GAVILAN COLLEGE

2017 Disproportionate Impact Statement

2011 new student cohort, tracked for six years (unless otherwise noted)
Report includes all state mandated metrics as well as Gavilan College locally identified milestones

This Document contains seven data tabs color coded for different sections.
These tabs can be accessed by licking on the colored boxes at the bottom of the screen.
PURPLE tab contains the report summary
GREEN tabs contain outcome data for all groups. **Red** shaded cells in these tabs indicate a disproportionate impact.

IMPORTANT NOTES:
Primary data retrieved from GIDS tables BAS_DEMOGRAPHICS, CLS_GRADES, STUMS, STUMS_DESC, STUDEGREE and a local results table via Hyperion on 2017.07.18.
Additional data retrieved from ESRI, CCCCO DataMart, and the U.S. Census Bureau via StatisticalAtlas in late July, 2017.
This report uses the methods prescribed in the "Guidelines for Measuring Disproportionate Impact in Equity Plans, CCCCO, August 2015 Revision."
These data were calculated using the .85 proportionality method as permitted under Education Code section 78220.
Course success is defined as earning a C or better
Retention is defined as completing a course, regardless of final grade

Gavilan College | Research, Planning, and Institutional Effectiveness
"Institutional Research - Use it for good; never for evil."

Gavilan College 2017 Disproportionate Impact Statement

2011 New Student Cohort, Tracked Six Years

Indicators		Baseline	Disproportionate Impact Student Category, 2010-2011 New Students					
		Collegewide Average (Mean) Hazard	Gender	Ethnicity	Foster Youth	AEC	Low Income	Veteran
Course completion	Retention / Success, All Courses	85%; 65%		African Americans	Foster Youth	AEC		
	Remedial English Success	54%		African Americans	Foster Youth	AEC		
	Remedial ESL Success	82%	Males					
	Remedial Math Success	52%		African Americans	Foster Youth			Veterans
Degree and Certificate Completion	Associate Degree	12%	Males	African Americans, Asians, Native Americans	Foster Youth			
	Certificate	9%	Males	African Americans, Asians, Native Americans	Foster Youth			
Transfer Outcomes	Transfer Velocity (Six Years)	32%			no data	AEC		no data
	Transfer Volume	≈ 350 annually		African Americans, Native Americans	no data	AEC		no data
Access	Student Access	n/a		Whites, Asians	no data	no data		no data
Milestones	6 Units Completed	58%						
	12 Units Completed	39%						
	30 Units Completed	23%						
	60 Units Completed	12%		African Americans, Native Americans	Foster Youth			
	60 Transfer Units Completed	5%		African Americans, Native Americans	Foster Youth			
	Degree or Certificate Awarded	15%	Males	African Americans, Asians, Native Americans	Foster Youth			
	Attempt Transfer English	12%				AEC		
	Pass Transfer English	10%		African Americans, Native Americans	Foster Youth	AEC		
	Attempt Transfer Math	7%		African Americans, Native Americans	Foster Youth	AEC		Veterans
	Pass Transfer Math	6%				AEC		Veterans

N = 3,947

KEY: A **RED** cell indicates a disproportionate impact indicated by the text in the cell

A **YELLOW** cell indicates data were not available at the time of the analysis

A **GREEN** cell indicates no disproportionate impact

NOTES:

1 This report uses the methods prescribed in the "Guidelines for Measuring Disproportionate Impact in Equity Plans, CCCCO, August 2015 Revision"

2 These data were calculated using the .85 proportionality method as permitted under Education Code section 78220

3 Data retrieved from GIDS tables BAS_DEMOGRAPHICS, CLS_GRADES, STUMS, STUMS_DESC, STUDEGREE and a local results table via Hyperion on 2017.07.18.

4 These data comprise the performance of the cohort of new students from the 2010-2011 academic year.

5 The college-wide baseline hazard is the average performance of students in the cohort on the given metric. A disproportionate impact exists when the demogrpahic proportion in the outcome group is less than 85% of the demographic proportion in the initial cohort.

