

# STUDENT ACHIEVEMENT PROFILE



**PAINE COLLEGE**  
**April 30, 2021**

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## PAINE COLLEGE STUDENT ACHIEVEMENT PROFILE

Paine College’s “assessment of student achievement includes retention rates, course completion rates, graduation rates, job placement rates, and state or other licensing examinations. Student achievement information is made available to the public. (IER) - §602.16(a)(1)i” [Transnational Association of Christian Colleges and Schools (TRACS), *Demonstrating Compliance: Evaluative Criteria and Typical Documentation (April 2018 Edition)*, p. 31] Per its Mission, Paine “... 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.” Student achievement documents overall institutional effectiveness and Paine College monitors annual student enrollment; subsequent-year retention for full-time, first-year students and all students; six-year and eight-year graduation rates, and placement following graduation.

Enrollment, retention rates, and graduation rates are in alignment with the Mission because each provides documentation of the student success while students are attending Paine. Enrollment in graduate school and job placement rates provide documentation of student success following graduation. Results are extracted from the Jenzabar student information system and are summarized by staff in the Office of Institutional Research, Assessment, and Evaluation. They are given for each topic in the individual sections of this Profile which is updated every two years. Discussion of the results is presented before the tables and exhibits.

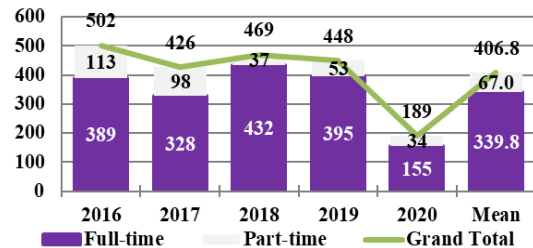
### ENROLLMENT

Enrollment is a primary factor in the success of any institution. Enrollment results 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. Though increasing the enrollment has been in all recent Strategic Plans, the College has not been favored with such. In the last five years, enrollment (see Tables E1 and E2 and Exhibits E1 and E2) has decreased by 62 percent from 502 to 189 students. The College experienced one (1) increase during the period when enrollment increased from 426 (Fall 2017) to 469 (Fall 2018).

Enrollment declines were caused by students who decided not to return primarily due by the College being placed on accreditation probation by the Southern Association of Colleges and Schools Commission on Colleges. These declines have influenced all information and rates that are presented in this Profile. In 2020-2021, Paine College’s administration and Board of Trustees approved a Business Plan that defines the primary source of funding as enrollment. The 2020 – 2025 Strategic Plan contains benchmarks related to increasing enrollment. When implemented, strategies in both documents should have a positive effect on all aspects of enrollment.

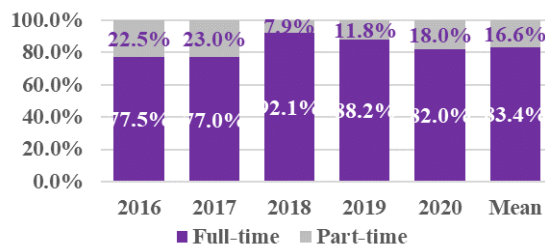
**Table E1 and Exhibit E1. Institutional Enrollment by Academic Year**

Year	Full-time	Part-time	Total
2016	389	113	502
2017	328	98	426
2018	432	37	469
2019	395	53	448
2020	155	34	189
<b>Mean</b>	<b>340</b>	<b>67</b>	<b>407</b>



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

Year	Full-time	Part-time	Total
2016	77.5%	22.5%	100%
2017	77.0%	23.0%	100%
2018	92.1%	7.9%	100%
2019	88.2%	11.8%	100%
2020	82.0%	18.0%	100%
<b>Mean</b>	<b>83.4%</b>	<b>16.6%</b>	<b>100%</b>



**RETENTION RATES**

Retention statistics are presented for two groups of students: (1) all full-time students and (2) the full-time, first-year in college student cohort. 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 the subsequent fall term. They do not account for students who may have stopped out during the intervening spring term or those whose status may have changed from full-time to part-time or vice versa. The number of students who were retained and the retention rates are given in each table and exhibit for each fall term.

