



Fall 2007 Cohort Non-returning Students: What do we know?

Executive Summary

The following report provides an analysis of 476 first-time full-time freshmen in the University of South Alabama (USA) Fall 2007 cohort who did not return to USA in Fall 2008. Of these non-returning students, 148 transferred to another institution prior to Fall 2008 and 328 did not enroll at another college or university. Results showed a large majority of students who transferred went to a public (137) two year institution (101) located in Alabama (97).

Also, as a follow up to a previous study that found a drop of 22% in retention of African-American students in the Fall 2007 cohort compared to the Fall 2006 cohort, ethnicity was used as a covariate to compare mean differences of non-returning students who transferred compared to non-returning students who did not transfer (ANCOVA). The ANCOVA results showed non-returning students who were 1) from Mobile or Baldwin County, 2) had lower high school GPAs, 3) attended later orientation sessions, 4) did not receive a freshman scholarship or financial aid, 5) did not live on campus, earned/completed fewer hours, and 6) attained lower USA GPAs were significantly less likely to transfer to another institution than non-returning students who transferred.

Findings indicate an opportunity for the institution to 1) contact non-returning students from the local area and students who had a high school GPA of 3.5 to understand reasons for their decision to transfer and/or to discuss readmission to USA, 2) apply intrusive advising techniques to scholarship recipients to ensure their persistence at USA, 3) use attendance during last two orientation sessions, low high school GPA, and ACT scores of 17 or below as early alert signals for students to be closely monitored and advised to help them persist and return to USA.

Overview

The following report provides an analysis of 476 first-time full-time freshmen in the University of South Alabama (USA) Fall 2007 cohort (freshmen who enrolled in Summer 2007 or Fall 2007) who did not return to USA in Fall 2008.¹ The National Student Clearinghouse (NSC) was used to identify whether non-returning students transferred to another institution or did not enroll at all in another higher education institution in Fall 2008. With the NSC receiving data from over 3,200 (91%) of all colleges and universities in the United States, students who were not identified as transfer students by the NSC are unlikely to be enrolled at another college or university. Comparisons are made between 148 non-returning students who transferred to another institution prior to Fall 2008 and 328 non-returning students who did not enroll at another college or university.

Profile of Non-returning Student Who Did Not Transfer

- No third party scholarship² (88%)
- From Mobile or Baldwin County (81%)
- No freshman scholarship³ (81%)
- USA GPA 2.0 or below (78%)
- No financial aid (78%)
- Lived off-campus (74%)
- 18 years old or younger (66%)
- White (66%)
- Earned zero-six USA credit hours (54%)
- Female (54%)
- High school GPA between 2.51-3.0 (37%)
- Composite ACT score between 18-20 (36%)
- Attended fifth session of new student orientation (31%)

¹ International (32) non-returning students are not included in this analysis.

² Military/ROTC, vocational rehab, employment funded, prepaid AL, MS, or FL tuition, etc.

³ Bay Area, Honors, Mitchell, Presidential, or Starnes merit based scholarships

Profile of Non-returning Student Who Transferred

- No third party scholarship (89%)
- 18 years old or younger (82%)
- No financial aid (68%)
- White (65%)
- No freshman scholarship (64%)
- From Mobile or Baldwin County (57%)
- Female (54%)
- Lived off-campus (52%)
- USA GPA of 2.0 or below (48%)
- High school GPA between 3.51-4.0 (32%)
- Composite ACT score between 21-23 (31%)
- Earned zero-six USA credit hours (23%)
- Attended August new student orientation (20%)

Where Non-returning Students Transferred

Of the 148 non-returning students who transferred, a large majority transferred to a public (137) two year institution (101) located in Alabama (97). Mississippi (27) was also a likely destination (see Table 1: Types of Institutions Where USA Students Transferred and Table 2: Top 5 States Where USA Students Transferred tables). The most common two year institutions of choice were Faulkner State (29), Mississippi Gulf Coast (22), or Bishop State (17) while Auburn (10) or Alabama (9) were the most common four year institutions selected as a transfer institution (see Table 3: Top 10 Institutions Where USA Students Transferred tables).

