

DATE: August 20, 2018  
TO: Kimberly Escamilla & Samuel White, Instructors; Tracee Cunningham, Counselor  
Elaine Kuo, College Researcher  
Thuy Nguyen, College President  
FROM: Lisa Ly, Research Analyst  
RE: Umoja Program Outcomes, 2017-18

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### Overview

This memo provides program outcomes for the 2017-18 Umoja cohort, and includes performance data on course success, English basic skills pathway completion, term-to-term and one-year persistence rates. While the focus is on the 2017-18 cohort, to help with continuous program improvements, where applicable, comparison data of the previous cohort is provided. **IRP recommends improving the English basic skills pathway completion rates of African American and male students.**

### Summary

#### Demographics

- There are 44 students in the 2017-18 cohort. The majority of the cohort is age 19 or younger (59%), male (59%) and African American (45%) or Latinx (32%). Four out of 10 students are first-generation college (39%) and low income (43%) students. The majority received financial aid (74%) in the form of Pell Grant, BOG fee waiver, scholarships and loans. About one-third are student athletes (32%). With the exception of age, the demographics of the 2017-18 cohort is similar to the 2016-17 cohort (see [Appendix A](#)).

#### Course Success

- The 2017-18 cohort had a success rate of 83%, an improvement from the 2016-17 cohort (72%).
- Course retention improved from 93% to 96%.
- Male success rate improved from 73% to 77%, but they trail their female counterpart (91%).
- African American course success rate improved to 80% in 2017-18 from 75% in 2016-17; however, their success rate lags behind their Latinx and Pacific Islander counterparts.

#### English Basic Skills Pathway Completion<sup>1</sup>

- Nearly three-fourths (74%) completed the ENGL 1S-1T pathway in 2017-18. For comparison, the college completion rate was 65%, which omits Umoja students.
- Males (65%) and African American (67%) students are less likely to complete ENGL 1S-1T when compared to their females (91%) and Latinx (92%) counterparts.

#### Persistence<sup>2</sup>

- In 2017-18, the fall-to-winter and winter-to-spring persistence rate of Umoja students improved from the prior cohort. Overall, 24 of 39 (62%)<sup>3</sup> Umoja students persisted from fall term through the end of the year, which is an improvement from the prior year (53%).

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<sup>1</sup> Umoja students had to enroll in at least one Umoja English course to be included.

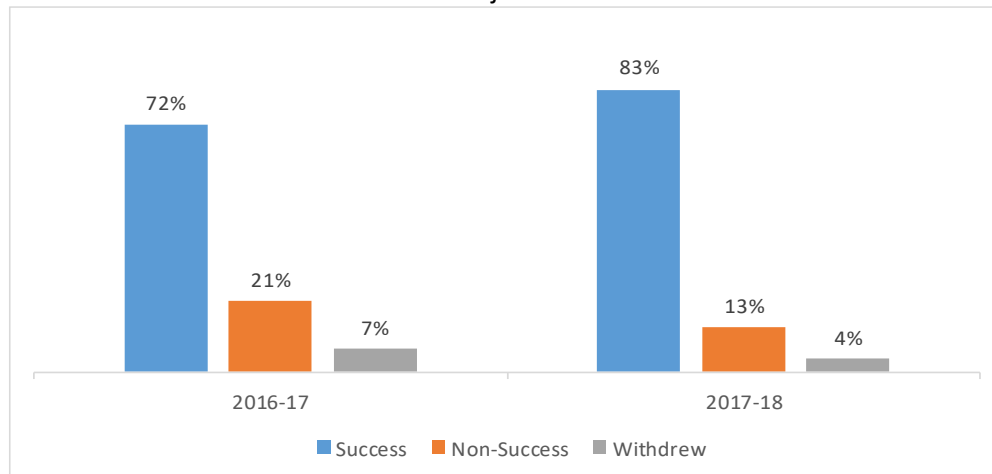
<sup>2</sup> Umoja students had to enroll in at least one Umoja course each term (fall through spring) and are tracked to end of the term.

