Degrees & Certificates   Management Dashboard -- Definitions and Notes for Dimensions

→ Note: AWARDS is a general term that refers to all levels of degrees and certificates awarded to students.

Measure	Definition
Hours to Degree Coll Only	Measure that shows the average number of credit hours, counting college-level hours only, that were earned for the degree or certificate. Averages include transfer-in hours. *(Due to the dynamic nature of this tool, students who receive multiple Bachelor's degrees in the same year will have both degrees counted in the Management Dashboard. This will cause the overall averages to be slightly higher, but allows the degree counts to be accurate at the department level.)*
Hours to Degree Incl Dev	Measure that shows the average number of credit hours, including developmental hours, that were earned for the degree or certificate. Averages include transfer-in hours. This calculation follows CPE definitions used for Program Review.
Years to Degree all	Measure that shows the average number of years taken to earn the degree or certificate. The calculation starts from the first year that the student entered NKU at the undergraduate or graduate level, and counts the years to the earning of the award. The years spent at transfer institutions prior to enrolling at NKU are not included in this calculation.
Semester to Degree	Measure that shows the average number of fall and spring semesters (summers are NOT included) taken to earn the degree or certificate. The calculation includes only the fall and spring semesters for which the student was enrolled at NKU for that award level. In other words, stopout semesters are not counted. Semesters when students were enrolled at transfer institutions are also not included.
Years to Degree Excl Stopout	Measure that shows the average number of years taken to earn the degree or certificate, excluding any student who was a stopout (not enrolled) for a period of two years or more. This measures follows CPE's definition used in Program Review. The calculation starts from the first year that the student entered NKU at the undergraduate or graduate level, and counts the years to the earning of the award, excluding the students who had a break of two or more years in their enrollment pattern. The years spent at transfer institutions prior to enrolling at NKU are not included in this calculation.

Degrees & Certificates   Management Dashboard -- Definitions and Notes for Dimensions

→ Note: AWARDS is a general term that refers to all levels of degrees and certificates awarded to students.

Dimension (variable)	Definition
A Cohort Student	A flag to denote award recipients who are a member of any entering first-time, full-time, associate's degree-seeking cohort.
A Cohort Term Code	For award recipients who are a member of an entering first-time, full-time, associate's degree-seeking cohort, the year of entry is provided.
Academic Honors	Degrees awarded with the following academic honors are denoted: Cum Laude, Distinction, High Distinction, Magna Cum Laude, and Summa Cum Laude. All other awards are denoted as "no academic honors."
Academic Semester	Fall, spring, or summer.
Academic Semester + Year	Fall, spring, or summer, followed by the calendar year.
Academic Year	Includes leading summer, plus fall and spring semesters. Example: 2015-2016 = Summer 2015, Fall 2015, and Spring 2016.
Age Range	Students are grouped by age at time of award: 20-21; 22-24; 25-34; 35-49; 50 and above.
Award Conferred	Awards are reported by the specific degree or certificate type, such as AA, AAS, BA, BFA, BM, BS, BSN, BSW, EdD, DNP, JD, MA, MAT, MBA, MPA, MS, MSN, MSW, as well as various certificates.
Award level	Awards are classified as undergraduate, graduate, or law.
Award Type	Students are reported according to the level and type of award received, as defined by CPE. These include: associate degree; baccalaureate degree; master's degree; education specialist; doctoral degree (DNP and EdD); Law (JD); three levels of undergraduate certificates; graduate certificate; CPE-designated institutionally-defined certificates; post-baccalaureate certificate; and post-master's certificate.
Award Type (grouped)	Reporting of awards by level is modified to group all graduate-level certificates into one category, undergraduate certificates into one category, and doctoral degrees (EdD and DNP) into one category.
B Cohort Student	A flag to denote award recipients who are a member of any entering first-time, full-time, bachelor's degree-seeking cohort.
B Cohort Term Code	For award recipients who are a member of an entering first-time, full-time, bachelor's degree-seeking cohort, the year of entry is provided.
County of Origin	Students from KY, OH, and IN are denoted by county of origin; all others are noted as "unknown." This dimension should be used in combination with State-of-Origin, because there are several counties with identical names in the three states.
First Generation	Students are flagged as 'first generation' if they have indicated on their application form that the highest education level of their parents is none, HS diploma, or associate's degree. This follows the federal TRIO definition. NKU began gathering this information on the freshman application form for the fall of 2012.

Degrees & Certificates   Management Dashboard -- Definitions and Notes for Dimensions

→ Note: AWARDS is a general term that refers to all levels of degrees and certificates awarded to students.