Table 1: Types of Institutions Where USA Students Transferred

2 or 4 Year Institution	Count	%	Public or Private Institution	Count	%
2 Year Institution	101	68%	Public Institution	137	93%
4 Year Institution	47	32%	Private Institution	11	8%

Table 2: Top 5 States Where USA Students Transferred

Rank	State	Count	%
1	Alabama	97	66%
2	Mississippi	27	18%
3	Florida	9	6%
4	Illinois	5	3%
5	Texas	2	1%

Table 3: Top 10 Institutions Where USA Students Transferred

Rank	College	Count	%
1	FAULKNER STATE COLLEGE	29	20%
2	MISSISSIPPI GULF COAST COMMUNITY COL – PERKINSTON	22	15%
3	BISHOP STATE COMMUNITY COLLEGE	17	12%
4	AUBURN UNIVERSITY	10	7%
5	UNIVERSITY OF ALABAMA	9	6%
6	PENSACOLA JUNIOR COLLEGE	5	3%
7	ALABAMA SOUTHERN COMMUNITY COLLEGE	4	3%
7	CALHOUN COMMUNITY COLLEGE	4	3%
7	SOUTHERN UNION STATE COMMUNITY COLLEGE	4	3%
7	TROY UNIVERSITY	4	3%

Comparison of Non-returning Transfer Students to Other Non-returning Students

Multiple characteristics of non-returning students were compared to determine what characteristics may serve as indicators of 328 non-returning students who did not transfer compared to 148 non-returning students who transferred (see Key Characteristics of Fall 2007 Cohort Non Returners). The following table displays characteristics comprising the largest portion of the comparison group (complete data tables are found in the Appendix of the report).

Unsurprisingly, the USA GPA and number of USA earned hours were two of the three characteristics with indicators having the greatest difference between non-returning students who did not transfer and students who transferred.

- 78% of the non-returning students who did not transfer had a USA GPA of 2.0 or below (248) compared to 48% of non-returning students who transferred (70).

- 54% of non-returning students who did not transfer and completed zero to six USA credit hours (170) compared to 23% of non-returning students who transferred (33).
- 6% of non-returning students who did not transfer and completed 24.5 or more USA credit hours (19) compared to 28% of non-returning students who transferred (41).

Table 4: Key Characteristics of Fall 2007 Cohort Non Returners

Top w/in Group Characteristics	Did Not Transfer (n=328)	% Did Not Transfer	Transferred (n=148)	% Transferred	% Difference Btwn Did Not & Transferred
<i>USA GPA (Note: n=317 Did Not Transfer; 146 Transferred)</i>					
2.0 or below	248	78%	70	48%	-30%
<i>Region</i>					
Mobile/ Baldwin County	265	81%	85	57%	-24%
Rest of AL	24	7%	24	16%	+9%
MS Serv. Area	23	7%	25	17%	+10%
<i># USA Earned Hours (Note: n=317 Did Not Transfer; 146 Transferred)</i>					
0-6 hours	170	54%	33	23%	-21%
24.5 or more hours	19	6%	41	28%	+22%
<i>Housing</i>					
Off-Campus	243	74%	77	52%	-18%
<i>HS GPA (Note: n=241 Did Not Transfer; 136 Transferred)</i>					
2.51-3.0	89	37%	38	28%	-9%
3.51-4.0	36	15%	43	32%	+17%
<i>Age</i>					
<=18 years	216	66%	121	82%	+16%
19-20 years	69	21%	21	14%	-7%
<i>Orientation Session (Note: n=301 Did Not Transfer; 141 Transferred)</i>					
August	87	29%	28	20%	-9%
Summer 5	92	31%	26	18%	-13%
<i>Financial Aid</i>					
No	255	78%	100	68%	-10%
Note: Cells are shaded in yellow where % transferred compared to did not transfer was positive and greater than 10% while cells are shaded in red where % transferred compared to did not transfer was negative and greater than 10%.					

Key Characteristics of Fall 2007 Cohort Non Returners (cont')

Top w/in Group Characteristics	Did Not Transfer	% Did Not Transfer	Transferred	% Transferred	% Difference Btwn Did Not & Transferred
<i>Composite ACT Score (Note: n=270 Did Not Transfer; 131 Transferred)</i>					
18-20	98	36%	36	28%	-8%
21-23	71	26%	40	31%	+5%
<i>College</i>					
Arts & Sciences	140	43%	52	35%	-8%
<i>Freshman Scholarship</i>					
No	264	81%	95	75%	-6%
<i>Other Scholarship</i>					
No	289	88%	131	89%	+1%
<i>Ethnicity</i>					
White	215	66%	96	65%	-1%
African-American	87	27%	39	26%	-1%
<i>Gender</i>					
Female	177	54%	80	54%	0%
Note: Cells are shaded in yellow where % transferred compared to did not transfer was positive and greater than 10% while cells are shaded in red where % transferred compared to did not transfer was negative and greater than 10%.					

Region where the student originated from had the second greatest percentage differential between non-returning students who did not transfer and non-returning students who transferred. Students from Mobile or Baldwin County were far more likely not to transfer while students from the rest of Alabama or the Mississippi service area were more likely to transfer than students from the same region.

