STUDENT ACHIEVEMENT DATA

LEMOYNE-OWEN COLLEGE

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 2026: Making MAGIC)

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: 55%

- **Rationale**: Institutional leadership does not wish to fall below 55% which was the average retention rate in the five-year window prior to the 2021-22 academic year.

Goal: Meet the LOC performance measure as outlined in the LOC Strategic Plan (Destination 2026: Making MAGIC)

- **Rationale:** The College has a targeted growth rate of +10% from 2021 (60%) to 2026 (70%).The goal was based on: (1) A comparison of National Averages (4-year Private Nonprofit/Least-selective institutions) Retention rate (2019-20) which was 64% (NCES, 2022) and (2) UNCF (Private HBCU) base retention rate average (2010-2011) which was 61% (Richards, 2014).

Retention Rate Performance Measure

	Target: Fall 2021 to 2022	Target: Fall 2022 to 2023	Target: Fall 2023 to 2024	Target: Fall 2024 to 2025	Target: Fall 2020 to 2021
Retention Rate	60%	63%	65%	67%	70%

LOC Retention Rates

Cohort Terms		Benchmarks, Outcomes			Evaluation	
Beginning Term	Ending Term	Threshold of Acceptability	Goal	Retention Rate	Threshold Met	Goal Met
Fall 2021	Fall 2022	55%	60%	63%	Yes	Yes
Fall 2022	Fall 2023	55%	63%	66%	Yes	Yes
Fall 2023	Fall 2024	55%	65%	60%	Yes	No
Fall 2024	Fall 2025	55%	67%	48%	No	No
Fall 2025	Fall 2026	55%	70%	TBD	TBD	TBD

Source: Official Data as reported to IPEDS *Fall 2024 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 rate 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: 14%

- **Rationale**: Institutional leadership does not wish to fall below 14%, which was the average 6-year graduation rate in the five-year window prior to the 2021-22 academic year.

Goal: Meet the LOC performance measure as outlined in the LOC Strategic Plan (Destination 2026: Making MAGIC)

Rationale: The College has a targeted growth rate of +22% from 2021 (18%) to 2026 (40%). The goal was based on (1) A 2021 study that found that graduation rates for Black Students at HBCUs is 32% (Gordon *et al.,* 2021) and (2) Available data which showed potential for improvement in the College's graduation rates.

Graduation Rate Performance Measure

	Target: 2021	*Target: 2022*	*Target: 2023*	*Target: 2024*	*Target: 2025*	*Target: 2026*
6-year Graduation Rate	18%	22%	25%	31%	35%	40%

LOC 6-year Graduation Rates

Cohort Year	Graduation Year	Benchmarks, Outcomes			Evaluation	
		Threshold of Acceptability	**Goal**	**6-year Graduation Rate**	**Threshold Met**	**Goal Met**
2020	2026	14%	40%	TBD	TBD	TBD
2019	*2025	14%	35%	*26%	Yes	No
2018	2024	14%	31%	33%	Yes	Yes
2017	2023	14%	25%	25%	Yes	Yes
2016	2022	14%	22%	20%	Yes	No
2015	2021	14%	18%	18%	Yes	Yes

Source: Official Data as reported to IPEDS *2025 Data 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/success 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 prior to the 2025-26 academic year is defined as a student earning either an A, B, C, D (for applicable courses) or P grade. For the 2025-26 and later academic years, this will be defined as a student earning either an A, B, C, 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: 75%

- **Rationale:** Based on the College's trend data (per term), 75% 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 to meet or exceed the baseline average by 15 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 2026: Making MAGIC) 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
2021-22	75%	90%	81%	Yes	No
2022-23	75%	90%	80%	Yes	No
2023-24	75%	90%	78%	Yes	No
2024-25	75%	90%	80%	Yes	No
2025-26	75%	90%	TBD	TBD	TBD

4. Course Completion Rates by Majors

Criteria: Successful completion of a Major Course

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

- **Rationale:** Successful completion of major courses 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 Major Course Completion Rates

