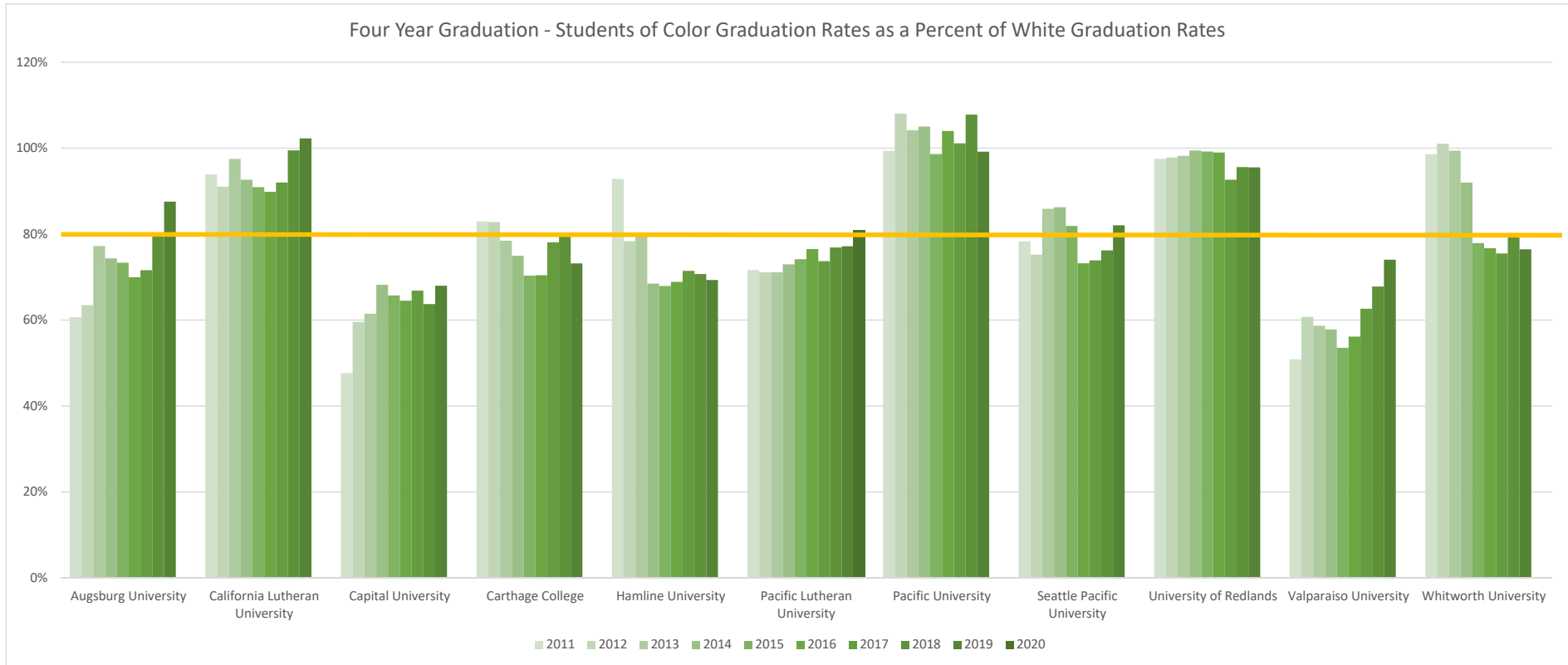
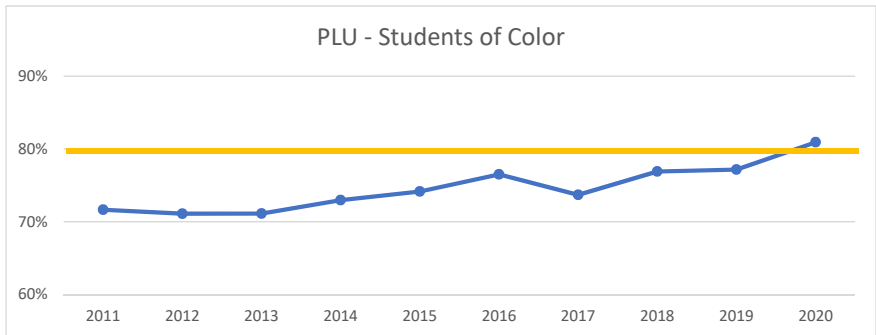


Strategic Enrollment Management Advisory Committee (SEMAC)

