Xavier University of Louisiana Student Achievement

Xavier University of Louisiana 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. Xavier uses multiple measures to document student achievement that include:

- **Freshman-to-Sophomore Retention,**
- **Six-Year Graduation Rates,**
- **Graduate/Professional School Enrollment Two Years Post Baccalaureate, and**
- **Professional Licensure Examinations Pass Rates.**

The foundation of Xavier's mission has been the promotion of a more just and humane society in its goals for its graduates. Preparation for continual spiritual, moral, and intellectual development; liberally educated in knowledge and skills required for leadership and service; and assurance that students are educated in a major field so that they are prepared to complete graduate or professional school and succeed in a career and in life. Each identified measure aligns with Xavier's mission for its graduates to be successful servant leaders globally.

Targeted thresholds of acceptability measured by retention, graduation rates, graduate/professional school enrollment, and performance on professional licensure examinations are the criteria utilized to document success of the Strategic Plan with respect to student achievement. These thresholds of acceptability are data driven: to "optimize retention, graduation and post-graduate success and overall student satisfaction" and identifies four measurable objectives:

- Achieve target % for new freshman retention rate, (75%);
- Achieve target % for global graduation rates for undergraduates, (45%);
- Achieve the % of Arts & Sciences graduates attending, within two years, graduate/professional school as measured by the National Student Clearinghouse data, (Rolling three-year average); and
- Attain threshold of acceptability in pass rates for professional licensure examinations; These thresholds vary by program and are documented for our programs in counseling, education, pharmacy, physician assistant studies and speech language pathology in the Professional Licensure Examination Pass Rates section.

Xavier has set in place periodic evaluation of benchmark goals and objectives in its Strategic Plan. Student achievement is at the forefront of the institution's mission and a prime objective within the Strategic Plan.

While not specific objectives of the Strategic Plan, monitoring of student performance on other certification and licensure examinations are also identified as measures of student achievement at Xavier University of Louisiana.

Freshman-to-Sophomore Retention Rates

Retention rates are measured from the fall of first enrollment to the following fall. Chart 1 provides Xavier's freshman-to-sophomore retention rates since 2018 compared with the three-year retention average and threshold of acceptability. Using IPEDS data, Chart 2 illustrates Xavier's freshman-to-sophomore retention with peer HBCU institutions for freshman cohort 2021 that returned Fall 2022, the most recent national data available for comparison purposes.
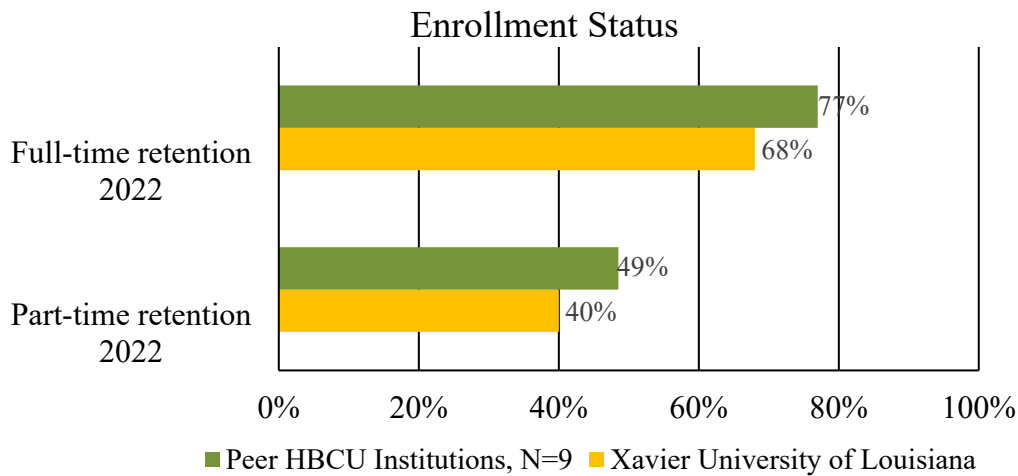
Chart 1 shows retention rate, rolling three-year target rate, and the threshold of acceptability. During academic years 2018-2019, 2020-2021 and 2021-2022 the first-year student retention rate fell below the 3-year target rate set forth in the Strategic Plan and for all but one academic year (2019-2020) below the threshold of acceptability. Factors which may explain this are pre-COVID a slightly higher percentage of academically at-risk students admitted and enrolled, and the effects of the COVID pandemic. On-going intensive utilization of the EAB Navigate system and an increase in the number of professional advisors for at-risk students to reinforce interventions from SASO remain in place to increase student retention, indicative of the nearly three percentage-point increase in the retention of the Fall 2022 cohort of freshmen.

