

Efforts to Improve Retention and Graduation at the University of North Carolina

*March 9, 2010
Jt. Legislative Education Oversight*



The University of North Carolina General Administration

Retention and Graduation at UNC

Increasing retention and graduation rates is a high priority of President Bowles and the UNC Board of Governors.

Graduation Targets

- *Targets set 3 years ago; now have first year of results*
- *Campuses have comprehensive plans to increase retention and graduation rates.*

2009-2010 University Action Plan Focus on Retention

- *Expand Need-based Financial Aid*
- *Increase Community College transfers*
- *Expand Distance Education*
- *Better enrollment growth planning*
 - *Work jointly with the Community Colleges to develop enrollment plans*



Headcount Enrollment in UNC Institutions, Fall 2009

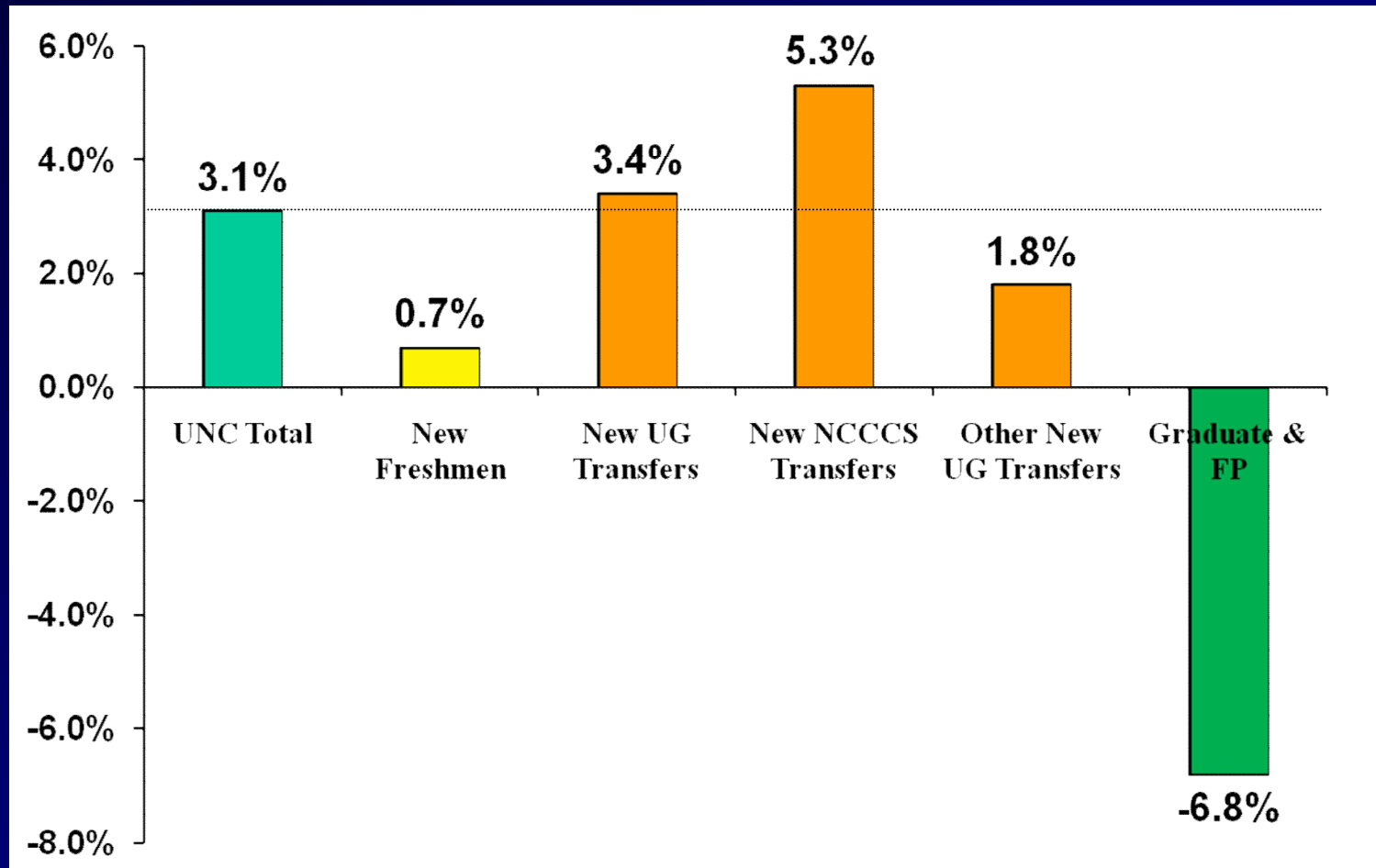
Institution	Undergraduate			Graduate	Grand Total**	High School
	Traditional Undergraduate	High School Students in College Programs*	Total			
ASU	14,872		14,872	2,096	16,968	
ECU	21,424	34	21,458	6,196	27,654	
ECSU	3,208		3,208	56	3,264	
FSU	5,480	106	5,586	697	6,283	
NCA&T	8,891	64	8,955	1,659	10,614	
NCCU	6,169	272	6,441	2,146	8,587	
NCSSM						669
NCSU	25,255		25,255	8,564	33,819	
UNCA	3,845		3,845	52	3,897	
UNC-CH	17,981		17,981	10,935	28,916	
UNCC	19,419		19,419	5,282	24,701	
UNCG	14,670	2,785	17,455	3,851	21,306	
UNCP	5,910		5,910	751	6,661	
UNCW	11,456	135	11,591	1,333	12,924	
UNCSA	747		747	125	872	289
WCU	7,450		7,450	1,979	9,429	
WSSU	5,960		5,960	467	6,427	
UNC Total	172,737	3,396	176,133	46,189	222,322	958

