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Tennessee Wesleyan

UNIVERSITY

STUDENT ACHIEVEMENT 2019

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STEPHANIE W. SMALLEN, Ed.D.
ASSOCIATE VICE PRESIDENT FOR INSTITUTIONAL EFFECTIVENESS AND RESEARCH
INSTITUTIONAL ACCREDITATION LIAISON
SSMALLEN@TNWESLEYAN.EDU

BELINDA BIDDLE
COORDINATOR FOR INSTITUTIONAL EFFECTIVENESS AND RESEARCH
BBIDDLE@TNWESLEYAN.EDU

WEST KNOXVILLE INSTRUCTIONAL SITE
9845 COGDILL ROAD
KNOXVILLE, TN 37932

CLEVELAND INSTRUCTIONAL SITE
CLEVELAND STATE COMMUNITY COLLEGE
3535 ADKISSON DRIVE NW
CLEVELAND, TN 37312

DOWNTOWN KNOXVILLE INSTRUCTIONAL SITE
2001 LAUREL AVENUE, SUITE N602, N603, N604
KNOXVILLE, TN 37916

WWW.TNWESLEYAN.EDU

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Table of Contents

Student Achievement Goal 1: Students will persist in enrollment at TWU from semester to semester by maintaining academic retention standards and choosing to re-enroll.....	4
Performance Indicator 1: First-Time, Full-Time Freshmen Fall to Spring Retention Rate.....	4
Performance Indicator 2: First-Time, Full-Time Freshmen Fall to Fall Retention Rate	5
Performance Indicator 3: First-Time, Full-Time Freshmen Academic Standing	6
Performance Indicator 4: Returning Freshmen Academic Good Standing	6
Performance Indicator 5: Transfer Fall to Fall Retention Rate.....	7
Performance Indicator 6: Returning Transfer Academic Good Standing.....	7
Performance Indicator 7: Non-traditional, Adult Studies Retention Rate	8
Performance Indicator 8: Institutional Retention Standards by Classification Levels	9
Student Achievement Goal 2: Students will complete programs in a reasonable timeframe.....	10
Performance Indicator 1: First-Time Freshmen Graduation Rates.....	10
Performance Indicator 2: Transfer Graduation Rates	15
Performance Indicator 3: Non-Traditional, Adult Studies Graduation Rates.....	17
Performance Indicator 4: Nursing Graduation Rates.....	18
Student Achievement Goal 3: Students will demonstrate knowledge in their major fields of study.	19
Performance Indicator 1: Major Field Test Performance	19
Performance Indicator 2: Teacher Licensure Pass Rates	20
Performance Indicator 3: Nursing Licensure Pass Rates.....	22
Performance Indicator 4: Dental Hygiene Licensure Pass Rates.....	23
Student Achievement Goal 4: Students will increase post-graduation success with employment rates and participation in graduate and professional education.	25
Performance Indicator 1: Graduate School Entrance Rates.....	25
Performance Indicator 2: Employment Rates	25

Student Achievement Goal 1: Students will persist in enrollment at TWU from semester to semester by maintaining academic retention standards and choosing to re-enroll.

Performance Indicator 1: First-Time, Full-Time Freshmen Fall to Spring Retention Rate

The fall to spring retention rate for first-time, full-time freshman students equal to or greater than the fall to spring retention rate of the previous freshman cohort’s fall to spring retention rate. The minimum threshold (84.1%) is equal to the TWU 10-year average rate minus SD*1. The aspirant goal (88.7%) is the average rate plus SD*1. (Freshman Cohort Indicator)

Measure

Calculate the percentage of the first-time, full-time freshman cohort who return to spring semester following the first fall semester of attendance. Compare the percentage return to the preceding year’s return rate. Peer comparison data is not available for this indicator.

Analysis of Data and Outcomes

FRESHMAN COHORT												
	F08	F10	F11	F12	F13	F14	F15	F16	F17	F18	F19	
											N Count	%
FALL TO SPRING	87%	88%	88%	85%	83%	82%	88%	87%	87%	89%	205	90.2%
FIRST-GEN											64/73	88%
MALE											85/100	85%
FEMALE											100/105	95%
ATHLETE											125/138	91%
ETHNICITY												
Asian											1/1	100%
Black/African American											23/26	88%
Hispanic											15/15	100%
Non-resident											11/15	73%
Pacific Islander											0/1	0%
Two or More Races											4/4	100%
Unknown											7/7	100%
White											124/136	91%

Outcome

The fall to spring retention rate for the fall 2019 freshman cohort was 90.2% as compared to 89% for the fall 2018 cohort. The minimum threshold of 84.1% was met and exceeded by 6.3%. The aspirant goal of 88.7% was also met and exceeded by 1.7%. Multiple subgroups were disaggregated for further analysis. The male and female F19 cohorts were above the 84.1% minimum threshold with 85% for the F19 male cohort and 95% for the female F19 cohort. The analysis noted a 10% difference between the two groups. The first generation F19 cohort was at 88%, nearly 4% above the minimum threshold. The various ethnicity groups were all above the minimum threshold, except Pacific-Islander and Non-Resident Alien, ranging from 88% - 100%. The Pacific-Islander and Non-Resident Alien subcategories have an n-count of 1 and 15, respectively. The largest ethnicity

group, White, had a retention rate of 91%. This rate was above the minimum threshold and 2% higher than the entire F18 cohort.

Performance Indicator 2: First-Time, Full-Time Freshmen Fall to Fall Retention Rate

The fall to fall retention rate for first-time, full-time freshman students is equal to or greater than the previous freshman cohort's fall to fall retention rate. The minimum threshold (62.7%) is equal to the TWU 5-year average rate minus SD*1. The aspirant goal (74.3%) is the SACSCOC 5-year average rate plus SD*1. (Freshman Cohort Indicator)

Measure

Calculate the percentage of the first-time, full-time freshman cohort who return to the following fall semester after the first fall semester of attendance. Compare the percentage return to the preceding year's return rate.

Analysis of Data and Outcomes

FRESHMAN COHORT										
	F09	F10	F11	F12	F13	F14	F15	F16	F17	F18
FALL TO FALL	63%	65%	63%	61%	63%	68%	67%	68%	68%	70%
PEER INSTITUTIONS										
SACSCOC PEERS	69.6%	69%	68.8%	69.8%	70.7%	71.8%	71.7%	75.5%	69.8%	Not Available
All TN PEERS Private, Not-for-profit, 4-year or above	76.1%	75.3%	74%	74.7%	75.6%	77.1%	77.1%	79.1%	73.7%	
NATIONAL PEERS Private, Not-for-profit, 4-year or above, < 2,000	67%	65%	64%	64%	66%	65%	65%	66%	67%	Not available
National Overall Rate	63.2%	62.9%	62.9%	63.9%	65%	64.9%	66.3%	66.5%	66.7%	67% (77.2%, Private, Not-for-Profit)

FRESHMAN COHORT											
	F09	F10	F11	F12	F13	F14	F15	F16	F17	F18	
										N Count	%
FALL TO FALL	63%	65%	66%	62%	60%	68%	67%	68%	68%	187	70%
FIRST-GEN										48/69	70%
MALE										47/75	63%
FEMALE										83/113	73%
ATHLETE										70/101	69%
ETHNICITY											
Asian										1/2	50%
Black/African American										11/15	73%

Hispanic										2/2	100%
Non-resident										11/13	85%
Pacific Islander										0	0%
American Indian										1/1	100%
Two or More Races										4/9	44%
Unknown										5/10	50%
White										95/136	70%

Outcome

The fall to fall retention rate for the fall 2018 freshman cohort was 70% as compared to 68% for the fall 2017 cohort, increasing by 2%. The minimum threshold of 62.7% was met and exceeded by 7.3%. The aspirational goal was not met by a margin of 4.3%. The retention rate for all peer groups: SACSCOC Peer Group as well as the TN and National Peer Groups were not available at the time of data analysis. However, the Overall national rate was 67% for all institutions, 3% below TWU.

