

STUDENT SUCCESS METRICS

THE UNIVERSITY OF TAMPA



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Student success is UT's priority. Success has infinite meaning as each student has hopes and dreams for what might be. We are privileged to be part of their aspirations. Our role in their plan is to create a learner-centered community in which standards are high and support is provided along the way to degree attainment.

We measure success in many ways, as evidenced on our [Spartan Success](#) web page. We are committed to excellence on every front, dissatisfied with any other outcome than making gains each year, regardless of area. A continuous improvement ethos and practice is embedded in UT's institutional culture.

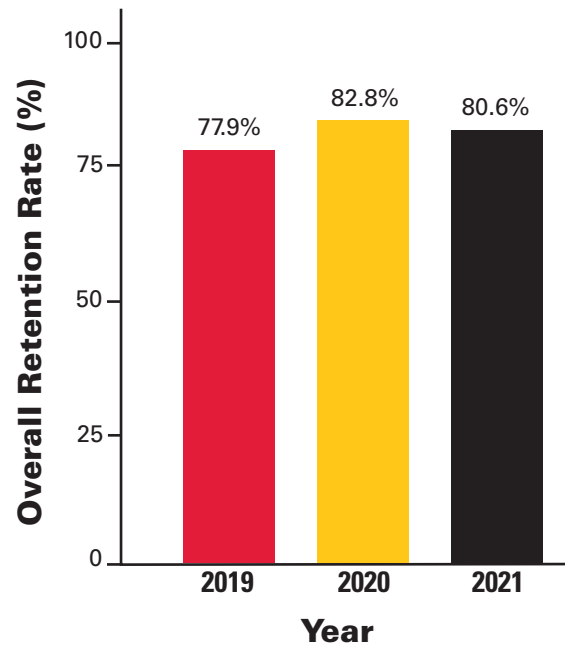
We are laser-focused on four measures that speak to student success. They are first-time in college retention rates, graduation rates, career success rates, and the NCAA student athlete academic success rate. This report addresses those metrics and provides high level information on our progress towards goals.



FIRST-TIME IN COLLEGE (FTIC) RETENTION RATE

Definition: The National Center for Educational Statistics defines FTIC as follows: Retained first-time undergraduate students are those who returned to the institutions to continue their studies the following fall. FTIC retention rates exclude students who departed for the following reasons: death, permanent disability, service in the armed forces, foreign aid service of the federal government, or official church missions.

Most recent three years' data:
Overall Retention Rates by FTIC Cohort Year
Target by 2025: 80-85%



Discussion/Evaluation: The University has made progress with FTIC rates since the inception of the metric in 1991, and over time has invested in personnel, programs, financial aid, as well as examination of policies and practices that influence persistence. Retention and persistence progress is periodically reviewed by external consultants, and the topic is a regular component of internal meetings and learning sessions. Focused efforts in identifying students who are having academic and other difficulties are part of the work of many departments, most notably the University's Spartan Support Program, Academic Success Center, and First-year Experience.

Careful attention was placed on the Fall 2020 cohort, given the possible influence of the COVID-19 on enrollment. The resulting retention rate was a major success, and the University continues to explore the ways in which it can increase this engagement with its educational experience.

SIX-YEAR GRADUATION RATE

Definition: There are many ways to define graduation rates. UT has chosen the methodology of the National Student Clearinghouse. These examined cohorts are first-time degree-seeking students, of any age, who began their postsecondary studies at UT. Cohort members can be enrolled as part- or full-time students, if they have at least a half-time course load. The measurement for completion is taken at whatever institution they finish their studies, and UT earns the “credit” for their completion.

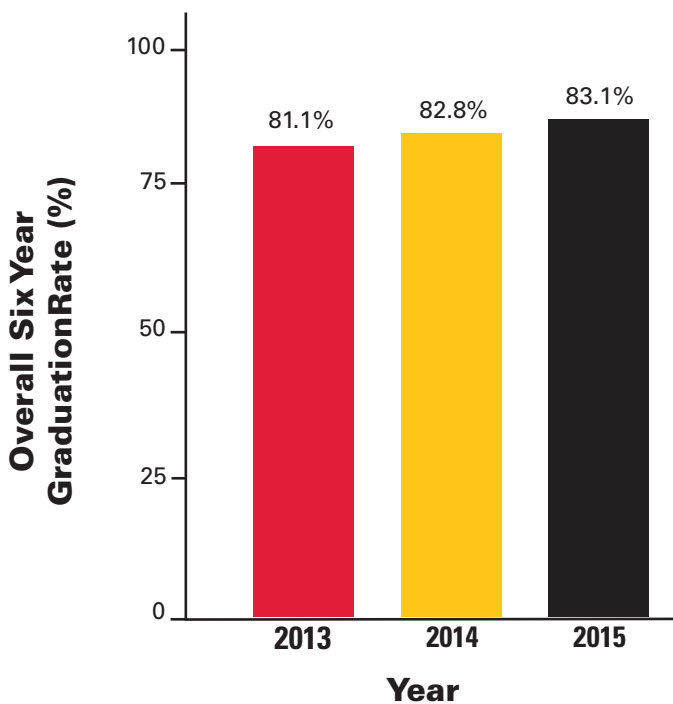
This method was selected to account for the “swirling” or transfer phenomenon now occurring in postsecondary education, as it will capture completions that reflect the national will to see students graduate, regardless of final institutional destination. UT performs well in this model, a nod to strong general education and introduction to the disciplines. This model, however, does not capture students who enter UT as transfers.

