

STUDENT ACHIEVEMENT PROFILE



PAINE COLLEGE
October 19, 2022

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INTRODUCTION

During a recent review of the Transnational Association of Christian Colleges and Schools (TRACS) with the Council for Higher Education Accreditation, CHEA noted the need to improve the reporting and availability of student consumer information from TRACS schools as required in the TRACS Federal Requirement 17.11 as given below.

17.11 Student Achievement: The institution’s assessment of student achievement includes, at a minimum, the collection and analyzation of retention rates and graduation rates, and, as appropriate to its mission and program specific expectations, the collection and analyzation of course completion rates, job placement rates, transfer rates, outcomes regarding state or other licensing examinations and other appropriate measures. Student achievement information is made available to the public on the institution’s website and/or via other appropriate means in an easily accessible and understood format. (IER) - §602.16(a)(1)i [Transnational Association of Christian Colleges and Schools (TRACS), *Accreditation Manual (October 2021 Edition)*, p. 20]

As a result, all TRACS institutions were required to review their current student achievement reporting and come into compliance with several guidelines. They must report retention and graduation rates, which include the current year and two prior years at the beginning of the report. Job placement, course completion, licensure exam results, transfer out rates, etc. as required by state or programmatic accreditors or as desired by the institution should follow retention and graduation rates data. Information must be updated annually to include retention and graduation rates provided to TRACS on the Annual Operational Report and must coincide with the AOR submission.

Per its Mission, Paine College “... provides a liberal arts education of the highest quality. The College emphasizes academic excellence ... to prepare spiritually-centered men and women for positions of leadership and service.” Institutional effectiveness is documented in all units, and Paine College monitors subsequent-year retention for full-time, first-year cohort students and all students; six-year graduation rates for first year cohort students, annual student enrollment; and placement following graduation. The College does not award certificate or associate degrees. Nor do we offer individual training courses or programs that require licensure by the state or programmatic accreditors. Therefore, the latter data points are not included in the Student Achievement Profile.

Retention rates, graduation rates, and enrollment are in alignment with the Mission because each provides documentation of student success while attending Paine College. Further, enrollment has an impact on retention and graduation rates. Results are extracted from the Jenzabar student information system. Institutional graduates, another measure of student achievement, are included in a separate section. Enrollment in graduate or professional school and job placement rates provide documentation of student success following graduation. Job placement rates are obtained from the annual *Survey of Graduating Seniors* administered by staff in the Office of Institutional Research, Assessment, and Evaluation (IRAE).

Institutional results for requirements and additional information are summarized by staff in the Office of IRAE in this annual report. Descriptions of the results are presented before the tables and exhibits. When results do not meet those in the goals established by the institution or TRACS, separate improvement plans or outcomes for improvement are written and implemented by appropriate units. This document is shared with constituents via the website as the TRACS Annual Operational Report is submitted in the fall.

RETENTION RATES

Retention statistics are presented for two groups of students: (1) the full-time, first-year in-college student cohort and (2) all full-time students. Full-time, first-year in-college students have never attended a postsecondary institution except that those who enrolled for the summer prior to the cohort year are also counted in the cohort. These data affect degree completion since students must be retained for at least four years if they are to complete the graduation requirements. Retention data is also maintained for all full-time students. These rates are calculated based on the number of full-time students who are enrolled an initial fall term and returned the subsequent fall term. Data for each group have been updated to include students who were enrolled full-time and returned as either full-time or **part-time** students. The number of students who were retained and the retention rates are given in each table and exhibit for each referenced fall term.

