

FHU STUDENT ACHIEVEMENT CRITERIA RESULTS

Student Success Indicator	Description	Fall 2018 Values	Fall 2019 Values	Fall 2020 Values	Acceptability Threshold	Aspirational Goal
(1) Retention Rates: FTF -- Degree Seeking Undergraduates	This percentage represents first-time, full-time undergraduates retained fall-to-fall (Source: IPEDS).	82%	83%	82%	72%	87%
(2) Retention Rates: Non-FTF -- Degree Seeking Undergraduates	This percentage represents non-first-time, degree-seeking undergraduates retained fall-to-fall (Source: Internal).	86%	84%	85%	84%	94%
(3) Retention Rates: Undergraduate (Race)	This percentage represents degree-seeking undergraduates retained fall-to-fall by race (Source: Internal).	Hispanic/Latino 75% (6/8) American Indian 78% (7/9) Asian 86% (6/7) Black 67% (31/46)	Hispanic/Latino 80% (4/5) American Indian 89% (8/9) Asian 100% (4/4) Black	Hispanic/Latino 67% (2/3) American Indian 82% (9/11) Asian 67% (2/3) Black 56% (25/45)	82%	92%

		Hawaiian / Pacific 0% (0/1) White 86% (745/871) Two or more 91% (10/11) International 81% (21/26) Unknown 86% (44/51)	60% (27/45) Hawaiian / Pacific 100% (1/1) White 84% (751/895) Two or more 100% (12/12) International 76% (16/21) Unknown 94% (49/52)	Hawaiian / Pacific 100% (1/1) White 86% (777/907) Two or more 80% (8/10) International 93% (14/15) Unknown 84% (32/38)		
(4) Retention Rates: Undergraduate (Socio-Economic Status)	This percentage represents degree-seeking undergraduates retained fall-to-fall by socio-economic status (Source: Internal).	\$0 - \$30K 78% (112/143) \$30K - \$48K 80% (78/98)	\$0 - \$30K 75% (110/147) \$30K - \$48K	\$0 - \$30K 76% (99/130) \$30K - \$48K 79% (75/95)	82%	92%

		\$48K - \$75\$ 87% (156/180) \$75K - \$110K 87% (184/211) \$110K plus 89% (275/308) Not Reported 72% (65/90)	84% (87/103) \$48K - \$75\$ 86% (124/145) \$75K - \$110K 86% (206/239) \$110K plus 89% (286/321) Not Reported 66% (59/89)	\$48K - \$75\$ 84% (116/138) \$75K - \$110K 88% (205/234) \$110K plus 89% (311/350) Not Reported 74% (64/86)		
(5) Retention Rates: Undergraduate (Gender)	This percentage represents degree and certificate seeking graduates retained fall-to-fall by gender (Source: Internal).	Male 84% (374/444) Female 85% (496/584)	Male 84% (393/469) Female 83% (478/575)	Male 83% (406/490) Female 85% (464/543)	82%	92%
(6) Retention Rates: Graduate (Overall)	This percentage represents part-time, full-time, degree-, and certificate-seeking	65%	63%	70%	58%	68%

	graduates retained fall-to-fall (Source: Internal).					
(7) Retention Rates: Graduate (Race)	This percentage represents degree and certificate seeking graduates retained fall-to-fall by race (Source: Internal).	Hispanic/Latino 0% (0/2) American Indian 50% (1/2) Asian 50% (1/2) Black 64% (99/154) White 71% (83/117) Two or more 0% (0/1) International 75% (3/4)	Hispanic/Latino (n/a) (0/0) American Indian 100% (1/1) Asian (n/a) (0/0) Black 60% (104/172) White 71% (87/122) Two or more (n/a) (0/0)	Hispanic/Latino (n/a) (0/0) American Indian 100% (1/1) Asian (n/a) (0/0) Black 65% (83/127) White 77% (105/137) Two or more 100% (1/1)	58%	68%

