



October 4, 2019

REVISED: February 27, 2020

To Michael D. Amiridis, Chancellor
Susan Poser, Provost and Vice Chancellor for Academic Affairs
Robert Barish, Vice Chancellor for Health Affairs
Theresa Mintle, Vice Chancellor for Public and Government Affairs
J. Rex Tolliver, Vice Chancellor for Student Affairs
College Deans

From Anna Pasillas-Santoyo, Associate Director on behalf of Bill Hayward, Associate Vice Provost & Director, Office of Institutional Research

Re: UIC's Graduation and Retention Rates

Graduation Rates

UIC's overall graduation rate improved compared to the previous cohort. Graduation rates improved for Hispanic, Asian American and White undergraduates, as well as for women. Graduation rates decreased for African American and male students. Differences by race/ethnic groups remain, with lower rates for African American and Hispanic undergraduates.

- The fall 2013 overall entering cohort six-year graduation rate for full-time, first-time freshmen is 60.5%. This is up from 59.4% for the fall 2012 cohort and is our highest rate within the last 5 cohorts.
- The fall 2014 overall entering cohort five-year graduation rate for full-time, first-time freshmen is 59.3%. This is up from 56.2% for the fall 2013 cohort and is our highest five-year rate within the last 5 cohorts.
- The fall 2013 graduation rate improved for Hispanic undergraduates to 55.8%, up from 54.7% for the fall 2012 cohort, and slightly surpassing the level it was at for the fall 2009 through fall 2012 cohorts.
- The fall 2013 graduation rate for African American undergraduates is 46.2%, down from 47.8% for the fall 2012 cohort, however, still slightly higher than cohorts fall 2009 through fall 2011.
- African American undergraduates are much more likely to drop-out with poor academic standing (35.7% vs. 21.8% overall). The same is true of Hispanic undergraduates but to a lesser degree (27.3%). Despite the gap, the percent of African American undergraduates that drop-out with poor academic standing has been improving steadily for recent cohorts from 52.0% for the fall 2005 cohort.
- Our six-year graduation rate for the fall 2013 cohort of transfers is 76.9%, down from 78.3% for the fall 2012 cohort. For the fall 2013 cohort, undergraduates entering the College of Applied Health Sciences have the highest six-year graduation rate (75%), followed by the College of Education (70.3%) and the College of Engineering (62.3%).

One-Year Retention Rates

UIC's one-year retention rate for the fall 2018 cohort is 79.2%, slightly lower than the retention rate for the fall 2017 cohort (80.2%). The rate has hovered around 80% for recent cohorts, with a high of 81.5% for the fall 2014 cohort.

- The rate held steady for African American undergraduates (70.8% for the fall 2018 cohort as compared to 70.6% for the fall 2017 cohort). This is down from a high of 81.7% for the fall 2014 cohort.
- Undergraduates entering the College of Engineering have the highest retention rate, both for retention within their college (85.7%) and overall retention at UIC (89.8%).

Overview of Tables

Enclosed (attached) are the latest official graduation and retention rates for undergraduates. These trend data include official rates for the following most recent cohorts:

- Fall 2015 full-time first-time freshmen, four-year graduation rates
- Fall 2014 full-time first-time freshmen, five-year graduation rates
- Fall 2013 full-time first-time freshmen, six-year graduation rates
- Fall 2017 new undergraduate transfers-in, two-year graduation rates
- Fall 2015 new undergraduate transfers-in, four-year graduation rates
- Fall 2018 full-time first-time freshmen, one-year retention rates (entered fall 2018, still enrolled fall 2019)

Graduation rate tables include:

- Four-Year Graduation Rates by Race/Ethnicity and Gender (Full-time First-time)
- Five-Year Graduation Rates by Race/Ethnicity and Gender (Full-time First-time)
- Six-Year Graduation Rates by Race/Ethnicity and Gender (Full-time First-time)
- Six-Year Graduation Rates, Continuation Rates (still enrolled), and Dropout Rates by Race/Ethnicity (Full-time First-time)
- Six-Year Graduation Rates by College at Entrance (Full-time First-time)
- Two-Year Graduation Rates by Race/Ethnicity and Gender (Transfers)
- Four-Year Graduation Rates by Race/Ethnicity and Gender (Transfers)
- Six-Year Graduation Rates by Race/Ethnicity and Gender (Transfers)

Retention rate tables include:

- One-Year Retention Rates by Race and Ethnicity and Gender (Full-time First-time)
- One-Year Retention Rates by College at Entrance (Full-time First-time)

Interactive tables of retention and graduation rates will be updated on the Office of Institutional Research website (<http://www.oir.uic.edu/>) to allow for additional analyses.

