

Spelman College Student Achievement 2023-24

In accordance with the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) Standard 8.1, *“The institution identifies, evaluates, and publishes goals and outcomes for student achievement appropriate to the institution’s mission...”*, Spelman College has identified student achievement metrics, provided appropriate data, established thresholds of acceptability, and explained how each criteria relates to its mission. The student achievement measures identified by the College are:

- 1) Second-Year Retention
- 2) Six-Year Graduation
- 3) State Licensing Examinations
- 4) Post-Baccalaureate Placement

The Spelman College mission statement indicates that the College is *“...dedicated to academic excellence in the liberal arts and sciences and the intellectual, creative, ethical and leadership development of its students.”* Each measure is in alignment with the College’s mission statement. The College strives to attain the highest student achievement outcomes possible, which often exceed those of the national average, Liberal Arts Colleges, and Historically Black Colleges & Universities (HBCUs).

Second-Year Retention

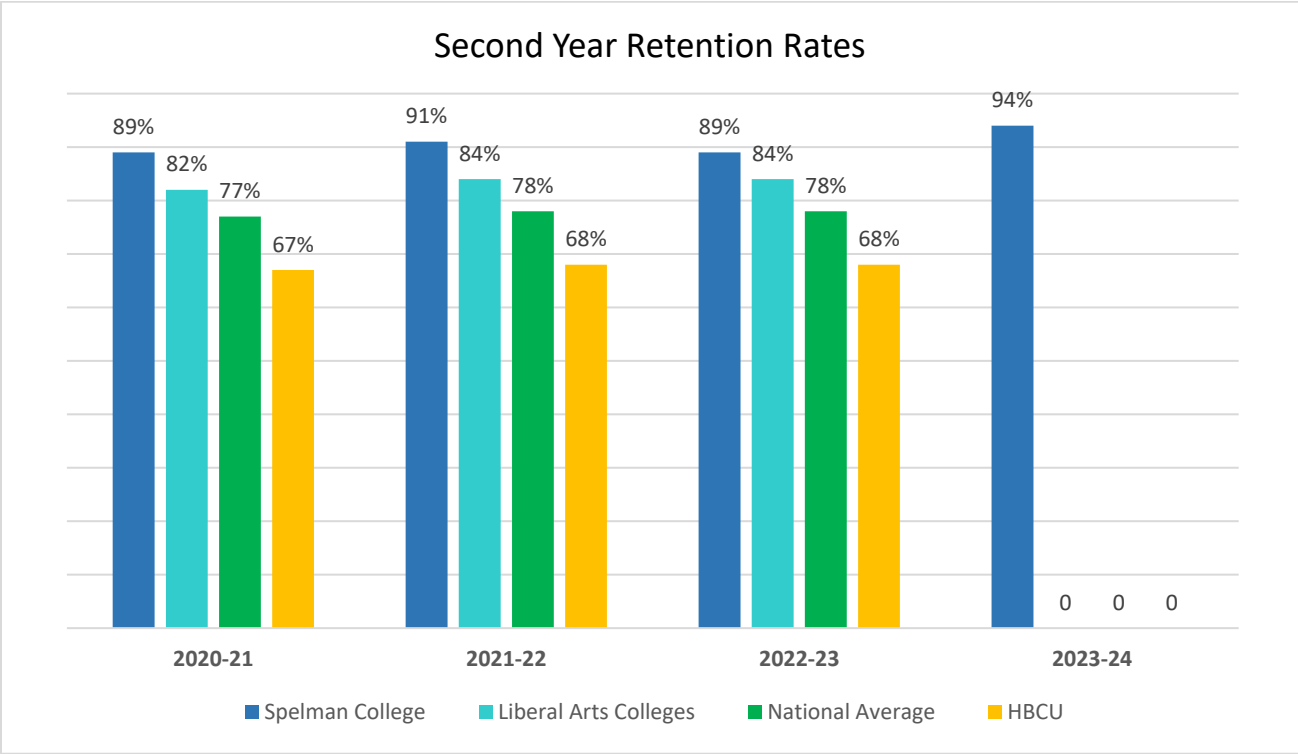
The College’s target is to exceed the national average for Second-Year Retention by a minimum of five (5) percentage points. In support of the College’s responsibility to its students and their first-year experience at Spelman College, the threshold for **Second-Year Retention** has been established at 85%. This ensures that the College remains committed to enhancing the student experience and thereby, retaining a majority of its first-year students.

