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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 (86%) is equal to the TWU 5-year average rate minus SD*1. The aspirant goal (89.4%) is the average rate plus SD*1 (SD=1.71). (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															
	F10	F11	F12	F13	F14	F15	F16	F17	F18	F19		F20		F21	
										N Count	%	N Count	%	N Count	%
FALL TO SPRING	88%	88%	85%	83%	82%	88%	87%	87%	89%	205	90.2%	189	85.3%	182	85.2%
FIRST-GEN										64/73	88%	57/70	81%	64/74	87%
MALE										85/100	85%	65/76	86%	51/60	85%
FEMALE										100/105	95%	96/113	85%	104/122	85%
ATHLETE										125/138	91%	95/104	91%	93/109	85%
ETHNICITY															
Asian										1/1	100%	3/3	100%	---	---
Black/African American										23/26	88%	10/12	83%	7/10	70%
Hispanic										15/15	100%	8/9	89%	10/11	91%
Non-resident										11/15	73%	13/13	100%	13/16	81%
Pacific Islander										0/1	0%	---	---	---	---
Two or More Races										4/4	100%	10/12	83%	7/7	100%
Unknown										7/7	100%	3/3	100%	2/3	67%
White										124/136	91%	115/137	84%	116/135	86%

Outcome

The fall-to-spring retention rate for the fall 2021 freshman cohort was 85.2% as compared to 85.3% for the fall 2020 cohort. The minimum threshold of 86% was not met nor was the aspirant goal of 89.4%. Multiple subgroups were disaggregated for further analysis. The male and female F21 cohorts were 85% respectively, just below the minimum threshold. The first generation F21 cohort was at 87%, a 6% increase from the previous cohort and above the minimum threshold. The various ethnicity groups had three subgroups above the

minimum threshold: Hispanic, Two or More Races, and White while the following subgroups fell below the threshold: Black/African American (down 13% from previous cohort) and Non-Resident Alien (down 19%). The Black/African American and Non-Resident Alien subgroups have an N-count less than 20. The largest ethnicity group, White, had a retention rate of 86%. This rate was at the minimum threshold and was 2% higher than the F20 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 (66.4%) is equal to the TWU 5-year average rate minus SD*1. The aspirant goal (74.9%) 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											
	F10	F11	F12	F13	F14	F15	F16	F17	F18	F19	F20
FALL TO FALL	65%	63%	61%	63%	68%	67%	68%	68%	70%	77%	69%
PEER INSTITUTIONS											
SACSCOC PEERS	69%	68.8%	69.8%	70.7%	71.8%	71.7%	75.5%	69.8%	73.5%	74.1%	
All TN PEERS Private, Not-for-profit, 4-year or above	75.3%	74%	74.7%	75.6%	77.1%	77.1%	79.1%	73.7%	75.4%	73%	
NATIONAL PEERS Private, Not-for-profit, 4-year or above, < 2,000	65%	64%	64%	66%	65%	65%	66%	67%	72.5%	67%	
National Overall Rate	62.9%	62.9%	63.9%	65%	64.9%	66.3%	66.5%	66.7%	67% (77.2%, Private, Not-for-Profit)	66.2%	

FRESHMAN COHORT											
	F10	F11	F12	F13	F14	F15	F16	F17	F18	F19	F20

									N Count	%	N Count	%	N Count	%
FALL TO FALL	65%	66%	62%	60%	68%	67%	68%	68%	187	70%	189	77%	189	69%
FIRST-GEN									48/69	70%	56/74	76%	48/70	69%
MALE									47/75	63%	72/101	71%	49/76	64%
FEMALE									83/113	73%	88/106	83%	81/113	72%
ATHLETE									70/101	69%	109/137	80%	79/104	76%
ETHNICITY														
Asian									½	50%	1/1	100%	3/3	100%
Black/African American									11/15	73%	20/26	77%	8/12	67%
Hispanic									2/2	100%	10/15	67%	5/9	56%
Non-resident									11/13	85%	11/15	73%	12/13	92%
Pacific Islander									0	0%	0/1	0%	0	0%
American Indian									1/1	100%	0	0%	0	0%
Two or More Races									4/9	44%	2/4	50%	6/12	50%
Unknown									5/10	50%	7/7	100%	2/3	67%
White									95/136	70%	110/140	79%	94/137	69%

Outcome

The fall-to-fall retention rate for the fall 2020 freshman cohort was 69% as compared to 77% for the fall 2019 cohort, decreasing by 8%. The minimum threshold of 66.4% was met, however the aspirational goal was not met. The retention rate data for all peer institutions was not available at the time of publication.

