

# Looking for Leading Indicators of Graduation: The Retention Milestone Report at CSUCI



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# Outlines

2

- Introduction of CSUCI
- Purposes of Retention Milestone Report
- Identified Milestones Events
- Summary of Student Performance
- From Data to Practice
- Actions in the Future

# Introduction of CSUCI

3

- Youngest campus among CSU system
- First cohort of FTF enrolled in Fall 2003
- Average first-year retention since Fall 2003
  - FTF – 77%
  - New UDT – 82%
- Six-year graduation rates
  - 2003 cohort : FTF – 50%; UDT – 71%
  - 2004 cohort : FTF – 57%; UDT – 80%

# Retention Milestone Report

4

- CSUCI participation in Graduation Initiative
  - One-year retention rate goal - 90%
- Purposes of Retention Milestone Report
  - Tracking student performance
  - Identifying students who failed to complete milestone events
  - Examining student performance
  - Assessing intervention programs
  - Looking for leading indicators of retention and graduation

# Milestones in the Report

5



## Final Step

- Apply for graduation

## Milestone Y3-6

- Complete major pre-requisites
- Complete major requirements
- Complete 40+ UD Units
- Complete 120+ credit and maintain 2.0+ GPA

## Milestone Y2

- Complete Gen Ed requirements
- Complete 48 credits and maintain 2.0+ GPA
- Declare a major

## Milestone Y1

- Complete 24 credits and maintain 2.0+ GPA
- Complete remedial courses

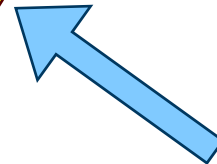
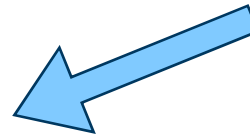
# Process of Building this Report

6

**1.** Track student performance of FTF & new UDT by semester



**2.** Identify students failed to complete milestone events



**5.** Analyze performance and identify leading factors and useful interventions



**4.** Implement interventions and continue to track performance

# FTF Performance - Fall 08 cohort

7

## Fall 2008 FTF

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### 3rd term = 443

Cum. Retention % = 79.2%  
Term Eligible Retention % = 88.6%

Avg. GPA = 2.9; Avg. Tot\_Units = 42.2  
% of Early Warning = 5.4%;  
% of Good Standing = 93%  
# Eligible to persist = 434

### 4<sup>th</sup> term = 424

Cum. Retention % = 75.8%  
Term Eligible Retention % = 97.7%

Avg. GPA = 2.9; Avg. Tot\_Units = 56.1  
% of Early Warning = 5.4%;  
% of Good Standing = 93%  
# Eligible to persist = 417

### 2<sup>nd</sup> Year Milestones:

% complete 48 units = 91%  
% declare a major = 66%  
% complete GE requirement=72%

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### Entry # = 559

% took UNIV 100 = 43.1%

Avg. GPA = 2.8; Avg. Tot\_Units = 13.2  
% of Early Warning = 7% ;  
% of Good Standing = 85%  
# Eligible to persist = 552

### 2nd term = 516

Cum. Retention % = 92.3%  
Term Eligible Retention % = 93.5%

Avg. GPA = 2.8; Avg. Tot\_Units = 27.5  
% of Early Warning = 7%;  
% of Good Standing = 88.6%  
# Eligible to persist = 500

### 1<sup>st</sup> Year Milestones:

% complete 24 units = 86%  
% complete remediation=83%

# FTF Performance - Fall 09 cohort

8

## Fall 2009 FTF

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**Entry # = 499**

**% took UNIV 100 = 46.3%**

**Avg. GPA = 2.7; Avg. Tot\_Units = 12.1**

**% of Early Warning = 7%**

**% of Good Standing = 78%**

**# Eligible to persist = 491**

**2nd term = 453**

**Cum. Retention % = 90.8%**

**Term Eligible Retention % = 92.3%**

**Avg. GPA = 2.7; Avg. Tot\_Units = 25.6**

**% of Early Warning = 6%**

**% of Good Standing = 81.4%**

**# Eligible to persist = 416**

**1<sup>st</sup> Year Milestones:**

**% complete 24 units = 78%**

**% complete remediation = 79%**



# UDT Performance - Fall 08 cohort

9

## Fall 2008 UDT

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**3<sup>rd</sup> term = 411**

