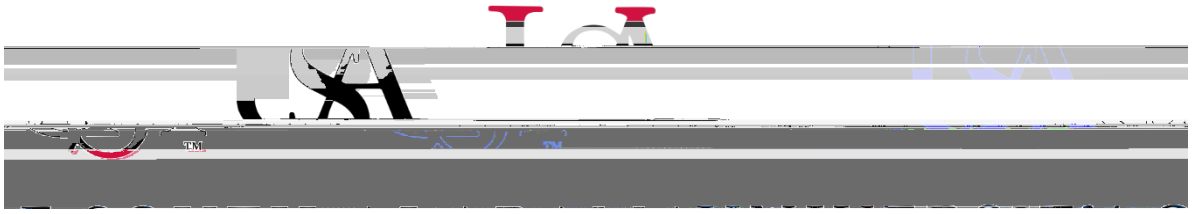

2018 Freshman Cohort Retention Report

Executive Summary

This report summarizes the one-year retention of 1,889 students in the University of South Alabama (USA) 2018 first-time full-time baccalaureate degree-seeking freshman cohort. The one-year retention rate for the 2018 freshman cohort was 74%.

Results indicated retention of students with a lower high school GPA or lower ACT Composite score or students who are 20 years old or older may require additional resources and monitoring to enable and/or encourage them to persist towards successfully completing a degree at USA. Students who participated in Greek life at USA were more likely to return to USA which emphasizes the importance of students becoming involved in student organizations at USA that allow them to connect with students with similar interests outside of the classroom as well. Similar to previous studies, students attending the earlier freshman summer orientation sessions were more likely to return than students attending the later orientation sessions meaning that the orientation session attended could provide another key factor for identifying at-risk freshmen students early on in their college experience.

The importance of financial support in the form of freshman scholarships or other types of scholarships was also clear. Additional USA freshman scholarships should be considered to continue to attract top students to attend USA. In addition, need-based grants could be utilized to assist students in greater need of financial support to encourage them to return to and persist towards completing a degree at USA.

Results also showed students who received an at-risk midterm grade (D, F, or U) in the Fall 2018 semester in four or more courses for lack of attendance and/or poor academic performance and students who were placed on probation after the Fall 2018 semester ended were unlikely to return to USA one year later. These findings highlight the importance of intervening prior to the end of the fall semester with students who receive an at-risk midterm grade to help prevent these students from subsequently receiving a low USA GPA and being placed on probation after the fall semester concludes.

Overview

The following report provides a detailed analysis about the one-year retention of the 1,889 first-time full-time baccalaureate degree-seeking freshmen students in the University of South Alabama (USA) 2018 freshman cohort. Retention in the context of this report is defined as whether freshmen students returned and enrolled one year later in the Fall 2019 semester.

[1] was used as a conceptual framework to guide this analysis.

[1] Astin, A. W. (2002). Assessment for excellence: The philosophy and practice of assessment and evaluation in higher education. American Council on Education, Oryx Press.

Table 3: Comparison of Outcome Variables Midway Through/After Fall 2018 to 2018 Cohort Retention Rate

Variable	Retention Rate >= 74%	Count	Retention Rate < 74%	Count
*Number of At-Risk Midterm Grades in Fall 2018				
	*No At-Risk MT Grades (86%)	948	2 At-Risk MT Grades (58%)	228
	1 At-Risk MT Grade (76%)	490	3 At-Risk MT Grades (45%)	117
			4 or More At-Risk MT Grades (25%)	106
*Probation Status after Fall 2018				
	No (83%)	1,608	*Yes (25%)	281

outcome variable, stepwise logistic regression was used. This technique allows for the identification of significant variables that contribute to the classification of individuals by using an algorithm to determine the importance of predictor variables. Stepwise logistic regression was used to identify significant variables in the model for predicting the outcome variable. Results of the final step for the model are

The second model included the input and also the environmental variables. For each environmental variable included in the second model a comparison group was selected (number of USA Days

APPENDIX

2018 Freshman Cohort Retention Report Cross Tabs

	No	Yes	
Count	257	874	1131
% within Gender	22.7%	77.3%	100.0%
Count	232	526	758
% within Gender	30.6%	69.4%	100.0%
Count	489	1400	1889
% within Gender	25.9%	74.1%	100.0%