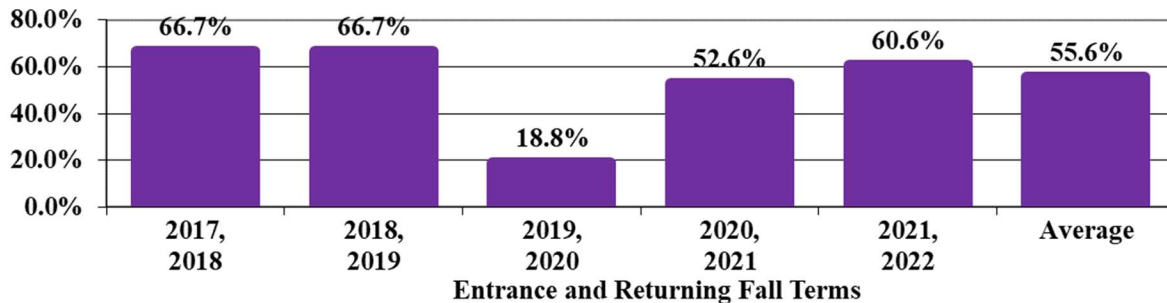
Full-time, First-year Student Cohort

Results for full-time, first-time new college students (first-year) enrolled in the Fall 2017 through Fall 2021 terms can be found in Table RR1 and Exhibit RR1. In the assessment outcomes, the goal for retention of these students is that 70 percent or more of the cohort students will enroll the next fall term. The pattern for enrollment and retention results for full-time, first-time first-year cohort students mimic those of all full-time students (see next section). Retention results range from 19 percent for the Fall 2019 cohort to 67 percent for the Fall 2017 and Fall 2018 cohorts. These results are less than the desired 70 percent. In four of the five (5) cohort years (2017, 2018, 2020, and 2021), they are above the 50 percent threshold required by TRACS. The five-year average is 50 percent. Fluctuations in the enrollment (see section later in this report) affected these retention results.

Table RR1. Full-time, First-time Freshmen (first-year) Cohort Enrollment, Returnees, and Retention Rates, Entered Fall 2017 – Fall 2021, Returned Fall 2018 – Fall 2022

Cohort Entrance Term	Full-time, First-time Freshman Cohort Enrollment	Cohort Returning Term	Full-time, First-time Freshman Cohort Returnees	Retention Rate
Fall 2017	90	Fall 2018	60	66.7%
Fall 2018	201	Fall 2019	134	66.7%
Fall 2019	96	Fall 2020	18	18.8%
Fall 2020	19	Fall 2021	10	52.6%
Fall 2021	71	Fall 2022	43	60.6%
Mean	95		53	55.6%

Exhibit RR1. Full-time, First-time Freshmen (first-year) Cohort Retention Rates, Entered Fall 2017 – Fall 2021, Returned Fall 2018 – Fall 2022



All Full-time Students

Retention results for full-time students enrolled in the Fall 2017 through Fall 2021 terms can be found in Table RR2 and Exhibits RR2 and RR3. This information sets the context for the results of the cohort students (see previous paragraphs). In Fall 2018, Paine College enrolled 432 full-time students, the highest number in the five-year period of this study with the second highest, 395, being enrolled during the Fall 2019 term. The lowest number of full-time students was attained in Fall 2020, the first full-term of remote instruction during the COVID-19 pandemic. Reasons associated with the fluctuations are discussed in the ENROLLMENT section of this report.

Retention rates for these full-time students increased from 54 percent for the Fall 2017 students who returned in Fall 2018 to the high of 63 percent for the Fall 2018 students who returned in Fall 2019. When only 122 of the 395 Fall 2019 full-time students returned in Fall 2020 (the first full-term of remote instruction to the pandemic), the College experienced its lowest retention rate of 31 percent during the period. All results during this five-year period are below the 70 percent criteria for success that has been established for the Institution in the *Assessment Plan*. Data are being reviewed and plans for increases that focus on returning students are being discussed.

Table RR2. Number of Full-time Students, Fall 2017 – Fall 2021; Number of Retained Students, Fall 2018 – Fall 2022; and Retention Rates, Fall 2017 – Fall 2021 Returnees

Category	Entrance and Returning Fall Terms					Mean
	Fall 2017, Fall 2018	Fall 2018, Fall 2019	Fall 2019, Fall 2020	Fall 2020, Fall 2021	Fall 2021, Fall 2022	
Enrolled	328	432	395	155	209	304
Retained*	178	271	122	91	122	157
% Retained	54%	63%	31%	59%	58%	53%

*Updated to include full-time students who returned the following fall as part-time students

Exhibit RR2. Full-time Students: Enrolled Fall 2017 through Fall 2021, Retained Fall 2018 through Fall 2022

