



STUDENT ACHIEVEMENT 2023-2024

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LAST UPDATED 11/04/2024

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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 is 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 (84.8%) is equal to the TWU 3-year average rate minus SD*1. The aspirant goal (87.0%) is the average rate plus SD*1 (SD=1.1). (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								
	F20		F21		F22		F23	
	N Count	%	N Count	%	N Count	%	N Count	%
FALL TO SPRING	189	85.3%	182	85.2%	171/196	87.2%	150/168	89%
FIRST-GEN	57/70	81%	64/74	87%	57/66	86%	48/54	88.9%
MALE	65/76	86%	51/60	85%	73/84	87%	59/71	83.1%
FEMALE	96/113	85%	104/122	85%	99/112	88%	91/96	94.7%
ATHLETE	95/104	91%	93/109	85%	104/119	87%	84/103	81.6%
ETHNICITY								
Asian	3/3	100%	---	---	2/2	100%	0/0	---
Black/African American	10/12	83%	7/10	70%	9/11	82%	9/9	100%
Hispanic	8/9	89%	10/11	91%	12/14	86%	9/9	100%
Non-resident	13/13	100%	13/16	81%	14/16	88%	11/12	91.6%
Pacific Islander	---	---	---	---	---	---	0/0	---
Two or More Races	10/12	83%	7/7	100%	2/2	100%	3/3	100%
Unknown	3/3	100%	2/3	67%	6/8	75%	4/6	66.7%
White	115/137	84%	116/135	86%	130/147	88%	114/129	88.4%

Outcome

The fall-to-spring retention rate for the fall 2023 freshman cohort was 89% as compared to 87.2% for the fall 2022 cohort, an increase of 1.8%. The minimum threshold of 84.8% was met as well as the aspirant goal of 87%. Multiple subgroups were disaggregated for further analysis. The male and female F23 cohorts were 83.1% and 94.7% respectively, surpassing the thresholds for women, but missing the goal for men. The male population decreased by nearly 4% from the previous year. The first generation F23 cohort was at 88.9%, a 3.9% increase from the previous cohort, remaining above the minimum threshold. The various ethnicity groups had five subgroups above the minimum threshold: Black/African-American, Hispanic, Non-resident Alien, Two or More Races, and White, while the following subgroup was below the threshold: Unknown (down 8.3% from previous cohort). The Black/African-American, Hispanic, Two or more races, and Unknown subgroups have an N-count

less than 10. The largest ethnicity group, White, had a retention rate of 88.4%. This rate was above the minimum threshold and was 0.4% higher than the F22 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 (69.5%) is equal to the TWU 3-year average rate minus SD*1. The aspirant goal (73%) is the SACSCOC 3-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					
	F18	F19	F20	F21	F22
FALL TO FALL	70%	77%	69%	75.3%	64%
PEER INSTITUTIONS					
SACSCOC PEERS	73.5%	74.1%	71%	70%	Not Available
All TN PEERS Private, Not-for-profit, 4-year or above	75.4%	73%	73%	73%	
NATIONAL PEERS Private, Not-for-profit, 4-year or above, < 2,000	72.5%	67%	68.5%	72%	
National Overall Rate	67% (77.2%, Private, Not-for-Profit)	66.2%	68%	69%	

FRESHMAN COHORT								
	F19		F20		F21		F22	
	N Count	%	N Count	%	N Count	%	N Count	%
FALL TO FALL	189	77%	189	69%	137/182	75.3%	125/196	64%
FIRST-GEN	56/74	76%	48/70	69%	55/73	75.3%	37/66	56%
MALE	72/101	71%	49/76	64%	45/60	75%	50/83	60%
FEMALE	88/106	83%	81/113	72%	92/122	75.4%	74/113	65.5%
ATHLETE	109/137	80%	79/104	76%	90/113	79.6%	76/119	64%
ETHNICITY								
Asian	1/1	100%	3/3	100%	---	---	1/2	50%
Black/African American	20/26	77%	8/12	67%	7/10	70%	7/10	70%
Hispanic	10/15	67%	5/9	56%	9/11	81.8%	8/13	61.5%
Non-resident	11/15	73%	12/13	92%	12/16	75%	7/15	46.7%
Pacific Islander	0/1	0%	0	0%	---	---	---	---
American Indian	0	0%	0	0%	---	---	---	---
Two or More Races	2/4	50%	6/12	50%	6/7	85.7%	1/2	50%
Unknown	7/7	100%	2/3	67%	2/3	66.7%	4/7	57%
White	110/140	79%	94/137	69%	101/135	74.8%	96/147	65.3%

Outcome

The fall-to-fall retention rate for the fall 2022 freshman cohort was 64% as compared to 75.3% for the fall 2021 cohort, decreasing by 11.3%. The minimum threshold of 69.5% was not met. The institution saw a significant drop in retention for this cohort.