c: Janet Parker, Vice Provosts, Michael Moss, CAAD



**Four-Year Graduation Rates by Race/Ethnicity and Gender
Full-time New Freshmen, Fall 2009 - 2015**

| | Fall 2009 | | | Fall 2010 | | | Fall 2011 | | | Fall 2012 | | | Fall 2013 | | | Fall 2014 | | | Fall 2015 | | | |
|---------------------|--------------|------------------------|--|--------------|------------------------|--|---------------|------------------------|--|---------------|------------------------|--|---------------|------------------------|--|---------------|------------------------|--|---------------|------------------------|--|--|
| | Total Cohort | Graduated by Summer 13 | | Total Cohort | Graduated by Summer 14 | | Total Cohort* | Graduated by Summer 15 | | Total Cohort* | Graduated by Summer 16 | | Total Cohort* | Graduated by Summer 17 | | Total Cohort* | Graduated by Summer 18 | | Total Cohort* | Graduated by Summer 19 | | |
| <u>Asian</u> | | | | | | | | | | | | | | | | | | | | | | |
| Men | 393 | 127 32.3% | | 398 | 150 37.7% | | 385 | 127 33.0% | | 410 | 156 38.0% | | 415 | 152 36.6% | | 408 | 169 41.4% | | 430 | 154 35.8% | | |
| Women | 359 | 175 48.7% | | 385 | 173 44.9% | | 385 | 171 44.4% | | 392 | 177 45.2% | | 369 | 197 53.4% | | 372 | 185 49.7% | | 389 | 215 55.3% | | |
| Total | 752 | 302 40.2% | | 783 | 323 41.3% | | 770 | 298 38.7% | | 802 | 333 41.5% | | 784 | 349 44.5% | | 780 | 354 45.4% | | 819 | 369 45.1% | | |
| <u>Black</u> | | | | | | | | | | | | | | | | | | | | | | |
| Men | 95 | 14 14.7% | | 86 | 10 11.6% | | 76 | 13 17.1% | | 72 | 14 19.4% | | 97 | 16 16.5% | | 95 | 25 26.3% | | 102 | 27 26.5% | | |
| Women | 206 | 53 25.7% | | 205 | 40 19.5% | | 189 | 39 20.6% | | 177 | 43 24.3% | | 169 | 48 28.4% | | 188 | 52 27.7% | | 212 | 73 34.4% | | |
| Total | 301 | 67 22.3% | | 291 | 50 17.2% | | 265 | 52 19.6% | | 249 | 57 22.9% | | 266 | 64 24.1% | | 283 | 77 27.2% | | 314 | 100 31.8% | | |
| <u>Hispanic</u> | | | | | | | | | | | | | | | | | | | | | | |
| Men | 276 | 54 19.6% | | 317 | 51 16.1% | | 324 | 52 16.0% | | 382 | 90 23.6% | | 405 | 87 21.5% | | 420 | 96 22.9% | | 555 | 119 21.4% | | |
| Women | 414 | 103 24.9% | | 417 | 100 24.0% | | 501 | 110 22.0% | | 560 | 178 31.8% | | 463 | 141 30.5% | | 528 | 169 32.0% | | 600 | 179 29.8% | | |
| Total | 690 | 157 22.8% | | 734 | 151 20.6% | | 825 | 162 19.6% | | 942 | 268 28.5% | | 868 | 228 26.3% | | 948 | 265 28.0% | | 1,155 | 298 25.8% | | |
| <u>White</u> | | | | | | | | | | | | | | | | | | | | | | |
| Men | 602 | 196 32.6% | | 569 | 161 28.3% | | 509 | 163 32.0% | | 439 | 143 32.6% | | 501 | 172 34.3% | | 410 | 138 33.7% | | 461 | 171 37.1% | | |
| Women | 607 | 281 46.3% | | 622 | 252 40.5% | | 540 | 216 40.0% | | 449 | 183 40.8% | | 444 | 188 42.3% | | 428 | 214 50.0% | | 474 | 246 51.9% | | |
| Total | 1,209 | 477 39.5% | | 1,191 | 413 34.7% | | 1,049 | 379 36.1% | | 888 | 326 36.7% | | 945 | 360 38.1% | | 838 | 352 42.0% | | 935 | 417 44.6% | | |
| <u>Total Cohort</u> | | | | | | | | | | | | | | | | | | | | | | |
| Men | 1,446 | 411 28.4% | | 1,454 | 387 26.6% | | 1,382 | 371 26.8% | | 1,398 | 433 31.0% | | 1,525 | 452 29.6% | | 1,417 | 453 32.0% | | 1,661 | 505 30.4% | | |
| Women | 1,680 | 645 38.4% | | 1,731 | 597 34.5% | | 1,710 | 567 33.2% | | 1,695 | 626 36.9% | | 1,550 | 607 39.2% | | 1,588 | 650 40.9% | | 1,794 | 755 42.1% | | |
| Total | 3,126 | 1,056 33.8% | | 3,185 | 984 30.9% | | 3,092 | 938 30.3% | | 3,093 | 1,059 34.2% | | 3,075 | 1,059 34.4% | | 3,005 | 1,103 36.7% | | 3,455 | 1,260 36.5% | | |

Note: Includes only new freshmen enrolled full-time in their first term. Graduation is counted through the summer of the fourth year. Total cohort includes American Indian/Alaska Native, Native Hawaiian or Pacific Islander, international students, and unknown race/ethnicity.

*Adjusted cohort excludes students who left the institution due to death or service in the armed forces (including those called to active duty).

Five-Year Graduation Rates by Race/Ethnicity and Gender
Full-time New Freshmen, Fall 2010 - 2014

| | Fall 2010 | | Fall 2011 | | Fall 2012 | | Fall 2013 | | Fall 2014 | |
|---------------------|--------------|------------------------|---------------|------------------------|---------------|------------------------|---------------|------------------------|---------------|------------------------|
| | Total Cohort | Graduated by Summer 15 | Total Cohort* | Graduated by Summer 16 | Total Cohort* | Graduated by Summer 17 | Total Cohort* | Graduated by Summer 18 | Total Cohort* | Graduated by Summer 19 |
| <u>Asian</u> | | | | | | | | | | |
| Men | 398 | 236 59.3% | 385 | 213 55.3% | 410 | 246 60.0% | 415 | 263 63.4% | 408 | 270 66.2% |
| Women | 385 | 261 67.8% | 385 | 261 67.8% | 392 | 249 63.5% | 369 | 270 73.2% | 373 | 257 68.9% |
| Total | 783 | 497 63.5% | 770 | 474 61.6% | 802 | 495 61.7% | 784 | 533 68.0% | 781 | 527 67.5% |
| <u>Black</u> | | | | | | | | | | |
| Men | 86 | 29 33.7% | 76 | 30 39.5% | 72 | 32 44.4% | 97 | 32 33.0% | 95 | 45 47.4% |
| Women | 205 | 82 40.0% | 189 | 81 42.9% | 177 | 77 43.5% | 169 | 75 44.4% | 188 | 95 50.5% |
| Total | 291 | 111 38.1% | 265 | 111 41.9% | 249 | 109 43.8% | 266 | 107 40.2% | 283 | 140 49.5% |
| <u>Hispanic</u> | | | | | | | | | | |
| Men | 317 | 133 42.0% | 324 | 130 40.1% | 382 | 179 46.9% | 405 | 188 46.4% | 420 | 201 47.9% |
| Women | 417 | 224 53.7% | 501 | 224 44.7% | 560 | 289 51.6% | 463 | 245 52.9% | 528 | 306 58.0% |
| Total | 734 | 357 48.6% | 825 | 354 42.9% | 942 | 468 49.7% | 868 | 433 49.9% | 948 | 507 53.5% |
| <u>White</u> | | | | | | | | | | |
| Men | 569 | 284 49.9% | 509 | 273 53.6% | 439 | 241 54.9% | 501 | 282 56.3% | 410 | 233 56.8% |
| Women | 622 | 356 57.2% | 540 | 306 56.7% | 449 | 258 57.5% | 444 | 272 61.3% | 428 | 287 67.1% |
| Total | 1,191 | 640 53.7% | 1,049 | 579 55.2% | 888 | 499 56.2% | 945 | 554 58.6% | 838 | 520 62.1% |
| <u>Total Cohort</u> | | | | | | | | | | |
| Men | 1,454 | 714 49.1% | 1,382 | 685 49.6% | 1,398 | 745 53.3% | 1,525 | 814 53.4% | 1,417 | 793 56.0% |
| Women | 1,731 | 976 56.4% | 1,710 | 924 54.0% | 1,695 | 939 55.4% | 1,550 | 914 59.0% | 1,589 | 991 62.4% |
| Total | 3,185 | 1,690 53.1% | 3,092 | 1,609 52.0% | 3,093 | 1,684 54.4% | 3,075 | 1,728 56.2% | 3,006 | 1,784 59.3% |

