**Outcomes Report FY2021**

**How is the Program Outcomes Report Structured?**

The annual program outcomes report will be structured around five different sections - each specializing in one theme. The sections are:

* Demographics
* Graduation
* Persistence & Retention
* Income, Affordability, & Debt
* Admissions & Academics

Program Outcomes Report FY21. Landing report page

**Demographics**

There are five main student demographic characteristics that programs collect so that the data can be disaggregated and examined by student subgroup. They are:  
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* Race/Ethnicity
* Gender Identity & Sex
* Young Men of Color
* First Generation Status
* Immigration Status

**Race/Ethnicity**

* **Definition**: Racial and ethnic distribution of our student population. Total counts will be given for each of the main categories captured:
  + American Indian, Alaska Native, Pacific Islander
  + Asian; Black or African American
  + Hispanic or Latino
  + White
  + Other
  + Multiple Races[1]
  + No Data
* **Note**: The definition of the “Race” field was changed in 2021. Specifically, the field was divided into “Race” and “Ethnicity.” This change will not be accounted for in the outcomes for prior years; it will affect the incoming Access class (2021-22) and will be reflected in future reports. [2]  
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* **Report Views:**
  + Student Race (Exclusive)
    - Table shows the number of students who selected a single racial identity; all other students are grouped into "Multiple Races". Therefore, students are counted only once.
    - Student counts adds up to the total number of students served
  + Student Race (Inclusive)
    - Shown for both Access & Success
    - Table shows the number of students who selected ANY given racial identity; students selecting more than one race are counted more than once depending on the number of racial identities they selected

[1] At intake, students are given the option to select as many racial/ethnic identities as they want. Any student selecting more than one identity is automatically classified under “Multiple races”.  
[2] These fields are not yet populated for current students, thus there is not enough data of good enough quality to justify creating a view.​​​​​​​

​​​​​​​**Gender Identity & Sex**

* **Definition:**  Sex refers to a person's biological status, it's typically assigned at birth, and is generally categorized as male, female, or other/intersex. Gender Identity refers to an internal sense of self and their gender.
* Total count are given for students' Sex distributions[3] for each of the main categories captured:
  + Female
  + Male
  + Other
  + Prefer not to say/Unknown
* Total counts are given for students' Gender Identity for each of the main categories captured:
  + Woman
  + Man
  + Transgender Female/Transgender Woman
  + Transgender Male/Transgender Man
  + Gender Queer/Gender Non-conforming/Gender Non-binary/Third Gender
  + Not Listed

[3] In 2021, the “Gender Identity” field replaced the “Sex” field to align more closely with our foundations.

**Young Men of Color**

* **Definition:** Young Men of Color is defined and filtered by the following logic:
  + The student’s race/ethnicity is either “Black or African American” or “Hispanic or Latino”
  + The student’s Gender Identity is either “Man” or “Transgender Male/Transgender Man”
  + If Gender Identity field is not listed, the student’s Sex is “Male”

**First Generation Status**

* **Definition:** a student is considered “First Generation” if the Student's parent(s) have not earned a 4-year degree in the United States.
  + **​​​​​​​​​​​​​​**The report views offer the total count of First-Generation status by:
    - First Generation
    - First Person in Family
    - Not Sure
    - Parent w/Bachelor’s
* **Note:** At Bottom Line, First Generation encompasses the “First Generation” and “First Person in Family” categories.

**Immigration Status**

* **Definition:** Immigration status refers to the way in which a student is present in the United States, and it is captured as part of our eligibility requirements.
* Total counts are given by:
  + United States (US) Citizen or Permanent Resident
  + Other Immigration Status[4]
  + No Data
* **Note:** Total counts will be offered in aggregates as to avoid any possibility of identifying students with sensitive immigration situations.

[4] This category may include students with any of the following statuses: DACA, DACA or Undocumented, Refugee or Asylee, TPS, Undocumented, Other.

**Graduation**

The outcomes report includes two different graduation rates, and it is important to understand the distinction- especially when it comes to reporting programmatic outcomes to external audiences:

* **Historic Graduation Rate**
* **​​​​​​​Overall Graduation Rate**

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Historic Graduation Rates are Bottom Line's Official Graduation Rates- This is what we use for external reporting.

Overall Graduation Rates are meant to be used as internal measures, or should only be used for reporting alongside with **Projections**for cohorts who have not yet completed a full 6 years of Success programming at Bottom Line.