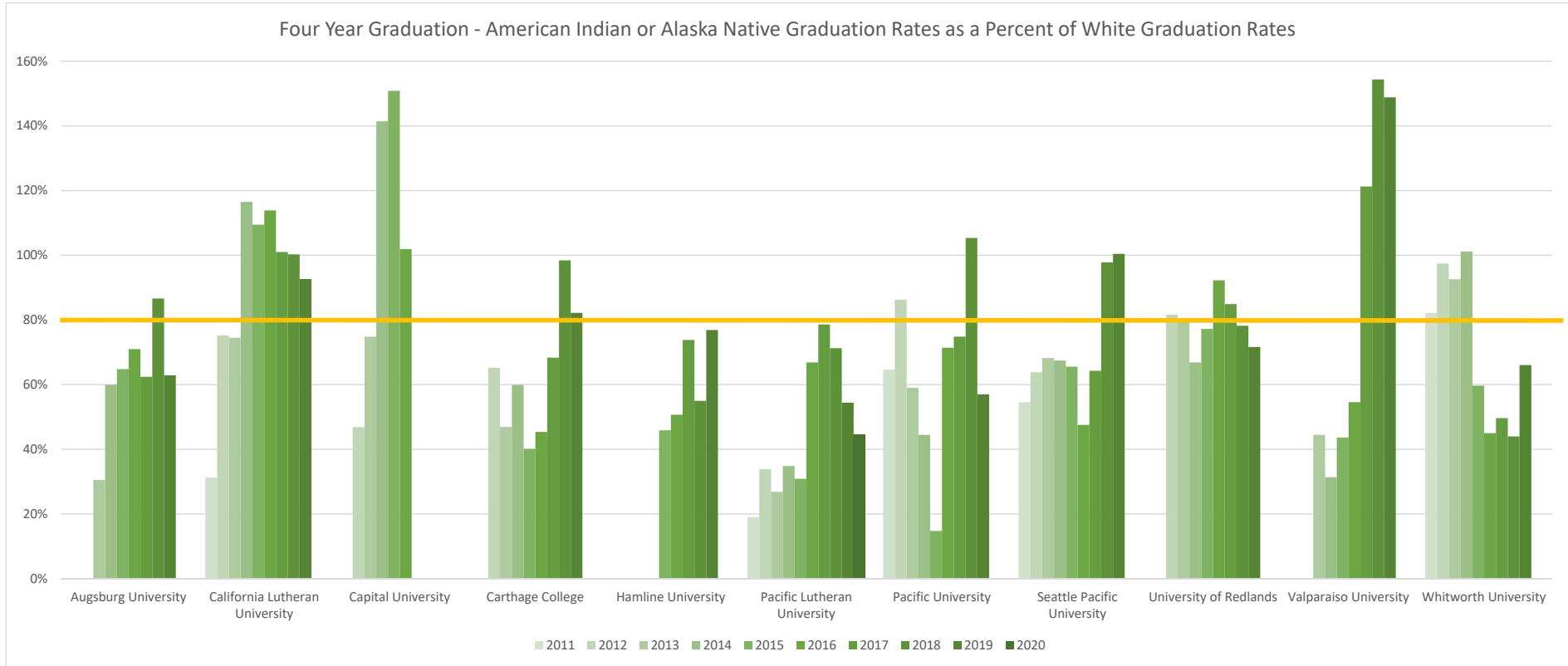
SEM Plan Goal 2.1: By fall 2023, PLU will achieve a 4-year graduation rate for all racial and ethnic groups that is equal to at least 80% of the 4-year graduation rate of White students.



Four Year Graduation	Students of Color Rate as a % of White Student Rate									
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Augsburg University	60.7%	63.5%	77.2%	74.4%	73.4%	70.0%	71.6%	80.2%	87.5%	
California Lutheran University	93.9%	91.0%	97.5%	92.6%	90.9%	89.8%	92.0%	99.5%	102.3%	
Capital University	47.7%	59.5%	61.5%	68.2%	65.7%	64.5%	66.8%	63.7%	68.0%	
Carthage College	83.0%	82.8%	78.5%	75.0%	70.4%	70.4%	78.1%	80.2%	73.2%	
Hamline University	92.8%	78.4%	79.9%	68.5%	67.9%	68.9%	71.5%	70.7%	69.3%	
Pacific Lutheran University	71.6%	71.1%	71.1%	73.0%	74.2%	76.5%	73.7%	76.9%	77.2%	80.9%
Pacific University	99.4%	108.0%	104.2%	105.0%	98.6%	104.0%	101.1%	107.8%	99.2%	
Seattle Pacific University	78.3%	75.2%	85.9%	86.3%	81.9%	73.2%	73.9%	76.2%	82.1%	
University of Redlands	97.5%	97.8%	98.2%	99.5%	99.2%	99.0%	92.7%	95.6%	95.5%	
Valparaiso University	50.9%	60.7%	58.7%	57.8%	53.6%	56.2%	62.6%	67.8%	74.1%	
Whitworth University	98.6%	101.0%	99.4%	92.0%	77.9%	76.7%	75.5%	80.2%	76.5%	



