Transfer Student Success

Each year, CSU admits about 2,000 transfer students (about 1,500 each fall and 500 each spring), which comprises almost one-third of the new student population. This report provides an overview of transfer students admitted to the university during the 2011 through 2017 cohort years, exploring demographic characteristics, student success outcomes, as well as perceptions and experiences as captured in the annual Taking Stock survey.

Key Findings

- Transfer students comprise almost one-third of the students that are new at CSU.
- About one in three transfer students is first generation (FG) or a Pell recipient compared to about one in five first-time students.
- Three-quarters of transfers enter CSU as sophomores or juniors and about half of all transfers come from other 4-year institutions.
- The proportions of non-resident (NR) and racially minoritized (RM) transfers have been increasing steadily since 2011; the increase in RM students is due largely to students who identify as Hispanic or Latinx or Asian, Hawaiian, or Pacific Islander.
- Full-time transfer students persist (both 2nd and 3rd fall) at higher rates than part-time transfer students; persistence for part-time students has been steadily declining since 2014.
- Overall, 4th and 5th summer graduation rates for transfer students have been slowly increasing since 2011, while the 6th summer rate has remained relatively flat at about 71%.
- Transfer students from 2-year institutions tend to have lower persistence and graduation rates than those from 4-year institutions, yet FRCC transfers tend to persist at higher rates than 4-year transfers.
- The 4th and 5th summer graduation rates for part-time transfer students are 15-20 PP lower on average than full-time students.
- Transfer students starting in the spring term have lower graduation rates than those starting in the fall.
- Gaps in graduation rates between residents and non-residents have been decreasing over the years with almost no gap evident in the 5th summer rate for the 2013 and 2014 cohorts.
- Across traditionally underserved populations, including FG, Pell and RM transfers, as well as distinct racial and ethnic groups (Native American or American Indian; Hispanic or Latinx; Black or African American; and Asian, Hawaiian, or Pacific Islander), some of the largest gaps in graduation rates (about 10 PP or more) occurred in the 2013 and 2014 cohorts.
- The 4th and 5th summer graduation gaps between FG and non-FG students dropped from about 14 PP to about -5 PP in 2014. Similar decreases in 3rd, 4th, and 5th summer graduation gaps between RM and non-RM students was also found during the same period.
- Overall, Hispanic students have lower persistence and graduation rates than non-Hispanic students. However, after a period of increasing gaps between Hispanic and non-Hispanic students (up to -15 PP gap), the PP gaps have been under -10 PP since 2014.
- Transfer students exhibited similar sentiment toward most Taking Stock (TS) constructs as their first-time peers, including attitudes toward Commitment to CSU, Determined to Succeed, and Flourishing, though they reported higher levels of Financial concerns.
- Commitment to CSU was the strongest predictor of 2nd fall retention for transfer students, where for each increase in rating, a transfer student is 64% more likely to persist.

Profile

For the past eight years, transfer students have comprised about 30% of the first-time student cohort at CSU (see Figure 1). About one-quarter of all transfer students enroll during the spring term. Additionally, about three-quarters of transfers enter CSU as sophomores or juniors and about half of all transfers come from other 4-year institutions; one in five transfers comes from Front Range Community College (FRCC; see Table A2, p. 12). Compared to their first-time cohort peers, transfer students are more likely to be enrolled as part-time students (about 8% of transfers are part-time on average compared to about 1% of first-time students). Part-time transfer students are also more likely to start in the spring than the fall.

Figure 1: Transfer Student Size and Proportion by Cohort Year

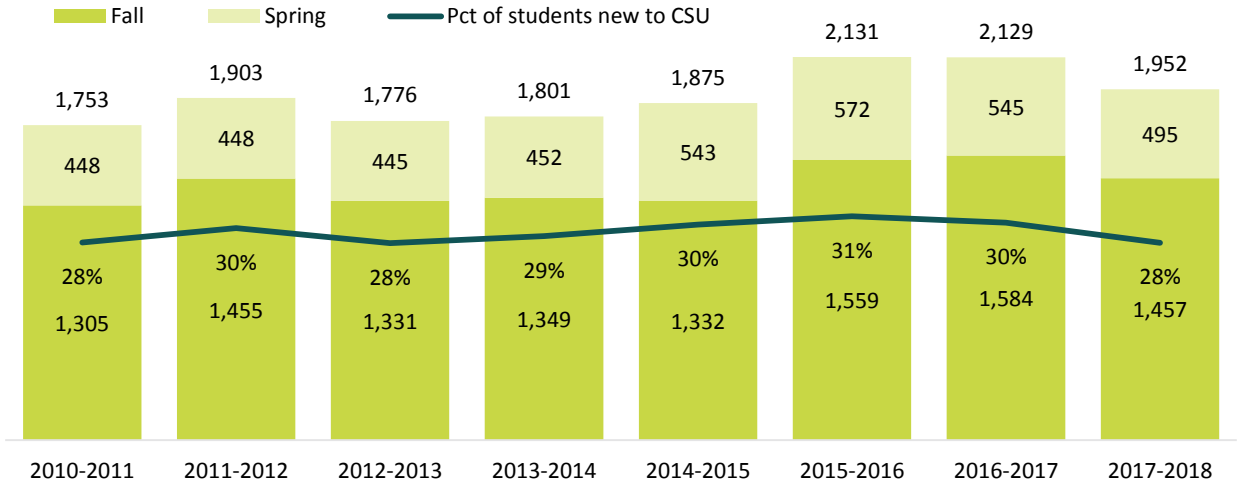
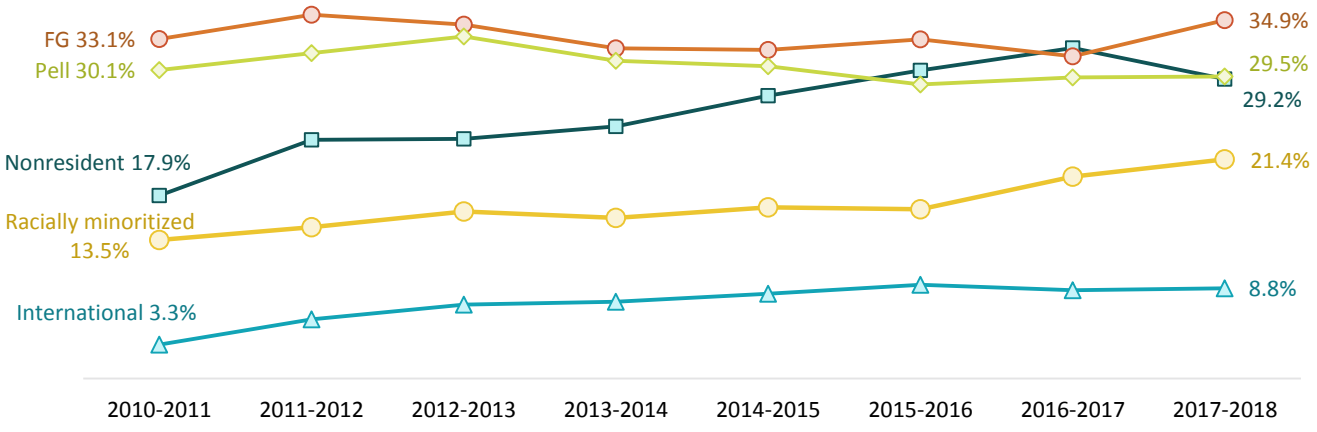


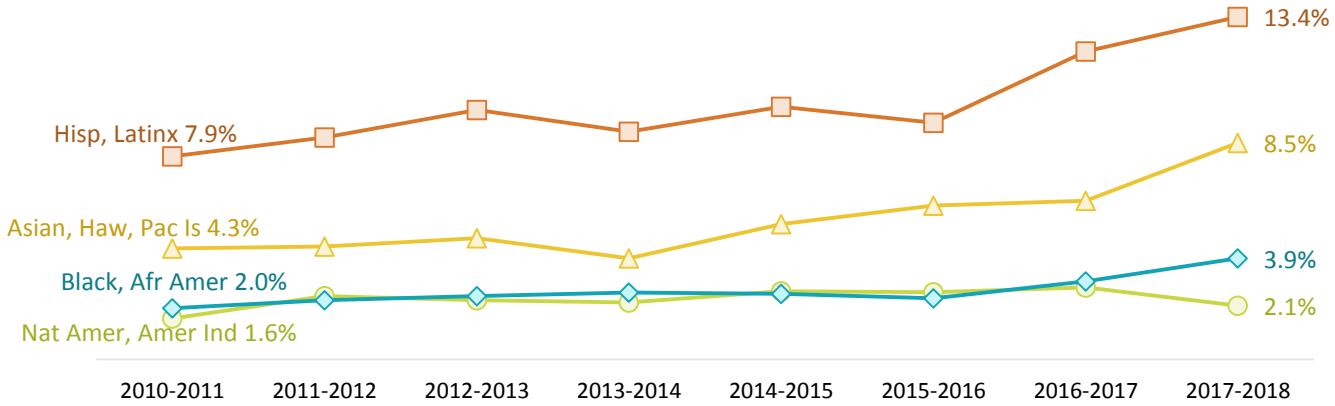
Figure 2 and Figure 3 explore transfer student attributes, such as first generation (FG), residency, Pell recipients, as well as race and ethnicity over time.

Figure 2: Transfer Student Attributes by Cohort Year



While the proportion and number of transfer students has remained relatively stable between 2011 and 2018, nonresident transfer students (NR) and transfers who are racially minoritized (RM) have been increasing steadily during this period (see Figure 2). International transfers have increased as well, but not at as marked a pace as NR and RM transfers. Transfers who are Pell recipients or FG have been relatively stable for the past eight cohort years, though FG transfers increased 3.5 percentage points (PP) between 2017 and 2018. Compared to the first-time cohort and the university overall, transfer students have higher representations of FG and Pell recipients (about 30% compared to about 20%). The increase in RM students is due largely to Hispanic or Latinx and Asian, Hawaiian, or Pacific Islander enrollment growth at the university (see Figure 3).