**Historic Graduation Rates**

* **Definition**: The historic graduation rate at Bottom Line is calculated using a “Denominator,” which is defined as the sum of the total count of students in each cohort, and a “Numerator,” defined as the number of students who graduate from a four-year institution in 6 years or less. This calculation excludes students who graduate after the 6-year mark, and students in a current cohort (i.e., cohorts that have yet to complete the full 6 years of services offered by Bottom Line.
* **Report Views:**
  + ​​​​​​​​​​​​​​Historic Graduation Rates:
    - ​​​​​​​Table shows cohort sizes as well as the number of students who graduated in 4 years or less, 5 years, and 6 years. These numbers reflect the denominator for historic graduation rate
    - Table also shows number of students who graduated more than 6 years and who did not graduate (these students do NOT count in the denominator)
    - Table shows total graduates considered in the Historic Grad Rates as well as the total graduates overall- both represented as a number and as a percentage
    - Historic Graduation Rates are shown in Gold to highlight this as the official rate to be used for external reporting
    - Table does not include any cohort that has yet to go through 6 full years of Success Programming
* ​​​​​​​**Note:**for anyone looking for the "Official Graduation Rate" at Bottom Line, the blue card showing the Historic Graduation Rate is the best reference.

**Overall Graduation Rates**

* **Definition**: The Overall Graduation Rate at Bottom Line is calculated in the same way as the Historic Graduation Rate, except it includes ALL graduating students -even those that graduate beyond the 6-year program mark.
* **Report Views:**
  + Overall Graduation Rates:
    - Table shows cohort sizes as well as the number of students who graduated in 6 years or less, students who graduated in more than 6 years, and students who did not graduate
    - Table shows Total grads both as a number and as a percentage
    - Table shows all Success cohorts -and all their graduating students- up to present day
* **Note:**the blue card showing the Overall Graduation Rate (75%) is only showing the overall graduation rate for cohorts that have completed 6 year of programming. The reason for this is to provide a quick comparison between the official [Historic] rate (that which does NOT count students who took longer than 6 years to graduate) and the Overall rate (which counts students who took 6+ years to graduate).

**Projected Graduation Timelines**

* **Definition**: The projected graduation timelines speak to the progress that our Success students are making throughout their time at Bottom Line.
  + Projected timelines are calculated using the student’s most recent credit accumulation and based on their Bottom Line program year[5]
  + Students projected to graduate within 6 years or less are considered “On Track”, while students projected to graduate in more than 6 years are “Off Track”

[5] The logic for these projections are as follows:

* + For Year 1:
    - 25% or more credits earned will likely graduate in 4 years
    - at least 20% credits earned will likely graduate in 5 years
    - 16% credits earned will likely graduate in 6 years
    - less than 16% credits earned will be off track
  + Y2:
    - +50%-4 years
    - 40%-5 years
    - 33%-6 years
    - less than 33%-off track
  + Y3:
    - +75%-4
    - 60%-5
    - 50%-6
    - less than 60%-off track
  + Y4:
    - +95%-4
    - 80%-5
    - 66%-6
    - less than 66%-off track
  + Y5:
    - +95%-5
    - 83%-6
    - less than 83%-off track
  + Y6:
    - +95%-6
    - less than 95%-off track

* **Report Views:**
  + Projected Graduation Timeline:
    - Table shows cohort sizes as well as the number of students projected to graduate in 4 years or less, 5 years, 6 years, and more than 6 years
    - Table excludes all students for which there is a recorded graduation year
  + Projected On/Off Track:
    - Table shows cohort sizes as well as the number of students projected to graduate on time vs. not
    - "Graduate on time" means within the 6 year mark
* **Note:**the blue card showing the Overall Graduation Rate (75%) is only showing the overall graduation rate for cohorts that have completed 6 year of programming. The reason for this is to provide a quick comparison between the official [Historic] rate (that which does NOT count students who took longer than 6 years to graduate) and the Overall rate (which counts students who took 6+ years to graduate).

**Persistence & Retention**

**2nd Semester Persistence**

* **Definition**: enrolled fall and persisted the following spring.
  + 2nd semester persistence data is not available for “Access Only” students
  + The data when captured in Salesforce for Success program students, reflects Bottom Line’s data, or National Student Clearinghouse (NSC)[6] only when Bottom Line data is not available.
    - A student is counted under the “Persisted” category if their Salesforce record shows that both their Fall and Spring Credits Attempted are greater than 0.
    - A student is counted under the “Did Not Persist” category if either their Fall or Spring Credits Attempted equal 0.