American Indian or Alaska Native

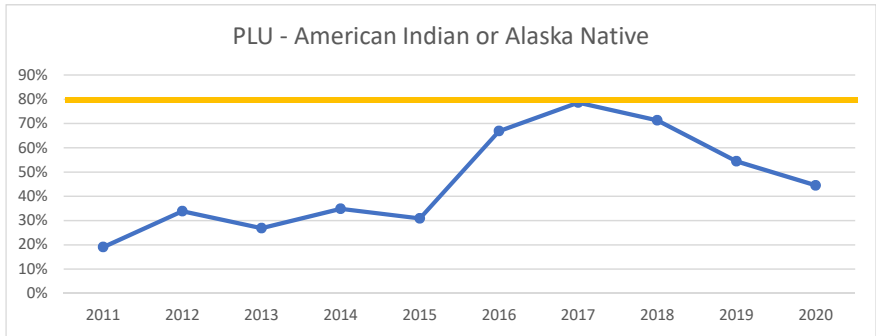


Four Year Graduation	American Indian or Alaska Native Student Rate as a % of White Student Rate										
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	
Augsburg University	0.0%	0.0%	30.5%	60.0%	64.8%	71.0%	62.4%	86.6%	62.9%		
California Lutheran University	31.3%	75.2%	74.5%	116.5%	109.5%	113.9%	101.0%	100.3%	92.6%		
Capital University	0.0%	46.9%	74.8%	141.4%	150.8%	101.9%	0.0%	0.0%	0.0%		
Carthage College		65.2%	46.9%	59.9%	40.1%	45.4%	68.3%	98.4%	82.2%		
Hamline University		0.0%	0.0%	0.0%	45.9%	50.7%	73.8%	55.0%	76.9%		
Pacific Lutheran University	19.0%	33.8%	26.9%	34.8%	30.9%	66.9%	78.6%	71.3%	54.4%	44.5%	
Pacific University	64.6%	86.3%	59.0%	44.5%	14.8%	71.4%	74.8%	105.3%	57.0%		
Seattle Pacific University	54.6%	63.8%	68.2%	67.4%	65.5%	47.5%	64.3%	97.8%	100.4%		
University of Redlands		81.6%	80.3%	66.9%	77.2%	92.2%	84.9%	78.2%	71.7%		
Valparaiso University		0.0%	44.5%	31.4%	43.7%	54.6%	121.3%	154.4%	148.8%		
Whitworth University	82.2%	97.4%	92.6%	101.2%	59.7%	45.0%	49.7%	44.0%	66.0%		

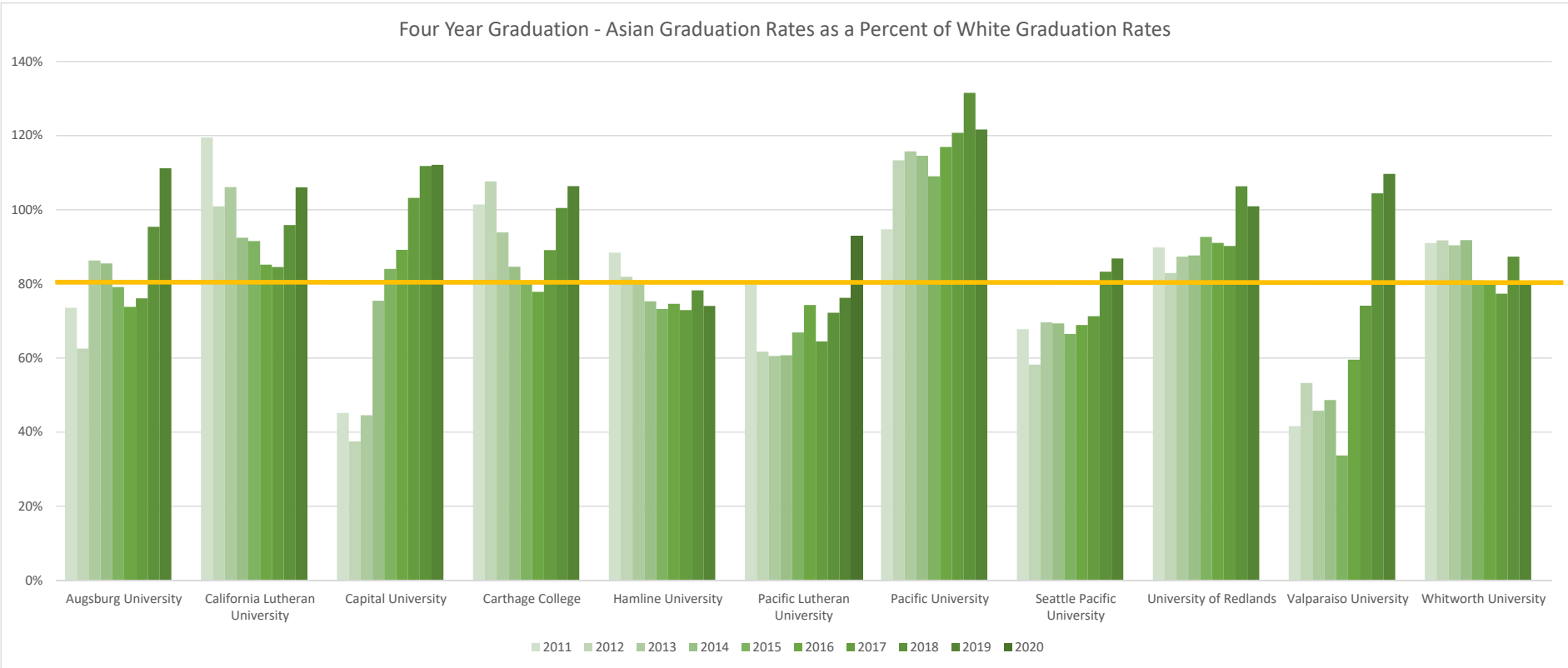
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Asian

