



Lincoln Memorial University

HARROGATE, TENNESSEE

Student Achievement Data

Lincoln Memorial University strives to give students a foundation for a more productive life by upholding the principles of Abraham Lincoln's life: a dedication to individual liberty, responsibility, and improvement; a respect for citizenship; recognition of the intrinsic value of high moral and ethical standards; and a belief in a personal God. While being primarily committed to teaching, the University supports research and service. The University's curriculum and commitment to quality instruction at every level are based on the beliefs that graduates must be able to communicate clearly and effectively in an era of rapidly and continuously expanding communication technology, must have an appreciable depth of learning in a field of knowledge, must appreciate and understand the various ways by which we come to know ourselves and the world around us, and must be able to exercise informed judgments. By making educational, service, and research opportunities available to students, Lincoln Memorial University seeks to improve life for the students it serves. While serving students from throughout the state, nation, and many other countries, the University retains a commitment to enrich the lives of people and communities in the Appalachian region.

The following list of student achievement goals and results conveys LMU's commitment to our vision and mission. It clearly communicates how LMU serves students and prioritizes the values of our invested stakeholders. Finally, it is meant to be a statement of progress and of LMU's desire to continue to pursue excellence in services, programs, and beyond.

Student Achievement Goal 1- Fifty-five percent of LMU first-time, full-time, degree/certificate seeking undergraduate students will graduate within six years (150% of normal enrollment length).

Results

LMU actively tracks and reports student graduation and retention rate data through the [Integrated Post-Secondary Education Data System \(IPEDS\)](#). LMU tracks students who transfer and graduate from another institution through the [National Student Clearinghouse](#). For the 2011 through 2013 cohorts, no LMU transfer students graduated from an institution tracked by National Student Clearinghouse. While the National Student Clearinghouse did show LMU students from the 2014 cohort who graduated from other institutions, the IPEDS graduation rates are reflected in the table below.

IPEDS Six-year Undergraduate Graduation Rates				
Institution	2017 (Fall 2011 Cohort)	2018 (Fall 2012 Cohort)	2019 (Fall 2013 Cohort)	2020 (Fall 2014 Cohort)
Lincoln Memorial University	46%	57%	55%	53%

Six-Year Graduation Rate	2017 (Fall 2011 Cohort)		2018 (Fall 2012 Cohort)		2019 (Fall 2013 Cohort)		2020 (Fall 2014 Cohort)	
	# Students	Graduation Rate	# Students	Graduation Rate	# Students	Graduation Rate	# Students	Graduation Rate
Disaggregated by Race								
American Indian and Alaska Native	1	0%	2	50%	3	33%	3	67%
Asian	0	0%	2	50%	1	100%	1	100%
Black or African American	15	36%	11	64%	14	21%	20	35%
Hispanic/Latino	2	50%	4	50%	1	0%	0	N/A
Native Hawaiian and Other Pacific Islander	0	N/A	0	N/A	0	N/A	0	N/A
Other	41	32%	22	54%	8	75%	15	47%
White	249	49%	204	57%	94	63%	215	54%

*Students self-identify Race

Six-Year Graduation Rate	2017 (Fall 2011 Cohort)		2018 (Fall 2012 Cohort)		2019 (Fall 2013 Cohort)		2020 (Fall 2014 Cohort)	
	# Students	Graduation Rate	# Students	Graduation Rate	# Students	Graduation Rate	# Students	Graduation Rate
Disaggregated by Ethnicity								
Hispanic	2	50%	4	50%	1	0%	5	40%
Non-Hispanic	265	48%	201	56%	112	57%	219	54%
Unknown	41	32%	40	63%	8	75%	30	47%

*Students self-identify Ethnicity

Six-Year Graduation Rate	2017 (Fall 2011 Cohort)		2018 (Fall 2012 Cohort)		2019 (Fall 2013 Cohort)		2020 (Fall 2014 Cohort)	
	# Students	Graduation Rate	# Students	Graduation Rate	# Students	Graduation Rate	# Students	Graduation Rate
Disaggregated by Gender								
Male	97	52%	78	68%	38	61%	102	47%
Female	211	44%	167	52%	83	57%	152	57%
Other	0	N/A	0	N/A	0	N/A	0	N/A

*Students self-identify Gender

LMU’s 53% six-year graduation rate for the Fall 2014 cohort does not meet the institutional student achievement goal of a 55% 6-year graduation rate. In response, the Vice President for Academic Affairs required all undergraduate academic programs and all academic and student support services units to have a program outcome in support of student success. The program outcomes should be included in their annual Outcomes Assessment Report (OAR) for 2020-2021 and contribute to improving student retention rates, graduation rates and/or post-graduate success.

Examining LMU’s cohort graduation rates by race show fluctuations in the rates for students who self-identify as American Indian/Alaska Native, Asian, Black/African American, Hispanic/Latino, and Native Hawaiian/Other Pacific Islander. These fluctuations are due to the low number of students from these groups in each cohort. Except for the 2012 cohort, the graduation rates for African American students were consistently 10% or more below the overall rates. The Office of Inclusion and Diversity Engagement supports a variety of student affinity organizations as well as a Student Diversity Leadership Council, which support students from under-represented groups. The University also offers Diversity grants for undergraduate students who live on-campus to help make Lincoln Memorial University a more diverse student body.

The graduation rate for females was higher than males for 2014 cohort, which fits the national trend for graduation by sex. For the previous three years, the 6-year graduation rates for males were 4-8% higher than females.