Gavilan College 2017 Disproportionate Gender

2011 New Student Cohort Tracked for Six Years

State Mandated Metrics:

Table 1
All Courses Retention/Success

Gender	Enrollment Count	Enrollment Percentage	Retention Count	Retention Percentage	Retention Proportionality	Success Count	Success Percentage	Success Proportionality
Female	22,585	56%	19,046	56%	1.01	15,362	58%	1.05
Male	17,438	43%	14,242	42%	0.98	10,516	40%	0.93
Unknown	606	1%	505	1%	1.00	410	2%	1.05
Total	40,629	100%	33,793	100%	1.00	26,288	100%	1.00

Table 2
Remedial English

Gender	Cohort Count	Cohort percentage	Success Count	Success Percentage	Proportionality
Female	1,044	55%	603	59%	1.07
Male	811	43%	392	38%	0.90
Unknown	39	2%	25	2%	1.19
Total	1,896	100%	1,020	100%	1.00

Table 3
Remedial ESL

Gender	Cohort Count	Cohort percentage	Success Count	Success Percentage	Proportionality
Female	826	76%	717	81%	1.06
Male	224	21%	142	16%	**0.77**
Unknown	32	3%	31	3%	1.18
Total	1,082	100%	890	100%	1.00

Table 4

Remedial Math

Gender	Cohort Count	Cohort percentage	Success Count	Success Percentage	Proportionality
Female	1,667	58%	935	62%	1.08
Male	1,180	41%	543	36%	0.88
Unknown	42	1%	25	2%	1.14
Total	2,889	100%	1,503	100%	1.00

Table 5

Awarded Associate's Degree

Gender	Cohort Count	Cohort percentage	Success Count	Success Percentage	Proportionality
Female	2,196	51%	356	68%	1.33
Male	2,008	47%	161	31%	**0.66**
Unknown	72	2%	3	1%	**0.34**
Total	4,276	100%	520	100%	1.00

Table 6

Awarded Certificate

Gender	Cohort Count	Cohort percentage	Certificate Count	Certificate Percentage	Proportionality
Female	2,196	51%	255	65%	1.27
Male	2,008	47%	131	33%	**0.71**
Unknown	72	2%	6	2%	0.91
Total	4,276	100%	392	100%	1.00

Table 7

Transfer Velocity

Gender	Cohort Count	Cohort percentage	Transfer Count	Transfer Percentage	Proportionality
Female	336	55%	116	58%	1.06
Male	271	44%	83	41%	0.94
Unknown	9	1%	2	1%	**0.68**
Total	616	100%	201	100%	1.00

Table 8

Transfer Volume

Gender	Cohort Count	Cohort percentage	Transfer Count	Transfer Percentage	Proportionality
Female	416	52%	140	57%	1.11
Male	367	46%	99	41%	0.89
Unknown	21	3%	5	2%	**0.78**
Total	804	100%	244	100%	1.00

Locally Identified Metrics (Only Proportionality Outcome Displayed)

Outcome	Females	Males	Unknown	Total
6 Units Earned (Any)	0.91	1.12	1.19	1.00
12 Units Earned (Any)	0.95	1.06	1.12	1.00
30 Units Earned (Any)	1.03	0.95	1.15	1.00
60 Units Earned (Any)	1.09	0.86	1.27	1.00
60 Units Earned (Transferrable ONLY)	1.07	0.91	0.87	1.00
Degree or Certification awarded	1.17	**0.77**	**0.79**	1.00
Transfer English Attempted	1.00	1.01	0.96	1.00
Transfer English Success	1.03	0.97	**0.73**	1.00
Transfer Math Attempted	0.99	1.02	**0.68**	1.00
Transfer Math Success	1.01	0.99	**0.66**	1.00

Gavilan College 2017 Disproportionate Impact Statement

Ethnicity

2011 New Student Cohort Tracked for Six Years

State Mandated Metrics:

Table 1

All Courses Retention/Success

Ethnicity	Enrollment Count	Enrollment Percentage	Retention Count	Retention Percentage	Retention Proportionality	Success Count	Success Percentage	Success Proportionality
African American	966	2%	756	2%	0.94	447	2%	**0.72**
Asian	1,002	2%	851	3%	1.02	724	3%	1.12
Filipino	751	2%	637	2%	1.02	480	2%	0.99
Hispanic	23,940	59%	19,797	59%	0.99	15,193	58%	0.98
Multi / Unk	1,714	4%	1,436	4%	1.01	1,162	4%	1.05
Native American	322	1%	244	1%	0.91	177	1%	**0.85**
Other	374	1%	335	1%	1.08	215	1%	0.89
Pacific Islander	148	0%	118	0%	0.96	105	0%	1.10
White	11,412	28%	9,619	28%	1.01	7,785	30%	1.05
Total	40,629	100%	33,793	100%	1.00	26,288	100%	1.00