*High School Students in College Programs include: Early college high schools (at ECU, FSU, NCA&T, NCCU, and UNCW) and learn and earn online (iSchool) at UNCG.

**Grand total does not include high school enrollment figures.



Percent Increase of Fall Headcount Enrollment - New Students, Fall 2009



Graduation Rates at UNC

UNC 4-year Graduation Rate = 35.2%

National Average 4-year Graduation Rate (public) = 26.7%

UNC 6-year Graduation Rate = 58.8%

National Average 6-year Graduation Rate (public) = 49%

What is not considered in these calculations:

- Transfer Students - Students that transfer out of a UNC institution to another college/university in NC or out-of-state.*
- Students that return to the community college*
- Rate is calculated based on time to degree, not credit hours towards degree.*



Retention Goals and Performance

UNC Freshman-to-Sophomore Retention Rates												
Institution	Actual					2008 (2009)			Goals			
	2003 (2004)	2004 (2005)	2005 (2006)	2006 (2007)	2007 (2008)	Goal	Actual	Difference	2009 (2010)	2010 (2011)	2011 (2012)	2012 (2013)
	NCSU	90.7%	89.2%	89.4%	89.2%				89.6%	90.5%	90.9%	0.4%
UNC-CH	95.4%	96.6%	96.6%	96.5%	96.2%	96.5%	95.7%	-0.8%	96.5%	96.5%	96.5%	96.5%
ECU	78.8%	75.9%	78.7%	77.3%	75.9%	79.0%	78.8%	-0.2%	81.0%	82.0%	82.5%	83.0%
UNCG	77.0%	77.5%	76.3%	75.9%	76.0%	76.6%	76.6%	0.0%	77.4%	78.3%	79.1%	80.0%
UNCC	77.1%	78.7%	77.4%	77.0%	78.1%	78.0%	77.9%	-0.1%	79.0%	80.0%	81.0%	82.0%
NCA&T	73.1%	72.5%	68.9%	71.7%	73.6%	72.0%	77.1%	5.1%	74.0%	76.5%	77.0%	80.0%
ASU	84.4%	85.8%	84.5%	85.6%	87.4%	86.0%	86.4%	0.4%	87.0%	88.0%	90.0%	90.0%
UNCW	85.7%	83.2%	83.1%	84.5%	85.4%	86.0%	84.7%	-1.3%	87.0%	88.0%	89.0%	90.0%
WCU	73.9%	70.9%	71.3%	66.5%	71.5%	69.0%	76.2%	7.2%	72.0%	73.0%	74.0%	75.0%
NCCU	77.8%	76.4%	71.0%	77.3%	71.6%	76.0%	77.0%	1.0%	77.0%	78.0%	79.0%	80.0%
FSU	72.7%	75.4%	70.8%	73.3%	69.2%	74.0%	73.6%	-0.4%	76.0%	77.0%	78.0%	80.0%
WSSU	77.7%	75.3%	73.0%	68.0%	73.4%	71.0%	77.8%	6.8%	73.0%	75.0%	78.0%	80.0%
UNCP	67.1%	72.3%	67.5%	71.5%	67.3%	70.8%	67.5%	-3.3%	72.0%	73.0%	74.0%	75.0%
ECSU	76.3%	74.7%	72.3%	79.4%	76.7%	76.0%	76.3%	0.3%	77.0%	78.0%	80.0%	80.0%
UNCA	79.9%	76.4%	80.5%	76.3%	78.5%	80.0%	81.9%	1.9%	81.5%	82.0%	83.0%	84.0%
UNCOSA	76.9%	73.9%	76.6%	81.1%	77.5%	76.0%	77.4%	1.4%	77.0%	77.0%	77.0%	78.0%
UNC System	81.8%	81.3%	80.6%	81.0%	81.3%		82.7%					

Note: Numbers represent the retention rates of first-time full-time freshmen enrolled in the fall semester of the indicated years. The years in parentheses are the measuring years.



