

## OFFICE OF INSTITUTIONAL EFFECTIVENESS AND STUDENT SUCCESS

No. 86-20 August 2020

#### **RESEARCH BRIEF**

# Student Achievement Criteria at NOVA: <u>Retention</u> by Select Student Characteristics

Northern Virginia Community College (NOVA) is deeply committed to the values of student access and student success. NOVA demonstrates this commitment by using evidence-based decision making to improve opportunities for students to succeed. After a long-standing history of evaluating outcomes related to retention, graduation, and other evolving priorities, NOVA refocused efforts in 2019 on a more comprehensive evaluation of eight critical measures of student achievement, which are as follows: 1) College Readiness; 2) Enrollment; 3) Course Success; 4) Retention; 5) Graduation; 6) Transfer; 7) Job Placement; and 8) Licensing Exams.<sup>1</sup>

#### In This Brief

This Brief highlights NOVA's performance on the Retention criteria. Retention is defined as the rate at which students re-enroll or successfully complete their program by subsequent semesters. NOVA tracks two measures of retention: the fall-to-spring retention rate and the fall-to-fall retention rate. For each measure of retention, this Brief disaggregates data by select student characteristics. Disaggregation by these characteristics allows the college to identify where achievement gaps exist within its eight student achievement criteria.

## **Key Findings**

- Fall-to-Spring Retention: Among the Fall 2018 first-time in college, program placed cohort, the following student groups had fall-to-spring retention rates that were lower than their respective counterparts and the College overall: students who identified as Black/African American, Hispanic/Latino, white, or another race or ethnicity; male students; older students; non-Pell Grant recipients, and students who were not the first in their family to attend college.
- Fall-to-Fall Retention: Among the Fall 2017 first-time in college, program placed cohort, the following student groups had fall-to-fall retention rates that were lower than their respective counterparts and the College overall: students who identified as Black/African American or white; male students; and older students.

<sup>&</sup>lt;sup>1</sup> For more information, see Report 29-20: Student Achievement Criteria at NOVA: Comprehensive Evaluation Report 2020.

## **Section 1. Overall Retention Rate**

## **Fall-to-Spring Retention**

The fall-to-spring retention rate is defined as the percentage of first-time in college, program placed students who first enrolled in the fall and either re-enrolled or successfully completed their program by the following spring semester. Among the Fall 2018 cohort, 82 percent of students returned to NOVA for a subsequent spring semester.

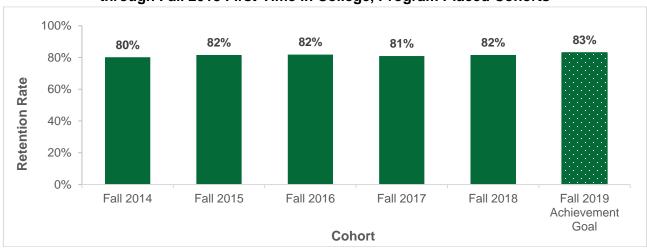


Figure 1. Overall Fall-to-Spring Retention Rate: Fall 2014 through Fall 2018 First-Time in College, Program Placed Cohorts

## **Fall-to-Fall Retention**

The fall-to-fall retention rate is defined as the percentage of first-time in college, program placed students who first enrolled in the fall and either re-enrolled or successfully completed their program by the following fall semester. The fall-to-fall retention rate is substantially lower than the fall-to-spring retention rate at NOVA. Among the Fall 2017 cohort, approximately 65 percent of students returned to NOVA for a subsequent spring semester.

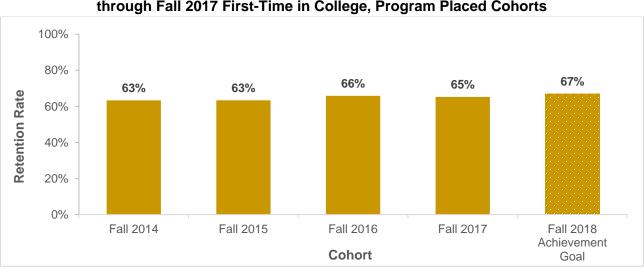


Figure 2. Overall Fall-to-Fall Retention Rate: Fall 2014 through Fall 2017 First-Time in College, Program Placed Cohorts

## Section 2. Fall-to-Spring Retention by Select Student Characteristics

This section presents data regarding the fall-to-spring retention rate of first-time in college, program placed students at NOVA. The fall-to-spring retention rate is defined as the percentage of first-time in college, program placed students who first enrolled in the fall and re-enrolled or successfully completed their program by the following spring semester. Fall-to-spring retention rates are disaggregated by the following student characteristics: race/ethnicity, gender, age group, Pell Grant status, and first generation status.

