

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

Academic Years 2022-2023 through 2024-2025 for 2025-2026 Program Review Cycles

This analysis was conducted to provide context for the student equity portion of the 2025-2026 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 2022-2023, 2023-2024, and 2024-2025. The applied method of analysis reflects the approach used by the California Community Colleges Chancellor’s Office (CCCCO) as part of Student Equity Planning.

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 11 cases of disproportionate impact among eight 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 impact was found on retention among four student populations: students ages 25 to 29, African American/Black students, Native American students, and students of unknown gender. Disproportionate impact was found on successful course completion among seven student populations: African American/Black students, Native American students, students of unknown gender, students ages 19 and younger, Latinx/Hispanic students, first-generation students, and non-veteran students. (Retention and successful course completion rates among other student demographic groups are reported in Table 2, on the next page.)

Table 1: Disproportionate Impact among Student Subpopulations

Demographic Category	Student Subpopulation	Retention Rate	Successful Course Completion Rate
Age Group	25 to 29	<i>89.7%</i>	72.3%
Race/Ethnicity	African American/Black	<i>89.5%</i>	<i>65.2%</i>
Race/Ethnicity	Native American	<i>86.0%</i>	<i>64.3%</i>
Gender	Unknown	<i>89.7%</i>	<i>70.4%</i>
Age Group	19 or Younger	92.4%	<i>71.9%</i>
Race/Ethnicity	Latinx/Hispanic	91.6%	<i>70.4%</i>
First-Generation Status	First-Generation	90.9%	<i>67.9%</i>
Veteran Status	Not Veteran/Not Reported	91.8%	<i>73.4%</i>

For the student equity portion of 2025-2026 program review, the program-level performance rates (for retention and successful course completion) among the six of the student subpopulations listed in Table 1 were compared with the corresponding institution-level performance rates for the eight cases of disproportionate impact (denoted with ***bold italics*** in Table 1). The two shaded rows – pertaining to students of unknown gender and non-veterans (including students who might not have reported their veteran status to NVC) – are not included in the program-level analyses. This practice reflects the methodology of the 2025-2028 Student Equity Plan, which does not include the “not” student populations (e.g., not first generation, not DSPS, not veteran) as well as generated categories including unknowns.” For the analyses at the program level, 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) 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) and Report Delayed (RD) were also not included in the analysis.

Table 2: Results among Other Student Subpopulations

Demographic Category	Student Subpopulation	Retention Rate	Successful Course Completion Rate
Gender	Female	91.7%	73.6%
Gender	Male	92.2%	73.5%
Age Group	20 to 24	91.6%	74.4%
Age Group	30 to 34	91.6%	75.0%
Age Group	35 to 39	90.8%	75.0%
Age Group	40 to 54	91.6%	79.0%
Age Group	55 and older	94.0%	86.3%
Age Group	Unknown	83.3%	83.3%
Race/Ethnicity	Asian	93.1%	80.6%
Race/Ethnicity	Filipinx	93.3%	78.4%
Race/Ethnicity	Multiple Races	91.8%	76.2%
Race/Ethnicity	Pacific Islander	90.0%	73.5%
Race/Ethnicity	White	92.2%	77.8%
Race/Ethnicity	Unknown	92.1%	75.4%
First-Generation Status	Not Confirmed or Unknown	92.2%	75.4%
Disability Status	Disabled	92.1%	74.4%
Disability Status	Not Disabled/Not Reported	91.8%	73.4%
Veteran Status	Veteran	92.8%	76.2%
ALL STUDENTS	--	91.8%	73.5%