

Student Achievement

Talladega College evaluates student achievement in a way that is consistent with our mission, especially in relation to our aim of “developing leaders who think analytically and strategically, speak effectively and read critically, write with precision and clarity, exhibit competency in their academic discipline, and assume leadership roles in society”. Talladega College also instills in its graduates the values of intellectual excellence, hard work, and morality.

Talladega College evaluates success, especially with respect to an appropriate consideration of job placement rates, placement in graduate school, course completion, and licensure examination.

Graduation and Retention Rates

The College monitors graduation rates and reports them in the U. S. Department of Education’s Integrated Postsecondary Education Data System (IPEDS) Graduation Rate Survey. Talladega College has an annual goal of 60 percent graduation rate. The College desires to maintain a graduation rate that meets or exceeds the average graduation rate of a set of peer institutions. However, the institution has fallen short of meeting this goal. This information details the graduation rate of a cohort over a five-year period. The graduation rates are as follows:

Cohort Year	2009	2010	2011	2012	2013	2014
150% Graduation Year	22%	17%	27%	25%	82%	44%

The College also monitors fall-to-fall retention rates for first time students and reports them in IPEDS. Talladega College has set a goal of a retention rate of at least 60 percent. The College desires to maintain a graduation rate that meets or exceeds that of the average graduation rate of a set of peer institutions. However, the institution has fallen short of meeting this goal. The retention rates are as follows:

Cohort Year	2009	2010	2011	2012	2013	2014
150% Graduation Year	54%	53%	39%	25%	39%	33%

Talladega College Comparison to Peer Institutions

Institution	6-Year Graduation Rate 2007 Cohort	Full-Time Retention Rate 2013
Talladega College	82%	33%
Concordia College	21%	41%
Miles College	22%	55%
Oakwood University	79%	36%
Stillman College	26%	61%
Tuskegee University	44%	72%

The peer institutions were selected based on similar characteristics to include institutions with a church affiliation, HBCU status, and competitors for students. The full-time retention rate is the retention benchmark for freshman cohort fall to fall. Talladega College desires to maintain a graduation rate and retention rate that meets or exceeds that of the average graduation rate and retention rate of a set of peer institutions.

Course Completion Rates

The College also monitors course completion rates to study student success rates for each course taught at the College and analyze trends on a semester-by-semester basis. The College has established an overall passage rate of 80% across all courses. The table below summarizes course completion data for all courses at the College for the last five semesters.

Grade	A	B	C	D	F	Passing Rate
Fall 2012	31%	21%	20%	10%	18%	80%
Spring 2013	30%	28%	19%	7%	16%	84%
Fall 2013	32%	24%	23%	8%	13%	80%
Spring 2014	33%	25%	21%	8%	13%	81%
Fall 2014	36%	24%	18%	9%	13%	80%

The success with respect to student achievement is documented in the departments where division deans and department chairpersons are able to monitor the students' progress and achievements in their major through the study of course completion data in addition to focusing on their student learning outcomes. Also, in the Alumni Outcomes Survey of the 84 respondents, 74 (88%) stated they were satisfied with the preparation received in their major course of study.

Talladega College has set a goal of course completion of at least 80%. Talladega College's Course Completion Rates reflects that for the past three (3) years at least 80% of the courses were completed with a passing grade.

Job Placement

Talladega College tracks job placement and graduate school placement statistics for its graduates. In the Alumni Outcomes Survey, graduates are surveyed to determine if they are working or enrolled in graduate school. The Alumni Outcomes Survey reflects 49 (58%) of the 84 respondents were employed in their major field and 27 (32%) were employed in other fields and 8 (10%) retired. Talladega College has set a goal of at least 80% of its graduates are employed in their major field.

Graduate School

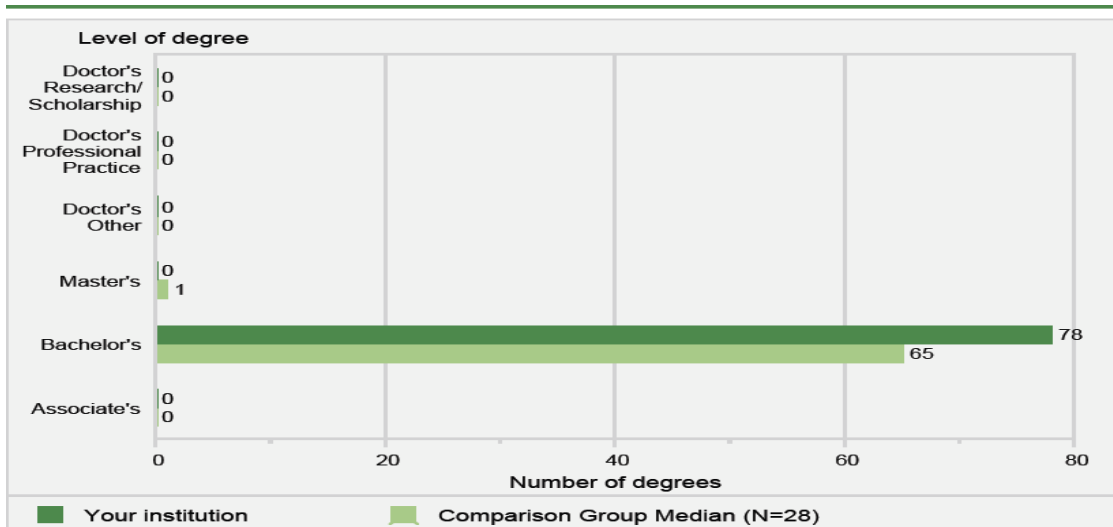
During the five year period, 2005-2013, 14 students received Ph.Ds. and other Doctorate Level Degrees; 31 received Master's Level Degrees and four are currently enrolled in graduate level

programs. In the Alumni Outcomes Survey, graduates are surveyed to determine if they are working or enrolled in graduate school. Talladega College has set a goal of at least 50% of its graduates will enroll in graduate level programs.