Figure 3: Race and Ethnicity of Transfer Students by Cohort Year

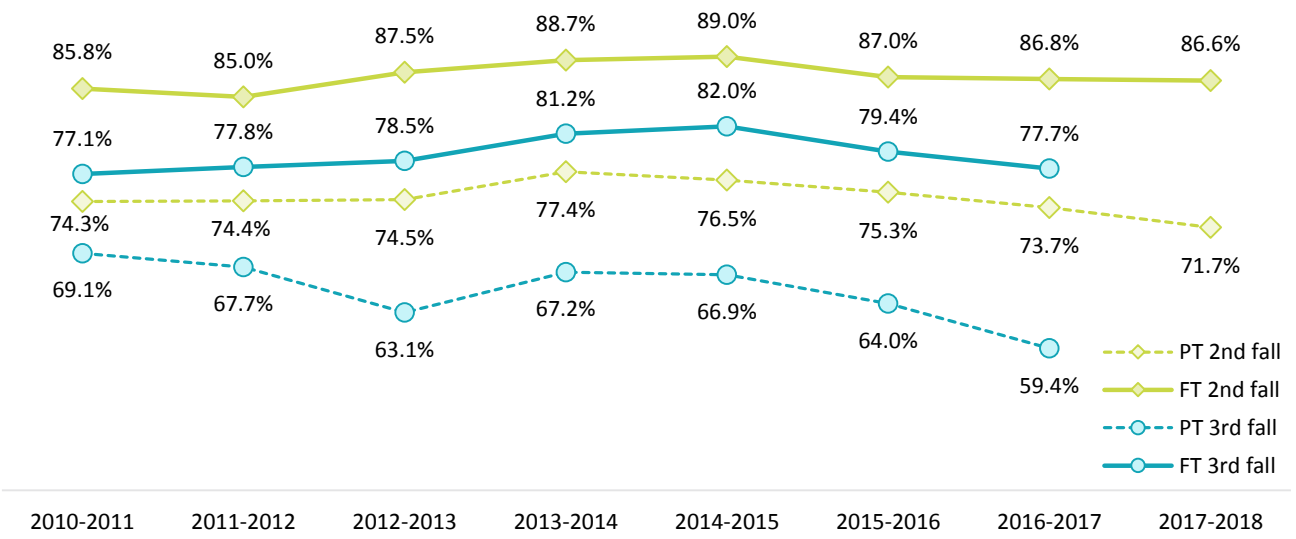


Note: Reported percentages for racial and ethnic classifications are not mutually exclusive as students may identify with more than one racial or ethnic group.

Success Outcomes

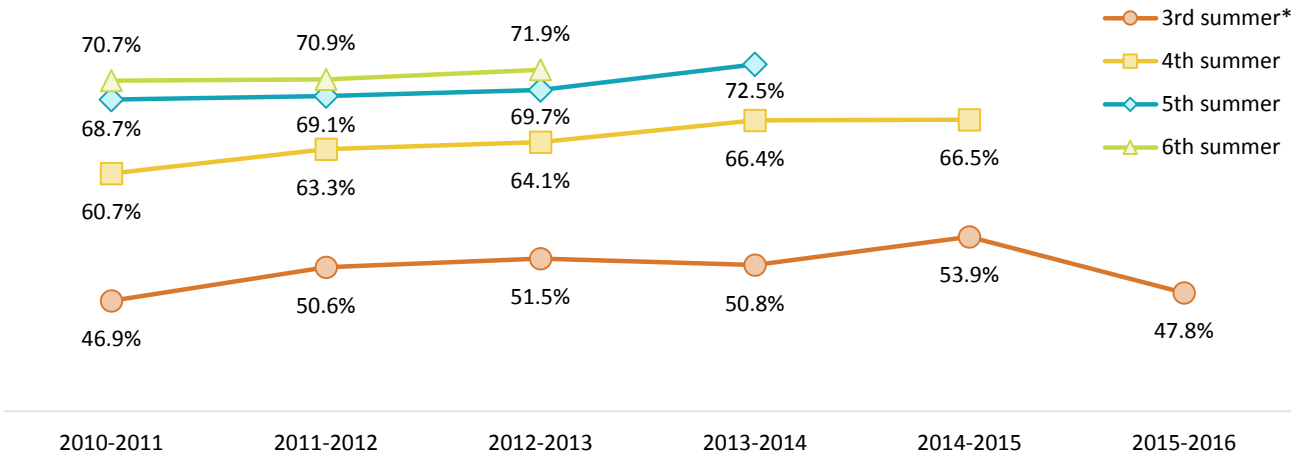
This section of the report focuses on student success metrics, namely persistence and graduation rates; Figure 4 and Figure 5 examine these metrics by cohort year. *Appendix B: Success Gaps by Cohort Year* (p. 15) provides detailed success outcomes and gaps by student attributes (FG, Pell, full-time, gender, etc.) and duplicated racial and ethnic identities. Metrics dependent on the timing of enrollment (e.g., 2nd fall persistence, 3rd summer graduation, etc.) are determined by the cohort year. For example, for cohort year 2015, second fall persistence is based on enrollment during FA15 for transfer students starting in either FA14 or SP15.

Figure 4: 2nd and 3rd Fall Persistence Rates for Full- and Part-Time Status by Cohort Year



Full-time transfer students persist at higher rates than part-time transfer students; 2nd fall persistence tends to be about 12 PP higher and 3rd fall persistence tends to be about 14 PP higher, on average. Persistence for part-time students has been steadily declining since 2014 with 3rd fall persistence declining at a faster rate than 2nd fall persistence. Between 2014 and 2017, part-time 3rd fall persistence dropped almost 8 PP.

Figure 5: 3rd, 4th, 5th and 6th Summer Graduation Rates by Cohort Year



* Excludes freshmen transfers.

Overall, 4th and 5th summer graduation rates for transfer students have been slowly increasing since 2011, while the 6th summer graduation rate has remained relatively flat at about 71%. The 4th summer graduation rate increased almost 6 PP between 2011 and 2014 (remaining flat between 2014 and 2015). The 5th summer graduation rate increased about 4 PP during this same period, from 68.7% in 2011 to 72.5% in 2014. On average, about half of transfer students (excluding freshmen transfers) graduate by their third summer at CSU. *Appendix C: Success Outcomes by Term Start* (p. 22) explores differences in persistence and graduation rates for students starting in the fall versus the spring.

Success Outcomes Gaps by Subgroup

This section discusses the difference in retention and graduation rates by cohort year across application and student attributes. PP differences between the groups are calculated as the groups that have the stated attribute minus the groups without the attribute (e.g., first generation gap is the first generation rate minus non-first generation rate). This information is available in table format in *Appendix B: Success Gaps by Cohort Year* (p. 15).

Application Attributes

- Transfer students from 2-year institutions tend to have lower persistence and graduation rates than those from 4-year institutions. Gaps in 4th and 5th summer graduation rates have declined for cohort years 2013, 2014, and 2015 (Table B1).
- FRCC transfers tend to persist at higher rates than 4-year transfers on average, but graduate at slightly lower rates than their 4-year transfer peers (Table B2).
- The 4th and 5th summer graduation rates for part-time transfer students are 15-20 PP lower on average than full-time transfers; graduation rates for full-time transfers have been increasing over time (Table B3).
- Transfer students starting in the spring term have lower graduation rates than those starting in the fall; however, the gap in the 5th summer graduation rate closed significantly between 2013 and 2014 (from 11PP to 2PP); the 2015 gap was similarly low (Table B4).

Student Attributes

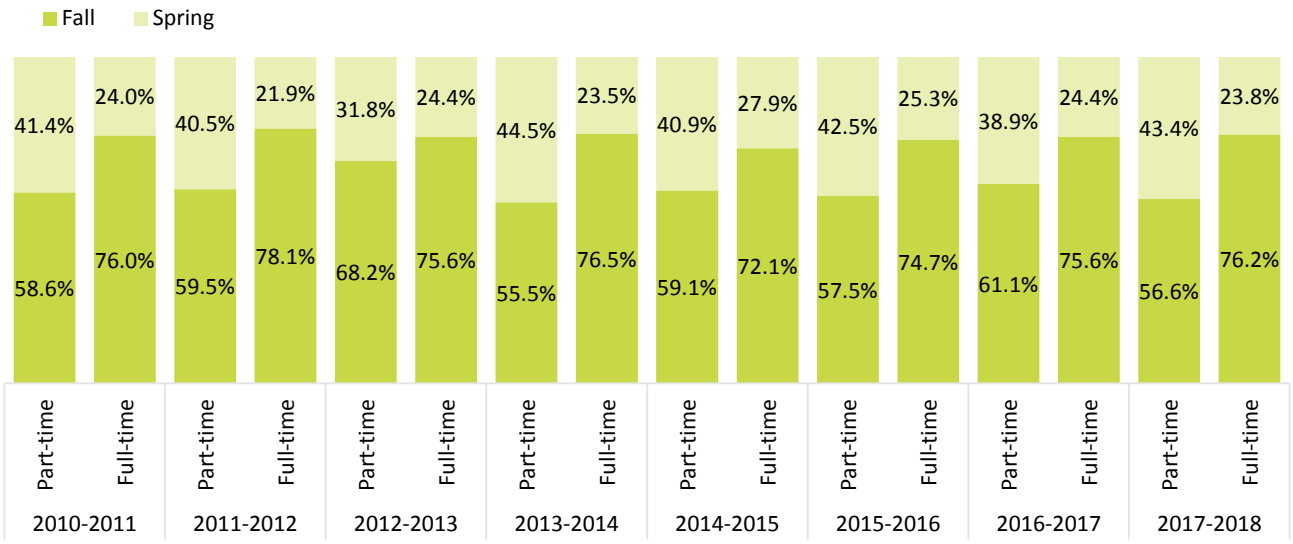
- Overall, male and female transfer student persist at similar rates but female transfers typically graduate at a higher rate than male transfers (Table B5).
- Persistence among FG students is lower than non-FG for all cohort years. After increasing between 2011 and 2013, the 4th and 5th summer graduation gaps between FG and non-FG students dropped from about 14 PP to about -5 PP in 2014 (Table B6).
- Pell recipients persist at lower rates than non-Pell students with the gaps exhibiting some volatility; no clear trend is evident. Gaps in graduation rates, although lower for Pell students, tend to hover around 6-7PP (Table B7).
- Non-resident transfer tend to persist 2 PP lower than residents; gaps in graduation rates between residents and non-residents have been decreasing over the years with almost no gap evident in the 5th summer rate for 2013 and 2014 (Table B8).
- Overall, transfer students who are racially minoritized persist and graduate at lower rates than non-RM transfers. However, between 2013 and 2014 gaps in 3rd, 4th, and 5th summer graduation rates for RM transfers decreased significantly from about -15 PP to about -5 PP (Table B9).
- Students who identify as Native American or American Indian comprise about 2% of transfers (about 40-50 students per year), and have persistence and graduation rates much lower than those who are not Native American or American Indian. Cohort year 2016 is the only year where Native transfer students persist at a higher rate than non-Native transfers (Table B10).
- The proportion of transfers who identify as Asian, Hawaiian, or Pacific Islander increased steadily from about 4% of transfers to almost 9% between 2011 and 2018. Asian students persist and graduate at higher rates than non-Asian students; 3rd and 4th summer graduation gaps are typically 10 PP or higher for Asian transfers compared to their non-Asian peers (Table B11).
- Black or African American transfer students make up about 3% of transfer students. Persistence and graduation rate gaps between Black and non-Black students tend to shift year over year while remaining generally negative; that is Black transfer students persist and graduate a lower rates than non-Black transfers (Table B12).

- The proportion of Hispanic or Latinx transfer students has nearly doubled between 2011 and 2018, from 8% of the cohort to 13%. Overall, Hispanic students have lower persistence and graduation rates than non-Hispanic students. Between 2011 and 2013, graduation rates for Hispanic students declined, resulting in -15 PP gap differences. Starting in 2014, the PP gaps have been under -10 PP (Table B13).

