

## Student Achievement

In accordance with the Southern Association of College and Schools Commission on Colleges (SACSCOC) *Principles of Accreditation* [Core Requirement 8.1 \(Student Achievement\)](#), Fletcher 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.

Fletcher uses retention and graduation as reported in the IPEDS Data Feedback Reports—discussed below—to demonstrate its commitment to self-identify targets for and evaluate outcomes of performance related to the nature of students served and the kinds of programs offered. Graduation rate data is also disaggregated by race/ethnicity as an analysis of need to develop institutional strategies to seek improvement of at-risk student populations. Disaggregated data is included with the evaluation of the graduation goal.

### Goal 1: Retention

Fall 2021 Target: Retain 58% of first-time, full-time degree/certificate seeking students from fall to fall.

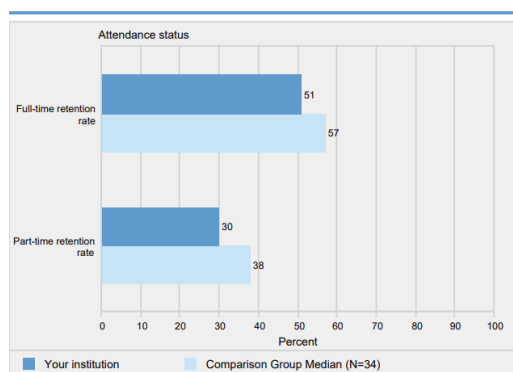
Measure: Using the IPEDS Data Feedback Reports, retention rates are measured from the fall of first enrollment to the following fall.

Rationale: This target was selected based on averaging prior year's outcomes of 35 comparison institutions (59%) with the College's outcome (56%) as published in the 2020 IPEDS Data Feedback report. Threshold of acceptability is at least equal to prior year's outcome.

Outcome: 51% of first-time, full-time degree/certificate seeking students were retained from fall to fall.

Prior Year Outcome (Fall 2020): 56% of first-time, full-time degree/certificate seeking students were retained from fall to fall.

Figure 10. Retention rates of first-time degree/certificate seeking students, attendance status: Fall 2019 cohort



NOTE: Retention rates are measured from the fall of first enrollment to the following fall. Academic reporting institutions report retention data for the Fall 2019 cohort of students who are still enrolled as of the institution's official fall reporting date or as of October 15, 2020. Program reporters determine the cohort with enrollment any time between August 1 - October 31, 2019 and retention based on August 1, 2020.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Spring 2021, Fall Enrollment component.

Evaluation: Retention target of 58% for the reporting year was not achieved, noting a 7-percentage point difference between the actual outcome of 51% and the target. The outcome of comparison institutions (n=34) averaged a retention rate of 57%. Based on these

achievements, the desired Fall 2022 Target is 54%. Additionally, based on the prior year outcome of 56%, the threshold of acceptability was not met, noting a 5-percentage point decrease from last year's achievement.

Fall 2022 Target: Retain 54% of first-time, full-time degree/certificate seeking students from fall to fall.

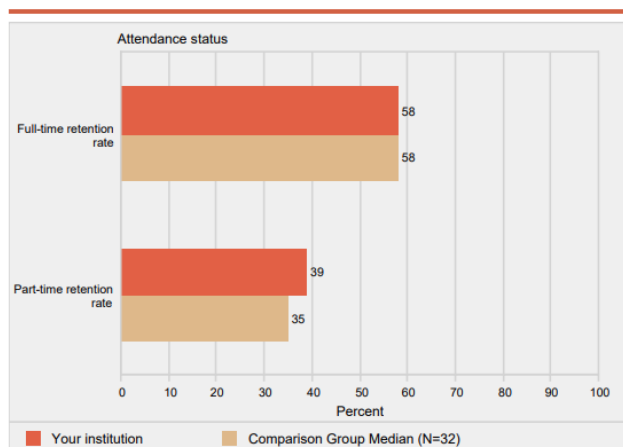
Measure: Using the IPEDS Data Feedback Reports, retention rates are measured from the fall of first enrollment to the following fall.