Note: Serving and supporting Appalachian students is a critical element in LMU’s mission, and beginning with the 2018 cohort, we will report graduation rates by Appalachian status.

Student Achievement Goal 2- Fall-to-fall retention rates for first-time, bachelor’s degree seeking students at LMU will exceed 75%.

Results

LMU achieved its goal by retaining 76% of first-time, bachelor’s degree-seeking students from Fall 2019 to Fall 2020. LMU has seen growth in its fall-to-fall retention rates from 2015 through 2019. Although the retention rate dipped slightly in 2020, it remained above the 75% target. The LMU first-time retention rates for the past four years are presented in the table below.

Fall-to-Fall First-time Cohort Retention Rates				
Institution	2017	2018	2019	2020
Lincoln Memorial University	73%	75%	77%	76%

Fall-to-fall Retention Rates	2017 (Fall 2016 Cohort)		2018 (Fall 2017 Cohort)		2019 (Fall 2018 Cohort)		2020 (Fall 2019 Cohort)	
	# Students	Retention Rate	# Students	Retention Rate	# Students	Retention Rate	# Students	Retention Rate
Disaggregated by Race								
American Indian and Alaska Native	1	100%	2	100%	9	56%	4	75%
Asian	3	67%	4	50%	3	100%	1	0%
Black or African American	26	58%	20	70%	18	67%	19	90%
Hispanic/Latino	3	67%	3	100%	1	100%	0	N/A
Native Hawaiian and Other Pacific Islander	0	N/A	0	N/A	0	N/A	0	N/A
Other	23	65%	38	68%	22	64%	8	88%
White	305	75%	279	74%	209	78%	199	75%

*Students self-identify Race

Fall-to-fall Retention Rates	2017 (Fall 2016 Cohort)		2018 (Fall 2017 Cohort)		2019 (Fall 2018 Cohort)		2020 (Fall 2019 Cohort)	
	# Students	Retention Rate	# Students	Retention Rate	# Students	Retention Rate	# Students	Retention Rate
Disaggregated by Ethnicity								
Hispanic	10	50%	12	75%	7	86%	14	86%
Non-Hispanic	302	75%	268	75%	237	77%	202	76%
Unknown	49	67%	66	65%	18	78%	15	67%

*Students self-identify Ethnicity

Fall-to-fall Retention Rates	2017 (Fall 2016 Cohort)		2018 (Fall 2017 Cohort)		2019 (Fall 2018 Cohort)		2020 (Fall 2019 Cohort)	
	# Students	Retention Rate	# Students	Retention Rate	# Students	Retention Rate	# Students	Retention Rate
Disaggregated by Gender								
Male	136	68%	114	68%	91	77%	106	73%
Female	225	76%	232	76%	171	77%	125	79%
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

*Students self-identify Gender

Examining LMU's retention rates by race and ethnicity in the tables above show all groups, except Asian students (a cohort of 1), at or above the 75% target for the Fall 2019 cohort. Although the retention rate for males at 73% is a bit lower than the 75% target, the retention rates for females have remained above the target for the past 4 years.

	2018 (Fall 2017 Cohort)		2019 (Fall 2018 Cohort)		2020 (Fall 2019 Cohort)	
	# Students	Retention Rate	# Students	Retention Rate	# Students	Retention Rate
Appalachian Students	182	99%	177	78%	148	76%

**Appalachian students were defined using the Appalachian Regional Commission definition of Appalachian states and counties.*

Because Appalachian students are critical to LMU’s mission, the Office of Institutional Effectiveness (IE) provided the retention rates for first-time, bachelor’s degree-seeking Appalachian students, using the Appalachian Regional Commission’s definition of Appalachian counties. Appalachian students were retained at the same rate (76%) as the overall population of first-time, bachelor’s degree-seeking students for the Fall 2019 cohort. For the Fall 2018 and 2017 cohorts, Appalachian students had higher retention rates.

LMU has also developed an Undergraduate Student Success Committee that reviews achievement and persistence data related to undergraduate student success to determine effectiveness of programs; the committee evaluates and recommends program changes to encourage students to remain enrolled and graduate.

All undergraduate faculty are asked to submit week 3 grades for students who are not performing satisfactorily, and the Office of Academic Support and the student’s advisor reach out to the students to provide reminders about resources available, such as tutoring through the Tagge center, counseling services, etc.

In addition to the committee, the University regularly assesses student satisfaction through surveys. The Office of Institutional Effectiveness regularly administers the following surveys:

1. First-Year Student Survey
2. LMU Student Opinion Survey
3. LMU Graduating Student Survey (Undergraduate)
4. LMU Graduating Student Survey (Graduate)
5. National Survey of Student Engagement (odd Springs)
6. Ruffalo Noel Levitz Student Satisfaction Inventory (SSI) (even Springs)

Student Achievement Goal 3- Overall career outcome rates for baccalaureate graduates will exceed the National Association of Colleges and Employers (NACE) national rate.

Results

LMU tracks the career outcome status of its graduates as a measure of student achievement and program success. Graduates are contacted six months post-graduation to determine their employment or graduate school status. The most current NACE report shows the national average overall career outcome rate for bachelor’s graduates as 86% and for master’s degree graduates at 89%. LMU has historically exceeded the NACE national rates, remaining over 90% for the past 4 years.

