



# Observed versus Predicted Persistence and Graduation

This report explores differences between an undergraduate department's *observed* second fall persistence and sixth year graduation rates and the department's *predicted* rates, based on the demographics and high school GPA of the three most recent First-Time, Full-Time (FTFT) cohorts. The intent of this analysis is to highlight departments that have observed rates that are higher or lower than what would be predicted for students in those college based solely on pre-college enrollment attributes. Results should encourage conversations about departmental activities that could contribute to the higher than expected success rates.

## Summary of Findings

IRP&E created separate by-college logistic regression models to obtain a student level predicted probability of second fall persistence for the first-year cohort and sixth summer graduation for the junior cohort after controlling for high school GPA and demographics (gender, first generation status, Pell recipient status, Colorado state residency, and racially minoritized status). By-college modeling allows for the assessment of a department's performance only in comparison to the other departments within its college.

Additionally, these by-college models were necessary as student profiles differed between the colleges at CSU. For example, the college of Business, CVMBS, Natural Resources, and Engineering have first generation, Pell, and racially minoritized representation lower than the overall FA16-FA18 FTFT cohort average. For all but Engineering, this pattern of under-representation remains for the FA11-FA13 junior cohort.

Intra-University and the College of Natural Sciences have higher than average representation of first generation, Pell, and racially minoritized students in the FTFT cohort. For the junior cohort, over representation of all three populations are found again in Natural Sciences as well as Health and Human Sciences (excluding Construction Management), Liberal Arts-Humanities, and Liberal Arts-Social Sciences.

The colleges of Agricultural Sciences and Natural Resources have high proportions of nonresident students in the FTFT and junior cohorts. Compared to the FTFT cohorts, the proportion of nonresidents in the junior cohorts decreased significantly in Agricultural Science, Business, Health and Human Sciences, Liberal Arts-Humanities, Liberal Arts-Social Sciences, and Natural Resources.

Overall, for each of the models predicting second fall persistence, high school GPA was significant in every model. Most colleges had significantly lower odds for first generation, Pell recipients, or racially minoritized students, though typically only one of these populations. For Natural Resources, all three groups have significantly lower odds of persisting, while in each of the Liberal Arts models, none are significant. Nonresidents have significantly lower odds of persisting in CVMBS, Liberal Arts-Arts, Natural Sciences, Natural Resources, and Engineering.

For the models predicting sixth summer graduation of the junior cohort, many of the characteristics that were significant predictors in the persistence models are no longer significant. High school GPA was significant in all but three of the college-level models. Residency and first generation status are not significant in any of the models. Female students have significantly higher odds of graduating in the models for Health and Human

Sciences (excluding Construction Management), Liberal Arts-Humanities, and Natural Sciences; gender was not significant in any of these colleges' persistence models.

Table 1 displays a summary of each department's observed second fall persistence and sixth year graduation rates compared to its predicted rates. A green up arrow indicates the observed rate is higher than the predicted rate, a red down arrow indicates the observed rate is lower than the predicted, no notation (an empty cell) indicates that the observed rate is within the predicted range, and a dash (--) indicates that no comparison is made (predicted rates are not computed for departments with fewer than 50 students). Observed and predicted persistence rates for the FTFT cohort are detailed in Table 2 and observed and predicted graduation rates for the junior cohort are detailed in Table 3.

**Table 1: Summary of Observed Compared to Predicted Persistence and Graduation by College and Department**

| College            | Department           | 2 <sup>nd</sup> fall persistence | 6 <sup>th</sup> year graduation | College            | Department        | 2 <sup>nd</sup> fall persistence | 6 <sup>th</sup> year graduation |   |
|--------------------|----------------------|----------------------------------|---------------------------------|--------------------|-------------------|----------------------------------|---------------------------------|---|
| AG                 | Ag & Res Econ        |                                  | ↑                               | LA Social Sciences | Anth              | --                               | ↓                               |   |
|                    | Ani Sci              | ↓                                |                                 |                    | Econ              | ↑                                | ↑                               |   |
|                    | Hort & Land Arch     | ↑                                | ↓                               |                    | Ethnic            | --                               |                                 |   |
|                    | Soil & Crop Sci      | --                               |                                 |                    | History           |                                  | ↑                               |   |
| BU                 | Acct                 | --                               | ↑                               |                    | Jour & Media      |                                  | ↑                               |   |
|                    | BU intra             | ↑                                | ↑                               |                    | Poli Sci          | ↑                                | ↓                               |   |
|                    | Comp Info Sys        | --                               | ↓                               |                    | Soci              |                                  |                                 |   |
|                    | Finan & Real Estate  | --                               | ↑                               |                    | Bio               | ↓                                | ↓                               |   |
|                    | Mgmt                 | --                               | ↑                               |                    | Biochem & Mol Bio |                                  | ↓                               |   |
|                    | Mktg                 | --                               | ↑                               |                    | Chem              |                                  | ↑                               |   |
| CVMBS              | Biomed Sci           |                                  | ↑                               | NS                 | Comp Sci          |                                  |                                 |   |
|                    | Env & Rad Health Sci | --                               | ↓                               |                    | Math              | ↓                                | ↓                               |   |
|                    | Microbio, Imm & Path | ↑                                |                                 |                    | NS Intra          | --                               |                                 |   |
| HHS                | Constr Mgmt          | ↑                                | ↑                               |                    | Phys              | ↓                                |                                 |   |
|                    | Des & Merch          | ↑                                | ↑                               |                    | Psych             | ↑                                |                                 |   |
|                    | Educ                 | --                               |                                 |                    | Stats             | --                               |                                 |   |
|                    | Food Sci & Nutri     | ↑                                | ↑                               |                    | WCNR              | Eco Sci & Sustain                | ↑                               |   |
|                    | Health & Exer Sci    | ↓                                | ↓                               |                    |                   | Fish, Wild, Cons Bio             | ↓                               | ↓ |
| Hum Dev & Fam Stud | ↑                    | ↑                                | Forest & Range Stew             |                    |                   | ↑                                |                                 |   |
| Soc Work           |                      | ↑                                | Geosci                          |                    |                   | --                               | ↓                               |   |
| IU                 | Cont Ed - Admin      | --                               |                                 | Hum Dem Nat Res    |                   | ↓                                | ↑                               |   |
|                    | Intra Univ           | ↑                                | ↓                               | Chem & Bio Eng     |                   | ↑                                | ↓                               |   |
| LA Arts            | Art & Art Hist       | ↓                                | ↓                               | WSCOE              |                   | Civil & Env Eng                  |                                 | ↑ |
|                    | Musi, Theat & Dance  | ↑                                |                                 |                    |                   | Elec & Comp Eng                  | ↓                               | ↓ |
| LA Humanities      | Comms                |                                  | ↑                               |                    |                   | Eng Intra                        | ↓                               | ↑ |
|                    | Engl                 | ↑                                | ↓                               |                    |                   | Mech Eng                         | ↑                               |   |
|                    | LA Intra             |                                  | ↓                               |                    |                   |                                  |                                 |   |
|                    | Lang, Lit & Cult     | --                               |                                 |                    |                   |                                  |                                 |   |
|                    | Phil                 | --                               |                                 |                    |                   |                                  |                                 |   |

↑ Observed <3PP higher than predicted    ↑ Observed ≥3PP higher than predicted  
 ↓ Observed <3PP lower than predicted    ↓ Observed ≥3PP lower than predicted  
 -- Predicted not calculated

Note: 2<sup>nd</sup> fall persistence includes the FA16-FA18 FTFT cohort and 6<sup>th</sup> year graduation includes the FA11-FA13 junior cohort.

Overall, if departments' observed persistence and graduation rates are outside of predicted ranges, the observed rates tend to be higher than the predicted. The departments of Business intra-university, Construction Management, Design & Merchandising, Food Science & Nutrition, Human Development & Family Studies, and Economics have observed persistence and graduation rates *higher* than the predicted. The departments of Health & Exercise Science; Art & Art History; Biology; Mathematics; Fish, Wildlife, & Conservation Biology; and Electrical and Computer Engineering have observed persistence and graduation rates *lower* than the predicted. Notably, the departments of Human Development & Family Studies and Biology have higher than average proportions of at least two gap populations of interest, first generation, Pell, or racially minoritized, for both the

FTFT and junior cohorts. Design & Merchandising, Health & Exercise Science, and Mathematics have higher than average proportions of at least two of these populations for the FTFT cohorts only.

## Methods

The percentage point (PP) difference between each department's average predicted rate and observed rate is the primary focus of this analysis and a 95% confidence interval (lower and upper bound) is provided for each department's average predicted rate to determine if the department's observed rate is higher, lower or the same as the predicted range. The intent of this analysis is to encourage conversation around policies and curriculum at the department level that could be associated with observed rates that differ from what would be predicted based on students' application materials.

## Population

The analysis predicting second fall persistence includes all FTFT students in the FA16-FA18 cohorts and the analyses predicting six year graduation rates include all FTFT students in the FA11-FA13 cohorts who persisted to be juniors. Three years of cohorts are examined to achieve adequate department-level sample sizes while focusing only on the timeliest FTFT cohorts. Predicted persistence and graduation rates are not presented for departments with fewer than 50 FTFT students, though data from these smaller departments are included in the college-level predictive models.

## Cohort Definitions and Outcomes

Each student's cohort department is defined as their major department at census of their first fall semester. For the junior cohort, the department is defined as the student's major department at census of the semester they become a junior (based on completed credits). Second fall persistence is defined as a student returning to CSU for their second fall semester and sixth year graduation is defined as a student graduating by their sixth summer term with a bachelor's degree from any CSU department.

## Analytical Modeling

IRP&E created separate by-college logistic regression models to obtain a student level predicted probability of returning to CSU in the fall and graduating within six years after controlling for high school GPA and demographics (gender, first generation status, Pell recipient status, Colorado state residency, and racially minoritized status). The colleges of Liberal Arts (LA) and Health & Human Sciences (HHS) are further broken down into subgroups due to the heterogeneity of the departments in those colleges. For colleges where one department contains the vast majority of cohort students, a full University model was used as more suitable reference. These include the College of Business and Intra-University. Details on the regression models created to predict the persistence and graduation rates as well as demographic data by college and department are available in the appendices.

## Limitations

The by-college models assume no rigor or pedagogical differences across departments within a college that would lead to differing success rates for similarly qualified students. Additionally, models are limited to a small number of variables within the system of record typically associated with student success. While other variables such as measures of academic rigor, student interpersonal characteristics, high school characteristics, or in-depth financial data may aid in predictions, IRP&E erred on the side of parsimony and simplicity in the models over completeness and complexity.

In the models predicting second fall persistence, each student is classified within their first-term major department, which is not necessarily the same department that they continue with throughout their CSU career.

Examination of the junior cohort's graduation rate is meant to address this issue, that by the student's junior year, they will have "found" their degree major program.