Four-Year Graduation Goals and Performance

UNC Four-Year Graduation Rates												
Institution	Actual					2005(2009)			Goals			
	2000 (2004)	2001 (2005)	2002 (2006)	2003 (2007)	2004 (2008)	Goal	Actual	Difference	2006 (2010)	2007 (2011)	2008 (2012)	2009 (2013)
NCSU	36.9%	36.8%	38.5%	41.5%	41.3%	40.0%	40.8%	0.8%	41.0%	42.0%	43.0%	43.0%
UNC-CH	71.2%	70.9%	73.2%	72.2%	74.4%	73.0%	75.2%	2.2%	73.5%	74.0%	75.0%	75.0%
ECU	27.6%	25.5%	27.2%	29.9%	29.2%	31.0%	32.5%	1.5%	31.5%	32.5%	33.0%	33.5%
UNCG	29.8%	26.9%	27.5%	28.3%	28.9%	29.4%	27.9%	-1.5%	30.6%	31.7%	32.9%	34.0%
UNCC	25.8%	26.4%	24.2%	25.5%	27.0%	27.5%	25.9%	-1.6%	26.2%	26.8%	27.8%	28.8%
NCA&T	19.3%	20.1%	14.8%	17.5%	15.1%	19.0%	16.5%	-2.5%	21.0%	23.0%	25.0%	28.0%
ASU	34.2%	37.1%	39.9%	37.3%	37.3%	41.0%	38.3%	-2.7%	42.0%	43.0%	44.0%	45.0%
UNCW	42.8%	41.5%	44.9%	44.3%	44.5%	42.0%	43.5%	1.5%	44.0%	46.0%	48.0%	50.0%
WCU	24.6%	22.5%	28.2%	26.4%	28.3%	27.0%	29.1%	2.1%	27.5%	28.0%	30.0%	30.0%
NCCU	22.5%	22.8%	23.3%	18.5%	18.0%	21.0%	15.1%	-5.9%	23.0%	25.0%	27.0%	30.0%
FSU	14.2%	15.7%	18.4%	12.7%	11.4%	15.0%	9.3%	-5.7%	17.0%	19.0%	21.0%	25.0%
WSSU	19.4%	20.2%	18.1%	14.0%	13.1%	17.0%	15.9%	-1.1%	19.0%	21.0%	23.0%	25.0%
UNCP	20.1%	14.7%	14.2%	16.4%	15.2%	18.0%	14.7%	-3.3%	19.0%	21.0%	23.0%	25.0%
ECSU	30.0%	28.1%	23.6%	22.7%	19.2%	22.0%	17.8%	-4.2%	23.0%	25.0%	26.0%	28.0%
UNCA	30.9%	33.2%	33.1%	28.7%	29.8%	31.0%	32.7%	1.7%	33.0%	35.0%	36.0%	38.0%
UNCSA	49.7%	46.6%	52.1%	58.7%	51.4%	53.0%	53.8%	0.8%	55.0%	55.0%	58.0%	58.0%
UNC System	35.5%	35.1%	35.1%	34.9%	35.0%		35.2%					

Note: Numbers represent the retention rates of first-time full-time freshmen enrolled in the fall semester of the indicated years. The years in parentheses are the measuring years.