**Cum. Retention % =86.6%**

**Term Eligible Retention % =96.5%**

**Avg. GPA = 3.1; Avg. Tot\_Units = 37.2**

**% of Early Warning = 0.6%**

**% of Good Standing = 95.4%**

**# Eligible to persist = 399**

**4<sup>th</sup> term = 374**

**Cum. Retention % =78.7%**

**Term Eligible Retention % =93.7%**

**Avg. GPA = 3.2; Avg. Tot\_Units = 49.6**

**% of Early Warning = 0.4%**

**% of Good Standing = 96.6%**

**# Eligible to persist = 356**

**% graduated = 21%**

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**Entry # = 475**

**Avg. GPA = 3.2; Avg. Tot\_Units = 11.2**

**% of Early Warning = 3.6%**

**% of Good Standing = 89.9%**

**# Eligible to persist = 471**

**2<sup>nd</sup> term = 445**

**Cum. Retention % = 93.7%**

**Term Eligible Retention % =94.5%**

**Avg. GPA = 3.1; Avg. Tot\_Units = 23.6**

**% of Early Warning = 2.3%**

**% of Good Standing = 93.6%**

**# Eligible to persist = 426**

# UDT Performance - Fall 09 cohort

10

## Fall 2009 UDT

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**Entry # = 608**

Avg. GPA = 3.1; Avg. Tot\_Units = 12  
% of Early Warning = 5.1%  
% of Good Standing = 89.6%  
# Eligible to persist = 605

**2nd term = 567**

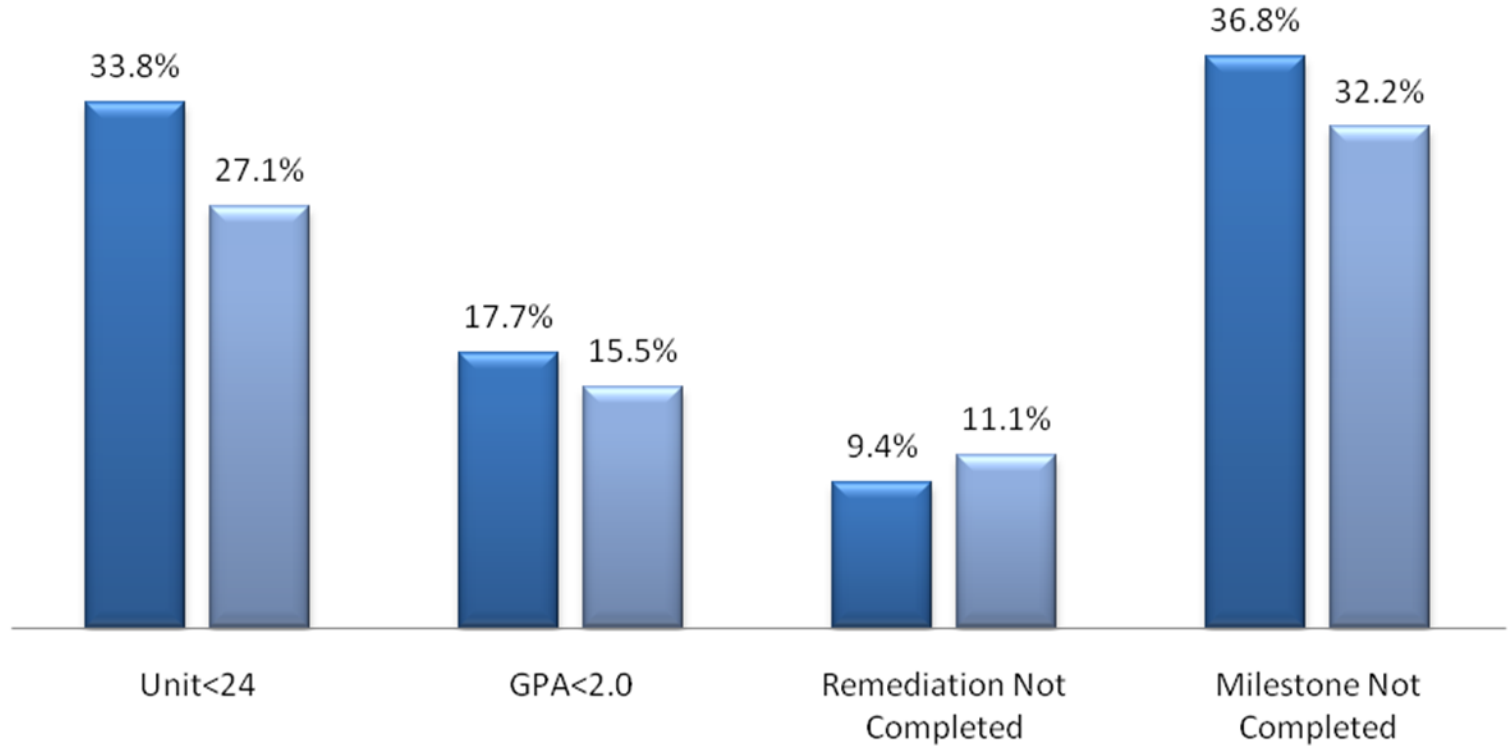
**Cum. Retention % = 93.2%**  
**Term Eligible Retention % = 93.7%**