## Course Success

The data in this section reflects the course outcomes of Umoja students in Umoja sections. Unless specified, the data omits non-Umoja students enrolled in Umoja sections.

- **Overall Success Rate:** The 2017-18 cohort course outcomes improved compared to the previous cohort with success rate at 83% vs. 72%, and retention rate at 96% vs. 93%.

Chart 1: Umoja Success Rates



Success reflect A, B, C, or P grades. Non-Success reflect D, F, or NP grades.  
2016-17 enrollments = 178 | 2017-18 enrollments = 249

- **Success Rate by Course:** In 2017-18, students did well in Umoja English courses, with success rate averaging about 82% during fall through spring quarters. Performance in Umoja’s GE courses, particularly CNSL 8, COMM 4 and CRLP 55 had success rates of at least 88%. PSYC 22 is the only course in which its success rate of 60% was below the term success rate (69%). This finding is consistent with the 2016-17 cohort (see [Appendix B](#)).

Table 1: Umoja Success Rates by Umoja Course

|                    | Success   |            | Non-Success |            | Withdrawn |            | Total      |             |
|--------------------|-----------|------------|-------------|------------|-----------|------------|------------|-------------|
|                    | Count     | Percent    | Count       | Percent    | Count     | Percent    | Count      | Percent     |
| <b>Fall 2017</b>   |           |            |             |            |           |            |            |             |
| COMM F004.         | 21        | 88%        | 2           | 8%         | 1         | 4%         | 24         | 100%        |
| CRLP F055.         | 21        | 91%        | 1           | 4%         | 1         | 4%         | 23         | 100%        |
| ENGL F001S         | 27        | 87%        | 4           | 13%        | 0         | 0%         | 31         | 100%        |
| ENGL F242A         | 27        | 87%        | 4           | 13%        | 0         | 0%         | 31         | 100%        |
| <b>Total</b>       | <b>96</b> | <b>88%</b> | <b>11</b>   | <b>10%</b> | <b>2</b>  | <b>2%</b>  | <b>109</b> | <b>100%</b> |
| <b>Winter 2018</b> |           |            |             |            |           |            |            |             |
| ENGL F012.         | 19        | 73%        | 6           | 23%        | 1         | 4%         | 26         | 100%        |
| ENGL F001T         | 23        | 88%        | 3           | 12%        | 0         | 0%         | 26         | 100%        |
| ENGL F242B         | 25        | 96%        | 1           | 4%         | 0         | 0%         | 26         | 100%        |
| <b>Total</b>       | <b>67</b> | <b>86%</b> | <b>10</b>   | <b>13%</b> | <b>1</b>  | <b>1%</b>  | <b>78</b>  | <b>100%</b> |
| <b>Spring 2018</b> |           |            |             |            |           |            |            |             |
| CNSL F008.         | 18        | 100%       | 0           | 0%         | 0         | 0%         | 18         | 100%        |
| ENGL F001B         | 13        | 54%        | 5           | 21%        | 6         | 25%        | 24         | 100%        |
| PSYC F022.         | 12        | 60%        | 7           | 35%        | 1         | 5%         | 20         | 100%        |
| <b>Total</b>       | <b>43</b> | <b>69%</b> | <b>12</b>   | <b>19%</b> | <b>7</b>  | <b>11%</b> | <b>62</b>  | <b>100%</b> |

<sup>3</sup> Five students were omitted since two started Umoja in the winter term and three did not enroll in any Umoja courses but received student support services during the year.

