

Exhibit 3.7: Attrition Rates

Matriculation and Withdrawal

	Matriculation	Withdraw	% attrition	Reasons
Class One	17	9	53%	Workload 29% Visa 6% Community 6% Personal 6% Financial 6%
Class Two	18	8 (2 continuing in Class 3)	44%	Workload 22% Visa 5.5% Community 11% Personal 5.5% Financial 0%
Class Three	16	6	38%	Workload 13% Visa 13% Community 6% Personal 6% Financial 0%
TOTAL	51	23	45%	

Analysis

1. Attrition due to **workload** has progressively improved (become lower). This is not due to lowering academic expectations but to creative course management. Faculty and staff work with students on time management issues and allow for some flexibility in due dates, acknowledging their many commitments. The online course schedule has also been restructured so students are responsible for only two classes at a time. With each cohort, the Graduate School also seeks to uphold stricter admissions standards, particularly English competence and academic performance. The goal for Class 4 is to admit students earlier so they can work on English skills before beginning coursework.
2. Attrition due to **visas** is largely out of our control. However, efforts are being made to have students apply earlier and strictly follow instructions. Also, there have been informal discussions about changing residential sites to facilitate visas.
3. Attrition due to weak or unsupportive **communities** has fluctuated. As a part of their admissions requirement, students must submit a community statement and recommendations from the community. It is imperative that the community be very supportive since a critical element of the Master's degree is the practicum carried out in the community and the students must also be absent from their communities (jobs) for two months out of the year for residential. Admissions staff is being particularly diligent to admit to Class 4 only students with very strong communities.

4. Attrition due to **personal** reasons has remained low. The Graduate School continues to work with students in a holistic way and to support them in their life situations.
5. Attrition due to **financial reasons** has remained low because the Graduate School works very hard to provide adequate scholarship help, recognizing that most of our students have very few personal resources.