

attributed to the decrease. In year (20-21), the enrollment decrease is attributed to the conversion to online instruction and access (hot spots), but many students were afraid to come to the campus because of safety precautions). Thus, Umoja increase student success.

B. Demographics of Students Served by Program

	2018-2019	2019-2020	2020-2021	Three-Year Proportion of the Program	Three-Year Proportion at the Institutional Level
Nu.5.ET@MC / P@MC TV					

***RPIE Analysis:** This section describes the demographics among Umoja students over the past three years, based on NVC records associated with the student identification numbers of program participants. The following demographic groups accounted for a majority or plurality of Umoja students during that period:*

- *Females (62.3%)*
- *African American/Black (44.9%)*
- *Students 19 or younger (37.9%)*

The following demographic groups claimed a significantly lower proportion of the population share among Umoja students than they did among the population of NVC credit students over the past three years:

- *Latinx/Hispanics (population share 15.8% lower than share among NVC credit students)*
- *Whites (population share 21.8% lower than share among NVC credit students)*

*African American/Black students claimed a significantly higher proportion of the population share among Umoja students compared to the population of NVC credit students. (Statistically significant differences are denoted in **bold italics** in the table above.)*

Program Reflection:

The data shows that the Umoja program mission. However, recruiting students for the Umoja Program has been a challenge. Napa is housed in a rural community where many of students that attend NVC are Latinx. In part the mission is to serve African, African American students, and other students who happen to reside outside the service area. As NVC attracts students from napa county, many of the students in invitation only. This creates a challenge with attracting and enrolling students from diverse backgrounds into the program.

C. Retention/Persistence of Students in Program

	Number of Umoja Course Enrollments*	Number Retained among Umoja Course Enrollments	Retention Rate*	Number of Successful Course Completions among Umoja Course Enrollments	Successful Course Completion Rate*
2018-2019	115	97	84.3%	90	78.3%
2019-2020	141	125	88.7%	99	70.2%
2020-2021	104	86	82.7%	64	61.5%
Three-Year Rate Program Level	360	308	85.6%	253	70.3%
Institutional Level	--	--	90.3%		

V. PROGRAM HIGHLIGHTS

The regular Kwanzaa engagements of program students and staff that provide a safe space to speak of personal experiences that have influenced their vision to maintain their goal for a college education, along with the challenges of such.

The successful identification and practicing of Learning Outcomes and assessment of such by the UMOJA Program is a practice worth commending as effective.

The integration of campus services to the UMOJA Counseling class is also an effective practice. Presentations from a wide-array of college staff representing services and making themselves visible and personable to the UMOJA students, allows for bridging communication gaps of unfamiliarity with specific services and college staff. The extent that the UMOJA Instructor/Counselor/Coordinator arranges for the array of presentations is unique and commendable.

Areas of concern, if any:

