

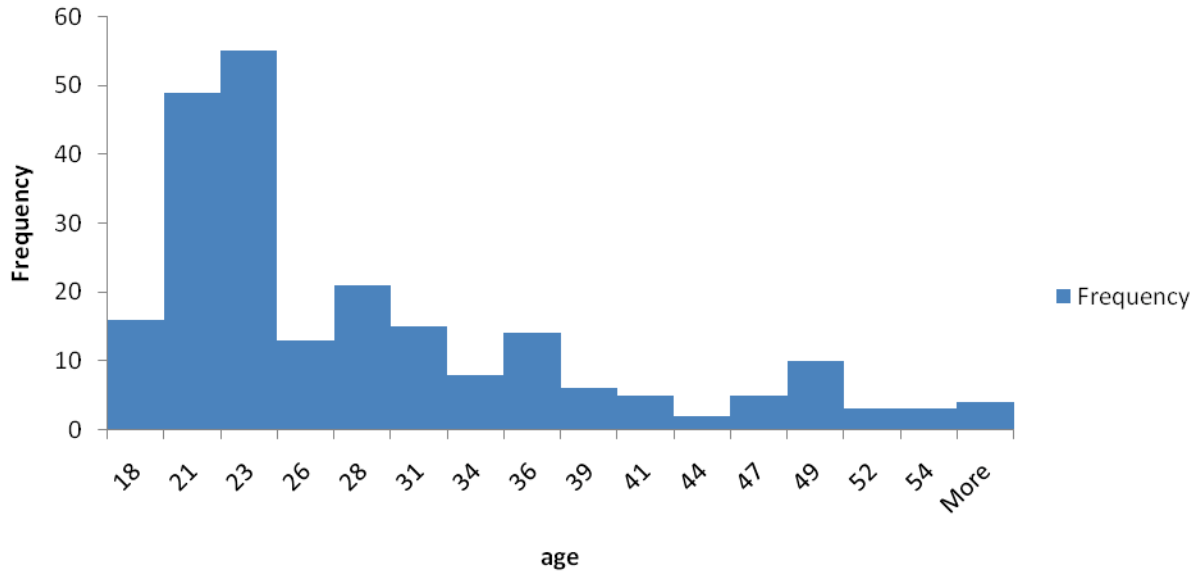


**DINE COLLEGE – SHIPROCK CAMPUS
STEM RECRUITMENT AND RETENTION**

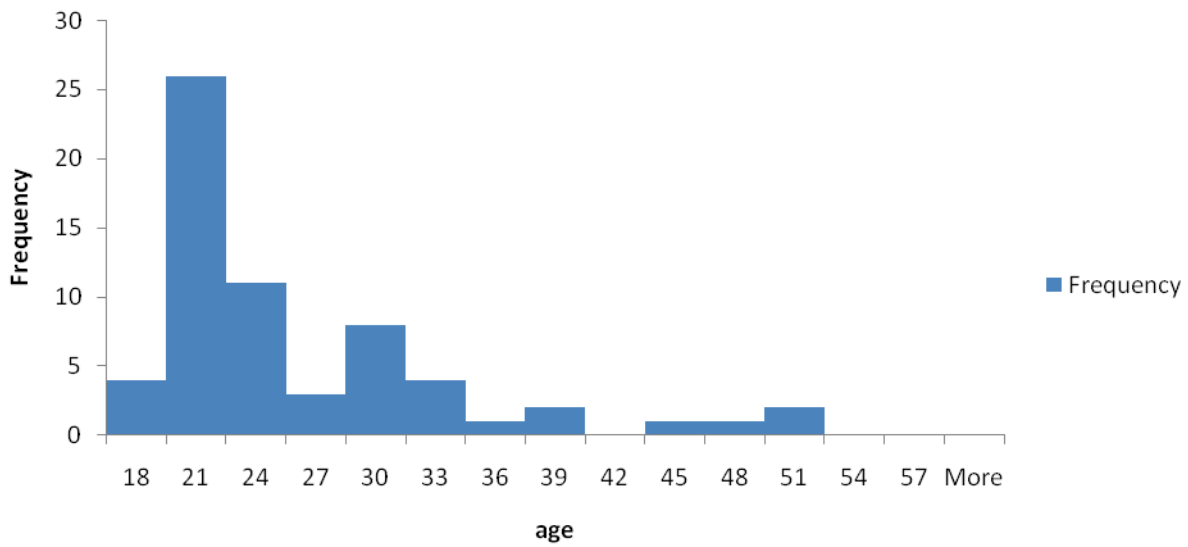
Presented by Perry H. Charley

<p>RECRUITMENT: Effective Strategies</p> <ul style="list-style-type: none"> • Pre-collegial academic assessment: Advisement, majors, ACCU Placer tests, HS college fairs. • Early Advertisement • Collaborators and Stakeholders input • Institutional commitment: Math Excel, • Cultural/traditional sensitivity 	<p>RETENTION: Effective Strategies</p> <ul style="list-style-type: none"> • Technical aspects of science • Supportive collegial environment: Staff, faculty & Family support/mentoring, maintain home environment atmosphere • Internship programs • Cultural/traditional sensitivity
<p>RECRUITMENT: Best Practices</p> <ul style="list-style-type: none"> • Early Advertisement • Internship opportunities • Cultural ceremonies-cultural sensitivity mentoring • Scholarships • Word of mouth via STEM students • Intervention based programs: Student Career Cohorts, student clubs, veterans' org, work force, etc 	<p>RETENTION: Best Practices</p> <ul style="list-style-type: none"> • Tutoring & mentoring • Internship opportunities • Cultural/traditional practices • Bridging with Universities, local agencies & former students • Contacts & follow ups after 2 years • Caring & supportive staff/faculty
<p>RECRUITMENT: Institutional Challenges</p> <ul style="list-style-type: none"> • Low entrance scores (ACCU Placer): remedial courses • Transition difficulties: time lapse between HS graduation & college entrance • Language & cultural barriers • Technical Aspects of Science 	<p>RETENTION: Institutional Challenges</p> <ul style="list-style-type: none"> • Language and cultural barriers • Family responsibilities • Technical Aspects of science academia • Internal politics • Funding • Personal issues: D&A, housing, finances, child care, etc • Lack of self esteem, behavioral & developmental adjustment, lack of personal goals • Staff & Faculty empathy • Cultural shock at 4 year level institutions

