



Persistence, Retention and Graduation Rates

6/1/2017

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Persistence, Retention and Graduation Rates

A. *Definitions*

1. **Persistence:** Persistence of students based on a selected start year and term and then continued enrollment into subsequent terms. Percentages based on start cohort group size.
2. **Retention:** Retention rates are calculated based on a fall to fall enrollment, based on cohort start year. This calculation is in conjunction with IPEDS and USDE. All percentages are based on beginning cohort year and whether student has graduated by or enrolled in sequential fall term. This includes the percentage of first-time degree seeking students from the previous fall who either re-enrolled or successfully completed their program by the current fall, not exclusively first-time freshmen (as practice in IPEDS reporting).
3. **Graduation Rates:** Graduation Rate is determined based on the cohort start term and if the student successfully completed the degree. 100, 150 & 200% time to completion rates are determined based on the student's average time to complete the degree, based on IPEDS and FA ratios.
4. **Academic Calendar Key:** Academic calendar year is defined from July 1 to June 30 of the following year. A term is 16 weeks in the undergraduate, masters and certificate programs. The year is broken in three (3) terms or trimesters; fall, winter and spring/summer. A 6 month session/series is currently used for the doctoral Ph.D. program.

B. Persistence - Undergraduate

Persistence is a term used in the Higher Education community as one criterion for common criterion for measuring the effectiveness of undergraduate programs. Persistence is defined by how many of the students who enter in the fall term of a given year return for a second year. In Union’s case, due to the year-round calendar, persisting students are those who return for a third term. To be counted as persisting, a B.A. OR B.S. student must have completed two full terms (not two sub-terms) and then either graduated or enrolled for a third term.

Undergraduate students may enter with as many as 90 transfer credits; it is possible for students who enroll full-time to graduate in two terms (8 months). These students are, of course, counted as having “persisted,” even though they do not enroll for a third term. Students whose current status is NR (not registered) or withdrawn (W, WT, or WA) are counted as persisting only if they completed two full terms and enrolled for a third before exiting.

Table 1.1 Persistence to term 2 and 3 of Bachelor of Arts Students that Began in Fall 2016

Persistence Beyond Start Year & Term					
Undergrad - BA	Entering Start Year & Term	Persistence Term 2		Persistence Term 3	
		1617 F	1617 W	%P	1617 S
TOTAL	16	11	69%	1	6%
FULLTIME	6	5	83%	-	
PARTTIME	10	6	60%	1	
<i>Graduated</i>		-	-	-	-
<i>Withdrawn</i>		-	-	-	-
<i>Still Enrolled</i>		7	44%	1	6%
<i>Not Registered</i>		4	25%	-	-
TOTAL		11		1	

Table 1.2 Persistence to term 2 and 3 of Bachelor of Arts Students that Began in Fall 2015

Persistence Beyond Start Year & Term					
Undergrad - BA	Entering Start Year & Term	Persistence Term 2		Persistence Term 3	
		1516 F	1516 W	%P	1516 S
TOTAL	11	6	55%	7	64%
FULLTIME	3	2	67%	2	
PARTTIME	8	4	50%	5	
<i>Graduated</i>		-	-	-	-
<i>Withdrawn</i>		-	-	1	9%
<i>Still Enrolled</i>		6	55%	6	55%
TOTAL		6		7	

Table 1.3 Persistence to term 2 and 3 of Bachelor of Arts Students that Began in Fall 2014

Persistence Beyond Start Year & Term					
Undergrad - BA	Entering Start Year & Term	Persistence Term 2		Persistence Term 3	
		1415 W	%P	1415 S	%P
	1415 F	1415 W	%P	1415 S	%P
TOTAL	12	8	67%	6	50%
FULLTIME	1	-	-	-	
PARTTIME	11	8	73%	6	
<i>Graduated</i>		-	-	2	17%
<i>Withdrawn</i>		-	-	-	-
<i>Still Enrolled</i>		8	67%	4	33%
TOTAL		8		6	