Note: Includes only new freshmen enrolled full-time in their first term. Graduation is counted through the summer of the fourth year. Total cohort includes American Indian/Alaska Native, Native Hawaiian or Pacific Islander, international students, and unknown race/ethnicity.

*Adjusted cohort excludes students who left the institution due to death or service in the armed forces (including those called to active duty).

**IPEDS Graduation Rate Survey: Six-Year Graduation Rates by Race/Ethnicity and Gender
Full-time New Freshmen, Fall 2009 - 2013**

| | Fall 2009 | | | Fall 2010 | | | Fall 2011 | | | Fall 2012 | | | Fall 2013 | | |
|---------------------|---------------------|-------------------------------|-------|---------------------|-------------------------------|-------|----------------------|-------------------------------|-------|----------------------|-------------------------------|-------|----------------------|-------------------------------|-------|
| | <u>Total Cohort</u> | <u>Graduated by Summer 15</u> | | <u>Total Cohort</u> | <u>Graduated by Summer 16</u> | | <u>Total Cohort*</u> | <u>Graduated by Summer 17</u> | | <u>Total Cohort*</u> | <u>Graduated by Summer 18</u> | | <u>Total Cohort*</u> | <u>Graduated by Summer 19</u> | |
| <u>Asian</u> | | | | | | | | | | | | | | | |
| Men | 393 | 243 | 61.8% | 398 | 253 | 63.6% | 385 | 226 | 58.7% | 410 | 277 | 67.6% | 415 | 286 | 68.9% |
| Women | 359 | 260 | 72.4% | 385 | 279 | 72.5% | 385 | 274 | 71.4% | 392 | 264 | 67.3% | 369 | 276 | 74.8% |
| Total | 752 | 503 | 66.9% | 783 | 532 | 67.9% | 770 | 500 | 65.1% | 802 | 541 | 67.5% | 784 | 562 | 71.7% |
| <u>Black</u> | | | | | | | | | | | | | | | |
| Men | 95 | 36 | 37.9% | 86 | 38 | 44.2% | 76 | 34 | 44.7% | 72 | 36 | 50.0% | 97 | 41 | 42.3% |
| Women | 206 | 89 | 43.2% | 205 | 89 | 43.4% | 189 | 82 | 43.4% | 177 | 83 | 46.9% | 169 | 82 | 48.5% |
| Total | 301 | 125 | 41.5% | 291 | 127 | 43.6% | 265 | 116 | 43.8% | 249 | 119 | 47.8% | 266 | 123 | 46.2% |
| <u>Hispanic</u> | | | | | | | | | | | | | | | |
| Men | 276 | 152 | 55.1% | 317 | 157 | 49.5% | 324 | 149 | 46.0% | 382 | 201 | 52.6% | 405 | 212 | 52.3% |
| Women | 414 | 224 | 54.1% | 417 | 249 | 59.7% | 501 | 259 | 51.9% | 560 | 314 | 56.1% | 463 | 272 | 58.7% |
| Total | 690 | 376 | 54.5% | 734 | 406 | 55.3% | 825 | 408 | 49.6% | 942 | 515 | 54.7% | 868 | 484 | 55.8% |
| <u>White</u> | | | | | | | | | | | | | | | |
| Men | 602 | 367 | 61.0% | 569 | 314 | 55.2% | 509 | 303 | 59.5% | 439 | 262 | 59.7% | 501 | 298 | 59.5% |
| Women | 607 | 394 | 64.9% | 622 | 367 | 59.0% | 540 | 322 | 59.6% | 449 | 273 | 60.8% | 443 | 282 | 63.7% |
| Total | 1,209 | 761 | 62.9% | 1,191 | 681 | 57.2% | 1,049 | 625 | 59.6% | 888 | 535 | 60.2% | 944 | 580 | 61.4% |
| <u>Total Cohort</u> | | | | | | | | | | | | | | | |
| Men | 1,446 | 839 | 58.0% | 1,454 | 802 | 55.2% | 1,382 | 754 | 54.6% | 1,398 | 832 | 59.5% | 1,525 | 892 | 58.5% |
| Women | 1,680 | 1,026 | 61.1% | 1,731 | 1,039 | 60.0% | 1,710 | 995 | 58.3% | 1,695 | 1,004 | 59.2% | 1,549 | 968 | 62.5% |
| Total | 3,126 | 1,865 | 59.7% | 3,185 | 1,841 | 57.8% | 3,092 | 1,749 | 56.6% | 3,093 | 1,836 | 59.4% | 3,074 | 1,860 | 60.5% |

Note: Includes only new freshmen enrolled full-time in their first term. Graduation is counted through the summer of the sixth year. Total cohort includes American Indian/Alaska Native, Native Hawaiian or Pacific Islander, international students, and unknown race/ethnicity.

*Adjusted cohort excludes students who left the institution due to death or service in the armed forces (including those called to active duty).