The current Second-Year Retention Rate is 94% for Spelman College. Retention rates for the comparison group were not yet available as of the publication of this report. However, Spelman’s prior year Retention Rate of 89% outperformed those in the comparison group with a 5-point margin over Liberal Arts Colleges, 11 points over the national average, and 21 points over HBCU’s. The 2023-24 retention rate of 94% represents a steady increase in retention from the previous year and exceeds the established benchmark of 85%.

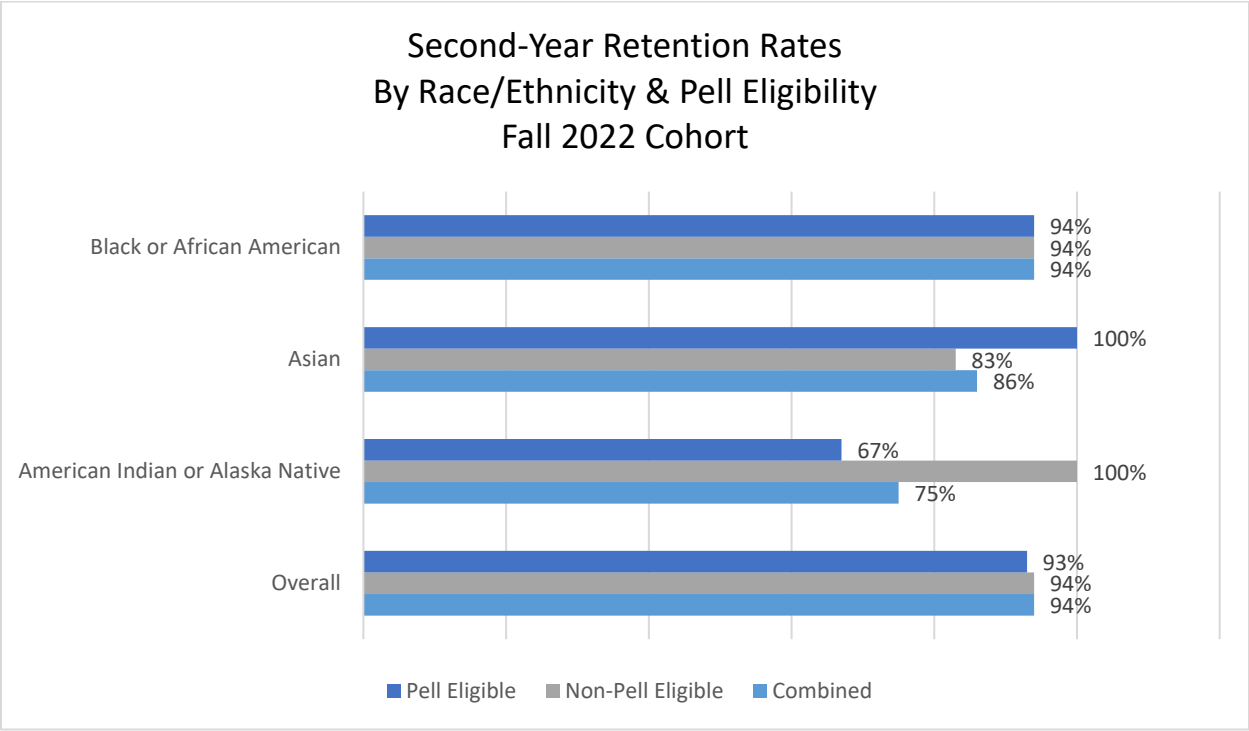
Academic Year	Cohort	Spelman College	Liberal Arts Colleges *	National Average**	HBCU***
2020-21	2019	89%	82%	77%	67%
2021-22	2020	91%	84%	78%	68%
2022-23	2021	89%	84%	78%	68%
2023-24	2022	94%	n/a	n/a	n/a

Table 8.1-1: Second-Year Retention Rates

* Liberal Arts Colleges: Carnegie Classification, Baccalaureate Colleges: Arts & Sciences Focus
 ** National Average includes all 4-year Degree-granting, primarily baccalaureate or above Institutions
 ***HBCU includes all 4-year Historically Black Colleges and Universities
 n/a – IPEDS data not available



The 2023-24 Second-Year Retention Rate (94%) for Spelman College’s 2022 cohort has been further disaggregated by race/ethnicity and socioeconomic level. Pell eligibility, the most closely related variable, has been used represent socioeconomic level as shown in the chart below.