Table 2

Remedial English

Ethnicity	Cohort Count	Cohort percentage	Success Count	Success Percentage	Proportionality
African American	52	3%	21	2%	**0.75**
Asian	61	3%	38	4%	1.16
Filipino	19	1%	13	1%	1.27
Hispanic	1,329	70%	700	69%	0.98
Multi / Unk	60	3%	30	3%	0.93
Native American	15	1%	8	1%	0.99
Other	35	2%	23	2%	1.22
Pacific Islander	5	0%	1	0%	**0.37**
White	318	17%	186	18%	1.09
Total	1,894	100%	1,020	100%	1.00

Table 3

Remedial ESL

Ethnicity	Cohort Count	Cohort percentage	Success Count	Success Percentage	Proportionality
African American	0	0%	0	0%	0
Asian	115	11%	104	12%	1.10
Filipino	0	0%	0	0%	0
Hispanic	858	79%	687	77%	0.97
Multi / Unk	59	5%	57	6%	1.17
Native American	0	0%	0	0%	0
Other	16	1%	16	2%	1.22
Pacific Islander	2	0%	1	0%	**0.61**
White	32	3%	25	3%	0.95
Total	1,082	100%	890	100%	1.00

Table 4

Remedial Math

Ethnicity	Cohort Count	Cohort percentage	Success Count	Success Percentage	Proportionality
African American	56	2%	19	1%	**0.65**
Asian	67	2%	36	2%	1.03
Filipino	44	2%	22	1%	0.96
Hispanic	1,808	63%	885	59%	0.94
Multi / Unk	134	5%	77	5%	1.10
Native American	29	1%	16	1%	1.06
Other	33	1%	20	1%	1.16
Pacific Islander	6	0%	3	0%	0.96
White	712	25%	425	28%	1.15
Total	2,889	100%	1,503	100%	1.00

Table 5

Ethnicity	Cohort Count	Cohort percentage	Success Count	Success Percentage	Proportionality
African American	93	2%	7	1%	**0.62**
Asian	138	3%	8	2%	**0.48**
Filipino	58	1%	15	3%	2.13
Hispanic	2,468	58%	285	55%	0.95
Multi / Unk	289	7%	17	3%	**0.48**
Native American	31	1%	2	0%	**0.53**
Other	25	1%	4	1%	1.32
Pacific Islander	22	1%	5	1%	1.87
White	1,152	27%	177	34%	1.26
Total	4,276	100%	520	100%	1.00

Table 6

Awarded Certificate

Ethnicity	Cohort Count	Cohort percentage	Certificate Count	Certificate Percentage	Proportionality
African American	93	2%	4	1%	**0.47**
Asian	138	3%	6	2%	**0.47**
Filipino	58	1%	9	2%	1.69
Hispanic	2,468	58%	229	58%	1.01
Multi / Unk	289	7%	13	3%	**0.49**
Native American	31	1%	1	0%	**0.35**
Other	25	1%	3	1%	1.31
Pacific Islander	22	1%	3	1%	1.49
White	1,152	27%	124	32%	1.17
Total	4,276	100%	392	100%	1.00

Table 7

Transfer Velocity

Ethnicity	Cohort Count	Cohort percentage	Transfer Count	Transfer Percentage	Proportionality
African-American	9	1%	4	2%	1.36
Native American	3	0%	0	0%	0.00
Asian	24	4%	14	7%	1.79
Hispanic	16	3%	5	2%	0.96
Multi-Ethnicity	301	49%	95	47%	0.97
Pacific Islander	1	0%	0	0%	0.00
Unknown	36	6%	14	7%	1.19
White Non-Hispanic	226	37%	69	34%	0.94
Total	616	100%	201	100%	1.00

Table 8

Transfer Volume

Ethnicity	Cohort Count	Cohort percentage	Transfer Count	Transfer Percentage	Proportionality
African-American	21	3%	3	1%	**0.47**
Native American	7	1%	1	0%	**0.47**
Asian	49	6%	22	9%	1.48
Hispanic	442	55%	125	51%	0.93
Multi-Ethnicity	0	0%	0	0%	0.00
Pacific Islander	3	0%	0	0%	0.00
Unknown	41	5%	7	3%	**0.56**
White Non-Hispanic	241	30%	86	35%	1.18
Total	804	100%	244	100%	1.00