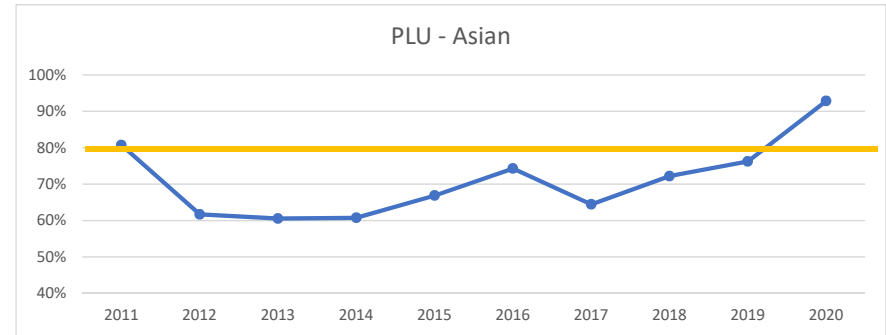


Four Year Graduation	Asian Student Rate as a % of White Student Rate									
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Augsburg University	73.5%	62.5%	86.3%	85.5%	79.1%	73.8%	76.1%	95.4%	111.2%	
California Lutheran University	119.5%	100.9%	106.1%	92.4%	91.5%	85.2%	84.5%	95.8%	106.0%	
Capital University	45.2%	37.5%	44.5%	75.4%	84.0%	89.2%	103.2%	111.8%	112.1%	
Carthage College	101.4%	107.6%	93.9%	84.6%	79.9%	77.8%	89.1%	100.5%	106.4%	
Hamline University	88.4%	81.9%	80.9%	75.3%	73.2%	74.6%	72.9%	78.2%	74.0%	
Pacific Lutheran University	80.7%	61.7%	60.6%	60.7%	66.9%	74.3%	64.5%	72.2%	76.2%	92.8%
Pacific University	94.7%	113.3%	115.7%	114.5%	109.0%	116.9%	120.8%	131.5%	121.7%	
Seattle Pacific University	67.8%	58.2%	69.6%	69.3%	66.5%	68.9%	71.3%	83.3%	86.8%	
University of Redlands	89.8%	82.9%	87.3%	87.7%	92.7%	91.0%	90.2%	106.3%	100.9%	
Valparaiso University	41.6%	53.2%	45.8%	48.7%	33.7%	59.5%	74.1%	104.4%	109.7%	
Whitworth University	91.0%	91.7%	90.4%	91.8%	80.9%	80.4%	77.3%	87.3%	79.8%	

Graduation rates are based on 3 year rolling averages of IPEDS reported graduations

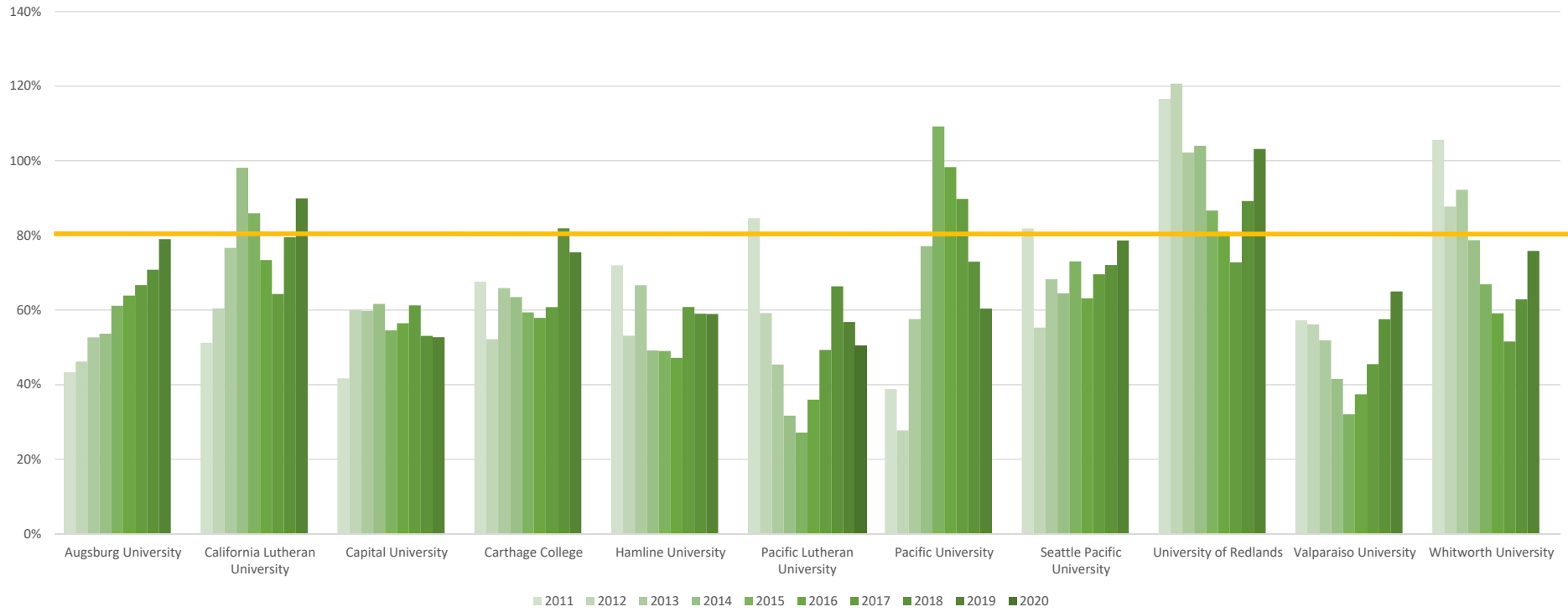
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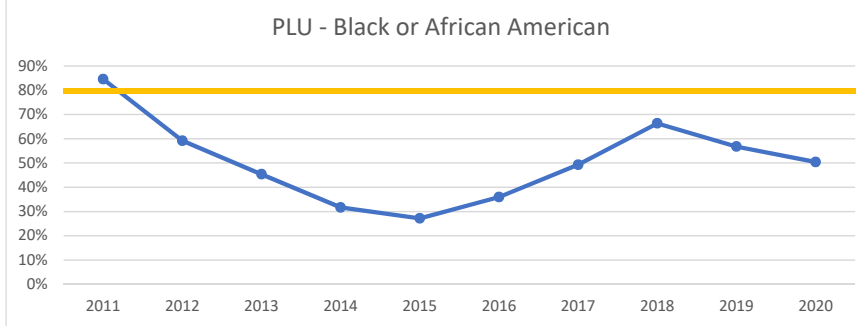
Black or African American