[6] Historically, Bottom Line’s calculation of 2nd and 3rd semester persistence using data obtained from NSC has not accounted for “enrollment status”. In other words: if a NSC record exists for the semesters in question -regardless of the enrollment status reported in said record- the student was reported as having persisted. We have identified this as a reporting inaccuracy that potentially affects between 2 and 20 records per cohort going back at least to 2005.

**3rd Semester Persistence**

* **Definition**: enrolled fall and persisted the following fall.
  + 3rd semester persistence data is not available for “Access Only” students
  + The data when captured in Salesforce for Success program students, reflects Bottom Line’s data, or National Student Clearinghouse (NSC)[7] only when Bottom Line data is not available.
    - A student is counted under the “Persisted” category if their Salesforce record shows that both their Year 1 Fall and Spring Credits Attempted are greater than 0 and Year 2 Fall Credits Attempted is greater than 0
    - A student is counted under the “Did Not Persist” category if either their Year 1 Fall or Spring Credits Attempted equal 0, or if their Year 2 Fall Credits Attempted equals 0
* **Note:**Students do **not** count as “Persisted” if they did not enroll until the Spring semester (I.e., if they do not begin college in the fall immediately following high school graduation)[8]

[7] Historically, Bottom Line’s calculation of 2nd and 3rd semester persistence using data obtained from NSC has not accounted for “enrollment status”. In other words: if a NSC record exists for the semesters in question -regardless of the enrollment status reported in said record- the student was reported as having persisted. We have identified this as a reporting inaccuracy that potentially affects between 2 and 20 records per cohort going back at least to 2005.  
[8] This is Bottom Line’s historic definition of 3rd Semester Persistence​​​​​​​

**College Retention & Transfers**  
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* **Definition**: Analysis on colleges’ retention numbers. This analysis aims to show any potential college transfers[9] broken down by school, as well as by cohort.
  + Note: this analysis was designed to aid the New York region in identifying potential college transfers between two Partner College systems (SUNY & CUNY). This analysis can be adapted to reflect the needs of the Massachusetts and Illinois regions pending approval from the appropriate Data Governance group(s)

[9] There are some limitations to this analysis; Data is not available for all cohorts because it was not being warehoused until 2019.  This analysis uses “Year 1 Fall College Attending” as a proxy for the first college the student might have attended, and “Last or Most Recent College Attended” as a proxy for their current college. The “Last or Most Recent College Attended” field only gets updated once a year at the end of the academic year. Therefore, no mid-semester changes are captured which may leave some intermediate transfers out of the analysis. ​​​​​​​

**Income, Affordability, & Debt**

This section of the Program Outcomes Report covers multiple indicators that speak to our students' financial and economic status.

Additionally -new to this year's report- we included a simple comparative analysis to the Federal Poverty Line. And, while there are limitations to this analysis, these views offer a different perspective into our students' socioeconomic backgrounds.

**Average Family Income**

* **Definition**: This view will show the average (arithmetic mean) family income for our students.
  + Students with no data captured are excluded from the calculation.
  + Students with $0.00 income are included in the calculation[10].

[10] Students with $0.00 income are counted in the calculation because a $0.00 represents a lack of income in the household and not a “blank/data missing” in our salesforce records.

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**Access College Affordability**

* **Definition**:  this speaks to the college affordability decisions students in the Access program make.
  + The field used for this visual is a compound of multiple fields that assess the college affordability for each individual student in the following sequence:
    - First, the gap is determined by subtracting the school cost from the expected family contribution.
    - Second, the result of this gap is added to the total expected amount of loans a student would have to borrow if they were to attend that school.
    - Third, the amount previously calculated is compared to our affordability index:
      * A school is deemed “More Affordable” if the gap is less than or equal to $8,500
      * A school is deemed “Less Affordable” if the gap is between $8,500 and $11,500
      * A school is deemed “Least Affordable” if the gap is greater than $11,500

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**Average Debt for Graduates**

* **Definition**: ​​​​​​​This view will show the average (arithmetic mean) amount of student debt that students in the Success program accrued by the time they graduated.
  + Students are not included in the calculation if the amount registered is equal to 0, or if there is no data.
  + Students are not included if they have not graduated yet

**Average Debt for Current Students**

* **Definition**: This view will show the average (arithmetic mean) amount of student debt that students in the Success program have accrued by the end of the year.
  + Students are not counted if they have already graduated
* **Note:** Students are not counted if there is no data or if the amount registered is equal to 0[11]

[11] We currently have no way to identify students who receive no financial aid vs. students with no data- they all default to $0. Additionally, this calculation excludes students with a loan amount of $0.