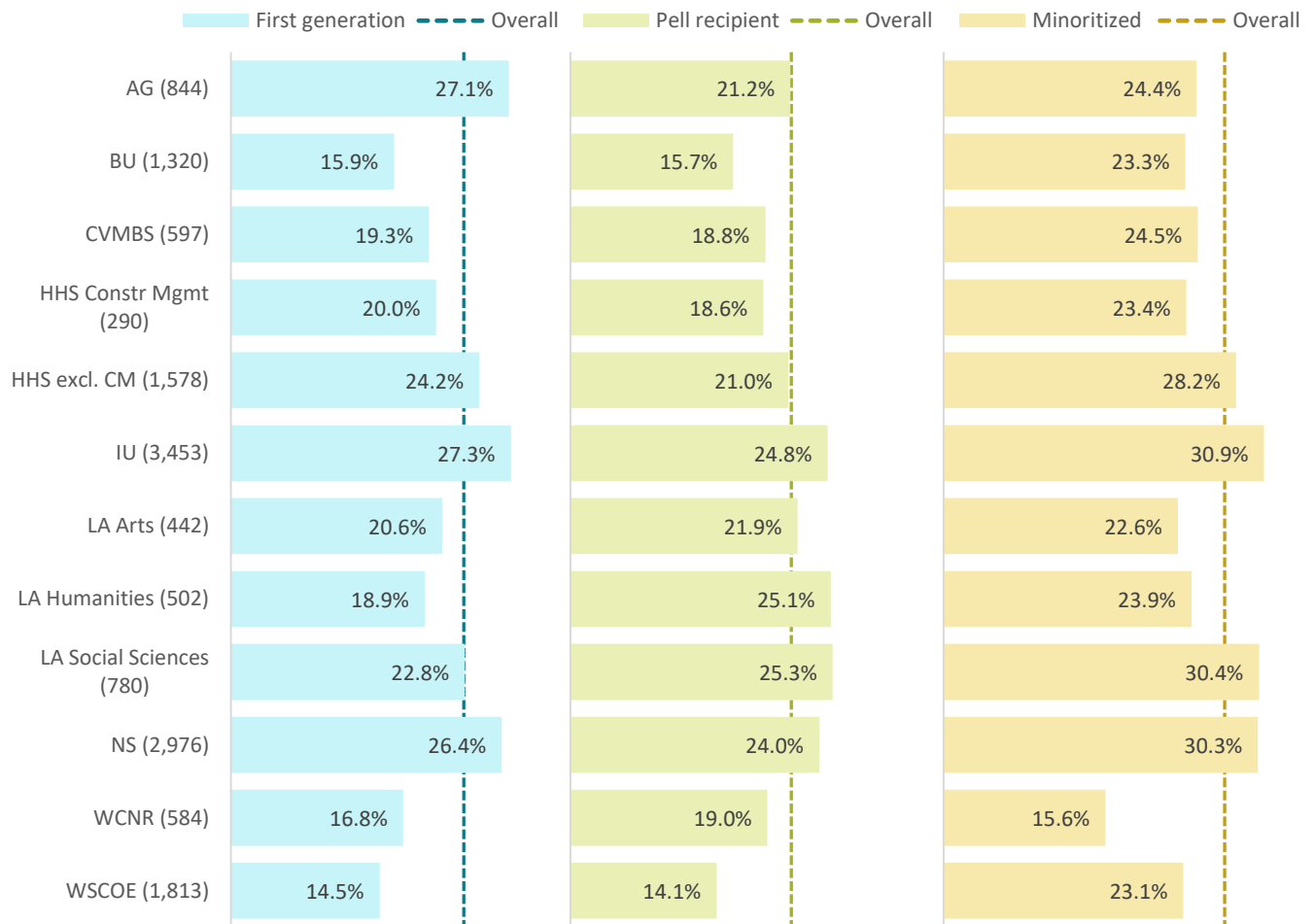
## Results

Results of the analysis are divided into two sections. The first examines second fall persistence of the FTFT FA16-FA18 cohorts, the second examines sixth year graduation for the FTFT FA11-FA13 junior cohorts. Appendix A displays information on the logistic regression models and Appendix B contains detail demographic tables by college and department for each of three student cohorts included in the study.

### Observed v. Predicted Persistence at CSU

Figure 1 displays the proportion of first generation, Pell, and racially minoritized status by college group for the FA16-FA18 cohorts; Table 6 displays additional demographic characteristics including CCHE index, high school GPA, residency, and gender.

Figure 1: First Generation, Pell, and Racially Minoritized Status by College Group, FA16-FA18 FTFT Cohort



The College of Business, CVMBBS, Warner College of Natural Resources, and Walter J. Scott College of Engineering have first generation, Pell, and racially minoritized representation lower than the overall cohort average. Intra-University and the College of Natural Sciences have higher than average representation of all three populations. The colleges of Agricultural Sciences and Natural Resources have high proportions of

nonresident students; over half the FTFT cohorts in these colleges are nonresidents compared to about one-third overall cohort. While just over half of the cohort is female, representation of women in the colleges of Business and Engineering as well as Intra-university is significantly lower. High concentrations of women (about three-quarters) can be found in Agricultural Sciences, CVMBS, and Health and Human Sciences (excluding Construction Management). See Table 6 in Appendix B for additional data.

Table 2 displays observed and predicted second fall persistence rates by department. Each predicted persistence rate is the average predicted rate for that department’s students, according to the college’s regression model. For Business, HHS Construction Management, and Intra-University, a university-level model is used. For departments with fewer than 50 students in the major, only the observed rates are shown.

Departments highlighted in green have an observed persistence rate that is significantly greater than that predicted by the model, while those in red have an observed persistence rate that is significantly lower than that predicted by the model. Non-highlighted departments have observed persistence rates within the 95% confidence range of the predicted second fall persistence rate, and thus do not differ from the prediction.

As the demographic characteristics of department vary, those departments with higher than average representation of at least two gap populations of interest, first generation, Pell, or racially minoritized, are noted with an asterisk (\*).

Table 2: Observed and Predicted 2nd Fall Persistence at CSU by College and Department, FA16-FA18 FTFT Cohort

|                    |                      | Headcount | Observed persistence | Predicted persistence | PP gap | Lower bound for predicted | Upper bound for predicted |
|--------------------|----------------------|-----------|----------------------|-----------------------|--------|---------------------------|---------------------------|
| AG                 | Ag & Res Econ        | 119       | 78.2%                | 77.8%                 | 0.3    | 75.7%                     | 79.9%                     |
|                    | Ani Sci              | 591       | 81.2%                | 82.5%                 | -1.3   | 81.8%                     | 83.3%                     |
|                    | Hort & Land Arch     | 115       | 82.6%                | 76.2%                 | 6.4    | 74.1%                     | 78.4%                     |
|                    | Soil & Crop Sci      | 19        | 84.2%                | --                    | --     | --                        | --                        |
| BU                 | Acct                 | 1         | 100.0%               | --                    | --     | --                        | --                        |
|                    | BU intra             | 1,301     | 87.9%                | 86.1%                 | 1.8    | 85.8%                     | 86.3%                     |
|                    | Comp Info Sys*       | 2         | 50.0%                | --                    | --     | --                        | --                        |
|                    | Finan & Real Estate  | 8         | 100.0%               | --                    | --     | --                        | --                        |
|                    | Mgmt                 | 5         | 100.0%               | --                    | --     | --                        | --                        |
|                    | Mktg                 | 3         | 66.7%                | --                    | --     | --                        | --                        |
| CVMBS              | Biomed Sci           | 459       | 87.6%                | 88.3%                 | -0.7   | 87.4%                     | 89.1%                     |
|                    | Env & Rad Health Sci | 36        | 83.3%                | --                    | --     | --                        | --                        |
|                    | Microbio, Imm & Path | 102       | 91.2%                | 87.9%                 | 3.3    | 86.0%                     | 89.7%                     |
| HHS CM             | Constr Mgmt          | 290       | 84.5%                | 82.4%                 | 2.1    | 81.7%                     | 83.1%                     |
|                    | Des & Merch*         | 315       | 86.0%                | 83.2%                 | 2.9    | 82.4%                     | 83.9%                     |
| HHS excl. CM       | Educ*                | 15        | 93.3%                | --                    | --     | --                        | --                        |
|                    | Food Sci & Nutri     | 196       | 86.7%                | 83.4%                 | 3.3    | 82.5%                     | 84.4%                     |
|                    | Health & Exer Sci*   | 715       | 80.7%                | 83.3%                 | -2.6   | 82.8%                     | 83.8%                     |
|                    | Hum Dev & Fam Stud*  | 244       | 84.4%                | 83.2%                 | 1.2    | 82.3%                     | 84.0%                     |
| IU                 | Soc Work*            | 93        | 79.6%                | 81.1%                 | -1.5   | 79.6%                     | 82.6%                     |
|                    | Intra Univ*          | 3,453     | 81.3%                | 81.0%                 | 0.3    | 80.8%                     | 81.2%                     |
| LA Arts            | Art & Art Hist       | 203       | 74.4%                | 82.0%                 | -7.6   | 81.0%                     | 83.0%                     |
|                    | Musi, Theat & Dance  | 239       | 88.7%                | 82.2%                 | 6.5    | 81.3%                     | 83.2%                     |
| LA Humanities      | Comms                | 130       | 84.6%                | 85.1%                 | -0.5   | 84.3%                     | 86.0%                     |
|                    | Engl                 | 168       | 88.1%                | 87.4%                 | 0.7    | 86.7%                     | 88.0%                     |
|                    | LA Intra             | 159       | 86.8%                | 86.4%                 | 0.4    | 85.6%                     | 87.1%                     |
|                    | Lang, Lit & Cult     | 31        | 83.9%                | --                    | --     | --                        | --                        |
|                    | Phil                 | 14        | 85.7%                | --                    | --     | --                        | --                        |
| LA Social Sciences | Anth                 | 47        | 83.0%                | --                    | --     | --                        | --                        |
|                    | Econ                 | 80        | 85.0%                | 83.2%                 | 1.8    | 82.1%                     | 84.3%                     |
|                    | Ethnic*              | 9         | 55.6%                | --                    | --     | --                        | --                        |

|                      |                    | Headcount         | Observed persistence | Predicted persistence | PP gap | Lower bound for predicted | Upper bound for predicted |
|----------------------|--------------------|-------------------|----------------------|-----------------------|--------|---------------------------|---------------------------|
|                      | History            | 87                | 86.2%                | 85.6%                 | 0.6    | 84.7%                     | 86.5%                     |
|                      | Jour & Media       | 157               | 86.6%                | 86.6%                 | 0.0    | 86.1%                     | 87.1%                     |
|                      | Poli Sci*          | 208               | 85.6%                | 84.2%                 | 1.4    | 83.5%                     | 84.9%                     |
|                      | Soci*              | 192               | 83.3%                | 83.9%                 | -0.6   | 83.3%                     | 84.6%                     |
| NS                   | Bio*               | 1,381             | 82.8%                | 83.4%                 | -0.6   | 83.0%                     | 83.9%                     |
|                      | Biochem & Mol Bio* | 265               | 84.2%                | 84.6%                 | -0.5   | 83.5%                     | 85.7%                     |
|                      | Chem*              | 107               | 84.1%                | 82.9%                 | 1.2    | 81.0%                     | 84.7%                     |
|                      | Comp Sci           | 399               | 83.0%                | 83.6%                 | -0.7   | 82.9%                     | 84.3%                     |
|                      | Math*              | 69                | 81.2%                | 84.9%                 | -3.7   | 82.7%                     | 87.0%                     |
|                      | NS Intra           | 20                | 90.0%                | --                    | --     | --                        | --                        |
|                      | Phys               | 59                | 74.6%                | 80.0%                 | -5.5   | 77.6%                     | 82.5%                     |
|                      | Psych*             | 641               | 82.8%                | 80.7%                 | 2.1    | 80.1%                     | 81.4%                     |
|                      | Stats              | 35                | 85.7%                | --                    | --     | --                        | --                        |
|                      | WCNR               | Eco Sci & Sustain | 139                  | 87.8%                 | 85.2%  | 2.6                       | 83.9%                     |
| Fish, Wild, Cons Bio |                    | 244               | 84.0%                | 85.3%                 | -1.2   | 84.2%                     | 86.3%                     |
| Forest & Range Stew  |                    | 101               | 86.1%                | 82.3%                 | 3.8    | 80.5%                     | 84.2%                     |
| Geosci               |                    | 43                | 88.4%                | --                    | --     | --                        | --                        |
| WSCOE                | Hum Dem Nat Res    | 57                | 73.7%                | 84.0%                 | -10.3  | 81.5%                     | 86.5%                     |
|                      | Chem & Bio Eng     | 161               | 91.9%                | 87.9%                 | 4.1    | 86.9%                     | 88.8%                     |
|                      | Civil & Env Eng    | 436               | 86.9%                | 87.2%                 | -0.2   | 86.5%                     | 87.8%                     |
|                      | Elec & Comp Eng    | 289               | 84.4%                | 87.8%                 | -3.3   | 87.1%                     | 88.4%                     |
|                      | Eng Intra          | 597               | 87.8%                | 88.6%                 | -0.8   | 88.2%                     | 89.1%                     |
|                      | Mech Eng           | 330               | 92.4%                | 89.6%                 | 2.8    | 89.2%                     | 90.1%                     |

\* Higher than average representation of at least two populations of first generation, Pell, or racially minoritized students.

Overall, predicted second fall persistence rates are available for 39 out of 54 total departments (72%). Of these 39 departments, 12 (31%) have observed rates within the predicted range, 17 (44%) have observed rates above the upper bound of the predicted range, and 10 (26%) have observed rates below the lower bound of the predicted range.

For most colleges, the majority of their departments have observed second fall persistence rates within or higher than the predicted range. Departments with rates lower than the predicted range tend to be concentrated in the colleges of Natural Sciences, Natural Resources, and Engineering. Each of these college have between two and three departments with lower-than-predicted rates.

