



See AAUP contract online at:

https://www.wmich.edu/sites/default/files/attachments/u1328/2018/WMU_AAUP_Contract_2017-2020.pdf

Glossary - Description of metrics are included here.

Metric	Description	Source
Undergraduate Enrollment	Total enrollment of undergraduate students registered for classes at census in the fall semester. Includes those seeking a bachelor's degree and those enrolled just to take classes as a non-degree student and have not earned their bachelor's degree.	IPEDS Fall Enrollment Survey
Graduate Enrollment	Total enrollment of graduate students registered for classes at census in the fall semester. Includes students seeking master's, doctoral, and specialist degrees and those enrolled just to take classes as a non-degree graduate student.	IPEDS Fall Enrollment Survey
Second Year Retention Rate	The percent of fall first-time, full-time, degree-seeking undergraduates who return as either full- or part-time students the following fall.	WMU Office of Institutional Research
Six Year Graduate Rate	The percent of fall first-time, full-time, degree-seeking undergraduates who earn their bachelor's degree within six years of their first fall semester.	IPEDS Graduation Rate Survey
Pell Grant Recipients	The number of students that have received pell grants within the specified academic year.	IPEDS Student Financial Aid Survey
Graduating Pell Grant Recipients	The number of students that graduated within the specified fiscal year who received pell grants sometime during their enrollment.	WMU Office of Institutional Research
Undergraduate Enrollment by Geographic Region	Total number of undergraduate students enrolled grouped by permanent residency. Categories include in-state, any other state in the U.S., and international.	WMU Office of Institutional Research
Graduate Enrollment by Geographic Region	Total number of graduate students enrolled grouped by permanent residency. Categories include in-state, any other state in the U.S., and international.	WMU Office of Institutional Research
Student to Faculty Ratio	The number of full time equivalent students per full time equivalent faculty. The full time equivalent students are calculated by adding 1/3 of the part-time students to the full-time student count for the fall semester. The full time equivalent faculty is calculated by adding 1/3 of the part-time faculty to the full-time faculty count. Faculty teaching exclusively non-credit courses are removed from the count. Administrators or other staff teaching credit courses are included in the part-time faculty count.	IPEDS Fall Enrollment Survey
Student to Employee Ratio	The total number of students registered for classes as of census per the total number of employees (excluding graduate assistants).	IPEDS Fall Enrollment and Human Resources Surveys
Undergraduate Outcome Rate	The percent of undergraduate survey respondents whose primary activity after graduation was full-time employment, part-time employment, post-graduation internship, self-employed, military, or continuing education. WMU conducts its survey and compiles results in the 3 month span after the student graduates. Response rates are provided as context in evaluating the data. Many of the Michigan public universities do not routinely and systematically survey all graduating seniors to gather data for a reliable response to this metric. Depending on the institution and the timing, response rates may be low and also biased towards students who have been successful in either entering the workforce or a graduate program. While institutions are making an effort to report the data that is available to them, care should be taken in interpreting the results across universities.	WMU Career and Student Employment Services