## Fall-to-Spring Retention Rate by Race/Ethnicity

Among the Fall 2018 cohort of first-time in college, program placed students, students who identified as Asian had the highest fall-to-spring retention rate (88 percent).

Conversely, the other four racial/ethnic groups fell below the College-wide fall-to-spring retention rate of 82 percent. Students who identified as Black/African American had the lowest fall-to-spring retention rate (79 percent), followed by white students, Hispanic/Latino students, and students of another race or ethnicity (81 percent each).

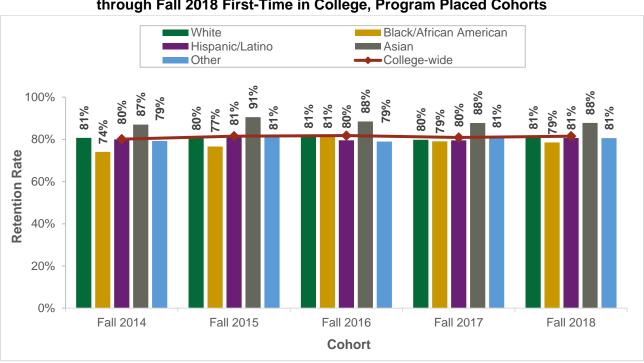


Figure 3. Fall-to-Spring Retention Rate by Race/Ethnicity: Fall 2014 through Fall 2018 First-Time in College, Program Placed Cohorts

## **Fall-to-Spring Retention Rate by Gender**

Among the Fall 2018 cohort of first-time in college, program placed students, female students had a higher fall-to-spring retention rate than male students (83 versus 80 percent). While the fall-to-spring retention rate for female students was above the College-wide average of 82 percent, the retention rate of male students fell below the College-wide average.

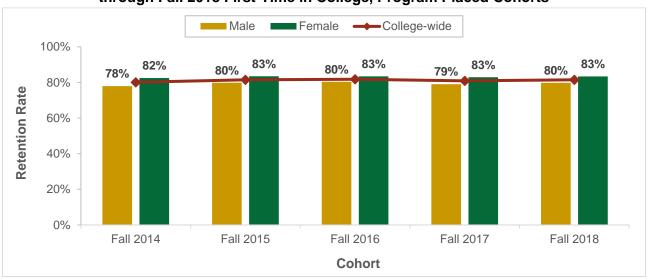


Figure 4. Fall-to-Spring Retention Rate by Gender: Fall 2014 through Fall 2018 First-Time in College, Program Placed Cohorts

## Fall-to-Spring Retention Rate by Age Group

Among the Fall 2018 cohort of first-time in college, program placed students, students aged 21 and younger had a higher fall-to-spring retention rate than older students (83 percent versus 73 percent for students aged 22 to 29; and 71 percent for students aged 30 and older). The fall-to-spring retention rate for both older age groups fell below the College-wide average of 82 percent.

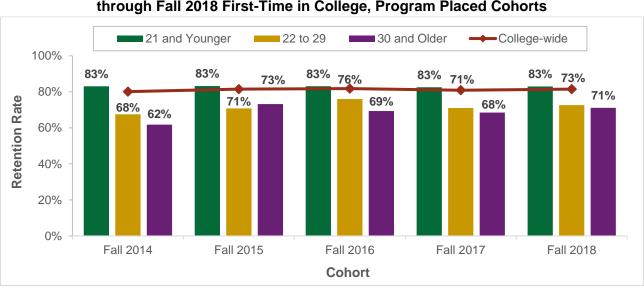


Figure 5. Fall-to-Spring Retention Rate by Age Group: Fall 2014 through Fall 2018 First-Time in College, Program Placed Cohorts

## Fall-to-Spring Retention Rate by Pell Grant Status

Among the Fall 2018 cohort of first-time in college, program placed students, students who received a Pell Grant had a higher fall-to-spring retention rate than non-Pell Grant recipient students (86 versus 79 percent). While the fall-to-spring retention rate for Pell Grant recipients was above the College-wide average of 82 percent, the retention rate of non-Pell Grant recipients fell below the College-wide average.

