MAUI COMMUNITY COLLEGE

FILIPINO STUDENT RECRUITMENT AND RETENTION PLAN

KABALIKAT COUNCIL: A CALL TO SERVICE

To serve Maui Community College Filipino students, the Kabalikat Council, a faculty led-group, was established in Fall 2008. The purpose of the Council is two-fold:

1. Reverse the historical trends of higher education access, achievement and success for Filipino students; and,
2. Prepare leaders of Filipino ancestry for leadership roles within Maui Community College and its community.

As a call to service, the Council developed a Filipino Student Recruitment and Retention Plan. The action plan is organized in four specific areas above: (1) Recruitment and Retention, (2) Philippine or Filipino-Related Courses and Resources, (3) Relations between Philippine and Maui Community College, and (4) Employment of Filipinos in the Professions.

- Recruitment & Retention
  - Student Leadership/Mentoring (Kabatak Club) – Shane Payba, Wayne Aguiran, Jennifer Egami and Aris Banaag
  - Student Matriculation/Transfer (Matriculation to Maui Community College four-year degree programs or transfer to other University of Hawai‘i four-year campuses.) [Pamantasan Conference] – Crystal Alberto, Kari Luna, Jennifer Egami and Aris Banaag

- Philippine or Filipino-Related Courses and Resources (Survey) – Lorelle Solanco-Peros, Bradley Duran and Debra Nakama

- Relations between Philippine and Maui Community College – Debra Nakama, Herman Andaya, Lorelle Solanco-Peros and Cyrilla Pascual

- Employment of Filipinos in the Profession – Cyrilla Pascual, Herman Andaya and Beverly Lashley
THE WHY:*  

- Only fifteen per cent of the Filipino population twenty-five years of age has earned a bachelor's degree or higher. Filipino students are underrepresented in higher education in comparison to their numbers in the general population and the public schools, placing Filipinos below all other major ethnic groups in Hawai‘i in terms of higher education.

- Students who are most likely to experience academic success are those whose home language and culture are respected and used in the schools. The three major Philippine languages are Cebuano, Ilokano (spoken by a majority of Filipino immigrants to Hawai‘i) and Filipino (Tagalog, the national language of the Philippines).

- Filipino community leaders and students have expressed a strong interest in having Ilokano and Filipino language courses taught on site and complemented by on-line courses in the high schools and various University of Hawai‘i campuses.

- A significant issue for Filipino students and the Filipino community is the lack of curriculum offerings in Philippine languages, as well as course offerings on Filipino-American ethnic and Philippine studies.

- It is necessary to increase the number of professionals trained in Philippines languages and cultures who can work effectively in the areas of education, health, legal services and commerce.

*Senate Concurrent Resolution, Number 120, State of Hawai‘i Senate Twenty-Fourth Legislature, 2008.

THE PLAN: OVERALL GOALS

The following are the overall goals for the action plan.

1) Identify and eliminate obstacle that prevent Filipino students from attaining their higher education goals.

2) Collaborate with four-year University of Hawai‘i campuses to improve Filipino students' access into bachelor's degree or graduate programs.
3. Implement recruitment and retention strategies to establish engaging activities that encourages Filipino students to access and earn a higher education degree.

**THE PLAN: OUTCOMES AND ASSESSMENT MEASURES**

**Outcomes:**

1. Execute recruitment and retention efforts targeted toward Filipino students.

2. Affirm and implement Maui Community College's diversity and equity goals and objectives with an appreciation for the Filipino culture.

3. Increase the awareness of financial aid and scholarship opportunities for Filipino students and parents.

4. Institutionalize a Summer Bridge Program for Filipino students.

5. Increase the number of Filipino students who access bachelor’s degrees or graduate programs.

6. Promote cooperation in education and applied research through the exchange of students and faculty members (e.g., Philippine abroad study tour).

**Assessment Measures:**

- The recruitment Filipino students to Maui Community College will increase per year.

- Maui Community College Filipino students will be retained at a rate comparable to that of all students.
### AREA PLAN OF ACTION (EXAMPLE)

Objectives: Indicate activities aimed at meeting goals.

Actions: Indicate activities to meet objectives.

Institutional Support: Intercampus support needed to accomplish activities/objectives.

Highlighted Activities: To be gathered from Chairperson(s) and entered monthly.

Follow-up/Challenges: Further actions needed, progress and/or problems in achieving objectives.

### PHILIPPINE OR FILIPINO-RELATED COURSES AND RESOURCES (SURVEY)

Members: Brad Duran, Debbie Nakama, Lorelle Peros

<table>
<thead>
<tr>
<th>Month</th>
<th>Objectives</th>
<th>Actions</th>
<th>MCC Institutional Support</th>
<th>Highlighted Activities</th>
<th>Follow Up/Challenges</th>
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</thead>
<tbody>
<tr>
<td>January 2009</td>
<td>Determine which Philippine Studies courses are of interest to students at MCC</td>
<td>Complete a draft of a survey which will ask students what particular Philippine Studies courses (language/culture) are of interest; review and edit as needed</td>
<td>Work with Jeannie Pezzoli, MCC's Institutional Researcher, to create a survey on &quot;survey monkey&quot;</td>
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<td>Need an incentive(s) for survey takers to secure a &quot;high&quot; response rate</td>
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<tr>
<td>February 2009</td>
<td>Obtain feedback from students and faculty regarding course preferences</td>
<td>Post survey online</td>
<td>Contact AJ (bookstore) and/or Chris (Paina) for donations</td>
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<td>February - March 2009</td>
<td>Determine specific course(s) that should be offered in the Spring 2010 semester (to be listed as &quot;Special Topics&quot;)</td>
<td>Compile survey data</td>
<td>Jeannie to compile data</td>
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<td>April 2009</td>
<td>Validate the need for Philippine Studies courses at MCC</td>
<td>Present survey data to faculty and attendees of Pamantasan Conference</td>
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<td>Check on curricular process for offering Special Topics courses for Spring 2010</td>
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<td>September 2009</td>
<td>Schedule Philippine Studies class(es) for Spring 2010</td>
<td>Recruit an instructor to teach the course(s)</td>
<td>Webmaster (Eryck) to post course info. on MCC website; Kabatak advisors to announce info. to club members</td>
<td>Advertise Spring class offering(s) on campus and in the community (latter part of the Fall semester)</td>
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<tr>
<td>January 2010</td>
<td>Offer language/culture class(es) at MCC</td>
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