	0%	83%	17%
50.0409	Certificate	Graphic Arts	*	*	*	*	*	*	*	*
51.0707	Associate Degree	Health Info Tech	3	8	63%	\$34,582.56	0%	0%	63%	37%
51.0714	Certificate	Coding & Billing	3	15	54%	\$34,343.12	7%	6%	47%	40%
51.0801	Certificate	Medical Assistant	4	48	67%	\$41,065.48	0%	10%	61%	29%
51.0801	Associate Degree	Medical Assistant	*	*	*	*	*	*	*	*
51.0901	Associate Degree	Cardiac Sonography	2	53	55%	\$50,739.96	2%	2%	53%	43%
51.0909	Certificate	Surgical Tech	3	23	72%	\$50,354.00	22%	0%	56%	22%
51.0909	Associate Degree	Surgical Tech	3	29	84%	\$49,118.76	0%	14%	72%	14%
51.3801	Associate Degree	Nursing	3	204	82%	\$73,517.94	5%	13%	67%	15%
52.0201	Associate Degree	Business Mgmt	3	14	82%	\$28,556.12	0%	21%	65%	14%
52.0302	Certificate	Accounting	*	*	*	*	*	*	*	*
52.0302	Associate Degree	Accounting	3	8	86%	\$13,183.42	13%	0%	75%	12%
52.0408	Certificate	Office Specialist	*	*	*	*	*	*	*	*
52.0701	Certificate	Entrepreneurship	*	*	*	*	*	*	*	*
52.1201	Associate Degree	Cybersecurity	*	5	67%	*	0%	40%	40%	20%

* We do not have enough information on the graduates of this program to provide this data at this time.

Published by: The Michigan Department of Labor and Economic Opportunity's Office of Employment and Training provides this service through data partnerships with the Center for Educational Performance and Information and the Department of Technology, Management and Budget – Bureau of Labor Market Information and Strategic Initiatives.

CIP Code	Award	Program Name	Typical time from Completion to Employment (Months)	Total Students (Year 1)	Employment in Michigan for Those Not Continuing in Education (Year 1)	Median Salary in Michigan (Year 1)	% Earned Higher Degree (Year 1)	% Enrolled in Post Secondary Education (Year 1)	% Employed in Michigan (Year 1)	% Other (Year 1)
03.0509	Certificate	Wood Science	*	*	*	*	*	*	*	*
12.0401	Certificate	Cosmetology	3	35	53%	\$23,574.02	11%	3%	46%	40%
12.0401	Associate Degree	Cosmetology	*	*	*	*	*	*	*	*
12.0409	Certificate	Esthetician	3	*	*	*	*	*	*	*
15.0303	Certificate	Electrical Tech	3	16	56%	\$56,154.72	38%	6%	31%	25%
15.0303	Associate Degree	Electrical Tech	3	11	60%	\$74,515.16	0%	9%	55%	36%
15.0403	Associate Degree	Industrial Tech	3	6	100%	\$69,164.00	17%	0%	83%	0%
15.0405	Associate Degree	Facilities Tech	*	9	75%	\$58,589.74	0%	11%	67%	22%
24.0101	Associate Degree	Science & Arts	3	112	78%	\$48,272.92	43%	12%	35%	10%
24.0102	Associate Degree	Integrative Occ Studies	3	25	74%	\$56,388.00	4%	4%	68%	24%
24.0103	Associate Degree	Foundations Art	4	144	59%	\$49,447.00	27%	4%	41%	28%
43.0107	Certificate	Police Academy	2	66	90%	\$65,237.76	15%	9%	68%	8%
43.0107	Associate Degree	Public Safety	3	20	94%	\$63,811.12	0%	20%	75%	5%
47.0201	Certificate	HVAC	3	12	50%	\$61,048.36	8%	9%	41%	42%
47.0201	Associate Degree	HVAC	*	8	71%	\$61,048.36	0%	13%	62%	25%
47.0604	Certificate	Automotive Tech	3	31	83%	\$47,652.62	3%	3%	78%	16%
47.0604	Associate Degree	Automotive Tech	*	10	80%	\$47,803.16	0%	0%	80%	20%
47.0605	Certificate	Diesel Tech	3	32	83%	\$47,652.62	3%	6%	75%	16%
48.0501	Certificate	CNC Machinist	*	5	50%	*	20%	0%	40%	40%
48.0508	Certificate	Welding	3	52	81%	\$56,266.64	10%	0%	73%	17%
48.0508	Associate Degree	Welding	3	12	75%	\$59,686.52	0%	0%	75%	25%
50.0409	Certificate	Graphic Arts	*	*	*	*	*	*	*	*
51.0707	Associate Degree	Health Info Tech	3	47	67%	\$39,830.08	4%	5%	61%	30%
51.0714	Certificate	Coding & Billing	3	16	57%	\$37,120.04	13%	0%	50%	37%
51.0801	Certificate	Medical Assistant	4	8	75%	\$41,049.56	0%	0%	75%	25%
51.0801	Associate Degree	Medical Assistant	*	*	*	*	*	*	*	*
51.0901	Associate Degree	Cardiac Sonography	2	53	39%	\$57,411.08	2%	2%	38%	58%
51.0909	Certificate	Surgical Tech	3	34	81%	\$47,343.70	18%	3%	64%	15%
51.0909	Associate Degree	Surgical Tech	3	*	*	*	*	*	*	*
51.3801	Associate Degree	Nursing	3	187	74%	\$79,433.60	25%	10%	48%	17%
52.0201	Associate Degree	Business Mgmt	3	30	78%	\$45,512.20	7%	3%	70%	20%
52.0302	Certificate	Accounting	*	*	*	*	*	*	*	*
52.0302	Associate Degree	Accounting	3	6	80%	*	17%	0%	66%	17%
52.0408	Certificate	Office Specialist	*	*	*	*	*	*	*	*
52.0701	Certificate	Entrepreneurship	*	8	43%	*	0%	13%	37%	50%
52.1201	Associate Degree	Cybersecurity	*	11	33%	*	45%	0%	19%	36%