Performance Indicator 3: First-Time, Full-Time Freshmen Academic Standing

The academic standing of full-time freshman cohort will be deemed in good standing after the entering fall semester. The minimum threshold (80.6%) is equal to the TWU 5-year average rate minus SD*1. The aspirant goal (88.6%) is the TWU 5-year average rate plus SD*1. (Freshman Cohort Indicator)

Measure

Calculate the percentage of the first-time, full-time freshman cohort that are in good standing at the completion of the first fall semester of attendance. Peer comparison data is not available for this indicator.

Analysis of Data and Outcomes

FRESHMAN COHORT						
	F14	F15	F16	F17	F18	F19
HEADCOUNT	192	212	199	206	189	203
% IN GOOD ACADEMIC STANDING	78%	88%	87%	86%	84%	83%

Outcome

The percentage of the fall 2019 freshman cohort that was in good standing at the end of the first fall semester was 83%. The percentage of the fall 2018 freshman cohort that was in good standing at the end of the first semester was 84%. The minimum threshold of 80.6% was met and exceeded by 2.4%. The aspirant goal of 88.6% was not met. The fall 2019 freshman cohort (F19) was 1% lower than the previous cohort, F18. The cohorts have displayed a slow, but steady decline since 2015 with a loss of 1-2% annually. Overall, the academic good standing percentage of the freshman cohort has declined by 5% since 2015.

Performance Indicator 4: Returning Freshmen Academic Good Standing

The academic standing of full-time freshman cohort will be deemed in good academic standing after the fall and spring semester of the first year. The minimum threshold (84.8%) is equal to the average rate minus SD*1. The aspirant goal (86.8%) is the average rate plus SD*1. (Freshman Cohort Indicator)

Measure

Calculate the percentage of the first-time freshman cohort are in good standing at the completion of the first fall semester of attendance. Peer comparison data is not available for this indicator.

Analysis of Data and Outcomes

FRESHMAN COHORT						
	F14	F15	F16	F17	F18	F19
HEADCOUNT	155	173	180	155	169	187
% IN GOOD ACADEMIC STANDING	83%	87%	86%	85%	87%	88%

Outcome

The percentage of the fall 2019 freshman cohort that was in good standing at the end of the first fall semester was 88%. The percentage of the fall 2018 freshman cohort that was in good standing at the end of the spring semester was 87%. The thresholds were met and exceeded by 3.2% and 1.2% respectively.

Performance Indicator 5: Transfer Fall to Fall Retention Rate

The fall to fall retention rate for a transfer cohort is equal to or greater than 71.75%. The minimum threshold (67.18%) is equal to the average retention rate minus SD*1. The aspirant goal (76.32%) is the average retention rate plus SD*1. (Transfer Cohort Indicator)

Measure

Calculate the percentage of the transfer cohort for the first fall semester of attendance return to the following fall semester. Peer comparison data is not available for this indicator.

Analysis of Data and Outcomes

TRANSFER COHORT					
	T14	T15	T16	T17	T18
FALL TO FALL	73%	66%	71%	77%	76%

Outcome

The fall to fall retention rate for the fall 2018 transfer cohort was 76% as compared to 77% for the fall 2017 cohort. The thresholds were met, although there was a 1% decrease in retention from the previous cohort.

Performance Indicator 6: Returning Transfer Academic Good Standing

Ninety-one percent (91.62%) of the returning transfer cohort will be in academic good standing at the completion of the following spring semester. The minimum threshold (89.24%) is equal to the average rate minus SD*1. The aspirant goal (94.0%) is the average rate plus SD*1. (Transfer Cohort Indicator)

Measure

Calculate the percentage of the fall transfer cohort attending the following spring semester who are in good standing after the completion of that spring semester. Peer comparison data is not available for this indicator.

Analysis of Data and Outcomes

TRANSFER COHORT						
	T14	T15	T16	T17	T18	T19
HEADCOUNT	166	121	149	107	141	193
% IN GOOD ACADEMIC STANDING	94.6%	89.3%	91.3%	93.5%	89.4%	92.2%

Outcome

The percentage of the fall 2019 transfer cohort that returned and was in good standing at the end of the spring semester was 92.2%. The previous cohort, T18, was 89.4%. The minimum threshold and expected outcomes were met.

Performance Indicator 7: Non-traditional, Adult Studies Retention Rate

The term to term retention rate for students in each adult studies program is equal to or greater than 94% for the ME program and 93.2% for the RNBSN program (five-year average). The minimum threshold (ME= 89.67%, RNBSN= 86.9%) is equal to the average retention rate minus SD*1. The aspirant goal (ME= 98.30%, RNBSN= 99.5%) is the average retention rate plus SD*1. (Non-traditional Cohort Indicator)

Measure

Calculate the percentage of the program's cohort for the first fall semester of attendance return to the following semesters. Peer comparison data is not available for this indicator.

Analysis of Data and Outcomes

ME COHORT						
	2014	2015	2016	2017	2018	2019
HEADCOUNT	74	46	49	14	21	16
RETENTION RATE FALL TO SPRING	92%	98%	88%	93%	100%	94%
RN-BSN COHORT						
	2014	2015	2016	2017	2018	2019
HEADCOUNT	10	9	15	14	11	23
RETENTION RATE FALL TO SPRING	90%	89%	87%	100%	100%	96%
CRIMINAL JUSTICE COHORT						
	2014	2015	2016	2017	2018	2019
HEADCOUNT			0	0	0	0
RETENTION RATE FALL TO SPRING			Not Applicable	Not Applicable	Not Applicable	Not Applicable

Outcome

The term to term retention rate for students in the ME program for 2019 was 94%. The minimum threshold was met. The term to term retention rate for RN-BSN was 96%. The expected goal and minimum thresholds were met. The increase in enrollment from 2018 to 2019 was more than double for the RN-BSN program and thus increasing the likelihood for the retention rate to decrease. There was no enrollment in the Criminal Justice program.

Performance Indicator 8: Institutional Retention Standards by Classification Levels

The mean and median TWU GPA for the major fields of study will meet or exceed institutional retention standards by classification. The minimum threshold is a 1.6 and the aspirational goal is a 3.0. (Various Academic Departments' Indicator)

Measure

Evaluate the mean and median GPA for major courses for students enrolled during the academic year who have earned hours toward a major by classification. For this purpose, classification is the institutional definition based upon earned hours and retention standards are based upon the institutional definition by attempted hours. Peer comparison data is not available for this indicator.

Analysis of Data and Outcomes

	CLASSIFICATION				
	FRESHMAN	SOPHMORE	JUNIOR	SENIOR	OVERALL
MEAN GPA	2.20	3.01	3.14	3.30	3.13
MEDIAN GPA	2.22	3.09	3.21	3.34	3.25

	CLASSIFICATION				
	FRESHMAN	SOPHMORE	JUNIOR	SENIOR	OVERALL
MEAN GPA	2.51	3.19	3.19	3.24	3.16
MEDIAN GPA	2.67	3.28	3.30	3.29	3.24

Outcome

The median and mean major GPA for students having earned hours towards a major was significantly greater than the institutional retention standards. The minimum GPA required in institutional retention standards is 1.6, with the highest at a 2.0. All classifications exceeded the minimum thresholds and three out of four classifications met the aspirational goal. The benchmark was met.

Student Achievement Goal 2: Students will complete programs in a reasonable timeframe.