Dimension (variable)	Definition
First Major	The first declared major for the award.
First Major CIP	The first declared major for the award is categorized within the Classification of Instructional Programs (CIP). The CIP is a federally-defined taxonomic scheme used for the tracking and reporting of fields of study. The KY Council on Postsecondary Education (CPE) uses the CIP codes when programs are added to the approved Program Inventory.
First Major College	The college in which the student's award (first major) belongs. Historical data have been regrouped to reflect the major in its current designated college for all years reported.
First Major Department	The department in which the student's award (first major) belongs. Historical data have been regrouped to reflect the major in its current designated department for all years reported.
First Major STEM+H Flag	Students whose first major is in a CPE-designated Science, Technology, Engineering, Mathematics, or Health field are flagged with "yes." CPE has defined STEM+H programs by CIP codes.
Foreign Country	The count for students from foreign countries are itemized; all other students are denoted as "not applicable."
Gender	Female or Male.
Low Income	Award recipients are designated as "low income" if they have received a federal Pell grant during any semester enrolled at NKU. The Pell grant is available for undergraduate students who demonstrate a financial need and meet all qualifications for Pell eligibility.
Military Relationship	Identifies a student as actively serving in the military, a military veteran, or related to a military member.
NKU 8-county Service Region	This dimension groups students who are within NKU's KY 8-county service region designated by CPE. Other students are grouped under KY-other-counties, IN, OH, other out-of-state, or foreign students.
NKU Housing	Award recipients are flagged in "NKU Housing" if they resided in on-campus housing during any semester while enrolled at NKU. NKU Housing is reported for award recipients beginning in 2016-2017. Housing data for enrolled students begins in Fall 2011, and four years of data is required to give these students time to progress to graduation.
Online Major	Awards for majors designated as an online major or an Accelerated Online major with Academic Partnerships (AOL).
Pace Major	Awards for majors designed in the Pace program at NKU. Pace is an accelerated program designed for working adult students.

Degrees & Certificates   Management Dashboard -- Definitions and Notes for Dimensions

→ Note: AWARDS is a general term that refers to all levels of degrees and certificates awarded to students.

Dimension (variable)	Definition
Race/Ethnicity	A combination of race and ethnicity. Students who are Hispanic/Latino are counted first, regardless of race. Then, race categories are applied: American Indian/Alaskan Native; Asian; Black/African American; Native Hawaiian/Other Pacific Islander; White; Two or more races; Nonresident Alien; Unknown. Foreign students who are not a citizen of the U.S. and who are in the country on a visa or temporary basis are reported as Nonresident Aliens. Students who self-identify as more than one race are reported in Two or More Races.
Race/Ethnicity - URM	The information under race/ethnicity has been recoded to total the underrepresented minorities, which includes: Native Hawaiian and Other Pacific Islanders, Black/African Americans, Hispanic/Latinos, American Indian/Alaskan Natives, and students of two or more races.
Region of Origin	Students are categorized as in-state (KY), out-of-state, or Foreign students.
School Based Scholar	A flag to denote award recipients who were previously school based scholars at NKU while enrolled in high school.
Second Major	Students who have earned a degree with a double major are reported in this dimension. Students without a second major are noted as "not applicable."
Second Major CIP	The second major for an award is categorized within the Classification of Instructional Programs (CIP).
Second Major College	The college in which the student's second major belongs. Historical data have been regrouped to reflect the major in its current designated college for all years reported.
Second Major Department	The department in which the student's second major belongs. Historical data have been regrouped to reflect the major in its current designated department for all years reported.
Second Major STEM+H Flag	Students whose second major is in a CPE-designated Science, Technology, Engineering, Mathematics, or Health field are flagged with "yes."
State of Origin	The state from which students originated. Foreign students are denoted as Foreign rather than a state.
STEM+H Major	The STEM+H major of the students who are counted as STEM+H according to the "STEM+H Major flag" (i.e., the first major, if that major is STEM+H, or the second major, if the first major is not STEM+H).
STEM+H Major CIP	STEM+H Major awards are categorized within the Classification of Instructional Programs (CIP).
STEM+H Major College	The college in which the student's STEM+H major belongs. This will be the student's first major, if that major is STEM+H, or the student's second major, if the first major is not STEM+H. Historical data have been regrouped to reflect the major in its current designated college for all years reported.
STEM+H Major Department	The department in which the student's STEM+H major belongs. This will be the student's first major, if that major is STEM+H, or the student's second major, if the first major is not STEM+H. Historical data have been regrouped to reflect the major in its current designated department for all years reported.

Degrees & Certificates Management Dashboard -- Definitions and Notes for Dimensions

→ Note: AWARDS is a general term that refers to all levels of degrees and certificates awarded to students.

Dimension (variable)	Definition
STEM+H Major Flag	Students whose first or second major is STEM or Health (as defined by CPE) are flagged with "yes."
Transfer Institution	For award recipients who entered NKU as a first-time transfer student, the institution from where they transferred.
Transfer Institution State	For award recipents who entered NKU as a first-time transfer student, the state in which their transfer institution is located.
Transfer Student	A flag to denote award recipients who entered NKU as a first-time transfer student.
Transfer Term Code	For award recipients who entered NKU as a first-time transfer student, the year of entry is provided.
Tuition Incentive Program	The student participated in the Tuition Incentive Program.