All Full-time Students

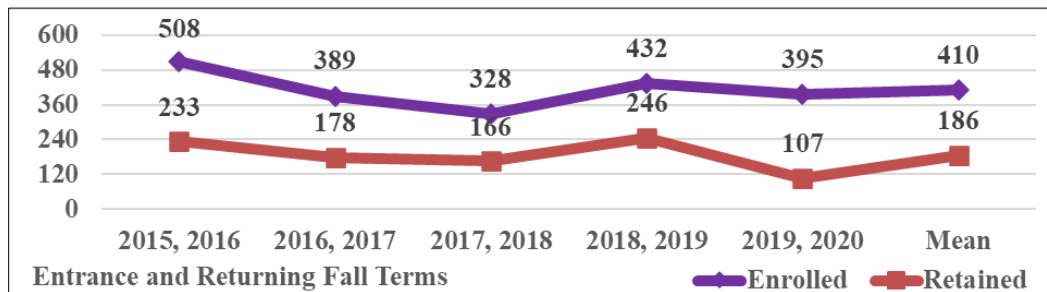
In Fall 2015, Paine College enrolled 508 full-time students, the highest number in the five-year period of this study. In the next two years, full-time enrollment decreased, and the second highest enrollment, 432, was attained in Fall 2018. Fall 2019 results decreased to just under 400 full-time students. Retention rates for these full-time students increased from 46 percent in 2016 to 57 percent in 2019. When only 107 of the 395 Fall 2019 full-time students returned in Fall 2020, the College experienced its lowest retention rate of 27 percent during the period. These results are below the 70% criteria for success that has been established for the Institution in the *Assessment Plan*. Results in this discussion can be found in Tables RR1 through RR2 and Exhibits RR1 through RR4.

Retention is also addressed in the *Strategic Plan* and the *Business Plan*. In the latter documents, both of which were recently adopted, an annual approach to defining retention goals was used. Results based on this approach will be included in the next update of this *Profile*.

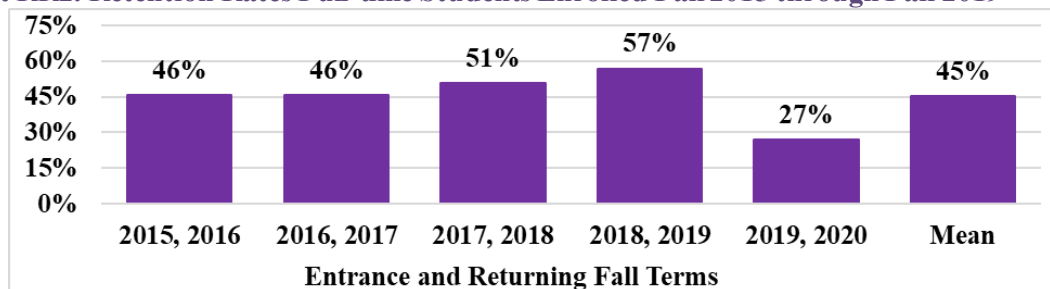
**Table RR1. Number of Full-time Students, Number of Retained Students, Retention Rate**

Category	Entrance and Returning Terms					Mean
	2015, 2016	2016, 2017	2017, 2018	2018, 2019	2019, 2020	
Enrolled	508	389	328	432	395	410
Retained	233	178	166	246	107	186
% Retained	46%	46%	51%	57%	27%	45%

**Exhibit RR1. Full-time Students: Enrolled Fall 2015 through Fall 2019, Retained Fall 2016 through Fall 2020**



**Exhibit RR2. Retention Rates Full-time Students Enrolled Fall 2015 through Fall 2019**

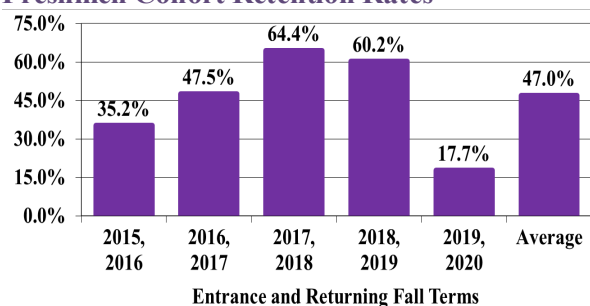


First-time Freshmen Cohort

As presented above, in the assessment outcomes, the goal for retention is that 70 percent or more of the enrolled students will enroll the next fall term. Projected retention rates for full-time, first-time freshmen are the same. Patterns for retention results for full-time, first-time freshmen mimic those of all full-time students. Results range from 18 percent for the Fall 2019 cohort to 64 percent for the Fall 2017 cohort with increases being shown in the fall terms for 2015 through 2017 cohorts (see Table RR2 and Exhibit RR2). As before, these results are less than the desired 70 percent. These results are official data as presented to National Center for Education Statistics as the Integrated Postsecondary Education Data System surveys are completed. Decreases in the enrollment since 2015 affected these retention results negatively.