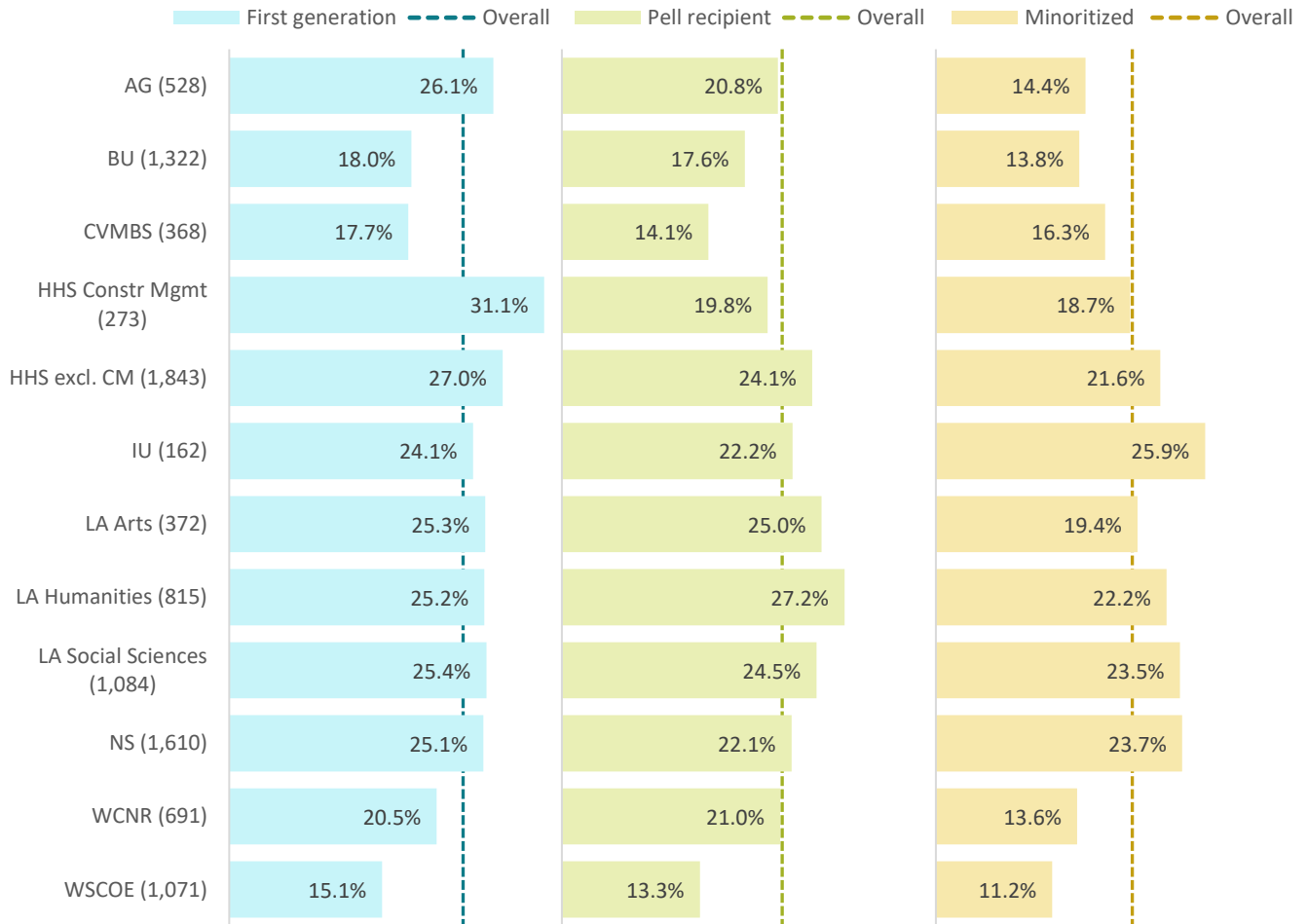
Of the 15 departments with higher than average representation of at least two populations of first generation, Pell, or racially minoritized students:

- five have observed rates similar to the predicted: Social Work, Political Science, Sociology, Biochemistry & Molecular Biology, and Chemistry
- four have higher observed rates: Design & Merchandising, Human Development & Family Studies, Intra-university, and Psychology
- three have lower observed rates: Health & Exercise Science, Biology, and Math
- three are not reported due to low headcounts: Computer Information Systems, Education, and Ethnic Studies

## Observed v. Predicted Graduation at CSU of the Junior Cohort

Figure 2 displays the proportion of first generation, Pell, and racially minoritized status by college group for the FA11-FA13 junior cohorts; Table 7 displays additional demographic characteristics including CCHE index, high school GPA, residency, and gender.

Figure 2: First Generation, Pell, and Racially Minoritized Status by College Group, FA11-FA13 Junior Cohort



Similar to the FTFT FA16-FA18 cohort, the colleges of Business, CVMBS, and Engineering have first generation, Pell, and racially minoritized representation lower than the overall FA11-FA13 junior cohort average. Health and Human Sciences (excluding Construction Management), Intra-university, Liberal Arts-Humanities, Liberal Arts-Social Sciences, and Natural Sciences have higher than average representation of all three populations. The colleges of Agricultural Sciences and Natural Resources as well as CVMBS have higher than average proportions of nonresident students. Compared to the FTFT cohorts, the proportion of nonresidents in the junior cohorts is over 10 percentage points lower in Agricultural Science, Business, Health and Human Sciences, Liberal Arts-Humanities, Liberal Arts-Social Sciences, and Natural Resources. Higher than average female representation remains in Agricultural Sciences, CVMBS, and Health and Human Sciences (excluding Construction Management) when comparing the junior cohort to the FTFT cohort. See Table 7 in Appendix B for additional data.

Table 3 displays observed and predicted sixth year graduation rates of the junior cohort by department. Each predicted graduation rate is the average predicted rate for that department’s students, according to the



college’s regression model. For HHS Construction Management and Intra-University, a university-level model is used. For departments with fewer than 50 students in the major, only the observed rates are shown.

Departments highlighted in green display an observed graduation rate that is significantly greater than that predicted by the model, while those in red display an observed graduation rate that is significantly lower than that predicted by the model. Non-highlighted departments have observed graduation rates within the 95% confidence range of the predicted graduation rate, and thus do not differ from the prediction.

As the demographic characteristics of department vary, those departments with higher than average representation of at least two gap populations of interest, first generation, Pell, or racially minoritized, are noted with an asterisk (\*).

**Table 3: Observed and Predicted 6th Summer Graduation by College and Department, FA11-FA13 Junior Cohort**

|                    |                       | Headcount | Observed graduation | Predicted graduation | PP gap | Lower bound for graduation | Upper bound for graduation |
|--------------------|-----------------------|-----------|---------------------|----------------------|--------|----------------------------|----------------------------|
| AG                 | Ag & Res Econ         | 90        | 91.1%               | 89.6%                | 1.5    | 88.7%                      | 90.4%                      |
|                    | Ani Sci               | 320       | 90.6%               | 90.6%                | 0.1    | 90.1%                      | 91.0%                      |
|                    | Hort & Land Arch      | 93        | 86.0%               | 89.0%                | -2.9   | 88.0%                      | 89.9%                      |
|                    | Soil & Crop Sci       | 25        | 92.0%               | --                   | --     | --                         | --                         |
| BU                 | Acct                  | 176       | 95.5%               | 93.8%                | 1.6    | 93.2%                      | 94.4%                      |
|                    | BU intra              | 176       | 97.7%               | 96.0%                | 1.7    | 95.8%                      | 96.3%                      |
|                    | Comp Info Sys         | 124       | 92.7%               | 93.6%                | -0.9   | 92.8%                      | 94.4%                      |
|                    | Finan & Real Estate   | 337       | 96.1%               | 93.3%                | 2.9    | 92.8%                      | 93.7%                      |
|                    | Mgmt                  | 239       | 96.7%               | 93.4%                | 3.3    | 92.7%                      | 94.0%                      |
|                    | Mktg                  | 269       | 95.9%               | 93.9%                | 2.0    | 93.4%                      | 94.4%                      |
| CVMBS              | Biomed Sci            | 209       | 96.7%               | 94.3%                | 2.4    | 93.8%                      | 94.7%                      |
|                    | Env & Rad Health Sci* | 51        | 84.3%               | 92.0%                | -7.7   | 90.7%                      | 93.4%                      |
|                    | Microbio, Imm & Path  | 108       | 91.7%               | 92.2%                | -0.6   | 91.1%                      | 93.3%                      |
| HHS CM             | Constr Mgmt           | 271       | 91.9%               | 88.7%                | 3.2    | 88.1%                      | 89.3%                      |
|                    | Des & Merch           | 222       | 94.6%               | 92.5%                | 2.1    | 92.0%                      | 93.0%                      |
| HHS excl. CM       | Educ*                 | 17        | 100.0%              | --                   | --     | --                         | --                         |
|                    | Food Sci & Nutri      | 254       | 93.3%               | 91.8%                | 1.5    | 91.3%                      | 92.4%                      |
|                    | Health & Exer Sci     | 626       | 89.3%               | 91.3%                | -2.0   | 90.9%                      | 91.7%                      |
|                    | Hum Dev & Fam Stud*   | 552       | 94.4%               | 92.5%                | 1.9    | 92.2%                      | 92.8%                      |
|                    | Soc Work*             | 170       | 92.9%               | 91.4%                | 1.5    | 90.7%                      | 92.2%                      |
| IU                 | Cont Ed – Admin*      | 2         | 50.0%               | --                   | --     | --                         | --                         |
|                    | Intra Univ            | 159       | 72.3%               | 83.4%                | -11.1  | 82.1%                      | 84.7%                      |
| LA Arts            | Art & Art Hist        | 217       | 88.9%               | 89.7%                | -0.7   | 89.1%                      | 90.3%                      |
|                    | Musi, Theat & Dance*  | 155       | 89.0%               | 89.5%                | -0.4   | 88.6%                      | 90.3%                      |
| LA Humanities      | Comms*                | 372       | 92.2%               | 88.8%                | 3.4    | 88.2%                      | 89.4%                      |
|                    | Engl*                 | 188       | 90.4%               | 91.6%                | -1.1   | 90.9%                      | 92.2%                      |
|                    | LA Intra*             | 194       | 86.6%               | 90.5%                | -3.9   | 89.8%                      | 91.3%                      |
|                    | Lang, Lit & Cult*     | 43        | 93.0%               | --                   | --     | --                         | --                         |
|                    | Phil                  | 18        | 88.9%               | --                   | --     | --                         | --                         |
| LA Social Sciences | Anth                  | 68        | 85.3%               | 92.2%                | -6.9   | 91.3%                      | 93.1%                      |
|                    | Econ                  | 204       | 93.1%               | 89.2%                | 3.9    | 88.5%                      | 89.9%                      |
|                    | Ethnic*               | 22        | 86.4%               | --                   | --     | --                         | --                         |
|                    | History*              | 125       | 92.8%               | 91.2%                | 1.6    | 90.4%                      | 91.9%                      |
|                    | Jour & Media          | 274       | 94.2%               | 91.7%                | 2.4    | 91.3%                      | 92.2%                      |
|                    | Poli Sci              | 126       | 88.9%               | 90.4%                | -1.5   | 89.6%                      | 91.1%                      |
| NS                 | Soci*                 | 265       | 89.8%               | 89.5%                | 0.3    | 88.9%                      | 90.2%                      |
|                    | Bio*                  | 633       | 85.8%               | 87.1%                | -1.3   | 86.6%                      | 87.5%                      |
|                    | Biochem & Mol Bio     | 84        | 81.0%               | 88.1%                | -7.1   | 86.9%                      | 89.3%                      |
|                    | Chem                  | 51        | 88.2%               | 86.3%                | 1.9    | 84.5%                      | 88.1%                      |



|       |                      | Headcount | Observed graduation | Predicted graduation | PP gap | Lower bound for graduation | Upper bound for graduation |
|-------|----------------------|-----------|---------------------|----------------------|--------|----------------------------|----------------------------|
|       | Comp Sci             | 216       | 84.3%               | 84.5%                | -0.3   | 83.8%                      | 85.2%                      |
|       | Math                 | 82        | 85.4%               | 87.8%                | -2.5   | 86.7%                      | 89.0%                      |
|       | NS Intra*            | 22        | 77.3%               | --                   | --     | --                         | --                         |
|       | Phys*                | 29        | 79.3%               | --                   | --     | --                         | --                         |
|       | Psych*               | 487       | 86.2%               | 86.0%                | 0.2    | 85.5%                      | 86.6%                      |
|       | Stats                | 5         | 100.0%              | --                   | --     | --                         | --                         |
| WCNR  | Eco Sci & Sustain    | 106       | 88.7%               | 87.9%                | 0.8    | 86.6%                      | 89.2%                      |
|       | Fish, Wild, Cons Bio | 174       | 86.2%               | 89.6%                | -3.4   | 88.6%                      | 90.6%                      |
|       | Forest & Range Stew  | 164       | 87.8%               | 88.5%                | -0.7   | 87.6%                      | 89.4%                      |
|       | Geosci               | 60        | 85.0%               | 87.4%                | -2.4   | 85.8%                      | 89.0%                      |
|       | Hum Dem Nat Res      | 187       | 90.4%               | 89.1%                | 1.3    | 88.4%                      | 89.8%                      |
| WSCOE | Chem & Bio Eng       | 108       | 87.0%               | 90.0%                | -3.0   | 89.2%                      | 90.9%                      |
|       | Civil & Env Eng      | 232       | 91.4%               | 89.8%                | 1.6    | 89.3%                      | 90.3%                      |
|       | Elec & Comp Eng      | 126       | 86.5%               | 88.6%                | -2.1   | 88.0%                      | 89.2%                      |
|       | Eng Intra            | 175       | 92.0%               | 90.7%                | 1.3    | 90.1%                      | 91.2%                      |
|       | Mech Eng             | 428       | 89.0%               | 89.1%                | -0.1   | 88.8%                      | 89.4%                      |

\* Higher than average representation of at least two populations of first generation, Pell, or racially minoritized students.