Enrollment **Management Dashboard -- Definitions and Notes for Dimensions**

Dimension (variable)	Definition
Academic Semester	Fall, spring, or summer, followed by the calendar year.
Academic Year	Includes leading summer, plus fall and spring semesters. Example: 2015-2016 = Summer 2015, Fall 2015, and Spring 2016.
Age (5 ranges)	Students are grouped into 5 age ranges: <20; 20-21; 22-24; 25-34; 35+.
Age (7 ranges)	Students are grouped into 7 age ranges: <18; 18-19; 20-21; 22-24; 25-34; 35-49; 50+.
Age (all)	Age of each student as of the reporting year.
All First Time Student	Students who have graduated from high school and have not previously earned credits in the degree level for which they are enrolled -- unless the credits were earned before graduation from high school -- are counted as a First-time student. A student will be reported as a first-time student in only one term. This variable includes the B-cohort; the A-cohort; first-time, full-time non-degree-seeking undergraduate students; and first-time, part-time undergraduate students (degree-seeking and non-degree-seeking). In addition, first-time graduate level students are flagged the first semester in which they are enrolled as a graduate students with no previous graduate level work.
Classification (all)	Classifications include: freshman, sophomore, junior, senior, high school, non-degree, auditor, post-baccalaureate-nondegree, post-baccalaureate degree-seeking, post-baccalaureate certificate, master's, specialist, graduate-non-degree, post-master's certificate, doctor's degree, and law degree.
Classification (grouped)	Some undergraduate classifications are group as 'undergraduate-other,' and some graduate classifications are grouped under 'graduate studies - other.'
Cohort A	First-time, full-time, associate's degree-seeking students. Starting in Fall 2012, this figure includes students who are in the Pathfinders program.
Cohort B	First-time, full-time, bachelor's degree-seeking students. In the fall semester, this figure includes students who attended college for the first time in the prior summer term. This is the cohort tracked for reporting the institution's retention and graduation rates to state and federal agencies.
County of Origin	Students from KY, OH, and IN are denoted by county of origin; all others are noted as "unknown." This dimension should be used in combination with State-of-Origin, because there are several counties with identical names in the three states.
Current Zip Code	ZIP Code of the student's current address, as caputred in SAP as of the census date for the semester.
Degree Seeking	Degree-seeking students must be enrolled in courses creditable toward a degree or certificate. Students who are still enrolled in high school (earning dual credit) are not counted as degree-seeking.

Enrollment   Management Dashboard -- Definitions and Notes for Dimensions

Dimension (variable)	Definition
First Generation	Students are flagged as 'first generation' if they have indicated on their application form that the highest education level of their parents is none, HS diploma, or associate's degree (*i.e* ., neither parent's educational level is bachelor's degree or higher). This follows the federal TRIO definition. NKU began gathering this information on the freshman application form for the fall of 2012.
First Major	Students are grouped by their first declared major, as captured in SAP at the census date for the semester.
First Major CIP	NKU majors are categorized within the Classification of Instructional Programs (CIP). The CIP is a federally-defined taxonomic scheme used for the tracking and reporting of fields of study. The KY Council on Postsecondary Education (CPE) uses the CIP codes when programs are added to the approved Program Inventory.
First Major College	The college in which the student's first major belongs, according to the academic organizational structure. Historical data have been regrouped to report the major in its current designated college for all years reported.
First Major Department	The department in which the student's first major belongs, according to the academic organizational structure. Historical data have been regrouped to report the major in its current designated department for all years reported.
First Major Online	Students whose first declared major is designated as an online major or an Accelerated Online major with Academic Partnerships (AOL).
First Major STEM+H Flag	Students whose first major is in a CPE-designated Science, Technology, Engineering, Mathematics, or Health field are flagged as "yes." CPE has defined STEM+H programs by CIP codes.
First Program of Study	An SAP field that denotes the level and type of the program (AA, BA, BFA, MA, MS, etc.), as well as the college in which the program resides.
First Time Transfer	A student with prior college work from another institution is counted as a first-time transfer student during their first semester enrolled at NKU. A first-time graduate student is not counted as a transfer from his/her undergraduate institution.
Foreign Country	The counts for students from foreign countries are itemized; all other students are denoted as "not applicable."
Full Or Part Time	Undergraduate students are counted as full-time when they are enrolled in 12 credit hours or more, graduated students are counted as full-time when they are enrolled in at least nine credit hours, and law students are counted as full-time when they are enrolled for 12 hours or more.
Gender	Female or Male.
High School State	The state in which the student's high school is located.
Low Income	Students are designated as 'low income' if they have received a federal Pell grant. The Pell grant is available for undergraduate students who demonstrate a financial need and meet all qualifications for Pell eligibility.

