



# **Recruitment and Retention Workshop:**

## **Increasing underrepresented minority persistence in STEM fields**

Sponsored by the National Science Foundation and the  
Louis Stokes Alliances for Minority Participation (Award No. 1612767)  
(Pre-Alliance Planning for the Coalition for Promotion of Underrepresented Minorities in Academic STEM (PUMA-STEM))

**May 9, 2017**

Elmhurst College, Schaible Science Center, Room 203

### **Agenda**

- 4:30-4:45    Introductions
- 4:45-5:30    Address discussion questions (groups of approx. 4)
- 5:30-5:50    Report back to whole group
- 5:50-6:20    Discuss findings and possible solutions and improvements
- 6:20-6:30    Wrap-up and next steps

### **Workshop Goals**

1. Share and discuss current practices to recruit and retain underrepresented minority students to STEM.
2. Identify significant barriers to recruitment and retention of underrepresented minority students in STEM programs.
3. Discuss strategies to overcome barriers and increase recruitment and retention of underrepresented minority students in STEM.



## **Discussion Questions**

Use the questions below to guide your discussion. Please assign one recorder in your group who will take notes on the following pages. Notes will be collected at the conclusion of the workshop.

1. What current practices does your institution use to recruit underrepresented minority students (URMs) to STEM, if any?
2. What are the most significant barriers to recruiting URMs into STEM fields?
3. How do we increase URM student interest in STEM fields and help students see themselves in a future STEM career? What can we do to recruit more URM to STEM programs?
4. Does your institution use any practices to retain URM once they show an interest in STEM?
5. What are the most significant barriers to retaining underrepresented minorities (URMs) in STEM?
6. What can we do help URM students persist in STEM fields?

## NOTES

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## PUMA-STEM Recruitment and Retention Workshop Survey

Please reflect on this workshop and let us know what worked and what needs improvement. Your input is appreciated and will help us in planning future workshops.

For the following statements, please tell us how much you agree or disagree (1 = Strongly Disagree, 2 = Disagree, 3 = Not sure, 4 = Agree, 5 = Strongly Agree):

	Disagree				Agree
1. The workshop was informative.	1	2	3	4	5
2. The workshop was well organized.	1	2	3	4	5
3. This workshop increased my awareness of recruitment and retention practices for underrepresented minority students.	1	2	3	4	5
4. The workshop increased my awareness of barriers to recruitment and retention of underrepresented minority students.	1	2	3	4	5

Please share your thoughts on the following questions:

1. Why did you choose to attend this workshop?
2. What did you find most valuable in this workshop?
3. What could have been done to improve this workshop?



## **PUMA-STEM Collaboration Interest Form**

Are you interested in receiving other materials and/or participating in additional workshops from PUMA-STEM?

Yes

No

If so, please write your name and email address below:

What subject(s) and level(s) of students do you work with most?