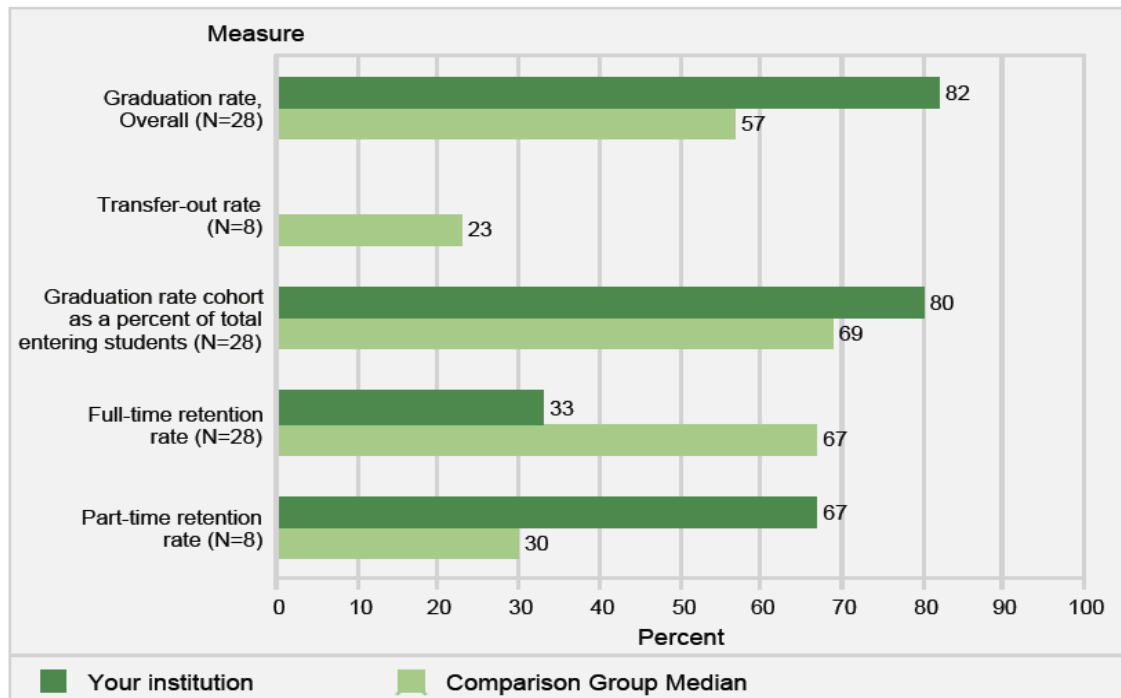
Fulfilling the mission of Talladega College

The Alumni Outcomes Survey is an indicator used to determine an overall rating of the program (major) which a student completes at Talladega College. One of the statements asks alumni to provide an overall rating of the program (major) respondents graduated from. Seventy-five percent (75%) or 63 of the respondents rated their program as “Excellent”, 20% as “Good”, 4% as “Fair”, and only 1% as “Poor”.

Recent data from the IPEDS Data Feedback Report 2014 reveals a higher number (78) of degrees awarded when compared to peer institutions (65) and graduation rate (82) and transfer-out rate (2007 cohort) as compared to peer institutions (57).



NOTE: For additional information about postbaccalaureate degree levels, see the Methodology Notes. N is the number of institutions in the comparison group.
 SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Fall 2013, Completions component.



NOTE: Graduation rate cohort includes all full-time, first-time degree/certificate-seeking undergraduate students. Entering class includes all students coming to the institution for the first time. Only institutions with a mission to prepare students to transfer are required to report transfers out. Graduation and transfer-out rates are the Student Right-to-Know rates. Retention rates are measured from the fall of first enrollment to the following fall. 4-yr institutions report retention rates for students seeking a bachelor's degree. Median values for the comparison group will not add to 100%. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Winter 2013-14, Graduation Rates component and Spring 2014, Fall Enrollment component.

Talladega College consistently addresses the importance of student success by documenting an ongoing concern for the success of students. In 2013, the Retention Committee, consisting of faculty, staff, and administrators was developed to identify ongoing concerns related to student retention. In 2014, a Vice President for Enrollment Management, Dr. Kevin Williams was employed and a full-time Retention Coordinator, Dr. Ndala Booker as a result of documentation to supporting an ongoing concern for the success of students. Evaluation of the performance of graduates on licensing examinations, determination of job placement rates, and determination of course completion/graduation rates relates to the College's mission of producing graduates who exhibit competency in their academic discipline. These measures are reasonable and appropriate to Talladega College because they are commonly acceptable measures in higher education across the state and the nation.

Improvement in Student Achievement

Based on the data above, Talladega College has implemented and continues to implement a number of interventions and strategies to improve student achievement. The College has faculty

and peer tutoring available through Skills Enhancement Center and Student Support Services. The College Orientation course is mandatory for all first-time students. The course provides training in goal setting, time management, financial management and financial aid, note taking skills, study skills, and other topics critical to student success. The Early Alert System was implemented in January 2015 to improve retention, graduation rates, and overall student success.