		Unknown 60% (44/73)	International 40% (2/5) Unknown 55% (27/49)	International 50% (2/4) Unknown 58% (18/31)		
(8) Retention Rates: Graduate (Socio- Economic Status)	This percentage represents degree and certificate seeking graduates retained fall-to-fall by socio-economic status (Source: Internal).	\$0 - \$30K 65% (68/105) \$30K - \$48K 65% (43/66) \$48K - \$75K 68% (30/44) \$75K - \$110K 69% (18/26) \$110K plus 80% (8/10)	\$0 - \$30K 55% (52/95) \$30K - \$48K 55% (31/56) \$48K - \$75K 76% (32/42) \$75K - \$110K 70% (21/30) \$110K plus 92% (12/13) Not Reported	\$0 - \$30K 67% (50/75) \$30K - \$48K 60% (27/45) \$48K - \$75K 71% (36/51) \$75K - \$110K 85% (17/20) \$110K plus 91% (10/11)	58%	68%

		Not Reported 62% (64/104)	65% (73/113)	Not Reported 71% (70/99)		
(9) Retention Rates: Graduate (Gender)	This percentage represents degree and certificate seeking graduates retained fall-to-fall by gender (Source: Internal).	Male 71% (86/121) Female 62% (145/234)	Male 74% (88/119) Female 58% (133/230)	Male 71% (82/116) Female 69% (128/185)	58%	68%
(10) Participation in High Impact Practices (HIPs)	* This percentage represents seniors who participated in two or more HIPs (Source: NSSE).	77%	77%	78%	66%	86%
(11) Participation in Internships	* This percentage represents seniors who participated in internships, co-op, field experience, student teaching, or clinical placement (Source: NSSE).	63%	63%	64%	52%	72%
(12) Graduation Rates: Undergraduate (Overall)	This percentage represents the six-year undergraduate graduation rate (Source: IPEDS).	60%	58%	65%	49%	72%
(13) Graduation Rates: Undergraduates (Race)	This percentage represents the six-year undergraduate graduation rate by race	Hispanic/Latino 75% (3/4)	Hispanic/Latino 100% (3/3)	Hispanic/Latino 45% (5/11)	49%	72%

	(Source: IPEDS).	American Indian (n/a) (0/0)	American Indian (n/a) (0/0)	American Indian 0% (0/1)		
		Asian (n/a) (0/0)	Asian 100% (2/2)	Asian 50% (2/4)		
		Black 20% (3/15)	Black 20% (4/20)	Black 32% (7/22)		
		White 64% (178/279)	White 60% (188/314)	White 68% (196/288)		
		Two or more 38% (5/13)	Two or more 44% (4/9)	Two or more 80% (4/5)		
		International 33% (3/9)	International 60% (3/5)	International 75% (6/8)		
		Unknown 0% (0/1)	Unknown 33% (1/3)	Unknown 60% (3/5)		

(14) Graduation Rates: Undergraduate (Socio- Economic Status)	This percentage represents the six-year undergraduate graduation rate by socio- economic status (Source: Internal).	\$0 - \$30K 38% (18/48) \$30K - \$48K 61% (19/31) \$48K - \$75K 58% (35/60) \$75K - \$110K 77% (56/73) \$110K plus 66% (52/79) Not Reported 40% (12/30)	\$0 - \$30K 32% (22/69) \$30K - \$48K 68% (27/40) \$48K - \$75K 59% (34/58) \$75K - \$110K 69% (62/90) \$110K plus 65% (51/79) Not Reported 45% (9/20)	\$0 - \$30K 52% (30/58) \$30K - \$48K 55% (18/33) \$48K - \$75K 72% (46/64) \$75K - \$110K 69% (59/85) \$110K plus 70% (70/100) Not Reported 0% (0/4)	49%	72%
(15) Graduation Rates: Undergraduate (Gender)	This percentage represents the six-year undergraduate graduation rate by Gender	Male 56% (81/144)	Male 59% (83/141)	Male 61% (94/154)	49%	72%

	(Source: IPEDS).	Female 63% (111/177)	Female 57% (122/214)	Female 68% (129/190)		
(16) Graduation Rates: Graduate (Overall)	This percentage represents the eight-year graduate graduate rate (Source: Internal).	47%	48%	50%	49%	59%
(17) Graduation Rates: Graduate (Race)	This percentage represents the eight-year graduate graduate rate by race (Source: Internal).	n/a	Hispanic/Latino 67% (2/3) American Indian 50% (1/2) Asian 100% (1/1) Black 34% (44/131) White	Hispanic/Latino (n/a) (0/0) American Indian (n/a) (0/0) Asian 0% (0/1) Black 38% (47/125) White 64% (63/99)	49%	59%

