

*2017-2018*  
**Data Book**  
*and*  
**A Celebration of 100 Years  
of Mercy Education**  
*1918 – 2018*



 MercyCollege  
of Ohio



*Compiled by  
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# Executive Summary

## 2017-2018

Mercy College set new milestones in Academic Year 2017-2018. The College began the Master of Science in Nursing program and enrolled its first graduate students in Fall 2017. The College also set a new record for enrollment (headcount).

The Youngstown Evening Associate Degree Nursing program continued to grow. It nearly doubled in size from Fall 2016 to Fall 2017. Five students became alumni when the program celebrated its first graduating class in Fall 2017.

The largest program for the College continued to be the Bachelor of Science in Nursing (Pre-licensure) 334 students enrolled in 3,873 credits in Fall 2017. The four Associate of Science programs (Day and Evening at each of Toledo and Youngstown), when combined, had an enrollment of 530 students enrolled in 4,661 credits in Fall 2017.

Enrollment in online programs continued to increase with a 48% increase in students from Fall 2016 to Fall 2017. The largest online program is RN to BSN (Bachelor of Science in Nursing) with 136 students enrolled in 1,012 credits in Fall 2017. That program has the lowest credits per student of the online undergraduate programs.

The average age of Mercy College undergraduate students increased slightly from 28 years old in Fall 2016 to 29 years old in Fall 2017. This is most likely due to programs with increased enrollment as the average age of those students is higher than other programs.

Other demographic characteristics of the student population, such as gender and distribution by race/ethnicity had only slight variations.

The Fall 2016 to Fall 2017 retention rate of 78.8% is higher than any fall to fall retention rate since Fall 2012.

The number of graduates from online programs was 123, which is the first time online programs had more than 100 graduates in an academic year.

*Susan C. Wajert, PhD*  
*President and CEO*



Dr. Susan C. Wajert

## A HISTORICAL TIMELINE



**April 15, 1910**  
Diocese of Toledo founded

**August 11, 1911**  
Joseph Schrembs named as first Bishop of Toledo

**May 12, 1912**  
Sister Mary Bernardine, Sister Mary Anthony, and Sister Mary DeChantel arrive in Toledo

**April 18, 1916**  
Property on the corner of Madison Avenue and 23rd Street purchased



**TABLE 1. LIST OF PROGRAMS OFFERED BY ACADEMIC DIVISION. THE TABLE INCLUDES THE FIRST SEMESTER THE PROGRAM WAS OFFERED AND THE “LOCATION”/MODE OF DELIVERY FOR THE PROGRAM IN ACADEMIC YEAR (AY) 2017-2018.**

<b>Division/Programs offered</b>	<b>First semester offered</b>	<b>AY 2017-2018 program “location”</b>
<b><i>Division of Arts and Sciences</i></b>		
Bachelor of Science in Biology	Spring 2013	Toledo land
Associate of Science in General Studies	Spring 2004	Toledo land
Minor in Chemistry	Fall 2012	
Minor in Psychology	Spring 2013	
Minor in Religious Studies	Spring 2011	
<b><i>Division of Nursing and Allied Health</i></b>		
Bachelor of Science in Healthcare Administration	Fall 2005	Online
Bachelor of Science in Medical Imaging	Spring 2012	Online
Bachelor of Science in Nursing	Fall 2000	Pre-licensure – Toledo land Post-licensure – Online
Associate of Science in Health Information Technology	Fall 1997	Online as of Fall 2015
Associate of Science in Nursing	Toledo – Winter 1993 Youngstown – Spring 2003	Toledo – Toledo land Youngstown – Youngstown land
Associate of Science in Radiologic Technology	Spring 1999	Toledo land
Certificate in Community Health Worker	Fall 2014	Toledo land
Certificate in Computed Tomography	Spring 2013	Students Radiologic Technology program
Certificate in Emergency Medical Technician	Spring 2012	Toledo land
Certificate in Medical Coding	Fall 2012	Online as of Fall 2015



Luncheon for clergy following dedication

**June 21, 1918**  
Mercy Hospital of Toledo  
dedicated

**June-December 1918**  
Mercy School of Nursing enrolled  
first class of ten students



**August 30, 1921**  
First class of Mercy School of  
Nursing graduates



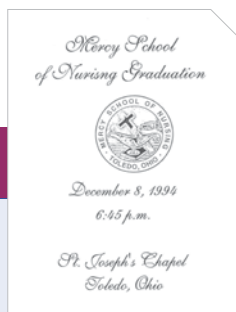
**September 18, 1992**  
Incorporation of Mercy  
College of Northwest Ohio  
with Sister Patricia Ann  
Dalke, RSM, EdD as President

TABLE 1. (continued)

Division/Programs offered	First semester offered	AY 2017-2018 program "location"
Certificate in Ophthalmic Technology (Classes are online and clinical opportunities are offered in Toledo, Youngstown and Cincinnati)	Spring 2010	Counted as Toledo land
Certificate in Paramedic	Fall 2012	Toledo land
Certificate in Polysomnographic Technology	Spring 2010	Toledo land
Certificate in Phlebotomy (non-credit)	1990's	Non-credit
Minor in Healthcare Administration	Fall 2014	
<b>Division of Graduate Studies</b>		
Master of Science in Nursing	Fall 2017	Online

*Student Quote*

*"I love how the classrooms are smaller and everyone knows you by name. Normally I don't like to speak in front of the class or answer questions but I don't have problems since there are smaller classes."*



**December 10, 1994**  
First class of Mercy College of  
Northwest Ohio graduated

**August 1995**  
First Allied Health major offered



**January 1, 1997**  
Mercy Hospital of Toledo closed

**September 13, 1998**  
Mercy College of Northwest Ohio  
new campus dedication



**January 1999**  
St. Vincent School of Radiologic Technology  
becomes part of Mercy College



*Student Quote*

*“The whole staff, not just the professors, are so nice and caring and are always willing to help you when you look lost or even just walking down the hallway.”*

# Quick Facts

## *Academic Year 2017-2018*

### **DIVISIONS, DEGREES, CERTIFICATES, AND MINORS OFFERED AT MERCY COLLEGE**

The College had three academic divisions in 2017-2018: Division of Arts and Science; Division of Nursing and Allied Health; and the Division of Graduate Studies. The three academic divisions provided the education for one master of science degree, four bachelor of science degrees, four associate of science degrees, seven credit-bearing certificates, one non-credit-bearing certificate and four minors as listed in Table 1.

There were two changes in program offerings. The Associate of Science in Cardiovascular Technology had its last graduating class in Summer 2017, so that program was no longer offered in AY 2017-2018. The Master of Science in Nursing, the first graduate level program at Mercy College, admitted students for the first time in Fall 2017.

Discussions were held during the Academic Year 2017-2018 to phase out the A.S. in General Studies and institute an A.S. in Health Sciences. The other existing Associate of Science (A.S.) programs were approved to move to the Associate of Applied Science (A.A.S.) effective Fall 2018.



**August 2000**  
First baccalaureate degree is offered:  
Bachelor of Science in Nursing

**June 2001**  
Paul J. Kessler III, EdD  
becomes the second President  
of Mercy College

**August 2002**  
Youngstown location  
opens offering an Associate  
of Science Degree in Nursing

**October 1, 2005**  
John F. Hayward, JD  
becomes the third President  
of Mercy College



## FACULTY AND STAFF

The number of faculty and staff remains constant from Fall 2016 as shown in Table 2.

