

Nueta Hidatsa Sahnish College

# Data & Assessment Summary Report



2017-18



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Helping our students achieve, one dream at a time...

Successful students at Nueta Hidatsa Sahnish College are proud of their culture(s) and project self-confidence. Successful NHSC students are motivated, disciplined, goal-oriented, and financially-literate. Successful NHSC students are effective communicators with success plans for their daily lives and futures.

Degree completion to employment, one successful semester at a time.

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This statement was created for the students and by the students in Spring 2018 in order to define success and support that an education is more than a major and a piece of paper.





# INTRODUCTION

Nueta Hidatsa Sahnish College (NHSC) was tribally chartered by the Three Affiliated Tribes (Mandan, Hidatsa, Arikara) on the Fort Berthold Reservation in 1973. The College's main campus is located in New Town, North Dakota but has satellite classrooms in four of the five other segments on the reservation: White Shield, Parshall, Mandaree, and Twin Buttes. The College was formerly known as Fort Berthold Community College, but was changed via a Tribal Business Council resolution on March 27, 2015 to more appropriately reflect the culture of the Mandan, Hidatsa, and Arikara tribal members.

NHSC was first granted accreditation on February 12, 1988 via the Higher Learning Commisison (HLC) and has continued its accreditation. NHSC was

approved by HLC on February 21, 2011 to offer three baccalaureate programs, a significant accomplishment to facilitate students earning a four year degree without having to leave Fort Berthold. The mission and vision of the College has changed little since its inception and continues to be an inspiration to the faculty and staff who strive to make life better for their students.

#### Mission:

*Nueta Hidatsa Sahnish College will provide quality cultural, academic, and vocational education and services to the Mandan, Hidatsa, and Arikara Nation.*

#### Vision:

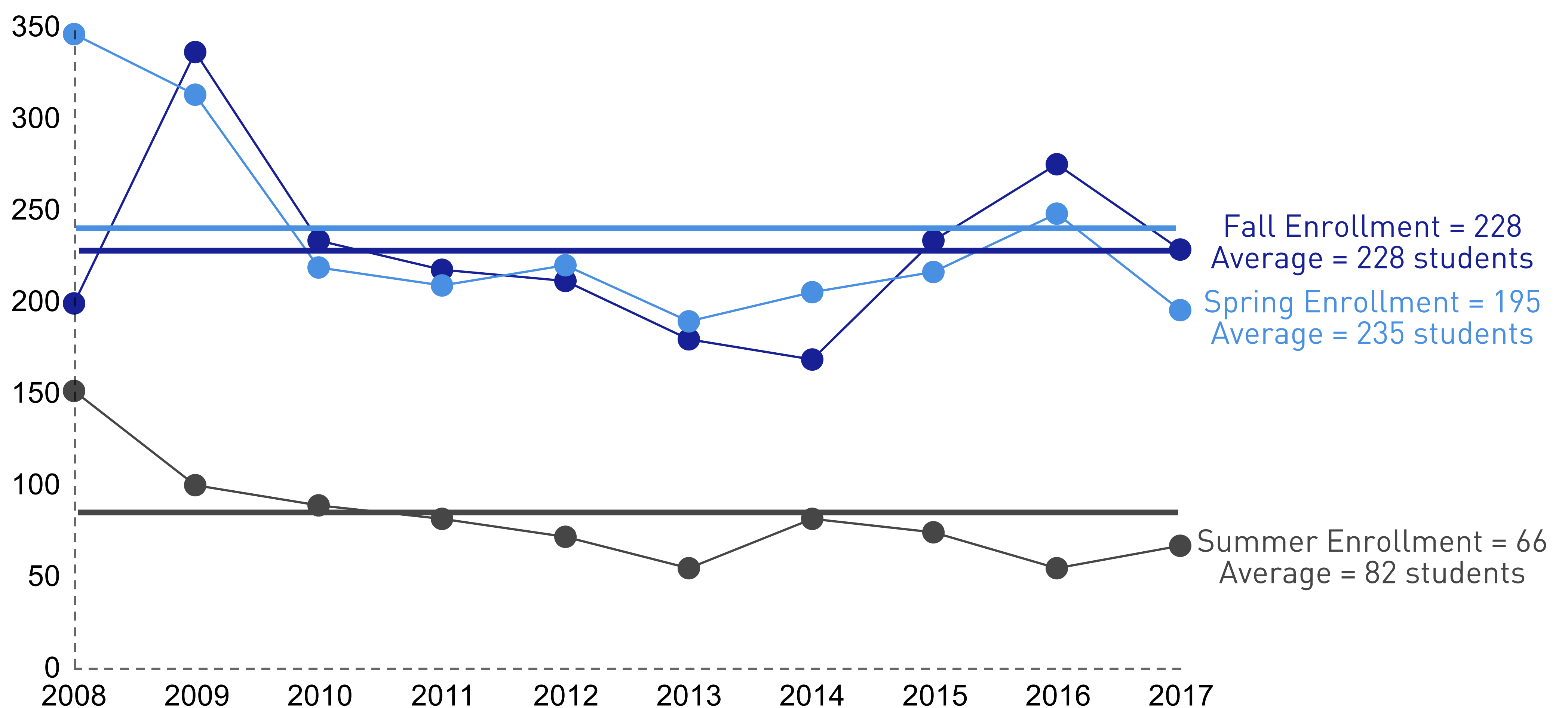
*Nueta Hidatsa Sahnish College: A dynamic presence that preserves our past and prepares us for the future.*





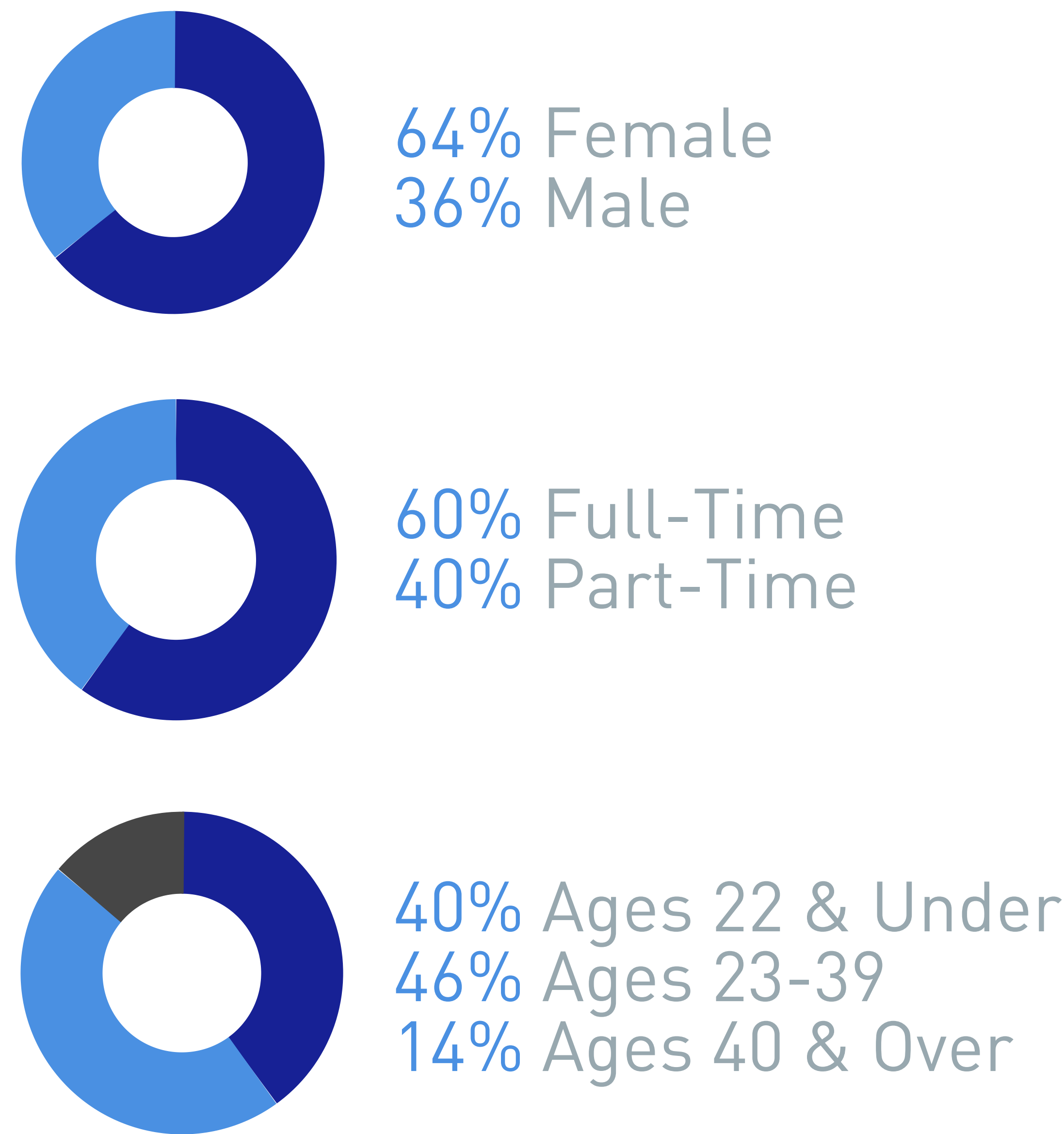
# Student Demographics

The NHSC 2017-18 academic year began with 228 students in the fall, coincidentally the exact 10-year fall enrollment average. The spring semester registered 195 students, 40 students below the 10-year spring enrollment average of 235 students. Summer registered 66 students, also below the 10-year summer enrollment average of 82 students.