Performance Indicator 1: First-Time Freshmen Graduation Rates

Forty-three percent (43%) of students who enter as first-time first-year freshmen will complete their degree within 150% of the typical time to complete a baccalaureate degree (6 years). The aspirational goal is equal to the two-year average rate plus the STD*1 (48%) and the minimum threshold is the average two-year mean score minus the STD*1 (38%). (Freshman Cohort Indicator)

Measure

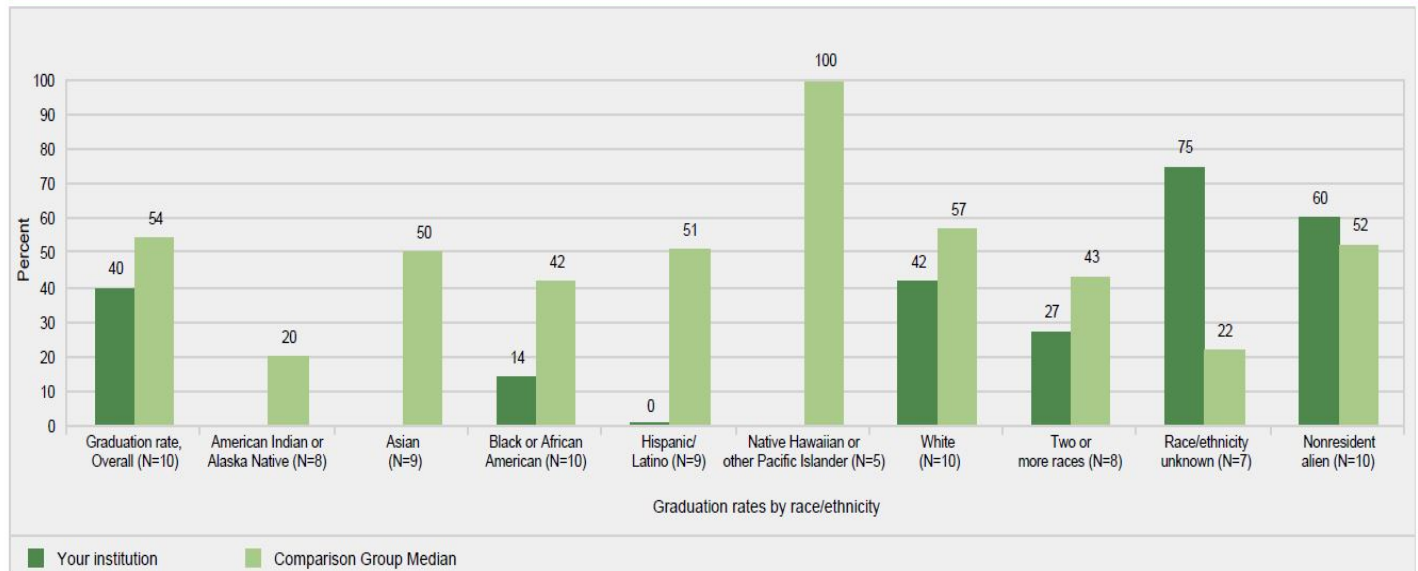
Calculate the total number and percentage completing program within 4-, 5- and 6-year timeframes.

Analysis of Data and Outcomes

FRESHMAN COHORT											
	Degree-Seeking Cohort	Completers of Program within 4 years		Completers of Program within 5 years		Completers of Program within 6 years		Completion Rate		Transfer Out Rate	
2012											
Total Cohort	218	55	25.2%	26	11.9%	6	2.6%	87	40%	59	27%
Men	90	17	18.8%	8	8.9%	1	1.1%	26	29%		
Women	128	38	29.7%	18	14.1%	5	3.9%	61	48%		
Ethnicity											
Asian	0										
Black/African American	14	1	7.1%	1	7.1%	0	0%	2	14.2%		
Hispanic	5	0	0%	0	0%	0	0%	0	0%		
Non-resident	5	3	60%	0	0%	0	0%	3	60%		
Pacific Islander	0										
American Indian	0										
Two or More Races	11	2	18.2%	1	9.1%	0	0%	3	27.3%		
Unknown	4	2	50%	1	25%	0	0%	3	75%		
White	179	47	26.3%	23	12.8%	6	3.4%	76	42.5%		
Financial Aid											
Pell Grant	112							35	31%		
Direct Subsidized Loan, No Pell	102							52	51%		
No Pell or Subsidized Loan	4							0	0%		
2013											
Total Cohort	205	68	33%	16	7.8%	1	0.5%	85	41%	85	41%
Men	87	20	23%	9	10%	1	11.5%	30	34%	36	41%
Women	118	48	41%	7	6%	0	0%	55	47%	49	42%

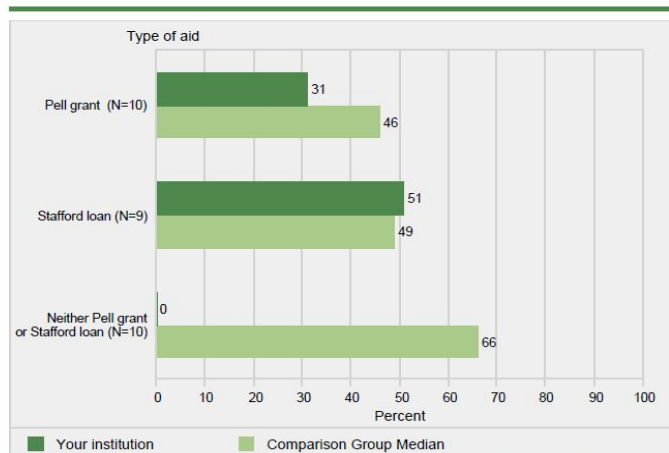
Ethnicity											
Asian	0										
Black/African American	13	1	8%	1	8%	0	0%	2	15%	5	38%
Hispanic	1	0	0%	0	0%	0	0%	0	0%	1	100%
Non-resident	11	7	64%	1	9%	0	0%	8	73%	0	0%
Pacific Islander	1	0	0%	0	0%	0	0%	0	0%	1	100%
American Indian	0										
Two or More Races	4	2	50%	0	0%	0	0%	2	50%	2	50%
Unknown	6	2	33%	0	0%	0	0%	2	33%	4	67%
White	169	56	33%	13	8%	1	.6%	70	41%	72	43%
Financial Aid											
Pell Grant	95							36	38%		
Direct Subsidized Loan, No Pell	47							13	28%		
No Pell or Subsidized Loan	63							36	57%		
PEER INSTITUTIONS											
SACSCOC PEERS 2012											
Total	3965	1547	39%	446	11.2%	101	2.5%	2094	52.8%		33%
Men	1728	545	31.5%	201	11.6%	42	2.4%	788	45.6%		38%
Women	2237	1002	44.8%	245	11%	59	2.6%	1306	58.4%		29%
Ethnicity											
Asian	66	24	36.45	10	15.2%	5	7.6%	39	59.1%		29%
Black/African American	367	61	16.6%	48	13.1%	10	2.7%	119	32.4%		41%
Hispanic	262	70	26.7%	27	10.3%	22	8.4%	94	35.9%		38%
Non-resident	141	57	40.4%	20	14.2%	2	1.4%	79	56%		21%
Pacific Islander	7	4	57.1%	1	14.3%	0	0%	5	71.4%		0%
American Indian	15	3	20%	1	6.7%	0	0%	4	26.7%		50%
Two or More Races	86	29	33.7%	6	7%	3	3.5%	38	44.2%		33%
Unknown	52	14	26.9%	5	9.6%	1	1.9%	20	38.5%		20%
White	2969	1285	43.3%	328	11.0%	58	2%	1671	56.3%		32%
All TN PEERS Private, Not-for-profit, 4-year or above			35.4%		44.5%		45.1%		45.1%		33%
NATIONAL PEERS Private, Not-for-profit, 4-year or above			41.9%		51.7%		53.9%		53.9%		23%
Financial Aid											
Pell Grant	1,607							689	43%		
Direct Subsidized Loan, No Pell	731							374	51%		
No Pell or Subsidized Loan	1,628							1,031	63%		

Figure 22. Graduation rates of full-time, first-time degree/certificate-seeking undergraduates within 150% of normal time to program completion, by race/ethnicity: 2012 cohort



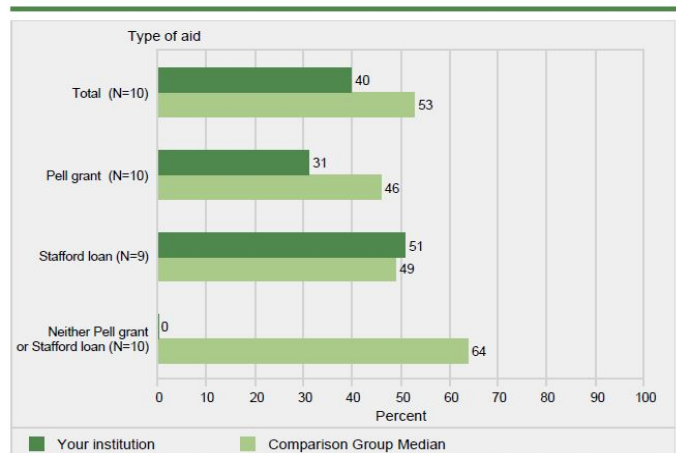
NOTE: For more information about disaggregation of data by race and ethnicity, see the Methodological Notes. The graduation rates are the Student Right-to-Know (SRK) rates. Median values for the comparison group will not add to 100%. N is the number of institutions in the comparison group.
 SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Winter 2018-19, Graduation Rates component.