Overall, predicted six year graduation rates are available for 46 out of 55 total departments (84%). Of these 46 departments, 9 (20%) have observed rates within the predicted range, 20 (43%) have observed rates above the upper bound of the predicted range, and 17 (37%) have observed rates below the lower bound of the predicted range.

Almost all the departments in the colleges of Health and Human Sciences and Business have observed graduation rates higher than the predicted; only one department in each of these colleges is below the predicted. Within the College of Liberal Arts, departments with observed graduation rates higher than predicted rates tend to be concentrated within the social sciences, while humanities and the arts tend to be a mix.

Of the 17 departments with higher than average representation of at least two populations of first generation, Pell, or racially minoritized students:

- three have observed rates similar to the predicted: Music, Theatre & Dance; Sociology; and Psychology
- four have higher observed rates: Human Development & Family Studies, Social Work, Communications, and History
- four have lower observed rates: Environmental & Radiological Health Sciences, English, Liberal Arts Intra-university, and Biology
- six are not reported due to low headcounts: Education; Continuing Education Administration; Ethnic Studies; Languages, Literature & Culture; Natural Sciences Intra-university, and Psychology

## Conclusions

By-college modeling allows for the assessment of a department's performance in comparison to the other departments within its college. This analysis highlights departments that have observed rates higher or lower than what would be predicted for students in those colleges. For most departments, if a department's observed persistence and graduation rates are outside of predicted ranges, the observed rates tend to be higher than the predicted. These differences should spark conversations among departments about the activities that may be contributing to higher than expected success rates; particular attention should be paid to students of under-served identities as these students tend to have lower odds of persisting and graduating.

## Appendix A: Logistic Regression Models

Odd ratios for the logistic regression models generated for this study predicting second fall persistence and sixth summer graduation appear in the following three tables.

Table 4: Odds Ratios of Student Characteristics Used to Predicted 2<sup>nd</sup> Fall Persistence for the FA16-FA18 Cohorts

|                      | College Models |       |              |         |               |                    |       |       |       | University model |
|----------------------|----------------|-------|--------------|---------|---------------|--------------------|-------|-------|-------|------------------|
|                      | AG             | CVMBS | HHS excl. CM | LA Arts | LA Humanities | LA Social Sciences | NS    | WCNR  | WSCOE | BU, HHS-CM & IU  |
| Nonresident          | 0.69           | 0.37* | 0.80         | 0.48*   | 0.67          | 0.80               | 0.72* | 0.52* | 0.61* | 0.67*            |
| Racially minoritized | 0.57*          | 1.49  | 0.61*        | 1.08    | 1.22          | 1.05               | 0.71* | 1.02  | 0.86  | 0.84*            |
| Female               | 1.72*          | 0.79  | 1.02         | 1.10    | 0.69          | 0.89               | 1.06  | 1.20  | 0.82  | 0.98             |
| HS GPA               | 2.35*          | 2.83* | 2.42*        | 1.90*   | 1.79*         | 2.07*              | 2.76* | 2.39* | 3.32* | 2.44*            |
| Pell recipient       | 0.68           | 0.38* | 0.78         | 0.68    | 0.57          | 0.89               | 0.69* | 0.47* | 0.83  | 0.72*            |
| First generation     | 0.68           | 0.57  | 0.97         | 0.62    | 1.04          | 0.86               | 0.70* | 0.58  | 0.53* | 0.76*            |
| Number of students   | 844            | 597   | 1,578        | 442     | 501           | 780                | 2,974 | 584   | 1,813 | 15,166           |
| Correctly predicted  | 81.3%          | 87.9% | 83.1%        | 82.1%   | 86.4%         | 84.7%              | 82.8% | 84.8% | 88.3% | 84.0%            |
| Nagelkerke R Square  | 0.101          | 0.134 | 0.055        | 0.058   | 0.033         | 0.027              | 0.081 | 0.091 | 0.057 | 0.056            |

\* significant at  $p \leq .05$

Table 5: Odds Ratios of Student Characteristics Used to Predicted 6<sup>th</sup> Summer Graduation for the FA11-FA13 Junior Cohorts

|                      | College Models |       |       |              |         |               |                    |       |       |       | University model |
|----------------------|----------------|-------|-------|--------------|---------|---------------|--------------------|-------|-------|-------|------------------|
|                      | AG             | BU    | CVMBS | HHS excl. CM | LA Arts | LA Humanities | LA Social Sciences | NS    | WCNR  | WSCOE | HHS-CM & IU      |
| Nonresident          | 0.90           | 0.80  | 0.95  | 1.25         | 1.02    | 0.64          | 0.65               | 0.95  | 0.79  | 1.02  | 0.87             |
| Racially minoritized | 0.54           | 0.98  | 0.44  | 0.62*        | 0.74    | 0.69          | 0.61*              | 0.59* | 0.45* | 0.66  | 0.61*            |
| Female               | 1.12           | 1.20  | 1.35  | 2.59*        | 0.92    | 2.53*         | 0.99               | 1.45* | 1.41  | 1.60  | 1.46*            |
| HS GPA               | 2.27*          | 1.18  | 2.72  | 2.15*        | 4.34*   | 1.34          | 2.48*              | 2.06* | 2.08* | 1.98* | 1.90*            |
| Pell recipient       | 0.74           | 0.62  | 0.57  | 1.09         | 0.88    | 0.68          | 0.79               | 0.87  | 0.48* | 0.82  | 0.81*            |
| First generation     | 0.75           | 0.73  | 1.14  | 1.08         | 1.21    | 0.62          | 1.19               | 0.76  | 0.62  | 0.79  | 0.84*            |
| Number of students   | 527            | 1305  | 364   | 1,838        | 371     | 809           | 1,075              | 1,587 | 690   | 1,026 | 10,021           |
| Correctly predicted  | 89.9%          | 95.9% | 93.4% | 92.4%        | 88.9%   | 90.4%         | 91.4%              | 85.3% | 88.0% | 89.4% | 90.3%            |
| Nagelkerke R Square  | 0.043          | 0.012 | 0.069 | 0.022        | 0.058   | 0.080         | 0.042              | 0.053 | 0.087 | 0.031 | 0.038            |

\* significant at  $p \leq .05$

## Appendix B: Demographic Tables

The following tables display characteristics of the students in this study and are unique by student. Reported percentages for racial and ethnic classifications are not mutually exclusive as students may identify with more than one race or ethnicity. Tables 6 and 7 display the student characteristics by college group, the basis for the college-level regression models. Demographic tables for each college by department follow.

Table 6: Demographics by College Group (FA16-FA18 FTFT Cohorts)

|                             | AG    | BU    | CVMBS | HHS Constr Mgmt | HHS excl. CM | IU    | LA Arts | LA Humanities | LA Social Sciences | NS    | WCNR  | WSCOE | Overall |
|-----------------------------|-------|-------|-------|-----------------|--------------|-------|---------|---------------|--------------------|-------|-------|-------|---------|
| Headcount                   | 844   | 1,320 | 597   | 290             | 1,578        | 3,453 | 442     | 502           | 780                | 2,976 | 584   | 1,813 | 15,179  |
| Female                      | 74.6% | 42.0% | 75.2% | 7.6%            | 76.9%        | 45.8% | 69.0%   | 69.5%         | 57.1%              | 64.9% | 50.5% | 28.0% | 54.6%   |
| CCHÉ index                  | 114.8 | 119.3 | 123.5 | 108.3           | 112.3        | 108.0 | 117.4   | 114.7         | 114.4              | 117.5 | 117.6 | 125.5 | 115.6   |
| HS GPA                      | 3.65  | 3.74  | 3.93  | 3.40            | 3.59         | 3.37  | 3.69    | 3.59          | 3.58               | 3.69  | 3.68  | 3.91  | 3.63    |
| First generation            | 27.1% | 15.9% | 19.3% | 20.0%           | 24.2%        | 27.3% | 20.6%   | 18.9%         | 22.8%              | 26.4% | 16.8% | 14.5% | 22.7%   |
| Pell recipient              | 21.2% | 15.7% | 18.8% | 18.6%           | 21.0%        | 24.8% | 21.9%   | 25.1%         | 25.3%              | 24.0% | 19.0% | 14.1% | 21.3%   |
| International               | 2.3%  | 0.8%  | 1.5%  | 0.3%            | 1.0%         | 2.9%  | 0.7%    | 1.2%          | 1.7%               | 1.5%  | 0.7%  | 1.7%  | 1.7%    |
| Nonresident                 | 58.3% | 35.2% | 34.5% | 27.6%           | 32.1%        | 27.0% | 24.2%   | 34.9%         | 31.8%              | 34.3% | 56.3% | 33.5% | 34.1%   |
| Hispanic/Latinx             | 14.7% | 13.4% | 13.7% | 19.3%           | 17.1%        | 19.6% | 12.2%   | 12.7%         | 17.4%              | 18.4% | 9.2%  | 13.2% | 16.3%   |
| Native American             | 2.4%  | 2.1%  | 2.2%  | 4.5%            | 3.1%         | 2.6%  | 3.2%    | 2.0%          | 3.1%               | 3.4%  | 2.6%  | 2.4%  | 2.8%    |
| Black or African American   | 4.6%  | 3.8%  | 4.4%  | 1.4%            | 5.4%         | 5.6%  | 4.3%    | 6.0%          | 6.5%               | 5.1%  | 2.1%  | 2.0%  | 4.6%    |
| Asian, Hawaiian, Pacific Is | 6.4%  | 7.4%  | 6.7%  | 1.4%            | 6.0%         | 7.5%  | 7.0%    | 6.4%          | 7.1%               | 7.6%  | 4.5%  | 7.8%  | 7.0%    |
| Racially minoritized        | 24.4% | 23.3% | 24.5% | 23.4%           | 28.2%        | 30.9% | 22.6%   | 23.9%         | 30.4%              | 30.3% | 15.6% | 23.1% | 27.1%   |
| - Not white, single race    | 8.1%  | 7.3%  | 9.5%  | 5.5%            | 9.0%         | 11.5% | 8.8%    | 9.8%          | 9.7%               | 10.0% | 3.1%  | 7.1%  | 9.1%    |
| - Multi-race, with white    | 16.2% | 15.0% | 14.7% | 16.2%           | 17.9%        | 18.8% | 11.8%   | 12.7%         | 19.1%              | 19.3% | 12.0% | 15.9% | 17.1%   |
| - Multi-race, not white     | 1.4%  | 1.5%  | 1.0%  | 1.7%            | 1.6%         | 1.8%  | 2.5%    | 1.8%          | 2.1%               | 1.9%  | 0.9%  | 0.8%  | 1.6%    |

