



# “It’s not me, it’s you”: An Analysis of Factors that Influence the Departure of First-Year Students of Color

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# Learning Outcomes

1. Participants will gain insight into why students plan to leave their current institution.
2. Participants will understand the different barriers to persistence that students of color encounter.
3. Participants will engage in a dialogue with colleagues to explore strategies for improving student of color persistence.



# Agenda for Today

- Introductions
- Overview of Literature on Student Persistence
- Overview of NSSE
- NSSE Findings
- Small Group Discussions



# Overview of Literature on Student Persistence

- 4-year completion rate by race and ethnicity
  - 47.7% for Asian identified students,
  - 43.8% for White identified students,
  - 30.4% for Hispanic identified students
  - 21.4 % for Black identified students.
- Approximately 1/3 of students drop out after their first year
- Racially minoritized students have a higher probability of dropping out than white students
- Major critiques of “foundational” theories argue that they ignore the reality that predominately white institutions (PWIs) are not culturally aware, free of racism, or supportive of students of color



# Overview of NSSE

- National Survey of Student Engagement
  - An annual survey of first-year and senior students measuring their participation in educationally effective experiences
  - Topics cover content such as aspects of academic challenge, learning with peers, experiences with faculty, campus environment, and high-impact practices.
- Participation
  - More than 1,500 colleges and universities have participated in NSSE since 2000



# Overview of NSSE – FYE Data

## First-Year Experience Topical Module

- Approximately 22,750 first year students enrolled at 140 institutions completed NSSE and the module.
- First-Year module includes questions about:
  - Academic perseverance and difficulty
  - Help-seeking behaviors
  - If and why a student “seriously considered leaving this institution”
  - Importance to graduate from “this institution”



# Overview of NSSE – FYE Data

“During the current school year, have you seriously considered leaving this institution?”

Why did you consider leaving?

- Academics Issues
- Financial concerns
- Time Management
- Relations with faculty, staff, and students
- Campus climate
- Personal reasons



# NSSE Data- Demographics

## Race/Ethnicity of FY students that completed FY module

	Count	Percent
Am Indian or AK Native	115	0.5%
Asian	957	4.2%
Black or Afr American	2135	9.4%
Hispanic or Latino	2811	12.4%
Native HI or Other PI	60	0.3%
White	13776	60.7%
Other	234	1.0%
Multiracial	1968	8.7%
Prefer not to respond	653	2.9%
TOTAL	22709	100.0%



