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ABSTRACT

A study was conducted at the University of Illinois at Urbana-Champaign (UIUC) to compare the academic progress of two-year college transfers, senior college transfers, and continuing juniors (natives) at UIUC as measured by mean grade point average (GPA), academic status, and continued enrollment through 2 years after transfer. Study findings, based on data of 835 community college transfers, 540 four-year college transfers, and 4,588 native students, included the following: (1) 2 years after transfer, approximately 38% of the community college transfers and 39% of the four-year transfers had graduated, as had 58% of the native juniors; (2) retention rates were 91% for native juniors, 83% for four-year college transfers, and 82% for community college transfers; (3) two- and four-year college transfer students had similar pre-transfer GPAs (4.28 and 4.20), while native juniors had an accumulated lower division GPA of 3.98; (4) both two- and four-year college transfer groups experienced a first-term drop in mean GPA, with the two-year group dropping .61 and the four-year dropping .32; (5) in the fourth semester of study, the community college transfers still enrolled had achieved a mean GPA of 3.93, while the four-year transfers and native students achieved GPA's of 4.04 and 4.05, respectively; (6) 2 years after transfer, 8% of the two-year college group and 4% of the four-year college group had been dropped and had not reenrolled; and (7) native juniors, four-year college tranfers, and community college transfers ranked in descending order, respectively, on mean GPA in almost all of the 12 subject areas studied during the 2-year period. (UCM)

TWO-YEAR COMPARISON
OF
TRANSFER AND NATIVE STUDENT PROGRESS
UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
FALL, 1984 GROUP

by

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Research Memorandum 87-5

August, 1987

RESEARCH SUMMARY

University Office of School and College Relations

Two-Year Comparison of Transfer and Native Student Progress[1]
University of Illinois at Urbana-Champaign
Fall, 1984-Group

Purpose

The purpose of this study is to compare the academic progress of two-year college transfers, four-year college transfers, and continuing juniors (natives) at the University of Illinois at Urbana-Champaign as measured by mean grade point average (GPA), academic status, and continued enrollment through two years after transfer. A secondary purpose is to compare performance after transfer with performance before transfer on the basis of mean GPA. These three groups are also compared in twelve subject matter areas on the basis of mean grade point average during the 1984-85 and 1985-86 academic years.

Summary of Results

1. Two years after transfer, 38 percent of the community college transfer group graduated while 39 percent of the four-year transfer group graduated. Over half (58%) of the native juniors had graduated two years after transfer.

2. A slightly higher percentage of the four-year transfer group (83%) as the community college group (82%) had graduated or continued on clear or probationary status two years after transfer. The retention ratio is higher (91%) for native juniors.

3. Two-year and four-year college transfer students had similar transfer GPA's (4.28 and 4.20). Continuing students accumulated a lower division GPA of 3.98. Both two-year and four-year transfer students experienced a first term drop in mean GPA. The community college group experienced the greater "transfer shock," with a .61 drop in GPA, accompanied by a decrease of .32 for the four-year group.

4. In the fourth semester of the study, the community college transfer students still enrolled achieved a mean grade point average of 3.93, which is .35 less than that group achieved before transfer, while the four-year transfer and native students enrolled achieved GPA's of 4.04 and 4.05, respectively.

5. By the end of the second year following transfer, 8 percent of the community college transfers and 4 percent of the four-year college transfers had been dropped and had not re-enrolled. An additional 2 percent of the four-year college transfers and 3 percent of the community college transfers had been placed on probation and did not continue.

6. The native juniors, four-year college transfers, and community college transfers ranked in descending order, respectively, on mean GPA in almost all of the twelve subject areas studied during the four semesters.

Policy Considerations

The findings of this study support the continuation of the existing admission policy for transfer students. Retention ratios of .82 and .83 for community college and four-year college transfers, respectively, demonstrate that students who have performed successfully at the pre-transfer institution continue to achieve at a reasonable level in comparison with native students.

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[1]This summary, prepared by Ernest F. Anderson, presents the findings of Research Memorandum 87-5, which is available through the University Office of School and College Relations, 409 E. Chalmers, Room 311, Champaign, IL, 61820; phone: 217-333-2032.

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I. INTRODUCTION

The number of new transfers (including inter-campus and readmits) enrolled at Urbana-Champaign decreased from 1,677 (21% of the new undergraduate students) in the 1974 fall term to 1,601 (20% of the new undergraduate students) in the 1985 fall term.[1,2] In 1986 approximately 13 percent of the total fall term undergraduate enrollment had transferred to UIUC,[3] and approximately 60 percent of the transfer student enrollment had last attended a community or junior college.

These data document the relative importance of transfer students to the total student enrollment and intellectual life at UIUC when compared with beginning freshmen. During the ten-year period from fall, 1976 through fall, 1986 approximately 16 percent of the new undergraduates at UIUC entered as transfer students, while 84 percent entered as beginning freshmen. Therefore, the number and academic achievements of transfer students contribute in a substantial way to the number and quality of graduates from UIUC.

Purpose

The purpose of this study is to describe and analyze the academic progress of community college transfers, senior college transfers, and continuing juniors (natives) at the University of Illinois at Urbana-Champaign, as measured by mean UIUC grade point average (GPA), academic status, and

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[1]University of Illinois, Enrollment Tables, First Semester or Fall Quarter, 1974-73. Champaign: University Office of School and College Relations, University of Illinois, May 10, 1975, p. 15.

[2]University of Illinois, Enrollment Tables, First Semester or Fall Quarter, 1985-86. Champaign: University Office of School and College Relations, University of Illinois, July 1986, p. 21.

[3]Ernest F. Anderson, "Transfer Student Enrollment at Urbana-Champaign, Fall Semesters, 1985 and 1986." Champaign: University Office of School and College Relations, University of Illinois, Memorandum dated 03-02-87, Table 2.

continuing enrollment and graduation (collectively termed "retention") through four terms, or two academic years, after transfer. A secondary purpose is to compare the academic achievement of each group after transfer with that group's performance before transfer on the basis of mean grade point average.

The three groups are compared in twelve subject matter areas on the basis of mean grade point average during the four terms surveyed by this study. Differences in academic achievement and graduation rate of tranfers from individual community colleges with five or more new transfer students in the 1984 fall term are also reported and analyzed. The study also analyzes the relationship between the mean change in grade point average from pre-transfer GPA, or lower division GPA, to first term UIUC GPA for each community college and the retention rates for the transfers from that institution.

Method

This study provides a description and analysis of data among two groups of transfer students and a comparison group of UIUC students who entered as beginning freshmen and earned all of their college credit at UIUC. Community college transfers in the study include all the new and readmitted students to UIUC for the 1984 fall term who completed twelve or more semester hours prior to transferring and whose institution of last attendance was a community or junior college. This group is comprised predominately of students who transferred from public community and junior colleges in Illinois. The population of 835 community college transfers entered UIUC with a mean pre-transfer grade point average of 4.28 (A=5.00).

Transfers from four-year colleges and universities include all new and readmitted undergraduate students to UIUC for the 1984 fall term who completed twelve or more semester hours before transferring and whose institution of last

attendance offers at least a baccalaureate degree. This population of 540 students entered with a mean pre-transfer grade point average of 4.20 (A=5.00).

The native students (comparison group) include 4,588 fall, 1984 continuing juniors who entered UIUC as beginning freshmen and who successfully completed at least 60 and less than 90 semester hours at UIUC and did not earn any transfer credit. Continuing juniors were selected for the control group because the majority of the transfers to UIUC have completed transfer credit which places them at or near the junior class level and would therefore be enrolled in classes with the continuing juniors. The University of Illinois mean GPA earned by these students before selection to this group was 3.98 (B=4.00). Even though this group is utilized as a basic control, it should not be assumed that the three populations are matched with respect to the academic variables known to make a significant contribution to college performance; i.e., ACT score and high school percentile rank in class.

Data for this study are based on the final Student Record Master tapes for fall and spring terms for the 1984 fall term through the 1986 spring term as reported in the Community College Transfer Student Summary of Progress Reports prepared for the Office of Admissions and Records. Graduation during the 1984 and 1985 summer sessions are included in the retention rates. The confidential Community College Transfer Student Summary of Progress Reports list the following data for individual community college and four-year transfer students: name, UIUC college, curriculum, class, high school rank, pre-transfer GPA, transfer hours, UIUC term GPA, and end-of-term academic status. The summary page includes the following comparative data for individual community college transfer groups: mean and median pre-transfer GPA, mean and median UIUC term GPA in twelve subject areas and for all courses

combined, and student status (number graduated, number on clear, number on probation, number dropped, and number wh withdrew). These same data are presented in summary form each term for all community college transfers, all four-year transfers, and all continuing juniors (natives) included in the study.

Each community college transfer and each four-year college transfer was tracked from term to term for four terms as a basis for verifying the academic status of each student at the end of the 1985-86 academic year. Students on clear or probationary status at the end of a term who failed to re-enroll are reported as "left on clear" or "left on probation" in the final summary so that each individual is accounted for in the two transfer groups. Continuing term-to-term academic status data were not available for individual native students; therefore, some error (less than one percent) in the net count of native students listed as "dropped" or "withdrew" is possible, since some students could have been readmitted and counted in another status category or continued as undergraduates after graduation.

Three academic status categories were utilized in the calculation of a retention ratio for each group. The retention ratio represents the proportion of each original 1984 fall group which had graduated or was still enrolled at the conclusion of each term. This ratio is the total number of students in a given group which has graduated or continued on clear or probationary status divided by the total number of transfers comprising the fall, 1984 group.

The study analyzes the relationship of differences between pre-transfer and post-transfer GPA (drop in mean institutional GPA) and the retention ratio of students from that institution two years after transfer. The Pearson product-moment correlation coefficient is utilized to test whether or not the

observed correlation is significantly different from zero. Community colleges with fewer than five transfer students are omitted in this analysis. No individual institutional analyses are performed with four-year college transfers, as these transfers are not identified by institution of last attendance in this study.

Limitations

This study describes, analyzes, compares, and evaluates the success and performance of two groups of transfer students and a selected group of continuing native students similar in class level to the transfer groups. These three groups are not assumed to be "matched" in statistical terms, but are relatively equal on pre-transfer GPA for the transfer groups, while the mean GPA for the UIUC native students (the control group) is slightly lower than the two transfer groups. Even though comparisons are made among transfers from various institutions and types of institutions of previous attendance, this study is not intended to serve as a basis for inference about the independent effect(s) of a specific institution or type of institution. The students who transferred from the various community colleges and four-year colleges are not matched on such significant variables as American College Test (ACT) composite score or high school percentile rank (HSPR). Native student data are reported as group data only. This study does, however, provide insight into individual and group performance by these various sub-populations of students at UIUC.

Related Studies

Studies conducted by the University Office of School and College Relations have described and analyzed the academic progress of community college transfers, senior college transfers, and continuing juniors (natives) at the University of Illinois at Urbana-Champaign (UIUC). Progress was measured by

UIUC grade point average (GPA) and its relation to the pre-transfer GPA ("transfer shock"), and by graduation and retention rates. These studies suggest that both transfer groups consistently experience some "transfer shock" followed by partial recovery, but that the transfer groups maintain retention and graduation rates well below those of the natives.

While both transfer groups experience "transfer shock," community college transfers are more dramatically affected than those transferring from four-year institutions. As early as the 1966 junior college transfer report, a drop in first term GPA of approximately .60 was reported.[4] In the early 1970's, the drop in the first term GPA ranged from .39 to .51 but had reached .62 by 1974.[5] "Transfer shock" has remained fairly high since 1974, and the most recent study (fall, 1982 group) also reported a first term drop in GPA of .58 for community college transfers.[6] Transfers from four-year institutions, however, had drops in first term GPA ranging from -.28 for the fall, 1977 group

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[4]Ernest F. Anderson and James J. Kusick, "Success of Junior College Transfers at the University of Illinois at Urbana-Champaign, Fall, 1966 Group." Champaign: University Office of School and College Relations, University of Illinois, Research Memorandum 70-10, May, 1970, p. 13.

[5]Ernest F. Anderson, "Comparison of Transfer and Native Student Progress at the University of Illinois at Urbana-Champaign, 1970-71 Academic Year." Champaign: University Office of School and College Relations, University of Illinois, Research Memorandum 72-2, January, 1972, p. 3; Ernest F. Anderson and Judith DeGray, "Comparison of Transfer and Native Student Progress at the University of Illinois at Urbana-Champaign, Fall, 1973 Group." Champaign: University Office of School and College Relations, University of Illinois, Research Memorandum 76-8, July, 1976, p. 4; Ernest F. Anderson, "Comparison of Transfer and Native Student Progress at the University of Illinois at Urbana-Champaign, Fall, 1974 Group." Champaign: University Office of School and College Relations, University of Illinois, Research Memorandum 77-4, August, 1977, p. 4.

[6]Ernest F. Anderson and Trudy A. Campbell, "Two-Year Comparison of Transfer and Native Student Progress, University of Illinois at Urbana-Champaign, Fall, 1982 Group." Champaign: University Office of School and College Relations, University of Illinois, Research Memorandum 85-2, July , 1985, p. 13.

to an increase of .07 for the fall, 1970 group.[7] In contrast, the natives seldom experienced a drop in GPA and often achieved at a level higher than they did prior to selection for the study. (Differences in GPA before selection and the first term after selection ranged from -.03 to +.10.)[8]

Community college transfers generally enter with a GPA higher than either the four-year transfers or the natives, and for the past decade the difference in pre-transfer and entering lower division GPA's has been increasing. The fall, 1970 community college pre-transfer GPA was .06[9] higher than the lower division GPA of the natives, and by the fall, 1980 group the difference had increased to .34.[10] Four-year transfers, however, enter with a GPA only approximately .06 higher than the natives.[11]

Both the community college and four-year transfers only partially recover to achieve GPA's at the level attained before transfer. By the end of the fourth term after transfer, community college transfers are achieving at a level of .14[12] to .34[13] below their pre-transfer GPA. Only one study

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[7] Ernest F. Anderson and Philip G. Beers, "Two-Year Comparison of Transfer and Native Student Progress at the University of Illinois at Urbana-Champaign, Fall, 1977 Group." Champaign: University Office of School and College Relations, University of Illinois, Research Memorandum 80-6, September, 1980, p. 13; Anderson, Research Memorandum 72-2, p. 3.

[8] Anderson and DeGray, Research Memorandum 76-8, p. 4; Anderson, Research Memorandum 72-2, p. 3.

[9] Ernest F. Anderson and Charles E. Olson, "Comparison of Transfer and Native student Progress at the University of Illinois at Urbana-Champaign 1971-72 Academic Year" Champaign: University Office of School and College Relations, University of Illinois, Research Memorandum 73-2, January, 1973, Table 1.

[10] Anderson, Heiser, and Campbell, Research Memorandum 84-2, p. 12.

[11] Figure was derived by averaging the difference in GPA's between four-year transfers and natives for transfer groups from 1970-1980.

[12] Ernest F. Anderson, "Comparison of Transfer and Native Student Progress at the University of Illinois at Urbana-Champaign, Fall, 1972 Group." Champaign: University Office of School and College Relations, University of Illinois, Research Memorandum 75-14, December, 1975, p. 5.

[13] Anderson and Campbell, Research Memorandum 85-2, Table 1, p. 15

reported full recovery (fall, 1971 group) by the end of the fourth term.[14] Four-year transfers, however, are achieving at or slightly below their pre-transfer GPA (.05 to .18)[15] at the end of the fourth term after transfer. In comparison, the natives consistently achieve at or above their lower division GPA often by the very first term.

Although the transfer groups resemble each other more than they do the native group with regard to both graduation and retention rates, the graduation rates differ by a much greater margin. Graduation rates two years after transfer ranged from 35 percent for the fall, 1978 group[16] to 47 percent for the fall, 1982 group[17] for community college transfers, while four-year transfers graduated at a slightly higher rate (from 36% for fall, 1977 to 58% for fall, 1971).[18,19] Natives, however, graduated at a rate of at least 20 percent higher than either of the two transfer groups[20] for the same years.

Two-year retention rates for the natives and transfers differed by an average of only 11 and 16 percent.[21] Community college transfers have

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[14] Ernest F. Anderson and Natalie S. Riehl, "Comparison of Transfer and Native Student Progress at the University of Illinois at Urbana-Champaign, Fall, 1971 Group." Champaign: University Office of School and College Relations, University of Illinois, Research Memorandum 74-9, June, 1974, p. 5

[15] Anderson, Research Memorandum 77-4, p. 5; Ernest F. Anderson and Campbell, Research Memorandum 85-2, Table 1, p. 15

[16] Anderson and Heiser, Research Memorandum 82-6, p. 15

[17] Anderson and Campbell, Research Memorandum 85-2, Table 1, p. 15. .

[18] Anderson and Beers, Research Memorandum 80-6, p. 15.

[19] Anderson and Riehl, Research Memorandum 74-9, p. 5

[20] Anderson and Heiser, Research Memorandum 82-6, p. 15; Anderson and Campbell, Research Memorandum 85-2, p. 15; Anderson and Beers, Research Memorandum 80-6, p. 15.

[21] Figures obtained by averaging differences in retention rates for community college and four-year college transfers from 1971-1980.

retained from 66 to 79 percent[22,23] two years after transfer, while four-year transfers and natives retained from 67 to 84 percent[24,25] and 83 to 90 percent,[26,27] respectively.