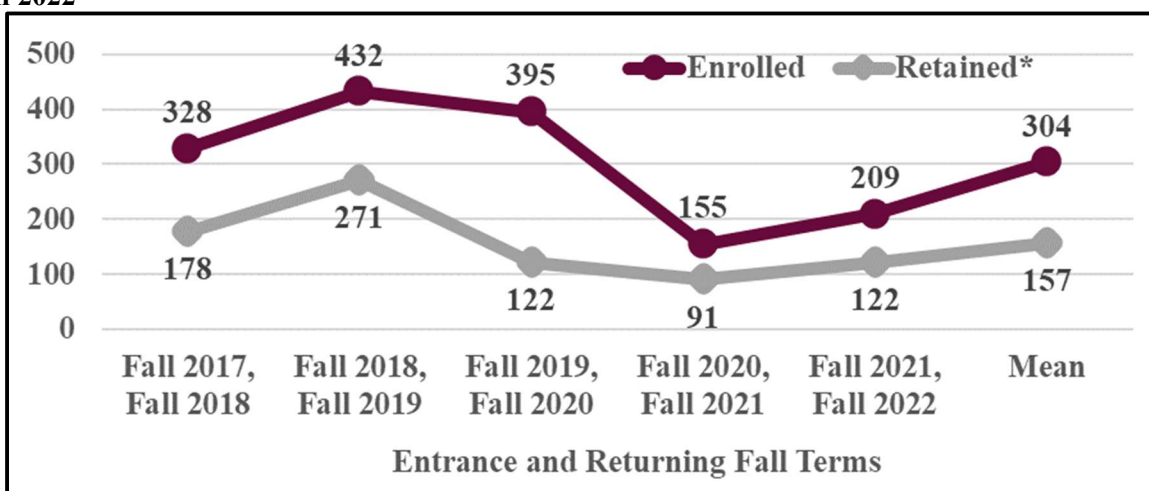
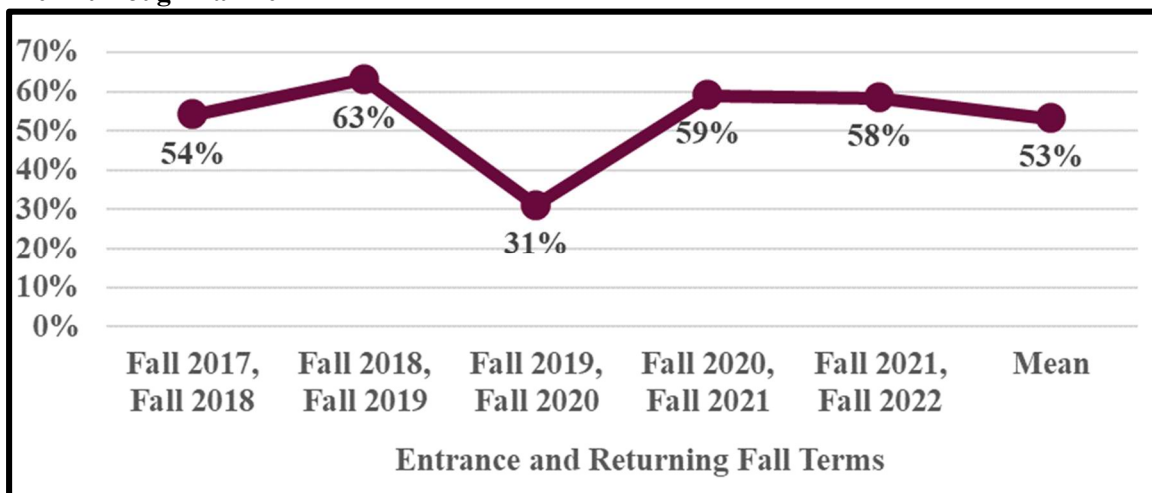


Exhibit RR3. Retention Rates: Full-time Students Enrolled Fall 2016 through Fall 2020, Retained Fall 2017 through Fall 2021



