

Student Achievement Summary 2019-2020



Student success is at the core of Covenant College’s institutional value system. Covenant College consistently evaluates the success of its students with regard to achievement of established targets by monitoring a number of criteria: course completion, retention rates, graduation rates, state licensing examination pass rates, employment rates, and graduate school attendance rates.

The criteria chosen to evaluate the success of Covenant students are appropriate and consistent with Covenant’s mission. These assessments are useful tools in measuring and supporting student success. The establishment of the Student Achievement Benchmarks involved individuals responsible for the delivery of services, program directors, faculty, deans, and vice presidents.

Course completion. Covenant monitors student progress toward successful program completion in many ways including monitoring course completion. Course completion is central to degree attainment and provides an indicator of faithful stewardship of resources which is important to Covenant’s mission. Covenant’s assessment of course completion is conducted within individual courses. Each student is evaluated using course-specific exams or other summative evaluations to determine acquisition of skills and knowledge in each academic discipline. The assistant vice president for institutional effectiveness calculates course completion rates of students each term. The overall course completion rates as well as the completion rates disaggregated by subject code and course level (see below) are then distributed to the dean of academic programs for review. Based on historic trends, Covenant has established two course completion benchmarks for undergraduate students. First, the overall course completion rate will reach 95% (based on a four-semester rolling average). Second, 90% of all subject codes will have a completion rate of at least 90% (based on a four-semester rolling average).

Course Completion by Term, 2018-2019 & 2019-2020				
Term	Total Enrollment	Completion Rate*		
		Overall	Course Level	
			100-200	300-400

Fall 2018	5245	96.1%	95.7%	96.9%
Spring 2019	4789	96.8%	96.8%	96.9%
Fall 2019	4828	95.9%	95.2%	97.3%
Spring 2020	4509	95.7%	95.3%	96.3%
Overall Four-semester Average: 96.1%				

**Completion rate is calculated by dividing courses completed by course attempted. A course is considered completed if a student earned credit for the course.*

- Overall course completion rates (see above) for the past two years have ranged from 95.7% to 96.8%, with an overall (4-semester) course completion rate of 96.1%. The lower level (100-200 level) courses ranged from 95.2% to 96.8% and upper level (300-400) courses ranged from 96.3% to 97.3%.
- Course completion rates disaggregated by subject code (see *Appendix I*) are also high, with 95% of the four-term averages reaching 90% or above, which exceeds Covenant's target.

Degree Completion. Covenant College also collects data on the percentage of students that graduate from college. Degree completion is analyzed in two ways: IPEDS 6-year graduation rate and National Student Clearinghouse (NSC) Total Completion Rate.

IPEDS 6-year graduation rate: This indicator measures graduation of a cohort of first-time degree-seeking students within six-years. For determining a threshold of acceptability, a graduation rate comparison (see *Appendix 2*) was done to compare Covenant with both all private colleges of the same institutional size and Carnegie class as well as with 12 peer schools that have a similar Christian mission and are therefore used for benchmarking. Covenant's six-year graduation rate target was set to 68% (based on a three-year rolling average), which is below the six-year graduation rate for the small private colleges and equal to the graduation rate for Christian peer schools.

Covenant College Graduation Rates (six-year), 2018-2020			
2018	2019	2020	3 Year Avg
71%	65%	68%	68%

- Over the last three years, Covenant’s graduation rate ranged from 65% to 71%, with a three-year rolling average of 68%. Covenant has implemented several policies to continue to raise its graduation rate, including early identification of at risk students, requiring slowly progressing students to meet with the director of academic support, and establishing a Center for Student Success. This meets the institutional goal.

NSC 6-year total completion rate: This indicator also measures graduation of a cohort of first-time degree-seeking students within six-years but includes students who receive a degree anywhere not just at Covenant. Covenant’s target goal is to exceed the NSC national benchmark for total completion rate of 4-year private nonprofit institutions. For 2019 (students who began postsecondary education in fall 2013), the U.S. overall had a total completion rate of 76% for 4-private nonprofit colleges, with Georgia institutions total completion rate of 72%.

Covenant College NSC Total Completion Rates (six-year), 2017-2019			
2017	2018	2019	3 Year Avg
82%	80%	82%	81%

- Over the last three years, Covenant’s total completion rate ranged from 80% to 82%, with a three-year rolling average of 81%.

Retention rates. Since graduation rate is a lagging indicator, retention rate data are also evaluated. As above, a retention rate comparison (see *Appendix 3*) of Covenant with both all private colleges of the same institutional size and Carnegie class as well as with 12 peer schools was used to determine the threshold of acceptability. Covenant’s freshman retention rate target was set to 85% (based on a three-year rolling average), which is equal to the retention rate for all small private colleges and above the retention rate for Christian peer schools.