- 81% of non-returning students who did not transfer and were from Mobile or Baldwin County (265) compared to 57% of non-returning students who transferred (85).
- 7% of non-returning students who did not transfer and were from the Mississippi service area (23) compared to 17% of non-returning students who transferred (25).

Four other comparison groups had percentage differentials greater than 10% between students who did not transfer and students who transferred: housing, high school GPA, age, and financial aid.

- 74% of non-returning students who did not transfer and were living off-campus (243) compared to 52% of non-returning students who transferred (77).
- 15% of non-returning students who did not transfer and had a high school GPA of 3.51 or higher (36) compared to 32% of non-returning students who transferred (43).
- 31% of non-returning students who did not transfer and attended the fifth new student orientation session (92) compared to 18% of non-returning students who transferred (26).
- 78% of non-returning students who did not transfer and did not receive financial aid (255) compared to 68% of non-returning students who transferred (100).

Mean Differences Based on Transfer Status w/ Ethnicity as Covariate

In a previous retention based report completed by Institutional Research, Planning, and Assessment related to the entire Fall 2007 freshman cohort, results showed a drop of 22% in retention of African-American students in the Fall 2007 cohort compared to the Fall 2006 cohort. Therefore, the decision was made to use ethnicity as a covariate to compare mean differences for each characteristic included in this analysis. Mean differences for each characteristic of students who did not transfer were compared to students who transferred with ethnicity serving as a covariate (ANCOVA). Students who did not transfer were coded as “0” and students who did transfer were coded as “1”. Significant mean differences were found for students based on region, high school GPA, orientation session attended, whether the student received a freshman scholarship (Y/N), whether the student received financial aid (Y/N), whether the student lived on campus (Y/N), number of hours earned/completed at USA through Summer 2008, and USA GPA through Summer 2008. The ANCOVA results including the confidence intervals (CI) showed that non-returning students who were from Mobile or Baldwin County, had lower high school GPAs, attended later orientation sessions, did not receive a freshman scholarship or financial aid, did not live on campus, earned/completed fewer hours, and attained lower USA GPAs were significantly less likely to transfer to another institution than non-returning students who transferred (see Primary Significant Mean Differences of Pairwise Comparisons w/Ethnicity as Covariate table or Appendix).

Table 5: Primary Significant Mean Differences w/Ethnicity Used as Covariate

Dependent Variable: Transferred (No=0, Yes=1)						
<i>(I) Region of Residency</i>	<i>(J) Region of Residency</i>	Mean Difference (I-J)	Std. Error	Sig.a	95% CI	
					Lower CI	Upper CI
Mobile/ Baldwin	*Rest of AL	-0.257	0.069	0.002	-0.452	-0.063
	*FL Serv. Area	-0.456	0.144	0.017	-0.861	-0.050
	*MS Serv. Area	-0.282	0.070	0.001	-0.479	-0.086
<i>(I) High School GPA</i>	<i>(J) High School GPA</i>					
3.51-4.0	*2.5 or below	0.265	0.082	0.008	0.047	0.482
	*2.51-3.0	0.247	0.068	0.002	0.068	0.427
	*3.01-3.5	0.209	0.070	0.019	0.023	0.395
<i>(I) Orientation Attended</i>	<i>(J) Orientation Attended</i>					
Summer 1	*August	0.411	0.091	0.000	0.133	0.688
	May	0.302	0.137	0.446	-0.115	0.718
	Summer 2	0.304	0.104	0.074	-0.013	0.622
	Summer 3	0.290	0.101	0.083	-0.016	0.597
	Summer 4	0.215	0.099	0.478	-0.087	0.517
	*Summer 5	0.432	0.091	0.000	0.156	0.708
<i>(I) Freshman Scholarship</i>	<i>(J) Freshman Scholarship</i>					
No	*Yes	-0.200	0.050	0.000	-0.298	-0.101
Yes	*No	0.200	0.050	0.000	0.101	0.298
<i>(I) Financial Aid</i>	<i>(J) Financial Aid</i>					
No	*Yes	-0.118	0.049	0.017	-0.215	-0.022
Yes	*No	0.118	0.049	0.017	0.022	0.215
<i>(I) Housing</i>	<i>(J) Housing</i>					
Off Campus	*On Campus	-0.221	0.045	0.000	-0.309	-0.133
On Campus	*Off Campus	0.221	0.045	0.000	0.133	0.309
<i>(I) USA Earned Hours</i>	<i>(J) USA Earned Hours</i>					
0-6	*6.5-12	-0.158	0.054	0.049	-0.316	0.000
	*12.5-18	-0.201	0.063	0.021	-0.385	-0.016
	*18.5-24	-0.288	0.075	0.002	-0.509	-0.067
	*24.5-30	-0.492	0.073	0.000	-0.707	-0.277
	*30 or more	-0.608	0.110	0.000	-0.932	-0.285
<i>(I) USA GPA</i>	<i>(J) USA GPA</i>					
2.0 or below	*2.01-2.50	-0.205	0.066	0.020	-0.390	-0.019
	*2.51-3.0	-0.273	0.070	0.001	-0.471	-0.075
	*3.01-3.5	-0.477	0.092	0.000	-0.737	-0.216
	*3.51-4.0	-0.448	0.096	0.000	-0.718	-0.178
Based on estimated marginal means						
*. The mean difference is significant at the .05 level.						
a. Adjustment for multiple comparisons: Sidak.						