Graduating Term	Overall Career Outcome Rate	Percent Employed Full-Time	Percent Graduate School Placement Rate	Overall Knowledge Rate*
May 2016	97%	71%	26%	94%
December 2016	95%	81%	14%	96%
May 2017	96%	68%	28%	93%
December 2017	94%	82%	12%	91%
May 2018	97%	60%	37%	88%
December 2018	91%	76%	14%	91%
May 2019	93%	68%	25%	95%
December 2019	90%	69%	21%	87%
May 2020	93%	60%	33%	95%

*Knowledge rate is a term used by NACE in lieu of “survey response rate” to reflect the approach of going beyond simply relying on a survey for obtaining outcomes information.

Additionally, LMU’s professional schools track career outcome and placement rates. The table below shows the most recent rates for the LMU Debusk College of Osteopathic Medicine, the LMU Duncan School of Law, and the LMU College of Veterinary Medicine. The LMU Debusk College of Osteopathic Medicine has placed 98% or higher of its graduates annually. Full-time employment by graduate of the LMU Duncan School of law has fluctuated from a high of 100% for graduates in 2016 to 77% in 2020. Full-time employment by graduates of the LMU College of Veterinary Medicine has risen from 97.7% in 2018 to over 99%.

Professional Program	2015	2016	2017	2018	2019	2020
LMU Debusk College of Osteopathic Medicine (Placement)	100%	100%	99.5%	99.5%	99.1%	**98%
LMU Duncan School of Law (Full- Time Employment)	96%	100%	76%	85%	78%	77%
LMU College of Veterinary Medicine* (Full- Time Employment)	NA	NA	NA	97.7%	99.02%	99.07%

*The LMU College of Veterinary Medicine did not have data collected on its first graduation class until December 2018. Data represented by alumni reporting, which is not 100% for any class.

** Some students will reenter the match in 2021 and likely find placement.

Student Achievement Goal 4- The University will meet or exceed national/state pass rates for general education competencies and programs leading to licensure or certification.

Results

LMU utilizes the [ETS Proficiency Profile Exam](#) to measure student learning in general education courses. Use of a standardized instrument to measure student knowledge upon completion of general education coursework helps ensure the quality of general education curricula by making comparisons to national norms. The following tables contain the results of the latest implementation of the Proficiency Profile exam for both bachelor’s and associate’s level students.

Bachelor’s Students Proficiency Profile	Spring 2019			Fall 2019			Spring 2020			Fall 2020		
	Scaled Score	N=	National Percentile	Scaled Score	N=	National Percentile	Scaled Score	N=	National Percentile	Scaled Score	N=	National Mean
Total Score	446.4	170	64	450.12	171	86	447.54	194	78	448.1	153	441.0
Critical Thinking	112.21	170	66	112.18	171	76	111.88	194	60	111.9	153	110.6
Reading	119.02	170	73	120.71	171	89	120.0	194	89	119.9	153	116.8
Writing	115.11	170	67	116.19	171	89	114.79	194	60	115.4	153	113.6
Mathematics	113.68	170	46	114.43	171	76	114.36	194	76	114.3	153	112.9
Humanities	115.47	170	66	116.51	171	87	116.56	194	87	117	153	113.6
Social Sciences	114.13	170	79	114.87	171	81	114.31	194	81	114.5	153	112.2
Natural Sciences	116.60	170	67	117.26	171	88	116.59	194	78	116.3	153	114.5
Essay	4.29	170	81.75	4.34	166*	73	4.0	184*	77	4.0	152	

*Student essays that were blank, too brief to evaluate, not relevant to the topic, or not written in English were not included in score report calculations.

The ETS Proficiency Profile provides national means for a rolling 5-year period for Master’s I and II universities. For the bachelor’s scores, we used a comparison with juniors (since students take the Proficiency Profile in LNCN 300). For 2020, LMU students were above the total score mean (441.0) and above the means for each of the subscores on the Proficiency Profile.

The ETS Proficiency Profile provides national means for a rolling 5-year period for Master’s I and II universities. For the associate degree scores, we used a comparison with sophomores. LMU associate degree students (432) were below the national mean for total score (441.1) and below the means for each of the subscores on the Proficiency Profile. Since the associate degree students taking the ETS proficiency Profile did not meet our target, the General Education Committee will review the data and make recommendations for improvement in the coming year.

Associate's Students	Spring 2019			Fall 2019			Spring 2020			Fall 2020		
	Scaled Score	N=	National Percentile	Scaled Score	N=	National Percentile	Scaled Score	N=	National Percentile	Scaled Score	N=	National Mean
Total Score	439.12	165	49	433.88	33	22	433.31	125	22	432	34	441.1
Critical Thinking	110.02	165	43	*	*	*	109.7	125	28	108.8	34	111.3
Reading	117.75	165	56	*	*	*	115.89	125	28	114.2	34	117.5
Writing	114.62	165	67	*	*	*	112.83	125	26	112.6	34	113.8
Mathematics	110.15	165	15	*	*	*	108.92	125	2	110.2	34	114.3
Humanities	113.30	165	46	*	*	*	113.90	125	44	114.4	34	114.2
Social Sciences	112.48	165	48	*	*	*	111.62	125	30	110.7	34	112.8
Natural Sciences	115.01	165	65	*	*	*	114.0	125	43	111.8	34	115.2

* Insufficient number of students for analysis.

Many professions require graduates to take and pass licensure certification examinations to practice in the profession. Many programs at LMU lead to licensure/certification. Those programs use appropriate standardized assessments to evaluate student achievement, including the ETS Major Field Test (MFT) and/or other discipline-specific standardized assessments. The following sections demonstrate student achievement by program and specialty.