Statistics compiled on beginning freshmen at UIUC provide another perspective in interpreting graduation and retention rates. The natives selected for the comparison studies may be expected to have high retention and graduation rates, since those more likely to leave the university have been eliminated before their selection for the study. The statistics on beginning freshmen are more consistent with the transfer groups than the native samples for the studies. For example, graduation rates four years after entering UIUC average 51 percent, which falls in the community college and four-year transfer graduation ranges. Retention for beginning freshmen averages 73 percent after four years, which is also more consistent with retention rates for transfer groups.[28] The achievement patterns of the transfers, then, may actually be parallel to those entering the University as freshmen, suggesting that achievement may be affected more by variables other than whether one is a transfer or native student upon first entry. Both UIUC studies and data on beginning freshmen do show that graduation and retention rates have remained fairly stable for many years.

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[22]Anderson and DeGray, Research Memorandum 76-8, p. 5.
[23]Anderson, Heiser, and Campbell, Research Memorandum 84-2, p. 14.
[24]Anderson, Research Memorandum 77-4, p. 5.
[25]Anderson, Heiser, and Campbell, Research Memorandum 84-2, p. 14.
[26]Anderson and DeGray, Research Memorandum 76-8, p. 5.
[27]Anderson, Heiser, and Campbell, Research Memorandum 84-2, p. 5.
[28]Figures obtained by averaging retention and graduation rates of beginning freshmen after four years of attendance at the University. Unpublished five-year retention data were compiled by Ira W. Langston, University Office of School and College Relations, University of Illinois, Champaign.

Although the Urbana-Champaign and Chicago campuses enroll populations with different characteristics, it is helpful to note trends in achievement for the Chicago (UIC) campus. Like UIUC, UIC transfer groups more nearly resemble each other than the natives with regard to graduation and retention rates. Two-year and four-year transfers differ in retention by 1 to 7 percent,[29,30] while they differ by as much as 43 percent[31] with the natives. Graduation rates at the end of two years after transfer are also much higher for the natives (31%-40%).[32,33] Retention and graduation rates are generally lower at Chicago than those reported for Urbana-Champaign. At Chicago, the fall, 1982 transfer study reported retention rates of .41 for two-year transfers, .42 for the four-year group, and .78 for the natives at the end of two years. Graduation rates were .07, .12, and .38, respectively.[34] The transfer study of Urbana-Champaign for the same year reported retention rates of .75, .80, and .90, while graduation rates were .38, .45, and .71.[35]

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[29]Ernest F. Anderson and Stanley E. Henderson, "Four-Year Comparison of Transfer and Native Student Progress at the University of Illinois at Chicago Circle, Fall, 1973 Group." Champaign: University Office of School and College Relations, University of Illinois, Research Memorandum 79-1, March, 1979, p. 15.

[30]Ernest F. Anderson and Linda M. Heiser, "A Comparison of Transfer and Native Student Progress at the University of Illinois at Chicago Circle, Fall, 1978 Group." Champaign: University Office of School and College Relations, University of Illinois, Research Memorandum 82-1, February, 1982, p. 17.

[31]Ernest F. Anderson, Linda M. Heiser, and Trudy A. Campbell, "Two-Year Comparison of Transfer and Native Student Progress, University of Illinois at Chicago-University Center, Fall, 1980 Group." Champaign: University Office of School and College Relations, University of Illinois, Research Memorandum 84-1, January, 1984, p. 17.

[32]Anderson and Henderson, Research Memorandum 79-1, pp. 12-15.

[33]Ernest F. Anderson, Linda M. Heiser, and Beth Graue, "A Comparison of Transfer and Native Student Progress at the University of Illinois at Chicago, University Center, Fall, 1979 Group." Champaign: University Office of School and College Relations, University of Illinois, Research Memorandum 83-1, February, 1983, p. 16.

[34]Anderson, Campbell and McGee, "Comparison of Transfer and Native Student Progress, University of Illinois at Chicago Fall 1982 Group" Champaign: University Office of School and College Relations, University of Illinois, Research Memorandum 86-4, April 1986. Table 1.

[35]Anderson and Campbell, Research Memorandum 85-2, Table 1.

One can conclude from these studies that transfers to the University of Illinois generally do not achieve at the same level as they achieved before transfer or at the same level as the natives, but that achievement improves each semester they are in attendance. State and national studies contrast with these findings, however.

A three year follow-up study by Lach[36] of 10,504 fall, 1973, community college transfers to twenty-four Illinois four-year colleges and universities concluded that ...

> "...during the first year the grade point average of the transfer students dropped from 2.8 (B on a 4 point scale) at the community college prior to transfer to 2.65 at the senior colleges. By the end of the second year, however, the grade point average of the transfer students at the senior institutions was back to a 2.8 average...
>
> "The results of this study indicate that Illinois public community college transfer students are performing well at the senior colleges. The large majority of students were able to remain enrolled at the senior institutions and the overall grade point average of the transfer students at the four-year colleges and universities was a B average. At the end of three years, almost one-half of the students have completed the baccalaureate degree and another one-fourth of the students were still enrolled pursuing the four-year degree. Since a large number of students transferred prior to completing the associate degree at the community college and because many students are enrolled at the four-year colleges on a part-time basis, many more of these students are expected to complete the baccalaureate degree in another year."

These results reported in Lach's summary statement were replicated in the national study by Knoell. The community college pre-transfer GPA (1965) was 2.57, followed by a 2.42 the first year, and a 2.68 the second.[37]

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[36] Ivan J. Lach, "Summary of the Statewide Follow-up Study of Community College Transfer Students in Illinois." Springfield: Illinois Community College Board, September 19, 1978, p. 1.

[37] Dorothy M. Knoell and Leland L. Medsker, From Junior to Senior College: A National Study of the Transfer Student. American Council on Education, Washington, D.C., 1965.

Wermers,[38] in a comparison of transfer and native student achievement utilizing analysis of covariance to equate the groups, reported...

> "...that junior college transfer students rank lower than four-year transfer students and natives on ACT, HSPR, and SES. Junior college transfer students also scored lower than the four-year groups on standard scores achieved on the CLEP General Examination, the common criteria of achievement. Differences between natives and four-year transfers on ACT, HSPR, SES, and CLEP scores were not as clear.
>
> "Differences on mean CLEP scores among the groups diminished when the control variables were applied in the analysis of covariance technique... The results of this study seem to indicate that, generally, students who completed lower division requirements in junior colleges, and then transferred to the University of Illinois progressed academically during the first two years of college at a pace equivalent to students who completed lower division requirements in four-year institutions."
> [Note: ACT (American College Test); HSPR (High School Percentile Rank); SES (Socioeconomic Status); CLEP (College Level Examination Program).]

In summary, statewide and national reports suggest that community college transfers to senior colleges and universities achieve at approximately the same level after transfer as they did prior to transfer. In contrast, the evidence presented by the continuing studies of transfer students to the two campuses of the University of Illinois provides evidence which fails to support these findings insofar as these two campuses are concerned. While the transfer students at the University of Illinois do make a significant improvement after transfer, they consistently do not recover to achieve at their pre-transfer level. This study of the Fall, 1984 transfer group at Urbana provides additional data which may help explain the differing conclusions concerning achievement levels of transfer students.

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[38] Donald J. Wermers, "Achievement by Junior College Transfer, Four-Year College Transfer, and Native Juniors as Measured by the CLEP General Examinations." Champaign: University Office of School and College Relations, University of Illinois, Research Memorandum 72-5, March, 1972, p. i.

II. FINDINGS

First Term Achievement

Table 1 presents a summary of transfer and native student progress for the four-term period from fall, 1984 through spring, 1986, excluding summer sessions (except graduation). A detailed presentation and analysis of the fall, 1984 term is presented in Appendix A for each community college from which five or more students transferred. Individual institutions are identified by confidential code.

The community college group of 835 transfers entered in the fall of 1984 with a pre-transfer grade point average of 4.28 (A=5.00). This group achieved a 3.67 mean first term GPA at UIUC, which is .61 lower than this group's mean pre-transfer GPA. Comparable decreases in first term GPA's from pre-transfer GPA's were reported for community college transfers entering UIUC in 1982 (.58),[39] 1980 (.62),[40] 1978 (.58),[41] 1977 (.62),[42] 1976 (.59),[43] 1974 (.62), and 1973 (.51); in 1972, community college transfers dropped only .39 from their mean pre-transfer GPA.[44]

A total of 540 four-year college transfers entered UIUC in the fall of 1984 with a mean pre-transfer grade point average of 4.20. This group achieved a mean first term GPA of 3.88, a decrease of .32 from the group's mean

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[39] Anderson and Campbell, Research Memorandum 85-2, p. 14.

[40] Anderson, Heiser and Campbell, Research Memorandum 84-2, p. 12.

[41] Anderson and Heiser, Research Memorandum 82-6, p. 13.

[42] Anderson and Beers, Research Memorandum 80-6, p. 13.

[43] Ernest F. Anderson and Philip G. Beers, "Two-Year Comparison of Transfer and Native Student Progress at the University of Illinois at Urbana-Champaign, Fall, 1976 Group." Champaign: University Office of School and College Relations, University of Illinois, Research Memorandum 79-6, December, 1979, p. 12.

[44] Anderson, Research Memoranda 75-14 (p. 4), 77-4 (p. 4); Ernest F. Anderson, "Three-Year Comparison of Transfer and Native Student Progress at the University of Illinois at Urbana-Champaign, Fall, 1973 Group." Champaign: University Office of School and College Relations, University of Illinois, Research Memorandum 77-9, August, 1977, p. 4.

TABLE 1

Summary of Transfer and Native Student Progress

University of Illinois at Urbana-Champaign

Fall, 1984 Group

Term (1)	Two-Year Colleges (2)			Four-Year Colleges (3)			Continuing Juniors (4)		
Fall, 1984									
No. of Transfers	835		100%	540		100%	4588		100%
Mean Transfer GPA		4.28			4.20			3.98	
Mean 1st Term GPA		3.67			3.88			3.98	
Change in Mean GPA		-0.61			-0.32			0.00	
Status:									
Graduated	0		0%*	1		0%	0		0%
Clear	648		78%	463		86%	4196		91%
Probation	141		17%	55		10%	301		7%
Dropped	20		2%	6		1%	54		1%
Withdrew	26		3%	15		3%	37		1%
Retention Ratio**	789	0.94		519	0.96		4497	0.98	
Spring, 1985									
No. Re-enrolled	777		93%	499		92%	4461		97%
Mean Transfer GPA		4.29			4.20			3.98	
Mean 2nd Term GPA		3.75			3.97			4.02	
Change in Mean GPA		-0.54			-0.23			0.04	
Increase Over 1st Term		0.08			0.09			0.04	
Status:									
Graduated	7		1%	6		1%	6		0%
Clear	624		80%	433		87%	4097		92%
Probation	91		12%	39		8%	269		6%
Dropped	45		6%	15		3%	61		1%
Withdrew	10		1%	6		1%	28		1%
Retention Ratio**	722	0.86		479	0.89		4372	0.95	

*0% includes 0-.99%

**Retention Ratio: The proportion of Fall, 1984 transfers which has graduated or completed the term on clear or probationary status.

TABLE 1 (Cont.)

Summary of Transfer and Native Student Progress

University of Illinois at Urbana-Champaign

Fall, 1984 Group

Term (1)	Two-Year Colleges (2)			Four-Year Colleges (3)			Continuing Juniors (4)		
Fall, 1985									
No. of Transfers	720		86%	458		85%	4320		94%
Mean Transfer GPA		4.30			4.20			4.00	
Mean 3rd Term GPA		3.85			3.99			4.04	
Change in Mean GPA		-0.45			-0.21			0.04	
Increase Over 2nd Term		0.10			0.02			0.02	
Status:									
Graduated	6		1%	12		3%	61		1%
Clear	611		85%	402		88%	3967		92%
Probation	73		10%	30		7%	235		5%
Dropped	19		3%	6		1%	41		1%
Withdrew	11		2%	8		2%	16		0%
Retention Ratio**	697	0.83		451	0.84		4269	0.93	
Spring, 1986									
No. Re-enrolled	696		83%	435		81%	4211		92%
Mean Transfer GPA		4.31			4.20			4.02	
Mean 4th Term GPA		3.93			4.04			4.05	
Change in Mean GPA		-0.38			-0.16			0.03	
Increase Over 3rd Term		0.08			0.05			0.01	
Status:									
Graduated	306		44%	189		43%	2584		61%
Clear	322		46%	216		50%	1382		33%
Probation	43		6%	24		6%	163		4%
Dropped	20		3%	4		1%	52		1%
Withdrew	5		1%	2		0%	30		1%
Retention Ratio**	684	0.82		448	0.83		4196	0.91	

**Retention Ratio: The proportion of Fall, 1984 transfers which has graduated or completed the term on clear or probationary status.

TABLE 1 (Cont.)

Summary of Transfer and Native Student Progress

University of Illinois at Urbana-Champaign

Fall, 1984 Group

Term (1)	Two-Year Colleges (2)		Four-Year Colleges (3)		Continuing Juniors (4)	
Summary						
Graduated	319	38%	208	39%	651	58%
Clear (Cont.)	322	39%	216	40%	1382 ***	30%
Probation (Cont.)	43	5%	24	4%	163 ***	4%
Dropped	65	8%	19	4%	NA	
Withdrew	26	3%	21	4%	NA	
Left on Clear	36	4%	42	8%	NA	10%
Left on Probation	24	3%	10	2%	NA	
Total	835	100%	540	100%	4588	100%
Retention Ratio**	684	0.82	448	0.83	4196	0.91

**Retention Ratio: The proportion of Fall, 1984 transfers which has graduated or completed the term on clear or probationary status.

***Estimated figures based on term seven.

NA-Cumulative figures not available. Dropped, withdrew, left on clear, and left on probation figures total 10% of Fall, 1984 natives.

pre-transfer GPA. This decrease was approximately the same as found for the groups entering in 1982,[45] 1980,[46] 1978,[47] 1977, 1976,[48] and 1974; in 1973, four-year transfers experienced a mean first term decrease of .13, and in 1972 the decrease was .05.[49]

The 4,588 continuing juniors (natives) had accumulated a mean GPA of 3.98 prior to the initiation of this study; this group achieved a mean fall, 1984 grade point average of 3.98. The performances of native groups showed gains in studies initiated in 1977 (+.04), 1976 (+.05),[50] and 1972 (+.06); in fall, 1974,[51] the continuing juniors experienced no gain in term GPA, while in fall, 1980,[52] and fall, 1978,[53] the continuing juniors decreased .02 and in fall, 1973[54] they decreased from that group's mean accumulated GPA at UIUC.

The mean pre-transfer GPA's and the mean UIUC GPA's for the three study groups are illustrated in Figure I for each of the four terms. Comparison of the three groups in Figure I shows that community college transfers entered with a mean pre-transfer GPA higher than the continuing juniors, and slightly higher than the four-year college transfers; their first term UIUC performance, however, was approximately .6 lower than their previous achievement, .2

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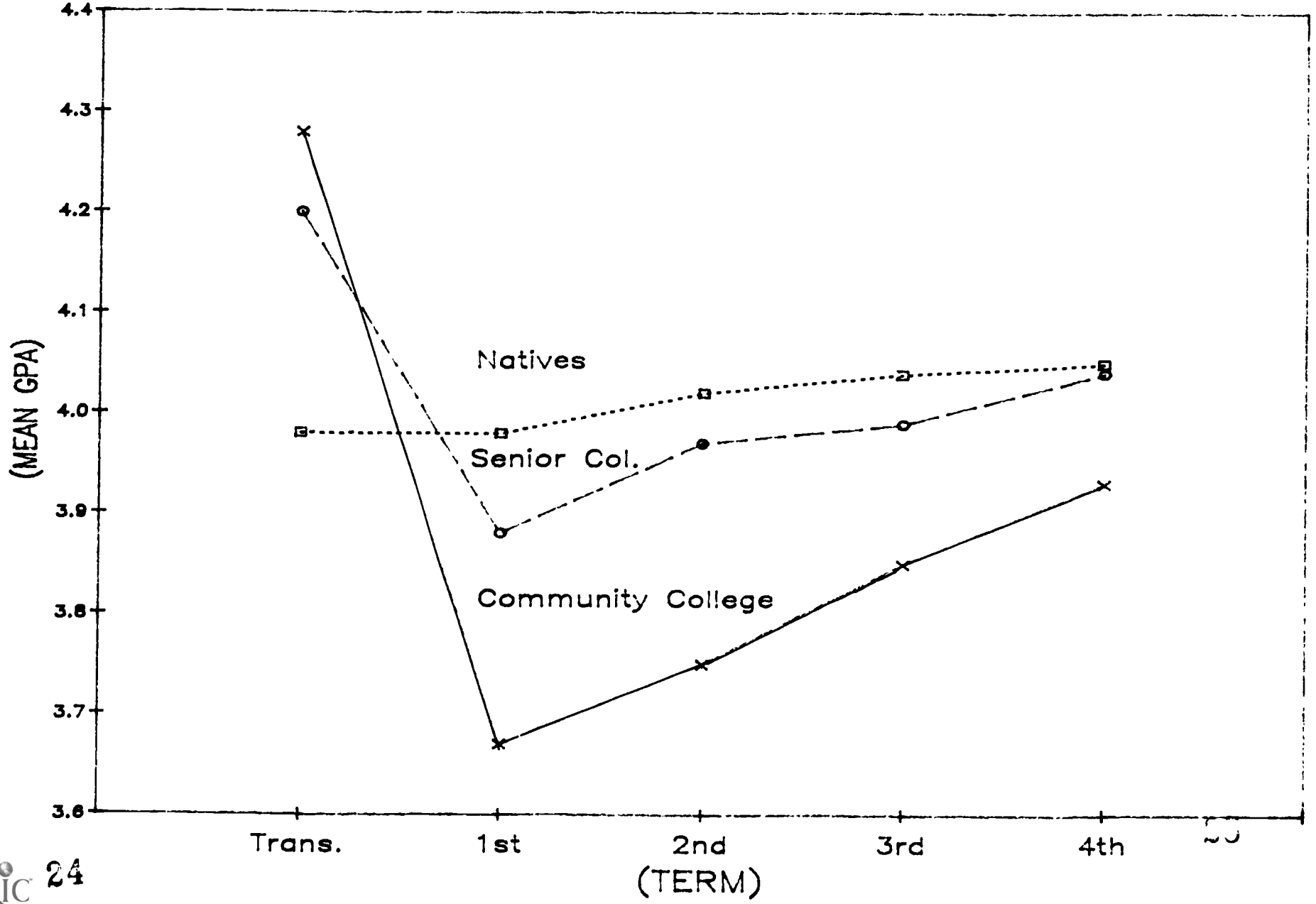
[45] Anderson and Campbell, Research Memorandum 85-2, Table 1, p. 14
[46] Anderson, Heiser, and Campbell, Research Memorandum 84-2, p. 12.
[47] Anderson and Heiser, Research Memorandum 82-6, p. 13.
[48] Anderson and Beers, Research Memoranda 80-6 (p. 12), 79-6 (p. 12).
[49] Anderson, Research Memoranda 75-14 (p. 4), 77-4 (p. 4).
[50] Anderson and Beers, Research Memoranda 80-6 (p. 12), 79-6 (p. 12).
[51] Anderson, Research Memorandum 77-4, p. 4.
[52] Anderson, Heiser, and Campbell, Research Memorandum 84-2, p. 12.
[53] Anderson and Heiser, Research Memorandum 82-6, p. 13.
[54] Anderson, Research Memorandum 77-9, p. 4.