The breakdown of cohorts indicated a decrease in retention for all major sub-groups. The review of ethnicities revealed drops in retention with all subgroups. Upon a deeper analysis of the data, the institution determined that a variety of reasons led to the unexpected decline. Among those reasons were the closing of an athletic team, the loss of an athletic coach, and student-specific hardships such as mental health and pregnancy. The institution responded with an increase in attention to retention efforts through changing retention model vendors for employees to report students with needs as well as an increase in staff members reviewing attendance data as well as professional development opportunities for faculty regarding the student experience. The university has noted that the fall 2023 FTFT cohort will post a retention rate of 72%, which is more in alignment with university expectations. The university continues to monitor this data point to ensure the success of all students.

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 entering fall semester. The minimum threshold (77.3%) is equal to the TWU 3-year average rate minus SD*1. The aspirant goal (85.3%) is the TWU 3-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						
	F18	F19	F20	F21	F22	F23
HEADCOUNT	189	203	189	182	196	168
% IN GOOD ACADEMIC STANDING	84%	83%	77%	85%	82%	85%

Outcome

The percentage of the fall 2023 freshman cohort that was in good standing at the end of the first fall semester was 85%. The percentage of the fall 2022 freshman cohort that was in good standing at the end of the first semester was 82%. The minimum threshold of 77.3% was met and exceeded by the F23 cohort, by 7.7%. However, the aspirant goal of 85.3% was just missed. The fall 2023 freshman cohort (F23) did outperform the F22 cohort and was amongst the higher-ranking cohorts, F21. The benchmark was met.

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 (82.3%) is equal to the 3-yr average rate minus SD*1. The aspirant goal (85.7%) is the 3-yr average rate plus SD*1. (Freshman Cohort Indicator)

Measure

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

Analysis of Data and Outcomes

FRESHMAN COHORT								
	F16	F17	F18	F19	F20	F21	F22	F23
HEADCOUNT	180	155	169	187	162	152	138	150
% IN GOOD ACADEMIC STANDING	86%	85%	87%	88%	83%	86%	83.1%	90%

Outcome

The percentage of the fall 2023 freshman cohort that was in good standing at the end of the fall and spring semester of the first year was 90%. The percentage of the fall 2022 freshman cohort that was in good standing at the end of the fall semester was 83.1%. The minimum threshold of 82.3% was met, as well as the aspirational goal of 85.7%. The 2023 cohort increased by nearly 7% from the previous year's cohort. The benchmark was met and exceeded.

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 82.3%. The minimum threshold (81.2%) is equal to the 3-year average retention rate minus SD*1. The aspirant goal (83.4%) is the 3-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							
	T16	T17	T18	T19	T20	T21	T22
FALL TO FALL	71%	77%	76%	81%	83%	83.1%	87%

Outcome

The fall-to-fall retention rate for the fall 2022 transfer cohort was 87% as compared to 83.1% for the fall 2021 cohort. The minimum and aspirant thresholds were met and exceeded. The 2022 cohort increased the retention rate by 3.9% from the previous cohort and 6% over the 2019 cohort. The institution has made significant strides in the retention of transfers with a 16% increase from 2016 to 2023.

Performance Indicator 6: Returning Transfer Academic Good Standing

Ninety-four percent (94%) of the returning transfer cohort will be in academic good standing at the completion of the following spring semester. The minimum threshold (93.7%) is equal to the 3-yr average rate minus SD*1. The aspirant goal (95.7%) is the 3-yr 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								
	T16	T17	T18	T19	T20	T21	T22	T23
% IN GOOD ACADEMIC STANDING	91.3%	93.5%	89.4%	92.2%	95.1%	93.6%	95.6%	94%

Outcome

The percentage of the fall 2023 transfer cohort that returned and was in good standing at the end of the spring semester was 94%. The previous cohort, T22, was 95.6%. The minimum threshold and expected outcomes were met. However, the aspirant threshold was not attained and missed by 1.7%. Although the aspirational goal was missed, the transfer students still remain very successful and competitive to prior cohorts. The benchmark was met.

Performance Indicator 7: Non-traditional, Program Completion Retention Rate

The term-to-term retention rate for students in each completion program is equal to or greater than 95.2% for the ME program, 92% for the RNBSN program, and 100% for the PLCJ program (five-year average). The minimum threshold (ME= 92%, RNBSN= 84.4%, PLCJ = 100%) is equal to the average retention rate minus SD*1. The aspirant goal (ME= 98.4%, RNBSN= 99.6%, PLCJ = 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								
	2016	2017	2018	2019	2020	2021	2022	2023
HEADCOUNT	49	14	21	16	33	31	30	25
RETENTION RATE FALL TO SPRING	88%	93%	100%	94%	92%	97%	93%	88%
RN-BSN COHORT								
	2016	2017	2018	2019	2020	2021	2022	2023
HEADCOUNT	15	14	11	23	40	34	35	30
RETENTION RATE FALL TO SPRING	87%	100%	100%	96%	80%	94%	90%	100%
CRIMINAL JUSTICE COHORT								
	2016	2017	2018	2019	2020	2021	2022	2023

HEADCOUNT	0	0	0	0	0	3	11	6
RETENTION RATE FALL TO SPRING	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	100%	100%	100%

Outcome

The term-to-term retention rate for students in the ME program for 2023 was 88%. The minimum threshold was not met. The term-to-term retention rate for RN-BSN and the Criminal Justice program was 100%. The expected thresholds were also met for both programs.