Implications

- There is an opportunity to contact local students who have not returned to USA but also have not yet transferred to another institution, especially the non-returning students from Mobile and adjacent areas. Additionally, local students transferring to community colleges could be contacted about returning to USA upon completion of an associate's degree.
- Valuable insights might be gained from following up with students who had a high school GPA of 3.5 or above and then transferred to another institution. These students were likely prepared for college but chose to transfer to another institution. It is important to understand the reasons for their decision to transfer.
- There is an opportunity to apply intrusive advising techniques to scholarship recipients to ensure their persistence at USA, given that 36% of the 148 students who transferred had a freshman scholarship
- 60% of the non returning students who did not transfer attended the last two orientation sessions. Students attending these two orientation sessions should be targeted with interventions to help them persist and return.
- As reported in other studies conducted by the Office of Institutional Research, Planning and Assessment, there are early alert signals suggesting that certain students be monitored and closely advised. The early alerts include attendance during last two orientation sessions, low high school GPA and ACT scores of 17 or below.

APPENDIX

Crosstabs of Fall 2007 Freshman Cohort Non-returning Students

Region of Residency * Transferred Crosstabulation

			Transferred		
			0	1	Total
Region of Residency	Mobile/ Baldwin	Count	265	85	350
		% within Transferred	80.8%	57.4%	73.5%
	Rest of AL	Count	24	24	48
		% within Transferred	7.3%	16.2%	10.1%
	FL Serv. Area	Count	3	7	10
		% within Transferred	.9%	4.7%	2.1%
	MS Serv. Area	Count	23	25	48
		% within Transferred	7.0%	16.9%	10.1%
	Rest of U.S.	Count	13	7	20
		% within Transferred	4.0%	4.7%	4.2%
Total		Count	328	148	476
		% within Transferred	100.0%	100.0%	100.0%

Gender * Transferred Crosstabulation

			Transferred		
			0	1	Total
Gender	Male	Count	151	68	219
		% within Transferred	46.0%	45.9%	46.0%
	Female	Count	177	80	257
		% within Transferred	54.0%	54.1%	54.0%
Total		Count	328	148	476
		% within Transferred	100.0%	100.0%	100.0%

Ethnicity Collapsed * Transferred Crosstabulation

			Transferred		
			0	1	Total
Ethnicity Collapsed	White	Count	215	96	311
		% within Transferred	65.5%	64.9%	65.3%
	Other Ethnicity	Count	26	13	39
		% within Transferred	7.9%	8.8%	8.2%
	African-American	Count	87	39	126
		% within Transferred	26.5%	26.4%	26.5%
Total		Count	328	148	476
		% within Transferred	100.0%	100.0%	100.0%

Age * Transferred Crosstabulation

			Transferred		
			0	1	Total
Age	17	Count	18	6	24
		% within Transferred	5.5%	4.1%	5.0%
	18	Count	198	115	313
		% within Transferred	60.4%	77.7%	65.8%
	19	Count	52	20	72
		% within Transferred	15.9%	13.5%	15.1%
	20	Count	17	1	18
		% within Transferred	5.2%	.7%	3.8%
	21	Count	9	0	9
		% within Transferred	2.7%	.0%	1.9%
	>=22	Count	34	6	40
		% within Transferred	10.4%	4.1%	8.4%
Total	Count		328	148	476
		% within Transferred	100.0%	100.0%	100.0%

HSGPA Collapsed * Transferred Crosstabulation

			Transferred		
			0	1	Total
HSGPA Collapsed	2.5 or below	Count	44	18	62
		% within Transferred	18.3%	13.2%	16.4%
	2.51-3.0	Count	89	38	127
		% within Transferred	36.9%	27.9%	33.7%
	3.01-3.5	Count	72	37	109
		% within Transferred	29.9%	27.2%	28.9%
	3.51-4.0	Count	36	43	79
		% within Transferred	14.9%	31.6%	21.0%
Total	Count		241	136	377
		% within Transferred	100.0%	100.0%	100.0%

