

**Large national study on predictors of retention/graduation
(ACT Policy Report, Lotkowski et al., 2004)**

Moderate predictors	
	Institutional commitment (student's level of confidence & satisfaction with institutional choice)
	Social support (provided by university)
	High School GPA
	Contextual influences (financial aid, institution size, & selectivity)
	SES (parents' educational attainment & family income)
	Social involvement (student's involvement with peers & faculty and in campus activities)
	ACT or SAT scores
Strongest predictors	
	Academic-related skills (time management, study skills, study habits, etc.)
	Academic self-confidence (confidence of being successful in the academic environment)
	Academic goals (level of commitment to obtain a college degree)

What do we know about retention of students at UNCP?

FIRST-YEAR STUDENTS

“Determinants of First-Year Persistence” prepared for The University of North Carolina by The Hanover Research Council (2008)

At the request of The University of North Carolina at Pembroke, The Hanover Research Council performed a retention analysis of freshman students starting at the University in years 2002-2006. The study utilized a number of statistical analyses to identify the pre-entry and institutional experience factors related to persistence within these first-year samples. Major findings are listed below.

- At higher risk of leaving UNCP during or just after the first year are
 - Male students.
 - Out-of-state students.
 - White students.
 - Students with lower high school GPAs.
 - Students who attempt fewer credits in their first semester.
 - Students with lower GPAs during their first year.
 - Students with an “undeclared” major (who tend to have lower GPAs during the first year).

Internal analyses, Office of Institutional Effectiveness

- In an analysis of *non-returning students, 2006 to 2008 cohorts*,
 - ✓ both African American & American Indian students who left UNCP had significantly lower average SAT scores than did white students who left (882, 870, and 984 respectively)
 - ✓ African American students who left had significantly lower average high school GPAs than did white students (2.74 and 2.92, respectively)
 - ✓ non-returning males had an average first-year GPA of 1.48 compared to 1.71 for non-returning females.
- In an analysis of almost 2000 *returning and non-returning students from 2006 to 2008 cohorts*,
 - ✓ non-returners were twice as likely as returning students to have an undeclared major.
 - ✓ out-of-state students were less likely to return for their second year than in-state students. (53% compared to 42% non-returners).
 - ✓ students from surrounding counties (Bladen, Columbus, Cumberland, Hoke, Moore, Richmond, Robeson, & Scotland) were more likely to return than students from outside this region. (26% vs. 34% non-returners)
 - ✓ non-returning students ended their first year, on average, with fewer completed credit hours and with a lower GPA than returning students. (18 credits for non-returners compared to 25 for returning students; 1.76 for non-returners compared to 2.43 for returning students)
 - ✓ some additional significant data:

RACE/ETHNICITY (all students in analyses)	African-American	American Indian	Euro-American
High School GPA	2.89	3.21	3.12
First year hours earned	22	22	25
First year GPA	2.06	2.27	2.41

GENDER (all students in analyses)	Females	Males
High school GPA	3.15	2.90
First year hours earned	25	22
First year GPA	2.40	2.13

RACE & RETURN STATUS	Returners			Non-returners		
	African-Am.	Am. Indian	Euro-Am.	African-Am.	Am. Indian	Euro-Am.
First year hours earned	23	24	27	17	14	20
First year GPA	2.18	2.49	2.59	1.60	1.35	1.89

Exit interview data

- In 2007, of 131 students who withdrew AND who completed the exit interview (percentages rounded to nearest whole number)
 - 24% lived on campus, 62% commuted, 15% were taking online courses
 - 34% were recent high school graduates, 40% were transfers
 - 60% had applied to only UNCP
 - For 73%, UNCP was their first choice of institution
 - 32% were first-generation college
 - The main source of financial support: Loans, 31%; Grants/scholarships, 24%; Parents, 16%; Job, 11%; Own savings, 8%
 - 58% were employed while at UNCP, 27% full-time
 - 68% were married, 58% with no dependents
 - Plans for next year: Enlist in military, 2%; Get a job, 8%; Attend a community college, 11%; Not sure, 16%; Attend another university, 25%; Other, 37%
 - 64% intend to return to UNCP in future
 - Top 10 reasons for withdrawal
 - Family responsibilities 53%
 - Health reasons (personal and/or family) 46%
 - Financial problems 41%
 - Emotional problems 32%
 - Inadequate study habits 26%
 - Could not get the courses I needed 24%
 - Classes too difficult 22%
 - Could not get the courses I wanted 22%
 - Too many required courses 21%
 - Want a break from college 20%