Avg. GPA = 3.1; Avg. Tot\_Units = 24.7  
% of Early Warning = 1.6%  
% of Good Standing = 92.6%  
# Eligible to persist = 552

# FTF Y1 Milestone Completion Risk-Factors

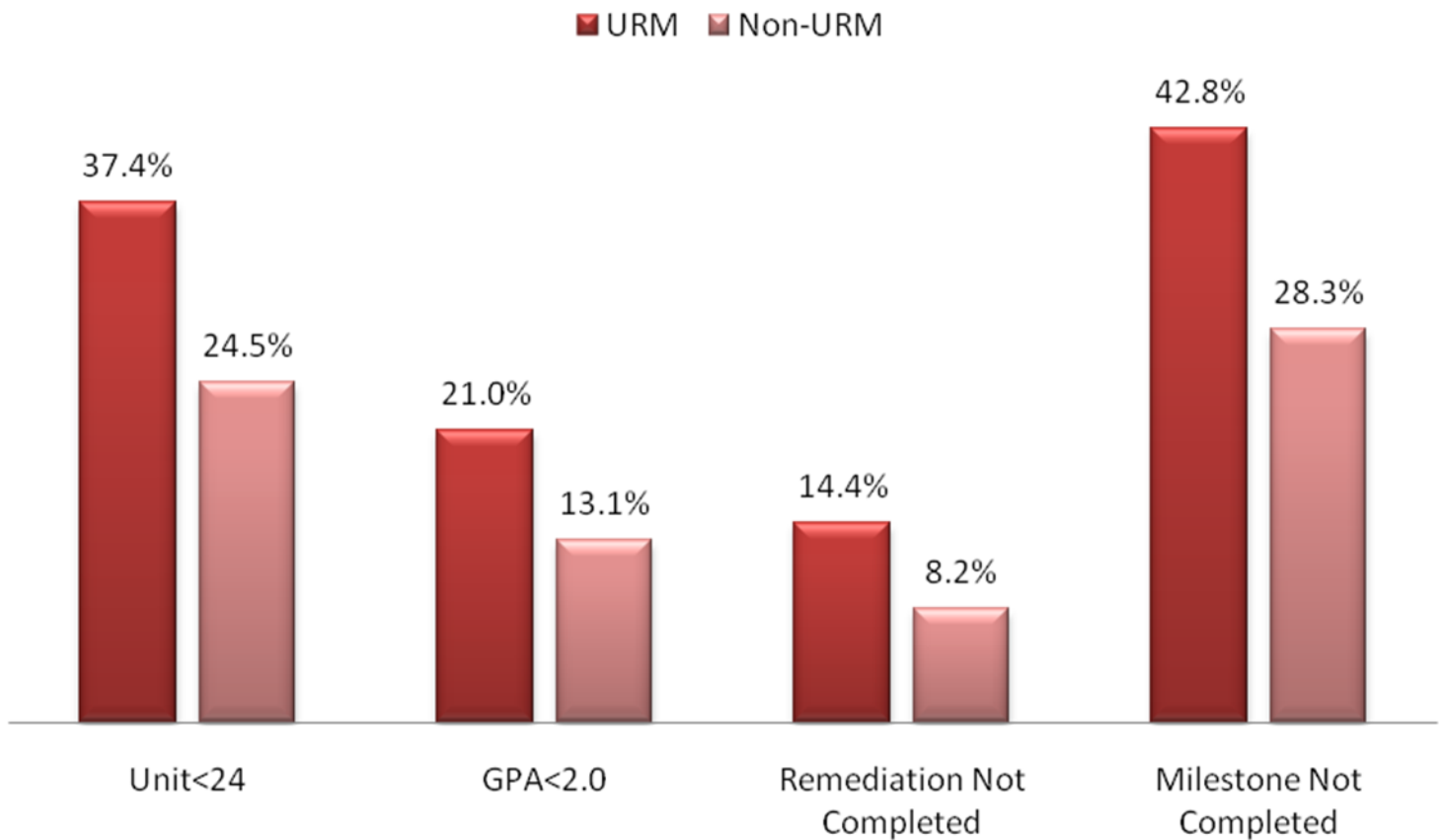
## Milestone Not Completed by Gender

Male Female



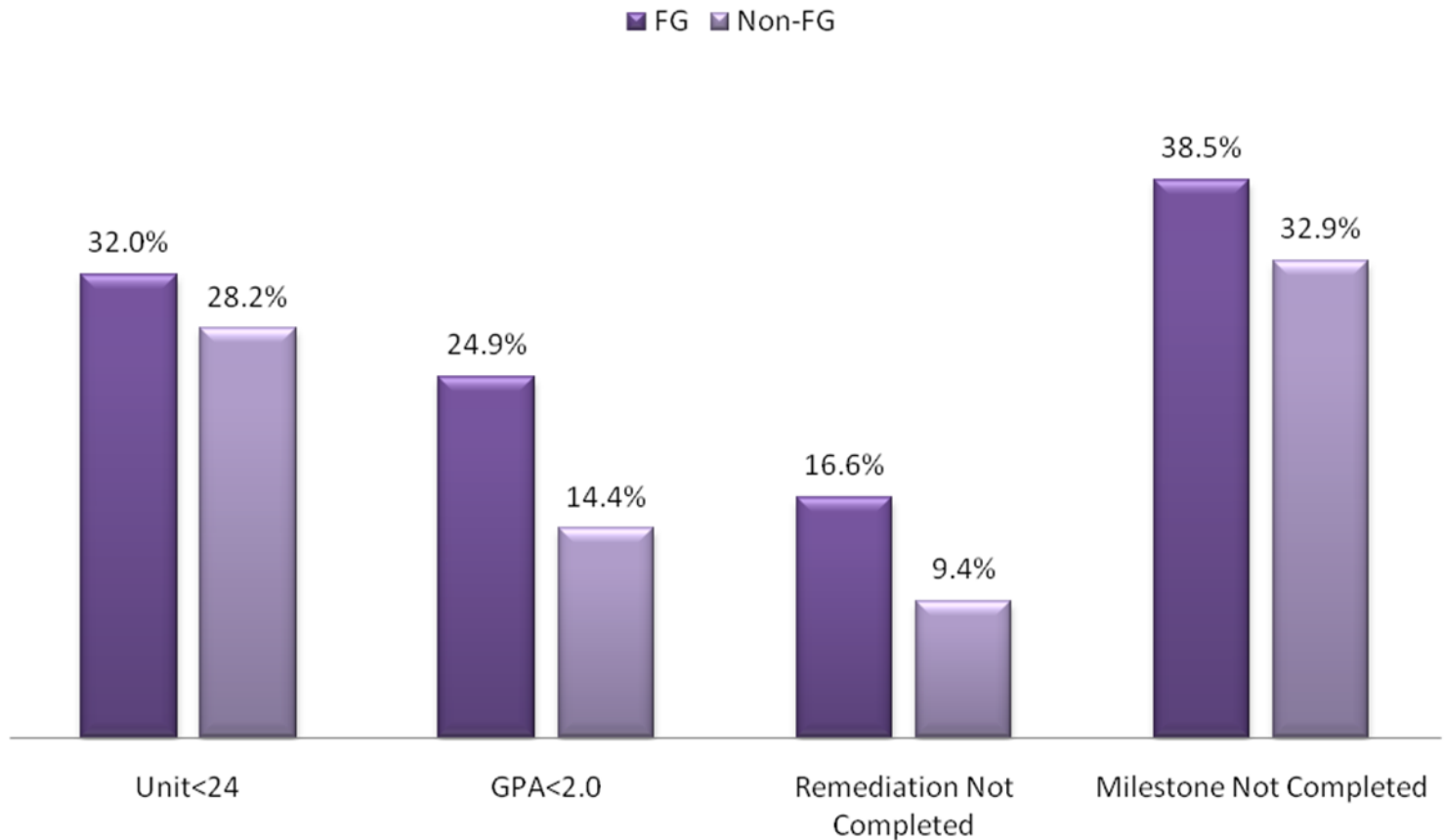
# FTF Y1 Milestone Completion Risk-Factors

