LEMOYNE-OWEN COLLEGE
STUDENT ACHIEVEMENT DATA

LeMoyne-Owen College (LOC) has chosen six (6) metrics to measure student achievement:

- Retention Rates
- Six-Year Graduation Rate
- Total Course Completion
- Course Completion by Major
- Capstone Course Completion
- Job Placement Data

1. Retention

Criteria: Full-time Retention Rate, a measure in the LeMoyne-Owen College's Strategic Plan (Destination 2023).

Outcome Definition: This is a measure of percentage of first-time, full-time students returning for second year at LOC as defined by official IPEDS data.

- **Rationale**: Retention is an institutional priority based on LOC's Strategic Outcome #3: Excellence in retention is viewed as a campus-wide effort and the College is committed to renewing efforts to ensure that the best practices and strategies are applied to retain students with effective programs and high-impact interventions.

Threshold of Acceptability: 48%

- **Rationale**: Institutional leadership does not wish to fall below 48% which was the average mark in the five-year window prior to the strategic plan's implementation.

Goal: Meet the LOC performance measure as outlined in the LOC Strategic Plan (Destination 2023)

- **Rationale:** The College has a targeted growth rate of +17% from 2017 (48%) to 2023 (65%).The goal was based on a comparison of National Averages (4-year Private/Non-Competitive) Retention rate (2015-2016) which was 64% and UNCF (Private HBCU) retention rate average (2010-2011) which was 61%.

Retention Rate Performance Measure

	Target: Fall 2016 to 2017	Target: Fall 2017 to 2018	Target: Fall 2018 to 2019	Target: Fall 2019 to 2020	Target: Fall 2020 to 2021	Target: Fall 2021 to 2022	Target: Fall 2022 to 2023
Retention Rate	48%	51%	54%	57%	60%	62%	65%

LOC Retention Rates

Cohort Terms		Benchmarks, Outcomes			Evaluation	
Beginning Term	Ending Term	Threshold of Acceptability	Goal	Retention Rate	Threshold Met	Goal Met
Fall 2016	Fall 2017	48%	48%	53%	Yes	Yes
Fall 2017	Fall 2018	48%	51%	62%	Yes	Yes
Fall 2018	Fall 2019	48%	54%	57%	Yes	Yes
Fall 2019	Fall 2020	48%	57%	48%	Yes	No
Fall 2020	Fall 2021	48%	60%	54%	Yes	No

Source: Official Data as reported to IPEDS *Fall 2021 not yet available on IPEDS but compiled by the LOC Office of Institutional Research, Effectiveness and Compliance

2. Six-Year Graduation Rate (IPEDS)

Criteria: The six-year graduation rate is a federal reporting standard. This metric is the student completion indicator the College has selected for consideration by our institutional accreditor, the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

Outcome Definition: The six-year graduation rate represents students who enrolled as first-time, full-time students six years earlier and completed their undergraduate degrees within 150% of the traditional 4-year time frame as defined by official IPEDS data.

- **Rationale**: Six-year graduation rates is an institutional priority based on LOC's Strategic Outcome #4: excellence in graduation from the perspective of ensuring that the College is graduating students at a competitive level relative to other historically black colleges and universities (HBCUs).

Threshold of Acceptability: 13%

- **Rationale**: Institutional leadership does not wish to fall below 13% which was the low mark in the four-year window prior to the strategic plan's implementation.

Goal: Meet the LOC performance measure as outlined in the LOC Strategic Plan (Destination 2023)

Rationale: The College has a targeted growth rate of +12% from 2017 (13%) to 2023 (25%). The goal was based on a comparison of Peer institutions' average black student graduation rates prior to the implementation of the strategic plan (~35%). Based on actual data, the goal was revised to reflect a growth rate of +12% from 2017 (13%) to 2023 (25%).