Education Programs

LMU offers programs leading to elementary and secondary teacher licensure. These programs require students to pass the PRAXIS Principles of Teaching and Learning Test (PLT) and PRAXIS Specialty Tests in their teaching discipline.

The table below shows the pass rates for PRAXIS Principles of Teaching and Learning Test (PLT) for all program completers for the past three years compared to Tennessee statewide rates. In the past three years, 100% of LMU education program completers have passed the PRAXIS PLT, which is above the pass rates for all Tennessee program completers.

All Program Completers	<i>LMU Institutional Pass Rate</i>	<i>TN Statewide Pass Rate</i>
All Program Completers, 2019-2020	100%	93%
All Program Completers 2018-2019	100%	98%
All Program Completers, 2017-2018	100%	98%

The table below shows the pass rates for PRAXIS Specialty Tests for the past four years. These tests have changed and continue to change, which makes comparison difficult.

	2017-2018	2018-2019	2019-2020	2020-2021
Elementary				
Content Knowledge (5018 - retired exam)				
Total Completers	16	10	12	
First Time Pass Rate	44%	100%	50%	
Overall Pass Rate	100%	100%	100%	
Content Knowledge 5001				
Subtest 5002 Reading				
Total Completers				11
First Time Pass Rate				64%
Overall Pass Rate				91%
Subtest 5003 Math				
Total Completers				11
First Time Pass Rate				45%
Overall Pass Rate				91%
Subtest 5004 Social Studies				
Total Completers				11
First Time Pass Rate				45%
Overall Pass Rate				91%
Subtest 5005 Science				
Total Completers				11
First Time Pass Rate				45%
Overall Pass Rate				91%
Curriculum Instruction & Assessment (5017 - retired exam)				
Total Completers	16	10	5	
First Time Pass Rate	94%	100%	80%	
Overall Pass Rate	100%		100%	

Teaching Reading for Elementary (5203 Retired Exam)				
Total Completers	18	13	16	12
First Time Pass Rate	89%	85%	94%	83%
Overall Pass Rate	100%	100%	100%	100%
Teaching Reading for Elementary (5205)				
Total Completers				1
First Time Pass Rate				100%
Overall Pass Rate				100%
Special Education Comprehensive				
Total Completers	1	1	0	2
First Time Pass Rate	100%	100%	0%	100%
Overall Pass Rate	100%	100%	0%	100%
Special Education Interventionist				
Total Completers	1	2	4	0
First Time Pass Rate	100%	50%	100%	0%
Overall Pass Rate	100%	100%	100%	0%
Biology				
Total Completers	0	1	0	0
First Time Pass Rate		100%		
Overall Pass Rate		100%		
Business				
Total Completers	1	0	0	1
First Time Pass Rate	100%			100%
Overall Pass Rate	100%			100%
Chemistry				
Total Completers	0	0	0	0
First Time Pass Rate				
Overall Pass Rate				
English				
Total Completers	2	0	6	2
First Time Pass Rate	100%		50%	50%
Overall Pass Rate	100%		100%	100%
History				
Total Completers	0	0	1	0
First Time Pass Rate			0%	
Overall Pass Rate			100%	
Math				
Total Completers	1	1	0	0
First Time Pass Rate	0%	100%		
Overall Pass Rate	100%	100%		
Music				

Total Completers	0	2	0	0
First Time Pass Rate		100%		
Overall Pass Rate		100%		
PE				
Total Completers	1	0	0	0
First Time Pass Rate	100%			
Overall Pass Rate	100%			
Visual Arts				
Total Completers	0	0	0	0
First Time Pass Rate				
Overall Pass Rate				
PLT - Elementary				
Total Completers	18	13		
First Time Pass Rate	94%	92%		
Overall Pass Rate	100%	100%		
PLT - Secondary				
Total Completers	5	4		
First Time Pass Rate	100%	100%		
Overall Pass Rate	100%	100%		

LMU Graduate MEDITL				
	2017-2018	2018-2019	2019-2020	2020-2021
Elementary				
Content Knowledge (5018)				
Total Completers	17	17	15	1
First Time Pass Rate	47%	82%	60%	100%
Overall Pass Rate	100%	100%	100%	100%
Content Knowledge 5001				
Subtest 5002 Reading				
Total Completers				8
First Time Pass Rate				100%
Overall Pass Rate				100%
Subtest 5003 Math				
Total Completers				8
First Time Pass Rate				100%
Overall Pass Rate				100%
Subtest 5004 Social Studies				
Total Completers				8
First Time Pass Rate				75%
Overall Pass Rate				100%
Subtest 5005 Science				
Total Completers				8

First Time Pass Rate				75%
Overall Pass Rate				100%
Curriculum Instruction & Assessment (5011) Old Exam				
Total Completers				
First Time Pass Rate				
Overall Pass Rate				
Curriculum Instruction & Assessment (5017) No longer required				
Total Completers	17	17	8	
First Time Pass Rate	76%	94%	100%	
Overall Pass Rate	100%	100%	100%	
Teaching Reading for Elementary (5203 Retired exam)				
Total Completers	17	17	15	9
First Time Pass Rate	82%	88%	87%	89%
Overall Pass Rate	100%	100%	100%	100%
Teaching Reading for Elementary (5205)				
Total Completers				
First Time Pass Rate				
Overall Pass Rate				
Biology				
Total Completers	7	0	0	0
First Time Pass Rate	86%			
Overall Pass Rate	100%			
Business				
Total Completers	4	5	2	3
First Time Pass Rate	100%	100%	50%	100%
Overall Pass Rate	100%	100%	100%	100%
Chemistry				
Total Completers	0	1	0	1
First Time Pass Rate	0	100%		100%
Overall Pass Rate	0	100%		100%
English				
Total Completers	3	3	2	2
First Time Pass Rate	67%	100%	100%	
Overall Pass Rate	100%	100%	100%	
History				
Total Completers	4	3	3	1
First Time Pass Rate	100%	67%		100%
Overall Pass Rate	100%	100%		100%
Math				