Figure 23. Graduation rates of full-time, first-time degree/certificate-seeking undergraduates within 150% of normal time to program completion, by type of aid: 2012 cohort



NOTE: Graduation rate cohort includes all full-time, first-time degree/certificate-seeking undergraduate students. Data were collected on those students, who at entry of the cohort, were awarded a Pell Grant and students who were awarded a Subsidized Stafford loan, but did not receive a Pell Grant. Graduation rates are the Student Right-to-Know rates. For more details, see the Methodological Notes. N is the number of institutions in the comparison group.
 SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Winter 2018-19, Graduation Rates component.

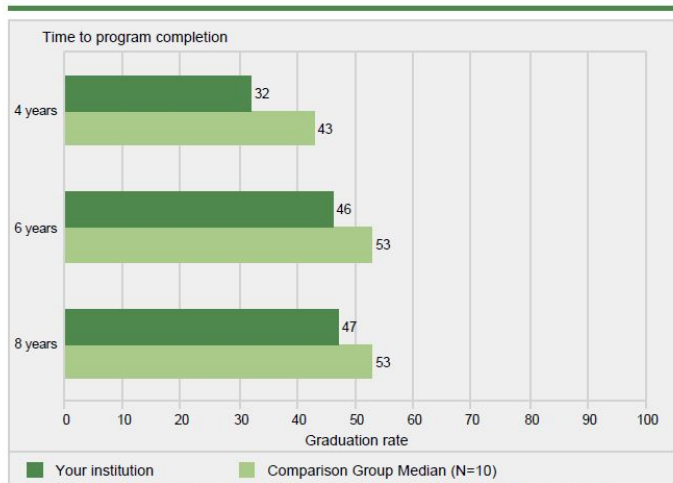
Figure 24. Graduation rates of full-time, first-time bachelor's degree-seeking undergraduates within 6 years, by type of aid: 2012 cohort



NOTE: Graduation rate cohort includes all full-time, first-time degree/certificate-seeking undergraduate students. Data were collected on those students, who at entry of the cohort, were awarded a Pell Grant and students who were awarded a Subsidized Stafford loan, but did not receive a Pell Grant. Graduation rates are the Student Right-to-Know rates. For more details, see the Methodological Notes. N is the number of institutions in the comparison group.
 SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Winter 2018-19, Graduation Rates component.

Tennessee Wesleyan University

Figure 25. Bachelor's degree graduation rates of full-time, first-time degree/certificate-seeking undergraduates within 4 years, 6 years, and 8 years: 2010 cohort

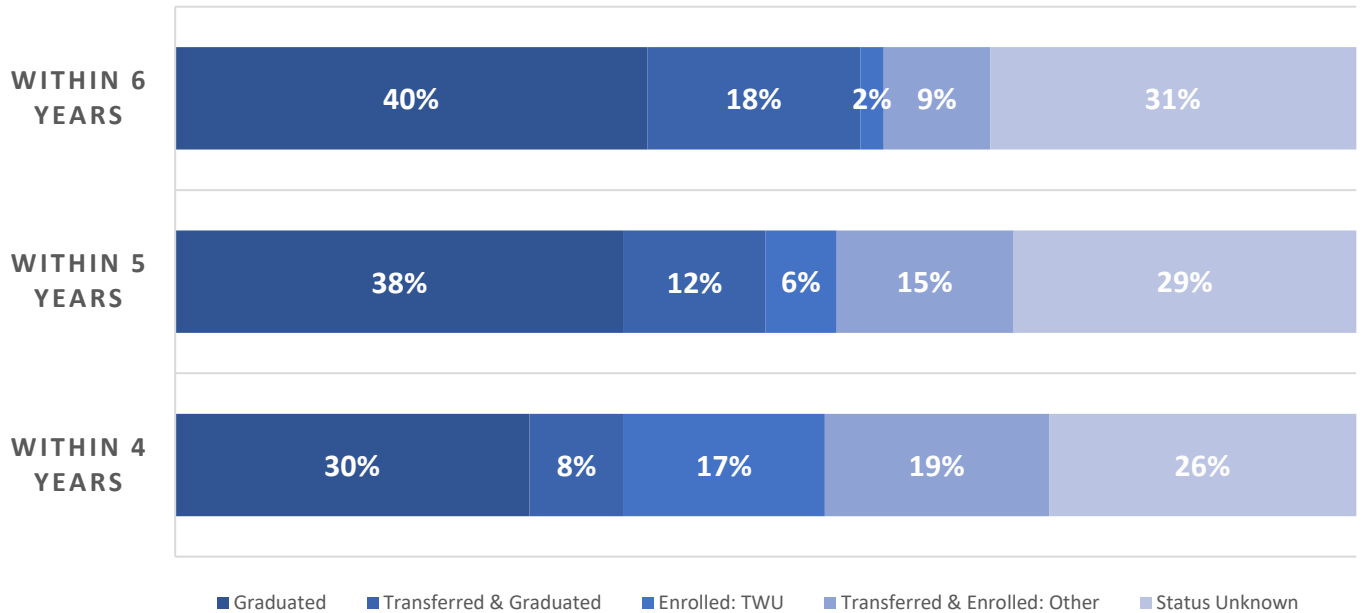


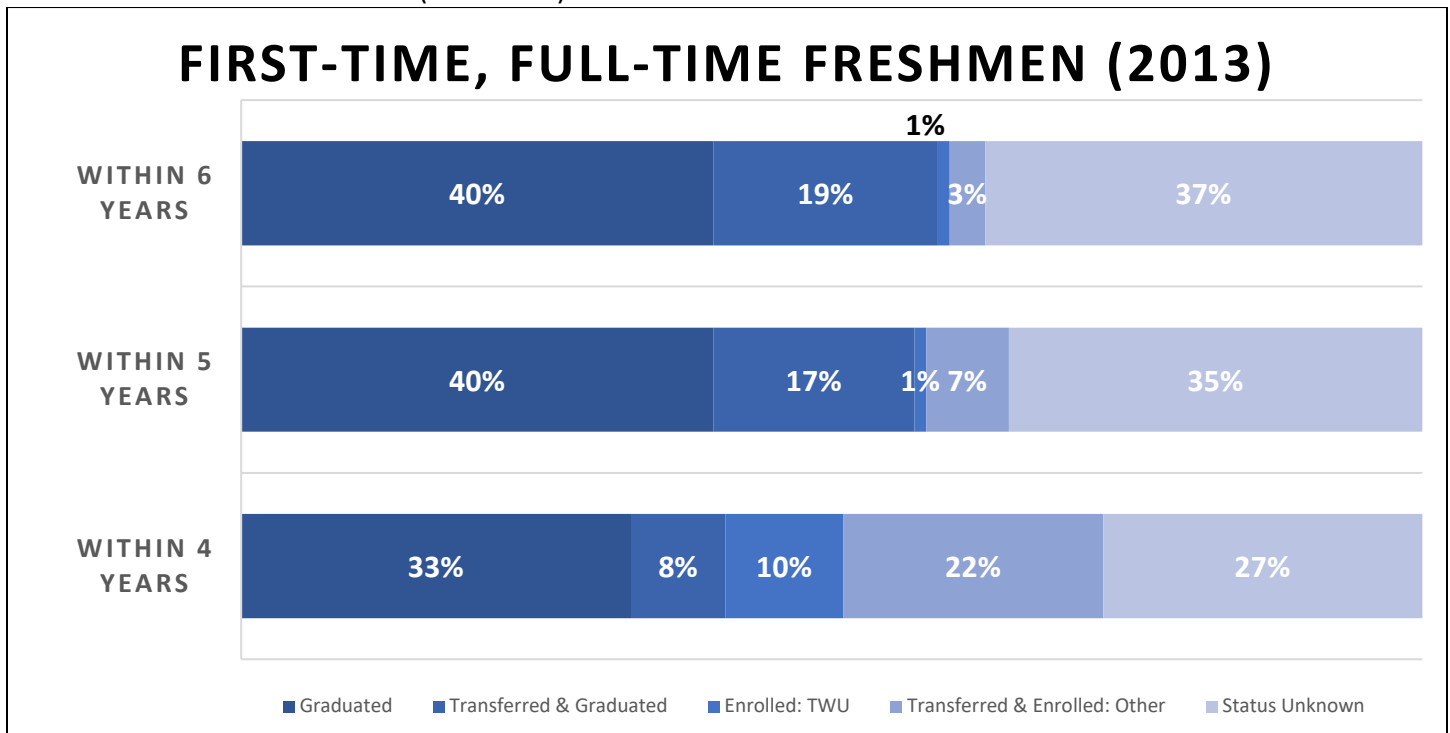
NOTE: The 4-, 6-, and 8-year graduation rates are calculated using the number of students who completed a bachelor's or equivalent degree from a cohort of students who entered the institution seeking a bachelor's or equivalent degree. For details, see the Methodological Notes. N is the number of institutions in the comparison group. Medians are not reported for comparison groups with less than three values.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Winter 2018-19, 200% Graduation Rates component.