Table 1.4 Persistence to term 2 and 3 of Bachelor of Arts Students that Began in Fall 2013

Persistence Beyond Start Year & Term					
Undergrad - BA	Entering Start Year & Term	Persistence Term 2		Persistence Term 3	
		1314 W	%P	1314 S	%P
	1314 F	1314 W	%P	1314 S	%P
TOTAL	16	13	81%	7	44%
FULLTIME	10	7	70%	4	
PARTTIME	6	6	100%	3	
<i>Graduated</i>		-	-	-	-
<i>Withdrawn</i>		-	-	-	-
<i>Still Enrolled</i>		13	81%	7	44%
TOTAL		13		7	

Table 1.5 Persistence to term 2 and 3 of Bachelor of Science Students that Began in Fall 2016

Persistence Beyond Start Year & Term					
Undergrad - BS	Entering Start Year & Term	Persistence Term 2		Persistence Term 3	
		1617 F	1617 W	%P	1617 S
TOTAL	239	209	87%	157	66%
FULLTIME	122	111	91%	73	
PARTTIME	117	98	84%	84	
<i>Graduated</i>		33	14%	24	10%
<i>Withdrawn</i>		-	-	-	-
<i>Still Enrolled</i>		150	63%	123	51%
<i>Not Registered</i>		26	11%	10	4%
TOTAL		209		157	

Table 1.6 Persistence to term 2 and 3 of Bachelor of Science Students that Began in Fall 2015

Persistence Beyond Start Year & Term					
Undergrad - BS	Entering Start Year & Term	Persistence Term 2		Persistence Term 3	
		1516 F	1516 W	%P	1516 W
TOTAL	269	222	83%	222	83%
FULLTIME	133	117	88%	117	
PARTTIME	136	105	77%	105	
<i>Graduated</i>		41	15%	41	15%
<i>Withdrawn</i>		1	0%	1	0%
<i>Still Enrolled</i>		159	59%	159	59%
<i>Not Registered</i>		21	8%	21	8%
TOTAL		222		222	

Table 1.7 Persistence to term 2 and 3 of Bachelor of Science Students that Began in Fall 2014

Persistence Beyond Start Year & Term					
Undergrad - BS	Entering Start Year & Term	Persistence Term 2		Persistence Term 3	
		1415 W	%P	1415 S	%P
	1415 F				
TOTAL	291	249	86%	172	59%
FULLTIME	131	113	86%	52	
PARTTIME	160	136	85%	120	
<i>Graduated</i>		47	16%	50	17%
<i>Withdrawn</i>		-	0%	2	1%
<i>Still Enrolled</i>		191	66%	111	38%
<i>Not Registered</i>		11	4%	9	3%
TOTAL		249		172	

Table 1.8 Persistence to term 2 and 3 of Bachelor of Science Students that Began in Fall 2013

Persistence Beyond Start Year & Term					
Undergrad - BS	Entering Start Year & Term	Persistence Term 2		Persistence Term 3	
		1314 W	%P	1314 S	%P
	1314 F				
TOTAL	399	332	83%	240	60%
FULLTIME	204	165	81%	96	
PARTTIME	195	167	86%	144	
<i>Graduated</i>		53	13%	105	26%
<i>Withdrawn</i>		-	-	-	-
<i>Still Enrolled</i>		270	68%	129	32%
<i>Not Registered</i>		9	2%	6	2%
TOTAL		332		240	

II. Retention

A. Union's Story

Union Institute & University serves primarily as a degree completion program for students wishing to complete their undergraduate degree. UI&U requires its students to complete a minimum of 30 credit hours. UI&U will accept up to 90 credits in transfer for the minimum 120 credit hours required for an undergraduate degree. UI&U's students typically complete their degrees in an average of three to four trimesters of full-time enrollment (or one academic year) because of the liberal transfer policy.