Total Completers	2	1	1	0
First Time Pass Rate	100%	100%	0%	
Overall Pass Rate	100%	100%	100%	
Music				
Total Completers	0	0	1	0
First Time Pass Rate	0		0%	
Overall Pass Rate	0		100%	
PE				
Total Completers	3	0	4	0
First Time Pass Rate	67%		25%	
Overall Pass Rate	100%		100%	
Visual Arts				
Total Completers	1	1	1	2
First Time Pass Rate	100%	100%	100%	50%
Overall Pass Rate	100%	100%	100%	100%

LMU Counseling				
Professional Counselor	2017-2018	2018-2019	2019-2020	2020-2021
Total Completers	21	13	14	8*
First Time Pass Rate	71%	92%	85.71%	100%
Overall Pass Rate	95%	92%	92.86%	100%

*Three have not tested for the 20-21 academic year.

Instructional Leadership				
School Leaders Leadership Assessment (6011)	2017-2018	2018-2019	2019-2020	2020-2021
MED				
Total Completers	26	21	19	24
First Time Pass Rate	100%	95%	100%	92%
Overall Pass Rate	100%	95%	100%	100%
EdS				
Total Completers	91	68	52	49
First Time Pass Rate	97%	99%	98%	98%*
Overall Pass Rate	100%	99%	96%	100%*
Add-On				
Total Completers	15	10	17	12
First Time Pass Rate	100%	100%	100%	100%
Overall Pass Rate	100%	100%	100%	100%

* 3 of the 49 students have not tested yet

Nursing Programs

Students completing the Associate of Science in Nursing (ASN) degree program take the National Collegiate Licensure Examination for Registered Nurses (NCLEX-RN) for licensure purposes. LMU's nursing programs have a history of producing well-qualified nursing graduates who demonstrate excellence in employment settings (as indicated on employer surveys). The table below displays NCLEX-RN pass rate data for ASN students at each LMU instructional site. The first time [2020 national pass rate](#) for the NCLEX-RN exam is 86.57%.

Instructional Site	2015	2016	2017	2018	2019	2020
Harrogate	90%	68.4%	88%	95.5%	83.3%	75%
Knoxville, PRMC	95.6%	94.5%	93.7%	98.3%	92.4%	95.5%
Alcoa, TN (Blount)	91.5%	94.7%	100%	97.7%	98.3%	87.8%
Corbin	77.8%	95.2%	100%	97.2%	82%	71.7%
Tampa	NA	NA	NA	NA	100%	83.3%
Total					92.2%	85.34%
Nat'l Pass rate	84.53%	84.57%	87.11%	88.29%	88.18%	86.57%

The overall pass rate for graduates from the Associate of Science in Nursing at LMU in 2020 was 85.34%, which is slightly below the national average of 86.57%. Graduates from the Associate of Science in Nursing (ASN) degree program at the Knoxville, PRMC and Alcoa, TN sites passed the NCLEX-RN at higher rates than the national rate. In contrast, ASN graduates from Harrogate, Corbin and Tampa passed the NCLEX-RN at lower rates than the national average. In years prior to 2020, graduates from the Associate of Science in Nursing at LMU had higher pass rates than the national average rates.

Faculty from the Associate of Science in Nursing at LMU are investigating trends on student performance both in General Education science courses and in Nursing courses to identify areas for improvement. Students seeking admission to the class of 2021 were screened closely to identify students likely to succeed in the ASN program.

The following table displays the Nursing BSN pass rates on the NCLEX-RN at each LMU instructional site. The first time [2020 national pass rate](#) for the NCLEX-RN exam is 86.57%. BSN Graduates from all three sites passed the NCLEX-RN at higher rates than the national average.

Instructional Site	2015	2016	2017	2018	2019	2020
Harrogate	91.3%	86.4%	100%	96.3%*	100%	96%
Cedar Bluff	98.4%	92.2%	98.1%	100%	97.4%	97.1%
Tampa	NA	NA	NA	NA	100%	100%
Nat'l Pass rate	84.53%	84.57%	87.11%	88.29%	88.18%	86.57%

*One additional student has not taken the NCLEX-RN to date.

The following table displays the Master of Science in Nursing concentration pass rates for the past six years. The data demonstrate LMU MSN graduates exceed national means on their licensure exams for Family Nurse Practitioner (FNP), Nurse Anesthesia (NA), and Family Psychiatric Mental Health Nurse Practitioner (FPMHNP).

