

Time to Baccalaureate Degree

Years to Degree Semesters to Degree Credit Hours to Degree Student Characteristics Migration

Executive Summary

During a recent discussion about graduation rates with the University of Alabama Board of Trustees, a question was raised about different ways to measure time to degree. It was suggested that, in addition to the elapsed time to degree—or total time, in calendar years, between initial enrollment and subsequent degree attainment—the actual number of semesters enrolled and credits taken would provide a better understanding of costs associated with Bachelor's degree completion at the three campuses of the University of Alabama System. Trustees were also interested in:

- The time to degree for different race/ethnicity groups as well as for Pell recipients;
- The impact of a change of major on the path to degree completion; and
- Efforts by the campuses to inform students and parents about the effect of a change of major on the time to degree completion.

Following up on this discussion, the University of Alabama System Office of Academic and Student Affairs requested data on time to degree—including the elapsed time to degree, the number of fall and spring semesters enrolled, the number of attempted hours, and the number of earned hours—from each of the campuses.

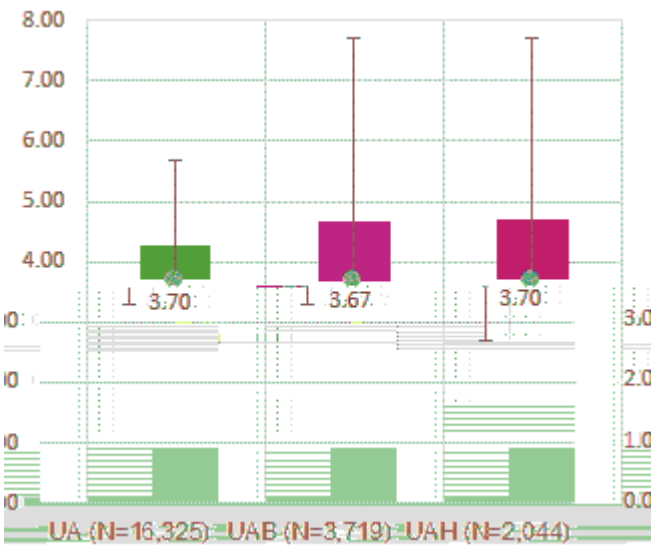
Unlike more commonly used measures of student success in college—such as four-year or six-year graduation rates,¹ which are based on tracking first-time freshmen fall cohorts to estimate the share of first-time freshmen who graduated—the analysis presented here starts with conferred degrees, which are then matched with records from the semesters of matriculation for graduating students. Degrees from the 2017-18, 2018-19, and 2019-20 academic years are included in this report. Only those graduates who started as first-time freshmen are included here,² hence data in this report do not show the number of graduates at each campus. Only the earliest Bachelor's degrees were included for each student. For example, if a student completed one degree in fall of 2018 and another degree in spring of 2019, only the fall 2018 degree is considered here. The analysis is conducted at a student level. If a student completed

Elapsed Time to Degree

Elapsed years to degree are calculated based on the difference between graduation date and the first day of the matriculation semester.

As shown in Graph 1.1, the median time to degree for all three campuses is less than four years (3.70 at UA, 3.67 at UAB, and 3.70 at UAH). The middle 50% of UA Bachelor's degree recipients completed their degrees within 3.70 to 4.28 calendar years; the middle 50% of UAB graduates completed their Bachelor's degrees within 3.67 to 4.67 years; and the middle 50% of UAH Bachelor's degree recipients completed their degrees within 3.70 to 4.70 years.

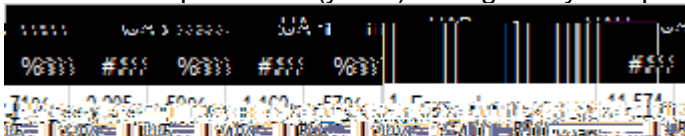
Graph 1.1 Elapsed time to degree, five-point summary



	5 th perc.	25 th perc.	Median	75 th perc.	95 th perc.
UA (N=16,325)	3.28	3.70	3.70	4.28	5.69
UAB (N=3,719)	3.29	3.67	3.67	4.67	7.71
UAH (N=2,044)	2.70	3.70	3.70	4.70	7.71

At UA about 71% of graduates completed their degrees within four years and 93% completed their degrees within five years (see Table 1.1). At UAB 59% of graduates completed their degrees within four years and 83% completed their degrees within five years. At UAH 57% of graduates completed their degrees within four years and 85% completed their degrees within five years.

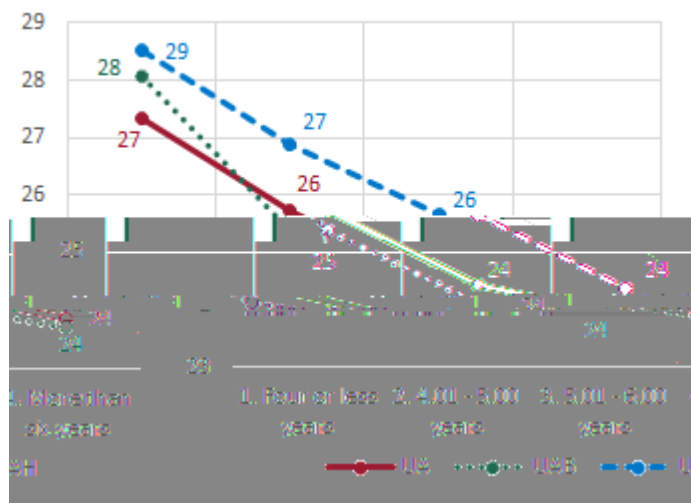
Table 1.1 Elapsed time (years) to degree by campus



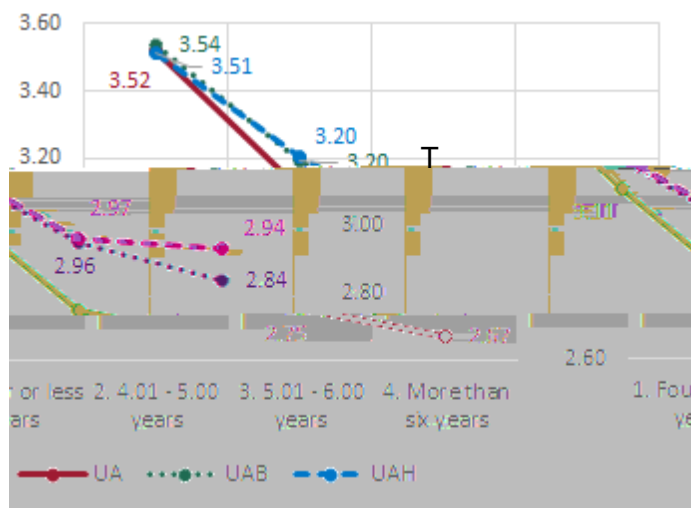
Data by academic year show that, for the past three academic years, the share of graduates who completed their degrees within four years had been increasing at all three campuses (see Table 1.2). At UA the share of graduates who completed their degrees within four years was 69% in 2017-18, 71% in 2018-19, and 72% in 2019-20. At UAB the share of graduates who completed their degrees within four years was 55% in 2017-18, 56% in 2018-19, and 66% in 2019-20. At UAH, the share of graduates who completed their degrees within four years was 48% in 2017-18, 59% in 2018-19, and 61% in 2019-20. The share of those who completed their degrees within five years was 92% in 2017-18, 93% in 2018-19, and 94% in 2019-20 at UA; 81% in 2017-18; 83% in 2018-19, and 85% in 2019-20 at UAH.

Completing a Bachelor's degree within a longer period of time is associated with lower high school grades and ACT scores (see Graph 1.2 and Graph 1.3). For example, the average high school GPA of students who completed their degrees within four years was 3.82 at UA, 3.89 at UAB, and 3.96 at UAH. At the same time, the average high school GPA of those students who completed their degrees within more than six years was 3.30 at UA, 3.32 at UAB, and 3.35 at UAH. The average ACT scores of those who completed their degrees within four years were 27 at UA, 28 at UAB, and 29 at UAH. The average ACT score of those who completed their degrees within more than six years was 24 at all three institutions.