Student Achievement Measure (SAM Data)

FIRST-TIME, FULL-TIME FRESHMEN (2012)





Outcome

The 2012 cohort graduation rate was 40% overall, with men graduating at 29% within 150% time and women graduating at 48% within 150% time. The 2013 cohort increased by 1% with a graduation rate of 41%. The women decreased the graduation rate by 1%, 48% to 47%, respectively. However, the men graduation rate increased from 29% to 34%. The most notable ethnic disparity was Black/African American with 14.2% graduating within 150% time, as compared to peer institutions of 32.4%. The minimum threshold was met. The overall goal of 43% (average of last 4 years) was not met, nor the aspirational goal.

Seeking Continuous Improvement

TWU recognizes that although the minimum graduation threshold was met, the overall goal was not. TWU also recognizes that certain demographic groups are lagging behind others in their graduation rates, including males and African American students. Many improvements have been implemented over the past 5 years to ensure that students are provided with strong academic support and that this support is equitable.

Identification of At-Risk Students

In the spring of 2017, a more robust effort was established for faculty reporting through the University portal students who are showing lack of academic progress at weeks 3 and 8 of the fall and spring terms. In the fall of 2017, faculty were also required to submit attendance reports for students in weeks 1-3 of the fall and spring terms. This reporting corresponded with the awarding of a Title III grant proposal focused around freshman success. One of the first objectives was the hiring of a student success coordinator and the building of a staff team of success coaches. TWU now employs a staff of five success coaches that respond to reports of students who are identified as at-risk. Two of the success coaches are male and one is African American contributing to diversity on the coaching staff. Faculty participation in the reporting is tracked and has exceeded 94% each reporting cycle since 2018. In addition, a retention coordinator has been hired and a retention committee established to analyze historical patterns in order to identify at-risk groups. In the summer of 2020, a freshman advising team was established and is undergoing on-going training about freshman advising including incoming

students who are identified as at-risk. Finally, TWU piloted Nuro to flag students who are at risk and track communication between success coaches, advisors, and instructors concerning identified students.

Infrastructure Improvements

In the fall of 2017, TWU opened the Colloms Campus Center which includes the Mosher Success center. This center includes office space for success coaches, group and individual study spaces, spaces for testing for students with accommodations, and a computer lab that is open 24/7. As part of the Title III grant, the Merner-Pfeiffer Library has undergone significant renovation to create a learning commons with loanable technology as well as group study and collaborative spaces. During this renovation, the TWU Tutoring Center was remodeled for paid, trained peer tutors. An academic librarian was hired to run the tutoring center and has implemented training for the tutors and an online scheduling program to connect tutors and tutees.

Diversity and Inclusion Efforts

In 2018, TWU established a permanent President’s Diversity Council to establish a plan to ensure equity and inclusion on the TWU campus. One of the components of the plan was to create a position related to diversity and inclusion. In 2020, TWU established the position of Director of Multicultural Affairs. The individual in this position also serves as a success coach linking the Success Center to diversity efforts.

Performance Indicator 2: Transfer Graduation Rates

Seventy-one percent (71%) of students who enter as transfers with 60 or more earned hours will complete their degree within 3 years. The aspirational goal is equal to the three-year average rate plus the STD*1 (73.8%) and the minimum threshold is the three-year average rate minus the STD*1 (68.4%). (Transfer Cohort Indicator)

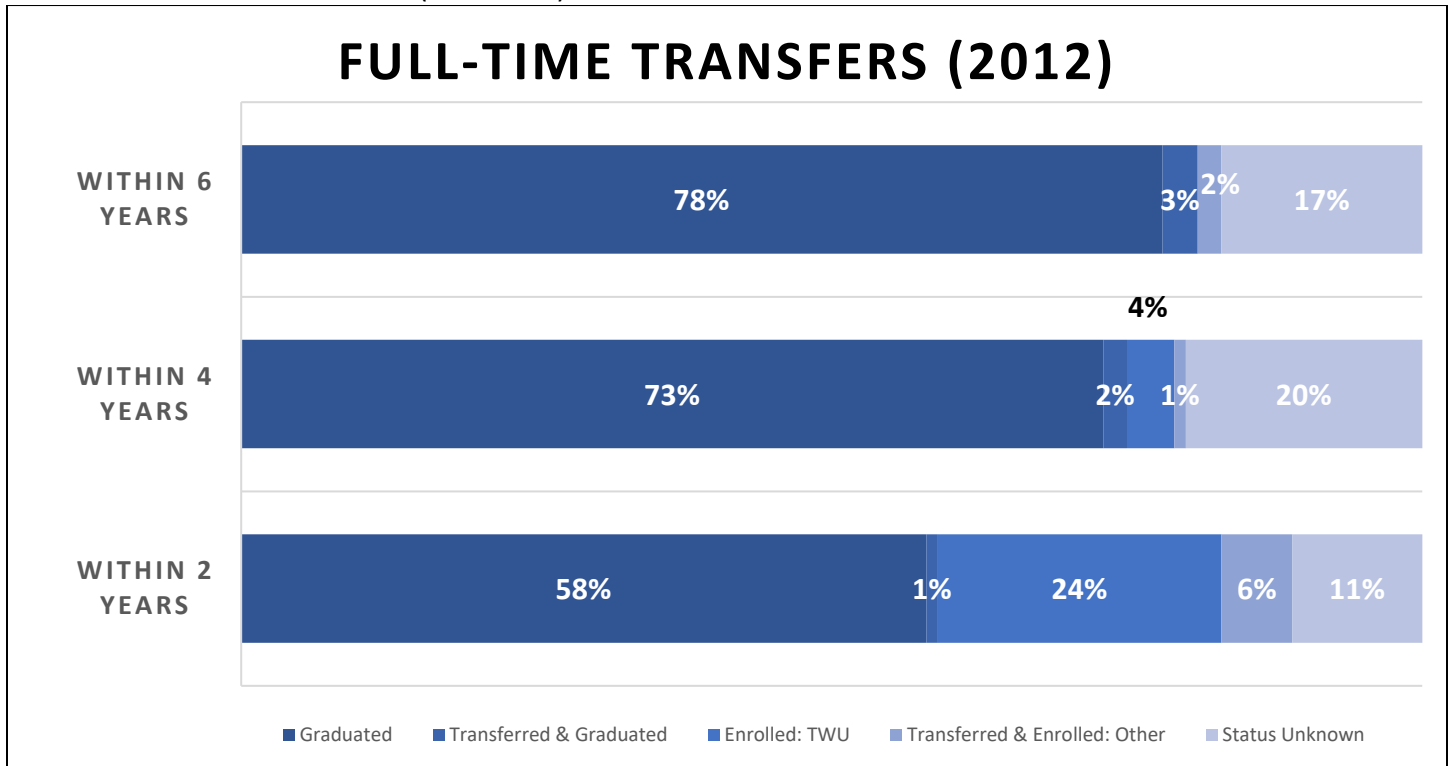
Measure

Calculate the total number and percentage completing program within 3-year timeframe.