FIGURE 1: TRANSFER AND NATIVE GPA's
by Group and Term — UIUC — Fall, '84 Gr.



lower than the four-year college transfers' first term UIUC GPA and .3 lower than the natives' fall, 1982 UIUC grade point average.

Further analysis of group performance variation for the fall, 1984 term shows that there was a greater proportion of community college transfers who were placed on probation or dropped at the conclusion of the term than with the other two groups. Table 1 reports that approximately two-tenths of the community college group were either on probation (17%) or dropped (2%), while comparable figures for four-year college transfers were 10 percent on probation and 1 percent dropped. The proportions were even lower for natives, at 7 percent and 1 percent, respectively.

Another way of comparing the three groups of students is through the retention ratio. This ratio is calculated by summing the number of community college transfers who have graduated and those who remain enrolled, either on clear or probation, at the end of a term, then dividing that sum by the total number of community college transfers in the original fall, 1982 group. For example, the retention ratio (RR) for the community college group at the end of the fall, 1985 term is calculated as shown below:

$$\text{Retention Ratio: } (RR) = \frac{\text{Graduates (G) + Clear (C) + Probation (P)}}{\text{Fall, 1984 Population (N)}}$$

$$RR_3 = \frac{G(1 + 2 + 3) + C_3 + P_3}{N_1}$$

$$RR_3 = \frac{(0 + 7 + 6) + 611 + 73}{835}$$

$$RR_3 = \frac{697}{835}$$

$$RR_3 = .83$$

Retention ratios for fall term, 1984 were .94 for the community college group, .96 for the four-year college group, and .98 for the continuing juniors (natives). A comparison of fall, 1984 retention ratios with spring, 1985 re-enrollment percentages reveals that even though 94 percent of the community college group were eligible to return for the spring term, only 93 percent actually re-enrolled, which was an additional loss of 1 percent of the original community college population. The four-year college group lost 4 percent (96% verus 92%) of the group between the fall and spring terms due to failure to re-enroll. Fewer than 1 percent (.008) of the natives who were eligible to re-enroll failed to do so.

As demonstrated by previous studies, and substantiated by data for the 1984 fall term, a substantial drop in first term GPA has occurred consistently for community college transfers at UIUC. An analysis of factors influencing this drop is not readily available, although the phenomenon (which has been termed "transfer shock") may have been the result of difficulties with environmental adjustment. There was a greater difference in the achievement of community college transfers and the other two groups during the first term than during any of the other terms reported in this study.

The cumulative numbers and ratio of graduates, along with the retention ratio, are presented in Table 2 for each group for each of the four terms. The cumulative graduation and retention ratios presented in Table 2 are illustrated for each of the three groups in Figures IIA, IIB, and IIC. It is clear that the ability to graduate or continue on clear or probation is greater among the natives than the transfers, and greater among the four-year college transfers than among the community college groups.

TABLE 2

Number of Graduates, Cumulative Graduation Ratio, and Cumulative Retention Ratio by Term and Type of Institution of Last Attendance

University of Illinois at Urbana-Champaign

Fall, 1984

	Two-Year College Transfers				Four-Year College Transfers				Continuing Juniors			
			Cumulative				Cumulative				Cumulative	
Term (1)	No. (2)	Cum. No. (3)	Grad. Ratio (4)	Reten. Ratio (5)	No. (6)	Cum. No. (7)	Grad. Ratio (8)	Reten. Ratio (9)	No. (10)	Cum. No. (11)	Grad. Ratio (12)	Reten. Ratio (13)
1	0	0	0.00*	0.93	1	1	0.00	0.97	0	0	0.00	0.98
2	7	7	0.01	0.83	6	7	0.01	0.86	6	6	0.00	0.95
3	6	13	0.02	0.76	12	19	0.04	0.81	61	67	0.01	0.92
4	306	319	0.38	0.75	189	208	0.39	0.80	2584	2651	0.58	0.90
Total Transfers		835				540				4588		

*.00 includes any number less thar .01.

FIGURE IIA: COMMUNITY COLLEGE RETENTION
and Grad. Ratios by Term — UIUC — '84 Gr.

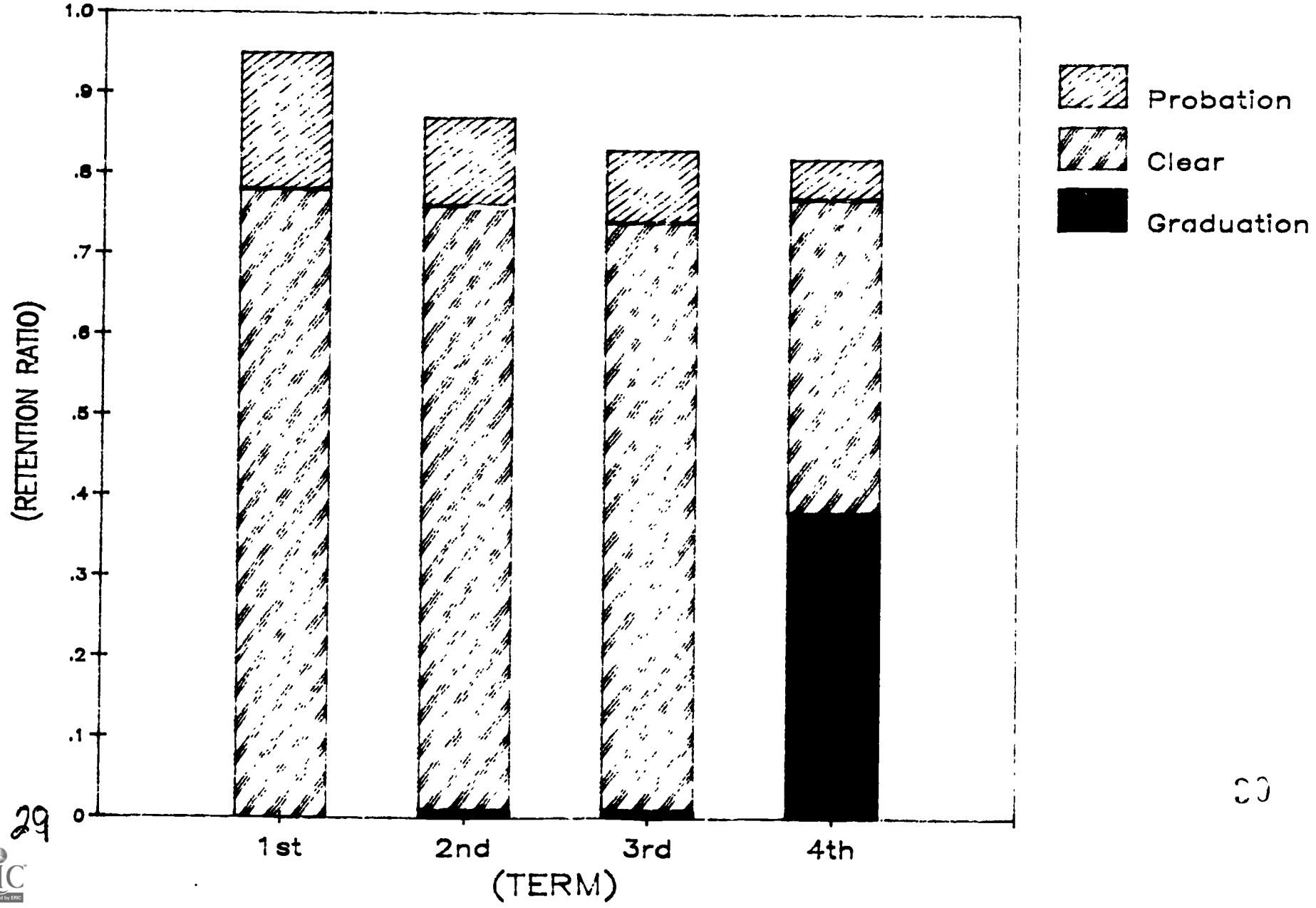


FIGURE IIB: SENIOR COLLEGE RETENTION
and Grad. Ratios by Term — UIUC — '84 Gr.

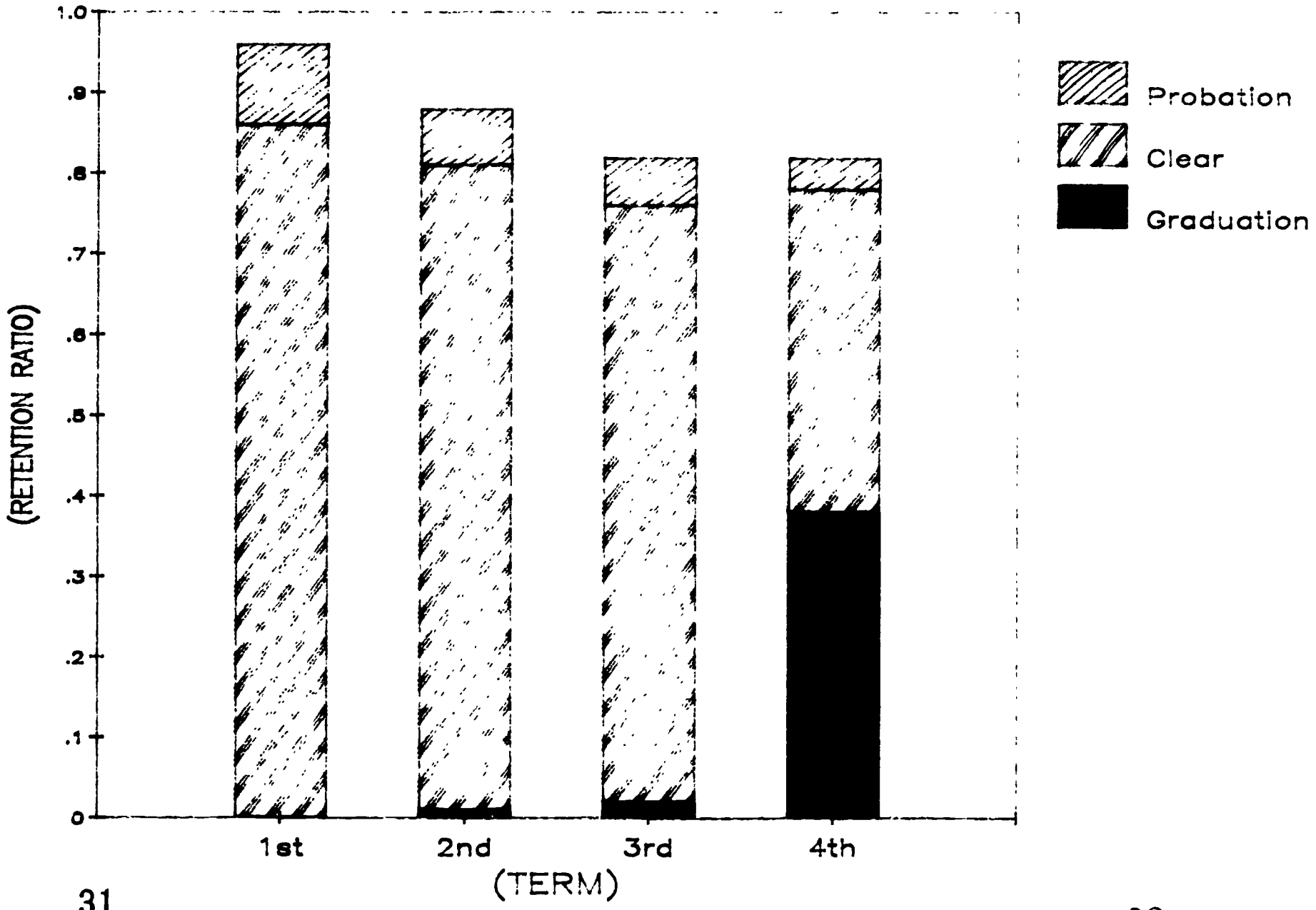
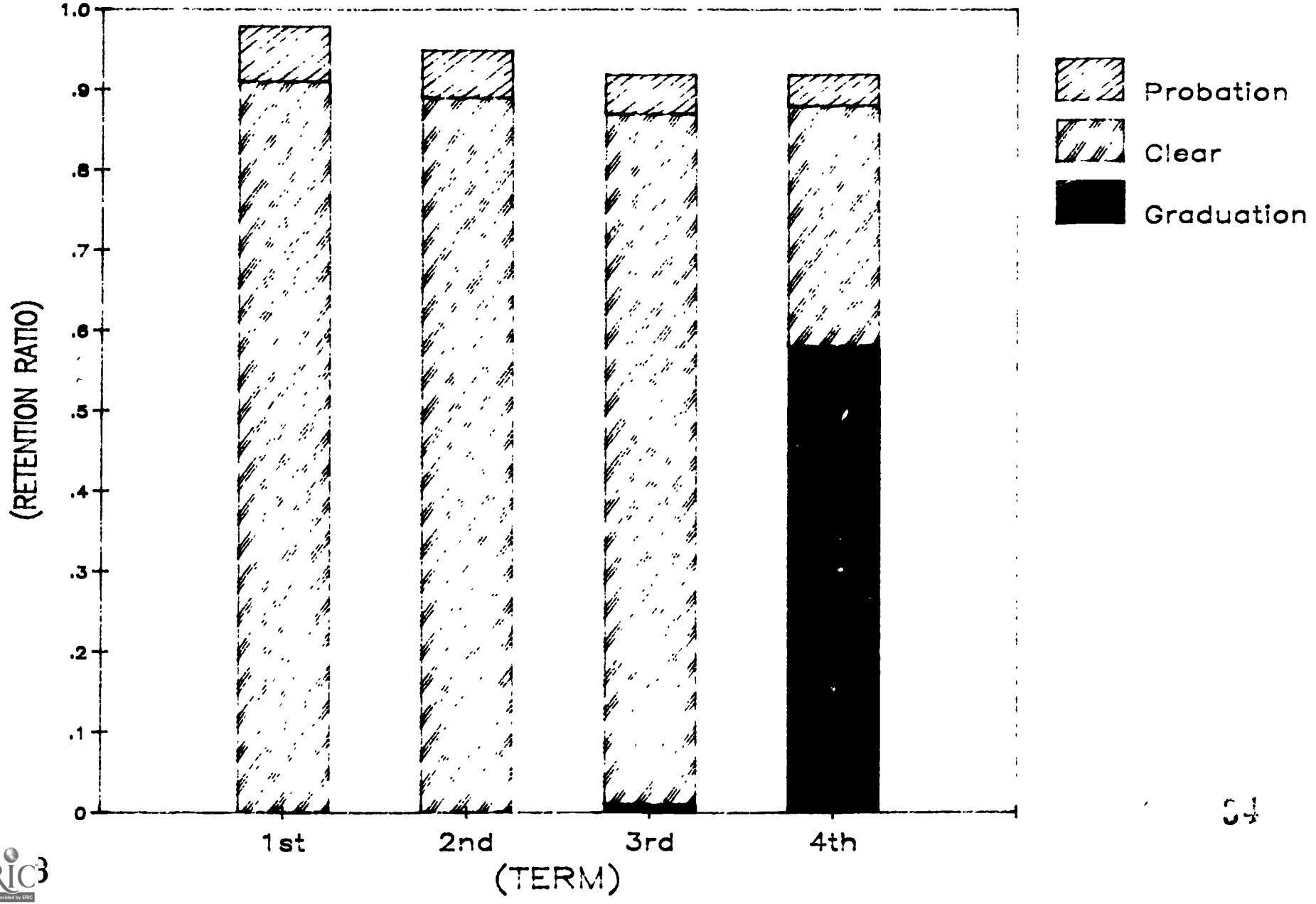


FIGURE IIC: NATIVE STUDENT RETENTION
and Grad. Ratios by Term — UIUC — '84 Gr.



