

## **SECTION 4, FEDERAL REQUIREMENT 4.1**

When evaluating success with respect to student achievement in relation to the institution's mission, the institution includes, as appropriate, consideration of course completion, state licensing examination, and job placement rates.

### **JUDGMENT OF COMPLIANCE**

Compliant

Partially Compliant

Noncompliant

### **RATIONALE FOR JUDGMENT OF COMPLIANCE**

North Georgia College and State University examines student achievement to ensure that the promises laid out in its mission are fulfilled in its graduates. To reach the graduation point, students must be monitored in their progress throughout their studies, and various mechanisms are in place for this purpose. The mechanisms include system-wide statistical reports (such as retention rates, Regents Test Pass Rates, graduation rates, the standing of NGCSU vis-a-vis other state universities in the System) as well as internal, subject-oriented measurements (such as Praxis II pass rates for Education students, licensure rates for Nursing, Physical Therapy, and Community Counseling graduates, job placements in these disciplines as well as in Business Administration). NGCSU also monitors course completion rates (see below).

Generally speaking, the professional programs at NGCSU (Nursing, Physical Therapy, Community Counseling, Education, Business), which also report to accrediting boards in their disciplines, keep detailed records of these matters. Links to these reports are provided below under the discussion of the individual disciplines.

Liberal arts disciplines study intermediate successes of all students at certain points (completion of Regents exam prior to completion of 45 hours, for example, as well as graduation rates), but have not considered it appropriate, from their disciplinary point of view, to keep records of job placements. Career choices in liberal arts majors are often difficult to link with determination to the degree in question, and the University does not

track them. Liberal Arts disciplines at NGCSU do monitor the success of their students in response to their departmentally designed learning outcomes and assessment programs—see discussion of TracDat in Criterion 3.3.1.

## EXTERIOR REPORTING

### Governor's Office of Student Achievement

NGCSU maintains records in connection with The Governor's Office of Student Achievement which, according to information on its website, " was established July 1, 2000 by the state law known as the A Plus Education Act. The mission of OSA is to provide accountability for all of Georgia's education system from pre-kindergarten through postsecondary levels that will result in: improving student achievement and improving school completion " (May 11, 2005 [[1](#)]).

The Office has published three report cards [[2](#)] that reference the University System of Georgia. Three criteria are the Regents' Test Pass Rates, the six-year graduation rate, and the retention rate. To see NGCSU's rating in these criteria, select the appropriate link from the table below:

Criterion	Regents' Test	6-yr Graduation	Retention
02/03 report card	<a href="#">[3]</a>	<a href="#">[4]</a>	<a href="#">[5]</a>
03/04 report card	<a href="#">[6]</a>	<a href="#">[7]</a>	<a href="#">[8]</a>
04/05 report card	<a href="#">[9]</a>	<a href="#">[10]</a>	<a href="#">[11]</a>

The study of the Regents' Test pass rates (combined for reading comprehension and writing) move upwards in small steps, from 75% to 78.9% to 79.7%.

The study of the six-year graduation rate moves from 46.3% back down to 45.8% and then jump forward to 49.3% ("institution-specific" breakdown). In this statistic, NGCSU leads its peer group (State Universities) in all three years by wide margins.

The study of the retention rate shows NGCSU moving from 73.5% via 75% to 76.8% in the "institution-specific" measurements.

All three measurements are clear indications of a positive development in the customary quality indicators for NGCSU.

## **The University of Georgia's Information Digest**

The University System of Georgia publishes an "Information Digest" [[12](#)] on its website, which is "intended to provide summary information concerning the various activities of the University System of Georgia and reliable statistical data over time."

The most recent report is for 2002/2003 and covers issues such as Students, Academic Information, Faculty and Staff, Financial Issues, and much more.

## **Accreditation Agencies**

All graduate programs report to their respective accreditation agencies. For detailed information, see the Strategic Planning Summary Document attached to criterion 2.5 [[13](#)].

## **INTERIOR REPORTING, UNIVERSITY-WIDE (Course Completion)**

For the community of North Georgia, the University's *Fact Book* has become an important reference source. The Fact Book 2004 [[14](#)] is available online.

In addition, the Office of Career Planning and Placement regularly surveys recent graduates about their employment status and publishes the information to the University Community [[15](#)].