Graph 1.3 Mean ACT scores by elapsed time to degree



Graph 1.4 Mean Cumulative GPA by Years to Degree



Consistently with high school grades and ACT scores, a higher cumulative GPA is associated with a shorter time to degree. Students who graduated within four years had, on average, 3.52 cumulative GPA at UA, 3.54 cumulative GPA at UAB, and 3.51 cumulative GPA at UAH. Those who graduated within more than six years had, on average, 2.67 cumulative GPA at UA, 2.84 cumulative GPA at UAB, and 2.94 cumulative GPA at UAH (see Graph 1.4).

Table 1.3 Elapsed time to degree by gender

Gender	UA	UAB	UAH	Total
1. Four or less years	77%	63%	64%	67%
2. 4.01 - 5.00 years	8%	28%	23%	25%
3. 5.01 - 6.00 years	1%	5%	6%	5%
4. More than six years	1%	5%	7%	9%
N	457	6,868	2,291	1,427

Females complete their degrees sooner (see Table 1.3). About 77% of females and 63% of males at UA; 64% of females and 52% of males at UAB; and 60% of females and 54% of males at UAH completed their Bachelor's degrees within four years.

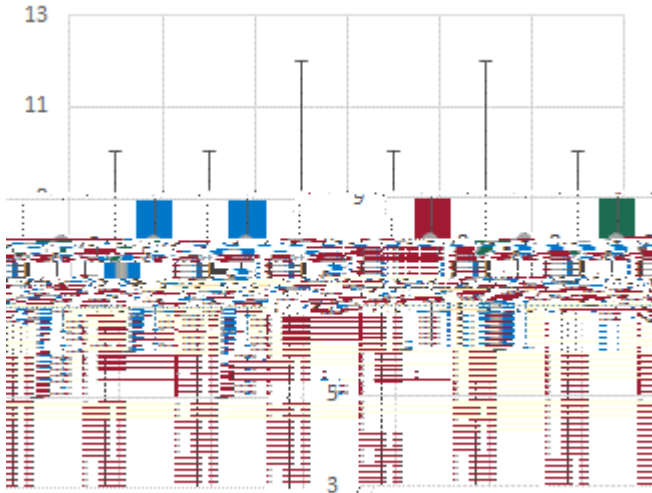
Table 1.4 provides median years to degree, the percentage of graduates who took longer than six years to graduate, and the number of graduates in each racial/ethnic group. For some racial/ethnic groups, the number of graduates is rather small to make reliable conclusions. For example, with 4.12 median years to degree and 13% of graduates taking longer than six years to graduate, it appears that American Indian or Alaska Native graduates at UAH take longer to graduate. At the same time, the number of graduates in this group is rather small at UAH (30); hence these findings should be considered with caution.

The counts for Black or African American students are sufficient for a reliable comparison. Consistently across campuses, Black or African American students took longer to complete their degrees. The median time to degree for Black or African American students was 4.28 years at UA, 4.31 years at UAB, and 4.31 at UAH. The percentage of Black or African American graduates who took longer than 6 years to complete their degree was 10% at UA, 12% at UAB, and 17% at UAH.

Table 1.4 Elapsed time to degree by race/ethnicity (continued)

Fall and Spring Semesters of Enrollment

Graph 2.1 Number of fall and spring semesters of enrollment and number of fall and spring semesters of full-time enrollment, five-point summary



	5th perc.	25th perc.	Median	75th perc.	95th perc.
UA	6	8	8	9	10
UA, FT	6	8	8	8	10
UAB	7	8	8	9	12
UAB, FT	5	7	8	8	10
UAH	6	8	8	9	12
UAH, FT	5	8	8	9	10

Not surprisingly, the number of fall and spring semesters of actual enrollment corresponds to a slightly shorter time span than the elapsed time described earlier. For example, based on fall and spring semesters of enrollment, at UA 5% of graduates completed their degree within less than 3 years (6 semesters, see Graph 2.1

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semesters of enrollment (Graph 2.3, Graph 2.4, and Graph 2.5)

Consistently with data on elapsed time to degree by change of CIP Code and by change of college in Table 1.7 and Table 1.8, data in Table 2.7 and Table 2.8 show that change of a discipline or a college is associated with a greater number of semesters of fall and spring enrollment.

Table 2.8 Number of fall and spring semesters of enrollment by change of college (based on weighted data)

	UA		UAB		UAH		
	Change	Same	Change	Same	Change	Same	
1. 8 or less semesters	68%	77%	56%	68%	48%	63%	
2. 9-10 semesters	25%	19%	27%	24%	34%	28%	
3. 11-12 semesters	5%	3%	10%	6%	10%	6%	
4. 13 or more semesters	2%	1%	7%	2%	8%	4%	
	5,712	2,446	610	1,434	N	5,870	10,455

As shown in Table 2.9 and consistently with prior observation about the elapsed time to degree, having more than one major or more than one degree is associated with fewer semesters of enrollment at UA.

Table 2.9 Number of fall and spring semesters of enrollment by more than one major or more than one degree

	UA		UAB		UAH	
	Yes	No	Yes	No	Yes	No
1. 8 or less semesters	81%	73%	60%	63%	54%	59%
2. 9-10 semesters	17%	22%	32%	25%	34%	29%
3. 11-12 semesters	2%	4%	7%	8%	8%	7%
4. 13 or more semesters	0%	1%	2%	4%	4%	5%
	3,509	1,251	1,919	N	2,000	14,325

Attempted and Earned Institutional Credits

Based on the comparison between attempted and earned hours, 71% of graduates at UA; 69% of graduates at UAB; and 64% of graduates at UAH failed or dropped at least one class during their studies.

The median

Attempted hours and earned hours are grouped in categories in Table 3.1 and Table 3.2. Once again, these data show that failing or dropping classes is one of the primary reasons for an increased time to completion.

Table 3.1 Attempted hours by campus

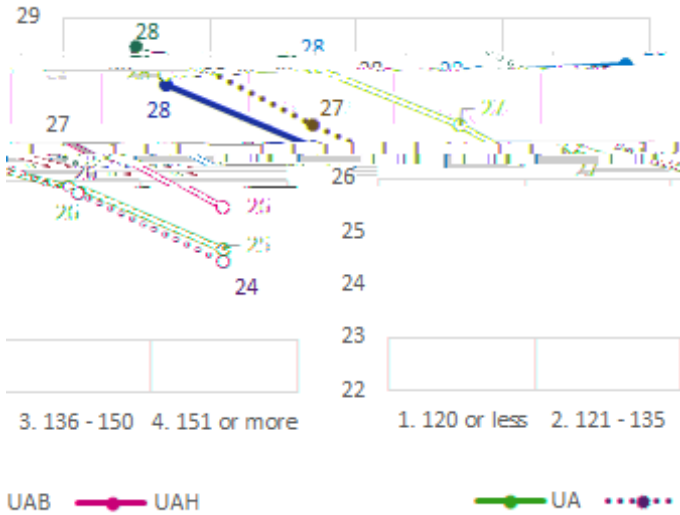
	UA		UAB		UAH	
	#	%	#	%	#	%
1. 120 or less	6,145	38%	971	26%	672	33%
2. 121 - 135	6,343	39%	1,405	38%	783	38%
3. 136 - 150	2,321	14%	725	19%	323	16%
4. 151 or more	1,516	9%	618	17%	266	13%