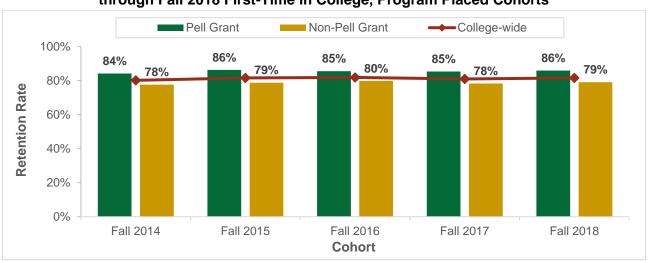


Figure 6. Fall-to-Spring Retention Rate by Pell Grant Status: Fall 2014 through Fall 2018 First-Time in College, Program Placed Cohorts

## **Fall-to-Spring Retention Rate by First Generation Status**

Among the Fall 2018 cohort of first-time in college, program placed students, first generation students had a slightly higher fall-to-spring retention rate than continuing generation students (82 versus 81 percent). The fall-to-spring retention rate for first generation students was the same as the College-wide average, but the fall-to-spring retention rate for continuing generation students was slightly lower than the College.

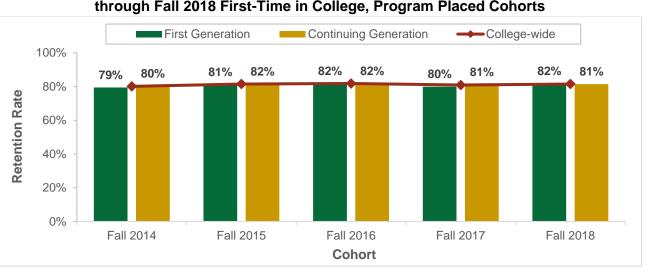


Figure 7. Fall-to-Spring Retention Rate by First Generation Status: Fall 2014 through Fall 2018 First-Time in College, Program Placed Cohorts

## Section 3. Fall-to-Fall Retention by Select Student Characteristics

This section presents data regarding the fall-to-fall retention rate of first-time in college, program placed students at NOVA. The fall-to-fall retention rate is defined as the percentage of first-time in college, program placed students who first enrolled in the fall and re-enrolled or successfully completed their program by the following fall semester. Fall-to-fall retention rates are disaggregated by the following student characteristics: race/ethnicity, gender, age group, Pell Grant status, and first generation status.

## Fall-to-Fall Retention Rate by Race/Ethnicity

Among the Fall 2017 cohort of first-time in college, program placed students, students who identified as Asian had the highest fall-to-fall retention rate (75 percent), which exceeded the College-wide average (65 percent). Students who identified as Hispanic/Latino or as another race or ethnicity also had fall-to-fall retention rates that were at or above the College-wide average (66 and 65 percent, respectively).

Conversely, students who identified as Black/African American had the lowest fall-to-fall retention rate (60 percent), followed by white students (63 percent). The fall-to-fall retention rate of both groups fell below the College-wide average of 65 percent.

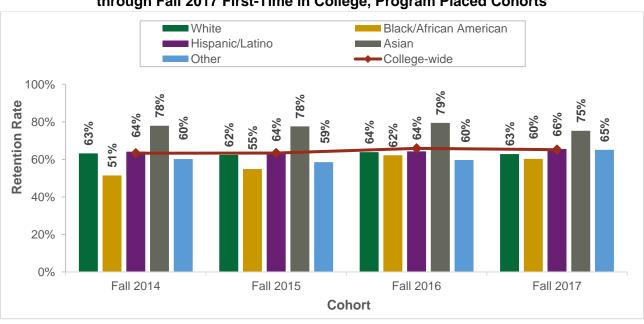


Figure 8. Fall-to-Fall Retention Rate by Race/Ethnicity: Fall 2014 through Fall 2017 First-Time in College, Program Placed Cohorts

## **Fall-to-Fall Retention Rate by Gender**

Among the Fall 2017 cohort of first-time in college, program placed students, female students had a higher fall-to-fall retention rate than male students (69 versus 62 percent). While the fall-to-fall retention rate for female students was above the College-wide average of 65 percent, the fall-to-fall retention rate of male students fell below the College-wide average.