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

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

2022	CLASSIFICATION				
	FRESHMAN	SOPHOMORE	JUNIOR	SENIOR	OVERALL
MEAN GPA	2.72	3.16	3.21	3.25	3.13
MEDIAN GPA	3.0	3.25	3.29	3.33	3.28

2023	CLASSIFICATION				
	FRESHMAN	SOPHOMORE	JUNIOR	SENIOR	OVERALL
MEAN GPA	2.69	3.24	3.28	3.28	3.18
MEDIAN GPA	3.0	3.26	3.32	3.36	3.18

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

Students who enter as first-time, first-year freshmen will maintain or exceed the previous cohort's graduation rate in completing 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 SD*1 (51%) and the minimum threshold is the average two-year mean score minus the SD*1 (50%). (Freshman Cohort Indicator)

Measure

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

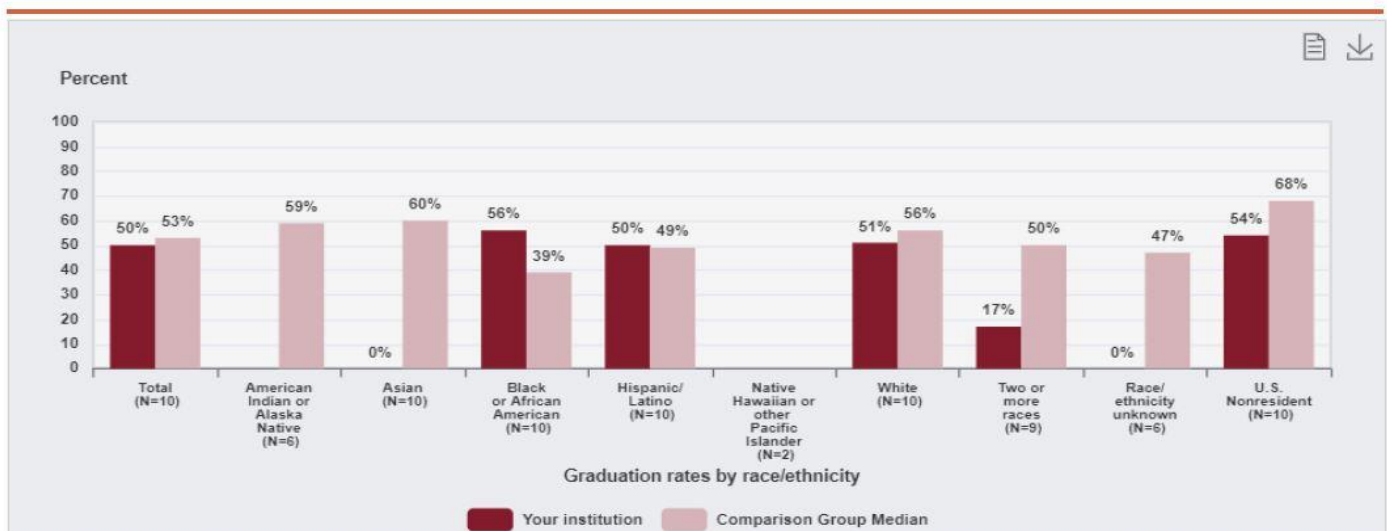
Analysis of Data and Outcomes

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/No Longer Enrolled Rate	
2016											
Total Cohort	192	60	31%	34	18%	2	1%	96	50%	73	38%
Men	80	3	3%	26	33%	0	0%	29	36%	40	50%
Women	112	57	51%	8	7%	2	2%	67	60%	33	29%
Asian	1	0	0%	0	0%	0	0%	0	0%	0	0%
Black/African American	18	6	33%	4	22%	0	0%	10	55%	6	33%
Hispanic	8	2	25%	1	13%	0	0%	3	38%	2	25%
Non-resident	13	2	16%	5	38%	0	0%	7	54%	6	46%
Pacific Islander	0										
American Indian	0										
Two or More Races	6	0	0%	1	17%	0	0%	1	17%	5	83%
Unknown	1	0	0%	0	0%	0	0%	0	0%	0	0%
White	145	50	34%	23	16%	0	0%	73	50%	54	37%
Financial Aid											
Pell Grant	74							34	46%		
Direct Subsidized Loan, No Pell	34							14	41%		
No Pell or Subsidized Loan	84							48	57%		

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/No Longer Enrolled Rate					
2017											
Total Cohort	204	71	35%	11	5.4%	6	2.9%	89	44%	114	55%
Men	79	23	29%	3	3.8%	5	6.3%	31	39%	48	61%
Women	125	48	38%	9	7.2%	1	.8%	58	46%	66	53%
Asian	0										
Black/African American	25	8	32%	2	8%	2	8%	12	48%	13	52%
Hispanic	15	7	46.6%	1	6.7%	0	0%	8	53%	7	47%
Non-resident	11	3	27%	1	9%	0	0%	4	36%	7	64%
Pacific Islander	0										
American Indian	1	0	0%	0	0%	0	0%	0	0%	1	100%
Two or More Races	16	4	25%	2	12.5%	0	0%	6	38%	10	62%
Unknown	0										
White	136	49	36%	6	4.4%	4	3%	59	43%	76	55%
Financial Aid											
Pell Grant	101							34	34%		
Direct Subsidized Loan, No Pell	39							19	49%		
No Pell or Subsidized Loan	64							36	56%		