Covenant College Freshman Retention Rates, 2018-2020			
2018	2019	2020	3 Year Avg
86%	84%	85%	85%

- Covenant's fall to fall freshman retention rate average for the last three years is 85%. This meets the institutional goal.

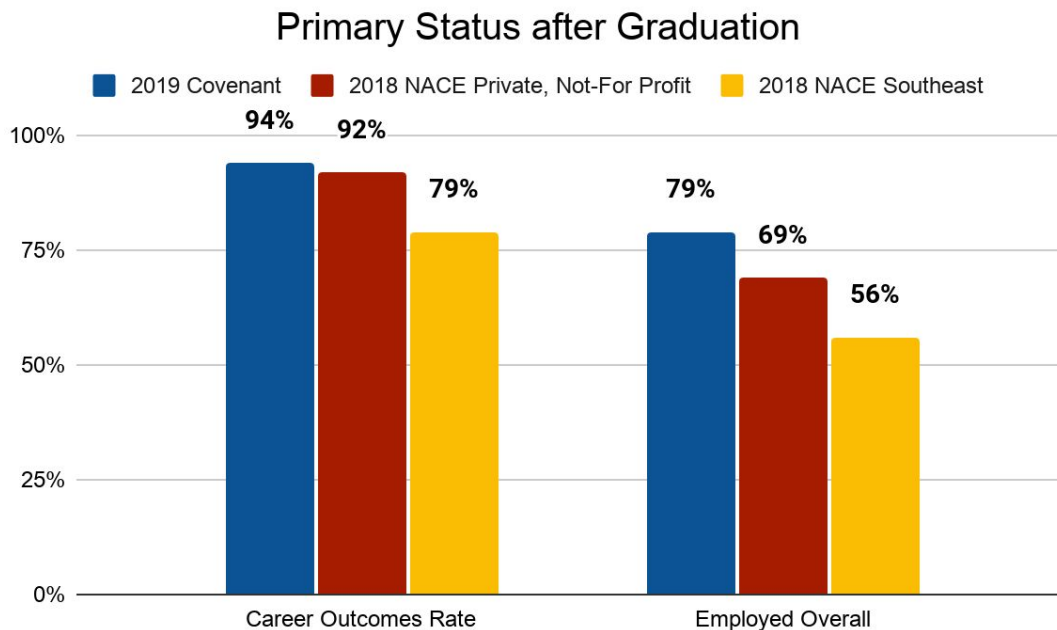
Licensing Examination Pass Rates. Covenant College's Education Department offers the college's only programs that require state licensing examinations. Covenant's Department of Education works closely with the Georgia Professional Standards Commission (GaPSC) in preparing students to acquire a Georgia teaching license. Covenant students interested in earning initial teacher certification must take and pass both the Georgia Assessments for the Certification of Educators (GACE) Basic Skills Tests and the Content Assessments before recommendation for certification for the GaPSC. Each year Covenant tracks GACE test scores and certification rates for students who have completed its program (see below). Covenant's certification rate target is 80% (the state of Georgia's target is also 80%). Due to small cohorts of students, Covenant uses a three-year rolling average to determine success in reaching its target.

Covenant Education Department Undergraduate Certification Data, 2017-2019			
Year	Total # Students	Total # certified (passed GACE)	% certified
2017	17	17	100%
2018	15	15	100%
2019	12	12	100%
3 Yr Avg.	44	44	100%

Covenant Education Department MAT Certification Data, 2017-2019			
Year	Total # Students*	Total # certified (passed GACE)	% certified
2017	11	11	100%
2018	8	8	100%
2019	12	12	100%
3 Yr Avg.	31	31	100%

- Over the past three years, 100% of Covenant undergraduate students who have taken this exam have passed and received their Georgia teaching license. Notably, the certification rate for each individual year has also exceeded the institutional goal.
- In addition, Covenant’s Master of Arts in Teaching (MAT) Program has had 100% of its students certified each year since its beginning in 2012.

Employment and Career Outcome rates. The College has in place, through the Center for Calling and Career, a First Destination Survey which is designed to track graduating seniors at graduation and then again at six to seven months post-graduation. This survey aligns with the undergraduate first-destination survey established by the National Association of Colleges and Employers (NACE). For determining a threshold of acceptability for overall employment rates and career outcome rates of new graduates, Covenant compared itself to statistics from the undergraduate first-destination survey established by NACE. Covenant’s target goal is to exceed the NACE average for colleges from the same geographic region (Southeast) and to meet or exceed the NACE average for graduates from private, not-for-profit baccalaureate colleges. Using the most recent NACE survey data (2017-2018), Covenant’s target for employment within six months of graduation is 69% and its target for career outcome rate is 92%.