Enrollment   Management Dashboard -- Definitions and Notes for Dimensions

Dimension (variable)	Definition
Military Relationship	Identifies a student as actively serving in the military, a military veteran, or related to a military member.
NKU 8-County Service Region	This dimension groups students who are within NKU's KY 8-county service region designated by CPE (Boone, Bracken, Campbell, Carroll, Gallatin, Grant, Kenton, and Pendleton). Other students are grouped under KY-other-counties, IN, OH, other out-of-state, or foreign students.
NKU Housing	Students who live in on-campus housing. Reported for fall and spring semesters beginning in Fall 2011.
Online Major	Students whose first or second declared major is designated as an online major or an Accelerated Online major with Academic Partnerships (AOL).
Pace Major	Students whose first declared major is designated as a Pace program at NKU. Pace is an accelerated program designed for working adult students.
Payment Type (CPE)	The student's official residency status, as determined by the Council on Postsecondary Education: in-state; out-of-state reciprocity (with tuition waiver); out-of-state (without tuition waiver); out-of-state; out-of-state international and national exchange students; and undetermined residency.
Payment Type (NKU)	The 'CPE payment type' is further delineated with NKU payment types for Indiana rate, Ohio reciprocity, and the metro rate.
Race/Ethnicity	A combination of race and ethnicity. Students who are Hispanic/Latino are counted first, regardless of race. Then, race categories are applied: American Indian/Alaskan Native; Asian; Black/African American; Native Hawaiian/Other Pacific Islander; White; Two or more races; Nonresident Alien; Unknown. Foreign students who are not a citizen of the U.S. and who are in the country on a visa or temporary basis are reported as Nonresident Aliens. Students who self-identify as more than one race are reported in Two or More Races.
Race/Ethnicity - URM	The information under race/ethnicity has been recoded to total the underrepresented minorities, which includes: Native Hawaiian and Other Pacific Islanders, Black/African Americans, Hispanic/Latinos, American Indian/Alaskan Natives, and students of two or more races.
Region of Origin	Students are categorized as in-state (KY), out-of-state, or Foreign students.
Second Major	Students who have declared a second major are grouped by that dimension. Students without a second major are noted as "not applicable."
Second Major CIP	The second major is categorized within the Classification of Instructional Programs (CIP); codes are the same as for the First Major CIP.
Second Major College	The college in which the student's second major belongs. Historical data have been regrouped to reflect the major in its current designated college for all years reported.
Second Major Department	The department in which the student's second major belongs. Historical data have been regrouped to reflect the major in its current designated department for all years reported.

Enrollment   **Management Dashboard -- Definitions and Notes for Dimensions**

Dimension (variable)	Definition
Second Major Online	Students whose second declared major is designated as an online major or an Accelerated Online major with Academic Partnerships (AOL).
Second Major STEM+H Flag	Students whose second major is in a CPE-designated Science, Technology, Engineering, Mathematics, or Health field are flagged with "yes."
Second Program of Study	An SAP field that denotes the level and type of the program (AA, BA, BFA, MA, MS, etc.), as well as the college in which the program resides for the second major.
State of Origin	The state from which students originated. Foreign students are denoted as Foreign rather than a state.
STEM+H Major	The STEM+H majors for students whose first or second major is STEM or Health (as defined by CPE) are provided. If the first major is STEM+H, that is given, else if the second major is STEM+H, that is given. All others are denoted as "not assigned" as STEM+H.
STEM+H Major CIP	STEM+H majors are categorized within the Classification of Instructional Programs; codes are the same as for the First Major CIP.
STEM+H Major College	The college in which the student's STEM+H major belongs. This will be the student's first major, if that major is STEM+H, or the student's second major, if the first major is not STEM+H. Historical data have been regrouped to reflect the major in its current designated college for all years reported.
STEM+H Major Department	The department in which the student's STEM+H major belongs. This will be the student's first major, if that major is STEM+H, or the student's second major, if the first major is not STEM+H. Historical data have been regrouped to reflect the major in its current designated department for all years reported.
STEM+H Major Flag	Students whose first or second major is STEM or Health (as defined by CPE) are flagged with "yes."
STEM+H Program of Study	An SAP field that denotes the level and type of the program (AA, BA, BFA, MA, MS, etc.), as well as the college in which the program resides. This field applies only to the STEM+H majors.
Student High School	The high school from which a student graduated. Data has been expanded to included the high school for all students, where known -- about 99% of undergraduates from 2011 to present.
Student Level	Students are grouped as undergraduates, graduate students, and law students.
Transfer (KCTCS)	A flag for all first-time transfer students whose transfer institution is in the Kentucky Community and Technical College System (KCTCS).
Transfer (KY Public Univ)	A flag for all first-time transfer students whose transfer institution is a KY public university.
Transfer Institution	The institution last attended by a first-time transfer student.
Transfer Institution State	The state in which the transfer institution resides for first-time transfer students.
Tuition Incentive Program	The student participated in the Tuition Incentive Program.