Locally Identified Metrics (Only Proportionality Outcome Displayed)

Outcome	Total	African-Am	Asian	Filipino	Hispanic	Multi Or Unk	Native Am	Other	Pacific Islander	White
6 Units Earned (Any)	1.00	1.30	1.08	**0.83**	1.02	1.00	1.07	1.05	1.10	0.94
12 Units Earned (Any)	1.00	1.25	1.06	0.87	1.02	0.96	1.12	1.08	**0.78**	0.96
30 Units Earned (Any)	1.00	0.89	1.03	0.98	1.02	1.01	1.19	0.90	**0.75**	0.97
60 Units Earned (Any)	1.00	**0.48**	1.02	0.99	1.04	0.97	**0.53**	1.09	0.92	0.97
60 Units Earned (Transferrable ONLY)	1.00	**0.52**	0.94	1.09	1.03	1.01	**0.45**	**0.70**	1.17	0.99
Degree or Certification awarded	1.00	**0.65**	**0.50**	1.34	1.02	0.87	**0.47**	1.23	1.24	1.02
Transfer English Attempted	1.00	1.14	0.99	1.06	0.96	1.08	1.31	**0.84**	**0.70**	1.04
Transfer English Success	1.00	1.16	1.01	1.03	0.94	1.06	1.43	0.87	**0.83**	1.07
Transfer Math Attempted	1.00	**0.75**	1.06	1.11	0.95	0.96	**0.70**	1.27	1.52	1.10
Transfer Math Success	1.00	**0.62**	0.94	1.26	0.97	1.02	**0.59**	1.03	1.72	1.06

Gavilan College 2017 Disproportionate

Foster Youth

2011 New Student Cohort Tracked for Six Years

State Mandated Metrics:

Table 1
All Courses Retention/Success

Foster Youth	Enrollment Count	Enrollment Percentage	Retention Count	Retention Percentage	Retention Proportionality	Success Count	Success Percentage	Success Proportionality
YES	859	2%	636	2%	0.89	439	2%	**0.79**
No	39,770	98%	33,157	98%	1.00	25,849	98%	1.00
Total	40,629	100%	33,793	100%	1.00	26,288	100%	1.00

Table 2
Remedial English

Foster Youth	Cohort Count	Cohort percentage	Success	Success %	Proportionality
YES	94	5%	35	3%	**0.69**
No	1,800	95%	985	97%	1.02
Total	1,894	100%	1,020	100%	1.00

Table 3
Remedial MATH

Foster Youth	Cohort Count	Cohort percentage	Success	Success %	Proportionality
YES	84	3%	32	2%	**0.73**
No	2,805	97%	1,471	98%	1.01
Total	2,889	100%	1,503	100%	1.00

Table 4

Awarded Associate's Degree

Foster Youth	Cohort Count	Cohort percentage	Success	Success %	Proportionality
YES	86	2%	3	1%	**0.29**
No	4,190	98%	513	99%	1.01
Total	4,276	100%	516	100%	1.00

Table 5

Awarded Certificate

Foster Youth	Cohort Count	Cohort percentage	Success	Success %	Proportionality
YES	86	2%	6	2%	**0.76**
No	4,190	98%	385	98%	1.00
Total	4,276	100%	391	100%	1.00

Locally Identified Metrics (Only Proportionality Outcome Displayed)

Outcome	Not Foster Youth	Foster Youth	Total
6 Units Earned (Any)	1.00	1.27	1.00
12 Units Earned (Any)	1.00	1.18	1.00
30 Units Earned (Any)	1.00	1.19	1.00
60 Units Earned (Any)	1.00	**0.76**	1.00
60 Units Earned (Transferrable ONLY)	1.00	**0.75**	1.00
Degree or Certification awarded	1.00	**0.80**	1.00
Transfer English Attempted	1.00	1.11	1.00
Transfer English Success	1.00	0.97	1.00
Transfer Math Attempted	1.01	**0.42**	1.00
Transfer Math Success	1.01	**0.47**	1.00

Gavilan College 2017 Disproportionate

AEC Status Students

2011 New Student Cohort Tracked for Six Years

State Mandated Metrics:

Table 1

All Courses Retention/Success

AEC	Enrollment Count	Enrollment Percentage	Retention Count	Retention Percentage	Retention Proportionality	Success Count	Success Percentage	Success Proportionality
Yes	4,031	10%	3,494	10%	1.04	1,919	7%	**0.74**
No	36,598	90%	30,299	90%	1.00	24,369	93%	1.03
Total	40,629	100%	33,793	100%	1.00	26,288	100%	1.00

Table 2

Remedial English

AEC	Cohort Count	Cohort percentage	Success Count	Success Percentage	Proportionality
Yes	203	11%	83	8%	**0.76**
No	1,691	89%	937	92%	1.03
Total	1,894	100%	1,020	100%	1.00

Table 3

Remedial ESL

AEC	Cohort Count	Cohort percentage	Success Count	Success Percentage	Proportionality
Yes	29	3%	23	3%	0.96
No	1,053	97%	867	97%	1.00
Total	1,082	100%	890	100%	1.00

Table 4

Remedial Math

AEC	Cohort Count	Cohort percentage	Success Count	Success Percentage	Proportionality
Yes	261	9%	141	9%	1.04
No	2,628	91%	1,362	91%	1.00
Total	2,889	100%	1,503	100%	1.00

Table 5

Awarded Associate's Degree

AEC	Cohort Count	Cohort percentage	Success Count	Success Percentage	Proportionality
Yes	213	5%	28	5%	1.09
No	4,063	95%	488	95%	1.00
Total	4,276	100%	516	100%	1.00

Table 6

Awarded Certificate

AEC	Cohort Count	Cohort percentage	Success Count	Success Percentage	Proportionality
Yes	213	5%	30	8%	1.54
No	4,063	95%	361	92%	0.97
Total	4,276	100%	391	100%	1.00

Table 7

Transfer Velocity

AEC	Cohort Count	Cohort percentage	Success Count	Success Percentage	Proportionality
Yes	40	6%	7	3%	**0.54**
No	576	94%	194	97%	1.03
Total	616	100%	201	100%	1.00

Table 8

Transfer Volume

AEC	Cohort Count	Cohort percentage	Success Count	Success Percentage	Proportionality
Yes	76	9%	8	3%	**0.35**
No	728	91%	236	97%	1.07
Total	804	100%	244	100%	1.00

Locally Identified Metrics (Only Proportionality Outcome Displayed)

Outcome	Not AEC	AEC	Total
6 Units Earned (Any)	0.99	1.16	1.00
12 Units Earned (Any)	1.00	1.06	1.00
30 Units Earned (Any)	1.00	1.06	1.00
60 Units Earned (Any)	0.99	1.21	1.00
60 Units Earned (Transferrable ONLY)	1.00	0.93	1.00
Degree or Certification awarded	0.98	1.44	1.00
Transfer English Attempted	1.01	**0.76**	1.00
Transfer English Success	1.01	**0.80**	1.00
Transfer Math Attempted	1.01	**0.78**	1.00
Transfer Math Success	1.01	**0.73**	1.00

Gavilan College 2017 Disproportionate Impact Statement
Low Income Status (BOG) Students

2011 New Student Cohort Tracked for Six Years

State Mandated Metrics:

Table 1

All Courses Retention/Success

BOG	Enrollment Count	Enrollment Percentage	Retention Count	Retention Percentage	Retention Proportionality	Success Count	Success Percentage	Success Proportionality
Yes	21,729	53%	17,711	52%	0.98	13,694	52%	0.97
No	18,900	47%	16,082	48%	1.02	12,594	48%	1.03
Total	40,629	100%	33,793	100%	1.00	26,288	100%	1.00

Table 2

Remedial English

Low Income	Cohort Count	Cohort percentage	Success Count	Success Percentage	Proportionality
Yes	1,272	67%	677	66%	0.99
No	622	33%	343	34%	1.02
Total	1,894	100%	1,020	100%	1.00

Table 3

Remedial ESL

Low Income	Cohort Count	Cohort percentage	Success Count	Success Percentage	Proportionality
Yes	744	69%	608	68%	0.99
No	338	31%	282	32%	1.01
Total	1,082	100%	890	100%	1.00

Table 4

Remedial Math

Low Income	Cohort Count	Cohort percentage	Success Count	Success Percentage	Proportionality
Yes	1,809	63%	912	61%	0.97
No	1,080	37%	591	39%	1.05
Total	2,889	100%	1,503	100%	1.00