When comparing Xavier to its competitors, the use of retention data from peer HBCU institutions is an external indicator used to identify if the university is continuing to meet academic standards and effectiveness reflective of an ever-changing academic environment. Chart 2 is a snapshot view of the most recent data available from IPEDS. These data illustrate that Xavier's Fall 2021 first time freshman cohort's year two retention rate for full-time and part-time enrolled students compared with its HBCU peer institutions.

Chart 1 - First Year Retention Rate

	2018	2019	2020	2021	2022
FR-SO Retention Rate	69.7%	78%	69.0%	68.0%	70.8%
3-Year Average Target Rate	73.0%	72.8%	72.5%	71.7%	69.2%
Threshold of Acceptabilty	75.0%	75.0%	75.0%	75.0%	75.0%

Chart 2 - Retention rates of first-time bachelor's degree seeking students, by enrollment status: Fall 2021 cohort

Enrollment Status

	Peer HBCU Institutions, N=9	Xavier University of Louisiana
Full-time retention 2022	77%	68%
Part-time retention 2022	49%	40%

■ Peer HBCU Institutions, N=9 ■ Xavier University of Louisiana

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Fall Enrollment component.

Graduation Rates

Increasing the University's graduation rates for undergraduate students has been identified as another measurable objective in Xavier's Strategic Plan. Using overall national graduation rates, data from three graduation cohort years, as well as retention rate data, a threshold of acceptability was used to establish a rolling three-year 150% graduation rate of 45%. Chart 3 shows the six-year (150%) graduation rate for the five most recent four-year program cohorts as well as national and African-American graduation rates for the past four years in which data are available. Xavier's six-year graduation rates have consistently exceeded the 45% threshold of acceptability set within the Strategic Plan and Xavier's graduation rate performance has consistently exceeded national six-year graduation rates of African Americans.

Disaggregated graduation rate data using the Integrated Postsecondary Education Data System Graduation Rates (IPEDS-GR 2021-2022) as an indicator, is illustrated in Chart 4. Chart 4 provides a snapshot of the six-year graduation rate of the most recent graduates of Xavier's 2016 cohort in comparison with peer HBCU institutions based on gender, race/ethnicity, and socioeconomic aid related categories. Xavier's overall six-year graduation rate exceeds the six-year graduation rate of the selected peer institutions for the most recent IPEDS data collection year in which data are available. The graduation rate performance in the aforementioned categories is varied in terms of meeting the institution's threshold of acceptability; and specific groups within the cohort (women, Black/Non-Hispanics, White, Asian, and students not receiving Pell grants or Subsidized Stafford loans) all exceeded the threshold of acceptability and the graduation rates of students at peer institutions. In addition to the strategies discussed to increase student retention, on-going strategies developed by SASO whose motto is "Retention is the outcome, Graduation is the goal" are in place to improve graduation rates that are not meeting the threshold.

These include:
- Monitoring the academic progress of probationary students,
- Academic support programming,
- Providing academic support through the coordination, enhancement and support of peer tutoring, coordination of Supplemental Instruction, academic resource centers (Biology, Chemistry, Mathematics, and Writing), and;
- Engaging in a system of monitoring and mentoring for the academic progress of students, all which serve to seek improvement of student achievement through increasing graduation rates of the represented previously identified disaggregated group.