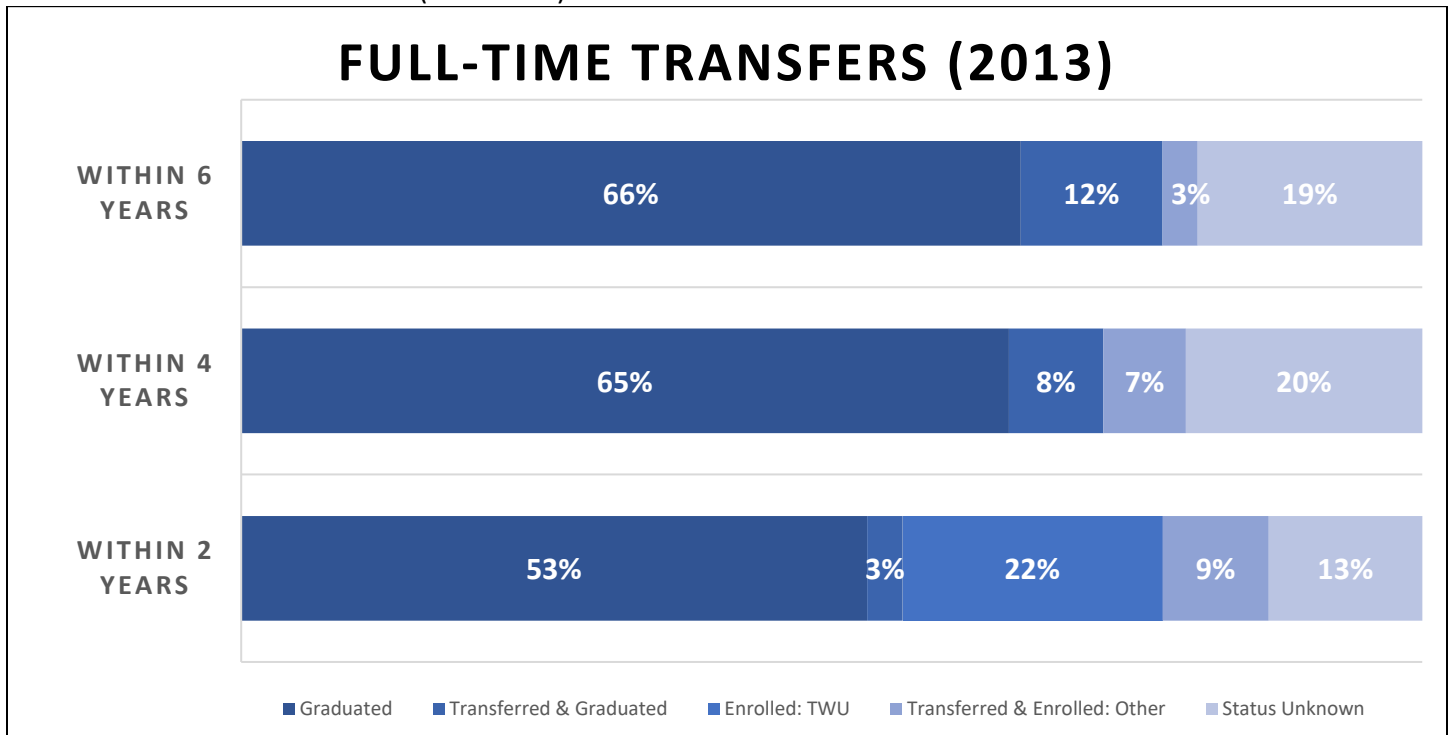
Analysis of Data and Outcomes

TRANSFER COHORT					
	Degree-Seeking Cohort	Completers of Program within 3 years	Completers of Program within 4 years	Completers of Program within 5 years	Completion Rate
2013	89	74.2%	77.5%	77.5%	77.5%
2014	99	71.7%	75.6%	76.8%	76.8%
2015	92	67.4%	68.5%	68.5%	68.5%
2016	101	65.3%	69.3%		69.3%
2017	93	73.1%			73.1%

Student Achievement Measure (SAM Data)



Student Achievement Measure (SAM Data)



Outcome

The 2017 transfer cohort with students who entered in with 60 or more hours had a completion rate of 73.1% within 3 years, as compared to 65.3% completion rate with the 2016 transfer cohort. The minimum threshold and expected goal were met, with the aspirational goal barely being missed by .7%. In comparison to the 2012

transfer cohort, the overall completion rate within 4 years was 73% which is down 2% from the 2010 cohort and 8% higher than the 2013 cohort. The 2013 cohort had a larger percentage of students, 7%, still enrolled at 4 years than the previous cohorts.

Performance Indicator 3: Non-Traditional, Adult Studies Graduation Rates

Seventy-eight percent (78%) of ME students will complete their degree in 2 years. The aspirational goal is equal to the two-year average rate plus the STD*1 (78.3%) and the minimum threshold is the two-year average rate minus the STD*1 (69.7%). Fifty-five percent (55%) of RN-BSN students will complete their degree within 1 year. The aspirational goal is equal to the one-year average rate plus the STD*1 (71.3%) and the minimum threshold is the one-year average rate minus the STD*1 (39.7%). (Non-traditional Cohort Indicator)

Measure

Calculate the percentage of the cohorts formed in the academic year who completed within the stated timeframe. Peer comparison data is not available for this indicator.

Analysis of Data and Outcomes

ME COHORT					
	Degree-Seeking Cohort	Completers of Program within 2 years	Completers of Program within 3 years	Completers of Program within 3+ years	Completion Rate
2014	74	68%	84%	85%	85%
2015	46	78%	87%	91%	91%
2016	49	76%	80%	82%	82%
2017	14	92%	100%		100%
2018	21	78.9%			78.9%
RN-BSN COHORT					
	Degree-Seeking Cohort	Completers of Program within 1 year	Completers of Program more than 1 year		Completion Rate
2014	10	50%	90%		90%
2015	9	56%	56%		56%
2016	15	80%	87%		87%
2017	14	36%	100%		100%
2018	11	65%	82%		82%
2019	36	58%			58%

Outcome

The 2018 cohort achieved 78.9% completion rate within 2 years. The 2018 ME Cohort met the expected outcome and threshold completion rate within 2 years. The benchmark was met. The 2019 nursing cohort had 58% graduate within one year. The previous cohort, 2018, graduated 65% within one year and 82% within two years. The data trend indicates that the delay in graduation time is attributed to students enrolling and maintaining a part-time status, rather than full-time. The expected goal was met, as well as the minimum threshold. The aspirational goal was missed. Overall, the benchmarks were met. The performance indicator for RN-BSN was determined by the OIER to be altered for the 2020 academic year to reflect a program completion within 2 years, rather than 1 year to account for the significant number of students enrolling and maintaining a part-time status.

Performance Indicator 4: Nursing Graduation Rates

Seventy-seven (77%) of the nursing cohort will complete their degree within 2 years. The aspirational goal is equal to the two-year average rate plus the STD*1 (77.46%) and the minimum threshold is the two-year average rate minus the STD*1 (67.86%). (Nursing Cohort Indicator)

Measure

Calculate the total number and percentage completing program within 2-year timeframe. Peer comparison data is not available for this indicator.

Analysis of Data and Outcomes

	2-YEAR RATE	3-YEAR RATE	STILL ENROLLED	WITHDRAW RATE
2013 COHORT GRADUATION RATES	79.20%	81.30%	0%	18.70%
2014 COHORT GRADUATION RATES	75.36%	79.71%	1.4%	18.89%
2015 COHORT GRADUATION RATES	67.57%	70.27%	1.35%	28.38%
2016 COHORT GRADUATION RATES	68.51%	74.10%	9.26%	16.64%
2017 COHORT GRADUATION RATES	70.50%	77.59%	18.0%	6.00%
2018 COHORT GRADUATION RATES	83.02%		13.21%	3.77%

Outcome

The 2018 Nursing Cohort had 83.02% complete their degree within 2 years. The cohort still has 13.21% still enrolled. Moreover, the withdrawal rate decreased by nearly 13% from the 2016. The nursing program has strict policies that do not allow students to progress in the program unless a score of 80% mastery is achieved in all courses. When students do not achieve the minimum threshold, the student cannot continue the program unless readmitted as a repeat the following cycle. The minimum threshold of 67.86% was met as the 2018 cohort had an 83.02% completion rate. The aspirational goal was also met and exceeded.

