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2021

Division of Student Success and Retention

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Kean University, "Division of Student Success and Retention" (2021). *Evidence Inventory*. 304.
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Division of Student Success and Retention

Abstract

Welcome to the Division of Student Success and Retention! We're dedicated to providing guidance and support to the Kean University student population as they embark on their journey toward degree completion.

Keywords

Division of Student Success and Retention

Return to Campus

A mask mandate is currently in place on campus. Learn more about the University's [health and safety protocols](#) to help protect the campus community from COVID-19 and reduce the spread of the virus.

Division of Student Success and Retention

Welcome to the Division of Student Success and Retention! We're dedicated to providing guidance and support to the Kean University student population as they embark on their journey toward degree completion.

Focusing on Student Succ...



Mission Statement

Using a student-centered approach, the Division of Student Success and Retention (DSSR) is dedicated to transforming students' lives by providing comprehensive services, opportunities and support to assist all students in their educational journey. The Division of Student Success and Retention believes that every student has the right to be successful. Utilizing data driven research and high-impact higher educational practices, the DSSR motivates students to persist to graduation, promotes learning and provides safe spaces for students to advance and grow.

The departments within our division work diligently to help every student feel a sense of belonging within the Kean community. We are committed to every student's success and our number one goal is to help every student persist to graduation.

DSSR Values

Learning: The division provides supplemental instruction and mentoring, connecting students to resources and support to assist them in their academic endeavors.

Service to Students: The division provides constituents with accurate information and support to assist students on their educational journey. From Monday to Friday, Division of Student Success and Retention staff members will return email and phone calls within 48 hours.

Reliability: The division provides constituents with accurate information and support to assist students on their educational journey.

Safe Spaces: Division staff are attentive to the needs of their constituents, relay accurate information and truly care about student success.

About the Division

Barbara Harmon-Francis, M.A.

Vice President Barbara Harmon-Francis is a transformational leader with over 20 years of higher education experience. With a firm belief that every student has the right to succeed, Vice President Harmon-Francis has dedicated her career to providing students with the tools they need to persist to graduation. As a student

advocate, she endeavors to create an environment where students have a sense of belonging, feel heard and are getting the assistance they need to have a successful college experience.

Vice President Harmon-Francis has had many leadership roles. She is the former President of the Educational Opportunity Fund Professional Association of New Jersey (EOF PANJ). This organization assists EOF staff at over 40 colleges and universities in the state of New Jersey. She served as the Tri-State Consortium of Opportunity Programs in Higher Education for New Jersey, New York and Pennsylvania Second Vice President. This organization guides and informs higher education professionals, in the Tri-State region, who serve first generation, low income and at risk populations. She also served on the New Jersey Office of the Secretary of Higher Education's Affordability Committee. This committee made recommendations to the New Jersey Governor on how to make colleges and universities more affordable. She founded the Educational Opportunity Fund Statewide Alumni Association (EOF SAA), which serves over 30,000 EOF Alumni.

Vice President Harmon-Francis has been recognized for her leadership in higher education. She is the recipient of the Tri-State Higher Education Award for Excellence and Distinguished Service to the Community, the EOF Outstanding Service Award and the Ramapo College Black Girls Rock Remarkable Woman Award.

Vice President Harmon-Francis has taught communication courses at three colleges and enjoys working with students in and out of the classroom. She has led students on study abroad experiences in Ghana, led students on service experiences and mentored hundreds of students. She considers the type of work she does as heart work not hard work.



Vice President Harmon-Francis is currently working on her doctorate in Higher Education Administration at Saint Peters University.

Carlos Rodriguez, Associate Vice President for Student Success and Retention

Carlos Rodriguez serves as the Associate Vice President for Student Success and Retention at Kean University. Much of his work at the university is centered around developing, implementing and evaluating retention strategies with an emphasis on graduation and closing the achievement gap for first generation, low-income and traditionally underserved populations.



Prior to Kean University, he worked at the New Jersey Department of Education where he served in various leadership capacities before being appointed by the New Jersey Commissioner of Education to serve as an Executive County Superintendent of Schools. During his tenure at the NJDOE his work experiences included working with Abbott School Districts, The Regional Achievement Centers, The Comprehensive Support Network, State Operated School Districts, Charter School renewal visits, NJQSAC, budgets, school staffing and monitoring of federal funds. Throughout his tenure at the NJDOE he could often be found collaborating with superintendents, central office administrators, principals, staff, parents, and community members to advance school improvement from kindergarten to grade twelve.

Associate VP Rodriguez is a first-generation college graduate and a proud product of the Educational Opportunity Fund program (EOF). He received his B.A. in Communications and an M.A. in Counseling Services from Rider University. He has also successfully completed the Executive Program on Mastering Design Thinking at the MIT Sloan School of Management and is currently a doctoral student in the Higher Education Administration program at The University of Southern Mississippi.

Shannon Fothergill-Armour

Shannon Fothergill-Armour serves as the confidential Administrative Assistant for the office of the Vice President and Associate Vice President of Student Success and Retention. Shannon is passionate about education. She earned an Associate's degree in Sociology from Essex County College and an Associate's degree is in Hospitality Management from Gibbs College. Shannon studied for her



Bachelor's degree in Human Resources Management at Ashford University. Prior to switching careers and coming to higher education, Shannon worked for over twenty years in the hotel industry. Shannon is an excellent event organizer and planner. She looks forward to working with students at Kean University. She is passionate about ensuring that students have a solid foundation in life and that they use their strengths to guide their goals. In her free time she enjoys traveling with her family and planning family events.

Division of Student Success and Retention

Center for Advising, Persistence and Success

Educational Opportunity Fund (EOF)

First Gen Scholars

Cougar Connections

LSAMP Program

McNair Scholars Program

PASSPORT Program

Project Adelante

Spanish Speaking Program

Student Retention & Educational Innovation

Upward Bound Program

Veteran Student Services

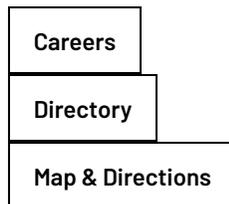
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