**Table RR2 and Exhibit RR4. Full-time, First-time Freshmen Cohort Retention Rates**

Cohort Year	Enrollment	Retention Rate
2015	125	35%
2016	101	48%
2017	90	64%
2018	201	60%
2019	96	18%
<b>Average</b>	<b>122.6</b>	<b>47%</b>



**SIX-YEAR GRADUATION RATES FOR FIRST-TIME FRESHMEN COHORTS**

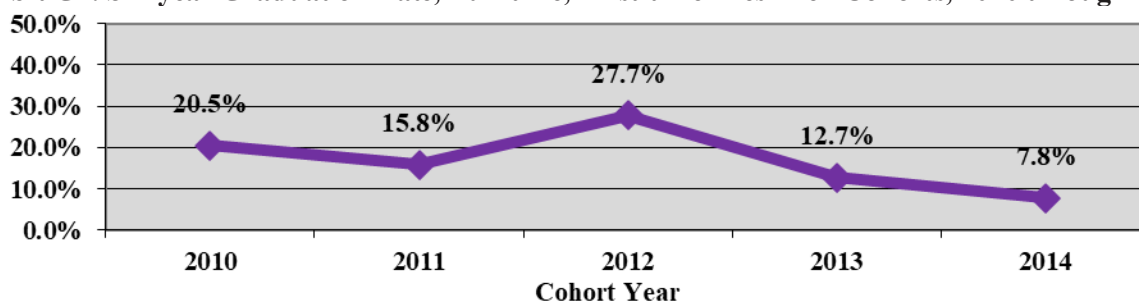
Graduation rates are the most significant values for enrolled students. Six-year rates based on data that are reported to the National Center for Education Statistics as the Integrated Postsecondary Education Data System surveys are completed are discussed in this *Profile*. Six-year graduation rates for the full-time,

first-time freshmen cohorts who entered Paine College from Fall 2010 through Fall 2014 are summarized in Table G1 and Exhibit G1. Cohort enrollments follow the pattern of full-time enrollment of all students. An average of 205.4 full-time, first-time freshmen enrolled from Fall 2010 through Fall 2014. The six-year graduation rate average for the past five years is 16.9%, which is well below the 50% set as the success rate in the *Assessment Plan*. These results document that the criteria for success was not met.

**Table G1. Cohort Enrollment, Graduates, and Six-year Graduation Rate, Full-time, First-time Freshmen Cohorts, 2010 through 2014**

Year	Cohort Enrollments	Graduation Years	Graduates	Six-Year Graduation Rates
2010	215	2014 – 2016	44	20.5%
2011	183	2015 – 2017	29	15.8%
2012	173	2016 – 2018	48	27.7%
2013	252	2017 – 2019	32	12.7%
2014	204	2018 – 2020	16	7.8%
<b>Average</b>	<b>205.4</b>		<b>33.8</b>	<b>16.9%</b>

**Exhibit G1. Six-year Graduation Rate, Full-time, First-time Freshmen Cohorts, 2010 through 2014**



**LICENSURE**

Paine College does not offer programs that require licensure.

**POST-GRADUATION**

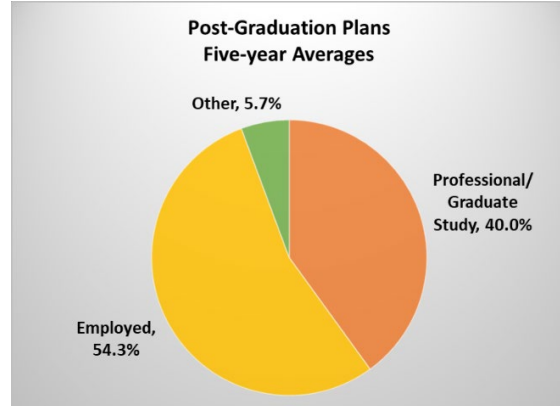
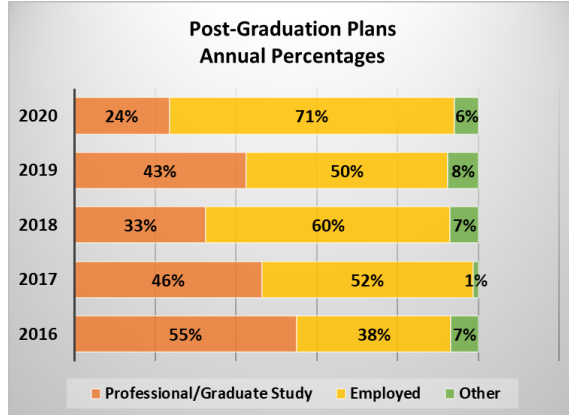
Paine College administers a survey to candidates for graduation each year. Reported results for the question that ask about fall plans are presented in Table PG1 and Exhibits PG1 – PG2. While reported fall plans vary annually, the five-year average for students who plan to continue to graduate school is 40 percent. Results ranged from 55 percent in 2016 to 24 percent in 2020. These results resulted from decreases for two years beginning with the 2016 results and another decrease from 2019 to 2020.

