

8.1

**Student Achievement**

The institution 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. The institution uses multiple measures to document student success.

**Judgment**

Compliant  Non-Compliant  Not Applicable

**Narrative**

The institution 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. The institution uses multiple measures to document student success. While the University of South Carolina Columbia and the regional Palmetto College campuses share an overarching mission, they have individual missions that specifically address the role of each institution in serving its target populations. Student achievement is identified, evaluated, and measured in ways specific to these individual missions. Student achievement data on each campus includes all students, regardless of mode of delivery.

**Columbia**

The university regularly identifies, evaluates and publishes student achievement data that are appropriate to the mission and programs offered. The university employs multiple measures to monitor and evaluate student success from trend reporting to peer comparisons on various metrics. The university also regularly measures and evaluates student program learning outcomes and general education outcomes as reported in standards [7.1 Institutional Planning](#), [8.2a Student Outcomes: Educational Programs](#) and [8.2b Student Outcomes: General Education](#).

The university relies on its Strategic Plan and other annual operational activities and initiatives to determine appropriate measurable goals and outcomes. Each strategic priority area noted in the university's strategic plan, [Focus Carolina 2023](#), has specific objectives and targets specified at the university level. For instance, the first strategic priority is to "Educate the Thinkers and Leaders of Tomorrow."

Objectives for this priority include:

- Achieve measured growth of a highly competitive and diverse student population
- Improve student retention and on-time graduation
- Deliver academic programs that are robust, relevant, innovative and collaborative
- Encourage high-impact experiential learning
- Improve student career readiness and placement
- Increase graduate enrollment and doctoral degrees conferred

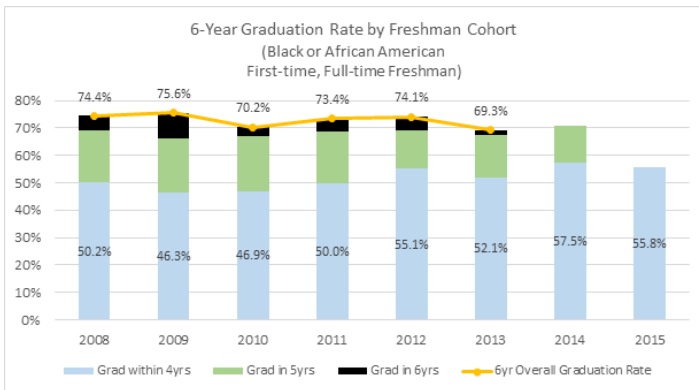
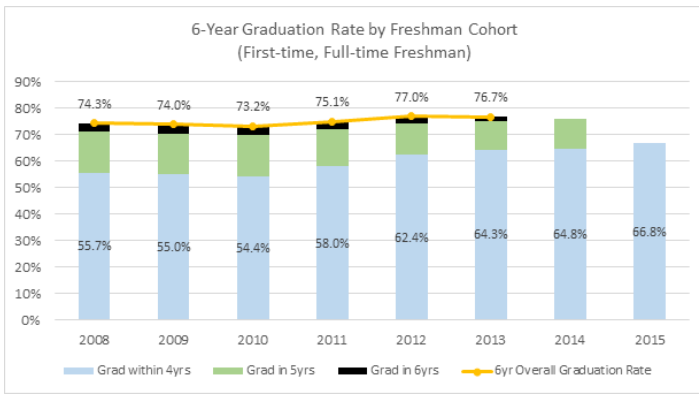
Example metrics and targets for this priority area include:

- 6,000 first-time, full-time freshmen by 2021
- Higher average SAT/ACT scores than peers by 2023
- 90 percent freshman-to-sophomore retention rate by 2023
- 80 percent six-year graduation rate by 2023
- 10 percent undergraduate participation in study abroad by 2023
- 3 percent increase in graduate enrollment by 2023