Graduation Rate Performance Measure

	Target: 2017	*Target: 2018*	*Target: 2019*	*Target: 2020*	*Target: 2021*	*Target: 2022*	*Target: 2023*
6-year Graduation Rate	13%	14%	14%	17%	20%	22%	25%

LOC 6-year Graduation Rates

Year	Benchmarks, Outcomes			Evaluation	
	Threshold of Acceptability	**Goal**	**6-year Graduation Rates**	**Threshold Met**	**Goal Met**
2017	13%	13%	14%	Yes	Yes
2018	13%	14%	12%	No	No
2019	13%	14%	14%	Yes	Yes
2020	13%	17%	15%	Yes	No
2021	13%	20%	18%	Yes	No

Source: Official Data as reported to IPEDS *Fall 2021 not yet available on IPEDS but compiled by the LOC Office of Institutional Research, Effectiveness and Compliance

3. Total Course Completion Rates

Criteria: Course pass rates of students

Outcome Definition: The completion rate is the percentage of students enrolled in a course at the census date who receive credit for it. Successful completion of a course at LOC is defined as a student earning either an A, B, C, D or P grade.

- **Rationale:** Each student at LOC is required to complete at least 120 semester hours of course work. This is a measure placed by the institution to see how well our students get into the right courses and complete them. Courses with very high failure (F, Withdrawals) rates or large numbers of students who do not complete then become priorities for

increased investment, support, and redesign. Failing (or even withdrawing from) a class can result in several negative outcomes for a student: Less likely to be retained, longer time to degree (and therefore higher cost of degree), potential to lose financial aid if course load drops below full-time status and potential to lose scholarship if GPA drops below minimum

Threshold of Acceptability: 80%

- **Rationale:** Based on the College's trend data (per term), 80% is the College's lowest rate in the past 5 years and the institution's leadership would not want the total course completion rate to drop below this point.

Goal: LOC's goal for total course completion is meet or exceed the baseline average by 10 percentage points over the 5-year period.

- **Rationale:** The goal reiterates a commitment by the College to ensure our students successfully complete a 120-hour degree plan. Objective 3.4 on the College's Strategic Plan (Destination 2023) is aimed at reviewing and revising course scheduling to ensure that it is meeting the needs/demands of students at various stages of their time at LOC. The College ensures this by expansion of academic support services and delivery options (Objective 1.12 on the Strategic Plan). The College is augmenting existing services with online formats for tutoring services, student success coaching, counseling, and degree audit systems.

LOC Total Course Completion Rates

Academic Year	Benchmarks, Outcomes			Evaluation	
	Threshold of Acceptability	Goal	Total Course Completion Rate	Threshold Met	Goal Met
2017-18	80%	90%	82%	Yes	No
2018-19	80%	90%	82%	Yes	No
2019-20	80%	90%	86%	Yes	No
2020-21	80%	90%	84%	Yes	No
2021-22	80%	90%	86%	Yes	No

4. Course Completion Rates by Majors

Criteria: Course Completion rates by Major

Outcome Definition: Tracking course completions by program majors. Successful completion of a course at LOC is defined as a student earning either an A, B, C, D or P grade.

- **Rationale:** Course completion by major illustrates how students are advancing toward their career goal.

Threshold of Acceptability: 75%

- **Rationale**: In support of the goals set for the two metrics on the College's strategic plan (Excellence in Retention and Graduation Rates), the College set the minimum threshold at

75% as an indication of commitment to ensure the success of our students in achieving their career goals.

Goal: LOC's goal for course completion by majors is meet or exceed the baseline average by 15 percentage points over the 5-year period.

- **Rationale**: Administration and Faculty adopted this goal to be appropriate for the educational programs offered by the institution and the kind of support provided to ensure the success of our students.

LOC Course Completion Rates by Major

Major	Benchmarks, Outcomes						
	Threshold of Acceptability	Goal	2017-18	2018-19	2019-20	2020-21	2021-22
Art	75%	90%	84%	76%	79%	93%	95%
Biology	75%	90%	82%	81%	84%	85%	83%
Business Administration	75%	90%	85%	86%	85%	83%	89%
Chemistry	75%	90%	86%	83%	86%	90%	84%
Computer Science	75%	90%	79%	80%	88%	82%	83%
Criminal Justice	75%	90%	81%	82%	90%	85%	87%
Early Childhood Education	75%	90%	85%	78%	94%	68%	86%
Education	75%	90%	76%	75%	87%	90%	89%
English	75%	90%	100%	75%	96%	88%	76%
General Studies	75%	90%	84%	74%	86%	79%	82%
History	75%	90%	67%	100%	69%	*	100%
Interdisciplinary Studies	75%	90%	58%	84%	95%	92%	93%
Information Technology	75%	90%	83%	84%	78%	65%	80%
Journalism & Mass Comm	75%	90%	71%	90%	90%	83%	96%
Mathematics	75%	90%	92%	86%	94%	87%	81%
Music	75%	90%	85%	86%	81%	81%	78%
Political Science	75%	90%	75%	92%	91%	92%	88%
Sociology	75%	90%	79%	82%	82%	80%	86%
Social Science	75%	90%	80%	71%	89%	53%	46%
Social Work	75%	90%	91%	87%	91%	81%	86%
Special Education	75%	90%	92%	74%	100%	88%	93%