	No	Yes	
Count	308	868	1176
% within Race	26.2%	73.8%	100.0%
Count	109	271	380
% within Race	28.7%	71.3%	100.0%
Count	10	62	72
% within Race	13.9%	86.1%	100.0%
Count	19	56	75
% within Race	25.3%	74.7%	100.0%
Count	26	73	99
% within Race	26.3%	73.7%	100.0%
Count	5	9	14
% within Race	35.7%	64.3%	100.0%
Count	12	61	73
% within Race	16.4%	83.6%	100.0%
Count	489	1400	1889
% within Race	25.9%	74.1%	100.0%

	No	Yes	
Count	16	62	78
% within Age	20.51%	79.49%	100.0%
Count	417	1225	1642
% within Age	25.4%	74.6%	100.0%
Count	40	99	

2018 Freshman Cohort Retention Report Cross Tabs

2018 Cohort * College * One-Year Retention Crosstabulation

			One-Year Retention		
			No	Yes	Total
College	AH	Count	62	231	293
		% within College	21.2%	78.8%	100.0%
	AS	Count	167	428	595
		% within College	28.1%	71.9%	100.0%
	BU	Count	58	121	179
		% within College	32.4%	67.6%	100.0%
	CS	Count	30	65	95
		% within College	31.6%	68.4%	100.0%
	ED	Count	45	145	190
		% within College	23.7%	76.3%	100.0%
	EG	Count	67	173	240
		% within College	27.9%	72.1%	100.0%
	NU	Count	60	237	297
		% within College	20.2%	79.8%	100.0%
Total		Count	489	1400	1889
		% within College	25.9%	74.1%	100.0%

2018 Cohort * Freshman Scholarship * One-Year Retention Crosstabulation

			One-Year Retention		
			No	Yes	Total
FR Academic Scholarship FY1819	No	Count	293	536	829
		% within FR Academic Scholarship FY1819	35.3%	64.7%	100.0%
	Yes	Count	196	864	1060
		% within FR Academic Scholarship FY1819	18.49%	81.51%	100.0%
Total		Count	489	1400	1889
		% within FR Academic Scholarship FY1819	25.9%	74.1%	100.0%

2018 Cohort * Other Scholarship * One-Year Retention Crosstabulation

			One-Year Retention		
			No	Yes	Total
Other Scholarship	No	Count	245	442	687
		% within Other Scholarship	35.7%	64.3%	100.0%
	Yes	Count	244	958	1202
		% within Other Scholarship	20.3%	79.7%	100.0%
Total		Count	489	1400	1889
		% within Other Scholarship	25.9%	74.1%	100.0%

	No	Yes	
Count	278	1330	1608
% within Probation After Fall 2018	17.3%	82.7%	100.0%
Count	211	70	281
% within Probation After Fall 2018	75.1%	24.9%	100.0%
Count	489	1400	1889
% within Probation After Fall 2018	25.9%	74.1%	100.0%

	No	Yes	
Count	101	5	106
% within USA Hours Earned After Summer	95.3%	4.7%	100.0%
Count			

2018 Freshman Cohort Retention Report Independent T-Test Tables

								Lower	Upper
Equal variances assumed	29.050	.000	-3.847	1887	.000	-.099	.026	-.149	-.048
Equal variances not assumed			-3.790	829.634	.000	-.099	.026	-.150	-.048
Equal variances assumed	1.813	.178	-8.450	1887	.000	-.216	.026	-.267	-.166
Equal variances not assumed			-8.414	845.672	.000	-.216	.026	-.267	-.166
Equal variances assumed	76.784	.000	-7.436	1887	.000	-.185	.025	-.234	-.136
Equal variances not assumed			-7.177	801.151	.000	-.185	.026	-.236	-.135
Equal variances assumed	19.211	.000	4.054	1887	.000	.105	.026	.054	.156
Equal variances not assumed			4.015	837.525	.000	.105	.026	.054	.156
Equal variances assumed									

2018 Freshman Cohort Retention Report ANOVA Tables

2018 Cohort * Age * Multiple Comparisons

Dependent Variable: One-Year Retention

Games-Howell

(I) Age		Mean Difference (I-J)	Std. Error	Sig.	Interval Bound	Interval Bound
17 years or younger	18 years old	.049	.047	.730	-.07	.17
	19 years old	.083	.060	.516	-.07	.24
	20 years or older	.328*	.103	.014	.05	.60
18 years old	17 years or younger	-.049	.047	.730	-.17	.07
	19 years old	.034	.040	.833	-.07	.14
	20 years or older	.279*	.093	.027	.03	.53
19 years old	17 years or younger	-.083	.060	.516	-.24	.07
	18 years old	-.034	.040	.833	-.14	.07
	20 years or older	.246	.100	.085	-.02	.51
20 years or older	17 years or younger	-.328*	.103	.014	-.60	-.05
	18 years old	-.279*	.093	.027	-.53	-.03
	19 years old	-.246	.100	.085	-.51	.02

*. The mean difference is significant at the 0.05 level.