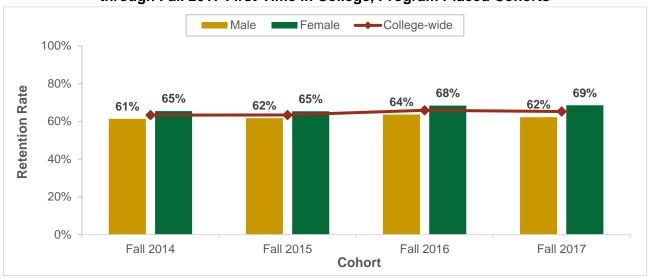


Figure 9. Fall-to-Fall Retention Rate by Gender: Fall 2014 through Fall 2017 First-Time in College, Program Placed Cohorts

## Fall-to-Fall Retention Rate by Age Group

Among the Fall 2017 cohort of first-time in college, program placed students, students aged 21 and younger had a higher fall-to-fall retention rate than older students (67 percent versus 56 percent for students aged 22 to 29; and 51 percent for students aged 30 and older). The fall-to-fall retention rate for both older age groups fell below the College-wide average of 65 percent.

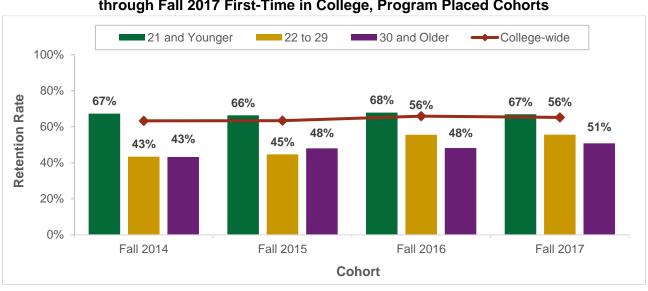


Figure 10. Fall-to-Fall Retention Rate by Age Group: Fall 2014 through Fall 2017 First-Time in College, Program Placed Cohorts

7

## Fall-to-Fall Retention Rate by Pell Grant Status

Among the Fall 2017 cohort of first-time in college, program placed students, students who received a Pell Grant and non-Pell Grant recipients had similar fall-to-fall retention rates (65 percent each). Both groups were consistent with the College-wide fall-to-fall retention rate which was also 65 percent.

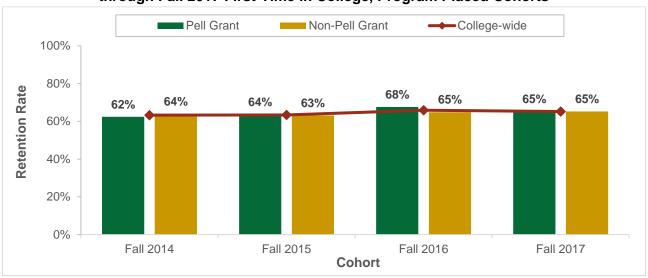


Figure 11. Fall-to-Fall Retention Rate by Pell Grant Status: Fall 2014 through Fall 2017 First-Time in College, Program Placed Cohorts

## **Fall-to-Fall Retention Rate by First Generation Status**

Among the Fall 2017 cohort of first-time in college, program placed students, first generation and continuing generation students had similar fall-to-fall retention rates (65 percent each). Both groups were consistent with the College-wide fall-to-fall retention rate which was also 65 percent.