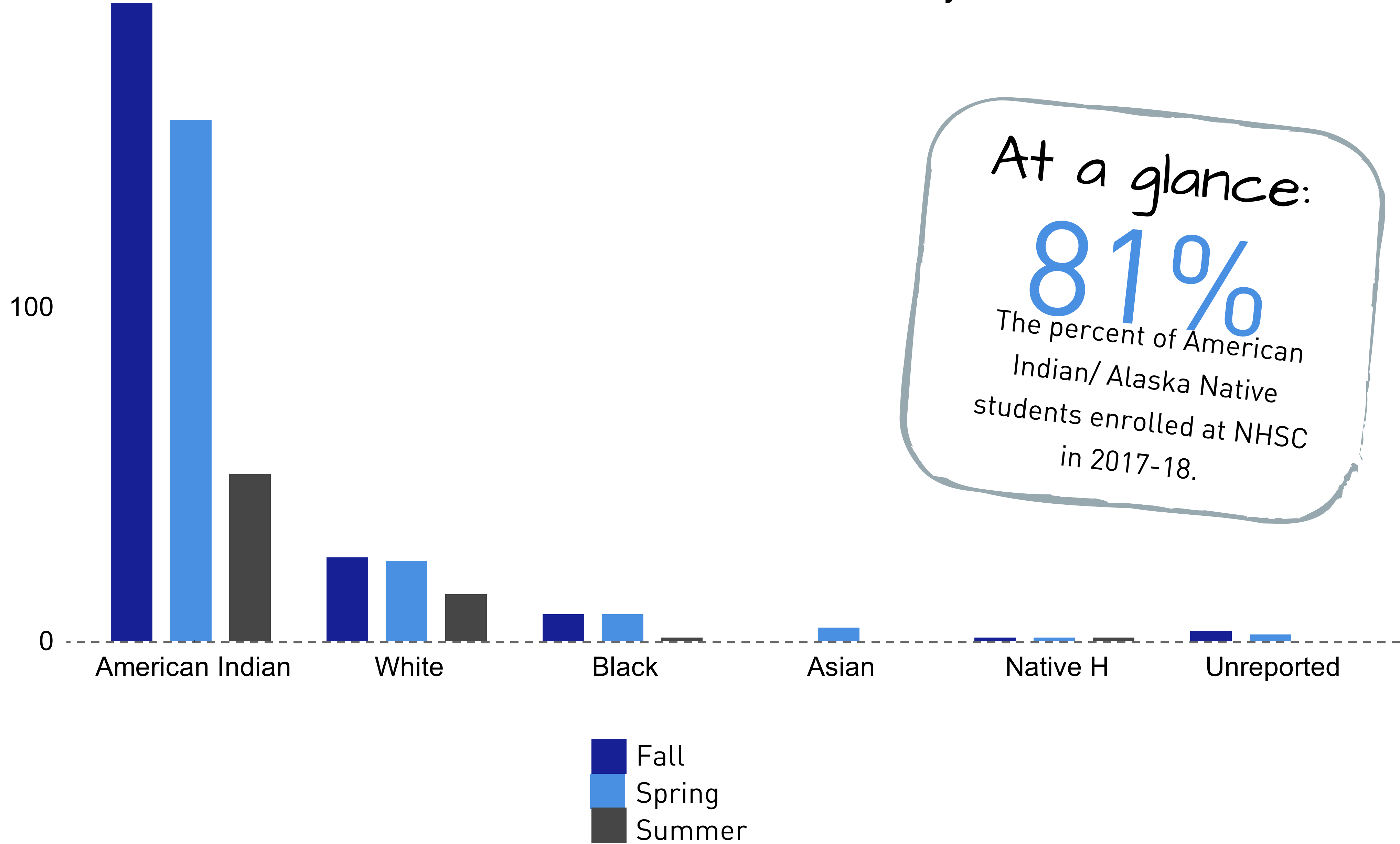


In 2017-18, NHSC students were:

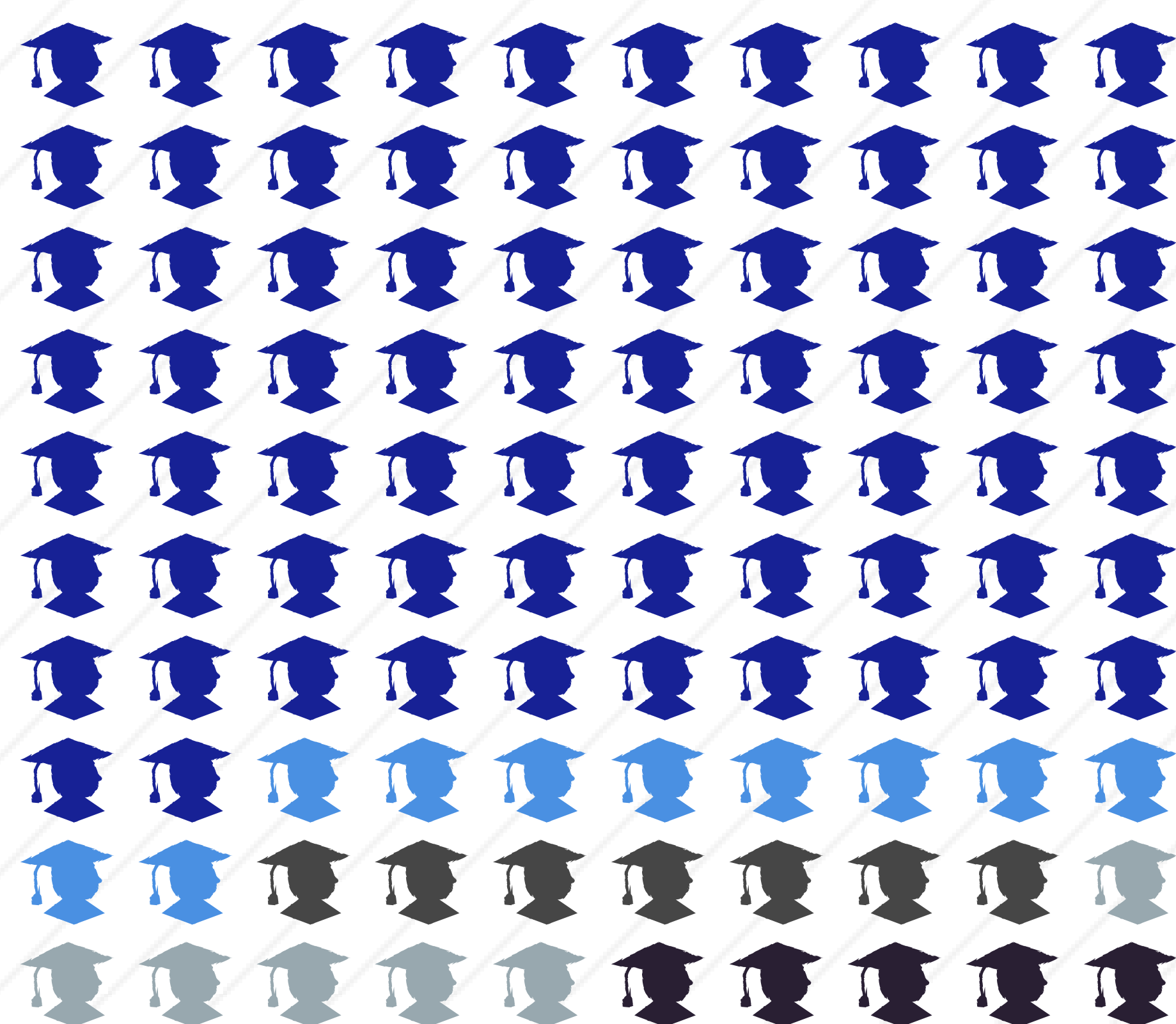


200

2017-18 Student Enrollment by Race



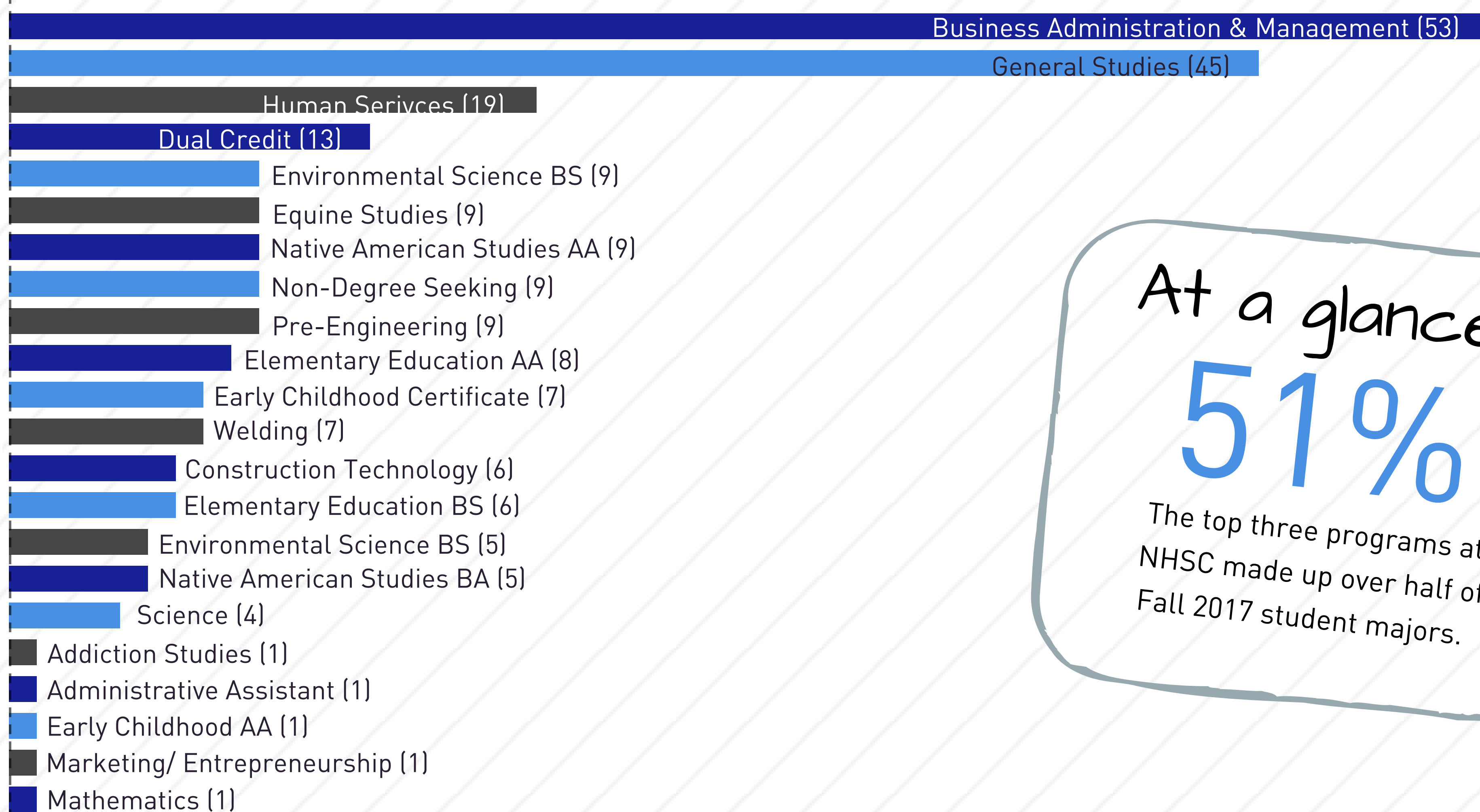




- 
- | Program Type              | Percentage |
|---------------------------|------------|
| Associate Degree Programs | 72%        |
| Bachelor Degree Programs  | 10%        |
| Certificate Programs      | 7%         |
| Dual Credit Programs      | 6%         |
| Non-Degree Seeking        | 6%         |



# Fall 2017 Fall Majors



General Studies (45)

Human Services (19)

Dual Credit (13)

Environmental Science BS (9)

Equine Studies (9)

Native American Studies AA (9)

### Non-Degree Seeking (9)

## Pre-Engineering (9)

## Elementary Education AA (8)

## Early Childhood Certificate (7)

## Welding (7)

## Construction Technology (6)

Elementary Education BS (6)

Environmental Science BS (5)

Native American Studies BA (5)

## Science (4)

## Addiction Studies (1)

Administrative Assistant (1)

## Early Childhood AA (1)

Marketing/ Entrepreneurship (1)

Mathematics (1)

At a glance:

51%

The top three programs at NHSC made up over half of Fall 2017 student majors.



# Employee Demographics

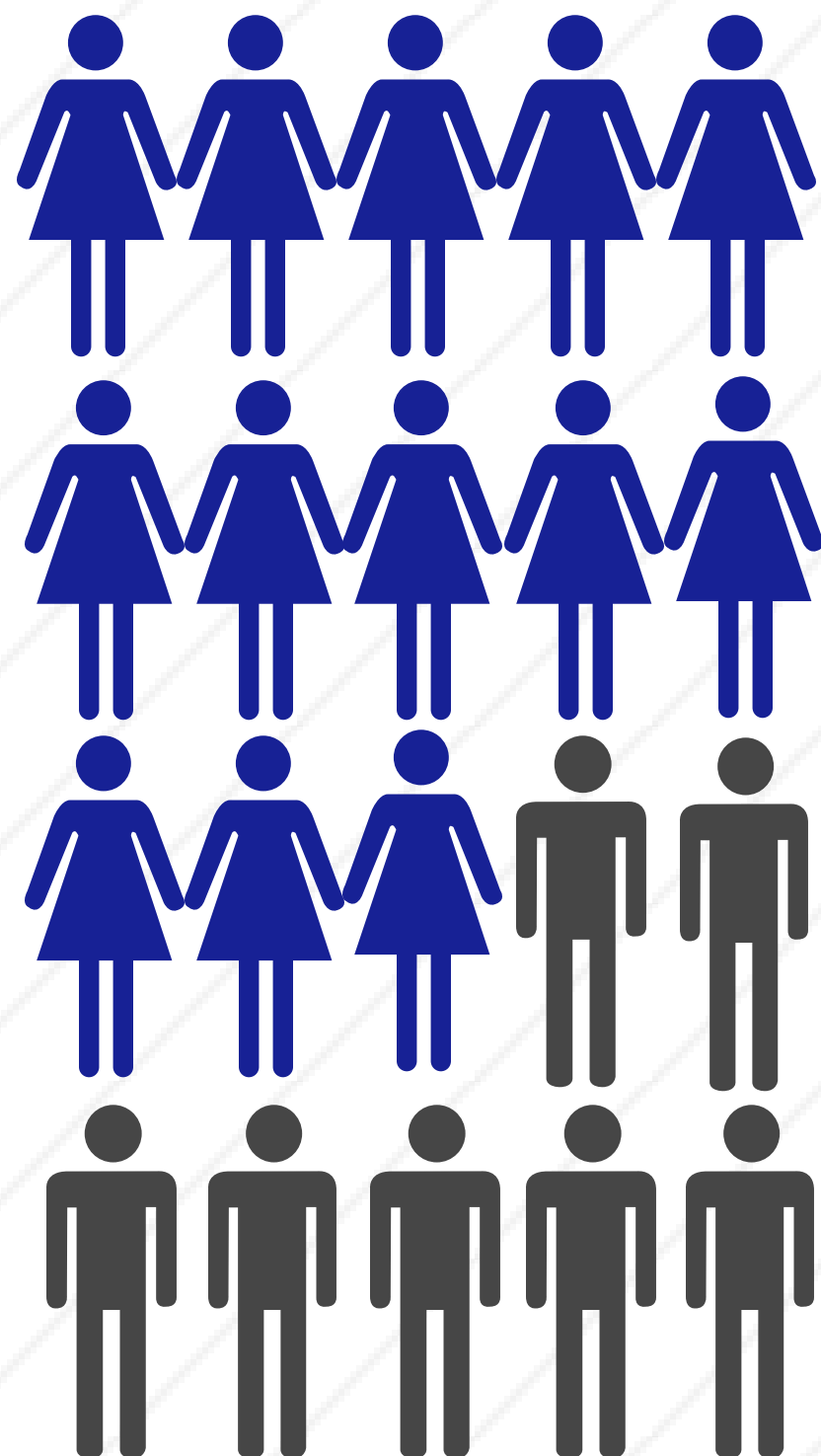
61

Full-Time Employees

As of August, 2018, NHSC employed 61 full-time employees. Of those:

64% were Female

36% were Male



## Fun Fact!

NHSC employs five married couples

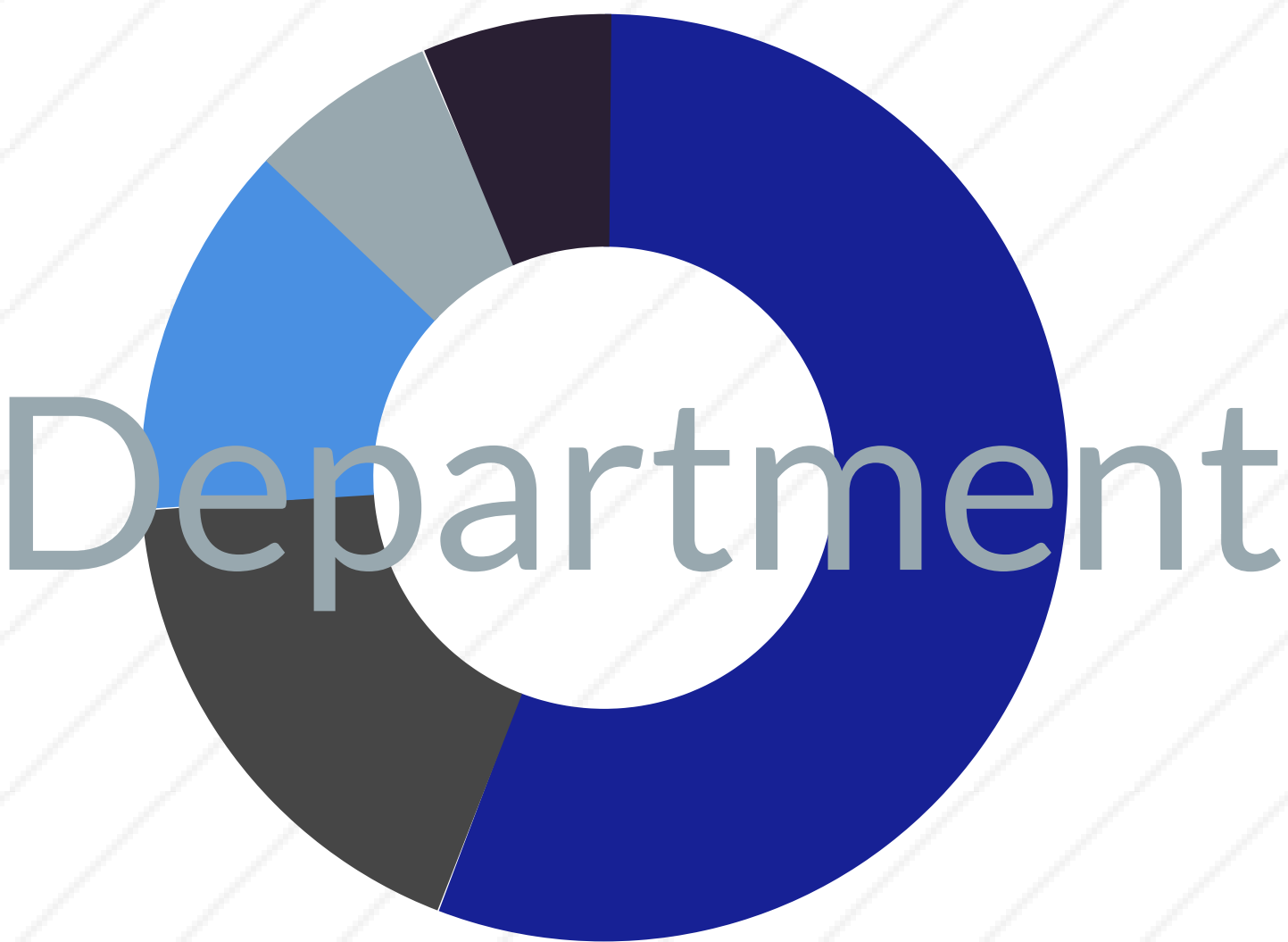




# Full-Time Staff by the Numbers

13 Full-Time Employees employed for more than 10 years

20 employed for 0-1 years  
21 employed for 2-5 years  
7 employed for 6-9 years



- Academics (34)
- Campus Services (11)
- Student Services (8)
- Business Office (4)
- President's Office (4)



- American Indian/ Alaska Native (34)
- White (19)
- Black/ African American (7)
- Asian (1)

7 Full-Time Employees have doctoral degrees

18 have Masters Degrees  
12 have Baccalaureate Degrees







# Retention Rates

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Retention, persistence, completion, and graduation are important terms in higher education. NHSC is working to clean its data and to develop reports to accurately and precisely measure these rates.

## **Retention vs. Persistence**

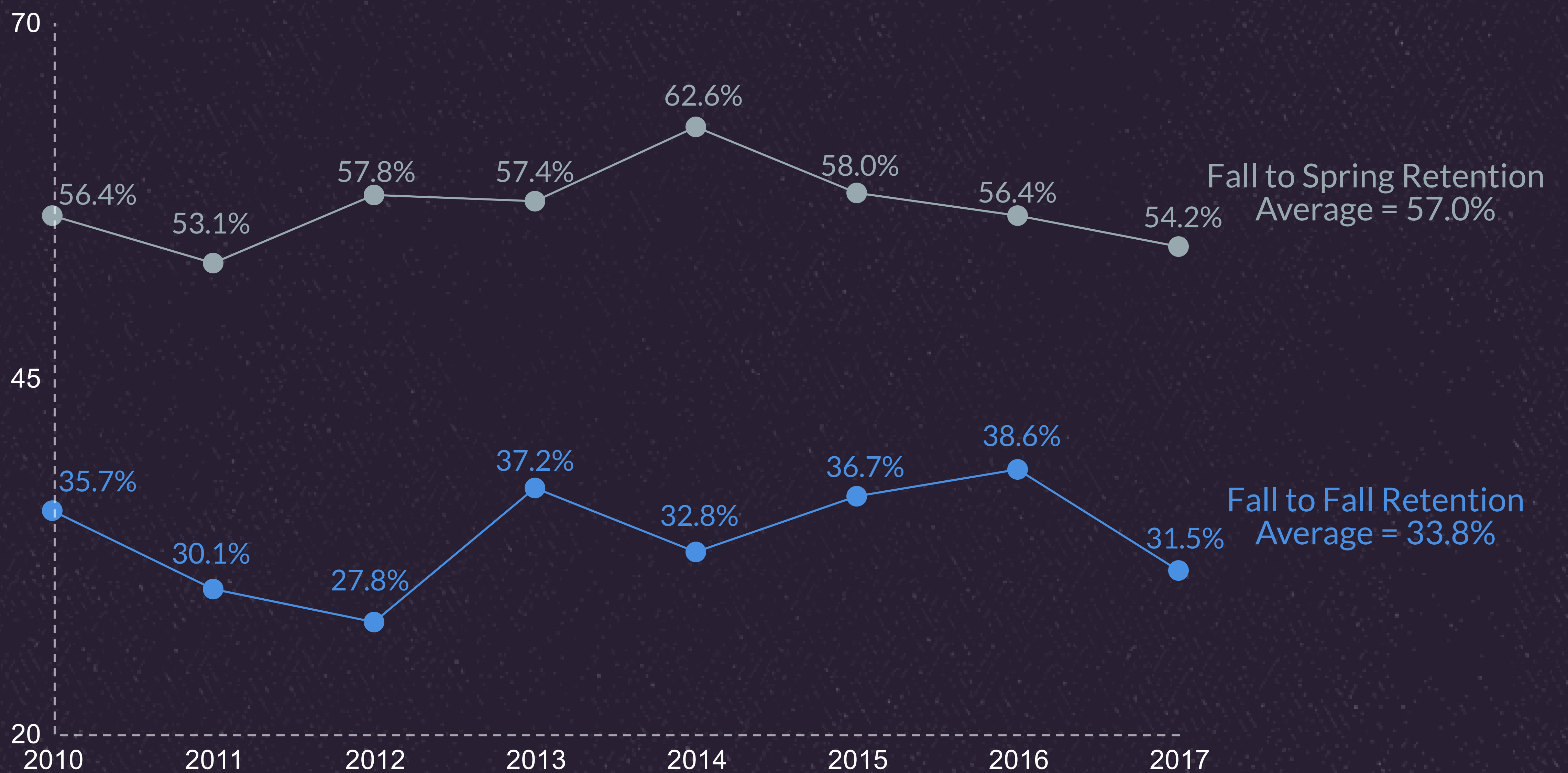
According to the National Center for Education Statistics, "retention is an institutional measure and persistence is a student measure." NHSC currently does not measure student persistence, as it does not track transfer students yet. However, future enrollment in the National Student Clearinghouse may allow NHSC to collect data on students who leave NHSC to pursue their degree.

## **Completion vs. Graduation**

According to MN Private Colleges, completion rates are a measure of how many students earned a degree in a period of time at the same institution. Graduation rates are lower because they look at a cohort of entering students and consider how many of them stayed at that institution and earned a degree. Students who stop-out, drop-out, or transfer lower the graduation rate. NHSC has not typically differentiated between the two rates in the past. This report contains neither completion, nor graduation rates, but the College aims to improve methodology of data collection for the 2018-19 report.



# Retention Rates from Fall 2010 to Fall 2017



"The faculty I have had the pleasure of learning from gave me a sense of family that I haven't felt anywhere else in a long time."

