



STUDENT ACHIEVEMENT

SACSCOC 2018 Principles of Accreditation SECTION 8: Student Achievement

Student learning and student success are at the core of the mission of all institutions of higher learning. Effective institutions focus on the design and improvement of educational experiences to enhance student learning and support student learning outcomes for its educational programs. To meet the goals of educational programs, an institution provides appropriate academic and student services to support student success.

8.1. The institution identifies, evaluates, and publishes goals and outcomes for student achievement appropriate to the institution’s mission, the nature of the students it serves, and the kinds of programs offered. The institution uses multiple measures to document student success. (*Student achievement*) [Core Requirement]

TUSCULUM UNIVERSITY MISSION STATEMENT:

“Tusculum University provides a comprehensive education in a Judeo-Christian environment, grounded in a civic, liberal, and medical arts curriculum with pathways for career preparation, personal development and civic engagement.”

Tusculum has included career preparation in its mission statement since October 2012. From 2013 through 2015, the University pursued a Professionalism Initiative with support from a grant from the Niswonger Foundation. The university is now developing a Quality Enhancement Plan focusing on Career Readiness.

TUSCULUM UNIVERSITY PROGRAMS:

At the Undergraduate level, Tusculum offers eleven traditional liberal arts and sciences programs:

Art & Design, Biology, Chemistry, Criminal Justice, English, Environmental Science, Environmental Science, History, Museum Studies, Political Science, Psychology

And it also offers five pre-professional or Professionally-oriented programs:

Business, Education, Nursing, Special Education, Sport Studies (Sport Management, Sports Science & Physical Education)

At the Graduate level, Tusculum University offers professional programs:

M.A. in Education-Curriculum and Instruction, M.A. in Teaching, M.B.A., M.A. in Talent Development, M.S.N. Family Nurse Practitioner, and is developing additional programs, including an M.A. in Sport Administration (pending approval by SACSCOC).

TUSCULUM UNIVERSITY STUDENTS:

Tusculum University offers both liberal arts and sciences, and professional programs for traditional, college-aged students, as well as for adult and online students. Tusculum serves a significant population of Appalachian, 1st-generation and Pell eligible students.

First-time undergraduate students in fall 2018 included 54% from Appalachian counties, 48% were First generation, 28% were minority and 10% were non-resident aliens, and 53% were Pell eligible= 53%. For the entire student population, 73% were from Appalachian Counties, 48% were first-generation, 18% were minority and 6% were non-resident aliens, and 45% were Pell eligible.

TUSCULUM UNIVERSITY GOALS AND OUTCOMES:

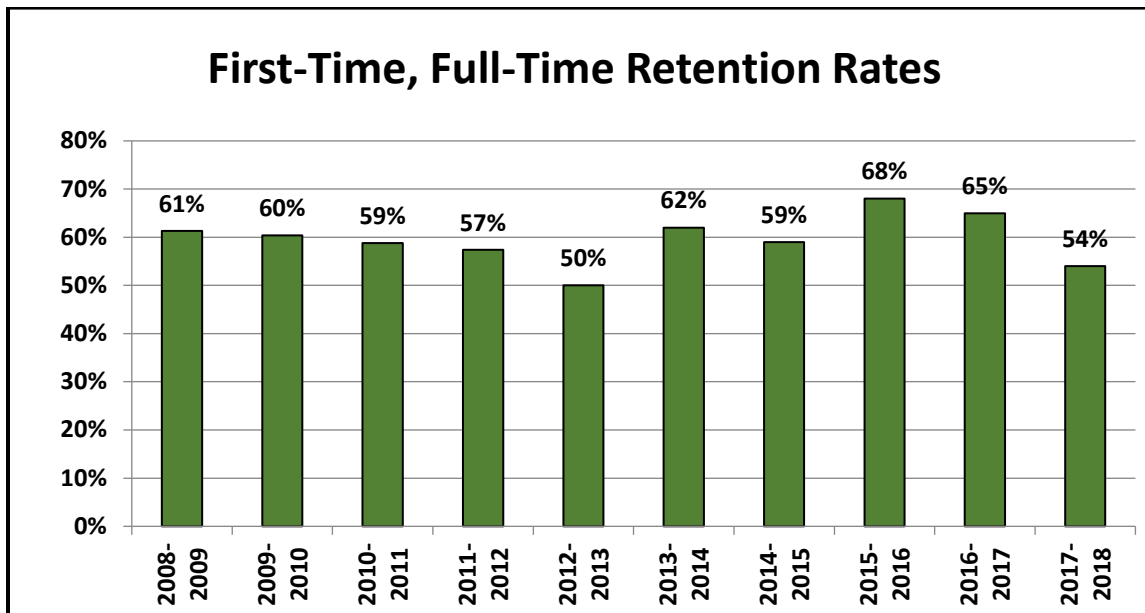
Goal 1. Increase Student Retention

Outcome: Increase Retention Rates of First-Year students to Second Year

Measure: First-Time, Full-Time Student Retention Rate (IPEDS retention rate)

Minimum Threshold is 60%

Full-time, First-Time Freshmen One-Year Retention										
	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
Traditional Undergraduates	58.6%	58.2%	57.3%	56.4%	50.8%	61.8%	58.1%	57.1%	64.9%	54.2%
AOS	73.8%	73.6%	74.2%	71.4%	40.7%	58.3%	78.6%	68.8%	80.0%	46.2%
Combined	61.3%	60.4%	58.8%	57.4%	50.0%	61.7%	59.1%	68.2%	65.4%	53.9%



Outcome: Minimum threshold of 60% not met.

Goal 2. Increase Student Graduation Rate

Outcome: Increase 4-year and 6-year Graduation Rates

Measure: First-Time, Full-Time Student Graduation Rate at 4-years and 6-years (IPEDS)

Required by SACSCOC-and comparison group already set

Comparison Group:

	State	Fall 2017 Under-graduate enrollment	Fa 2016-2017 Retention	2011 Cohort 6-yr grad rate
Averett University	VA	927	62	40
Belhaven University	MS	2,482	63	49
Bluefield College	VA	948	52	21
Campbellsville University	KY	3,704	66	34
Faulkner University	AL	2,672	58	28
Ferrum College	VA	1,137	48	35
Greensboro College	NC	1,081	40	16
Kentucky Wesleyan College	KY	716	68	32
Limestone College	SC	2,597	51	43
Lindsey Wilson College	KY	2,028	57	35
Mars Hill University	NC	1,263	59	31
North Carolina Wesleyan College	NC	2,093	61	31
Tusculum University	TN	1,488	65	33
Union College	KY	1,094	58	34
University of Pikeville	KY	1,560	57	30
Median		1488	58	33

Target: To achieve median or higher among comparison group

Outcome: Target achieved. Graduation rates for 2011 cohort were Fall 2018 matched the median for the comparison group.

In the near future, the Office of Institutional Effectiveness will develop a second graduation rate measure that replicate the National Student Clearinghouse measure with a comparison to national rate as published by the clearinghouse.

Goal 3. Increase Student Licensure Rates

Nursing (BSN)

The graduates of the Nursing program will attain the standard in the state of Tennessee, which is an 85% pass rate on the NCLEX-RN exam.

BSN Licensure Rates				
	2014-2015	2015-2016	2016-2017	2017-2018
Graduates	14	26	15	27
Passed NCLEX-RN Exam*	12	13	10	23
% Passed	85.7%	50.0%	66.7%	85.2% [†]

*Data retrieved from the Tennessee Board of Nursing reports

(<https://www.tn.gov/content/dam/tn/health/healthprofboards/nursing/educational-programs/Nursing%20BSN%20NCLEX%202017.pdf>).

