

---

DATE: March 25, 2019  
TO: Kimberly Escamilla & Samuel White, Instructors; Tracee Cunningham, Counselor  
Melissa Cervantes, Dean of Institutional Equity, Diversity & Inclusion  
Elaine Kuo, College Researcher  
FROM: Lisa Ly, Research Analyst  
RE: Umoja Student Athlete Analysis

---

### Overview

Umoja program coordinators are re-examining their recruitment strategy. An area where Umoja students have been recruited is within the student athletics program. Umoja coordinators want to know whether African American student athletes could benefit from participating in Umoja. There are two overarching research questions:

1. What is the courses success rates of student athletes, specifically African American athletes?
2. Do Umoja athletes have higher course success rate than their non-Umoja athlete counterpart?

### Methodology

The analysis is limited to 2016-17 and 2017-18 and the summer term is not included.<sup>1</sup> Apprenticeship, JFS, JRYM, LINC, P A, PCA, AHS, DA, DH, DMS, EMR/EMS/EMT/EMTP, PHT, RT, RST and V T subjects are omitted as few Umoja and student athletes enroll in them. In light of AB705, few basic skills courses will be offered moving forward; and therefore, they were also omitted. Umoja and student athletes are flagged in Banner by their respective program coordinators. Students were grouped into four categories: (1) Umoja Non-Athlete, (2) Umoja and Athlete, (3) Athlete Non-Umoja and (4) Neither Umoja nor Athlete.

### Summary and Implications

- African American student athlete's course success rate (81%) is slightly lower than the overall student athlete group (83%). Among African American students, those who are Athlete Non-Umoja have the highest course success rate (81%), followed by Umoja and Athlete (79%) and Umoja Non-Athlete (69%). Those who are Neither Umoja nor Athlete have the lowest rate at 65%. *The data suggests that an African American subgroup that could be a prospective recruitment group are those who are not being served by Umoja nor student athletics.*
- African American Umoja Non-Athletes students' success rate in Umoja courses is higher (77%) than in their non-Umoja courses (62%). *Some questions that could be inferred from the finding and may merit further exploration include: How could the Umoja program help students transfer the skills that helped them succeed in their Umoja classes to their non-Umoja classes, particularly Math? Could African American students' course success improve across all their classes if the campus incorporated the Umoja pedagogy in its curriculum?*

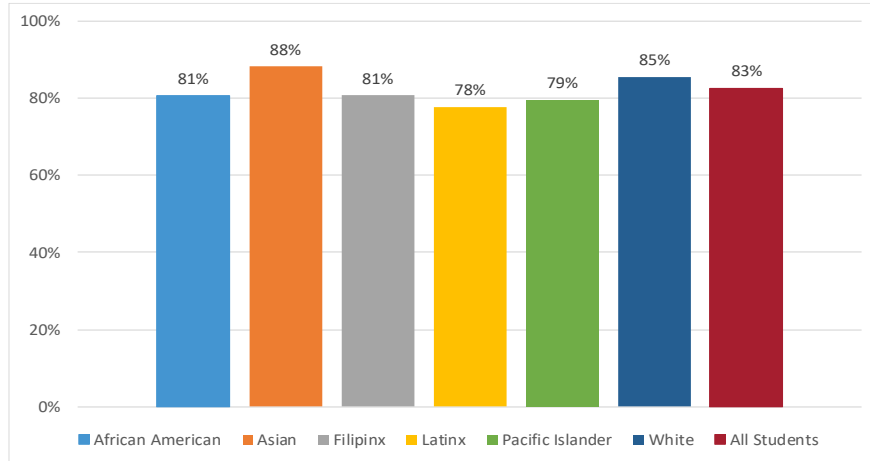
---

<sup>1</sup> Umoja started in 2016-17 and is a fall through spring program.

## Student Athlete Course Success Rate by Ethnicity

- The course success rate for student athletes is 83%. *While African American athlete's success rate (81%) is slightly below the average rate, they still fare better than Latinx (78%) and Pacific Islander (79%) athletes.*