-2018 graduate survey

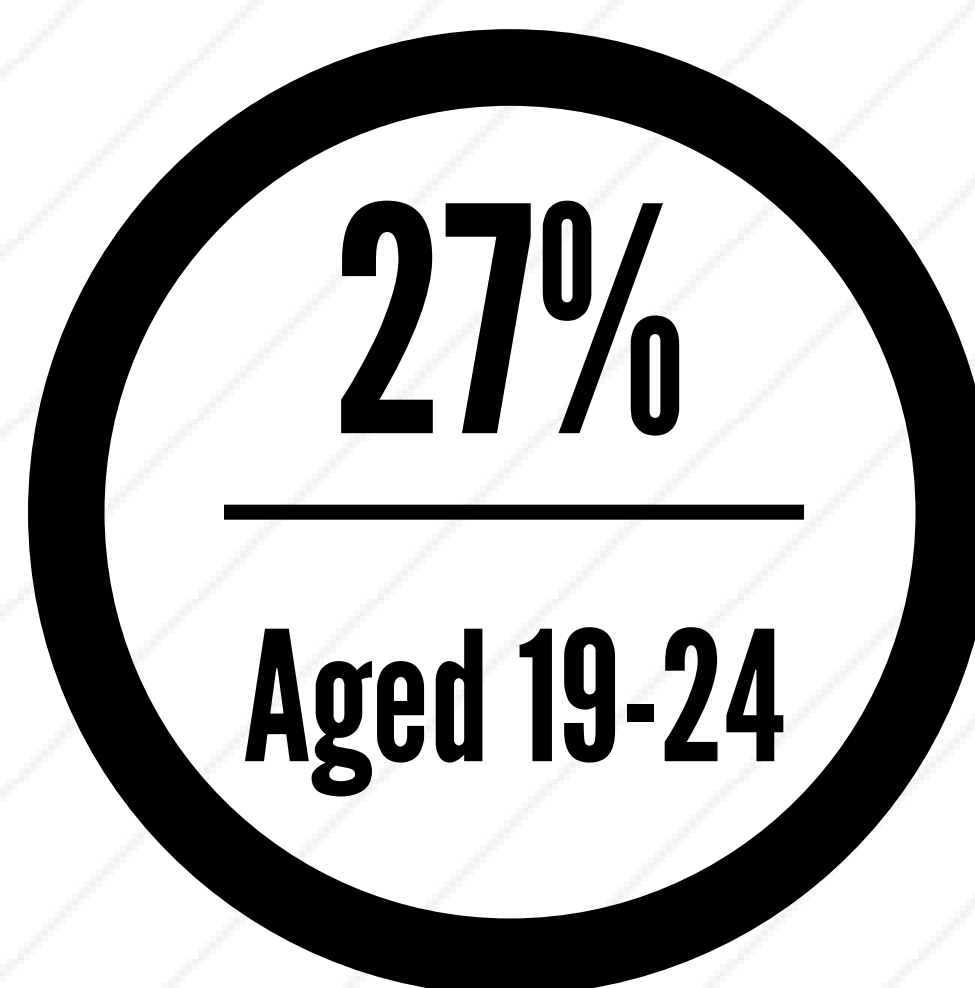
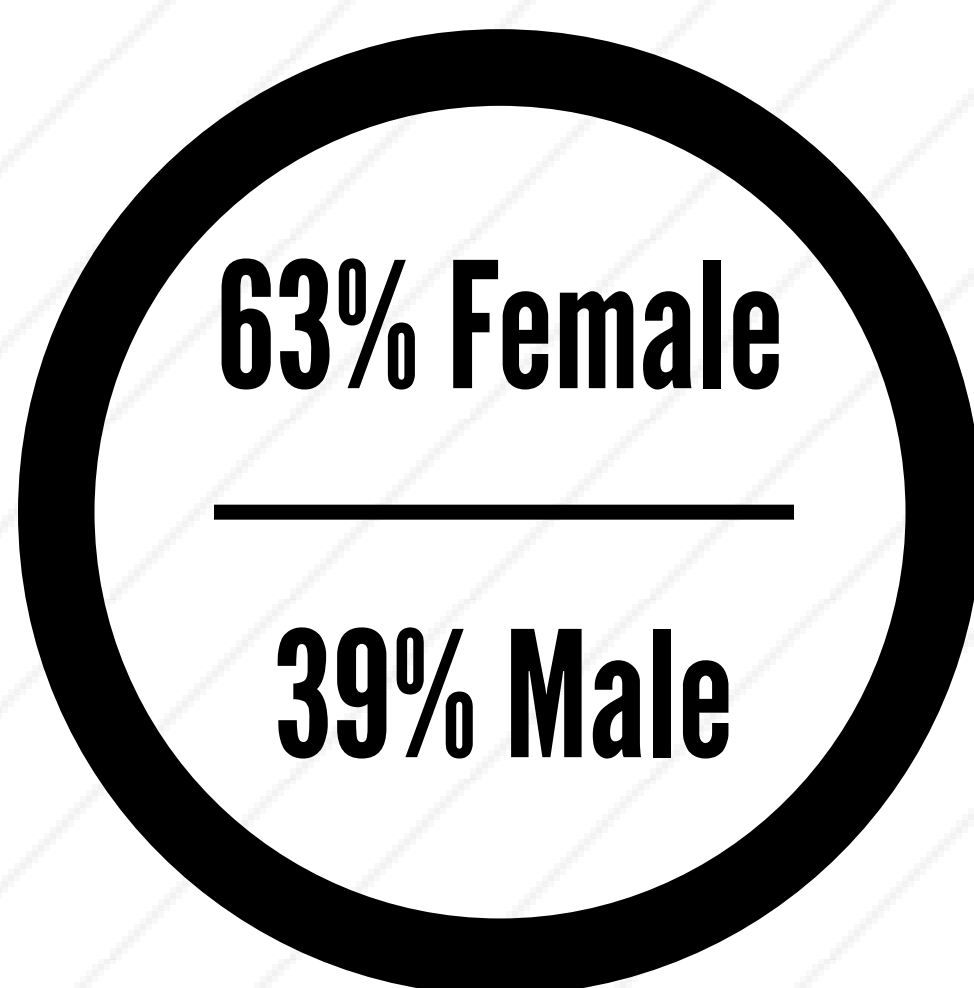




# 2018 Graduate Survey

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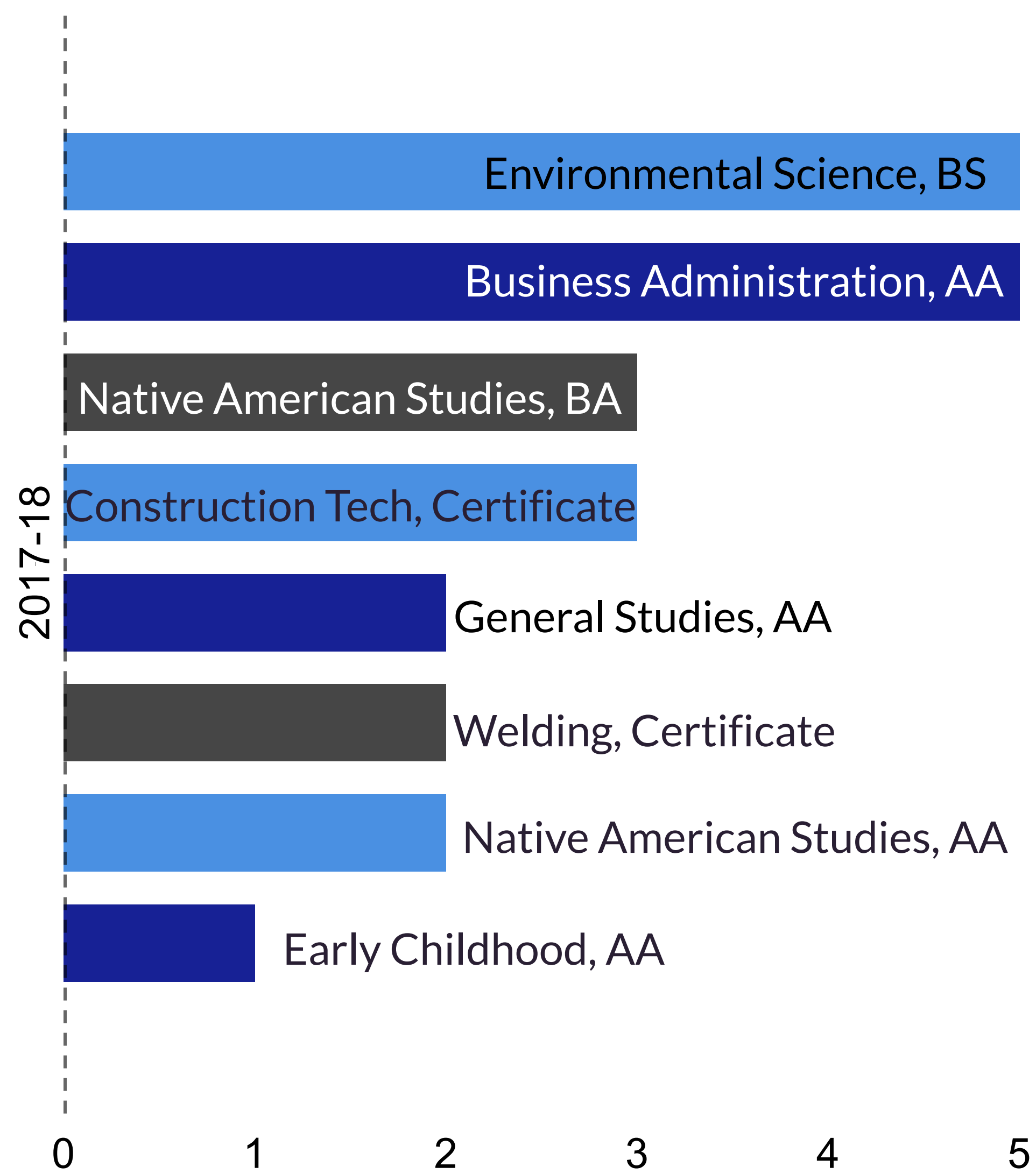
Each year, graduates complete a survey with their graduation application. In 2018, 22 students completed the survey.



“I LOVED TAKING HISTORY OF THE TAT BECAUSE I LEARNED A LOT ABOUT HOW LIFE WAS AND WHERE I CAME FROM.”



## Degrees Earned (22 Total)



I would have enjoyed NHSC more if...