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

The academic standing of the full-time freshman cohort will be deemed in good standing after the entering fall semester. The minimum threshold (79.9%) is equal to the TWU 5-year average rate minus SD*1. The aspirant goal (86.9%) 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							
	F15	F16	F17	F18	F19	F20	F21
HEADCOUNT	212	199	206	189	203	189	182
% IN GOOD ACADEMIC STANDING	88%	87%	86%	84%	83%	77%	85%

Outcome

The percentage of the fall 2021 freshman cohort that was in good standing at the end of the first fall semester was 85%. The percentage of the fall 2020 freshman cohort that was in good standing at the end of the first

semester was 77%. The minimum threshold of 79.9% was met and exceeded by the F21 cohort, by 5.1%. However, the aspirant goal of 86.9% was not met. The fall 2021 freshman cohort (F21) not only outperformed the F20 cohort by 5.1%, but also maintained a higher percentage of students in good academic standing as compared to the F19 and F18 cohorts. This was the first time since 2015 the percentage of students in good academic standing has increased from the previous cohort.

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 (84.1%) is equal to the average rate minus SD*1. The aspirant goal (87.5%) is the average rate plus SD*1. (Freshman Cohort Indicator)

Measure

Calculate the percentage of the first-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							
	F15	F16	F17	F18	F19	F20	F21
HEADCOUNT	173	180	155	169	187	162	152
% IN GOOD ACADEMIC STANDING	87%	86%	85%	87%	88%	83%	86%

Outcome

The percentage of the fall 2021 freshman cohort that was in good standing at the end of the fall and spring semester of the first year was 86%. The percentage of the fall 2020 freshman cohort that was in good standing at the end of the fall semester was 83%. The minimum threshold of 84.1% was met, however the aspirational goal of 87.5% was not met. The 2021 cohort increased by 3% from the previous year’s cohort.

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 74.2%. The minimum threshold (69%) is equal to the 5-year average retention rate minus SD*1. The aspirant goal (79.4%) is the 5-year 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						
	T15	T16	T17	T18	T19	T20
FALL TO FALL	66%	71%	77%	76%	81%	83%

Outcome

The fall-to-fall retention rate for the fall 2020 transfer cohort was 83% as compared to 81% for the fall 2019 cohort. The minimum and aspirant thresholds were met and exceeded. The 2020 cohort increased the retention rate by 2% from the previous cohort and 7% over the 2018 cohort.

Performance Indicator 6: Returning Transfer Academic Good Standing

Ninety-two percent (92%) of the returning transfer cohort will be in academic good standing at the completion of the following spring semester. The minimum threshold (90.4%) is equal to the average rate minus SD*1. The aspirant goal (94.2%) 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							
	T15	T16	T17	T18	T19	T20	T21
HEADCOUNT	121	149	107	141	193	144	141
% IN GOOD ACADEMIC STANDING	89.3%	91.3%	93.5%	89.4%	92.2%	95.1%	93.6%

Outcome

The percentage of the fall 2021 transfer cohort that returned and was in good standing at the end of the spring semester was 93.6%. The previous cohort, T20, was 95.1%. The minimum threshold and expected outcomes were met, however the aspirant threshold was not attained.

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 93.4% for the ME program and 92.6% for the RNBSN program (five-year average). The minimum threshold (ME= 89.53%, RNBSN= 84.71%) is equal to the average retention rate minus SD*1. The aspirant goal (ME= 97.28%, RNBSN= 100%) 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							
	2015	2016	2017	2018	2019	2020	2021

HEADCOUNT	46	49	14	21	16	33	31
RETENTION RATE FALL TO SPRING	98%	88%	93%	100%	94%	92%	97%
	RN-BSN COHORT						
	2015	2016	2017	2018	2019	2020	2021
HEADCOUNT	9	15	14	11	23	40	34
RETENTION RATE FALL TO SPRING	89%	87%	100%	100%	96%	80%	94%
	CRIMINAL JUSTICE COHORT						
	2015	2016	2017	2018	2019	2020	2021
HEADCOUNT		0	0	0	0	0	3
RETENTION RATE FALL TO SPRING		Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	100%

Outcome

The term-to-term retention rate for students in the ME program for 2021 was 97%. The minimum threshold was met. The term-to-term retention rate for RN-BSN was 94%. The expected thresholds were also met for both programs. The term-to-term retention rate for the Criminal Justice program was 100%. As there was no previous enrollment data for the Criminal Justice program, thresholds for retention will be set in the following year.

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

2019	CLASSIFICATION				
	FRESHMAN	SOPHOMORE	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
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2020	CLASSIFICATION				
	FRESHMAN	SOPHOMORE	JUNIOR	SENIOR	OVERALL
MEAN GPA	2.36	3.05	3.23	3.26	3.14
MEDIAN GPA	2.51	3.06	3.29	3.36	3.24

2021	CLASSIFICATION				
	FRESHMAN	SOPHOMORE	JUNIOR	SENIOR	OVERALL
MEAN GPA	2.30	3.17	3.20	3.28	3.19
MEDIAN GPA	2.37	3.29	3.26	3.35	3.31

Outcome

The median and mean major GPA for students having earned hours towards a major remained 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-two percent (42%) 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 four-year average rate plus the STD*1 (46%) and the minimum threshold is the average two-year mean score minus the STD*1 (40%). (Freshman Cohort Indicator)