Table 7: Demographics by Junior Cohort College Group (FA11-FA13 FTFT Cohorts)

|                             | AG    | BU    | CVMB  | HHS Constr<br>Mgmt | HHS excl.<br>CM | IU    | LA<br>Arts | LA<br>Humanities | LA Social<br>Sciences | NS    | WCNR  | WSCO  | Overall |
|-----------------------------|-------|-------|-------|--------------------|-----------------|-------|------------|------------------|-----------------------|-------|-------|-------|---------|
| Headcount                   | 528   | 1,322 | 368   | 273                | 1,843           | 162   | 372        | 815              | 1,084                 | 1,610 | 691   | 1,071 | 10,139  |
| Female                      | 72.3% | 39.9% | 70.4% | 6.6%               | 80.8%           | 43.2% | 69.9%      | 65.9%            | 52.0%                 | 60.6% | 50.1% | 23.4% | 56.0%   |
| CHE index                   | 116.1 | 116.5 | 125.6 | 109.9              | 112.9           | 110.0 | 116.4      | 111.8            | 112.9                 | 119.1 | 114.5 | 124.6 | 116.2   |
| HS GPA                      | 3.67  | 3.65  | 3.94  | 3.43               | 3.61            | 3.39  | 3.66       | 3.49             | 3.51                  | 3.71  | 3.56  | 3.85  | 3.64    |
| First generation            | 26.1% | 18.0% | 17.7% | 31.1%              | 27.0%           | 24.1% | 25.3%      | 25.2%            | 25.4%                 | 25.1% | 20.5% | 15.1% | 23.1%   |
| Pell recipient              | 20.8% | 17.6% | 14.1% | 19.8%              | 24.1%           | 22.2% | 25.0%      | 27.2%            | 24.5%                 | 22.1% | 21.0% | 13.3% | 21.2%   |
| International               | 0.2%  | 1.3%  | 0.8%  | 0.0%               | 0.2%            | 0.6%  | 0.0%       | 0.4%             | 0.7%                  | 1.4%  | 0.3%  | 4.4%  | 1.1%    |
| Nonresident                 | 45.3% | 19.5% | 33.2% | 22.3%              | 17.9%           | 18.5% | 15.3%      | 18.7%            | 19.0%                 | 24.7% | 37.5% | 28.4% | 23.8%   |
| Hispanic/Latinx             | 7.4%  | 8.1%  | 8.4%  | 11.7%              | 13.1%           | 16.0% | 11.3%      | 12.0%            | 13.1%                 | 12.2% | 8.1%  | 6.1%  | 10.6%   |
| Native American             | 2.5%  | 1.0%  | 1.4%  | 2.9%               | 2.5%            | 3.7%  | 3.2%       | 2.8%             | 2.5%                  | 2.0%  | 2.2%  | 1.4%  | 2.1%    |
| Black or African American   | 2.5%  | 2.3%  | 2.7%  | 3.7%               | 4.7%            | 4.9%  | 2.2%       | 5.4%             | 6.4%                  | 4.3%  | 1.2%  | 1.1%  | 3.6%    |
| Asian, Hawaiian, Pacific Is | 3.6%  | 3.8%  | 6.0%  | 1.8%               | 3.6%            | 6.2%  | 5.1%       | 3.6%             | 4.5%                  | 7.5%  | 3.3%  | 3.5%  | 4.4%    |
| Racially minoritized        | 14.4% | 13.8% | 16.3% | 18.7%              | 21.6%           | 25.9% | 19.4%      | 22.2%            | 23.5%                 | 23.7% | 13.6% | 11.2% | 18.9%   |
| - Not white, single race    | 4.7%  | 6.6%  | 7.9%  | 8.4%               | 10.2%           | 14.2% | 7.3%       | 11.3%            | 9.8%                  | 11.2% | 5.5%  | 4.4%  | 8.5%    |
| - Multi-race, with white    | 9.1%  | 6.7%  | 8.4%  | 9.2%               | 10.5%           | 9.9%  | 10.8%      | 10.4%            | 12.0%                 | 11.7% | 7.8%  | 6.6%  | 9.6%    |
| - Multi-race, not white     | 0.6%  | 0.8%  | 0.0%  | 1.1%               | 0.9%            | 1.9%  | 1.3%       | 0.6%             | 1.8%                  | 0.9%  | 0.3%  | 0.3%  | 0.8%    |

Table 8: Agricultural Sciences: Demographics by Department (FA16-FA18)

|                             | Ag & Res Econ | Ani Sci | Hort & Land Arch | Soil & Crop Sci | Overall |
|-----------------------------|---------------|---------|------------------|-----------------|---------|
| Headcount                   | 119           | 591     | 115              | 19              | 844     |
| Female                      | 43.7%         | 90.5%   | 31.3%            | 36.8%           | 74.6%   |
| CHE index                   | 111.2         | 115.8   | 111.9            | 120.4           | 114.8   |
| HS GPA                      | 3.48          | 3.70    | 3.51             | 3.91            | 3.65    |
| First generation            | 21.8%         | 29.4%   | 21.7%            | 21.1%           | 27.1%   |
| Pell recipient              | 16.8%         | 22.5%   | 20.9%            | 10.5%           | 21.2%   |
| International               | 6.7%          | 1.2%    | 3.5%             | 0.0%            | 2.3%    |
| Nonresident                 | 52.1%         | 62.6%   | 47.8%            | 26.3%           | 58.3%   |
| Hispanic/Latinx             | 10.1%         | 15.2%   | 18.3%            | 5.3%            | 14.7%   |
| Native American             | 2.5%          | 2.4%    | 2.6%             | 0.0%            | 2.4%    |
| Black or African American   | 4.2%          | 5.2%    | 2.6%             | 0.0%            | 4.6%    |
| Asian, Hawaiian, Pacific Is | 3.4%          | 6.6%    | 9.6%             | 0.0%            | 6.4%    |
| Racially minoritized        | 16.8%         | 25.9%   | 27.8%            | 5.3%            | 24.4%   |
| - Not white, single race    | 5.0%          | 8.5%    | 10.4%            | 0.0%            | 8.1%    |
| - Multi-race, with white    | 14.3%         | 16.8%   | 17.4%            | 5.3%            | 16.2%   |
| - Multi-race, not white     | 0.0%          | 1.7%    | 1.7%             | 0.0%            | 1.4%    |

Table 9: Agricultural Sciences: Demographics by Junior Cohort Department (FA11-FA13)

|                             | Ag & Res Econ | Ani Sci | Hort & Land Arch | Soil & Crop Sci | Overall |
|-----------------------------|---------------|---------|------------------|-----------------|---------|
| Headcount                   | 90            | 320     | 93               | 25              | 528     |
| Female                      | 47.8%         | 92.2%   | 34.4%            | 48.0%           | 72.3%   |
| CHE index                   | 112.9         | 118.3   | 111.8            | 116.8           | 116.1   |
| HS GPA                      | 3.57          | 3.75    | 3.50             | 3.63            | 3.67    |
| First generation            | 31.1%         | 27.8%   | 17.2%            | 20.0%           | 26.1%   |
| Pell recipient              | 22.2%         | 18.1%   | 25.8%            | 32.0%           | 20.8%   |
| International               | 0.0%          | 0.3%    | 0.0%             | 0.0%            | 0.2%    |
| Nonresident                 | 25.6%         | 56.6%   | 26.9%            | 40.0%           | 45.3%   |
| Hispanic/Latinx             | 3.3%          | 9.1%    | 5.4%             | 8.0%            | 7.4%    |
| Native American             | 1.1%          | 2.8%    | 1.1%             | 8.0%            | 2.5%    |
| Black or African American   | 1.1%          | 3.1%    | 1.1%             | 4.0%            | 2.5%    |
| Asian, Hawaiian, Pacific Is | 2.2%          | 4.1%    | 3.2%             | 4.0%            | 3.6%    |
| Racially minoritized        | 7.8%          | 17.5%   | 9.7%             | 16.0%           | 14.4%   |
| - Not white, single race    | 0.0%          | 6.2%    | 5.4%             | 0.0%            | 4.7%    |
| - Multi-race, with white    | 7.8%          | 10.6%   | 3.2%             | 16.0%           | 9.1%    |
| - Multi-race, not white     | 0.0%          | 0.6%    | 1.1%             | 0.0%            | 0.6%    |

Table 10: Business: Demographics by Department (FA16-FA18)

|                             | Acct  | BU intra | Comp Info Sys | Finan & Real Estate | Mgmt  | Mktg  | Overall |
|-----------------------------|-------|----------|---------------|---------------------|-------|-------|---------|
| Headcount                   | 1     | 1,301    | 2             | 8                   | 5     | 3     | 1,320   |
| Female                      | 0.0%  | 42.0%    | 0.0%          | 50.0%               | 60.0% | 33.3% | 42.0%   |
| CHE index                   | 114.0 | 119.2    | 122.5         | 124.1               | 119.0 | 117.3 | 119.3   |
| HS GPA                      | 3.50  | 3.73     | 3.85          | 4.01                | 3.92  | 3.93  | 3.74    |
| First generation            | 0.0%  | 16.1%    | 0.0%          | 0.0%                | 0.0%  | 33.3% | 15.9%   |
| Pell recipient              | 0.0%  | 15.7%    | 50.0%         | 12.5%               | 20.0% | 0.0%  | 15.7%   |
| International               | 0.0%  | 0.8%     | 0.0%          | 0.0%                | 0.0%  | 0.0%  | 0.8%    |
| Nonresident                 | 0.0%  | 35.2%    | 100.0%        | 25.0%               | 20.0% | 66.7% | 35.2%   |
| Hispanic/Latinx             | 0.0%  | 13.2%    | 0.0%          | 37.5%               | 40.0% | 0.0%  | 13.4%   |
| Native American             | 0.0%  | 2.2%     | 0.0%          | 0.0%                | 0.0%  | 0.0%  | 2.1%    |
| Black or African American   | 0.0%  | 3.8%     | 50.0%         | 0.0%                | 0.0%  | 0.0%  | 3.8%    |
| Asian, Hawaiian, Pacific Is | 0.0%  | 7.5%     | 0.0%          | 0.0%                | 0.0%  | 0.0%  | 7.4%    |
| Racially minoritized        | 0.0%  | 23.2%    | 50.0%         | 37.5%               | 40.0% | 0.0%  | 23.3%   |
| - Not white, single race    | 0.0%  | 7.3%     | 50.0%         | 12.5%               | 0.0%  | 0.0%  | 7.3%    |
| - Multi-race, with white    | 0.0%  | 14.9%    | 0.0%          | 25.0%               | 40.0% | 0.0%  | 15.0%   |
| - Multi-race, not white     | 0.0%  | 1.5%     | 0.0%          | 0.0%                | 0.0%  | 0.0%  | 1.5%    |

Table 11: Business: Demographics by Junior Cohort Department (FA11-FA13)

|                             | Acct  | BU intra | Comp Info Sys | Finan & Real Estate | Mgmt  | Mktg  | Overall |
|-----------------------------|-------|----------|---------------|---------------------|-------|-------|---------|
| Headcount                   | 176   | 176      | 124           | 338                 | 239   | 269   | 1,322   |
| Female                      | 46.0% | 43.2%    | 30.6%         | 20.1%               | 42.7% | 60.6% | 39.9%   |
| CHE index                   | 117.3 | 120.7    | 116.5         | 115.4               | 115.9 | 115.2 | 116.5   |
| HS GPA                      | 3.71  | 3.79     | 3.62          | 3.58                | 3.64  | 3.63  | 3.65    |
| First generation            | 22.2% | 15.9%    | 20.2%         | 15.1%               | 21.8% | 16.0% | 18.0%   |
| Pell recipient              | 18.2% | 14.2%    | 25.0%         | 16.6%               | 18.4% | 16.7% | 17.6%   |
| International               | 1.1%  | 0.0%     | 0.0%          | 2.7%                | 1.3%  | 1.1%  | 1.3%    |
| Nonresident                 | 17.6% | 17.0%    | 16.1%         | 22.2%               | 19.2% | 20.8% | 19.5%   |
| Hispanic/Latinx             | 10.2% | 7.4%     | 8.1%          | 8.6%                | 6.7%  | 7.8%  | 8.1%    |
| Native American             | 0.6%  | 0.6%     | 0.0%          | 0.6%                | 1.3%  | 2.2%  | 1.0%    |
| Black or African American   | 2.3%  | 2.3%     | 5.6%          | 1.8%                | 2.1%  | 1.5%  | 2.3%    |
| Asian, Hawaiian, Pacific Is | 4.0%  | 3.4%     | 8.1%          | 1.5%                | 3.8%  | 4.8%  | 3.8%    |
| Racially minoritized        | 15.9% | 11.9%    | 19.4%         | 11.8%               | 12.6% | 14.9% | 13.8%   |
| - Not white, single race    | 8.0%  | 3.4%     | 12.1%         | 4.4%                | 5.4%  | 8.9%  | 6.6%    |
| - Multi-race, with white    | 6.8%  | 6.8%     | 6.5%          | 7.1%                | 6.3%  | 6.3%  | 6.7%    |
| - Multi-race, not white     | 1.1%  | 1.7%     | 0.8%          | 0.3%                | 0.8%  | 0.4%  | 0.8%    |