SIX-YEAR GRADUATION RATES FOR FIRST-TIME FRESHMEN COHORTS

Graduation rates are the most significant values for enrolled students. Six-year rates based on data that are reported to the National Center for Education Statistics as the Integrated Postsecondary Education Data System surveys are completed are discussed in this *Profile*. Six-year graduation rates for the full-time, first-time first-year cohort students who entered Paine College from Fall 2012 through Fall 2016 are summarized in Table G1 and Exhibits G1 and G2. Cohort enrollments follow the pattern of full-time enrollment of all students. An average of 171 full-time, first-time freshmen enrolled from Fall 2012 through Fall 2016. The six-year graduation rate average for the past five years is 25 percent, which is well below the 50 percent set as the success rate in the *Assessment Plan*. The College met the 25 percent TRACS criteria for the cohort members who enrolled Fall 2012 when the six-year graduation rate was 27.7 percent. A plan to improve graduation rates contains strategies that when implemented will encourage students to remain at Paine and graduate. With improved enrollment, especially improved numbers of returnees, the rates should increase over time.

Table G1. Cohort Enrollment, Graduates, and Six-year Graduation Rate, Full-time, First-time Freshmen Cohorts, 2012 through 2016

Term	Cohort Enrollments	Graduation Years	Graduates	Six-Year Graduation Rates
Fall 2012	173	2016 – 2018	48	27.7%
Fall 2013	252	2017 – 2019	32	12.7%
Fall 2014	204	2018 – 2020	16	7.8%
Fall 2015	125	2019 – 2021	10	8.0%
2016	101	2020 – 2022	18	17.8%
Mean	171		25	14.8%

Exhibit G1. Six-year Full-time, First-time Freshmen Cohorts and Graduates, Fall 2012 through Fall 2016

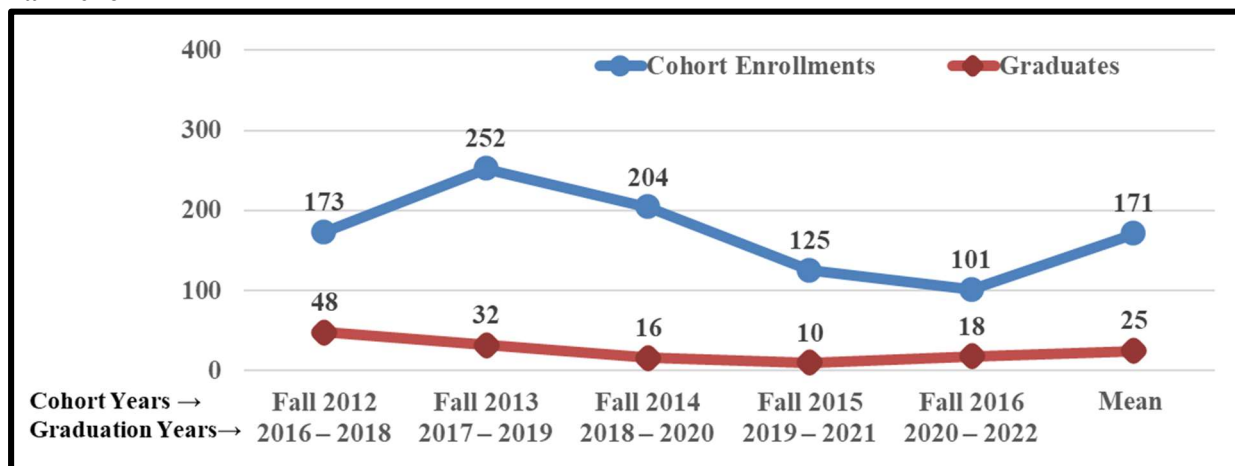
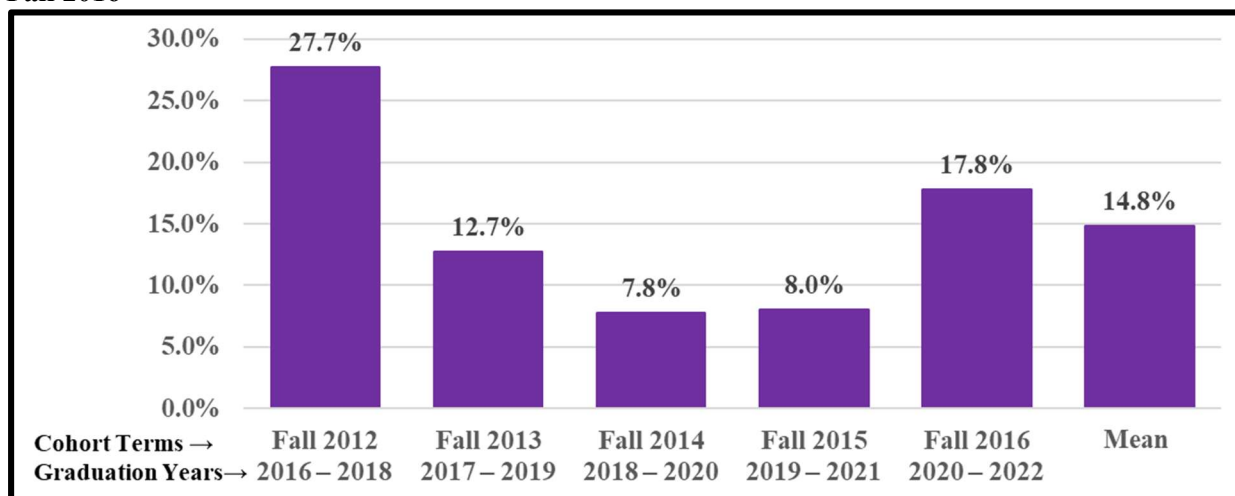