Table 3.2 Earned hours by campus

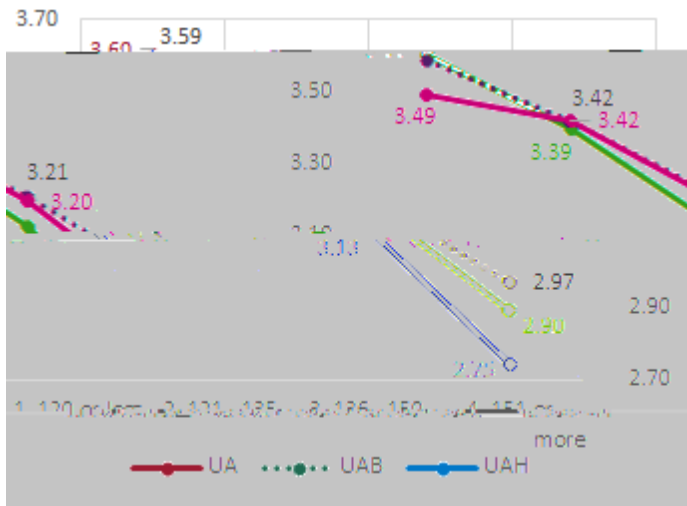
	UA		UAB		UAH	
	#	%	#	%	#	%
1. 120 or less	10,249	63%	1,697	46%	941	46%
2. 121 - 135	6,343	39%	1,405	38%	783	38%
3. 136 - 150	2,321	14%	725	19%	323	16%
4. 151 or more	1,516	9%	618	17%	266	13%

Data by academic year show that, for the past three academic years, the share of graduates who attempted 120 or less hours increased at UA and at UAB (see Table 3.3). The share of graduates who attempted 135 or less hours increased at all three

Graph 3.5 ACT Composite scores by the number of attempted hours

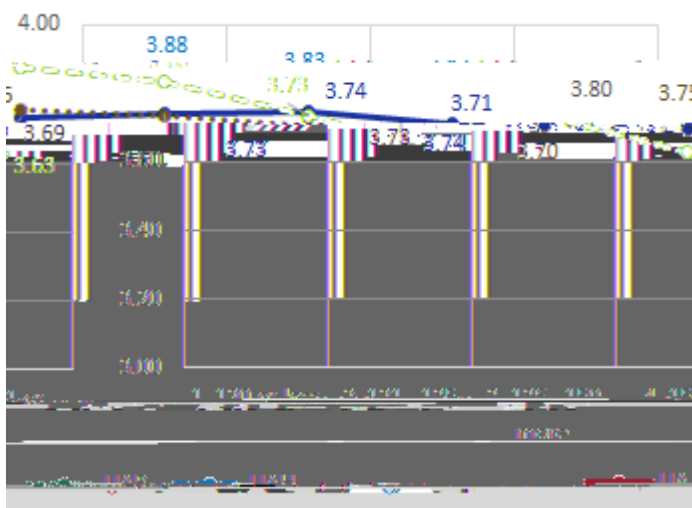


Graph 3.6 Cumulative GPA by the number of attempted hours

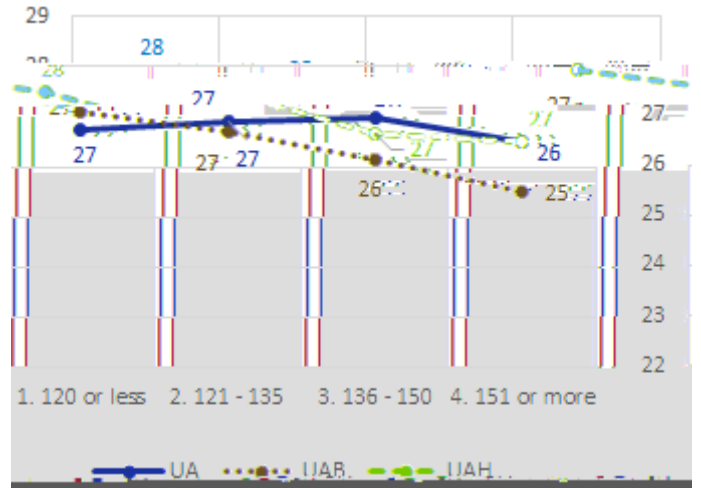


Graph 3.7, Graph 3.8, and Graph 3.9 show that the number of earned hours to a degree is not necessarily correlated with a student's academic performance indicators.

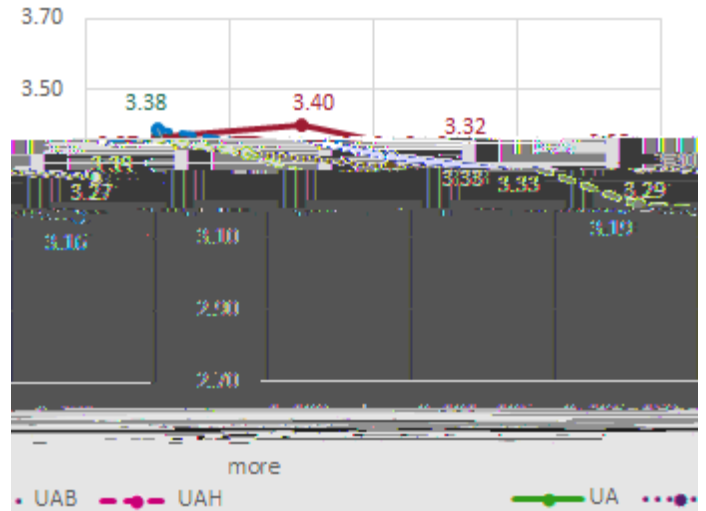
Graph 3.7 HS GPA by the number of earned hours



Graph 3.8 ACT Composite scores by the number of earned hours



Graph 3.9 Cumulative GPA by the number of earned hours



Attempted and earned hours by gender in Table 3.5a s5

The analysis by race (see Table 3.7) shows that Black or African American students attempted more hours. For example, 46% of African American students at UA, 50% at UAB, and 50% at UAH attempted more than 135 hours. The same percentages for White students were 21% at UA, 31% at UAB, and 26% at UAH. African American students also tend to earn more hours than White students (see Table 3.8). 13% of Black students at UA, 22% at UAB, and 20% at UAH earned 136 or more hours. The same percentages for White students were 7% at UA, 15% at UAB, and 12% at UAH.

Table 3.7 Attempted hours (median and percentage of those who attempted 136 or more hours) by race/ethnicity by campus

	UA			UAB			UAH		
	Med.	%	N	Med.	%	N	Med.	%	N
Amer. Indian	124	21%	14	128	40%	30	124	23%	30
Asian/Pacif. Isl.	118	10%	209	123	17%	375	122	14%	100
Black/Afr. Amer.	120	13%	1,313	122	22%	810	125	20%	1,611
Hispanic	124	23%	700	130	36%	1,601	129	19%	1,291
Nonresidential	120	17%	240	130	35%	411	129	18%	1,130
Unknown	126	27%	30	123	33%	24	124	23%	30
White	117	7%	1,301	124	15%	1,301	124	12%	1,301

Table 3.8 Earned hours (median and percentage of those who earned 136 or more hours) by race/ethnicity by campus

	UA			UAB			UAH		
	Med.	%	N	Med.	%	N	Med.	%	N
Amer. Indian	115	11%	47	117	14%	14	124	23%	30
Asian/Pacif. Isl.	118	10%	209	123	17%	375	122	14%	100
Black/Afr. Amer.	120	13%	1,313	122	22%	810	125	20%	1,611
Hispanic	124	23%	700	130	36%	1,601	129	19%	1,291
Nonresidential	120	17%	240	130	35%	411	129	18%	1,130
Unknown	126	27%	30	123	33%	24	124	23%	30
White	117	7%	1,301	124	15%	1,301	124	12%	1,301

Data in Table 3.9 show that students who had Pell offer at matriculation attempted more hours than their non-Pell counterparts. Pell students do not necessarily earn more hours than their non-Pell counter-

The University of Alabama (UA)

College of Arts and Sciences

About 79% of graduates in College of Arts and Sciences at UA completed their degrees within four years. Most of the graduates (75%; 3,213 out of 4,297) started in College of Arts and Sciences. About 82% of graduates who started in Arts and Sciences completed their degrees within four years. 70% of those who started at another college completed their degrees within four years (see Table 4.1). Time to degree is inversely related to high school GPA, ACT scores, and Cumulative GPA.

