

2018

Retention Inventory

Leading for Change Higher Education Diversity Consortium

Framingham State University Division of Inclusive Excellence and Community Engagement

Follow this and additional works at: <https://digitalcommons.framingham.edu/rej>

Citation

Leading for Change Higher Education Diversity Consortium and Framingham State University Division of Inclusive Excellence and Community Engagement, "Retention Inventory" (2018). *Racial Equity and Justice Institute*. Paper 1.
<https://digitalcommons.framingham.edu/rej/1>

This Article is brought to you for free and open access by the Leading for Change Consortium at Digital Commons at Framingham State University. It has been accepted for inclusion in Racial Equity and Justice Institute by an authorized administrator of Digital Commons at Framingham State University. For more information, please contact hmonaghan@framingham.edu.

RETENTION INVENTORY

For the sake of the Leading for Change Racial Equity and Justice Institute, a **retention activity** is an intentional and systematic task designed to enhance student-centered academic excellence and retention at Leading for Change member institutions. The activity must: 1) impact multiple students at the program or office level, 2) be something that has become or will be institutionalized in your work over time; 3) be assignable to a responsible party 4) and be assessable. *NOTE: there may be overlap between items on this inventory and the Diversity Dialogue/Workshop Inventory if data suggests that the dialogues/workshops are linked to student retention.*

Please complete columns 1-4 and post this inventory by **October 21, 2018** in the institute’s OneDrive October sub-folder entitled Retention Inventory. **In file name include your CAMPUS NAME and Retention Activity Inventory.**

Name of institution: Framingham State University

Contact person to discuss campus’ retention activities: Millie Gonzalez / Lauren Keville

Contact person’s email: vgonzalez@framingham.edu / lkeville@framingham.edu

OBJECTIVE 1: <u>All</u> Students	Prioritize and advance retention and graduation goals for all students. (These retention activities are intended to benefit many types of students, including students of color.)				
	1) Activity Name and Brief Description <i>(to be completed in October)</i>	2) Responsible Parties <i>(to be completed in October)</i>	3) Resources Used to Complete Activities (staff time and fiscal) <i>(to be completed in October)</i>	4) Timeline <i>(to be completed in October)</i>	5) Assessment Information Re. Effectiveness of Retention Activity <i>(to be completed in January)</i>
	STEM Scholars : Coordinated, cohorted and mentored program for STEM students	Dean of STEM		Year Long	

Math Emporium: supportive math lab for students who previously may have been placed in “remedial” math class and now are placed into credit bearing courses.	Dean of STEM; CASA		Year Long	
First Time Full Time Registration : We changed registration to be driven by student choice rather than university selected schedules	New Student & Family Programs		Summer and Winter	
1st Generation: Affinity program for 1 st gen students	CASA		Year Long	
Starfish: Student success tool used to improve communications and connections on campus	Student Retention and Graduation Success Role		Year Long	
Early Academic Alert: Electronic system for faculty to alert both students and support systems of academic support needs	CASA		Oct. and Feb. (2 Months)	
Student Retention and Graduation Success Role: New role on campus working to tie all student success tools together as well as creating new programs and initiatives.	Academic Affairs		Year Long	
Black and Gold Beginnings: Early arrival program for new FTFT students	SILD		Four Months	
College Planning Center: provide the necessary outreach, training, mentoring and advising to connect with youth and non-traditional adult learners in the region and guide them on their desired educational pathway to higher education.	DICE	\$20,000 is used for student stipends and \$20,000 is coordinator oversight	Year Long	
Rams on the Rise: cohorted program of transfer students from Mass Bay CC.	DICE	\$20,000 in payroll for CIE and CPC coordination	Year Long	

	Rams 101: New first year student course subject based and self-selected by student	Academic Affairs		Year Long	
	Foundations: First year seminar course that is paired with a subject based course and is currently required.	New Student & Family Programs		8 Months	
	PLUS: Cohorted mentor program to support college navigation. Primary qualifier is Pell eligibility	Academic Advising		Year Long	
	Orientation: One day FTFT orientation program for on-boarding students	New Student & Family Programs		8 Months	
	Supplemental Instruction: Student staffed tutoring sections tied directly to specific course sections.	CASA		Year Long	
	Pathways and Choice: Scholarship / Internship programs for underrepresented, underserved students gaining experiential learning experience in the workplace.	DICE; CSER	\$60,000 in paid internships, \$12,000 in coordination	6 Months	
	Academic Success Peer Tutors: Student to Student support as near peer learning model.	CASA		8 Months	
	Freshstart: the ability for qualified students who return to FSU after time away to clear their GPA while retaining credits earned.	Enrollment/Academic Affairs		Year Long	
	Parent Orientation: Information sessions and networking to orient FTFT and transfer parents to FSU, resources and faculty.	New Student & Family Programs		Two Months	
	STEM Course offerings – flexible choices: Labs and lectures are no longer bound together offering students more flexibility with schedule building	Dean of STEM		Three Months	
	Provide demographic data to help inform decision making: regular set of data analytics and demographics shared within FSU community.	Research	Staff time to update annual documents	Year Long	