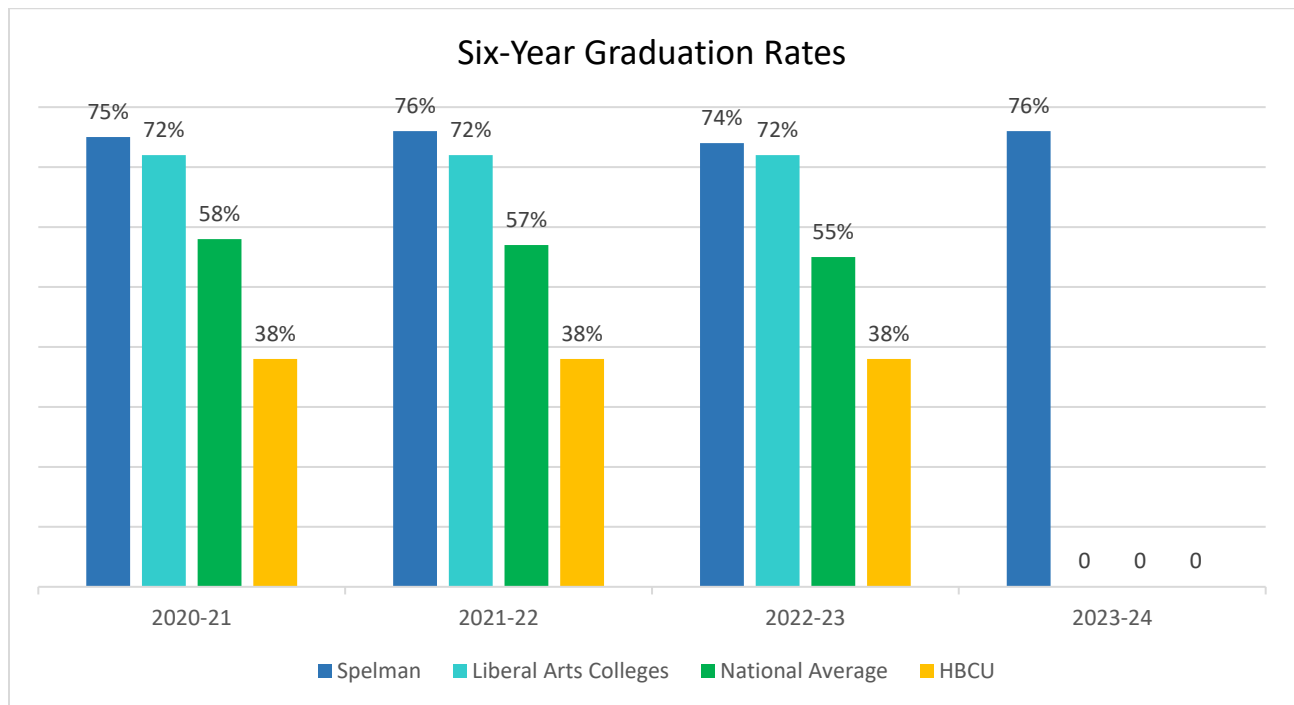
Six-Year Graduation

The College’s target is to exceed the national average Six-Year Graduation Rate by ten (10) percentage points. For the 2016 cohort, Spelman’s graduation rate of 74% is 19 points greater than the national average of 55%. This exceeds the target by 9 points. In addition, the Six-Year Graduation Rate for Liberal Arts Colleges is 72% -- 2 points less than Spelman’s (Table 8.1-2: Six-Year Graduation Rates). Although the College exceeded the graduation rates of those in the comparison group by several percentage points in 2022-23, it fell short by 1% of the 75% threshold. However, in the current year (2023-24), the College’s graduation of 76% has rebounded to exceed the threshold due to continuous improvements in student success efforts.