Faculty   **Management Dashboard -- Definitions and Notes for Dimensions**

Dimension (variable)	Definition
Academic Rank	Faculty academic rank includes: Professor, Associate Professor, Assistant Professor, Lecturer, Lecturer II, and Senior Lecturer. Part-time faculty who do not have academic rank are coded as "part-time faculty."
Academic Semester	Faculty and staff information is reported for the fall semesters.
Academic Year	Includes leading summer, plus fall and spring semesters. Example: 2015-2016 = Summer 2015, Fall 2015, and Spring 2016.
Chair	Faculty who serve as chair of a department or as director of a school are flagged with "yes."
CIP Code	The faculty member's highest degree is reported under a Classification of Instructional Program (CIP) code. This is a field used for SACS accreditation (i.e., the CIP code for a faculty member's highest degree should be related to the CIP code of the courses for which the faculty is teaching).
College	The college where the faculty member is located. Historical data has been regrouped according to the current organizational structure.
Contract Type	Faculty contracts are either 9-month, 12-month, or one semester. Note that information on this field was not available for the oldest year.
Department	The department where the faculty member is located. Historical data has been regrouped according to the current organizational structure.
Full or Part Time	Includes faculty reported (according to IPEDS definitions) with principal activity as instruction, research, or public service. By IPEDS definition, librarians are defined as staff. The number of part-time faculty differs from IPEDS reports, because staff who teach as adjuncts are included, in order to account for the instructor tied to each course. Conversely, on IPEDS reports, each employee is counted only once according to the primary assignment. In addition, part-time faculty who teach in more than one department have been counted within each department. Those counts are unduplicated at the college and department level on the Academic Snapshot, but that unduplication cannot be performed on the Management Dashboard, due to the interactive and summative nature of the tool.
Gender	Female or Male.
Highest Degree	Faculty are denoted by their highest degree earned that is applicable to the field they are teaching, according to SACS criteria. *(Note: Older historical data is not available because it was previously housed solely in Digital Measures.)*

Faculty Management Dashboard -- Definitions and Notes for Dimensions

Dimension (variable)	Definition
Non Resident Alien	Faculty and staff who are non-resident aliens (not a citizen or national of the United Sates and who are in the country on a visa or temporary basis) are flagged as "yes." These faculty and staff are reported as non-resident aliens on federal and state reports under the race/ethnicity category. However, on the Management Dashboard, non-resident alien faculty and staff are reported under their self-reported race/ethnicity, with this flag used to identify those who are non-resident aliens.
Race/Ethnicity	A combination of race and ethnicity. Faculty and staff who are Hispanic/Latino are counted first, regardless of race. Then, race categories are applied: American Indian/Alaskan Native; Asian; Black/African American; Native Hawaiian/Other Pacific Islander; White; Two or more races; Unknown. Faculty and staff who are not a citizen of the U.S. and who are in the country on a visa or temporary basis are not reported as Nonresident Aliens; they are included under their respective race/ethnicity. Faculty who self-identify as more than one race are reported in Two or More Races.
Race/Ethnicity - URM	The information under race/ethnicity has been recoded to total the underrepresented minorities, which includes: Native Hawaiian and Other Pacific Islanders, Black/African Americans, Hispanic/Latinos, American Indian/Alaskan Natives, and faculty of two or more races.
Staff as PT Faculty	Some full-time staff also teach courses as a part-time faculty member. These employees are reported as staff on federal and state reports, according to their primary work assignment, and they do not appear in the count for part-time faculty. However, for the Management Dashboard, these employees have also been included as part-time faculty members. This field can be used to identify or exclude the group. Note that staff who teach in more than one department will be counted for each department (duplicated), as are all part-time faculty who teach in more than one department (see notes under full-time/part-time faculty). Refer to the "also faculty" under the staff file to obtain an unduplicated count of staff who are teaching as part-time faculty.
Tenure Status (all)	Faculty tenure status (all) includes: tenured; non-tenured on track; three levels of non-tenure track renewable; three levels of non-tenure-track temporary; and non-tenure-track part-time. The multiple levels of NTTR and NTTT are differentiated by the length of the contract.
Tenure Status Grouped	Faculty tenure status (grouped) includes: tenured; non-tenured on track; non-tenure-track renewable; non-tenure-track temporary; and non-tenure-track part-time.
Tenure Track	Faculty who are tenured or non-tenured-on-track are flagged as "yes" for tenure-track; all others are "no."