Student Achievement Goal 3: Students will demonstrate knowledge in their major fields of study.

Performance Indicator 1: Major Field Test Performance

Fifty percent (50%) of students in majors with such a testing requirement will score at or above the national average on exams designed to assess major field knowledge such as the Major Field Tests, Area Concentration Achievement Tests, and Comprehensive Business Exam. The aspirational goal is equal to the four-year average national score plus the STD*1 and the minimum threshold is the five-year average TWU mean score minus the STD*1. Psychology, Sociology, and MBA are calculated with three- and four-year averages. (Various Academic Departments' Indicators, non-licensure)

Measure

Evaluate the scores from all programs that require a Major Field Test or capstone assessment. Compare the individual and aggregate scores with national averages.

Analysis of Data and Outcomes

Academic Years												
	2014-15		2015-16		2016-17		2017-18		2018-19		2019-2020	
TWU MFT: Biology	154	71.4%	153	60%	152	80%	155	73%	152	60%	152	67%
National Mean	153.2		153.0		153.0		153.0		153.5		153.1	
Peer Institutions Comparative Mean	152.9		152.9		152.9		152.9		153.4		154	
	2014-15		2015-16		2016-17		2017-18		2018-19		2019-2020	
TWU MFT: Business	151	48%	153	66%	149	45%	147	43%	150	42%	151	53%
National Mean	152.1		152.0		151.8		151.6		152		151.9	
Peer Institutions Comparative Means	152.3		152.3		151.2		151.2		151.2		150.9	
	2014-15		2015-16		2016-17		2017-18		2018-19		2019-2020	
TWU MFT: Chemistry	137	7.6%	137	7.6%	137	7.6%	146	50%	140 (2 Students)	0%	137	33%
National Mean	148.2		148.0		149.7		148.9		149		148.8	
All TN Institutions Comparative Means	145.2		145.2		145.7		145.7		145.7		143.5	
	2014-15		2015-16		2016-17		2017-18		2018-19		2019-2020	
TWU MFT: Criminal Justice	155	62%	154	75%	150	56%	154	83%	147	50%	150	75%
National Mean	153.1		150.5		151.2		151.5		152.5		151.8	
All TN Institutions Comparative Means	150.7		150.6		150.6		150.6		150.6		149.5	
	2014-15		2015-16		2016-17		2017-18		2018-19		2019-2020	
TWU MFT: English	162	100%	162	100%	153 (3 Students)	67%	152 (3 Students)	33%	152 (3 Students)	67%		
National Mean	153.6		153.1		153.1		152.8		152		152.9	
All TN Institutions Comparative Means	152.2		152.2		152.2		152.2		152.2		152.1	
	2014-15		2015-16		2016-17		2017-18		2018-19		2019-2020	
TWU MFT: Psychology	150	14%	147	20%			156	29%	156	50%	157	83%

National Mean	155.8	155.8	155.8	155.8	155.8	155.8					
All TN Peer Institutions Comparative Means	152.1	152.1	152.1	152.1	152.1	157.2					
	2014-15	2015-16	2016-17	2017-18	2018-19	2019-2020					
TWU MFT: Sociology		147	40%	154 (3 Students)	66%	135 (1 Student)	0%				
National Mean	148.7	148.3	148.3	148.1	148	148.3					
All TN Institutions Comparative Means	145.9	145.9	145.9	145.9	145.9	145.6					
	2014-15	2015-16	2016-17	2017-18	2018-19	2019-2020					
*TWU CBE: Management Excellence	57%	56%	57%	55%	48%	59%					
National Mean	51%	50%	51%	49%	48%	50%					
Peer Institutions	52%	51%	52%	50%	49%	52%					
Graduate Program											
	2014-15	2015-16	2016-17	2017-18	2018-19	2019-2020					
TWU MFT: MBA		241	33%	246	22%	240	22%	243	56%	246	50%
Peer Institutional Comparative Means		250.6	250.6	250.6	246.6	246.2					
National Mean		248.1	247.9	247.5	247.9	247.9					

*CBE Scores are reported by proficiency levels.

Calculated Thresholds

Assessment	Minimum Threshold	Aspirational Threshold	2019 Outcome	Threshold Met
MFT Biology	151.9	153.3	152	Minimum
MFT Business	147.8	152.1	151	Minimum
MFT Chemistry	135.5	149.4	137	Minimum
MFT Criminal Justice	148.6	152.8	150	Minimum
MFT English	150.9	153.5	N/A	N/A
MFT Psychology	147.8	155.8	157	Minimum, Aspirational
MFT Sociology	135.7	148.6	N/A	N/A
CBE (percentage) ME	50.8%	58.4%	59%	Minimum, Aspirational
MFT MBA	239.9	248.1	246	Minimum

Outcome

The following areas met the minimum threshold of acceptability: Biology, Business, Chemistry, Criminal Justice, Psychology, Management Excellence (CBE) and MBA. The following met the aspirational threshold: Psychology and Management Excellence. The overall benchmark was met, all participating programs met the minimum threshold for 2019. The percentage of students scoring at the national mean was met by the following programs: Biology, Business, Criminal Justice, Psychology, Management Excellence. Chemistry did not meet the benchmark of 50% scoring 33%. The n count was only 3 for the 2019 – 2020 academic year. The 20 graduate school MBA students had 50% of the cohort at or above the national average on the MFT exam. The benchmark was met for graduate students.

Performance Indicator 2: Teacher Licensure Pass Rates

Ninety-five percent (95%) of education students will pass the PRAXIS II and edTPA examinations required for teaching licensure in the state of Tennessee. The aspirational goal is 100% since all students must pass both exams to complete the program and obtain a teaching license. The threshold of acceptability is 95%, based on a three-year average of TWU PRAXIS pass rates with edTPA being a new requirement. Subject-Level Praxis Exams must be passed prior to student teaching and edTPA examination. These exam scores provide additional context but are not included in the benchmarks. (Department of Education Indicator, licensure only)

Measure

Evaluate the exam results from the Tennessee State Department of Education and ETS for pass rates. Note National Comparison Peers are not utilized for this performance indicator, as thresholds of acceptability vary across states.

Analysis of Data and Outcomes

PRAXIS PASS RATES					
	2016	2017	2018	2019	
				PLT	Subject
TWU					
TWU	95%	95.7%	100%	100%	91.8%
SACSCOC Peer Institutions					
Bryan College	95.9%	96.2%	93.3%	97.9%	89.8%
Carson-Newman University	100%	96.9%	99.5%	97.9%	92.0%
King University	100%	95.0%	100%	98.5%	95.8%
Lee University	100%	97.2%	100%	98.1%	96.0%
Lincoln Memorial University	100%	96.2%	100%	100%	90.8%
Lipscomb University	99.8%	99.1%	100%	99.0%	95.5%
Maryville College	98%	97.5%	100%	100%	96.0%
Milligan University	100%	99%	100%	98.9%	93.9%
Southern Adventist University	100%	100%	100%	100%	98.2%
Tusculum University	98.4%	96.4%	97.9%	97.0%	91.1%
State Average	99.3%	97.6%	99.2%	97.4%	93.4%

EdTPA PASS RATES			
	2017	2018	2019
	TWU		
TWU			100%
SACSCOC Peer Institutions			
Bryan College			Suppressed due to low N count
Carson-Newman University			Suppressed due to low N count
King University			Suppressed due to low N count
Lee University			72.0%
Lincoln Memorial University			82.8%
Lipscomb University			94.0%
Maryville College			Suppressed due to low N count
Milligan University			Suppressed due to low N count
Southern Adventist University			Suppressed due to low N count

Tusculum University			92.3%
State Average			95.8%

Outcome

The 2019 Pass Rate for Teacher licensure was 100% for the PLT and 91.8% for subject-level. The 2019 results were comparable to 2018. Additionally, TWU’s pass rate was above the SACSCOC Peer Institutional mean by 2.6% (PLT) and 1.6% below (Subject-Level). The overall minimum and aspirational thresholds were met. edTPA pass rate was 100%, one of three Educator Provider Programs in Tennessee to achieve this accomplishment. The state average was 95.8%, TWU exceeded this by 4.2%. The benchmark was achieved and exceeded.