ACT * Transferred Crosstabulation

			Transferred		
			0	1	Total
ACT	17 or below	Count	46	19	65
		% within Transferred	17.0%	14.5%	16.2%
	18-20	Count	98	36	134
		% within Transferred	36.3%	27.5%	33.4%
	21-23	Count	71	40	111
		% within Transferred	26.3%	30.5%	27.7%

ACT * Transferred Crosstabulation

			Transferred		
			0	1	Total
ACT	24-26	Count	40	24	64
		% within Transferred	14.8%	18.3%	16.0%
	27-29	Count	12	7	19
		% within Transferred	4.4%	5.3%	4.7%
	30 or above	Count	3	5	8
		% within Transferred	1.1%	3.8%	2.0%
Total		Count	270	131	401
		% within Transferred	100.0%	100.0%	100.0%

Freshman Scholarship * Transferred Crosstabulation

			Transferred		
			0	1	Total
Freshman Scholarship	No	Count	264	95	359
		% within Transferred	80.5%	64.2%	75.4%
	Yes	Count	64	53	117
		% within Transferred	19.5%	35.8%	24.6%
Total		Count	328	148	476
		% within Transferred	100.0%	100.0%	100.0%

Other Scholarship * Transferred Crosstabulation

			Transferred		
			0	1	Total
Other Scholarship	No	Count	289	131	420
		% within Transferred	88.1%	88.5%	88.2%
	Yes	Count	39	17	56
		% within Transferred	11.9%	11.5%	11.8%
Total		Count	328	148	476
		% within Transferred	100.0%	100.0%	100.0%

Financial Aid * Transferred Crosstabulation

			Transferred		
			0	1	Total
Financial Aid	No	Count	255	100	355
		% within Transferred	77.7%	67.6%	74.6%
	Yes	Count	73	48	121
		% within Transferred	22.3%	32.4%	25.4%
Total		Count	328	148	476
		% within Transferred	100.0%	100.0%	100.0%

Orientation Attended * Transferred Crosstabulation

			Transferred		
			0	1	Total
Orientation Attended	August	Count	87	28	115
		% within Transferred	28.9%	19.9%	26.0%
	May	Count	11	6	17
		% within Transferred	3.7%	4.3%	3.8%
	Summer 1	Count	12	21	33
		% within Transferred	4.0%	14.9%	7.5%
	Summer 2	Count	30	15	45
		% within Transferred	10.0%	10.6%	10.2%
	Summer 3	Count	35	19	54
		% within Transferred	11.6%	13.5%	12.2%
	Summer 4	Count	34	26	60
		% within Transferred	11.3%	18.4%	13.6%
	Summer 5	Count	92	26	118
		% within Transferred	30.6%	18.4%	26.7%
Total		Count	301	141	442
		% within Transferred	100.0%	100.0%	100.0%

Housing * Transferred Crosstabulation

			Transferred		
			0	1	Total
Housing	Off Campus	Count	243	77	320
		% within Transferred	74.1%	52.0%	67.2%
	On Campus	Count	85	71	156
		% within Transferred	25.9%	48.0%	32.8%
Total		Count	328	148	476
		% within Transferred	100.0%	100.0%	100.0%

College * Transferred Crosstabulation

			Transferred		
			0	1	Total
College	AS	Count	140	52	192
		% within Transferred	42.7%	35.1%	40.3%
	BU	Count	39	18	57
		% within Transferred	11.9%	12.2%	12.0%
	AH	Count	28	17	45
		% within Transferred	8.5%	11.5%	9.5%
	NU	Count	45	24	69
		% within Transferred	13.7%	16.2%	14.5%

College * Transferred Crosstabulation

			Transferred		
			0	1	Total
College	EG	Count	36	12	48
		% within Transferred	11.0%	8.1%	10.1%
	ED	Count	23	19	42
		% within Transferred	7.0%	12.8%	8.8%
	CS	Count	12	5	17
		% within Transferred	3.7%	3.4%	3.6%
	CE	Count	5	1	6
		% within Transferred	1.5%	.7%	1.3%
Total		Count	328	148	476
		% within Transferred	100.0%	100.0%	100.0%

Earned Hours Collapsed * Transferred Crosstabulation

			Transferred		
			0	1	Total
Earned Hours Collapsed	0-6	Count	170	33	203
		% within Transferred	53.6%	22.6%	43.8%
	6.5-12	Count	66	31	97
		% within Transferred	20.8%	21.2%	21.0%
	12.5-18	Count	40	23	63
		% within Transferred	12.6%	15.8%	13.6%
	18.5-24	Count	22	18	40
		% within Transferred	6.9%	12.3%	8.6%
	24.5-30	Count	15	28	43
		% within Transferred	4.7%	19.2%	9.3%
	30 or more	Count	4	13	17
		% within Transferred	1.3%	8.9%	3.7%
Total		Count	317	146	463
		% within Transferred	100.0%	100.0%	100.0%