Success Outcomes by Term Start

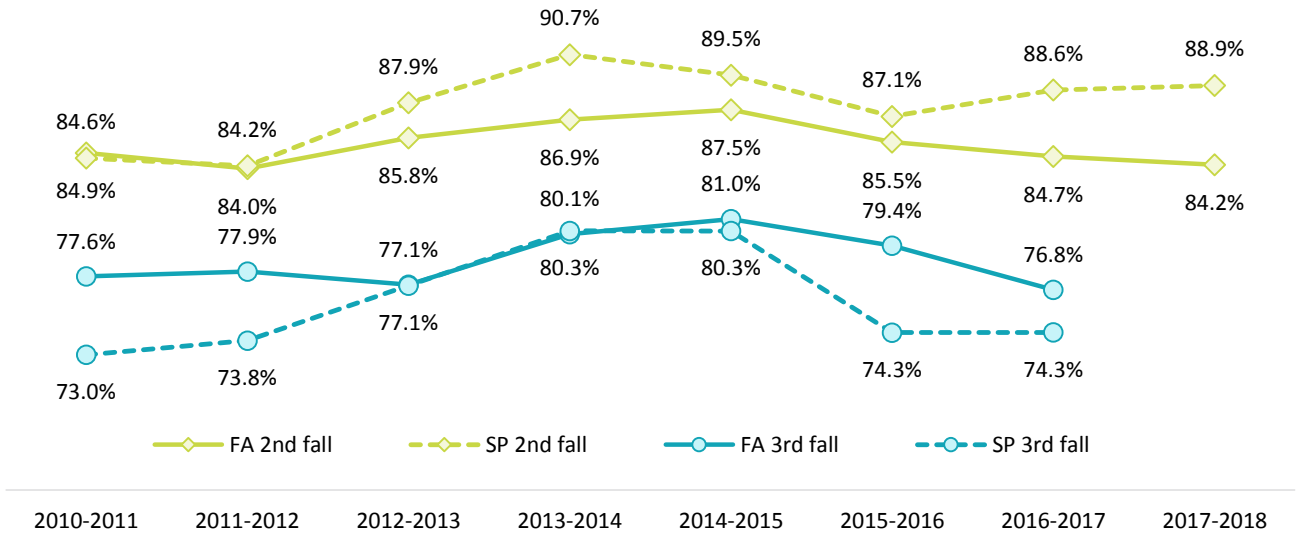
This section explores transfer student success outcomes based on term start, fall versus spring. Regression models assess the association of spring starts with 4th and 6th summer graduation (see *Appendix C: Success Outcomes by Term Start*, p. 22). Metrics dependent on the timing of enrollment (e.g., 2nd fall persistence, 3rd summer graduation, etc.), are determined by the cohort year. For example, for cohort year 2015, second fall persistence would be based on enrollment during FA15 for transfer students starting in either FA14 or SP15; thus second fall is FA15 for students who start in F14 or SP15. Figure 6 examines full- versus part-time enrollment by term start and cohort year and Table C3 (p.23) details the success outcomes by term start and cohort year for full- and part-time transfers.

Figure 6: Term Start by Enrollment Status and Cohort Year.



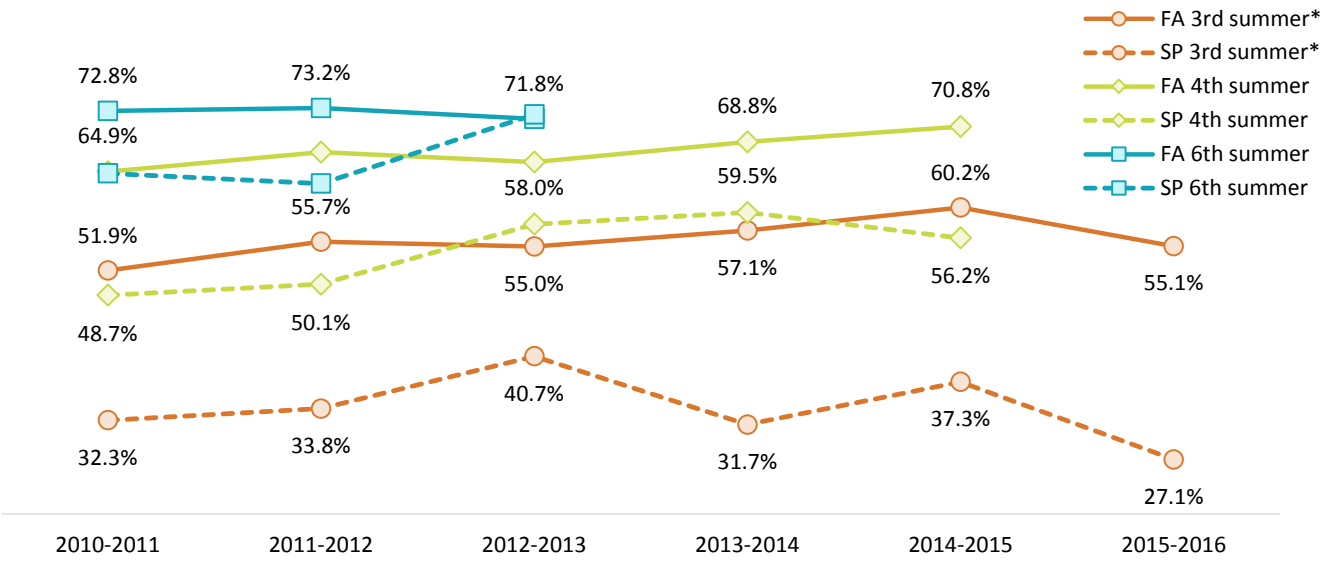
While about one-quarter of transfer students enroll during the spring term (see Figure 1, p. 2), part-time transfers disproportionately enroll during the spring compared to full-time transfers. Figure 7 and Figure 8 explore differences in persistence and graduation based on term start.

Figure 7: 2nd and 3rd Fall Persistence Rates by Cohort Year for Fall and Spring Starts



Compared by fall versus spring, second fall persistence tends to be slightly higher for transfers starting in the spring compared to those starting in the fall while third fall persistence tends to be lower. Persistence peaked between cohort years 2014 (FA13/SP14) and 2015 (FA14/SP15). Drops in persistence between 2015 and 2016 were more marked for spring starts than fall starts.

Figure 8: Summer Graduation Rates by Cohort Year for Fall and Spring Starts



* Excludes freshmen transfers.

Overall, transfers starting in the spring have lower graduation rates compared to those starting in the fall, with the largest differences seen in the 3rd and 4th summers. The 3rd summer graduation rate for spring starts is about 20 PP lower than fall starts, on average, and the 4th summer graduation rate is about 12 PP lower on average. Additionally, the 4th and 6th summer graduation rates for spring starts are more similar to the 3rd and 4th summer

graduation rates for fall starts. These differences in graduation rates for spring starts may be due in part to the timing of course offerings and full- versus part-time enrollment.

To explore these differences in graduation rates between spring and fall starts, two logistic regression models compare the 4th and 6th summer graduation rates (Table C1 and Table C2, respectively) controlling for term start and student attributes.

Overall, the models suggest starting in the spring has a negative association with graduation rates. A student starting in the spring has 35% lower odds of graduating by their fourth summer (0.651 odds ratio) compared to a student starting in the fall. At their sixth summer, a spring start has 20% lower odds (0.800 odds ratio) of graduating than a fall start. For example, a student[1] transferring in the spring as a full-time sophomore has a predicted probability of 63.2% of graduating by their fourth summer, compared to 72.5% for this same student if they start in the fall (-9.3PP difference). This same spring student has a predicted probability of 76.0% of graduating by their sixth summer compared to 79.8% for a fall start (-3.8PP difference). If this spring student enrolls part-time (about 40% of spring starts), their fourth summer graduation is predicted to be 40.7%, compared to 51.3% for a fall start (-10.6PP difference) and their sixth summer graduation is predicted to be 62.5%, compared to 67.6% for a fall start (-5.1PP difference).

Perceptions and Experiences

Each year, new and transfer students are asked to complete the Taking Stock (TS) survey. Administered online since FA15 (since FA16 for transfer students), the TS assesses students' experiences related to their skill and abilities, expectations, behaviors, why they chose to attend CSU, financial concerns, social supports, as well as employment, use of resources, and future intentions. Survey results explore these perceptions and experiences through eight constructs derived from confirmatory factor analysis: Commitment to CSU, Determined to Succeed, Financial Concerns, Flourishing, Homesickness, Grit, Social Adjustment, and State of Mind. Results from the most recent administration of the TS survey reported that Commitment to Staying at CSU, Determined to Succeed, Social Adjustment and State of Mind were positively and significantly predictive of first-year student success. The section of the report explores theses constructs and their association with success outcome for transfer students specifically.

TS data for transfer students includes FA16 and FA17 cohorts. Not all constructs are available for all years due to survey administration revisions. Further, constructs were confirmed using the responses of first year, on-campus respondents only. Regardless, the constructs may provide some insight into the experiences of transfer students.

In general, about 400 transfer students respond to the survey each year. Figure 9 displays average scores for the aforementioned eight constructs for both transfer and first-time students. Table A4 (p. 14) displays the construct scores by transfer student attribute (e.g., gender, FG, RM, transfer type, etc.).

[1] Assumes male, non-RM, non-FG, non-Pell recipient, resident, 3.0 GPA, transfer from 4-year institution with 50 credits.

Figure 9: Taking Stock Constructs

"Homesickness" is not reported due to a small number of respondents.
* Negative construct, items scored in support of construct.

Overall, transfer students exhibited similar sentiment toward most constructs as their first-time peers. Commitment to CSU, Determined to Succeed, and Flourishing where the highest rated constructs. Transfers report lower levels of Social Adjustment and higher levels of financial concerns compared to first-time students.

Few differences were found when examining data by student attribute (Table A3, p.10). Female, FG, Pell, RM, and Black or African American transfers tended to have greater Financial Concerns than their peers. Part-time transfers had lower average ratings for Commitment to CSU and State of Mind than full-time transfers.