[†]Official results for 2017-2018 are not available yet however the data displayed is what has been reported to the program as of 09.24.18. Still have graduates who have not taken the licensure examination.

Outcome: As of 9/24/2018, Nursing did meet the standard of 85% pass rate on the NCLEX-RN exam.

Master of Science in Nursing-Family Nurse Practitioner

Graduation rate target is 70% for all students

BSN-MSN Graduation Rate						
Cohort Year		New Students	Loss	Graduates	Date	Percent
2016-17	FT	10	2	8	12/2017	80.0%
	PT	2	0		12/2018	
2017-18	FT	22			12/2018	
	PT	12	1		12/2019	
2018-19	FT	10	NTD			
	PT	11	NTD			

RN-MSN Graduation Rate						
Cohort Year		New Students	Loss	Graduates	Date	Percent
2016-17	FT	6	2	4	12/2018	66.6%
2017-18	FT	7	1		12/2019	
2018-19	FT	3				

Spring semester starts for RN to MSN program.

The target pass rate for the American Association of Colleges of Nursing, Family Nurse Qualifying Exam is 80%

Certification Rate				
Cohort Year	Exam Cohort	# Pass	Date	Percent Pass
2016-17	FT	8	9/1/18	100%
2016-2017	PT			
2017-18	NTD			
2018-19	NTD			

* NTD =None to date.

Outcome: Met goal for 70% graduation for 2016-17 cohorts with 75%.
Exceeded goal for pass rate with 100% pass for first cohort.

Teacher Preparation Assessment (BAIS & MAT)

The measures and proposed minimum standards will be the same for the BAIS and MAT. Data will be reported individually by program where available. The 2017 report was released at the beginning of 2018 with data from the 2015-16 academic year. That is the most current data available to us from the state.

- 1) Pedagogical Assessment: Currently the Praxis Principles of Learning and Teaching is Tennessee’s standardized measure of our completers’ pedagogical knowledge and skills. When the edTPA performance assessment is included in our annual report, the College of Education will recommend that we shift to that as our best measure of our completers’ pedagogical effectiveness. Although the edTPA will be in effect as of 1/1/19, data reported are two years behind actual.
 - a. Measure: Comparison of TU’s pass rate for our completers vs. all other completers across the state for the K-6 test and the 7-12 test.
 - b. Proposed minimum standard: % of TU completers who pass the test at or above the state average.

Praxis Pass Rates				
	2015-2016		2016-2017	
	Tusculum	Tenn.	Tusculum	Tenn.
BAIS K-6	97.1%	99.6%		
MAT K-6	100%	98.5%		
MAT 7-12	100%	100%		

Note: no BAIS data for grades 7-12.

Outcome: Achieved for MAT graduates on both K-6 and 7-12 tests. Not achieved for BAIS graduates.

- 2) Measure of Completer Impact on Student Learning: TVAAS (Tennessee Value Added Assessment System) scores. This is a measure of the academic growth of the K-12 students in our completers’ classrooms.

- a. Measure: Comparison of TU’s completers to all other completers across the state for percentage of completers with Level 3+ TVAAS scores
- b. Proposed minimum standard: % of TU completers who have Level 3+ TVAAS scores at or above the state percentage.

TVAAS Scores of 3+				
	2015-2016		2016-2017	
	Tusculum	Tenn.	Tusculum	Tenn.
BAIS K-6	57.1%	54.7%		
MAT K-6	73.7%	60.3%		

Outcome: Achieved for both BAIS and MAT graduates.