Chart 1: Student Athlete Course Success Rate by Ethnicity, 2016-17 and 2017-18



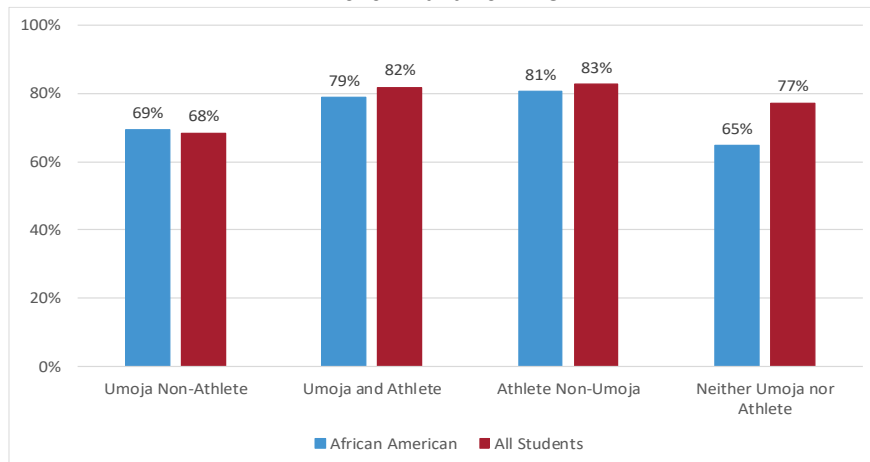
Success rate reflect grades of A, B, C or P. Student athlete average enrollment is 1,900. Native American and Decline to State are not shown as they are the two smallest ethnic groups.

## African American Students' Course Success Rate by Student Groups

To determine whether Umoja athletes have higher course success rate than their non-Umoja athlete counterpart, this section focuses on African Americans as the majority of the Umoja cohort are African American students.

- The course success rate of the Umoja and Athlete student group is 79% and is slightly lower than their Athlete Non-Umoja counterpart (81%). *Among the four African American student groups, Umoja Non-Athlete (69%) and Neither Umoja nor Athlete (65%) have the lowest success rates.*

Chart 2: African American Students' Course Success Rate by Student Groups, 2016-17 and 2017-18

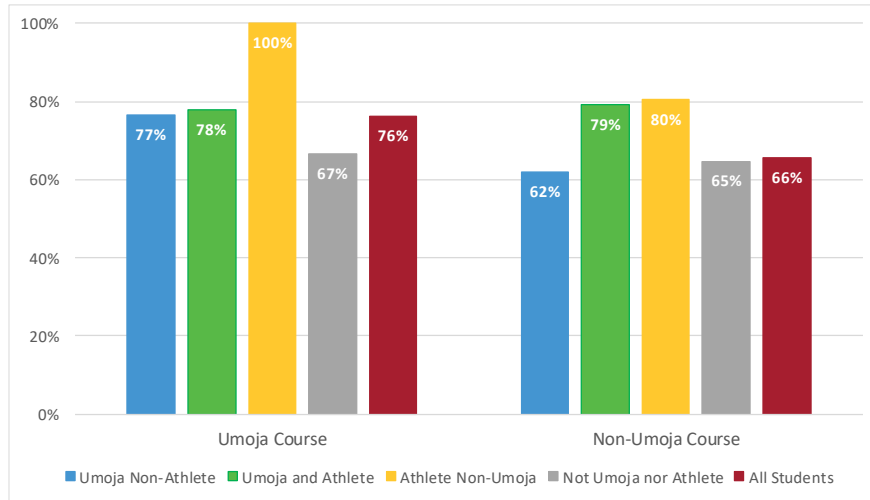


African American average enrollments: Umoja Non-Athlete = 125 | Umoja and Athlete = 71 | Athlete Non-Umoja = 165 | Neither Umoja nor Athlete = 3,295; All Students average enrollments: Umoja Non-Athlete = 242 | Umoja and Athlete = 182 | Athlete Non-Umoja = 1,929 | Neither Umoja nor Athlete = 74,329

**African American Students' Course Success Rate by Student Groups in Umoja vs. Non-Umoja Courses**

- *African American Umoja Non-Athlete students' success rate in Umoja courses is higher (77%) than in their non-Umoja courses (62%).* A closer examination of their non-Umoja courses, reveals that Math is one of the most enrolled subject and their Math success rate is 50%.

Chart 3: African American Students' Success Rate by Student Group in Umoja Course vs. Non-Umoja Course, 2016-17 and 2017-18



Umoja Course average enrollments: Umoja Non-Athlete = 62 | Umoja and Athlete = 23 | Athlete Non-Umoja = 1 | Neither = 8 | All Students = 93; Non-Umoja Course average enrollments: Umoja Non-Athlete = 63 | Umoja and Athlete = 48 | Athlete Non-Umoja = 164 | Neither = 3,287 | All Students = 3,562