

E. Student Outcomes

1. Graduation rates by race/ethnicity and income:

a. Four-, five- and six year graduation rates

William Paterson's four-year graduation rates have steadily risen over the past dozen years. The most recent cohort to complete four years, the fall 2001 cohort, has a rate of 16.2 percent. Most undergraduates are employed while attending William Paterson, making it particularly difficult for our students to carry 16 credits per semester, the number needed to complete a degree in four years. On average, William Paterson students are enrolled for 13 credits per semester, making five to six years a more realistic time frame for graduating from the University.

Over the past decade William Paterson University has participated in the Consortium for Student Retention Data Exchange (CSRDE), a project of The University of Oklahoma's Outreach Center for Institutional Data Exchange and Analysis, (C-IDEA). The reports we receive from CSRDE help us put William Paterson's retention and graduation rates into a larger national context. This past year, 438 four year colleges and universities provided retention and graduation data to the Consortium. The majority of the reporting institutions, 329, are public four year colleges and 154 of them are public Masters granting institutions (William Paterson's classification). Selectivity is a key explanatory CSRDE variable based upon the average CSAT scores of the entering first year cohort. Colleges and universities whose first year students enter with average CSAT scores of: 1100 and higher are classified as very selective; those with CSAT of 1045-1100 are selective; those with CSAT between 990-1044 are moderately selective; and colleges with CSAT of 990 or less are classified as less selective. William Paterson is considered a moderately selective institution.

The six year graduation rate for the fall 2000 cohort, the most recent first year cohort to complete six years, is 51.0 percent. William Paterson's rate exceeds the CSRDE nationally reported six-year graduation rate of 46.2 percent for other moderately selective institutions and is actually closer to the 52.4 percent rate for selective universities.

William Paterson's four- and six-year graduation rates for all minority students are close to 15.0 percent and 47.0 percent, respectively. These rates are for the fall 2000 entering full-time first-time cohort (the most recent graduating cohort). All William Paterson minority students outperformed those at comparable moderately selective CSRDE institutions. The six year graduation rates for comparable CSRDE colleges for African Americans was 35.4; Hispanics, 40.2; and Asians 46.2. The six year rates at William Paterson were 39.3 for African Americans; 43.6 percent for Hispanics; and 57.6 percent for Asian students.

The William Paterson University of New Jersey

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Table II.E.1.a**

Four-, Five- and Six-Year Graduation Rates of Fall 2000 Full-time First-time Freshmen by Race/Ethnicity

	<u>White</u>		<u>Black</u>		<u>Hispanic</u>		<u>Asian</u>		<u>Alien</u>		<u>Other*</u>		<u>Total</u>	
	<u>Num</u>	<u>Pct</u>	<u>Num</u>	<u>Pct</u>	<u>Num</u>	<u>Pct</u>	<u>Num</u>	<u>Pct</u>	<u>Num</u>	<u>Pct</u>	<u>Num</u>	<u>Pct</u>	<u>Num</u>	<u>Pct</u>
Fall 2000 Cohort	675		183		181		59		15		47		1,160	
Graduated After:														
4 yrs	123	18.2%	14	7.7%	27	14.9%	13	22.0%	6	40.0%	5	10.6%	188	16.2%
5 yrs	328	48.6%	62	33.9%	63	34.8%	30	50.8%	8	53.3%	18	38.3%	509	43.9%
6 yrs	374	55.4%	72	39.3%	79	43.6%	34	57.6%	8	53.3%	20	42.6%	587	50.6%

* Other includes American Indian and Unknown Race.

Low-income students are defined as those students with TAG NJEI score of 2,499 and below. The disadvantages of growing up at the bottom of the economic ladder are especially reflected in the longer time it takes for low income students to complete their degrees. Only 10 percent graduated in four years and 39.3 percent graduated in six years. We know for one group of students who are defined as economically disadvantaged, EOF students, an additional 12 percent of the Fall 2000 cohort continued into a seventh year. This is double the percent for all 2000 freshmen; 6 percent.