Four Year Graduation - Black or African American Graduation Rates as a Percent of White Graduation Rates



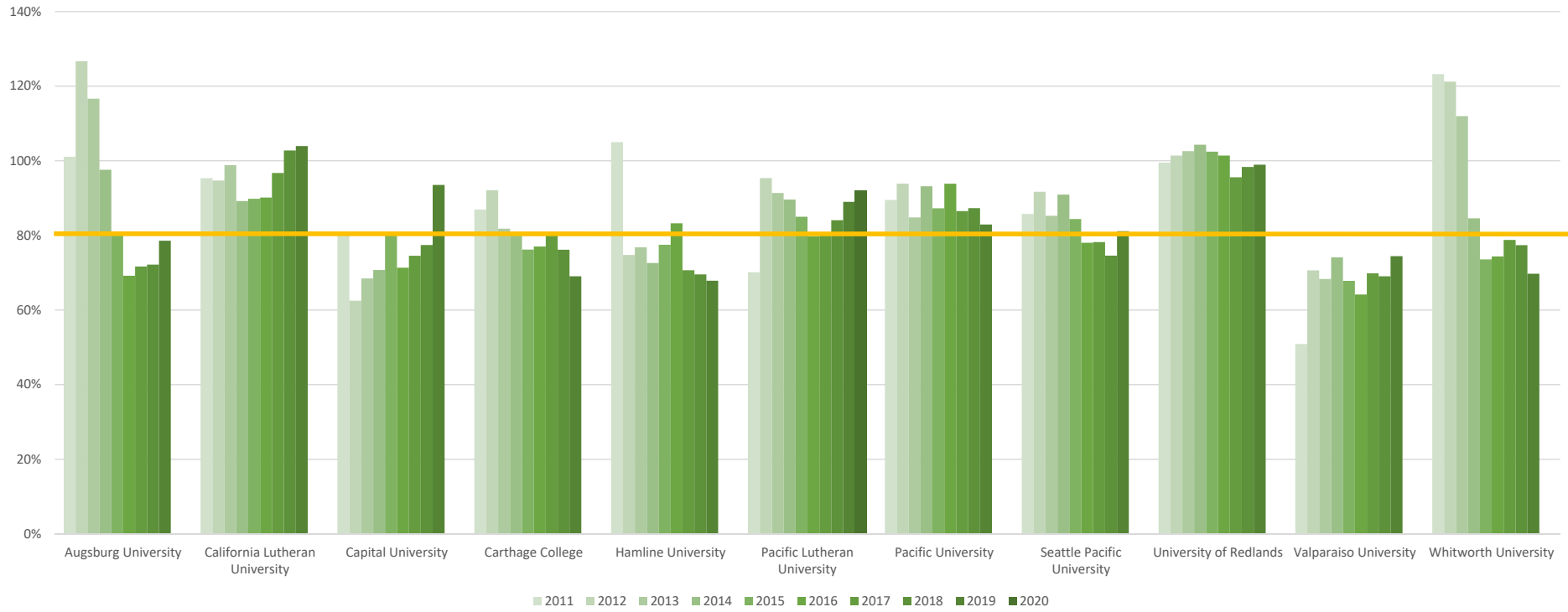
Four Year Graduation	Black or African American Student Rate as a % of White Student Rate									
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Augsburg University	43.3%	46.2%	52.7%	53.6%	61.1%	63.8%	66.7%	70.8%	79.0%	79.0%
California Lutheran University	51.2%	60.4%	76.7%	98.2%	85.9%	73.4%	64.3%	79.5%	89.9%	89.9%
Capital University	41.7%	60.0%	59.8%	61.6%	54.5%	56.4%	61.2%	53.1%	52.7%	52.7%
Carthage College	67.6%	52.2%	65.9%	63.4%	59.4%	57.9%	60.8%	81.9%	75.5%	75.5%
Hamline University	72.0%	53.1%	66.6%	49.1%	49.0%	47.2%	60.8%	59.0%	58.9%	58.9%
Pacific Lutheran University	84.6%	59.2%	45.4%	31.7%	27.2%	36.0%	49.3%	66.3%	56.8%	50.4%
Pacific University	38.8%	27.7%	57.6%	77.1%	109.2%	98.3%	89.8%	72.9%	60.4%	60.4%
Seattle Pacific University	81.9%	55.3%	68.2%	64.5%	73.0%	63.1%	69.6%	72.1%	78.6%	78.6%
University of Redlands	116.6%	120.7%	102.2%	104.0%	86.6%	80.9%	72.8%	89.2%	103.2%	103.2%
Valparaiso University	57.2%	56.2%	51.9%	41.5%	32.0%	37.4%	45.5%	57.5%	65.0%	65.0%
Whitworth University	105.6%	87.7%	92.2%	78.7%	66.9%	59.1%	51.6%	62.8%	75.8%	75.8%

