

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

Academic Years 2021-2022 through 2023-2024 for 2024-2025 Program Review Cycles

This analysis was conducted to provide context for the student equity portion of the 2024-2025 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 2021-2022, 2022-2023, and 2023-2024. 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 seven 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 among non-veteran students on retention. Disproportionate impacts were found among the remaining six subpopulations on successful course completion. Those groups include: students of unknown gender, students 19 or younger, African American/Black students, 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, on the next page.)

Table 1: Disproportionate Impact among Student Subpopulations

Demographic Category	Student Subpopulation	Retention Rate	Successful Course Completion Rate
Gender	Unknown	89.6%	<i>69.3%</i>
Age Group	19 or Younger	91.1%	<i>71.1%</i>
Race/Ethnicity	African American/Black	89.3%	<i>68.2%</i>
Race/Ethnicity	Latinx/Hispanic	90.3%	<i>69.4%</i>
First-Generation Status	First-Generation	90.2%	<i>69.4%</i>
Disability Status	Not Disabled/Not Reported	90.9%	<i>73.0%</i>
Veteran Status	Not Veteran/Not Reported	<i>90.9%</i>	73.2%

For the student equity portion of 2024-2025 program review, the program-level performance rates (for retention and successful course completion) among the seven student subpopulations listed in Table 1 were compared with the corresponding institution-level performance rates for the seven 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) 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	90.5%	72.7%
Gender	Male	91.5%	74.0%
Age Group	20 to 24	90.5%	73.6%
Age Group	25 to 29	90.2%	74.5%
Age Group	30 to 34	90.7%	76.1%
Age Group	35 to 39	91.4%	76.4%
Age Group	40 to 54	91.5%	79.1%
Age Group	55 and older	94.5%	87.1%
Age Group	Unknown	84.6%	69.2%
Race/Ethnicity	Asian	92.1%	79.9%
Race/Ethnicity	Filipino	91.7%	76.9%
Race/Ethnicity	Multiple Races	91.3%	75.2%
Race/Ethnicity	Native American	88.3%	72.4%
Race/Ethnicity	Pacific Islander	89.4%	74.0%
Race/Ethnicity	White	91.9%	79.1%
Race/Ethnicity	Unknown	91.9%	73.7%
First-Generation Status	Unknown/Not Confirmed	91.1%	74.4%
Disability Status	Disabled	91.1%	75.2%
Veteran Status	Veteran	93.1%	75.0%
ALL STUDENTS	--	90.9%	73.2%