

### **2008 UNDERREPRESENTED GROUPS REPORT EXECUTIVE SUMMARY**

Colleges are required to submit a report to the Illinois Community College Board regarding the college's efforts to serve students and employ staff who are from underrepresented groups. The ICCB defines underrepresented groups to include students and employees who are women, minority, and/or who have disabilities.

Four student measures were examined:

- Retention rate
- Transfer rate
- Graduation rate
- Graduated, transferred, or still enrolled (GTE) rate

Small underrepresented group cohorts:

- Cohorts of minority students ranged from 24 to 34 students per cohort.
- Cohorts of students with disabilities ranged from 7 to 14 students per cohort.

#### **General Observation:**

- *White vs. minority students:* White student cohorts outperformed minority student cohorts with higher rates in all four of the measures.

#### **Retention Rates for Five Cohorts**

- *All students:* The retention rate for Sauk cohorts exceeded the State rates for the first four cohorts. Sauk's five cohort average exceeded the State average (62.4% vs. 61.4%).
- *Female vs. male cohorts:* White females had higher retention rates than white males in four cohorts.
- *Minority cohorts:* The retention rates for minority cohorts exceeded the State rates during the most recent three cohorts.
- *Students with disabilities:* The retention rates for the first three cohorts exceeded the State rates by 6% to 12%. The retention rate fell below the State average for each of the remaining two cohorts when the SVCC rate dropped over 20% in the fourth year, and an additional 5% in the fifth year.

#### **Transfer Rates for These Cohorts**

- *All students:* The transfer rates for Sauk students exceeded State averages for two cohorts. SVCC's rate for the final cohort fell below the State rate, when the State rate increased 7%.
- *All students:* The transfer rates for Sauk students showed small decreases each year, for a cumulative drop of approximately 5%. During that time, the number of students in cohorts increased each year while the number of students who transferred remained constant.
- *Minority cohorts:* Sauk's minority student transfer rates exceeded the State rate for the first two cohorts. SVCC's rate for the final cohort fell below the State rate, when the State rate increased 8% and the SVCC dropped nearly 20%.
- *White students:* Sauk's white student transfer rates exceeded the State rate for the first two cohorts. SVCC's rate fell below the State rate, when the State rate increased 7% for the final cohort.

#### **Graduation & GTE Rates for Four Cohorts**

- *All students:* SVCC's graduation and GTE rates for all students exceeded the State rate in all four cohorts.
- *Female vs. male cohorts:* White females had higher graduation and GTE rates than white males in all four cohorts.
- *Minority cohorts:* SVCC's minority cohort graduation rates exceeded the State rates in three cohorts. However, Sauk's minority GTE rates fell below the State rates in three cohorts.

**Employee Data**

- *Employee diversity:* FY07 employee diversity goals were met for females, but we were 3% (four people) short of the goal for minorities.
- *Employees with disabilities:* Three employees reported having disabilities.

The full report is available in either electronic or printed format upon request.