Measure

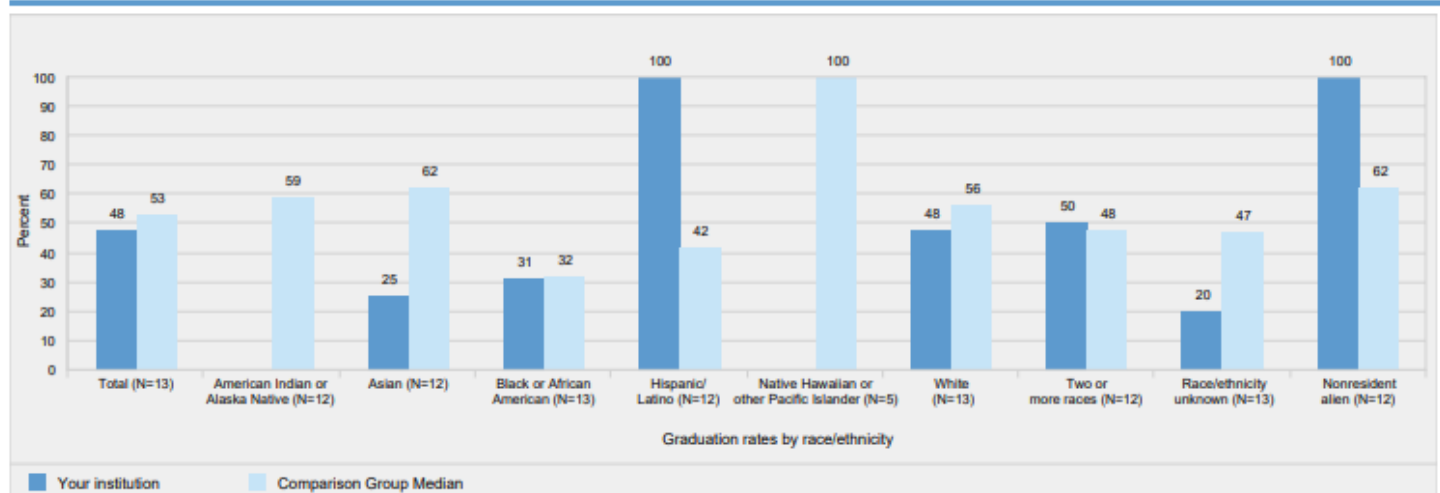
Calculate the total number and percentage completing program within 150% of normal timeframe.

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					
2014											
Total Cohort	190	64	34%	24	12%	3	2%	91	48%	58	30%
Men	70	16	36%	9	13%	0	0%	25	36%	27	39%
Women	120	48	40%	15	13%	3	3%	66	55%	31	26%
Ethnicity											
Asian	3	0	0%	1	33%	0	0%	1	33%	0	0%
Black/African American	11	1	9%	3	27%	0	0%	4	36%	5	45%
Hispanic	3	2	67%	1	33%	0	0%	3	100%	0	0%
Non-resident	4	4	100%	0	0%	0	0%	4	100%	0	0%
Pacific Islander	0										
American Indian	0										
Two or More Races	6	1	17%	2	33%	0	0%	3	50%	3	50%
Unknown	5	0	0%	1	20%	0	0%	1	20%	3	60%
White	148	56	38%	16	11%	3	2%	75	51%	45	30%
Financial Aid											
Pell Grant	108							44	41%		
Direct Subsidized Loan, No Pell	9							7	78%		
No Pell or Subsidized Loan	74							40	54%		
2015											
Total Cohort	209	91	44%	11	5%	6	3%	108	52%	27	13%
Men	79	20	25%	2	3%	3	4%	25	32%	17	22%
Women	130	71	55%	9	7%	3	2%	83	64%	10	8%
Ethnicity											
Asian	3	0	0%	0	0%	0	0%	0	0%	1	33%
Black/African American	22	7	32%	2	9%	2	9%	11	50%	6	27%
Hispanic	5	1	20%	0	0%	0	0%	1	20%	2	40%
Non-resident	12	4	33%	1	8%	0	0%	5	42%	0	0%
Pacific Islander	0										
American Indian	0										
Two or More Races	5	0	0%	0	0%	0	0%	0	0%	0	0%