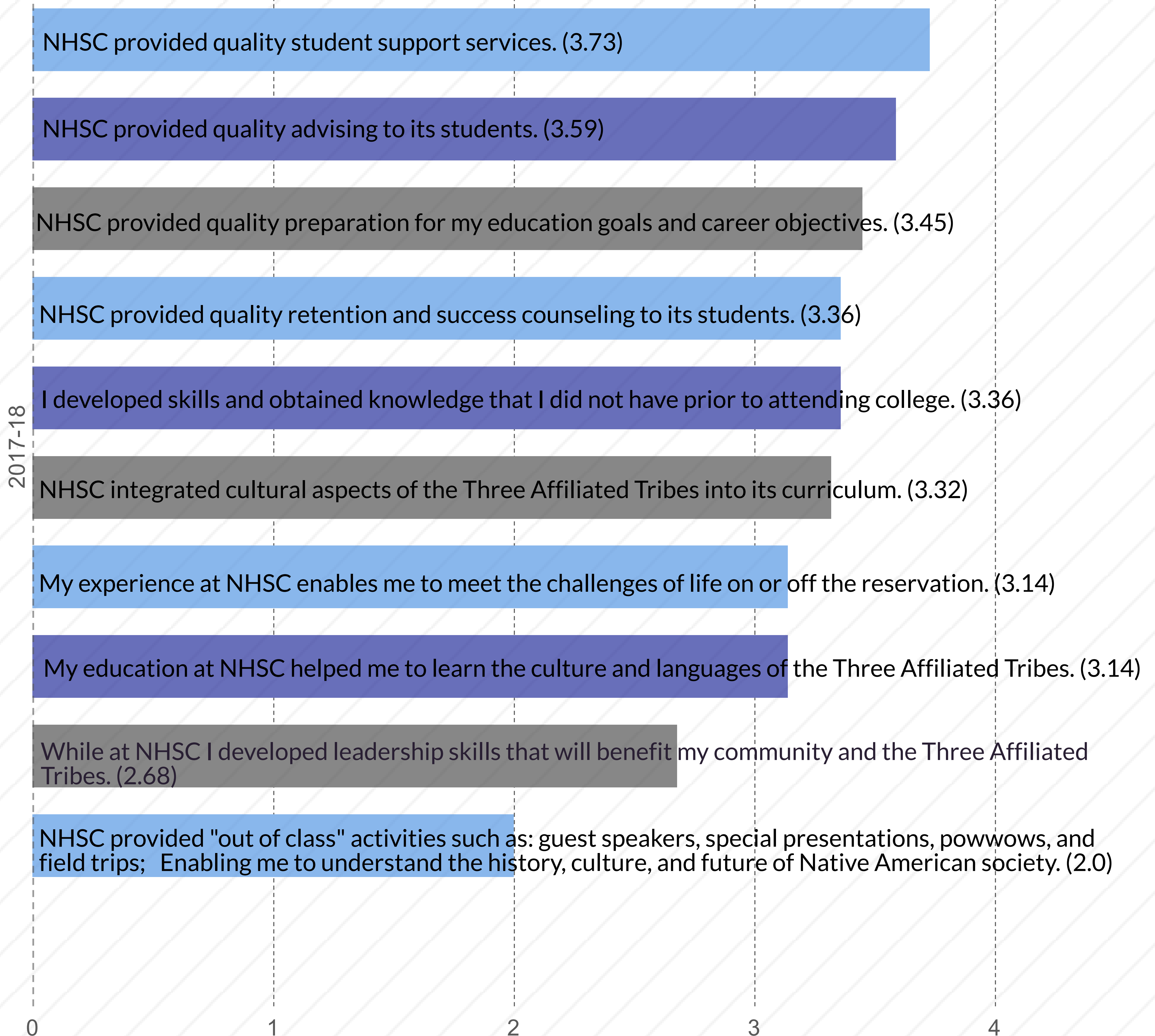
- ...there were more activities and if more students were involved.
- ...if NHSC offered more classes.
- ...if NHSC offered four year degrees.
- ...if the Business Office wasn't so hard to deal with.
- ...if there was on-campus childcare.
- ...if degrees didn't keep changing.
- ...if there were more sports activities.

## NHSC Experiences





Graduates were asked to rank the following statements from 1 (strongly disagree) to 4 (strongly agree).



"Students are looking for sports, dorms, transportation, money, and funding."







# SENSE Survey

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## Fall 2017

SENSE, the Survey of Entering Student Engagement, is designed to provide a clear picture of both student behaviors in the earliest weeks of college and the institutional practices that affect students during this critical time.

The following results show how NHSC compares to all other colleges who participated in the survey during the 3-year cohort (2015-2017) and how NHSC compares against the top-performing colleges of the cohort.

The SENSE benchmarks are groups of conceptually related survey items/questions that address key areas of entering student engagement.

### Early Connections

A strong, early connection to someone at the college.