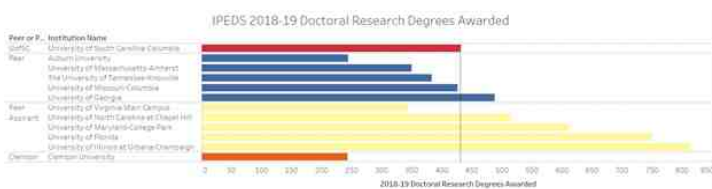
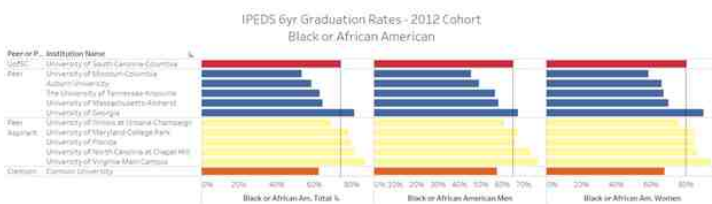
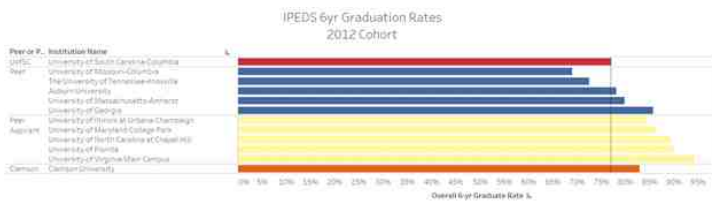
Baseline data, targets and actual outcome data for the metrics associated with these objectives are measured *annually* and reported in the [South Carolina State Agency Accountability Report](#) (pages 9-16). Below is a screenshot showing several of the metrics reported, along with prior year baseline, target and actual outcome year data. Prior year [State Accountability Reports](#) are posted on the OIRAA website.

UNIVERSITY OF SOUTH CAROLINA - COLUMBIA									
METS System - Metrics - 2024									
Type	Goal	Metric	Measure	Calculation	2024 CF	2023 CF	2022 CF	2021 CF	2020 CF
					Base	Target	Actual	2021	2020
<b>1.1 Increase student career readiness and placement</b>									
M	1.1.1	Post-graduation employment/graduate school placement rate		(E-606)*	79%	76.20%	81.8%	81.8%	81.8%
M	1.1.2	Number of students served by Career Center			1,380	4,200	3,444	2,018	1,741
<b>1.2 Increase graduate enrollment and doctoral degrees conferred</b>									
M	1.2.1	Total graduate and professional student enrollment			8,809	8,820	8,262	7,447	7,028
M	1.2.2	Number of doctoral degrees conferred			310	375	430	312	281
<b>2. Assemble and Support World-Class Faculty</b>									
<b>2.1 Hire and retain highly productive and diverse faculty members and advance</b>									
M	2.1.1	FTE faculty to student ratio			17.1	17.1	17.1	16.8	16.4
M	2.1.2	Approved Awards Funding			256.1	305	270	228	199
M	2.1.3	Average faculty salary			\$101,000	\$101,000	\$101,000	\$101,000	\$101,000

The Office of Institutional Research, Assessment and Analytics (OIRAA) has a dedicated "Student Outcomes" page on its website where constituents can get information on such things as retention and graduation rates, placement rate data, licensure data and more. The university has made a concerted effort to support at risk students by monitoring performance and outcomes for key groups such as under-represented minority students, Pell eligible student, first-generation students, and transfer students. See examples below.



In addition, the university regularly reviews benchmark data to help assess performance. The university maintains a list of peer and peer aspirant schools to which it will regularly benchmark along such metrics as: retention rates, graduation rates, doctoral degree productivity, and others. Please see the [Student Outcomes \(Benchmark Data\)](#) page on the OIRAA website and sample screen shots below.



The university annually engages in a unit-wide strategic plan reporting process known as "BluePrints" whereby both academic and support units report on goals and objectives. The BluePrints process is described in more detail in standards 8.2.b and 8.2.c. The Office of Institutional Research, Assessment and Analytics (OIRAA) supplies academic college-level data that feeds into the college level reports, including outcome data related to: degrees awarded, retention and graduation rate data. A sample Academic Unit BluePrint is available in the Document Directory. Specific [BluePrint data metrics](#) are show here.

