

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Annual Report on Student Retention and Graduation Rates
Date: November 6, 2000

Recommended Action:

Receive the report.

Executive Summary:

This annual report provides the most recent available data about graduation and retention rates at Regent universities. Consistent with patterns over many years, the three institutions continue to graduate more than 60% of entering freshmen within six years. Typically, the six-year graduation rates are compared to each institution's peer group; however, this year, the information which is published by NCAA will not be available until the middle of November. Last year, SUI's six-year graduation rate was 62.1%; its peer group mean was 68%. ISU's six-year graduation rate was 60.4% and its peer group mean was 64%. UNI's six-year graduation rate was 62.7% and its peer group mean was 47%.

Six-year graduation rates for the most recent reporting year - the entering class of 1994 - increased at SUI, from 62.1% to 63.1% and at ISU, from 60.4% to 62.4%. The six-year graduation rate decreased slightly at UNI, from 62.7% to 62.2%. The most recent first-year retention rates (for the entering class of 1999) were positive at all three institutions, with a minimum of 81% of all freshmen returning for their second year of studies.

In 1995, the Board's Priority Study Group on Graduation Rates recommended that each institution develop a four-year graduation plan which would effectively guarantee full-time students the opportunity to complete a bachelor's degree within eight semesters. Subsequently, each of the universities developed a Four-Year Graduation Plan for students who chose that option. The University of Iowa has consistently made its four-year graduation option known to students and is to be commended for achieving a four-year graduation rate of 37.1%, which is the highest among the Regent institutions. SUI's strategic plan calls for raising this rate to 40%. ISU's four-year graduation rate is at an all-time high of 28.4%, while UNI's is at an all-time high of 33.2%.

Variations in graduation and retention rates occur among different student cohorts. Freshmen who enter with higher ACT scores and class ranks have better graduation rates. Women have a higher graduation rate than men at all Regent universities. Transfer students typically enter Regent universities with focused academic goals and achieve high graduation rates.

Ethnic and racial minority students generally have lower graduation rates than white students in the traditional four-year format as well as in the six-year time frame.

The following action step in the Board's Strategic Plan is addressed in this report:

- 2.1.1.2 Develop and implement effective strategies for retention of students.

Background:

This annual report presents information about graduation and retention rates at each of the Regent universities. The report, which includes race/ethnicity and gender data, presents 3-year, 4-year, 5-year, and 6-year graduation rates; it also includes 1-year and 2-year retention rate data. The undergraduate student retention and graduation rates by ethnic/racial composition presented in this report are included in the Board's performance indicator #42.

Most data in this report include only freshmen who enrolled at a Regent university directly from high school in the fall or preceding summer of the entering class year. However, because approximately 7% of the enrollment at Regent universities is comprised of transfer students, it is important to track the graduation and retention rates of transfer students. The data in this report include students who transfer into Regent universities from community colleges in Iowa, from independent colleges and universities in Iowa, and from colleges outside of Iowa.

Graduation rates are normally measured on a cumulative six-year time frame which is 150% of the typical eight-semester time frame to complete a baccalaureate program. Students who earned undergraduate degrees from the institution at which they first matriculated as freshmen in six or fewer years are included in this calculation. The most recent data report the graduation rates for the entering class of Fall 1994, which would have graduated no later than August 2000.

Graduation rates for transfer students are calculated from the date of admission to a Regent university. Years of study completed at previous institutions are not included in the determination of time-to-degree. Therefore, graduation rates of

transfer students, while generally higher than those for entering freshmen, are not exactly comparable to graduation rates for entering freshmen because of the difference in time frames.

Retention is the rate at which members of an entering freshman class return to that same institution in successive years until the completion of a degree. Research shows that the majority of students who withdraw, transfer, or otherwise leave an institution do so during the first two years of college.

Analysis:

Retention Rates

The transition from high school to university life poses significant challenges for many entering students. A variety of academic, social, cultural, economic, and personal factors can influence the success of that transition.

Previous national and state studies, as well as the Regent universities' own experience over many years, have demonstrated that the following factors contribute significantly to the retention rate:

- * student input factors of entering freshmen (high school rank, ACT scores, socioeconomic status),
- * institutional environment factors (housing, advising, orientation, extracurricular activities, support services), and
- * academic standards factors (major field requirements, core curriculum requirements, developmental courses, grading practices).

Highly selective private institutions have higher graduation rates and lower dropout rates than traditionally selective public institutions, according to studies by the American College Testing Service.

The Regent universities are committed to the academic success of their students. Reducing attrition and improving retention are important priorities on each campus. Undergraduate admissions standards are designed to ensure that each student has the appropriate academic background and potential to complete a degree program. The institutions have established a variety of initiatives, programs, and services (such as tutoring labs, academic advising, and career development services) to help students make a successful transition both to the rigors of postsecondary learning and to the challenges of independence and adulthood.

- * Despite these and other efforts, the Regent universities regularly lose 25% to 30% of each year's entering freshman classes within two years. A part of this loss may occur when students change or refine educational goals that require transfer to another institution or suspension of their studies.
- * There may be other reasons (including financial aid) which the universities need to be aware of in order to assist students. In order for retention programs to be successful, it is necessary for the institutions to address the factors identified above in the initiatives and services provided to incoming students.

The charts and detailed tables in this report document relatively stable one-year retention rates that are consistent with or somewhat better than national indices. Eighty-one per cent or more of last year's entering freshmen at each institution returned for their second year of studies. ISU is to be commended for one of the significant benchmarks that it has established as a performance indicator in its strategic plan to increase its first-year retention rate to 90%. (Within a five-year period, the one-year retention rate at ISU has risen from 81.5% to 85.1%.) Realization of the 90% target will require sustained and comprehensive efforts to address the many factors that influence student persistence.