Table 12: Health and Human Sciences: Demographics by Department (FA16-FA18)

|                             | Constr Mgmt | Des & Merch | Educ   | Food Sci & Nutri | Health & Exer Sci | Hum Dev & Fam Stud | Soc Work | Overall |
|-----------------------------|-------------|-------------|--------|------------------|-------------------|--------------------|----------|---------|
| Headcount                   | 290         | 315         | 15     | 196              | 715               | 244                | 93       | 1,868   |
| Female                      | 7.6%        | 90.2%       | 100.0% | 71.4%            | 64.9%             | 93.4%              | 89.2%    | 66.2%   |
| CHE index                   | 108.3       | 111.2       | 110.4  | 113.0            | 113.3             | 111.2              | 110.0    | 111.7   |
| HS GPA                      | 3.40        | 3.59        | 3.51   | 3.58             | 3.61              | 3.60               | 3.49     | 3.56    |
| First generation            | 20.0%       | 23.2%       | 33.3%  | 20.4%            | 24.3%             | 24.6%              | 32.3%    | 23.6%   |
| Pell recipient              | 18.6%       | 24.8%       | 26.7%  | 15.3%            | 18.0%             | 24.6%              | 32.3%    | 20.6%   |
| International               | 0.3%        | 0.3%        | 0.0%   | 3.6%             | 1.1%              | 0.0%               | 0.0%     | 0.9%    |
| Nonresident                 | 27.6%       | 27.0%       | 20.0%  | 42.3%            | 33.1%             | 29.1%              | 29.0%    | 31.4%   |
| Hispanic/Latinx             | 19.3%       | 18.1%       | 13.3%  | 12.2%            | 17.3%             | 17.2%              | 22.6%    | 17.5%   |
| Native American             | 4.5%        | 3.8%        | 0.0%   | 3.1%             | 3.4%              | 2.0%               | 2.2%     | 3.3%    |
| Black or African American   | 1.4%        | 5.1%        | 0.0%   | 3.6%             | 6.0%              | 5.7%               | 6.5%     | 4.8%    |
| Asian, Hawaiian, Pacific Is | 1.4%        | 6.3%        | 0.0%   | 5.1%             | 6.7%              | 4.9%               | 5.4%     | 5.3%    |
| Racially minoritized        | 23.4%       | 29.2%       | 13.3%  | 20.9%            | 29.1%             | 28.3%              | 35.5%    | 27.5%   |
| - Not white, single race    | 5.5%        | 10.2%       | 6.7%   | 6.6%             | 7.8%              | 10.7%              | 15.1%    | 8.5%    |
| - Multi-race, with white    | 16.2%       | 17.5%       | 6.7%   | 12.8%            | 19.9%             | 16.8%              | 19.4%    | 17.6%   |
| - Multi-race, not white     | 1.7%        | 1.6%        | 0.0%   | 1.5%             | 2.0%              | 0.8%               | 1.1%     | 1.6%    |

Table 13: Health and Human Sciences: Demographics by Junior Cohort Department (FA11-FA13)

|                             | Constr Mgmt | Des & Merch | Educ   | Food Sci & Nutri | Health & Exer Sci | Hum Dev & Fam Stud | Soc Work | Overall |
|-----------------------------|-------------|-------------|--------|------------------|-------------------|--------------------|----------|---------|
| Headcount                   | 273         | 222         | 17     | 254              | 627               | 553                | 170      | 2,116   |
| Female                      | 6.6%        | 93.7%       | 100.0% | 76.4%            | 62.0%             | 96.2%              | 87.6%    | 71.2%   |
| CHE index                   | 109.9       | 110.4       | 110.1  | 113.7            | 115.3             | 111.6              | 111.0    | 112.5   |
| HS GPA                      | 3.43        | 3.53        | 3.59   | 3.60             | 3.67              | 3.59               | 3.54     | 3.58    |
| First generation            | 31.1%       | 20.7%       | 58.8%  | 24.4%            | 23.6%             | 31.3%              | 34.1%    | 27.5%   |
| Pell recipient              | 19.8%       | 18.5%       | 47.1%  | 19.7%            | 20.7%             | 27.8%              | 36.5%    | 23.6%   |
| International               | 0.0%        | 0.5%        | 0.0%   | 0.8%             | 0.2%              | 0.0%               | 0.0%     | 0.2%    |
| Nonresident                 | 22.3%       | 15.3%       | 5.9%   | 21.3%            | 18.8%             | 17.4%              | 15.9%    | 18.5%   |
| Hispanic/Latinx             | 11.7%       | 12.6%       | 17.6%  | 7.5%             | 12.9%             | 14.5%              | 18.2%    | 12.9%   |
| Native American             | 2.9%        | 2.7%        | 0.0%   | 2.8%             | 2.4%              | 2.2%               | 3.5%     | 2.6%    |
| Black or African American   | 3.7%        | 5.9%        | 0.0%   | 2.0%             | 3.2%              | 6.1%               | 8.8%     | 4.6%    |
| Asian, Hawaiian, Pacific Is | 1.8%        | 4.1%        | 5.9%   | 4.3%             | 3.2%              | 3.3%               | 4.7%     | 3.4%    |
| Racially minoritized        | 18.7%       | 22.1%       | 23.5%  | 15.7%            | 18.8%             | 24.1%              | 31.8%    | 21.2%   |
| - Not white, single race    | 8.4%        | 9.0%        | 5.9%   | 7.1%             | 6.4%              | 13.7%              | 19.4%    | 10.0%   |
| - Multi-race, with white    | 9.2%        | 12.6%       | 17.6%  | 8.3%             | 11.2%             | 9.4%               | 11.2%    | 10.3%   |
| - Multi-race, not white     | 1.1%        | 0.5%        | 0.0%   | 0.4%             | 1.3%              | 0.9%               | 1.2%     | 0.9%    |



Table 14: Intra-University: Demographics by Department (FA16-FA18)

|                             | Intra Univ | Overall |
|-----------------------------|------------|---------|
| Headcount                   | 3,453      | 3,453   |
| Female                      | 45.8%      | 45.8%   |
| CHE index                   | 108.0      | 108.0   |
| HS GPA                      | 3.37       | 3.37    |
| First generation            | 27.3%      | 27.3%   |
| Pell recipient              | 24.8%      | 24.8%   |
| International               | 2.9%       | 2.9%    |
| Nonresident                 | 27.0%      | 27.0%   |
| Hispanic/Latinx             | 19.6%      | 19.6%   |
| Native American             | 2.6%       | 2.6%    |
| Black or African American   | 5.6%       | 5.6%    |
| Asian, Hawaiian, Pacific Is | 7.5%       | 7.5%    |
| Racially minoritized        | 30.9%      | 30.9%   |
| - Not white, single race    | 11.5%      | 11.5%   |
| - Multi-race, with white    | 18.8%      | 18.8%   |
| - Multi-race, not white     | 1.8%       | 1.8%    |

Table 15: Intra-University: Demographics by Junior Cohort Department (FA11-FA13)

|                             | Cont Ed - Admin | Intra Univ | Overall |
|-----------------------------|-----------------|------------|---------|
| Headcount                   | 2               | 160        | 162     |
| Female                      | 50.0%           | 43.1%      | 43.2%   |
| CHE index                   | 112.0           | 110.0      | 110.0   |
| HS GPA                      | 3.40            | 3.39       | 3.39    |
| First generation            | 50.0%           | 23.7%      | 24.1%   |
| Pell recipient              | 0.0%            | 22.5%      | 22.2%   |
| International               | 0.0%            | 0.6%       | 0.6%    |
| Nonresident                 | 50.0%           | 18.1%      | 18.5%   |
| Hispanic/Latinx             | 50.0%           | 15.6%      | 16.0%   |
| Native American             | 0.0%            | 3.8%       | 3.7%    |
| Black or African American   | 0.0%            | 5.0%       | 4.9%    |
| Asian, Hawaiian, Pacific Is | 0.0%            | 6.3%       | 6.2%    |
| Racially minoritized        | 50.0%           | 25.6%      | 25.9%   |
| - Not white, single race    | 50.0%           | 13.8%      | 14.2%   |
| - Multi-race, with white    | 0.0%            | 10.0%      | 9.9%    |
| - Multi-race, not white     | 0.0%            | 1.9%       | 1.9%    |

Table 16: Liberal Arts: Demographics by Department (FA16-FA18)

|                             | LA Arts        |                     |       | LA Humanities |          |                  |       | LA Social Sciences |       |        |         |              |          | Overall |       |
|-----------------------------|----------------|---------------------|-------|---------------|----------|------------------|-------|--------------------|-------|--------|---------|--------------|----------|---------|-------|
|                             | Art & Art Hist | Musi, Theat & Dance | Comms | Engl          | LA Intra | Lang, Lit & Cult | Phil  | Anth               | Econ  | Ethnic | History | Jour & Media | Poli Sci |         | Soci  |
| Headcount                   | 203            | 239                 | 130   | 168           | 159      | 31               | 14    | 47                 | 80    | 9      | 87      | 157          | 208      | 192     | 1,724 |
| Female                      | 73.9%          | 64.9%               | 64.6% | 73.8%         | 71.1%    | 80.6%            | 21.4% | 83.0%              | 26.3% | 88.9%  | 42.5%   | 58.6%        | 54.3%    | 70.3%   | 63.7% |
| CCHE index                  | 116.5          | 118.2               | 109.7 | 117.3         | 116.5    | 115.3            | 110.8 | 117.6              | 112.5 | 114.2  | 115.4   | 119.5        | 113.9    | 110.0   | 115.3 |
| HS GPA                      | 3.67           | 3.70                | 3.42  | 3.69          | 3.64     | 3.65             | 3.34  | 3.70               | 3.39  | 3.67   | 3.60    | 3.75         | 3.54     | 3.50    | 3.61  |
| First generation            | 17.7%          | 23.0%               | 20.0% | 23.8%         | 12.6%    | 22.6%            | 14.3% | 12.8%              | 17.5% | 55.6%  | 18.4%   | 14.6%        | 27.4%    | 29.7%   | 21.1% |
| Pell recipient              | 23.2%          | 20.9%               | 24.6% | 26.8%         | 23.9%    | 35.5%            | 0.0%  | 27.7%              | 18.7% | 22.2%  | 24.1%   | 24.2%        | 26.4%    | 27.6%   | 24.4% |
| International               | 0.5%           | 0.8%                | 0.8%  | 0.6%          | 2.5%     | 0.0%             | 0.0%  | 0.0%               | 8.8%  | 0.0%   | 1.1%    | 0.6%         | 1.9%     | 0.0%    | 1.3%  |
| Nonresident                 | 26.1%          | 22.6%               | 43.1% | 23.8%         | 41.5%    | 29.0%            | 28.6% | 36.2%              | 43.7% | 55.6%  | 19.5%   | 34.4%        | 33.2%    | 26.6%   | 30.7% |
| Hispanic/Latinx             | 11.3%          | 13.0%               | 11.5% | 17.3%         | 7.5%     | 19.4%            | 14.3% | 8.5%               | 10.0% | 22.2%  | 13.8%   | 12.7%        | 22.1%    | 22.9%   | 14.7% |
| Native American             | 3.4%           | 2.9%                | 0.8%  | 1.8%          | 3.1%     | 3.2%             | 0.0%  | 0.0%               | 1.2%  | 11.1%  | 4.6%    | 1.3%         | 4.3%     | 3.6%    | 2.8%  |
| Black or African American   | 2.0%           | 6.3%                | 8.5%  | 4.8%          | 6.9%     | 0.0%             | 0.0%  | 4.3%               | 3.7%  | 33.3%  | 1.1%    | 7.0%         | 8.2%     | 7.3%    | 5.8%  |
| Asian, Hawaiian, Pacific Is | 6.9%           | 7.1%                | 6.2%  | 4.2%          | 9.4%     | 3.2%             | 7.1%  | 4.3%               | 16.3% | 22.2%  | 6.9%    | 7.6%         | 4.3%     | 5.7%    | 6.8%  |
| Racially minoritized        | 20.2%          | 24.7%               | 24.6% | 25.6%         | 22.0%    | 22.6%            | 21.4% | 17.0%              | 25.0% | 44.4%  | 23.0%   | 26.1%        | 35.6%    | 36.5%   | 26.5% |
| - Not white, single race    | 8.9%           | 8.8%                | 13.1% | 9.5%          | 10.1%    | 0.0%             | 0.0%  | 2.1%               | 15.0% | 11.1%  | 5.7%    | 7.6%         | 12.5%    | 9.9%    | 9.5%  |
| - Multi-race, with white    | 10.3%          | 13.0%               | 10.8% | 14.9%         | 10.1%    | 19.4%            | 21.4% | 14.9%              | 12.5% | 22.2%  | 16.1%   | 15.9%        | 21.2%    | 24.5%   | 15.4% |
| - Multi-race, not white     | 1.5%           | 3.3%                | 0.8%  | 1.2%          | 3.1%     | 3.2%             | 0.0%  | 0.0%               | 1.2%  | 11.1%  | 1.1%    | 2.5%         | 2.4%     | 2.1%    | 2.1%  |