## Milestone Not Completed by URM



# FTF Y1 Milestone Completion Risk-Factors

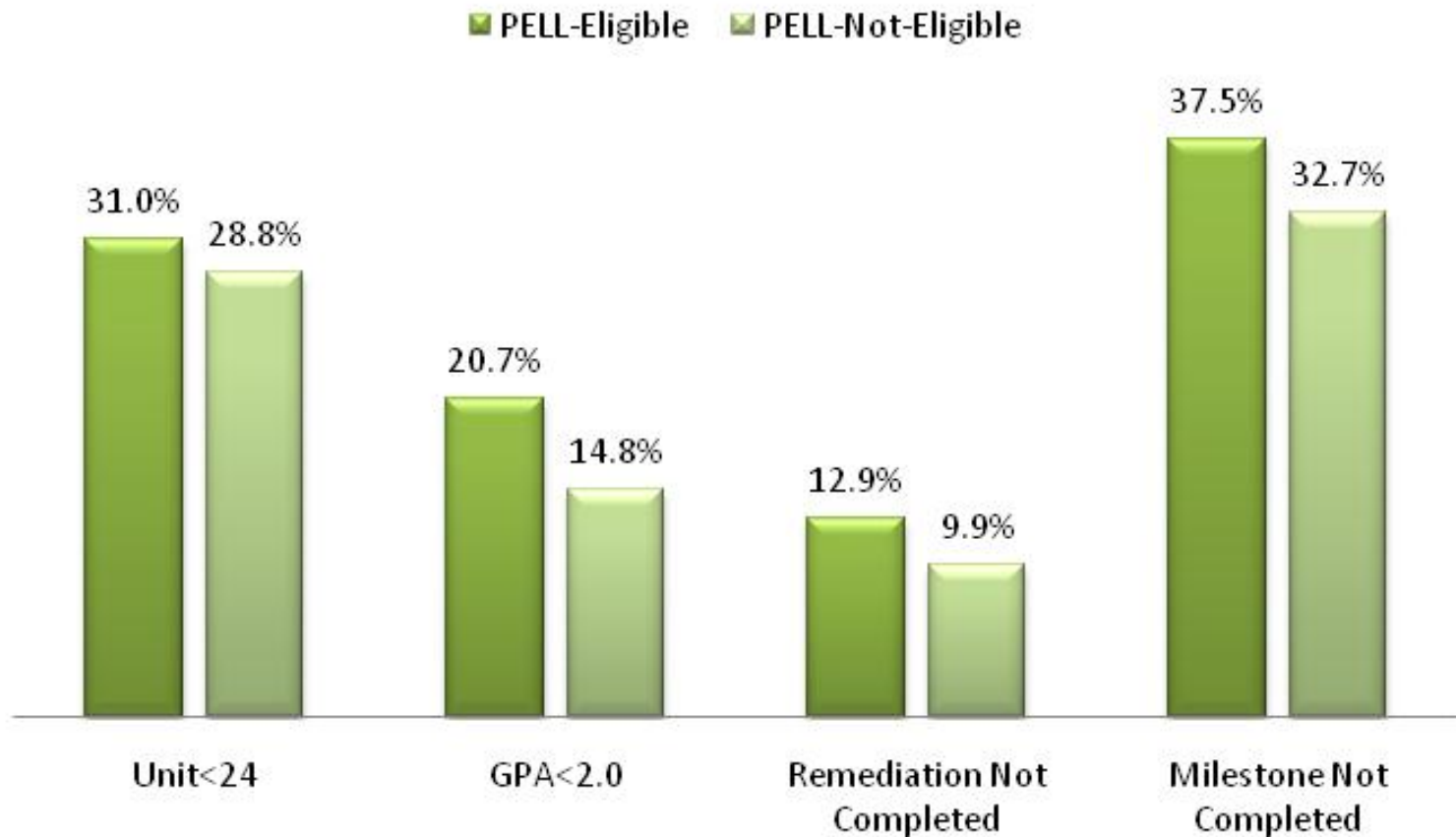
## Milestone Not Completed by First-Generation