Second Term Achievement

The mean GPA and academic status of returning community college transfers, four-year college transfers, and native juniors for the spring, 1983 term are reported in Table 1. A detailed analysis of these students and their performance is presented in Appendix B for each community college which enrolled five or more students in each of the three groups. The mean pre-transfer GPA for community college transfer students who re-enrolled changed very little (from 4.28 for all community college transfers to 4.29), and the mean pre-transfer GPA for four-year college transfers who re-enrolled for two terms remained the same (4.20 to 4.20). Continuing juniors also remained the same (3.98 to 3.98). Therefore, these data do not support the assumption that the transfer students who were low achievers before transfer leave after one term.

The mean second term GPA for community college transfers was 3.75, which is .53 lower than their mean pre-transfer GPA of 4.28. Their second term GPA was, however, a .08 improvement over their first term GPA (3.67) at the University. Four-year college transfer students' GPA's at the University improved .09, from 3.88 for fall, 1984 to 3.97 for spring, 1985. This mean second term achievement for four-year college transfers was, however, .23 lower than their mean pre-transfer GPA. The continuing juniors achieved a mean spring, 1985 term average of 4.02, which was .04 higher than their mean pre-transfer GPA. Continuing juniors showed a .04 improvement in achievement from fall, 1984. The community college transfers, then, showed a partial recovery from the drop in achievement at UIUC when compared to pre-transfer achievement, as did the four-year college group. Native juniors continued to improve their mean upper division GPA.

Four-year college transfers seem to be affected to a lesser degree by "transfer shock," as noted by comparing pre-transfer GPA with UIUC first term GPA and by noting gains in mean GPA the second term after transfer. The failure of the two transfer groups to fully recover from the transfer shock and attain UIUC GPA's equal to the pre-transfer GPA can be observed for all terms in Figures III and IV and Table 3. Figure V shows that native juniors achieve slightly higher upper division grades than they did at the lower division.

The three groups also differed in retention rates at the end of two terms. Table 2 and Figures IIA, IIB, and IIC show the proportions of the groups which were graduated or continued on clear or probationary status at the end of the second term rank in descending order as follows: natives (95%), four-year college group (89%), and the community college group (86%).

Approximately 12 percent of the community college group were on probation, while only 8 percent of the four-year college group and only 6 percent of the native group were on probation at the end of one academic year. A total of 7 percent of the community college group, 4 percent of the four-year college transfers, and 2 percent of the natives were dropped or officially withdrew during the second term. These patterns, combined with the numbers of students from each group which had graduated and first term retention, resulted in an overall retention ratio of .86 for the community college group, .89 for the four-year college group, and .95 for the natives.

The substantially lower grade point averages of the community college group are, in part, reflected by the numbers of students on probation, dropped, and withdrawn in comparison with the other two groups. There is a lower retention ratio for the community college group when compared with the

FIGURE III: Community College Transfer and UIUC GPA's by Term — Fall, '84 Group

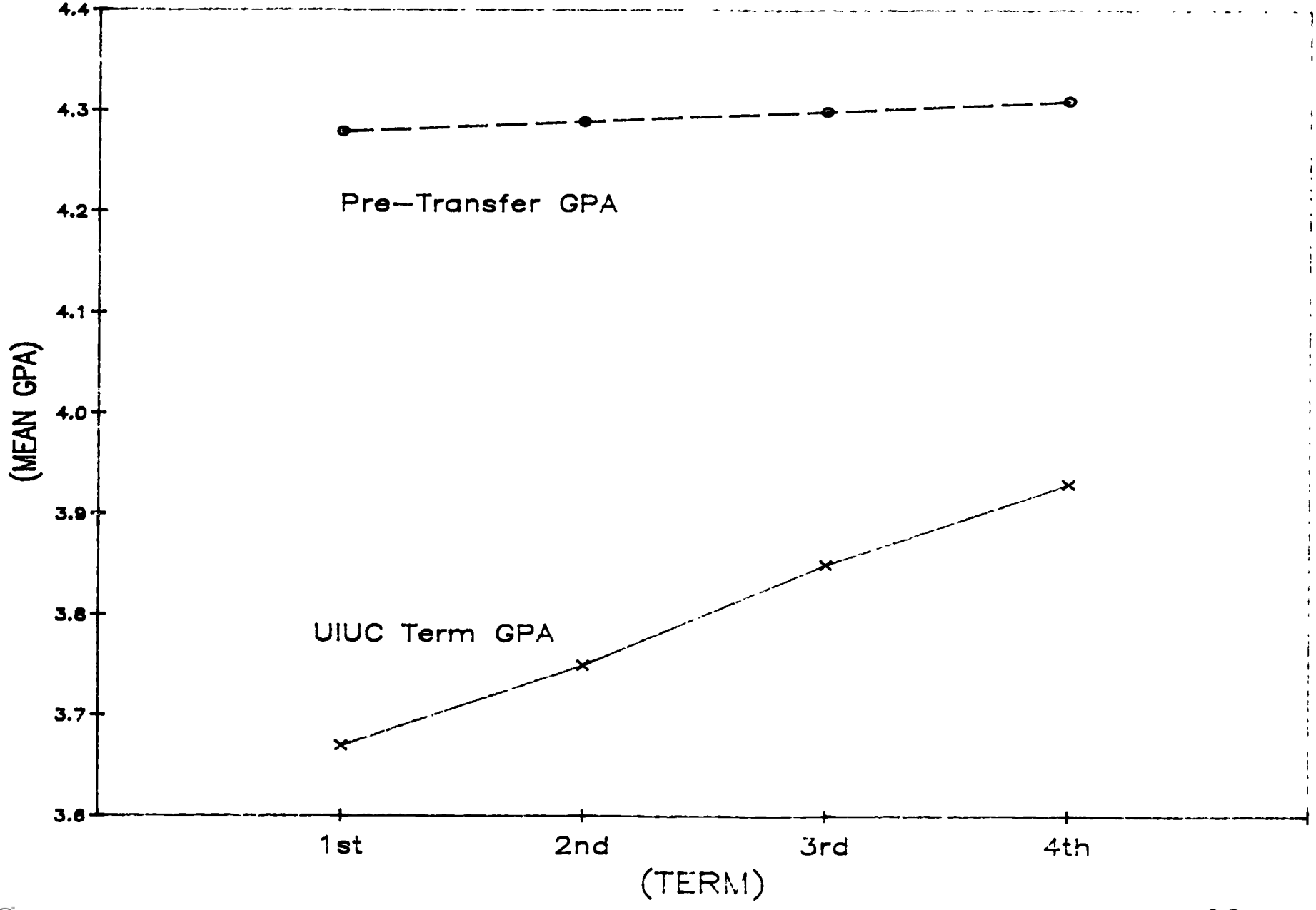


FIGURE IV: Senior College Transfer
and UIUC GPA's by Term — Fall, '84 Group

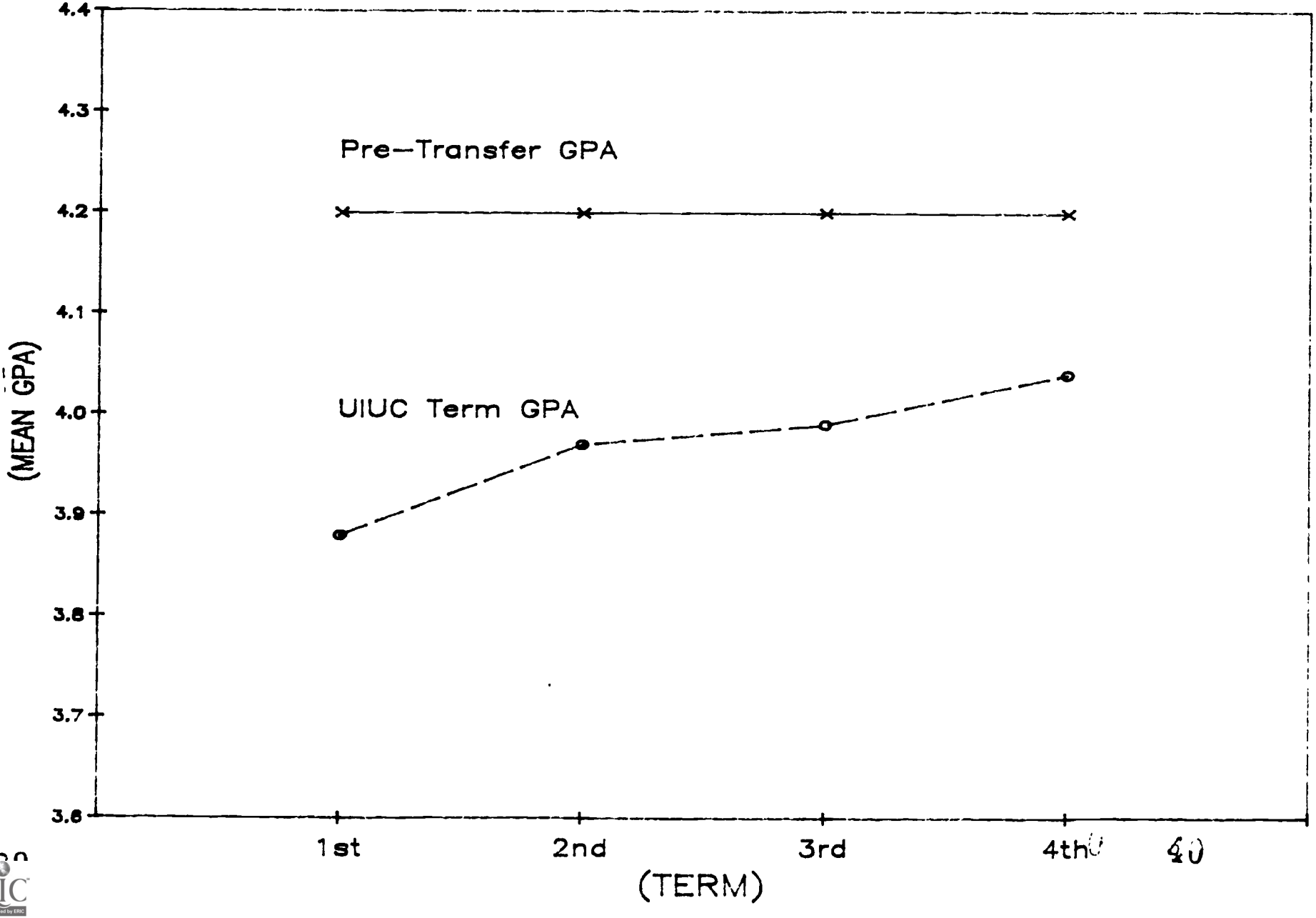
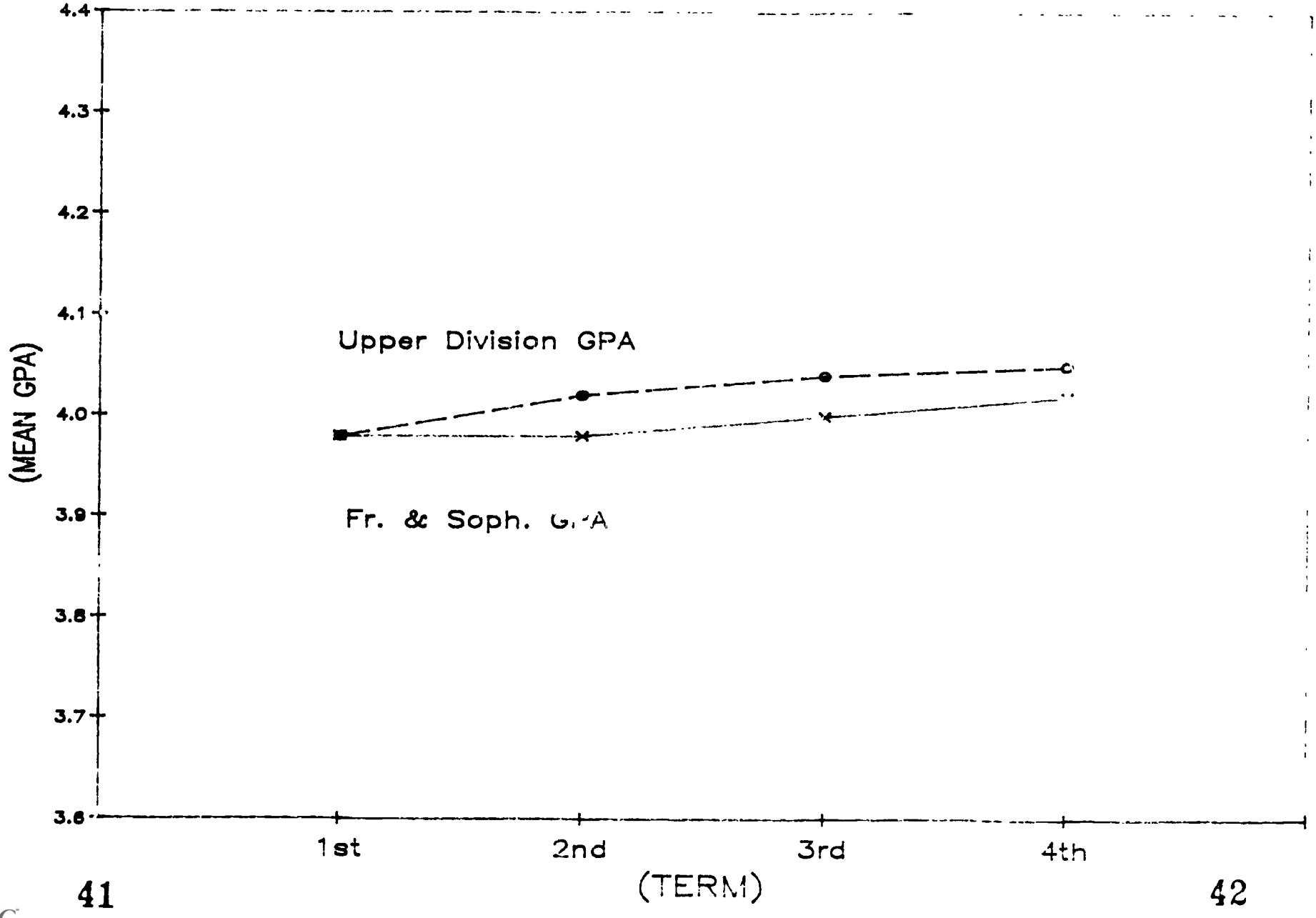


FIGURE V: UIUC Native Student
GPA's by Term — Fall, '84 Group



four-year college group. There is also an observable difference between GPA's of four-year college transfers and continuing juniors, which may help explain the difference in retention ratios here, also.

Third Term Achievement

Approximately seven-eights of the community college group (86%) and the four-year college group were retained for one year and re-enrolled for the 1983 fall term, while 94 percent of the native group re-enrolled for the third term. A detailed analysis of these students and their performances is presented in Appendix C for each community college which enrolled five or more students in the original group. The third term mean GPA continued to increase over the previous term performance for all groups: the community college transfers (+.10), the four-year transfers (+.02), and the native students (+.02). (See Table 1; this is also illustrated in Figures III, IV, and V.)

The difference between pre-transfer GPA and mean third term GPA was -.45 for community college transfers, -.21 for the four-year transfers, and +.04 for the continuing juniors. Community college transfer achievement resulted in 10 percent of its students being placed on probation, which continues to be significantly higher than the figures for the four-year group (7%), and the natives (5%).

Retention ratios were .83 for the community college transfers, .84 for the four-year transfers, and .93 for the continuing juniors. Included in the retention ratio is the graduation rate for these students. After three terms of study at UIUC, 0 percent (6 students) of the community college group and 3 percent of the four-year group (12 students) had graduated; 1 percent (61 students) of the native juniors had completed the baccalaureate degree (see Table 2 and Figures IIA, IIB, and IIC). It is expected that the native

group's graduation rate would be higher at this point because all of this group were required to have at least 60 and less than 90 semester hours of credit to qualify for selection into the group.

Academic Progress and Status Two Years After Transfer

Summary data presented in Table 1 for the three groups show the proportion of each group in seven academic status or retention categories. Four terms after transfer, the 696 community college transfers who re-enrolled achieved a mean GPA of 3.93, which was an increase of .08 when compared with that group's third term GPA and was .38 less than their pre-transfer GPA. A detailed analysis of t ese students and their performances is presented in Appendix D for each community college which enrolled five or more students in the original group. Fourty-four percent of the original community college group had graduated; 46 percent and 6 percent, respectively, were continuing on clear or probationary status. Of the students in the original all, 1984 group, 8 percent had been dropped. 3 percent officially withdrew and never returned (during the term), 4 p left on clear status, and 2 percent left on probationary status. A al of 684 community college transfers had graduated or had completed the spring, 1986 term on clear or probationary status, which resulted in a retention ratio of .82 for the group.

The four-year college group consisted of 435 students enrolled for the fourth term. This group achieved a mean term GPA of 4.04, an increase of .05 over that group's mean third term GPA and .16 less than their pre-transfer GPA. Of the original four-year college gro p (540 students), 43 percent had graduated, 50 percent were on clear status, and 6 percent were on probationary status. One percent of the total four-year college group was dropped, 0 percent withdrew, 8 percent left on clear, and 2 percent left on probation. The four-year college retention ratio was .83.

The native juniors who re-enrolled for the fourth term (4,211 students) achieved a mean term GPA of 4.05, which is .01 greater than their mean third term GPA, and was .03 above the group's lower division GPA. At the end of four terms, 61 percent of the native juniors had graduated, 37 percent were on continuing status (clear or probation), and the remaining 2 percent had been dropped, withdrew, or left on clear or probationary status. The retention ratio of the continuing juniors was .91.

This study demonstrates that community college transfers experience a substantial drop in GPA during their first term after transfer, then partially recover over the next three terms (-.61 after one term to -.38 after four terms), and achieve at a level more closely approximating their pre-transfer GPA. This same trend can be observed for the fall, 1982,[55] fall 1980,[56] fall, 1978,[57] fall, 1977,[58] fall, 1976,[59] fall, 1974,[60] fall, 1973,[61] and fall, 1972[62] community college transfers as well. Figure III illustrates this recovery in mean GPA by the community college group. Figure I illustrates that all three groups begin with similar GPA's and that only the natives continue to achieve at a higher level than they had attained during their first 60 to 90 semester hours of college work.

