

Spelman College Student Achievement 2025-26

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

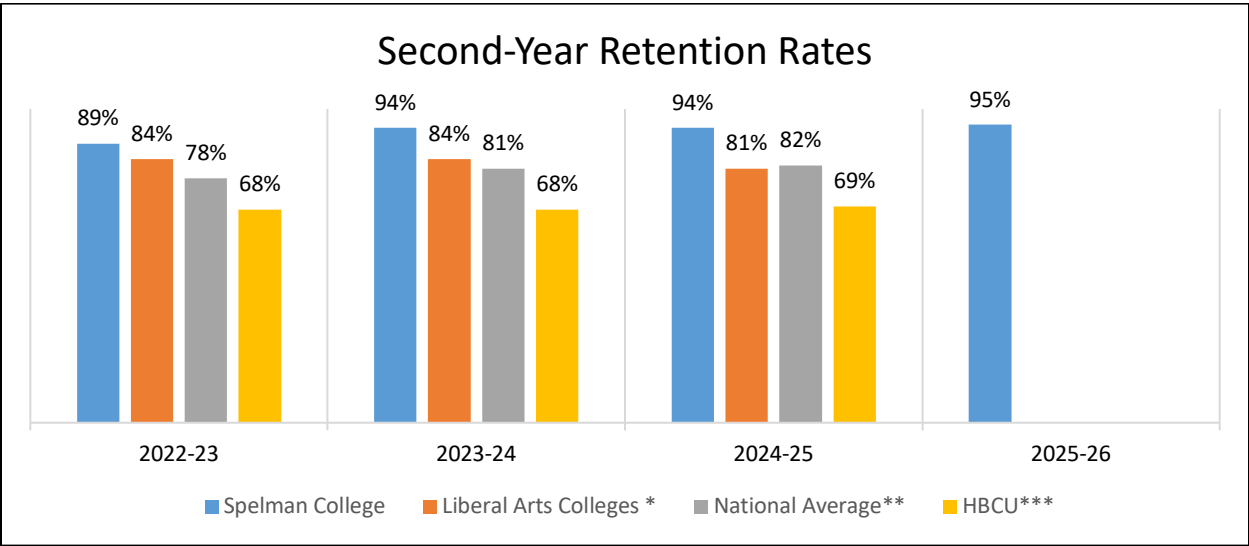
The College’s target is to exceed the national average for Second-Year Retention by a minimum of five (5) percentage points. In support of the College’s responsibility to its students and their first-year experience at Spelman College, the threshold for **Second-Year Retention** has been established 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 95% for Spelman College. Spelman’s prior-year Retention Rate of 94% outperformed those in the comparison group with a 6-point margin over Liberal Arts Colleges, 12 points over the national average, and 25 points over HBCU’s. The 2025-26 retention rate of 95% represents a steady increase in retention from the previous year and exceeds the established benchmark of 85%.

