



TEXAS A&M
UNIVERSITY
KINGSVILLE

Strategic Plan 2022-2027

Student Achievement Indicators

Office of Performance Excellence and Strategy

Introduction

Texas A&M-Kingsville has identified several Key Performance Indicators (KPIs) to measure student achievement. These KPIs were initially developed in 2013 with input from the University's Academic Deans Council, the Council of Chairs, and the Faculty Senate and have been revised and updated regularly since then as part of the University's strategic planning process. The most recent update in the academic year (AY) 2022 was intended to better align these KPIs with the 2022-2027 strategic plan. The KPIs include the following:

- Student retention (Table 1)
- Course completion rate (Table 2)
- Number of degrees awarded (Table 3)
- 6-year graduation rate (Table 4)
- 4-year graduation rate for transfer students (Table 5)
- State licensure pass rate (Table 6)
- Graduate outcomes (Table 7)
- Median graduate salary (Table 8)

Components of the Student Achievement Progress Report

Key Performance Indicators (KPIs) describe how the University measures progress toward meeting its student achievement goals.

- **Definition** defines the metric chosen for the KPI.
- **KPI Thresholds** are expectations set by the University to define its own acceptable level of achievement (a minimum target, usually aligned with baseline data).
- **KPI Targets** are the University's expectations for improvement and/or aspirational targets that define what the University intends to achieve (improvement/aspirational target).

Student Achievement KPI Data

KPI: Student Retention

Definition. The percentage of full-time first-time degree-seeking freshmen who enroll during one fall term and return the next fall term at Texas A&M-Kingsville.

Measure	KPI Threshold	2026 KPI Target
Freshman Retention	68%	70%

KPI: Course Completion Rates

Definition. The percentage of semester credit hours completed. The total number of semester credit hours for which students are enrolled on the last day of the semester divided by the number of semester credit hours for which students were enrolled on the census day for fall and spring semesters or the appropriate census day for summer sessions.

Table 2. Data Findings: Course Completion Rates		
Measure	KPI Threshold	2026 KPI Target
SCH Completed	96%	98%

KPI: Number of Degrees Awarded

Undergraduate Degrees

Definition: The number of undergraduate degrees awarded within the reporting period.

Table 3. Data Findings: Number of Undergraduate Degrees Awarded		
Measure	KPI Threshold	2026 KPI Target
Undergraduate Degrees	1148	1377

Undergraduate degrees awarded to students in minoritized groups

Definition. The number of Hispanic, Black, and Native-American students who have earned a baccalaureate during the reporting period.

Table 4. Data Findings: Number of Undergraduate Degrees Awarded to Students in Minoritized Groups		
Measure	KPI Threshold	2026 KPI Target
Undergraduate Minority Degrees	855	1026

Graduate degrees

Definition. The number of graduate degrees awarded within the reporting period.

Table 5. Data Findings: Number of Graduate Degrees Awarded		
Measure	KPI Threshold	2026 KPI Target
Graduate Degrees	617	740

KPI: Graduation Rates (within 6-years)

Definition. The 6-year graduation rate is calculated by following a cohort of first-time full-time degree-seeking freshmen and determining the number of students in the cohort who are awarded undergraduate degrees after six years as a percentage of the total number of students in the freshman cohort at Texas A&M-Kingsville.

Overall 6-Year Graduation Rate

Table 6. Data Findings: 6-Year Graduation Rate		
Measure	KPI Threshold	2026 KPI Target
6-Year Graduation Rate	43%	48%

Disaggregated by Ethnicity

Table 7. Data Findings: 6-Year Graduation Rate Disaggregated by Ethnicity		
Measure	KPI Threshold	2026 KPI Target
Hispanic/Latino	43%	48%
White	43%	48%
Black or African American	43%	48%
Non-Resident Alien	No threshold set due to small population size	No goal set due to small population size
Asian		
Two or More Races		
Unknown		
American Indian or Alaska Native		
Native Hawaiian or other Pacific Islander		

Disaggregated by Gender

Table 8. Data Findings: 6-Year Graduation Rate Disaggregated by Gender		
Measure	KPI Threshold	2026 KPI Target
Male	43%	48%
Female	43%	48%

Disaggregated by Pell Status

Table 9. Data Findings: 6-Year Graduation Rate Disaggregated by Pell Status		
Measure	KPI Threshold	2026 KPI Target
Pell Recipients	43%	48%
Direct Subsidized Loan Recipients	43%	48%
Did not receive either a Pell Grant or Direct Subsidized Loan	43%	48%

KPI: Transfer Student Graduation rates (within 4 years)

Definition. The percentage of full-time degree-seeking undergraduate students who transfer into the institution for the first time in the fall semester with at least 30 accepted semester credit hours and graduate within four academic years.

Table 10. Data Findings: 4-Year Graduation Rate for Transfer Students, AY 2022-2026		
Measure	KPI Threshold	2026 KPI Target
Transfer Students who Graduate in 4 Years	68%	70%

KPI: State Licensure Pass Rates

State Licensure Pass Rate-TEExES

Definition. The percentage of students of the institution’s undergraduate teacher education program graduates attempting the state licensing examination who pass all parts either before graduation from the program or within the twelve months immediately following graduation from the program.

Table 11. Data Findings: State Licensure Pass Rate for Teacher Education		
Measure	KPI Threshold	2026 KPI Target
State Licensure Pass Rate (TEExES)	82%	93%

State Licensure Pass Rate- Engineering

Definition. The percentage of the institution’s undergraduate engineering program graduates attempting the state licensing examination who pass all parts either before graduation from the program or within the twelve months immediately following graduation or any required internship.

Table 12. Data Findings: State Licensure Pass Rate of Engineering, AY 2022-2026		
Measure	KPI Threshold	2026 KPI Target
State Licensure Pass Rate (ENGINEERING)	40%	45%

KPI: Graduate Outcomes (employment and/or further education)

Definition. The percentage of students found working or enrolled in Texas within one year after earning a degree or certificate from Texas A&M-Kingsville.

Table 13. Data Findings: Graduates Employed or Pursuing Additional Education		
Measure	KPI Threshold	2026 KPI Target
Graduates employed or in graduate school	74%	80%

KPI: Graduate Salary (bachelor degree)

Definition. The typical median salary for Texas A&M–Kingsville graduates with 0-5 years’ experience in their field.

Table 14. Data Findings: Median Salaries for Recent Graduates		
Measure	KPI Threshold	2026 KPI Target
Salaries for bachelor degree with 0 – 5 years experience	Peer Group Mean	Above peer group mean