



Council of Graduate Schools

*Advocacy, Research, and Innovation*

# **Completion and Attrition in AGEP and non-AGEP Institutions**

*Technical Workshop*

**CGS Annual Meeting**

**December 10, 2011**

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# Overview

- “Completion and Attrition in AGEPE and non-AGEPE Institutions”
- Funded by the National Science Foundation (Grant #1138814)
- 33-month project (Sept. 2011 – Jun. 2014)
- Goal:
  - Contribute to our understanding of underrepresented minority (URM) student completion and attrition in STEM doctoral programs



# Background - Ph.D. Completion

- **Early research: 1950-2000**
  - 33-75% completion, 11-68% attrition
  - **Completion**
    - **Life Sciences > Physical Sciences > Social Sciences > Humanities**
    - **Men > Women**
    - **White > Minorities**



# Background - Ph.D. Completion

- **CSG Ph.D. Completion Project (Phase I)**
  - 57% completion (10-yr), 31% attrition
  - **Completion**
    - **Engineering/Life Sciences > Social Sciences > Physical Sciences > Humanities**
    - **Men > Women**
    - **White > Minorities**



# CGS Ph.D. Completion Project

- Partner institutions implemented new interventions with the goal of improve completion
- Many interventions were focused on improving completion of URM students
  - Recruitment and admission
  - Mentoring
  - Student support groups
  - Seminar series that address inclusion/diversity



# NSF AGEP Program

- **The AGEP program supports alliances of institutions to accomplish two primary goals**
  - **Significantly increase the number of URMs obtaining graduate degrees in STEM**
  - **Enhance the preparation of URMs for faculty positions in academia**
- **AGEP alliances employ creative strategies to enhance recruitment, retention and advancement of URM students in STEM**



# New Project – Research Topics

- What are the completion and attrition rates for URM students in STEM doctoral programs?
- How do they vary by field of study, gender, or race/ethnicity?
- How have completion and attrition rates changed over time?



# Research Topics (cont'd)

- Are there differences in completion and attrition between AGEP and non-AGEP institutions, in Ph.D. Completion project institutions, and others, etc.?
- What activities or initiatives have been implemented by AGEP and Ph.D. Completion Project institutions?
  - Implementation challenges
  - Impact on student success





# Sample Selection

- Twenty institutions to be selected competitively to:
  - Provide completion and attrition data
  - Administer surveys to students
  - Host site visits
    - Interview faculty and administrators
    - Focus groups of students
- Awardees to receive \$30,000 each



# Selection Criteria

- Offer a minimum of 15 Ph.D. programs in STEM disciplines
- Capacity to collect completion and attrition data for 1992-93 through 2011-12
- Ability to describe policies, procedures and interventions in place at the institution that might affect completion and attrition



# Selection Criteria (cont'd.)

- **Willingness to host site visits for focus groups and interviews**
- **Ability to administer web-based surveys to students**
- **Approval from IRB**
- **Demonstrated institutional commitment**
- **Other considerations:**
  - **Numbers of URM students in STEM Ph.D. programs**



# Request for Proposals

- All RFP materials online at [www.cgsnet.org](http://www.cgsnet.org)
- All regular U.S. CGS member institutions that offer a minimum of 15 STEM doctoral are eligible
- Graduate dean (or equivalent) must be P.I.
- Proposals will be reviewed by an external selection committee



# Proposal Requirements

- Complete 2 templates (see [www.cgsnet.org](http://www.cgsnet.org)):
  - Institutional characteristics (Template A-1)
    - General information about institution
    - Summary graduate enrollment data
    - Institutional policies, practices and interventions that might affect completion and attrition
  - Program characteristics (Template A-2)
    - General information about program
    - Graduate enrollment data
    - Other program policies, requirements, etc.



# Awardee Responsibilities

- Full list in RFP (see [www.cgsnet.org](http://www.cgsnet.org))
  - Collect and report de-identified, student-level completion and attrition data (Template B-1)
  - Complete program policies, practices and interventions template (Template B-2)
  - Field web-based student survey (Template B-3)
  - Host site visits (Templates B-4 and B-5)
  - Submit narrative and financial reports
  - Highlight participation in the project



# IRB Process

- Institutions need approval from their IRB
- All data collection templates and interview questions online at [www.cgsnet.org](http://www.cgsnet.org)
- Confidentiality, informed consent, data safeguarding plan, etc.
- CGS will work with awardees as needed on IRB process



# Project Timeline

- **Proposal deadline: February 15, 2012, 5:00 pm EST**
- **Awardees announced: March 15, 2012**
- **Awardee project start date: April 1, 2012**
- **Deadline for submission of completion and attrition data: August 31, 2012**
- **Deadline for submission of program policies, practices and interventions information: October 31, 2012**





## Project Timeline (cont'd.)

- Institutions to field online survey: August-December 2012
- Site visits: January-June 2013
  - Interviews with deans, other personnel
  - Focus groups with students
- Awardee project end date: July 31, 2013
- Final narrative and financial reports due to CGS: September 30, 2013



# Proposal Preparation

- List of key personnel
- Proposal narrative
  - Description of institution
  - Institutional commitment
  - Ability to provide data
- Templates
  - Institutional characteristics (Template A-1)
  - Program characteristics (Template A-2)



# Proposal Preparation (cont'd.)

- **Budget**
- **Budget narrative**
- **Supplementary materials**
  - Letter of support
  - Letter from IRB
- **Page limit – 10 pages, double-spaced**
  - Not counting the budget, budget narrative, data templates and supplementary materials



# Proposal Deadline

- **Wednesday, February 15, 2012, 5:00 p.m. EST**
- **Send to Leontyne Goodwin at [lgoodwin@cgs.nche.edu](mailto:lgoodwin@cgs.nche.edu)**



# Questions / Comments

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