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Hispanic

Four Year Graduation - Hispanic Graduation Rates as a Percent of White Graduation Rates



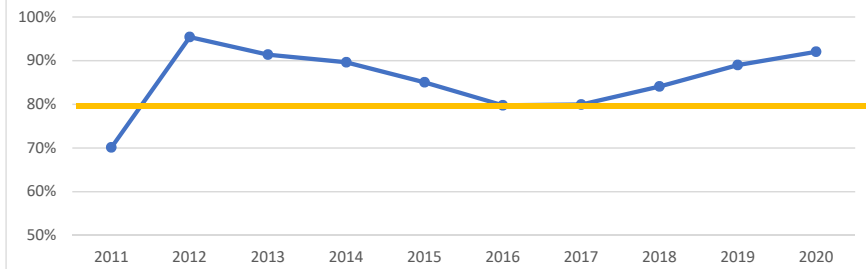
Four Year Graduation	Hispanic Student Rate as a % of White Student Rate									
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Augsburg University	101.1%	126.7%	116.6%	97.6%	80.8%	69.2%	71.6%	72.1%	78.6%	
California Lutheran University	95.3%	94.7%	98.9%	89.2%	89.8%	90.2%	96.7%	102.8%	104.0%	
Capital University	80.3%	62.5%	68.4%	70.7%	80.0%	71.3%	74.5%	77.4%	93.5%	
Carthage College	86.9%	92.1%	81.8%	80.1%	76.2%	77.0%	80.7%	76.1%	69.0%	
Hamline University	105.0%	74.7%	76.8%	72.6%	77.5%	83.3%	70.6%	69.5%	67.8%	
Pacific Lutheran University	70.1%	95.4%	91.4%	89.6%	85.0%	79.7%	80.0%	84.1%	89.0%	92.0%
Pacific University	89.5%	93.9%	84.9%	93.2%	87.3%	93.9%	86.5%	87.3%	82.9%	
Seattle Pacific University	85.8%	91.7%	85.3%	90.9%	84.4%	78.1%	78.2%	74.6%	81.1%	
University of Redlands	99.5%	101.4%	102.6%	104.3%	102.5%	101.4%	95.6%	98.4%	99.0%	
Valparaiso University	50.9%	70.6%	68.3%	74.1%	67.8%	64.1%	69.8%	69.0%	74.4%	
Whitworth University	123.2%	121.2%	112.0%	84.6%	73.5%	74.4%	78.8%	77.4%	69.7%	

Graduation rates are based on 3 year rolling averages of IPEDS reported graduations