- *Employment rate:* For 2018-2019 graduates, 79% of degree-recipients obtained employment within six months of graduation as compared to the NACE statistics of 56% overall employment for graduates from the Southeast and 69% overall employment for graduates from private not-for-profit baccalaureate institutions. Covenant exceeded its target goal for overall employment. For continued

improvement, Covenant has implemented several programs to raise the College's employment rate, including a mandatory career exploration assignment for all new students, resume and interview assistance, and a robust internship program.

- *Career outcome rate:* A career outcome rate is defined as the percentage of graduates within 6 months of graduation with a known positive career outcome (this includes graduates who are employed, continuing their education, or not currently seeking employment). For 2018-2019, 94% of graduates had a positive career outcome as compared to the NACE statistics of 79% career outcome rate for graduates from the Southeast and 92% career outcome rate for graduates from private not-for-profit baccalaureate institutions. Covenant has met its target for positive career outcome rate.

Additional Assessments. Several additional instruments are used to track alumni. These include:

- An alumni survey is distributed every five or six years. These surveys include requests for information on graduate school attendance and completion as well as professional information. Graduate school attendance data from our most recent Covenant alumni survey (conducted in 2018) indicates that many of our alumni ultimately pursue further education (41%). Thirty percent earned a Masters, 5% earned a terminal degree/PhD, and 4% earned a terminal professional degree (JD/MD/DDS/DVM/etc).
- To monitor the number of Covenant alumni that receive doctorates, the office of Institutional Research and Effectiveness retrieves data from the National Science Foundation's Survey of Earned Doctorates (see *Appendix 4*). The average number of doctorates per year earned by Covenant College graduates from 2014 to 2018 is 5. In order to compare Covenant's doctoral data with other institutions the ratio of doctorate recipients (5 year average) to undergraduate degrees conferred (5 year average) was calculated. The relative number of Covenant graduates receiving doctorates (once adjusting for UG degrees conferred) is higher than the average of our peer schools.

Appendix 1

Course Completion by Term and Subject, 2018-2019 & 2019-2020					
Subject	Fall 2018	Spring 2019	Fall 2019	Spring 2020	4 Semester Avg
ACC	93.6%	98.3%	92.8%	98.1%	95.1%
ARA	100.0%	100.0%	91.7%	100.0%	97.0%
ART	97.0%	96.9%	96.7%	95.8%	96.6%
ASL	100.0%	100.0%	100.0%	100.0%	100.0%
BIB	96.7%	96.9%	96.5%	96.1%	96.6%
BIO	91.6%	96.6%	96.2%	93.0%	94.3%
BUS	97.9%	98.3%	96.0%	96.0%	97.0%
CDV	98.4%	98.9%	96.6%	98.9%	98.0%
CHE	90.9%	95.0%	85.7%	97.4%	91.5%
COR	97.6%	97.3%	97.1%	96.8%	97.3%
COS	96.0%	86.4%	94.9%	86.6%	91.9%
ECO	94.8%	99.4%	98.4%	97.0%	97.4%
EDU	98.4%	98.9%	96.8%	100.0%	98.4%
ENG	97.1%	99.0%	97.1%	95.0%	97.1%
FIN	91.7%	83.3%	85.0%	100.0%	89.0%
FRE	85.2%	83.3%	90.9%	87.2%	86.6%
GE	92.7%	100.0%	85.7%	91.7%	91.3%
GER	100.0%	100.0%	88.9%	94.4%	96.2%
GRE	100.0%	100.0%	92.9%	100.0%	97.6%
HEB	100.0%	100.0%	NA	NA	100.0%
HIS	95.0%	91.6%	96.4%	94.8%	94.6%
IDS	100.0%	97.4%	100.0%	91.4%	97.3%
INS	90.9%	90.9%	100.0%	100.0%	94.7%
LIN	93.8%	92.9%	85.7%	93.7%	92.3%
MAT	92.1%	95.7%	89.5%	95.5%	93.3%
MIS	98.0%	96.7%	100.0%	NA	98.4%
MKT	100.0%	100.0%	100.0%	98.4%	99.6%
MSP	100.0%	100.0%	100.0%	90.0%	97.7%
MUS	95.9%	98.3%	95.3%	97.0%	96.6%
NSC	96.9%	98.3%	98.6%	100.0%	98.3%
PHI	93.3%	92.7%	88.2%	88.2%	91.0%
PHY	95.9%	100.0%	91.2%	96.4%	96.2%
POL	95.5%	91.7%	98.5%	80.0%	91.9%
PSE	96.2%	96.9%	95.8%	94.7%	95.9%
PSY	95.2%	97.8%	93.7%	97.1%	96.2%
SOC	94.4%	97.5%	98.8%	97.5%	97.0%
SPA	98.3%	99.2%	98.9%	97.3%	98.5%
STA	96.4%	97.9%	90.0%	96.1%	94.9%
THT	90.6%	100.0%	100.0%	91.4%	94.1%
Overall	96.1%	96.8%	95.9%	95.7%	96.1%

Completion is calculated by dividing courses completed by courses attempted. A course is considered completed if a student earned credit for the course.