**TABLE 2. DEMOGRAPHIC CHARACTERISTICS OF THE FACULTY FALL 2017**

<b>Faculty</b>	<b>Full-time</b>	<b>Part-time</b>	<b>Total</b>
Total number who are women	47	132	179
Total number who are men	11	20	31
Total number whose race/ethnicity is Black or African American	4	9	13
Total number whose race/ethnicity is Hispanic/Latino			
Total number whose race/ethnicity is Asian	2	1	3
Total number whose race/ethnicity is White	52	135	187
Total number whose race/ethnicity is Other or 2 or more			
Total number whose race and ethnicity unknown		7	7
Total number with doctorate or other terminal degree	15	8	23
Total number of instructional faculty	58	152	210
<b>Staff</b>			
Total staff (includes administrative)	70	5	75
<b>Total number of Mercy College employees</b>	<b>128</b>	<b>157</b>	<b>285</b>
<b>Fall 2016 Comparison Values</b>			
Total number of instructional faculty	57	149	206
Total staff (includes administrative)	70	5	75
<b>Total number of Mercy College employees</b>	<b>127</b>	<b>154</b>	<b>281</b>



**August 2007**  
First online degrees in Nursing and Healthcare Administration are offered

**August 15, 2011**  
The College changes its name to Mercy College of Ohio

**August 4, 2014**  
Susan C. Wajert, PhD becomes the fourth President of Mercy College

**August 2017**  
First graduate program is offered: Master of Science in Nursing

**August 2018**  
Second graduate program is offered: Master of Health Administration

## STUDENT-TO-FACULTY RATIO

The Student-to-Faculty Ratio reported to the Integrated Postsecondary Education Data System (IPEDS) for Fall 2017 was 7:1. This is the same as for Fall 2016.

## ENROLLMENT

A full-time equivalent student, FTE, is a unit of measurement intended to represent one student enrolled full-time. An average undergraduate full-time student takes 30 credits in an academic year (AY) (two semesters). Therefore, total undergraduate credit hours are divided by 30 to calculate the number of undergraduate FTEs for the academic year.

Mercy College defines full-time for a graduate student as 6 credits per semester. The year-round curriculum is over three semesters. Therefore, total graduate credit hours are divided by 18 to calculate the number of graduate FTEs for the academic year.

Mercy College experienced a 1.9% decrease in student full-time equivalent enrollment from Academic Year 2016-2017 (1,036.9 FTEs) to Academic Year 2017-2018 (1,016.8 FTEs). Total unduplicated enrollment increased 4% from Academic Year 2016-2017 (1,599) to Academic Year 2017-2018 (1,664).

If enrollment is increasing, why are FTEs decreasing? Figure 1 shows that enrollment in online programs has been increasing. Students in online programs took an average of 8.0 credits in Fall 2017 compared to an average of 9.58 credits for Youngstown students and 9.85 credits for students in Toledo land programs. Table 4 shows that the number, as well as the percentage, of full-time students has decreased. A change in some policies for transfer credit may also have contributed to that decrease.

TABLE 3. ENROLLMENT

Academic Year 2017-2018 Enrollment				
	Unduplicated Headcount	Credit Hours (based on student credits)	AY 2017-2018 FTE *	PRIOR AY 2016-2017 FTE (Credit Hours/30)
<i>Graduate level</i>	16	225	12.5	n/a
Toledo	1,428	25,432	847.7	887.4
Youngstown	220	4,699	156.6	149.5
<i>Total Undergraduate</i>	1,648	30,131	1,004.3	1,036.9
<b>TOTAL</b>	<b>1,664</b>	<b>30,356</b>	<b>1,016.8</b>	<b>1,036.9</b>

\*FTE Calculation: Graduate = credits/18; Undergraduate = credits/30

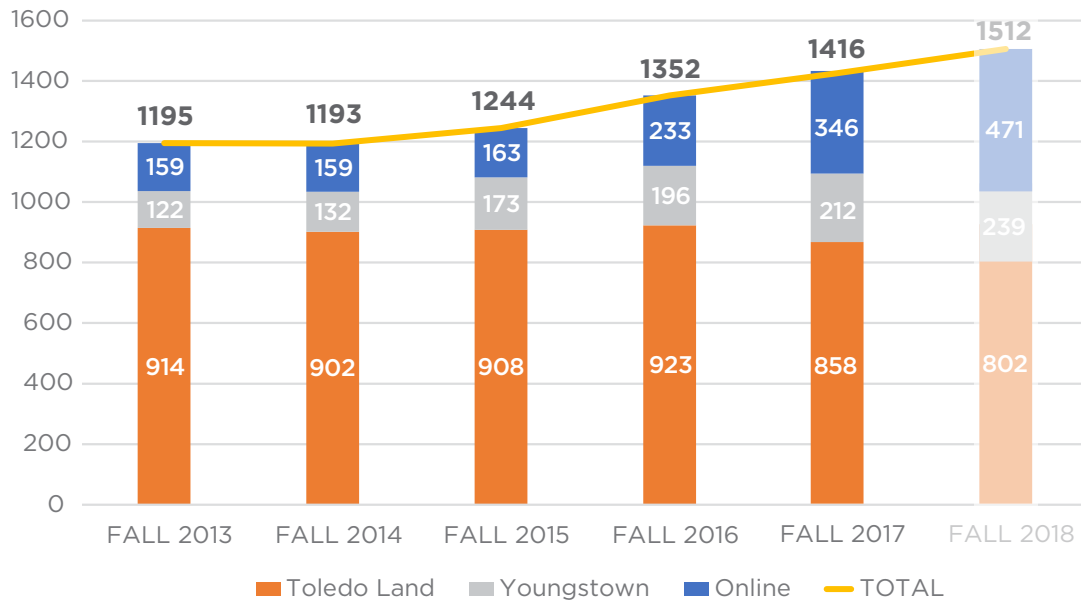
TABLE 4. FALL UNDERGRADUATE ENROLLMENT STATUS

	Fall 2015	Fall 2016	Fall 2017
Part-time: Number of students	771	855	965
< 12 credit hours <i>Percentage</i>	62%	63%	69%
Full-time: Number of students	473	497	439
≥ 12 credit hours <i>Percentage</i>	38%	37%	31%



**FIGURE 1. ENROLLMENT TREND BY PROGRAM “LOCATION” FOR FALL SEMESTERS.**

Counts in the chart are based on the program in which the student is enrolled.



**Toledo land students** include: Bachelor programs: Biology, Nursing (Pre-licensure); Associate programs: Cardiovascular Technology program (through summer 2017), General Studies, Nursing - Toledo Day and Evening; Radiologic Technology; Certificates: Community Health Worker, Emergency Medical Technician, Ophthalmic Technology, Paramedic, and Polysomnographic Technology. Students in the Medical Coding certificate program and A.S. Health Information Technology are only included through Fall 2014.

**Youngstown students** are at the Youngstown location in the A.S. Nursing program. Students at the Youngstown location designated as “pre-nursing” are included in the counts Fall 2015 through Fall 2017. Up through Fall 2014, students were only enrolled in the Day program. The Evening/Weekend program began Fall 2015.

**Online students** are in Master of Science in Nursing (as of Fall 2017), RN to BSN, B.S. Healthcare Administration and B.S. Medical Imaging programs. The A.S. Health Information Technology and the Certificate in Medical Coding were offered as fully online programs beginning Fall 2015.



#### Student Quote

*“I honestly love our school. I did recommend this college last year to a friend graduating from high school and she thought about it and visited. She then made the choice to come to Mercy College!”*

Table 5 shows the percentage change in enrollment for Fall 2001 through Fall 2017.

Enrollment (headcount) has grown 16% from Fall 2011 to Fall 2017. Only Fall 2016 showed an increase in headcount greater than 5%. The credit hours have only increased 9.4% from Fall 2011 to Fall 2017. FTE (full-time equivalent) enrollment has increased 10.5% from Fall 2011 to Fall 2017. The increase in students and the smaller increases in credit hours and full-time equivalent enrollment (FTE) are consistent with the growth in online programs shown in Figure 1 and the decrease in the percentage of full-time students shown in Table 4.