Table 5

Awarded Associate's Degree

Low Income	Cohort Count	Cohort percentage	Success Count	Success Percentage	Proportionality
Yes	1,562	37%	258	50%	1.37
No	2,714	63%	258	50%	**0.79**
Total	4,276	100%	516	100%	1.00

Table 6

Awarded Certificate

Low Income	Cohort Count	Cohort percentage	Success Count	Success Percentage	Proportionality
Yes	1,562	37%	200	51%	1.40
No	2,714	63%	191	49%	**0.77**
Total	4,276	100%	391	100%	1.00

Table 7

Transfer Velocity

Low Income	Cohort Count	Cohort percentage	Success Count	Success Percentage	Proportionality
Yes	381	62%	111	55%	0.89
No	235	38%	90	45%	1.17
Total	616	100%	201	100%	1.00

Table 8

Transfer Volume

Low Income	Cohort Count	Cohort percentage	Success Count	Success Percentage	Proportionality
Yes	572	71%	149	61%	0.86
No	232	29%	95	39%	1.35
Total	804	100%	244	100%	1.00

Locally Identified Metrics (Only Proportionality Outcome Displayed)

Outcome	No BOG	BOG	Total
6 Units Earned (Any)	1.00	1.00	1.00
12 Units Earned (Any)	0.96	1.04	1.00
30 Units Earned (Any)	0.96	1.04	1.00
60 Units Earned (Any)	0.95	1.04	1.00
60 Units Earned (Transferrable ONLY)	1.01	0.99	1.00
Degree or Certification awarded	0.99	1.01	1.00
Transfer English Attempted	1.02	0.98	1.00
Transfer English Success	1.01	0.99	1.00
Transfer Math Attempted	1.08	0.92	1.00
Transfer Math Success	1.09	0.91	1.00

Gavilan College 2017 Disproportionate Impact Statement
Veteran Status Students

2011 New Student Cohort Tracked for Six Years

State Mandated Metrics:

Table 1
All Courses

Veterans	Enrollment Count	Enrollment Percentage	Retention Count	Retention Percentage	Retention Proportionality	Success Count	Success Percentage	Success Proportionality
Yes	505	1%	432	1%	1.03	331	1%	1.01
No	40,124	99%	33,361	99%	1.00	25,957	99%	1.00
Total	40,629	100%	33,793	100%	1.00	26,288	100%	1.00

Table 2
Remedial English

Veterans	Cohort Count	Cohort percentage	Success Count	Success Percentage	Proportionality
Yes	25	1%	15	1%	1.11
No	1,869	99%	1,005	99%	1.00
Total	1,894	100%	1,020	100%	1.00

Table 3
Remedial Math

Veterans	Cohort Count	Cohort percentage	Success Count	Success Percentage	Proportionality
Yes	47	2%	18	1%	**0.74**
No	2,842	98%	1,485	99%	1.00
Total	2,889	100%	1,503	100%	1.00

Table 5

Awarded Associate's Degree

Veterans	Cohort Count	Cohort percentage	Success Count	Success Percentage	Proportionality
Yes	33	1%	6	1%	1.51
No	4,243	99%	510	99%	1.00
Total	4,276	100%	516	100%	1.00

Table 6

Awarded Certificate

Veterans	Cohort Count	Cohort percentage	Success Count	Success Percentage	Proportionality
Yes	33	1%	5	1%	1.66
No	4,243	99%	386	99%	0.99
Total	4,276	100%	391	100%	1.00

Locally Identified Metrics (Only Proportionality Outcome Displayed)

Outcome	Not Veteran	Veteran	Total
6 Units Earned (Any)	1.00	0.95	1.00
12 Units Earned (Any)	1.00	1.03	1.00
30 Units Earned (Any)	1.00	0.98	1.00
60 Units Earned (Any)	1.00	1.06	1.00
60 Units Earned (Transferrable ONLY)	1.00	0.94	1.00
Degree or Certification awarded	1.00	1.00	1.00
Transfer English Attempted	1.00	1.22	1.00
Transfer English Success	1.00	1.08	1.00
Transfer Math Attempted	1.00	**0.84**	1.00
Transfer Math Success	1.00	**0.72**	1.00
	1.00	1.00	1.00