Major	Benchmarks, Outcomes						
	Threshold of Acceptability	Goal	2021-22	2022-23	2023-24	2024-25	2025-26
Art	75%	90%	95%	84%	78%	89%	TBD
Biology	75%	90%	80%	72%	71%	70%	TBD
Business Administration	75%	90%	80%	82%	85%	91%	TBD
Chemistry	75%	90%	81%	81%	71%	87%	TBD
Computer Science	75%	90%	77%	86%	66%	63%	TBD
Criminal Justice	75%	90%	84%	90%	87%	89%	TBD
Early Childhood Education	75%	90%	80%	92%	91%	86%	TBD
Education	75%	90%	85%	84%	95%	89%	TBD
English	75%	90%	82%	100%	86%	100%	TBD
History	75%	90%	80%	92%	76%	85%	TBD
Information Technology	75%	90%	88%	82%	72%	92%	TBD
Interdisciplinary Studies	75%	90%	71%	76%	75%	75%	TBD
Journalism & Mass Communication	75%	90%	66%	69%	72%	100%	TBD
Mathematics	75%	90%	70%	71%	69%	90%	TBD
Music	75%	90%	80%	89%	85%	77%	TBD
Political Science	75%	90%	82%	91%	70%	83%	TBD
Religion	75%	90%	*	*	*	98%	TBD
Social Science	75%	90%		100%	50%	100%	TBD
Social Work	75%	90%	83%	87%	88%	92%	TBD
Sociology	75%	90%	82%	95%	94%	94%	TBD
Special Education	75%	90%	96%	99%	97%	95%	TBD

*Religion became a Major in AY 2024-25

Evaluation

Academic Year	#. of Majors Below Threshold	#. of Majors at or above set Goal
2021-22	3 (14%)	2 (10%)
2022-23	2 (10%)	8 (38%)
2023-24	8 (38%)	5 (24%)
2024-25	2 (10%)	10 (48%)
2025-26	TBD	TBD

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 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 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
2021-22	90%	100%	84%	No	No
2022-23	90%	100%	90%	Yes	No
2023-24	90%	100%	82%	No	No
2024-25	90%	100%	91%	Yes	No
2025-26	90%	100%	TBD	TBD	TBD

6. Job Placement

Criteria: Job Placement data, a measure in the LeMoyne-Owen College's Strategic Plan (Destination 2026: Making MAGIC).

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: 55%

- **Rationale**: Institutional leadership does not wish to fall below 55%, which was the average reported job placement rate in the three-year window prior to the 2021-22 academic year

Goal: Meet the LOC performance measure as outlined in the LOC Strategic Plan (Destination 2026: Making MAGIC)

- **Rationale:** The College seeks to obtain a job placement rate of 65% by 2026. 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

	Target: 2022	Target: 2023	Target: 2024	Target: 2025	Target: 2026
Job Placement Rate	60%	61%	62%	63%	65%

LOC Job Placement Rates

Academic Year	Benchmarks, Outcomes			Evaluation	
	Threshold of Acceptability	Goal	Job Placement Rate	Threshold Met	Goal Met
2021-22	55%	60%	62%	Yes	Yes
2022-23	55%	61%	56%	Yes	No
2023-24	55%	62%	58%	Yes	No
2024-25	55%	63%	60%	Yes	No
2025-26	55%	65%	TBD	TBD	TBD

References

Gordon, Ethan K., Zackary B. Hawley, Ryan Carrasco Kobler, and Jonathan C. Rork (2021). The Paradox of HBCU Graduation Rates. Research in Higher Education 62 (3), 332 – 358.

National Center for Education Statistics. (2022). Undergraduate Retention and Graduation Rates. *Condition of Education*. U.S. Department of Education, Institute of Education Sciences. Retrieved [Jan 2026], from https://nces.ed.gov/programs/coe/indicator/ctr.

Richards, D.A.R. (2014). *Understanding HBCU Retention and Completion: UNCF Member Institution Supplement*. Washington, DC: Frederick D. Patterson Research Institute, UNCF.