			61% (74/122) Two or more (n/a) (0/0) International 83% (5/6) Unknown 25% (1/4)	Two or more 0% (0/1) International 75% (6/8) Unknown 50% (1/2)		
(18) Graduation Rates: Graduate (Socio-Economic Status)	This percentage represents the eight-year graduate graduate rate by Socio-Economic Status (Source: Internal).	n/a	\$0 - \$30K 45% (53/118) \$30K - \$48K 35% (14/40) \$48K - \$75K 58% (22/38) \$75K - \$110K 57% (8/14)	\$0 - \$30K 56% (57/102) \$30K - \$48K 51% (23/45) \$48K - \$75K 30% (8/27) \$75K - \$110K 46% (6/13)	49%	59%

			\$110K plus 50% (1/2)	\$110K plus 60% (3/5)		
			Not Reported 53% (30/57)	Not Reported 45% (20/44)		
(19) Graduation Rates: Graduate (Gender)	This percentage represents the eight-year graduate graduate rate by Gender (Source: Internal).		Male 50% (58/115)	Male 54% (56/103)	49%	59%
			Female 45% (70/154)	Female 46% (61/133)		
(20) National Exam Results: Counseling	This percentage represents the overall pass rate of the Counselor Preparation Comprehensive Exam (CPCE) (Source: CPCE).	100%	100%	94%	96%	100%
(21) State Licensure Results: Education	This percentage represents the undergraduate and graduate pass rates for the Praxis Tests (Source: Praxis).	95%	100%	100%	98%	100%
(22) State Licensure Results: Nursing	This percentage represents the overall pass rate for the National Council Licensure Examination (NCLEX) (Source: NCLEX).	98%	100%	100%	85%	100%

(23) Undergraduate Job Placement Rate	<p>* This percentage represents the undergraduate job placement rate for all students one year after graduation (Source: Internal).</p> <p>[The percentage of students employed in the field has also been provided for informational purposes.]</p>	<p>89%</p> <p>[73% in field]</p>	<p>90%</p> <p>[72% in field]</p>	<p>91%</p> <p>[80% in field]</p>	<p>75%</p>	<p>100%</p>
(24) Graduate School Placement Rate	<p>This percentage represents graduate school acceptance rates within one year of graduation (Source: Internal).</p>	<p>95%</p>	<p>97%</p>	<p>99%</p>	<p>90%</p>	<p>100%</p>
(25) Spiritual Environment	<p>This average rating represents undergraduate student assessment of the overall spiritual environment, which supports the development of faith. Scale is 1 ["Poor"] to 4 ["Excellent"] (Source: FHU Exit Survey).</p>	<p>3.36</p>	<p>3.46</p>	<p>3.49</p>	<p>3.37</p>	<p>3.57</p>
(26) Religious Service Attendance	<p>* This percentage represents undergraduate students attending religious services at least half the time (Source: FHU One-Year Alumni</p>	<p>94% Total</p> <p>[98% CoC</p>	<p>93% Total</p> <p>[97% CoC Affiliation]</p>	<p>93% Total</p> <p>[98% CoC</p>	<p>94%</p>	<p>100%</p>

	Survey). [The percentage of students affiliated with the churches of Christ has been provided for informational purposes.]	Affiliation]		Affiliation]		
(27) Incorporation of Faith	This average rating represents undergraduate student assessment of the incorporation of faith into their everyday lives. Scale is 1 ["None"] to 4 ["Much"] (Source: FHU Exit Survey).	3.45	3.46	3.46	3.30	3.50
(28) Growth of Faith	This percentage represents undergraduate student assessment of their growth in faith during their Freed-Hardeman experience. Note: The percentage reflects students responding with "Yes" (Source: FHU Exit Survey).	90%	88%	92%	90%	100%
(29) Weekly Hours of Community/Volunteer Service	* This value indicates the number of hours per week FHU senior respondents were engaged in community service or volunteer work	1.9 Hours per week	1.9 Hours per week	2.6 Hours per week	2.6	3.6

	(Source: NSSE).					
(30) Preparation for Service to Others	This average rating represents undergraduate student assessment of how well FHU has prepared them to serve others after graduation. Scale is 1 ["None"] to 4 ["Much"] (Source: FHU Exit Survey).	3.40	3.38	3.43	3.27	4.00
(31) Student Loan Default Rate	This percentage represents total student loan default rate (Source: National Student Loan Data System).	6.5%	5.8%	7.7%	11.1%	2.6%