Overall completion rates for undergraduate courses since fall 2003 range from 89.7% to 90.8%. Details on undergraduate course completion rates by semester, school, and course are contained in Undergraduate Course Complete Report [[16](#)]. Overall completion rates for graduate courses since fall 2003 range from 96.1% to 98.4%. Details on graduate course completion rates by semester, school and course are contained in Graduate Course Completion Report [[17](#)]. These high levels of course completion rates demonstrate student achievement at an institution whose mission is to "...develop and educate leaders through strong liberal arts, pre-professional, professional, and graduate programs."

## **INTERIOR REPORTING, BY PROFESSIONAL DEPARTMENT**

### **The Department of Business Administration**

This department uses a variety of methods to measure graduation rates, relevance of the program, and student achievement in relation to the University's mission. With the department's continuing effort to obtain AACSB accreditation, faculty and administrators have put processes in place to ensure proper data collection. Beginning in Spring 2005, the department's exit survey asked students to identify actual employers and to provide post-graduation contact information that the department can use to survey alumni in the future.

**ETS Exam** -- This is a nationally normed test that the department gives to graduating seniors that looks at their knowledge in several different business fields. The department gives this test every fall and spring semester in BUSA 4995, the program's capstone course. Data on this test go back to Spring 2004. For Spring 2004, NGCSU ranked in the 75 percentile for institutions administering the exam. This dropped to the 60 percentile for Fall 2004 (Further results are in the assessment report [[18](#)]).

**University Alumni Survey, as used by the Department of Business Administration** -- For the most recent survey, the department looked at the responses for business majors within the University Alumni Survey. There were 58 responses from business majors. On a 5-point scale, the average response to the question "did your education prepare you for your job?" was 3.96. On the question "are working in a field related to you major?" the average response was a 4.05.

**BUSA 3110 Survey** -- As juniors, between 10 and 20 percent of the department's students report that they belong to a professional organization. Between 70 and 89 percent of students report that they are already employed. There is additional information in this survey about leadership activities and involvement in other organizations as well. The full results for this survey go back several semesters and are available in the assessment results document. [[19](#)]

Results for these assessment instruments are included in the department's assessment report for 2004 [[20](#)]. Examples of the survey instruments are included in the assessment and continuous improvement document.

There is a somewhat less formal recording of the number of majors who take preparatory courses for the CPA exam. The following observation is recorded in TracDat:

Professor Merrit reports the following percentages of accounting majors enrolled in the 4 additional accounting courses.

"In academic year 02--03, my estimate of accounting majors who take courses leading toward CPA educational requirements was 8.2%.

In 03--04, 19.5%.

In 04--05, so far, 24.4%."

An earlier annual survey [[21](#)] of graduates deals with whether students report having jobs at graduation and whether that job is related to their major.

The Accounting subdivision of the department offers this report, authored by Prof. Martha Merritt:

"NGCSU offers a BBA in accounting. This coursework provides the student with a minimum of 21 hours of upper-level accounting coursework. To be a CPA in the state of Georgia, a minimum of 150 hours of collegiate coursework must be completed. These 150 hours must include, among other things, a bachelor's degree and a 30-hour concentration in accounting. A number of our accounting majors stay with us to complete the 150-hour requirement and take a variety of plans of study. Examples include a double major in finance or management, minor study in foreign languages or computer information systems, or other liberal arts coursework in areas of personal interest to the student. Also, these students take additional upper-level accounting courses to fulfill the 30-hour requirement.

A number of our accounting majors pursue the CPA certification—some earlier, some later. That is, they may take the CPA exam prior to completion of all 150 hours of credit, after the educational requirement is met, during the first two years of professional work experience, or sometime later. We have no way to confirm it but we think most of our accounting graduates take the CPA exam, seeking professional certification, sometimes before they retire, some earlier than others.

Most accounting majors who are academically in their junior or senior year of college have sought part-time accounting-related positions/internships are indeed already employed. Some students (probably 5% to 10%) have permanent positions already in place upon graduation. By the end of the spring semester of their senior year

(May), almost all accounting majors seeking full-time employment upon graduation have secured professional-track positions, most in the NGCSU service area. Some of our students graduate, but then continue in university study full or part time to complete the educational requirements for the CPA and therefore do not seek full-time employment immediately following completion of their BBA degree in accounting."