**Six-Year Graduation and Continuation Rates by Race/Ethnicity
Full-time New Freshmen, Fall 2005 - 2013**

| <i>Cohort Year</i> | Fall 2005 | Fall 2006 | Fall 2007 | Fall 2008 | Fall 2009 | Fall 2010 | Fall 2011* | Fall 2012* | Fall 2013* |
|--------------------------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|
| <i>Graduation by</i> | Summer 11 | Summer 12 | Summer 13 | Summer 14 | Summer 15 | Summer 16 | Summer 17 | Summer 18 | Summer 19 |
| <u>Asian</u> | 725 | 770 | 817 | 700 | 752 | 783 | 770 | 802 | 784 |
| % Graduated | 65.0% | 64.6% | 65.4% | 65.3% | 66.9% | 67.9% | 64.9% | 67.5% | 71.7% |
| % Still Enrolled | 3.9% | 4.2% | 2.8% | 5.6% | 3.6% | 3.4% | 3.1% | 4.7% | 1.8% |
| % Dropout, Good Standing | 12.0% | 14.0% | 12.7% | 13.1% | 12.5% | 11.7% | 13.1% | 11.3% | 12.4% |
| % Dropout, Poor Standing | 18.9% | 17.0% | 18.9% | 15.9% | 16.8% | 16.6% | 18.2% | 16.1% | 13.8% |
| % Dropout, Unknown | 0.3% | 0.3% | 0.2% | 0.1% | 0.3% | 0.3% | 0.6% | 0.4% | 0.4% |
| <u>Black</u> | 296 | 268 | 345 | 311 | 301 | 291 | 265 | 249 | 266 |
| % Graduated | 33.4% | 38.8% | 44.1% | 43.4% | 41.5% | 43.6% | 43.8% | 47.8% | 46.2% |
| % Still Enrolled | 3.4% | 3.7% | 1.7% | 2.9% | 3.7% | 4.5% | 3.8% | 2.8% | 3.8% |
| % Dropout, Good Standing | 10.8% | 11.9% | 8.1% | 10.9% | 13.3% | 8.6% | 14.3% | 12.4% | 11.7% |
| % Dropout, Poor Standing | 52.0% | 44.8% | 44.1% | 41.2% | 40.5% | 40.9% | 36.2% | 34.9% | 35.7% |
| % Dropout, Unknown | 0.3% | 0.8% | 2.0% | 1.6% | 1.0% | 2.4% | 1.9% | 2.0% | 2.6% |
| <u>Hispanic</u> | 551 | 469 | 591 | 585 | 690 | 734 | 825 | 942 | 868 |
| % Graduated | 45.6% | 50.8% | 48.6% | 56.1% | 54.5% | 55.3% | 49.5% | 54.7% | 55.8% |
| % Still Enrolled | 6.2% | 4.9% | 5.3% | 5.3% | 7.0% | 5.2% | 5.6% | 3.1% | 4.4% |
| % Dropout, Good Standing | 10.0% | 10.7% | 13.2% | 12.0% | 12.6% | 12.3% | 14.9% | 11.7% | 10.5% |
| % Dropout, Poor Standing | 37.2% | 32.8% | 32.2% | 25.8% | 25.1% | 26.3% | 28.2% | 29.2% | 26.8% |
| % Dropout, Unknown | 1.1% | 0.9% | 0.9% | 0.9% | 0.9% | 1.0% | 1.8% | 1.4% | 2.5% |
| <u>White</u> | 1,009 | 1,153 | 1,335 | 1,178 | 1,209 | 1,191 | 1,049 | 888 | 944 |
| % Graduated | 57.1% | 59.5% | 58.3% | 62.1% | 63.1% | 57.2% | 59.6% | 60.2% | 61.4% |
| % Still Enrolled | 3.9% | 2.2% | 3.4% | 2.2% | 2.2% | 3.4% | 2.5% | 1.9% | 1.9% |
| % Dropout, Good Standing | 16.0% | 16.7% | 18.1% | 18.6% | 17.5% | 20.7% | 18.0% | 18.7% | 17.7% |
| % Dropout, Poor Standing | 21.1% | 21.0% | 19.1% | 16.6% | 16.0% | 17.5% | 19.2% | 17.8% | 18.2% |
| % Dropout, Unknown | 2.0% | 0.7% | 1.1% | 0.6% | 1.2% | 1.2% | 0.8% | 1.4% | 0.7% |
| <u>Total Cohort</u> | 2,759 | 2,830 | 3,272 | 2,944 | 3,126 | 3,185 | 3,092 | 3,093 | 3,074 |
| % Graduated | 54.5% | 57.7% | 56.7% | 59.7% | 59.7% | 57.8% | 56.6% | 59.4% | 60.5% |
| % Still Enrolled | 4.3% | 3.4% | 3.3% | 3.8% | 3.8% | 3.8% | 3.7% | 3.1% | 2.9% |
| % Dropout, Good Standing | 13.0% | 14.1% | 14.9% | 14.7% | 14.5% | 15.7% | 15.7% | 14.2% | 13.6% |
| % Dropout, Poor Standing | 27.1% | 24.2% | 24.2% | 21.0% | 21.1% | 21.6% | 23.0% | 22.3% | 21.6% |
| % Dropout, Unknown | 1.2% | 0.6% | 0.9% | 0.8% | 1.0% | 1.0% | 1.1% | 1.1% | 1.4% |

Notes: PharmD and BS in Dentistry are included. Total cohort includes Native Americans, international students, and unknown race/ethnicity.

Poor Standing includes dropout on probation and dropped by administrative action.

Percentages may not total 100 due to rounding.

*Adjusted cohort excludes students who left the institution due to death or service in the armed forces (including those called to active duty).

Six-Year Graduation Rates by College at Entrance
Full-time New Freshmen, Fall 2009 -- 2013

| College at Entrance | Fall 2009 | | | Fall 2010 | | | Fall 2011* | | | Fall 2012* | | | Fall 2013* | | |
|--|--------------|--------------------------|-------------------|--------------|--------------------------|-------------------|--------------|--------------------------|-------------------|--------------|--------------------------|-------------------|--------------|--------------------------|-------------------|
| | N | % Graduated Same College | % Total Graduated | N | % Graduated Same College | % Total Graduated | N | % Graduated Same College | % Total Graduated | N | % Graduated Same College | % Total Graduated | N | % Graduated Same College | % Total Graduated |
| Applied Health Sciences | 107 | 48.6% | 57.0% | 59 | 64.4% | 78.0% | 105 | 45.7% | 57.1% | 96 | 55.2% | 66.7% | 104 | 54.8% | 75.0% |
| Architecture, Design & Arts | 267 | 37.5% | 52.1% | 223 | 45.3% | 57.8% | 199 | 40.7% | 56.8% | 177 | 40.1% | 52.5% | 180 | 38.3% | 48.9% |
| Business Administration | 335 | 51.9% | 60.6% | 309 | 49.2% | 57.0% | 238 | 47.9% | 55.0% | 260 | 53.8% | 59.2% | 336 | 55.4% | 60.1% |
| Education | 29 | 37.9% | 69.0% | 67 | 31.3% | 59.7% | 53 | 28.3% | 50.9% | 57 | 47.4% | 71.9% | 64 | 53.1% | 70.3% |
| Engineering | 392 | 44.9% | 57.9% | 340 | 45.0% | 54.4% | 322 | 43.2% | 52.8% | 323 | 52.9% | 65.3% | 366 | 49.7% | 62.3% |
| Liberal Arts & Sciences | 1,996 | 48.6% | 60.9% | 2,187 | 45.6% | 57.8% | 2,175 | 45.0% | 57.4% | 2,180 | 44.7% | 58.4% | 2,024 | 46.5% | 60.2% |
| TOTAL | 3,126 | 47.4% | 59.7% | 3,185 | 45.9% | 57.8% | 3,092 | 44.5% | 56.6% | 3,093 | 46.4% | 59.4% | 3,074 | 47.8% | 60.5% |