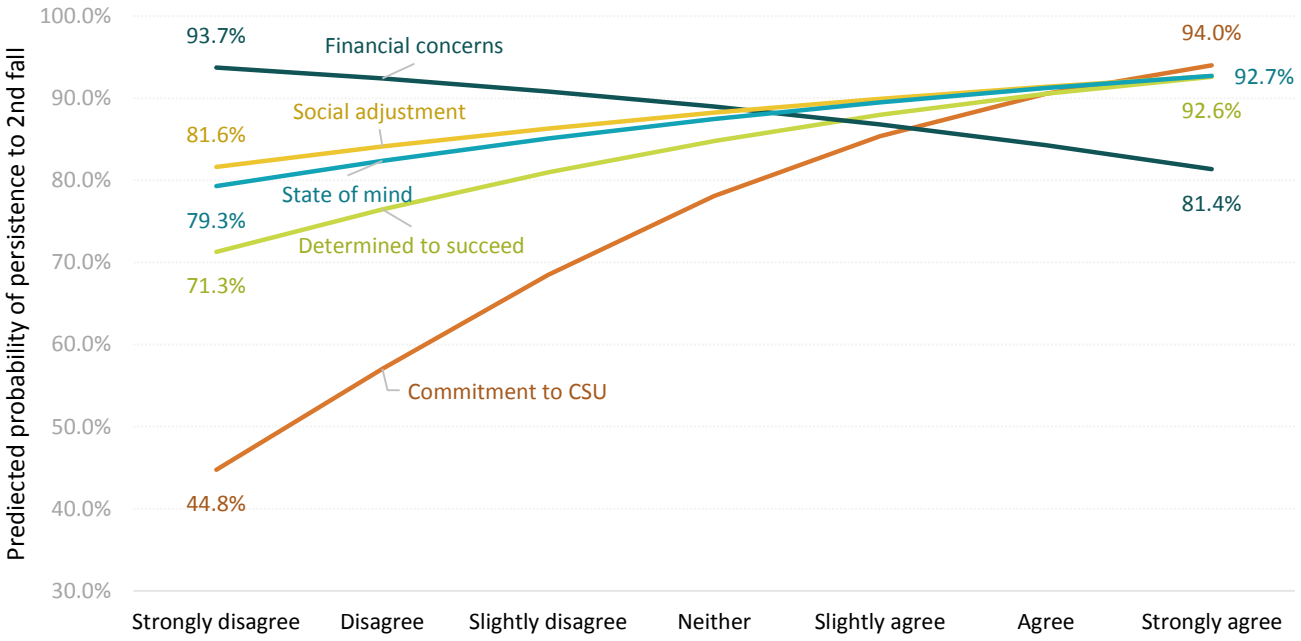
To further assess the association of the TS constructs with student outcomes, namely, 2nd fall persistence, regression models were created for each construct, controlling for student attributes, including gender, racially minoritized status, FG status, Pell status, GPA, number of transferred credits, residency, and transfer institution type. Table 1 summarizes the findings of these models and the PP difference in predicted 2nd fall persistence based on average construct score (where 1 = "strongly disagree" and 7 = "strongly agree") and Figure 10 displays the predicted probability of 2nd fall persistence by construct score (for significant constructs only).

Table 1: Odds Ratios and Predicted Probabilities for 2nd Fall Persistence for TS Constructs

	Odds ratio	Sig.	Strongly agree (7)	Strongly disagree (1)	PP difference
Commitment to CSU	1.638	< 0.001	94.0%	44.8%	49.2
Determined to succeed	1.310	0.034	92.6%	71.3%	21.3
Flourishing	1.142	NS	88.8%	78.1%	10.7
Social adjustment	1.191	0.019	92.7%	81.6%	11.1
State of mind	1.222	0.016	92.7%	79.3%	13.4
Financial concerns	0.815	0.007	81.4%	93.7%	-12.3
Perseverance of effort	1.070	NS	88.8%	84.1%	4.7
Consistency of interest	1.315	NS	95.2%	79.3%	15.9

Assumes male, non-RM, non-FG, non-Pell recipient, full-time, resident, 3.0 GPA, transfer from 4-year institution with 50 credits.

Figure 10: Predicted probability of Transfer Students' 2nd Fall Persistence by Average Construct Score



Of the seven constructs, Commitment to CSU, Determined to Succeed, Social Adjustment, and State of Mind had significant positive associations with 2nd fall persistence, while Financial Concerns had a significant negative association (as would be expected since a higher score in Financial Concerns is undesirable). Commitment to CSU is the strongest predictor of 2nd fall retention for transfer students, where for each increase in ratings (e.g., moving from "disagree" to "slightly disagree"), a student is 64% more likely to persist to second fall. For students at the extremes of the scale ("strongly disagree" versus "strongly agree"), there is a 49 PP difference in predicted 2nd fall persistence.

Conclusions

Transfer students comprise a significant proportion of the student population and bring diversity to the university. Transfer students have higher representations of FG and Pell students when compared to FTFT students and increasing numbers of NR and RM students have been enrolling at CSU for the past eight cohort years. Transfers embody several characteristics that may require new or difference strategies to ensure continued success. Compared to first-time students, transfers are more likely to enroll part time and enroll for the first time in the spring term. This can negatively impact persistence and graduation rates. Despite these differences, transfer students, on the whole, have similar positive perceptions and experiences at the university as their first-time peers.

Appendix A: Student Characteristics and Success Outcomes by Cohort Year and Term

The following tables display characteristics of the transfer cohorts in this study. These analyses are unique by student and reflect student level outcomes (e.g., persistence and graduation). Reported percentages for racial and ethnic classifications are not mutually exclusive as students may identify with more than one racial or ethnic group.

Metrics dependent on the timing of enrollment (e.g., 2nd fall persisted, 3rd summer graduated, etc.), are determined by the cohort year. For example, for cohort year 2015, the second fall term would be FA15 for transfer students starting in either FA14 or SP15.

Table A1: Demographics by Cohort Year and Term

		Headcount	Male	Nonresident	International	FG	Pell	Racially minoritized	Hisp, Latinx	Nat Amer, Amer Ind	Black, Afr Amer	Asian, Haw, Pac Is
2011	Overall	1,753	55.0%	17.9%	3.3%	33.1%	30.1%	13.5%	7.9%	1.6%	2.0%	4.3%
	FA10	1,305	57.2%	17.9%	3.3%	33.0%	30.6%	13.3%	7.6%	1.4%	2.0%	5.1%
	SP11	448	48.7%	17.6%	3.3%	33.5%	28.6%	14.3%	8.9%	2.2%	2.0%	2.0%
2012	Overall	1,903	52.7%	23.3%	5.8%	35.5%	31.7%	14.8%	8.7%	2.5%	2.3%	4.4%
	FA11	1,455	53.0%	24.1%	6.5%	33.7%	31.3%	14.0%	7.9%	2.3%	2.0%	4.9%
	SP12	448	51.6%	20.8%	3.6%	41.3%	33.3%	17.2%	11.2%	3.1%	3.3%	2.9%
2013	Overall	1,776	51.4%	23.4%	7.2%	34.5%	33.3%	16.3%	9.7%	2.3%	2.5%	4.7%
	FA12	1,331	51.2%	23.4%	7.2%	34.6%	32.5%	15.7%	9.9%	1.9%	2.1%	4.4%
	SP13	445	51.7%	23.1%	7.2%	34.4%	35.7%	18.0%	9.2%	3.6%	3.6%	5.8%
2014	Overall	1,801	52.5%	24.6%	7.5%	32.2%	31.0%	15.7%	8.9%	2.2%	2.6%	3.9%
	FA13	1,349	52.4%	25.4%	9.1%	32.7%	31.2%	15.6%	8.7%	2.1%	2.7%	4.3%
	SP14	452	52.9%	22.1%	2.7%	30.8%	30.3%	15.9%	9.5%	2.4%	2.4%	2.9%
2015	Overall	1,875	54.0%	27.6%	8.3%	32.1%	30.5%	16.7%	9.9%	2.7%	2.6%	5.3%
	FA14	1,332	53.5%	28.3%	9.8%	30.8%	30.7%	15.8%	9.2%	2.3%	2.3%	6.0%
	SP15	543	55.2%	25.8%	4.4%	35.2%	29.8%	18.8%	11.4%	3.7%	3.1%	3.5%
2016	Overall	2,131	52.2%	30.0%	9.2%	33.1%	28.7%	16.5%	9.2%	2.6%	2.4%	6.0%
	FA15	1,559	50.2%	32.3%	10.9%	33.7%	27.8%	15.9%	9.5%	2.4%	2.2%	6.0%
	SP16	572	57.9%	23.8%	4.4%	31.5%	31.1%	18.2%	8.6%	3.3%	2.8%	5.9%
2017	Overall	2,129	54.1%	32.2%	8.6%	31.4%	29.4%	19.7%	12.0%	2.8%	3.1%	6.2%
	FA16	1,584	53.9%	33.0%	9.8%	31.0%	29.3%	19.9%	12.1%	2.7%	3.0%	6.7%
	SP17	545	54.5%	30.1%	5.1%	32.7%	29.5%	18.9%	11.9%	3.1%	3.3%	4.8%
2018	Overall	1,952	53.4%	29.2%	8.8%	34.9%	29.5%	21.4%	13.4%	2.1%	3.9%	8.5%
	FA17	1,457	51.3%	30.1%	9.6%	34.9%	30.7%	21.3%	12.8%	2.2%	4.0%	9.1%
	SP18	495	59.6%	26.7%	6.5%	34.9%	25.9%	21.6%	14.9%	1.8%	3.8%	6.7%

Table A2: Transfer Status by Cohort Year and Term

		Headcount	Transfer GPA	Full-time	Freshman	Sophomore	Junior	Senior	FRCC transfer	2YR transfer	4YR transfer
2011	Overall	1,753	3.09	91.3%	21.8%	44.3%	30.6%	3.3%	20.5%	28.1%	51.4%
	FA10	1,305	3.09	93.2%	21.5%	45.9%	29.4%	3.1%	18.3%	29.7%	52.0%
	SP11	448	3.08	85.9%	22.5%	39.7%	34.2%	3.6%	27.0%	23.4%	49.7%
2012	Overall	1,903	3.10	91.2%	18.9%	43.9%	34.3%	3.0%	21.4%	31.3%	47.4%
	FA11	1,455	3.10	93.1%	18.6%	45.5%	33.4%	2.5%	19.3%	31.5%	49.2%
	SP12	448	3.08	84.8%	19.9%	38.6%	37.1%	4.5%	28.2%	30.6%	41.2%
2013	Overall	1,776	3.14	91.2%	15.5%	44.3%	35.0%	5.2%	22.7%	30.4%	46.8%
	FA12	1,331	3.15	92.0%	15.0%	45.8%	34.5%	4.7%	21.0%	31.3%	47.7%
	SP13	445	3.12	88.8%	17.1%	39.8%	36.6%	6.5%	28.0%	27.8%	44.2%
2014	Overall	1,801	3.12	92.4%	18.1%	42.8%	34.8%	4.4%	22.7%	30.1%	47.2%
	FA13	1,349	3.13	94.4%	17.8%	43.0%	34.8%	4.4%	21.8%	30.6%	47.6%
	SP14	452	3.08	86.5%	19.0%	42.0%	34.7%	4.2%	25.7%	28.6%	45.8%
2015	Overall	1,875	3.13	92.1%	18.5%	45.9%	32.5%	3.1%	20.1%	31.6%	48.3%
	FA14	1,332	3.16	93.4%	16.8%	45.9%	34.4%	2.9%	19.2%	31.6%	49.2%
	SP15	543	3.06	88.8%	22.5%	45.9%	27.8%	3.9%	22.4%	31.6%	46.0%
2016	Overall	2,131	3.12	91.3%	21.4%	43.4%	31.8%	3.4%	20.5%	32.2%	47.3%
	FA15	1,559	3.13	93.1%	20.5%	44.5%	32.0%	3.0%	18.7%	32.0%	49.2%
	SP16	572	3.10	86.2%	24.0%	40.6%	31.1%	4.4%	25.5%	32.5%	42.1%
2017	Overall	2,129	3.13	91.8%	22.2%	41.0%	32.9%	3.9%	17.9%	34.1%	48.0%
	FA16	1,584	3.14	93.2%	19.7%	42.4%	33.9%	4.0%	17.0%	35.1%	47.9%
	SP17	545	3.07	87.5%	29.5%	37.1%	30.1%	3.3%	20.5%	31.3%	48.3%
2018	Overall	1,952	3.10	91.9%	22.6%	44.1%	29.4%	3.9%	18.8%	32.1%	49.0%
	FA17	1,457	3.11	93.8%	19.5%	45.5%	30.8%	4.2%	17.3%	33.0%	49.7%
	SP18	495	3.06	86.1%	31.9%	39.8%	25.3%	3.0%	23.4%	29.5%	47.1%

