

The background of the slide features a stylized globe grid in shades of blue and purple, centered on the left side and extending towards the right. The grid lines are thin and create a sense of depth and global connectivity.

AGEP

Exploring Retention

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American Institutes for Research
February 2007
San Juan, Puerto Rico

ALLIANCES

- ◆ Alabama AGEP
- ◆ Alliance for Graduate Education in Mississippi (AGEM)
- ◆ Colorado AGEP
- ◆ CUNY
- ◆ FACES
- ◆ Graduate Alliance for Education in Louisiana (GAELA)
- ◆ MAGNET-STEM: II
- ◆ MGE@MSA
- ◆ Michigan AGEP Alliance
- ◆ Midwest Crossroads AGEP
- ◆ Mississippi AGEM
- ◆ NC-OPT-ED
- ◆ Northeast AGEP
- ◆ PR-AGEP
- ◆ PROMISE: Maryland's AGEP
- ◆ Rice-Houston AGEP
- ◆ The Central New York to Puerto Rico-Mayaguez Alliance
- ◆ UC AGEP

INSTITUTIONS

- ◆ Auburn University
- ◆ The University of Alabama at Birmingham
- ◆ University of Mississippi Medical Center
- ◆ Jackson State University
- ◆ University of Colorado at Boulder
- ◆ Colorado State University
- ◆ Polytechnic University
- ◆ Stevens Institute of Technology
- ◆ Georgia Institute of Technology
- ◆ Tulane University
- ◆ Louisiana State University
- ◆ CUNY Graduate Center
- ◆ Arizona State University (Lead)
- ◆ Wayne State University
- ◆ Michigan State University
- ◆ University of Michigan
- ◆ Indiana University
- ◆ Purdue University
- ◆ Northwestern University
- ◆ The University of Mississippi
- ◆ North Carolina State University
- ◆ UNC-Chapel Hill
- ◆ North Carolina A&T State University
- ◆ University of North Carolina at Chapel Hill
- ◆ Boston University
- ◆ UMass Amherst
- ◆ The Pennsylvania State University
- ◆ UPR Rio Piedras
- ◆ University of Maryland Baltimore County (UMBC)
- ◆ University of Houston
- ◆ Rice University
- ◆ Cornell University
- ◆ University of California, San Diego
- ◆ UCLA
- ◆ University of California, Merced
- ◆ UCLA
- ◆ UC Irvine
- ◆ UC Davis
- ◆ UC Berkeley
- ◆ UC San Francisco
- ◆ UC San Diego
- ◆ UC Santa Cruz
- ◆ UCSB
- ◆ UC Riverside
- ◆ University of California, Santa Barbara

Scholarships

Graduate Research Assistantships and Teaching Assistantships

Fellowship & Scholarship Workshops

Research support

Selecting Advisors and Mentors

Student Advocacy

Department Level Triage

Match student needs at stage of graduate development

Career and professional planning

Resilience and tenacity

Decision-making and skill development

Professional development in research and teaching

Travel funding

Research enhancement

Dissertation support

Emergency funding and support.

Supplementing first-year stipends

Hosting faculty mentoring workshops

Providing cultural, orientation, and adaptation activities for graduate students such as Monthly

Survival Sessions

Providing additional dissertation funding

Promoting , supporting and improving mentoring activities

Child Development and Learning Center for preschool children of doctoral students

Services for students with disabilities

Multi-year fellowships

Counseling and short-term psychotherapy; group counseling; crisis intervention and referral

Problem resolution

Workshops covering loss and mourning; dealing with stress; dealing with procrastination

Techniques for public speaking

Parenting while in graduate school

Dissertation effectiveness

Assessment clinics

Required annual student evaluations

Workshops on topics related to getting through graduate school programs, designed to improve teaching and learning

Utilization of technology to support learning and improve student services,

Supportive environment

Graduate Student Council

Writing Center

Preparing a research prospectus

How to begin writing a dissertation

The importance of mentoring and selecting an advisor

Providing clear information to students about University policies, procedures

Orientation program for entering students

A graduate student handbook

An annual forum with upper administrators

Promote multicultural awareness

Graduate and Professional Womens` Support Group

Financial support in terms of graduate assistantships, subsidized health insurance, dissertation fellowships, honors fellowships

Annual review of graduate students by their graduate program faculty

Retention Strategies & Approaches

$>/=$ Student Centered

$<$ Faculty Centered

$</0$ Institutional or Department Centered

Retention Strategies & Approaches

May suggest the “problem” of retention is generally perceived to be IN students,
... not IN Faculty
... not IN Departments or Institutions.

Therefore, the solution is in them, not us or in our way of doing business.

Retention Framework

Academic Integration

- Cognitive Support Strategies
- Learning Acquisition Skills
- Academic Support
 - ◆ Faculty and Peer Academic Interactions
 - Mentoring, Tutoring, Advising, Writing, Research
- Financial Support

Retention Framework

Social Integration

- Psycho-Socio-Emotional Support
- Peer and Faculty Social Interactions
- Problem Solving
- Real-Life Support
- Financial support

Getting Behind Retention

- ◆ Behaviors
- ◆ Attitudes
- ◆ Values

...of individuals and institutions

Un-Masking Retention

e.g., Departmental Triage –faculty working collaboratively to diagnose and treat retention threats effectively

◆ Behaviors

- Caring & Interest
- Communicative & Cultural Competence
- Relationship building
- Actively analyzing the problem
- Know-how

Un-Masking Retention

e.g., Departmental Triage –faculty working collaboratively to diagnose and treat retention threats effectively

Attitude

- ◆ Making & finding time
- ◆ “I can be bothered”
- ◆ An accepted and valued responsibility

Un-Masking Retention

e.g., Departmental Triage –faculty working collaboratively to diagnose and treat retention threats effectively

Values

- ◆ The system works (it is the business of the system) to support students and faculty and staff alike
- ◆ All have an equal claim to the institution's assets- i.e., its *educational quality*
- ◆ Do I see that the value of my success is integrally woven to the success of our students.

Get Behind Retention

- ◆ Behaviors
- ◆ Attitude
- ◆ Values
- ◆ *How would you measure them?*
 - *Early and often*
 - *By observation and reflection*
 - *By candid discourse*
 - *By their effects*