Therefore, UI&U's entering first-time, full-time student cohort is historically small (averaging less than 10 FTFT students in the past six years). As a result of these small FTFT cohorts in our reported retention and graduation rate the percent is skewed, averaging a 25% retention and graduation rate. This IPEDS data are then taken by 3rd party organizations for dissemination and publication. However, the FTFT graduation rate is not a true reflection of our achievement rates for incoming students completing their undergraduate degrees (within 150% and 200% time).

Retention rates are calculated for undergraduates based on a fall to fall enrollment, by cohort start year. This calculation is in conjunction with IPEDS and the USDE. However, we include all first time students to UI&U in the cohort start year and term (i.e. transfer students), not first time to higher education (as IPEDS calculates FTFT). All percentages are based on beginning cohort year and whether student has graduated by or enrolled in sequential fall term. This includes the percentage of first-time degree seeking students from the previous fall who either re-enrolled or successfully completed their program by the current fall, not exclusively first time-time freshmen (as practice in IPEDS reporting).

B. Undergraduate - Retention Rates

Table 2.1 Retention to term 4 of Bachelor of Arts Students that Began in Fall 2010 - Fall 2015

Undergrad - BA	Retention Beyond Start Year & Term					
	Start Year & Term Cohort	Term 1	Term 2	Term 3	Term 4	RETENTION RATE
	1516 F	1516 F	1516 W	1516 S	1617 F	FALL 2 FALL
TOTAL-F	11	11	6	7	6	55%
<i>Graduated</i>		-	-	-		-
	1415 F	1415 F	1415 W	1415 S	1516 F	FALL 2 FALL
TOTAL-E	12	12	8	6	3	42%
<i>Graduated</i>		-	-	2		2
	1314 F	1314 F	1314 W	1314 S	1415 F	FALL 2 FALL
TOTAL-D	16	16	13	7	6	44%
<i>Graduated</i>		1	-	-		1
	1213 F	1213 F	1213 W	1213 S	1314 F	FALL 2 FALL

TOTAL-C	36	36	28	22	24	67%
<i>Graduated</i>		-	-	-		-
	1112 F	1112 F	1112 W	1112 S	1213 F	FALL 2 FALL
TOTAL-B	42	42	28	17	23	57%
<i>Graduated</i>		1	-	-		1
	1011 F	1011 F	1011 W	1011 S	1112 F	FALL 2 FALL
TOTAL-A	26	26	21	11	16	62%
<i>Graduated</i>		-	-	-		-

54% : Average 6 year retention rate

47% : Average 3 year retention rate

Table 2.2 Retention to term 4 of Bachelor of Science Students that Began in Fall 2010 – Fall 2015

Undergrad - BS	Retention Beyond Start Year & Term					
	Start Year & Term Cohort	Term 1	Term 2	Term 3	Term 4	RETENTION RATE
	1516 F	1516 F	1516 W	1516 S	1617 F	FALL 2 FALL
TOTAL-F	269	269	222	169	94	74%
<i>Graduated</i>		1	41	64		106
	1415 F	1415 F	1415 W	1415 S	1516 F	FALL 2 FALL
TOTAL-E	291	291	249	172	120	75%
<i>Graduated</i>		-	47	50		97
	1314 F	1314 F	1314 W	1314 S	1415 F	FALL 2 FALL
TOTAL-D	399	399	332	240	133	73%
<i>Graduated</i>		-	53	105		158
	1213 F	1213 F	1213 W	1213 S	1314 F	FALL 2 FALL
TOTAL-C	368	368	316	234	153	76%
<i>Graduated</i>		-	44	81		125
	1112 F	1112 F	1112 W	1112 S	1213 F	FALL 2 FALL
TOTAL-B	296	296	259	189	117	71%
<i>Graduated</i>		-	43	51		94
	1011 F	1011 F	1011 W	1011 S	1112 F	FALL 2 FALL
TOTAL-A	266	266	236	174	98	75%
<i>Graduated</i>		2	35	64		101

74% : Average 6 year retention rate

74% : Average 3 year retention rate

C. Graduate - Retention Rates

Retention rates are calculated for graduate level (master and doctoral) students based on a full academic year enrollment, by cohort start year. This calculation is in conjunction with IPEDS and the USDE.