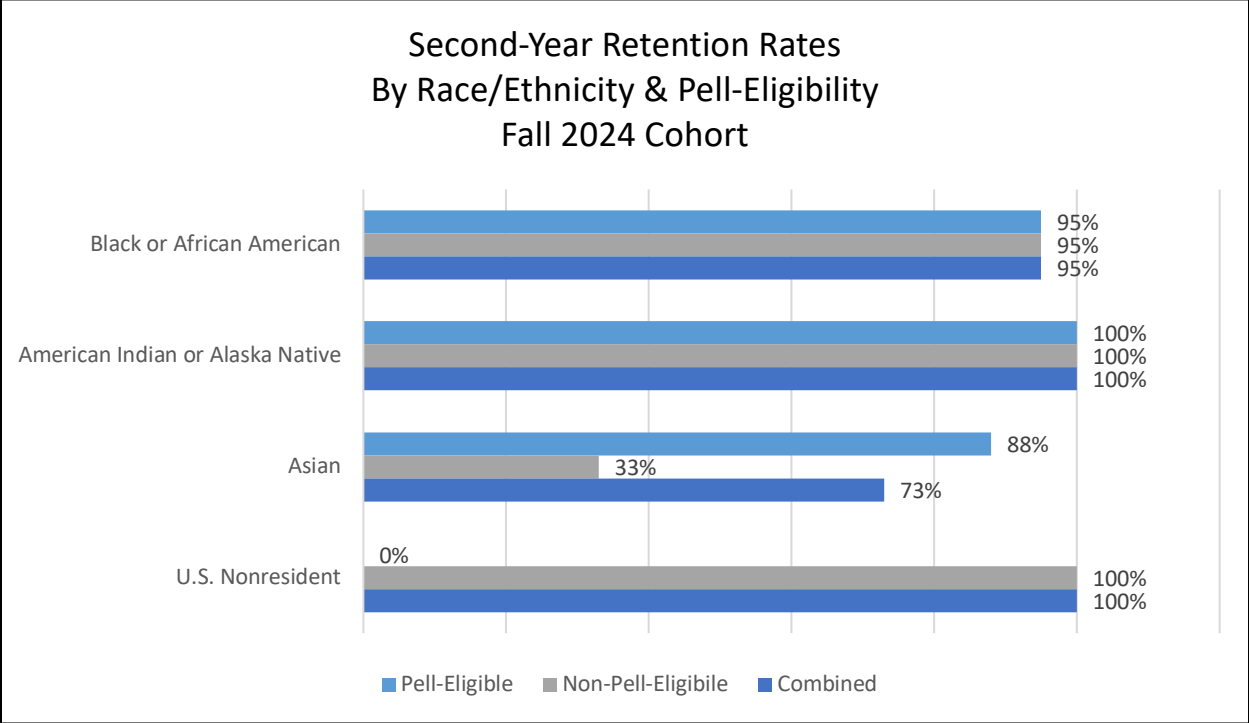
Academic Year	Cohort	Spelman College	Liberal Arts Colleges *	National Average**	HBCU***
2022-23	2021	89%	84%	78%	68%
2023-24	2022	94%	84%	81%	68%
2024-25	2023	94%	81%	82%	69%
2025-26	2024	95%	n/a	n/a	n/a

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 2025-26 Second-Year Retention Rate (95%) for Spelman College’s 2024 cohort has been further disaggregated by race/ethnicity and socioeconomic level. Pell eligibility, the most closely related variable, has been used to represent socioeconomic level as shown in the chart below.