Staff   **Management Dashboard -- Definitions and Notes for Dimensions**

Dimension (variable)	Definition
Academic Semester	Faculty and staff information is reported for the fall semesters.
Academic Year	Includes leading summer, plus fall and spring semesters. Example: 2015-2016 = Summer 2015, Fall 2015, and Spring 2016.
Also Faculty	Staff who also teach as a part-time faculty member are flagged with "yes."
Department	Staff are reported at the secondary organizational unit level under their divisional unit. For Academic Affairs, this may be a college, rather than a department.
Division	Staff are reported under their major divisional unit: Academic Affairs; Administration & Finance; Athletics; Inclusive Excellence; Legal Affairs & General Counsel; President's Office; Student Affairs; and University Advancement. Historical data has been regrouped and reported under the current organizational structure.
Employee Group	Staff who have regular appointments are reported as "Staff"; staff who have faculty contracts (such as librarians and deans) are reported as "Faculty"; staff who have a limited period contract are reported as "Contract Staff"; and graduate assistants are reported as "Graduate Assistant". (The number of staff differs from IPEDS reports, because graduate assistants are excluded from IPEDS staff counts.)
Full or Part Time	Full-time staff include employees whose primary full-time assignment is not considered instruction, according to federal definitions. Under these guidelines, librarians are included as staff, rather than faculty, even though they have faculty status.
Gender	Female or Male.
Highest Degree	Highest degree earned by staff are reported.
Job EEO code	Staff were previously reported to federal and state agencies according to a primary functional/occupational category defined by the Equal Employment Opportunity Commission (EEOC): Executive/administration/managerial; other professionals; technical and paraprofessionals; clerical and secretarial; skilled crafts; service/maintenance; and graduate assistants (part-time category). This classification system was replaced in 2012 by the Standard Occupational Classification (SOC) for all federal reporting. NKU has continued coding employees according to the previous EEO categories for internal purposes.
Non Resident Alien	Faculty and staff who are non-resident aliens (not a citizen or national of the United Sates and who are in the country on a visa or temporary basis) are flagged as "yes." These faculty and staff are reported as non-resident aliens on federal and state reports under the race/ethnicity category. However, on the Management Dashboard, non-resident alien faculty and staff are reported under their self-reported race/ethnicity, with this flag used to identify those who are non-resident aliens.

Staff   **Management Dashboard -- Definitions and Notes for Dimensions**

Dimension (variable)	Definition
Race/Ethnicity	A combination of race and ethnicity. Faculty and staff who are Hispanic/Latino are counted first, regardless of race. Then, race categories are applied: American Indian/Alaskan Native; Asian; Black/African American; Native Hawaiian/Other Pacific Islander; White; Two or more races; Unknown. Faculty and staff who are not a citizen of the U.S. and who are in the country on a visa or temporary basis are not reported as Nonresident Aliens; they are included under their respective race/ethnicity. Faculty and staff who self-identify as more than one race are reported in Two or More Races.
Race/Ethnicity - URM	The information under race/ethnicity has been recoded to total the underrepresented minorities, which includes: Native Hawaiian and Other Pacific Islanders, Black/African Americans, Hispanic/Latinos, American Indian/Alaskan Natives, and staff of two or more races.
SOC 2-digit	Staff are reported under one of the 23 major occupational categories of the 2010 Standard Occupational Classification (SOC) system designed by the U.S. Department of Labor. This is the federally required reporting system for employee reports.
SOC 4-digit	Staff are reported under one of the 97 minor (4-digit level) occupational categories of the 2010 Standard Occupational Classification (SOC) system designed by the U.S. Department of Labor.
SOC 6-digit	Staff are reported under one of the 461 broad occupations (6-digit level) of the 2010 Standard Occupational Classification (SOC) system designed by the U.S. Department of Labor.

Student Credit Hours   **Management Dashboard -- Definitions and Notes for Dimensions**

Dimension (variable)	Definition
Academic Year	Includes leading summer, plus fall and spring semesters. Example: 2015-2016 = Summer 2015, Fall 2015, and Spring 2016.
Academic Semester	All courses are report by the fall, spring, and summer semesters. Winter sessions are reported with the spring semester.
Course Abbreviation	The three-letter abbreviation for courses.
Course College	The college in which the course belongs, according to the academic organizational structure. Historical data have been regrouped to report each course in its current designated college for all years reported.
Course Department	The department in which the course belongs, according to the academic organizational structure. Historical data have been regrouped to report each course in its current designated department for all years reported.
Course Gen Ed Category 1	For a general education course, this is the Foundation of Knowledge category the course fulfills.
Course Gen Ed Category 2	For a general education course that can fulfill two Foundation of Knowledge categories, this is the second category the course fulfills.
Course Gen Ed Flag	A flag that designates courses that meet general education requirements as defined in the NKU Foundation of Knowledge.
Course Level	Courses are subdivided into lower level, upper level, and graduate level.
Course Number	The three-digit number for each course that distinguishes development, freshmen, sophomore, junior/senior, and graduate level courses.
Course Online	A flag that designates courses that are delivered in an online format; according to CPE definitions, this can include any course wherein 51% or more of the instruction is taught online. Or, designates Accelerated Online courses with Academic Partnerships (AOL).
Course Pace	A flag that designates courses that have a Pace delivery format.
Course Section Number	The section number assigned to each course.
Course STEM+H Flag	Courses are flagged if they are designated by CPE definitions as a Science, Technology, Engineering, Mathematics, or Health field, according to the course CIP code.
Faculty Academic Rank	Faculty academic rank includes: Professor, Associate Professor, Assistant Professor, Lecturer, Lecturer II, and Senior Lecturer. Part-time faculty who do not have academic rank are coded as "part-time faculty."
Faculty College	The faculty college code is based on the HR assignment code of the faculty member who is teaching the course. Normally, this will be the college where the faculty member reports; however, there are variances, with faculty occasionally teaching a course that belongs within a different college. The faculty assignment code links to the cost center that is paying for the course instruction.

