



**AVE MARIA**  
**UNIVERSITY™**

# **Student Achievement Goals and Outcomes**

According to the SACSCOC policy statement on institutional obligations for public disclosure, an accredited SACSCOC institution “is obligated to provide to its students, constituents, and the public information about itself that is complete, accurate, timely, accessible, clear and sufficient...[including] statements of its goals for student achievement and the success of students in achieving those goals. Information on student success may include reliable information in retention, graduation, course completion, licensure examinations, and job placement rates and other measures of student success appropriate to institutional mission.”

In addition, SACSCOC Core Requirement 8.1 (Student achievement) requires an accredited institution to identify, evaluate, and publish goals and outcomes for student achievement appropriate to the institution’s mission, nature of students it serves, and the kinds of programs offered. The institution uses multiple measures to document student success. Further, the institution is expected to indicate the criteria and threshold of acceptability used to determine that success. The criteria are the items to be measured (and published); the thresholds of acceptability are the minimal expectations set by the institution to define its own acceptable level of achievement (i.e., a minimum target).

## Goal 1: Retention, Completion, and Graduation

*AMU strives to increase the number of graduates from our programs while maintaining high academic standards.* AMU is committed to its mission of educating its students in the great tradition of liberal learning grounded in the principles and truths of the Catholic Faith as well as in such other subjects of study that may be determined according to local and societal needs and professional opportunities. While maintaining a high academic standard, AMU strives to increase retention, credit completion, and graduation rates.

### Goal 1a: Retention Rate

As articulated in the University's Strategic Plan, AMU aspires to retain 80% of first-time, full-time degree seeking undergraduate students from fall-to-fall (AMU's official IPEDS retention rates).

**Threshold of acceptability 1a:** The threshold of 60% is based on trend data from Ave Maria University and the 25th percentile of the Independent Colleges and Universities of Florida (ICUF) IPEDs data.

	2022-2023	2023-2024	2024-2025
<b>Freshman Retention Rate*</b>	<b>75%</b>	<b>79%</b>	<b>85%</b>
<i>Achievement Goal</i>	80%	80%	80%
<i>Intermediate Goal</i>	77%	79%	80%
<i>Threshold of Acceptability</i>	60%	60%	60%

\*Freshman Retention Rates reported to IPEDs.

### Goal 1b: Graduation Rate

As articulated in current Strategic Plan and Strategic Playbook, AMU aspires to achieve a 70% six-year baccalaureate graduation rate, three-year MA and MBA graduation rate, and six-year PhD graduation rate (graduation rate within 150% of normal time to completion of the programs).

**Threshold of acceptability 1b:** The threshold of 50% graduation rate within 150% of normal time is based on trend data from Ave Maria University and averages of the Independent Colleges and Universities of Florida (ICUF) IPEDs data.

	Fall 2022	Fall 2023	Fall 2024
<b>Six-Year Baccalaureate Graduation Rate*</b>	<b>50%</b> (2016 cohort)	<b>55%</b> (2017 cohort)	<b>54%</b> (2018 cohort)
<b>Three-Year MA Communication, Rhetoric, and Writing Graduation Rate**</b>	(no 2019 cohort)	(no 2020 cohort)	(no 2021 cohort)
<b>Three-Year MA Philosophy Graduation Rate**</b>	(no 2019 cohort)	(no 2020 cohort)	(no 2021 cohort)
<b>Three-Year MA Theology Graduation Rate**</b>	<b>80%</b> (2019 cohort)	<b>91%</b> (2020 cohort)	<b>79%</b> (2021 cohort)
<b>Three-Year MBA Graduation Rate**</b>	(no 2019 cohort)	(no 2020 cohort)	<b>100%</b> (2021 cohort)
<b>Three-Year MEd Graduation Rate**</b>	(no 2019 cohort)	(no 2020 cohort)	(no 2021 cohort)
<b>Six-Year PhD Graduation Rate**</b>	<b>33%</b> (2016 cohort)	<b>60%</b> (2017 cohort)	<b>50%</b> (2018 cohort)
<i>Achievement Goal</i>	70%	70%	70%
<i>Threshold of Acceptability</i>	50%	50%	50%

\*Six-Year Baccalaureate Graduation Rates Reported to IPEDs.