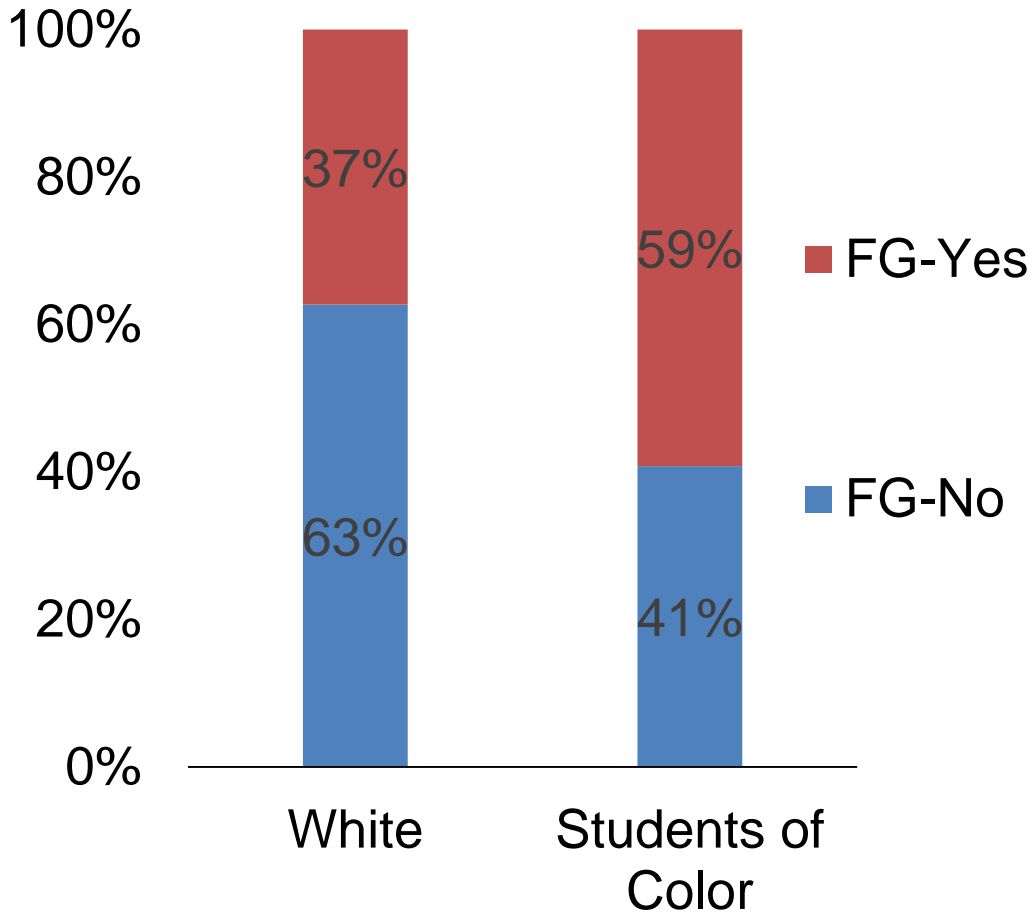


# NSSE Data

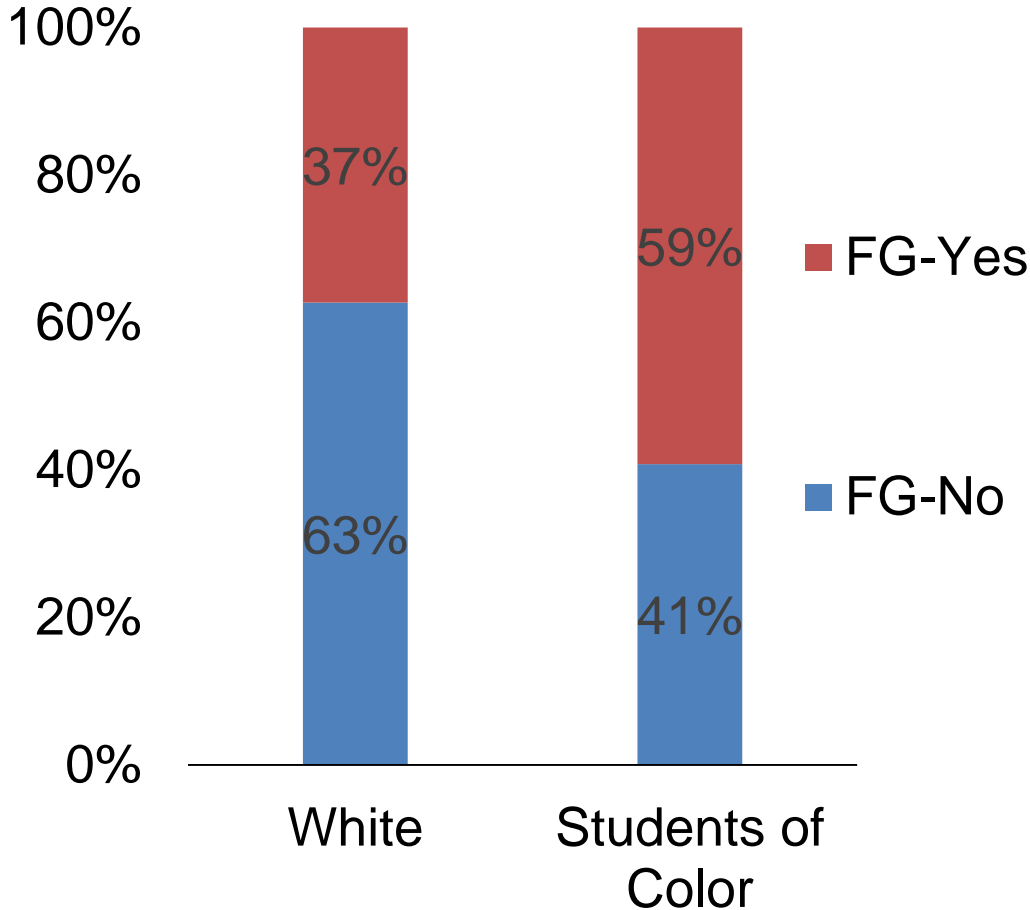
## Race/Ethnicity of FY students that completed FY module