*There were no students in History Major in AY 2020-21

Evaluation

Academic Year	#. of Majors Below Threshold	#. of Majors at or above set Goal
2017-18	3 (14%)	4 (19%)
2018-19	3 (14%)	3 (14%)
2019-20	1 (5%)	9 (43%)
2020-21	3 (14%)	5 (24%)
2021-22	1 (5%)	5 (24%)

5. Capstone Course Completion

Criteria: Capstone Course Completion

Outcome Definition: A capstone course is an LOC degree requirement that allows students to demonstrate their cumulative knowledge in their major. The definition of a capstone course can vary depending on the student's major. Some focus on students completing a final paper that showcases their understanding. Others may require the creation of a portfolio or a presentation that the student will have to give to graduate. In some instances, capstone courses involve internships, volunteer hours, passing scores on externally-based national exams in the discipline, or other kinds of work experience. Successful completion of a Capstone course at LOC is defined as a student earning either an A, B, C, D or P grade.

- **Rationale:** Every capstone method concentrates on a central idea: giving students a chance to demonstrate their expertise and skills in a subject. The College annually monitors overall capstone course completion rate as a measure of the success of its undergraduate programs.

Threshold of Acceptability: 90%

- **Rationale**: In support of the goals set for the two metrics on the College's strategic plan (Excellence in Retention and Graduation Rates), the College set the minimum acceptability rate at 90% as a measure of success of our students in being able to demonstrate their expertise and skills in a subject.

Goal: Meet or exceed the baseline by 10 percentage points (100%)

- **Rationale**: 100% of our graduates will have one or more experiences in applied learning which is measured by the Capstone courses. This goal is consistent with our mission to "*…deliver transformative and inspiring educational experiences to prepare students for a lifetime of leadership, scholarship, service, and success through liberal arts, career, and professional studies…*".

LOC Overall Capstone Course Completion Rates

Academic Year	Benchmarks, Outcomes			Evaluation	
	Threshold of Acceptability	Goal	Capstone Course Completion Rates	Threshold Met	Goal Met
2017-18	90%	100%	91%	Yes	No
2018-19	90%	100%	91%	Yes	No
2019-20	90%	100%	94%	Yes	No
2020-21	90%	100%	89%	No	No
2021-22	90%	100%	88%	No	No

6. Job Placement

Criteria: Job Placement data, a measure in the LeMoyne-Owen College's Strategic Plan (Destination 2023).

Outcome Definition: This is a measure of graduates employed at the time of graduation from LOC divided by the total number of graduates.

- **Rationale**: Job placement is an institutional priority based on LOC's Strategic Outcome #5: Outcome #5 speaks to the commitment of LOC in preparing graduates to be successful in their post-graduate placement.

Threshold of Acceptability: 38%

- **Rationale**: Institutional leadership does not wish to fall below 38% which was the reported job placement rate in AY 2017-18.

Goal: Meet the LOC performance measure as outlined in the LOC Strategic Plan (Destination 2023)

- **Rationale:** The College seeks to obtain a job placement rate of 65% by 2023. The goal demonstrates a commitment by the College as stated in our mission "…*to prepare students for a lifetime of leadership, scholarship, service, and success through liberal arts, career, and professional studies*…".

Job Placement Performance Measure

	Baseline: 2017-18	Target: 2018	Target: 2019	Target: 2020	Target: 2021	Target: 2022	Target: 2023
Job Placement Rate	38%	45%	50%	55%	58%	62%	65%

LOC Job Placement Rates

Academic Year	Benchmarks, Outcomes			Evaluation	
	Threshold of Acceptability	Goal	Job Placement Rates	Threshold Met	Goal Met
2017-18	38%	Baseline			
2018-19	38%	45%	43%	Yes	No
2019-20	38%	50%	Survey not administered as the College was navigating the COVID-19 pandemic		
2020-21	38%	55%	59%	Yes	Yes
2021-22	38%	58%	58%	Yes	Yes