\*\* Graduate Program Graduation Rates are not reported to IPEDs.

### Goal 1c: Completion Rate

AMU aspires to have a 95% credit completion rate for all of its students.

**Threshold of acceptability 1c:** The threshold of acceptability is at 90% which is still a competitive completion rate based on trend data from Ave Maria University.

Semester	Percentage Term Credits Completed	Percentage Cumulative Credits Completed
Fall 2022	95%	96%
Spring 2023	95%	96%
Fall 2023	97%	97%
Spring 2024	97%	97%
Fall 2024	96%	97%
Spring 2025	97%	97%
<i>Achievement Goal</i>	95%	95%
<i>Threshold of Acceptability</i>	90%	90%

\*Note that the cumulative completion rate is higher than the term completion rate since a small number of “Incompletes” are addressed after the End-of-Term Report is first composed.

## Goal 2: Job and Graduate School Placement

The successful transition from Ave Maria University to the next phase of the graduate's life, whether a career or graduate school, is the expectation of every student. The extent to which Ave Maria University has prepared that person is at least indirectly reflected in the rate of that successful transition. Up through 2024, this rate was calculated just prior to graduation using the College Senior Survey (CSS). The goal was to have 60.0% of graduates report on the CSS offers of employment or acceptance into graduate or professional schools. In 2025, the University switched to collecting this information using AMU Senior Survey (collected via Qualtrics).

**Threshold of acceptability 2:** Up through 2024, the threshold of acceptability is that we are at least within 5.0% of the rates given in the comparison institutions on the CSS. For 2025, the threshold of acceptability is within 5.0% of the rates given in the comparison institutions on the CSS in the last seven years (2018-2024).

	2022-2023	2023-2024	2024-2025
Baccalaureate Graduates reporting offers of employment or acceptance into graduate or professional schools	73.3%	87.7%	73.0%
<i>Achievement Goal</i>	60.0%	60.0%	60.0%
<i>Threshold of Acceptability</i>	62.1%	61.3%	56.3%

### Goal 2a: Job Placement Rate

Up through 2024, the College Senior Survey (CSS) was administered to seniors shortly before graduation. In 2025, the University administered the AMU Senior Survey to seniors during the week of graduation. As articulated in Core Outcome 11, AMU aspires to have 50% of its graduates report on the Senior Survey as having accepted an offer of employment.

**Threshold of acceptability 2a:** Up through 2024, the threshold of acceptability was that AMU should be within 5.0% of the rates given in the comparison institutions on the College Senior Survey (CSS). For 2025, the threshold of acceptability is within 5.0% of the rates given in the comparison institutions on the CSS in the last seven years (2018-2024).

	2022-2023	2023-2024	2024-2025
Baccalaureate Graduates reporting offers of employment	59.5%	43.9%	48.0%
<i>Achievement Goal</i>	50.0%	50.0%	50.0%
<i>Threshold of Acceptability</i>	39.0%	35.7%	33.9%

### Goal 2b: Graduate or Professional School Placement Rate

Graduates take the College Senior Survey (CSS) shortly before graduation. Up through 2024, AMU aspired to match the graduate and professional school placement rates given in the comparison institutions on the College Senior Survey. For 2025, the goal is the average rates given in the comparison institutions on the CSS in the last seven years (2018-2024).

**Threshold of acceptability 2b:** As articulated in Core Outcome 11, AMU has the threshold of 10% of its graduates receiving acceptance into graduate and professional schools by the time of graduation.

	2022-2023	2023-2024	2024-2025
Baccalaureate Graduates reporting acceptance into graduate or professional schools	13.8%	43.8%	25.0%
<i>Achievement Goal</i>	23.1%	25.6%	21.3%
<i>Threshold of Acceptability</i>	10.0%	10.0%	10.0%

### Goal 3: Licensure and Programmatic Student Achievement Data

AMU strives to successfully prepare students for licensure exams for relevant programs and report required programmatic student achievement data.

