

**Retention and Completion Report for Equity Scorecard**  
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**Focal Effort A**

Focal Effort: Close Equity Gap in African American Retention 1 <sup>st</sup> to 3 <sup>rd</sup> year.
Equity Gap: The retention rate for African American students is 38.2% which is 21.6 percentage points below the average retention rate of 59.8%. This difference represents a loss of 15 African American students during the 1 <sup>st</sup> to 3 <sup>rd</sup> year. By 2015, tuition, appropriation and fees for these students will be \$294,000 (using 2012-13 tuition, fee, appropriations).

**Equity Goal**

Evaluation Indicator	Baseline 2005 Cohort	Goal 1 Fall 2013	Goal 2 Fall 2014	Equity Fall 2015
African American 1 <sup>st</sup> to 3 <sup>rd</sup> yr Retention Rate by Percent	38.2%	44%	51%	59.8%
African American 1 <sup>st</sup> to 3 <sup>rd</sup> yr Retention Rate by Number	26	30	35	41

**Focal Effort B**

Focal Effort: Close Equity Gap in African American 6 yr Graduation Rate.
Equity Gap: The 6 yr graduation rate for African American students is 30.9% which is 18.4 percentage points below the average graduation rate of 49.3%. This difference represents a loss of 13 African American students graduating. By 2015, tuition, appropriation and fees for these students will be \$546,000 (using current costs).

**Equity Goal**

Evaluation Indicator	Baseline 2005 Cohort	Goal 1 Fall 2013	Goal 2 Fall 2014	Equity Fall 2015
African American 6 yr Graduation Rate by Percent	30.9%	35%	41%	49.3%
African American 6 yr Graduation Rate by Number	21	24	28	34

### Focal Effort C

Focal Effort: Close Equity Gap in Latino Retention 1<sup>st</sup> to 2<sup>nd</sup> year.

Equity Gap: The retention rate for Latino students is 61.5% which is 11.1 percentage points below the average retention rate of 72.6%. This difference represents a loss of 1.5 Latino students during the 1<sup>st</sup> to 2<sup>nd</sup> year. By 2015, tuition, appropriation and fees for these students will be \$21,000 (using current costs).

### Equity Goal

Evaluation Indicator	Baseline 2005 Cohort	Goal 1 Fall 2013	Goal 2 Fall 2014	Equity Fall 2015
Latino 1 <sup>st</sup> to 2 <sup>nd</sup> yr Retention Rate by Percent	61.5%	63%	67%	72.6%
Latino 1 <sup>st</sup> to 2 <sup>nd</sup> yr Retention Rate by Number	8	8	9	10

### Focal Effort D

Focal Effort: Close Equity Gap in Latino Graduation Rate.

Equity Gap: The 6 yr graduation rate for Latino students is 38.5% which is 10.8 percentage points below the average graduation rate of 49.3%. This difference represents a loss of 1 Latino students. By 2015, tuition, appropriation and fees for these students will be \$105,000 (using current costs).

### Equity Goal

Evaluation Indicator	Baseline 2005 Cohort	Goal 1 Fall 2013	Goal 2 Fall 2014	Equity Fall 2015
Latino 6 yr Graduation Rate by Percent	38.5%	41%	45%	49.3%
Latino 6 yr Graduation Rate by Number	5	5	6	6

1. Provide series of Intentional and Inclusive Pedagogy Workshops to enhance learning in gateway courses
  - Workshop for deans and department chairs to contextualize and share gateway data
  - Other faculty development events focused on inclusive pedagogy

Suggested responsible: Provost (through CITE)

2. More intentional & active engagement and outreach to incoming and current students and families to explain financial aid and the billing process. Examples include:
  - Video how-to modules re: FAFSA
  - Redraft financial hold and warning letter/email for clarity and simplicity
  - Initiate earlier and more personal contact with students with monetary problems
  - Remove any language barriers such as jargon
  - Provide step by step guidance to students and parents regarding the college affordability estimator. <http://www.collegeportraits.org/PA/Clarion/estimator/agree>

Suggested responsible: Student Financial Services

3. Examine \$250 threshold for financial holds regarding effect on retention of African American and Latino students and adjust as indicated

Suggested responsible: VP for Finance and Administration

4. Redraft the suspension letter for clarity and simplicity and develop specific rubric for suspension decisions based on predictors for academic success

Suggested responsible: Academic Standards Committee

5. Create and implement intervention strategies for African American and Latino students on probation

Suggested responsible: Center for Academic Achievement (AE)

6. Contact African American and Latino students to encourage participation in and provide support for suspension appeal process

Suggested responsible: Center for Academic Achievement (MSS)

7. Recommend that the focal effort outcomes are added to the academic and infrastructure scorecards.

Suggested responsible: President

8. Include a statement or language that addresses equity gaps in Requests for Proposals (RFP's) for internal grants--such as, "If relevant, how might you intentionally include URM (underrepresented minority students in this project?"

Suggested responsible: Grant Officer

9. Provide graduation rates for African Americans and Latinos to the Deans comparing the proportion of students coming in to the number graduating to support scorecard and program review processes.

Suggested responsible: Provost to Deans to Department Chairs