For the U.S. to regain the top ranking in the world for college degree attainment, Latinos will need to earn 5.5 million degrees by 2020.

To reach the degree attainment goal by 2020, Oregon can: 1) close the equity gap in college completion; 2) increase the number of degrees conferred; and, 3) scale up programs and initiatives that work for Latino and other students. The following is a framework for tracking Latino degree attainment in Oregon.

**Equity Gap in Degree Completion**
Closing the equity gap in college completion can be tracked by the 3 measures provided below. Alone, none of these measures capture the entire “story” of equity in degree completion. However, in combination, they provide a useful picture of the equity gap in degree attainment between Latino and white cohorts in Oregon in a single year (2007-08) and the persistence of the gap over time (2006-08).

<table>
<thead>
<tr>
<th>Measure</th>
<th>2007-08</th>
<th>2006-08</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduation Rates</td>
<td>Latinos: 32.8</td>
<td>Whites: 45.2</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Completions per 100 FTE Students</td>
<td>Latinos: 11.7</td>
<td>Whites: 15.8</td>
</tr>
<tr>
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<tr>
<td>Completions Relative to the Population in Need</td>
<td>Latinos: 8.2</td>
<td>Whites: 32.3</td>
</tr>
</tbody>
</table>

**Graduation rates** - Total graduation within 150% percent of program time for first-time, full-time freshman
**Completions per 100 FTE students** - Total undergraduate degrees and certificates awarded per 100 full-time equivalent students (incorporates part-time students)
**Completions Relative to the Population in Need** - Total undergraduate degrees and certificates awarded per 1,000 adults aged 18 to 44 relative to the adult population with no college degree

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Examples of What Works for Latino Students
There are institutions in Oregon showing success in enrolling, retaining, and graduating Latino students. The following is an example of an institutional program with evidence of effectiveness in serving Latino students nominated for Examples of Excelencia.

Ayudándonos Podemos (Helping Each Other, We Can Do IT) - Linfield College
Ayudándonos Podemos, or AP, is a federally funded recruitment and retention program to increase the number of graduates from populations that are underrepresented in nursing, particularly Hispanic students. Linfield –Good Samaritan School of Nursing (LGSSON) has developed a comprehensive approach to retention of nursing students, providing resources and support services for Latino students. LGSSON's bilingual, bicultural staff members are key to the success of AP recruitment activities, which include a community-based outreach program targeting 800+ Hispanic students and their families (e.g., ¡Saludos! Hispanic Family Day). Their outreach extends to TRIO programs at local two- and four-year colleges and healthcare workforce development programs/agencies. Since the inception of the program, the overall retention rate for AP students has been 96%. In comparison, the overall retention rate for the school of nursing is 92%. Since the AP program began in July 2004, 50 stipends and scholarships have been distributed to pre-nursing and nursing students in the program. Of these, 42 students are Hispanic. (http://linfield.edu/portland/multicultural-programs/outreach/)

For more information on institutional programs improving Latino student success in higher education, access Excelencia in Education’s Growing What Works database at http://www.edexcelencia.org/examples

Degrees Conferred
Another metric to benchmark college completion is to track the progress of total degrees awarded over time. This measure may be the result of an increase in overall enrollment numbers rather than an increase in rates of completion. From 2005-06 to 2007-08,
- the number of Hispanics who earned an undergraduate degree in Oregon increased about 13% from 2006-08, while all other race/ethnic groups increased 1%.
- among the 50 states, Oregon ranked 24th for the increase in degrees conferred to Latinos over 3 years.

For more information on these metrics, download Benchmarking Latino College Completion to Meet National Goals: 2010 to 2020 and Degrees Conferred to Latinos: 2006-2008 at www.EdExcelencia.org/research/EAF/Benchmarking

Ensuring America’s Future partners in Oregon:
Western Interstate Commission for Higher Education (WICHE): http://wiche.edu