Table 2.3 Retention to year 3 of Master of Arts Students that Began in Academic Year 2011 – 2015

	Retention Beyond Start Year & Term				
	Start Year	Year 1	Year 2	Year 3	RETENTION RATE
	1516	1516	1617	1718	3 YEAR RR
TOTAL-F	20	20	17	-	85%
<i>Graduated</i>		-	-	-	-
	1415	1415	1516	1617	3 YEAR RR
TOTAL-E	39	39	36	30	79%
<i>Graduated</i>		-	-	1	1
	1314	1314	1415	1516	3 YEAR RR
TOTAL-D	47	47	50	36	91%
<i>Graduated</i>		-	-	7	-
	1213	1213	1415	1516	3 YEAR RR
TOTAL-C	48	48	32	12	83%
<i>Graduated</i>		-	17	11	28
	1112	1112	1314	1415	3 YEAR RR
TOTAL-B	32	32	25	1	72%
<i>Graduated</i>		-	22	-	22

79% : Average 5 year retention rate
80% : Average 3 year retention rate

Table 2.4 Retention to year 3 of Master of Science in Organizational Leadership Students that Began in Academic Year 2013 -2015

Retention Beyond Start Year & Term					
	Start Year	Year 1	Year 2	Year 3	RETENTION RATE
	1516	1516	1617	1718	3 YEAR RR
TOTAL-F	99	99	31	-	85%
<i>Graduated</i>		60	24	-	84
	1415	1415	1516	1617	3 YEAR RR
TOTAL-E	112	112	33	2	81%
<i>Graduated</i>		60	31	-	91
	1314	1314	1415	1516	3 YEAR RR
TOTAL-D	32	32	15	-	47%
<i>Graduated</i>		-	15	-	15

71% : Average 3 year retention rate

Table 2.5 Retention to year 3 of Doctor of Philosophy in Interdisciplinary Students that Began in July 2010 - July 2015*

Retention Beyond Start Year & Term						
	Start Year & Session	Session 1	Session 2	Session 3	Session 4	RETENTION RATE
	2015 8A	2015 8A	2016 7A	2016 8A	2017 7A	FALL 2 FALL
TOTAL-F	15	15	13	11	10	67%
	2014 8A	2014 8A	2015 7A	2015 8A	2016 7A	FALL 2 FALL
TOTAL-E	17	17	16	16	16	94%
	2013 8A	2013 8A	2014 7A	2014 8A	2015 7A	FALL 2 FALL
TOTAL-D	19	19	18	15	15	79%
	2012 8A	2012 8A	2013 7A	2013 8A	2014 7A	FALL 2 FALL
TOTAL-C	19	19	17	17	14	74%
	2011 8A	2011 8A	2012 7A	2012 8A	2013 7A	FALL 2 FALL
TOTAL-B	16	16	13	11	10	63%
	2010 8A	2010 8A	2011 7A	2011 8A	2012 7A	FALL 2 FALL
TOTAL-A	15	15	16	13	13	87%

77% : Average 6 year retention rate

80% : Average 3 year retention rate

*Includes dissertation extension

III. Graduation Rates

Graduation rates (and their opposite, withdrawal rates) are calculated over time. National standards typically dictate that graduation rates are calculated at 100 and 150 percent of the “normal” time to degree for full-time students:

- For a four-year undergraduate program: graduation rates are determined at four and six academic years after entry.
- For a two-year masters’ program: graduation rates are determined at two and three academic years after entry.
- For a three year doctoral program: graduation rates are determined at four and five academic years after entry.

It is important to keep in mind that UI&U student’s programs rarely fit these models, especially at the undergraduate level.