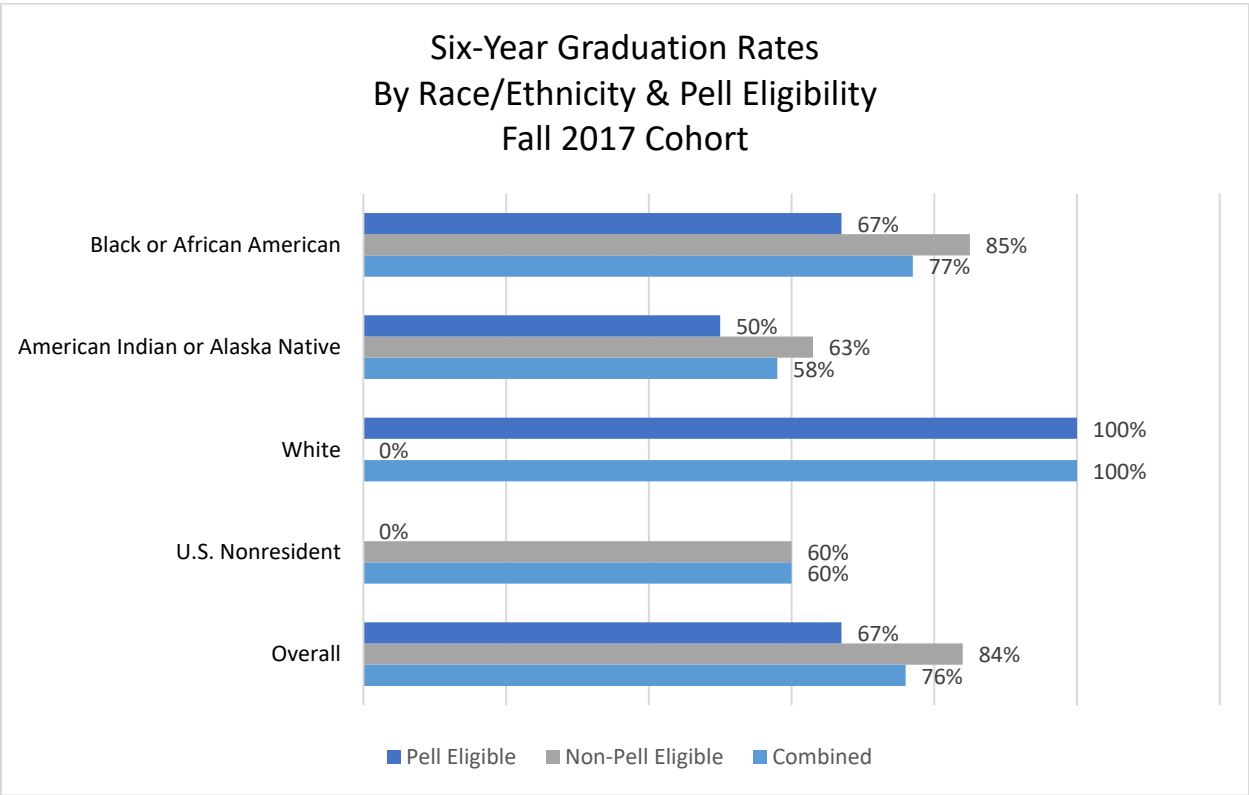
Academic Year	Cohort	Spelman College	Liberal Arts Colleges*	National Average**	HBCU***
2020-21	2014	75%	72%	58%	38%
2021-22	2015	76%	72%	57%	38%
2022-23	2016	74%	72%	55%	38%
2023-24	2017	76%	n/a	n/a	n/a

Table 8.1-2: Six-Year Graduation Rates

*Liberal Arts Colleges: Carnegie Classification, Baccalaureate Colleges: Arts & Sciences Focus
 **National Average includes all 4-year Degree-granting, primarily baccalaureate or above Institutions
 ***HBCU includes all 4-year Historically Black Colleges and Universities



The 2023-24 Six-Year Graduation Rate (76%) for Spelman College’s 2017 cohort has been further disaggregated by race/ethnicity and socioeconomic level. Pell eligibility, the most closely related variable, has been used represent socioeconomic level as shown in the chart below.



State Licensing Examination

Spelman College students pursuing teacher certification routinely take the state licensing examination, the Georgia Assessments for the Certification of Educators (GACE). The College’s benchmark for these students is a **pass rate** of at least **85%**, which is five (5) percentage points greater than the teacher accreditation standard. The College's Education Department maintains statistics on teacher certification pass rates, which have averaged nearly 97% since the 2012-13 academic year for students taking the GACE exam. The most recent GACE report from the 2021-22 academic year indicates a **pass rate** of **100%** (Table 8.1-3: GACE Passing Rates). These data indicate student performance on the GACE exam far surpasses the established benchmark.

Academic Year	Passing Rate
2018-19	100%
2019-20	100%
2020-21	100%
2021-22	100%
2022-23	100%

Table 8.1-3: GACE Passing Rates

As of July 2020, the Education Teacher Performance Assessment (edTPA) exam is no longer a certification requirement in Georgia as reported in previous years.