Exhibit G2. Six-year Graduation Rates, Full-time, First-time Freshmen Cohorts, Fall 2012 through Fall 2016



ENROLLMENT

Enrollment of new and returning students is a primary factor in the success of any institution. Enrollment results in this report are based on the official fall enrollment data reported to the National Center for Education Statistics as the Integrated Postsecondary Education Data System surveys are completed. This report is being completed using preliminary fall 2022 data and will be updated in the spring following submission of the official enrollment reports. These data affect the retention and graduation rates discussed above and the post-graduation results discussed in the last section of this report.

Increasing the enrollment has been in all recent strategic plans and the recently developed *Business Plan*. Unfortunately, the College was not favored with such from Fall 2018 (469 students) to Fall 2020 (189 students). After reaching its lowest enrollment in Fall 2020 (189 students), Paine saw an increase in Fall 2021 (251 students) and again in Fall 2022 (313 students) (see Tables E1 and E2 and Exhibits E1 and E2). Full-time enrollment in the fall has maintained healthy rates when compared to part-time enrollment with a five-year average of 88 percent compared to 12 percent for part-time students. Per the *Business Plan*, there were four reasons that the College was not able to meet its enrollment projections:

1. Fewer students to be recruited from our traditional markets

2. The availability of sufficient income and/or financial aid
3. The impact of the pandemic
4. Our accreditation status

The reasons and plans to improve in each area are discussed in the *Business Plan*.

Table E1 and Exhibit E1. Institutional Enrollment by Fall Term of the Academic Year

Year	Full-time	Part-time	Total
2018	432	37	469
2019	395	53	448
2020	155	34	189
2021	209	42	251
2022	276	37	313
Mean	293	41	334

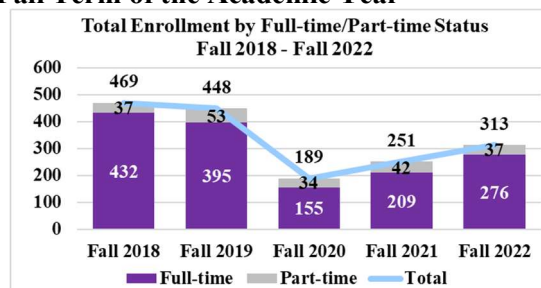
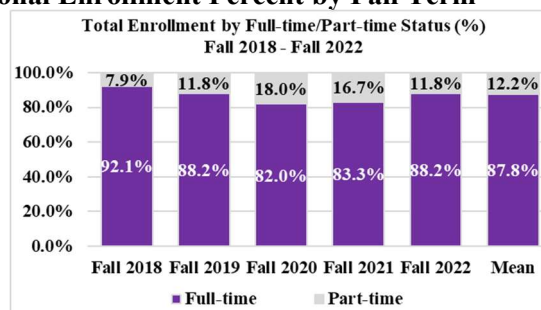


Table E2 and Exhibit E2. Full-time/Part-time Institutional Enrollment Percent by Fall Term

Year	Full-time	Part-time	Total
Fall 2018	92.1%	7.9%	100%
Fall 2019	88.2%	11.8%	100%
Fall 2020	82.0%	18.0%	100%
Fall 2021	83.3%	16.7%	100%
Fall 2022	88.0%	12.0%	100%
Mean	87.0%	13.0%	100%



The declines in enrollment have influenced all information and rates that are presented in this *Profile*. The Enrollment and Sustainability Committee is monitoring the enrollment, retention rates, graduation rates, sufficiency of the number of residence halls, and other factors that impact student achievement. Other units are also monitoring them.