Graduation Rates

Earning a college degree is one important and widely used outcome measure of institutional effectiveness. Graduation rates are also one of the required reporting elements under the federal government's Student Right-to-Know legislation.

- * Graduation rates are often referenced to demonstrate that institutions are achieving their missions with a high level of efficiency and productivity.
- * However, a student who does not earn a degree from the institution at which he/she matriculated does not necessarily reflect failure on the part of the institution or of the student. Many legitimate, unexpected, and uncontrollable factors can lead to this result; for example, some students may not set the completion of a degree as their educational goal. Nonetheless, the institution should have mechanisms in place to be able to ascertain whether intervention strategies are appropriate and can be applied.

- * Currently, the Regent universities do not have a timely, systematic process to determine the reasons for nonpersistence, i.e., why students leave the university prior to graduation. The only study that is in place¹ is conducted at the start of the 7th year of a particular entering class. The last study that was conducted was in 1997 for the entering class of 1990. There is an attempt to determine the reasons for nonpersistence in this study; however, the response rate was less than 20%. The Board Office is proceeding with discussion with the universities to obtain more timely data about why students do not persist in their education, especially to provide more insight about nonretention of students after their first and second years of attendance.

Four-Year Graduation Rates

The rate at which students graduate within four years is at an all-time high at each of the Regent universities. The table below lists these percentages between 1986 and 1996.

FOUR-YEAR GRADUATION PERCENTAGE RATES FOR ENTERING CLASSES OF 1986 - 1996											
	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996
SUI	27.2	30.5	30.2	30.6	32.7	31.9	32.5	34.2	33.9	35.0	37.1
ISU	21.5	21.1	21.5	20.3	19.0	20.6	21.7	22.3	24.0	25.1	28.4
UNI	29.9	31.2	27.8	24.9	24.3	24.1	26.2	27.1	29.0	29.8	33.2

In the 1999 update to its strategic plan, SUI identified a target of 40% for its four-year graduation rate. SUI will index its four-, five-, and six-year graduation rate targets to ACT scores, with higher rates expected for those with higher scores.

Six-Year Graduation Rates:

Six-year graduation rates for all three Regent universities have remained at approximately 60% or higher since 1986. Minor fluctuations in these rates occur every year and have not indicated any significant trend. Changes in the size and composition of each entering class may account for modest variations in rates.

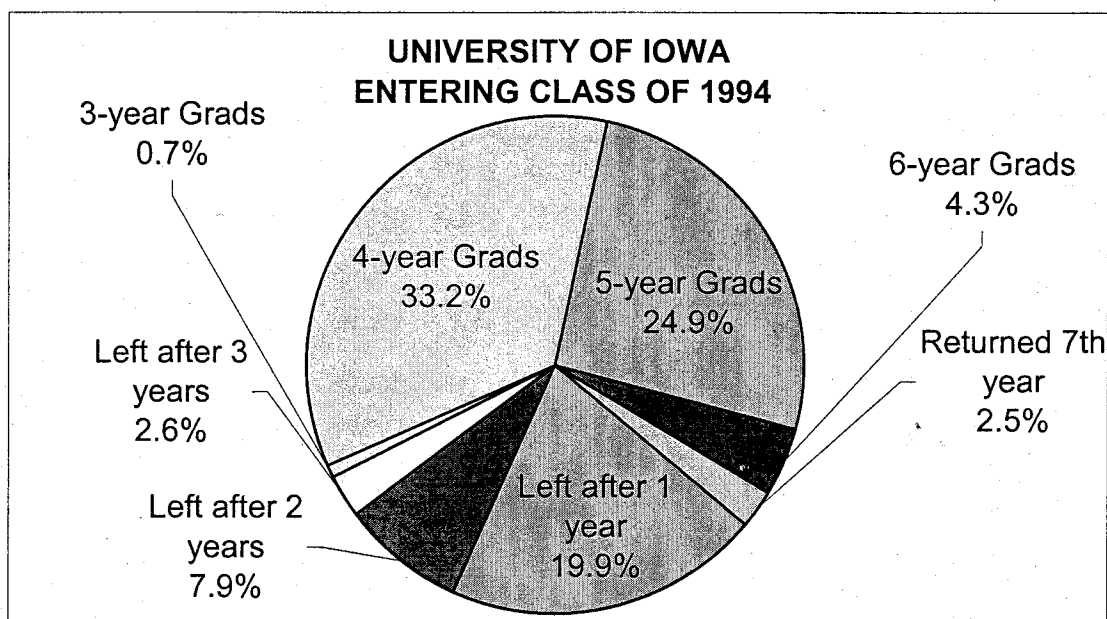
¹ This study is called the Persistence Study of the Regent Universities.

SIX-YEAR GRADUATION PERCENTAGE RATES FOR ENTERING CLASSES OF 1986 - 1994									
	1986	1987	1988	1989	1990	1991	1992	1993	1994
SUI	59.9	62.8	60.4	60.3	61.8	62.2	63.2	62.1	63.1
ISU	62.9	62.8	63.6	61.6	60.0	60.1	61.1	60.4	62.4
UNI	59.8	61.2	60.4	61.9	59.4	60.4	62.2	62.7	62.2