**TABLE 5. PERCENTAGE CHANGE FROM THE PREVIOUS FALL FOR UNDERGRADUATE ENROLLMENT (HEADCOUNT), UNDERGRADUATE CREDIT HOURS, AND UNDERGRADUATE FULL-TIME EQUIVALENT (FTE) ENROLLMENT**

Fall Undergraduate Enrollment (Headcount), Credit hours enrolled, and FTE						
Fall Semester	Head Count	% Change	Credit hours	% Change	FTE	% Change
Fall 2011	1,210	➡ 0%	12,057.0	➡ -3%	1,005.0	➡ -3%
Fall 2012	1,210	➡ 0%	12,204.0	➡ 1%	1,017.0	➡ 1%
Fall 2013	1,195	➡ -1%	12,331.0	➡ 1%	1,028.0	➡ 1%
Fall 2014	1,193	➡ 0%	12,350.0	➡ 0%	1,029.0	➡ 0%
Fall 2015	1,244	➡ 4%	12,828.0	➡ 4%	1,069.0	➡ 4%
Fall 2016	1,352	⬆ 9%	13,359.0	➡ 4%	1,113.0	➡ 4%
Fall 2017	1,404	➡ 4%	13,191.5	➡ -1%	1,110.8	➡ 0%

Increase of 5% or greater	⬆
Plus or minus up to 4.9%	➡
Decrease of 5% or more	⬇

#### Student Quote

*"I am very happy with my experiences so far at Mercy College. My academic advisor and professors genuinely care about my success as a student and future radiologic technologist."*



## GENDER

The ratio of males to females at Mercy College remains constant, with females at about 85%. There is program to program variability with regard to gender. The Biology program (54%) and the certificate programs (67%) have the lowest percentage of female students. The RN to BSN program (89%), and students preparing to enter the A.S. Radiologic Technology program (92%) and A.S. in Nursing program (96%) have the highest percentage of female students.

## AVERAGE AGE

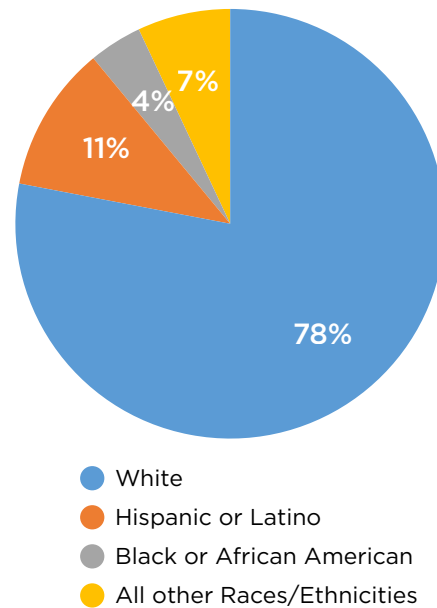
The average age of Mercy College undergraduate students increased slightly from 28 years old in Fall 2016 to 29 years old in Fall 2017. That increase may be due to increased evening students at Youngstown and an increase in students in online programs. The average age of students in each of the Toledo and Youngstown evening nursing programs and each undergraduate online program is between 32 and 36. The average age for each of the other associate and bachelor programs is between 22 and 27.

The average age of the graduate students in Fall 2017 was 39.

## RACE/ETHNICITY

Minority enrollment in Fall 2017 remained constant from Fall 2016. Staff in Enrollment Management continue to work toward increasing minority enrollment that aligns with the communities served. Some programs have greater racial/ethnic diversity than others. Toledo land students have a somewhat greater racial/ethnic diversity than the College as a whole.

**FIGURE 2. FALL 2017 MERCY COLLEGE STUDENT DISTRIBUTION BY RACE/ETHNICITY**





SOURCES OF STUDENTS

New and Continuing Students

Two-thirds (66%) of the students enrolled in Fall 2017 were continuing students, or students who had been enrolled at Mercy College during the previous academic year. This is not the same as the Retention Rate which is based on the student count in Fall 2016.

Of the undergraduate students new to Mercy College, about 85% were transfer students and 15% were students attending college for the first-time. That ratio has changed since AY2013-2014 when 90% of new students were transfer students.

State and County of Residence

Mercy College students resided in 28 states, all of which are in blue on the map in Figure 3. Figure 4 shows that most of the students were from two states: Ohio and Michigan. In Fall 2017, 70% of the students resided in Ohio and 21% of the students resided in Michigan. The three bachelor online completion programs, Healthcare Administration, Medical Imaging and RN-BSN Completion, all had students in several states. The Medical Imaging program, however, had students from 25 states, more than any other program.

Eighty percent (80%) of the Michigan students are from Wayne and Monroe counties. Over 50% of the Ohio students are from Lucas and Wood counties. Refer to Figure 5.

FIGURE 3. RESIDENT STATES OF STUDENTS 2017-2018

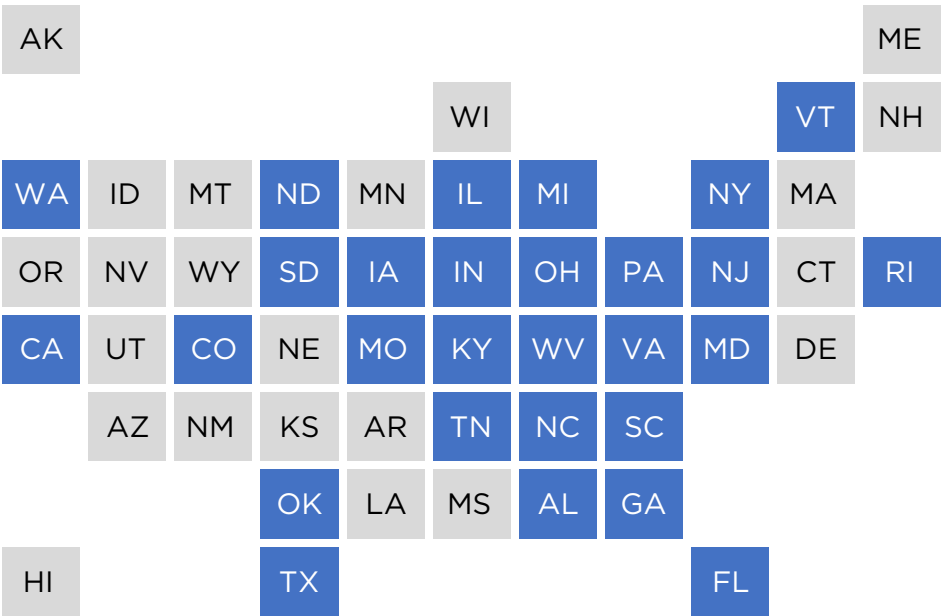


FIGURE 4. NUMBERS OF STUDENTS FROM RESIDENT STATES IN FALL 2017

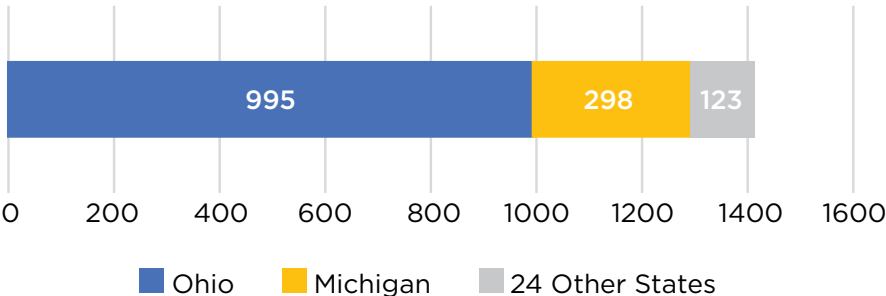
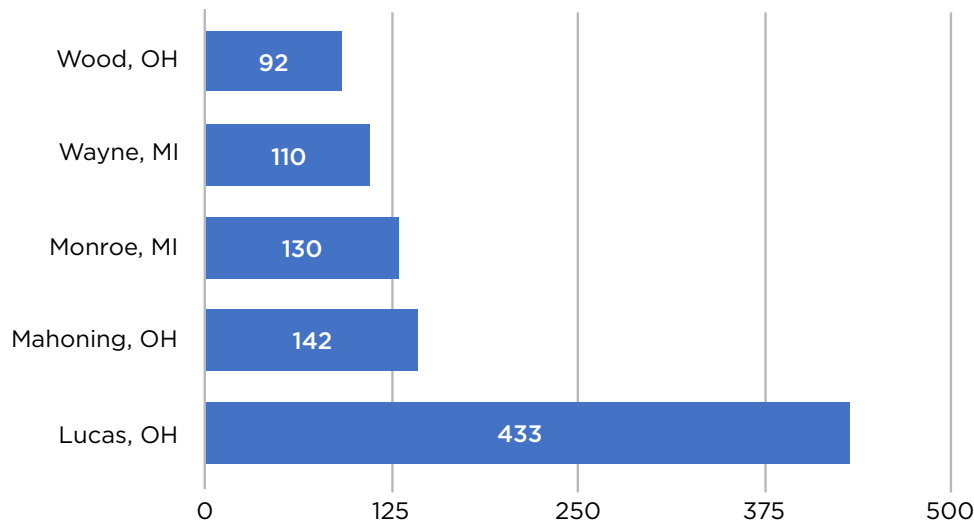


