Recommended Student Success Goals, Measures, and Targets

UPC Subcommittee on Student Success Measures
December 18, 2018

I. The University will increase its IPEDS graduation rate.
   a. Measure
      i. IPEDS cohort graduation rate
         1. Targets
            a. Baseline: 41.3% (2011 cohort)
            b. 2019-2020 (2014 cohort): 42% or a 3-year average of 42%
            c. 2022-2023 (2017 cohort): 42.5% or a 3-year average of 42.5%
            d. 2024-2025 (2019 cohort): 43% or a 3-year average of 43%
   b. Sub-goals
      i. The University will increase its retention rates.
         1. Measures
            a. 1st to 2nd year cohort retention rate
               i. Targets
                  1. Baseline: 67.3% (2017 cohort)
                  2. 2019-2020 (2018 cohort): maintain 67.3% or achieve a 3-year average of 67.3%
                  3. 2022-2023 (2021 cohort): 68.5% or a 3-year average of 68.5%
                  4. 2024-2025 (2023 cohort): 70% or a 3-year average of 70%
            b. 1st to 3rd year cohort retention rate
               i. Targets
                  1. Baseline: 54.9% (2016 cohort)
                  2. 2019-2020 (2017 cohort): maintain 55% or achieve a 3-year average of 55%
                  3. 2022-2023 (2022 cohort): 56% or a 3-year average of 56%
                  4. 2024-2025 (2024 cohort): 57% or a 3-year average of 57%
      ii. The University will decrease the percentage of cohort students on probation at the end of their 1st semester.
         1. Measures
            a. Percentage of cohort students on probation at end of their 1st semester
               i. Targets
                  1. Baseline: 21.6% (2017 cohort)
                  2. 2019-2020 (2019 cohort): 20% or achieve a 3-year average of 20%
                  3. 2022-2023 (2022 cohort): 18% or achieve a 3-year average of 18%
                  4. 2024-2025 (2024 cohort): 17.5% or achieve a 3-year average of 17.5%
iii. The University will decrease the percentage of cohort students suspended at the end of their second semester.
   1. Measure
      a. Percentage of cohort students suspended at end of their 2nd semester
         i. Targets
            1. Baseline: 11.5% (2017 cohort)
            3. 2022–2023 (2022 cohort): 10.5%
            4. 2024–2025 (2024 cohort): 10%

iv. The University will increase the percentage of cohort students who complete their first academic year with at least 24 credit hours and a grade point average of at least 2.3.
   1. Measure
      a. Percentage of cohort students who complete at least 24 credit hours and have a grade point average of at least 2.3 at the end of their first academic year.
         i. Targets
            1. Baseline (2017 cohort): 60%
            4. 2024–2025 (2024 cohort): 63%

v. The University will increase the percentage of cohort students who complete their second and each subsequent academic year with at least 24 credit hours and a grade point average of at least 2.5.
   1. Measure
      a. Percentage of cohort students who complete their second, third, fourth, and any subsequent academic years with at least 24 credit hours per academic year and a grade point average of at least 2.5.
         i. Second-Year Targets
            1. Baseline (2016 cohort): 46%
            3. 2022–2023 (2021 cohort): 48%
            4. 2024–2025 (2023 cohort): 49%
         ii. Third-Year Targets
            1. Baseline (2015 cohort): 35%
            2. 2019–2020 (2017 cohort): 36%
            3. 2022–2023 (2020 cohort): 37%
            4. 2024–2025 (2022 cohort): 38%
         iii. Fourth-Year Targets
            1. Baseline (2014 cohort): 34%
            3. 2022–2023 (2019 cohort): 36%
            4. 2024–2025 (2021 cohort): 37%
II. The University will increase the number of baccalaureate and master degrees awarded.
   a. Measures
      i. Number of baccalaureate degrees awarded
         1. Targets
            b. 2019-2020: maintain 1,826
            c. 2022-2023: 1,900
            d. 2024-2025: 1,950
      ii. Number of master degrees awarded
         1. Targets
            b. 2019-2020: maintain 271
            c. 2022-2023: 300
            d. 2024-2025: 325
   b. Sub-goal
      i. The University will increase student engagement.
         1. Measures
            a. Number and percentage of students in student organizations
               i. Timeline for establishing baseline and targets:
                  1. 2019–2020 to 2022–2023: Systematically collect data annual for establishing baseline
            b. Number and percentage of students in fieldwork/internship/practica/RWR courses
               i. Timeline for establishing baseline and targets:
                  1. 2019–2020: Identify all such courses
                  2. 2019–2020 to 2022–2023: Collect data for establishing baseline

III. The University will increase the percentage of graduates who are employed full-time, enrolled in graduate/professional school, or serving in a branch of the military within 6 months of graduating.
   a. Measure
      i. National Association of Colleges and Employers’ (NACE) First Destination Survey (administer to each graduating class)
         1. Timeline for establishing baseline and targets:
            a. 2019–2020 to 2022–2023: Collect data for purpose of establishing baseline and establishing target
b. **Sub-goals**
   
i. **The University will maintain its passage rates on professional licensing exams.** (Because the passage rates are at or near 100%, a maintenance goal is appropriate.)
   
   1. **Measures**
      
      a. Praxis exams administered to teacher candidates
         
         i. **Targets**
            
            1. Baseline (2016-2017): 100%
            2. 2019–2020: maintain 100% passage rate
            3. 2022–2023: maintain 100% passage rate
            4. 2025–2025: maintain 100% passage rate
         
      b. National Council Licensure Examination – Registered Nurse (NCLEX-RN) exam
         
         i. **Targets**
            
            1. Baseline (2017-2018): 100%
            2. 2019–2020: maintain 100% passage rate
            3. 2022–2023: maintain 100% passage rate
            4. 2025–2025: maintain 100% passage rate
         
      c. American Academy of Nurse Practitioners (AANP) Exam
         
         i. **Targets**
            
            1. Baseline (2017): 98%
            2. 2019–2020: at least maintain 98% passage rate
            3. 2022–2023: at least maintain 98% passage rate
            4. 2025–2025: at least maintain 98% passage rate
         
      d. Board of Certification Exam (Athletic Training)
         
         i. **Targets**
            
            2. 2019–2020: at least maintain 92% passage rate
            3. 2022–2023: at least maintain 92% passage rate
            4. 2025–2025: at least maintain 92% passage rate

ii. **The University will increase student awareness of the importance of the eight core skills identified by NACE for increasing the probability of successful post-graduation outcomes.**

   1. **Note:** The eight core skills are
      
      a. Critical thinking and problem solving
      b. Oral and written communication
      c. Teamwork and collaboration
      d. Use and adaptability of technology
      e. Leadership
      f. Professionalism and work ethic
      g. Career management
      h. Global and intercultural fluency
2. **Measures**
   
a. To-be-created in-house pre-/post-test of student awareness of the importance of the eight core skills
   
i. **Timeline for creating measurement instrument and establishing baseline and targets:**
   
   1. 2018–2019: create measurement instrument; perhaps make it part of the current student survey
   2. 2019–2020 to 2022–2023: Collect data for baseline and refine measurement instrument as needed

b. Number and percentage of students who use the University’s job search and career preparation system(s)

i. **Timeline for Establishing baseline and targets:**

   1. 2018–2019 to 2022–2023: Collect for establishing baseline and target
   2. 2022–2023: Establish baseline and establish target for 2024-2025