The five-year average for those who plan to enter the workforce is 54 percent or 14 percentage points higher than those who plan to enter graduate school. From 2016 to 2018 there were annual increases with the high for the period being 61 percent. After the decrease to 50 percent in 2019, 71 percent of the 2020 graduates reported plans to continue in or enter the job market. As unit leaders review this data, they will determine how to adjust their strategies related to students' future plans.

**Table PG1. Post-Graduation Plans**

Post-Graduation Plans	2016	2017	2018	2019	2020	Mean
Professional/Graduate Study	55%	46%	32.6%	42.5%	23.5%	40.0%
Employed	38%	52%	60.5%	50.0%	70.6%	54.3%
Other	7%	1%	7.0%	7.5%	5.9%	5.7%

**Exhibits PG1 – PG2. Post-Graduation Plans**



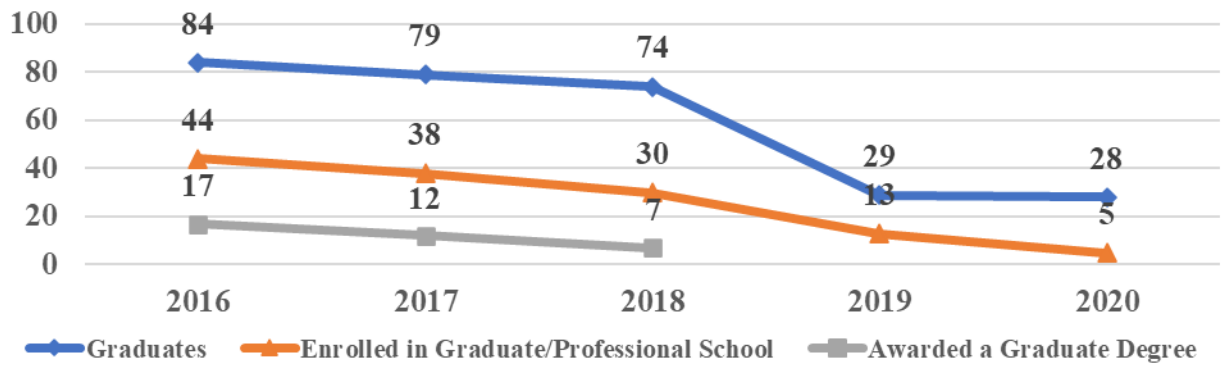
Paine College also retrieves actual graduate school enrollment data from the National Student Clearinghouse. Summary data from the most recent report for graduates from 2016 to 2020 is provided in Table PG2 and Exhibits PG3 through PG4. Since May 2016, Paine College has graduated 294 students with annual decreases in graduates occurring in each year of this study. These decreases resulted in having less students available to graduate and enroll in graduate school. (Recall that annual enrollments decreased over the period. Causes included the College’s accreditation issues and the move to synchronous remote instruction due to the COVID-19 pandemic.) Using data from the National Student Clearinghouse, the College learned that a total of 130 or 44 percent of the graduates enrolled in graduate or professional school since 2016. Thirty-six or 30 percent received graduate degrees. All completed their studies in 2016 through 2018.

**Table PG2. Graduate or Professional School Enrollment**

Graduation Year	Number of Graduates	Enrolled in Graduate School at Least One Term Since Graduating from Paine	% Enrolled in Graduate School	Awarded a Graduate Degree Since May 2016	% Awarded a Graduate Degree Since May 2016
2016	84	44	52.4%	17	38.6%
2017	79	38	48.1%	12	31.6%
2018	74	30	40.5%	7	23.3%
2019	29	13	44.8%	None	None
2020	28	5	17.9%	None	None
<b>Totals or Percents</b>	<b>294</b>	<b>130</b>	<b>44.2% (130/294)</b>	<b>36</b>	<b>27.7% (36/130)</b>
<b>Means*</b>	<b>58.8</b>	<b>26</b>	<b>40.7%</b>	<b>12</b>	<b>31.2%</b>

\*Based on non-zero values

**Exhibit PG3. Graduates, Graduate or Professional School Enrollment, and Graduate Degrees Earned, Class of 2016 through Class of 2020**



**Exhibit PG4. Graduate or Professional School Enrollment (% of Class) and Graduate Degrees Earned (% of Enrollment), Class of 2016 through Class of 2020**