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[55] Anderson and Campbell, Research Memorandum 85-2 Table 1 pg 14.
[56] Anderson, Heiser, and Campbell, Research Memorandum 84-2, pp. 12-14.
[57] Anderson and Heiser, Research Memorandum 82-6, pp. 13-15.
[58] Anderson and Beers, Research Memorandum 80-6, pp. 12-14.
[59] Anderson and Beers, Research Memorandum 79-6, pp. 12-13.
[60] Anderson, Research Memorandum 77-4, pp. 4-5.
[61] Ernest F. Anderson and Judith DeGray, "Comparison of Transfer and Native Student Progress at the University of Illinois at Urbana-Champaign, Fall, 1973 Group." Champaign: University Office of School and College Relations, University of Illinois, Research Memorandum 76-8, July, 1976, p. 4.
[62] Ernest F. Anderson, "Comparison of Transfer and Native Student Progress at the University of Illinois at Urbana-Champaign, Fall, 1972 Group." Champaign: University Office of School and College Relations, University of Illinois, Research Memorandum 75-14, December, 1975, p. 7.

After four terms, 38 percent of the community college transfers, 39 percent of the four-year transfers, and 58 percent of the native juniors had been granted degrees. Thirty-nine percent of the community college transfers, 40 percent of the four-year transfers, and 30 percent of the native juniors were eligible to continue on clear status. The percentage of students on probation after four terms was low for all three groups; the community college group and four-year group had 5 and 4 percent, respectively, of their totals on probation, compared with 4 percent for the natives. Eight percent of the community college transfers were formally dropped and never re-entered at UIUC, along with 4 percent of the four-year transfers. During the course of four terms, 3 percent of the community college transfers and 4 percent of the four-year transfers withdrew and did not return. Four percent of the community college transfer group and 8 percent of the four-year transfer group left on clear. Three percent of the two-year transfers left on probationary status while 2% of four-year transfers left on probationary status. This study did not attempt to obtain data on the reasons why these students left the University.

The retention ratio was highest for the native juniors (.91), followed by the four-year transfer group (.83) and community college transfer group (.82). It can be assumed that by the junior year, a student who enrolled at the University of Illinois at Urbana-Champaign as a beginning freshman and continued for two years would be more likely to continue for two more years and graduate than a transfer student who is new to the environment and may have completed fewer hours of credit than a native junior. The transfer group from four-year institutions achieved at a GPA level similar to that of the continuing juniors, but their retention ratio was 8 percent lower than the retention ratio for natives. The community college group GPA levels were well

below those of the four-year group and the natives each term, and the community college group had a retention ratio 9 percent below the natives and 1 percent below the four-year group.

Figure I shows that the community college group entered with the highest transfer GPA and achieved the lowest UIUC GPA during the period studied. One hypothesis to explain the community college group's continued lower achievement level at UIUC than before transfer is that the community college grades were inflated over what those students might have earned had they attended UIUC for their previous college work. Some of the difference in pre-transfer and UIUC GPA might also be assigned to "transfer shock" if the group had recovered after one or even two terms; with this population, GPA recovery was in small, consistent increments.

Comparison by Subject Area

Data on transfer and native student grade point averages at UIUC in each of twelve subject areas for the four terms included in this study are presented in Table 3. The community college group, the four-year group, and the natives were each assigned a performance rank in each of the twelve subject areas based on the mean UIUC GPA for each term.

This rank-ordering procedure revealed that community college transfers ranked third, or lowest, in eleven of the subject areas reported after the fall, 1984 term. The four-year group achieved the highest GPA in only three of the twelve subject areas, while the native group ranked highest in eleven subject areas: biological sciences, business & administration, foreign language, math and computer science, physical sciences, social sciences, agriculture, engineering, fine and applied arts, education, and human resources. (Continuing Juniors tied with four-year transfers in social science.) The performance of the four-year group more closely resembled that of

TABLE 3

Comparison of Transfer and Native Student Academic Achievement by Subject Area

University of Illinois at Urbana-Champaign

Fall, 1984 Group

Subject Area (1)	Two-Year Transfers		Four-Year Transfers		Continuing Juniors	
	Mean GPA (2)	Rank (3)	Mean GPA (4)	Rank (5)	Mean GPA (6)	Rank (7)
Fall, 1984 (Term 1)						
Biological Sciences	3.51	3	3.76	2	3.89	1
Business & Commerce	3.69	3	3.91	1	3.91	1
English & Humanities	4.09	3	4.22	1	4.19	2
Foreign Language	3.50	3	3.91	2	4.17	1
Math & Computer Science	3.52	2	3.37	3	3.71	1
Physical Sciences	3.37	3	3.53	2	3.83	1
Social Sciences	3.54	3	4.00	1	4.00	1
Agriculture	3.84	3	4.00	2	4.08	1
Engineering	3.75	3	3.96	2	4.00	1
Fine & Applied Arts	3.80	3	4.17	2	4.33	1
Education	4.27	3	4.39	2	4.52	1
Human Resources	3.62	3	3.83	2	3.96	1
All Courses	3.67	3	3.88	2	3.98	1
Spring, 1985 (Term 2)						
Biological Sciences	3.56	3	3.84	2	3.94	1
Business & Commerce	3.55	3	3.99	1	3.95	2
English & Humanities	3.91	3	4.16	2	4.18	1
Foreign Language	3.75	3	4.07	2	4.25	1
Math & Computer Science	3.57	3	3.61	2	3.68	1
Physical Sciences	3.48	3	3.69	2	3.83	1
Social Sciences	3.69	3	4.01	2	4.03	1
Agriculture	4.08	3	4.16	2	4.24	1
Engineering	3.87	3	4.04	2	4.06	1
Fine & Applied Arts	4.01	3	4.45	1	4.34	2
Education	4.23	3	4.52	1	4.50	2
Human Resources	3.75	3	4.52	1	4.15	2
All Courses	3.75	3	3.97	2	4.02	1

TABLE 3 (Cont.)

Comparison of Transfer and Native Student Academic Achievement by Subject Area

University of Illinois at Urbana-Champaign

Fall, 1984 Group

Subject Area (1)	Two-Year Transfers		Four-Year Transfers		Continuing Juniors	
	Mean GPA (2)	Rank (3)	Mean GPA (4)	Rank (5)	Mean GPA (6)	Rank (7)
Fall, 1985 (Term 3)						
Biological Sciences	3.80	3	3.96	1	3.86	2
Business & Commerce	3.69	3	4.07	1	3.98	2
English & Humanities	3.87	3	3.94	2	4.17	1
Foreign Language	3.82	3	4.01	2	4.20	1
Math & Computer Science	3.57	3	3.60	2	3.73	1
Physical Sciences	3.74	3	3.76	2	3.92	1
Social Sciences	3.68	3	3.96	1	3.96	1
Agriculture	4.03	3	4.21	1	4.11	2
Engineering	4.03	3	4.07	2	4.10	1
Fine & Applied Arts	4.01	3	4.37	1	4.37	1
Education	4.36	3	4.48	2	4.53	1
Human Resources	3.74	3	4.00	2	4.23	1
All Courses	3.85	3	3.99	2	4.04	1
Spring, 1986 (Term 4)						
Biological Sciences	3.89	3	3.92	1	3.92	1
Business & Commerce	3.73	3	4.03	1	3.98	2
English & Humanities	3.83	3	3.95	2	4.10	1
Foreign Language	3.96	2	3.92	3	4.09	1
Math & Computer Science	3.66	1	3.58	3	3.65	2
Physical Sciences	3.74	3	3.89	1	3.89	1
Social Sciences	3.77	3	4.05	1	4.01	2
Agriculture	4.09	3	4.21	1	4.17	2
Engineering	4.10	3	4.16	2	4.17	1
Fine & Applied Arts	4.17	3	4.49	1	4.34	2
Education	4.40	3	4.62	1	4.51	2
Human Resources	4.06	3	4.30	1	4.16	2
All Courses	3.93	3	4.04	2	4.05	1

the natives than that of the community college group; major differences (.20 or greater) between the four-year transfers and the natives for first term GPA occurred only in the subject areas of foreign language, math and computer science and physical sciences, with the natives having the highest achievement.

Community college transfers encountered more difficulty in the subject areas of foreign language (GPA = 3.50) and fine and applied arts (GPA = 3.80) than the other groups. Performance in these two subject areas was at least .30 less than the performances of the four-year transfers and the natives. Even though the community college transfers were well above (.20 or greater) their overall average for all courses in the subject areas of education (GPA = 4.36) and fine and applied arts (GPA = 4.01), the community college transfers achieved a GPA at least .20 below the other two groups in the areas of human resources, fine and applied arts, engineering, agriculture, social sciences, foreign language, business and commerce and biological sciences.

Spring 1985 data revealed that community college transfers ranked lowest in all twelve subject areas. They once again were well below (.20 or more) the other two groups in the areas of fine and applied arts (GPA = 4.01), English and humanities (GPA = 3.91), foreign language (GPA = 3.75), and physical sciences (GPA = 3.43); in addition to these subject areas, community college transfers achieved below their overall average for all subjects (3.75) in business and commerce (GPA = 3.55), education (GPA = 4.23), human resources (GPA = 3.75) and social sciences (GPA = 3.69).

Four-year transfers ranked first in three areas the second term: business and commerce, education, and human resources. They were well below their mean GPA (3.97) in the areas of physical sciences (GPA = 3.48), business and commerce (GPA = 3.55), and biological sciences (GPA = 3.56). Continuing juniors ranked highest in nine subject areas and second in human resouces, education and business and commerce.

Community college transfers ranked third in nine of twelve subject areas for fall term, 1985 and the margin of difference in GPA's was substantial. The community college group was below its mean term GPA of 3.85 in seven subject areas: biological sciences (3.80), business and commerce (3.69), foreign language (3.82), math and computer science (3.57), physical sciences (3.74), social sciences (3.68), and human resources (3.74).

Four-year transfers ranked first in four subject areas (engineering, social sciences, business and commerce and biological sciences) The four-year transfers and natives tied in the areas of social sciences and engineering, however. They ranked second in eight areas. They were well below their mean GPA of 3.99 in the subject areas of physical science and math and computer sciences for fall, 1983. Continuing juniors ranked highest in nine subject areas and ranked second in two areas. (Their rank tied with four-year transfers in the areas of fine and applied arts and social sciences.)

In the fourth term, the community college transfers ranked third in nine of the twelve subject areas and ranked second in two subject areas. They were well below their mean GPA (3.93) in the area of math and computer science (3.66) and business and commerce (3.73)

The four-year transfers achieved the highest GPA in eight areas. The continuing juniors ranked highest in five areas (foreign languages, English and humanities, engineering, biological science, and physical science) and ranked second in seven areas.

These data show that the overall academic achievements of four-year transfers and natives are generally higher than community college transfers in most subject areas. The native juniors ranked first in physical science,

engineering, and foreign language all four terms of this study. They ranked first for three of the four semesters in fine and applied arts, social science, and math and computer science. The four-year group ranked first in all four semesters only in business and commerce and did not rank first for three of the four semesters in any subject area. The community college group, conversely, ranked third in most subject areas for each of the four terms, except for human resources.

It can be observed from data presented in Table 3 that mean GPA's for community college transfers are appreciably lower than the four-year transfers and native junior GPA's in the areas of foreign language, social sciences, and fine and applied arts. All three groups were consistently lower in math and computer science and physical sciences than in other subject areas.

Institutional Differences

A summary of community college transfer student progress by institution of last attendance is presented in Table 4 for those Illinois community or junior colleges sending five or more transfer students to the University of Illinois at Urbana-Champaign for the 1984 fall term. These data are accompanied by comparable group data for four-year college transfers and continuing juniors. Community colleges which sent five or more transfers were assigned a confidential code number, which is shown in Column 1; these code numbers do not correspond to code numbers assigned to institutions by the University Office of School and College Relations.[63] The number of students who initially entered the 1984 fall term and each group's mean pre-transfer GPA are shown in Columns 2 and 3, respectively. Column 4 shows the mean UIUC first term grade point average for the students from each community college which has been coded;

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[63]Ernest F. Anderson, "Institution Codes for Identification of Institutions of Last Attendance for Transfer Students, June 24, 1987." Champaign: University Office of School and College Relations, University of Illinois, 1987.

TABLE 4
Summary of Community College Transfer Student Progress by Institution of Last Attendance
University of Illinois at Urbana-Champaign
Fall, 1984 Group

Conf. Inst. Code [1]	No. Fall 1984 Trans. [2]	Pre-Trans. GPA [3]	Mean 1st Term GPA [4]	No. Re-enrolled & Mean GPA: 2nd Term No. [5]	2nd Term Mean GPA [6]	3rd Term No. [7]	3rd Term Mean GPA [8]	4th Term No. [9]	4th Term Mean GPA [10]	Academic Status After Four Terms: Grad. No. [11]	Grad. % [12]	Clear No. [13]	Clear % [14]	Pro. No. [15]	Pro. % [16]	Dropped No. [17]	Dropped % [18]	With-drawn No. [19]	With-drawn % [20]	Left Clear No. [21]	Left Clear % [22]	Left Pro. No. [23]	Left Pro. % [24]	Retention** Ratio [25]
01*	9	4.44	3.59	7	3.92	7	3.84	6	4.39	3	33%	3	33%	0	0%	2	22%	1	11%	0	0%	0	0%	0.67
02	17	4.02	3.40	13	3.64	12	3.08	10	3.57	3	18%	5	29%	2	12%	0	0%	0	0%	6	35%	1	6%	0.59
03	11	4.39	3.68	11	3.78	11	4.10	11	3.92	5	45%	6	55%	0	0%	0	0%	0	0%	0	0%	0	0%	1.00
04	5	4.41	3.14	4	3.06	4	2.97	4	3.34	0	0%	2	40%	0	0%	2	40%	0	0%	0	0%	1	20%	0.40
05	9	4.58	4.09	9	4.15	8	4.25	8	4.12	5	56%	3	33%	0	0%	1	11%	0	0%	0	0%	0	0%	0.89
06	8	4.37	3.26	8	3.08	7	3.52	6	3.66	2	25%	4	50%	0	0%	1	13%	1	13%	0	0%	0	0%	0.75
07	6	4.25	3.61	6	3.79	6	3.52	6	3.76	3	50%	2	33%	1	17%	0	0%	0	0%	0	0%	0	0%	1.00
08	5	4.22	3.48	4	3.45	4	3.64	4	3.57	1	20%	2	40%	0	0%	1	20%	1	20%	0	0%	0	0%	0.60
09	26	4.40	3.49	24	3.80	21	3.89	21	3.68	9	35%	10	38%	1	4%	6	23%	0	0%	0	0%	0	0%	0.77
10	11	3.95	2.95	10	3.28	8	3.86	8	3.63	6	55%	1	9%	0	0%	3	27%	0	0%	0	0%	1	9%	0.64
11	29	4.40	3.70	26	3.92	25	4.05	24	4.14	9	31%	16	55%	0	0%	0	0%	1	3%	3	10%	0	0%	0.86
12	6	4.53	3.02	5	3.57	5	3.76	4	3.74	1	17%	2	33%	1	17%	0	0%	1	17%	1	17%	0	0%	0.67
13	26	4.26	3.83	25	4.07	24	3.97	24	4.01	10	38%	10	38%	4	15%	1	4%	0	0%	0	0%	1	4%	0.92
14	21	4.31	3.75	21	3.50	18	3.88	16	4.07	10	48%	5	24%	1	5%	3	14%	0	0%	2	10%	0	0%	0.76
15	13	4.34	3.62	13	3.60	12	3.95	12	3.67	2	15%	7	54%	2	15%	1	8%	1	8%	0	0%	0	0%	0.85
16	8	4.45	3.68	8	3.54	8	3.49	8	3.69	0	0%	5	83%	1	17%	0	0%	0	0%	0	0%	0	0%	1.00
17	10	4.03	3.56	9	3.80	7	3.78	7	3.36	3	30%	2	20%	0	0%	2	20%	1	10%	1	10%	1	10%	0.50
18	16	4.21	3.72	16	3.91	15	3.91	15	3.93	12	75%	2	13%	0	0%	2	13%	0	0%	0	0%	0	0%	0.88
19	22	4.33	3.52	20	3.90	20	3.89	19	3.71	9	41%	7	32%	1	5%	3	14%	1	5%	0	0%	1	5%	0.77
20	39	4.33	4.04	39	3.98	38	4.19	38	4.22	22	56%	15	38%	1	3%	0	0%	0	0%	0	0%	1	3%	0.97
21	157	4.18	3.53	140	3.66	125	3.75	118	3.86	50	32%	54	34%	15	10%	14	9%	10	6%	6	4%	8	5%	0.76
22	7	3.90	3.85	7	3.94	6	4.29	5	3.97	6	86%	0	0%	0	0%	1	14%	0	0%	0	0%	0	0%	0.86
23	44	4.18	3.64	42	3.65	42	3.72	40	3.86	16	36%	21	48%	3	7%	1	2%	0	0%	2	5%	1	2%	0.91
24	19	4.24	3.39	19	3.39	16	3.80	15	3.68	6	32%	9	47%	0	0%	1	5%	1	5%	2	11%	0	0%	0.79
25	7	4.45	3.67	7	3.69	6	3.83	6	3.68	1	14%	4	57%	0	0%	1	14%	0	0%	1	14%	0	0%	0.71
26	16	4.18	3.56	16	3.66	16	3.85	16	3.97	4	25%	11	69%	1	6%	0	0%	0	0%	0	0%	0	0%	1.00
27	19	4.59	3.86	15	3.83	14	4.08	14	4.00	10	53%	2	11%	2	11%	1	5%	0	0%	4	21%	0	0%	0.74
28	5	4.66	3.37	4	3.14	4	3.59	4	4.03	1	20%	3	60%	0	0%	0	0%	1	20%	0	0%	0	0%	0.80
29	10	4.37	3.76	9	3.75	9	3.57	9	3.92	5	50%	3	30%	0	0%	2	20%	0	0%	0	0%	0	0%	0.80
30	7	4.61	3.67	7	3.88	6	3.82	6	4.18	1	14%	5	71%	0	0%	1	14%	0	0%	0	0%	0	0%	0.86