Table 4.1 College of Arts and Sciences
Elapsed time to degree, academic performance indicators, and change of college (based on weighted data)

College of Arts & Sciences	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	3,393	79%	3.92	28	3.60
2. 4.01 - 5.00 years	659	16%	3.56	26	3.09
3. 5.01 - 6.00 years	186	4%	3.39	25	2.74
4. More than six years	139	3%	3.30	25	2.70
Started at College of Arts & Sciences					
1. Four or less years	2,634	82%	3.92	28	3.62
2. 4.01 - 5.00 years	426	13%	3.54	25	3.08
Started at another college					
1. Four or less years	233	22%	3.60	26	3.09
2. 4.01 - 5.00 years	40	4%	3.34	25	2.95
3. 5.01 - 6.00 years	10	1%	3.10	22	2.90
4. More than six years	22	2%	2.96	22	2.50

Elapsed time to degree and academic performance indicators of graduates in College of Arts and Sciences vary by discipline. See Appendix for elapsed time to degree and academic performance of graduates in College of Arts and Sciences by two-digit CIPC.

Culverhouse College of Business

About 75% of graduates in Culverhouse College of Business at UA completed their degrees within four years. About 59% of graduates (2,696 out of 4,599) started in Culverhouse College of Business. About 82% of graduates who started in Culverhouse College of Business completed their degrees within four years. 66% of those who started at another college completed their degrees within four years (see Table 4.2).

Table 4.2 Culverhouse College of Business
Elapsed time to degree, academic performance indicators, and change of college (based on weighted data)

Culverhouse College of Business	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	3,457	75%	3.72	27	3.46
2. 4.01 - 5.00 years	1,087	24%	3.40	25	3.20
3. 5.01 - 6.00 years	26	1%	3.34	24	2.91
Started at Culverhouse College of Business					
1. Four or less years	2,203	82%	3.72	27	3.48
2. 4.01 - 5.00 years	402	15%	3.34	24	2.91
Started at another college					
1. Four or less years	1,254	66%	3.77	27	3.44
2. 4.01 - 5.00 years	490	26%	3.46	25	3.20
3. 5.01 - 6.00 years	10	1%	3.10	22	2.90
4. More than six years	22	2%	2.96	22	2.50

Communication & Information Sciences

About 78% of graduates in Communication & Information Sciences at UA completed their degrees within four years. About 47% (821 out of 1,734) started in Communication & Information Sciences. About 86% of students who started in Communication & Information Sciences graduated within four years. 71% of those who started at another college graduated within four years (see Table 4.3).

Table 4.3 Communication & Information Sciences
Elapsed time to degree, academic performance indicators, and change of college (based on weighted data)

Commun. & Infor. Sciences	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	1,352	78%	3.59	25	3.40
2. 4.01 - 5.00 years	291	17%	3.22	23	2.82
3. 5.01 - 6.00 years	23	1%	3.50	26	3.20
4. More than six years	22	1%	2.43	31	2.94
Started at Communication & Information Sciences					
1. Four or less years	708	86%	3.62	25	3.47
2. 4.01 - 5.00 years	23	10%	3.25	23	2.80
3. 5.01 - 6.00 years	10	4%	3.10	22	2.90
4. More than six years	22	1%	2.96	22	2.50
Started at another college					
1. Four or less years	644	71%	3.56	25	3.31
2. 4.01 - 5.00 years	206	23%	3.20	23	2.82
3. 5.01 - 6.00 years	42	5%	3.15	23	2.55
4. More than six years	22	2%	2.96	22	2.50

College of Education

About 69% of graduates in College of Education at UA completed their degrees within four years.

About 41% (390 out of 961) of graduates started in College of Education. About 75% of graduates who started in College of Education completed their degrees within four years. 64% of those who started at another college completed their degrees within four years (see Table 4.4).

Table 4.4 College of Education
Elapsed time to degree, academic performance indicators, and change of college (based on weighted data)

College of Education		#	%	HS GPA	ACT	Cum. GPA
1. Four or less years		650	69%	3.77	26	3.57
2. 4.01 - 5.00 years		243	25%	3.47	23	3.18
35	4%	3.42	23	2.86	3.50	3.00 years
24	2%	3.26	21	2.82	4.00	4. More than six years
Started at another college		293	75%	3.75	25	3.68
22	3%	3.18	22	2.89	3.57	2. 4.01 - 5.00 years
21	2.89	3.50	11	3%	3.22	3. 5.01 - 6.00 years
21	3.04	4.00	3	1%	3.28	4. More than six years
Started at another college		267	64%	3.79	23	3.52
23	3%	3.30	23	2.9%	3.52	2. 4.01 - 5.00 years
23	2.88	3.50	25	4%	3.51	3. 5.01 - 6.00 years
21	2.7%	4.00	21	4%	3.25	4. More than six years

College of Engineering

Table 4.5 College of Engineering
Elapsed time to degree, academic performance indicators, and change of college (based on weighted data)

College of Engineering		#	%	HS GPA	ACT	Cum. GPA
1. Four or less years		1,320	55%	4.16	31	3.57
2. 4.01 - 5.00 years		834	35%	3.98	30	3.34
3. 5.01 - 6.00 years		144	6%	3.71	27	2.76
4. More than six years		62	3%	3.68	27	2.56
Started at College of Engineering		1,277	57%	4.16	31	3.57
771	34%	3.99	30	3.34	2.00	2. 4.01 - 5.00 years
144	6%	3.71	27	2.76	3.00	3. 5.01 - 6.00 years
62	3%	3.68	27	2.56	4.00	4. More than six years
Started at another college		43	32%	4.12	31	3.61
63	47%	3.91	29	3.33	2.00	2. 4.01 - 5.00 years
16	11%	3.46	26	2.80	3.00	3. 5.01 - 6.00 years
14	10%	3.37	24	2.72	4.00	4. More than six years

About 55% of graduates in College of Engineering at UA completed their degrees within four years. About 94% (2,253 out of 2,388) of graduates started in College of Engineering. About 57% of graduates who started in College of Engineering

completed their degrees within four years. 32% of those who started at another college completed their degrees within four years (see Table 4.5).

Human Environmental Sciences

About 64% of graduates in Human Environmental Sciences at UA completed their degrees within four years. About 35% (560 out of 1,612) of graduates started in Human Environmental Sciences. About 75% of graduates who started in Human Environmental Sciences completed their degrees within four years. 57% of those who started at another college completed their degrees within four years (see Table 4.6).

Table 4.6 Human Environmental Sciences
Elapsed time to degree, academic performance indicators, and change of college (based on weighted data)

Capstone College of Nursing

About 46% of graduates in Capstone College of Nursing at UA completed their degrees within four years. About 78% (487 out of 624) of graduates started in Capstone College of Nursing. About 52% of graduates who started in Capstone College of Nursing completed their degrees within four years. 26% of those who started at another college completed their degrees within four years (see Table 4.7)

Table 4.7 Capstone College of Nursing
Elapsed time to degree, academic performance indicators, and change of college (based on weighted data)

Capstone College of Nursing...	#	%	HS GPA	ACT	Cum. GPA	
1. Four or less years	287	46%	4.06	29	3.81	
2. 4.01 - 5.00 years	256	41%	3.80	26	3.51	
3. 5.01 - 6.00 years	49	8%	3.79	24	3.20	
4. More than six years	17	3%	3.40	23	3.14	
Started at Capstone College of Nursing						
6	29	3.81	1. Four or less years	251	52%	4.0
7	25	3.49	2. 4.01 - 5.00 years	202	41%	3.7
3	24	3.22	3. 5.01 - 6.00 years	17	3%	3.7
9	23	3.14	4. More than six years	17	3%	3.4
Started at another college						
9	29	3.77	1. Four or less years	36	26%	4.0
	34	39%	3.90	26	3.59	2. 4.01 - 5.00 years
	23	27%	3.72	24	3.40	3. 5.01 - 6.00 years
	24	18%	3.37	23	3.05	4. More than six years

School of Social Work

About 73% of graduates in School of Social Work at UA completed their degrees within four years. About 31% (35 out of 111) of graduates started in School of Social Work. About 88% of graduates who started in School of Social Work completed their degrees within four years. 66% of those who started at another college completed their degrees within four years (see Table 4.8).