	Count	Percent
White	13776	63.1%
Students of Color	8046	36.9%
TOTAL	21822	100.0%

## First Generation Status



## First Generation Status



## Gender Identity

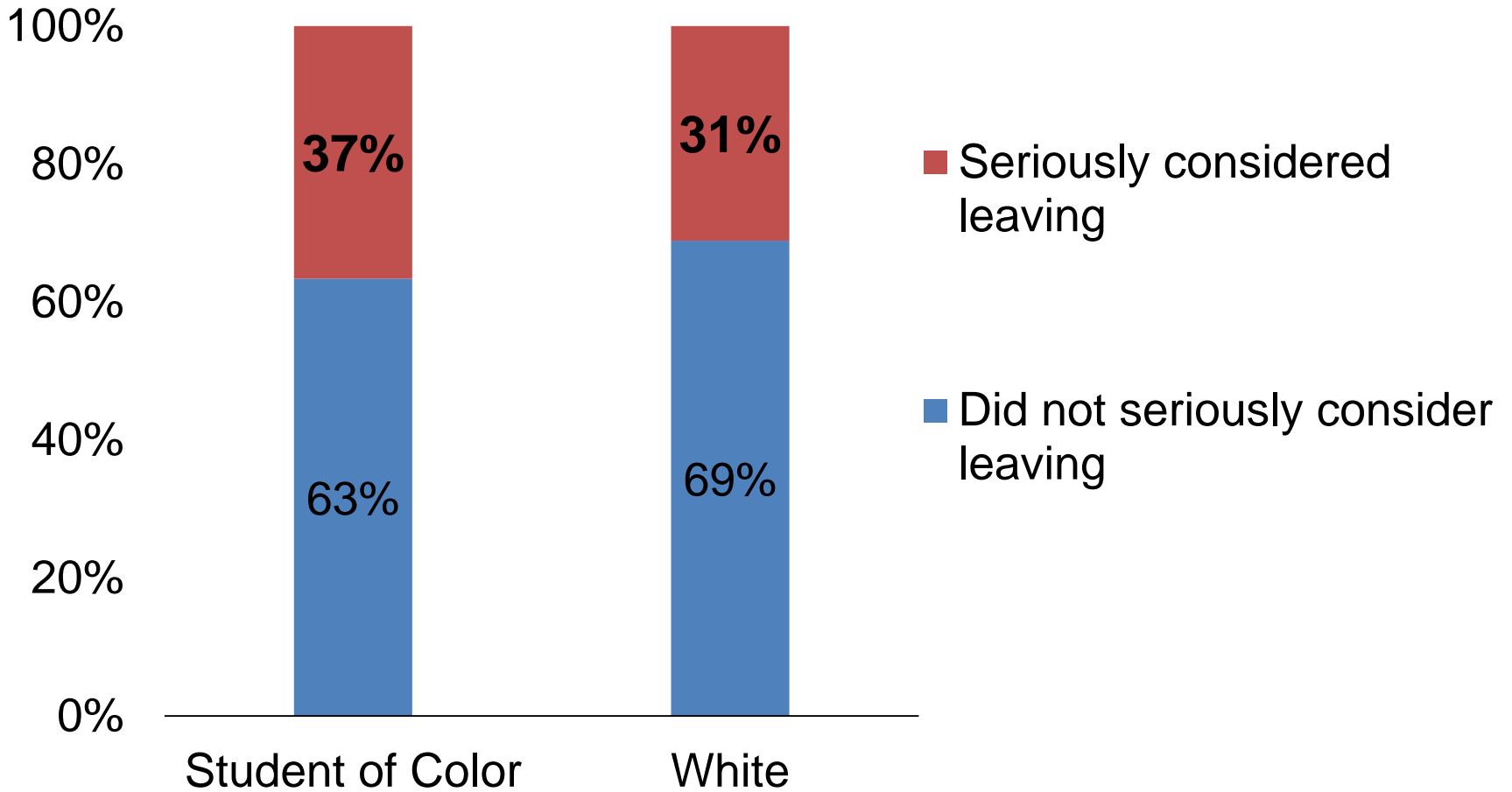
	St. of Color	White
Man	32%	29%
Woman	67%	70%
Another Identity	1%	1%
Prefer not to respond	0%	1%



# NSSE Data

Why are students of color  
considering leaving?

