AGEP
Exploring Retention

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ALLIANCES

- Alabama AGEP
- Alliance for Graduate Education in Mississippi (AGEM)
- Colorado AGEP
- CUNY
- FACES
- Graduate Alliance for Education is 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
- 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

- 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