First-Time Pass Rates for FNP Graduates						
Instructional Site	2015	2016	2017	2018	2019	2020
Harrogate	100%	90.5%	100%	100%	93%	100%
Kingsport	100%	100%	100%	100%	100%	100%
Cedar Bluff	100%	95.5%	96%	100%	91%	100%
National Rate-ANCC						89.3%
National Rate-AANP						85%
First-Time Pass Rate for Nurse Anesthesia						
Instructional Site	2015	2016	2017	2018	2019	2020
Harrogate	87%	67%	94.4%	73.6%	89.4%	100%
National Rate-NEC						85.2%
First-Time Pass Rates for FPMHNP						
Instructional Site	2015	2016	2017	2018	2019	2020
Cedar Bluff	100%	100%	100%	100%	90%	100%
National Rate-ANCC						80.5%

Bachelor of Science in Medical Laboratory Science

LMU offers a Bachelor of Science in Medical Laboratory Science degree. Graduates take the American Society of Clinical Pathology Board of Certification Exam (ASCP BOC) after graduation. Performance on this national board exam is a reflection of program quality. The following table summarizes the performance of past graduating classes on this national board exam as compared to the national average of other medical laboratory programs accredited by the National Accrediting Agency for Clinical Laboratory Science (NAACLS). The minimum pass score on this exam is 400. One hundred percent of LMU Medical Laboratory Science graduates passed the ASCP BOC Exam for 2020.

Beginning with the 2003-2004 academic year, the MLS program has achieved 17 consecutive years of 100 percent first attempt pass rates on the national board exam. Because the MLS program began graduating two classes per academic year beginning in the fall 2013, the MLS program has achieved 24 consecutive classes of 100 percent first attempt pass rates on the national board since 2003.

**LMU Medical Laboratory Science Graduating Cohorts Average
Score Data Part 1**

Subject Area	Spring 2017	National Average	Fall 2017	National Average	Spring 2018	National Average	Fall 2018	National Average
Immunohematology	503	495	456	505	511	495	512	487
Clinical Chemistry	627	512	562	535	634	526	546	515
Hematology	743	503	658	524	511	519	598	513
Immunology/ Serology	715	469	648	480	427	472	470	482
Clinical Microbiology	636	510	643	539	603	521	565	504
Urinalysis & Body Fluid Analysis	745	502	664	520	604	510	501	511
Laboratory Operations	479	521	619	529	505	521	458	507

**MU Medical Laboratory Science Graduating Cohorts Average
Score Data Part 2**

Subject Area	Spring 2019	National Average	Fall 2019	National Average	Spring 2020	National Average	Fall 2020	National Average
Immunohematology	538	523	507	506	526	521	543	497
Clinical Chemistry	534	527	672	509	550	511	543	492
Hematology	546	537	701	500	604	534	544	490
Immunology /Serology	549	504	591	483	551	518	510	474
Clinical Microbiology	526	519	638	495	499	522	555	491
Urinalysis & Body Fluid Analysis	596	500	702	504	534	513	529	481
Laboratory Operations	677	519	735	502	457	510	514	494

The two tables above display the subject area averages for LMU compared to national averages on the ASCP BOC, and the third table below displays the 1st attempt pass rates for LMU students compared to the national average on the ASCP BOC.

**ASCP Board of Certification
1st Attempt Class Pass Rates**

	LMU Pass Rates	National Average
Fall 2015	100%	78%
Spring 2016	100%	81%
Fall 2016	100%	81%
Spring 2017	100%	80%
Fall 2017	100%	79%
Spring 2018	100%	80%
Fall 2018	100%	79%

Spring 2019	100%	87%
Fall 2019	100%	80%
Spring 2020	100%	88%
Fall 2020	100%	77%

Doctor of Osteopathic Medicine

LMU-DCOM uses licensure exam pass rate data to effectively evaluate success with respect to student achievement. The table below shows the COMLEX first-time pass rates for the past seven years.

LMU-DCOM COMLEX First-Time Pass Rates				
Exam Cycle	COMLEX 1	COMLEX2 CE	COMLEX2 PE	COMLEX 3
2013-2014	84.8%	92.1%	84.3%	98%
2014-2015	89.3%	90.5%	87.9%	95.3%
2015-2016	87.7%	88.7%	87.5%	96.3%
2016-2017	92.4%	88.7%	85.9%	96.3%
2017-2018	93.7%	87.8%	85.9%	96.3%
2018-2019	89.2%	94.6%	84.7%	96.4%
2019-2020	92.1%	96.9%	90.3%	95.3%

For the 2019-2020 academic year, LMU-DCOM pass rates were slightly lower than the national pass rates. On COMLEX 1, 92.1% of LMU-DCOM students passed, while 94.3% passed nationally. On COMLEX 2, 96.9% (CE) and 90.3% (PE) of LMU-DCOM students passed the first time, while 96.8% (CE) and 92.1% (PE) passed nationally. On COMLEX 3, 95.3% of LMU-DCOM students passed the first time, while 97.5% nationally passed.

National COMLEX First-Time Pass Rates				
Exam Cycle	COMLEX 1	COMLEX2 CE	COMLEX2 PE	COMLEX 3
2013-2014	92.1%	92.3%	92.6%	96.0%
2014-2015	93.9%	92.6%	92.1%	96.4%
2015-2016	92.3%	92.2%	93.0%	96.5%
2016-2017	92.7%	88.2%	92.9%	96.7%
2017-2018	96.0%	92.8%	93.2%	95.4%
2018-2019	93.0%	95.6%	93.2%	97.4%
2019-2020	94.3%	96.8%	92.1%	97.5%

Physician Assistant Program

LMU tracks the success of students graduating from the Physician's Assistant (PA) program by examining graduates' scores on the Physician Assistant National Certifying Examination (PANCE). Faculty and administrators use exam results in making programmatic and curricular improvements year over year. Use of this type of data is effective in helping the institution determine whether the program is meeting students' needs and preparing students for the requirements of careers in this field. The table below demonstrates how LMU tracks student success on the PANCE.

