

Yellow = Below Grad Initiative Target    Green = At or Above Grad Initiative Target

Example: Of a FTF cohort (2005) that consisted of 44 Hispanic students entering the College of Business, 32% graduated with a Business degree and 50% graduated with some degree from the university within 6 years

2011-2012 Total Enrolled	Agriculture	Beh. And Social Sci	Business	Com & Ed.	Eng, CS, CM	Hum & Fine Arts	Nat. Sci	Under Grad
Am. Indian	4	28	16	30	14	9	9	5
African- American	6	94	34	46	26	25	31	14
Hispanic	100	683	323	460	288	262	307	184
Total	110	805	445	536	328	296	347	203
Weight	3.5%	26%	14.5%	17.5%	10.5%	9.5%	11.5%	7%
(Internal) Latest 6 year Grad Rates (Entering College/From College) 2005 Cohort	(#) = cohort size							
Am. Indian	0% ( 1)	20% ( 5)	50% (2)	50% (4)	50% (2)	0% (2)	0% (4)	N/A
African- American	0% ( 2)	42% (19)	17% (12)	20% (5)	10% (10)	67% (3)	0% (8)	N/A
Hispanic	67% (3)	39% (67)	32% (44)	29% (24)	48% (48)	50% (26)	21% (34)	N/A
URM Grad % From College	33%	38%	29%	30%	42%	48%	15%	
(External) Latest 6 year Grad Rates (Entering College/From University) 2005 Cohort	(#) = cohort size							
Am. Indian	0% ( 1)	20% ( 5)	50% (2)	50% (4)	50% (2)	0% (2)	0% (4)	25% (4)
African- American	0% ( 2)	42% (19)	25% (12)	40% (5)	10% (10)	67% (3)	38% (8)	50% (4)
Hispanic	67% ( 3)	49% (67)	50% (44)	42% (24)	56% (48)	62% (26)	53% (34)	59% (59)
URM Grad % Entered College / From University	33%	46%	47%	42%	50%	58%	46%	57%

#### Analysis:

1. Take the College of Agriculture out of the equation. The URM numbers are too small to project an impact.
2. 58% of our 'currently enrolled URMs' are in 3 colleges – Behavioral & Social Science, Business, and Communication & Education
  - a. These 3 colleges have 3 of the 4 lowest 'internal' and 'external' grad rates
3. Humanities and Fine Arts stands out in terms of grad rates, particularly at the external rate
4. Assumption – the URMs enrolled in Undergraduate Education are Undeclared students
  - a. If so, perhaps this would confirm observations about the importance of selecting an appropriate major in terms of the student's interests and preparation.
5. Assumption – the GE courses are required across all majors, so they are not impacting any particular college's grad rates.

#### Suggestions:

1. Examine why students in Humanities and Fine Arts have a higher internal and external grad rate
  - a. Focus group
  - b. Curriculum Review
  - c. Co-curricular activities
2. Examine the "Change of Major" trends
  - a. Are the changes due to poor academic performance in the major?
  - b. Why was the first major selected?
3. Concentrate on improving the grad rates of Behavioral & Social Science, Business, and Communication & Education because of the opportunity to leverage against the university's rate.
  - a. Project the impact to the university level with a formula