FIGURE 5. TOP 5 COUNTIES OF RESIDENCE FOR FALL 2017 STUDENTS



*Student Quote*

*“I love this program! They are very accommodating to people who work day shift! I tried to figure out how to fit nursing school into my schedule for years and they finally created a night/weekend program! So happy!”*

YOUNGSTOWN



## ENROLLMENT BY MAJOR

Table 6 shows program enrollment based on program capacity. The capacity numbers are for all students enrolled in the program at one time, not the number of entering students. For example, the A.S. in Radiologic Technology program admits 30 students each year to its two-year program, so the capacity is 60 students.

NOTE: Headcount for each program is based on both first and second programs of study. Students with two programs of study will be counted twice. Twenty-seven (27) Fall 2017 students had a second major.

\*For programs beginning in spring semester, the headcount is based on the previous spring semester enrollment.

\*\* These programs admit students to the program more than one semester per academic year. The number in parentheses is the number of admit semesters. M.S. in Nursing has only had one semester of admission.

The Goal for Certificate in Ophthalmic Technology is based on 16 Toledo students, 8 Youngstown students and 8 Cincinnati students.

The capacities of A.S. in Nursing and B.S. in Nursing (Pre-licensure) are based on available clinical capacity. The A.S. in Nursing Youngstown Evening program began in Fall 2015 and has increased in enrollment each year since then. The program has not yet reached capacity.

**TABLE 6. ENROLLMENT (HEADCOUNT) COMPARED TO TOTAL PROGRAM CAPACITY**

Degree Programs - Fall 2017	Headcount	Goal or Max Seat Capacity	% of Goal or Capacity
M.S. in Nursing (2) **	12	40	◆ 30%
B.S. in Biology	13	24	▲ 54%
B.S. in Healthcare Administration (Completion) (3)**	68	150	◆ 45%
B.S. in Medical Imaging (Completion)	102	100	● 102%
B.S. in Nursing (RN-BSN Completion) (2)**	136	115	● 118%
B.S. in Nursing (Pre-Licensure) (2)**	221	256	● 86%
A.S. in General Studies	11		
A.S. in Health Information Technology	22	24	● 92%
A.S. in Nursing (Youngstown - Day)	154	192	● 80%
A.S. in Nursing (Youngstown - Evening)	55	96	▲ 57%
A.S. in Nursing (Toledo - Day)	198	192	● 103%
A.S. in Nursing (Toledo - Evening)	123	112	● 110%
A.S. in Radiologic Technology	58	60	● 97%
Certificate in Community Health Worker	7	16	◆ 44%
Certificate in Emergency Medical Technician (EMT)	15	16	● 94%
Certificate in Medical Coding	11	13	● 85%
Certificate in Ophthalmic Technology	8	32	◆ 25%
Certificate in Paramedic	9	16	▲ 56%
Certificate in Polysomnography - Spring 2016*	19	20	● 95%
Certificate in Computed Tomography	12		
Pre Majors (Youngstown)	3		
Pre Majors (Toledo)	187		
Non-Degree Seeking	2		
% of Goal 75% or greater			●
% of Goal 50-74%			▲
% of Goal 0-49%			◆



Table 7 shows enrollment for each semester by first program of study. A specific number of students is represented by the same bar length in each column, e.g., the length of the bars for 56, 57, and 58 for fall, spring, and summer A.S. in Radiologic Technology students is approximately the same length in each column. The program with the largest enrollment in the fall and spring semesters is B.S. in Nursing (Pre-licensure).

The timing of program completions and starts will partially explain some variations from one semester to the next. Certificate in Emergency Medical Technician (EMT) is a one semester program offered only in fall.

The Certificate in Paramedic and the Certificate in Polysomnography both begin in the spring semester and students complete the program in the fall. A.S. in Nursing Evening students (both Toledo and Youngstown graduate in the fall. B.S. in Nursing (Pre-Licensure) students graduate in the spring and program classes were not offered in Summer 2018. A.S. in Radiologic Technology students complete their two-year program in the Summer, so an enrollment drop indicates a student left the program.

**TABLE 7. HEADCOUNTS BY FIRST PROGRAM OF STUDY FOR EACH SEMESTER OF ACADEMIC YEAR 2017-2018**

Degree Programs	FALL 2016	SPRING 2017	SUMMER 2017
M.S. in Nursing	12	15	13
B.S. in Biology	13	10	6
B.S. in Healthcare Administration (Completion)	66	69	49
B.S. in Medical Imaging	102	102	77
B.S. in Nursing (Completion)	136	136	86
B.S. in Nursing (Pre-Licensure)	221	248	23
A.S. in General Studies	8	5	5
A.S. in Health Information Technology	22	22	15
A.S. in Nursing (Youngstown -Day)	154	134	57
A.S. in Nursing (Youngstown - Evening)	55	42	42
A.S. in Nursing (Toledo - Day)	198	152	82
A.S. in Nursing (Toledo - Evening)	123	81	70
A.S. in Radiologic Technology	58	57	56
Certificate in Community Health Worker	6	6	0
Certificate in Emergency Medical Technician (EMT)	14	0	0
Certificate in Medical Coding	8	5	4
Certificate in Ophthalmic Technology	8	7	0
Certificate in Paramedic	8	3	2
Certificate in Polysomnography	12	18	12
Pre Majors - Toledo	187	206	113
Pre Majors - Youngstown	3	8	4
Non-Degree Seeking	2	2	2
<b>Total (first major only)</b>	<b>1416</b>	<b>1328</b>	<b>718</b>

*Student Quote*

*“Great institution, wonderful learning experience.  
Able to balance work, life and school.”*

## RETENTION

Retention is the Year-to-Year re-enrollment of a specified cohort. The base number for “percent returning” is the number of students from the previous year minus students who graduated.

The 2017-2021 Strategic Plan includes an objective for Goal 3 of “Maintain the established retention rates for both land-based and online programs. Retention rate for land-based programs will be at or above 80% and at or above 65% for online programs.” This is a change from the previous goal of an overall 75% retention rate.

Table 8 shows recent Mercy College retention rates, all of which are at or above the 75% retention rate goal. Four of the five spring to spring retention rates are above 80%. Only one of the six fall to fall retention rates in the table is above 80%.

**TABLE 8. RETENTION RATES**

Retention Rates	% Returning after One Year
Spring 2011 to Spring 2012	● 80%
Fall 2011 to Fall 2012	● 81%
Spring 2012 to Spring 2013	● 82%
Fall 2012 to Fall 2013	● 78%
Spring 2013 to Spring 2014	● 81%
Fall 2013 to Fall 2014	● 78%
Spring 2014 to Spring 2015	● 81%
Fall 2014 to Fall 2015	● 76%
Spring 2015 to Spring 2016	● 79%
Fall 2015 to Fall 2016	● 75%
Spring 2016 to Spring 2017	● 82.0%
Fall 2016 to Fall 2017	● 78.8%
Retention Rate 75% or greater	●
Retention Rate 50-74%	▲
Retention Rate 0-49%	◆

## STUDENT HOUSING

Student housing was leased through the Historic Hillcrest Apartments with accommodations for up to 50 students or 4% of the student population. Thirty-two (32) students resided in student housing during 2017-2018.