Physician Assistant Program (Master of Science) PANCE Pass Rates				
Class	Group	# of PANCE Participants	National Exam Pass Rate	LMU Overall Pass Rate
2015	All Takers	82	99%	100%
	First Time Takers	82	96%	95%
2016	All Takers	87	99%	100%
	First Time Takers	87	96%	91%
2017	All Takers	91	98%	100%
	First Time Takers	91	97%	95%
2018	All Takers	101	99%	100%
	First Time Takers	101	98%	95%
2019	All Takers	87	99%	99%
	First Time Takers	87	93%	89%
2020	All Takers	99	93%	97%
	First Time Takers	94	95%	93%

In 2020, 93% of LMU PA graduates passed the PANCE on the first try, while 95% of national PA students passed on the first attempt. For all takers in 2020, 97% of LMU graduates passed, while only 93% passed nationally. Previous years follow the same pattern. LMU graduates passed on the first attempt at lower rates than the national rates; however, LMU has higher pass rates for all takers than the national rates.

Social Work

The LMU social work program actively tracks graduates as they participate in the Area Content Achievement Test (ACAT) Standardized Examination. The table below demonstrates that the LMU social work program is effectively monitoring student achievement through tracking examination scores. When comparing LMU and National overall ACAT scores, LMU consistently scores at or above the national score.

Area	2016	Nat. 2016	2017	Nat. 2017	2018	Nat. 2018	2019	Nat. 2019	2020	Nat. 2020
	n=5		n=4		n=9		n=4		n=6	
Policy	529		477		492		586		493	
Practice	445		520		520		566		503	
HBSE	471		515		498		535		513	
Research	495		520		502		561		440	
Diversity	481		560		495		571		494	
Populations at Risk	449		463		455		563		554	
Social and Economic Justice	427		530		448		493		475	
Values and Ethics	520		530		544		578		486	
Overall	477	502	514	499	493	492	557	491	495	484

Except for 2016, LMU Social Work students averaged a higher score on the ACAT than the national average.

Doctor of Jurisprudence

LMU's Duncan School of Law (DSOL) offers the Doctor of Jurisprudence degree. Under recently revised American Bar Association (ABA) standards regarding bar passage outcomes, known as Standard 316, at least 75 percent of a law school's graduates who sit for a bar examination must pass a bar examination administered within two years of their date of graduation. Law school faculty and administrators use exam data to make programmatic and curricular improvements.

Ultimate Bar Passage – Any Jurisdiction				
Calendar Year	Number of Graduates	Graduates Who Sat for Bar Exam w/in 2 Years of Graduation Date		
		Takers	Passers	%
2018	56	56	51	91.1%
2017	20	19	17	89.5%
2016	17	16	15	93.8%
2015	20	19	17	89.5%

The table above shows that 91.1% of 2018 law graduates who sat for a bar exam passed it within two years of graduation. The data for the 2018 law graduates are the most recent data required by and submitted to the ABA. LMU DSOL graduates consistently pass the bar exam at rates above the 75% threshold required by the ABA.

The Duncan School of Law also reports first-time bar passage rates to the ABA. The following table shows that 76.4% of graduates who sat for a bar exam for the first time in 2020 passed the exam. December 2020 graduates who took the bar exam for the first time in February 2021 will count towards the 2021 first-time bar passage rate.

First-Time Bar Passage – Any Jurisdiction			
Calendar Year	First-time Takers	Passers	Pass rate
2020	72	55	76.4%
2019	65	45	69.2%
2018	47	35	74.5%
2017	18	13	72.2%
2016	16	14	87.5%

Bar Exam Passage – Tennessee									
Bar Exam Administration	First-time Takers			Repeat Takers			Overall		
	Passers	Takers	%	Passers	Takers	%	Passers	Takers	%
October 2020	41	54	75.9%	3	5	60.0%	44	59	74.58%
February 2020	8	9	88.9%	4	10	40.0%	12	19	63.2%
July 2019	35	48	72.9%	6	9	66.7%	41	57	71.9%
February 2019	3	5	60.0%	5	12	41.7%	8	17	47.1%
July 2018	32	42	76.2%	1	3	33.3%	33	45	73.3%
February 2018	1	1	100.0%	0	4	0.0%	1	5	20.0%
3-Year Total	120	159	75.5%	19	43	44.2%	139	202	68.8%

In Tennessee, where the majority of Duncan School of Law graduates sit for the bar exam, the DSOL reports a first-time bar passage rate of 75.5% since February 2018. Most recently, DSOL graduates earned an 75.9% first-time bar passage rate on the October 2020 Tennessee bar exam, which was rescheduled from July 2020 and administered remotely as a result of the COVID-19 pandemic.

Doctor of Veterinary Medicine

LMU College of Veterinary Medicine (CVM) uses the North American Veterinary Licensing Examination (NAVLE) pass rate data to effectively evaluate success with respect to student achievement. This is the licensing examination that is required for veterinarians to practice. The table below shows the NAVLE pass rates for the first three years. The American Veterinary Medical Association Council of Education (AVMA COE) is the accrediting body for Colleges of Veterinary Medicine. The AVMA COE desires for all veterinary colleges/schools to meet a student pass rate of 80% on the NAVLE. All four classes that have taken the NAVLE have met this standard. Students must obtain a score of 425 to pass the NAVLE. The LMU average NAVLE scores continue to be below the national average, but pass rates are well above the 80% threshold. For the Class of 2021, 87% of LMU CVM students passed the NAVLE.