Note: Includes only new freshmen enrolled full-time in their first term. Graduation is counted through the summer of the sixth year.

*Adjusted cohort excludes students who left the institution due to death or service in the armed forces, including those called to active duty.

**Two-Year Graduation Rates by Race/Ethnicity and Gender
Degree-seeking New Transfers, Fall 2011 -- 2017**

| | Fall 2011 | | | Fall 2012 | | | Fall 2013 | | | Fall 2014 | | | Fall 2015 | | | Fall 2016 | | | Fall 2017 | | | |
|---------------------|--------------|------------------------|--|--------------|------------------------|--|--------------|------------------------|--|--------------|------------------------|--|--------------|------------------------|--|--------------|------------------------|--|--------------|------------------------|--|--|
| | Total Cohort | Graduated by Summer 13 | | Total Cohort | Graduated by Summer 14 | | Total Cohort | Graduated by Summer 15 | | Total Cohort | Graduated by Summer 16 | | Total Cohort | Graduated by Summer 17 | | Total Cohort | Graduated by Summer 18 | | Total Cohort | Graduated by Summer 19 | | |
| <u>Asian</u> | | | | | | | | | | | | | | | | | | | | | | |
| Men | 99 | 24 24.2% | | 103 | 31 30.1% | | 121 | 25 20.7% | | 122 | 25 20.5% | | 103 | 32 31.1% | | 155 | 24 15.5% | | 173 | 36 20.8% | | |
| Women | 85 | 39 45.9% | | 98 | 42 42.9% | | 104 | 39 37.5% | | 126 | 49 38.9% | | 122 | 41 33.6% | | 154 | 50 32.5% | | 140 | 53 37.9% | | |
| Total | 184 | 63 34.2% | | 201 | 73 36.3% | | 225 | 64 28.4% | | 248 | 74 29.8% | | 225 | 73 32.4% | | 309 | 74 23.9% | | 313 | 89 28.4% | | |
| <u>Black</u> | | | | | | | | | | | | | | | | | | | | | | |
| Men | 51 | 13 25.5% | | 61 | 13 21.3% | | 53 | 7 13.2% | | 47 | 11 23.4% | | 67 | 13 19.4% | | 73 | 13 17.8% | | 76 | 7 9.2% | | |
| Women | 57 | 17 29.8% | | 66 | 19 28.8% | | 79 | 20 25.3% | | 67 | 18 26.9% | | 65 | 12 18.5% | | 105 | 28 26.7% | | 100 | 26 26.0% | | |
| Total | 108 | 30 27.8% | | 127 | 32 25.2% | | 132 | 27 20.5% | | 114 | 29 25.4% | | 132 | 25 18.9% | | 178 | 41 23.0% | | 176 | 33 18.8% | | |
| <u>Hispanic</u> | | | | | | | | | | | | | | | | | | | | | | |
| Men | 121 | 18 14.9% | | 134 | 21 15.7% | | 161 | 32 19.9% | | 210 | 30 14.3% | | 200 | 18 9.0% | | 263 | 43 16.3% | | 290 | 55 19.0% | | |
| Women | 142 | 31 21.8% | | 132 | 36 27.3% | | 168 | 37 22.0% | | 212 | 51 24.1% | | 215 | 61 28.4% | | 281 | 88 31.3% | | 357 | 97 27.2% | | |
| Total | 263 | 49 18.6% | | 266 | 57 21.4% | | 329 | 69 21.0% | | 422 | 81 19.2% | | 415 | 79 19.0% | | 544 | 131 24.1% | | 647 | 152 23.5% | | |
| <u>White</u> | | | | | | | | | | | | | | | | | | | | | | |
| Men | 409 | 99 24.2% | | 387 | 85 22.0% | | 386 | 80 20.7% | | 413 | 92 22.3% | | 322 | 81 25.2% | | 393 | 84 21.4% | | 446 | 99 22.2% | | |
| Women | 430 | 186 43.3% | | 342 | 139 40.6% | | 377 | 143 37.9% | | 395 | 173 43.8% | | 346 | 140 40.5% | | 399 | 152 38.1% | | 439 | 177 40.3% | | |
| Total | 839 | 285 34.0% | | 729 | 224 30.7% | | 763 | 223 29.2% | | 808 | 265 32.8% | | 668 | 221 33.1% | | 792 | 236 29.8% | | 885 | 276 31.2% | | |
| <u>Total Cohort</u> | | | | | | | | | | | | | | | | | | | | | | |
| Men | 746 | 172 23.1% | | 762 | 173 22.7% | | 815 | 162 19.9% | | 871 | 166 19.1% | | 766 | 157 20.5% | | 950 | 188 19.8% | | 1,063 | 214 20.1% | | |
| Women | 776 | 294 37.9% | | 690 | 258 37.4% | | 825 | 268 32.5% | | 847 | 307 36.2% | | 803 | 271 33.7% | | 1,008 | 337 33.4% | | 1,118 | 375 33.5% | | |
| Total | 1,522 | 466 30.6% | | 1,452 | 431 29.7% | | 1,640 | 430 26.2% | | 1,718 | 473 27.5% | | 1,569 | 428 27.3% | | 1,958 | 525 26.8% | | 2,181 | 589 27.0% | | |

Note: Graduation is counted through the summer of the second year. Total cohort includes American Indian/Alaska Native, Native Hawaiian or Pacific Islander, international students, and unknown race/ethnicity.