A decision was made during AY 2017-2018 to eliminate Student Housing as of Summer 2018 due to liability and the cost to lease and subsequently sublease to students.

## STUDENT ORGANIZATIONS

The following were the only active groups in 2017-2018

- Student Government Association
- Campus Wellness
- Gay-Straight Alliance
- Mu Epsilon Nu (MEN) Chapter of American Assembly for Men in Nursing
- National Student Nurses Association (NSNA)

Honor societies

- Alpha Delta Nu: the honor society for Associate Degree nursing students
- Phi Theta Kappa: the official honor society for two-year college programs
- Sigma Theta Tau: the honor society for Baccalaureate, Master's and Doctoral Degree nursing students

More organizations had been active the previous two years. Those organizations were often dependent on the energy of one or a few students. After those students graduated, the remaining students in the organization did not have the same passion to continue the organization's activities.

Students who are older and/or transfer students are attending college for different reasons than students directly from high school. A few students would like more activities outside of class, but even those students mention “when I feel like it” get together rather than more student organizations with specific commitments.

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*Student Quote*

*“This school is amazing!”*

*Award Year 2017-2018*

# Financial Aid and Scholarships

For the 2017-2018 award year, 85% of Mercy College of Ohio's total student population received some form of financial aid (grants/awards, scholarships, work study, loans, and outside assistance).

For the 2017-2018 award year, 40% of Mercy College of Ohio's total student population were Federal Pell Grant recipients and 71% were Federal Student Loan borrowers.

Total Federal Dollars received:	\$11,442,750
Total State Dollars received:	\$725,839
Total Outside Assistance Dollars received:	\$2,493,985
Total Institutional Loans borrowed:	\$3,491
Total Funded Scholarships received:	\$91,392
<b>Total Dollars received:</b>	<b>\$14,757,457</b>
Total Unfunded Awards/Scholarships/Discounts:	\$893,196

The Tuition Discount Rate for Mercy College is 8%..

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*Student Quote*

*"I came to Mercy to work towards my second degree.  
This is my third semester on campus and I am so happy  
I chose Mercy to earn my BSN."*





# Financials *Income and Expenses*

TABLE 9: FINANCIALS (INCOME AND EXPENSES)

December 31	2017 AFS*	2016 AFS*	2015 AFS*	2014 AFS*	2013 AFS*
<b>Support and Revenue</b>					
Tuition and Fee Revenue	\$14,897,196	\$13,370,248	\$11,895,631	\$11,015,587	\$10,557,219
Medicare Reimbursement	\$5,708,114	\$7,980,094	\$8,046,032	\$7,129,541	\$5,738,996
Medicaid Reimbursement	\$183,280	\$290,712	\$405,091	\$594,531	\$373,903
Grants, Gifts and bequests	\$55,000	\$103,167	\$89,108	\$103,432	\$11,350
Investment Income	\$739,590	\$275,809	\$233,402	\$740,756	\$507,560
<b>Total Support and Revenue</b>	<b>\$21,583,180</b>	<b>\$22,020,030</b>	<b>\$20,669,264</b>	<b>\$19,583,847</b>	<b>\$17,189,028</b>
<b>Expenses</b>					
Salary Expense	\$10,220,255	\$10,095,238	\$10,511,857	\$9,715,147	\$9,393,345
Benefit Expenses	\$2,721,677	\$2,415,099	\$2,478,351	\$2,422,027	\$2,396,396
Lease Agreement	\$1,642,824	\$1,642,824	\$1,642,824	\$1,642,829	\$1,642,829
Other Expenses	\$3,205,691	\$3,321,372	\$3,717,209	\$2,422,857	\$2,132,708
<b>Total Expenses</b>	<b>\$17,790,447</b>	<b>\$17,474,533</b>	<b>\$18,350,241</b>	<b>\$16,202,860</b>	<b>\$15,565,278</b>
Unrealized gains (loss) on Investment	\$1,020,416	\$461,296	\$(567,473)	\$(236,153)	\$273,410
<b>Excess of Support and revenue over expenses</b>	<b>\$4,813,149</b>	<b>\$5,006,793</b>	<b>\$1,751,550</b>	<b>\$3,144,834</b>	<b>\$1,897,160</b>

\* AFS = Audited Financial Statements

An Academic Year is from mid-August of one calendar year to mid-August of the next calendar year. The College budget is on a calendar year from January 1 to December 31. Each annual budget spans two Academic Years.



## Academic Year 2017-2018

# Graduates and Completers

Mercy College has had 4,064 graduates who earned 4,476 degrees (A.A.S, A.S. and B.S). Nearly 8% of those degrees were earned in AY 2017-2018.

### BACHELOR OF SCIENCE

A student must successfully complete at least 120 credit hours and meet the graduation requirements to earn a Bachelor of Science Degree from Mercy College of Ohio.

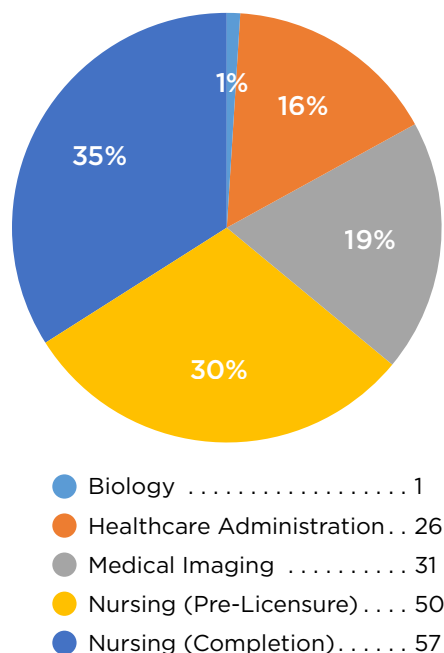
Mercy College granted 165 Bachelor of Science (B.S.) degrees in Academic Year 2017-2018. This was 10% fewer than the 183 B.S. degrees granted in Academic Year 2016-2017.

The number of Nursing (Pre-licensure) degrees earned was 55% lower in AY 2017-2018. This was because there were a two cohorts of Nursing (Pre-licensure) graduates in AY 2016-2017 – old and new curriculum.

The number of Healthcare Administration and Nursing (Completion) degrees earned were 63% and 128% higher, respectively, in AY 2017-2018 than in AY 2016-2017.

The number of graduates for each bachelor degree program is shown in Figure 6.

**FIGURE 6. BACHELOR OF SCIENCE DEGREES EARNED DURING AY 2017-2018**



### ASSOCIATE OF SCIENCE

A student must successfully complete at least 60 credit hours and meet the graduation requirements to earn an Associate of Science Degree from Mercy College of Ohio.

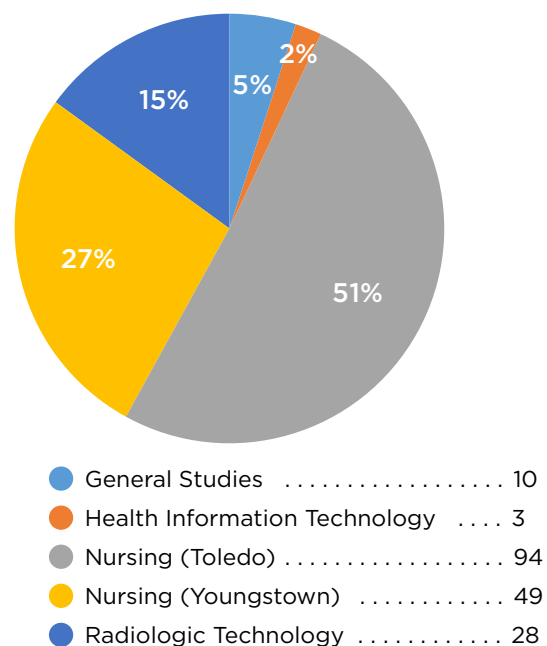
Mercy College granted 184 Associate of Science (A.S.) degrees in Academic Year (AY) 2017-2018. This was 9% fewer than the 200 A.S. degrees granted in Academic Year 2016-2017.