Student Credit Hours   Management Dashboard -- Definitions and Notes for Dimensions

Dimension (variable)	Definition
Faculty Department	The faculty department code is based on the HR assignment code of the faculty member teaching the course. Normally, this will be the department where the faculty member reports; however, there are variances, with faculty occasionally teaching a course that belongs within a different department. The faculty assignment code links to the cost center that is paying for the course instruction.
Faculty Full or Part Time	Includes full-time faculty reported (according to IPEDS definitions) with principal activity as instruction, research, or public service. By IPEDS definition, librarians are not included in the full-time faculty count. The number of part-time faculty differs from IPEDS reports, because staff who teach as adjuncts are included, in order to account for faculty tied to each course. Conversely, on IPEDS reports, each employee is counted only once according to the primary assignment. In addition, part-time faculty who teach in more than one department have been counted within each department. Those counts are unduplicated at the college and department level on the Academic Snapshot, but that unduplication cannot be performed on the Management Dashboard, due to the interactive and summative nature of the tool.
Faculty Gender	Female or Male.
Faculty Race/Ethnicity	A combination of race and ethnicity. Faculty who are Hispanic/Latino are counted first, regardless of race. Then, race categories are applied: American Indian/Alaskan Native; Asian; Black/African American; Native Hawaiian/Other Pacific Islander; White; Two or more races; Unknown. Faculty who are not a citizen of the U.S. and who are in the country on a visa or temporary basis are not reported as Nonresident Aliens; they are included under their respective race/ethnicity. Faculty who self-identify as more than one race are reported in Two or More Races.
Faculty Race/Ethnicity URM	The information under race/ethnicity has been recoded to total the underrepresented minorities, which includes: Native Hawaiian and Other Pacific Islanders, Black/African Americans, Hispanic/Latinos, American Indian/Alaskan Natives, and students of two or more races.
Faculty Tenure Status (all)	Faculty tenure status (all) includes: tenured; non-tenured on track; three levels of non-tenure track renewable; three levels of non-tenure-track temporary; and non-tenure-track part-time. The multiple levels of NTTR and NTTT are differentiated by the length of the contract.
Faculty Tenure Status (grouped)	Faculty tenure status (grouped) includes: tenured; non-tenured on track; non-tenure-track renewable; non-tenure-track temporary; and non-tenure-track part-time.
Faculty Tenure Track	Faculty who are tenured or non-tenured-on-track are flagged as "yes" for tenure-track; all others are "no."
SIS Term	The semester and year combined.
Student Age (5 ranges)	Students are grouped into 5 age ranges: <20; 20-21; 22-24; 25-34; 35+.
Student Age (7 ranges)	Students are grouped into 7 age ranges: <18; 18-19; 20-21; 22-24; 25-34; 35-49; 50+.

Student Credit Hours   Management Dashboard -- Definitions and Notes for Dimensions

Dimension (variable)	Definition
Student Classification (all)	Classifications include: freshman, sophomore, junior, senior, high school, non-degree, auditor, post-baccalaureate-nondegree, post-baccalaureate degree-seeking, post-baccalaureate certificate, master's, specialist, graduate-non-degree, post-master's certificate, doctor's degree, and law degree.
Student Classification (grouped)	Some undergraduate classifications are grouped as "undergraduate-other," and some graduate classifications are grouped under "graduate studies - other."
Student Cohort A	First-time, full-time, associate's degree-seeking students. Starting in Fall 2012, this figure includes students who are in the Pathfinders program.
Student Cohort B	First-time, full-time, bachelor's degree-seeking students. In the fall semester, this figure includes students who attended college for the first time in the prior summer term. This is the cohort tracked for reporting the institution's retention and graduation rates to state and federal agencies.
Student County of Origin	Students from KY, OH, and IN are denoted by county of origin; all others are noted with #. This dimension should be used in combination with State-of-Origin, because there are several counties with identical names in the three states.
Student Degree Seeking	Degree-seeking students must be enrolled in courses creditable toward a degree or certificate. Students who are still enrolled in high school (earning dual credit) are not counted as degree-seeking.
Student First Generation	Students are flagged as 'first generation' if they have indicated on their application form that the highest education level of their parents is none, HS diploma, or associate's degree (*i.e* ., neither parent's educational level is bachelor's degree or higher). This follows the federal TRIO definition. NKU began gathering this information on the freshman application form for the fall of 2012.
Student First Major	Students are grouped by their first declared major, as captured in SAP at the census date for the semester.
Student First Major CIP	NKU majors are categorized within the Classification of Instructional Programs (CIP). The CIP is a federally-defined taxonomic scheme used for the tracking and reporting of fields of study. The KY Council on Postsecondary Education (CPE) uses the CIP codes when programs are added to the approved Program Inventory.
Student First Major College	The college in which the student's first major belongs, according to the academic organizational structure. Historical data have been regrouped to report the major in its current designated college for all years reported.
Student First Major Department	The department in which the student's first major belongs, according to the academic organizational structure. Historical data have been regrouped to report the major in its current designated department for all years reported.
Student First Major STEM+H Flag	Students whose first major is in a CPE-designated Science, Technology, Engineering, Mathematics, or Health field are included. CPE has defined STEM+H programs by CIP codes.