TABLE 4 (Cont.)
Summary of Community College Transfer Student Progress by Institution of Last Attendance
University of Illinois at Urbana-Champaign
Fall, 1984 Group

Conf. Inst. Code (1)	No. Fall 1984 Trans. (2)	Pre-Trans. GPA (3)	Mean 1st Term GPA (4)	No. Re-enrolled & Mean GPA: 2nd Term No. (5)	2nd Term Mean GPA (6)	3rd Term No. (7)	3rd Term Mean GPA (8)	4th Term No. (9)	4th Term Mean GPA (10)	Academic Status After Four Terms: Grad. No. (11)	Grad. % (12)	Clear No. (13)	Clear % (14)	Pro. No. (15)	Pro. % (16)	Dropped No. (17)	Dropped % (18)	Withdrawn No. (19)	Withdrawn % (20)	Left Clear No. (21)	Left Clear % (22)	Left Pro. No. (23)	Left Pro. % (24)	Retention** Ratio (25)
31*	8	4.59	3.98	5	3.82	5	4.00	5	4.17	3	50%	2	33%	0	0%	0	0%	1	17%	0	0%	0	0%	0.83
32	70	4.39	3.89	65	3.83	59	3.77	59	3.91	30	43%	28	40%	2	3%	4	6%	2	3%	3	4%	1	1%	0.86
33	21	4.38	3.89	20	3.81	21	4.22	21	4.25	10	48%	11	52%	0	0%	0	0%	0	0%	0	0%	0	0%	1.00
34	40	4.15	3.80	37	3.73	34	3.89	32	4.06	18	45%	11	28%	2	5%	2	5%	1	3%	1	3%	5	13%	0.78
35	14	4.39	3.87	14	3.98	13	3.88	13	4.02	7	50%	5	36%	0	0%	1	7%	0	0%	1	7%	0	0%	0.86
36	8	4.28	4.12	8	4.17	8	3.97	8	3.90	4	50%	4	50%	0	0%	0	0%	0	0%	0	0%	0	0%	1.00
37	25	4.37	3.92	24	3.83	23	4.01	23	4.01	8	32%	13	52%	2	8%	0	0%	0	0%	1	4%	1	4%	0.92
38	8	4.17	3.85	7	3.65	7	3.54	7	3.89	2	25%	5	63%	0	0%	1	13%	0	0%	0	0%	0	0%	0.88
39	12	4.47	4.03	11	3.72	10	3.89	10	4.21	7	58%	2	17%	1	8%	1	8%	1	8%	0	0%	0	0%	0.83
40	9	4.18	3.46	9	3.71	9	3.31	8	3.79	6	67%	2	22%	0	0%	0	0%	0	0%	0	0%	1	11%	0.89
41	5	4.34	3.80	5	3.43	4	3.82	4	4.05	1	20%	3	80%	0	0%	1	20%	0	0%	0	0%	0	0%	0.80
42	16	4.31	3.49	16	3.51	13	4.03	12	4.18	8	38%	8	38%	0	0%	3	19%	0	0%	1	6%	0	0%	0.75
43	15	4.32	3.94	14	4.11	12	3.99	12	3.93	2	13%	9	60%	0	0%	2	13%	1	7%	1	7%	0	0%	0.73
2-Yr. Trans.	835	4.28	3.87	777	3.75	720	3.85	698	3.93	319	38%	322	39%	43	5%	65	8%	28	3%	36	4%	24	3%	0.82
4-Yr. Trans.	540	4.20	3.88	499	3.97	458	3.99	435	4.04	208	39%	216	40%	24	4%	19	4%	21	4%	42	8%	10	2%	0.83
All Cont. Jrs.	4588	3.98	3.98	4461	4.02	4320	4.04	4211	4.05	2851	58%	1382	30%	183	4%	NA	—	NA	—	NA	—	NA	—	0.91

*Community colleges with fewer than five transfers in the group.
**Retention Ratio: The proportion of Fall, 1984 transfers which has graduated or completed the term on clear or probationary status.
NA-Cumulative figures not available. Dropped, withdrawn, left on clear, and left on probation figures total 10% of Fall, 1984 transfers.

Columns 5 through 10 report the number of students re-enrolled and the mean UIUC GPA for each of the three remaining terms being studied. Columns 11 through 24 report academic status after four terms, while Column 25 reports retention ratios for the coded community colleges, four-year transfer group, and the continuing junior group.

Comparison of pre-transfer and first term GPA shows that fourty-one of the fourty-three coded institutional groups experienced a drop of at least .20 in GPA, with five institutional groups (Codes 04, 06, 12, 23,and 26) having a decrease which exceeded one letter grade. Twenty-nine of the fourty-three institutional groups achieved a mean second term GPA higher than their mean first term GPA, twenty-five of the fourty-three groups exceeded their mean second term GPA the third term, and twenty-seven of the fourty-three groups exceeded or equalled their third term GPA the fourth term. Comparisons of pre-transfer and fourth term GPA's show that one community college group (Code 22) achieved a fourth term GPA higher than their mean pre-transfer GPA's (for the original entering groups); the remaining fourty-two community college groups did not achieve UIUC GPA's as high as the mean pre-transfer GPA for the 1984 fall transfers from that community college.

It is clear from these data that even though some recovery in grade point average is noted in the second, third, and fourth terms, considerable variance still exists in the achievement after transfer among groups from different community colleges. There is no evidence presented in this study which explains the source of observed institutional differences or differences which may exist between students who enter the various curricula. However, previous studies of transfer students from community colleges demonstrate the variance in the academic abilities of the students transferring from individual

community colleges and this may account for some of the differences among group achievement.

After the fourth term, eight of fourty-three community college groups had graduated 50 percent or more of their students. Column 18 shows that four community college groups had a disproportionately high percentage (greater than 20%) of students dropped.

The retention rates for each of the community colleges with five or more transfers are presented in Column 25 of Table 4. Twenty-five of fourty-three community college institutions show retention rates of .80 or above after four terms. Fifteen community college groups have retention rates between .60 and .79. Three community college groups (Codes 02, 04 and 17) had a retention rate of less than .60.

Table 5 presents an analysis of the relationship between the drop in mean first term GPA and the retention ratio for the fourty-three community college groups. A correlation of -.46 was found between the institutional drop in first term GPA and the retention ratio for all students from that community college. As in most previous years, this was found to be a significant ($p = 99$) correlation. It is estimated that approximately 21 percent of the variance in retention ratios among the fourty-three community college groups can be accounted for by the variance in mean drop in first term GPA at UIUC. Thus, the mean drop in institutional GPA's was found to be a significant factor in influencing institutional retention ratios in this and in earlier studies.

Trends in Achievement and Retention

A review of the trend in retention and academic achievement at UIUC since 1974 reveals some gradual changes in relation to transfer students at UIUC. Table 6 reports trends in community college transfer student performance at

TABLE 5

Relationship of Drop in Mean First Term GPA and Retention Ratio
University of Illinois at Urbana-Champaign -- Fall, 1984 Group

Conf. Inst. Code (1)	Number of Transfers (2)	Mean Drop in Inst. GPA (X) (3)	Retention Ratio (Y) (4)
01*	9	0.85	0.67
02	17	0.62	0.59
03	11	0.71	1.00
04	5	1.27	0.40
05	9	0.49	0.89
06	8	1.11	0.75
07	6	0.64	1.00
08	5	0.74	0.60
09	26	0.91	0.77
10	11	1.00	0.64
11	29	0.70	0.86
12	6	1.51	0.67
13	26	0.43	0.92
14	21	0.56	0.76
15	13	0.72	0.85
16	6	0.77	1.00
17	10	0.47	0.50
18	16	0.49	0.88
19	22	0.81	0.77
20	39	0.29	0.97
21	157	0.65	0.76
22	7	0.05	0.86
23	44	0.54	0.91
24	19	0.85	0.79
25	7	0.78	0.71
26	16	0.62	1.00
27	19	0.73	0.74
28	5	1.29	0.80
29	10	0.61	0.80
30	7	0.94	0.86
31	6	0.63	0.83
32	70	0.50	0.86
33	21	0.49	1.00
34	40	0.55	0.78
35	14	0.52	0.86
36	8	0.14	1.00
37	25	0.45	0.92
38	8	0.52	0.88
39	12	0.44	0.83
40	9	0.70	0.89
41	5	0.54	0.80
42	16	0.82	0.75
43	15	0.38	0.73
Total 2-Yr. Trans.	835	0.62	0.81

$S.D._X = 0.27$ $S.D._Y = 0.13$ $r = -0.46$ $r^2 = 0.21$

slope = -0.22 intercept = 0.95 $Y = -.22 X + 0.95$

*Community colleges with fewer than five transfers in the group.

TABLE 6

Trends in Community College Transfer Student Performance

University of Illinois at Urbana-Champaign

1974 through 1984

Variable (1)	1974 (2)	1975 (3)	1976 (4)	1977 (5)	1978 (6)	1979 (7)	1980 (8)	1981 (9)	1982 (10)	1984 (11)
Number of Transfers	838	718	678	768	702	766	610	598	762	835
Pre-Transfer GPA	4.16	4.19	4.22	4.22	4.26	4.26	4.29	4.30	4.28	4.28
Mean 1st Term GPA	3.54	3.59	3.63	3.60	3.68	3.66	3.67	3.73	3.70	3.67
Drop in 1st Term GPA	0.62	0.60	0.59	0.62	0.58	0.60	0.62	0.57	0.58	0.61
Mean 2nd Term GPA	3.83	3.77	3.78	3.77	3.80	3.83	3.80	3.83	3.78	3.75
Mean 3rd Term GPA	3.88	3.88	3.88	3.85	3.92	3.86	3.95	3.95	3.89	3.85
Mean 4th Term GPA	3.93	3.97	3.98	3.96	4.02	4.00	4.03	3.96	3.99	3.93
Retention Ratio One Year After Transfer	0.72	0.81	0.80	0.80	0.82	0.84	0.81	0.83	0.83	0.86
Retention Ratio Two Years After Transfer	0.69	0.73	0.70	0.70	0.73	0.76	0.79	0.75	0.75	0.82
Graduation Ratio Two Years After Transfer	0.40	0.42	0.40	0.36	0.35	0.35	0.43	0.41	0.38	0.38

UIUC. The numbers of community college transfers to UIUC have decreased from 838 transfers in 1974 to 598 in 1981, with 762 enrolled for fall, 1982 and increased back up to 835 for 1984. Generally, there have been slight increases in mean pre-transfer GPA for community college transfers to UIUC up to 1981, leveling off during 1982 and 1984. These increases have been accompanied by very modest increases in mean first term GPA, although for 1984 the mean first term GPA dropped .03. Retention rates one year and two years after transfer have remained in the 80th and 70th percent range, respectively, since 1974, while the graduation rate for the community college group which has decreased from 43 percent in 1980 to 38 percent in 1982 and 1984. It seems that the quality of community college transfer students, as measured by pre-transfer GPA and retention rate, stabilized at UIUC about 1975, while graduation rates two years after transfer have declined from a high of 42 percent in 1975 to 39 percent in 1984.

Table 7 reports trends in four-year college transfer student progress at UIUC. The enrollment trends of four-year college transfers resemble those of community college transfers, with the exception that beginning in 1975 the decrease in numbers of four-year transfers has been pronounced. The numbers have dropped to approximately 450, but increased to 574 in 1982 and then dropped again to 540 in 1984. Pre-transfer GPA's for four-year transfers have increased steadily since 1972 to 4.22 in 1980, declined in 1981 (4.20) and 1982 (4.17) then increased back to 4.20 in 1984, while mean first term GPA's have not fluctuated a great deal. Retention ratios one year after transfer are approximately .86, which is slightly higher than the .81 for community college transfers. Retention two years after transfer varies between .67 and .84, and is slightly greater than the community college figure.

TAPLE 7

Trends in Four-Year College Transfer Student Performance

University of Illinois at Urbana-Champaign

1974 through 1984

Variable (1)	1974 (2)	1975 (3)	1976 (4)	1977 (5)	1978 (6)	1979 (7)	1980 (8)	1981 (9)	1982 (10)	1984 (11)
Number of Transfers	1008	624	505	676	587	626	473	463	574	540
Pre-Transfer GPA	4.08	4.13	4.16	4.17	4.18	4.18	4.22	4.20	4.17	4.20
Mean 1st Term GPA	3.84	3.89	3.93	3.89	3.93	3.85	3.96	3.92	3.89	3.88
Drop in 1st Term GPA	0.24	0.24	0.23	0.28	0.25	0.33	0.26	0.28	0.28	0.32
Mean 2nd Term GPA	4.01	4.03	4.00	3.97	4.00	3.95	4.03	4.00	3.91	3.97
Mean 3rd Term GPA	4.04	4.06	4.09	3.99	4.06	4.01	4.06	4.04	3.99	3.99
Mean 4th Term GPA	4.06	4.07	4.09	4.07	4.06	4.06	4.12	4.09	4.05	4.04
Retention Ratio One Year After Transfer	0.75	0.87	0.85	0.85	0.89	0.87	0.88	0.88	0.86	0.89
Retention Ratio Two Years After Transfer	0.67	0.75	0.79	0.77	0.80	0.77	0.84	0.78	0.80	0.83
Graduation Ratio Two Years After Transfer	0.38	0.40	0.45	0.36	0.40	0.32	0.46	0.41	0.45	0.39

Graduation rates for the four-year college transfers two years after transfer range from 36 percent to 46 percent, stabilized above 40 percent for the years 1980 through 1982, but in 1984 have dropped to 38 percent. In general, graduation rates for four-year college transfers do not differ greatly from the graduation rates for community college transfers, even though the GPA's are somewhat higher. Graduation rates for the native group four semesters after entering UIUC remained constant at approximately 70 percent.

III. SUMMARY, DISCUSSION, AND INTERPRETATION OF FINDINGS

Summary of Findings

1. The community college transfer group entered UIUC with a pre-transfer GPA of 4.28, which is slightly higher than the pre-transfer GPA (4.20) of the four-year college transfer group and the previous GPA for the UIUC native group (3.98).

2. Community college transfers achieved first term UIUC grade point averages .61 below their pre-transfer GPA, while four-year transfers dropped .32; the natives achieved an average GPA equal (3.98) to their previous achievement.

3. Neither community college transfers nor four-year transfers to UIUC equalled or exceeded their mean pre-transfer grade point average during the four terms included in this study. The native juniors, however, achieved UIUC grade point averages which, for three of the four terms, did exceed that group's GPA at the point of implementation of this study.

4. Eighty-six percent of the community college and 85 percent of the four-year college groups completed the first year after transfer and

re-enrolled for the second year of the study, while 94 percent of the native group re-enrolled for the next year.

5. Eighty-two percent of the community college transfers and 83 percent of the four-year college transfers were graduated or retained after two years, while the comparable figure for the native students was 91 percent. Thirty-eight percent of the community college transfers and 39 percent of the four-year college transfers graduated during the two years of the study; approximately six out of ten (58%) of the natives in the fall, 1982 group graduated during the same period.

7. Approximately 11 percent of the community college transfer group and 6 percent of the four-year transfer group left UIUC for academic reasons.

8. Eight percent of the community college transfers and 4 percent of the four-year college transfers were dropped and did not re-enter UIUC.

9. Four percent of the community college transfers and 8 percent of the four-year college transfers left on clear status and did not re-enroll at UIUC.

10. Two percent of the four-year transfers and 3 percent of the community college transfers left on probation and did not re-enroll.

11. Community college transfers achieved a lower mean UIUC GPA in a majority of the twelve subject areas studied than did the four-year transfers or the native group. The performance of the four-year transfer group more closely resembled that of the continuing natives than that of the community college group in the various subject areas.

12. Community college transfers consistently achieved below four-year transfers and natives in all the subject areas except English and humanities, math and computer science and human resources.

13. There has been a steady increase in pre-transfer GPA from 4.16 in 1974 to 4.28 in 1982 for community college transfers. There has also been an increase in first term UIUC GPA for this same group from 3.54 in 1974 to 3.67 in 1984.

14. Retention ratios two years after transfer for the community college group have ranged from a low of .69 in 1974 to a high of .82 in 1984. The comparable figures for four-year college transfers have varied from .67 in 1974 to .84 in 1980, but have consistently been higher than for the two-year college group.

15. The graduation rates of 38 percent for community college and four-year college transfers are slightly lower than the graduation rates for the previous two or three years. Graduation rates for the natives included in this study remain constant at approximately .58 two years after achieving 60-90 semester hours.

Discussion and Interpretation of Findings

The findings presented in this study indicate that community college transfers and four-year college transfers do not achieve as well after transfer to UIUC as they did before transfer, while continuing juniors achieved higher GPA's than they had achieved prior to selection for this study. This is not a new finding; previous studies at both UIUC and UIC, along with national studies, have duplicated this finding. This study, then, presents data which conflicts with the statewide report by Lach,[64] and supports previous studies of transfer students to the two campuses of the University of Illinois.

