

Retention Advisory Council
November 08, 2018
FMTZ Conference Room 210, 3:30-5:30 p.m.

Present: Julia Geffroy, Lee Allard, Thomasina Ortiz-Gallegos, Jim Deisler, Benito Pacheco, Kimberly Blea, Edward Martinez, and Maria Sena

Zoom: Reyna Alvizo, Margaret Gonzales, and Buddy Rivera

Edward indicated that his office has been working on the accomplishments document. He would like the committee to review it. Goals were updated.

Thinking about the current year, Edward stated that if committee continues the model from past year, the sub-committees and the leader teams are not sustainable. All groups are falling apart due to lack of participation and staff no longer working for the university.

Committee can decide what strategies to continue for the current year. Strategies like the one for the Native American population should be kept because Julia and the Native American Center are working on the Melody Hall initiative. Coach Snow, Jim, and Shana are working with the athletes that are greater than 93 miles from campus. Academic Support is working with the Enrollment Success Contract for student that are underprepared.

The \$4300 or less financial assistance group currently nothing is being done. Leader for this strategy group is no longer with the university. The African American strategy group implemented a few things for the students, however it is difficult to implement when you don't have resources, no authority, and no support.

The Retention Advisory Council's title states "advisory". How can we do retention at Highlands, if we are only able to advise? It is difficult to implement any strategies due to no resources, no authority, and no support for initiatives to be implemented.

Edward indicates that he is considering changing the committee to more of a working group. The university has ARMAS, the Writing Center, FYE, and the athletic initiatives. Can we bring these offices together to work collaborative with each other? Is it better to support these offices to work together intentionally? How can focusing on retention be guaranteed?

Committee member indicated that issues could be brought to light. Committee could identify a key point to address. Committee can't make requirements to offices. We bring issues to light and provide suggestions on how to address these issues. This is a hardship for advisory council and it is setting us up for failure. Offices that are part of the committee will work with us, however, other offices might not. We will need to have continual pressure and follow up.

Edward indicated that he as requested a retention office. Edward has taken on everything Casey was doing. The next best thing if no retention office is possible, would be lean on offices that are doing retention initiatives already. Try to bring these offices together to work towards these goals.

Committee member indicated that the sub-committee for African American students doesn't have an office like the Native American students. It makes a big difference when there is an office that could assist in the retention efforts.

Edward acknowledges that continuing with what the committee is currently doing is not sustainable. Efforts should be focused on supporting the individual areas that already have some type of retention effort in place. Support these individual areas. Work to bring offices together to more intentionally work together to impact students.

Committee member stated that this was a valid approach and will ensure that we are not duplicating services.

Committee agreed that a letter needs to be composed to the administration asking for retention resources.

- I. Approval of 10/25/18 Minutes
 - Minutes for 10/25/18 were not approved. Committee did not have time to review and vote for approval.
- II. Review Accomplishments
 - Committee reviewed accomplishments document on a limited basis due to lengthy discussion regarding the future of the Retention Advisory Council.
- III. RAC New Charge
 - At next meeting, committee will review original charge and determine if charge was completed. Committee will revisit charge to determine a new charge and discuss the purpose of this committee.