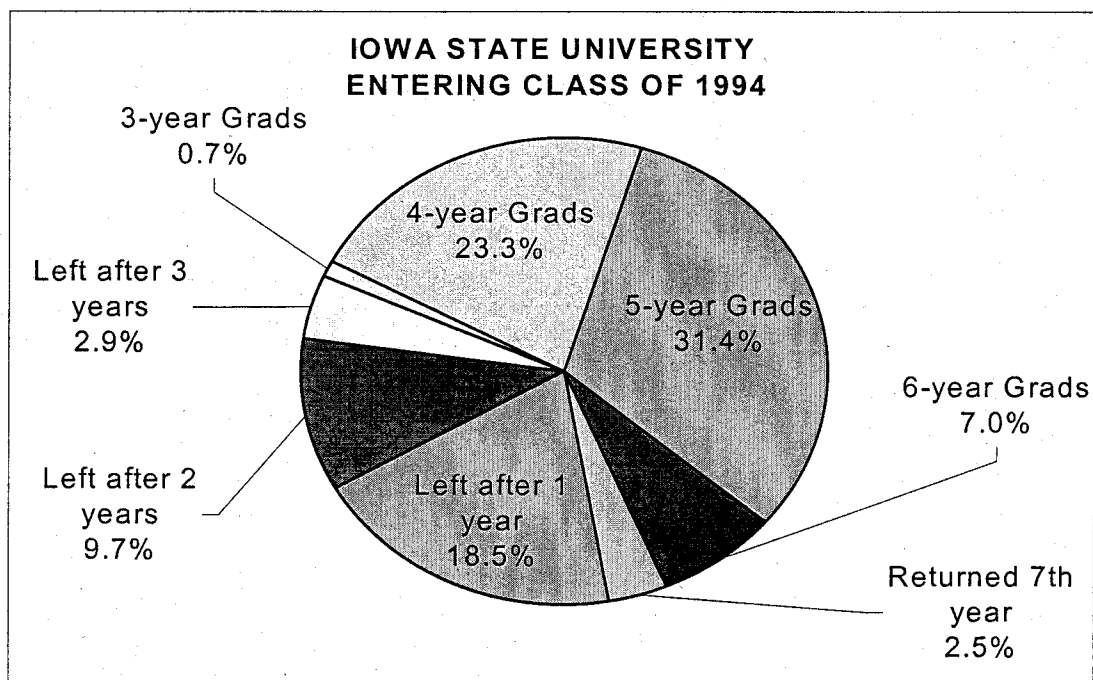
- * For the most recent reporting year (the entering class of 1994), SUI's cumulative six-year graduation rate increased from 62.1% to 63.1%; approximately 34% of these students graduated within four years. An additional 2.5% of that entering class returned for the seventh year in Fall 2000, illustrating persistence in excess of six years toward a bachelor's degree.
- * ISU's graduation rate increased from 60.4% to 62.4% for the 1994 entering class; approximately 24% of these students graduated within four years. An additional 2.5% of that entering class returned for the seventh year in Fall 2000, illustrating persistence in excess of six years toward a bachelor's degree.
- * UNI's six-year graduation rate decreased slightly from 62.7% to 62.2% for the entering class of 1994; approximately 29% of these students graduated within four years. An additional 2.0% of that entering class returned for the seventh year in Fall 2000, illustrating persistence in excess of six years toward a bachelor's degree.

As one of the benchmarks for its strategic plan announced last year, ISU has established a six-year graduation rate target of 70%. If achieved, this would place ISU near the top of its established peer group of land-grant institutions.

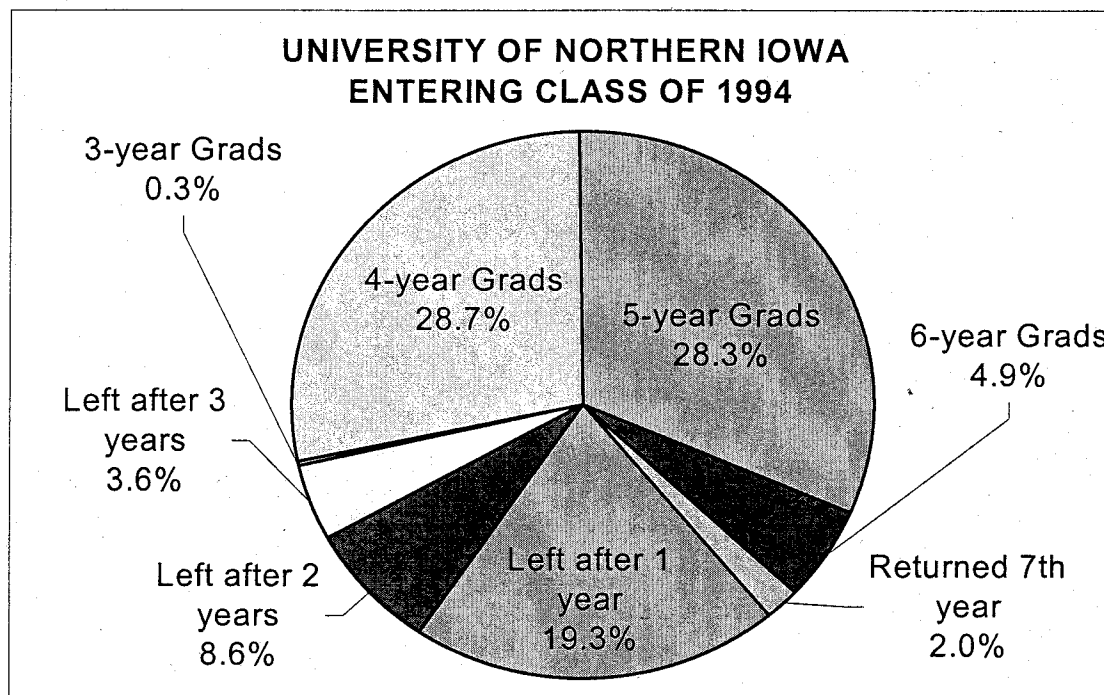
The following charts illustrate the academic status of the entering class of 1994 at the beginning of the seventh year. The charts depict graduation and retention rates at each university for that year's total cohort of 8,413 students which was an increase of 58 students (+0.7%) from the prior year.