Table 4.8 School of Social Work
Elapsed time to degree, academic performance indicators, and change of college (based on weighted data)

School of Social Work	#	%	HS GPA	ACT	Cum. GPA	
1. Four or less years	81	73%	3.66	25	3.52	
2. 4.01 - 5.00 years	25	23%	3.39	22	3.04	
3. 5.01 - 6.00 years	2	2%	-	-	-	
4. More than six years	2	2%	-	-	-	
Started at School of Social Work						
88%	35	35%	3.46	23	3.46	1. Four or less years
12%	1	1%	-	-	-	2. 4.01 - 5.00 years
Started at another college						
66%	33	66%	3.72	24	3.72	1. Four or less years
34%	11	34%	3.33	21	3.33	2. 4.01 - 5.00 years
0%	0	0%	-	-	-	3. 5.01 - 6.00 years
0%	0	0%	-	-	-	4. More than six years
1	370	100%	3.63	26	3.29	Total

Student Migration at UA

Five most common migration paths at UA are shown in Graph 4.1:

- To: Culverhouse College of Business
From: College of Arts & Sciences (980 graduates)

- To: Culverhouse College of Business
From: College of Engineering (558 graduates)
- To: Human Environmental Sciences
From: College of Arts & Sciences (475 graduates)
- To: Communication & Information Sciences
From: College of Arts & Sciences (449 graduates)
- To: College of Arts & Sciences
From: College of Engineering (414 graduates)

Graph 4.1 Migration paths of those UA graduates who had different colleges at graduation and at matriculation (based on weighted data)



Table 4.9 Elapsed time to degree and academic performance indicators of students who graduated in Culverhouse College of Business and started in College of Arts & Sciences (based on weighted data)

	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	708	72%	3.63	26	3.29
2. 4.01 - 5.00 years	272	28%	3.33	23	3.04
3. 5.01 - 6.00 years	0	0%	-	-	-
4. More than six years	0	0%	-	-	-
980	100%	3.63	26	3.29	Total

About 70% of graduates who migrated from College of Arts & Sciences to Culverhouse College of Business completed their degrees within four years (see Table 4.9). For comparison, 82% of students who started and graduated in College of Business graduated within four years (see Table 4.2).



University of Alabama at Birmingham (UAB)

College of Arts and Sciences

About 61% of graduates in College of Arts and Sciences at UAB completed their degrees within four years. Most of the graduates (79%; 1,272 out of 1,609) started in College of Arts and Sciences. About 64% of graduates who started in Arts and Sciences completed their degrees within four years. 46% of those who started at another college completed their degrees within four years (see Table 5.1). Time to degree is inversely related to high school GPA, ACT scores, and Cumulative GPA.

Table 5.1 College of Arts and Sciences
Elapsed time to degree, academic performance indicators, and change of college (based on weighted data)

College of Arts and Sciences	#	%	HS GPA	ACT	Cum. GPA	Started at
1. Four or less years	974	61%	3.93	29	3.57	1. Four or less years
2. 4.01 - 5.00 years	371	23%	3.56	26	3.17	2. 4.01 - 5.00 years
3. 5.01 - 6.00 years	115	7%	3.45	24	2.93	3. 5.01 - 6.00 years
						Started at another college
1. Four or less years	156	46%	3.88	28	3.52	1. Four or less years
2. 4.01 - 5.00 years	68	20%	3.59	27	3.14	2. 4.01 - 5.00 years
3. 5.01 - 6.00 years	22	7%	3.41	25	2.92	3. 5.01 - 6.00 years
4. More than six years	91	27%	3.22	24	2.73	4. More than six years

Elapsed time to degree and academic performance indicators of graduates in College of Arts and Sciences vary by discipline. See Appendix for elapsed time to degree and academic performance of graduates in College of Arts and Sciences by two-digit CIPC.

Business

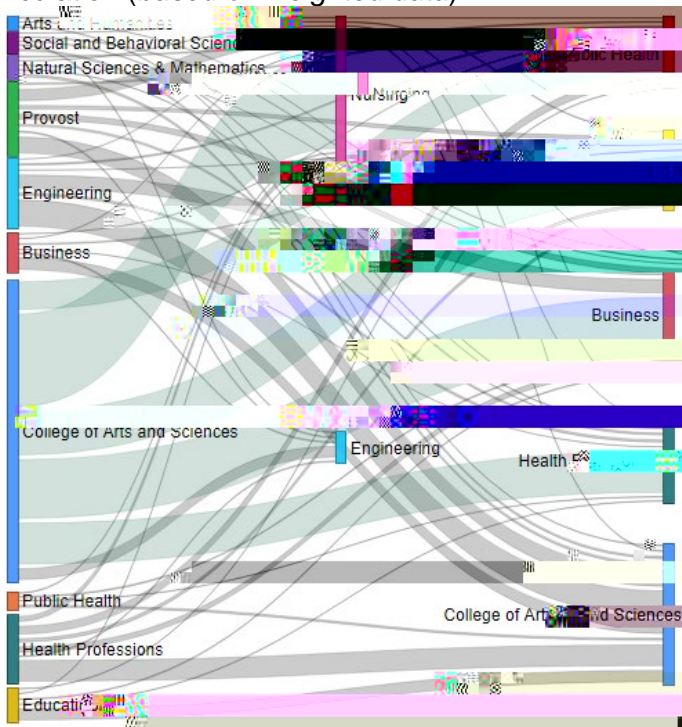
About 47% of graduates in Business at UAB completed their degrees within four years. About 46% of graduates (252 out of 549) started in Business. About 61% of graduates who started in Business completed their degrees within four years. 36% of those who started at another college completed their degrees within four years (see Table 5.2).

Table 5.2 Business

Elapsed time to degree, academic performance indicators, and change of college (based on weighted com

Student Migration at UAB

Graph 5.1 Migration paths of those UAB graduates who had different colleges at graduation and at matriculation (based on weighted data)



Five most common migration paths at UA are shown in Graph 5.1

B/MCID

2

About 54% of graduates in Public Health who started in College of Arts and Sciences completed their degrees within four years (see Table 5.12). For comparison, 81% of students who started and graduated in Public Health completed their degrees within four years (see Table 5.7).

Table 5.12 Elapsed time to degree and academic performance indicators of students who graduated in Public Health and started in College of Arts and Sciences (based on weighted data)

	#	%	HS GPA	ACT	Cum. GPA
3-24 Total	90	100%	3.58	25	

University of Alabama in Huntsville (UAH)

Arts, Humanities, and Social Sciences

About 56% of graduates in Arts, Humanities, and Social Sciences at UAH completed their degrees within four years. About 56% of graduates (135 out of 243) started in Arts, Humanities, and Social Sciences. About 64% of graduates who started in Arts, Humanities, and Social Sciences completed their degrees within four years. 46% of those who started at another college completed their degrees within four years (see Table 6.1). Time to degree is inversely related to high school GPA, ACT scores, and Cumulative GPA.