**Four-Year Graduation Rates by Race/Ethnicity and Gender
Degree-seeking New Transfers, Fall 2010 -- 2015**

| | Fall 2010 | | | Fall 2011 | | | Fall 2012 | | | Fall 2013 | | | Fall 2014 | | | Fall 2015 | | | |
|---------------------|--------------|------------------------|-------|---------------|------------------------|-------|---------------|------------------------|-------|---------------|------------------------|-------|---------------|------------------------|-------|---------------|------------------------|-------|--|
| | Total Cohort | Graduated by Summer 14 | | Total Cohort* | Graduated by Summer 15 | | Total Cohort* | Graduated by Summer 16 | | Total Cohort* | Graduated by Summer 17 | | Total Cohort* | Graduated by Summer 18 | | Total Cohort* | Graduated by Summer 19 | | |
| <u>Asian</u> | | | | | | | | | | | | | | | | | | | |
| Men | 116 | 79 | 68.1% | 99 | 74 | 74.7% | 103 | 80 | 77.7% | 121 | 96 | 79.3% | 122 | 99 | 81.1% | 103 | 81 | 78.6% | |
| Women | 119 | 90 | 75.6% | 85 | 67 | 78.8% | 97 | 82 | 84.5% | 104 | 79 | 76.0% | 126 | 101 | 80.2% | 121 | 103 | 85.1% | |
| Total | 235 | 169 | 71.9% | 184 | 141 | 76.6% | 200 | 162 | 81.0% | 225 | 175 | 77.8% | 248 | 200 | 80.6% | 224 | 184 | 82.1% | |
| <u>Black</u> | | | | | | | | | | | | | | | | | | | |
| Men | 57 | 32 | 56.1% | 51 | 36 | 70.6% | 61 | 42 | 68.9% | 53 | 30 | 56.6% | 47 | 30 | 63.8% | 66 | 43 | 65.2% | |
| Women | 75 | 44 | 58.7% | 57 | 35 | 61.4% | 66 | 46 | 69.7% | 79 | 49 | 62.0% | 67 | 48 | 71.6% | 65 | 45 | 69.2% | |
| Total | 132 | 76 | 57.6% | 108 | 71 | 65.7% | 127 | 88 | 69.3% | 132 | 79 | 59.8% | 114 | 78 | 68.4% | 131 | 88 | 67.2% | |
| <u>Hispanic</u> | | | | | | | | | | | | | | | | | | | |
| Men | 157 | 112 | 71.3% | 121 | 76 | 62.8% | 133 | 96 | 72.2% | 161 | 103 | 64.0% | 210 | 147 | 70.0% | 199 | 142 | 71.4% | |
| Women | 139 | 95 | 68.3% | 142 | 102 | 71.8% | 132 | 89 | 67.4% | 168 | 120 | 71.4% | 212 | 159 | 75.0% | 215 | 162 | 75.3% | |
| Total | 296 | 207 | 69.9% | 263 | 178 | 67.7% | 265 | 185 | 69.8% | 329 | 223 | 67.8% | 422 | 306 | 72.5% | 414 | 304 | 73.4% | |
| <u>White</u> | | | | | | | | | | | | | | | | | | | |
| Men | 451 | 316 | 70.1% | 408 | 296 | 72.5% | 386 | 291 | 75.4% | 386 | 274 | 71.0% | 413 | 315 | 76.3% | 321 | 223 | 69.5% | |
| Women | 432 | 345 | 79.9% | 429 | 344 | 80.2% | 342 | 271 | 79.2% | 377 | 295 | 78.2% | 395 | 317 | 80.3% | 346 | 287 | 82.9% | |
| Total | 883 | 661 | 74.9% | 837 | 640 | 76.5% | 728 | 562 | 77.2% | 763 | 569 | 74.6% | 808 | 632 | 78.2% | 667 | 510 | 76.5% | |
| <u>Total Cohort</u> | | | | | | | | | | | | | | | | | | | |
| Men | 823 | 573 | 69.6% | 745 | 533 | 71.5% | 760 | 561 | 73.8% | 815 | 575 | 70.6% | 871 | 644 | 73.9% | 763 | 541 | 70.9% | |
| Women | 833 | 626 | 75.2% | 775 | 591 | 76.3% | 689 | 530 | 76.9% | 825 | 617 | 74.8% | 847 | 658 | 77.7% | 802 | 635 | 79.2% | |
| Total | 1,656 | 1,199 | 72.4% | 1,520 | 1,124 | 73.9% | 1,449 | 1,091 | 75.3% | 1,640 | 1,192 | 72.7% | 1,718 | 1,302 | 75.8% | 1,565 | 1,176 | 75.1% | |

Note: Graduation is counted through the summer of the fourth year. Total cohort includes American Indian/Alaska Native, Native Hawaiian or Pacific Islander, international students, and unknown race/ethnicity.

*Adjusted cohort excludes students who left the institution due to death or service in the armed forces (including those called to active duty).