RETURN ON INVESTMENT

Return on Investment (ROI) is a methodology for determining the monetary value of completing a higher education program. Students, parents, and counselors can use ROI to make informed decisions regarding a student's career pathway. The Pathfinder ROI tool is useful in comparing the relative value of programs as well as in measuring the expected monetary benefit of a selected program of study. This documentation defines program level ROI and then details the methodology used in Pathfinder to estimate it.

Definition

In the Pathfinder tool, Return on Investment is defined as the present value of a thirty year stream of wages for a college graduate, less

- The estimated total net price of a student's degree program;
- The present value of a thirty year stream of wages for a high school graduate with no additional education;
- The opportunity cost, measured in foregone wages, incurred by attending college.

In summary, ROI can be interpreted as measuring how much more a college degree is worth, on average, than a high school degree over the first thirty years of the working life of an individual.

CIP Code	Program / Major Area of Study
12.04	Cosmetology
15.03	Electrical Technology
15.04	Mechatronics
24.01	Associate of Science and Arts
43.01	Public Safety & Police Academy
47.06	Automotive Technology
48.05	Welding & Fabricating
50.04	Art & Graphic Design
51.07	Health Information Technology
51.08	Medical Assistant
51.09	Surgical Technology
51.09	Cardiac Sonography
51.38	Nursing
52.02	Business Management
52.03	Accounting
52.04	Office Assistant
52.12	Cybersecurity/ Information Tech

CIP Code	Award	Program Name	Typical time from Completion to Employment (Months)	Return on Investment - Sept 2024	Return on Investment - Oct 2024
03.0509	Certificate	Wood Science	*	*	*
12.0401	Certificate	Cosmetology	3	-	-
12.0401	Associate Degree	Cosmetology	*	\$166,176.00	\$107,779.00
12.0409	Certificate	Esthetician	3	*	*
15.0303	Certificate	Electrical Tech	3	-	-
15.0303	Associate Degree	Electrical Tech	3	\$425,934.00	\$367,536.00
15.0403	Associate Degree	Industrial Tech	3	\$201,246.00	\$259,643.00
15.0405	Associate Degree	Facilities Tech	*	\$30,140.00	\$87,241.00
24.0101	Associate Degree	Science & Arts	3	\$484,861.00	\$541,962.00
24.0102	Associate Degree	Integrative Occ Studies	3	*	*
24.0103	Associate Degree	Foundations Art	4	\$129,601.00	\$186,701.00
43.0107	Certificate	Police Academy	2	\$455,633.00	\$512,733.00
43.0107	Associate Degree	Public Safety	3	-\$12,297.00	\$44,804.00
47.0201	Certificate	HVAC	3	\$534,220.00	\$592,618.00
47.0201	Associate Degree	HVAC	*	\$235,302.00	\$292,402.00
47.0604	Certificate	Automotive Tech	3	\$201,095.00	\$259,492.00
47.0604	Associate Degree	Automotive Tech	*	*	*
47.0605	Certificate	Diesel Tech	3	\$298,788.00	\$357,186.00
48.0501	Certificate	CNC Machinist	*	*	*
48.0508	Certificate	Welding	3	\$243,362.00	\$301,759.00
48.0508	Associate Degree	Welding	3	*	*
50.0409	Certificate	Graphic Arts	*	\$288,919.00	\$347,316.00
51.0707	Associate Degree	Health Info Tech	3	\$344,197.00	\$401,297.00
51.0714	Certificate	Coding & Billing	3	*	*
51.0801	Certificate	Medical Assistant	4	\$128,263.00	\$185,364.00
51.0801	Associate Degree	Medical Assistant	*	\$9,982.00	\$68,380.00
51.0901	Associate Degree	Cardiac Sonography	2	\$276,056.00	\$334,454.00
51.0909	Certificate	Surgical Tech	3	*	*
51.0909	Associate Degree	Surgical Tech	3	\$254,906.00	\$312,007.00
51.3801	Associate Degree	Nursing	3	\$459,158.00	\$517,555.00
52.0201	Associate Degree	Business Mgmt	3	\$412,727.00	\$469,828.00
52.0302	Certificate	Accounting	*	\$666,325.00	\$723,426.00
52.0302	Associate Degree	Accounting	3	\$99,675.00	\$156,776.00
52.0408	Certificate	Office Specialist	*	*	*
				\$217,592.00	\$274,692.00
				*	*

52.0701	Certificate	Entrepreneurship	*	*	*
52.1201	Associate Degree	Cybersecurity	*	*	*