Student Credit Hours   Management Dashboard -- Definitions and Notes for Dimensions

Dimension (variable)	Definition
Student First Time Student	Students who have graduated from high school and have not previously earned credits in the degree level for which they are enrolled -- unless the credits were earned before graduation from high school -- are counted as a First-time student. A student will be reported as a first-time student in only one term. This variable includes the B-cohort, the A-cohort, and first-time, part-time undergraduate students. In addition, first-time graduate level students are flagged the first semester in which they are enrolled as a graduate student with no previous graduate level work.
Student First Time Transfer	A flag for all first-time transfer students whose transfer institution is in the Kentucky Community and Technical College System (KCTCS).
Student Foreign Country	The count for students from foreign countries are itemized; all other students are denoted with #.
Student Full or Part Time	Undergraduate students are counted as full-time when they are enrolled in 12 credit hours or more; graduate students are counted as full-time when they are enrolled in at least nine credit hours; and law students are counted as full-time when they are enrolled for 12 hours or more.
Student Gender	Female or Male.
Student Grade	The grade a student earned for the course. Grades are reported with +/- from A through D. Other grades include: P (pass); K (satisfactory progress); F (fail); I or I+ or X (incomplete); W or CW (withdrawal); T or N (audit); and NR (not reported).
Student Grade (successful)	Course grades that are successful completions are flagged. These include A through D and P grades for all courses, including developmental education courses.
Student High School	The high school from which a student graduated. Data has been expanded to include the high school for all students, where known -- about 99% of undergraduate for 2011 to present.
Student High School State	The state in which the student's high school is located.
Student Level	Students are grouped as undergraduates, graduate students, and law students.
Student Low Income	Students are designated as 'low income' if they have received a federal Pell grant. The Pell grant is available for undergraduate students who demonstrate a financial need and meet all qualifications for Pell eligibility.
Student Military Relationship	Identifies a student as actively serving in the military, a military veteran, or related to a military member.
Student NKU 8-county service region	This dimension groups students who are within NKU's KY 8-county service region designated by CPE (Boone, Bracken, Campbell, Carroll, Gallatin, Grant, Kenton, and Pendleton). Other students are grouped under KY-other-counties, IN, OH, other out-of-state, or # for foreign students.
Student NKU Housing	Students who live in on-campus housing. Reported for fall and spring semesters beginning in Fall 2011.
Student Online Major	Students whose first declared major is designated as an online major or an Accelerated Online major with Academic Partnerships (AOL).

Student Credit Hours   **Management Dashboard -- Definitions and Notes for Dimensions**

Dimension (variable)	Definition
Student Pace Major	Students whose first declared major is designated as a Pace major at NKU.
Student Payment Type (CPE)	The student's official residency status, as determined by the Council on Postsecondary Education: in-state; out-of-state reciprocity (with tuition waiver); out-of-state (without tuition waiver); out-of-state; out-of-state international and national exchange students; and undetermined residency.
Student Payment Type (NKU)	The 'CPE payment type' is further delineated with NKU payment types for Indiana rate, Ohio reciprocity, and the metro rate.
Student Race/Ethnicity	A combination of race and ethnicity. Students who are Hispanic/Latino are counted first, regardless of race. Then, race categories are applied: American Indian/Alaskan Native; Asian; Black/African American; Native Hawaiian/Other Pacific Islander; White; Two or more races; Nonresident Alien; Unknown. Foreign students who are not a citizen of the U.S. and who are in the country on a visa or temporary basis are reported as Nonresident Aliens. Students who self-identify as more than one race are reported in Two or More Races.
Student Race/Ethnicity - URM	The information under race/ethnicity for students has been recoded to total the underrepresented minorities, which includes: Native Hawaiian and Other Pacific Islanders, Black/African Americans, Hispanic/Latinos, American Indian/Alaskan Natives, and students of two or more races.
Student Region of Origin	Students are categorized as in-state (KY), out-of-state, or Foreign students.
Student State of Origin	The state from which the student originated. No state is reported for Foreign students.
Student Transfer (KCTCS)	A flag for all transfer institutions that are in the Kentucky Community and Technical College System (KCTCS).
Student Transfer (KY Public Univ)	A flag for all first-time transfer students whose transfer institution is a KY public university.
Student Transfer Institution	The institution last attended by a first-time transfer student.
Student Transfer Institution State	The state in which the transfer institution resides for first-time transfer students.
Student Tuition Incentive Program	The student participated in the Tuition Incentive Program.