At SUI, the six-year graduation rate for the entering class of 1994 was 63.1%; 2.5% returned for the seventh year; and 34.4% did not graduate.



At ISU, the six-year graduation rate for the entering class of 1994 was 62.4%; 2.5% returned for the seventh year; and 35.1% did not graduate.



At UNI, the six-year graduation rate for the entering class of 1994 was 62.2%; 2.0% returned for the seventh year; and 35.8% did not graduate.

The relationship between the academic qualifications of entering freshmen and their subsequent graduation rates has been well established in previous research studies, including those by Regent institutions. Six-year graduation rates correlate with the upper and lower extremes of class rank and ACT scores for new freshmen. Data from the last in-depth study for the entering class of 1990 published by Regent registrars document these patterns in the tables below.²

**Six-Year Graduation Rates
Compared to ACT Scores and Class Rank for the Entering Class of 1990**

ACT Score	SUI	ISU	UNI	Class Rank	SUI	ISU	UNI
27+	73%	71%	73%	90+	77%	77%	79%
24-26	62%	65%	64%	80-89	64%	66%	71%
22-23	60%	63%	56%	70-79	58%	63%	59%
19-21	61%	56%	53%	60-69	52%	57%	49%
<19	52%	51%	46%	50-59	46%	51%	49%
				25-49	38%	40%	33%
				<25	23%	26%	11%

² The next study will be conducted for the entering class of 1995; the data will be collected and compiled in 2001-2002.

Graduation and retention rates for racial and ethnic minority students at the Regent universities continue to be below those for non-minority students in most instances. Detailed data tables on the graduation and retention rates at each institution over the past decade are appended at the end of this report beginning on page 16:

Table 1 (pg. 16)	One-Year Retention Rates by Race/Ethnicity
Table 2 (pg. 17)	Two-Year Retention Rates by Race/Ethnicity
Table 3 (pg. 18)	Four-Year Graduation Rates by Race/Ethnicity
Table 4 (pg. 19)	Six-Year Graduation Rates by Race/Ethnicity

Graduation Rates of Transfer Students:

Although a portion of new students may transfer, withdraw, or otherwise drop out of Regent universities each year, more than 4,500 students now transfer annually into Regent institutions after initial enrollment at other postsecondary institutions. This number includes students who transfer between Regent institutions.

- * Students who transfer to Regent universities generally have higher (in some cases, significantly higher) graduation rates than do entering freshmen. The six-year graduation rate for transfer students in the 1994 cohort was 60.4% for SUI, 62.7% for ISU, and 65.7% for UNI.
- * The largest proportion of students who transfer to Regent universities comes from Iowa's community colleges (1,856 in Fall 1994). For the past eight reporting years, these students have posted an average six-year graduation rate of 58.2% at SUI, 64.4% at ISU, and 70.5% at UNI.
- * Students who transfer from one Regent university (252 in Fall 1994) to another have the highest graduation rates of all transfer students, reaching a 68.8% average at SUI, 74.0% at ISU, and 74.8% at UNI during the past eight years.
- * Several hundred students (391 in Fall 1994) transfer to Regent institutions each year from Iowa's four-year independent colleges and universities. Over an eight year period, those students who attend SUI have had an average six-year graduation rate of 59.0%, those who go to ISU have had a 64.4% average six-year graduation rate, and those who transferred to UNI have had a 66.7% average six-year graduation rate.

The following tables provide detailed information about transfer students and their graduation rates for the past eight years.

**Six-Year Graduation Rates of all Transfer Students
To Regent Universities**

Admit Year	<u>SUI</u>		<u>ISU</u>		<u>UNI</u>	
	n	%	n	%	n	%
1987	995	64.0	1,163	70.3	656	69.1
1988	1,010	63.7	1,248	65.8	723	73.6
1989	1,181	63.5	1,316	64.5	888	72.9
1990	1,077	64.9	1,433	64.5	1,005	69.6
1991	1,216	62.6	1,468	64.1	995	68.0
1992	1,125	62.0	1,387	64.0	866	69.4
1993	1,133	57.5	1,515	65.0	835	68.9
1994	1,160	60.4	1,490	62.7	927	65.7
Average	1,112	61.9	1,378	65.0	862	69.5

**Six-Year Graduation Rates of Transfer Students from
Iowa Community Colleges to Regent Universities**

Admit Year	<u>SUI</u>		<u>ISU</u>		<u>UNI</u>	
	n	%	n	%	n	%
1987	332	61.1	516	71.9	390	69.0
1988	350	59.7	579	66.1	436	73.4
1989	423	58.6	581	63.3	545	73.9
1990	349	61.9	708	63.3	612	70.3
1991	422	58.3	682	65.4	661	69.7
1992	457	57.5	711	64.1	571	71.3
1993	485	53.2	745	62.6	532	71.4
1994	499	56.3	728	60.9	629	66.0
Average	415	58.2	656	64.4	547	70.5

**Six-Year Graduation Rates of Transfer Students from
One Iowa Regent University to Another**

Admit Year	<u>SUI</u>		<u>ISU</u>		<u>UNI</u>	
	n	%	n	%	n	%
1987	123	65.0	93	80.6	61	75.4
1988	100	68.0	108	75.9	62	79.0
1989	109	72.5	105	78.1	73	78.1
1990	122	72.1	143	69.9	88	71.6
1991	122	71.3	121	72.7	73	76.7
1992	109	69.7	108	68.5	69	73.9
1993	107	68.2	106	76.4	56	76.8
1994	101	59.4	86	72.1	65	67.7
Average	112	68.8	109	74.0	68	74.8

**Six-Year Graduation Rates of Transfer Students from
Iowa Four-Year Private Institutions to Regent Universities**

Admit Year	<u>SUI</u>		<u>ISU</u>		<u>UNI</u>	
	n	%	n	%	n	%
1987	138	59.4	156	71.8	88	69.3
1988	139	55.4	168	61.9	101	68.3
1989	152	63.8	192	59.4	135	68.9
1990	140	62.1	164	70.1	152	69.7
1991	141	57.4	190	62.6	131	62.6
1992	128	61.7	151	65.6	93	64.5
1993	127	55.9	135	70.4	109	58.7
1994	122	63.1	162	56.2	107	71.0
Average	136	59.0	165	64.4	115	66.7

Graduation Rates by Gender:

In support of Regent and institutional strategic plans, the universities are continually seeking to increase the numbers and relative percentages of women and minority students, not only through initial enrollment but also through graduation. After matriculation, the retention of women and minority students becomes a critical factor in achieving the goals of student diversity.