Unknown	4	3	75%	0	0%	0	0%	3	75%	0	0%
White	158	76	48%	8	5%	4	3%	88	56%	18	11%
Financial Aid											
Pell Grant	92							42	46%		
Direct Subsidized Loan, No Pell	41							20	49%		
No Pell or Subsidized Loan	76							46	61%		
PEER INSTITUTIONS											
SACSCOC PEERS 2014											
Total	3836	1635	42.6%	380	9.9%	57	3.5%	2072	54%		15.8%
Men	1627	565	34.7%	181	11.1%	22	1.4%	768	47.2%		17.4%
Women	2209	1070	48.4%	199	9%	35	1.6%	1304	59%		14.7%
Asian	81	38	46.9%	14	17.3%	0	0%	52	64.2%		8.6%
Black/African American	345	73	21.2%	34	9.9%	5	1.4%	112	32.5%		23.2%
Hispanic	254	73	28.7%	37	14.6%	9	3.5%	119	46.9%		15.7%
Non-resident	131	57	43.5%	9	6.9%	2	1.5%	68	51.9%		7.6%
Pacific Islander	6	2	33.3%	3	50%	0	0%	5	83.3%		0%
American Indian	15	9	60%	0	0%	0	0%	9	60%		6.7%
Two or More Races	107	32	29.9%	15	14%	2	1.9%	49	45.8%		19.6%
Unknown	47	19	40.4%	7	14.9%	1	2.1%	27	57.4%		17%
White	2850	1332	46.7%	261	9.1%	38	3.5%	1631	57.2%		15.5%
All TN PEERS Private, Not-for-profit, 4-year or above		54.2%		8.2%		1.3%		63.7%			12%
NATIONAL PEERS Private, Not-for-profit, 4-year or above		56.8%		8.9%		2.3%		68%			9.9%
Financial Aid											
Pell Grant	1435							639	44.5%		
Direct Subsidized Loan, No Pell	1529							948	62%		
No Pell or Subsidized Loan	872							488	56%		

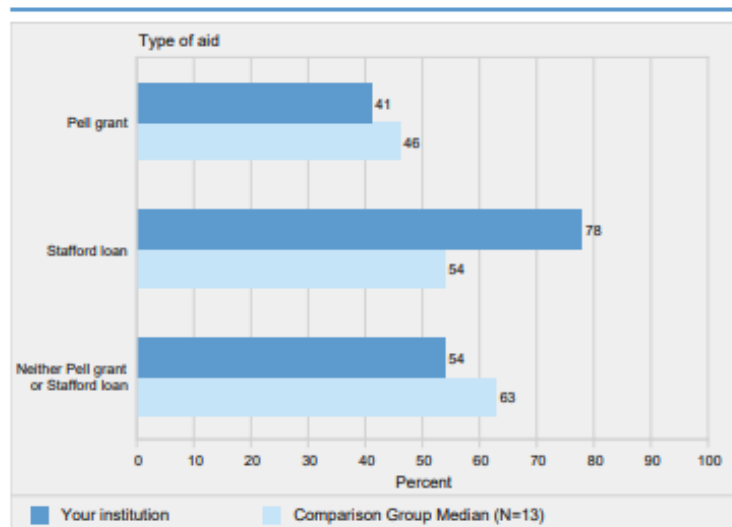
Figure 14. Graduation rates of full-time, first-time degree/certificate-seeking undergraduates within 150% of normal time to program completion, by race/ethnicity: 2014 cohort



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 2020-21, Graduation Rates component.

Figure 15. Graduation rates of full-time, first-time degree/certificate-seeking undergraduates within 150% of normal time to program completion, by type of aid: 2014 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 2020-21, Graduation Rates component.

Student Achievement Measure (SAM Data), First-Time, Full-Time 2015 Cohort



Number of students: 205

Tennessee Wesleyan University | Bachelor's Seeking Model - First-Time Full-Time

OUTCOMES FOR STUDENT STARTING AT TENNESSEE WESLEYAN UNIVERSITY IN FALL 2015 BY SUMMER 2021				WITHIN 4 YEARS	WITHIN 5 YEARS	WITHIN 6 YEARS
	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Bachelor's degree from Tennessee Wesleyan University	0%	0%	5%	45%	51%	53%
+ Associate and/or Certificate degree from Tennessee Wesleyan University	0%	0%	0%	0%	0%	0%
= Total Graduated from Tennessee Wesleyan University	0%	0%	5%	45%	51%	53%
Bachelor's degree from another institution	0%	0%	0%	3%	12%	15%
+ Associate and/or Certificate degree from another institution	0%	0%	1%	2%	1%	1%
= Total Graduated from another institution	0%	0%	1%	5%	13%	16%
Enrolled at Tennessee Wesleyan University	96%	66%	50%	8%	1%	0%
Enrolled at another 4-year institution	0%	9%	16%	14%	7%	3%
+ Enrolled at another 2-year institution	0%	8%	4%	3%	2%	3%
= Total Transferred and enrolled at another institution	0%	17%	20%	17%	9%	6%
Current Status Unknown	4%	17%	24%	25%	26%	25%

Outcome

The 2014 cohort graduation rate was 48% overall, with men graduating at 36% within 150% time and women graduating at 55% within 150% time. The 2015 cohort increased the 150% graduation rate by 4% as compared to the 2014 cohort. The female population increased the graduation rate by 9%, 55% to 64%, respectively. The male graduation rate decreased from 36% to 32%, a 4% decline. Notable changes were identified for ethnic populations including a significant increase for Black/African American students. This population saw an increase of 14% (36% to 50%) graduating within 150% time. The White population also increased from 51% to 56%. The minimum threshold was met and exceeded.