### High Expectations and Aspirations

Perception of clear, high expectations from college staff and faculty

### Clear Academic Plan and Pathway

Assistance in setting academic goals and a plan for achieving them

### Effective Track to Readiness

Effective assessment and placement into courses and strategies for support

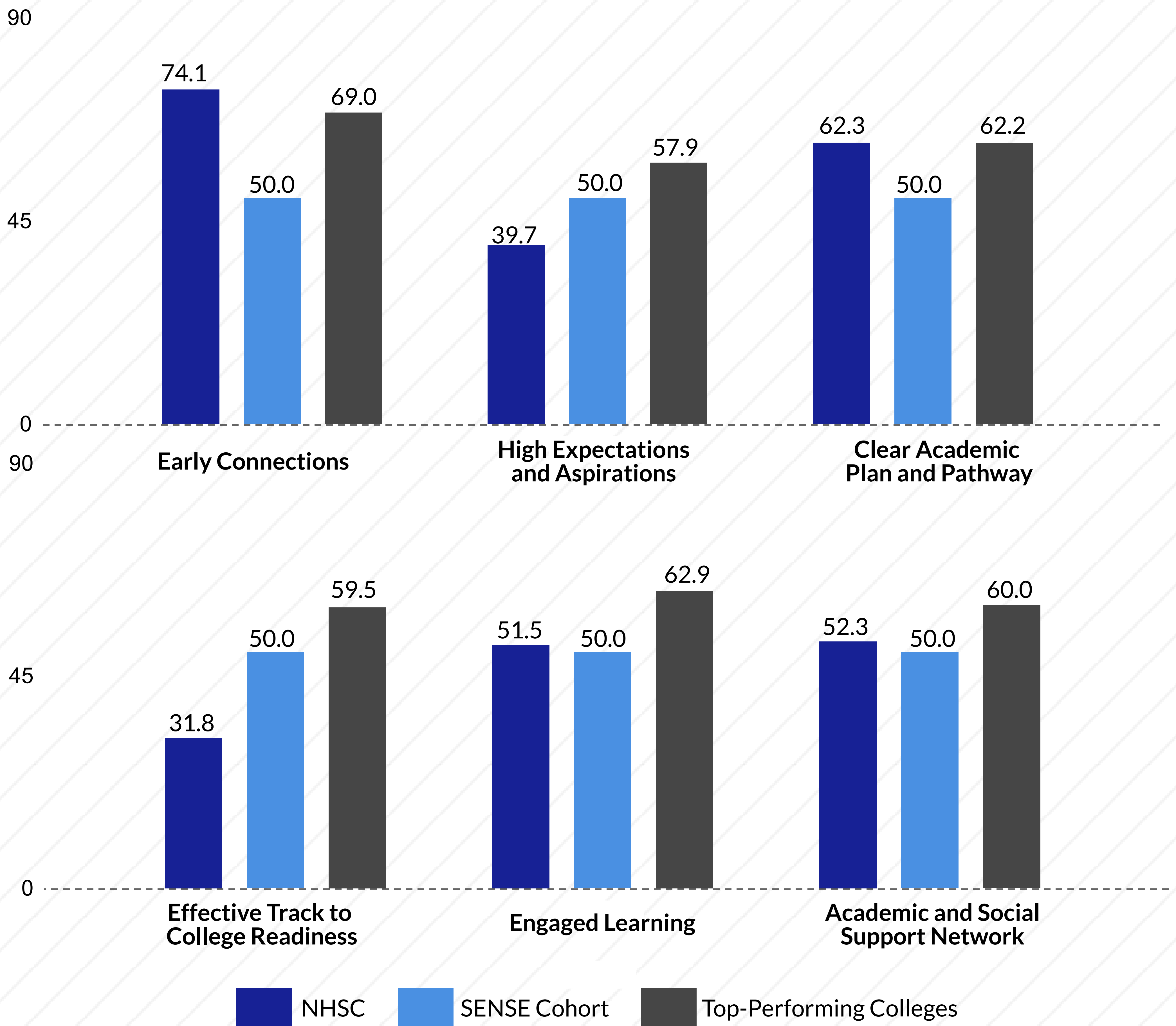
### Engaged Learning

Instructional approaches that foster engaged learning

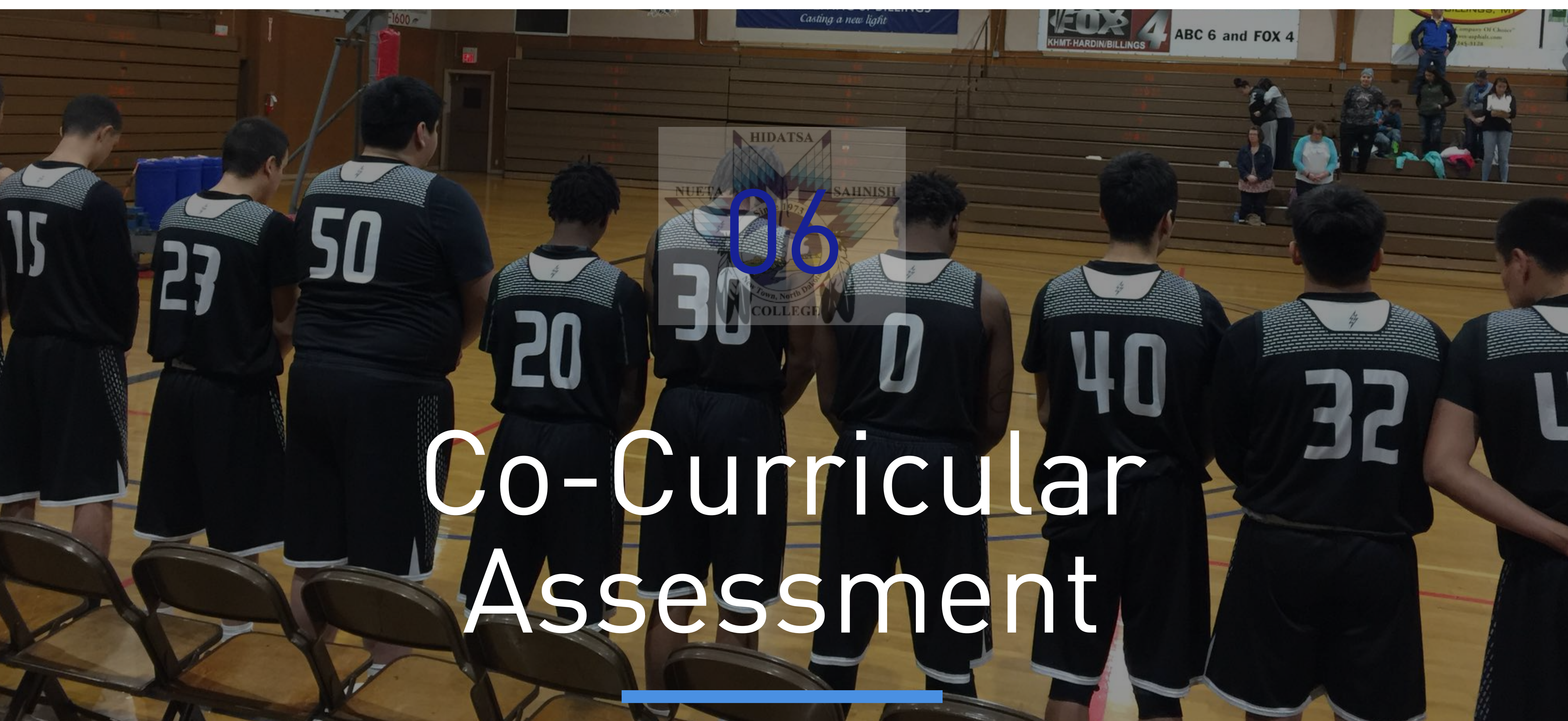
### Academic and Social Support Network

Personal networks that enable students to obtain information about college services









# Co-Curricular Assessment

The NHSC co-curricular programs strive to meet the College's Institutional Learning Outcomes to enhance the educational experience of the students. The co-curricular assessment is completed annually and evaluates the following co-curricular activities:

- All Chief's Society
- American Indian Business Leaders (AIBL)
- AIHEC Annual Conference
- American Indian Science & Engineering Society (AISES)
- Athletics
- Horse Nation
- Student Senate
- Writer's Conference

## NHSC Institutional Learning Outcomes:

1. Students will develop critical thinking skills.
2. Students will be able to clearly communicate both orally and in writing.
3. Students will effectively utilize quantitative reasoning, scientific methods and technology.
4. Students will acquire intellectual concepts and dispositions that enable them to live and contribute as active and successful tribally educated participants in a diverse and global society.
5. Students will have an awareness of emotional, mental, physical, social, and spiritual wellness.

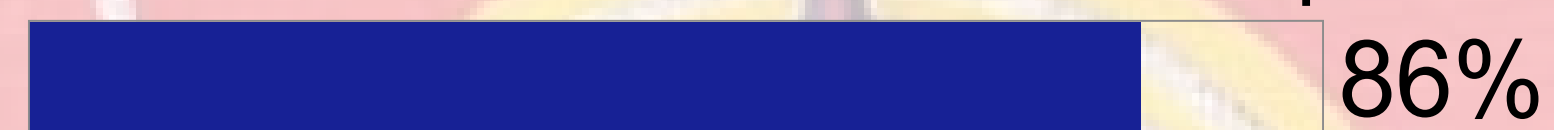
"I have presented research on multiple occasions and that helped me communicate more clearly each time. "



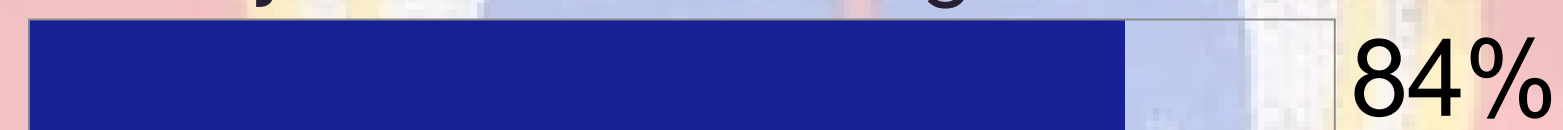


"I have met  
and dealt with  
a bunch of  
other people  
with different  
personalities."

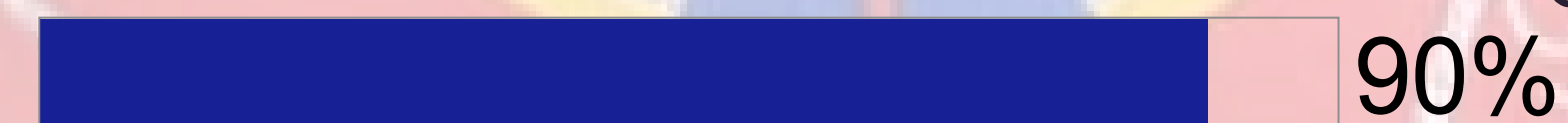
ILO 1: Students will develop critical thinking skills.



ILO 2: Students will be able to clearly communicate both orally and in writing.



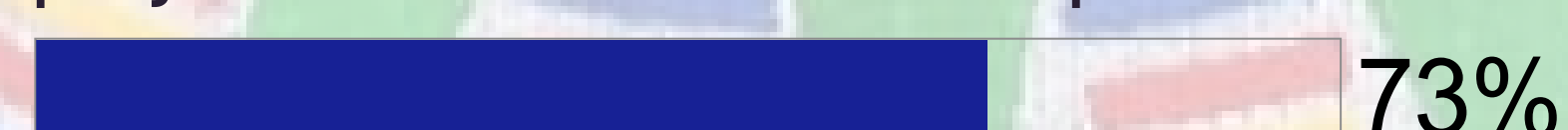
ILO 3: Students will effectively utilize quantitative reasoning, scientific methods and technology.



ILO 4: Students will acquire intellectual concepts and dispositions that enable them to live and contribute as active and successful tribally educated participants in a diverse and global society.



ILO 5: Students will have an awareness of emotional, mental, physical, social, and spiritual wellness.







# ICAT Survey

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The Institutional Capacity Assessment Tool (ICAT) was administered to 58 NHSC employees and Board of Directors members in Spring 2017 as part of the Achieve the Dream (ATD) participation. The results were utilized by the ATD team to put focus on where improvement efforts should be made.

The survey allowed employees to mark "I don't know" for any question or topic with which they were unfamiliar. The results here are surface; the ICAT report gives much more detail, per question, per role, and per answer - especially to the "I don't know" answers.





# Levels Key

## Level 1

Minimal level of capacity in place with a clear need to build strength

## Level 2

Moderate level of capacity established

## Level 3

Strong level of capacity in place

## Level 4

Exemplary level of capacity in place



NHSC  
scored  
Level 3 in  
all areas.





# CCSSE Survey

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## Spring 2018

CCSSE, the Community College Survey of Student Engagement groups conceptually related survey items that address key areas of student engagement. The five benchmarks denote areas that educational research has shown to be important to students' college experiences and educational outcomes.

Students completed this survey in the Spring. The results show how NHSC compared to all other colleges who participated in the survey during the 2-year cohort (2017-2018) and how NHSC compared against the top-performing colleges of the cohort.

