Report for Recruitment and Retention Committee Spring 2014

Members
- Academic Support Services: Charles Miller
- Admissions Counselor (standing member): Leon Florendo
- Tech I Representative #1: Marcus Heresa
- Tech I Representative #2: Guy Fo (cont.)
- Tech II Representative #1: John Vierra
- Tech II Representative #2: Michael Castell (cont.)
- University College Representative #1: Sterling Foster (cont.)
- University College Representative #2: Derek Otsuji (cont./convener)
- EMC: Jon Blumhardt
- Kupu Kawai Council Representative #1: Faith Kahale Saito
- Kupu Kawai Council Representative #2: Jolene Suda
- PCATT: Beryl Morimoto
- Gear-Up:
  - Student Access: Melissa Martinez
  - Student Life Director (standing member): Emily Kukulies
  - Student Support Services: Lara Sugimoto
  - Student Representative #1: Jacob Morton
  - Student Representative #2: 
  - Staff-at-large Representative #1: 
  - Staff-at-large Representative #2: 

Actions for Spring 2014

The Recruitment and Retention Committee took four actions in Spring 2014.

1. Friday, January 24, 2014, a quorum was present to vote on whether to continue or disband the R&R Committee. Now that the Outreach Office oversees HCC’s recruitment plan and the Academic Success Center coordinates student retention efforts, present members discussed the relevance and possible future direction of the R&R Committee. Each member voiced his or her opinion on the question and then a final vote was taken. Ten voted in favor of keeping the committee, one voted against, and one abstained. Those in favor of keeping the committee argued that retention and recruitment are institutional commitments rather than individual office or department responsibilities. Therefore, the college would benefit from a committee with representation across diverse departments that focused on recruitment and retention issues.

2. Friday, February 28, 2014, the R&R committee discussed HCC’s two major recruitment efforts for Spring 2013: CT3 and Gear Up. Organizational details of each activity were discussed and R&R members volunteered to help where needed.
3. Friday, March 21, 2014, Mike Barros, Director of Outreach, presented his recruitment plan for the coming year. R&R members and Student Body President Kaleo Gagne gave feedback on the plan based on the needs and perceptions of students.

4. Friday, April 25, 2014, Derek Otsuji led a discussion on what the Essentials English faculty are doing to improve student success rates. Beginning Fall Semester 2014, English 9 & 19 and English 8, 18, & 21 will be compressed into single courses. In addition, specific interventions, based on the research of Dr. David Yeager, of the University of Texas, will be introduced in an effort to improve student retention. Dr. Yeager’s research has found that nontraditional and underprepared students typically struggle with three questions: 1) Do I have what it takes? 2) What’s the point? 3) Do I belong? Dr. Yeager’s research also suggests that three simple interventions can help students resolve these doubts and improve their success rates. These interventions are 1) teaching students about mindsets, 2) increasing the relevance of school assignments, and 3) training teachers to use feedback to build student confidence.

**Issues for Next Academic Year: Fall 2014 and Spring 2015**

1. Based on feedback from our student representatives, the R&R committee will explore was to help students connect with other students—through peer mentoring, student government and on-campus clubs—to help with retention.

2. An Essentials English faculty representative will report on the new “compressed” courses and academic interventions and their impact on student success.