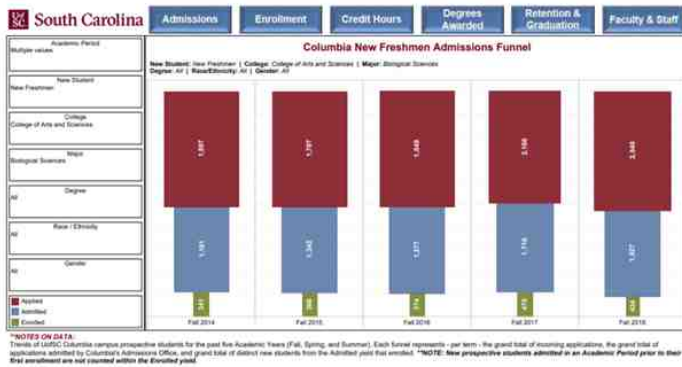
While the "Student Outcomes" page on the OIRAA website generally focuses on overall university-wide data and the BluePrints focus on college level metrics, the OIRAA recently developed a series of core data dashboards to provide academic units (from college level down to department and program level) with official university student outcome data. These data support the university's external review process (also referred to as Academic Program Review) as outlined in [ACAF 2.20 Academic Program Review](#) and are available on the university's secure Tableau Server (UofSC credentials required). As stated in ACAF 2.20, "The University of South Carolina is committed to the comprehensive periodic review of all degree-granting academic programs (ACAF 2.00 Creation and Revision of Academic Programs) as an essential part of ongoing strategic planning."

**Program Review Metrics**

The Program Review Metrics show a vast array of data compiled in a single, robust set of dashboards that includes data related to: admissions, enrollment, student credit hours, degrees awarded, and retention and graduation rates. Below is a description (and screen shot) for each metric.

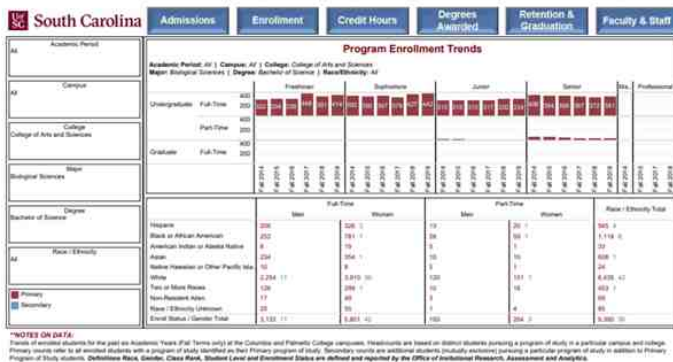
**Admissions**

Also referred to as the "admissions funnel," this dashboard shows applications, admittance, and enrolled data over a five year period. The user can select if he or she wants to view data for New Freshmen, New (Undergraduate) Transfers, and New Graduate or New Professional students. Admissions data can be filtered at the college, major and degree level in addition to selection filters for race/ethnicity and gender.



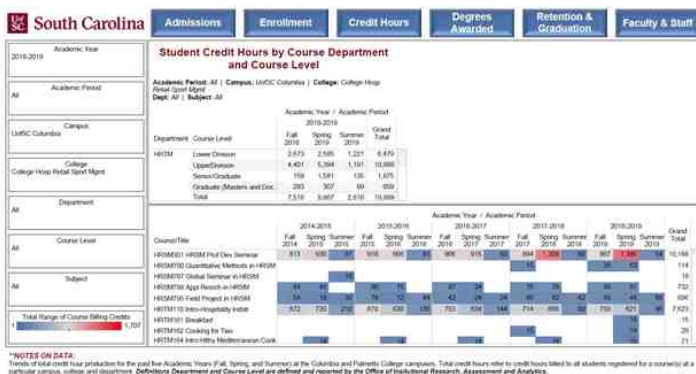
**Enrollment**

Since fall term data is used most frequently, this dashboard shows fall enrollment data for fall 2014 through fall 2019. The user can select from filters at the college, major, and degree levels in addition to race/ethnicity. The views display enrollment data by student level and classification as well as full-time and part-time status, race/ethnicity and gender. Another unique feature of this dashboard is that it not only shows the counts for primary majors, but also secondary majors; thus allowing units like the Darla Moore School of Business which requires students to pursue a second major the ability to capture those enrollments.