POST-GRADUATION

This section contains projected results for actions of graduates. Projected fall plans in terms of enrollment into graduate or professional school and workforce based on whether the position will be related to the Paine major are summarized from the *Survey of Graduating Seniors*. These summaries are based on the number of graduates who completed the Survey from 2018 to 2022.

Paine College administers a survey to candidates for graduation each year. Projected results for the question that ask about fall plans are presented in Table PG1 and Exhibits PG1 – PG2. While reported fall plans vary annually, the five-year average for students who plan to continue to graduate or professional school is 30 percent. Annual results ranged from 43 percent in 2019 to 17 percent in 2021. Per a Career Services outcome, “at least 15% from each graduation class ... will continue their studies in a graduate program within 5 years of graduation.” This goal was met per the projections.

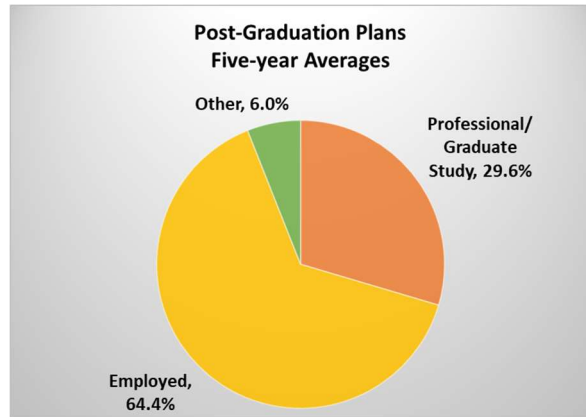
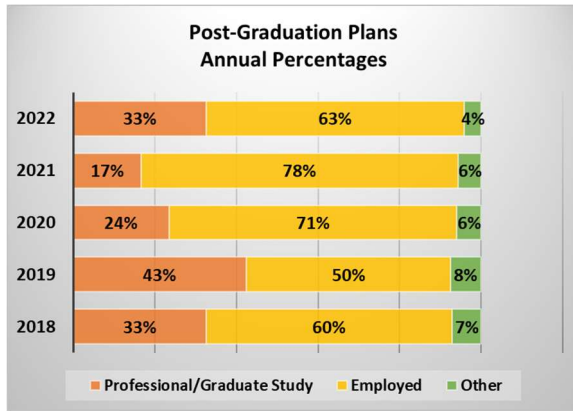
Workforce data has been updated to two (2) categories—working in a position related to the major and working in a position that is not related to the major. The five-year average for those who plan to enter or are already employed in the workforce in a position related to their major is 52 percent; those entering the workforce in a position not related to the major is 12 percent for a total of 64 percent who plan to be in the workforce. From 2018 to 2020 there were annual increases in those reporting work related to the major with the high for the period being almost 62 percent in 2020 and slightly less, 61 percent, in 2021. As

academic unit leaders review this data and that for their departments, they will determine whether to adjust the strategies related to assisting students with their future employment plans.

Table PG1. Post-Graduation Plans

Post-Graduation Plans	2018	2019	2020	2021	2022	Mean
Professional/Graduate Study	32.6%	42.5%	23.5%	16.7%	32.7%	29.6%
Employed: Related to Major	37.2%	47.5%	61.8%	61.1%	53.1%	52.1%
Employed: Not Related to Major	23.3%	2.5%	8.8%	16.7%	10.2%	12.3%
Other	7.0%	7.5%	5.9%	5.6%	4.1%	6.0%

Exhibits PG1 – PG2. Post-Graduation Plans



Data Sources: Jenzabar Student Information System; Institutional Research, Assessment, and Evaluation files; Survey of Graduating Seniors

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