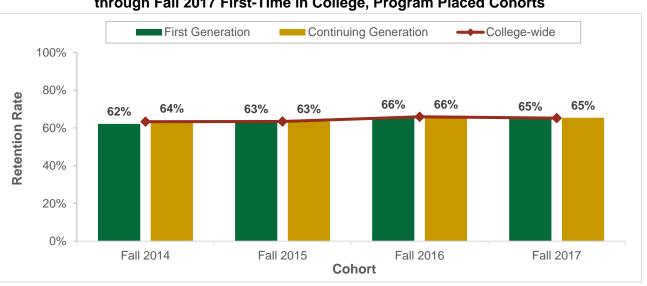


Figure 12. Fall-to-Fall Retention Rate by First Generation Status: Fall 2014 through Fall 2017 First-Time in College, Program Placed Cohorts

## **Data Tables**

## **Overall Retention Rate**

Table 1. Fall-to-Spring and Fall-to-Fall Retention Rates: Fall 2014 through Fall 2018 First-Time in College, Program Placed Cohorts

Cohort	NI	Retained from	Fall-to-Spring	Retained from	m Fall-to-Fall
Conort	N	#	%	#	%
Fall 2014	9,141	7,325	80.1	5,787	63.3
Fall 2015	9,330	7,606	81.5	5,913	63.4
Fall 2016	8,884	7,269	81.8	5,851	65.9
Fall 2017	8,619	6,971	80.9	5,621	65.2
Fall 2018	8,800	7,172	81.5		1

Source: Office of Institutional Research, Northern Virginia Community College.

Notes: Fall-to-spring retention is the percentage of first-time in college, program placed students who entered in the fall and either reenrolled or successfully completed their program by the following spring semester. Fall-to-fall retention is the percentage of first-time in college, program placed students who entered in the fall and either re-enrolled or successfully completed their program by the following fall semester.

## **Fall-to-Spring Retention Rate by Select Student Characteristics**

Table 2. Fall-to-Spring Retention Rate by Race/Ethnicity: Fall 2014 through Fall 2018 First-Time in College, Program Placed Cohorts

_ ,	F	all 2014	•	F	all 2015		F	all 2016		F	all 2017		F	all 2018	
Race/ Ethnicity	N	Retai	ined	N	Retai	ned	N	Retai	ned	N	Retai	ined	N	Retai	ned
Limitorty	14	#	%	14	#	%	IN	#	%	IN	#	%	14	#	%
White	2,978	2,403	80.7	3,003	2,414	80.4	2,856	2,325	81.4	2,709	2,162	79.8	2,625	2,122	80.8
Black/Afr. Am.	1,658	1,228	74.1	1,646	1,261	76.6	1,489	1,212	81.4	1,438	1,137	79.1	1,380	1,084	78.6
Hispanic/Latino	2,514	2,011	80.0	2,562	2,079	81.1	2,537	2,019	79.6	2,599	2,067	79.5	2,758	2,224	80.6
Asian	1,355	1,179	87.0	1,403	1,270	90.5	1,389	1,229	88.5	1,257	1,103	87.7	1,393	1,223	87.8
Other*	636	504	79.2	716	582	81.3	613	484	79.0	616	502	81.5	644	519	80.6
College-wide	9,141	7,325	80.1	9,330	7,606	81.5	8,884	7,269	81.8	8,619	6,971	80.9	8,800	7,172	81.5

Source: Office of Institutional Research, Northern Virginia Community College.

Table 3. Fall-to-Spring Retention Rate by Gender: Fall 2014 through Fall 2018 First-Time in College, Program Placed Cohorts

	F	all 2014	•	F	all 2015		F	all 2016		F	all 2017	1	F	all 2018	
Gender	N	Retai	ined	N	Retai	ned	N	Retai	ned	N	Retai	ined	N	Retai	ined
	IN	#	%	IN	#	%	IN IN	#	%	IN	#	%	IN	#	%
Male	4,766	3,716	78.0	5,033	4,019	79.9	4,643	3,731	80.4	4,535	3,584	79.0	4,595	3,666	79.8
Female	4,375	3,609	82.5	4,297	3,587	83.5	4,241	3,538	83.4	4,084	3,387	82.9	4,205	3,506	83.4
College-wide	9,141	7,325	80.1	9,330	7,606	81.5	8,884	7,269	81.8	8,619	6,971	80.9	8,800	7,172	81.5

Source: Office of Institutional Research, Northern Virginia Community College.