Table 6.1 Arts, Humanities, and Social Sciences Elapsed time to degree, academic performance indicators, and change of college (based on weighted data)

Arts, Humanities, & Social Scien.	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	137	56%	3.84	28	3.53
2. 4.01 - 5.00 years	57	24%	3.65	25	3.21
3. 5.01 - 6.00 years	21	9%	3.55	25	3.00
4. More than six years	28	12%	3.46	23	2.99

Started at Arts, Humanities, and Social Sciences				
87	64%	3.81	27	3.53
29	21%	3.64	25	3.35
8	6%	3.71	25	3.14

Started at another college				
50	47%	3.77	26	3.34
63	32%	3.59	24	3.02
14	7%	3.26	24	2.85
24	12%	3.46	23	3.00

Elapsed time to degree and academic performance indicators of graduates in Arts, Humanities, and Social Sciences vary by discipline. See Appendix for elapsed time to degree and academic performance of graduates in College of Arts and Sciences by two-digit CIPC.

Business

About 61% of graduates in Business at UAH completed their degrees within four years. About 45% of graduates (163 out of 359) started in Business. About 76% of graduates who started in Business completed their degrees within four years. 47% of those who started at another college completed their degrees within four years (see Table 6.2).

Table 6.2 Business

Elapsed time to degree, academic performance indicators, and change of college (based on weighted data)

Business	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	218	61%	3.78	26	3.43
2. 4.01 - 5.00 years	88	25%	3.58	25	3.03
3. 5.01 - 6.00 years	19	5%	3.29	24	2.91
4. More than six years	35	10%	3.34	23	2.91

Started at Business				
163	76%	3.79	26	3.49

Started at another college				
56	47%	3.77	26	3.34
32	29%	3.59	24	3.02
14	7%	3.26	24	2.85
24	12%	3.46	23	3.00

Education

About 62% of graduates in Education at UAH completed their degrees within four years. About one fourth of graduates (22 out of 87) started in Education. All students who started in Education graduated within four years. 49% of those who started at another college graduated within four years (see Table 6.3).

Table 6.3 Education

Elapsed time to degree, academic performance indicators, and change of college (based on weighted data)

Education	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	54	62%	3.71	26	3.61
2. 4.01 - 5.00 years	26	30%	3.58	24	3.28
3. 5.01 - 6.00 years	3	3%	-	-	-
4. More than six years	4	5%	-	-	-

Started at Education				
22	100%	3.71	26	3.69

Started at another college				
32	49%	3.70	26	3.56
3	5%	3.58	24	3.28
4	6%	3.34	23	2.91

Engineering

About 57% of graduates in Engineering at UAH completed their degrees within four years. About 89% of graduates (646 out of 727) started in Engineering. About 60% of students who started in Engineering graduated within four years. 30% of

those who started at another college graduated within four years (see Table 6.4).

Table 6.4 Engineering
Elapsed time to degree, academic performance indicators, and change of college (based on weighted data)

Elapsed time to degree	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	414	57%	4.08	30	3.53
2. 4.01 - 5.00 years	208	29%	3.85	28	3.24
3. 5.01 - 6.00 years	54	7%	3.42	25	2.89
4. More than six years	24	3%	3.21	24	3.00

Nursing

About 36% of graduates in Nursing at UAH completed their degree within four years. About 80% of graduates (158 out of 198) started in Nursing. About 42% of students who started in Nursing graduated within four years. 15% of those who started at another college graduated within four years (see Table 6.5).

Table 6.5 Nursing
Elapsed time to degree, academic performance indicators, and change of college (based on weighted data)

Elapsed time to degree	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	72	36%	4.02	27	3.25
2. 4.01 - 5.00 years	106	53%	3.76	26	3.16
3. 5.01 - 6.00 years	7	4%	3.62	23	3.06
4. More than six years	8	5%	3.46	24	2.98

Professional Studies

All 4 graduates with a degree in Professional Studies started at another college (see Table 6.6).

Table 6.6 Professional Studies
Elapsed time to degree (based on weighted data)

Professional Studies	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	2	50%	-	-	-
2. 4.01 - 5.00 years	1	25%	-	-	-
4. More than six years	1	25%	-	-	-

Science

About 62% of graduates in Science at UAH completed their degrees within four years. About 73% of graduates (310 out of 427) started in Science. About 70% of graduates who started in Science graduated within four years. 42% of those who started at another college graduated with a Science degree within four years (see Table 6.7).

Table 6.7 Science
Elapsed time to degree, academic performance indicators, and change of college (based on weighted data)

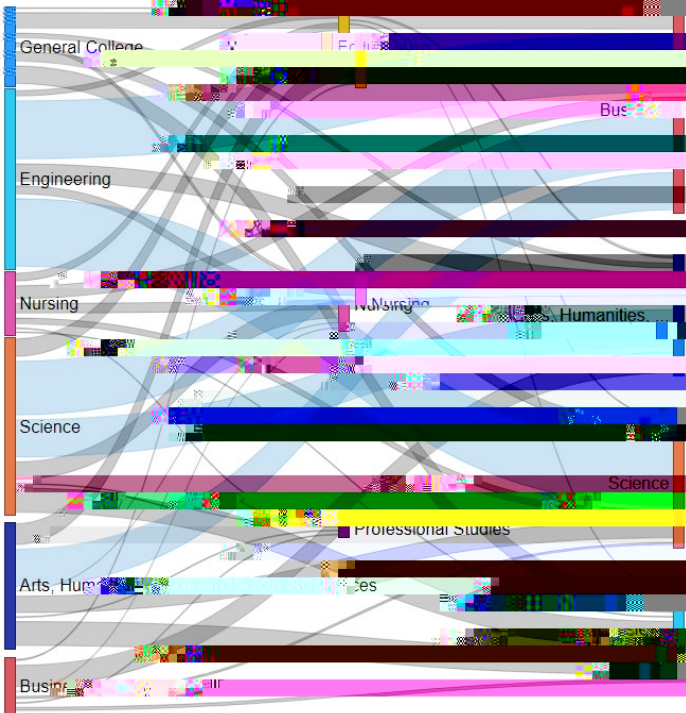
Science	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	267	62%	4.01	29	3.59
2. 4.01 - 5.00 years	91	21%	3.76	29	3.33
3. 5.01 - 6.00 years	24	6%	3.75	28	3.14
4. More than six years	46	11%	3.36	26	3.07
Started at Science					
1. Four or less years	217	70%	4.02	29	3.61
2. 4.01 - 5.00 years	57	18%	3.78	29	3.33
3. 5.01 - 6.00 years	16	5%	3.83	28	3.11
4. More than six years	20	6%	3.34	27	2.97
Started at another college					
1. Four or less years	50	42%	3.94	30	3.51
2. 4.01 - 5.00 years	30	29%	3.71	28	3.23
3. 5.01 - 6.00 years	8	7%	3.60	29	3.23
4. More than six years	28	22%	3.34	25	3.04

Student Migration at UAH

Five most common migration paths at UAH are shown in Graph 6.1:

- To: Science
From: Engineering (73 graduates)
- To: Business
From: Engineering (63 graduates)
- To: Business
From: Science (58 graduates)
- To: Arts, Humanities, and Social Sciences
From: Science (41 graduates)
- To: Business
From: Arts, Humanities, and Social Sciences (41 graduates)

Graph 6.1 Migration paths of those UAH graduates who had different colleges at graduation and at matriculation (based on weighted data)



About 47% of graduates in Science who migrated from Engineering completed their degrees within four years (see Table 6.8). For comparison, 70% of graduates in Science who started in Science graduated within four years (see Table 6.7). 60% of those who started and graduated in Engineering completed their degrees within four years (see Table 6.4).

Table 6.8 Elapsed time to degree and academic performance indicators of students who graduated in Science and started in Engineering (based on weighted data)

	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	18	29%	3.52	25	3.29
2. 4.01 - 5.00 years	2	3%	--	--	--
3. 5.01 - 6.00 years	9	14%	3.51	27	3.10
4. More than six years	0	0%	--	--	--
Total	63	100%	3.70	26	3.21

About 54% of graduates in Business who migrated from Engineering completed their degrees

within four years (see Table 6.9). For comparison, 76% of students who started and graduated in Business completed their degrees within four years (see Table 6.2).