Appendix 2

Graduation Rates, 2015-2019 Covenant College and Peer Schools

Institution Name	15	16	17	18	19	5-Yr Avg.
Berry College	64	66	64	66	69	66
Carson-Newman	46	49	46	51	57	50
Cedarville University	72	72	72	72	75	73
Dordt University	69	69	64	73	74	70
Geneva College	64	66	69	64	62	65
George Fox University	70	64	72	67	68	68
John Brown University	62	65	73	66	72	68
Messiah College	77	76	81	78	79	78
Taylor University	77	76	79	83	77	78
The Master's Univ. & Seminary	69	68	55	60	70	64
Trinity Christian College	62	58	69	60	66	63
Union University	64	68	69	71	68	68
Covenant College	64	67	70	71	65	67
Peer Schools Avg.	66	66	68	68	70	68
Peer Schools Std Dev	8.3	7.4	9.7	8.6	6.3	7.5
Private colleges Avg.*	74	74	74	74	74	74

**Note: 148 colleges represented (all 4-yr private non-profit colleges, institutional size 2 (1,000-4,999), Carnegie class 21 (Bacc Colleges- Arts & Sciences); data collected from NCES*

Appendix 3

Freshman Retention Rates, 2015-2019

Covenant College and Peer Schools

Institution Name	15	16	17	18	19	5 -Yr Avg.
Berry College	83	85	78	84	83	83
Carson-Newman	65	70	70	63	68	67
Cedarville University	86	85	84	87	85	85
Dordt University	81	88	81	76	80	81
Geneva College	83	81	80	76	73	79
George Fox University	81	81	83	81	85	82
John Brown University	81	85	82	80	82	82
Messiah College	88	85	88	87	89	87
Taylor University	87	85	90	86	85	87
The Master's Univ. & Seminary	85	88	85	86	86	86
Trinity Christian College	82	83	86	81	78	82
Union University	84	85	86	88	88	86
Covenant College	85	86	87	86	84	86
Peer Schools Avg.	82	83	83	82	82	82
Peer Schools Std Dev	5.9	4.8	5.3	7.1	6.2	5.4
Private colleges Avg.*	85	85	84	84		85

**Note: 148 colleges represented (all 4-yr private non-profit colleges, institutional size 2 (1,000-4,999), Carnegie class 21 (Bacc Colleges- Arts & Sciences); data collected from NCES*

Appendix 4

Doctorates received by Peer Schools

Institution	Number of Doctorate Recipients ¹						Undergraduate Degrees Conferred ²						Avg. # of doctorates as a % of degrees granted
	2014	2015	2016	2017	2018	5 Yr. Avg.	2014	2015	2016	2017	2018	5 Yr. Avg.	
Berry College	11	10	15	18	15	14	465	415	459	488	432	452	3.1
Carson-Newman College	8	6	7	7	5	7	328	308	341	380	356	343	1.9
Cedarville University	21	16	24	21	27	22	722	701	677	681	700	696	3.1
Dordt College	6	2	3	6	10	5	299	270	304	314	267	291	1.9
Geneva College	9	4	4	6	7	6	427	371	378	347	351	375	1.6
George Fox College	10	9	5	12	7	9	585	596	553	661	626	604	1.4
John Brown University	8	7	4	10	1	6	446	522	473	417	376	447	1.3
Messiah University	15	16	24	17	23	19	652	632	656	606	645	638	3.0
Taylor University	16	19	26	15	22	20	395	442	450	427	392	421	4.7
The Master's University & Semina	4	5	2	4	3	4	250	255	246	262	255	254	1.4
Trinity Christian College	5	3	3	1	0	2	267	314	244	327	260	282	0.8
Union University	10	12	12	12	17	13	640	657	609	568	560	607	2.1
Covenant College³	3	5	5	9	5	5	233	223	231	221	211	224	2.4
Peer School Avg.	10	9	10	11	10	10	456	439	432	438	439	451	2.2

¹ Data from NSF Survey of Earned Doctorates by Baccalaureate Institution

² Data from IPEDS Completions Survey

³ traditional UG only