**Six-Year Graduation Rates by Race/Ethnicity and Gender
Degree-seeking New Transfers Fall 2009 - 2013**

| | Fall 2009 | | | Fall 2010 | | | Fall 2011 | | | Fall 2012 | | | Fall 2013 | | |
|---------------------|--------------|------------------------|-------|--------------|------------------------|-------|---------------|------------------------|-------|---------------|------------------------|-------|---------------|------------------------|-------|
| | Total Cohort | Graduated by Summer 15 | | Total Cohort | Graduated by Summer 16 | | Total Cohort* | Graduated by Summer 17 | | Total Cohort* | Graduated by Summer 18 | | Total Cohort* | Graduated by Summer 19 | |
| <u>Asian</u> | | | | | | | | | | | | | | | |
| Men | 103 | 76 | 73.8% | 116 | 84 | 72.4% | 99 | 80 | 80.8% | 103 | 85 | 82.5% | 121 | 104 | 86.0% |
| Women | 95 | 69 | 72.6% | 119 | 95 | 79.8% | 85 | 71 | 83.5% | 98 | 84 | 85.7% | 104 | 83 | 79.8% |
| Total | 198 | 145 | 73.2% | 235 | 179 | 76.2% | 184 | 151 | 82.1% | 201 | 169 | 84.1% | 225 | 187 | 83.1% |
| <u>Black</u> | | | | | | | | | | | | | | | |
| Men | 49 | 36 | 73.5% | 57 | 37 | 64.9% | 51 | 39 | 76.5% | 61 | 43 | 70.5% | 53 | 34 | 64.2% |
| Women | 60 | 50 | 83.3% | 75 | 44 | 58.7% | 57 | 36 | 63.2% | 66 | 48 | 72.7% | 78 | 52 | 66.7% |
| Total | 109 | 86 | 78.9% | 132 | 81 | 61.4% | 108 | 75 | 69.4% | 127 | 91 | 71.7% | 131 | 86 | 65.6% |
| <u>Hispanic</u> | | | | | | | | | | | | | | | |
| Men | 93 | 67 | 72.0% | 157 | 118 | 75.2% | 121 | 84 | 69.4% | 134 | 99 | 73.9% | 161 | 116 | 72.0% |
| Women | 115 | 88 | 76.5% | 139 | 99 | 71.2% | 142 | 106 | 74.6% | 132 | 96 | 72.7% | 168 | 126 | 75.0% |
| Total | 208 | 155 | 74.5% | 296 | 217 | 73.3% | 263 | 190 | 72.2% | 266 | 195 | 73.3% | 329 | 242 | 73.6% |
| <u>White</u> | | | | | | | | | | | | | | | |
| Men | 321 | 256 | 79.8% | 451 | 338 | 74.9% | 408 | 310 | 76.0% | 386 | 305 | 79.0% | 386 | 291 | 75.4% |
| Women | 444 | 350 | 78.8% | 432 | 352 | 81.5% | 429 | 355 | 82.8% | 342 | 276 | 80.7% | 377 | 305 | 80.9% |
| Total | 765 | 606 | 79.2% | 883 | 690 | 78.1% | 837 | 665 | 79.5% | 728 | 581 | 79.8% | 763 | 596 | 78.1% |
| <u>Total Cohort</u> | | | | | | | | | | | | | | | |
| Men | 626 | 480 | 76.7% | 823 | 611 | 74.2% | 745 | 567 | 76.1% | 761 | 590 | 77.5% | 815 | 619 | 76.0% |
| Women | 767 | 597 | 77.8% | 833 | 643 | 77.2% | 775 | 615 | 79.4% | 690 | 546 | 79.1% | 824 | 642 | 77.9% |
| Total | 1,393 | 1,077 | 77.3% | 1,656 | 1,254 | 75.7% | 1,520 | 1,182 | 77.8% | 1,451 | 1,136 | 78.3% | 1,639 | 1,261 | 76.9% |

Note: Graduation is counted through the summer of the sixth year. Total cohort includes American Indian/Alaska Native, Native Hawaiian or Pacific Islander, international students, and unknown race/ethnicity.

*Adjusted cohort excludes students who left the institution due to death or service in the armed forces (including those called to active duty).

**One-Year Retention Rates by Race/Ethnicity and Gender
Full-time New Freshmen, Fall 2013 -- 2018**

| | | Fall 2013 | | Fall 2014 | | Fall 2015 | | Fall 2016 | | Fall 2016 | | Fall 2017* | | Fall 2018* | |
|-------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | | % Here | | % Here | | % Here | | % Here | | % Here | | % Here | | % Here | |
| | | N | Fall 14 | N | Fall 15 | N | Fall 16 | N | Fall 17 | N | Fall 17 | N | Fall 18 | N | Fall 19 |
| Am. Indian or Alaskan Native | <i>Men</i> | 2 | 100.0% | - | - | - | - | - | - | - | - | 1 | 100.0% | - | - |
| | <i>Women</i> | 1 | 100.0% | - | - | 1 | 0.0% | - | - | - | - | 1 | 0.0% | 2 | 50.0% |
| | <i>Total</i> | 3 | 100.0% | - | - | 1 | 0.0% | - | - | - | - | 2 | 50.0% | 2 | 50.0% |
| Asian | <i>Men</i> | 415 | 88.4% | 409 | 86.6% | 430 | 83.0% | 347 | 86.5% | 347 | 86.5% | 468 | 88.2% | 409 | 85.8% |
| | <i>Women</i> | 370 | 90.0% | 373 | 86.6% | 390 | 92.3% | 367 | 90.7% | 367 | 90.7% | 435 | 91.0% | 436 | 91.7% |
| | <i>Total</i> | 785 | 89.2% | 782 | 86.6% | 820 | 87.4% | 714 | 88.7% | 714 | 88.7% | 903 | 89.6% | 845 | 88.9% |
| Black or African American | <i>Men</i> | 97 | 78.4% | 96 | 81.3% | 102 | 68.6% | 97 | 66.0% | 97 | 66.0% | 107 | 69.2% | 114 | 74.6% |
| | <i>Women</i> | 169 | 72.8% | 188 | 81.9% | 213 | 70.9% | 193 | 72.0% | 193 | 72.0% | 199 | 71.4% | 225 | 68.9% |
| | <i>Total</i> | 266 | 74.8% | 284 | 81.7% | 315 | 70.2% | 290 | 70.0% | 290 | 70.0% | 306 | 70.6% | 339 | 70.8% |
| Hispanic | <i>Men</i> | 407 | 73.5% | 421 | 75.3% | 556 | 75.7% | 578 | 72.3% | 578 | 72.3% | 685 | 73.4% | 665 | 69.9% |
| | <i>Women</i> | 463 | 76.7% | 529 | 79.2% | 600 | 76.5% | 674 | 77.2% | 674 | 77.2% | 922 | 77.1% | 976 | 78.0% |
| | <i>Total</i> | 870 | 75.2% | 950 | 77.5% | 1,156 | 76.1% | 1,252 | 74.9% | 1,252 | 74.9% | 1,607 | 75.5% | 1,641 | 74.7% |
| Native HI or Pac. Islander | <i>Men</i> | 4 | 75.0% | - | - | 3 | 100.0% | 2 | 50.0% | 2 | 50.0% | 1 | 100.0% | - | - |
| | <i>Women</i> | - | - | 1 | 100.0% | 4 | 100.0% | - | - | - | - | 1 | 100.0% | - | - |
| | <i>Total</i> | 4 | 75.0% | 1 | 100.0% | 7 | 100.0% | 2 | 50.0% | 2 | 50.0% | 2 | 100.0% | - | - |
| White | <i>Men</i> | 501 | 76.0% | 411 | 79.8% | 462 | 81.2% | 424 | 81.1% | 424 | 81.1% | 420 | 81.0% | 435 | 77.9% |
| | <i>Women</i> | 444 | 80.6% | 428 | 82.9% | 475 | 80.8% | 394 | 84.3% | 394 | 84.3% | 454 | 80.8% | 435 | 83.0% |
| | <i>Total</i> | 945 | 78.2% | 839 | 81.4% | 937 | 81.0% | 818 | 82.6% | 818 | 82.6% | 874 | 80.9% | 870 | 80.5% |
| Two or More Races | <i>Men</i> | 32 | 59.4% | 35 | 80.0% | 47 | 74.5% | 38 | 76.3% | 38 | 76.3% | 59 | 71.2% | 55 | 80.0% |
| | <i>Women</i> | 46 | 71.7% | 39 | 79.5% | 58 | 77.6% | 62 | 80.6% | 62 | 80.6% | 54 | 72.2% | 79 | 74.7% |
| | <i>Total</i> | 78 | 66.7% | 74 | 79.7% | 105 | 76.2% | 100 | 79.0% | 100 | 79.0% | 113 | 71.7% | 134 | 76.9% |
| International | <i>Men</i> | 35 | 82.9% | 42 | 71.4% | 55 | 89.1% | 52 | 82.7% | 52 | 82.7% | 142 | 92.3% | 170 | 84.7% |
| | <i>Women</i> | 31 | 80.6% | 24 | 91.7% | 48 | 85.4% | 38 | 86.8% | 38 | 86.8% | 61 | 88.5% | 98 | 81.6% |
| | <i>Total</i> | 66 | 81.8% | 66 | 78.9% | 103 | 87.4% | 90 | 84.4% | 90 | 84.4% | 203 | 91.1% | 268 | 83.6% |
| Unknown | <i>Men</i> | 35 | 74.3% | 7 | 85.7% | 9 | 77.8% | 3 | 100.0% | 3 | 100.0% | 3 | 66.7% | 5 | 100.0% |
| | <i>Women</i> | 27 | 88.9% | 8 | 87.5% | 9 | 77.8% | 2 | 100.0% | 2 | 100.0% | 1 | 100.0% | 4 | 75.0% |
| | <i>Total</i> | 62 | 80.6% | 15 | 86.6% | 18 | 77.8% | 5 | 100.0% | 5 | 100.0% | 4 | 75.0% | 9 | 88.9% |
| Total | <i>Men</i> | 1,528 | 78.7% | 1,421 | 80.3% | 1,664 | 79.1% | 1,541 | 78.0% | 1,541 | 78.0% | 1,886 | 79.9% | 1,853 | 77.3% |
| | <i>Women</i> | 1,551 | 80.7% | 1,590 | 82.5% | 1,798 | 80.7% | 1,730 | 81.4% | 1,730 | 81.4% | 2,128 | 80.4% | 2,255 | 80.7% |
| | <i>Total</i> | 3,079 | 79.7% | 3,011 | 81.5% | 3,462 | 80.0% | 3,271 | 79.8% | 3,271 | 79.8% | 4,014 | 80.2% | 4,108 | 79.2% |