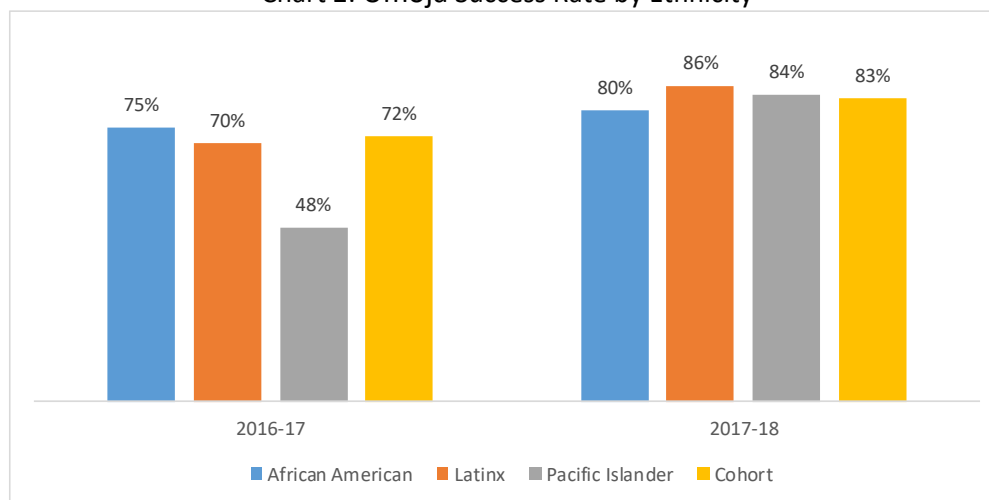
- **Success Rate by Gender:** Umoja male’s success rate has improved from 73% in 2016-17 to 77% in 2017-18. Nonetheless, their current success rate trails their female counterpart, 77% vs. 91%. Both their retention rate is roughly the same at 96%.

Table 2: Umoja Success Rate by Gender

|                | Success    |            | Non-Success |            | Withdrew  |           | Total      |             |
|----------------|------------|------------|-------------|------------|-----------|-----------|------------|-------------|
|                | Count      | Percent    | Count       | Percent    | Count     | Percent   | Count      | Percent     |
| <b>2016-17</b> |            |            |             |            |           |           |            |             |
| Female         | 23         | 70%        | 5           | 15%        | 5         | 15%       | 33         | 100%        |
| Male           | 105        | 73%        | 32          | 22%        | 7         | 5%        | 144        | 100%        |
| Unknown        | 1          | 100%       | 0           | 0%         | 0         | 0%        | 1          | 100%        |
| <b>Total</b>   | <b>129</b> | <b>72%</b> | <b>37</b>   | <b>21%</b> | <b>12</b> | <b>7%</b> | <b>178</b> | <b>100%</b> |
| <b>2017-18</b> |            |            |             |            |           |           |            |             |
| Female         | 92         | 91%        | 6           | 6%         | 3         | 3%        | 101        | 100%        |
| Male           | 114        | 77%        | 27          | 18%        | 7         | 5%        | 148        | 100%        |
| <b>Total</b>   | <b>206</b> | <b>83%</b> | <b>33</b>   | <b>13%</b> | <b>10</b> | <b>4%</b> | <b>249</b> | <b>100%</b> |

- **Success Rate by Ethnicity:** Chart 2 compares the success rates of the top three ethnic groups in Umoja. African American success rate in Umoja courses has improved, from 75% in 2016-17 to 80% in 2017-18. However, their course success now lags behind their Latinx and Pacific Islander counterparts.

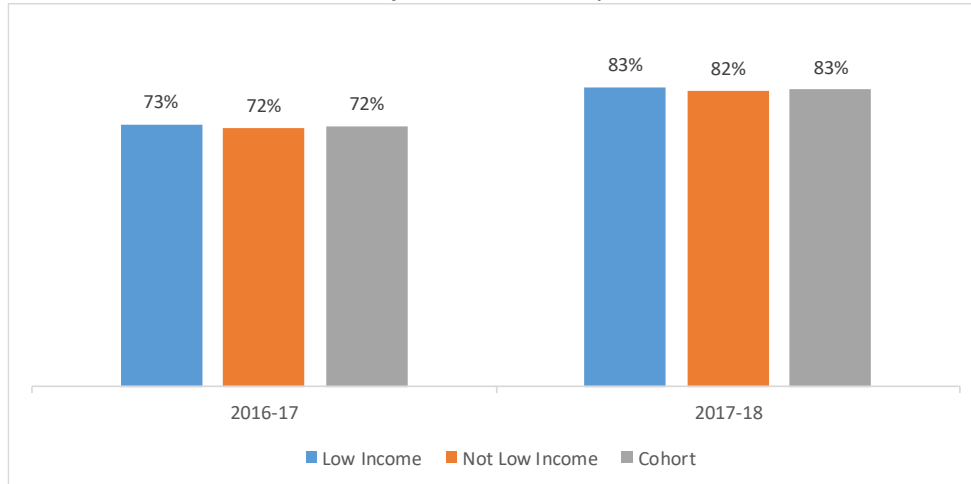
Chart 2: Umoja Success Rate by Ethnicity