Seeking Continuous Improvement

TWU has made progress toward the graduation minimum threshold and exceeded this goal in the 2015 cohort by 10%. TWU also recognizes that the graduation rate lags behind peer institutions and with male students. In the 2015 cohort, TWU exceeded peer institutions graduation rates for African American students significantly, a result of the efforts that TWU has put into place to support this population academically. 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. These efforts continue and are augmented by areas of improvement implemented in the 2021 – 2022 academic year.

Identification of At-Risk Students

Beginning in the fall of 2018, faculty were required to submit attendance reports for students in weeks 1 – 3 of the fall and spring terms and academic updates in weeks 3 and 8. These reports are compiled by the Office of Institutional Effectiveness and Research and forwarded to the Success Center staff. 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 increased since implementation. Reporting rates are exceptionally high and exceeded 98% in the 2021 – 2022 academic year. TWU continued to implement Nuro to flag students who are at risk and track communication between success coaches, advisors, and instructors in 2021-2022. In the summer of 2022, the freshman advising team and department chairs received training on developmental advising and best practices in advising freshman students.

Diversity and Inclusion Efforts

The TWU President’s Diversity Council has established a plan to ensure equity and inclusion on the TWU campus. In 2020, TWU established the position of Director of Multicultural Affairs. This position also serves as a success coach linking the Success Center to diversity efforts. In the 2021 – 2022 academic year, TWU continued with a systematic training for faculty and staff related to diversity and inclusion.

Performance Indicator 2: Traditional-Transfer Graduation Rates

Seventy-two percent (72%) 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 STD*1 (76.31%) and the minimum threshold is the three-year average rate minus STD*1 (67.09%). (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
2015	92	67.4%	68.5%	68.5%	68.5%
2016	85	67.1%	70.6%	71.8%	71.8%
2017	90	70%	71.1%	71.1%	71.1%
2018	82	78%	78%		78%
2019	99	73.7%			73.7%

Student Achievement Measure (SAM Data), Full-Time Transfer 2015 Cohort



Number of students: 121

Tennessee Wesleyan University | Bachelor's Seeking Model - Full-Time Transfer

OUTCOMES FOR STUDENT STARTING AT TENNESSEE WESLEYAN UNIVERSITY IN FALL 2015 BY SUMMER 2021		WITHIN 2 YEARS			WITHIN 4 YEARS		WITHIN 6 YEARS
		2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
	Bachelor's degree from Tennessee Wesleyan University	0%	40%	54%	59%	62%	62%
+	Associate and/or Certificate degree from Tennessee Wesleyan University	0%	0%	0%	0%	0%	0%
=	Total Graduated from Tennessee Wesleyan University	0%	40%	54%	59%	62%	62%
	Bachelor's degree from another institution	0%	1%	2%	5%	6%	9%
+	Associate and/or Certificate degree from another institution	2%	3%	5%	7%	7%	8%
=	Total Graduated from another institution	2%	4%	7%	12%	13%	17%
	Enrolled at Tennessee Wesleyan University	91%	23%	11%	4%	1%	0%
	Enrolled at another 4-year institution	1%	8%	7%	7%	7%	2%
+	Enrolled at another 2-year institution	1%	6%	3%	0%	0%	0%
=	Total Transferred and enrolled at another institution	2%	14%	10%	7%	7%	2%
	Current Status Unknown	5%	19%	18%	18%	17%	19%

Outcome

The 2019 transfer cohort with students who entered in with 60 or more hours had a completion rate of 73.7% within 3 years, as compared to 78% completion rate with the 2018 transfer cohort. The minimum threshold and expected goal were met, however the aspirational goal was not met. The 2015 transfer cohort had a 62% six-year graduation rate locally and a 79% graduation rate overall. There was a 2% transfer-out rate.

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

Seventy-nine percent (79%) of ME students will complete their degree in 2 years. The aspirational goal is equal to the two-year average rate plus $STD*1$ (86.7%) and the minimum threshold is the two-year average rate minus the $STD*1$ (70.6%). Fifty-three percent (53%) of RN-BSN students will complete their degree within 1 year. The aspirational goal is equal to the one-year average rate plus the $STD*1$ (67%) and the minimum threshold is the one-year average rate minus $STD*1$ (39.1%). (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	17	70.6%	76.5%	88.2%	88.2%
2019	15	86.7%	100%	---	100%
2020	22	82%	86.3%		86.3%
RN-BSN COHORT					
	Degree-Seeking Cohort	Completers of Program within 1 year	Completers of Program more than 1 year (2 years)		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	23	39.1%	91.3%		91.3%
2020	54	67%	70%		70%
2021	38	66%			

Outcome

The 2020 ME cohort achieved 82% completion rate within 2 years, a decrease of 4.7% from the previous cohort. The 2020 ME Cohort met the expected outcome and the minimum threshold completion rate within 2 years. The benchmark was met. The 2021 nursing cohort had 66% graduate within one year, a decrease of 1% from the 2019 cohort. The expected goal was met, as well as the minimum threshold. The aspirational goal was missed.