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Table II.E.1.b**

**Four-, Five- and Six-Year Graduation Rates of Fall 2000 Full-time
First-time Freshmen by Income**

	<u>Low Income *</u>		<u>Non-Low Income</u>		<u>Unknown</u>		<u>Total</u>	
	<u>Num</u>	<u>Pct</u>	<u>Num</u>	<u>Pct</u>	<u>Num</u>	<u>Pct</u>	<u>Num</u>	<u>Pct</u>
Fall 2000 Cohort	242		605		313		1160	
Graduates after 4 Years	23	9.5%	111	18.3%	54	17.3%	188	16.2%
Graduates after 5 Years	82	33.9%	286	47.3%	141	45.0%	509	43.9%
Graduates after 6 Years	95	39.3%	331	54.7%	161	51.4%	587	50.6%

* Low Income is defined as student with a NJ Eligibility Index between 1 and 2,499.

2. Third-semester retention rates:
a. By race/ethnicity

First year, or third semester, retention rates are closely monitored because the first year is the most critical one in terms of helping new students continue with their college careers. Approximately 75 percent of all William Paterson's Fall 2005 first-year students returned for a

The William Paterson University of New Jersey

second year. The University's First Year Seminar is one way high school students are helped with making a successful transition into College life and academic work. In addition, all students have access to a wide array of academic support services such as the Academic Enrichment Center, basic skills courses and the Science Enrichment Center.

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Table II.E.2.a

Third Semester Retention of Full-time First-time Freshmen by Race/Ethnicity, Fall 2005 to Fall 2006

	<u>White</u>		<u>Black</u>		<u>Hispanic</u>		<u>Asian</u>		<u>American Ind.</u>		<u>Alien</u>		<u>Race Unknown</u>		<u>Total</u>	
	<u>Num</u>	<u>Pct</u>	<u>Num</u>	<u>Pct</u>	<u>Num</u>	<u>Pct</u>	<u>Num</u>	<u>Pct</u>	<u>Num</u>	<u>Pct</u>	<u>Num</u>	<u>Pct</u>	<u>Num</u>	<u>Pct</u>	<u>Num</u>	<u>Pct</u>
Retained	516	75.3%	135	80.4%	204	75.0%	84	80.0%	2	100.0%	4	57.1%	46	80.7%	991	76.5%
Not Retained	169	24.7%	33	19.6%	68	25.0%	21	20.0%	0	0.0%	3	42.9%	11	19.3%	305	23.5%
Total	685	100.0%	168	100.0%	272	100.0%	105	100.0%	2	100.0%	7	100.0%	57	100.0%	1,296	100.0%

b. For low-income students

Low-income students had slightly higher one-year retention rates than other first-year students at the University; 77.3 percent vs. 76.1 percent, respectively.

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Table II.E.2.b

Third Semester Retention of Full-time First-time Freshmen by Income, Fall 2005 to Fall 2006

	<u>Low Income *</u>		<u>Non-Low Inc.</u>		<u>Unknown</u>		<u>Total</u>	
	<u>Num</u>	<u>Pct</u>	<u>Num</u>	<u>Pct</u>	<u>Num</u>	<u>Pct</u>	<u>Num</u>	<u>Pct</u>
Retained	157	77.3%	608	76.1%	226	76.9%	991	76.5%
Not Retained	46	22.7%	191	23.9%	68	23.1%	305	23.5%
Total	203	100.0%	799	100.0%	294	100.0%	1,296	100.0%

* Low Income is defined as student with a NJ Eligibility Index between 1 and 2,499.

The William Paterson University of New Jersey

3. Transfers

a. Percentage of entering students who are transfers

In fall 2006, 730, or 31 percent of new students entered as transfer students. More than half, 56 percent, were female and the average age of entering transfers was 24. The majority came from three New Jersey counties: Bergen, Passaic and Morris.

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Table II.E.3:						
Entering Undergraduates by Admission Status						
And Attendance Status, Fall 2006						
	<u>New Transfer</u>		<u>First-time</u>		<u>Total</u>	
	<u>Num</u>	<u>Pct</u>	<u>Num</u>	<u>Pct</u>	<u>Num</u>	<u>Pct</u>
Full-time	609	32.9%	1,241	67.1%	1,850	100.0%
Part-time	121	31.5%	263	68.5%	384	100.0%
Total	730	32.7%	1,504	67.3%	2,234	100.0%