Discussion/Evaluation: The University has made steady progress with graduation rates, and over time has invested in personnel, programs, financial aid, as well as examination of policies and practices that influence persistence. Retention and persistence progress is periodically reviewed by external consultants, and the topic is a regular component of internal meetings and learning sessions. Focused efforts in identifying students who are having academic and other difficulties are part of the work of many departments, most notably the University’s Spartan Support Program, Academic Success Center, and First-year Experience.

The last three years of six-year graduation rates from the 2013, 2014, and 2015 cohorts (81.1%, 82.8%, 83.1%) are trending in the right direction, and the University’s leadership targets a rate of 82-85% by 2025.

Completions is in many ways the companion metric for FTIC, and therefore the description of measures employed to improve FTIC will also improve completions.

Most recent three years’ data:
Overall Retention Rates by FTIC Cohort Year
Target by 2025: 82-85%



CAREER SERVICES SUCCESS RATE

Definition: The Office of Career Services annually calculates a “success rate” which is the percentage of survey respondents from each class year (May, August, and December graduates) who reported success in achieving their post-graduation goals. This percentage is computed for both undergraduate and graduate students. For a full exposition of this rate, as well as extensive information about those surveyed, the Office publishes [First Destination Surveys](#) each year.

Discussion/Evaluation: The Office of Career Services annually calculates a “success rate” which is the percentage of survey respondents from each class year (May, August, and December graduates) who reported success in achieving their post-graduation goals. This percentage is computed for both undergraduate and graduate students. For a full exposition of this rate, as well

as extensive information about those surveyed, the Office publishes First Destination Surveys each year for both undergraduate and graduate outcomes.

The goal for success rates is 92% in any given year. This goal was established by Career Services with the agreement of senior leadership as baseline that needed to be met annually. For the past three reporting cycles, the goal has been exceeded for both undergraduate and graduate students.

The Office of Career Services provides extensive support for students along the career exploration continuum. In addition, the University’s most recent Quality Enhancement Plan was focused on experiential learning, including a novel method to provide integrated and multi-disciplinary internships. UT’s focus on experiential learning has long been part of its focus, and Career Services has an outstanding track record of assisting students in reaching their goals.

UNDERGRADUATE

Immediate Plans	2018	2019	2020
Success Rate	95%	96.6%	94%
Number of Graduates	1146/1821 graduates or 62.9%	882/1640 graduates or 53.8%	1135/1933 graduates or 58.7%
Full Time Employment	77.4	73.4	64.6
Part Time Employment	0.87	7.1	9.9
Employed & Graduate School	0.61	0.0	4.1
Graduate School	14.31	14.2	14.3
Non-Traditional Experience	0.26	1.4	0.4
Military	1.31	0.5	0.9
Still Seeking	4.97	3.4	5.6
Not Seeking	0.26	0.0	0.2

GRADUATE

Immediate Plans	2018	2019	2020
Success Rate	94%	94%	95%
Number of Graduates	306/367 graduates or 83.4%	270/418 graduates or 64.6%	247/447 graduates or 55.3%
Full Time Employment	88.56	90.7	85.8
Part Time Employment	0.65	1.5	6.1
Employed & Graduate School	2.29	0.0	0.0
Graduate School	2.29	1.5	1.2
Non-Traditional Experience	0.33	0.0	0.8
Still Seeking	5.23	5.9	4.9
Not Seeking	N/A	0.4	0.8

NCAA STUDENT-ATHLETE ACADEMIC SUCCESS RATE

Definition: In 2006 the NCAA developed the Academic Success Rate (ASR) for Division II institutions. The ASR is the proportion of first-year, full-time student-athletes who entered a school, participated in athletics, and graduated from that institution within six years. The ASR differs from the federal methodology as it includes students who did not receive athletics aid but did participate in athletics. Also, the ASR accounts for students who transfer from their original institution whereas the federal graduation rate does not.

Discussion/Evaluation: The University has a strong athletic tradition, fielding 22 men's and women's varsity sports and competing at the NCAA Division II level. There are more than 600 student-athletes. UT is a member of the 11-school Sunshine State Conference (SSC), considered the "Conference of National Champions". Spartan teams are among those national champions, having won NCAA Division II titles in men's soccer (1981, 1994 and 2001), volleyball (2006, 2014 and 2018), baseball (1992, 1993, 1998, 2006, 2007, 2013, 2015 and 2019), women's soccer (2007), men's golf (1987 and

1988), and beach volleyball (2019, 2021 and 2023). UT has numerous All-Americans, all-region, and all-conference players, and is among the top schools in the SSC who have student-athletes named to the Commissioner's Honor Roll.

The UT data for Cohorts 2013, 2014, and 2015 are 85%, 86%, and 87% respectively. By 2025, the University endeavors to reach 85-89%.

As evidenced by the data, the University is making steady progress toward the high end of its target range by 2025. The Athletic Department has a student athlete monitoring system, led by the assistant athletic director for academic and student services. This system provides early identification of student athletes who may be struggling academically or otherwise and provides them with the support needed to achieve success. This entails working closely with Athletic Department staff, including coaches, and student support areas and academic advisors. The Athletic Department staff believes with such support its target is reasonable for the short-term future.

Most recent three years' data:
Overall Retention Rates by FTIC Cohort Year
Target by 2025: 85-89%