Graduation rates for women are traditionally better than those for men. This trend has continued for the past nine years at ISU and SUI. For five years out of the past nine, the six-year graduation rate for women has exceeded that for men at UNI.

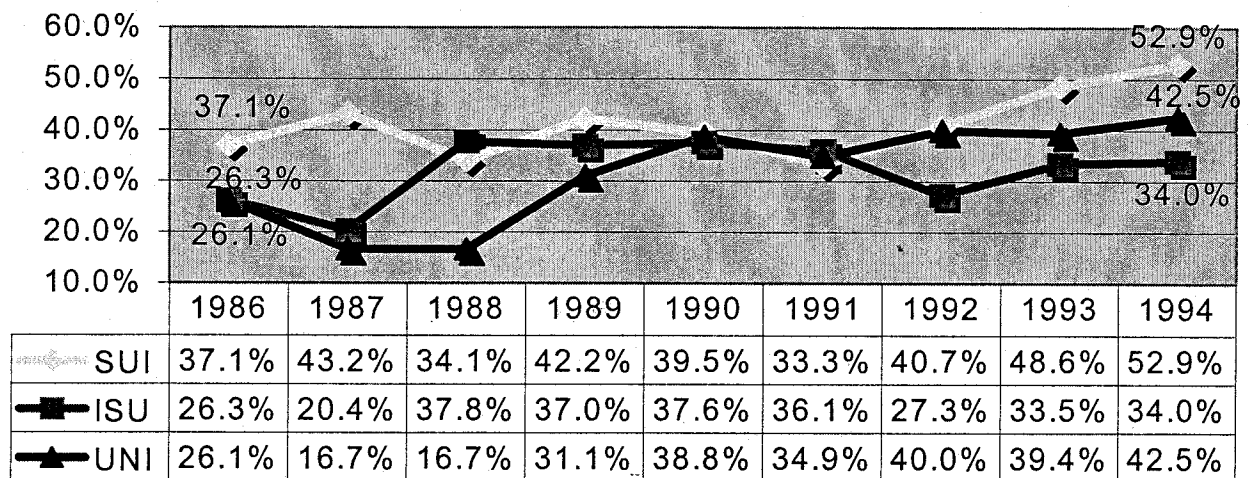
SIX-YEAR GRADUATION RATES FOR ENTERING CLASSES OF 1986 - 1994									
	1986	1987	1988	1989	1990	1991	1992	1993	1994
SUI	59.9	62.8	60.4	60.3	61.8	62.2	63.2	62.1	63.1
Males	56.4	60.9	58.8	57.1	60.4	61.5	60.5	58.1	61.1
Females	63.1	64.4	61.7	63.4	63.1	62.8	65.5	65.3	64.7
ISU	62.9	62.8	63.6	61.6	60.0	60.1	61.1	60.4	62.4
Males	60.9	60.9	60.8	59.5	57.7	56.5	58.2	57.7	59.3
Females	65.7	65.3	67.3	64.6	63.0	65.0	64.8	64.0	66.2
UNI	59.8	61.2	60.4	61.9	59.4	60.4	62.2	62.7	62.2
Males	59.5	60.9	59.5	62.2	60.9	60.6	61.0	61.3	58.1
Females	60.0	61.4	61.0	61.7	58.5	60.2	63.0	63.6	64.8

Graduation Rates by Race/Ethnicity:

With few exceptions, all racial and ethnic minority groups at all three universities have consistently lower graduation and retention rates than white students do at those institutions.

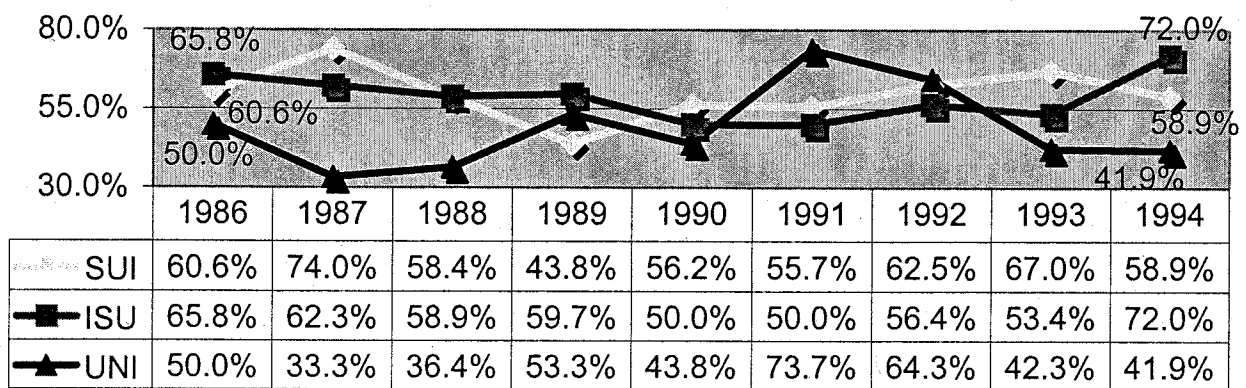
- * At SUI, the six-year graduation rate of non-minority students in the entering class of 1994 exceeded the six-year graduation rates of all minority students: African-American students, by 11.8 percentage points; Asian-American students, by 5.8 percentage points; Native American students by 52.9 percentage points; and Hispanic-American students, by 10.0 percentage points.
- * At ISU, the six-year graduation rate of non-minority students in the entering class of 1994 exceeded the six-year graduation rates of African-American students by 29.1 percentage points and of Hispanic-American students by 12.2 percentage points.
- * At UNI, the six-year graduation rate of non-minority students in the entering class of 1994 exceeded the six-year graduation rates of all minority students: African-American students, by 20.8 percentage points; Asian-American students, by 21.4 percentage points; Native American students, by 63.3 percentage points; and Hispanic-American students, by 26.9 percentage points.