** indicates data collected every other year*

ACCEPTABILITY THRESHOLDS AND ASPIRATIONAL GOALS

Student Success Indicator	Acceptability Threshold	Aspirational Goal
(1) Retention Rates: FTF -- Degree Seeking-Undergraduates	This threshold is a five-year average of Title-IV participating, four-year and above institutions in the United States. Freed-Hardeman strives to exceed the average for this group. Note: The University reevaluates this threshold every five years (Source:	This goal is a five-year average of Freed-Hardeman's top five benchmark institutions. (See "Benchmark Institutions" section for more information.) Freed-Hardeman strives to exceed the top tier institutions in this group. Note: The University reevaluates this

	IPEDS—2012 through 2016 cohorts).	threshold every five years. (Source: IPEDS—2012 through 2016 cohorts).
(2) Retention Rates: Non-FTF -- Degree Seeking-Undergraduates	This threshold is a five-year average of Non-FTF Degree-Seeking Undergraduates at FHU. Freed-Hardeman uses this value to identify negative trends that warrant intervention. Note: The University reevaluates this threshold every five years (Source: Internal—2012 through 2016 cohorts).	Freed-Hardeman has identified the aspirational goal for this indicator to be 10 percentage points above the institutional five-year average. The Institution believes this goal is appropriately balanced between aggressiveness and obtainability in relation to historical data. Note: The University reevaluates this threshold every five years (Source: Internal—2012 through 2016 cohorts).
(3) Retention Rates: Undergraduate (Race)	This threshold is a five-year average of Degree-Seeking Undergraduates at FHU. Freed-Hardeman uses this value to identify negative trends that warrant intervention. Note: The University reevaluates this threshold every five years (Source: Internal—2012 through 2016 cohorts).	Freed-Hardeman has identified the aspirational goal for this indicator to be 10 percentage points above the institutional five-year average. The Institution believes this goal is appropriately balanced between aggressiveness and obtainability in relation to historical data. Note: The University reevaluates this threshold every five years (Source: Internal—2012 through 2016 cohorts).
(4) Retention Rates: Undergraduate (Socio-Economic Status)	This threshold is a five-year average of Degree-Seeking Undergraduates at FHU. Freed-Hardeman uses this value to identify negative trends that warrant intervention. Note: The University reevaluates this threshold every five years (Source: Internal—2012 through 2016 cohorts).	Freed-Hardeman has identified the aspirational goal for this indicator to be 10 percentage points above the institutional five-year average. The Institution believes this goal is appropriately balanced between aggressiveness and obtainability in relation to historical data. Note: The University reevaluates this threshold every five years (Source: Internal—2012 through 2016 cohorts).
(5) Retention Rates:	This threshold is a five-year average of Degree-Seeking	Freed-Hardeman has identified the aspirational goal for

Undergraduate (Gender)	Undergraduates at FHU. Freed-Hardeman uses this value to identify negative trends that warrant intervention. Note: The University reevaluates this threshold every five years (Source: Internal—2012 through 2016 cohorts).	this indicator to be 10 percentage points above the institutional five-year average. The Institution believes this goal is appropriately balanced between aggressiveness and obtainability in relation to historical data. Note: The University reevaluates this threshold every five years (Source: Internal—2012 through 2016 cohorts).
(6) Retention Rates: Graduate (Overall)	This threshold is a five-year average of graduate students at FHU. Freed-Hardeman uses this value to identify negative trends that warrant intervention. Note: The University reevaluates this threshold every five years (Source: Internal—2012 through 2016 cohorts).	Freed-Hardeman has identified the aspirational goal for this indicator to be 10 percentage points above the institutional five-year average. The Institution believes this goal is appropriately balanced between aggressiveness and obtainability in relation to historical data. Note: The University reevaluates this threshold every five years (Source: Internal—2012 through 2016 cohorts).
(7) Retention Rates: Graduate (Race)	This threshold is a five-year average of graduate students at FHU. Freed-Hardeman uses this value to identify negative trends that warrant intervention. Note: The University reevaluates this threshold every five years (Source: Internal—2012 through 2016 cohorts).	Freed-Hardeman has identified the aspirational goal for this indicator to be 10 percentage points above the institutional five-year average. The Institution believes this goal is appropriately balanced between aggressiveness and obtainability in relation to historical data. Note: The University reevaluates this threshold every five years (Source: Internal—2012 through 2016 cohorts).
(8) Retention Rates: Graduate (Socio-Economic Status)	This threshold is a five-year average of graduate students at FHU. Freed-Hardeman uses this value to identify negative trends that warrant intervention. Note: The University reevaluates this threshold every five	Freed-Hardeman has identified the aspirational goal for this indicator to be 10 percentage points above the institutional five-year average. The Institution believes this goal is appropriately balanced between aggressiveness and obtainability in relation to historical