2016-17 enrollments: African American = 88 | Latinx = 44 | Pacific Islander = 21 | Cohort = 178  
 2017-18 enrollments: African American = 118 | Latinx = 95 | Pacific Islander = 25 | Cohort = 249

- **Course Success by Low Income:** The success rate for Umoja students who self-reported their household income is \$24,999 or less improved from 73% in 2016-17 to 83% in 2017-18, and their success rate remains comparable to their non-low income counterpart.

Chart 3: Umoja Success Rate by Low Income



2016-17 enrollments: Low income = 78 | Not low income = 100 | Cohort = 178  
 2017-18 enrollments: Low income = 96 | Not low income = 153 | Cohort = 249

### English Basic Skills Pathway

For this analysis, to be considered an English pathway completer, Umoja students had to enroll in at least one Umoja English section.

- **Pathway Completion Rate:** In 2017-18, Umoja offered ENGL 1S-1T, which had a higher completion rate (74%) than compared to the ENGL 209-110-1A pathway (51%) that was offered in 2016-17.
- ENGL 1S-1T generally has a higher completion rate than ENGL 209-110-1A, but it is worth noting that Umoja completion rates, for both pathways, are much higher than compared to the college. Foothill’s ENGL 1S-1T completion rate was 65% in 2017-18, and its ENGL 209-110-1A completion rate was 27% in 2016-17<sup>4</sup>.

Table 3: English Basic Skills Pathway Completion

|                 | Starting HC | Completers |      |
|-----------------|-------------|------------|------|
|                 |             | HC         | Rate |
| <b>2016-17</b>  |             |            |      |
| ENGL 209-110-1A | 41          | 21         | 51%  |
| <b>2017-18</b>  |             |            |      |
| ENGL 1S-1T      | 31          | 23         | 74%  |

Note: 2016-17 cohort had 7 students who did not enroll in any Umoja English sections; and therefore, they are not included in the analysis.

- **Pathway Completers:** Table 4 compares the students who started and completed English basic skills. Overall, the completion rate improved across all demographic groups likely due in large part to switching from ENGL 209-110-1A to ENGL 1S-1T.
- Males and African American comprise a large proportion of the cohort, yet compared to their counterpart, their completion rate is lower. Females (91%) and Latinx (92%) completed ENGL 1S-1T at a higher rate than males (65%) and African American (67%). This finding is consistent with the prior cohort.

<sup>4</sup> Foothill ENGL 1S-1T and ENGL 209-110-1A completion rates omits Umoja students.

- Low income and student athletes completed ENGL 1S-1T at comparable rates as their counterpart.

Table 4: Umoja English Basic Skills Pathway Completers

|                  | 2016-17 |           |             | 2017-18 |           |             |
|------------------|---------|-----------|-------------|---------|-----------|-------------|
|                  | Started | Completed | Compl. Rate | Started | Completed | Compl. Rate |
| Female           | 8       | 5         | 63%         | 11      | 10        | 91%         |
| Male             | 33      | 16        | 48%         | 20      | 13        | 65%         |
| African American | 19      | 9         | 47%         | 15      | 10        | 67%         |
| Latinx           | 11      | 6         | 55%         | 12      | 11        | 92%         |
| Pacific Islander | 5       | 1         | 20%         | 2       | 1         | 50%         |
| Low Income       | 3       | 2         | 67%         | 11      | 8         | 73%         |
| Not Low Income   | 21      | 11        | 52%         | 20      | 15        | 75%         |
| Athlete          | 13      | 6         | 46%         | 12      | 9         | 75%         |
| Not Athlete      | 20      | 14        | 70%         | 19      | 14        | 74%         |
| All Students     | 41      | 21        | 51%         | 31      | 23        | 74%         |

- **Pathway Completers and ENGL 1B:** Among the 23 students who completed ENGL 1S-1T, 22 students enrolled in Umoja’s ENGL 1B section. A little over half successfully completed the course (55%), whereas 23% did not complete and another 23% withdrew.