# NSSE Data

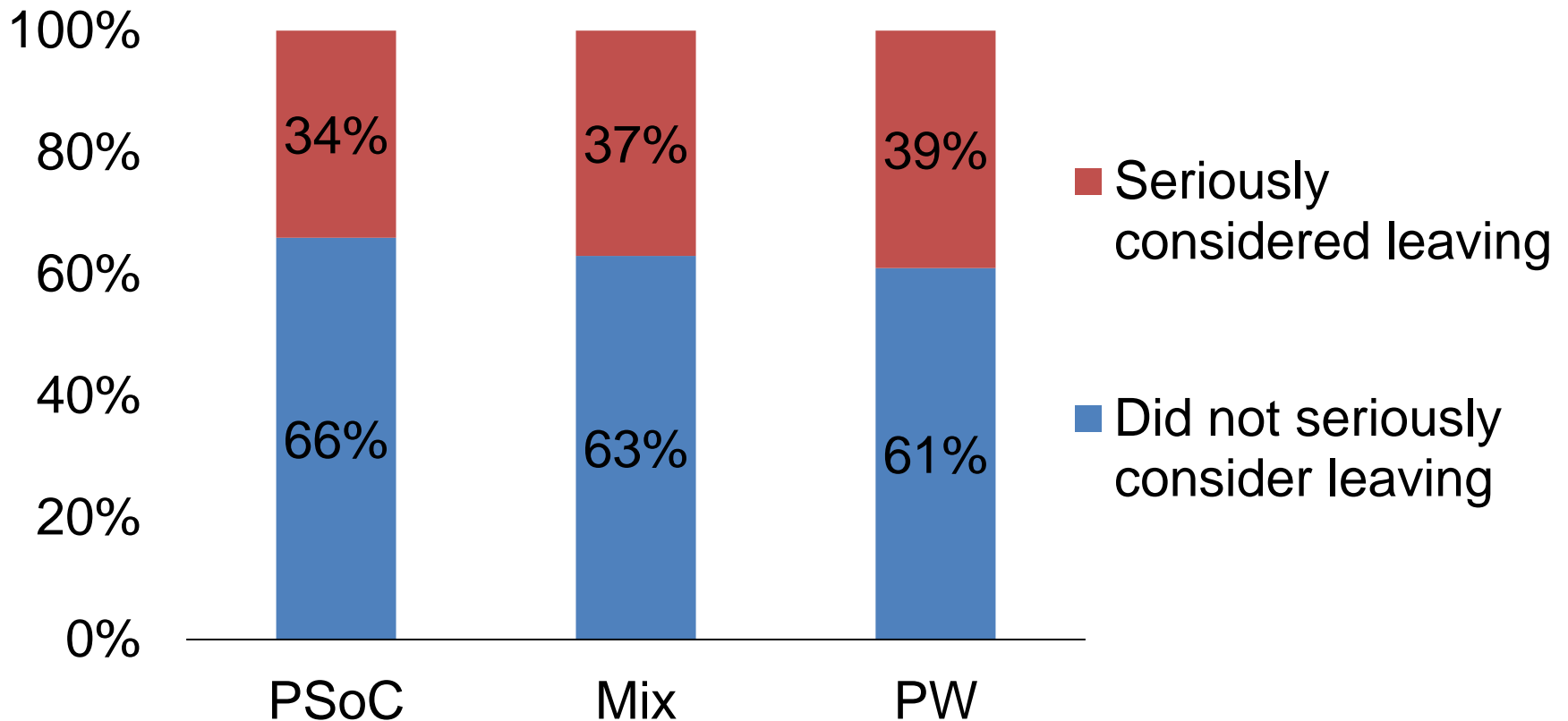


## Percentage by Institution Type

Institution type	White	SoC
Predominantly SoC (White<33%)	11%	89%
Mix (>33% White < 67%)	56%	44%
Predominantly White (>66%)	81%	19%
	63%	37%

# NSSE Data

## Looking at Students of Color only. . .





# NSSE Data

<b>SoC Reasons for Seriously Considering to Leave:</b>	<b>Overall</b>
Academics are too difficult	15%
Academics are too easy	5%
Other academic issues	19%
Financial concerns (costs or financial aid)	51%
To change your career options	17%
Difficulty managing demands of school and work	14%
Too much emphasis on partying	4%
Not enough opportunities to socialize and have fun	22%
Relations with faculty and staff	9%
Relations with other students	17%
Campus climate, location, or culture	25%
Unsafe or hostile environment	5%
Personal reasons	33%
Another reason	14%