Table A3: Success Outcomes by Cohort Year and Term

		Headcount	1st fall EOT GPA	2nd fall EOT GPA	2nd fall persisted	3rd fall persisted	3rd summer graduated*	4th summer graduated	5th summer graduated	6th summer graduated
2011	Overall	1,753	2.70	2.81	84.8%	76.4%	46.9%	60.7%	68.7%	70.7%
	FA10	1,305	2.71	2.83	84.9%	77.6%	51.9%	64.9%	71.0%	72.8%
	SP11	448	2.69	2.74	84.6%	73.0%	32.3%	48.7%	62.1%	64.7%
2012	Overall	1,903	2.79	2.87	84.0%	76.9%	50.6%	63.3%	69.1%	70.9%
	FA11	1,455	2.81	2.89	84.0%	77.9%	55.7%	67.4%	71.6%	73.2%
	SP12	448	2.76	2.80	84.2%	73.8%	33.8%	50.1%	60.9%	63.3%
2013	Overall	1,776	2.85	2.89	86.3%	77.1%	51.5%	64.1%	69.7%	71.9%
	FA12	1,331	2.85	2.92	85.8%	77.1%	55.0%	66.1%	70.2%	71.8%
	SP13	445	2.86	2.81	87.9%	77.1%	40.7%	58.0%	68.3%	72.4%
2014	Overall	1,801	2.88	2.90	87.8%	80.2%	50.8%	66.4%	72.5%	-
	FA13	1,349	2.88	2.91	86.9%	80.1%	57.1%	68.8%	73.1%	-
	SP14	452	2.87	2.85	90.7%	80.3%	31.7%	59.5%	70.8%	-
2015	Overall	1,875	2.92	2.94	88.1%	80.8%	53.9%	66.5%	-	-
	FA14	1,332	2.92	2.97	87.5%	81.0%	60.2%	70.8%	-	-
	SP15	543	2.91	2.87	89.5%	80.3%	37.3%	56.2%	-	-
2016	Overall	2,131	2.86	2.89	86.0%	78.1%	47.8%	-	-	-
	FA15	1,559	2.84	2.92	85.5%	79.4%	55.1%	-	-	-
	SP16	572	2.89	2.82	87.1%	74.3%	27.1%	-	-	-
2017	Overall	2,129	2.86	2.85	85.7%	76.2%	-	-	-	-
	FA16	1,584	2.87	2.89	84.7%	76.8%	-	-	-	-
	SP17	545	2.82	2.76	88.6%	74.3%	-	-	-	-
2018	Overall	1,952	2.90	2.92	85.4%	-	-	-	-	-
	FA17	1,457	2.90	2.94	84.2%	-	-	-	-	-
	SP18	495	2.88	2.88	88.9%	-	-	-	-	-

* Excludes freshman transfers.

Table A4: Taking Stock Constructs by Student Attribute

Average (1=strongly disagree, 7= strongly agree)		Commitment to CSU		Determined to succeed		Flourishing		Social adjustment		State of mind		Financial concerns*		Perseverance of effort		Consistency of interest*	
Gender	Female	6.12	n=468	5.87	n=478	5.82	n=275	5.19	n=473	5.05	n=478	4.05	n=466	3.84	n=278	2.82	n=278
	Male	6.07	n=372	5.94	n=386	5.88	n=227	5.33	n=384	5.24	n=386	3.71	n=376	3.95	n=233	2.87	n=233
Residency	Resident	6.11	n=558	5.92	n=569	5.81	n=361	5.18	n=566	5.11	n=569	3.93	n=557	3.92	n=369	2.82	n=369
	Non-resident	6.07	n=282	5.87	n=295	5.93	n=141	5.39	n=291	5.18	n=295	3.84	n=285	3.81	n=142	2.90	n=142
Origin	US	6.10	n=790	5.92	n=810	5.85	n=502	5.24	n=804	5.13	n=810	3.92	n=791	3.89	n=511	2.84	n=511
	International	5.99	n=50	5.72	n=54	-	n=0	5.40	n=53	5.28	n=54	3.57	n=51	-	n=0	-	n=0
First generation	Not first generation	6.09	n=582	5.87	n=593	5.86	n=336	5.24	n=589	5.11	n=596	3.73	n=582	3.87	n=345	2.89	n=345
	First generation	6.12	n=258	5.97	n=271	5.82	n=166	5.28	n=268	5.20	n=268	4.27	n=260	3.94	n=166	2.74	n=166
Pell	Not Pell recipient	6.11	n=610	5.88	n=627	5.82	n=350	5.28	n=622	5.14	n=626	3.73	n=614	3.85	n=359	2.86	n=359
	Pell recipient	6.05	n=230	5.96	n=237	5.90	n=152	5.18	n=235	5.12	n=238	4.36	n=228	3.97	n=152	2.81	n=152
Racially minoritized	Not racially minoritized	6.10	n=647	5.88	n=661	5.84	n=381	5.24	n=655	5.12	n=662	3.83	n=645	3.86	n=388	2.86	n=388
	Racially minoritized	6.09	n=193	5.98	n=203	5.88	n=121	5.29	n=202	5.18	n=202	4.12	n=197	3.99	n=123	2.78	n=123
Hisp, Latinx	Not Hisp, Latinx	6.08	n=722	5.89	n=740	5.83	n=427	5.23	n=734	5.11	n=741	3.87	n=722	3.87	n=435	2.87	n=435
	Hisp, Latinx	6.18	n=118	6.00	n=124	5.92	n=75	5.38	n=123	5.30	n=123	4.09	n=120	4.01	n=76	2.70	n=76
Nat Amer, Amer Ind	Not Nat Amer, Amer Ind	6.10	n=817	5.90	n=841	5.84	n=488	5.25	n=833	5.13	n=840	3.91	n=819	3.88	n=496	2.84	n=496
	Nat Amer, Amer Ind	6.01	n=23	6.17	n=23	6.14	n=14	5.32	n=24	5.41	n=24	3.65	n=23	4.22	n=15	3.00	n=15
Black, Afr Amer	Not Black, Afr Amer	6.10	n=809	5.89	n=831	5.85	n=479	5.24	n=826	5.14	n=833	3.87	n=810	3.88	n=488	2.85	n=488
	Black, Afr Amer	6.15	n=31	6.16	n=33	5.86	n=23	5.45	n=31	5.17	n=31	4.70	n=32	4.03	n=23	2.73	n=23
Asian, Haw, Pac Is	Not Asian, Haw, Pac Is	6.11	n=783	5.92	n=803	5.85	n=476	5.26	n=797	5.16	n=803	3.88	n=783	3.90	n=484	2.84	n=484
	Asian, Haw, Pac Is	5.89	n=57	5.71	n=61	5.71	n=26	5.12	n=60	4.86	n=61	4.10	n=59	3.69	n=27	2.97	n=27
Full- or part-time	Part-time	5.74	n=32	5.74	n=31	5.76	n=23	4.90	n=29	4.63	n=31	4.39	n=32	3.85	n=24	2.44	n=24
	Full-time	6.11	n=808	5.91	n=833	5.85	n=479	5.26	n=828	5.16	n=833	3.88	n=810	3.89	n=487	2.86	n=487
Transfer type	2YR transfer	6.18	n=310	5.96	n=318	5.93	n=191	5.27	n=315	5.12	n=317	4.12	n=308	3.90	n=193	2.85	n=193
	4YR transfer	6.04	n=414	5.88	n=427	5.80	n=232	5.33	n=422	5.20	n=425	3.72	n=417	3.90	n=236	2.88	n=236
	FRCC transfer	6.13	n=105	5.82	n=107	5.77	n=77	4.86	n=108	4.98	n=110	3.88	n=105	3.82	n=80	2.73	n=80
Overall		6.10	n=840	5.90	n=864	5.85	n=502	5.25	n=857	5.14	n=864	3.90	n=842	3.89	n=511	2.84	n=511

"Homesickness" is not reported due to a small number of respondents.

* Negative construct, items scored in support of construct.

Appendix B: Success Gaps by Cohort Year

The following tables display gaps in student outcomes (e.g., persistence and graduation) by student subgroups. Racial and ethnic classifications are not mutually exclusive as students may identify with more than one racial or ethnic group.

Table B1: Success Rate Gaps by Cohort Year and Transfer Type

		2011	2012	2013	2014	2015	2016	2017	2018
Headcount	4YR transfer	899	896	830	844	887	972	994	928
	2YR transfer	850	996	942	946	949	1,083	1,077	964
	Total	1,749	1,892	1,772	1,790	1,836	2,055	2,071	1,892
2nd fall persisted	4YR transfer	85.0%	85.4%	87.5%	87.2%	88.6%	85.6%	86.2%	85.7%
	2YR transfer	84.8%	82.7%	85.4%	88.3%	87.8%	86.4%	85.1%	85.2%
	PP gap	-.2	-2.6	-2.1	1.1	-.8	.8	-1.1	-.5
3rd fall persisted	4YR transfer	75.4%	79.6%	82.0%	81.4%	82.2%	78.6%	78.1%	-
	2YR transfer	77.6%	74.7%	72.9%	79.0%	79.9%	77.8%	74.4%	-
	PP gap	2.2	-5.0	-9.1	-2.4	-2.3	-.7	-3.7	-
3rd summer graduated*	4YR transfer	47.2%	56.5%	58.2%	57.3%	59.2%	53.2%	-	-
	2YR transfer	46.7%	46.3%	46.3%	46.4%	50.9%	44.7%	-	-
	PP gap	-.4	-10.2	-11.9	-10.9	-8.3	-8.5	-	-
4th summer graduated	4YR transfer	61.8%	66.7%	69.0%	68.7%	69.0%	-	-	-
	2YR transfer	59.7%	60.8%	60.0%	64.7%	65.0%	-	-	-
	PP gap	-2.1	-5.9	-9.0	-4.1	-4.0	-	-	-
5th summer graduated	4YR transfer	69.7%	72.4%	74.7%	74.9%	-	-	-	-
	2YR transfer	67.8%	66.5%	65.6%	70.5%	-	-	-	-
	PP gap	-1.9	-5.9	-9.1	-4.4	-	-	-	-
6th summer graduated	4YR transfer	71.3%	74.2%	77.6%	-	-	-	-	-
	2YR transfer	70.4%	68.3%	67.2%	-	-	-	-	-
	PP gap	-.9	-5.9	-10.4	-	-	-	-	-

* Excludes freshman transfers.