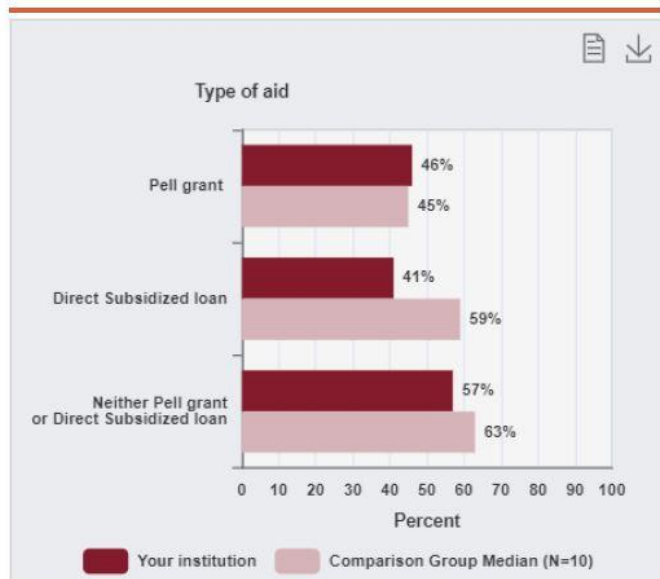
SACSCOC Peer Institution Comparison (IPEDS Customized Data Feedback Report 2023)

Figure 28. Graduation rates of all full-time, first-time degree/certificate-seeking undergraduate students within 150% of normal time to program completion, by race/ethnicity: 2016 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. 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 2022-23, Graduation Rates survey component.

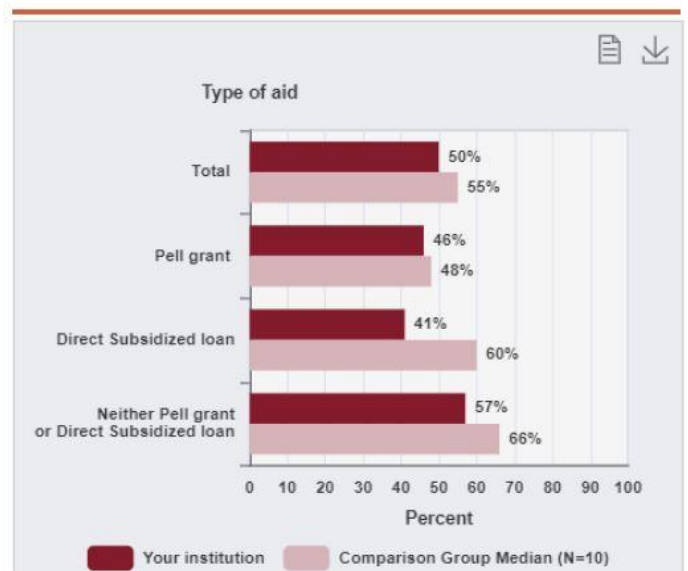
Figure 29. Graduation rates of all full-time, first-time degree/certificate-seeking undergraduate students within 150% of normal time to program completion, by type of aid: 2016 cohort



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 2022-23, Graduation Rates survey component.

Figure 30. Bachelor's degree graduation rates of full-time, first-time bachelor's degree-seeking undergraduates within 150% of normal time, by type of aid: 2016 cohort



NOTE: 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. 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 2022-23, Graduation Rates survey component.

Student Achievement Measure (SAM Data), First-Time, Full-Time 2016 Cohort

First-Time Full-Time						
Number of students: 193						
Tennessee Wesleyan University Bachelor's Seeking Model - First-Time Full-Time						
OUTCOMES FOR STUDENT STARTING AT TENNESSEE WESLEYAN UNIVERSITY IN FALL 2016 BY SUMMER 2022	2016-17	2017-18	2018-19	WITHIN 4 YEARS 2019-20	WITHIN 5 YEARS 2020-21	WITHIN 6 YEARS 2021-22
	Bachelor's degree from Tennessee Wesleyan University	1%	40%	59%	63%	65%
+ Associate and/or Certificate degree from Tennessee Wesleyan University	0%	0%	0%	0%	0%	0%
= Total Graduated from Tennessee Wesleyan University	1%	40%	59%	63%	65%	65%
Bachelor's degree from another institution	0%	0%	2%	5%	7%	8%
+ Associate and/or Certificate degree from another institution	3%	3%	1%	1%	1%	2%
= Total Graduated from another institution	3%	3%	3%	6%	8%	10%
Enrolled at Tennessee Wesleyan University	89%	29%	7%	2%	0%	0%
Enrolled at another 4-year institution	0%	9%	9%	6%	5%	3%
+ Enrolled at another 2-year institution	0%	3%	1%	3%	1%	0%
= Total Transferred and enrolled at another institution	0%	12%	10%	9%	6%	3%
Current Status Unknown	7%	16%	21%	20%	21%	22%