Chart 3 - Six-Year Graduation Rate Recent Classes

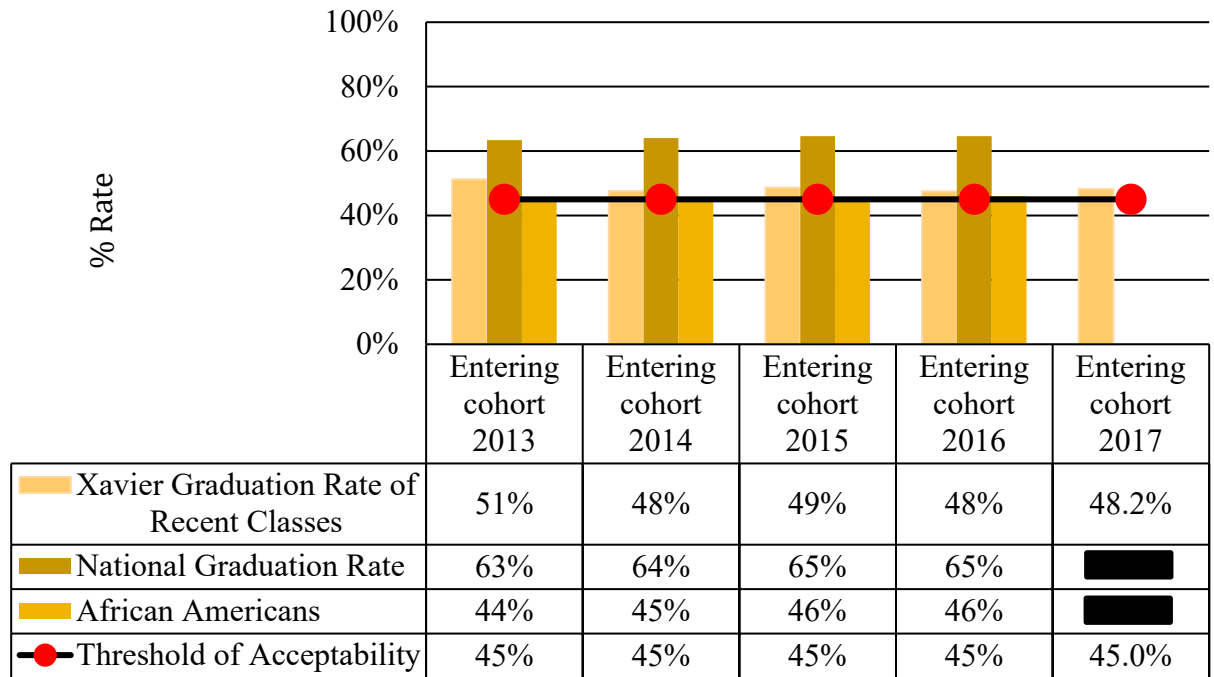|	Entering cohort 2013	Entering cohort 2014	Entering cohort 2015	Entering cohort 2016	Entering cohort 2017
Xavier Graduation Rate of Recent Classes	51%	48%	49%	48%	48.2%
National Graduation Rate	63%	64%	65%	65%	▬
African Americans	44%	45%	46%	46%	▬
Threshold of Acceptability	45%	45%	45%	45%	45.0%