*Adjusted cohort excludes students who left the institution due to death or service in the armed forces (including those called to active duty).

**One-Year Retention by College at Entrance
Full-time New Freshmen, Fall 2013 – 2018**

| College at Entrance | Fall 2013 | | | Fall 2014 | | | Fall 2015 | | | Fall 2016 | | | Fall 2017* | | | Fall 2018* | | |
|---------------------------------|--------------|-------------------------|------------------|--------------|-------------------------|------------------|--------------|-------------------------|------------------|--------------|-------------------------|------------------|--------------|-------------------------|------------------|--------------|-------------------------|------------------|
| | N | % Retained Same College | % Total Retained | N | % Retained Same College | % Total Retained | N | % Retained Same College | % Total Retained | N | % Retained Same College | % Total Retained | N | % Retained Same College | % Total Retained | N | % Retained Same College | % Total Retained |
| Applied Health Sciences | 104 | 74.0% | 84.6% | 103 | 87.4% | 90.3% | 114 | 77.2% | 85.1% | 112 | 76.8% | 82.1% | 127 | 68.5% | 78.0% | 213 | 61.0% | 78.4% |
| Architecture Design & Arts | 180 | 65.6% | 73.9% | 189 | 66.7% | 79.9% | 218 | 67.4% | 75.7% | 234 | 68.4% | 74.8% | 210 | 62.9% | 73.8% | 255 | 63.9% | 70.2% |
| Business Administration | 337 | 73.9% | 79.2% | 329 | 73.9% | 79.0% | 397 | 71.0% | 78.6% | 382 | 73.3% | 77.7% | 406 | 72.7% | 79.3% | 467 | 70.7% | 77.1% |
| Education | 64 | 65.6% | 85.9% | 48 | 60.4% | 77.1% | 42 | 61.9% | 78.6% | 78 | 59.0% | 76.9% | 80 | 50.0% | 68.8% | 73 | 71.2% | 82.2% |
| Engineering | 367 | 77.4% | 83.1% | 339 | 81.4% | 87.0% | 397 | 82.9% | 87.2% | 389 | 79.7% | 87.4% | 597 | 81.6% | 88.8% | 488 | 85.7% | 89.8% |
| Liberal Arts & Sciences | 2,027 | 73.8% | 79.2% | 2,003 | 73.5% | 80.7% | 2,271 | 70.5% | 79.3% | 2,061 | 72.6% | 79.3% | 2,577 | 71.6% | 79.2% | 2,568 | 70.8% | 78.5% |
| School of Public Health | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 23 | 52.2% | 65.2% |
| Urban Planning & Public Affairs | - | - | - | - | - | - | 23 | 39.1% | 65.2% | 15 | 60.0% | 80.0% | 17 | 76.5% | 88.2% | 21 | 57.1% | 85.7% |
| TOTAL | 3,079 | 73.6% | 79.7% | 3,011 | 74.3% | 81.5% | 3,462 | 71.1% | 80.0% | 3,271 | 73.0% | 79.8% | 4,014 | 72.2% | 80.2% | 4,108 | 71.4% | 79.2% |

*Adjusted cohort excludes students who left the institution due to death or service in the armed forces (including those called to active duty).