USA GPA * Transferred Crosstabulation

			Transferred		
			0	1	Total
USA GPA	2.0 or below	Count	248	70	318
		% within Transferred	78.2%	47.9%	68.7%
	2.01-2.50	Count	30	22	52
		% within Transferred	9.5%	15.1%	11.2%
	2.51-3.0	Count	23	22	45
		% within Transferred	7.3%	15.1%	9.7%

USA GPA * Transferred Crosstabulation

			Transferred		
			0	1	Total
USA GPA 3.01-3.5	Count		8	17	25
	% within Transferred		2.5%	11.6%	5.4%
3.51-4.0	Count		8	15	23
	% within Transferred		2.5%	10.3%	5.0%
Total	Count		317	146	463
	% within Transferred		100.0%	100.0%	100.0%

Variables w/Significant Mean Differences w/Ethnicity as a Covariate

Pairwise Comparisons

Dependent Variable: Transferred

(I) Region of Residency	(J) Region of Residency	Mean Difference (I-J)	Std. Error	Sig.a	95% Confidence Interval for Difference a	
					Lower Bound	Upper Bound
Mobile/ Baldwin	*Rest of AL	-0.257	0.069	0.002	-0.452	-0.063
	*FL Serv. Area	-0.456	0.069	0.017	-0.861	-0.050
	*MS Serv. Area	-0.282	0.070	0.001	-0.479	-0.086
	Rest of U.S.	-0.111	0.104	0.966	-0.402	0.181
Rest of AL	*Mobile/ Baldwin	0.257	0.069	0.002	0.063	0.452
	FL Serv. Area	-0.199	0.156	0.899	-0.638	0.241
	MS Serv. Area	-0.025	0.092	1.000	-0.284	0.234
	Rest of U.S.	0.147	0.120	0.917	-0.190	0.484
FL Serv. Area	*Mobile/ Baldwin	0.456	0.144	0.017	0.050	0.861
	Rest of AL	0.199	0.156	0.899	-0.241	0.638
	MS Serv. Area	0.173	0.157	0.956	-0.267	0.614
	Rest of U.S.	0.345	0.174	0.389	-0.145	0.836
MS Serv. Area	*Mobile/ Baldwin	0.282	0.070	0.001	0.086	0.479
	Rest of AL	0.025	0.092	1.000	-0.234	0.284
	FL Serv. Area	-0.173	0.157	0.956	-0.614	0.267
	Rest of U.S.	0.172	0.120	0.806	-0.165	0.508
Rest of U.S.	Mobile/ Baldwin	0.111	0.104	0.966	-0.181	0.402
	Rest of AL	-0.147	0.120	0.917	-0.484	0.190
	FL Serv. Area	-0.345	0.174	0.389	-0.836	0.145
	MS Serv. Area	-0.172	0.120	0.806	-0.508	0.165

Based on estimated marginal means

*. The mean difference is significant at the .05 level.

a. Adjustment for multiple comparisons: Sidak.

Pairwise Comparisons

Dependent Variable: Transferred

(I) High School GPA	(J) High School GPA	Mean Difference (I-J)	Std. Error	Sig.a	95% Confidence Interval for Difference a	
					Lower Bound	Upper Bound
2.5 or below	2.51-3.0	-0.017	0.075	1.000	-0.215	0.180
	3.01-3.5	-0.056		0.976	-0.257	0.146
	*3.51-4.0	-0.265	0.082	0.008	-0.482	-0.047

2.51-3.0	2.5 or below	0.017	0.075	1.000	-0.180	0.215
	3.01-3.5	-0.038	0.062	0.990	-0.202	0.125
	*3.51-4.0	-0.247	0.068	0.002	-0.427	-0.068
3.01-3.5	2.5 or below	0.056	0.076	0.976	-0.146	0.257
	2.51-3.0	0.038	0.062	0.990	-0.125	0.202
	*3.51-4.0	-0.209	0.070	0.019	-0.395	-0.023
3.51-4.0	*2.5 or below	0.265	0.082	0.008	0.047	0.482
	*2.51-3.0	0.247	0.068	0.002	0.068	0.427
	*3.01-3.5	0.209	0.070	0.019	0.023	0.395

Based on estimated marginal means

a. Adjustment for multiple comparisons: Sidak.

*. The mean difference is significant at the .05 level.