Chart 4 - Comparison group graduation rates of full-time, first-time degree/certificate-seeking undergraduates within 150% of normal time to program completion by gender, race/ethnicity, and financial aid status: 2016 cohort
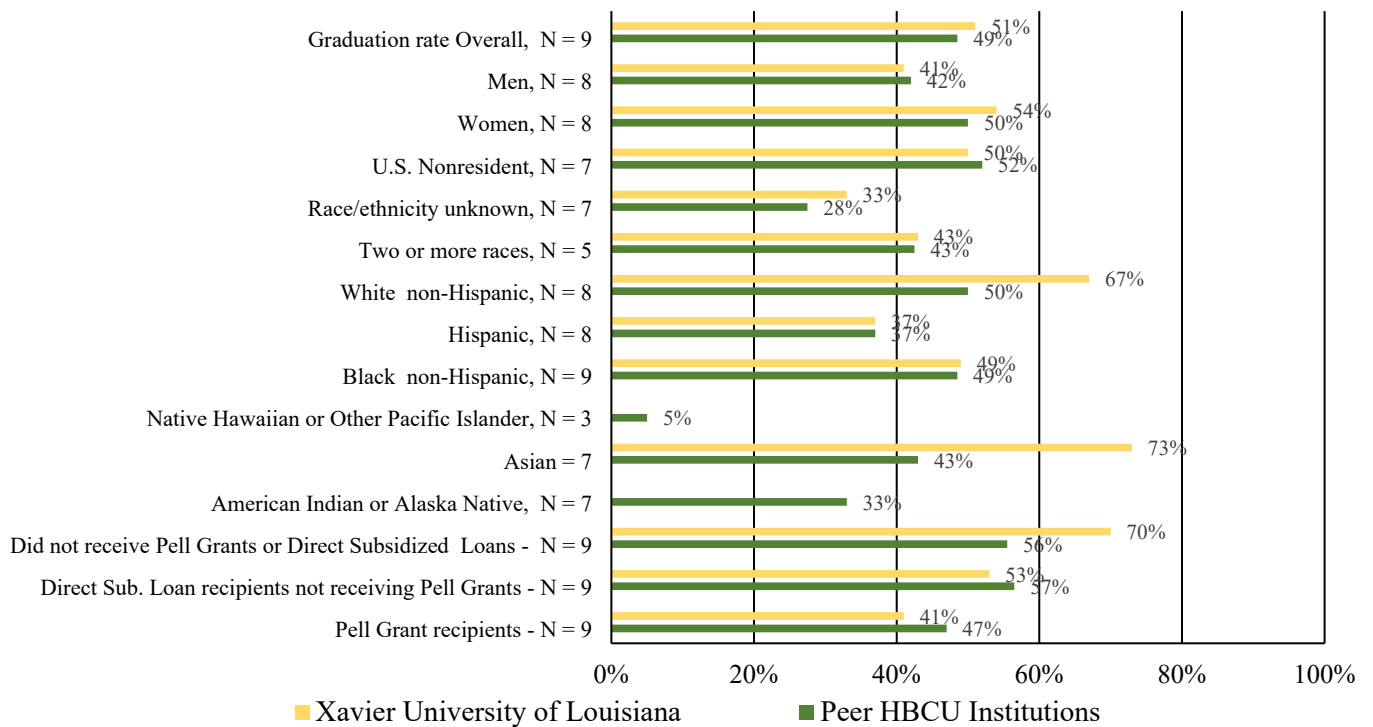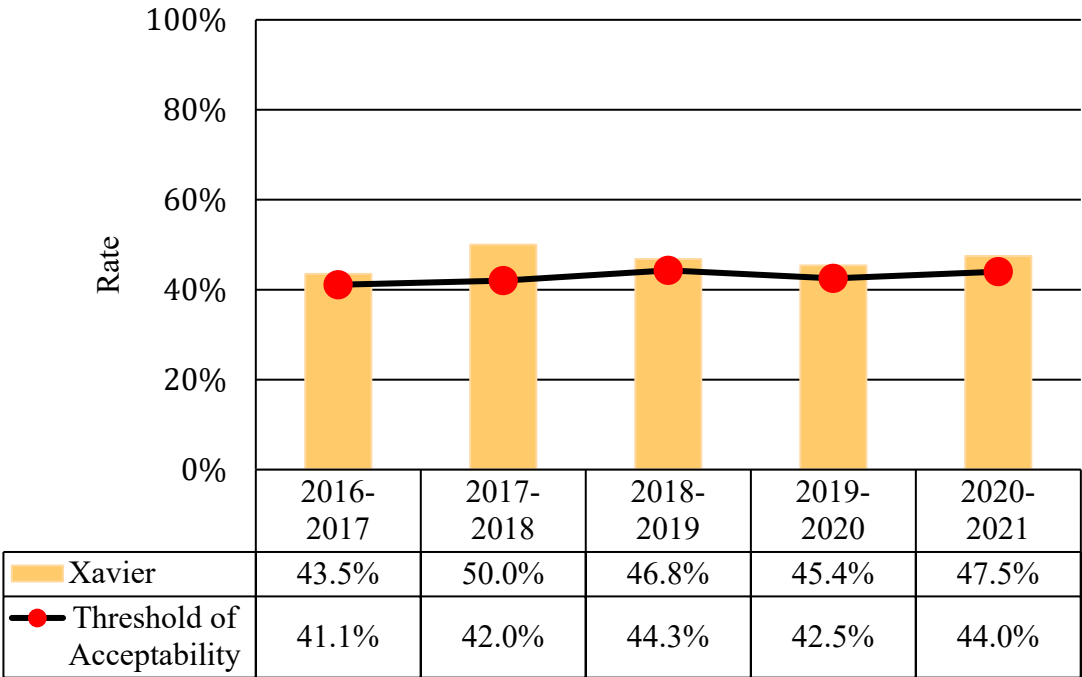

NOTE: N is the number of institutions in the comparison group. Medians are not reported for comparison groups with less than three values.
SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Winter 2021-22, Graduation Rates component.

Graduate/Professional School Enrollment within Two-Years of Graduation

An additional indicator of student success identified as an objective in Xavier's 2017-2023 Strategic Plan is the placement of graduates in graduate/professional school within two years of graduation.

After Xavier joined the National Student Clearinghouse as a means to access more reliable and complete data, based on a rolling three-year average, campus leadership reset the five-year threshold of acceptability from 60% to 44% at year 5. Using this protocol, the benchmark rate was set at 41.1% at year 1 with the target rate by the end of academic year 2022-2023 being 44%. Through efforts in the Center for Undergraduate Research and Graduate Opportunity, the Office of Career Services, and external funding such as the BUILD grant, Xavier has broadened its efforts to increase these rates. Chart 5 illustrates the upward trend in graduate/professional school enrollment for each graduating cohort measured two years after graduation, and indicates Xavier has exceeded the threshold of acceptability for the past five years.