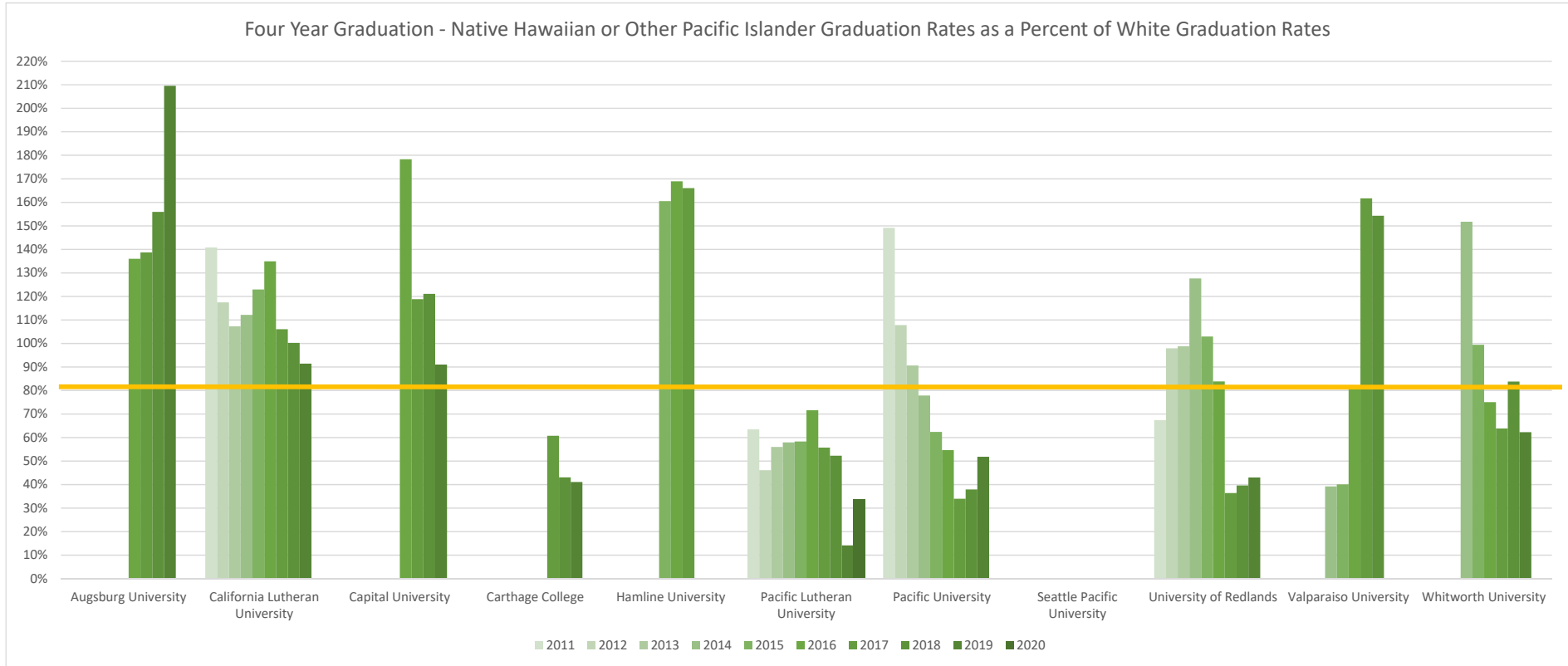
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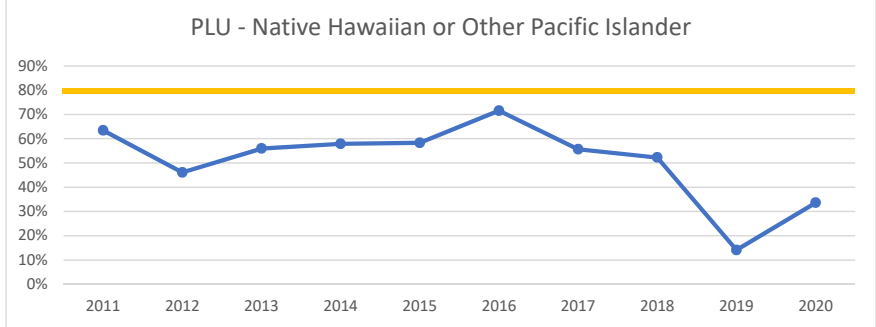
PLU - Hispanic



Native Hawaiian or Other Pacific Islander



Four Year Graduation	Native Hawaiian or Other Pacific Islander Student Rate as a % of White Student Rate									
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Augsburg University						136.0%	138.7%	155.9%	209.6%	
California Lutheran University	140.8%	117.5%	107.3%	112.2%	123.0%	135.0%	106.1%	100.3%	91.5%	
Capital University					178.3%					
Carthage College						60.8%	43.1%	41.1%		
Hamline University					160.5%	169.0%	166.1%			
Pacific Lutheran University	63.4%	46.1%	56.0%	57.9%	58.3%	71.6%	55.7%	52.3%	14.1%	33.6%
Pacific University	149.2%	107.8%	90.7%	77.9%	62.4%	54.6%	34.0%	37.9%	51.8%	
Seattle Pacific University	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
University of Redlands	67.4%	98.0%	98.9%	127.7%	103.0%	83.9%	36.4%	39.6%	43.0%	
Valparaiso University	0.0%	0.0%	0.0%	39.2%	40.0%	81.9%	161.7%	154.4%	0.0%	
Whitworth University	151.8%	99.5%	75.0%	63.8%	83.8%	62.3%				