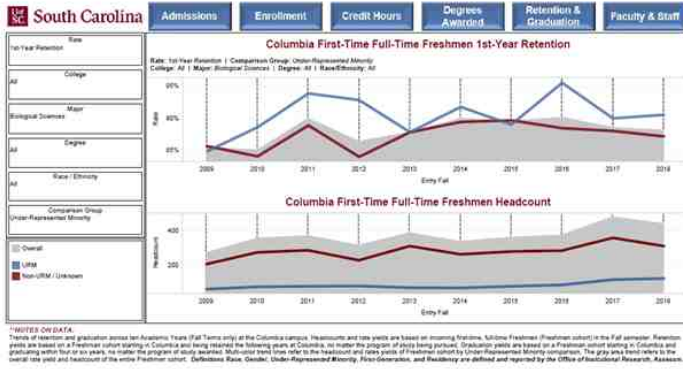
**Student Credit Hours**

This dashboard depicts the overall department course productivity as it is measured by course credit hour production. The visuals show data by course level as well as specific course and users can visually see which courses are more productive.



**Retention and Graduation Rates**

Two key metrics that the university is interested in are retention (fall to fall persistence) and graduation rates. These data are reported for the traditional first-time, full-time freshmen. While most universities track their institutions at the overall retention and graduation rate levels, through the Program Review data, departments can get retention and graduation rate data down to the major level for multiple cohort years. Users can selected one of four 'rates' to view: 1<sup>st</sup> year retention rates, 2<sup>nd</sup> year retention rates, 4-yr graduation rates and 6-yr graduation rates. The user can filter through college, to major, to degree as well as look at the rates by race/ethnicity. Because the university places a great deal of emphasis on student success, this dashboard allows users to compare rates between these key comparison groups: male/female; in-state/out-of-state; URM/non-URM; first-generation/non-first-generation; and Pell eligible/non-Pell eligible students.



**Degrees Awarded**

Another student success metric is degrees awarded. This dashboard shows degree data at the major and degree level with added details for race/ethnic and gender for five academic years. Not only does it show the number of primary degrees awarded it also shows the number of students that earned a second degree in a particular area and the average GPA of the students upon graduation.

**Degrees Awarded by Primary Major / Secondary Major - Head Count (Average GPA)**

Campus: UofSC Columbia | Major: Accounting

	2014-2015		2015-2016		2016-2017		2017-2018		2018-2019	
	Primary Major	Secondary Major	Primary Major	Secondary Major	Primary Major	Secondary Major	Primary Major	Secondary Major	Primary Major	Secondary Major
BISA (Bachelor's)	123 (3.48)	35 (3.51)	147 (3.52)	24 (3.50)	138 (3.45)	28 (3.55)	120 (3.49)	12 (3.71)	142 (3.47)	4 (3.55)
BISACM (Bachelor's)	47 (3.88)		85 (3.89)		77 (3.89)		88 (3.89)		76 (3.82)	
<b>Grand Total:</b>	<b>170 (3.53)</b>	<b>35 (3.51)</b>	<b>232 (3.52)</b>	<b>24 (3.50)</b>	<b>215 (3.50)</b>	<b>28 (3.55)</b>	<b>208 (3.50)</b>	<b>12 (3.71)</b>	<b>218 (3.52)</b>	<b>4 (3.55)</b>

**Degrees Awarded by Race/Gender**

	2014-2015		2015-2016		2016-2017		2017-2018		2018-2019	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
BISA (Bachelor's)	Black or African American: 1, 1 Hispanic: 1, 1 White: 1, 1 Race/Ethnicity Unknown: 1, 1 Total: 4, 4									
BISACM (Bachelor's)	American Indian or Alaska Native: 1, 1 Asian: 1, 3 Black or African American: 2, 1 Hispanic: 2, 1 Total: 6, 6									

\*NOTES ON DATA:  
\*Number of all degrees awarded for the past five Academic Years (Fall, Spring, and Summer) at UofSC System (all eight campuses). Primary major counts refer to all degrees awarded that was identified as being the primary program of study. Secondary major counts are additional degrees awarded (usually awarded to students who pursued a particular program of study in addition to Primary Program of Study Institute). Submajors is a parameter where the total UofSC GPA associated with each student earned a degree. Definitions Race and Gender are defined and reported by the Office of Institutional Research, Assessment and Analytics.