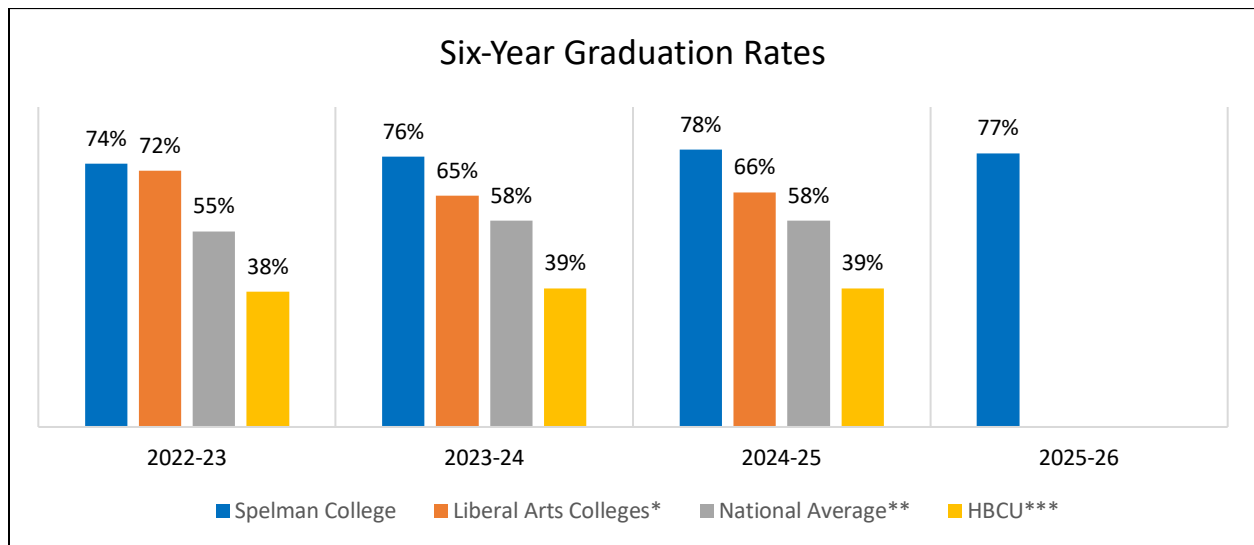
Six-Year Graduation

The College’s target is to exceed the national average Six-Year Graduation Rate by ten (10) percentage points. For the 2018 cohort, Spelman’s graduation rate of 78% is 20 points greater than the national average of 58%. This exceeds the target by 10 points. In addition, the Six-Year Graduation Rate for Liberal Arts Colleges is 66% -- 12 points less than Spelman’s (Table 8.1-2: Six-Year Graduation Rates). The College exceeded the graduation rates of those in the comparison group by several percentage points in 2024-25 and exceeded the 75% threshold.

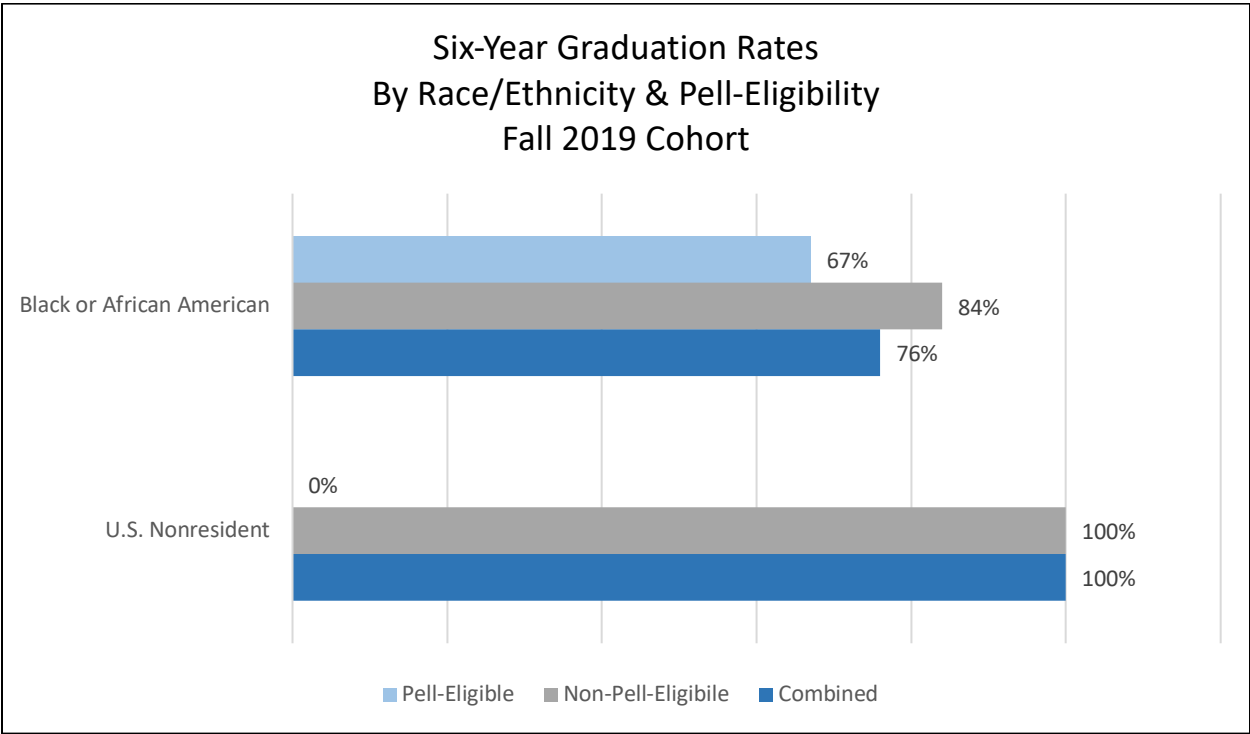
Academic Year	Cohort	Spelman College	Liberal Arts Colleges*	National Average**	HBCU***
2022-23	2016	74%	72%	55%	38%
2023-24	2017	76%	65%	58%	39%
2024-25	2018	78%	66%	58%	39%
2025-26	2019	77%	n/a	n/a	n/a