- Although UI&U’s undergraduate programs are four year programs, most students have prior learning credits that allow them to complete their programs in less than four academic years – sometimes as quickly as two terms, depending on their pattern of enrollment and course completions.
- UI&U’s year-round calendar must be “cross-walked” to the standard two term academic calendar. In other words, UI&U students who enter in the fall term persist to a third semester when they enroll for the spring/summer term, not the subsequent fall term.
- UI&U offers part-time enrollment options for nearly all of its programs. A student who enrolls part time will not, of course, finish as quickly as will a student who enrolls full time. Some students move between part- and full-time status, some “stop out” entirely for a term or two, while other students may take more than the minimum (12 credit hour per term) full-time course load. Hence, to some extent, the time it will take a student to complete a program will depend on the enrollment options the student chooses.

The graduation rates shown in the following tables are snapshots – that is, they show, on the day that student records were checked, how many students who entered in a single academic year had graduated, remained enrolled, had withdrawn or been administratively withdrawn¹, or are “not registered.” Not registered (NR) status is not the same as withdrawn: some NR students may have unofficially stopped out for a term; other NR students may have completed their programs but their graduation has not yet been finalized. In practice, however, the majority of NR students are ultimately (after 12 consecutive months of NR status) administratively withdrawn for failure to register.

No graduation rate is final until there are no students entering in a given year remain enrolled. Even then, after all members of a group of students have either graduated or withdrawn, it is possible for a group’s data to change slightly if a previously withdrawn student re-enters. Data in the following tables are as of the start of the spring/summer term, April 2017.

¹ Students are administratively withdrawn for failure to register for 12 consecutive months.
Updated June 2017

A. Undergraduate - Graduation / Withdrawal Rates

Rates shown are for first-time and transfer-in, full-time and part-time students combined.

Union Institute & University's Bachelor of Science degree may be earned in as little as two terms (8 months), if a student enters with the maximum allowable prior learning credit and enrolls full-time for every session. Fewer transfer credits, part-time enrollment, stop-outs (temporary official or unofficial leaves of absence) will all affect time to degree, as will any failed courses. In the tables below, any students shown as entering more than four years ago and currently counted as either "Registered" or "Not Registered" are invariably students who consistently enrolled part time, or who have not enrolled continuously since they first entered. The higher graduation rates to date for BS students reflect, in part, the large number of students who enter with significant numbers of prior learning credits. Both programs require 120 credits to graduate. Note that some students counted as "not registered" may have completed their programs but paperwork approving graduation may not be finalized.

Table 3.1 Graduation rates by beginning start year (cohort) for Bachelor of Arts students

Undergrad - BA	Year 1		Year 2		Year 3		Year 4		Year 5		Year 6	
Beginning Year	1011	%G	1112	%G	1213	%G	1314	%G	1415	%G	1516	%G
COHORT Total	103		93		67		58		46		29	
Graduated	41	40%	28	30%	36	54%	22	38%	17	37%	4	14%
100% Time	40	98%	25	89%	36	100%	21	95%	16	94%	4	100%
150% Time	1	2%	3	11%	-	0%	1	5%	1	6%	-	0%
200% Time	-	-	-	-	-	-	-	-	-	-	-	-
More than 200%	-	-	-	-	-	-	-	-	-	-	-	-
Withdrawn	58	56%	58	62%	26	39%	31	53%	20	43%	6	21%
Not Registered	-	0%	-	0%	-	0%	1	2%	4	9%	3	10%
Still Enrolled	4	4%	7	8%	5	7%	4	7%	5	11%	16	55%
TOTAL	103		93		67		58		46		29	

Table 3.2 Graduation rates by beginning start year (cohort) for Bachelor of Science students