<sup>\*</sup>Other includes American Indian/Alaska Native, Hawaiian/Pacific Islander, Two or More Races, Unknown, and Not Specified.

Table 4. Fall-to-Spring Retention Rate by Age Group: Fall 2014 through Fall 2018 First-Time in College, Program Placed Cohorts

	F	all 2014		F	all 2015		F	all 2016		F	all 2017	•	F	all 2018	
Age Group	N	Retai	ined	N	Retai	ned	N	Retai	ined	N.	Retai	ined	N	Retai	ined
	N	#	# %	N	#	%	N	#	%	N	#	%	N	#	%
21 and Younger	7,623	6,332	83.1	7,968	6,630	83.2	7,697	6,396	83.1	7,484	6,176	82.5	7,620	6,322	83.0
22 to 29	963	650	67.5	877	621	70.8	747	568	76.0	710	504	71.0	737	535	72.6
30 and Older	555	343	61.8	485	355	73.2	440	305	69.3	425	291	68.5	443	315	71.1
College-wide	9,141	7,325	80.1	9,330	7,606	81.5	8,884	7,269	81.8	8,619	6,971	80.9	8,800	7,172	81.5

Source: Office of Institutional Research, Northern Virginia Community College.

Table 5. Fall-to-Spring Retention Rate by Pell Grant Status: Fall 2014 through Fall 2018 First-Time in College, Program Placed Cohorts

	F	all 2014	•	F	all 2015		F	all 2016		F	all 2017	•	F	all 2018	
Pell Grant Status	N	Retai	ined	NI	Retai	ned	NI	Retai	ned	N	Retai	ined	Z	Retai	ned
Status	#	%	N	#	%	N	#	%	IN	#	%	IN	#	%	
Pell Grant	3,558	2,993	84.1	3,486	3,006	86.2	3,229	2,759	85.4	3,240	2,763	85.3	3,213	2,758	85.8
Non-Pell Grant	5,583	4,332	77.6	5,844	4,600	78.7	5,655	4,510	79.8	5,379	4,208	78.2	5,587	4,414	79.0
College-wide	9,141	7,325	80.1	9,330	7,606	81.5	8,884	7,269	81.8	8,619	6,971	80.9	8,800	7,172	81.5

Source: Office of Institutional Research, Northern Virginia Community College.

Table 6. Fall-to-Spring Retention Rate by First Generation Status: Fall 2014 through Fall 2018 First-Time in College, Program Placed Cohorts

	F	all 2014		F	all 2015		F	all 2016		F	all 2017		F	all 2018	}
First Gen Status	N	Retai	ined												
Status	IN	#	%												
First Gen	2,166	1,721	79.5	2,130	1,728	81.1	2,064	1,686	81.7	2,041	1,631	79.9	1,576	1,291	81.9
Continuing Gen	6,975	5,604	80.3	7,200	5,878	81.6	6,820	5,583	81.9	6,578	5,340	81.2	7,224	5,881	81.4
College-wide	9,141	7,325	80.1	9,330	7,606	81.5	8,884	7,269	81.8	8,619	6,971	80.9	8,800	7,172	81.5

Source: Office of Institutional Research, Northern Virginia Community College.

## **Fall-to-Fall Retention Rate by Select Student Characteristics**

Table 7. Fall-to-Fall Retention Rate by Race/Ethnicity: Fall 2014 through Fall 2017 First-Time in College, Program Placed Cohorts

						•						
_ ,	F	all 2014		F	all 2015		F	all 2016		F	all 2017	•
Race/ Ethnicity	N	Retai	ned	N	Retai	ned	N	Retai	ned	N	Retai	ined
•	IN	#	%	IN	#	%	IN	#	%	N	#	%
White	2,978	1,883	63.2	3,003	1,875	62.4	2,856	1,824	63.9	2,709	1,703	62.9
Black/African American	1,658	853	51.4	1,646	903	54.9	1,489	926	62.2	1,438	867	60.3
Hispanic/Latino	2,514	1,612	64.1	2,562	1,627	63.5	2,537	1,631	64.3	2,599	1,704	65.6
Asian	1,355	1,056	77.9	1,403	1,089	77.6	1,389	1,104	79.5	1,257	946	75.3
Other*	636	383	60.2	716	419	58.5	613	366	59.7	616	401	65.1
College-wide	9,141	5,787	63.3	9,330	5,913	63.4	8,884	5,851	65.9	8,619	5,621	65.2

Source: Office of Institutional Research, Northern Virginia Community College.