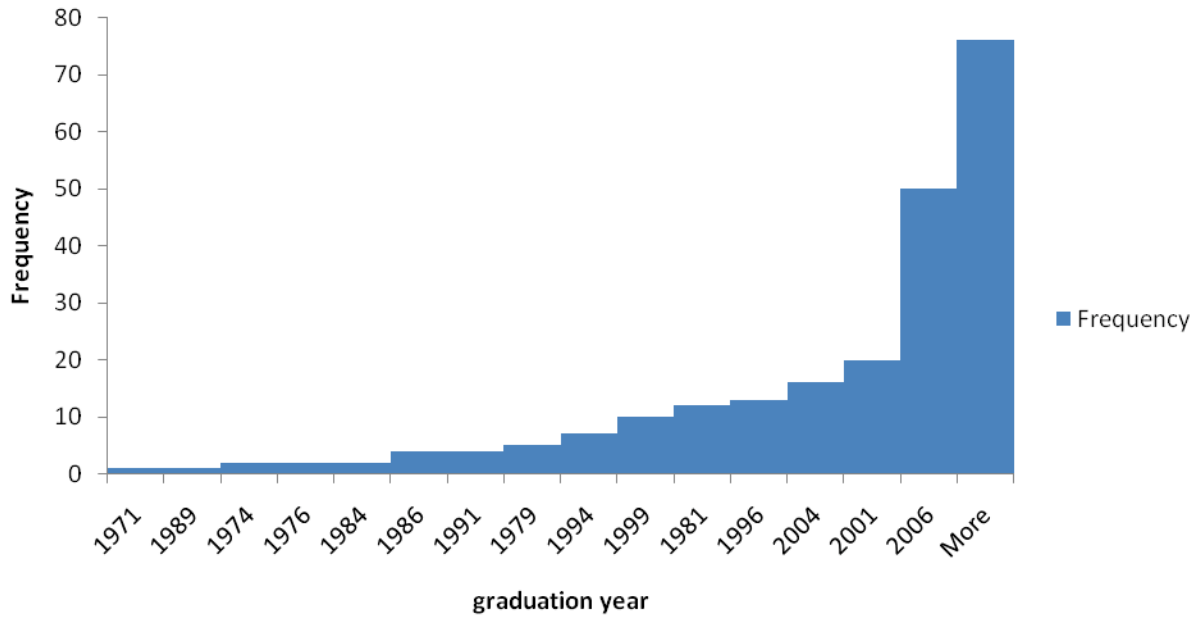
Age distribution of females



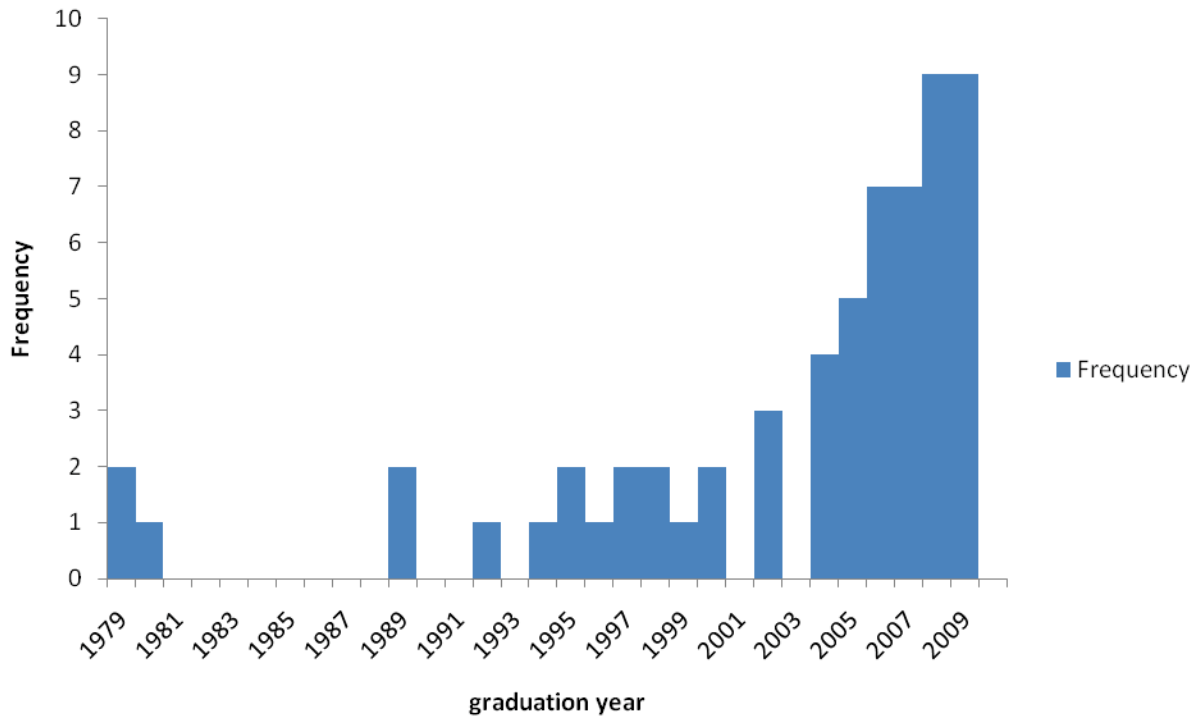
age distribution of males

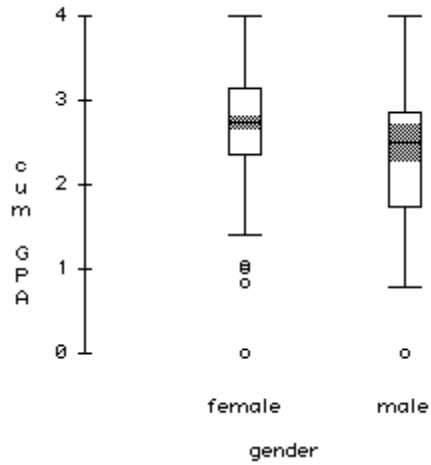


Graduation date reported most for females

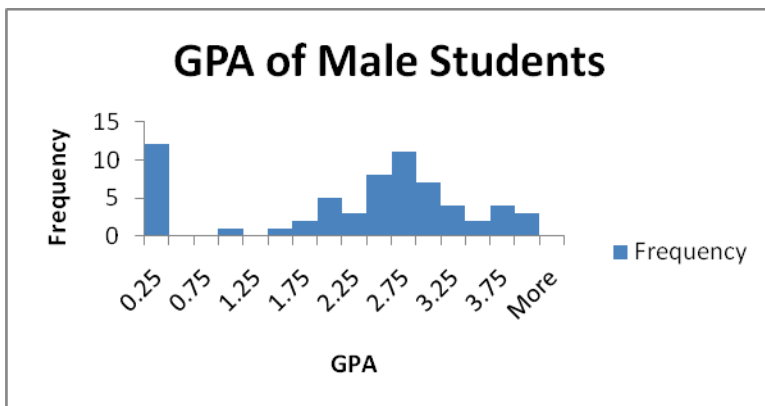