Six-Year Graduation Rates of African-American Students For Entering Classes of 1986 - 1994



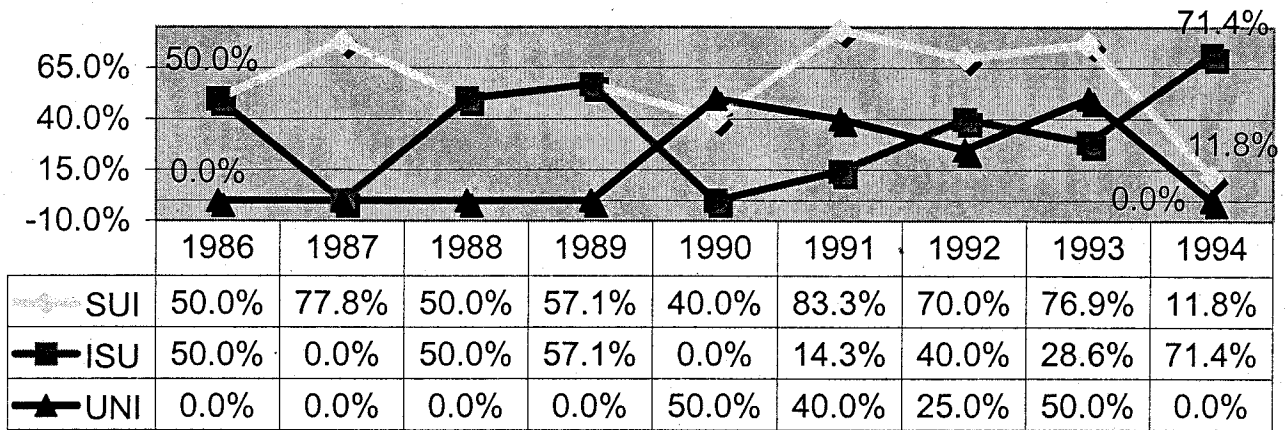
* During this period of time, there was an increase in the six-year graduation rates of African-American students at all three Regent universities only in 1994 (from 1993).

Six-Year Graduation Rates of Asian/Pacific Islander Students For Entering Classes of 1986 - 1994



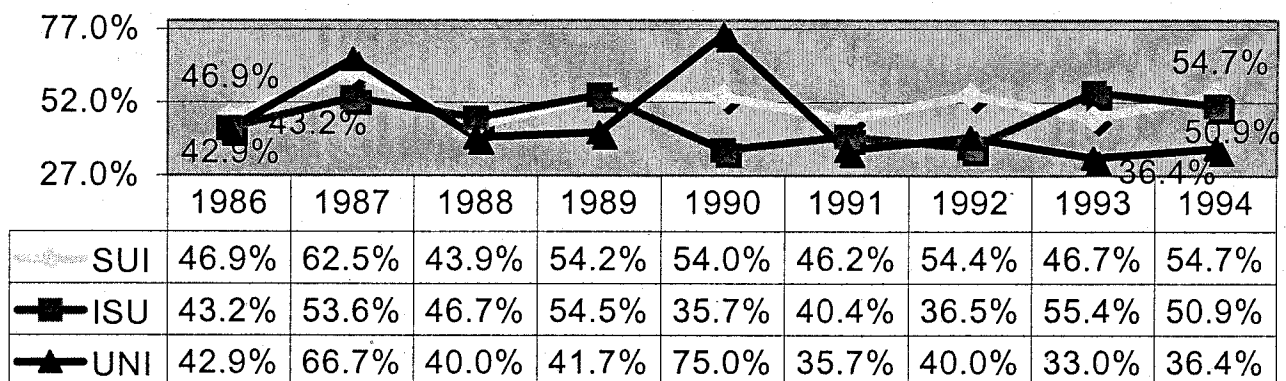
* At ISU, there was an increase in the six-year graduation rate of Asian-American students from 1993 to 1994. At SUI and UNI, there were decreases in the six-year graduation rates from 1993 to 1994.

Six-Year Graduation Rates of Native American Students For Entering Classes of 1986 - 1994



* At ISU, there were increases in the six-year graduation rates of Native American students from 1993 to 1994. At SUI and UNI, there were significant decreases in the six-year graduation rate from 1993 to 1994.

Six-Year Graduation Rates of Hispanic-American Students For Entering Classes of 1986 - 1994

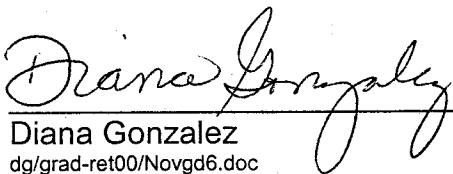


* At SUI and UNI, there were increases in the six-year graduation rates of Hispanic-American students from 1993 to 1994. At ISU, there was a decrease in the six-year graduation rates of Hispanic-American students from 1993 to 1994.

