

## **Retention Rates and Growth at Ramapo College<sup>1</sup>**

### **A. Students**

#### **i. 2nd Year Retention Rates between 2010 and 2013:**

- For Hispanic/Latino students: Increased by 4% to 88%
  - For Black, Non-Hispanic students: Increased by 10% to 91%
  - For Asian, Non-Hispanic students: Declined by 18% to 81%
  - For White Non-Hispanic students: Increased by 3% to 88%
- \* For the 2013 cohort, the overall 2nd Year Retention Rate was 87%

#### **ii. 4 Year Graduation Rate between 2010 and 2013:**

- For Hispanic/Latino students: Declined by 1% to 54%
  - For Black/Non-Hispanic students: Increased by 68% to 59%
  - For Asian/Non-Hispanic students: Declined by 25% to 52%
  - For White/Non-Hispanic students: Declined by 3% to 62%
- \* For the 2013 cohort, the overall 4 year graduation rate was 59%

### **B. Faculty and Staff**

i. Institutional Research (IR) reports that the diversity of all full-time faculty and staff is 28.3%.<sup>2</sup>

ii. Between FY15 and FY18, the growth in terms of full-time employees at the College has been roughly:

#### **Faculty & Librarians**

- 0% in American Indian/Alaskan Native
- 6% in Asian/Pacific Islander
- 6% in Black/Non-Hispanic
- 8% in Hispanic
- 0% in unknown

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<sup>1</sup> Source: Institutional Fact Book and Human Resources Data

<sup>2</sup> Among full-time employees, the College has outpaced White/Non-Hispanic growth in 3 of 5 categories.

- -4% in White/Non-Hispanic

#### Managers

- 0% in American Indian/Alaskan Native
- 0% in Asian/Pacific Islander
- 75% in Black/Non-Hispanic
- -25% in Hispanic
- 0% in unknown
- -3% in White/Non-Hispanic

#### Professional Staff (AFT Professional Staff and Support Staff)

- 0% in American Indian/Alaskan Native
- 14% in Asian/Pacific Islander
- -9% in Black/Non-Hispanic
- -3% in Hispanic
- 0% in unknown
- 5% in White/Non-Hispanic