### Persistence

Persistence examines Umoja students enrolled in at least one Umoja course per term, and tracks them from fall to winter quarter, and from winter to spring quarter.

- **Term to term persistence:** In 2017-18, the fall-to-winter persistence rate of Umoja students improved from the prior year, 77% vs. 68%. Additionally, their winter-to-spring persistence rate improved as well, 80% vs. 78%.

Table 5: Umoja Persistence Rate

|         | Fall Term | Persistence    |      |                  |      |                       |      |
|---------|-----------|----------------|------|------------------|------|-----------------------|------|
|         |           | Fall to Winter |      | Winter to Spring |      | Fall to Spring (1 yr) |      |
|         | HC        | HC             | Rate | HC               | Rate | HC                    | Rate |
| 2016-17 | 53        | 36             | 68%  | 28               | 78%  | 28                    | 53%  |
| 2017-18 | 39        | 30             | 77%  | 24               | 80%  | 24                    | 62%  |

Note: Persistence to spring is tracked to regular spring and not second spring.

- **One year persistence:** Over half of the 2017-18 cohort (62%) was retained through the end of the year, and is an improvement from the prior cohort.

## Appendix

### A. Demographics

Since some demographic data vary from term to term, the first term was used to capture Umoja student's information. In most instances, the first term was fall quarter.

Table A1: Umoja Students by Age Group

|            | 2016-17  |         | 2017-18  |         | 2-Year Average |         |
|------------|----------|---------|----------|---------|----------------|---------|
|            | Students | Percent | Students | Percent | Students       | Percent |
| 19 or less | 20       | 34%     | 26       | 59%     | 23             | 45%     |
| 20 to 24   | 34       | 58%     | 16       | 36%     | 25             | 49%     |
| 25 or over | 5        | 8%      | 2        | 5%      | 4              | 7%      |
| Total      | 59       | 100%    | 44       | 100%    | 52             | 100%    |

Table A2: Umoja Students by Gender

|        | 2016-17  |         | 2017-18  |         | 2-Year Average |         |
|--------|----------|---------|----------|---------|----------------|---------|
|        | Students | Percent | Students | Percent | Students       | Percent |
| Female | 14       | 24%     | 18       | 41%     | 16             | 31%     |
| Male   | 44       | 76%     | 26       | 59%     | 35             | 69%     |
| Total  | 58       | 100%    | 44       | 100%    | 51             | 100%    |

Table A3: Umoja Students by Ethnicity

|                  | 2016-17  |         | 2017-18  |         | 2-Year Average |         |
|------------------|----------|---------|----------|---------|----------------|---------|
|                  | Students | Percent | Students | Percent | Students       | Percent |
| African American | 29       | 49%     | 20       | 45%     | 25             | 48%     |
| Asian            | 2        | 3%      | 0        | 0%      | 1              | 2%      |
| Filipinx         | 4        | 7%      | 1        | 2%      | 3              | 5%      |
| Latinx           | 15       | 25%     | 14       | 32%     | 15             | 28%     |
| Pacific Islander | 7        | 12%     | 7        | 16%     | 7              | 14%     |
| White            | 0        | 0%      | 2        | 5%      | 1              | 2%      |
| Decline to State | 2        | 3%      | 0        | 0%      | 1              | 2%      |
| DI Group         | 48       | 81%     | 35       | 80%     | 42             | 81%     |
| Non-DI Group     | 11       | 19%     | 9        | 20%     | 10             | 19%     |
| Total            | 59       | 100%    | 44       | 100%    | 52             | 100%    |

DI Group: African American, Filipinx and Latinx.

