Analysis of Dismissals and Dropouts: 2009-2011 Cohorts

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• ~30% of FTF fail to graduate
• Of FTF lost, ~60% dropout and ~40% are dismissed
• The same percentage of URMs dropout as non-URMs
• URM grad “gap” is entirely a result of a higher dismissal rate – URMs are 75% more likely to be dismissed than non-URMs
The gender gap is independent of the URM gap.

Thus, URM males are three times as likely to be dismissed as non-URM females.

And URM females are dismissed at the same rate as non-URM males.
• The risk of students being dismissed or dropping out declines over the first three years, and then the risk of dropping out increases late
• Thus, most of the FTF URM gap is caused in the first two years
• %DFW (D+, D, F, W, WU) rates exactly mirror the FTF dismissal rates
• Thus, poor performance in the classroom is likely the entire cause of our URM graduation gap
• This is also true for the gender gap
• Using grades as a proxy for the URM gap has several advantages
  • Can track progress after one semester instead of waiting 4-6 years
  • Much larger sample sizes (~50x more)
Analysis of DWF (D, WU, F) rates.
- The risk of URM students getting a poor grade is ~50% higher than for non-URMs in any type of course
- Graduation gap can only be reduced by reducing the URM DFW gap, especially in LD courses
- Means we can know if interventions are working, and whether we have closed the gap, without waiting six years
• Dismissal and %DFW rates are strongly correlated with HS eligibility scores
• AS URM students enter with lower average HS eligibility scores, this explains part of the URM gap
• Even correcting for HS eligibility scores, there is still a URM gap (this is also true for the gender gap)
The risk of students being dismissed or dropping out declines over the first three years, and then the risk of dropping out increases late.

Thus, most of the FTF URM gap is caused in the first two years.
Analysis of late Dismissals and Dropouts.
Non-URM males are at much higher risk of dropping out compared to non-URM females, 2009-2011 cohorts.
Analysis of Dropout GPAs.

- Cumulative GPA of FTF in their last semester before dropping out by number of semesters they lasted, 2009-2011 cohorts.
- Late dropouts have a high enough GPA to graduate.
Analysis of late Dismissals and Dropouts.
Number of units accumulated by students dismissed or dropping out after 8 semesters, 2009-2011 cohorts.