	years (Source: Internal—2012 through 2016 cohorts).	data. Note: The University reevaluates this threshold every five years (Source: Internal—2012 through 2016 cohorts).
(9) Retention Rates: Graduate (Gender)	This threshold is a five-year average of graduate students at FHU. Freed-Hardeman uses this value to identify negative trends that warrant intervention. Note: The University reevaluates this threshold every five years (Source: Internal—2012 through 2016 cohorts).	Freed-Hardeman has identified the aspirational goal for this indicator to be 10 percentage points above the institutional five-year average. The Institution believes this goal is appropriately balanced between aggressiveness and obtainability in relation to historical data. Note: The University reevaluates this threshold every five years (Source: Internal—2012 through 2016 cohorts).
(10) Participation in High Impact Practices	This threshold is an average of senior respondents in Southeast Private institutions participating in the NSSE. Freed-Hardeman strives to exceed this average. Note: The University reevaluates this threshold biennially (Source: NSSE—Spring 2018).	Freed-Hardeman has identified the aspirational goal for this indicator to be 20 percentage points above the NSSE average. The Institution believes this goal is appropriately balanced between aggressiveness and obtainability in relation to historical data. Note: The University reevaluates this threshold biennially (Source: NSSE—Spring 2018).
(11) Participation in Internships	This threshold is an average of senior respondents in Southeast Private institutions participating in the NSSE. Freed-Hardeman strives to exceed this average. Note: The University reevaluates this threshold biennially (Source: NSSE—Spring 2018).	Freed-Hardeman has identified the aspirational goal for this indicator to be 20 percentage points above the NSSE average. The Institution believes this goal is appropriately balanced between aggressiveness and obtainability in relation to historical data. Note: The University evaluates this goal biennially (Source: NSSE—Spring 2018).
(12) Graduation Rates: Undergraduate (Overall)	This threshold is a five-year average of the 150 percent graduation rate for Title-IV participating, four-year and	This goal is a five-year average of the 150 percent graduation rate for Freed-Hardeman's top five

	above institutions in the United States. Freed-Hardeman strives to exceed the average for this group. Note: The University reevaluates this threshold every five years (Source: IPEDS—2007 through 2011 cohorts).	benchmark institutions. (See "Benchmark Institutions" section for more information.) Freed-Hardeman strives to exceed the top tier institutions in this group. Note: The University reevaluates this threshold every five years (Source: IPEDS—2007 through 2011 cohorts).
(13) Graduation Rates: Undergraduates (Race)	This threshold is a five-year average of the 150 percent graduation rate for Title-IV participating, four-year and above institutions in the United States. Freed-Hardeman strives to exceed the average for this group. Note: The University reevaluates this threshold every five years (Source: IPEDS—2007 through 2011 cohorts).	This goal is a five-year average of the 150 percent graduation rate for Freed-Hardeman's top five benchmark institutions. (See "Benchmark Institutions" section for more information.) Freed-Hardeman strives to exceed the top tier institutions in this group. Note: The University reevaluates this threshold every five years (Source: IPEDS—2007 through 2011 cohorts).
(14) Graduation Rates: Undergraduate (Socio-Economic Status)	This threshold is a five-year average of the 150 percent graduation rate for Title-IV participating, four-year and above institutions in the United States. Freed-Hardeman strives to exceed the average for this group. Note: The University reevaluates this threshold every five years (Source: IPEDS—2007 through 2011 cohorts).	This goal is a five-year average of the 150 percent graduation rate for Freed-Hardeman's top five benchmark institutions. (See "Benchmark Institutions" section for more information.) Freed-Hardeman strives to exceed the top tier institutions in this group. Note: The University reevaluates this threshold every five years (Source: IPEDS—2007 through 2011 cohorts).
(15) Graduation Rates: Undergraduate (Gender)	This threshold is a five-year average of the 150 percent graduation rate for Title-IV participating, four-year and above institutions in the United States. Freed-Hardeman strives to exceed the average for this group. Note: The University reevaluates this threshold every five years (Source: IPEDS—2007 through 2011 cohorts).	This goal is a five-year average of the 150 percent graduation rate for Freed-Hardeman's top five benchmark institutions. (See "Benchmark Institutions" section for more information.) Freed-Hardeman strives to exceed the top tier institutions in this group. Note: The University reevaluates this threshold every five years (Source: IPEDS—2007 through 2011 cohorts).
(16) Graduation Rates:	This threshold is a three-year average of degree-	Freed-Hardeman has identified the aspirational goal for