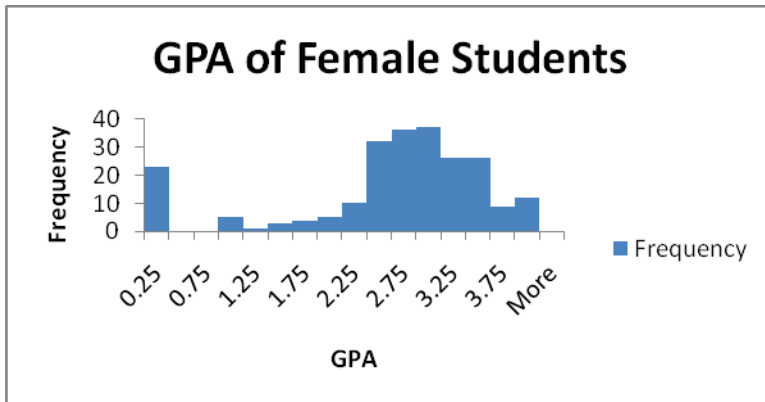


Graduation reported most for males





Group	Count	Mean	Median	Std Dev	Variance	Range	Min	Max	IQR	25th%	75th%
female	229	2.518	2.74	1.028	1.056	4	0	4	0.805	2.36	3.165
male	63	2.15	2.5	1.212	1.468	4	0	4	1.123	1.752	2.875