Outcome

The 2016 cohort graduation rate was 50% overall, with men graduating at 36% within 150% time and women graduating at 60% within 150% time. The 2016 cohort decreased the 150% graduation rate by 2% as compared to the 2015 cohort with a 52% rate. The male population increased the subgroup graduation rate by 4%, 32% to 36% respectively. The female graduation rate decreased from 64% to 60%, a 4% decline. The institution's SACSCOC peers were at 53% overall. Notable changes were identified for ethnic populations including a 5% increase for Black/African American students (exceeding SACSCOC peers), 18% increase for Hispanic students (exceeding SACSCOC peers), 6% increase for Non-Resident students, and a 17% increase for Two or More Races. The White population posted a decrease from 56% to 50%. The 2017 cohort's graduation continued to decline at 44%, a loss of 8% in graduation rates in the last two years. The minimum threshold was met, but the expectation and aspirational goals were not met.

Seeking Continuous Improvement

Although the minimum threshold was met in the 2017 cohort, the decline in a measure in which the trend had been positive is concerning. Some areas of emphasis in evaluating the response include drops in female and African American graduation rates from 2016-2017. Despite the efforts that TWU put in place to mitigate the effects of COVID on these cohorts (including distribution of additional aid to students with demonstrated need, social distancing and masking allowing for resumption of in-seat learning in fall of 2020, academic support for online learning, etc.) there were still effects within the above populations. Commiserate with these drops were first-time, full-time retention declines in these same populations. Some of these students withdrew stating a need to take care of family or financial strain due to the pandemic. We continue to monitor graduation rates overall and in demographic groups and respond as indicated below with improvements to consistently improve our ability to serve all students.

Identification of and Support for At-Risk Students

Beginning in the 2018-2019 academic year, faculty have been required to submit attendance reports for students in weeks 1 – 3 and 8 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. Faculty participation continues to be very high with regular reporting by full-time and part-time faculty exceeding 95%. The Success Coaches in the Mosher Success Center reach out to students who are identified as at risk. Implemented in the last academic year is a tiered approach to communication which begins with an email and moves to text and phone call if the student does not respond in a 48-hour window. The previous retention tracking and communication tool was removed from the market in spring of 2024 and TWU moved to a Microsoft Forms approach to reporting and communication for spring 2024. This provided an opportunity to evaluate other retention management tools. TWU has put in place Jenzabar Retention which seamlessly integrates in the MyPortal site for campus. This has streamlined the reporting of at-risk students for faculty and the communication between faculty and success center staff. Also included in the communication stream are faculty advisors and athletic coaches, creating a team approach to providing support to at-risk students. With the completion of a Title III grant aimed at increasing First-Time, Full-Time retention rates, the University committed to continuing the activities within the Mosher Success Center, the tutoring center, and the Freshman Advising model. These have all proved effective in the retention of Freshman students, an important first step to ensuring that these students continue to graduation. The Freshman Advising Team has been moved in 2024 under Academic Affairs which should streamline the process of assigning advisors and enhance advisor training.

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 SD*1 (77.5%) and the minimum threshold is the three-year average rate minus SD*1 (66.5%). (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	87	78%	78%	92%	92%
2019	185*	67%	75.1%	76.2%	76.2%
2020	118	71.2%	74%		
2021	87	78.2%			

*The institution had a significant increase in transfer enrollment in 2019 due to the closure of a nearby institution. TWU also acquired a Dental Hygiene program that increased the transfer count in 2019.

Student Achievement Measure (SAM Data), Full-Time Transfer 2016 Cohort

Full-Time Transfer						
Number of students: 120						
Tennessee Wesleyan University Bachelor's Seeking Model - Full-Time Transfer						
OUTCOMES FOR STUDENT STARTING AT TENNESSEE WESLEYAN UNIVERSITY IN FALL 2016 BY SUMMER 2022	WITHIN 2 YEARS			WITHIN 4 YEARS		WITHIN 6 YEARS
	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Bachelor's degree from Tennessee Wesleyan University	1%	40%	59%	63%	65%	65%
+ Associate and/or Certificate degree from Tennessee Wesleyan University	0%	0%	0%	0%	0%	0%
= Total Graduated from Tennessee Wesleyan University	1%	40%	59%	63%	65%	65%
Bachelor's degree from another institution	0%	0%	2%	5%	7%	8%
+ Associate and/or Certificate degree from another institution	3%	3%	1%	1%	1%	2%
= Total Graduated from another institution	3%	3%	3%	6%	8%	10%
Enrolled at Tennessee Wesleyan University	80%	20%	7%	2%	0%	0%
Enrolled at another 4-year institution	0%	9%	9%	6%	5%	3%
+ Enrolled at another 2-year institution	0%	3%	1%	3%	1%	0%
= Total Transferred and enrolled at another institution	0%	12%	10%	9%	6%	3%
Current Status Unknown	7%	16%	21%	20%	21%	22%

Outcome

The 2021 transfer cohort with students who entered in with 60 or more hours had a completion rate of 78.2% within 3 years, as compared to 71.2% completion rate with the 2020 transfer cohort. The minimum threshold and expected goal were met, as well as the aspirational goal.