- 3) Measure of Completer Effectiveness: Average TEAM (Tennessee Educator Acceleration Model) domain score. TEAM is an observational rubric used by principals to evaluate teachers. Observation Domain Scores are recorded for Instruction, Planning, and Environment. These scores represent the average for all TEAM indicators in that domain. 3 represents “At Expectations”, 5 represents “Significantly Above Expectations. 4 is not named.
 - a. Measure: Average domain score for TU completers for the domains of Instruction, Planning, and Environment.
 - b. Proposed minimum standard: Average domain score at or above 3.5 for each of the three domains
 - c. For the 2015-16 academic year:
 - i. Instruction – BAIS mean of 3.4; MAT mean of 3.6
 - ii. Planning – BAIS mean of 3.8; MAT mean of 3.7
 - iii. Environment – BAIS mean of 4.2; MAT mean of 4.3

TEAM Average Score				
	2015-2016		2016-2017	
	BAIS	MAT	BAIS	MAT
Instruction	3.4	3.6		
Planning	3.8	3.7		
Environment	4.2	4.3		

Outcome: Achieved for both BAIS and MAT graduates.

Overall, MAT graduates achieved targeted outcomes on all three measures and BAIS graduates achieved the targets on two of three outcomes. On the Praxis pass rates, BAIS lagged behind the state average by 2.5%.

Goal 4. Improve Student Post-Graduation Success

Outcome: Increase Student Post-Graduation Employment and Participation in Graduate and Professional Education

Measure: National Association of Colleges and Employers (NACE) First-Time Destination Survey

Minimum Threshold: National Average for Full-time employment and Continuing Education

Comparison Group: NACE National Average for Full-time employment and Continuing Education from the First-destination survey

BACHELOR'S DEGREE DATA								
FDS 2014 only measured Associate and Bachelor Degree Grads, not Advanced Degrees								
CLASS OF 2013-2014 ~ TUSCULUM UNIVERSITY COMPARED TO NACE								
Bachelor's only	% Career Outcomes	% Known Grads	Total % Employed	Total % Emp FT	Total % Emp PT	% Cont Ed (CE)**	% Seeking CE**	% Seeking Employment
			Mean	Mean	Mean	Mean	Mean	
Tusculum Results	90.7**	74.9%	70.8%	54.5%	16.3%	19.9%	<i>not measured</i>	9.6%
NACE National Results	80.3%	65.7%	62.0%	55.4%	6.6%	16.4%	3.6%	13.9%
** 2013-2014 Tusculum survey did not separate continuing education (CE) categories: accepted and seeking								
FDS 2015 measured Associate, Bachelor, and Advanced Degrees								
CLASS OF 2014-2015 ~ TUSCULUM UNIVERSITY E COMPARED TO NACE								
Bachelor's only	% Career Outcomes	% Known Grads	Total % Employed	Total % Emp FT	Total % Emp PT	% Cont Ed (CE)	% Seeking CE	% Seeking Employment
			Mean	Mean	Mean	Mean	Mean	
Tusculum Results	80.1%	54.9%	71.8%	60.3%	11.5%	7.2%	5.7%	13.9%
NACE National Results	85.5%	63.9%	64.5%	58.4%	6.0%	17.7%	3.2%	11.0%
FDS 2016 measured Associate, Bachelor, and Advanced Degrees								

CLASS OF 2015-2016 ~ TUSCULUM UNIVERSITY COMPARED TO NACE								
Bachelor's only	% Career Outcomes	% Known Grads	Total % Employed	Total % Emp FT	Total % Emp PT	% Cont Ed (CE)*	% Seeking CE	% Seeking Employment
			Mean	Mean	Mean	Mean	Mean	
Tusculum Results	78.5%	69.8%	74.8%	70.4%	4.4%	3.7%	7.0%	14.4%
NACE National Results	83.7%	63.2%	63.5%	57.9%	5.6%	17.5%	3.9%	12.2%
FDS 2017 measured Associate, Bachelor, and Advanced Degrees								
CLASS OF 2016-2017 ~ TUSCULUM UNIVERSITY COMPARED TO NACE								
Bachelor's only	% Career Outcomes	% Known Grads	Total % Employed	Total % Emp FT	Total % Emp PT	% Cont Ed (CE)	% Seeking CE	% Seeking Employment
			Mean	Mean	Mean	Mean	Mean	
Tusculum Results	83.7%	79.0%	76.9%	69.1%	7.7%	6.9%	3.7%	11.7%
NACE National Results	<i>To Be Reported</i>	<i>To Be Reported</i>	<i>To Be Reported</i>	<i>To Be Reported</i>	<i>To Be Reported</i>	<i>To Be Reported</i>	<i>To Be Reported</i>	<i>To Be Reported</i>