Undergrad - BS	Year 1		Year 2		Year 3		Year 4		Year 5		Year 6	
Beginning Year	1011	%G	1112	%G	1213	%G	1314	%G	1415	%G	1516	%G
COHORT Total	709		775		885		909		795		696	
Graduated	512	72%	555	72%	623	70%	624	69%	528	66%	359	52%
100% Time	497	97%	548	99%	617	99%	622	100%	527	100%	356	99%
150% Time	8	2%	6	1%	6	1%	1	-	1	-	1	-
200% Time	5	1%	-	-	-	-	-	-	-	-	1	-
More than 200%	2	-	1	-	-	-	1	-	-	-	-	-
Withdrawn	189	27%	209	27%	239	27%	242	27%	177	22%	75	11%
Not Registered	5	1%	4	1%	7	1%	20	2%	40	5%	110	16%
Still Enrolled	3	-	7	1%	16	2%	23	3%	50	6%	152	22%
TOTAL	709		775		885		909		795		696	

B. Graduate Programs - Graduation/Withdrawal Rates

UI&U master's programs may take longer than two years to complete due to part-time enrollments. In the 2011-12 academic year, the M.A. program in Clinical Mental Health Counseling changed its calendar to align with the three four-month term model used by the undergraduate programs and the Psy.D.. Beginning with fall term of 2015, the individualized M.A. program calendar was also changed to the same calendar – all master's level programs now follow this calendar.

Table 3.3 Graduation rates by beginning start year (cohort) for Master of Arts students

Masters - MA	Year 1		Year 2		Year 3		Year 4		Year 5		Year 6	
Beginning Year	1011	%G	1112	%G	1213	%G	1314	%G	1415	%G	1516	%G
COHORT Total	-		22		30		30		25		51	
Graduated	-	-	14	64%	16	53%	8	27%	2	8%	8	16%
100% Time	-	-	14	100%	14	88%	8	100%	2	100%	8	100%
150% Time	-	-	-	0%	2	13%	-	0%	-	0%	-	0%
200% Time	-	-	-	0%	-	0%	-	0%	-	0%	-	0%
More than 200%	-	-	-	0%	-	0%	-	0%	-	0%	-	0%
Withdrawn	-	-	6	27%	12	40%	13	43%	12	48%	14	27%
Not Registered	-	-	-	0%	1	3%	5	17%	1	4%	6	12%
Still Enrolled	-	-	2	9%	1	3%	4	13%	10	40%	23	45%
TOTAL	-		22		30		30		25		51	

Table 3.4 Graduation rates by beginning start year (cohort) for Master of Science in Organizational Leadership students

Masters - MSOL	Year 4		Year 5		Year 6	
Beginning Year	1314	%G	1415	%G	1516	%G
COHORT Total	19		54		46	
Graduated	15	79%	42	78%	37	80%
100% Time	15	100%	40	95%	36	97%
150% Time	-	-	2	5%	1	3%
200% Time	-	-	-	-	-	-
More than 200%	-	-	-	-	-	-
Withdrawn	4	21%	10	19%	5	11%
Not Registered	1	5%	2	4%	3	7%
Still Enrolled	-	-	-	-	1	2%
TOTAL	19		54		46	

C. Doctoral - Graduation/Withdrawal Rates

Table 3.5 Graduation rates by beginning start year (cohort) for Doctor of Philosophy in Interdisciplinary students*

Doctoral - Ph.D.*	Year 1		Year 2		Year 3		Year 4		Year 5	
Beginning Year	2010	%G	2011	%G	2012	%G	2013	%G	2014	%G
COHORT Total	34		31		39		31		32	
Graduated	14	41%	10	32%	9	23%	4	13%	1	3%
<i>100% Time</i>	-	-	-	-	-	-	2	50%	1	100%
<i>150% Time</i>	2	14%	6	60%	7	78%	2	50%	-	-
<i>200% Time</i>	12	86%	4	40%	2	22%	-	-	-	-
<i>More than 200%</i>	-	-	-	-	-	-	-	-	-	-
Withdrawn	16	47%	10	32%	10	26%	4	13%	12	38%
Not Registered	2	6%	2	6%	4	10%	4	13%	1	3%
Still Enrolled	2	6%	9	29%	16	41%	19	61%	18	56%
TOTAL	34		31		39		31		32	

*Includes dissertation extension