The following are examples of local/regional/national businesses who have recently (within the last two years) hired NGCSU accounting graduates/interns:

- Rushton & Company, CPAs, Gainesville
- Preferred Accounting Systems, Dahlonega
- Tillman & Bailey, CPAs, Gainesville
- Bradley Maples, CPA, Dawsonville
- KC Fuller & Associates, CPAs, Dawsonville
- Mountain State Bank, Dawsonville
- Nichols, Cauley & Associates, LLC, Atlanta
- Blair C. Diaz, CPA, PC, Gainesville
- PriceWaterhouseCoopers, Atlanta
- Deloitte, Texas

The faculty member charged with assessment activities--who is also involved in strategic planning for the department--Dr. Tammy Rogers, reports as follows:

"Department of Business Administration Alumni Tracking

The Department of Business Administration has identified tracking graduate placement and alumni as one of our areas to work on for the next few years. Recently, we have relied on the senior exit survey and the alumni survey conducted by the University to track our alumni. We do know that in recent semesters between 70 and 89% of students report that they are already employed as students based on information collected in BUSA 3110. Many of these students will continue to work for their existing employers upon graduation. In addition our senior exit survey identifies whether students have jobs at graduation but not where those jobs are. In our analysis of our assessment plan, we decided that this information was insufficient for our needs.

During the spring 2005 semester, we have added a new exit questionnaire [22] to the exit survey that asks students for post graduation contact information and employer information for those who have jobs. The first set of results can be seen here [23]. We plan to develop an alumni database from this information and implement a departmental alumni survey in the future."

## **THE SCHOOL OF EDUCATION**

The School of Education reports in detail on its tracking efforts in the linked report [24]. That report also analyzes the Effectiveness of the NGCSU Program for the Initial Preparation of Teachers in Developing Candidate Knowledge, Skills, and Dispositions, Teachers' and Principals' Responses to PSC Beginning Teacher Survey, and Student Success Fact Sheets.

## **THE PROGRAM IN COMMUNITY COUNSELING**

The Program in Community Counseling reports a Graduate Survey Summary [25].

## **THE DEPARTMENT OF NURSING**

The Department of Nursing reports Job Placement Rates and Pass Rates on NCLEX or National Certification [26].

## **THE DEPARTMENT OF PHYSICAL THERAPY**

The Department of Physical Therapy has an established practice of tracking outcomes [27]. The department reports licensure rates [28]. It also reports long-term tracking of retention [29] in connection with Board Exam pass rates.

## INSTITUTIONAL RESEARCH AND PLANNING

The **Office of Institutional Research and Planning** conducts a **biannual alumni survey** designed to elicit knowledge about job preparedness, educational satisfaction, etc. in relation to the mission of the University. Reports of surveys conducted in 2002 and 2004 are available here:

- Alumni Survey 2002 Report Highlights [[30](#)]
- Alumni Survey 2004 Report Highlights [[31](#)]

The next report will be published in late 2006, after the SACS reporting deadline.

### Document Reference:

Number	Document Title	Resource
1	Governor's Office of Student Achievement, Report Card	<a href="http://reportcard.gaosa.org/yr2004/usg/default.asp">http://reportcard.gaosa.org/yr2004/usg/default.asp</a>
2	Governor's Office of Student Achievement	<a href="http://gaosa.org/">http://gaosa.org/</a>
3	University System of Georgia, 2002-2003 Report Card, Regent's Test	<a href="http://reportcard2003.gaosa.org/usg/Reports.asp">http://reportcard2003.gaosa.org/usg/Reports.asp</a>
4	University System of Georgia, 2002-2003 Report Card, Six-Year Baccalaureate Graduation Rate	<a href="http://reportcard2003.gaosa.org/usg/reports.asp?TestType=grad">http://reportcard2003.gaosa.org/usg/reports.asp?TestType=grad</a>
5	University System of Georgia, 2002-2003 Report Card, Retention Rate	<a href="http://reportcard2003.gaosa.org/usg/reports.asp?TestType=ret">http://reportcard2003.gaosa.org/usg/reports.asp?TestType=ret</a>
6	University System of Georgia, 2003-2004 Report Card, Regent's Test	<a href="http://reportcard2004.gaosa.org/usg/Reports.asp">http://reportcard2004.gaosa.org/usg/Reports.asp</a>
7	University System of Georgia, 2003-2004 Report Card, Six-Year Baccalaureate Graduation Rate	<a href="http://reportcard2004.gaosa.org/usg/reports.asp?TestType=grad">http://reportcard2004.gaosa.org/usg/reports.asp?TestType=grad</a>
8	University System of Georgia, 2003-2004 Report Card, Retention	<a href="http://reportcard2004.gaosa.org/usg/reports.asp?TestType=ret">http://reportcard2004.gaosa.org/usg/reports.asp?TestType=ret</a>