NAVLE Pass Rate for All Takers							
	# Tested	First Time Passed	First Time Pass Rate	# Retake	Retake Passed	Retake Pass Rate	TOTAL Pass Rate
2018	86	63	73%	23	13	57%	87%
2019	101	85	84%	16	11	69%	95%
2020	108	95	88%	13	9	77%	97%
2021	116	91	79%	22	9	41%	87%

COMPARISONS		
	LMU Ultimate Pass Rate	National Ultimate Pass Rate
2018	87%	95%
2019	95%	94%
2020	97%	95%
2021	87%	92%

COMPARISONS			
	LMU Average	National Average	Number of Students Above National Average
2018	464	505	19 (22%)
2019	487	503	34 (33%)
2020	485	498	41 (38%)
2021*	471	504	35 (29%)

Class of 2021 students who failed the NAVLE were asked why they believe they failed the NAVLE on a program exit survey. Of the students who failed the NAVLE in the Fall window and answered the survey question (n = 24), six stated that lack of hands-on training in the first three blocks due to COVID alterations of the clinical year affected their preparedness, seven indicated reasons of a personal nature that impeded their ability to prepare or take the exam successfully, six indicated they had not prepared for the rigor of the examination, and five indicated they did not have enough time to study while completing rotations.

Given the results for the Class of 2021, the Class of 2022 will be completing more requirements as part of the three credits they receive for NAVLE preparation and administration. The new requirements include: 1) creation of a graded study plan, 2) taking the ICVA self-assessment twice as results from that exam are highly correlated with NAVLE results, 3) completing timed exams in test mode in a commercial NAVLE preparation program at scheduled times and of increasing length, and 4) completing a higher percentage of a commercial NAVLE preparation program that is provided by LMU-CVM.

Veterinary Medical Technology

LMU offers an Associate of Science in Veterinary Medical Technology degree. Graduates of the program are eligible to take the Veterinary Technician National Examination (VTNE), which is accepted as the standard credentialing examination in jurisdictions in which credentialing is optional or mandatory. A minimum passing score on the exam is 425. The following table summarizes the performance of graduating classes on the VTNE as compared to the national average of other programs' graduates accredited by the American Veterinary Medical Association (AVMA) Committee on Veterinary Technician Education and Activities (CVTEA).

Test Cycle July 1 – June 30	LMU First Time Attempts	LMU First Time Pass	LMU First Time Pass Rate	National First Time Attempts	National First Time Pass	National First Time Pass Rate
2013 – 2014	11	8	72.73%	5,850	4,254	72.38%
2014 – 2015	22	11	50%	6,369	4,553	71.49%
2015 – 2016	23	16	69.57%	6,565	4,572	69.64%
2016 – 2017	10	8	80%	4,847	3,460	71.38%
2017 – 2018	11	8	72.73%	7,105	4,821	67.85%
2018 – 2019	13	9	69.23%	6,788	4,876	71.83%
2019 – 2020	11	9	81.82%	5,606	4,153	74.08%
2020 - 2021	15	7	47%	2,658	2,071	77.77%

According to AVMA CVTEA standards, all accredited programs must maintain a 3-year rolling average first time pass rate of at least 50% in order to avoid an adverse accreditation decision. Programs must also post first time result data of the three most recent years testing cycles. There are three testing windows in each year's testing cycle (July-August, November-December, and March-April).

LMU's Veterinary Technology Program typically has pass rates 70% and higher which is consistent with the national averages for first-time test takers, and LMU has maintained a 3-year rolling average first time pass rate of at least 50% on the VTNE. However, the LMU VMT program was below the national average first time pass rate for 2020-2021.

The 2020 graduates faced many difficulties since their Spring semester was interrupted and moved to an online format. Many students' families required them to immediately start working instead of focusing on their degree completion. The practice national exam tests that the students normally have access to were not available during this time. Students were able to complete their mandated essential skills, six-week externships and graduate on time. However, many students had to adjust their externship location and did not experience the same caseload as normal because of the pandemic. Timing of the national board exams was moved from the July/August testing window to an extended window. Many of LMU VMT students did not take the VTNE until much later than normal, and students who have a longer span of time between the end of classes and the test tend to produce lower scores.

The Veterinary Technology Program also made some changes to try and improve the pass rates of our

2021 graduates. During the Spring 2021 semester, we made the VTNE review class more rigorous. This class was able to complete three full-length VTNE review tests. The externship locations were back to full (or increased) caseloads, so students were exposed to a variety of cases. Results from our May 2021 graduates are beginning to come in, and we anticipate much better results this year.

Goal 4 Conclusion: Overall, Lincoln Memorial University met or exceeded state or national averages on the ETS Proficiency Profile Exam for baccalaureate students, on the PRAXIS PLT for education programs, on the NCLEX-RN for bachelor's degree nursing students, on certifying exams for master's in nursing students, on the ASCP BOC for Medical Laboratory Sciences students, on the PANCE for all takers for Physician Assistants, and on the ACAT for Social Work. The Doctor of Jurisprudence (JD) has continued to maintain pass rates on the bar above the 75% rate over three years.

On the other hand, Lincoln Memorial University has not met or exceeded state or national averages on the ETS Proficiency Profile Exam for associate degree students, NCLEX-RN for associate degree students, COMLEX for Doctor of Osteopathic Medicine (DO) students, the NAVLE for Doctor of Veterinary Medicine students, and on the VTNE for Veterinary Medical Technology students. Lincoln Memorial University and the respective programs are taking action to improve student achievement and to meet these standards.