Highest education level of at least one immediate family member for females

Percentage

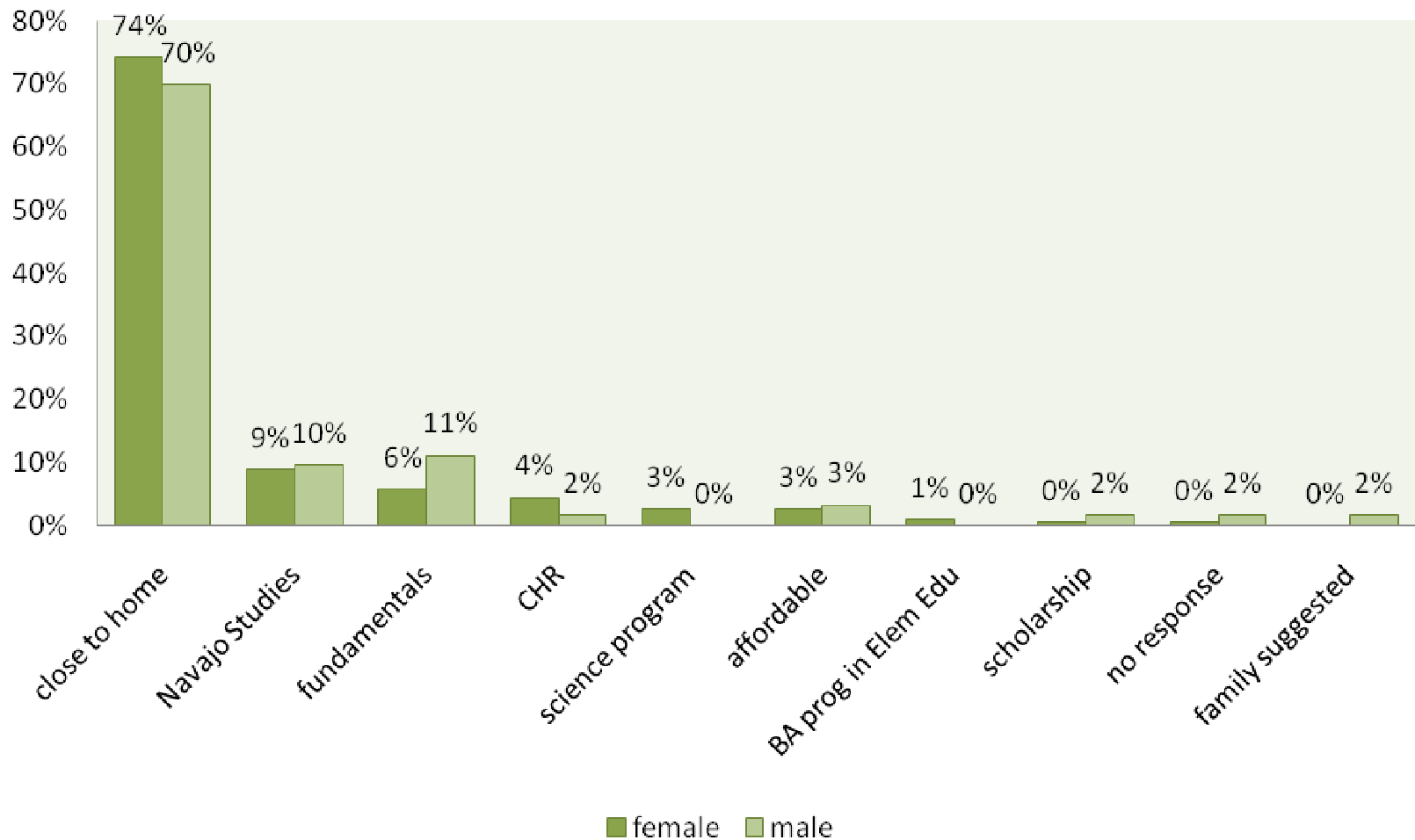
Less high school	1%
Medical degree or PhD	5%
Master degree	6%
Associate degree	15%
High school graduate	21%
Some college	21%
Bachelor degree	30%