Table B2: Success Rate Gaps by Cohort Year and FRCC Transfer Status

		2011	2012	2013	2014	2015	2016	2017	2018
Headcount	4YR transfer	899	896	830	844	887	972	994	928
	FRCC transfer	359	404	403	407	369	422	370	356
	Total	1,258	1,300	1,233	1,251	1,256	1,394	1,364	1,284
2nd fall persisted	4YR transfer	85.0%	85.4%	87.5%	87.2%	88.6%	85.6%	86.2%	85.7%
	FRCC transfer	87.2%	87.4%	90.8%	91.9%	91.9%	88.9%	91.3%	89.0%
	PP gap	2.2	2.0	3.4	4.7	3.3	3.3	5.1	3.4
3rd fall persisted	4YR transfer	75.4%	79.6%	82.0%	81.4%	82.2%	78.6%	78.1%	-
	FRCC transfer	80.8%	79.7%	79.4%	83.0%	84.8%	83.4%	82.7%	-
	PP gap	5.4	.1	-2.6	1.6	2.6	4.9	4.6	-
3rd summer graduated*	4YR transfer	47.2%	56.5%	58.2%	57.3%	59.2%	53.2%	-	-
	FRCC transfer	48.0%	51.2%	52.9%	51.2%	58.5%	49.5%	-	-
	PP gap	.9	-5.3	-5.3	-6.1	-.7	-3.8	-	-
4th summer graduated	4YR transfer	61.8%	66.7%	69.0%	68.7%	69.0%	-	-	-
	FRCC transfer	63.1%	63.3%	65.3%	67.2%	73.2%	-	-	-
	PP gap	1.3	-3.4	-3.7	-1.5	4.2	-	-	-
5th summer graduated	4YR transfer	69.7%	72.4%	74.7%	74.9%	-	-	-	-
	FRCC transfer	71.8%	68.7%	71.2%	72.9%	-	-	-	-
	PP gap	2.1	-3.6	-3.5	-2.0	-	-	-	-
6th summer graduated	4YR transfer	71.3%	74.2%	77.6%	-	-	-	-	-
	FRCC transfer	74.5%	70.5%	73.4%	-	-	-	-	-
	PP gap	3.2	-3.7	-4.1	-	-	-	-	-

* Excludes freshman transfers.

Table B3: Success Rate Gaps by Cohort Year and Full-time Status

		2011	2012	2013	2014	2015	2016	2017	2018
Headcount	Part-time	152	168	157	137	149	186	175	159
	Full-time	1,601	1,735	1,619	1,664	1,726	1,945	1,954	1,793
	Total	1,753	1,903	1,776	1,801	1,875	2,131	2,129	1,952
2nd fall persisted	Part-time	74.3%	74.4%	74.5%	77.4%	76.5%	75.3%	73.7%	71.7%
	Full-time	85.8%	85.0%	87.5%	88.7%	89.0%	87.0%	86.8%	86.6%
	PP gap	11.5	10.6	12.9	11.3	12.5	11.7	13.1	14.9
3rd fall persisted	Part-time	69.1%	67.7%	63.1%	67.2%	66.9%	64.0%	59.4%	-
	Full-time	77.1%	77.8%	78.5%	81.2%	82.0%	79.4%	77.7%	-
	PP gap	8.1	10.2	15.4	14.1	15.1	15.4	18.3	-
3rd summer graduated*	Part-time	30.8%	32.0%	26.1%	21.9%	31.9%	16.6%	-	-
	Full-time	48.7%	52.6%	54.1%	53.6%	56.0%	51.2%	-	-
	PP gap	17.8	20.6	28.0	31.7	24.1	34.6	-	-
4th summer graduated	Part-time	46.7%	47.3%	42.7%	43.8%	46.6%	-	-	-
	Full-time	62.0%	64.9%	66.2%	68.3%	68.3%	-	-	-
	PP gap	15.3	17.6	23.5	24.5	21.6	-	-	-
5th summer graduated	Part-time	55.9%	53.9%	56.1%	55.5%	-	-	-	-
	Full-time	69.9%	70.6%	71.1%	73.9%	-	-	-	-
	PP gap	14.0	16.7	15.0	18.4	-	-	-	-
6th summer graduated	Part-time	58.6%	56.3%	60.5%	-	-	-	-	-
	Full-time	71.9%	72.3%	73.0%	-	-	-	-	-
	PP gap	13.3	16.0	12.5	-	-	-	-	-

* Excludes freshman transfers.

Table B4: Success Rate Gaps by Cohort Year and Term Start

		2011	2012	2013	2014	2015	2016	2017	2018
Headcount	Fall start	1,305	1,455	1,331	1,349	1,332	1,559	1,584	1,457
	Spring start	448	448	445	452	543	572	545	495
	Total	1,753	1,903	1,776	1,801	1,875	2,131	2,129	1,952
2nd fall persisted	Fall start	84.9%	84.0%	85.8%	86.9%	87.5%	85.5%	84.7%	84.2%
	Spring start	84.6%	84.2%	87.9%	90.7%	89.5%	87.1%	88.6%	88.9%
	PP gap	-.3	.2	2.1	3.8	2.0	1.5	3.9	4.7
3rd fall persisted	Fall start	77.6%	77.9%	77.1%	80.1%	81.0%	79.4%	76.8%	-
	Spring start	73.0%	73.8%	77.1%	80.3%	80.3%	74.3%	74.3%	-
	PP gap	-4.6	-4.1	.0	.2	-.7	-5.1	-2.5	-
3rd summer graduated*	Fall start	51.9%	55.7%	55.0%	57.1%	60.2%	55.1%	-	-
	Spring start	32.3%	33.8%	40.7%	31.7%	37.3%	27.1%	-	-
	PP gap	-19.6	-21.9	-14.4	-25.4	-22.9	-28.0	-	-
4th summer graduated	Fall start	64.9%	67.4%	66.1%	68.8%	70.8%	-	-	-
	Spring start	48.7%	50.1%	58.0%	59.5%	56.2%	-	-	-
	PP gap	-16.2	-17.3	-8.2	-9.3	-14.6	-	-	-
5th summer graduated	Fall start	71.0%	71.6%	70.2%	73.1%	-	-	-	-
	Spring start	62.1%	60.9%	68.3%	70.8%	-	-	-	-
	PP gap	-8.9	-10.8	-1.9	-2.3	-	-	-	-
6th summer graduated	Fall start	72.8%	73.2%	71.8%	-	-	-	-	-
	Spring start	64.7%	63.3%	72.4%	-	-	-	-	-
	PP gap	-8.2	-9.9	.6	-	-	-	-	-

* Excludes freshman transfers.

Table B5: Success Rate Gaps by Cohort Year and Gender

		2011	2012	2013	2014	2015	2016	2017	2018
Headcount	Female	789	901	864	855	863	1,018	978	909
	Male	964	1,002	912	946	1,012	1,113	1,151	1,043
	Total	1,753	1,903	1,776	1,801	1,875	2,131	2,129	1,952
2nd fall persisted	Female	82.5%	82.0%	86.5%	88.0%	86.4%	85.3%	86.7%	84.8%
	Male	86.7%	85.8%	86.2%	87.7%	89.4%	86.6%	84.9%	85.9%
	PP gap	4.2	3.8	-.3	-.2	3.0	1.3	-1.9	1.1
3rd fall persisted	Female	74.0%	76.4%	77.9%	81.5%	79.5%	77.9%	78.6%	-
	Male	78.4%	77.5%	76.4%	78.9%	81.9%	78.2%	74.1%	-
	PP gap	4.4	1.1	-1.5	-2.6	2.4	.3	-4.5	-
3rd summer graduated*	Female	49.4%	54.7%	56.5%	57.2%	58.4%	53.3%	-	-
	Male	44.8%	46.8%	46.6%	44.8%	50.0%	43.0%	-	-
	PP gap	-4.5	-7.9	-10.0	-12.4	-8.4	-10.2	-	-
4th summer graduated	Female	62.8%	65.0%	68.3%	71.5%	68.6%	-	-	-
	Male	59.0%	61.8%	60.1%	61.9%	64.8%	-	-	-
	PP gap	-3.8	-3.2	-8.2	-9.6	-3.8	-	-	-
5th summer graduated	Female	67.1%	70.0%	72.9%	75.8%	-	-	-	-
	Male	70.0%	68.2%	66.7%	69.5%	-	-	-	-
	PP gap	2.9	-1.8	-6.2	-6.3	-	-	-	-
6th summer graduated	Female	69.2%	71.8%	74.7%	-	-	-	-	-
	Male	72.0%	70.0%	69.3%	-	-	-	-	-
	PP gap	2.9	-1.8	-5.3	-	-	-	-	-

* Excludes freshman transfers.

Table B6: Success Rate Gaps by Cohort Year and First Generation

		2011	2012	2013	2014	2015	2016	2017	2018
Headcount	Not first generation	1,173	1,228	1,163	1,221	1,274	1,426	1,460	1,270
	First generation	580	675	613	580	601	705	669	682
	Total	1,753	1,903	1,776	1,801	1,875	2,131	2,129	1,952
2nd fall persisted	Not first generation	85.9%	85.7%	89.5%	88.9%	89.0%	87.5%	87.2%	86.2%
	First generation	82.6%	81.0%	80.2%	85.7%	86.0%	82.8%	82.5%	83.9%
	PP gap	-3.3	-4.6	-9.3	-3.2	-3.0	-4.7	-4.7	-2.3
3rd fall persisted	Not first generation	79.4%	79.9%	81.6%	82.0%	81.9%	79.9%	78.4%	-
	First generation	70.5%	71.5%	68.6%	76.3%	78.5%	74.3%	71.3%	-
	PP gap	-8.9	-8.4	-13.0	-5.6	-3.4	-5.6	-7.2	-
3rd summer graduated*	Not first generation	49.7%	52.4%	56.9%	52.0%	54.4%	49.4%	-	-
	First generation	41.7%	47.3%	41.8%	48.5%	52.7%	44.8%	-	-
	PP gap	-8.0	-5.1	-15.1	-3.5	-1.8	-4.6	-	-
4th summer graduated	Not first generation	62.7%	66.5%	68.4%	68.1%	67.8%	-	-	-
	First generation	56.6%	57.7%	55.8%	63.0%	63.8%	-	-	-
	PP gap	-6.1	-8.8	-12.6	-5.0	-4.0	-	-	-
5th summer graduated	Not first generation	71.8%	73.0%	74.7%	73.8%	-	-	-	-
	First generation	62.5%	62.0%	60.2%	69.8%	-	-	-	-
	PP gap	-9.2	-11.0	-14.5	-4.0	-	-	-	-
6th summer graduated	Not first generation	73.6%	74.4%	76.6%	-	-	-	-	-
	First generation	64.9%	64.5%	63.0%	-	-	-	-	-
	PP gap	-8.8	-9.9	-13.6	-	-	-	-	-

* Excludes freshman transfers.