2018 Freshman Cohort Retention Report ANOVA Tables

					Bound	Bound
	Rest of Alabama	-.007	.023	1.000	-.07	.06
	Mississippi Service Area	-.065	.035	.444	-.17	.04
	Florida Service Area	.031	.048	.986	-.11	.17
	Rest of United States	.062	.042	.688	-.06	.18
	International	.097	.134	.975	-.34	.54
	Mobile or Baldwin County	.007	.023	1.000	-.06	.07
	Mississippi Service Area	-.058	.036	.580	-.16	.04
	Florida Service Area	.038	.048	.967	-.10	.18
	Rest of United States	.069	.042	.586	-.05	.19
	International	.104	.134	.967	-.34	.55
	Mobile or Baldwin County	.065	.035	.444	-.04	.17
	Rest of Alabama	.058	.036	.580	-.04	.16
	Florida Service Area	.096	.055	.499	-.06	.25
	Rest of United States	.127	.050	.122	-.02	.27
	International	.162	.137	.836	-.28	.61
	Mobile or Baldwin County	-.031	.048	.986	-.17	.11
	Rest of Alabama	-.038	.048	.967	-.18	.10
	Mississippi Service Area	-.096	.055	.499	-.25	.06
	Rest of United States	.030	.060	.996	-.14	.20
	International	.066	.140	.997	-.39	.52
	Mobile or Baldwin County	-.062	.042	.688	-.18	.06
	Rest of Alabama	-.069	.042	.586	-.19	.05
	Mississippi Service Area	-.127	.050	.122	-.27	.02
	Florida Service Area	-.030	.060	.996	-.20	.14
	International	.035	.139	1.000	-.41	.48
	Mobile or Baldwin County	-.097	.134	.975	-.54	.34
	Rest of Alabama	-.104	.134	.967	-.55	.34
	Mississippi Service Area	-.162	.137	.836	-.61	.28
	Florida Service Area	-.066	.140	.997	-.52	.39
	Rest of United States	-.035	.139	1.000	-.48	.41

(I) High School GPA		Mean Difference (I-J)	Std. Error	Sig.	Interval Bound	Interval Bound
3.0 or lower	3.01-3.5	-.136*	.045	.008	-.24	-.03
	3.51 or higher	-.364*	.041	.000	-.46	-.27
3.01-3.5	3.0 or lower	.136*	.045	.008	.03	.24
	3.51 or higher	-.228*	.024	.000	-.29	-.17
3.51 or higher	3.0 or lower	.364*	.041	.000	.27	.46
	3.01-3.5	.228*	.024	.000	.17	.29

*. The mean difference is significant at the 0.05 level.

2018 Freshman Cohort Retention Report ANOVA Tables

				Bound	Bound
1 At Risk MT Grade	.095*	.022	.000	.03	.16
2 At Risk MT Grades	.275*	.035	.000	.18	.37
3 At Risk MT Grades	.406*	.048	.000	.27	.54
4 or More At Risk MT Grades	.663*	.043	.000	.49	.73
No At Risk MT Grades	[illegible]	[illegible]	[illegible]	.37-	cs