Six-Year Graduation Goals and Performance

UNC Six-Year Graduation Rates												
Institution	Actual					2003 (2009)			Goals			
	1998 (2004)	1999 (2005)	2000 (2006)	2001 (2007)	2002 (2008)	Goal	Actual	Difference	2004 (2010)	2005 (2011)	2006 (2012)	2007 (2013)
	NCSU	66.9%	70.5%	70.3%	69.6%	71.5%	72.0%	73.2%	1.2%	72.5%	73.0%	73.5%
UNC-CH	81.7%	83.8%	83.8%	82.6%	86.1%	83.5%	84.9%	1.4%	84.5%	86.0%	87.0%	87.0%
ECU	53.3%	54.4%	56.4%	54.4%	54.3%	56.5%	56.8%	0.3%	57.0%	58.0%	59.0%	60.0%
UNCG	50.2%	51.1%	52.0%	49.8%	52.5%	51.8%	51.6%	-0.2%	53.9%	55.9%	58.1%	60.0%
UNCC	46.6%	48.7%	49.8%	50.5%	50.6%	50.0%	53.9%	3.9%	51.0%	52.0%	52.0%	53.0%
NCA&T	42.5%	39.5%	38.0%	41.4%	37.7%	43.0%	37.2%	-5.8%	45.0%	46.0%	48.0%	50.0%
ASU	60.3%	64.0%	61.6%	62.5%	63.9%	64.0%	64.4%	0.4%	65.0%	66.0%	67.0%	68.0%
UNCW	61.2%	63.5%	65.1%	64.8%	67.1%	67.0%	68.5%	1.5%	68.0%	69.0%	70.0%	71.0%
WCU	46.0%	47.3%	46.7%	47.4%	49.5%	48.5%	48.8%	0.3%	49.5%	51.5%	53.0%	55.0%
NCCU	50.8%	44.9%	49.3%	48.3%	47.9%	50.0%	44.4%	-5.6%	51.0%	52.0%	53.0%	55.0%
FSU	34.9%	42.2%	37.0%	35.6%	38.0%	40.0%	31.5%	-8.5%	42.0%	45.0%	46.0%	47.0%
WSSU	44.1%	47.9%	44.1%	45.1%	39.3%	46.0%	36.5%	-9.5%	47.0%	48.0%	50.0%	52.0%
UNCP	41.6%	34.9%	37.6%	34.0%	33.4%	36.0%	34.1%	-1.9%	37.0%	38.0%	40.0%	42.0%
ECSU	45.4%	49.1%	49.3%	50.7%	42.8%	43.0%	45.8%	2.8%	45.0%	47.0%	49.0%	52.0%
UNCA	51.5%	53.1%	53.3%	53.6%	59.6%	56.0%	58.7%	2.7%	56.0%	58.0%	60.0%	60.0%
UNCSA	49.6%	57.0%	54.2%	51.4%	55.6%	53.0%	61.2%	8.2%	55.0%	55.0%	58.0%	58.0%
UNC System	57.9%	59.1%	59.3%	58.7%	58.8%		58.8%					

Note: Numbers represent the retention rates of first-time full-time freshmen enrolled in the fall semester of the indicated years. The years in parentheses are the measuring years.



Community College AA Transfer Graduation Goals and Performance

Four-Year Graduation Rates of NCCCS Associate Degree Recipients Who Transferred to UNC Institutions

Institution	Actual					2002-04 (2006-08)				Goals			
	1997-99 (2001-03)	1998-00 (2002-04)	1999-01 (2003-05)	2000-02 (2004-06)	2001-03 (2005-07)	Goal	Actual	Difference	Native Jr Grad Rates	2003-05 (2007-09)	2004-06 (2008-10)	2005-07 (2009-11)	2006-08 (2010-12)
NCSU	65.0%	79.0%	72.0%	74.0%	72.0%	72.0%	75.0%	3.0	91.0%	72.5%	73.0%	73.5%	73.5%
UNC-CH	71.0%	75.0%	72.0%	71.0%	68.0%	69.0%	68.0%	-1.0	92.0%	69.0%	69.0%	69.0%	69.0%
ECU	63.0%	72.0%	70.0%	69.0%	68.0%	71.0%	68.0%	-3.0	89.0%	72.0%	72.5%	73.0%	74.0%
UNCG	66.0%	69.0%	67.0%	65.0%	65.0%	67.0%	63.0%	-4.0	90.0%	67.0%	67.0%	67.0%	68.0%
UNCC	60.0%	63.0%	63.0%	64.0%	66.0%	62.5%	68.0%	5.5	88.0%	63.0%	63.5%	64.0%	65.0%
NCA&T	46.0%	58.0%	54.0%	56.0%	50.0%	51.0%	53.0%	2.0	76.0%	51.0%	52.0%	53.0%	54.0%
ASU	76.0%	74.0%	75.0%	75.0%	75.0%	78.0%	74.0%	-4.0	90.0%	78.0%	79.0%	79.0%	80.0%
UNCW	75.0%	79.0%	77.0%	79.0%	79.0%	78.0%	81.0%	3.0	93.0%	79.0%	79.0%	80.0%	81.0%
WCU	76.0%	76.0%	73.0%	75.0%	74.0%	76.5%	73.0%	-3.5	88.0%	77.0%	77.5%	78.0%	79.0%
NCCU	61.0%	60.0%	63.0%	64.0%	58.0%	63.0%	55.0%	-8.0	77.0%	64.0%	65.0%	66.0%	67.0%
FSU	55.0%	45.0%	54.0%	61.0%	64.0%	58.0%	63.0%	5.0	79.0%	60.0%	62.0%	64.0%	65.0%
WSSU	72.0%	43.0%	53.0%	48.0%	56.0%	65.0%	57.0%	-8.0	74.0%	66.0%	67.0%	68.0%	68.0%
UNCP	70.0%	73.0%	71.0%	67.0%	64.0%	71.0%	59.0%	-12.0	81.0%	72.0%	73.0%	74.0%	75.0%
ECSU	69.0%	58.0%	63.0%	62.0%	64.0%	66.0%	61.0%	-5.0	86.0%	67.0%	68.0%	69.0%	70.0%
UNCA	58.0%	60.0%	68.0%	59.0%	63.0%	67.0%	60.0%	-7.0	90.0%	68.0%	69.0%	70.0%	70.0%
UNCSA	N/A	100.0%	33.0%	60.0%	43.0%	N/A	60.0%	N/A	33.0%	N/A	N/A	N/A	N/A
UNC System	67.0%	70.0%	69.0%	70.0%	69.0%		70.0%		88.0%				