# NSSE Data

Institution Type

PSoC      Mix      PW

## SoC Reasons for Seriously Considering to Leave:

Academics are too difficult	15%	15%	16%
Academics are too easy	7%	5%	3%
Other academic issues	23%	17%	18%
<b>Financial concerns (costs or financial aid)</b>	<b>46%</b>	<b>56%</b>	<b>49%</b>
To change your career options	18%	17%	17%
Difficulty managing demands of school and work	13%	16%	12%
Too much emphasis on partying	3%	4%	6%
Not enough opportunities to socialize and have fun	20%	23%	22%
Relations with faculty and staff	11%	9%	9%
<b>Relations with other students</b>	<b>12%</b>	<b>18%</b>	<b>22%</b>
<b>Campus climate, location, or culture</b>	<b>20%</b>	<b>25%</b>	<b>29%</b>
Unsafe or hostile environment	6%	5%	5%
<b>Personal reasons</b>	<b>26%</b>	<b>35%</b>	<b>34%</b>
Another reason	13%	15%	14%



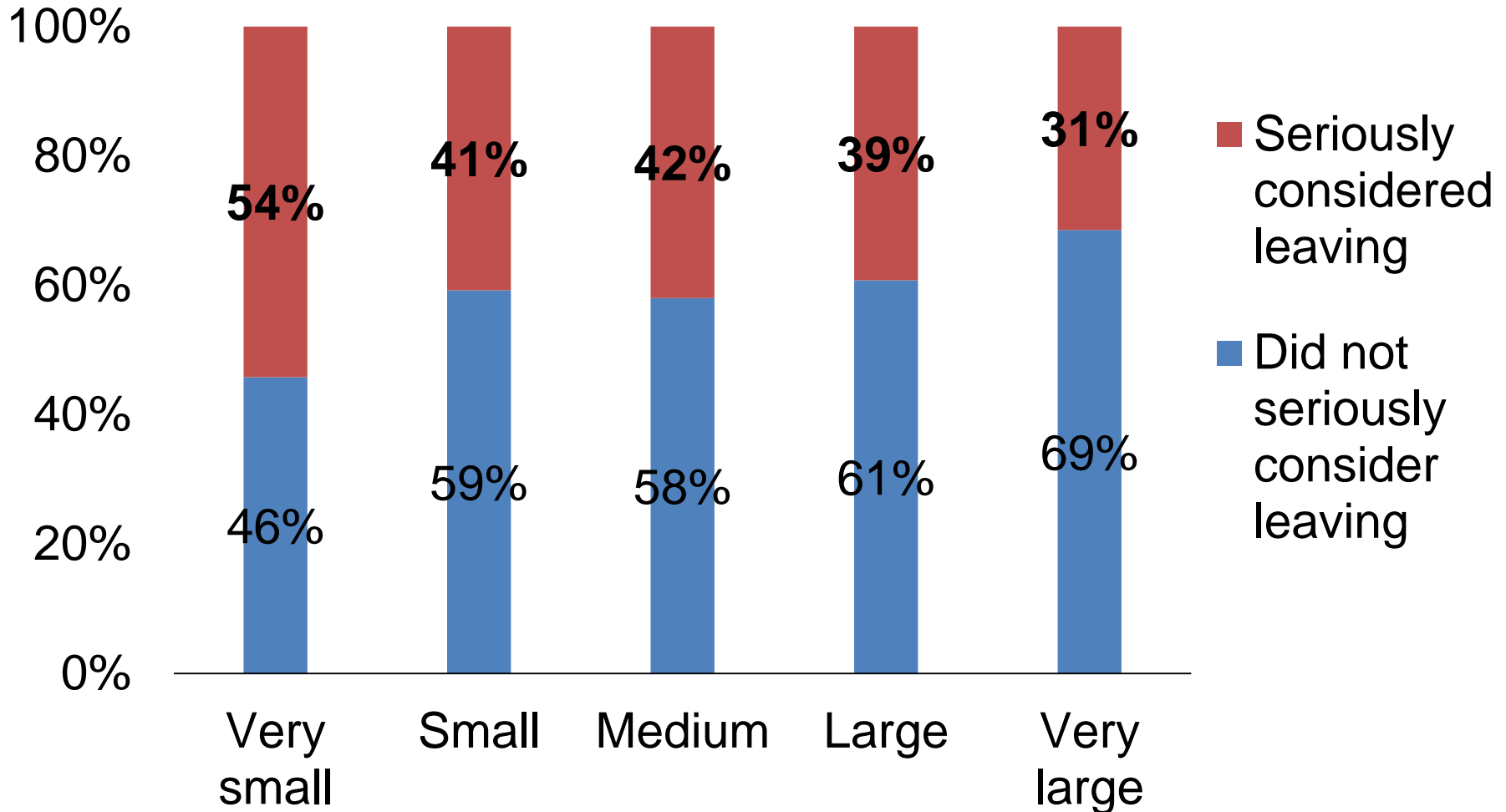
# NSSE Data

## Percentage by Institution Size

Institution Size (# inst)	White	SoC
Very Small (17)	58%	42%
Small (62)	68%	32%
Medium (20)	67%	33%
Large (22)	71%	29%
Very Large (19)	55%	45%
	63%	37%

