**Graduation and Completion Rates for Initial and Advanced Programs of Study 2019-2023**

Initial Undergraduate full-time (BA program's graduation rate has consistently been 100% over the three academic years analyzed. This indicates a strong and stable performance in ensuring full-time undergraduate students complete their degrees within the expected timeframe. Initial The part-time undergraduate program also shows high graduation rates, with 92.5% in 20192020, a slight increase to 94.1% in 20202021, and a slight decrease to 92.3% in 2022-2023. These rates demonstrate consistent support for part-time students, with minor fluctuations. The Master of Arts in Teaching (MAT) program boasts a perfect % graduation rate of 100% across all three years. This reflects the program's effectiveness in guiding graduate students to complete their degrees on time. Advanced Graduate (MA): The graduation rates for the advanced graduate MA program show some variability, with 79.2% in 2019-2020, a slight decrease to 78.6% in 2020-2021, and an increase to 80.2% in 2022-2023. This suggests a slight improvement in the program's ability to support students to graduation.

 Initial Undergraduate full-time (certification completion rates for this program are exemplary, maintaining a consistent 100% across all three years. This indicates that full-time undergraduates are well-prepared and supported to achieve their certifications. Initial Undergraduate PartTime (BA): The part-time undergraduate certification rates have remained high, with a slight decrease from 92.5% in 2019-2020 to 91.5% in 2020-2021 and then an increase to 92.5% in 2022-2023. This consistency reflects robust support for part-time students in completing their certifications. Initial Graduate Certification (ACT): Certification completion rates for the ACT program have been stable, with 91.3% in 2019-2020, a slight increase to 92.3% in 2020-2021, and a slight decrease to 92.1% in 2022-2023. These rates indicate strong preparation for certification among graduate students. Initial Graduate Degree (MAT): The MAT program's certification rates have shown slight fluctuations, with 88.7% in 2019-2020, a small increase to 89.1% in 2020-2021, and a slight decrease to 89.0% in 2022-2023. The rates reflect consistent support for graduate students in achieving certification alongside their degrees. The certification completion rates for the PMC program have been relatively stable, with 85.4% in 20192020, a slight decrease to 85.3% in 2020-2021, and an increase to 86.4% in 2022-2023. These figures suggest consistent preparation and support for advanced graduate students pursuing certification. The certification completion rates for the advanced graduate MA program have slightly improved, with 79.2% in 2019-2020, increasing to 80.2% in 2020-2021, and a small decrease to 80.1% in 2022-2023. These rates indicate a steady performance in supporting advanced graduate students in achieving their certifications.

In summary, the data reveal strong graduation and certification completion rates across most NDMU programs, with exceptionally high and consistent performance in the Initial Undergraduate Full-Time and Initial Graduate (MAT) programs. The part-time undergraduate and initial graduate certification programs also show high levels of completion despite minor fluctuations. While showing some variability, advanced graduate programs demonstrate a generally stable and improving trend in graduation and certification completion rates.

 Actions Planned

1. Continue to uphold the high standards and support mechanisms contributing to the consistently high graduation and certification completion rates in the Initial Undergraduate full-time and Initial Graduate programs.
2. Enhance support for part-time students to address the minor fluctuations in graduation and certification rates, ensuring continued high performance.
3. Implement targeted strategies to improve further graduation and certification completion rates in advanced graduate programs, focusing on areas with slight declines or variability.
4. Establish constant monitoring and feedback mechanisms to identify areas needing improvement and to maintain the overall high performance of all programs.
5. Allocate resources effectively to ensure that all programs have the necessary support structures to maintain and improve their graduation and certification completion rates.

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| Graduation Rates\* |  |  |  |  |
| Program | **Degree or Program** | **2019-2020** | **2020-2021** | **2022-2023** |
| Initial UND FT | BA | 100% | 100% | 100% |
| Initial UND PT | BA | 92.5% | 94.1% | 92.3% |
| Initial GRD | MAT | 100% | 100% | 100% |
| Advanced GRD | MA | 79.2% | 78.6% | 80.2% |
| \*Timeline for completion of degree based upon full-time (12 credits UND, 9 credits GRD) or part-time enrollment (6 credits UND and GRD). Undergraduate rates based upon completion within 4-6 years, and graduate rates based upon completion within 2-3 years.  |

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| Certification Completion Rates\* |  |  |  |  |
| Program | **Degree or Program** | **2019-2020** | **2020-2021** | **2022-2023** |
| Initial UND FT | BA | 100% | 100% | 100% |
| Initial UND PT | BA | 92.5% | 91.5% | 92.5% |
| Initial GRD Cert | ACT | 91.3% | 92.3% | 92.1% |
| Initial GRD Degree | MAT | 88.7% | 89.1% | 89.0% |
| Advanced GRD Cert | PMC | 85.4% | 85.3% | 86.4% |
| Advanced GRD | MA | 79.2% | 80.2% | 80.1% |
| \*Timeline for completion of certification based upon full-time (12 credits UND, 9 credits GRD) or part-time enrollment (6 credits UND and GRD). Undergraduate rates based upon completion within 4-6 years, and graduate rates based upon completion within 2-3 years.  |