Rationale: This target was selected based on averaging prior year's outcomes of 34 comparison institutions (57%) with the College's outcome (51%) as published in the 2021 IPEDS Data Feedback report. Threshold of acceptability is at least equal to prior year's outcome.

Outcome: 58% of first-time, full-time degree/certificate seeking students were retained from fall to fall.

Prior Year Outcome (Fall 2021): 51% of first-time, full-time degree/certificate seeking students were retained from fall to fall.

**Figure 10. Retention rates of first-time degree/certificate seeking students, attendance status: Fall 2020 cohort**



NOTE: Retention rates are measured from the fall of first enrollment to the following fall. Academic reporting institutions report retention data for the Fall 2019 cohort of students who are still enrolled as of the institution's official fall reporting date or as of October 15, 2021. Program reporters determine the cohort with enrollment any time between August 1 - October 31, 2020 and retention based on August 1, 2021.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Spring 2022, Fall Enrollment survey component.

Evaluation: Retention target of 54% for the reporting year was achieved, noting a 4-percentage point difference between the actual outcome of 58% and the target. The outcome of comparison institutions (n=32) averaged a retention rate of 58%. Based on these achievements, the desired Fall 2023 Target is 58%. Additionally, based on the prior year outcome of 51%, the threshold of acceptability was met, noting a 7-percentage point increase from last year's achievement.

## Goal 2: Graduation Rates

**Fall 2021 Target:** Graduate 31% of first-time, full-time degree/certificate seeking undergraduates within 150% of normal time to program completion.

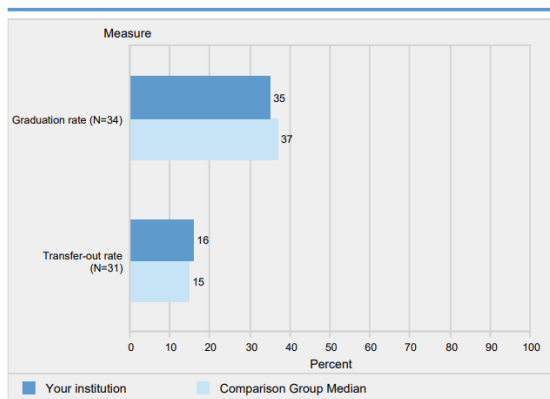
**Measure:** Using the IPEDS Data Feedback Reports, the graduation rate cohort includes full-time, first-time degree/certificate seeking undergraduate students who complete programs within 150% of normal time.

**Rationale:** This target was selected based on averaging prior year's outcomes of 35 comparison institutions (31%) with the College's outcome (30%) as published in the 2020 IPEDS Data Feedback report. Threshold of acceptability is at least equal to prior year's outcome.

**Outcome:** 35% of first-time, full-time degree/certificate seeking undergraduates graduated within 150% of normal time to program completion.

**Prior Year Outcome (Fall 2020):** 30% of first-time, full-time degree/certificate seeking undergraduates graduated within 150% of normal time to program completion.

**Figure 11. Graduation and transfer-out rates of full-time, first-time degree/certificate-seeking undergraduates within 150% of normal time to program completion: 2017 cohort**