**Regional Palmetto College Campuses**

The four regional campuses of the University of South Carolina (Lancaster, Union, Sumter, and Salkehatchie) fall under the authority of the Columbia campus and reside in a central administrative unit known as Palmetto College, headed by a Chancellor and Associate Provost. These campuses are referred to as regional Palmetto College campuses. The campuses exist as part of the University of South Carolina system as denoted in Board of Trustees Bylaws. The administrative unit also houses the academic unit Palmetto College Columbia, which offers courses on the Columbia campus and in the metropolitan Columbia area as well as AA/AS programs and courses at Fort. Jackson. This unit also provides instruction, guidance and support for the delivery of the university's undergraduate online degree completion programs.

Student achievement at the regional Palmetto College campuses is evaluated in a variety of ways. Specifically, the following measures of achievement are compiled and reviewed on a uniform, comparative basis for each of the four campuses: retention, "success," migration within the UofSC system, completions, and licensure pass rates. Please refer to the [Student Outcomes](#) page on the OIRAA website as well as the sample screen shots below.

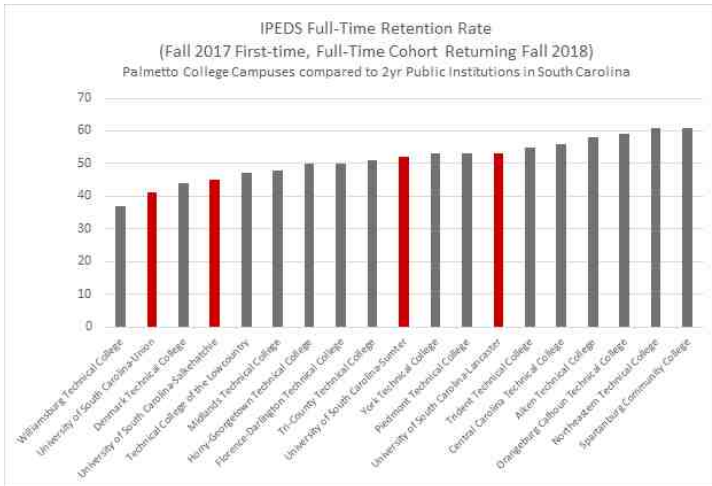
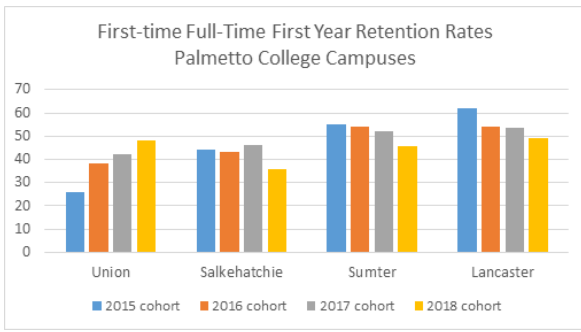
Similarly to the Columbia campus, the Palmetto College Campuses also engage annually in the strategic plan reporting process known as "BluePrints" whereby each campus reports on progress towards goals and objectives. The BluePrints process is described in more detail in standards [8.2a Student Outcomes: Educational Programs](#) and [8.2b Student Outcomes: General Education](#). The Office of Institutional Research, Assessment and Analytics (OIRAA) supplies data that feeds into the campus reports, including outcome data related to: degrees awarded, retention and graduation rate data. A sample [BluePrint](#) report is available in the Document Directory.

**Retention**

Retention rates are monitored via data submitted annually to the SC Commission on Higher Education (CHE) as well as IPEDS. Below are the most recent retention rates by campus.

First Year Retention Rates

Palmetto College Campus	2015 cohort	2016 cohort	2017 cohort	2018 cohort
Union	26%	38%	42%	48%
Salkehatchie	44%	43%	46%	36%
Sumter	55%	54%	52%	46%
Lancaster	62%	54%	54%	49%