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[64] Lach, Statewide Follow-up Study, September, 1978.

Retention, including graduation and continuing on clear or probation, was lower for community college transfers (.82) and for four-year college transfers (.83) than for continuing juniors (.90). Graduation rates for community college transfers (38%) were slightly lower than four-year college transfers (39%), while 58 percent of the continuing juniors were graduated. These data support the assumption that transfer students do not achieve as well after transfer to UIUC as continuing juniors who entered as beginning freshmen and had completed 60-90 hours before being selected for this study.

The findings and implications presented in this study need to be interpreted in the context of the environment in which the research was conducted and evaluated and in relation to the differential purposes of the types of institutions represented by students in the study. One purpose of community colleges is to prepare baccalaureate-oriented students for transfer to four-year colleges and universities for successful completion of bachelor's degrees. Community colleges are "open access" institutions mandated to admit all students who are minimally qualified to complete one of their programs. This means that community colleges enroll students in baccalaureate-oriented courses and programs who are high academic achievers, as well as students with average and below average academic achievement with lower probability of achieving success in a transfer program. It is from this population that community college transfers apply and are selected for admission to UIUC in competition with transfers from four-year colleges and universities.

The major purposes of the undergraduate colleges at the University of Illinois are to provide the general education, technical and professional knowledge, and skills to educate individuals to fill leadership roles in society at the bachelor's degree level and to prepare students for admission to

and successful completion of graduate and professional programs. The University of Illinois at Urbana-Champaign generally admits the "best qualified" beginning freshmen and transfers in each of its colleges and curricula for each admission period. Data for the present and recent beginning freshman classes show that the average beginning freshman student graduated at approximately the 89th percentile of his or her high school graduating class and achieved an ACT composite score of approximately 26.35,[65] which makes the native student population a very highly qualified group when compared with the population of community college students enrolled in baccalaureate-oriented programs. The four-year colleges and universities from which the University of Illinois receives transfer students have divergent purposes, but it is known that the transfers from those institutions to UIUC have high school ranks and college entrance scores very similar to the scores of native students.[66]

The community colleges provide an opportunity for many students to enter UIUC's undergraduate programs as transfer students who would not have been admitted under the more competitive beginning freshman requirements. The community colleges provide access or opportunity for many students to obtain admission and complete bachelor's degree programs which would not have been open to them when they graduated from high school. More than 82 percent of these students are successful at UIUC as measured by retention for four terms after transfer. The "success rate" is about one percent more for transfers from four-year colleges and approximately 10 percent more for native juniors who have already successfully completed two years at UIUC and, in general, were higher achievers in high school as measured by ACT composite and high school percentile rank.

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[65] Langston, Ira W. IV, "The University of Illinois at Urbana-Champaign Freshman Class Profile, Fall, 1986." Champaign: University Office of School and College Relations, University of Illinois, Research Memorandum 87-2, January, 1987, p. 1.

[66] Wermers, Research Memorandum [illegible]-5, p. 21.

IV. POLICY CONSIDERATIONS

The findings of this study show an improvement in the quality of both community college transfers and four-year college transfers in 1984 compared to recent years, as measured by pre-transfer GPA, first term GPA, retention, and graduation rates. In general, these data support the conclusion that the current transfer admission policies and admission criteria and standards at UIUC are effective in the selection and admission of transfer students who are relatively successful in achieving their educational goals in comparison with the native juniors.

Even though the above conclusion is supported, there remain some problems which warrant further study and analysis regarding future policy considerations. For example, community college transfers continue to experience a drop of approximately .61 (1982 drop was .58) in grade point average when they transfer to UIUC; they recover only about one-third (.23) of this drop by the end of the second year after transfer. The four-year college transfers experience less than one-half as much transfer shock (-.32), and they recover and achieve only about .16 below their pre-transfer GPA level. This is, therefore, of much less concern. However, both groups achieve approximately at the "B" level during the fourth term after transfer, which is indicative of their improved level of performance at UIUC.

It is clear from this study and others that community college transfers have more problems with scholarship and achievement after transfer than four-year college transfers. Eight percent, or one out of every twelve community college transfers, were ultimately dropped for academic reasons and never re-enrolled at UIUC. An additional 3 percent of students left on probation, which implies academic problems. In total, one in nine community

college transfers left the University and did not return because of academic difficulty. The comparable figure for four-year college transfers is 6 percent (or one in seventeen). The major policy consideration is how the University might attempt to reduce the relatively high number of community college transfers who are dropped after entering UIUC with "good" community college records but are achieving below 3.0 GPA's at UIUC.

Another concern is the relatively low achievement of community college transfers in biological sciences, physical sciences, and social sciences at UIUC. It is possible that further study and analysis of the students who are dropped would reveal that lack of success in required biology, chemistry, and physics courses is the greatest source of academic difficulty for community college students, especially those in the physical and natural sciences. If this proves to be the case, it may be appropriate to ask students to present evidence of minimum competency on a placement examination after admission and before enrollment so that these advanced transfer students can select courses at the appropriate level.

In conclusion, it is clear that UIUC has a successful transfer admission program. The findings and conclusions of this study suggest only that the system may need further refining in order to improve its effectiveness in selecting the best qualified transfer students available.

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APPENDIX A

Fall, 1984 Grade Point Average and Academic Status of Community College Transfers by Institution of Last Attendance
University of Illinois at Urbana-Champaign
Fall, 1984 Group

Conf. Inst. Code [1]	No. Fall 1984 Trans. [2]	Mean Trans. GPA [3]	Mean 1st Term GPA [4]	Change in Mean GPA [5]	Academic Status [1]										2 Retention Ratio [16]
					Grad.		Clear		Pro.		Dropped		Withdrawn		
					No. [6]	% [7]	No. [8]	% [9]	No. [10]	% [11]	No. [12]	% [13]	No. [14]	% [15]	
01*	9	4.44	3.59	-0.85	0	0%	7	78%	0	0%	1	11%	1	11%	0.78
02	17	4.02	3.40	-0.62	0	0%	9	53%	6	35%	0	0%	2	12%	0.88
03	11	4.39	3.68	-0.71	0	0%	9	82%	2	18%	0	0%	0	0%	1.00
04	5	4.41	3.14	-1.27	0	0%	4	80%	1	20%	0	0%	0	0%	1.00
05	9	4.58	4.09	-0.49	0	0%	9	100%	0	0%	0	0%	0	0%	1.00
06	8	4.37	3.26	-1.11	0	0%	6	75%	2	25%	0	0%	0	0%	1.00
07	6	4.25	3.61	-0.64	0	0%	4	67%	2	33%	0	0%	0	0%	1.00
08	5	4.22	3.48	-0.74	0	0%	4	80%	0	0%	1	20%	0	0%	0.80
09	26	4.40	3.49	-0.91	0	0%	17	65%	7	27%	2	8%	0	0%	0.92
10	11	3.95	2.95	-1.00	0	0%	6	55%	5	45%	0	0%	0	0%	1.00
11	29	4.40	3.70	-0.70	0	0%	26	90%	2	7%	0	0%	1	3%	0.97
12	6	4.53	3.02	-1.51	0	0%	2	33%	3	50%	0	0%	1	17%	0.83
13	26	4.26	3.83	-0.43	0	0%	20	77%	6	23%	0	0%	0	0%	1.00
14	21	4.31	3.75	-0.56	0	0%	17	81%	3	14%	0	0%	1	5%	0.95
15	13	4.34	3.62	-0.72	0	0%	8	62%	4	31%	0	0%	1	8%	0.92
16	6	4.45	3.68	-0.77	0	0%	5	83%	1	17%	0	0%	0	0%	1.00
17	10	4.03	3.56	-0.47	0	0%	6	60%	1	10%	1	10%	2	20%	0.70
18	16	4.21	3.72	-0.49	0	0%	12	75%	4	25%	0	0%	0	0%	1.00
19	22	4.33	3.52	-0.81	0	0%	16	73%	5	23%	0	0%	1	5%	0.95
20	39	4.33	4.04	-0.29	0	0%	36	92%	3	8%	0	0%	0	0%	1.00
21	157	4.18	3.53	-0.65	0	0%	106	68%	34	22%	10	6%	7	4%	0.89
22	7	3.90	3.85	-0.05	0	0%	6	86%	0	0%	1	14%	0	0%	0.86
23	44	4.18	3.64	-0.54	0	0%	34	77%	9	20%	0	0%	1	2%	0.98
24	19	4.24	3.39	-0.85	0	0%	13	68%	6	32%	0	0%	0	0%	1.00
25	7	4.45	3.67	-0.78	0	0%	7	100%	0	0%	0	0%	0	0%	1.00
26	16	4.18	3.56	-0.62	0	0%	12	75%	4	25%	0	0%	0	0%	1.00
27	19	4.59	3.86	-0.73	0	0%	17	89%	1	5%	0	0%	1	5%	0.95
28	5	4.66	3.37	-1.29	0	0%	3	60%	1	20%	0	0%	1	20%	0.80
29	10	4.37	3.76	-0.61	0	0%	9	90%	0	0%	1	10%	0	0%	0.90
30	7	4.61	3.67	-0.94	0	0%	6	86%	1	14%	0	0%	0	0%	1.00
31	6	4.59	3.96	-0.63	0	0%	5	83%	0	0%	0	0%	1	17%	0.83
32	70	4.39	3.89	-0.50	0	0%	62	89%	6	9%	1	1%	1	1%	0.97
33	21	4.38	3.89	-0.49	0	0%	20	95%	1	5%	0	0%	0	0%	1.00
34	40	4.15	3.60	-0.55	0	0%	30	75%	9	23%	0	0%	1	3%	0.98
35	14	4.39	3.87	-0.52	0	0%	14	100%	0	0%	0	0%	0	0%	1.00
36	8	4.26	4.12	-0.14	0	0%	8	100%	0	0%	0	0%	0	0%	1.00
37	25	4.37	3.92	-0.45	0	0%	23	92%	2	8%	0	0%	0	0%	1.00
38	8	4.17	3.65	-0.52	0	0%	6	75%	1	13%	1	13%	0	0%	0.88
39	12	4.47	4.03	-0.44	0	0%	8	67%	3	25%	0	0%	1	8%	0.92
40	9	4.16	3.46	-0.70	0	0%	7	78%	2	22%	0	0%	0	0%	1.00
41	5	4.34	3.80	-0.54	0	0%	3	60%	1	20%	0	0%	1	20%	0.80
42	16	4.31	3.49	-0.82	0	0%	12	75%	3	19%	1	6%	0	0%	0.94
43	15	4.32	3.94	-0.38	0	0%	14	93%	0	0%	0	0%	1	7%	0.93

APPENDIX A [con.]

Fall, 1984 Grade Point Average and Academic Status of Community College Transfers by Institution of Last Attendance

University of Illinois at Urbana-Champaign

Fall, 1984 Group

Conf. Inst. Code [1]	No. Fall 1984 Trans. [2]	Mean Trans. GPA [3]	Mean 1st Term GPA [4]	Change in Mean GPA [5]	Academic Status [1] Grad. No. [6]	Grad. % [7]	Clear No. [8]	Clear % [9]	Pro. No. [10]	Pro. % [11]	Dropped No. [12]	Dropped % [13]	Withdrawn No. [14]	Withdrawn % [15]	2 Retention Ratio [16]
2-Yr. Trans.	835	4.28	3.67	-0.61	0	0%	648	78%	141	17%	20	2%	26	3%	0.94
4-Yr. Trans.	540	4.20	3.88	-0.32	1	**0%	463	86%	55	10%	6	1%	15	3%	0.96
Cont. Jrs.	4588	3.98	3.98	0.00	0	0%	4196	91%	301	7%	54	1%	37	1%	0.98

1-Percents based on number of transfer students enrolled in 1984 Fall term (Col. 2).

2-Retention Ratio: The proportion of total Fall, 1984 transfers which has graduated or completed the 1st term on clear or probationary status.

*Community colleges with fewer than five transfers in the group. **0% includes 0-.99%.

APPENDIX B

Spring, 1985 Grade Point Average and Academic Status of Community College Tranefers by Institution of Last Attendance
Univereity of Illinois at Urbana-Champaign
Fall, 1984 Group

Conf. Inst. Code (1)	No. Fall 1984 Trans. (2)	No. Re-enrolled Spring 1985 (3)	Mean Trans. GPA (4)	Mean 2nd Term GPA (5)	Change in Mean GPA (6)	Incr. in Mean GPA Over 1st (7)	Acedemic Status (1)										2 Reten-tion Ratio (18)
							Grad.		Clear		Pro.		Dropped		With-drawn		
							No. (8)	% (9)	No. (10)	% (11)	No. (12)	% (13)	No. (14)	% (15)	No. (16)	% (17)	
01*	9	7	4.63	3.92	-0.71	0.33	0	0%	6	86%	1	14%	0	0%	0	0%	0.78
02	17	13	4.00	3.64	-0.36	0.24	0	0%	10	77%	1	8%	1	8%	1	8%	0.65
03	11	11	4.40	3.78	-0.62	0.10	0	0%	10	91%	1	9%	0	0%	0	0%	1.00
04	5	4	4.52	3.06	-1.46	-0.08	0	0%	3	75%	1	25%	0	0%	0	0%	0.80
05	9	9	4.59	4.15	-0.44	0.06	1	11%	8	89%	0	0%	0	0%	0	0%	1.00
06	8	8	4.36	3.08	-1.28	-0.18	0	0%	7	88%	0	0%	1	13%	0	0%	0.88
07	6	6	4.22	3.79	-0.43	0.18	0	0%	6	100%	0	0%	0	0%	0	0%	1.00
08	5	4	4.25	3.45	-0.80	-0.03	0	0%	4	100%	0	0%	0	0%	0	0%	0.80
09	26	24	4.39	3.80	-0.59	0.31	0	0%	18	75%	3	13%	3	13%	0	0%	0.81
10	11	10	3.90	3.28	-0.62	0.33	0	0%	7	70%	0	0%	3	30%	0	0%	0.64
11	29	26	4.43	3.92	-0.51	0.22	0	0%	23	88%	3	12%	0	0%	0	0%	0.90
12	6	5	4.49	3.57	-0.92	0.55	0	0%	4	80%	0	0%	0	0%	1	20%	0.67
13	26	25	4.28	4.07	-0.21	0.24	0	0%	22	88%	1	4%	2	8%	0	0%	0.88
14	21	21	4.26	3.50	-0.76	-0.25	0	0%	14	67%	5	24%	2	10%	0	0%	0.90
15	13	13	4.33	3.60	-0.73	-0.02	0	0%	9	69%	2	15%	2	15%	0	0%	0.85
16	6	6	4.38	3.54	-0.84	-0.14	0	0%	5	83%	0	0%	0	0%	1	17%	0.83
17	10	9	4.01	3.80	-0.21	0.24	0	0%	7	78%	2	22%	0	0%	0	0%	0.90
18	16	16	4.22	3.91	-0.31	0.19	0	0%	14	88%	0	0%	2	13%	0	0%	0.88
19	22	20	4.33	3.90	-0.43	0.38	0	0%	17	85%	2	10%	1	5%	0	0%	0.86
20	39	39	4.32	3.98	-0.34	-0.06	0	0%	35	90%	2	5%	2	5%	0	0%	0.95
21	157	140	4.18	3.66	-0.52	0.13	3	2%	96	69%	29	21%	8	6%	4	3%	0.82
22	7	7	3.92	3.94	0.02	0.09	0	0%	6	86%	0	0%	1	14%	0	0%	0.86
23	44	42	4.17	3.65	-0.52	0.01	0	0%	34	81%	7	17%	1	2%	0	0%	0.93
24	19	19	4.25	3.39	-0.86	0.00	0	0%	11	58%	6	32%	1	5%	1	5%	0.89
25	7	7	4.44	3.69	-0.75	0.02	0	0%	6	86%	1	14%	0	0%	0	0%	1.00
26	16	16	4.18	3.66	-0.52	0.10	0	0%	11	69%	4	25%	1	6%	0	0%	0.94
27	19	15	4.58	3.83	-0.75	-0.03	0	0%	14	93%	0	0%	1	7%	0	0%	0.74
28	5	4	4.63	3.14	-1.49	-0.23	0	0%	3	75%	1	25%	0	0%	0	0%	0.80
29	10	9	4.33	3.75	-0.58	-0.01	0	0%	8	89%	0	0%	0	0%	1	11%	0.80
30	7	7	4.56	3.88	-0.68	0.21	0	0%	6	86%	0	0%	1	14%	0	0%	0.86
31	6	5	4.58	3.82	-0.76	-0.14	0	0%	5	100%	0	0%	0	0%	0	0%	0.83
32	70	65	4.40	3.83	-0.57	-0.06	2	3%	57	88%	3	5%	2	3%	1	2%	0.89
33	21	20	4.42	3.81	-0.61	-0.08	0	0%	18	90%	2	10%	0	0%	0	0%	0.95
34	40	37	4.15	3.73	-0.42	0.13	0	0%	32	86%	2	5%	3	8%	0	0%	0.85
35	14	14	4.37	3.99	-0.38	0.12	0	0%	13	93%	1	7%	0	0%	0	0%	1.00
36	8	8	4.27	4.17	-0.10	0.05	0	0%	8	100%	0	0%	0	0%	0	0%	1.00
37	25	24	4.36	3.83	-0.53	-0.09	0	0%	20	83%	3	13%	1	4%	0	0%	0.92
38	8	7	4.23	3.65	-0.58	0.00	0	0%	6	86%	1	14%	0	0%	0	0%	0.88
39	12	11	4.47	3.72	-0.75	-0.31	0	0%	7	64%	2	18%	2	18%	0	0%	0.75
40	9	9	4.18	3.71	-0.47	0.25	0	0%	8	89%	1	11%	0	0%	0	0%	1.00
41	5	5	4.32	3.43	-0.89	-0.37	0	0%	3	60%	1	20%	1	20%	0	0%	0.80
42	16	16	4.26	3.51	-0.75	0.02	0	0%	11	69%	2	13%	3	19%	0	0%	0.81
43	15	14	4.33	4.11	-0.22	0.17	1	7%	12	86%	1	7%	0	0%	0	0%	0.93

APPENDIX B (con.)