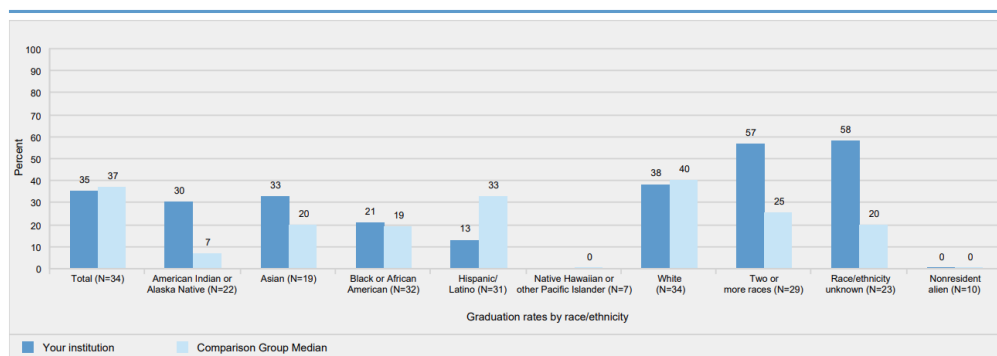


NOTE: Graduation rate cohort includes all full-time, first-time degree/certificate-seeking undergraduate students. Graduation and transfer-out rates are the Student Right-to-Know rates. Only institutions with mission to prepare students to transfer are required to report transfer out. For more details, see the Methodological Notes. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS); Winter 2020-21, Graduation Rates component.

## Disaggregated Graduation Rate Data by Race/Ethnicity

Figure 12. Graduation rates of full-time, first-time degree/certificate-seeking undergraduates within 150% of normal time to program completion, by race/ethnicity: 2017 cohort



NOTE: For more information about disaggregation of data by race and ethnicity, see the Methodological Notes. The graduation rates are the Student Right-to-Know (SRK) rates. Median values for the comparison group will not add to 100%. N is the number of institutions in the comparison group.  
SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Winter 2020-21, Graduation Rates component.

**Evaluation:** Graduation rate target of 31% for the reporting year was achieved, noting a 4-percentage point difference between the actual outcome of 35% and the target. The outcome of comparison institutions (n=34) averaged a graduation rate of 37%. Based on these achievements, the desired Fall 2023 Target is 36%. Additionally, based on the prior year outcome of 30%, the threshold of acceptability was met, noting a 5-percentage point increase from last year's achievement.

**Fall 2022 Target:** Graduate 36% of first-time, full-time degree/certificate seeking undergraduates within 150% of normal time to program completion.

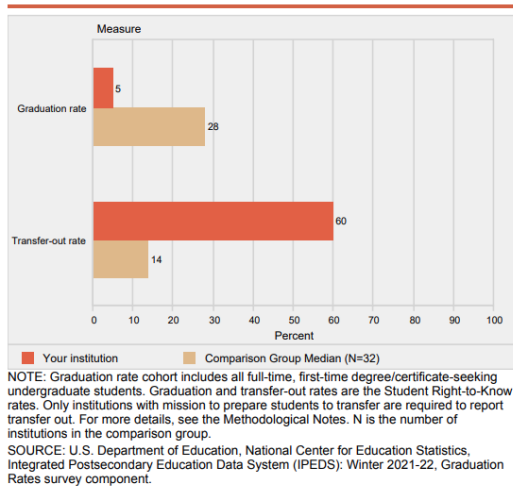
**Measure:** Using the IPEDS Data Feedback Reports, the graduation rate cohort includes full-time, first-time degree/certificate seeking undergraduate students who complete programs within 150% of normal time.

**Rationale:** This target was selected based on averaging prior year's outcomes of 34 comparison institutions (37%) with the College's outcome (35%) as published in the 2021 IPEDS Data Feedback report. Threshold of acceptability is at least equal to prior year's outcome.

**Outcome:** 5% of first-time, full-time degree/certificate seeking undergraduates graduated within 150% of normal time to program completion.

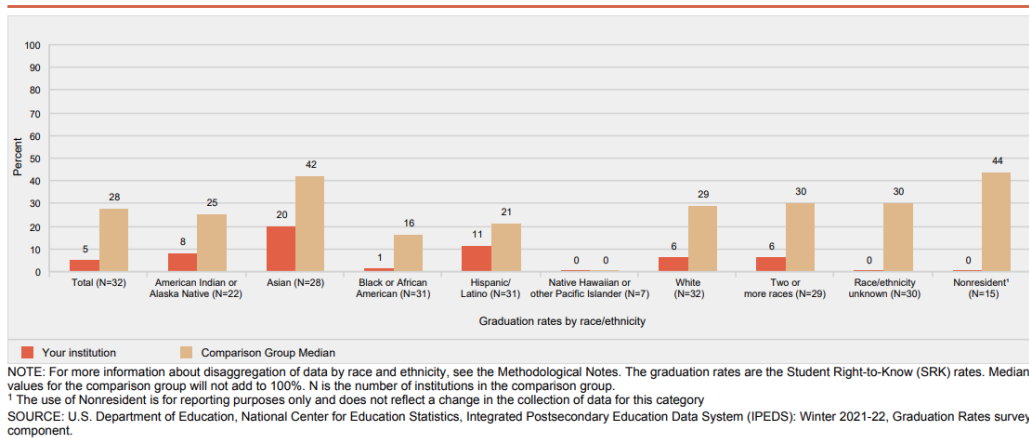
**Prior Year Outcome (Fall 2021):** 35% of first-time, full-time degree/certificate seeking undergraduates graduated within 150% of normal time to program completion.

