

## **Workshop 3**

### **Session's theme: Leadership and management**

**Paper number:** 24

**Presenters:** Harald Åge Sæthre,

**Presenters' Organisation:** University of Bergen

**Session's chair:** To be announced later.

### **Session title: A systematic approach to students' success**

#### **Abstract:**

We can find many good retention initiatives in this EFYE conference and elsewhere, but are we sure that we have chosen the right means to confront our challenges? To strengthen the support for working with retention, it is necessary that our own and our colleagues' efforts produce positive results, but in some cases we can see that a new initiative in fact can worsen the results. Such negative results or nearly non-results have stopped the best, and in fact is often used as an argument against starting up new initiatives.

This session will introduce a practical orientated model that one can use to work systematically and find actions that give the highest possible effect without using too many resources. It is also aimed as a tool to people who are new to retention issues when they start their work. The model is based on Tinto's longitudinal model of institutional departure but is viewed through the glasses of a project manager that has needed to see results. It has been tested through 15 years meeting new challenges, doing mistakes but mainly getting results.