Institutional Goals for Student Achievement and Performance

Baptist University of the Américas (BUA) identifies, evaluates, and publishes goals and outcomes with respect to student achievement consistent with its mission, the nature of students it serves, and the kinds of programs offered. The institution uses multiple measures to document student success. In evaluating student success with respect to student achievement consistent with its mission, the university identifies indicators to demonstrate success. These indicators of success are common to higher education institutions of this type and age.

Goal One: New Student Cohort Fall-to-Fall Retention Rate

BUA defines the Fall-to-Fall Retention Rate as the percent of first cohort degree-seeking students enrolling in consecutive fall and fall terms (e.g., fall 2021 and fall 2022). Graduates are not included in the calculation. BUA’s target Retention Rate is of 60%.

<table>
<thead>
<tr>
<th>Tracking Term</th>
<th>First-Time Cohort</th>
<th>Retained to Next Fall</th>
<th>Retention Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2019 to Fall 2020</td>
<td>15</td>
<td>6</td>
<td>40%</td>
</tr>
<tr>
<td>Fall 2020 to Fall 2021</td>
<td>13</td>
<td>8</td>
<td>62%</td>
</tr>
<tr>
<td>Fall 2021 to Fall 2022</td>
<td>8</td>
<td>5</td>
<td>63%</td>
</tr>
<tr>
<td>Fall 2022 to Fall 2023</td>
<td>45</td>
<td>18</td>
<td>40%</td>
</tr>
<tr>
<td>Overall</td>
<td></td>
<td></td>
<td>51.3%</td>
</tr>
</tbody>
</table>

Ref: The Student Information System at BUA

Goal Two: Persistence Rate (Fall-to-Spring) by Year

BUA defines Persistence Rate as the percent of registered degree-seeking students enrolling in consecutive fall and spring terms (e.g., fall 2021 and spring 2022). Graduates are not included in the calculation. BUA’s target Persistence Rate is 75%.

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>Fall</th>
<th>Continued to Spring</th>
<th>Persistence Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>AY 2019-2020</td>
<td>152</td>
<td>120</td>
<td>79%</td>
</tr>
<tr>
<td>AY 2020-2021</td>
<td>117</td>
<td>86</td>
<td>74%</td>
</tr>
<tr>
<td>AY 2021-2022</td>
<td>105</td>
<td>91</td>
<td>86.6%</td>
</tr>
</tbody>
</table>

Persistence Rate

79.9%

Ref: The Student Information System at BUA

Goal Three: Course Completion Rate

BUA monitors course completion rates with completion defined as earning a passing grade in the course (Grade of A, B, C, or D). BUA’s target course completion rate is 90%.

<table>
<thead>
<tr>
<th>Program</th>
<th>Fall 2020</th>
<th>Fall 2021</th>
<th>Fall 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>BA in Biblical/Theological Studies</td>
<td>93%</td>
<td>93%</td>
<td>91%</td>
</tr>
<tr>
<td>BA in Business Leadership</td>
<td>94%</td>
<td>99%</td>
<td>97%</td>
</tr>
<tr>
<td>BA in Human Behavior</td>
<td>100%</td>
<td>100%</td>
<td>99%</td>
</tr>
<tr>
<td>BA in Music</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Master of Arts in Practical Theology &amp; Ministry</td>
<td>NA</td>
<td>NA</td>
<td>100%</td>
</tr>
<tr>
<td><strong>BUA Institutional Average</strong></td>
<td><strong>96.8%</strong></td>
<td><strong>98.0%</strong></td>
<td><strong>97.4%</strong></td>
</tr>
</tbody>
</table>

Ref: The Student Information System at BUA
Goal Four: Graduation Rates for 4-Year Undergraduate Students (150% - 6 Year)

BUA tracks the graduation rate of initial undergraduate degree-seeking cohorts over a period of six years from the initial Fall semester through the Spring semester of the final year. The graduation rates by program follow. BUA’s target 150% Undergraduate Graduation Rate is 40%. The graduation rates by program follow. BUA notes that many students selecting to enter the institution as a degree seeking student are, in fact, only choosing to pursue study of Bible and/or Theology courses.

Table Four: 150% Graduation Rates for Each Undergraduate Program (6 Years)

<table>
<thead>
<tr>
<th>Program - Fall Year 1 to Spring Year 6</th>
<th>2015-2021</th>
<th>2016-2022</th>
<th>2017-2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>BA in Biblical/Theological Studies</td>
<td>33%</td>
<td>0%</td>
<td>2.5%</td>
</tr>
<tr>
<td>BA in Business Leadership</td>
<td>40%</td>
<td>0%</td>
<td>1.2%</td>
</tr>
<tr>
<td>BA in Human Behavior</td>
<td>33%</td>
<td>29%</td>
<td>0%</td>
</tr>
<tr>
<td>BA in Music</td>
<td>50%</td>
<td>0%</td>
<td>1.2%</td>
</tr>
<tr>
<td><strong>Overall</strong></td>
<td><strong>39.0%</strong></td>
<td><strong>7.3%</strong></td>
<td><strong>4.9%</strong></td>
</tr>
</tbody>
</table>

*Ref: The Student Information System at BUA*

*Note: Completion Rates Were Very Negatively Impacted by the COVID-19 Pandemic*

Goal Five: Graduation Rates for Graduate Students (150% - 3 Year)

BUA tracks the graduation rate of initial Fall semester graduate cohorts over a period of three years. BUA’s target 150% Graduate Student Graduation Rate is 50%. The graduation rates by program follow. Please note that this is the first year that BUA has offered a graduate degree. These values will be tracked in coming years to demonstrate student performance.

Table Five: 150% Graduation Rates for Each Graduate Program (3 Years)

<table>
<thead>
<tr>
<th>Program - Fall Year 1 to Spring Year 3</th>
<th>2022-2025</th>
<th>2023-2026</th>
<th>2024-2027</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master of Arts in Practical Theology &amp; Ministry</td>
<td>1</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td><strong>Overall</strong></td>
<td><strong>100%</strong></td>
<td><strong>NA%</strong></td>
<td><strong>NA%</strong></td>
</tr>
</tbody>
</table>

*Ref: The Student Information System at BUA*

Goal Six: Undergraduate Employment Rate Within Twelve Months of Graduation

BUA tracks the employment rate of undergraduate 4-year degree completers within 1 year of completion. Success for undergraduate completers is measured as either employment or pursuing additional education. Data are provided through AY 2021-2022. BUA’s target Graduate Employment Rate is 80%.

Table Six: Undergraduate Employment Rate Within Twelve Months of Graduation

<table>
<thead>
<tr>
<th>Category</th>
<th>AY 2020-2021</th>
<th>AY 2021-2022</th>
<th>AY 2022-2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Graduates</td>
<td>24</td>
<td>34</td>
<td>34</td>
</tr>
<tr>
<td>Graduates Contacted</td>
<td>20</td>
<td>30</td>
<td>30</td>
</tr>
<tr>
<td>Employed or Pursuing Additional Education</td>
<td>20</td>
<td>30</td>
<td>30</td>
</tr>
<tr>
<td><strong>Employment Rate</strong></td>
<td><strong>83.3%</strong></td>
<td><strong>88.2%</strong></td>
<td><strong>88.2%</strong></td>
</tr>
</tbody>
</table>

*Ref: Direct Graduate Contact*

For Additional Information

Those desiring additional student achievement data may contact Institutional Effectiveness for assistance at Rusty.Waller@bua.edu.