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

Seventy-three percent (73%) of ME students will complete their degree in 2 years. The aspirational goal is equal to the two-year average rate plus SD*1 (81%) and the minimum threshold is the two-year average rate minus the SD*1 (65%). Fifty-seven percent (57%) of RN-BSN students will complete their degree within 1 year. The aspirational goal is equal to the three-year average rate plus the SD*1 (72%) and the minimum threshold is the one-year average rate minus SD*1 (42%). (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	71%	77%	88.2%	88.2%
2019	15	87%	100%	---	100%
2020	24	79%	92%	92%	92%
2021	15	67%	67%		
2022	19	63%			
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%	91%		91%
2022	23	39.1%	91%		91%
2023	30	63.3%			

Outcome

The 2020 ME cohort achieved 92% completion rate within 3 years, a decrease of 8% from the previous cohort. The 2021 ME Cohort achieved a 67% completion rate within 3 years, a decline of 25% from the previous cohort. The cohort did not meet the expected outcome or the minimum threshold completion rate within 2 years. The benchmark was not met. The 2023 nursing cohort had 63.3% graduate within one year, an increase of 24.2% from the 2022 cohort. The expected goal was met, as well as the minimum threshold. The aspirational goal was missed.

Seeking Continuous Improvement

The Management Excellence (ME) Program has historically recorded high graduation rates. The decline in graduation rates over the past couple of years is certainly a cause for review. Many of the students in this program have messaged competing challenges with their academic pursuits in the past two years including family demands and inflation that created financial strain. The ME program maintains a list of students who have started the program and not completed it and messages them annually about returning. Recent feedback from some ME students has indicated that the online course experience was inconsistent and sometimes confusing. This feedback was the impetus behind a complete overhaul of the LMS sites for the courses in the ME program. The focus is on increasing consistency between courses, clarity in the course content and

expectations, faculty interaction, and accessibility using Quality Matters expectations as the guide. These changes are ongoing as courses are taught and should be completed by summer of 2025.

Performance Indicator 4: Nursing Graduation Rates

Seventy-eight (78%) of the nursing cohort will complete their degree within 2 years. The aspirational goal is equal to the five-year average rate plus SD*1 (83.2%) and the minimum threshold is the five-year average rate minus SD*1 (72.8%). (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%		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%	88.8%		9.43%
2020 COHORT GRADUATION RATES	82.22%	95.9%		4.1%
2021 COHORT GRADUATION RATES	76.74%	81%		9.3%
2022 COHORT GRADUATION RATES	73.2%		9.7%	14.6%

Outcome

The 2022 Nursing Cohort had 73.2% complete their degree within 2 years. The cohort still has 9.7% still enrolled. Moreover, the withdrawal rate increased by 5.3% 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 expected rate of 78% was not met but the minimum threshold of 72.8% was met as the 2022 cohort had a 73.2% completion rate.

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 SD*1 and the minimum threshold is the five-year average TWU mean score minus SD*1. (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														
	2017-18		2018-19		2019-20		2020-2021		2021-2022		2022-2023		2023-2024	
TWU MFT: Biology	155	73%	152	60%	152	67%	140 (2 Students)	0%	150.7	40%	143	25%	145	43%
National Mean	153		153.5		153.1		151.4		152		151.8		151.8	
Peer Institutions Comparative Mean	152.9		153.4		154		154.3		154.2		154.2		154	
	2017-18		2018-19		2019-2020		2020-2021		2021-2022		2022-2023		2023-2024	
TWU MFT: Business	147	43%	150	42%	151	53%	141	35%	147.2	36%	148	48%	147.5	38%
National Mean	151.6		152		151.9		149.4		150.3		148.7		150.3	
Peer Institutions Comparative Means	151.2		151.2		150.9		150.7		150.5		148.0		149.8	
	2017-18		2018-19		2019-2020		2020-2021		2021-2022		2022-2023		2023-2024	
TWU MFT: Chemistry	146	50%	140 (2 Students)	0%	137	33%	134 (1 Student)	0%	135 (1 Student)	0%	138	0%	132 (1 Student)	0%
National Mean	148.9		149		148.8		147.2		147.9		146.8		147.5	
All TN Institutions Comparative Means	145.7		145.7		143.5		144.9		144.6		144.4		142.1	
	2017-18		2018-19		2019-2020		2020-2021		2021-2022		2022-2023		2023-2024	
TWU MFT: Criminal Justice	154	83%	147	50%	150	75%	140	31%	158.8	75%	156	70%	151.5	50%
National Mean	151.5		152.5		151.8		149.6		151.4		149.5		151.2	
All TN Institutions Comparative Means	150.6		150.6		149.5		150.1		150.7		150.6		151	
	2017-18		2018-19		2019-2020		2020-2021		2021-2022		2022-2023		2023-2024	
TWU MFT: English	153 (3 Student)	67%	152 (3 Students)	33%	152 (3 Students)	67%	157	60%	143.4	25%	148	33%	142	50%

