**Strategic Enrollment Management**

**Retention Sub-Committee**

**October 10, 2022 - 3:30 pm**

**Co-Chairs: Mandy Morrison & Starlen Roddy**

**Committee Members:** Joe Hinojosa, Brian Jackson, Claudette Jackson, Mario Leal, Tina Lyles, Michael Pavoggi, Victoria Rodriquez, Staci Taylor, Paula Unger, Faith Allen (Student Member)

**Members Present:** Faith Allen, Paula Unger, Joe Hinojosa, Michael Pavoggi, Tina Lyles, Mandy Morrison, Starlen Roddy, Brian Jackson

1. **Committee Introductions**
2. **Retention Report Highlights – Michael Pavoggi**
   1. Fall 2020 – Fall 2021 Retention
      1. Female 60.1% / Male 55.1%
      2. African American 41.3%; Hispanic 62.8%: (Female 66.5% / Male 56.4%); White 59.6%; Other 60%
      3. 1st Gen 57.6% / Not 1st Gen 58.8%
      4. Has Pell Grant 55.4% / No Pell Grant 61.4%
   2. What other information is needed? Working on a comprehensive retention report that outlines areas addressing committee questions.
   3. Areas to target? INRW
3. **Brief Summary of Take-Aways from previous work**
   1. Different strategies work better for different content areas and different faculty personalities.
   2. It’s important to be genuine…don’t use strategies that aren’t consistent with your personality.
   3. It was a lot of work to try to do all 10 strategies the entire length of the semester.
   4. A lot of faculty were already using some of the 10 strategies.
   5. Fall 21 was still a strange semester and probably not the best to use for a study.
   6. Each semester will be unique in its own way, so you may have to adapt as needed.
   7. No matter what you do, you probably won’t be able to “save” every student.
   8. The key comes down to relationship/presence. Students won’t let you know they’re struggling if they’re not comfortable with you.  We need to find some way to show them we’re supportive (respond to emails, notice when they are absent, maintain a presence in your classroom, etc.)
4. **Committee Goal – Mandy Morrison**
   1. Identify ways that instructors can create or improve quality relationships with students.
   2. Potential campus-wide effort for positive interactions with student retention in mind.
   3. Do positive connections and relational development between instructor and student improve course completion rates, thus improving student retention?
5. **Pilot Program – Starlen Roddy**
   1. Have instructors practice positive affirmations & positive feedback.
   2. Students love getting positive feedback from instructors because they are not getting it at home.
   3. Encourage authenticity in instructors
   4. Help students feel seen
   5. A lot easier to tear down a house than it is to build one up (Starlen)
   6. Students want to stay because they feel included
   7. Provide opportunities for students to give feedback
   8. Give students the opportunity for connection
      1. Look at completion in classes. INRW specifically or math.
         1. Barrier that prevents students from completion
6. **Proposed Timeline – Mandy Morrison**
   1. Now on hold while we work with research committee to develop a retention plan.
7. **Campus Interviews/Survey About Retention – Starlen & Mandy**
   1. Many Student Organizations that could help
      1. Peer Mentors
      2. Supplemental Instruction
      3. Student Ambassadors
      4. Honors College
      5. Presidential Scholars
      6. Student Club Presidents
      7. First Gen Students
      8. TRIO Students
   2. **Proposed Student Survey**
      * 1. Do you feel a sense of belonging at MCC?
           1. Yes
           2. No
        2. Research on college students shows that connection/positive relationships improve your college experience. Who has your back at MCC?
           1. Peers/Other Students
           2. Advisors
           3. Resources – Counseling Center
           4. Campus Staff

Coffee Barista

Bookstore Staff

Shuttle Drivers

* + - * 1. Professors from previous courses
        2. Professors from current courses
      1. Do you feel connected to \_\_\_\_\_\_\_\_\_ your professors?
         1. All
         2. Most
         3. Some
         4. None
      2. What are some ways that instructors help you feel connected at MCC?
         1. Assignment feedback
         2. Learning my name
         3. Responds to emails timely
         4. Reaches out when I’m absent
         5. Open to questions about campus
      3. Other question options:
         1. How long are you planning to be at MCC?

Until degree completion

Until the completion of a course

* + - * 1. Have you ever had a difficult semester where you wanted to stop coming to school?

Yes

No

* + 1. **Proposed Faculty Survey – QUESTIONS STILL IN PROGRESS**
       1. What is the number one thing that helps/hurts student-faculty relationships?
       2. From your perspective, how does student success (course completion of the courses that you teach) fit into retention?
       3. How frequently do you reach out to students that are not performing well in your course(s)?
          1. Weekly, or more
          2. Monthly
          3. Once a semester
          4. Twice a semester
          5. Rarely, if ever
       4. When is the best time to reach out to students?
          1. Only if they are not performing well
          2. Once, at the beginning of the semester
          3. Once, at the end of the semester
          4. At the end or beginning of each module
       5. Are you willing to try research proven best-practices in your classroom, even if it means changing non-content related instruction?
          1. Yes
          2. No
       6. How long have you been teaching at MCC?
          1. 1-5
          2. 5-10
          3. 10-15
          4. 15-20
          5. 20-25
          6. 25-30
          7. 30 or more
       7. Select the description that best fits your position
          1. Adjunct Instructor
          2. Full-Time Instructor
          3. If adjunct, would you be interested in teaching full-time?

Yes

No

* + - 1. What is (are) the primary reason(s) that you continue to teach at MCC?
         1. Pay and benefits
         2. Location of college
         3. Passion for teaching
         4. Care for students
         5. Administrative support
         6. Campus environment
         7. Lack of alternative employment
         8. Close to retirement

1. **Action Items**
   1. Retention rate of students that start in remedial coursework.
   2. Possible implementation of a pilot program in INRW courses or other remedial courses. INRW can be a specific barrier to course completion.
   3. Can we give special acknowledgment for staff that makes a difference in the student experience?
      1. Shuttle Drivers
      2. Food Service
      3. Bookstore
      4. Advisors
      5. Many, many others!
      6. Culture committee – Discuss at next meeting
2. **Next Meeting**
   1. November 7, 2022 – Check with research to see if we should combine and/or expand committee