# NSSE Data

## Looking at Students of Color only...





# NSSE Data

<b>SoC Reasons Seriously Considering to Leave:</b>	Institution Size				
	VS	S	M	L	VL
Academics are too difficult	8%	15%	18%	16%	15%
Academics are too easy	8%	5%	4%	6%	5%
Other academic issues	22%	23%	17%	17%	18%
<b>Financial concerns</b>	<b>51%</b>	<b>56%</b>	<b>54%</b>	<b>54%</b>	<b>46%</b>
To change your career options	12%	15%	17%	18%	19%
Difficulty managing demands of school and work	10%	12%	17%	14%	16%
Too much emphasis on partying	7%	3%	2%	4%	5%
Not enough opportunities to socialize and have fun	29%	22%	28%	26%	18%
Relations with faculty and staff	8%	11%	11%	8%	9%
Relations with other students	22%	21%	20%	19%	13%
Campus climate, location, or culture	42%	27%	26%	25%	21%
Unsafe or hostile environment	6%	6%	6%	4%	4%
Personal reasons	33%	29%	33%	32%	35%
Another reason	16%	15%	16%	12%	14%



# Reasons for leaving

*I was scared that I wouldn't get into housing, and that the University wouldn't give me enough money to attend, so I panicked and cancelled my housing application out of fear, fear that I wouldn't survive. I ended up living off-campus + Financial Aid*

- First-year student enrolled at a “very small” institution.



# Reasons for leaving

*Was yet to be involved and was worried I wouldn't find my place*

- First-year student enrolled at a “very large” institution.



# Reasons for leaving

*Little to no sense of cultural or global awareness.  
There have been only a small handful of times I have engaged in conversation with other students about something other than relationships and Chik Fil A*

- First-year student enrolled at a “medium” institution.



# Reasons for leaving

*This school is severely deprived of individuals who actually care about the diversity on this campus BESIDES those who are considered "diverse" (minorities, LGBTQ+, etc.)*

- First-year student enrolled at a “small” institution.





# Check-in

Why are students of color considering to leaving your campus?



# Small Group Discussions



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# Small Group Discussion

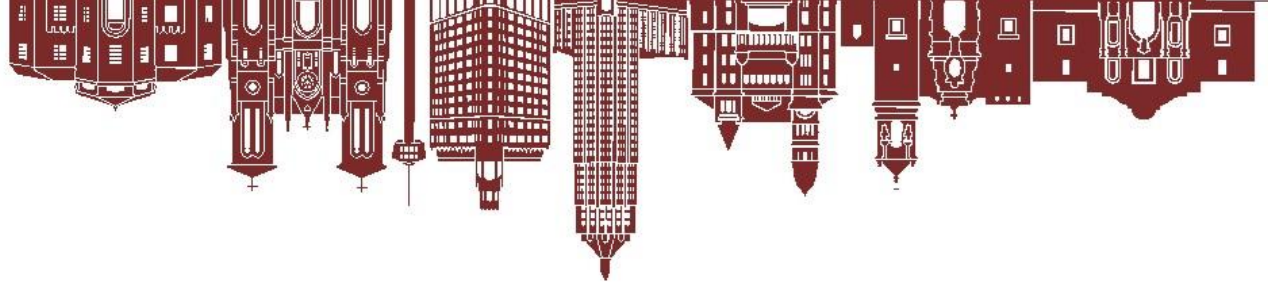
Group by institutional size:

1. Small
2. Mid-size
3. Large



# Small Group Discussion

1. What did you find most interesting about the data presented?
  
2. How is this data reflected (or not) on your campus?
  - a. If not, what do you see on your campus?
  
1. Based on this data, what are you going to do once you get back to campus?
  - a. In the coming month
  - b. In the next year



# Questions?



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# Thank you!

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