### **Active and Collaborative Learning**

Active involvement and opportunities to collaborate with others to solve problems

### **Student Effort**

Students' own behaviors contributing to their success

### **Academic Challenge**

Challenging intellectual and creative work

### **Student-Faculty Interaction**

Increased interactions with instructors lead to increased learning

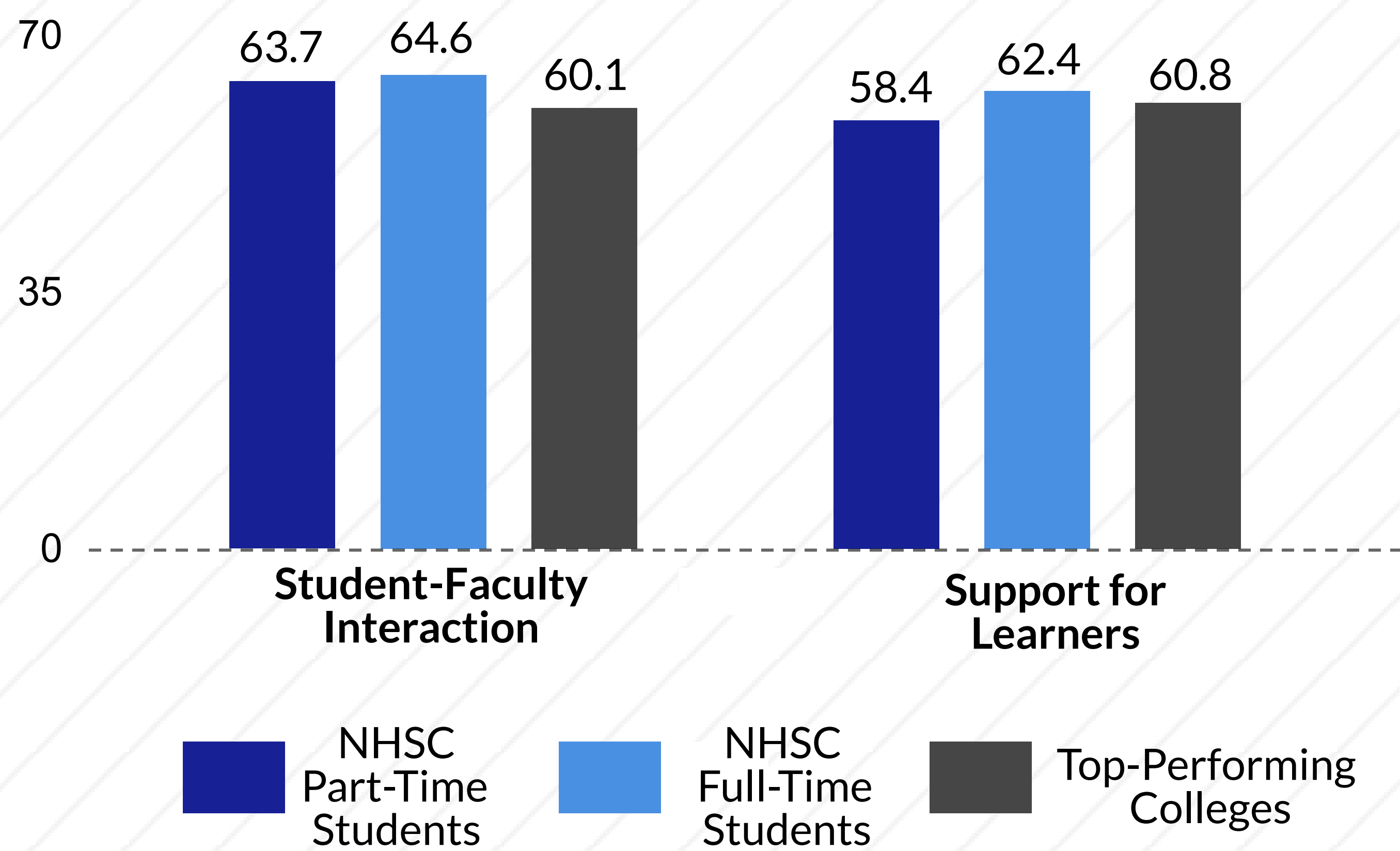
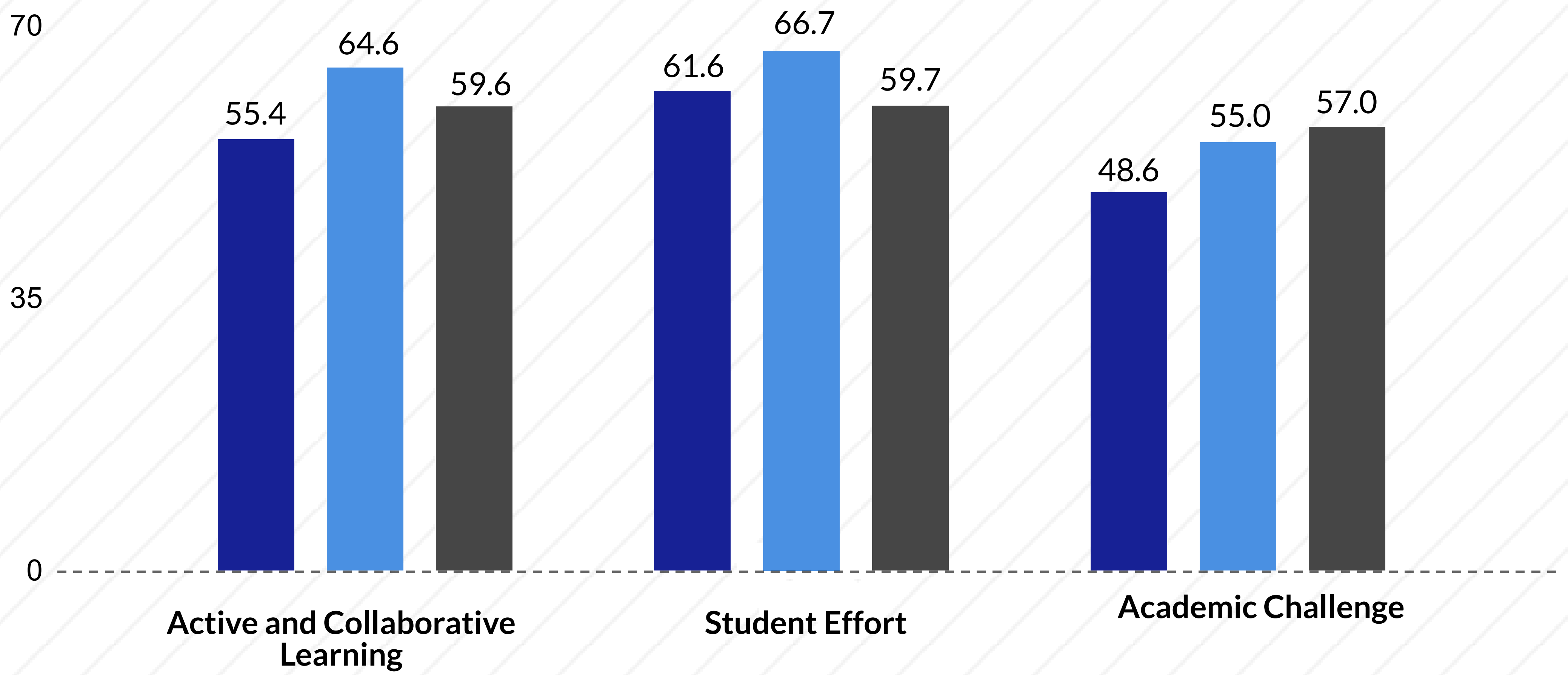
### **Support for Learners**

Higher student performances result from positive relationships and support





100% of NHSC faculty feel students can learn all material being presented and can change their basic intelligence.







# Additional Data Efforts

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## President's Lunches

Each semester, Dr. Twyla Baker invites all students to have lunch with her and discuss issues at NHSC from a student perspective. Dr. Baker has an open door policy, but also enjoys the open forum discussion atmosphere while dining in the NHSC Pita Ru Taka Cafeteria.



## Accuplacer

Accuplacer is a test used by NHSC to accurately determine which Composition and Math courses new

students should take at NHSC. Data from the Accuplacer exams are being collected and aggregated and will be presented in the 2018-19 Data and Assessment Summary Report.

## ACT-CAAP/ WorkKeys

The ACT-CAAP tests have been utilized at NHSC for several years, but will be replaced by WorkKeys beginning fall 2018. The assessments are given as pre-tests during the students' first semester at NSHC and as post-tests during the students' last semester before graduating. The test assesses math, writing usage mechanics, and rhetoric skills. NHSC will be compiling and aggregating the scores in a way that will be more useful in the future.



## Kaizen Events

Kaizen Events are used at NHSC for institutional improvement. A Kaizen Event is a concentrated effort that maps out a current procedure that has been identified as problematic and determines what steps need to be taken, by whom, in order to improve it. In 2017-18, NHSC held two Kaizen Events, both on data.



## Course Evaluations

NHSC administers course evaluations to its students each semester for every class offered. The results are shared with the VP of Academics and the faculty.

## Program Reviews

The Academic Department reviews its programs each year during Assessment Week. Each Academic Program must prepare a report that is presented to and scored by the other faculty. The program reviews are comprehensive and contain information such as student

learning assessment data, program costs, graduation rates, and student data.

## Employee Evaluations

NHSC staff complete evaluations each year in February with their supervisors, which are maintained in Human Resources. Faculty complete evaluations following the academic year, which are maintained in the Office of the VP of Academics.

## SGID

Faculty utilize a Small Group Instructional Diagnosis in one of their courses each year to receive feedback from students in order to improve their teaching.







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