	Offer one on one help for completing the FAFSA	Fina Aid	Staff time to coach students	Semesterly	
	Provide outreach to FTFT students via email and phone to offer support for registration and resolving billing/balance issues.	Reten & Success	Staff to conduct outreach	6 times a year	
	Emergency Meal Bank: Meals collected from students to offer to those in need.	Student Affairs	Donations and Staff Time	Year Long	
	RRS – Rams Resource Center: New pantry for items from health and hygiene to food needs.	Student Affairs	Donations, staff time and supplies funding	Year Long	
	Coat Share: Coat donations made available in an easy to select location	Student Affairs	Donations and Staff time	Winter season	
	Professional Attire Share: a closet of professional clothes donated for students to select from	Student Affairs	Donations and Staff time	Year Long	
	Student Assistance Team: Identify and Respond to Students of Concern	Student Affairs	Staff time and training	Year Long	
	High Impact Practices (hands on activities, UG research, travel, service learning etc)	Academic Affairs	Faculty Staff time and trainings	Year Long	
OBJECTIVE 2: <u>Students of Color</u>	Prioritize and advance retention and graduation goals for <u>students of color</u> in order to eliminate achievement and opportunity gaps. (These retention activities are designed specifically to support students of color.)				

1) Activities <i>(to be completed in October)</i>	2) Responsible Parties <i>(to be completed in October)</i>	3) Resources Used to Complete Activities (staff time and fiscal) <i>(to be completed in October)</i>	4) Timeline <i>(to be completed in October)</i>	5) Assessment Information Re. Effectiveness of Retention Activity <i>(to be completed in January)</i>
Center for Inclusive Excellence The Center for Inclusive Excellence (CIE) cultivates an inclusive campus climate through collaboration, support, targeted programming and the facilitation of cross-cultural resources.	DICE	\$100,000 in salary for CIE and CDIO	Year Long	
Brother to Brother Brother to Brother (B2B) is a student organization established to support and inspire the educational, professional and social success of male students of color.	SILD	Student, Advisor and SGA funds	Academic Year	
MISS M.I.S.S is a student organization that was established to support and inspire the educational, professional and social success of female students of color.	SILD	Student group	Academic Year	
LUNA: Latinos Unidos N' Accion: The purpose of this club shall be is raise cultural awareness for our campus and community about the Latin community.	SILD	Student group	Academic Year	
Black Student Union A cultural group on the Framingham State University campus promoting diversity, but you do not have to be African American or know anything about the culture to join and be an active member.	SILD	Student group	Academic Year	

	Pan African Group Cultural awareness student group educating campus about the richness of cultural diversity in Africa.	SILD	Student Group	Academic Year	
	Intercultural Graduation Graduation celebrating senior students of color, first generation, veteran and LGBTQ+ students.	DICE	\$10,000 in party and staff time	Three Months	
	Widening the Circle The Widening the Circle Faculty Institute assists with advancing Inclusive Excellence at Framingham State University through the focus area of Diversity in the Curriculum.	DICE	Staff and faculty time	Academic Year	
	Community Conversations These Conversation are opportunities for our community to talk about a range of topics, learn new ideas and concepts and connect with others.	DICE	Staff and faculty time	Academic Year	
	Afro Caribbean Dance Group	SILD		Academic Year	
	Courageous Conversations: Conversations specific to discussion of race.	DICE	Staff faculty and time	Academic Year	
	Community Outreach Council Council of students currently enrolled at FSU and participating in partnership internships working under the CPC to learn grassroots, community engagement and organizing methodology.	CPC	\$20,000 in part time staff coordination and oversight	Year Long	
	Bias Education Response Team: The Bias Education Response Team (B.E.R.T.) provides the university with a comprehensive method for addressing incidents of bias that fall below the status of hate crime in an effort to continue to create a safe and welcoming environment for all. B.E.R.T. monitors any trends related to bias incidents, and develops proactive strategies to inform and educate the campus.	All, campus wide participation	Faculty, staff and students' time.	Year-Long	