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 2025-26 Six-Year Graduation Rate (77%) for Spelman College’s 2019 cohort has been further disaggregated by race/ethnicity and socioeconomic level. Pell eligibility, the most closely related variable, has been used to 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 2024-25 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%
2023-24	100%
2024-25	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).

	2021	2022	2023	2024
Spelman Graduates (IPEDS Reported)	485	422	424	384
First Destination Survey Respondents	406	420	375	371
First Destination Survey Response Rate	84%	99.53%	88.4%	96.6%
Spelman Student First Destination Survey Results				
Employed, Full-Time	134	143	94	130
Employed, Full-Time Placement Rate	28%	34%	22%	34%
Military	2	3	1	0
Military Placement Rate	0.40%	0.71%	0.24%	0.00%
Service (Peace Corps, AmeriCorps, etc.)	4	0	2	1
Service Placement Rate	1%	0%	0.47%	0%
Graduate Fellow/Graduate Internship/Research/Fulbright	15	3	18	5
Graduate Fellow/Graduate Internship/Research/Fulbright Placement Rate	3%	1%	4%	1%
Entrepreneur	4	0	2	5
Entrepreneur Placement Rate	1%	0%	0%	1%
Freelance	1	0	0	0
Freelance Placement Rate	0.20%	0.00%	0.00%	0.00%
Additional Reported Placements (PT Employment/FT & PT TEMP/FT & PT Contract)	14	7	78	38
Additional Reported Placements Rate	3%	2%	18%	10%
National Student Clearinghouse & First Destination Results				
Grad/Prof School	159	106	136	135
†Grad/Prof School Placement Rate	33%	25%	32%	35%
Total Placement Headcount	333	262	331	314
Total Placement Rate	69%	62%	78%	82%

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 2024, 13% 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 **82%** 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. The post-baccalaureate placement rate for the 2024 graduates far exceeds the threshold and we continue to strive for a higher 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.

	2021	2022	2023	2024
**NACE, Total National Graduates	508,665	594,346	552,798	571,545
Employed, Full-Time	281,292	351,258	316,200	313,207
Employed, Full-Time Placement Rate	55.3%	59.1%	57.2%	54.8%
Grad/Prof School	109,872	115,303	111,665	130,312
Grad/Prof School Placement Rate	21.6%	19.4%	20.2%	22.8%
Military	4,578	4,755	3,317	5,144
Military Placement Rate	0.9%	0.8%	0.6%	0.9%
Service	2,035	2,377	2,211	2,286
Service Rate	0.4%	0.4%	0.4%	0.4%
Post-Grad Fellowship/Internship	6,613	8,321	7,739	8,573
Post-Grad Fellowship/Internship Rate	1.3%	1.4%	1.4%	1.5%
Entrepreneur	4,578	5,349	4,975	5,144
Entrepreneur Rate	0.9%	0.9%	0.9%	0.9%
Freelance	3,052	3,566	3,317	4,001
Freelance Rate	0.6%	0.6%	0.6%	0.7%
PT Employment/TEMP/Contract	33,063	34,472	38,143	41,151
PT Employment/TEMP/Contract Rate	6.5%	5.8%	6.9%	7.2%
Total Placement Headcount	445,082	525,402	487,568	509,818
Total Placement Rate	88%	88%	88%	89%

Table 8.1-5: National Placement Rates

**NACE – National Association of Colleges and Employers
 ***NACE data are not yet available for 2020 Graduates