NACE Results for 2016-2017 To Be Reported in October 2018

For Bachelor's graduates, Tusculum achieves the goal of the national mean or higher for 2014-2015 and 2015-2016 with comparison data for the 2016-2017 forthcoming in October 2018. Tusculum Bachelor's graduates lag behind the national average for pursuing continuing education.

MASTER'S DEGREE DATA

CLASS OF 2014-2015 ~ TUSCULUM UNIVERSITY COMPARED TO NACE

Master's only	% Career Outcomes	% Known Grads	Total % Employed	Total % Emp FT	Total % Emp PT	% Cont Ed (CE)	% Seeking CE	% Seeking Employment
			Mean	Mean	Mean	Mean	Mean	
Tusculum Results	87.5%	53.3%	87.5%	85.9%	1.6%	0.0%	1.6%	10.9%
NACE National Results	89.6%	56.9%	79.2%	75.0%	4.2%	8.0%	0.5%	9.7%

FDS 2016 measured Associate, Bachelor, and Advanced Degrees

CLASS OF 2015-2016 ~ TUSCULUM UNIVERSITY COMPARED TO NACE

Master's only	% Career Outcomes	% Known Grads	Total % Employed	Total % Emp FT	Total % PT	% Cont Ed (CE)	% Seeking CE	% Seeking Employment
			Mean	Mean	Mean	Mean	Mean	
Tusculum Results	89.9%	78.4%	89.9%	88.4%	1.5%	0.0%	2.9%	7.3%
NACE National Results	89.1%	55.1%	80.2%	76.1%	4.1%	6.4%	0.7%	10.1%

FDS 2017 measured Associate, Bachelor, and Advanced Degrees

CLASS OF 2016-2017 ~ TUSCULUM UNIVERSITY COMPARED TO NACE

Master's only	% Career Outcomes	% Known Grads	Total % Employed	Total % Emp FT	Total % Emp PT	% Cont Ed (CE)	% Seeking CE	% Seeking Employment
			Mean	Mean	Mean	Mean	Mean	
Tusculum Results	85.0%	72.1%	85.0%	81.3%	3.8%	0.0%	0.0%	12.5%
NACE National Results	<i>To Be Reported</i>	<i>To Be Reported</i>	<i>To Be Reported</i>	<i>To Be Reported</i>	<i>To Be Reported</i>	<i>To Be Reported</i>	<i>To Be Reported</i>	<i>To Be Reported</i>

NACE Results for 2016-2017 To Be Reported in October 2018

National Graduate School Clearinghouse reported that 15% of Tusculum alumni for 2016 matriculated into graduate programs.

**Tusculum Continuing Ed & Seeking CE categories were not separated in 2014. This also impacted career outcomes for 2014, which probably should have been around 80%

For Master's graduates, Tusculum achieves the goal of the national mean or higher for 2014-2015. 2015-2016 with comparison data for the 2016-2017 forthcoming in October 2018. Tusculum masters graduates lag behind the national average for pursuing continuing education.

Overall: Tusculum Bachelor's and Master's graduates achieve the goal of matching or exceeding the national average for full-time employment. However, both Bachelor's and Master's graduates do not achieve the goal of matching or exceeding the national average for continuing education.

For future reports, Tusculum University is looking into an additional measure for continuing education through the National Student Clearinghouse, accessing data from the Tennessee Longitudinal Data System for employment and pay, and using alumni survey data.