Performance Indicator 4: Nursing Graduation Rates

Seventy-four (74%) of the nursing cohort will complete their degree within 2 years. The aspirational goal is equal to the five-year average rate plus STD*1 (79.97%) and the minimum threshold is the five-year average rate minus STD*1 (67.57%). (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
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2013 COHORT GRADUATION RATES	79.20%	81.30%		18.70%
2014 COHORT GRADUATION RATES	75.36%	79.71%		18.89%
2015 COHORT GRADUATION RATES	67.57%	70.27%		28.38%
2016 COHORT GRADUATION RATES	68.51%	74.10%		16.64%
2017 COHORT GRADUATION RATES	70.50%	77.59%		6.00%
2018 COHORT GRADUATION RATES	83.02%	85.5%		8.9%
2019 COHORT GRADUATION RATES	79.25%	83.02%	7.55%	9.43%
2020 COHORT GRADUATION RATES	82.22%		6.67%	11.11%

Outcome

The 2020 Nursing Cohort had an 82.22% complete their degree within 2 years. The cohort still has 6.67% still enrolled. Moreover, the withdrawal rate increased by nearly 2% from the previous cohort. 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 67.57% was met as the 2020 cohort had an 82.22% completion rate. The aspirational goal was also met and exceeded by 2.25%.

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 three-year average national score plus STD*1 and the minimum threshold is the five-year average TWU mean score minus STD*1. Sociology and Psychology are calculated with three- and four-year averages respectively. (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														
	2015-16		2016-17		2017-18		2018-19		2019-20		2020-2021		2021-2022	
TWU MFT: Biology	153	60%	152	80%	155	73%	152	60%	152	67%	140 (2 Students)	0%	150.7	40%
National Mean	153		153		153		153.5		153.1		151.4		152	
Peer Institutions Comparative Mean	152.9		152.9		152.9		153.4		154		154.3		154.2	
	2015-16		2016-17		2017-18		2018-19		2019-2020		2020-2021		2021-2022	
TWU MFT: Business	153	66%	149	45%	147	43%	150	42%	151	53%	141	35%	147.2	36%
National Mean	152		151.8		151.6		152		151.9		149.4		150.3	
Peer Institutions Comparative Means	152.3		151.2		151.2		151.2		150.9		150.7		150.5	
	2015-16		2016-17		2017-18		2018-19		2019-2020		2020-2021		2021-2022	
TWU MFT: Chemistry	137	7.6%	137	7.6%	146	50%	140 (2 Students)	0%	137	33%	134 (1 Student)	0%	135 (1 Student)	100 %
National Mean	148		149.7		148.9		149		148.8		147.2		147.9	
All TN Institutions Comparative Means	145.2		145.7		145.7		145.7		143.5		144.9		144.6	
	2015-16		2016-17		2017-18		2018-19		2019-2020		2020-2021		2021-2022	
TWU MFT: Criminal Justice	154	75%	150	56%	154	83%	147	50%	150	75%	140	31%	158.8	75%
National Mean	150.5		151.2		151.5		152.5		151.8		149.6		151.4	
All TN Institutions Comparative Means	150.6		150.6		150.6		150.6		149.5		150.1		150.7	
	2015-16		2016-17		2017-18		2018-19		2019-2020		2020-2021		2021-2022	
TWU MFT: English	162	100%			153 (3 Students)	67%	152 (3 Students)	33%	152 (3 Students)	67%	157	60%	143.4	25%
National Mean	15		153.1		152.8		152		152.9		151.4		152.4	

All TN Institutions Comparative Means	152.2	152.2	152.2	152.2	152.1	157	154.4							
	2015-16	2016-17	2017-18	2018-19	2019-2020	2020-2021	2021-2022							
TWU MFT: Psychology	147	20%	156	29%	156	50%	157	83%	141	17%	148.6	29%		
National Mean	155.8	155.8	155.8	155.8	155.8	154.9	155.6							
All TN Peer Institutions Comparative Means	152.1	152.1	152.1	152.1	157.2	149.2	148.6							
	2015-16	2016-17	2017-18	2018-19	2019-2020	2020-2021	2021-2022							
TWU MFT: Sociology	147	40%	154 (3 Students)	66%	135 (1 Student)	0%	149 (1 Student)	100%						
National Mean	148.3	148.3	148.1	148	148.3	147.7	148.2							
All TN Institutions Comparative Means	145.9	145.9	145.9	145.9	145.6	145.5	145.9							
	2015-16	2016-17	2017-18	2018-19	2019-2020	2020-2021	2021-2022							
*TWU CBE: Management Excellence	56%	57%	55%	48%	59%	56%	49.2%							
National Mean	50%	51%	49%	48%	50%	47%	47%							
Peer Institutions	51%	52%	50%	49%	52%	49%	48%							
Graduate Program														
	2015-16	2016-17	2017-18	2018-19	2019-2020	2020-2021	2021-2022							
TWU MFT: MBA	241	33%	246	22%	240	22%	243	56%	246	50%	243	0%	242.6	33%
Peer Institutional Comparative Means	250.6	250.6	250.6	246.6	246.2	245.8	247.9							
National Mean	248.1	247.9	247.5	247.9	247.9	247.1	246.7							

*CBE Scores are reported by proficiency levels.