There were fewer graduates from the Youngstown location in AY 2017-2018. There were no graduates from the Cardiovascular Technology program in AY 2017-2018. The discontinued program graduated their last class in AY 2016-2017.

The number of graduates for each associate degree program is shown in Figure 7.

About 32% of the Associate of Science degree Toledo Nursing graduates were in the Evening/Weekend program.

**FIGURE 7. ASSOCIATE OF SCIENCE DEGREES EARNED DURING AY 2017-2018**



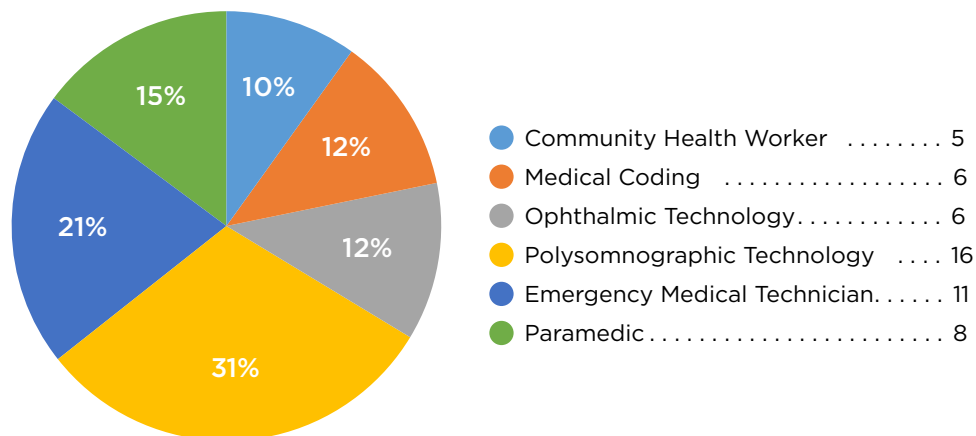
## CERTIFICATES (CREDIT BEARING STAND-ALONE CERTIFICATES)

Students who earn a credit-bearing certificate from Mercy College must meet all program requirements, which include total credit hours ranging from 16.5 to 40.5

Mercy College granted 52 Certificates in Academic Year 2017-2018. This was 13% more Certificates than the 46 granted in Academic Year 2016-2017

The greatest increase in certificate completers was from the Polysomnographic Technology program. The program had 10 completers in Academic Year 2016-2017 and 16 completers in Academic Year 2017-2018, a 60% increase.

FIGURE 8. CERTIFICATES DURING AY 2017-2018



A total of 338 stand-alone, credit-bearing certificates were earned by 326 students since Mercy College began in 1993. Fifteen percent (15%) of the certificates were earned in AY 2017-2018. Forty-three (43) of the former certificate completers went on to earn at least one degree (A.S. or B.S.) from Mercy College.



## Academic Years 2008 – 2018

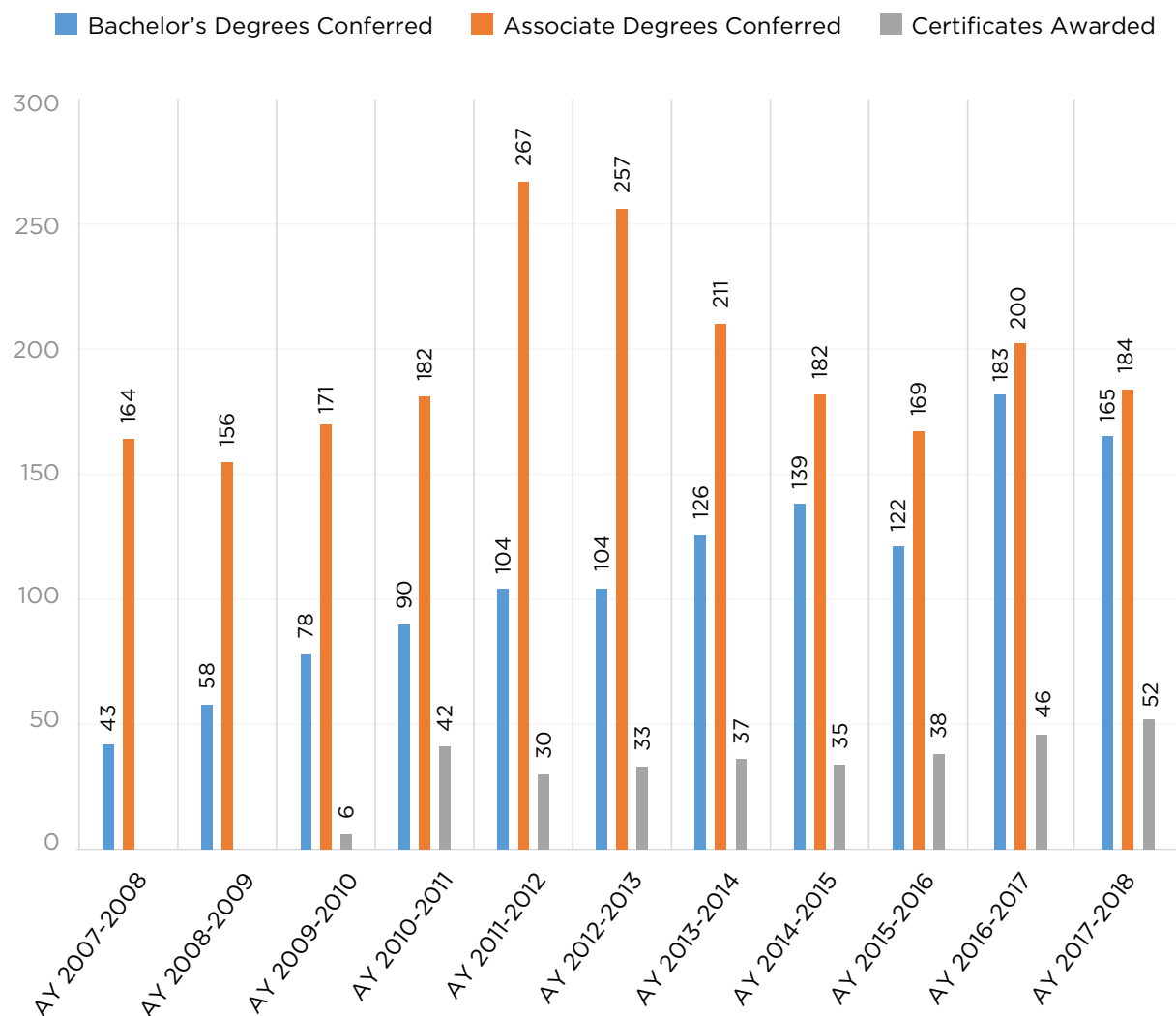
# Degrees and Certificates

Figure 9 shows graduates and completers by degree/certificate by academic year. The peaks for Associate degrees in AY 2011-2012 and AY 2012-2013 were due to more than 80 students completing a General Studies degree along with another associate degree or while earning a B.S. in Nursing (Prelicensure) degree.

Graduates: students who completed a Bachelor or Associate degree.

Completers: all students who finish a program of study, including Bachelor and Associate degrees. Students who complete a Certificate are not Graduates; they are Completers.