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**On-track and Off-track affordability classification (Over/Under $31,000)**

* **Definition:**This view will show an on-track or off-track status for a student’s debt compared to Bottom Line's Affordability benchmark of $31,000[12]. Students are on-track or off- track based on the following thresholds:
  + Student has borrowed $5,500 or less the first year
  + Student has borrowed $12,000 ($6,500+$5,500) or less the second year
  + Student has borrowed $19,500 ($7,500+$6,500+$5,500) or less the third year
  + Student has borrowed $27,000 ($7,500+$7,500+$6,500+$5,500) or less the fourth year
  + Student has borrowed $31,000 ($4,000+$7,500+$7,500+$6,500+$5,500) or less the fifth year
  + Student has borrowed $31,000 or less the sixth year

[12] Bottom Line’s Affordability benchmark of $31,000 is based on the maximum amount of aid that a student can borrow in Federal Student Loans. For more information on thresholds or eligibility for Federal Student Loans visit [this site.](https://studentaid.gov/understand-aid/types/loans/subsidized-unsubsidized)  
  
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**Federal Poverty Line Standards**

* **Definition**: This view shows the number and percentage of students whose family income follows above or below the Federal Poverty Line.
  + ​​​​​​​Federal Poverty Line Income standards change every year, and the analysis could only be done for those years where sufficient data was available (both for Bottom Line data and data from the Federal Government).
  + For Access, only one year of data is shown. For Success, all years with data availability are shown.
  + The Federal Poverty Line guidelines followed this standard for each corresponding year:
    - [​​​​​​​​​​​​​​2017](https://aspe.hhs.gov/topics/poverty-economic-mobility/poverty-guidelines/prior-hhs-poverty-guidelines-federal-register-references/2017-poverty-guidelines)
    - [2018](https://aspe.hhs.gov/topics/poverty-economic-mobility/poverty-guidelines/prior-hhs-poverty-guidelines-federal-register-references/2018-poverty-guidelines)
    - [2019](https://aspe.hhs.gov/topics/poverty-economic-mobility/poverty-guidelines/prior-hhs-poverty-guidelines-federal-register-references/2019-poverty-guidelines)
    - [2020](https://aspe.hhs.gov/topics/poverty-economic-mobility/poverty-guidelines/prior-hhs-poverty-guidelines-federal-register-references/2020-poverty-guidelines)
    - [2021](https://aspe.hhs.gov/topics/poverty-economic-mobility/poverty-guidelines/prior-hhs-poverty-guidelines-federal-register-references/2021-poverty-guidelines)​​​​​​​

**Admissions & Academics**

**Access College Commitments**

* **Definition**: This measure shows three sets of Access students: those who committed to attending college, does who did not commit, and those who decided to not attend college.
  + ​​​​​​​These commitments reflect the internal deadline of May 1st for college commitments
  + Data had been previously stated as not available for all cohorts, but the introduction of the ODS [data warehouse] made possible to show historic commitment data for this view.

**Access College Admissions**

* **Definition**: This measure shows the distribution of students in the Access program who gained admission to one or more colleges.
  + Distributions are shown in three categories:
    - Admitted to 1 or more schools
    - Not admitted to any schools
    - No data

**Access Top 10 High schools represented**

* **Definition**: This measure shows the top 10 High schools that feed the most students into our Access Program.
  + ​​​​​​​The numbers show ALL TIME students represented in our Access program, but can be filtered by Access Academic year

**Access Top 10 Colleges Attended**

* **Definition**: This measure shows the top 10 colleges attended by our Access Program students.
  + ​​​​​​​The numbers show ALL TIME students in our Access program, but can be filtered by Access Academic year

**Average GPA**

* **Definition**: This table shows the average Grade Point Average distributions for students in our programs
  + Data is shown as ALL TIME, but can be filtered
    - Filter options for Access are by Academic year
    - Filter options for Success are by Cohort and by academic year​​​​​​​
* **Note:**Students with no GPA reported or with GPAs greater than 4 are excluded from the calculation. Students with GPA = 0.0 are included in the calculation.

**Success Top 20 College Majors**

* **Definition**: This table shows the distribution of Success students by their chosen college major.
  + Data is shown as ALL TIME, but can be filtered by Cohort and by Academic Year​​​​​​​
* **Note:**Students with no reported major and students who reported "undeclared" are excluded from this table view

**Success Top 20 Colleges Attended**

* **Definition**: This measure shows the top 20 colleges attended by our Success Program students.
  + ​​​​​​​The numbers show ALL TIME students in our Success program, but can be filtered by cohort and by academic year