Pairwise Comparisons

Dependent Variable: Transferred

(I) Freshman Scholarship	(J) Freshman Scholarship	Mean Difference (I-J)	Std. Error	Sig.a	95% Confidence Interval for Difference a	
					Lower Bound	Upper Bound
No	*Yes	-0.200	0.050	0.000	-0.298	-0.101
Yes	*No	0.200		0.000	0.101	0.298

Based on estimated marginal means

*. The mean difference is significant at the .05 level.

a. Adjustment for multiple comparisons: Sidak.

Pairwise Comparisons

Dependent Variable: Transferred

(I) Orientation Attended	(J) Orientation Attended	Mean Difference (I-J)	Std. Error	Sig.a	95% Confidence Interval for Difference a	
					Lower Bound	Upper Bound
August	May	-0.109	0.118	1.000	-0.469	0.251
	*Summer 1	-0.411		0.000	-0.688	-0.133
	Summer 2	-0.106	0.081	0.989	-0.354	0.141
	Summer 3	-0.120	0.076	0.919	-0.351	0.111
	Summer 4	-0.195	0.073	0.144	-0.417	0.026
May	Summer 5	0.022	0.060	1.000	-0.160	0.203
	August	0.109	0.118	1.000	-0.251	0.469
	Summer 1	-0.302	0.137	0.446	-0.718	0.115
	Summer 2	0.003	0.130	1.000	-0.394	0.400
	Summer 3	-0.011	0.127	1.000	-0.398	0.375

Summer 1	Summer 4	-0.087	0.125	1.000	-0.468	0.295
	Summer 5	0.130	0.118	0.999	-0.229	0.490
	*August	0.411	0.091	0.000	0.133	0.688
	May	0.302	0.137	0.446	-0.115	0.718
	Summer 2	0.304	0.104	0.074	-0.013	0.622
Summer 2	Summer 3	0.290	0.101	0.083	-0.016	0.597
	Summer 4	0.215	0.099	0.478	-0.087	0.517
	*Summer 5	0.432	0.091	0.000	0.156	0.708
	August	0.106	0.081	0.989	-0.141	0.354
	May	-0.003	0.130	1.000	-0.400	0.394
Summer 3	Summer 1	-0.304	0.104	0.074	-0.622	0.013
	Summer 3	-0.014	0.092	1.000	-0.294	0.266
	Summer 4	-0.089	0.090	1.000	-0.364	0.185
	Summer 5	0.128	0.081	0.921	-0.118	0.374
	August	0.120	0.076	0.919	-0.111	0.351
Summer 4	May	0.011	0.127	1.000	-0.375	0.398
	Summer 1	-0.290	0.101	0.083	-0.597	0.016
	Summer 2	0.014	0.092	1.000	-0.266	0.294
	Summer 4	-0.075	0.085	1.000	-0.336	0.185
	Summer 5	0.142	0.075	0.727	-0.087	0.371
Summer 5	August	0.195	0.073	0.144	-0.026	0.417
	May	0.087	0.125	1.000	-0.295	0.468
	Summer 1	-0.215	0.099	0.478	-0.517	0.087
	Summer 2	0.089	0.090	1.000	-0.185	0.364
	Summer 3	0.075	0.085	1.000	-0.185	0.336
Summer 5	Summer 5	0.217	0.072	0.057	-0.003	0.437
	August	-0.022	0.060	1.000	-0.203	0.160
	May	-0.130	0.118	0.999	-0.490	0.229
	*Summer 1	-0.432	0.091	0.000	-0.708	-0.156
	Summer 2	-0.128	0.081	0.921	-0.374	0.118
	Summer 3	-0.142	0.075	0.727	-0.371	0.087
	Summer 4	-0.217	0.072	0.057	-0.437	0.003

Based on estimated marginal means

a. Adjustment for multiple comparisons: Sidak.

*. The mean difference is significant at the .05 level.

Pairwise Comparisons

Dependent Variable: Transferred

(I) USA Earned Hours	(J) USA Earned Hours	Mean Difference (I-J)	Std. Error	Sig.a	95% Confidence Interval for Difference a	Lower Bound	Upper Bound
0-6	*6.5-12	-0.158	0.054	0.049	-0.316	0.000	
	*12.5-18		-0.201	0.021	-0.385	-0.016	