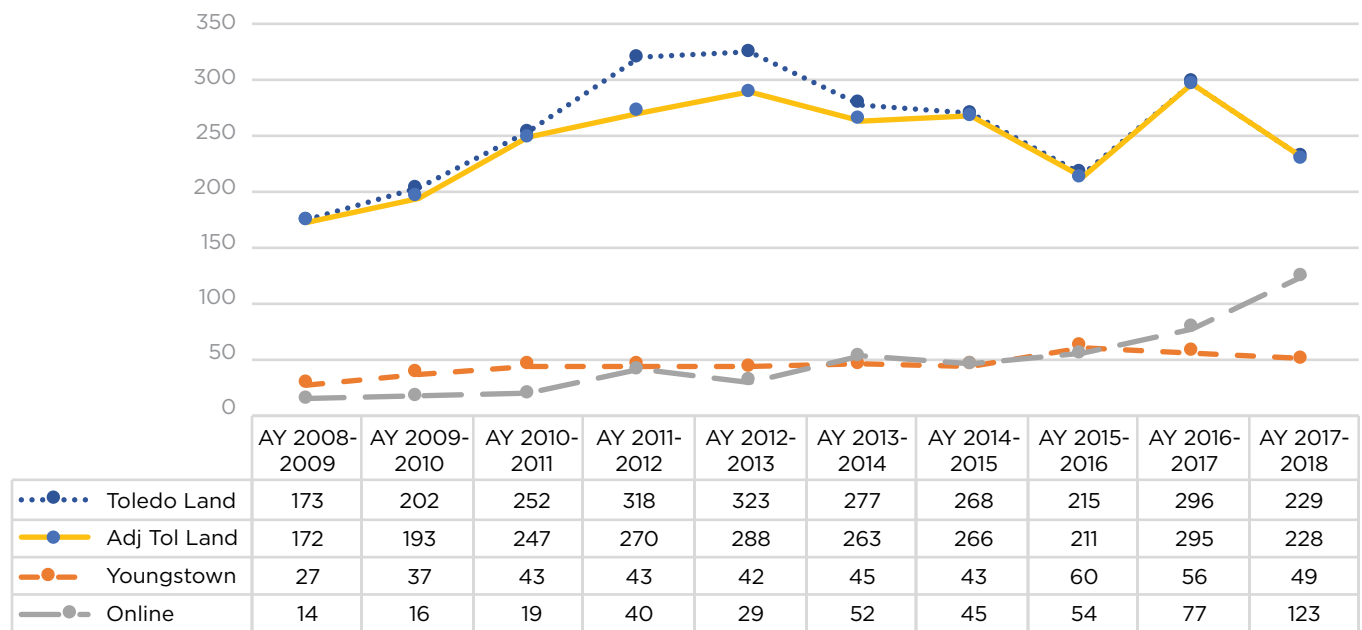
**FIGURE 9. MERCY COLLEGE DEGREES AND CERTIFICATES BY ACADEMIC YEAR 2008 TO 2018**



History note: Mercy College has awarded 3,173 Associate and Bachelors degrees in nursing in the 25 years since the beginning of the College. This exceeds the 2,921 nursing diplomas awarded from the 75 years of the School of Nursing.



**FIGURE 10. DEGREES CONFERRED AND CERTIFICATES AWARDED PRESENTED BY PROGRAM “LOCATION.”**



The top dotted line of Figure 10 is all degrees and certificates earned by those in Toledo “land” programs. The bulge was caused by General Studies degrees that were earned by students who also earned another associate degree or a B.S. in Nursing (Prelicensure) degree. The top solid line shows the number of degrees and certificates if those “bulge” General Studies degrees are not included.

The number of Youngstown graduates has been relatively stable since AY2010-2011. The recent slight dip occurred after a peak in AY2015-2016. The dip appears exaggerated because of the rise in graduates from online programs.



## Academic Years 2008 – 2018

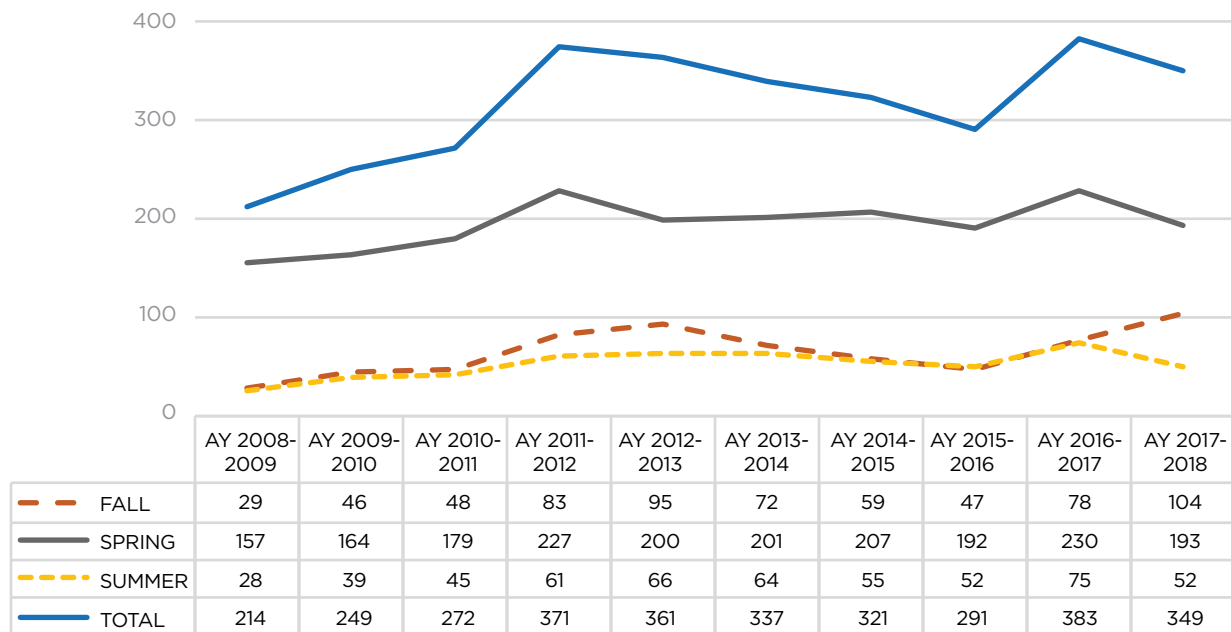
# Graduate Trend by Academic Year

Historically, students complete their degrees in spring semester. Many students who graduate in fall semester have progressed at a slower pace through their program of study.

Figure 11 illustrates the number of graduates who completed a degree from AY 2007 – 2008 to AY 2017 – 2018.

*Note: a graduate who completes two degrees in the same semester is counted only once as one student receiving a degree from two programs. A graduate who completes a degree in more than one semester is counted in each semester that a degree is completed.*

**FIGURE 11. GRADUATES BY SEMESTER. GRADUATES ARE THOSE WHO EARNED AN ASSOCIATE OR BACHELOR DEGREE.**



### Student Quote

*“Great institution! Would definitely enroll given the chance again. Helpful staff and councilors and great friends! Welcoming and compassionate learning environment. Proud to call Mercy College of Ohio my school!”*



# Graduation Rates

According to the United States Department of Education, graduation rates are based on degree completion within 150% of time for specified completion of the degree. The percentages in Figure 10 represent the percentage of students who began the degree listed in the first column during the Academic Year at the top of the table and completed within 150% of the degree completion time. For example, a student completing a six-semester program would have nine semesters to complete the degree and be count in the 150% completion rate. The calculations include ALL students who began the program in the given semester, not just first-time college students and not just full-time students.

**TABLE 10. GRADUATION RATES BY PROGRAM WITHIN 150% OF NORMAL TIME TO COMPLETION**

Graduation Rates by Program Computed within 150% of Completion									
START YEAR	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
A.S. in Cardiovascular-Echo				▲ 70%	● 90%	● 89%	● 88%	▲ 70%	● 90%
A.S. in Cardiovascular-Peripheral				◆ 44.4%	● 90%	● 100%	▲ 60%	● 83%	▲ 60%
A.S. in Health Information Technology	▲ 74%	● 78%	▲ 60%	● 75%	▲ 58%	▲ 60%	● 89%	◆ 40%	
A.S. in Nursing (Toledo-Day)	▲ 65%	▲ 69%	▲ 65%	▲ 64%	▲ 71%	▲ 63%	▲ 59%	▲ 52%	▲ 59%
A.S. in Nursing (Toledo-Evening)	▲ 63%	◆ 48%	▲ 53%	▲ 61%	◆ 38%	▲ 58%	▲ 55%	▲ 65%	*
A.S. in Nursing (Youngstown - Day)	▲ 61%	▲ 69%	● 79%	● 85%	▲ 66%	● 80%	▲ 74%	● 77%	▲ 64%
A.S. in Nursing (Youngstown - Evening)									▲ 63%
A.S. in Radiologic Technology	● 87%	● 90%	● 83%	● 80%	● 87%	● 87%	● 86%	● 90%	● 83%
B.S. in Human Biology / Biology						● 75%	33%**	80%**	**
B.S. in Healthcare Administration (Completion)	▲ 67%	▲ 58%	▲ 55%	▲ 61%	▲ 62%	▲ 61%	▲ 71%	▲ 67%	▲ 74%
B.S. in Medical Imaging (Completion)					▲ 71%	▲ 56%	◆ 45%	▲ 59%	◆ 45%
B.S. in Nursing (Pre-licensure)	▲ 68%	▲ 71%	● 78%	● 79%	▲ 73%	● 80%	▲ 72%	▲ 72%	▲ 61%
B.S. in Nursing (RN-BSN Completion)	◆ 24%	◆ 38%	◆ 25%	◆ 21%	◆ 34%	◆ 28%	◆ 26%	◆ 13%	● 78%

75% or greater	●
50% to 74%	▲
Less than 50%	◆

\* "Two year" program still within 150% time.