# FTF Y1 Milestone Completion Risk-Factors

14

## Milestone Not Completed by PELL-Eligibility



# FTF Y1 Milestone-Not-Completion Regression Results

15

## Logistic Regression of Milestone-Not-Completed on FTF Characteristics

	<b>Coefficient</b>	<b>Odds-Ratio</b>	<b>Delta-p</b>
URM	0.613***	1.85	64.9%
Age	0.386***	1.47	59.5%
HS_GPA_4.0	-0.417***	0.66	-39.7%

\*\*\* $p < 0.01$

# FTF Y1 Milestone-Not-Completion Regression Results

16

## ZIP Regression of # Milestones-Not-Completed on FTF Characteristics

Considering URM, Age, and HS\_GPA as zero-inflation factors:

	<b>Coefficient</b>	<b>Odds-Ratio</b>	<b>Delta-p</b>
First_Gen	0.222*	1.25	55.5%
<i>*p&lt;0.1</i>			



# From Data to Practice - Interventions

17

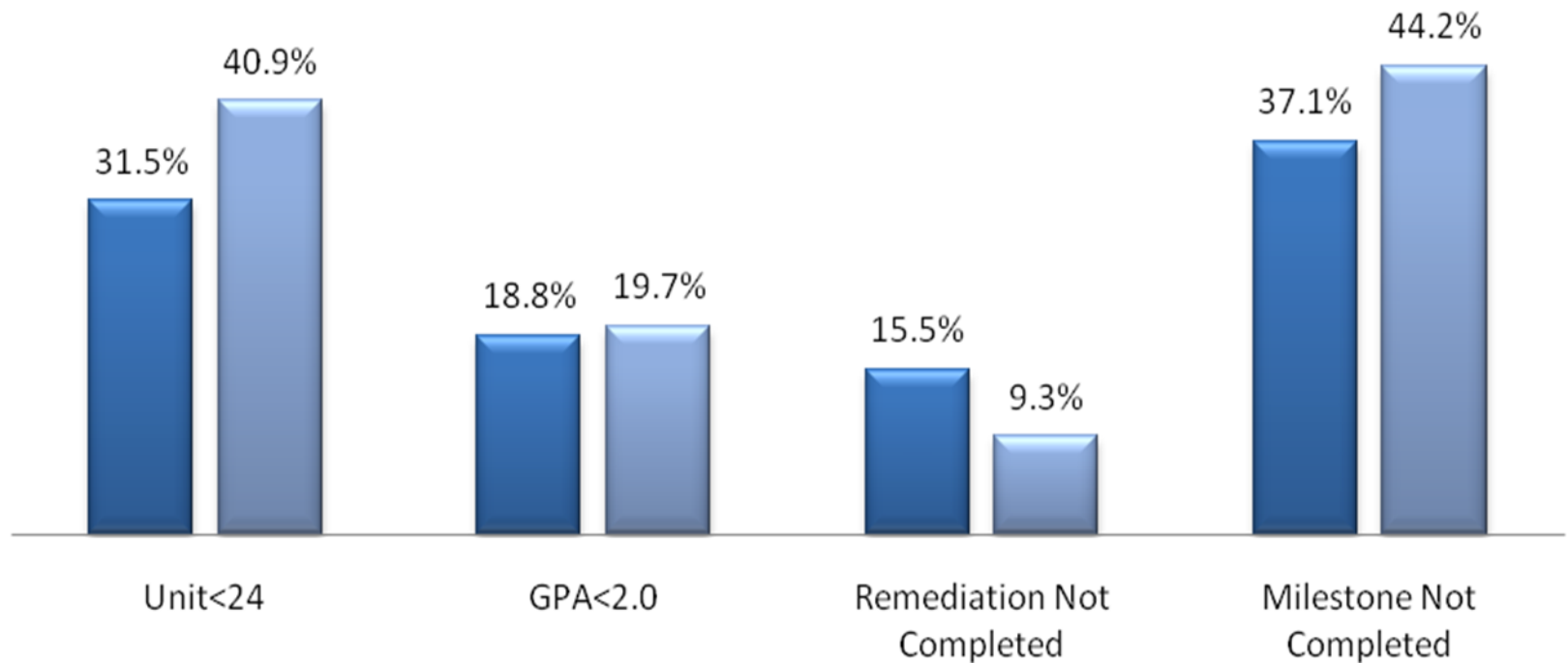
- UNIV 100
- Advising Center
- Summer and Special Sessions
- 1<sup>st</sup> and 2<sup>nd</sup> Year Experience
- Retain students who fail to complete pre-requisite of Nursing
- Email communication with students who did not complete a milestone and provide resources and recommendations specific to the milestone not completed
- Follow-up surveys to leavers