6.5-12	*18.5-24	-0.288	0.075	0.002	-0.509	-0.067
	*24.5-30	-0.492	0.073	0.000	-0.707	-0.277
	*30 or more	-0.608	0.110	0.000	-0.932	-0.285
	*0-6	0.158	0.054	0.049	0.000	0.316
	12.5-18	-0.043	0.070	1.000	-0.250	0.164
12.5-18	18.5-24	-0.130	0.082	0.832	-0.370	0.110
	*24.5-30	-0.334	0.080	0.000	-0.568	-0.100
	*30 or more	-0.450	0.114	0.001	-0.786	-0.113
	*0-6	0.201	0.063	0.021	0.016	0.385
	6.5-12	0.043	0.070	1.000	-0.164	0.250
18.5-24	18.5-24	-0.087	0.088	0.997	-0.346	0.171
	*24.5-30	-0.291	0.086	0.012	-0.545	-0.038
	*30 or more	-0.407	0.119	0.010	-0.758	-0.057
	*0-6	0.288	0.075	0.002	0.067	0.509
	6.5-12	0.130	0.082	0.832	-0.110	0.370
24.5-30	12.5-18	0.087	0.088	0.997	-0.171	0.346
	24.5-30	-0.204	0.095	0.394	-0.485	0.077
	30 or more	-0.320	0.126	0.157	-0.691	0.050
	*0-6	0.492	0.073	0.000	0.277	0.707
	*6.5-12	0.334	0.080	0.000	0.100	0.568
30 or more	*12.5-18	0.291	0.086	0.012	0.038	0.545
	18.5-24	0.204	0.095	0.394	-0.077	0.485
	30 or more	-0.116	0.124	0.999	-0.482	0.250
	*0-6	0.608	0.110	0.000	0.285	0.932
	*6.5-12	0.450	0.114	0.001	0.113	0.786
	*12.5-18	0.407	0.119	0.010	0.057	0.758
	18.5-24	0.320	0.126	0.157	-0.050	0.691
	24.5-30	0.116	0.124	0.999	-0.250	0.482

Based on estimated marginal means

*. The mean difference is significant at the .05 level.

a. Adjustment for multiple comparisons: Sidak.

Pairwise Comparisons

Dependent Variable: Transferred

(I) USA GPA	(J) USA GPA	Mean Difference (I-J)	Std. Error	Sig.a	95% Confidence Interval for Difference a	
					Lower Bound	Upper Bound
2.0 or below	*2.01-2.50	-0.205	0.066	0.020	-0.390	-0.019
	*2.51-3.0			0.001	-0.471	-0.075
	*3.01-3.5	-0.477	0.092	0.000	-0.737	-0.216
	*3.51-4.0	-0.448	0.096	0.000	-0.718	-0.178
2.01-2.50	*2.0 or below	0.205	0.066	0.020	0.019	0.390
	2.51-3.0	-0.068	0.090	0.997	-0.321	0.184

	3.01-3.5	-0.272	0.108	0.115	-0.575	0.032
	3.51-4.0	-0.244	0.111	0.252	-0.556	0.068
2.51-3.0	*2.0 or below	0.273	0.070	0.001	0.075	0.471
	2.01-2.50	0.068	0.090	0.997	-0.184	0.321
	3.01-3.5	-0.204	0.110	0.493	-0.514	0.107
	3.51-4.0	-0.176	0.113	0.729	-0.495	0.143
3.01-3.5	*2.0 or below	0.477	0.092	0.000	0.216	0.737
	2.01-2.50	0.272	0.108	0.115	-0.032	0.575
	2.51-3.0	0.204	0.110	0.493	-0.107	0.514
	3.51-4.0	0.028	0.127	1.000	-0.330	0.387
3.51-4.0	*2.0 or below	0.448	0.096	0.000	0.178	0.718
	2.01-2.50	0.244	0.111	0.252	-0.068	0.556
	2.51-3.0	0.176	0.113	0.729	-0.143	0.495
	3.01-3.5	-0.028	0.127	1.000	-0.387	0.330

Based on estimated marginal means

*. The mean difference is significant at the .05 level.

a. Adjustment for multiple comparisons: Sidak.

Pairwise Comparisons

Dependent Variable: Transferred

(I) Financial Aid	(J) Financial Aid	Mean Difference (I-J)	Std. Error	Sig.a	95% Confidence Interval for Difference a	
					Lower Bound	Upper Bound
No	*Yes	-0.118	0.049	0.017	-0.215	-0.022
Yes	*No	0.118	0.049	0.017	0.022	0.215

Based on estimated marginal means

*. The mean difference is significant at the .05 level.

a. Adjustment for multiple comparisons: Sidak.

Pairwise Comparisons

Dependent Variable: Transferred

(I) Housing	(J) Housing	Mean Difference (I-J)	Std. Error	Sig.a	95% Confidence Interval for Difference a	
					Lower Bound	Upper Bound
Off Campus	*On Campus	-0.221	0.045	0.000	-0.309	-0.133
On Campus	*Off Campus	0.221	0.045	0.000	0.133	0.309

Based on estimated marginal means

*. The mean difference is significant at the .05 level.

a. Adjustment for multiple comparisons: Sidak.