National Mean	152.8	152	152.9	151.4	152.4	152.3	152.2
All TN Institutions Comparative Means	152.2	152.2	152.1	157	154.4	152.4	155.7
	2017-18	2018-19	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
TWU MFT: Psychology	156 29%	156 50%	157 83%	141 17%	148.6 29%	140 9%	141.3 13%
National Mean	155.8	155.8	155.8	154.9	155.6	154.2	155.3
All TN Peer Institutions Comparative Means	152.1	152.1	157.2	149.2	148.6	149.4	153.9
	2017-18	2018-19	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
TWU MFT: Sociology		135 (1 Student) 0%		149 (1 Student) 100%			
National Mean	148.1	148	148.3	147.7	148.2	147.5	148.1
All TN Institutions Comparative Means	145.9	145.9	145.6	145.5	145.9	145.2	145.6
	2017-18	2018-19	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
*TWU CBE: Management Excellence	55%	48%	59%	56%	49.2%	52.6%	50.4%
National Mean	49%	48%	50%	47%	47%	54%	N/A
Peer Institutions	50%	49%	52%	49%	48%	48%	N/A
Graduate Program							
	2017-18	2018-19	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
TWU MFT: MBA	240 22%	243 56%	246 50%	243 0%	242.6 33%	244 48%	238.7 33%
Peer Institutional Comparative Means	250.6	246.6	246.2	245.8	247.9	246.5	246.8
National Mean	247.5	247.9	247.9	247.1	246.7	247.3	246.5

*CBE Scores are reported by percent correct.

Calculated Thresholds

Assessment	Minimum Threshold	Aspirational Threshold	2023 Outcome	Threshold Met
MFT Biology	142	151.8	145	Minimum
MFT Business	144	150	147.5	Minimum
MFT Chemistry	134	147	132	Neither
MFT Criminal Justice	143	150	151.5	Minimum, Aspirational
MFT English	145	152	142	Neither
MFT Psychology	140	155	141.3	Minimum
MFT Sociology				
CBE (percentage) ME	50%	60%	50.4%	Minimum
MFT MBA	242	247	238.7	Neither

Outcome

The following academic areas met the minimum threshold: Biology, Business, Criminal Justice, Psychology, and Management Excellence. The percentage of students scoring at or above the national mean was met by three programs: Criminal Justice, English, and Management Excellence. Biology, Business, Chemistry, English, Psychology, and MBA did not meet the benchmark of 50%. The N count for Biology, Chemistry, and English were 5 or less students for the 2023-2024 academic year.

Performance Indicator 2: Teacher Licensure Pass Rates

Ninety-five percent (95%) of education students will pass the PRAXIS Pedagogical Assessment (PA), Content Assessment (CA), and Literacy examinations required for teaching licensure in the state of Tennessee. The aspirational goal is 100% since all students must pass the exams to complete the program and obtain a teaching license. The threshold of acceptability is 93% (PA). Subject-Level Praxis Exams must be passed prior to student teaching. 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										
	2019		2020		2021		2022		2023	
	PA	CA	PA	CA	PA	CA	PA	CA	PA	CA
TWU										
TWU	100%	91.8%	100%	89.1%	90.9%	83%	100%	83%	98.5%	85%
SACSCOC Peer Institutions										
Bryan College	97.9%	89.8%	95.2%	91.4%	100%	92.8%	96.9%	96.2%	100%	97.6%
Carson-Newman University	97.9%	92.0%	98%	91.7%	95.1%	91.7%	97.8%	87.1%	95.5%	87.9%
King University	98.5%	95.8%	100%	94%	100%	92.1%	100%	87.8%	100%	77.9%
Lee University	98.1%	96.0%	97.5%	95.6%	97.4%	95%	92.6%	93.8%	90.7%	92.2%
Lincoln Memorial University	100%	90.8%	100%	89.8%	98.1%	84.8%	100%	88.8%	100%	85.2%
Lipscomb University	99.0%	95.5%	98.4%	94.4%	95.4%	93.4%	96.9%	92.4%	95.7%	89.3%
Maryville College	100%	96.0%	96.9%	93.5%	100%	90.1%	95.3%	88.8%	100%	85.2%
Milligan University	98.9%	93.9%	98.8%	95.3%	100%	95.5%	100%	97.2%	98%	91.6%
Southern Adventist University	100%	98.2%	100%	97.5%	100%	99.3%	98.6%	99.3%	98.5%	100%
Tusculum University	97.0%	91.1%	97.5%	90.6%	99.2%	85.6%	96.2%	87.3%	92.8%	81.9%
State Average	97.4%	93.4%	98.3%	93.2%	96.7%	90.6%	98%	90.6%	97.2%	88.6%

LITERACY ASSESSMENT FIRST-TIME PASS RATES				
	2020	2021	2022	2023
TWU				
TWU			80%	74.4%
SACSCOC Peer Institutions				
Bryan College			90.5%	94.1%
Carson-Newman University			83.3%	78.4%
King University			87%	75.5%
Lee University			92.3%	88%
Lincoln Memorial University			89.2%	83.8%
Lipscomb University			83.5%	81.7%
Maryville College			100%	N/A
Milligan University			91.4%	79.3%
Southern Adventist University			96.3%	96.9%
Tusculum University			88.4%	77.8%
State Average			87.5%	82.3%

Outcome

The 2023 pass rate for teacher licensure was 98.5% for the Pedagogical Assessment and 85% for Content Assessment. The 2023 PA results decreased by 1.5% from the prior year. The CA test increased to 85% from the previous year. TWU’s pass rate was above the SACSCOC Peer Institutional mean by 1.4% (PA) and 4.1% below (CA). The overall minimum threshold for PA was met while the CA threshold was missed. The Literacy Assessment first-time pass rate was 74.4% as compared to the state average of 82.3%, 7.9% below. This assessment posted a decline with 8 of the 10 peer institutions as well as a 5.2% decline in the overall state average.