Graduate (Overall)	seeking graduates at FHU. Freed-Hardeman uses this value to identify negative trends that warrant intervention. Note: The University reevaluates this threshold every five years (Source: Internal—2008-2009 through 2010-2011 cohorts).	this indicator to be 10 percentage points above the institutional three-year average. The Institution believes this goal is appropriately balanced between aggressiveness and obtainability in relation to historical data. Note: The University reevaluates this threshold every five years (Source: Internal—2008-2009 through 2010-2011 cohorts).
(17) Graduation Rates: Graduate (Race)	This threshold is a three-year average of degree-seeking graduates at FHU. Freed-Hardeman uses this value to identify negative trends that warrant intervention. Note: The University reevaluates this threshold every five years (Source: Internal—2008-2009 through 2010-2011 cohorts).	Freed-Hardeman has identified the aspirational goal for this indicator to be 10 percentage points above the institutional three-year average. The Institution believes this goal is appropriately balanced between aggressiveness and obtainability in relation to historical data. Note: The University reevaluates this threshold every five years (Source: Internal—2008-2009 through 2010-2011 cohorts).
(18) Graduation Rates: Graduate (Socio-Economic Status)	This threshold is a three-year average of degree-seeking graduates at FHU. Freed-Hardeman uses this value to identify negative trends that warrant intervention. Note: The University reevaluates this threshold every five years (Source: Internal—2008-2009 through 2010-2011 cohorts).	Freed-Hardeman has identified the aspirational goal for this indicator to be 10 percentage points above the institutional three-year average. The Institution believes this goal is appropriately balanced between aggressiveness and obtainability in relation to historical data. Note: The University reevaluates this threshold every five years (Source: Internal—2008-2009 through 2010-2011 cohorts).
(19) Graduation Rates: Graduate (Gender)	This threshold is a three-year average of degree-seeking graduates at FHU. Freed-Hardeman uses this value to identify negative trends that warrant intervention. Note: The University reevaluates this threshold every five years (Source: Internal—2008-	Freed-Hardeman has identified the aspirational goal for this indicator to be 10 percentage points above the institutional three-year average. The Institution believes this goal is appropriately balanced between aggressiveness and obtainability in relation to historical

	2009 through 2010-2011 cohorts).	data. Note: The University reevaluates this threshold every five years (Source: Internal—2008-2009 through 2010-2011 cohorts).
(20) National Exam Results: Counseling	This threshold is a three-year average of the Counselor Preparation Comprehensive Exam (CPCE) scores. Freed-Hardeman uses this value to identify negative trends that warrant intervention. Note: The University reevaluates this threshold every five years (Source: Internal—2015-2016 through 2017-2018 cohorts).	Passage of the Counselor Preparation Comprehensive Exam (CPCE) demonstrates that students are prepared to accumulate supervised hours and succeed on the National Counselor Exam (NCE). It is Freed-Hardeman's goal that all counseling majors pass the CPCE.
(21) State Licensure Results: Education	This threshold is a five-year average of Praxis pass rates for the State of Tennessee. Freed-Hardeman uses this value to identify negative trends that warrant intervention. Note: The University reevaluates this threshold every five years (Source: Internal—2013-2014 through 2017-2018 cohorts).	This percentage represents Freed-Hardeman's goal for every education student who is pursuing licensure to successfully complete the required Praxis exams.
(22) State Licensure Results: Nursing	This threshold is the minimum requirement for the Tennessee State Board of Nursing in order for a university to maintain good standing.	This percentage represents Freed-Hardeman's goal for every nursing major who completes the course requirements for the program to successfully complete the NCLEX exam on the first attempt.
(23) Undergraduate Job Placement Rate	This threshold is a three-year rolling rate of employed bachelor degree recipients as published annually by the U.S. Department of Labor. Freed-Hardeman strives to exceed this base employment rate. Note: The University reevaluates this threshold biennially (Source: U.S. Dept. of Labor – Bureau of Labor Statistics—October 2017).	This percentage represents Freed-Hardeman's goal for all undergraduate students seeking employment to be employed full-time within one year after graduation. (Students not seeking employment and/or enrolled in graduate school have been excluded.) [Core Mission Indicator]