Table B7: Success Rate Gaps by Cohort Year and Pell Recipient

		2011	2012	2013	2014	2015	2016	2017	2018
Headcount	Not Pell recipient	1,226	1,299	1,184	1,243	1,304	1,520	1,504	1,377
	Pell recipient	527	604	592	558	571	611	625	575
	Total	1,753	1,903	1,776	1,801	1,875	2,131	2,129	1,952
2nd fall persisted	Not Pell recipient	85.5%	84.9%	87.8%	88.6%	89.1%	87.8%	85.9%	86.6%
	Pell recipient	83.3%	82.1%	83.3%	86.2%	85.6%	81.5%	85.3%	82.4%
	PP gap	-2.2	-2.8	-4.6	-2.4	-3.5	-6.3	-.6	-4.2
3rd fall persisted	Not Pell recipient	77.5%	78.6%	80.8%	81.3%	82.1%	79.8%	77.2%	-
	Pell recipient	74.0%	73.3%	69.8%	77.6%	77.9%	73.8%	73.7%	-
	PP gap	-3.5	-5.3	-11.0	-3.8	-4.2	-6.0	-3.5	-
3rd summer graduated*	Not Pell recipient	49.2%	52.5%	55.1%	52.5%	55.6%	51.0%	-	-
	Pell recipient	42.3%	46.8%	44.7%	47.3%	50.2%	40.6%	-	-
	PP gap	-6.9	-5.7	-10.4	-5.2	-5.4	-10.4	-	-
4th summer graduated	Not Pell recipient	61.8%	66.3%	66.3%	68.4%	68.1%	-	-	-
	Pell recipient	58.2%	57.0%	59.6%	62.1%	63.0%	-	-	-
	PP gap	-3.6	-9.2	-6.7	-6.3	-5.1	-	-	-
5th summer graduated	Not Pell recipient	70.4%	71.5%	72.1%	74.3%	-	-	-	-
	Pell recipient	64.8%	63.8%	65.0%	68.4%	-	-	-	-
	PP gap	-5.5	-7.7	-7.0	-5.9	-	-	-	-
6th summer graduated	Not Pell recipient	72.3%	73.1%	74.5%	-	-	-	-	-
	Pell recipient	67.0%	66.0%	66.9%	-	-	-	-	-
	PP gap	-5.3	-7.1	-7.6	-	-	-	-	-

* Excludes freshman transfers.

Table B8: Success Rate Gaps by Cohort Year and Residency Status

		2011	2012	2013	2014	2015	2016	2017	2018
Headcount	Resident	1,440	1,460	1,361	1,358	1,358	1,491	1,443	1,382
	Non-resident	313	443	415	443	517	640	686	570
	Total	1,753	1,903	1,776	1,801	1,875	2,131	2,129	1,952
2nd fall persisted	Resident	85.8%	84.2%	86.8%	88.4%	88.2%	86.8%	86.3%	85.5%
	Non-resident	80.5%	83.5%	84.6%	86.0%	87.6%	84.1%	84.4%	85.1%
	PP gap	-5.3	-.7	-2.3	-2.4	-.6	-2.7	-2.0	-.4
3rd fall persisted	Resident	77.4%	76.7%	77.5%	80.1%	81.7%	78.7%	76.7%	-
	Non-resident	71.9%	77.6%	75.9%	80.4%	78.5%	76.5%	75.0%	-
	PP gap	-5.5	.9	-1.6	.3	-3.1	-2.2	-1.7	-
3rd summer graduated*	Resident	46.2%	48.7%	49.7%	49.5%	54.1%	46.4%	-	-
	Non-resident	50.0%	56.5%	57.0%	54.5%	53.3%	50.9%	-	-
	PP gap	3.8	7.7	7.3	5.0	-.7	4.6	-	-
4th summer graduated	Resident	61.3%	62.5%	63.6%	66.1%	67.4%	-	-	-
	Non-resident	57.8%	66.1%	65.5%	67.5%	64.4%	-	-	-
	PP gap	-3.5	3.5	1.9	1.4	-2.9	-	-	-
5th summer graduated	Resident	69.7%	68.6%	69.6%	72.4%	-	-	-	-
	Non-resident	63.9%	70.6%	70.1%	72.9%	-	-	-	-
	PP gap	-5.9	2.0	.5	.5	-	-	-	-
6th summer graduated	Resident	72.0%	70.1%	71.7%	-	-	-	-	-
	Non-resident	65.2%	73.3%	72.8%	-	-	-	-	-
	PP gap	-6.8	3.2	1.1	-	-	-	-	-

* Excludes freshman transfers.

Table B9: Success Rate Gaps by Cohort Year and Racially Minoritized Status

		2011	2012	2013	2014	2015	2016	2017	2018
Headcount	Not racially minoritized	1,516	1,622	1,487	1,519	1,562	1,779	1,710	1,535
	Racially minoritized	237	281	289	282	313	352	419	417
	Total	1,753	1,903	1,776	1,801	1,875	2,131	2,129	1,952
2nd fall persisted	Not racially minoritized	85.4%	84.2%	87.4%	88.5%	88.5%	87.1%	86.5%	85.7%
	Racially minoritized	81.0%	83.3%	80.9%	84.0%	85.9%	80.4%	82.6%	84.4%
	PP gap	-4.4	-.9	-6.5	-4.5	-2.5	-6.7	-3.9	-1.3
3rd fall persisted	Not racially minoritized	77.4%	77.8%	78.9%	80.8%	81.9%	79.3%	77.1%	-
	Racially minoritized	70.5%	72.2%	68.1%	76.6%	75.1%	71.6%	72.5%	-
	PP gap	-6.9	-5.5	-10.8	-4.2	-6.9	-7.7	-4.6	-
3rd summer graduated*	Not racially minoritized	48.7%	52.3%	54.1%	51.8%	55.3%	49.1%	-	-
	Racially minoritized	35.8%	40.7%	37.8%	45.4%	46.6%	41.3%	-	-
	PP gap	-12.9	-11.6	-16.4	-6.4	-8.7	-7.7	-	-
4th summer graduated	Not racially minoritized	61.8%	65.0%	66.6%	66.9%	67.8%	-	-	-
	Racially minoritized	53.6%	54.1%	51.4%	63.8%	60.1%	-	-	-
	PP gap	-8.2	-10.9	-15.2	-3.1	-7.8	-	-	-
5th summer graduated	Not racially minoritized	70.0%	70.8%	72.1%	72.9%	-	-	-	-
	Racially minoritized	60.3%	59.4%	57.6%	70.6%	-	-	-	-
	PP gap	-9.7	-11.3	-14.4	-2.3	-	-	-	-
6th summer graduated	Not racially minoritized	71.9%	72.5%	73.9%	-	-	-	-	-
	Racially minoritized	63.6%	61.6%	61.8%	-	-	-	-	-
	PP gap	-8.3	-10.9	-12.1	-	-	-	-	-

* Excludes freshman transfers.

Note: International students are considered "not racially minoritized," though they may also select more than race category.

Table B10: Success Rate Gaps by Cohort Year and Native American or American Indian Race

		2011	2012	2013	2014	2015	2016	2017	2018
Headcount	Not racially minoritized	1,516	1,622	1,487	1,519	1,562	1,779	1,710	1,535
	Nat Amer, Amer Ind	28	47	41	40	50	56	60	40
	Total	1,544	1,669	1,528	1,559	1,612	1,835	1,770	1,575
2nd fall persisted	Not racially minoritized	85.4%	84.2%	87.4%	88.5%	88.5%	87.1%	86.5%	85.7%
	Nat Amer, Amer Ind	71.4%	83.0%	75.6%	75.0%	80.0%	87.5%	76.7%	77.5%
	PP gap	-14.0	-1.2	-11.7	-13.5	-8.5	.4	-9.8	-8.2
3rd fall persisted	Not racially minoritized	77.4%	77.8%	78.9%	80.8%	81.9%	79.3%	77.1%	-
	Nat Amer, Amer Ind	64.3%	70.2%	53.7%	70.0%	70.0%	83.9%	68.3%	-
	PP gap	-13.1	-7.6	-25.2	-10.8	-11.9	4.6	-8.8	-
3rd summer graduated*	Not racially minoritized	48.7%	52.3%	54.1%	51.8%	55.3%	49.1%	-	-
	Nat Amer, Amer Ind	29.2%	25.6%	28.9%	32.4%	31.0%	47.8%	-	-
	PP gap	-19.5	-26.6	-25.2	-19.4	-24.3	-1.2	-	-
4th summer graduated	Not racially minoritized	61.8%	65.0%	66.6%	66.9%	67.8%	-	-	-
	Nat Amer, Amer Ind	46.4%	55.3%	41.5%	47.5%	48.0%	-	-	-
	PP gap	-15.4	-9.6	-25.1	-19.4	-19.8	-	-	-
5th summer graduated	Not racially minoritized	70.0%	70.8%	72.1%	72.9%	-	-	-	-
	Nat Amer, Amer Ind	53.6%	57.4%	43.9%	60.0%	-	-	-	-
	PP gap	-16.4	-13.3	-28.2	-12.9	-	-	-	-
6th summer graduated	Not racially minoritized	71.9%	72.5%	73.9%	-	-	-	-	-
	Nat Amer, Amer Ind	53.6%	59.6%	46.3%	-	-	-	-	-
	PP gap	-18.3	-12.9	-27.5	-	-	-	-	-

* Excludes freshman transfers.

Note: While international students are considered "not racially minoritized" they may also select more than race category, thus they are double-counted in these tables.

Table B11: Success Rate Gaps by Cohort Year and Asian, Hawaiian, or Pacific Islander Race

		2011	2012	2013	2014	2015	2016	2017	2018
Headcount	Not racially minoritized	1,492	1,590	1,460	1,505	1,522	1,733	1,663	1,466
	Asian, Haw, Pac Is	76	84	84	71	99	128	132	165
	Total	1,568	1,674	1,544	1,576	1,621	1,861	1,795	1,631
2nd fall persisted	Not racially minoritized	85.2%	83.9%	87.2%	88.4%	88.2%	86.8%	86.3%	85.3%
	Asian, Haw, Pac Is	90.8%	86.9%	86.9%	90.1%	91.9%	88.3%	87.9%	92.7%
	PP gap	5.6	3.0	-.3	1.7	3.7	1.5	1.6	7.5
3rd fall persisted	Not racially minoritized	77.0%	77.4%	78.5%	80.7%	81.5%	78.9%	76.7%	-
	Asian, Haw, Pac Is	81.6%	83.3%	82.1%	84.5%	85.9%	80.5%	79.5%	-
	PP gap	4.6	6.0	3.6	3.9	4.3	1.6	2.8	-
3rd summer graduated*	Not racially minoritized	47.7%	51.4%	53.1%	51.3%	53.9%	47.5%	-	-
	Asian, Haw, Pac Is	63.1%	60.3%	64.1%	73.3%	72.4%	66.4%	-	-
	PP gap	15.4	8.9	11.0	22.0	18.5	18.8	-	-
4th summer graduated	Not racially minoritized	61.2%	64.3%	65.9%	66.6%	67.1%	-	-	-
	Asian, Haw, Pac Is	71.1%	75.0%	71.4%	78.9%	76.8%	-	-	-
	PP gap	9.8	10.7	5.5	12.3	9.7	-	-	-
5th summer graduated	Not racially minoritized	69.5%	70.2%	71.6%	72.6%	-	-	-	-
	Asian, Haw, Pac Is	76.3%	77.4%	76.2%	81.7%	-	-	-	-
	PP gap	6.8	7.1	4.6	9.1	-	-	-	-
6th summer graduated	Not racially minoritized	71.4%	72.0%	73.4%	-	-	-	-	-
	Asian, Haw, Pac Is	77.6%	78.6%	78.6%	-	-	-	-	-
	PP gap	6.2	6.6	5.2	-	-	-	-	-

* Excludes freshman transfers.