Performance Indicator 3: Nursing Licensure Pass Rates

Ninety (90%) of nursing students will pass the NCLEX test. The aspirational goal is 95% based on the three-year, increased trend from 2015 – 2018. The threshold of acceptability is 90%, based on the average TWU pass rate for the past four years. The aspirational goal is 100%. The minimum threshold is 80%, because this is the minimum passing rate set by CCNE accreditation standards. (Department of Nursing Indicator, licensure only)

Measure

Evaluate the pass rate of the NCLEX exam annually.

Analysis of Data and Outcomes

NCLEX PASS RATES						
	2014	2015	2016	2017	2018	2019
TWU	85%	83%	89%	93%	97%	96%
Tennessee	88.7%	86.8%	87.2%	90.2%	92.2%	92%
National	85%	87.5%	84.5%	87.1%	88.3%	88.18%
PEER INSTITUTIONS						
Carson-Newman University	95%	92%	90%	100%	100%	96%
King University	83%	70%	73%	85%	88%	100%
Lee University				100%	100%	97%
Lincoln Memorial University	91%	96%	91%	98%	99%	98%
Lipscomb University	78%	64%	93%	95%	97%	98%
Martin Methodist College*	89%	68%	54%	50%	87%	95%
Milligan University	91%	90%	87%	76%	100%	100%
Tusculum University		86%	50%	67%	85%	78%
Overall	88%	81%	77%	84%	95%	86%

*Martin Methodist was added to provide an additional like peer institution for nursing pass rates.

Outcome

The NCLEX pass rate has increased steadily each year since 2015. The rate has exceeded the minimum threshold for the past 4 years, with the most current year at 96%. The University's pass rate has been above the state and national average for the last three years as well. In comparison to peer institutions, TWU has maintained a high pass rate relative to the listed institutions. The benchmark was met.

Performance Indicator 4: Dental Hygiene Licensure Pass Rates

Eighty-six (86%) of dental hygiene students will pass the national board exams for dental hygiene on first attempt. The aspirational goal is 93% based on the five-year, increased trend from 2014 – 2018 +SD*1. The minimum threshold of acceptability is 80%, based on the average five-year TWU pass rate -SD*1. The aspirational goal is 100%.

Ninety (90%) of dental hygiene students will pass the clinical board exams for dental hygiene on first attempt. The aspirational goal is 96% based on the five-year, increased trend from 2014 – 2018 +SD*1. The minimum threshold of acceptability is 84%, based on the average five-year TWU pass rate -SD*1. The aspirational goal is 100%.

Measure

Evaluate the pass rate of the national and clinical board exams annually.

Analysis of Data and Outcomes

DENTAL HYGIENE PASS RATES												
National Board Exam	2014		2015		2016		2017		2018		2019	
	1 st Attempt	2 nd Attempt	1 st Attempt	2 nd Attempt	1 st Attempt	2 nd Attempt	1 st Attempt	2 nd Attempt	1 st Attempt	2 nd Attempt	1 st Attempt	2 nd Attempt
TWU	78%	100%	89%	100%	78%	100%	92%	100%	94%	100%	92%	100%
ETSU			80%		95.5%		88%		Not Available		Not Available	
Tennessee State									92%		84%	
UTHSC					97%		92%		92%		Not Available	
National (Accredited Pass Rate)	95.2%		95.6%		94.9%		93.8%		94.2%		92.1%	
Clinical Board Exam												
TWU	100%		89%	100%	89%	100%	92%	100%	83%	100%	92%	100%
ETSU					NOT CURRENTLY AVAILABLE							
Tennessee State									100%		91.66%	
UTHSC					72%		98%		96%		Not Available	
Regional (Southern Regional Testing Agency)					94%		98%		96%		Not Available	

Outcome

The 2019 national board exam for dental hygiene pass rate was 92% on first attempt and 100% on second attempt. The pass rate exceeded the benchmark of 86% and the minimum threshold of acceptability of 80%. Although not all data from comparable institutions in the state were available at the time of analysis, TWU was at the national average of 92% and outscored one of three peers with dental hygiene bachelor's degree

programs. For 2018, the program scored 94% on first attempt and 100% on second attempt. The scores were above two out three peer institutions that had available data at the time of analysis. The scores were at the national pass rate. The benchmark was met, and the aspirational goal was achieved on second attempt.

The 2019 clinical board exam for dental hygiene pass rate was 92% on first attempt and 100% on second attempt. The pass rate exceeded the benchmark of 90% and the minimum threshold of acceptability of 84%. Although not all data from comparable institutions in the state were available at the time of analysis, TWU outscored one of three peers with dental hygiene bachelor's degree programs by 0.34%. For 2018, the program scored 83% on first attempt and 100% on second attempt. The scores were comparable or above two out of three peer institution that had available data at the time of analysis. The scores were above the regional pass rate 2016 – 2018, where data available. The benchmark was met, and the aspirational goal was achieved on second attempt.

Student Achievement Goal 4: Students will increase post-graduation success with employment rates and participation in graduate and professional education.

Performance Indicator 1: Graduate School Entrance Rates

Twenty (20%) of completers will enroll in graduate school within two years of graduation as reported by National Student Clearinghouse. The minimum threshold is 18% (two-year cycle average $-SD*1$) with an aspirational goal of 22% (two-year cycle average $+SD*1$). Additionally, TWU will be above the NACE regional peer average. (Overall Population Indicator)

Sub-Indicator: Fifty percent (50%) of pre-professional completers will enroll in graduate school within two years of graduation as reported by National Student Clearinghouse. (Pre-Professional Major Indicator)

Measure

Evaluate the number of graduating students who enroll in graduate school within two years of undergraduate graduation. Additionally, analyze the graduating students with pre-professional degrees and corresponding participation in graduate school within two years of undergraduate graduation. The measure will utilize National Student Clearinghouse Student Tracker service to identify recent graduates that enrolled in a graduate degree program as well as National Association of Colleges and Employers (NACE) First-Time Destination Survey for regional, comparable peer comparison.

Analysis of Data and Outcomes

GRADUATE SCHOOL ENROLLMENT RATES			
	2016 – 2018	2017 – 2019	2018 – 2020
NSCH Enrollment Rates	22%	19%	26%
Pre-Professional Majors	56.7%	57.1%	57.4%
First-Generation, Pre-Professional Majors	100%	95%	90.4%
NACE Peers			19%

Outcome

In 2020, 26% of the graduating students from 2018 – 2020 were enrolled in a graduate study program as compared to 19% from 2017 – 2019, a 7% increase. The benchmark, minimum threshold, and aspirational goal were met. The 2018 – 2020 pre-professional graduates had a 57.4% enrollment rate overall, a 0.3% increase. The NACE average for the region was 19%. The benchmark was met. The slight decline was due partly to the pre-physical therapy and pre-occupational therapy graduates to the data collection, with Pre-PT graduates reporting a lower graduate school acceptance rate within the two-year time frame. However, the benchmark was met and exceeded. The first-generation graduates with a pre-professional emphasis continued to be tracked and have a 90.4% graduate school attendance rate for the current 2018 – 2020 cycle.

Performance Indicator 2: Employment Rates

TWU Completers will be at or above the national average for being employed full-time within six months of graduation as reported by the Senior Exit Survey and the NACE Survey. (Overall Population Indicator)

Measure

Evaluate the number of completers who are employed within six months of graduation. Utilizing the Senior Exit Survey and the National Association of Colleges and Employers (NACE) First-Time Destination Survey.

Analysis of Data and Outcomes

EMPLOYMENT RATES				
	2016	2017	2018	2019
Employed within 6 months	86%	86%	87%	81%
NACE Peer Comparison				
Regional	49%	48.7%	56%	Currently Not Available
Carnegie Class	57%	57.1%	57.2%	↓
Institution Size (<2,000)	58%	58.9%	60.5%	
Control (Private, Not-for-Profit)	58%	57.2%	59%	

Outcome

In 2018, the Senior Exit Survey reported that 87% of TWU graduates were employed full-time prior to graduation and/or within 6 months of graduating from the University. The NACE peer comparison data was 68%, 13% below the TWU reported data. The benchmark was met. The preliminary data for 2019 is currently 81% with the survey still open. Overall, the benchmark was met and exceeded.