Note: Numbers represent the graduation rates of NC community college associate degree recipients who transferred to UNC institutions in the indicated 3 years. The years in parentheses are the measuring years in which those transfers graduating.



Success NC

Joint Initiative with Community Colleges

- **Increase production of associate's and bachelor's degrees and certificates**
- **Improve the connection between high schools and colleges, and between community colleges and universities**
- **Develop articulation between community colleges and universities in online environment**
- **Jointly manage the transfer process**



Recent Survey on Why Students Drop Out

- **Myth No. 1: Most students go to college full-time. If they leave without a degree, it's because they're bored with their classes and don't want to work hard.**
- **Reality No. 1: Most students leave college because they're going to school and working to support themselves at the same time. At some point, the stress of work and study just becomes too much.**
- **Myth No. 2: Most college students are supported by their parents and take advantage of a multitude of loans, scholarships, and savings plans.**
- **Reality No. 2: Young people who fail to finish college are often going it alone financially. They're essentially putting themselves through college.**

Source: *With their Whole Lives Ahead of Them*, The Bill and Melinda Gates Foundation

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Recent Survey on Why Students Drop Out, continued

- **Myth No. 3: Most students go through a meticulous process of choosing their college from an array of alternatives.**
- **Reality No. 3: Among students who don't graduate, the college selection process is far more limited and often seems happenstance and uninformed.**

- **Myth No. 4: Students who don't graduate understand fully the value of a college degree and the consequences and trade-offs of leaving school without a degree.**
- **Reality No. 4: Students who leave college realize that a diploma is an asset, but they may not fully recognize the impact that dropping out will have on their future.**



Success Models

- **Four-year and six-year graduation rates**
- **First to second year persistence + progress to degree**
- **Freshman enrollment in college level courses with no remediation required**
- **Full-time enrollment in college**
- **Freshman grade point average and/or attainment of specific grades in certain courses (C-WALL courses)**
- **Admission criteria appropriate for enrollment goals/targets**



Some Emerging Themes from the Retention/Graduation Discussion

- **Higher retention and graduation rates increase access**
- **Early warning and response system for addressing student difficulties is critical**
- **Data and evidence-based outcomes will determine the appropriate support methods for various cohorts of students**
- **Partner with the community colleges to prepare students who have not traditionally been successful to be successful as transfers**
- **Online and flexible course scheduling are tools to keep students enrolled**



Campus Initiatives

The following are some of the evidence-based UNC campus initiatives to improve graduation and retention:

- **Need-based financial aid (all campuses)**
- **First year seminars and learning communities (ASU, UNCW& UNCC)**
- **Academic supports (tutoring, supplemental instruction & writing) (ECU, NCSU, NC A&T & WCU)**
- **Summer bridge programs: supporting the mission of access & diversity (FSU)**
- **Enhanced academic advising (NCCU)**
- **First year college (NCSU)**
- **Revised admissions approach (UNCA)**
- **Reorganizing for retention (UNCG, NCCU & WSU)**
- **Community college partnerships and Dual-degree programs (FSU & UNCP)**
- **Reducing academic load thru on-line assistance (UNC-SA)**