Table 17: Liberal Arts: Demographics by Junior Cohort Department (FA11-FA13)

|                             | LA Arts        |                     |       | LA Humanities |          |                  |       | LA Social Sciences |       |        |         |              |          | Overall |       |
|-----------------------------|----------------|---------------------|-------|---------------|----------|------------------|-------|--------------------|-------|--------|---------|--------------|----------|---------|-------|
|                             | Art & Art Hist | Musi, Theat & Dance | Comms | Engl          | LA Intra | Lang, Lit & Cult | Phil  | Anth               | Econ  | Ethnic | History | Jour & Media | Poli Sci |         | Soci  |
| Headcount                   | 217            | 155                 | 372   | 188           | 194      | 43               | 18    | 68                 | 204   | 22     | 125     | 274          | 126      | 265     | 2,271 |
| Female                      | 76.5%          | 60.6%               | 62.9% | 74.5%         | 67.0%    | 65.1%            | 27.8% | 82.4%              | 17.6% | 86.4%  | 41.6%   | 70.8%        | 46.8%    | 55.8%   | 59.9% |
| CCHE index                  | 115.5          | 117.8               | 106.0 | 118.2         | 114.8    | 119.0            | 114.1 | 118.0              | 111.5 | 112.7  | 115.0   | 114.7        | 112.2    | 110.0   | 113.1 |
| HS GPA                      | 3.64           | 3.68                | 3.34  | 3.65          | 3.59     | 3.72             | 3.39  | 3.70               | 3.43  | 3.61   | 3.57    | 3.59         | 3.43     | 3.45    | 3.53  |
| First generation            | 25.3%          | 25.2%               | 26.6% | 27.1%         | 23.2%    | 16.3%            | 16.7% | 26.5%              | 18.1% | 36.4%  | 25.6%   | 22.3%        | 19.8%    | 35.5%   | 25.3% |
| Pell recipient              | 21.2%          | 30.3%               | 24.5% | 29.3%         | 31.4%    | 25.6%            | 22.2% | 22.1%              | 16.2% | 40.9%  | 27.2%   | 23.4%        | 22.2%    | 31.3%   | 25.6% |
| International               | 0.0%           | 0.0%                | 0.3%  | 0.5%          | 0.0%     | 2.3%             | 0.0%  | 0.0%               | 2.9%  | 0.0%   | 0.0%    | 0.4%         | 0.8%     | 0.0%    | 0.5%  |
| Nonresident                 | 15.2%          | 15.5%               | 21.2% | 14.9%         | 17.5%    | 14.0%            | 27.8% | 23.5%              | 24.5% | 13.6%  | 19.2%   | 17.5%        | 18.3%    | 15.8%   | 18.3% |
| Hispanic/Latinx             | 11.1%          | 11.6%               | 13.2% | 9.6%          | 11.9%    | 18.6%            | 0.0%  | 10.3%              | 7.8%  | 18.2%  | 12.0%   | 12.8%        | 13.5%    | 18.1%   | 12.4% |
| Native American             | 2.8%           | 3.9%                | 2.7%  | 2.1%          | 3.1%     | 7.0%             | 0.0%  | 2.9%               | 1.0%  | 13.6%  | 3.2%    | 0.7%         | 4.0%     | 3.4%    | 2.7%  |
| Black or African American   | 1.4%           | 3.2%                | 6.5%  | 2.1%          | 6.7%     | 2.3%             | 11.1% | 4.4%               | 3.4%  | 36.4%  | 2.4%    | 4.4%         | 5.6%     | 10.9%   | 5.3%  |
| Asian, Hawaiian, Pacific Is | 5.5%           | 4.5%                | 4.3%  | 1.6%          | 4.1%     | 4.7%             | 0.0%  | 4.4%               | 4.9%  | 4.5%   | 2.4%    | 4.0%         | 3.2%     | 6.4%    | 4.3%  |
| Racially minoritized        | 18.4%          | 20.6%               | 25.3% | 15.4%         | 23.7%    | 23.3%            | 11.1% | 19.1%              | 14.7% | 63.6%  | 18.4%   | 20.1%        | 23.8%    | 34.0%   | 22.4% |
| - Not white, single race    | 5.5%           | 9.7%                | 14.0% | 4.8%          | 13.9%    | 4.7%             | 11.1% | 5.9%               | 5.9%  | 50.0%  | 4.8%    | 6.6%         | 7.1%     | 17.4%   | 9.9%  |
| - Multi-race, with white    | 12.0%          | 9.0%                | 10.8% | 10.6%         | 8.2%     | 20.9%            | 0.0%  | 13.2%              | 6.9%  | 13.6%  | 12.8%   | 12.4%        | 15.1%    | 13.2%   | 11.2% |
| - Multi-race, not white     | 0.9%           | 1.9%                | 0.5%  | 0.0%          | 1.5%     | 0.0%             | 0.0%  | 0.0%               | 2.0%  | 0.0%   | 0.8%    | 1.1%         | 1.6%     | 3.4%    | 1.3%  |

Table 18: Natural Sciences: Demographics by Department (FA16-FA18)

|                             | Bio   | Biochem & Mol Bio | Chem  | Comp Sci | Math  | NS Intra | Phys  | Psych | Stats | Overall |
|-----------------------------|-------|-------------------|-------|----------|-------|----------|-------|-------|-------|---------|
| Headcount                   | 1,381 | 265               | 107   | 399      | 69    | 20       | 59    | 641   | 35    | 2,976   |
| Female                      | 77.2% | 64.9%             | 60.7% | 14.3%    | 44.9% | 25.0%    | 30.5% | 78.6% | 34.3% | 64.9%   |
| CHE index                   | 117.9 | 121.0             | 119.0 | 120.8    | 121.4 | 115.6    | 113.7 | 112.6 | 119.9 | 117.5   |
| HS GPA                      | 3.75  | 3.83              | 3.69  | 3.65     | 3.82  | 3.57     | 3.43  | 3.54  | 3.70  | 3.69    |
| First generation            | 27.8% | 27.5%             | 25.2% | 20.1%    | 15.9% | 20.0%    | 20.3% | 29.2% | 20.0% | 26.4%   |
| Pell recipient              | 25.1% | 26.0%             | 23.4% | 17.5%    | 24.6% | 25.0%    | 15.3% | 26.1% | 14.3% | 24.0%   |
| International               | 1.4%  | 1.1%              | 2.8%  | 1.8%     | 2.9%  | 10.0%    | 5.1%  | 0.9%  | 0.0%  | 1.5%    |
| Nonresident                 | 39.7% | 27.5%             | 29.9% | 25.8%    | 29.0% | 30.0%    | 33.9% | 33.1% | 20.0% | 34.3%   |
| Hispanic/Latinx             | 20.2% | 15.5%             | 17.8% | 14.3%    | 15.9% | 5.0%     | 11.9% | 20.4% | 5.7%  | 18.4%   |
| Native American             | 3.3%  | 5.7%              | 2.8%  | 2.0%     | 1.4%  | 10.0%    | 0.0%  | 4.1%  | 0.0%  | 3.4%    |
| Black or African American   | 5.6%  | 7.9%              | 5.6%  | 3.3%     | 1.4%  | 5.0%     | 3.4%  | 4.8%  | 0.0%  | 5.1%    |
| Asian, Hawaiian, Pacific Is | 8.1%  | 7.5%              | 8.4%  | 8.3%     | 14.5% | 5.0%     | 10.2% | 5.3%  | 5.7%  | 7.6%    |
| Racially minoritized        | 31.9% | 31.3%             | 30.8% | 25.8%    | 30.4% | 20.0%    | 23.7% | 31.0% | 11.4% | 30.3%   |
| - Not white, single race    | 9.8%  | 10.9%             | 8.4%  | 9.8%     | 10.1% | 15.0%    | 8.5%  | 10.3% | 8.6%  | 10.0%   |
| - Multi-race, with white    | 20.4% | 18.1%             | 19.6% | 16.0%    | 23.2% | 10.0%    | 16.9% | 20.3% | 2.9%  | 19.3%   |
| - Multi-race, not white     | 2.6%  | 2.6%              | 2.8%  | 1.0%     | 0.0%  | 0.0%     | 0.0%  | 1.1%  | 0.0%  | 1.9%    |

Table 19: Natural Sciences: Demographics by Junior Cohort Department (FA11-FA13)

|                             | Bio   | Biochem & Mol Bio | Chem  | Comp Sci | Math  | NS Intra | Phys  | Psych | Stats | Overall |
|-----------------------------|-------|-------------------|-------|----------|-------|----------|-------|-------|-------|---------|
| Headcount                   | 633   | 84                | 51    | 217      | 82    | 22       | 29    | 487   | 5     | 1,610   |
| Female                      | 73.8% | 56.0%             | 49.0% | 10.1%    | 46.3% | 54.5%    | 17.2% | 73.5% | 40.0% | 60.6%   |
| CHE index                   | 120.8 | 124.6             | 123.8 | 117.9    | 124.3 | 121.6    | 117.8 | 115.1 | 127.0 | 119.1   |
| HS GPA                      | 3.79  | 3.92              | 3.78  | 3.59     | 3.82  | 3.74     | 3.49  | 3.62  | 3.96  | 3.71    |
| First generation            | 24.8% | 23.8%             | 9.8%  | 22.1%    | 23.2% | 22.7%    | 6.9%  | 30.2% | 20.0% | 25.1%   |
| Pell recipient              | 21.6% | 20.2%             | 15.7% | 18.4%    | 13.4% | 27.3%    | 24.1% | 26.5% | 20.0% | 22.1%   |
| International               | 0.9%  | 2.4%              | 2.0%  | 4.1%     | 2.4%  | 0.0%     | 0.0%  | 0.4%  | 0.0%  | 1.4%    |
| Nonresident                 | 32.5% | 15.5%             | 33.3% | 13.8%    | 22.0% | 22.7%    | 44.8% | 18.9% | 60.0% | 24.7%   |
| Hispanic/Latinx             | 14.1% | 4.8%              | 11.8% | 7.4%     | 9.8%  | 13.6%    | 3.4%  | 14.2% | 20.0% | 12.2%   |
| Native American             | 3.0%  | 1.2%              | 3.9%  | 1.8%     | 0.0%  | 0.0%     | 0.0%  | 1.2%  | 0.0%  | 2.0%    |
| Black or African American   | 3.8%  | 3.6%              | 2.0%  | 3.2%     | 2.4%  | 4.5%     | 6.9%  | 6.0%  | 0.0%  | 4.3%    |
| Asian, Hawaiian, Pacific Is | 8.2%  | 10.7%             | 9.8%  | 7.8%     | 2.4%  | 9.1%     | 10.3% | 6.4%  | 0.0%  | 7.5%    |
| Racially minoritized        | 26.2% | 17.9%             | 27.5% | 18.9%    | 14.6% | 22.7%    | 20.7% | 25.1% | 20.0% | 23.7%   |
| - Not white, single race    | 11.1% | 8.3%              | 9.8%  | 11.1%    | 4.9%  | 13.6%    | 13.8% | 13.1% | 0.0%  | 11.2%   |
| - Multi-race, with white    | 14.7% | 9.5%              | 17.6% | 6.5%     | 9.8%  | 9.1%     | 6.9%  | 10.5% | 20.0% | 11.7%   |
| - Multi-race, not white     | 0.8%  | 0.0%              | 0.0%  | 1.4%     | 0.0%  | 0.0%     | 0.0%  | 1.4%  | 0.0%  | 0.9%    |