Trends

- ✓ At SUI and ISU, the one-year retention rates for the entering classes of 1999 increased annually during the past five-year period. At ISU, it is at an all time high and progressing toward its target of 90%.
 - ◆ At SUI, the one-year retention rates for all minority students, except Native American students, are below the one-year retention rate for non-minority students.
 - ◆ At ISU, the one-year retention rates for African-American and Native American students are below the one-year retention rate for non-minority students.
 - ◆ At UNI, the one-year retention rates for all minority students are below the one-year retention rate for non-minority students.
- ✓ At SUI, the six-year graduation rate has increased annually during the past two years. The six-year graduation rate of African-American students is at an all time high but well below the rate of non-minority students.
- ✓ At ISU, the six-year graduation rate is the highest since 1988. However, the six-year graduation rates of African-American and Hispanic-American students are well below the rate of non-minority students.
- ✓ At UNI, the six-year graduation rate has remained relatively constant between 62.2% and 62.7%. However, the six-year graduation rate of non-minority students is significantly higher than the six-year graduation rates of minority students; the difference ranges from 26.9 percentage points (for Hispanic-American students) to 63.3 percentage points (for Native American students).

The complete data from the Regent universities are included in the Regent Exhibit Book.


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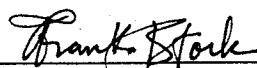
Approved: 
Frank J. Stork

TABLE 1
RETENTION RATES AFTER 1 YEAR FOR RACIAL/ETHNIC MINORITY STUDENTS
FOR ENTERING CLASSES OF 1986 - 1999

	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
African-American														
SUI	70.1	77.5	65.9	78.0	69.3	72.2	75.8	77.1	81.6	69.3	81.3	75.0	76.8	78.0
ISU	61.7	62.0	71.9	64.1	81.7	85.2	69.1	69.1	71.1	79.0	68.4	79.5	82.7	80.7
UNI	52.2	62.5	75.0	64.4	65.3	72.1	62.9	63.6	60.0	65.5	67.9	65.8	69.0	68.0
Asian-American														
SUI	84.8	94.5	86.5	86.5	91.0	80.2	82.1	84.8	78.2	78.6	76.4	85.7	87.8	79.7
ISU	86.8	83.6	80.4	86.1	82.8	71.6	78.7	80.8	88.0	90.6	82.9	89.9	87.7	89.5
UNI	83.3	66.7	54.5	66.7	87.5	89.5	85.7	61.5	67.7	78.9	72.0	78.9	70.6	73.7
Native American														
SUI	86.4	77.8	87.5	87.7	80.0	83.3	70.0	92.3	47.1	91.7	83.3	54.5	77.8	84.2
ISU	100.0	0.0	100.0	100.0	60.0	57.1	60.0	57.1	71.4	87.5	64.3	54.5	80.0	75.0
UNI	0.00	0.0	25.0	0.0	50.0	80.0	25.0	75.0	25.0	60.0	75.0	0.0	66.7	66.0
Hispanic-American														
SUI	81.2	90.0	73.2	83.3	78.0	64.1	71.9	66.7	77.3	74.3	71.4	87.0	77.9	79.5
ISU	84.1	78.6	86.7	80.0	82.1	76.9	67.3	75.0	78.2	68.9	75.0	80.4	81.1	85.3
UNI	57.1	100.0	60.0	66.7	87.5	78.6	80.0	73.3	45.5	68.2	92.9	40.0	56.3	64.3
White														
SUI	83.7	85.5	82.7	81.1	83.2	84.1	82.7	81.5	80.8	81.2	81.0	81.7	77.9	83.7
ISU	83.6	83.9	85.0	84.3	81.9	82.1	82.7	82.2	81.8	81.4	83.3	83.9	84.6	85.2
UNI	78.7	82.7	80.5	82.6	82.8	81.9	82.0	81.2	81.8	82.4	82.1	83.1	81.5	82.1
Regent Total														
SUI	83.1	85.5	81.8	81.0	82.4	83.0	82.0	80.9	80.1	80.1	80.2	81.6	81.5	83.2
ISU	82.7	83.1	84.2	83.2	81.6	81.4	81.8	81.1	81.5	81.5	82.8	83.6	84.4	85.1
UNI	78.2	82.1	79.8	81.9	82.5	81.7	81.4	80.2	80.7	81.8	82.0	82.4	81.0	81.4