# Descriptive Assessment of Interventions on FA09 Cohort

18

## Milestone Not Completed by Taking UNIV 100

■ UNIV\_Taken ■ UNIV\_Not\_Taken

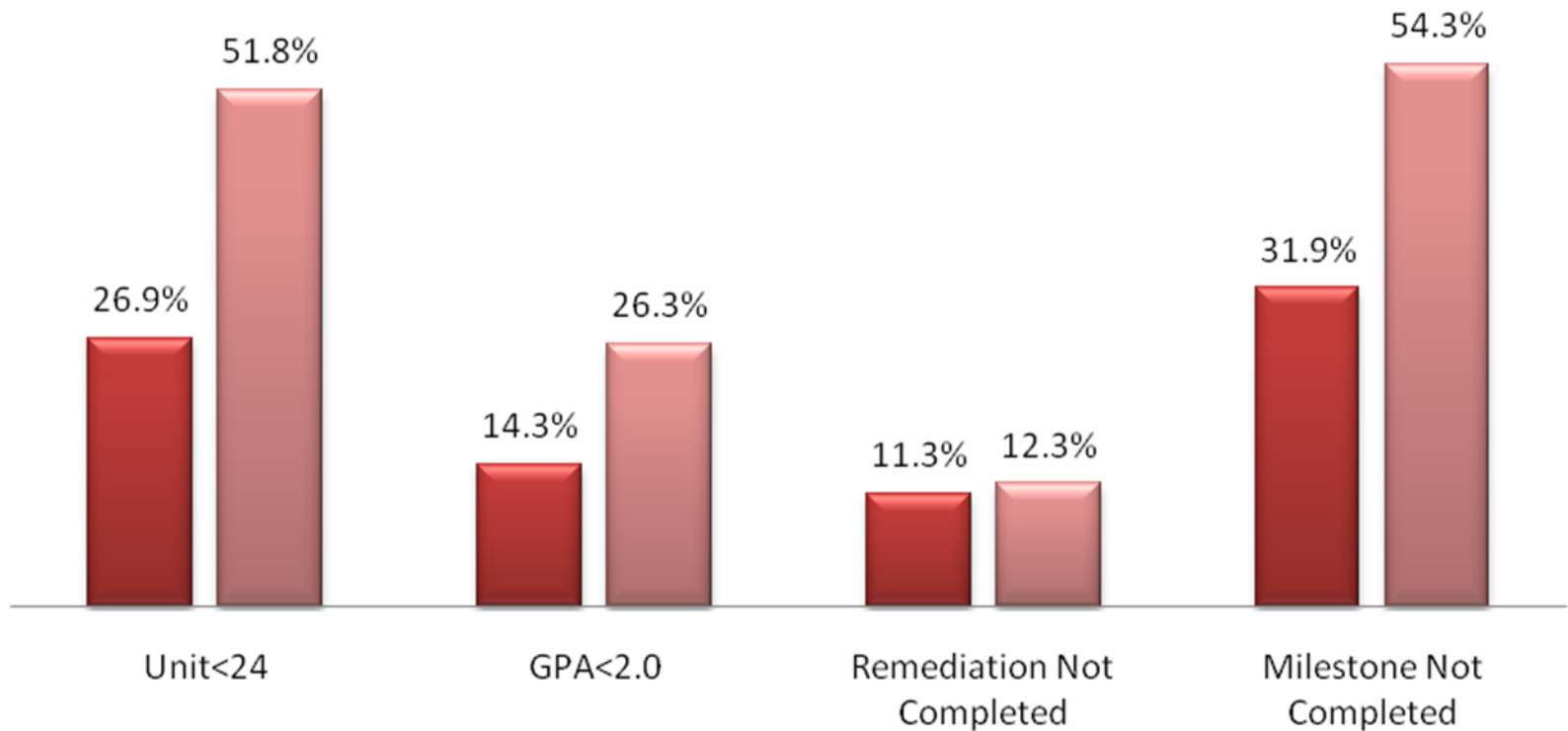


# Descriptive Assessment of Interventions on FA09 Cohort

19

## Milestone Not Completed by Accessing Advising

■ Advising\_Accessed ■ Advising\_Not\_Accessed



# From Data to Practice - Listen to Leavers

20

**Questions:** Why did students leave? Where did they go?

- **National Student Clearinghouse (NSLC)** data is used to follow up students who are eligible but not continuously enrolled at CSUCI and identify transfer-outs and drop-outs.
- **Transfer-outs:** 85% FTF and 74% UDT transferred to Two-year colleges
- **Leavers (transfer- and drop-outs):** Those leavers are invited to complete a semi-structured survey of their reasons to withdraw from CSUCI.

# From Data to Practice - Listen to Leavers

21

## Leavers' Response – Transfer-outs

- Most important reason to transfer out
  - Did not enjoy the social environment at CI (30%)
  - Could not get into the course needed (20%)
  - Intended major is not offered at CI (20%)
  - CI is too expensive for me right now (10%)
  - To transfer to another college is the first intention (10%)
  - Others (10%)
- Their recommendations
  - Improve campus service, such as recreation center, dining, housing, parking, etc.
  - More social events to involve diverse student groups
  - Provide more major options

# From Data to Practice - Listen to Leavers

22

## Leavers' Response – Drop-outs

- Most important reason to drop out
  - Could not get into the courses needed (30%)
  - Family/personal issues require full attention (20%)
  - CSUCI is too expensive (20%)
  - Did not enjoy social environment (5%)
  - Did not receive enough help to success (5%)
  - Others (20%)
- Their recommendations
  - More course options to accommodate students working full-time
  - Better financial aid package
  - Stronger support from and easy access to advisors and faculty members

# Future Actions

23

- Continue to record performance of existing cohort students and include new cohorts to the report
- Use accumulating student database to identify the “choking milestone”
- Further assessment of intervention programs and find out successful assistance means
- Integrate student performance and assessment of intervention programs to find out early signals of student withdrawal and not moving forward
- Convert student recommendations to change on campus
- This milestone and intervention reporting is the basis for creating a Retention Management System so that CSUCI can be proactive in supporting student success at key progress points along their path.

# Thank You!

## Questions and Comments?

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