Table 20: Veterinary Medicine & Biomedical Sci: Demographics by Department (FA16-FA18)

|                             | Biomed Sci | Env & Rad Health Sci | Microbio, Imm & Path | Overall |
|-----------------------------|------------|----------------------|----------------------|---------|
| Headcount                   | 459        | 36                   | 102                  | 597     |
| Female                      | 79.1%      | 69.4%                | 59.8%                | 75.2%   |
| CHE index                   | 124.2      | 117.4                | 122.4                | 123.5   |
| HS GPA                      | 3.96       | 3.69                 | 3.90                 | 3.93    |
| First generation            | 18.7%      | 22.2%                | 20.6%                | 19.3%   |
| Pell recipient              | 17.6%      | 16.7%                | 24.5%                | 18.8%   |
| International               | 1.1%       | 8.3%                 | 1.0%                 | 1.5%    |
| Nonresident                 | 34.0%      | 52.8%                | 30.4%                | 34.5%   |
| Hispanic/Latinx             | 14.2%      | 11.1%                | 12.7%                | 13.7%   |
| Native American             | 2.0%       | 0.0%                 | 3.9%                 | 2.2%    |
| Black or African American   | 4.1%       | 2.8%                 | 5.9%                 | 4.4%    |
| Asian, Hawaiian, Pacific Is | 5.9%       | 16.7%                | 6.9%                 | 6.7%    |
| Racially minoritized        | 24.2%      | 22.2%                | 26.5%                | 24.5%   |
| - Not white, single race    | 8.9%       | 16.7%                | 9.8%                 | 9.5%    |
| - Multi-race, with white    | 14.8%      | 11.1%                | 15.7%                | 14.7%   |
| - Multi-race, not white     | 0.9%       | 0.0%                 | 2.0%                 | 1.0%    |

Table 21: Veterinary Medicine & Biomedical Sci: Demographics by Junior Cohort Department (FA11-FA13)

|                             | Biomed Sci | Env & Rad Health Sci | Microbio, Imm & Path | Overall |
|-----------------------------|------------|----------------------|----------------------|---------|
| Headcount                   | 209        | 51                   | 108                  | 368     |
| Female                      | 68.4%      | 68.6%                | 75.0%                | 70.4%   |
| CHE index                   | 128.9      | 121.4                | 121.2                | 125.6   |
| HS GPA                      | 4.03       | 3.85                 | 3.80                 | 3.94    |
| First generation            | 15.8%      | 17.6%                | 21.3%                | 17.7%   |
| Pell recipient              | 12.0%      | 23.5%                | 13.9%                | 14.1%   |
| International               | 0.5%       | 0.0%                 | 1.9%                 | 0.8%    |
| Nonresident                 | 37.8%      | 39.2%                | 21.3%                | 33.2%   |
| Hispanic/Latinx             | 6.2%       | 9.8%                 | 12.0%                | 8.4%    |
| Native American             | 1.4%       | 2.0%                 | 0.9%                 | 1.4%    |
| Black or African American   | 1.9%       | 2.0%                 | 4.6%                 | 2.7%    |
| Asian, Hawaiian, Pacific Is | 5.3%       | 11.8%                | 4.6%                 | 6.0%    |
| Racially minoritized        | 13.9%      | 21.6%                | 18.5%                | 16.3%   |
| - Not white, single race    | 6.7%       | 13.7%                | 7.4%                 | 7.9%    |
| - Multi-race, with white    | 7.2%       | 7.8%                 | 11.1%                | 8.4%    |
| - Multi-race, not white     | 0.0%       | 0.0%                 | 0.0%                 | 0.0%    |

Table 22: Walter Scott Jr College of Engr: Demographics by Department (FA16-FA18)

|                             | Chem & Bio Eng | Civil & Env Eng | Elec & Comp Eng | Eng Intra | Mech Eng | Overall |
|-----------------------------|----------------|-----------------|-----------------|-----------|----------|---------|
| Headcount                   | 161            | 436             | 289             | 597       | 330      | 1,813   |
| Female                      | 37.3%          | 33.7%           | 8.0%            | 40.4%     | 11.2%    | 28.0%   |
| CHE index                   | 126.5          | 123.4           | 123.3           | 126.2     | 128.4    | 125.5   |
| HS GPA                      | 3.94           | 3.89            | 3.82            | 3.94      | 3.95     | 3.91    |
| First generation            | 18.0%          | 18.1%           | 17.0%           | 12.4%     | 9.4%     | 14.5%   |
| Pell recipient              | 10.6%          | 16.3%           | 18.7%           | 14.1%     | 8.8%     | 14.1%   |
| International               | 7.5%           | 0.9%            | 1.4%            | 0.8%      | 1.5%     | 1.7%    |
| Nonresident                 | 38.5%          | 40.1%           | 22.8%           | 30.5%     | 37.3%    | 33.5%   |
| Hispanic/Latinx             | 15.5%          | 16.5%           | 14.2%           | 12.4%     | 8.2%     | 13.2%   |
| Native American             | 1.9%           | 2.1%            | 2.1%            | 2.8%      | 2.7%     | 2.4%    |
| Black or African American   | 1.9%           | 1.8%            | 2.8%            | 2.0%      | 1.5%     | 2.0%    |
| Asian, Hawaiian, Pacific Is | 7.5%           | 5.5%            | 11.4%           | 8.5%      | 6.7%     | 7.8%    |
| Racially minoritized        | 21.1%          | 24.3%           | 27.0%           | 24.3%     | 16.7%    | 23.1%   |
| - Not white, single race    | 5.0%           | 6.7%            | 11.8%           | 7.5%      | 3.9%     | 7.1%    |
| - Multi-race, with white    | 18.0%          | 17.2%           | 15.6%           | 16.1%     | 13.3%    | 15.9%   |
| - Multi-race, not white     | 1.2%           | 0.7%            | 1.0%            | 0.8%      | 0.6%     | 0.8%    |

Table 23: Walter Scott Jr College of Engr: Demographics by Junior Cohort Department (FA11-FA13)

|                             | Chem & Bio Eng | Civil & Env Eng | Elec & Comp Eng | Eng Intra | Mech Eng | Overall |
|-----------------------------|----------------|-----------------|-----------------|-----------|----------|---------|
| Headcount                   | 108            | 232             | 128             | 175       | 428      | 1,071   |
| Female                      | 37.0%          | 29.7%           | 11.7%           | 40.6%     | 13.1%    | 23.4%   |
| CHE index                   | 126.4          | 124.1           | 124.0           | 127.5     | 123.4    | 124.6   |
| HS GPA                      | 3.88           | 3.87            | 3.78            | 3.96      | 3.81     | 3.85    |
| First generation            | 18.5%          | 15.5%           | 14.1%           | 14.9%     | 14.5%    | 15.1%   |
| Pell recipient              | 9.3%           | 16.8%           | 15.6%           | 10.3%     | 12.9%    | 13.3%   |
| International               | 10.2%          | 3.0%            | 4.7%            | 0.6%      | 5.1%     | 4.4%    |
| Nonresident                 | 37.0%          | 31.0%           | 15.6%           | 26.3%     | 29.4%    | 28.4%   |
| Hispanic/Latinx             | 8.3%           | 5.6%            | 8.6%            | 6.3%      | 4.9%     | 6.1%    |
| Native American             | 0.9%           | 2.2%            | 1.6%            | 1.1%      | 1.2%     | 1.4%    |
| Black or African American   | 0.9%           | 0.4%            | 3.1%            | 2.3%      | 0.5%     | 1.1%    |
| Asian, Hawaiian, Pacific Is | 6.5%           | 2.2%            | 1.6%            | 5.7%      | 3.0%     | 3.5%    |
| Racially minoritized        | 13.9%          | 10.3%           | 14.8%           | 14.3%     | 8.6%     | 11.2%   |
| - Not white, single race    | 6.5%           | 3.9%            | 6.3%            | 7.4%      | 2.3%     | 4.4%    |
| - Multi-race, with white    | 8.3%           | 6.5%            | 8.6%            | 6.3%      | 5.8%     | 6.6%    |
| - Multi-race, not white     | 0.0%           | 0.0%            | 0.0%            | 0.6%      | 0.5%     | 0.3%    |

Table 24: Warner College of Natural Resources: Demographics by Department (FA16-FA18)

|                             | Eco Sci & Sustain | Fish, Wild, Cons Bio | Forest & Range Stew | Geosci | Hum Dem Nat Res | Overall |
|-----------------------------|-------------------|----------------------|---------------------|--------|-----------------|---------|
| Headcount                   | 139               | 244                  | 101                 | 43     | 57              | 584     |
| Female                      | 59.0%             | 54.5%                | 32.7%               | 30.2%  | 59.6%           | 50.5%   |
| CHE index                   | 118.4             | 119.4                | 113.0               | 119.7  | 114.6           | 117.6   |
| HS GPA                      | 3.71              | 3.75                 | 3.50                | 3.68   | 3.59            | 3.68    |
| First generation            | 14.4%             | 19.3%                | 20.8%               | 11.6%  | 8.8%            | 16.8%   |
| Pell recipient              | 23.7%             | 17.2%                | 18.8%               | 25.6%  | 10.5%           | 19.0%   |
| International               | 0.0%              | 0.8%                 | 0.0%                | 2.3%   | 1.8%            | 0.7%    |
| Nonresident                 | 53.2%             | 59.4%                | 51.5%               | 41.9%  | 70.2%           | 56.3%   |
| Hispanic/Latinx             | 10.8%             | 9.4%                 | 6.9%                | 16.3%  | 3.5%            | 9.2%    |
| Native American             | 1.4%              | 3.7%                 | 3.0%                | 0.0%   | 1.8%            | 2.6%    |
| Black or African American   | 0.0%              | 2.9%                 | 3.0%                | 2.3%   | 1.8%            | 2.1%    |
| Asian, Hawaiian, Pacific Is | 3.6%              | 5.7%                 | 4.0%                | 4.7%   | 1.8%            | 4.5%    |
| Racially minoritized        | 15.1%             | 18.0%                | 13.9%               | 18.6%  | 7.0%            | 15.6%   |
| - Not white, single race    | 2.2%              | 3.3%                 | 3.0%                | 4.7%   | 3.5%            | 3.1%    |
| - Multi-race, with white    | 12.2%             | 13.9%                | 9.9%                | 14.0%  | 5.3%            | 12.0%   |
| - Multi-race, not white     | 0.7%              | 0.8%                 | 1.0%                | 2.3%   | 0.0%            | 0.9%    |

Table 25: Warner College of Natural Resources: Demographics by Junior Cohort Department (FA11-FA13)

|                             | Eco Sci & Sustain | Fish, Wild, Cons Bio | Forest & Range Stew | Geosci | Hum Dem Nat Res | Overall |
|-----------------------------|-------------------|----------------------|---------------------|--------|-----------------|---------|
| Headcount                   | 106               | 174                  | 164                 | 60     | 187             | 691     |
| Female                      | 41.5%             | 67.2%                | 42.7%               | 18.3%  | 55.6%           | 50.1%   |
| CHE index                   | 115.5             | 119.7                | 114.2               | 114.2  | 109.5           | 114.5   |
| HS GPA                      | 3.56              | 3.74                 | 3.56                | 3.49   | 3.41            | 3.56    |
| First generation            | 17.9%             | 25.3%                | 23.8%               | 21.7%  | 14.4%           | 20.5%   |
| Pell recipient              | 19.8%             | 22.4%                | 20.7%               | 23.3%  | 19.8%           | 21.0%   |
| International               | 0.9%              | 0.0%                 | 0.6%                | 0.0%   | 0.0%            | 0.3%    |
| Nonresident                 | 43.4%             | 42.0%                | 36.0%               | 25.0%  | 35.3%           | 37.5%   |
| Hispanic/Latinx             | 14.2%             | 7.5%                 | 7.3%                | 6.7%   | 6.4%            | 8.1%    |
| Native American             | 3.8%              | 2.9%                 | 2.4%                | 0.0%   | 1.1%            | 2.2%    |
| Black or African American   | 1.9%              | 1.7%                 | 0.6%                | 0.0%   | 1.1%            | 1.2%    |
| Asian, Hawaiian, Pacific Is | 1.9%              | 3.4%                 | 4.3%                | 5.0%   | 2.7%            | 3.3%    |
| Racially minoritized        | 20.8%             | 14.4%                | 12.8%               | 10.0%  | 10.7%           | 13.6%   |
| - Not white, single race    | 8.5%              | 4.6%                 | 4.3%                | 5.0%   | 5.9%            | 5.5%    |
| - Multi-race, with white    | 11.3%             | 9.8%                 | 8.5%                | 3.3%   | 4.8%            | 7.8%    |
| - Multi-race, not white     | 0.9%              | 0.0%                 | 0.0%                | 1.7%   | 0.0%            | 0.3%    |