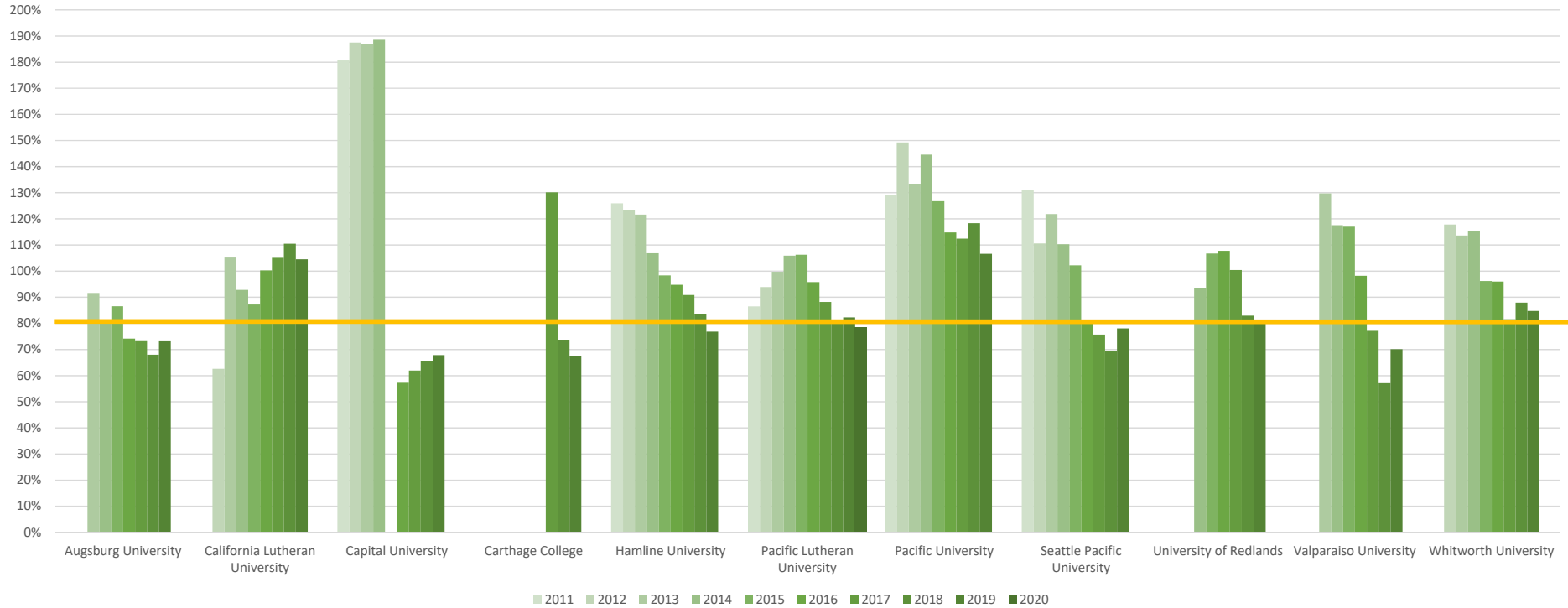
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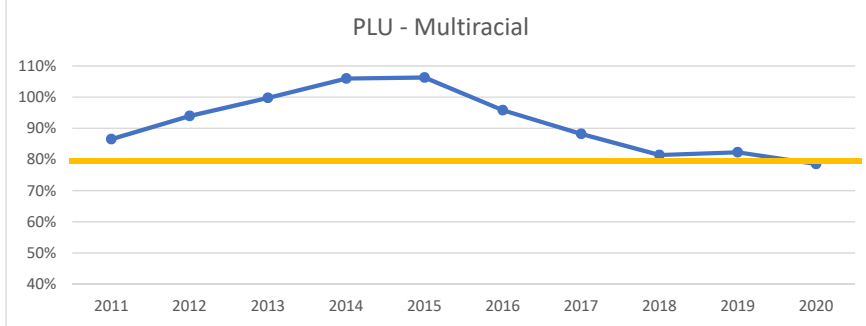
Student cohorts include fall semester/quarter first-time first-year students matriculating between fall 2005 and fall 2014

Multiracial

Four Year Graduation - Multiracial Graduation Rates as a Percent of White Graduation Rates



Four Year Graduation	Multiracial Student Rate as a % of White Student Rate									
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Augsburg University			91.6%	80.7%	86.6%	74.2%	73.2%	68.0%	73.2%	
California Lutheran University		62.7%	105.2%	92.8%	87.2%	100.3%	105.1%	110.5%	104.5%	
Capital University	180.6%	187.5%	187.1%	188.6%		57.3%	62.0%	65.5%	67.9%	
Carthage College							130.2%	73.8%	67.5%	
Hamline University	126.0%	123.3%	121.7%	106.8%	98.4%	94.8%	90.9%	83.6%	76.9%	
Pacific Lutheran University	86.5%	93.9%	99.8%	105.9%	106.3%	95.8%	88.2%	81.5%	82.3%	78.6%
Pacific University	129.3%	149.3%	133.5%	144.6%	126.8%	114.8%	112.4%	118.4%	106.7%	
Seattle Pacific University	131.0%	110.6%	121.8%	110.3%	102.2%	80.7%	75.8%	69.5%	78.1%	
University of Redlands				93.6%	106.7%	107.8%	100.4%	83.0%	80.5%	
Valparaiso University			129.7%	117.6%	117.0%	98.2%	77.2%	57.2%	70.2%	
Whitworth University		117.9%	113.6%	115.4%	96.2%	96.0%	81.6%	88.0%	84.8%	



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