TRANSFER-OUT STUDENTS

- Top schools to which our students go who transfer out (2000-2007 cohorts):

Institution	Total transfers *	Graduated	Women	Men	AI**	AA**	EA**
FAYETTEVILLE TECHNICAL CC	328	4.57%	194	134	38	38	235
ROBESON CC	279	12.19%	175	104	47	100	126
UNC - CHARLOTTE	159	16.35%	82	77	17	83	53
WAKE TECHNICAL CC	154	5.84%	65	89	52	18	44
EAST CAROLINA	134	29.10%	56	78	9	11	109
NORTH CAROLINA STATE	126	19.84%	52	74	0	14	104
UNC-WILMINGTON	123	37.40%	60	63	68	13	36
CAPE FEAR CC	118	11.86%	38	80	7	8	96
FAYETTEVILLE STATE	115	10.43%	75	40	9	30	71
CENTRAL PIEDMONT CC	99	6.06%	35	64	2	12	74
BLADEN CC	92	10.87%	71	21	14	8	69
UNC-GREENSBORO	91	23.08%	61	30	34	17	35
SANDHILLS CC	89	2.25%	51	38	5	52	28
RICHMOND CC	88	14.77%	61	27	13	5	66
GUILFORD TECHNICAL CC	87	2.30%	37	50	10	6	68
PITT CC	64	7.81%	21	43	7	7	49
UNIVERSITY OF PHOENIX	62	4.84%	46	16	37	14	10
SOUTHEASTERN CC	61	8.20%	39	22	4	30	25
APPALACHIAN STATE	57	35.09%	22	35	1	4	49
DURHAM TECHNICAL CC	46	2.17%	21	25	1	10	33
FORSYTH TECHNICAL CC	46	6.52%	19	27	3	6	35
CENTRAL CAROLINA CC	44	20.45%	29	15	2	6	34
COASTAL CAROLINA CC	43	25.58%	21	22	3	3	32
ALAMANCE CC	40	15.00%	25	15	2	3	32
UNC-CHAPEL HILL	37	24.32%	16	21	24	9	4

*Results may include some duplication & are dependent upon what is reported

**EA=European American; AA=African American; AI=American Indian

Office of Institutional Effectiveness, www.uncp.edu/ie
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- Some of the more common degree programs/majors transfer-outs complete:

Institution	Degree/major
CAMPBELL	BS/Pharmaceutical Science
ALAMANCE CC	Diploma/Dental Assisting
COASTAL CAROLINA CC	Diploma/Dental Assisting
APPALACHIAN STATE	BS/Secondary Education, Criminal Justice, Advertising, Recreation Management
UNC-GREENSBORO	BS/Business Administration, Nutrition, Recreation & Parks Management BA/Sociology, Psychology,
BLADEN CC	Diploma/Practical Nursing
FAYETTEVILLE STATE	BS/Biology, Psychology
UNC-WILMINGTON	BA/Criminal Justice, Communication, Biology, Political Science, Elementary Education, History, Psychology BS/Business Administration
NORTH CAROLINA STATE	BA/Communication Disorders, Psychology BS/Parks, Recreation, & Tourism; Mechanical Engineering
EAST CAROLINA	BS/Construction Management, Family Community Services, Biology, Nursing, Hospitality Management BA/History, Communication
UNC-CHARLOTTE	BA/Political Science, Communication Studies, Sociology, Art BS/Civil Engineering, Nursing
ROBESON CC	AAS/Radiography, Network Admin & Support, Nursing, Respiratory Therapy Certificate/Basic Law Enforce Training
FAYETTEVILLE TECHNICAL CC	Diploma/Dental Assisting AAS/Funeral Service Education Certificate/Basic Law Enforce Training

- 2000-2002 Cohorts: average percentage of transfer-outs who graduated elsewhere by race (3 largest groups) and gender

Race	Gender	Percent graduated*
American Indian	Male	25%
	Female	18%
African American	Male	17%
	Female	14%
Euro-American	Male	21%
	Female	23%
*Percentages rounded to nearest whole number; three year average percentages		