Table A4: Umoja Students by First-Generation College

|                        | 2016-17  |         | 2017-18  |         | 2-Year Average |         |
|------------------------|----------|---------|----------|---------|----------------|---------|
|                        | Students | Percent | Students | Percent | Students       | Percent |
| First-Gen. College     | 20       | 34%     | 17       | 39%     | 19             | 36%     |
| Not First-Gen. College | 39       | 66%     | 27       | 61%     | 33             | 64%     |
| Total                  | 59       | 100%    | 44       | 100%    | 52             | 100%    |

Table A5: Umoja Students by Low Income

|                | 2016-17  |         | 2017-18  |         | 2-Year Average |         |
|----------------|----------|---------|----------|---------|----------------|---------|
|                | Students | Percent | Students | Percent | Students       | Percent |
| Low Income     | 27       | 46%     | 19       | 43%     | 23             | 45%     |
| Not Low Income | 32       | 54%     | 25       | 57%     | 29             | 55%     |
| Total          | 59       | 100%    | 44       | 100%    | 52             | 100%    |

Table A6: Financial Aid Awarded Among Umoja Aid Applicants

|                 | 2016-17  |         | 2017-18  |         | 2-Year Average |         |
|-----------------|----------|---------|----------|---------|----------------|---------|
|                 | Students | Percent | Students | Percent | Students       | Percent |
| Pell Award      | 17       | 31%     | 18       | 56%     | 18             | 41%     |
| Other Aid Award | 25       | 46%     | 10       | 31%     | 18             | 41%     |
| No Aid          | 12       | 22%     | 4        | 13%     | 8              | 19%     |
| Total           | 54       | 100%    | 32       | 100%    | 43             | 100%    |

Table A7: Umoja Student Athletes

|             | 2016-17  |         | 2017-18  |         | 2-Year Average |         |
|-------------|----------|---------|----------|---------|----------------|---------|
|             | Students | Percent | Students | Percent | Students       | Percent |
| Athlete     | 21       | 36%     | 14       | 32%     | 18             | 34%     |
| Not Athlete | 38       | 64%     | 30       | 68%     | 34             | 66%     |
| Total       | 59       | 100%    | 44       | 100%    | 52             | 100%    |

## B. Success Rate by Course

Table B1: Success Rate by Course and Year

|                                    | Success |         | Non-Success |         | Withdraw |         | Total |         |
|------------------------------------|---------|---------|-------------|---------|----------|---------|-------|---------|
|                                    | Count   | Percent | Count       | Percent | Count    | Percent | Count | Percent |
| <b>2016-17</b>                     |         |         |             |         |          |         |       |         |
| COMM F004.                         | 30      | 94%     | 2           | 6%      | 0        | 0%      | 32    | 100%    |
| ENGL F209./F110./F012./F001A/F001B | 89      | 71%     | 27          | 22%     | 9        | 7%      | 125   | 100%    |
| MATH F220.                         | 0       | 0%      | 1           | 100%    | 0        | 0%      | 1     | 100%    |
| PSYC F022.                         | 10      | 50%     | 7           | 35%     | 3        | 15%     | 20    | 100%    |
| Total                              | 129     | 72%     | 37          | 21%     | 12       | 7%      | 178   | 100%    |
| <b>2017-18</b>                     |         |         |             |         |          |         |       |         |
| CNSL F008.                         | 18      | 100%    | 0           | 0%      | 0        | 0%      | 18    | 100%    |
| COMM F004.                         | 21      | 88%     | 2           | 8%      | 1        | 4%      | 24    | 100%    |
| CRLP F055.                         | 21      | 91%     | 1           | 4%      | 1        | 4%      | 23    | 100%    |
| ENGL F012./F001S/F001T/F001B       | 134     | 82%     | 23          | 14%     | 7        | 4%      | 164   | 100%    |
| PSYC F022.                         | 12      | 60%     | 7           | 35%     | 1        | 5%      | 20    | 100%    |
| Total                              | 206     | 83%     | 33          | 13%     | 10       | 4%      | 249   | 100%    |