Performance Indicator 3: Nursing Licensure Pass Rates

Ninety percent (90%) of nursing students will pass the NCLEX test. The threshold of acceptability is 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							
	2017	2018	2019	2020	2021	2022	2023
TWU	93%	97%	96%	94%	82%	87%	92%
Tennessee	90.2%	92.2%	92%	85%	87.7%	86%	88.6%
National	87.1%	88.3%	88.18%	88.5%	82.5%	80%	93%
PEER INSTITUTIONS							
Carson-Newman University	100%	100%	96%	93%	84%	68%	94%
King University	85%	88%	100%	86%	93%	95%	93%
Lee University	100%	100%	97%	96%	98%	97%	100%
Lincoln Memorial University	98%	99%	98%	98%	94%	87%	93%
Lipscomb University	95%	97%	98%	91%	92%	92%	96%
Milligan University	76%	100%	100%	88%	89%	100%	100%
Tusculum University	67%	85%	78%	78%	80%	79%	
Overall	84%	95%	86%	89%	89%	87%	96%

Outcome

The NCLEX pass rate increased by 5% from the previous year to 92%, with the benchmark and minimum threshold being met. The University's pass rate was in alignment with the national pass rate and above the state of Tennessee pass rate. The overall SACSCOC peer average was 4% above the university as well as 3% above the national average. However, the institution has increased the pass rate by 10% in the past two years.

Performance Indicator 4: Dental Hygiene Licensure Pass Rates

Ninety-two percent (92%) of dental hygiene students will pass the national board exams for dental hygiene on first attempt. The aspirational goal is 99% based on the five-year, increased trend from 2018 – 2022 plus SD*1. The minimum threshold of acceptability is 83% based on the average five-year national pass rate minus SD*1.

Ninety-three percent (93%) of dental hygiene students will pass the clinical board exams for dental hygiene on first attempt. The aspirational goal is 100% based on the five-year, increased trend from 2018 – 2022 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														
	2017		2018		2019		2020		2021		2022		2023	
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	92%	100%	94%	100%	92%	100%	100%	---	100%	---	76%	88%	83%	94%
National (Accredited Pass Rate)	93.8%		94%		92%		90%		87%		84%		96%	
Clinical Board Exam														
TWU	92%	100%	83%	100%	92%	100%	100%	---	100%	---	93%	100%	100%	---

Outcome

The 2023 national board exam for dental hygiene pass rate was 83% on first attempt and currently 94% passing on second attempt. This is an increase of 6% from the prior cohort. The pass rate fell below the benchmark of 92% but achieved the minimum threshold of acceptability of 83% on first attempt. The goal and minimum thresholds were achieved on second attempt. TWU was slightly below the national pass rate of 96%.

The 2023 clinical board exam for dental hygiene pass rate was 100% on first attempt. The pass rate 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-five (25%) of completers will enroll in graduate school within two years of graduation as reported by the National Student Clearinghouse. The minimum threshold is 21% (four-year cycle average minus SD*1) with an aspirational goal of 29% (four-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 the 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						
	2018	2019	2020	2021	2022	2023*
NSCH Enrollment Rates	26%	30.4%	26%	20%	25%	24%
Pre-Professional Majors	57.4%	59%	63%	75%	75%	71%
First-Generation, Pre-Professional Majors	90.4%	43% (N count of 7)	N/A (N Count <2)	N/A (N Count <2)	75%	N/A (N Count <2)
NACE Peers	20%	21%	24%	19.4%		

Outcome

The 2022 cohort had 25% of the graduating students that were enrolled in a graduate study program as compared to 20% from 2021, a 5% increase. The benchmark and minimum threshold were met. The aspirational goal was not met. The 2022 pre-professional graduates had a 75% enrollment rate overall as compared to 75% the previous year. The benchmark was met. The NACE average for the region was 19.4% in 2021, current data has not yet been released at time of publication. The first-generation graduates with a pre-professional were not reported due to the low N Count.

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					
	2019	2020	2021	2022	2023
Employed within 6 months	81%	84%	87%	80%	85%
NACE Peer Comparison					
Regional (Southeast)	58%	53%	55.4%	59.8%	
Carnegie Class (Bacc. Diverse)	66%	69%	67.7%	65.9%	
Institution Size (<2,000)	61%	68%	69.3%	70.7%	
Control (Private, Not-for-Profit)	59%	64%	66.7%	68.4%	

Outcome

In 2023, the Senior Exit Survey reported that 85% of TWU graduates were employed full-time prior to graduation and/or within 6 months of graduating from the University. The 2023 cohort was 5% above the previous 2022 cohort at 80%. The NACE peer comparison data varied by indicator and ranged from 59.8% to 70.7% for the previous year. The threshold was met and exceeded.