Number		Document Title	Resource
		Rate	
9		University System of Georgia, 2004-2005 Report Card, Regent's Test	<a href="http://reportcard2005.gaosa.org/usg/Reports.asp">http://reportcard2005.gaosa.org/usg/Reports.asp</a>
10		University System of Georgia, 2004-2005 Report Card, Six-Year Baccalaureate Graduation Rate	<a href="http://reportcard2005.gaosa.org/usg/reports.asp?TestType=grad">http://reportcard2005.gaosa.org/usg/reports.asp?TestType=grad</a>
11		University System of Georgia, 2004-2005 Report Card, Retention Rate	<a href="http://reportcard2005.gaosa.org/usg/reports.asp?TestType=ret">http://reportcard2005.gaosa.org/usg/reports.asp?TestType=ret</a>
12		University System of Georgia, Information Digest	<a href="http://www.usg.edu/usg_stats/info_digest/">http://www.usg.edu/usg_stats/info_digest/</a>
13		SACS Compliance Audit Report, Core Requirement 2.5	<a href="http://www.ngcsu.edu/sacs/compliance_audit/audit_report/section_2/core_req_2-5_instit_effect.pdf">http://www.ngcsu.edu/sacs/compliance_audit/audit_report/section_2/core_req_2-5_instit_effect.pdf</a>
14		NGCSU Fact Book, 2004	<a href="http://www.ngcsu.edu/Resource/IRP/irphome/Factbookwebversion/Fact%20Book%202004.pdf">http://www.ngcsu.edu/Resource/IRP/irphome/Factbookwebversion/Fact%20Book%202004.pdf</a>
15		NGCSU Office of Career Planning and Placement, Graduate Report	<a href="http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/CPP-Graduate_Report.pdf">http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/CPP-Graduate_Report.pdf</a>
16		NGCSU Undergraduate Course Completion Report	<a href="http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/UG_CourseCompletion.pdf">http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/UG_CourseCompletion.pdf</a>
17		NGCSU Graduate Course Completion Report	<a href="http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/Grad_CourseCompletion.pdf">http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/Grad_CourseCompletion.pdf</a>
18, 19, 20		NGCSU Department of Business Administration Assessment Results	<a href="http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/BADM_Assess_Results_2004.pdf">http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/BADM_Assess_Results_2004.pdf</a>
21, 23		NGCSU Department of Business Administration Exit Survey, 2005	<a href="http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/BADM_Exit_survey_05data.pdf">http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/BADM_Exit_survey_05data.pdf</a>
22		NGCSU Department of Business Administration Graduation Survey Form	<a href="http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/BADM_GraduationSurveyForm.pdf">http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/BADM_GraduationSurveyForm.pdf</a>
24		NGCSU Education	<a href="http://www.ngcsu.edu/sacs/Reference_Room/d">http://www.ngcsu.edu/sacs/Reference_Room/d</a>

Number		Document Title	Resource
		Licensure Data	<a href="#">ocuments/Institutional_Assess/Education_Licensure_data.pdf</a>
25		NGCSU Community Counseling Master Survey	<a href="http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/Community_Counseling_Master_Survey.pdf">http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/Community_Counseling_Master_Survey.pdf</a>
26		NGCSU Nursing Licensure	<a href="http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/Nursing_Licensure.pdf">http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/Nursing_Licensure.pdf</a>
27		Physical Therapy Outcome Tracking Scheme	<a href="http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/PTOutcomeTrackingScheme.pdf">http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/PTOutcomeTrackingScheme.pdf</a>
28		NGCSU Physical Therapy Licensure Rates	<a href="http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/Physical_Therapy_Licensure_rates.pdf">http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/Physical_Therapy_Licensure_rates.pdf</a>
29		NGCSU Physical Therapy Retention & Licensure Rates	<a href="http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/PTRetentionLicensureRates.pdf">http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/PTRetentionLicensureRates.pdf</a>
30		NGCSU Alumni Survey 2002 Highlights	<a href="http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/Alumni_Survey_2002_Report_Highlights.pdf">http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/Alumni_Survey_2002_Report_Highlights.pdf</a>
31		NGCSU Alumni Survey 2004 Highlights	<a href="http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/Alumni_Survey_2004_Report_Highlights.pdf">http://www.ngcsu.edu/sacs/Reference_Room/documents/Institutional_Assess/Alumni_Survey_2004_Report_Highlights.pdf</a>