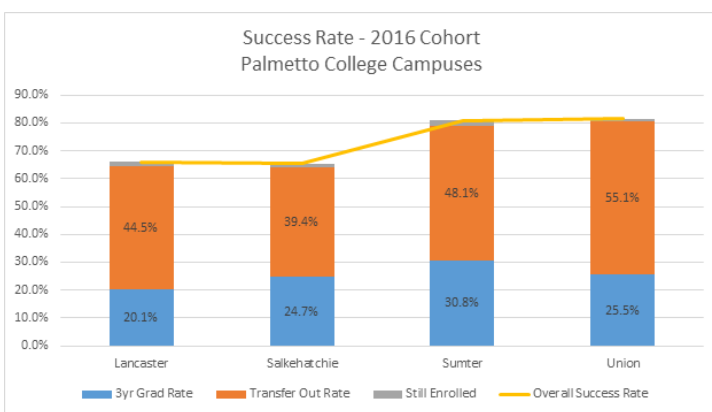
While the retention rates are consistent with other South Carolina 2 year public institutions, various student success initiatives are in place at the campuses in order to address and provide services that will help more students attain academic success. That being said, many students attend one of our two year campuses with the intention of transferring to a four year institution rather than completing an associate's degree. As such, we regularly monitor student migration between each of our system campuses.

**Migration within University of South Carolina System**

A measure of achievement unique to the UofSC System is the percentage of students who remain in the system in pursuit of desired educational outcomes. In short, those migrating to other system campuses enjoy significant common course numbering and coordinated curriculums. On average, about 250 students transfer from one of the Palmetto College Campuses to the Columbia campus each year while another 140 students on average transfer to one of the system's other 4-yr campuses (UofSC – Aiken, UofSC – Beaufort, and UofSC – Upstate). The [migration report](#) shows how this information is being tracked.

**"Success"**

Another measure of student achievement and outcomes is the overall "Success Rate." This rate takes into account the overall graduation rate, the transfer out rate and rate for those still enrolled (IPEDS). As the graph below shows, the Palmetto College Campuses have an overall success rate between 66% and 83%.



**Completions**

The university also monitors the number of degrees awarded.

**Palmetto College Campuses, Degrees Awarded**

	2015-16	2016-17	2017-18	2018-19
Lancaster	108	168	144	137
Salkehatchie	150	157	189	164
Sumter	120	112	145	133
Union	50	62	63	91
PC Campuses	428	499	541	525

**Licensing Exam Success**

The Associate Degree Nursing Program is a cooperative program between York Technical College and the University of South Carolina Lancaster and is fully and is fully approved by the [South Carolina Board of Nursing](#) and the [Accreditation Commission for Education in Nursing \(ACEN\)](#), through which the program is accredited.













Graduates of the program are eligible to take the Computer Adaptive Testing of the National Council Licensing Examination for Registered Nurses. Graduates who successfully pass the National Council Licensing Examination for Registered Nurses are eligible to apply for licensure to practice as a registered nurse in any of the 50 states or U.S. territories.

Below are exam results for the most recent three years:

Name of Exam	Date(s) Administered	# of Examinees	# of 1 <sup>st</sup> Time Examinees	# of 1 <sup>st</sup> Time Examinees who Passed	% 1 <sup>st</sup> Time Examinees Passing
Council Licensure Exam-Registered Nurse (ADN)	4/1/16 – 3/31/17	25 TOTAL 22 YTC 03 USCL	25 TOTAL 22 YTC 03 USCL	25 TOTAL 22 YTC 03 USCL	100% TOTAL 100% YTC 100% USCL
Council Licensure Exam-Registered Nurse (ADN)	4/01/17 – 3/31/18	41 31 YTC; 09 USCL	41 31 YTC; 09 USCL	40 30 YTC; 09 USCL	97.6% 96.8% YTC; 100% USCL
Council Licensure Exam-Registered Nurse (ADN)	4/01/18 – 3/31/19	37 29 YTC 08 USCL	37 29 YTC 08 USCL	36 28 YTC 08 USCL	97.3% 96.6% YTC 100% USCL

As recently as last year, the university began a strategic partnership with HelioCampus, a company that specializes in business intelligence for higher education. It is anticipated that our level of sophistication will continue to improve with the addition of Tableau and dedicated student success data models.

**Sources**

-  [ACAF 2.20 Academic Program Review](#)
-  [Accreditation Commission for Education in Nursing](#)
-  [Blueprint for Academic Excellence](#)
-  [Columbia 2019](#)
-  [Focus Carolina 2023](#)
-  [OIRAA SC Accountability Reports](#)
-  [SC Board of Nursing](#)
-  [Salkehatchie Accountability Report](#)
-  [Sample Data for College BluePrint](#)
-  [State Accountability Report](#)
-  [Student Outcomes Website](#)
-  [UofSC System Migration Report](#)