#### Goal 3a: Licensure Performance for B.A. Elementary Education

Ave Maria University offers one education program (Bachelor of Art in Education) that requires licensure to become a certified teacher. This requires three tests to complete the Florida Teacher Certification Exam. These include General Knowledge (GK) Test (Essay, English Language Skills, Reading, Mathematics); Professional Knowledge Test; and Subject Area (SA) (Language Arts and Reading, Social Science, Science and Math) K-6 Test. These tests are ‘high-stakes’ and required to continue in the program. These tests are scored externally. The goal is for Elementary Education students to surpass the Florida Pass Rates by at least 5.0%.

**Threshold of acceptability 3a:** The threshold of acceptability is to match the Florida Pass Rate.

**Note\*– GK is taken prior to entering the education major program.**

The percentages are for first time pass rates.

FTCE Exams	Pass Rates				Pass Rates				Pass Rates		
	2022 Florida	2022 Goal	2022 AMU		2023 Florida	2023 Goal	2023 AMU		2024 Florida	2024 Goal	2024 AMU
GK Essay	77%	82%	83%		79%	84%	100%		85%	90%	100%
GK English Language Skills	66%	71%	86%		65%	70%	100%		73%	78%	100%
GK Reading	58%	63%	71%		60%	65%	67%		75%	80%	57%
GK Mathematics	62%	67%	57%		61%	66%	90%		74%	79%	83%
Professional Knowledge	69%	74%	100%		70%	75%	88%		75%	80%	100%
SA Language Arts & Reading	66%	74%	100%		48%	53%	88%		70%	75%	100%
SA Social Science	61%	66%	60%		62%	67%	75%		62%	67%	100%
SA Science	60%	65%	80%		63%	68%	88%		69%	74%	83%
SA Mathematics	55%	60%	80%		63%	68%	88%		82%	87%	100%
Reading Endorsement	n/a	n/a	100%		n/a	n/a	100%		n/a	n/a	100%
ESOL Endorsement	n/a	n/a	100%		n/a	n/a	100%		n/a	n/a	100%

### Goal 3b: Licensure Performance for BSN

Ave Maria University offers one education program (Nursing, Bachelor of Science in Nursing) that requires licensure to become a licensed nurse. These evaluations are ‘high-stakes’ and are thus reliable indicators of students’ actual knowledge and skills. Since these evaluations are scored externally, there can be no bias from AMU faculty and consequently serve to validate scores and grades students earn in their AMU coursework. The goal is for AMU Nursing graduates to match or surpass the Florida and US Pass Rates.

**Threshold of acceptability 3b:** The threshold of acceptability is the higher of the following:

National Accreditation Requirement as stated in the Accreditation Commission for Education in Nursing (ACEN) Criterion 5.3a:

80% or greater for all first-time test-takers;

80% or greater for all first-time test-takers and repeaters; or

at or above the national/territorial mean based on the nursing program type.

Florida Board of Nursing Requirement: Within 10% of First Time, US Educated with a Baccalaureate Degree for the same calendar year.

	2022	2023	2024
The BSN program’s most recent annual NCLEX pass rate for all first-time test-takers during the same 12-month period. The measurement period is calendar year.	88.9%	95.2%	89.5%
<i>Florida Pass Rate</i>	79.9%	74.9%	92.0%
<i>US Pass Rate</i>	82.3%	88.6%	92.0%
<i>Achievement Goal (the higher of the Florida or US Pass Rate)</i>	82.3%	88.6%	92.0%
<i>Threshold of Acceptability</i>	80.0%	80.0%	82.0%

### Goal 3c: Student Completion for Students Admitted into BSN Program

Ave Maria University offers one education program (Nursing, Bachelor of Science in Nursing) that requires student completion of the program to be published.

The stated completion goal up through 2024 was for 90% of students who begin the first nursing course in the Fall Y3 to complete the program on-time in four terms. Starting in 2025, the completion goals were adjusted to 85% to include the first nursing course in Spring Y2 to complete the program on-time in five terms.

**Threshold of acceptability 3c:** The threshold of acceptability is based on the national average for BSN program completion.