2018 Freshman Cohort Retention Report ANOVA Tables

2018 Cohort * USA Hours Earned After Summer 2019 * Multiple Comparisons

Dependent Variable: One-Year Retention

Games-Howell

(I) USA Hours Earned After Summer 2019		Mean Difference (I-J)	Std. Error	Sig.	Interval Bound	Interval Bound
0-6 hours	6.5-12 hours	-.046	.036	.805	-.15	.06
	12.5-18 hours	-.208*	.043	.000	-.33	-.09
	18.5-24 hours	-.549*	.046	.000	-.68	-.42
	24.5-30 hours	-.819*	.025	.000	-.89	-.75
	30.5 or more hours	-.897*	.022	.000	-.96	-.83
6.5-12 hours	0-6 hours	.046	.036	.805	-.06	.15
	12.5-18 hours	-.163*	.048	.010	-.30	-.03
	18.5-24 hours	-.503*	.051	.000	-.65	-.36
	24.5-30 hours	-.773*	.033	.000	-.87	-.68
	30.5 or more hours	-.851*	.031	.000	-.94	-.76
12.5-18 hours	0-6 hours	.208*	.043	.000	.09	.33
	6.5-12 hours	.163*	.048	.010	.03	.30
	18.5-24 hours	-.340*	.056	.000	-.50	-.18
	24.5-30 hours	-.610*	.040	.000	-.73	-.49
	30.5 or more hours	-.689*	.038	.000	-.80	-.58
18.5-24 hours	0-6 hours	.549*	.046	.000	.42	.68
	6.5-12 hours	.503*	.051	.000	.36	.65
	12.5-18 hours	.340*	.056	.000	.18	.50
	24.5-30 hours	-.270*	.044	.000	-.40	-.14
	30.5 or more hours	-.348*	.042	.000	-.47	-.23
24.5-30 hours	0-6 hours	.819*	.025	.000	.75	.89
	6.5-12 hours	.773*	.033	.000	.68	.87
	12.5-18 hours	.610*	.040	.000	.49	.73
	18.5-24 hours	.270*	.044	.000	.14	.40
	30.5 or more hours	-.078*	.017	.000	-.13	-.03
30.5 or more hours	0-6 hours	.897*	.022	.000	.83	.96
	6.5-12 hours	.851*	.031	.000	.76	.94
	12.5-18 hours	.689*	.038	.000	.58	.80
	18.5-24 hours	.348*	.042	.000	.23	.47
	24.5-30 hours	.078*	.017	.000	.03	.13

*. The mean difference is significant at the 0.05 level.

2018 Freshman Cohort Retention Report Logistic Regression Tables

		No	Yes	
	No	70	368	16.0
	Yes	64	1265	95.2
				75.6

2018 Cohort * Input Model Final Variables in the Equation

							EXP(B)		
		B	S.E.	Wald	df	Sig.	Exp(B)	Lower	Upper
Step 1[a]	HS GPA 3.0 or lower			137.882	2	.000			
	HS GPA 3.01-3.5	.546	.198	7.632	1	.006	1.727	1.172	2.544
	HS GPA 3.51-4.0	1.734	.190	83.103	1	.000	5.664	3.901	8.224
	Constant	-.090	.173	.268	1	.604	.914		

a. Variable(s) entered on step 1: High School GPA.

2018 Cohort * Input and Environmental Model Classification Table [a]

Observed			No	Yes	
Step 1	One-Year Retention	No	65	373	14.8
		Yes	56	1273	95.8
	Overall Percentage				75.7
Step 2	One-Year Retention	No	92	346	21.0
		Yes	80	1249	94.0
	Overall Percentage				75.9

a. The cut value is .500

2018 Freshman Cohort Retention Report Logistic Regression Tables

							95% C.I. for EXP(B)	
							Lower	Upper
Not on Probation After Fall 2018	2.669	.153	304.690	1	.000	14.421	10.687	19.459
Constant	-1.103	.138	63.990	1	.000	.332		
4 or More At Risk MT Grades			40.607	4	.000			
3 At Risk MT Grades	.578	.326	3.141	1	.076	1.783	.941	3.379
2 At Risk MT Grades	.827	.294	7.912	1	.005	2.286	1.285	4.067
1 At Risk MT Grade	1.163	.286	16.568	1	.000	3.200	1.828	5.604
No At Risk MT Grades	1.564	.286	29.841	1	.000	4.780	2.727	8.379
Not on Probation After Fall 2018	2.041	.179	130.619	1	.000	7.695	5.423	10.919
Constant	-1.768	.257	47.221	1	.000	.171		

No

2018 Freshman Cohort Retention Report Logistic Regression Tables

2018 Cohort * USA GPA After Summer 2019 Variables in the Equation

		B	S.E.	Wald	df	Sig.	Exp(B)	EXP(B) Lower	EXP(B) Upper
Step 1[a]	USA GPA 2.0 or lower			448.617	4	.000			
	USA GPA 2.01-2.5	2.909	.230	159.385	1	.000	18.346	11.678	28.821
	USA GPA 2.51-3.0	2.718	.193	198.041	1	.000	15.143	10.371	22.110
	USA GPA 3.01-3.5	3.461	.201	296.179	1	.000	31.846	21.472	47.232
	USA GPA 3.51-4.0	3.832	.210	334.499	1	.000	46.143	30.604	69.573
	Constant	-1.405	.138	103.088	1	.000	.245		

a. Variable(s) entered on step 1: USA GPA After Summer 2019.