Highest education level of at least one immediate family member for males

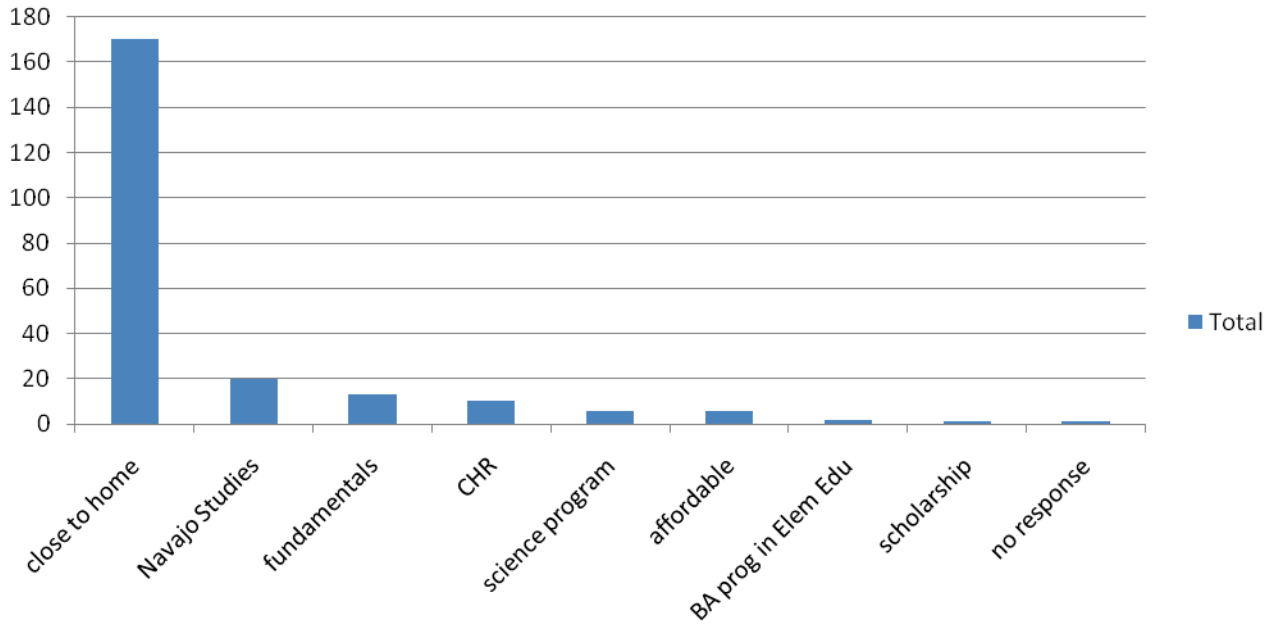
Percentage

Medical degree or PhD	5%
Master degree	10%
Some college	12%
Associate degree	17%
High School graduate	17%
Bachelor degree	38%
Grand Total	100%

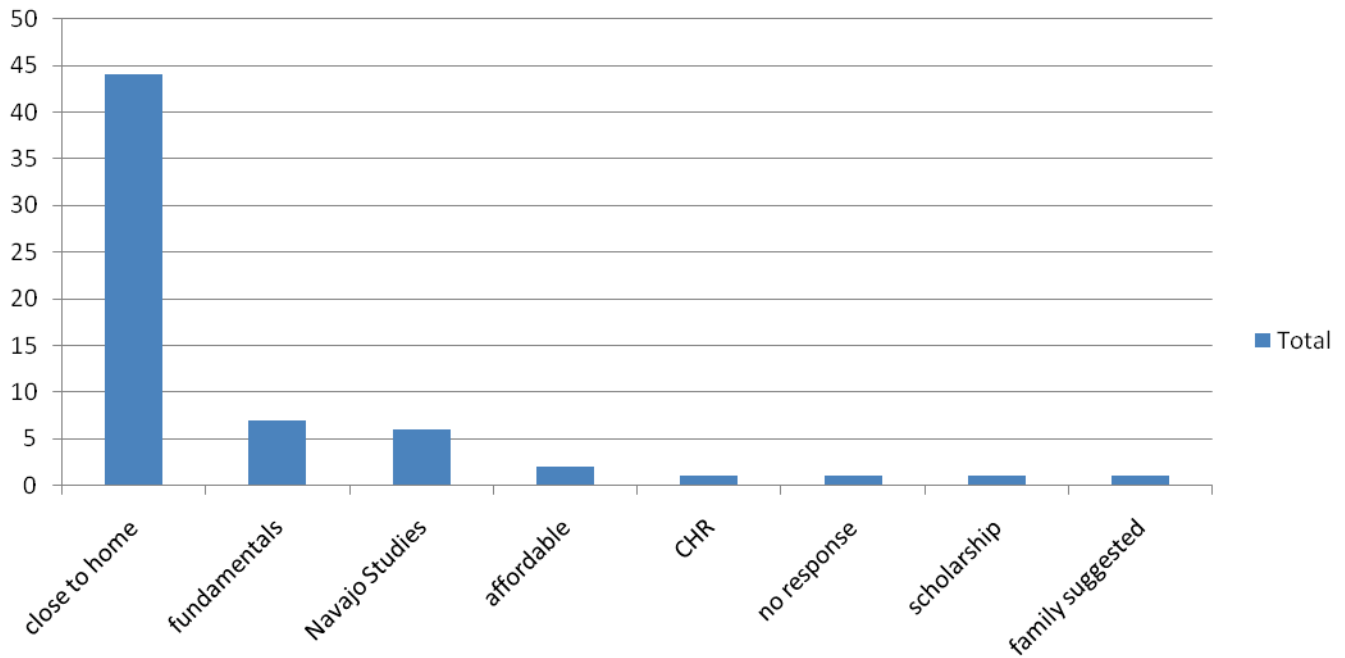
Reasons why current students choose Dine' College by gender



Reasons why most females choose Dine' College



Reasons why most males choose Dine' College



QUESTION	Percent responded YES female	Percent responded YES male
Are you responsible for the care of anyone else?	63%	43%
Have you participated in any internship?	15%	16%
Do you live in the dorm?	15%	35%
Do you have trouble getting to school?	38%	22%