<sup>\*</sup>Other includes American Indian/Alaska Native, Hawaiian/Pacific Islander, Two or More Races, Unknown, and Not Specified.

Table 8. Fall-to-Fall Retention Rate by Gender: Fall 2014 through Fall 2017 First-Time in College, Program Placed Cohorts

	F	all 2014	•	F	all 2015		F	all 2016		F	all 2017	
Gender	N	Retai	ined	N	Retai	ned	N	Retai	ned	N	Retai	ned
	N	#	%	N	#	%	N	#	%	N	#	%
Male	4,766	2,925	61.4	5,033	3,106	61.7	4,643	2,953	63.6	4,535	2,822	62.2
Female	4,375	2,862	65.4	4,297	2,807	65.3	4,241	2,898	68.3	4,084	2,799	68.5
College-wide	9,141	5,787	63.3	9,330	5,913	63.4	8,884	5,851	65.9	8,619	5,621	65.2

Source: Office of Institutional Research, Northern Virginia Community College.

Table 9. Fall-to-Fall Retention Rate by Age Group: Fall 2014 through Fall 2017 First-Time in College, Program Placed Cohorts

	F	all 2014	1	F	all 2015		F	all 2016		F	all 2017	
Age Group	N	Retai	ned	N	Retai	ined	N	Retai	ined	N	Retai	ned
N N	IN .	#	%	IN	#	%	IN	#	%	N	#	%
21 and Younger	7,623	5,129	67.3	7,968	5,288	66.4	7,697	5,224	67.9	7,484	5,010	66.9
22 to 29	963	418	43.4	877	392	44.7	747	415	55.6	710	395	55.6
30 and Older	555	240	43.2	485	233	48.0	440	212	48.2	425	216	50.8
College-wide	9,141	5,787	63.3	9,330	5,913	63.4	8,884	5,851	65.9	8,619	5,621	65.2

Source: Office of Institutional Research, Northern Virginia Community College.

Table 10. Fall-to-Fall Retention Rate by Pell Grant Status: Fall 2014 through Fall 2017 First-Time in College, Program Placed Cohorts

	F	all 2014		F	all 2015		F	all 2016		F	all 2017	
Pell Grant Status	NI	Retai	ned	N	Retai	ned	NI	Retai	ned	N	Retai	ned
Status N	IN	#	%	IN	#	%	N	#	%	IN	#	%
Pell Grant	3,558	2,221	62.4	3,486	2,223	63.8	3,229	2,184	67.6	3,240	2,110	65.1
Non-Pell Grant	5,583	3,566	63.9	5,844	3,690	63.1	5,655	3,667	64.8	5,379	3,511	65.3
College-wide	9,141	5,787	63.3	9,330	5,913	63.4	8,884	5,851	65.9	8,619	5,621	65.2

Source: Office of Institutional Research, Northern Virginia Community College.

Table 11. Fall-to-Fall Retention Rate by First Generation Status: Fall 2014 through Fall 2017 First-Time in College, Program Placed Cohorts

<b>-</b> 1	F	all 2014		F	all 2015		F	all 2016		F	all 2017	
First Gen Status	N	Retai	ned	NI	Retai	ned	NI	Retai	ned	N	Retai	ined
	IN	#	%	N	#	%	N	#	%	IN	#	%
First Gen	2,166	1,346	62.1	2,130	1,349	63.3	2,064	1,356	65.7	2,041	1,320	64.7
Continuing Gen	6,975	4,441	63.7	7,200	4,564	63.4	6,820	4,495	65.9	6,578	4,301	65.4
College-wide	9,141	5,787	63.3	9,330	5,913	63.4	8,884	5,851	65.9	8,619	5,621	65.2

Source: Office of Institutional Research, Northern Virginia Community College.