Calculated Thresholds

Assessment	Minimum Threshold	Aspirational Threshold	2021 Outcome	Threshold Met
MFT Biology	146	153.7	150.7	Minimum
MFT Business	143.7	151.2	147.2	Minimum
MFT Chemistry	134.3	149	135	Minimum
MFT Criminal Justice	143	152.8	158.8	Minimum, Aspirational
MFT English	151.2	152.8	143.4	Did Not Meet
MFT Psychology	142.4	156	148.6	Minimum
MFT Sociology				
CBE (percentage) ME	48.7%	51.9%	49.2%	Minimum
MFT MBA	241.1	248	242.6	Minimum

Outcome

The following academic areas met the minimum threshold: Biology, Business, Chemistry, Criminal Justice, Psychology, Management Excellence, and Master of Business Administration. The percentage of students scoring at or above the national mean was met by two programs: Criminal Justice and Management Excellence. Biology, Business, Chemistry, English, Psychology, and MBA did not meet the benchmark of 50%. The n count for Chemistry was only 1 student for the 2021-2022 academic year. It is also important to take into consideration the continuous impact of the COVID-19 Pandemic on student performance at the institutional, peer, and national levels.

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 four-year average of TWU PRAXIS pass rates minus STD*1. 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								
	2017	2018	2019		2020		2021	
			PLT	Subject	PLT	Subject	PLT	Subject
TWU								
TWU	95.7%	100%	100%	91.8%	100%	89.1%	90.9%	83%
SACSCOC Peer Institutions								
Bryan College	96.2%	93.3%	97.9%	89.8%	95.2%	91.4%	100%	92.8%
Carson-Newman University	96.9%	99.5%	97.9%	92.0%	98%	91.7%	95.1%	91.7%
King University	95.0%	100%	98.5%	95.8%	100%	94%	100%	92.1%
Lee University	97.2%	100%	98.1%	96.0%	97.5%	95.6%	97.4%	95%
Lincoln Memorial University	96.2%	100%	100%	90.8%	100%	89.8%	98.1%	84.8%
Lipscomb University	99.1%	100%	99.0%	95.5%	98.4%	94.4%	95.4%	93.4%
Maryville College	97.5%	100%	100%	96.0%	96.9%	93.5%	100%	90.1%
Milligan University	99%	100%	98.9%	93.9%	98.8%	95.3%	100%	95.5%
Southern Adventist University	100%	100%	100%	98.2%	100%	97.5%	100%	99.3%
Tusculum University	96.4%	97.9%	97.0%	91.1%	97.5%	90.6%	99.2%	85.6%
State Average	97.6%	99.2%	97.4%	93.4%	98.3%	93.2%	96.7%	90.6%

EdTPA PASS RATES				
	2018	2019	2020	2021
TWU				
TWU		100%	100% (UG)	100% (UG)

			80% (G)	80% (G)
SACSCOC Peer Institutions				
Bryan College		Suppressed due to low N count	edTPA data was not available on the EPP data download	95.7%
Carson-Newman University		Suppressed due to low N count		77.4%
King University		Suppressed due to low N count		100%
Lee University		72.0%		90.8%
Lincoln Memorial University		82.8%		91.4%
Lipscomb University		94.0%		96%
Maryville College		Suppressed due to low N count		82.9%
Milligan University		Suppressed due to low N count		96.6%
Southern Adventist University		Suppressed due to low N count		88.1%
Tusculum University		92.3%		91.5%
State Average		95.8%	85%	95.9%

Outcome

The 2021 pass rate for teacher licensure was 90.9% for the PLT and 83% for subject-level. The 2021 PLT results decreased below 100% for the first time in three year. The subject-specific test declined by 6.1% from the previous year. In comparison to SACSCOC peers, 5 out of 10 institutions also declined as well as the state. TWU's PLT pass rate was below the SACSCOC Peer Institutional mean by 7.6% (PLT) and 9% below (Subject-Level). The overall minimum and aspirational thresholds were not met. EdTPA pass rate was 100% for undergraduate students and 80% for graduate students (n count of 5). The state average was 95.9%, TWU exceeded this rate. The benchmark was achieved and exceeded.