**Figure 11. Graduation and transfer-out rates of full-time, first-time degree/certificate-seeking undergraduate students within 150% of normal time to program completion: 2018 cohort**



### Disaggregated Graduation Rate Data by Race/Ethnicity

**Figure 12. Graduation rates of full-time, first-time degree/certificate-seeking undergraduate students within 150% of normal time to program completion, by race/ethnicity: 2018 cohort**



**Evaluation:** Graduation rate target of 36% for the reporting year was not achieved, noting a 31-percentage point difference between the actual outcome of 5% and the target. It should be noted that the COVID-19 global pandemic significantly impacted achievement. The outcome of comparison institutions (n=32) averaged a graduation rate of 28%. Based on these achievements, the desired Fall 2023 Target is 17%. Additionally, based on the prior year outcome of 35%, the threshold of acceptability was not met, noting a 30-percentage point decrease from last year’s achievement.

**Publication:** This student achievement goal is published on the Institutional Research & Effectiveness webpage.

## Summary of Student Completion Outcomes: IPEDS 8-Year Award Rate Outcome Measure

Fletcher utilizes the IPEDS 8-Year Award Rate Outcome Measure, which includes transfer-in and part-time students, as a metric to monitor completion of students served as a reference for comparison and to track changes over time. The College has identified the National Center for Education Statistics (NCES) metric that reports the percent of degree/certificate-seeking students at 2-year institutions earning an award as its benchmarking tool for setting targets. Additionally, the College defines its threshold of acceptability as at least equal to prior year's outcome.

Outcome Year/ Cohort Year	Target (NCES National Outcomes)	Threshold	8-Year Actual	Target Met	Threshold Met
2021-22 / 2013-14	30.3%	41.0%	49.0%	Yes	Yes
2020-21 / 2012-13	29.4%	24.0%	41.0%	Yes	Yes
2019-20 / 2011-12	27.7%	25.0%	24.0%	No	No
2018-19 / 2010-11	27.0%	N/A*	25.0%	No	N/A*

\*N/A due to first year of utilizing key student completion indicator.

Data sets below include a disaggregation of graduates for the most recent two cohort years (2013-2014 and 2012-2013). Data sets are disaggregated by race/ethnicity and gender.

2013-2014	
<b>Race/Ethnicity</b>	<b>%</b>
Total	100.0%
American Indian or Alaska Native	2.1%
Asian	2.8%
Black or African American	14.6%
Hispanic/Latino	10.4%
Native Hawaiian or other Pacific Islander	1.4%
White	64.6%
Two or more races	2.8%
Unknown	1.4%
Nonresident	0.0%

Gender	
<b>Gender</b>	<b>%</b>
Total	100.0%
Female	59.7%
Male	40.3%
Unknown	0.0%

2012-2013	
<b>Race/Ethnicity</b>	<b>%</b>
Total	100.0%
American Indian or Alaska Native	5.4%
Asian	1.0%
Black or African American	12.3%
Hispanic/Latino	3.4%
Native Hawaiian or other Pacific Islander	0.5%
White	73.0%
Two or more races	2.0%
Unknown	2.5%
Nonresident	0.0%

Gender	
<b>Gender</b>	<b>%</b>
Total	100.0%
Female	53.0%
Male	46.5%
Unknown	0.5%