

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 (2019 cohort): 56% or a 3-year average of 56%
4. 2024-2025 (2021 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)
 - 2. 2019–2020 (2019 cohort): 11%
 - 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%
 - 2. 2019–2020 (2019 cohort): 61%
 - 3. 2022–2023 (2022 cohort): 62%
 - 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%
 - 2. 2019–2020 (2018 cohort): 47%
 - 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%
 - 2. 2019–2020 (2016 cohort): 35%
 - 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

- a. Baseline (2017-2018): 1,826
- b. 2019-2020: maintain 1,826
- c. 2022-2023: 1,900
- d. 2024-2025: 1,950

ii. Number of master degrees awarded

1. Targets

- a. Baseline (2017-2018): 271
- 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
2. 2022–2023: Establish baseline and establish target for 2024–2025

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
3. 2022–2023: Establish baseline and establish target for 2024–2025

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. 2022–2023: Establish target for 2024–2025

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

1. Baseline (2017-2018): 92%
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
 - 3. 2022–2023: Establish baseline and establish target for 2024–2025
- 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