About 39% of graduates in Business who migrated from Science completed their degrees within four years (see Table 6.10).

Table 6.10 Elapsed time to degree and academic performance indicators of students who graduated in Business and started in Science (based on weighted data)

	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	23	39%	3.00	26	3.33
2. 4.01 - 5.00 years	22	38%	3.55	25	2.93
3. 5.01 - 6.00 years	8	14%	3.41	23	2.80
4. More than six years	0	0%	--	--	--
Total	58	100%	3.62	25	3.13

About 48% of graduates in Arts, Humanities, and Social Sciences who migrated from Science completed their degrees within four years (see Table 6.11). 64% of those who started and graduated in Arts, Humanities, and Social Sciences completed their degrees within four years (see Table 6.1).

Table 6.11 Elapsed time to degree and academic performance indicators of students who graduated in Arts, Humanities, and Social Sciences and started in Science (based on weighted data)

	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	20	48%	3.91	29	3.55
2. 4.01 - 5.00 years	14	34%	3.78	28	3.21
3. 5.01 - 6.00 years	5	12%	2.90	20	2.96
4. More than six years	2	5%	2.90	20	2.96
Total	41	100%	3.75	27	3.34

About 41% of graduates in Business who migrated from Arts, Humanities, and Social Sciences completed their degrees within four years (see Table 6.12).

Table 6.12 Elapsed time to degree and academic performance indicators of students who graduated in Business and started in Arts, Humanities, and Social Sciences (based on weighted data)

	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	17	41%	3.61	25	3.32
2. 4.01 - 5.00 years	3	7%	3.76	25	3.76
3. 5.01 - 6.00 years	2	5%	2.06	19	3.67
4. More than six years	5	12%	3.67	25	3.67
Total	41	100%	3.15	24	3.63

DATA COLLECTION, ANALYSIS & PUBLICATION

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Appendix

Elapsed time to degree and academic performance by college and two-digit CIPC

UA: College of Arts and Sciences
(based on weighted data)

	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	37	79%	3.84	27	3.39
2. 4.01 - 5.00 years	10	21%	3.63	25	3.02
3. 5.01 - 6.00 years	2	4%	3.50	23	2.89
4. More than six years	0	0%			

BIOLOGICAL AND BIOMEDICAL SCIENCES					
1. Four or less years	552	87%	4.17	31	3.71
2. 4.01 - 5.00 years	67	11%	3.86	27	3.11
3. 5.01 - 6.00 years	0	0%			
4. More than six years	0	0%			

BUSINESS, MANAGEMENT, MARKETING					
1. Four or less years	42	75%	4.14	32	3.67
2. 4.01 - 5.00 years	11	20%	3.76	29	3.09
3. 5.01 - 6.00 years	0	0%			
4. More than six years	0	0%			

ENGLISH LANGUAGE AND LITERATURE/LETTERS					
1. Four or less years	29	80%	3.64	29	3.94
2. 4.01 - 5.00 years	26	15%	3.24	26	3.58
3. 5.01 - 6.00 years	3	1%	-	-	-
4. More than six years	9	4%	3.13	27	2.80

FOREIGN LANGUAGES, LITERATURES, AND LINGUISTICS					
1. Four or less years	5	3%	3.13	27	2.69
2. 4.01 - 5.00 years	0	0%			
3. 5.01 - 6.00 years	0	0%			
4. More than six years	0	0%			

HEALTH PROFESSIONS AND RELATED PROGRAMS					
1. Four or less years	217	91%	3.65	26	3.77
2. 4.01 - 5.00 years	18	7%	3.56	23	3.18
3. 5.01 - 6.00 years	1	0%			
4. More than six years	0	0%			

HISTORY					
1. Four or less years	1150	78%	3.53	28	3.07
2. 4.01 - 5.00 years	33	2%	3.02	26	3.43
3. 5.01 - 6.00 years	5	0%	2.50	27	3.31
4. More than six years	0	0%			

	#	%	HS GPA	ACT	Cum. GPA
HOMELAND SECURITY, LAW ENFORCEMENT, FIREFIGHTING					
1. Four or less years	310	75%	3.56	24	3.38
2. 4.01 - 5.00 years	77	18%	3.25	24	3.01
3. 5.01 - 6.00 years	0	0%			
4. More than six years	0	0%			

MATHEMATICS AND STATISTICS					
1. Four or less years	32	85%	3.81	30	3.41
2. 4.01 - 5.00 years	36	15%	3.45	29	3.25
3. 5.01 - 6.00 years	0	0%			
4. More than six years	0	0%			

MULTI/INTERDISCIPLINARY STUDIES					
1. Four or less years	77	63%	3.94	29	3.69
2. 4.01 - 5.00 years	66	54%	3.40	26	3.23
3. 5.01 - 6.00 years	3	2%	3.50	24	2.92
4. More than six years	24	16%	2.92	24	2.94

NATURAL RESOURCES AND CONSERVATION					
1. Four or less years	53	64%	3.91	30	3.42
2. 4.01 - 5.00 years	26	19%	3.59	26	2.91
3. 5.01 - 6.00 years	27	9%	3.65	27	2.62
4. More than six years	0	0%			

PHILOSOPHY AND RELIGIOUS STUDIES					
1. Four or less years	31	77%	3.74	31	4.03
2. 4.01 - 5.00 years	30	13%	3.04	30	3.78
3. 5.01 - 6.00 years	0	0%			
4. More than six years	0	0%			

PHYSICAL SCIENCES					
1. Four or less years	217	91%	3.77	26	3.65
2. 4.01 - 5.00 years	18	7%	3.56	23	3.18
3. 5.01 - 6.00 years	1	0%			
4. More than six years	0	0%			

PSYCHOLOGY					
1. Four or less years	569	83%	3.84	27	3.53
2. 4.01 - 5.00 years	91	13%	3.45	24	2.94
3. 5.01 - 6.00 years	9	1%	3.72	26	2.70
4. More than six years	19	3%	3.29	24	2.67

SOCIAL SCIENCES					
1. Four or less years	525	79%	3.00	27	3.55
2. 4.01 - 5.00 years	97	15%	3.27	25	3.09
3. 5.01 - 6.00 years	25	4%	2.50	25	2.65
4. More than six years	24	4%	2.74	24	2.41

UA: College of Arts and Sciences (based on weighted data), continued

	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	71	65%	3.67	25	3.87
2. 4.01 - 5.00 years	25	23%	3.34	24	3.57
3. 5.01 - 6.00 years	12	11%	2.90	23	3.30
4. More than six years	13	12%	2.90	23	3.30

UA: College of Engineering (based on weighted data)

	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	150	64%	4.15	32	3.56
2. 4.01 - 5.00 years	59	25%	4.01	31	3.26
3. 5.01 - 6.00 years	14	6%	3.75	28	3.53
4. More than six years	11	5%	3.72	29	4.50

UA: Human Environmental Sciences (based on weighted data)

	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	188	78%	3.44	23	3.40
2. 4.01 - 5.00 years	36	15%	3.77	23	3.73
3. 5.01 - 6.00 years	11	5%	3.40	23	3.40
4. More than six years	17	7%	3.39	23	3.39

	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	540	58%	3.62	24	3.38
2. 4.01 - 5.00 years	250	27%	3.36	22	2.99
3. 5.01 - 6.00 years	61	6%	3.21	22	2.64
4. More than six years	81	9%	3.17	22	2.69

	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	215	74%	3.64	25	3.47
2. 4.01 - 5.00 years	64	22%	3.49	23	3.06
3. 5.01 - 6.00 years	5	2%	3.50	25	3.42
4. More than six years	6	2%	3.04	21	2.62