Chart 5 - Graduate/Professional School Enrollment within Two Years of Graduation

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Xavier	43.5%	50.0%	46.8%	45.4%	47.5%
Threshold of Acceptability	41.1%	42.0%	44.3%	42.5%	44.0%

Professional Licensure Examination Pass Rates

Pass rates from professional licensure examinations are also used to measure student achievement. These measures are consistent with Xavier's mission to prepare its students to assume leadership roles in their fields. Students who complete Xavier's programs in counseling, education, pharmacy, physician assistant studies and speech language pathology studies are required to complete an exit, certification or licensure examination in order to work in their discipline. These are:

National Counseling Exam (NCE), Praxis Subject Test (Professional School Counseling) or Program Exit Exam (P.E.E.) - Pass Rates

Xavier's Counseling program, housed in the Division of Education and Counseling, is accredited by the Council for the Accreditation of Counseling and Related Educational Programs (CACREP). The 60-hour graduate program furthers the mission of Xavier by preparing counselors to assume roles of leadership and service in society as Licensed Professional Counselors (LPC) and Licensed Mental Health Counselors (LMHC). This is accomplished through programmatic positioning with CACREP standards that align with the educational requirements of state licensing boards for professional counselors.

There are two specialization tracks offered: School Counseling and Clinical Mental Health Counseling. Certification in the State of Louisiana requires that school counselors pass the Praxis Subject Test (Professional School Counseling) exam. The Counseling program's Comprehensive Program Examination includes two parts:

- Results from the Praxis exam, the National Counselor Examination (NCE), or the Program Exit Exam (PEE), and;
- An oral examination in the form of a Clinical Case Defense.

The Division has set a 100% pass rate as the threshold of acceptability on both the written examination and oral examination as the benchmark for their clinical training program. Table 1 highlights exam performance over the last five academic years and illustrates a 100% passing rate each academic year.

Table 1. Counseling Students Exam Performance

	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
# of MA in Counseling graduates	8	7	10	18	15
Written Exam First Attempt	7*	7	10	18	15
Written Exam First Attempt / Pass Rate	(5) 71%	(5) 71%	(8) 80%	(15) 83%	(12) 80%
Written Exam Subsequent Attempt	2	2	2	3	3
Passed Written Exam of NCE, Praxis, or PEE	Yes - 100%	Yes - 100%	Yes - 100%	Yes – 100%	Yes – 100%
Clinical Oral Defense Exam - 1st Attempt	8	7	10	18	15
Oral Defense Exam Pass Rate	(8) 100%	(7) 100%	(10) 100%	(17) 94%	(15) 100%
Oral Defense Exam Subsequent Attempt	0	0	0	1	0
Passed Oral Defense Exam	Yes - 100%	Yes - 100%	Yes - 100%	Yes - 100%	Yes - 100%
Comprehensive Exam Total Pass Rate	100%	100%	100%	100%	100%
* Note: The difference in numbers between Counseling graduates and those who attempted the exam is because students take the exam before graduation. They may have additional coursework to complete for their degree.					

Praxis Examination (Undergraduate and Graduate) - Pass Rates

Xavier's Master of Arts in Teaching Degree and undergraduate education degree programs are housed in the University's Division of Education and Counseling. These programs prepare candidates to obtain initial teacher certification in the State of Louisiana. The MAT program currently combines Special Education and General Education coursework. Candidates earn dual certifications in their area of study and Special Education–Mild/Moderate. The MAT program at Xavier is designed for graduates of bachelor's degree programs, for individuals who do not have prior teaching experience and for those wishing to obtain initial licensure in the State of Louisiana.

Throughout both programs, candidates complete classes which prepare them to possess the knowledge, skills and dispositions to ensure competency and readiness across core areas as identified by Council for the Accreditation of Educator Preparation (CAEP), The Interstate New Teacher Assessment and Support Consortium (InTASC), and the Louisiana Department of Education (LA DOE). The programs are licensed by the state and accredited by CAEP. Program graduates are prepared to educate students. The Division has determined that the threshold of acceptability is 100% as a pass rate for the MAT and undergraduate education programs. As Table 2 indicates, students have achieved this threshold each year by their second attempt. It should be noted that graduates of these programs are certified and eligible for initial licensure in the state of Louisiana.

