

# Student Equity Analysis: Retention and Successful Course Completion at the Institutional Level

Academic Years 2020-2021 through 2022-2023

for 2023-2024 Program Review

This analysis was conducted to provide context for the student equity portion of the 2023-2024 Napa Valley College program review process. Retention and successful course completion rates were analyzed to identify cases of disproportionate impact among NVC student subpopulations. The statistical comparisons of performance among student subpopulations were based on three-year retention and successful course completion rates, spanning academic years 2020-2021, 2021-2022, and 2022-2023. The methodology and student subpopulations included in the analysis reflect the approach for the 2019-2022 Student Equity Plan outlined by the California Community Colleges Chancellor's Office (CCCCO).

Cases of disproportionate impact regarding retention and successful course completion rates among NVC student subpopulations were identified using the Percentage Point Gap (PPG) method. The PPG method compares the performance rate among one demographic group against the performance rate among all other groups (combined). Disproportionately impacted groups are identified based on two criteria:

- the PPG must be greater than 2% (with the individual subpopulation claiming a rate lower than the remainder of students); and
- the PPG must be greater than the margin of error.

Table 1 identifies the seven cases of disproportionate impact among six NVC subpopulations based on retention and successful course completion rates over the past three academic years. ***Bold italics*** highlight cases of disproportionate impact. At the institutional level, disproportionate impacts were found among African American/Black students on both the retention rate and the successful course completion rate. Pacific Islanders were disproportionately impacted on the retention rate. Four additional subpopulations were disproportionately impacted on the successful course completion rate. Those groups include: students 19 or younger, Latinx/Hispanic students, first-generation students, and students without a disability reported. (Retention and successful course completion rates among other student demographic groups are reported in Table 2, at the end of this document.)

**Table 1: Disproportionate Impact among Student Subpopulations**

Demographic Category	Student Subpopulation	Retention Rate	Successful Course Completion Rate
Age Group	19 or Younger	90.3%	<b><i>71.0%</i></b>
Race/Ethnicity	African American/Black	<b><i>87.7%</i></b>	<b><i>65.9%</i></b>
Race/Ethnicity	Latinx/Hispanic	89.1%	<b><i>69.0%</i></b>
Race/Ethnicity	Pacific Islander	<b><i>86.7%</i></b>	69.0%
First-Generation Status	First-Generation	89.2%	<b><i>69.7%</i></b>
Disability Status	Not Disabled/Not Reported	89.9%	<b><i>72.5%</i></b>

For the student equity portion of 2023-2024 program review, the program-level performance rates (for retention and successful course completion) among the six student subpopulations listed in Table 1 were compared with the corresponding institution-level performance rates for the six cases of disproportionate impact (denoted with ***bold italics*** in Table 1). Tests of statistical significance were conducted on the three-year retention and successful course completion rates of disproportionately impacted groups to identify significant differences between program-level and institution-level performance.

**Note:** Grades of EW (Excused Withdrawal) for spring 2020 and beyond are not included in the calculations of

the three-year retention and successful course completion rates reported here. This approach reflects the standard recommended research practice of not including EWs in either the numerator or the denominator for these rates. Grades of MW (Military Withdrawal) were also not included in the analysis.

**Table 2: Results among Other Student Subpopulations**

<b>Demographic Category</b>	<b>Student Subpopulation</b>	<b>Retention Rate</b>	<b>Successful Course Completion Rate</b>
Gender	Female	89.8%	72.5%
Gender	Male	90.1%	73.0%
Gender	Unknown	90.8%	70.2%
Age Group	20 to 24	89.1%	72.3%
Age Group	25 to 29	88.9%	73.0%
Age Group	30 to 34	89.6%	75.8%
Age Group	35 to 39	91.3%	77.7%
Age Group	40 to 54	91.9%	80.6%
Age Group	55 and older	93.7%	86.4%
Age Group	Unknown	95.5%	77.3%
Race/Ethnicity	Asian	91.8%	79.1%
Race/Ethnicity	Filipino	91.0%	77.5%
Race/Ethnicity	Multiple Races	90.4%	74.1%
Race/Ethnicity	Native American	90.3%	72.0%
Race/Ethnicity	White	91.1%	78.7%
Race/Ethnicity	Unknown	90.7%	71.2%
First-Generation Status	Unknown/Not Confirmed	90.2%	73.8%
Veteran Status	Veteran	91.8%	72.6%
Veteran Status	Not Veteran/Not Reported	89.9%	72.7%
Disability Status	Disabled	90.5%	75.3%
<b>ALL STUDENTS</b>	--	<b>90.0%</b>	<b>72.7%</b>