Post-Baccalaureate Placement

The College obtains information annually on job placement as well as graduate and professional school acceptance through the First Destination Survey administered prior to graduation by the Office of Career Planning and Development (CPD). In addition, CPD re-administers the survey six months following graduation to gather additional detailed information about employment; pursuit of graduate/professional education; and other academic or leadership opportunities post-graduation. Table 8.1-4 below gives a summary of Spelman College graduates' placement rates subsequent to program completion. For comparison, Table 8.1-5 provides national placement rates as reported by the National Association of Colleges and Employers (NACE).

	2018	2019	2020	2021
Spelman Graduates (IPEDS Reported)	446	465	469	485
First Destination Survey Respondents	404	436	447	406
First Destination Survey Response Rate	91%	94%	95%	84%
Spelman Student First Destination Survey Results				
Employed, Full-Time	109	125	136	134
Employed, Full-Time Placement Rate	24%	27%	29%	28%
Military	8	3	2	2
Military Placement Rate	2%	1%	0.4%	0.4%
Service (Peace Corps, AmeriCorps, etc.)	9	5	2	4
Service Placement Rate	2%	1%	0.4%	1%
Graduate Fellow/Graduate Internship/Research/Fulbright	16	4	15	15
Graduate Fellow/Graduate Internship/Research/Fulbright Placement Rate	4%	1%	3%	3%
Entrepreneur	3	3	6	4
Entrepreneur Placement Rate	1%	1%	1%	1%
Freelance	0	0	1	1
Freelance Placement Rate	0%	0%	0.2%	0.2%
Additional Reported Placements (PT Employment/FT & PT TEMP/FT & PT Contract)	15	43	25	14
Additional Reported Placements Rate	3%	9%	5%	3%
National Student Clearinghouse & First Destination Results				
Grad/Prof School	150	132	154	159
†Grad/Prof School Placement Rate	34%	28%	33%	33%
Total Placement Headcount	310	315	341	333
Total Placement Rate	70%	68%	73%	69%

Table 8.1-4: Spelman College Placement Rates

†Grad/Prof School placement data is based upon National Student Clearinghouse Data and First Destination Survey results.

Survey results also captured participation in other post-baccalaureate opportunities (excluding full-time employment and grad/prof school), considered successful post-graduation outcomes. In 2021, 10% of Spelman graduates reported participation in other post-baccalaureate opportunities including military enlistment, Fulbright engagements, research, internships and fellowships. When combined with full-time employment and grad/prof school placements, the data show that **69%** of our most recent alumnae are actively engaged in post-baccalaureate opportunities. The College has established a post-baccalaureate placement threshold of at least 75% for our graduates. Although the post-baccalaureate placement rate for the 2021 graduates is slightly less, we continue to strive for this level of achievement using various student success initiatives.

The Office of Career Planning and Development (CPD) has improved its job fair offerings inviting more companies to attend on campus. CPD also works with our students to help improve their job interviewing skills. Graduate school recruitment events are hosted throughout the academic year to help students decide on the right graduate school. In addition, improvements to the data collection and verification process including gathering grad/prof school data from the National Student Clearinghouse and the First Destination Survey, have been implemented providing a more complete reporting of graduates' post-baccalaureate endeavors. The CDP has also employed new methods in its efforts to increase the response rate and integrity of the First Destination Survey.

	2018	2019	2020	2021
**NACE, Total National Graduates	529,299	549,972	563,262	508,665
Employed, Full-Time	310,698	328,333	301,908	281,292
Employed, Full-Time Placement Rate	59%	60%	54%	55%
Grad/Prof School	101,625	102,295	118,848	109,872
Grad/Prof School Placement Rate	19%	19%	21%	22%
Military	4,234	4,950	5,633	4,578
Military Placement Rate	0.8%	0.9%	1%	0.9%
Service	4,763	4,400	3,380	2,035
Service Rate	0.9%	0.8%	0.6%	0.4%
Post-Grad Fellowship/Internship	10,056	10,449	8,849	6,613
Post-Grad Fellowship/Internship Rate	1.9%	1.9%	1.5%	1.3%
Entrepreneur	4,763	4,950	4,506	4,578
Entrepreneur Rate	0.9%	0.9%	0.8%	0.9%
Freelance	3,175	4,400	3,380	3,052
Freelance Rate	0.6%	0.8%	0.6%	0.6%
PT Employment/TEMP/Contract	30,699	37,948	37,175	33,063
PT Employment/TEMP/Contract Rate	5.8%	6.9%	6.6%	6.5%
Total Placement Headcount	470,013	501,574	483,279	445,082
Total Placement Rate	89%	91%	86%	88%

Table 8.1-5: National Placement Rates

**NACE – National Association of Colleges and Employers

***NACE data are not yet available for 2020 Graduates