(24) Graduate School Placement Rate	Freed-Hardeman strives to exceed a graduate school placement rate of >90 percent and uses this value to identify negative trends that warrant intervention. The institution believes this value is an appropriate threshold based on purpose, historical data, and its relationship to the indicator's aspirational goal. Note: The University reevaluates this threshold biennially.	This percentage represents Freed-Hardeman's goal for every undergraduate who applies for graduate school to be accepted into at least one graduate program. [Core Mission Indicator]
(25) Spiritual Environment	This threshold is a five-year average of FHU undergraduate student respondents. Freed-Hardeman uses this value to identify negative trends that warrant intervention. Note: The University reevaluates this threshold every five years (Source: Internal—2012-2013 cohort through 2015-2016 cohort).	Freed-Hardeman has identified the aspirational goal for this indicator to be .20 points above the five-year average. The Institution believes this goal is appropriately balanced between aggressiveness and obtainability in relation to the 1-4 scale and historical data. Note: The University reevaluates this threshold every five years (Source: Internal—2012-2013 cohort through 2015-2016 cohort).
(26) Religious Service Attendance	This indicator was first assessed with the 2015-2016 cohort and is assessed biennially. A threshold will be formally adopted once sufficient data has been collected to compute a three-year average. (Source: Internal).	It is Freed-Hardeman's goal that every student will indicate that he or she attends religious services at least half the time.
(27) Incorporation of Faith	This threshold is a five-year average of FHU undergraduate student respondents. Freed-Hardeman uses this value to identify negative trends that warrant intervention. Note: The University reevaluates this threshold every five years (Source: Internal—2012-2013 cohort through 2015-2016 cohort).	Freed-Hardeman has identified the aspirational goal for this indicator to be .20 points above the five-year average. The Institution believes this goal is appropriately balanced between aggressiveness and obtainability in relation to 1-4 scale and historical data. Note: The University reevaluates this threshold every five years (Source: Internal—2012-2013 cohort through 2015-2016 cohort).

(28) Growth of Faith	This indicator was first assessed with the 2016-2017 cohort. A threshold will be formally adopted once sufficient data has been collected to compute a three-year average (Source: Internal).	It is Freed-Hardeman's goal that every student will indicate that he or she has experienced growth in faith as a result of his or her Freed-Hardeman experience. [Core Mission Indicator]
(29) Weekly Hours of Community/Volunteer Service	This threshold is a three-year average of FHU senior respondents. Freed-Hardeman uses this value to identify negative trends that warrant intervention. Note: The University reevaluates this threshold biennially (Source: NSSE—2015 through 2017 Spring Collection).	This goal is a three-year average of senior respondents in Southeast Private institutions participating in the NSSE. Freed-Hardeman strives to exceed this average. Note: The University reevaluates this threshold biennially (Source: NSSE—2015 through 2017 Spring Collection).
(30) Preparation for Service to Others	This threshold is a five-year average of FHU undergraduate student respondents. Freed-Hardeman uses this value to identify negative trends that warrant intervention. Note: The University reevaluates this threshold every five years (Source: Internal—2012-2013 cohort through 2015-2016 cohort).	It is Freed-Hardeman's goal that every student will indicate that he or she has been prepared by FHU, to the fullest extent possible, to serve others. [Core Mission Indicator]
(31) Student Loan Default Rate	This threshold is a five-year average of the national student loan cohort default rate. The University reevaluates this threshold every five years (Source: National Student Loan Data System—2012 through 2016 cohorts).	This goal is a three-year average of the student loan default rate for Freed-Hardeman's top five benchmark institutions. (See "Benchmark Institutions" section for more information.) Freed-Hardeman strives to exceed the top tier institutions in this group. Note: The University reevaluates this threshold every five years (Source: National Student Loan Data System—2014 through 2016 cohorts).