Table 2. Praxis Exam Pass Rates

Year	Degree	N	1st Attempt Pass	Pass Rate 1st Attempt	2nd Attempt Pass	Total	Pass Rate 2nd Attempt
2020	MAT	15	15	100%	N/A	15	100%
	BA/BS	5	5	100%	N/A	5	100%
	School Counseling	0	N/A	N/A	N/A	N/A	N/A
2021	MAT	14	14	100%	N/A	N/A	N/A
	BA/BS	4	0	0%	4	4	100%
	School Counseling	0	N/A	N/A	N/A	N/A	N/A
2022	MAT	18	16	89%	2	18	100%
	BA/BS	5	1	20%	4	5	100%
	School Counseling	0	N/A	N/A	N/A	N/A	N/A
2023	MAT	15	9	60%	6	15	100%
	BA/BS	8	1	13%	7	8	100%
	School Counseling	0	N/A	N/A	N/A	N/A	N/A
2024	MAT	9	2	22%	7	9	100%
	BA/BS	4	2	50%	2	4	100%
	School Counseling	0	N/A	N/A	N/A	N/A	N/A

North American Pharmacist Licensure Examination – Pass Rate for First-Time Takers

The North American Pharmacist Licensure Examination (NAPLEX)'s threshold of acceptability changes annually and is based on the overall first-time pass rate for Xavier graduates being within two standard deviations of the national average. This benchmark was chosen since it is the benchmark used by the Accreditation Council for Pharmacy Education, the accrediting body of the Pharmacy program. Table 3 provides data since 2019 of first-time pass rates of the NAPLEX and indicates that Xavier has successfully reached this benchmark except the most recent testing year.

Table 3. NAPLEX First-Time Taker Pass Rates

Year	# First-Time Takers	Pass Rate	Reached ACPE Benchmark (within 2 s.d. of National Average
2019	128	82.9%	Yes
2020	124	75.0%	Yes
2021	125	72.0%	Yes
2022	129	58.1%	Yes
2023	123	54.5%	No

The College of Pharmacy has subsequently implemented a number of strategies to ensure that graduating students are well-prepared to pass the NAPLEX, including but not limited to;

- Providing students additional opportunities to obtain, utilize, and apply clinical reasoning skills to work through complex clinical cases in order to enhance their ability to collect and assess pertinent information, formulate and monitor a plan, and perform calculations appropriately,
- Multifaceted academic support programming,
- The successful piloting of small-group teaching and other strategies intended to amplify active learning,
- Providing all pharmacy students with access to study and test taking skill materials in the newly developed "XULA PharmEssentials" resource in the college's Learning Management System,
- Launching an online student success platform for students, which includes modules such as test taking, analysis skills, enhancing memory and recall to facilitate academic success, and;
- The development of a new Academic Success Coach clinical staff member position to strengthen knowledge, clinical application and test-taking skills of students. The focus at this time will be the application of basic foundational knowledge to clinical practice, NAPLEX performance and practice-readiness.

Physician Assistant National Certifying Examination (PANCE)

First-time pass rates of graduates are used as a measure of student achievement with Xavier's threshold of acceptability based on the measure set by the program's accreditor, the Accreditation Review Commission on Education for the Physician Assistant. The percent of exams that were passed at the national level as compared to the number of exams that were administered. The calculation is based on the total number of exams administered and passed, not the number of individual candidates. The reporting period is based on the calendar year corresponding with the class graduation year and will only be provided after the end of the current calendar year. The accrediting body requires posting of pass rates on its programs website. The program publishes this data at the following link: https://www.xula.edu/physician-assistant-program/physician-assistant-assets/exam-performance-sumary-report-updated-12-20-22.pdf.

Speech-Language Pathology (SLP) Certifying Examination - Praxis Examination in Speech-Language Pathology

The Speech Language Pathology program began in Fall 2019. First-time pass rates of graduates are used as a measure of student achievement with the Xavier threshold based on the measure set by the program's accreditor, the Council on Academic Accreditation in Audiology and Speech-Language Pathology (CAA) of the American Speech-Language-Hearing Association. The accrediting body requires posting of pass rates on its programs website. The program publishes this data at the following link:

https://www.xula.edu/mainacademics/collegeprogram/departmentprogram/department/department-of-speech-pathology/updated-student-outcome-data_spth-masters-program-tab-2.pdf