\*\* Four-year program still within 150% time.

*Student Quote*

*"I am very pleased with the instruction this college gives and how easy it is to access the online classes. The teachers are great and Mercy College really follows their values!"*

# National Pass Rates

All Pass Rates are for the first attempt.

## NATIONAL COUNCIL LICENSURE EXAMINATION (NCLEX-RN)

The NCLEX pass rates for Associate of Science and Bachelor of Science graduates have usually been higher than the state and national average. NCLEX pass rates for Mercy College graduates were lower in 2017 than the state and national average pass rates.

### Nursing

Class Year	Program	Test Name	Number Taking	Number passing	% passing	National Pass Rate*	Ohio Pass Rate*
2017	ASN	NCLEX	149	113	75.8%	87.1%	84.96%
2016	ASN	NCLEX	121	110	90.9%	84.6%	81.1%
2015	ASN	NCLEX	126	115	91.3%	84.5%	81.2%
2014	ASN	NCLEX	133	119	89.5%	81.8%	78.3%
2013	ASN	NCLEX	102	96	94.1%	83.0%	80.2%
2017	BSN	NCLEX	109	90	82.6%	87.1%	84.96%
2016	BSN	NCLEX	73	64	87.7%	84.6%	81.1%
2015	BSN	NCLEX	92	82	89.1%	84.5%	81.2%
2014	BSN	NCLEX	75	60	80.0%	81.8%	78.3%
2013	BSN	NCLEX	74	64	86.5%	83.0%	80.2%

## ALLIED HEALTH PROGRAMS

The Associate of Science in Health Information Technology students are eligible to take the Registered Health Information Technician (RHIT) test. The last the years, the number of graduates taking the test have been too small to post results.

The Associate of Science in Radiologic Technology students take the American Registry of Radiologic Technologists (ARRT) test. The ARRT pass rates have usually been at or higher than the national average. The percent of Mercy College graduates passing the ARRT test was lower in 2017 than the national average.

### Allied Health

Class Year	Program	Test Name	Number Taking	Number passing	% passing	Minimum % to Pass	National Pass Rate
2017	HIT	RHIT	Numbers too small to post				
2016	HIT	RHIT	Numbers too small to post				
2015	HIT	RHIT	11	8	73%	75%	64%
2014	HIT	RHIT	6	3	50%	75%	78.60%
2013	HIT	RHIT	11	11	100%	75%	75.00%
2017	Rad Tech	ARRT	18	14	78%	75%	89.30%
2016	Rad Tech	ARRT	25	22	88%	75%	88.40%
2015	Rad Tech	ARRT	25	22	88%	75%	88.40%
2014	Rad Tech	ARRT	26	26	100%	75%	88.90%
2013	Rad Tech	ARRT	25	23	92%	75%	89.60%



# Mission

Mercy College of Ohio, a Catholic institution with a focus on healthcare, educates and inspires students to lead and to serve in the global community.

# Vision

To be a recognized leader in educating individuals committed to intellectual inquiry, social engagement, and lifelong learning.

# Values

## Compassion

*Displaying respect, empathy, and a willingness to listen.*

## Excellence

*Pursuing distinction in our professional and personal lives through quality academics and intellectual inquiry.*

## Human Dignity

*Respecting the significance of each individual.*

## Justice

*Acting with integrity, fairness, honesty and truthfulness.*

## Sacredness of Life

*Revering all life through our thoughts, words, and actions.*

## Service

*Engaging the College community to enrich the lives of students through professional and community service.*

## A Brief History of Strategic Plans for Mercy Education

Sisters of Mercy 1918 – 1992: Mercy School of Nursing was opened in 1918 to meet the need for properly trained nurses at Mercy Hospital.

Sister Patricia Ann Dalke, President 1992 - 2000: Sister Patricia's Strategic plan included the opening of the College to provide a collegiate education that would benefit the students by laying a foundation for lifelong learning and renovation of the Mercy buildings on the corner of Madison Avenue and 23rd Street for College use. The renovations included a dormitory wing (closed about 2003), student lounge, new classrooms, and supporting technology

Dr. Paul Kessler, President 2001 – 2005: Dr. Kessler developed the "Pillars of Progress: 2002-2011 Strategic plan" focused on growth of the College while supporting the Mission of the College.

John Hayward, President 2005 – 2014: The Mercy College 20/20 Initiative was begun in 2010 under John Hayward's leadership. The purpose of the Initiative was to involve the entire College and its stakeholders in developing a Strategic Plan for the next decade. College enrollment surpassed 1,000 students in Fall 2009 – three years ahead of the 2012 goal set by Dr. Kessler.

Dr. Susan Wajert, President 2014 – Present: The growth of the College and changes in the higher education landscape required revisiting the Strategic Plan before 2020. A rolling strategic plan with a yearly review, The Mercy Difference, was approved by the Board of Trustees in 2015.



# Mercy College Strategic Plan

The 2017 – 2021 Mercy College Strategic Plan has as its foundation the heritage of the College, Catholic Identity, and the Charism of the Sisters of Mercy. Our Catholic Identity is rooted in the Catholic faith and traditions upon which Mercy College of Ohio was founded. Six pillars rise from this foundation to support the College goals and each goal is aligned with one or more of the pillars. The pillars also align with the strategic goals of Mercy Health. While Catholic Identity and Mercy Charism are our foundation, the pillars reach upward guiding our future. The six pillars are:

*Excellence*

*Student-Centeredness*

*Relationships*

*Faculty and Staff*

*Financial Effectiveness*

*Growth*

Our Catholic Identity is rooted in the Catholic faith and traditions upon which Mercy College of Ohio was founded. Mercy Charism refers to the legacy of our founders' deep, conviction to education and healthcare, to serve the poor and underserved with compassion and excellence. The Mercy Values are an extension of these two foundational examples. We are committed to the holistic development of our students, in mind, body, and spirit.

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## **Goal One:**

Provide quality education in an environment conducive to student learning and development.

*The School is safe and secure was a strength identified by student responses to the Noel Levitz Student Satisfaction Inventory in both Spring 2016 and 2018.*

**"Mercy College is a great school to attend online and on campus."**

Student responding to the Spring 2018 Noel Levitz Priorities Survey for Online Learners

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## **Goal Two:**

Develop and sustain collaborative relationships with internal and external constituencies.

**"This is very convenient for me. Several employees I know are already looking at Mercy College to continue their education."**

Student responding to the Spring 2018 Noel Priorities Survey for Online Learners

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## **Goal Three:**

Maintain and steward the financial viability of the College.

**"If there is an increase in tuition, it would be nice to have an increase in scholarship access."**

Student responding to the Spring 2018 Noel Levitz Student Satisfaction Inventory

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## **Goal Four:**

Respect and embrace our religious heritage and values.

**"Mercy just may be my Saving grace, education and career wise. ...Thank you for investing in more than just our quality of education, but also our emotional and spiritual growth!"**

Student responding to the Spring 2018 Noel Levitz Student Satisfaction Inventory



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