Note: While international students are considered "not racially minoritized" they may also select more than race category, thus they are double-counted in these tables.

Table B12: Success Rate Gaps by Cohort Year and Black or African American Race

		2011	2012	2013	2014	2015	2016	2017	2018
Headcount	Not racially minoritized	1,516	1,622	1,487	1,519	1,562	1,779	1,710	1,534
	Black, Afr Amer	35	44	44	47	48	51	65	77
	Total	1,551	1,666	1,531	1,566	1,610	1,830	1,775	1,611
2nd fall persisted	Not racially minoritized	85.4%	84.2%	87.4%	88.5%	88.5%	87.1%	86.5%	85.7%
	Black, Afr Amer	77.1%	81.8%	86.4%	76.6%	85.4%	70.6%	80.0%	79.2%
	PP gap	-8.3	-2.3	-1.0	-11.9	-3.1	-16.5	-6.5	-6.4
3rd fall persisted	Not racially minoritized	77.4%	77.8%	78.9%	80.8%	81.9%	79.3%	77.1%	-
	Black, Afr Amer	65.7%	65.9%	70.5%	63.8%	70.8%	60.8%	67.7%	-
	PP gap	-11.7	-11.9	-8.4	-17.0	-11.1	-18.6	-9.4	-
3rd summer graduated*	Not racially minoritized	48.7%	52.3%	54.1%	51.8%	55.3%	49.1%	-	-
	Black, Afr Amer	19.0%	35.1%	40.5%	29.4%	45.9%	26.8%	-	-
	PP gap	-29.6	-17.1	-13.6	-22.4	-9.3	-22.2	-	-
4th summer graduated	Not racially minoritized	61.8%	65.0%	66.6%	66.9%	67.8%	-	-	-
	Black, Afr Amer	37.1%	40.9%	54.5%	55.3%	60.4%	-	-	-
	PP gap	-24.7	-24.0	-12.0	-11.6	-7.4	-	-	-
5th summer graduated	Not racially minoritized	70.0%	70.8%	72.1%	72.9%	-	-	-	-
	Black, Afr Amer	51.4%	47.7%	59.1%	57.4%	-	-	-	-
	PP gap	-18.6	-23.0	-13.0	-15.4	-	-	-	-
6th summer graduated	Not racially minoritized	71.9%	72.5%	73.9%	-	-	-	-	-
	Black, Afr Amer	50.0%	50.0%	61.4%	-	-	-	-	-
	PP gap	-21.9	-22.5	-12.5	-	-	-	-	-

* Excludes freshman transfers.

Note: While international students are considered "not racially minoritized" they may also select more than race category, thus they are double-counted in these tables.

Table B13: Success Rate Gaps by Cohort Year and Hispanic or Latinx Ethnicity

		2011	2012	2013	2014	2015	2016	2017	2018
Headcount	Not racially minoritized	1,584	1,700	1,568	1,599	1,645	1,889	1,822	1,628
	Hisp, Latinx	139	165	173	160	185	197	256	261
	Total	1,723	1,865	1,741	1,759	1,830	2,086	2,078	1,889
2nd fall persisted	Not racially minoritized	85.4%	84.1%	87.1%	88.4%	88.2%	87.0%	86.1%	85.7%
	Hisp, Latinx	79.9%	83.0%	79.7%	84.4%	87.0%	78.7%	84.0%	85.4%
	PP gap	-5.5	-1.1	-7.4	-4.0	-1.2	-8.3	-2.1	-.2
3rd fall persisted	Not racially minoritized	77.1%	77.7%	78.3%	80.8%	81.7%	79.2%	76.7%	-
	Hisp, Latinx	71.2%	70.3%	66.9%	77.5%	74.6%	70.6%	73.7%	-
	PP gap	-5.9	-7.4	-11.4	-3.3	-7.1	-8.7	-3.0	-
3rd summer graduated*	Not racially minoritized	48.2%	51.5%	53.5%	52.1%	54.6%	49.0%	-	-
	Hisp, Latinx	36.2%	45.1%	34.8%	42.5%	49.0%	41.2%	-	-
	PP gap	-12.0	-6.3	-18.7	-9.6	-5.6	-7.8	-	-
4th summer graduated	Not racially minoritized	61.5%	64.8%	65.9%	67.0%	67.3%	-	-	-
	Hisp, Latinx	56.1%	53.3%	50.0%	63.1%	60.5%	-	-	-
	PP gap	-5.4	-11.5	-15.9	-3.9	-6.8	-	-	-
5th summer graduated	Not racially minoritized	69.7%	70.5%	71.4%	73.0%	-	-	-	-
	Hisp, Latinx	61.9%	58.8%	56.4%	71.3%	-	-	-	-
	PP gap	-7.8	-11.7	-15.0	-1.7	-	-	-	-
6th summer graduated	Not racially minoritized	71.5%	72.3%	73.3%	-	-	-	-	-
	Hisp, Latinx	66.7%	60.6%	61.0%	-	-	-	-	-
	PP gap	-4.8	-11.7	-12.3	-	-	-	-	-

* Excludes freshman transfers.

Note: While international students are considered “not racially minoritized” they may also select more than race category, thus they are double-counted in these tables.

Appendix C: Success Outcomes by Term Start

The following tables display the regression statistics for 4th and 6th summer predicted graduation

Table C1: Spring Start Association with 4th Summer Graduation

	B	S.E.	Wald	df	Sig.	Odds ratio
Spring start	-0.430	0.055	60.560	1	0.000	0.651
Male	-0.129	0.049	6.964	1	0.008	0.879
First generation	-0.222	0.052	18.230	1	0.000	0.801
Pell recipient	-0.304	0.053	32.613	1	0.000	0.738
Nonresident	-0.328	0.060	29.626	1	0.000	0.720
Racially minoritized	-0.188	0.064	8.569	1	0.003	0.829
Part-time	-0.919	0.083	123.016	1	0.000	0.399
Transfer GPA	0.603	0.051	139.790	1	0.000	1.828
2YR transfer	-0.178	0.051	12.158	1	0.000	0.837
Transfer credits	0.023	0.001	288.838	1	0.000	1.023
Constant	-1.781	0.180	97.735	1	0.000	0.169

Number of cases included in analysis: 8,313
Correctly predicted: 66.5%
Nagelkerke R^2: 0.114

Table C2: Spring Start Association with 6th Summer Graduation

	B	S.E.	Wald	df	Sig.	Odds ratio
Spring start	-0.223	0.075	8.826	1	0.003	0.800
Male	0.036	0.066	0.306	1	0.580	1.037
First generation	-0.363	0.068	28.429	1	0.000	0.696
Pell recipient	-0.269	0.070	14.583	1	0.000	0.764
Nonresident	-0.314	0.082	14.630	1	0.000	0.731
Racially minoritized	-0.285	0.085	11.167	1	0.001	0.752
Part-time	-0.642	0.106	37.027	1	0.000	0.526
Transfer GPA	0.638	0.069	84.644	1	0.000	1.892
2YR transfer	-0.186	0.068	7.418	1	0.006	0.830
Transfer credits	0.017	0.002	94.950	1	0.000	1.017
Constant	-1.394	0.242	33.054	1	0.000	0.248

Number of cases included in analysis: 5,037
Correctly predicted: 70.7%
Nagelkerke R^2: 0.08

Table C3: Success Outcomes by Cohort Year, Term Start, and Enrollment Status

			Headcount	1st fall EOT GPA	2nd fall EOT GPA	2nd fall persisted	3rd fall persisted	3rd summer graduated*	4th summer graduated	5th summer graduated	6th summer graduated
2011	FA10	Part-time	89	2.65	3.01	70.8%	65.2%	34.6%	48.3%	57.3%	60.7%
		Full-time	1,216	2.71	2.82	85.9%	78.5%	53.3%	66.1%	72.0%	73.7%
	SP11	Part-time	63	2.63	2.55	79.4%	74.6%	25.5%	44.4%	54.0%	55.6%
		Full-time	385	2.70	2.77	85.5%	72.7%	33.6%	49.4%	63.4%	66.1%
2012	FA11	Part-time	100	2.67	2.89	72.0%	66.0%	35.1%	48.0%	55.0%	56.0%
		Full-time	1,355	2.82	2.89	84.9%	78.8%	57.4%	68.9%	72.9%	74.5%
	SP12	Part-time	68	2.77	2.92	77.9%	70.1%	26.8%	46.3%	52.2%	56.7%
		Full-time	380	2.75	2.78	85.3%	74.5%	35.1%	50.8%	62.4%	64.5%
2013	FA12	Part-time	107	2.65	2.90	71.0%	59.8%	32.6%	47.7%	56.1%	57.9%
		Full-time	1,224	2.86	2.92	87.1%	78.6%	57.0%	67.8%	71.4%	73.0%
	SP13	Part-time	50	2.77	2.66	82.0%	70.0%	13.0%	32.0%	56.0%	66.0%
		Full-time	395	2.87	2.83	88.6%	78.0%	44.6%	61.3%	69.9%	73.2%
2014	FA13	Part-time	76	2.70	2.70	76.3%	68.4%	27.1%	43.4%	51.3%	-
		Full-time	1,273	2.89	2.92	87.5%	80.8%	59.2%	70.3%	74.4%	-
	SP14	Part-time	61	2.79	2.94	78.7%	65.6%	15.5%	44.3%	60.7%	-
		Full-time	391	2.88	2.84	92.6%	82.6%	34.7%	61.9%	72.4%	-
2015	FA14	Part-time	88	2.76	2.87	75.0%	65.5%	33.3%	47.1%	-	-
		Full-time	1,244	2.93	2.98	88.3%	82.1%	62.3%	72.4%	-	-
	SP15	Part-time	61	2.82	2.99	78.7%	68.9%	29.6%	45.9%	-	-
		Full-time	482	2.92	2.86	90.9%	81.7%	38.4%	57.5%	-	-
2016	FA15	Part-time	107	2.50	2.89	72.0%	60.7%	25.0%	-	-	-
		Full-time	1,452	2.87	2.92	86.6%	80.8%	57.5%	-	-	-
	SP16	Part-time	79	2.77	2.68	79.7%	68.4%	5.6%	-	-	-
		Full-time	493	2.91	2.84	88.2%	75.3%	31.3%	-	-	-
2017	FA16	Part-time	107	2.67	2.66	69.2%	57.9%	-	-	-	-
		Full-time	1,477	2.89	2.90	85.8%	78.2%	-	-	-	-
	SP17	Part-time	68	2.87	2.66	80.9%	61.8%	-	-	-	-
		Full-time	477	2.81	2.78	89.7%	76.1%	-	-	-	-
2018	FA17	Part-time	90	2.65	2.73	65.6%	-	-	-	-	-
		Full-time	1,367	2.92	2.95	85.4%	-	-	-	-	-
	SP18	Part-time	69	2.75	2.96	79.7%	-	-	-	-	-
		Full-time	426	2.90	2.87	90.4%	-	-	-	-	-

* Excludes freshman transfers.