Performance Indicator 3: Nursing Licensure Pass Rates

Ninety-five percent (95%) of nursing students will pass the NCLEX test. The aspirational goal is 96% based on the three-year, increased trend from 2018 – 2020. The threshold of acceptability is 95%, 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							
	2015	2016	2017	2018	2019	2020	2021
TWU	83%	89%	93%	97%	96%	94%	82%
Tennessee	86.8%	87.2%	90.2%	92.2%	92%	85%	87.7%

National	87.5%	84.5%	87.1%	88.3%	88.18%	88.5%	82.5%
PEER INSTITUTIONS							
Carson-Newman University	92%	90%	100%	100%	96%	93%	84%
King University	70%	73%	85%	88%	100%	86%	93%
Lee University			100%	100%	97%	96%	98%
Lincoln Memorial University	96%	91%	98%	99%	98%	98%	94%
Lipscomb University	64%	93%	95%	97%	98%	91%	92%
Martin Methodist College*	68%	54%	50%	87%	95%	82%	80%
Milligan University	90%	87%	76%	100%	100%	88%	89%
Tusculum University	86%	50%	67%	85%	78%	78%	80%
Overall	81%	77%	84%	95%	86%	89%	89%

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

Outcome

The NCLEX pass rate decreased to 82%, with only the minimum threshold being met. Despite this decrease, the University’s pass rate stayed in line with the state average.

Performance Indicator 4: Dental Hygiene Licensure Pass Rates

Ninety-one percent (91%) of dental hygiene students will pass the national board exams for dental hygiene on first attempt. The aspirational goal is 98% based on the five-year, increased trend from 2016 – 2020 plus STD*1. The minimum threshold of acceptability is 84%, based on the average five-year TWU pass rate minus SD*1.

Ninety-one percent (91%) of dental hygiene students will pass the clinical board exams for dental hygiene on first attempt. The aspirational goal is 97% based on the five-year, increased trend from 2016 – 2020 plus the SD*1. The minimum threshold of acceptability is 86%, based on the average five-year TWU pass rate minus the SD*1.

Measure

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

Analysis of Data and Outcomes

DENTAL HYGIENE PASS RATES							
	2015	2016	2017	2018	2019	2020	2021

National Board Exam	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	1 st Attempt	2 nd Attempt
TWU	89%	100%	78%	100%	92%	100%	94%	100%	92%	100%	100%	---	100	---
National (Accredited Pass Rate)	95.6%		94.9%		93.8%		94%		92%		90%		87%	
Clinical Board Exam														
TWU	89%	100%	89%	100%	92%	100%	83%	100%	92%	100%	100%	---	100%	---

Outcome

The 2022 national board exam for dental hygiene pass rate was 100% on first attempt with no students requiring a second attempt. The pass rate exceeded the benchmark of 91% and the minimum threshold of acceptability of 84% as well as the aspirational goal of 98%. Although no data from comparable institutions in the state were available at the time of analysis, TWU was well above the national average of 87%.

The 2021 clinical board exam for dental hygiene pass rate was 100% on first attempt and no students requiring a second attempt. The pass rate exceeded the benchmark of 91% and the aspirational goal of 97%. Although no data from comparable institutions in the state were available at the time of analysis, TWU exceeded all benchmarks.

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-four percent (24%) of completers will enroll in graduate school within two years of graduation as reported by National Student Clearinghouse. The minimum threshold is 20% (two-year cycle average minus SD*1) with an aspirational goal of 29% (two-year cycle average plus 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	2017	2018	2019	2020
NSCH Enrollment Rates	22%	19%	26%	30.4%	26%
Pre-Professional Majors	56.7%	57.1%	57.4%	59%	63%
First-Generation, Pre-Professional Majors	100%	95%	90.4%	43% (N count of 7)	N/A (N Count <2)
NACE Peers			20%	21%	24%

Outcome

The 2020 cohort had 26% of the graduating students that were enrolled in a graduate study program as compared to 30.4% from 2019, a 4.4% increase. The benchmark and minimum threshold were met. The aspirational goal was not met. The 2020 pre-professional graduates had a 63% enrollment rate overall as compared to 59% with the 2019 cohort, an increase of 4%. The benchmark was met. The NACE average for the region was 24%, an increase from 21% the prior year. The NACE benchmark was met and exceeded by 2%. The first-generation graduates with a pre-professional were not reported due to the low N Count.

Performance Indicator 2: Employment Rates

TWU Completors 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 completors 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					
	2017	2018	2019	2020	2021
Employed within 6 months	86%	87%	81%	84%	87%
NACE Peer Comparison					
Regional (Southeast)	48.7%	56%	58%	53%	55.4%
Carnegie Class (Bacc. Diverse)	57.1%	57.2%	66%	69%	67.7%
Institution Size (<2,000)	58.9%	60.5%	61%	68%	69.3%
Control (Private, Not-for-Profit)	57.2%	59%	59%	64%	66.7%

Outcome

In 2021, the Senior Exit Survey and NACE survey reported that a combined 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 ranged from 55.4 – 69.3%, well below the TWU reported data. Overall, the benchmark was met and exceeded.