

## ***Recruitment and Retention: Success Through Collaboration***

### TABLE DISCUSSION QUESTIONS

1. How can the goals and objectives of recruitment and retention staff be in alignment? Are there any conflicts?
  - Who does each group report to?
  - On what basis is their success measured?
  - What have they invested in each other's success?
  - How could we better align them?
2. What is needed to create an International Enrollment Management group that includes staff engaged in both recruitment and retention work on campus?
  - Whose support would be needed to create such a group?
  - Who would be included in the group? How would they communicate? How often would they meet? To whom would they report?
  - What decisions would they be authorized to make?
  - What would be the benefits of such a group? What would be the challenges?
  - Without such a group, how can these two staffs intentionally or unintentionally impact each other's work (positively or negatively)?
3. What ideas about – or experience do you have with – ways in which international recruiters and international student services staff can collaborate to improve recruitment and retention of international students?
  - What are the topics or activities that lend themselves to collaboration? (pre-arrival information, cultural adaptation issues, language proficiency, etc.)
4. What steps have you taken – or can you take – to ensure that international students are welcomed and integrated into campus life after starting at your institution?
  - How could an IEM group (or at least collaboration) impact such activities and initiatives?
5. What are the two biggest issues affecting your international students' ability or desire to persist at your institution?
  - How would an IEM group (or at least collaboration) impact these issues?
6. What are the two biggest institutional barriers to addressing the above issues to improve the persistence of international students?
  - How would an IEM group (or at least collaboration) help to overcome these barriers?

**SUMMARIZE THE THREE BEST IDEAS COMING OUT OF YOUR GROUP TO SHARE!**