

Federal Requirement 4.1

The institution evaluates success with respect to student achievement consistent with its mission. Criteria may include enrollment data; retention, graduation, course completion, and job placement rates; state licensing examinations; student portfolios; or other means of demonstrating achievement of goals.

Compliance Non-Compliance

Proof/Explanation:

The University is proud of the accomplishments of its students in the classroom, in campus activities, and after graduation.

Enrollment and Retention

The enrollment of Tennessee Tech has increased 33% during the last ten years – from 8,890 to 11,768. Details about individual units are also available. Retention rates for first-time freshmen to second fall term have increased from 70.1% to 72.8% during the last ten years. Data are also available concerning African-Americans, transfer students, and gender (1,2,3).

Graduation Data

The number of undergraduate degrees awarded has continued to increase each year from 1,150 ten years ago to 1,626 in 2010-11. Graduate degrees have also increased, from 537 to 665 and peaked in 2008-09 with 821. Data relating to number of degrees, gender, level of degree and ethnicity are available online (4,5).

Jobs

The office of Career Services is responsible for collecting and reporting “first destination” information for the University. The national trend across university career services organizations is to move away from the term “job placement” and move towards the term “first destination” when reporting where graduates go after they leave the university. First destination is all-encompassing as it includes graduate school, military, and other after-graduation destinations that may not include a full-time position in career field. For the purposes of this report, the term first destination will be used to describe this collection and reporting process.

The methodology employed by TTU Career Services to capture first destination data is multi-fold as students do not automatically provide information on their after-graduation career plans. The data collection methods currently implemented by TTU Career Services include:

1. An email survey of graduating seniors who are registered with Career Services and using the on-line job search database
2. An online survey embedded on the Career Services website
3. An email survey of all graduating students
4. Surveys of graduating seniors in classroom presentations
5. A face-to-face survey at the “senior salute” pre-graduation cap and gown event
6. A follow-up email campaign to all senior salute respondents who did not have first destination plans at the time of the event

A challenge faced by career service organizations across the US is a lack of response from graduating students. TTU Career Services faces the same challenge in the data collection process. In order to minimize this challenge and report first destination data, a convenience sample of May graduates is taken at the Senior Salute event in May of the spring semester. Students who do not have a destination plan at the time of the survey are contacted two times prior to graduation and two times following graduation to

determine their destination plans. One and one half months following spring graduation, destination results from the respondents are calculated and used for annual reporting purposes.

First destination rates from 2006 through 2011 are shown in the table below.

Tennessee Tech First Destination Rates

Academic Year	First Destination Rate
2010-2011	73.2%
2009-2010	66.4%
2008-2009	75.1%
2007-2008	76.6%
2006-2007	59.0%

First destination data are reported to the Associate Vice President of Academic Affairs and to the National Association of Colleges and Employers for use in its National Salary Survey. Tennessee Tech Career Services annual reports from 2005 - 2011 are prepared concerning hiring of students and participation by students, employers, and alumni (6).

Examination

Annually, Tennessee Tech submits a Performance Funding report to THEC. The report is a summary of many evaluation tools (including state licensing examinations) that help Tech determine its strength and weaknesses. Some students are required to take a Major Field Assessment exam before they graduate (see 1 below):

- Senior Exit Exam – required of all undergraduates
- Praxis Exam – required of all students who seek licensure
- ETS Exam – required of all business majors
- Fundamentals of Engineering – required of Civil Engineering majors and encouraged for all engineering majors

The THEC 2010-11 Performance Funding Report (7) includes information on

1. Quality of student learning and engagement – including results of national tests and accreditation evaluation
 - General Education Assessment – above national average.
 - Major Field Assessment – 29 majors reviewed annually or on 5-year cycles with 13 being assessed this year
 - 4 exceeding national average.
 - 9 exceeding 90% national average.
 - 12 exceeding 80% national average.
 - 1 below 80% national average.
 - Accreditation –
 - 34 undergraduate programs are accredited.
 - 16 undergraduate programs are reviewed on 5-year cycle, with 2 reviewed this year and meeting 100% of the standards.
 - 13 graduate programs are reviewed on 5-year cycle, with 2 reviewed this year achieving nearly “excellent.”
 - Student Satisfaction Studies – the Student Engagement Survey administered this year achieved maximum points.

- Assessment Implementation – the Quality Enhancement Plan achieved maximum points.
2. Student Access and Student Success -- this evaluated increase in number of graduates in selected subpopulations: a. Adults, b. Low Income, c. STEM Programs, d. Health Programs, and e. Bachelor's Graduates with Previously earned Associate Degree. All achieved maximum points except "c. STEM Programs" which was 93% attainment.

The University, the Colleges, and the various campus units continue to assess the achievement of the Tennessee Tech students and the various programs. Numerous committees are involved in striving to achieve higher levels of accomplishments and determining areas of weakness that need to be improved (8). The accreditation evaluations of the several programs also require continual assessment and adjustments/ modifications as needed. The goal is to achieve the University Vision "TTU will be one of the best universities in the nation through a commitment to the life-long success of our students."

Supporting Documentation:

1. Enrollment for the University by Colleges, 2000-2011
<http://www.tntech.edu/files/ir/enrollment/fall/levelunit/enrfall.pdf>
2. Enrollment by program and concentration, 2001-2011
<http://www.tntech.edu/files/ir/enrollment/fall/progconcentration/PRFALPROG.pdf>
3. Retention data
<http://www.tntech.edu/ir/retention/>
4. Degrees conferred by level
http://www.tntech.edu/files/ir/tt/TTDegrees_Conferred.pdf
5. Degree completion by year, gender, level, and ethnicity
<http://www.tntech.edu/ir/ipedsc/>
6. Career Services annual reports
<http://www.tntech.edu/career/reports/>
7. Performance Funding summary
<http://www.tntech.edu/files/sacscoc/compliance/PerformanceFunding.pdf>
8. University Standing Committees and other Committees
<http://www.tntech.edu/facultyhandbook/universitystandingcommittee/> and
<http://www.tntech.edu/president/committees/>