TABLE 2
RETENTION RATES AFTER 2 YEARS FOR RACIAL/ETHNIC MINORITY STUDENTS
FOR ENTERING CLASSES OF 1986 - 1998

	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998
	%	%	%	%	%	%	%	%	%	%	%	%	%
African-American													
SUI	66.0	56.8	64.7	61.5	55.3	58.3	60.4	68.6	69.0	61.4	78.1	66.7	65.7
ISU	42.1	40.7	53.3	54.1	70.6	67.2	52.5	53.6	56.7	62.9	54.7	58.1	65.4
UNI	39.1	41.7	50.0	62.2	59.2	58.1	48.6	54.5	50.0	55.2	53.6	44.7	59.5
Asian-American													
SUI	72.7	84.9	79.8	66.3	80.9	71.7	73.2	75.9	73.4	74.0	63.9	76.8	82.6
ISU	81.6	72.1	73.2	76.4	75.9	73.0	73.4	69.9	77.3	76.6	70.7	82.8	80.2
UNI	66.7	33.3	45.5	80.0	62.5	78.9	78.6	50.0	61.3	78.9	60.0	68.4	58.8
Native American													
SUI	72.7	88.9	75.0	71.4	60.0	66.7	80.0	76.9	41.2	83.3	83.3	83.3	77.8
ISU	50.0	0.0	75.0	71.4	0.0	57.1	40.0	42.9	71.4	75.0	50.0	63.6	70.0
UNI	0.0	0.0	25.0	0.0	50.0	40.0	25.0	75.0	0.0	60.0	50.0	0.0	50.0
Hispanic-American													
SUI	62.5	85.0	53.7	70.8	72.0	48.7	66.7	51.7	70.7	64.9	61.0	79.2	67.4
ISU	70.5	75.0	62.2	61.8	60.7	51.9	59.6	66.1	63.6	55.6	61.7	74.5	73.6
UNI	42.9	100.0	50.0	50.0	87.5	64.3	46.7	60.0	36.4	59.1	78.6	40.0	50.0
White													
SUI	75.0	76.5	73.7	73.0	75.3	74.4	73.5	72.9	73.0	73.6	73.3	73.1	74.9
ISU	74.6	74.8	75.4	74.6	72.3	72.4	73.1	72.3	72.2	73.8	75.4	75.5	77.2
UNI	70.8	72.2	73.4	74.4	74.4	72.6	72.7	74.4	73.3	74.0	75.1	74.6	74.5
Regent Total													
SUI	74.3	76.2	72.7	72.2	74.1	73.2	72.6	71.9	72.2	72.5	72.3	72.9	74.4
ISU	73.2	73.4	74.3	73.2	71.7	71.5	72.1	70.8	71.8	73.3	74.4	75.1	76.5
UNI	70.2	71.5	72.3	73.8	73.9	71.9	71.9	73.2	72.1	73.4	74.6	73.8	73.8

TABLE 3
FOUR-YEAR GRADUATION RATES
FOR RACIAL/ETHNIC MINORITY STUDENTS
FOR ENTERING CLASSES OF 1988 - 1996

	1988	1989	1990	1991	1992	1993	1994	1995	1996
	%	%	%	%	%	%	%	%	%
African-American									
SUI	11.8	16.5	8.8	12.5	14.3	15.7	23.0	16.8	23.4
ISU	5.2	6.6	9.2	5.7	8.6	9.4	7.2	9.7	15.8
UNI	0.0	2.2	4.1	4.7	8.6	9.1	2.5	3.4	3.6
Asian-American									
SUI	22.5	21.4	24.7	24.5	26.8	25.9	26.6	22.7	21.5
ISU	10.7	15.3	8.6	13.5	12.8	15.1	17.3	23.4	18.3
UNI	9.1	13.3	12.5	21.1	21.4	3.8	29.0	31.6	24.0
Native American									
SUI	12.5	14.3	20.0	33.3	40.0	38.5	0.0	16.7	33.3
ISU	25.0	42.9	0.0	0.0	0.0	14.3	14.3	25.0	21.4
UNI	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0
Hispanic-American									
SUI	9.8	22.9	22.0	25.6	29.8	30.0	25.3	23.3	18.2
ISU	11.1	18.2	17.9	9.6	3.8	14.3	21.8	8.9	20.0
UNI	0.0	8.3	37.5	0.0	13.3	6.7	0.0	4.5	14.3
White									
SUI	31.4	31.5	34.6	33.1	33.5	35.5	35.4	36.9	39.0
ISU	22.4	21.3	19.6	20.7	21.6	22.8	24.3	25.5	28.5
UNI	29.1	25.8	24.9	24.9	26.8	28.1	29.8	30.7	34.0
Regent Total									
SUI	30.2	30.6	32.7	31.9	32.5	34.2	33.9	35.0	37.1
ISU	21.5	20.3	19.0	20.6	21.7	22.3	24.0	25.1	28.4
UNI	27.8	24.9	24.3	24.1	26.2	27.1	29.0	29.8	33.2

TABLE 4
SIX-YEAR GRADUATION RATES
FOR RACIAL/ETHNIC MINORITY STUDENTS
FOR ENTERING CLASSES OF 1986 - 1994

	1986	1987	1988	1989	1990	1991	1992	1993	1994
	%	%	%	%	%	%	%	%	%
African-American									
SUI	37.1	43.2	34.1	42.2	39.5	33.3	40.7	48.6	52.9
ISU	26.3	20.4	37.8	37.0	37.6	36.1	27.3	33.5	34.0
UNI	26.1	16.7	16.7	31.1	38.8	34.9	40.0	39.4	42.5
Asian-American									
SUI	60.6	74.0	58.4	43.8	56.2	55.7	62.5	67.0	58.9
ISU	65.8	62.3	58.9	59.7	50.0	50.0	56.4	53.4	72.0
UNI	50.0	33.3	36.4	53.3	43.8	73.7	64.3	42.3	41.9
Native American									
SUI	50.0	77.8	50.0	57.1	40.0	83.3	70.0	76.9	11.8
ISU	50.0	0.0	50.0	57.1	0.0	14.3	40.0	28.6	71.4
UNI	0.0	0.0	0.0	0.0	50.0	40.0	25.0	50.0	0.0
Hispanic-American									
SUI	46.9	62.5	43.9	54.2	54.0	46.2	54.4	46.7	54.7
ISU	43.2	53.6	46.7	54.5	35.7	40.4	36.5	55.4	50.9
UNI	42.9	66.7	40.0	41.7	75.0	35.7	40.0	33.3	36.4
White									
SUI	60.9	63.0	61.8	61.6	63.6	63.9	64.7	63.1	64.7
ISU	64.8	64.5	65.2	63.6	62.0	61.7	62.7	62.7	63.1
UNI	60.4	62.3	62.2	63.2	60.1	61.2	63.2	64.2	63.3
Regent Total									
SUI	59.9	62.8	60.4	60.3	61.8	62.2	63.2	62.1	63.1
ISU	62.9	62.8	63.6	61.6	60.0	60.1	61.1	60.4	62.4
UNI	59.8	61.2	60.4	61.9	59.4	60.4	62.2	62.7	62.2