	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	79	72%	3.67	25	3.52
2. 4.01 - 5.00 years	27	24%	3.34	24	3.14
3. 5.01 - 6.00 years	3	2%	-	-	-
4. More than six years	13	12%	-	-	-

UAB: College of Arts and Sciences (based on weighted data)

	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	41	47%	-	-	3.40
2. 4.01 - 5.00 years	13	13%	-	-	3.40
3. 5.01 - 6.00 years	1	1%	-	-	3.40
4. More than six years	27	27%	-	-	3.40

	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	306	82%	4.10	31	3.69
2. 4.01 - 5.00 years	46	12%	3.79	27	3.31
3. 5.01 - 6.00 years	14	4%	3.49	24	2.92
4. More than six years	8	2%	3.77	27	3.06

	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	48	48%	3.67	27	3.44
2. 4.01 - 5.00 years	33	33%	3.22	27	3.22
3. 5.01 - 6.00 years	9	9%	3.40	27	3.40
4. More than six years	9	9%	3.07	22	2.99

	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	39	52%	3.79	26	3.79
2. 4.01 - 5.00 years	26	35%	3.64	26	3.64
3. 5.01 - 6.00 years	4	5%	3.43	24	3.43
4. More than six years	6	8%	2.80	23	2.59

	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	11	48%	3.94	31	3.65
2. 4.01 - 5.00 years	9	39%	3.52	27	3.52
3. 5.01 - 6.00 years	1	4%	-	-	-
4. More than six years	2	8%	-	-	-

	#	%	HS GPA	ACT	Cum. GPA
1. Four or less years	15	41%	3.75	26	3.54
2. 4.01 - 5.00 years	10	24%	3.53	26	3.53
3. 5.01 - 6.00 years	15	35%	3.35	26	3.35
4. More than six years	1	3%	2.62	21	2.62

UAB: College of Arts and Sciences (based on weighted data), continued

% HS GPA ACT Cum. GPA

	#	%	HS GPA	ACT	Cum. GPA
HOMELAND SECURITY, LAW ENFORCEMENT, FIREFIGHTING					
1. Four or less years	63	56%	3.73	27	3.45
2. 4.01 - 5.00 years	29	25%	3.46	23	3.01
3. 5.01 - 6.00 years	7	6%	3.56	24	2.61
4. More than six years	4	12%	3.34	24	2.65

	#	%	HS GPA	ACT	Cum. GPA
LIBERAL ARTS AND SCIENCES, GENERAL STUDIES, HUMANITIES					
1. Four or less years	16	23%	3.95	29	3.48
2. 4.01 - 5.00 years	24	34%	3.57	26	3.20
3. 5.01 - 6.00 years	10	14%	3.38	23	2.83
4. More than six years	21	30%	3.15	23	2.55

	#	%	HS GPA	ACT	Cum. GPA
MATHEMATICS AND STATISTICS					
1. Four or less years	21	40%	3.97	29	3.67
2. 4.01 - 5.00 years	14	27%	3.78	25	3.21
3. 5.01 - 6.00 years	7	13%	3.44	24	3.08
4. More than six years	11	20%	3.44	26	2.77

	#	%	HS GPA	ACT	Cum. GPA
PHILOSOPHY AND RELIGIOUS STUDIES					
1. Four or less years	7	16%	4.01	33	3.93
2. 4.01 - 5.00 years	2	6%	--	--	--
3. 5.01 - 6.00 years	3	7%	2.83	24	2.79
4. More than six years	3	6%	2.83	24	2.79

	#	%	HS GPA	ACT	Cum. GPA
PHYSICAL SCIENCES					
1. Four or less years	85	74%	4.06	29	3.60
2. 4.01 - 5.00 years	4	6%	--	--	--
3. 5.01 - 6.00 years	4	6%	3.59	24	2.88
4. More than six years	7	6%	3.59	24	2.88

	#	%	HS GPA	ACT	Cum. GPA
PSYCHOLOGY					
1. Four or less years	141	61%	3.84	27	3.43
2. 4.01 - 5.00 years	45	20%	3.50	25	2.98
3. 5.01 - 6.00 years	17	7%	3.47	23	2.92
4. More than six years	28	12%	3.44	25	2.77

	#	%	HS GPA	ACT	Cum. GPA
PUBLIC ADMINISTRATION AND SOCIAL SERVICE PROFESSIONS					
1. Four or less years	16	40%	3.62	26	3.57
2. 4.01 - 5.00 years	16	40%	3.59	24	3.26
3. 5.01 - 6.00 years	2	5%	--	--	--
4. More than six years	2	5%	3.33	24	2.77

	#	%	HS GPA	ACT	Cum. GPA
SOCIAL SCIENCES					
1. Four or less years	84	59%	3.81	29	3.54
2. 4.01 - 5.00 years	36	25%	3.57	26	3.15
3. 5.01 - 6.00 years	27	19%	3.34	27	2.89
4. More than six years	27	19%	3.34	27	2.89

UAH: Arts, Humanities, and Social Sciences
(based on weighted data), continued

	#	%	HS GPA	ACT	Cum. GPA
PSYCHOLOGY					
1. Four or less years	29	60%	3.86	27	3.43
2. 4.01 - 5.00 years	6	13%	3.44	24	2.71
3. 5.01 - 6.00 years	9	19%	3.40	23	2.86
4. More than six years					
SOCIAL SCIENCES					
1. Four or less years	15	56%	3.80	28	3.40
2. 4.01 - 5.00 years	22	81%	3.85	28	3.52
3. 5.01 - 6.00 years					
4. More than six years	2	6%			
VISUAL AND PERFORMING ARTS					
1. Four or less years	20	40%	3.89	27	3.70
2. 4.01 - 5.00 years	24	39%	3.78	27	3.79
3. 5.01 - 6.00 years	5	7%	3.41	26	2.95
4. More than six years	6	10%	3.35	26	3.09

	#	%	HS GPA	ACT	Cum. GPA
MATHEMATICS AND STATISTICS					
1. Four or less years	26	60%	4.07	27	3.65
2. 4.01 - 5.00 years	10	23%	3.74	26	3.30
3. 5.01 - 6.00 years	8	18%	3.40	24	3.00
4. More than six years					
MULTI/INTERDISCIPLINARY STUDIES					
4. More than six years	1	100%			
PHYSICAL SCIENCES					
1. Four or less years	65	62%	4.01	29	3.62
2. 4.01 - 5.00 years	29	28%	3.84	29	3.32
3. 5.01 - 6.00 years	4	4%	3.52	27	3.00
4. More than six years					

UAH: Education
(based on weighted data)

	#	%	HS GPA	ACT	Cum. GPA
EDUCATION					
1. Four or less years	20	54%	3.93	27	3.73
2. 4.01 - 5.00 years	13	35%	3.60	25	3.32
3. 5.01 - 6.00 years	1	3%	3.00	24	2.75
4. More than six years					
PARKS, RECREATION, LEISURE, FITNESS, AND KINESIOLOGY					
1. Four or less years	34	68%	3.58	26	3.54
2. 4.01 - 5.00 years	13	26%	3.55	23	3.25
3. 5.01 - 6.00 years	2	4%			
4. More than six years	1	2%			

UAH: Science
(based on weighted data)

	#	%	HS GPA	ACT	Cum. GPA
BIOLOGICAL AND BIOMEDICAL SCIENCES					
1. Four or less years	91	71%	4.04	28	3.60
2. 4.01 - 5.00 years	20	15%	3.79	26	3.32
3. 5.01 - 6.00 years	5	4%	3.63	26	3.10
4. More than six years	13	10%	3.45	24	3.10
COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES					
1. Four or less years	13	65%	3.51	27	3.33
2. 4.01 - 5.00 years	5	25%	3.30	26	3.00
3. 5.01 - 6.00 years	2	10%	3.30	26	3.00
4. More than six years	2	10%	3.00	24	2.75