	2023 (F21 cohort)	2024 (F22 cohort)	2025 (S23 cohort)
The BSN program’s on-time completion rate from the first nursing course through completion of the courses required for the degree.	91.67%	94.44%	77.8%
<i>Achievement Goal</i>	90%	90%	85%
<i>Threshold of Acceptability</i>	--	--	80%

\*NURS 200, taken in Spring Y2, is included in the calculations starting in 2025 onwards

**Goal 3d: Job Placement Rate for BSN Program**

BSN graduates report job placement within one-year post-graduation. The goal is for at least 90% of all BSN graduates to be employed in the practice of nursing roles reflective of the BSN degree.

	2023	2024	2025
BSN Graduates Employed in Nursing Roles	95.45%	100.00%	95.24%*
Achievement Goal	90%	90%	90%

\*Response rate was 100%



## Ave Maria University Student Achievement Goals

Goals		Rationale	Achievement Goal	Threshold of Acceptability
<b>Goal 1: Retention, Completion, and Graduation</b>	<b>Goal 1a: Retention Rate:</b> first-time, full-time freshmen are tracked	The majority of AMU students are first-time, full-time students. Freshman retention has had a profound influence on four-year and six-year graduation rates.	80%	60%
	<b>Goal 1b: Graduation Rate:</b> 150% graduation rates; first-time, full-time freshmen are tracked for six-year graduation rate; all incoming MA, MBA, and MEd students are tracked for a three-year graduation rate; all incoming PhD students are tracked for a six-year graduation rate	Most AMU students are first-time, full-time undergraduate students so AMU tracks their six-year (150%) graduation rates. AMU also tracks the graduation rates for all incoming graduate students.	70%	50%
	<b>Goal 1c: Completion Rate:</b> all students will be incorporated	Credit completion is tracked on the individual level to determine Satisfactory Academic Progress (SAP); credit completion data is also tracked and analyzed for the entire student body to identify any problematic areas quickly.	95%	90%
<b>Goal 2: Job and Graduate School Placement</b>	<b>Goal 2: Job and Graduate School Placement:</b> Determined for graduates of the previous year (December and May) immediately before May graduation.	This criterion reflects the student's academic and/or professional preparation and represents for most the purpose of beginning studies at AMU.	60%	Within 5.0% of the rates given in the comparison institutions on the College Senior Survey (CSS)
	<b>Goal 2a: Job Placement Rate</b>		50%	
	<b>Goal 2b: Graduate or Professional School Placement Rate</b>		Match the rates given in the comparison institutions on the CSS	10%

<b>Goal 3: Licensure and Programmatic Student Achievement Data</b>	<b>Goal 3a: Licensure Performance for B.A. Elementary Education:</b> The Elementary Education program's most recent FTCE Exam pass rate for all first-time test-takers during the same 12-month period. The measurement period is calendar year.	These high-stakes evaluations are completed by all students in the Elementary Education program. As these are standardized and scored outside of AMU, they provide an important validation for Elementary Education students' professional preparation.	Surpass the Florida Pass Rates by 5.0%	Match the Florida Pass Rates
	<b>Goal 3b: Licensure Performance for BSN:</b> The BSN program's most recent annual NCLEX pass rate for all first-time test-takers during the same 12-month period and the program's most recent annual NCLEX pass rate for all first-time test-takers and repeaters during the same 12-month period. The measurement period is calendar year.	These high-stakes evaluations are completed by all students in the Nursing program. As these are standardized and scored outside of AMU, they provide an important validation for Nursing students' professional preparation.	The higher of the Florida or US Pass Rate	Meet required Pass Rate for ACEN and Florida Board of Nursing
	<b>Goal 3c: Student Completion for Students Admitted into BSN Program</b> The BSN program's on-time completion rate from the first nursing course through completion of the courses required for the degree.	Students' completion of the nursing program is student achievement data that must be published and consistent with ACEN Accreditation Standard 5 Outcomes.	85%	80%
	<b>Goal 3d: Job Placement Rate for BSN Program Graduates</b>		90%	--