Spring, 1985 Grade Point Average and Academic Status of Community College Transfers by Institution of Last Attendance
University of Illinois at Urbana-Champaign
Fall, 1984 Group

Conf. Inst. Code (1)	No. Fall 1984 Trans. (2)	No. Re-enrolled Spring 1985 (3)	Mean Trans. GPA (4)	Mean 2nd Term GPA (5)	Change in Mean GPA (6)	Incr. in Mean GPA Over 1st (7)	Academic Status (1)										2 Retention Ratio (18)
							Grad.		Clear		Pro.		Dropped		With-drawn		
							No. (8)	% (9)	No. (10)	% (11)	No. (12)	% (13)	No. (14)	% (15)	No. (16)	% (17)	
2-Yr. Trans.	835	777	4.29	3.75	-0.54	0.08	7	1%	624	80%	91	12%	45	6%	10	1%	0.86
4-Yr. Trans.	540	499	4.20	3.97	-0.23	0.09	6	1%	433	87%	39	3%	15	3%	6	1%	0.89
Cont. Jrs.	4588	4461	3.98	4.02	0.04	0.04	6	**0%	4097	92%	289	6%	61	1%	28	1%	0.95

1-Percents based on number of transfer students enrolled in 1985 Spring term (Col. 3).

2-Retention Ratio: The proportion of total Spring, 1984 transfers which has graduated or completed the 2nd term on clear or probationary status.

*Community colleges with fewer than five transfers in the group. **0% includes 0-.99%.

APPENDIX C

Fall, 1985 Grade Point Average and Academic Status of Community College Transfers by Institution of Last Attendence
University of Illinois at Urbana-Champaign
Fall, 1984 Group

Conf. Inst. Code (1)	No. Fall 1984 Trans. (2)	No. Re-enrolled Fall 1985 (3)	Mean Trans. GPA (4)	Mean 3rd Term GPA (5)	Change in Mean GPA (6)	Incr. in Mean GPA Over 2nd (7)	Acedemic Status (1) Grad. No. (8)	Grad. % (9)	Clear No. (10)	Clear % (11)	Pro. No. (12)	Pro. % (13)	Dropped No. (14)	Dropped % (15)	Withdrawn No. (16)	Withdrawn % (17)	2 Retention Ratio (18)
01*	9	7	4.62	3.84	-0.78	-0.08	0	0%	6	86%	0	0%	1	14%	0	0%	0.67
02	17	12	3.92	3.08	-0.84	-0.56	0	0%	9	75%	2	17%	1	8%	0	0%	0.65
03	11	11	4.40	4.10	-0.30	0.32	0	0%	11	100%	0	0%	0	0%	0	0%	1.00
04	5	4	4.50	2.97	-1.53	-0.09	0	0%	2	50%	2	50%	0	0%	0	0%	0.80
05	9	8	4.59	4.25	-0.34	0.10	0	0%	7	88%	1	13%	0	0%	0	0%	1.00
06	8	7	4.37	3.52	-0.85	0.44	0	0%	6	86%	0	0%	0	0%	1	14%	0.75
07	6	6	4.22	3.52	-0.70	-0.27	0	0%	5	83%	1	17%	0	0%	0	0%	1.00
08	5	4	4.28	3.64	-0.62	0.19	0	0%	4	100%	0	0%	0	0%	0	0%	0.80
09	26	21	4.40	3.89	-0.51	0.09	1	5%	16	78%	3	14%	1	5%	0	0%	0.77
10	11	8	3.87	3.86	-0.01	0.58	0	0%	7	88%	0	0%	1	13%	0	0%	0.64
11	29	25	4.44	4.05	-0.39	0.13	1	4%	23	92%	0	0%	0	0%	1	4%	0.83
12	6	5	4.49	3.76	-0.73	0.19	0	0%	4	80%	1	20%	0	0%	0	0%	0.83
13	26	24	4.31	3.97	-0.34	-0.10	0	0%	23	98%	1	4%	0	0%	0	0%	0.92
14	21	18	4.27	3.68	-0.59	0.18	0	0%	15	83%	1	6%	2	11%	0	0%	0.78
15	13	12	4.37	3.95	-0.42	0.35	0	0%	10	83%	2	17%	0	0%	0	0%	0.92
16	6	8	4.35	3.49	-0.86	-0.05	0	0%	6	100%	0	0%	0	0%	0	0%	1.00
17	10	7	3.93	3.78	-0.15	-0.02	0	0%	5	71%	1	14%	1	14%	0	0%	0.60
18	16	15	4.26	3.91	-0.35	0.00	0	0%	13	87%	1	7%	1	7%	0	0%	0.88
19	22	20	4.35	3.89	-0.46	-0.01	0	0%	17	85%	1	5%	0	0%	2	10%	0.82
20	39	38	4.34	4.19	-0.15	0.21	0	0%	37	97%	1	3%	0	0%	0	0%	0.97
21	157	125	4.22	3.75	-0.47	0.09	3	2%	96	77%	17	14%	6	5%	3	2%	0.78
22	7	6	4.01	4.29	0.28	0.35	1	17%	5	83%	0	0%	0	0%	0	0%	0.86
23	44	42	4.16	3.72	-0.44	0.07	0	0..	32	76%	8	19%	1	2%	1	2%	0.91
24	19	18	4.27	3.80	-0.47	0.41	0	0%	13	81%	2	13%	0	0%	1	6%	0.79
25	7	8	4.48	3.83	-0.65	0.14	0	0%	4	67%	1	17%	1	17%	0	0%	0.71
26	16	18	4.18	3.85	-0.33	0.19	0	0%	15	94%	0	0%	0	0%	1	6%	0.94
27	19	14	4.83	4.08	-0.55	0.25	0	0%	14	100%	0	0%	0	0%	0	0%	0.74
28	5	4	4.83	3.59	-1.04	0.45	0	0%	4	100%	0	0%	0	0%	0	0%	0.80
29	10	9	4.33	3.57	-0.76	-0.18	0	0%	7	78%	1	11%	1	11%	0	0%	0.80
30	7	8	4.58	3.82	-0.78	-0.06	0	0%	6	100%	0	0%	0	0%	0	0%	0.86
31	6	5	4.58	4.00	-0.58	0.18	0	0%	5	100%	0	0%	0	0%	0	0%	0.83
32	70	59	4.40	3.77	-0.63	-0.06	0	0%	51	86%	8	14%	0	0%	0	0%	0.87
33	21	21	4.38	4.22	-0.16	0.41	0	0%	20	95%	0	0%	0	0%	1	5%	0.95
34	40	34	4.18	3.89	-0.29	0.18	0	0%	27	79%	7	21%	0	0%	0	0%	0.85
35	14	13	4.30	3.86	-0.44	-0.13	0	0%	12	92%	1	8%	0	0%	0	0%	0.93
36	8	8	4.26	3.97	-0.29	-0.20	0	0%	8	100%	0	0%	0	0%	0	0%	1.00
37	25	23	4.37	4.01	-0.36	0.18	0	0%	20	87%	3	13%	0	0%	0	0%	0.92
38	8	7	4.23	3.54	-0.69	-0.11	0	0%	6	86%	1	14%	0	0%	0	0%	0.88
39	12	10	4.53	3.89	-0.64	0.17	0	0%	8	80%	0	0%	2	20%	0	0%	0.67
40	9	9	4.18	3.31	-0.87	-0.40	0	0%	7	78%	2	22%	0	0%	0	0%	1.00
41	5	4	4.25	3.82	-0.43	0.39	0	0%	3	75%	1	25%	0	0%	0	0%	0.80
42	16	13	4.34	4.03	-0.31	0.52	0	0%	12	92%	1	8%	0	0%	0	0%	0.81
43	15	12	4.28	3.99	-0.29	-0.12	0	0%	10	83%e	2	17%	0	0%	0	0%	0.87

APPENDIX C [con.]

Fall, 1985 Grade Point Average and Academic Status of Community College Transfers by Institution of Last Attendence
University of Illinois at Urbana-Champaign
Fall, 1984 Group

Conf. Inst. Code [1]	No. Fall 1984 Trans. [2]	No. Re-enrolled Fall 1985 [3]	Mean Trans. GPA [4]	Mean 3rd Term GPA [5]	Change in Mean GPA [6]	Incr. in Mean GPA Over 2nd [7]	Academic Status [1] Grad. No. [8]	Grad. % [9]	Clear No. [10]	Clear % [11]	Pro. No. [12]	Pro. % [13]	Dropped No. [14]	Dropped % [15]	Withdrawn No. [16]	Withdrawn % [17]	2 Retention Ratio [18]
2-Yr. Trans.	835	720	4.30	3.85	-0.45	0.10	8	1%	611	85%	73	10%	19	3%	11	2%	0.83
4-Yr. Trans.	540	458	4.20	3.99	-0.21	0.02	12	3%	402	88%	30	7%	6	1%	8	2%	0.84
Cont. Jrs.	4588	4320	4.00	4.04	0.04	0.02	61	1%	3967	92%	235	5%	41	1%	16	**0%	0.93

1-Percents based on number of transfer students enrolled in 1985 Fall term [Col. 3].

2-Retention Ratio: The proportion of total Fall, 1984 transfers which has graduated or completed the 3rd term on clear or probationary status.

*Community colleges with fewer than five transfers in the group. **0% includes 0-.99%.

APPENDIX D

Spring, 1986 Grade Point Average and Academic Status of Community College Transfers by Institution of Last Attendance
University of Illinois at Urbana-Champaign
Fall, 1984 Group

Conf. Inst. Code [1]	No. Fall 1984 Trans. [2]	No. Re-enrolled Spring 1986 [3]	Mean Trans. GPA [4]	Mean 4th Term GPA [5]	Change in Mean GPA [6]	Incr. in Mean GPA Over 3rd [7]	Academic Status [1] Grad. No. [8]	Grad. % [9]	Clear No. [10]	Clear % [11]	Pro. No. [12]	Pro. % [13]	Dropped No. [14]	Dropped % [15]	Withdrawn No. [16]	Withdrawn % [17]	2 Retention Ratio [18]
01*	9	8	4.81	4.39	-0.22	0.55	3	50%	3	50%	0	0%	0	0%	0	0%	0.67
02	17	10	3.93	3.57	-0.36	0.49	3	30%	5	50%	2	20%	0	0%	0	0%	0.59
03	11	11	4.40	3.92	-0.48	-0.18	5	45%	6	55%	0	0%	0	0%	0	0%	1.00
04	5	4	4.50	3.34	-1.16	0.37	0	0%	2	50%	0	0%	2	50%	0	0%	0.40
05	9	8	4.58	4.12	-0.46	-0.13	4	50%	3	38%	0	0%	1	13%	0	0%	0.89
06	8	8	4.45	3.68	-0.79	0.14	2	33%	4	67%	0	0%	0	0%	0	0%	0.75
07	6	8	4.22	3.76	-0.46	0.24	3	50%	2	33%	1	17%	0	0%	0	0%	1.00
08	5	4	4.26	3.57	-0.69	-0.07	1	25%	2	50%	0	0%	0	0%	1	25%	0.80
09	26	21	4.07	3.68	-0.69	-0.21	8	38%	10	48%	1	5%	2	10%	0	0%	0.77
10	11	8	3.87	3.63	-0.24	-0.23	6	75%	1	13%	0	0%	1	13%	0	0%	0.64
11	29	24	4.42	4.14	-0.28	0.09	8	33%	18	87%	0	0%	0	0%	0	0%	0.86
12	6	4	4.50	3.74	-0.76	-0.02	1	25%	2	50%	1	25%	0	0%	0	0%	0.67
13	26	24	4.32	4.01	-0.31	0.04	10	42%	10	42%	4	17%	0	0%	0	0%	0.92
14	21	16	4.33	4.07	-0.26	0.39	10	63%	5	31%	1	6%	0	0%	0	0%	0.78
15	13	12	4.35	3.87	-0.68	-0.28	2	17%	7	58%	2	17%	0	0%	1	8%	0.85
16	6	6	4.36	3.69	-0.67	0.20	0	0%	5	83%	1	17%	0	0%	0	0%	1.00
17	10	7	3.93	3.36	-0.57	-0.42	3	43%	2	29%	0	0%	2	29%	0	0%	0.50
18	16	15	4.26	3.93	-0.33	0.02	12	80%	2	13%	0	0%	1	7%	0	0%	0.88
19	22	19	4.35	3.71	-0.64	-0.18	9	47%	7	37%	1	5%	2	11%	0	0%	0.77
20	39	38	4.34	4.22	-0.12	0.03	22	58%	15	39%	1	3%	0	0%	0	0%	0.97
21	157	118	4.23	3.86	-0.37	0.11	44	37%	54	46%	15	13%	2	2%	3	3%	0.76
22	7	5	4.08	3.97	-0.11	-0.32	5	100%	0	0%	0	0%	0	0%	0	0%	0.86
23	44	40	4.19	3.86	-0.33	0.14	16	40%	21	53%	3	8%	0	0%	0	0%	0.91
24	19	15	4.30	3.68	-0.62	-0.12	6	40%	9	60%	0	0%	0	0%	0	0%	0.79
25	7	6	4.48	3.68	-0.80	-0.15	1	17%	4	67%	0	0%	1	17%	0	0%	0.71
26	16	16	4.18	3.97	-0.21	0.12	4	25%	11	69%	1	6%	0	0%	0	0%	1.00
27	19	14	4.63	4.00	-0.63	-0.08	10	71%	2	14%	2	14%	0	0%	0	0%	0.74
28	5	4	4.64	4.03	-0.61	0.44	1	25%	3	75%	0	0%	0	0%	0	0%	0.80
29	10	9	4.33	3.92	-0.41	0.35	5	56%	3	33%	0	0%	1	11%	0	0%	0.80
30	7	6	4.58	4.18	-0.40	0.36	1	17%	5	83%	0	0%	0	0%	0	0%	0.86
31	6	5	4.58	4.17	-0.41	0.17	3	60%	2	40%	0	0%	0	0%	0	0%	0.83
32	70	59	4.40	3.91	-0.49	0.14	28	47%	28	47%	2	3%	1	2%	0	0%	0.86
33	21	21	4.38	4.25	-0.13	0.03	10	48%	11	52%	0	0%	0	0%	0	0%	1.00
34	40	32	4.18	4.06	-0.12	0.17	18	56%	11	34%	2	6%	1	3%	0	0%	0.78
35	14	13	4.30	4.02	-0.28	0.16	7	54%	5	38%	0	0%	1	8%	0	0%	0.86
36	8	8	4.28	3.90	-0.38	-0.07	4	50%	4	50%	0	0%	0	0%	0	0%	1.00
37	25	23	4.37	4.01	-0.36	0.00	8	35%	13	57%	2	9%	0	0%	0	0%	0.92
38	8	7	4.23	3.99	-0.24	0.45	2	29%	5	71%	0	0%	0	0%	0	0%	0.88
39	12	10	4.49	4.21	-0.28	0.32	7	70%	2	20%	1	10%	0	0%	0	0%	0.83
40	9	8	4.18	3.79	-0.39	0.48	6	75%	2	25%	0	0%	0	0%	0	0%	0.89
41	5	4	4.25	4.05	-0.20	0.23	1	25%	3	75%	0	0%	0	0%	0	0%	0.80
42	16	12	4.38	4.16	-0.22	0.13	8	50%	8	50%	0	0%	0	0%	0	0%	0.75
43	15	12	4.28	3.93	-0.35	-0.06	1	8%	9	75%	0	0%	2	17%	0	0%	0.73

APPENDIX O (con.)

Spring, 1986 Grade Point Average and Academic Status of Community College Tranefers by Institution of Lest Attendance
University of Illinois at Urbana-Champaign
Fall, 1984 Group

Cont. Inst. Code (1)	No. Fall 1984 Trans. (2)	No. Re-enrolled Spring 1986 (3)	Mean Trans. GPA (4)	Mean 4th Term GPA (5)	Change in Mean GPA (6)	Incr. in Mean GPA Over 3rd (7)	Academic Status (1) Grad. No. (8)	Grad. % (9)	Clear No. (10)	Clear % (11)	Pro. No. (12)	Pro. % (13)	Dropped No. (14)	Dropped % (15)	With-drawn No. (16)	With-drawn % (17)	2 Reten-tion Ratio (18)
2-Yr. Trans.	835	696	4.31	3.93	-0.38	0.08	308	44%	322	46%	43	6%	20	3%	5	1%	0.82
4-Yr. Trans.	540	435	4.20	4.04	-0.16	0.05	189	43%	216	50%	24	6%	4	1%	2	**0%	0.83
Cont. Jrs.	4586	4211	4.02	4.05	0.03	0.01	2584	61%	1382	33%	163	4%	52	1%	30	1%	0.91

1-Percents based on number of transfer students enrolled in 1986 Spring term (Col. 3).

2-Retention Ratio: The proportion of total Fall, 1984 transfers which has graduated or completed the 4th term on clear or probationary status.

*Community colleges with fewer than five transfers in the group. **0% includes 0-.99%.