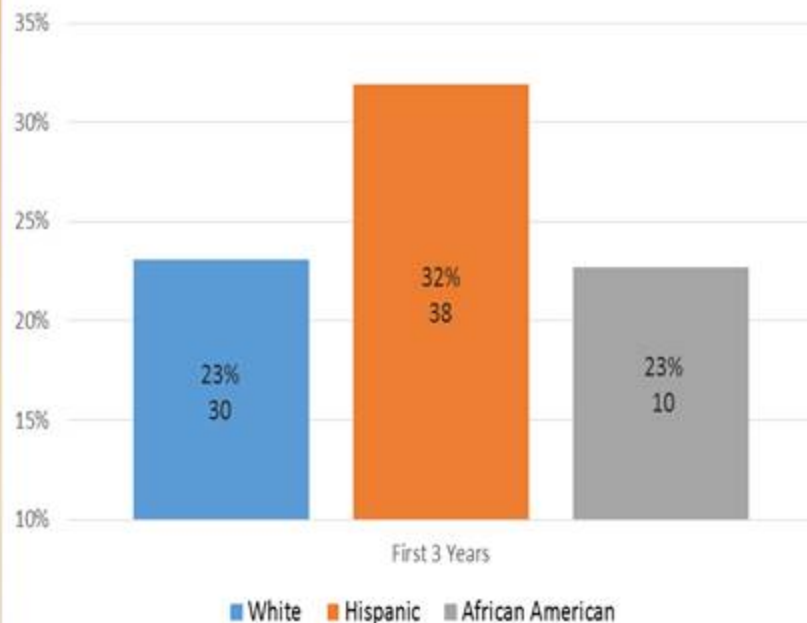


Increasing the Success of Underrepresented STEM PhD Students: *FIU Experiences*

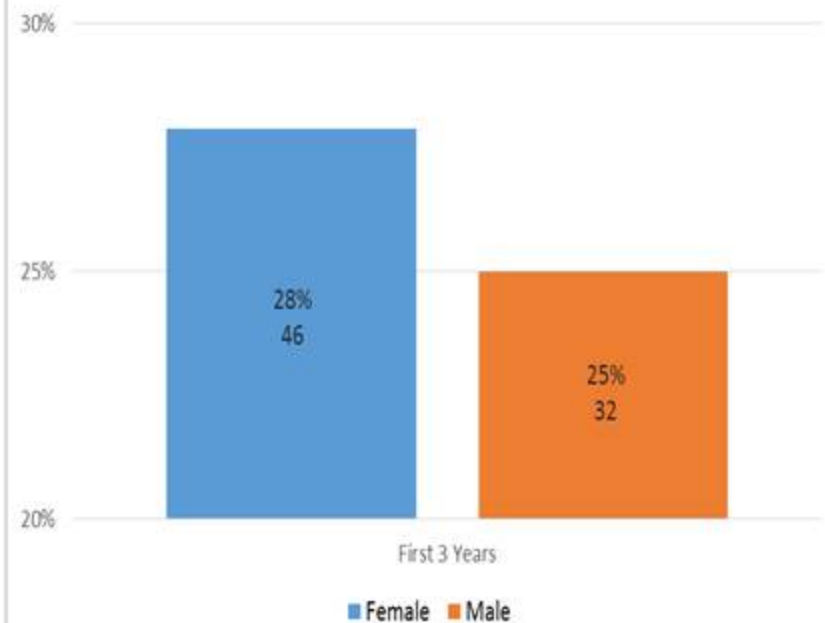
Lakshmi N Reddi
Dean, University Graduate School
Florida International University
Miami FL

Research Doctoral Attrition

Attrition Rate for 2007-08, 2008-09, 2009-10 Cohorts

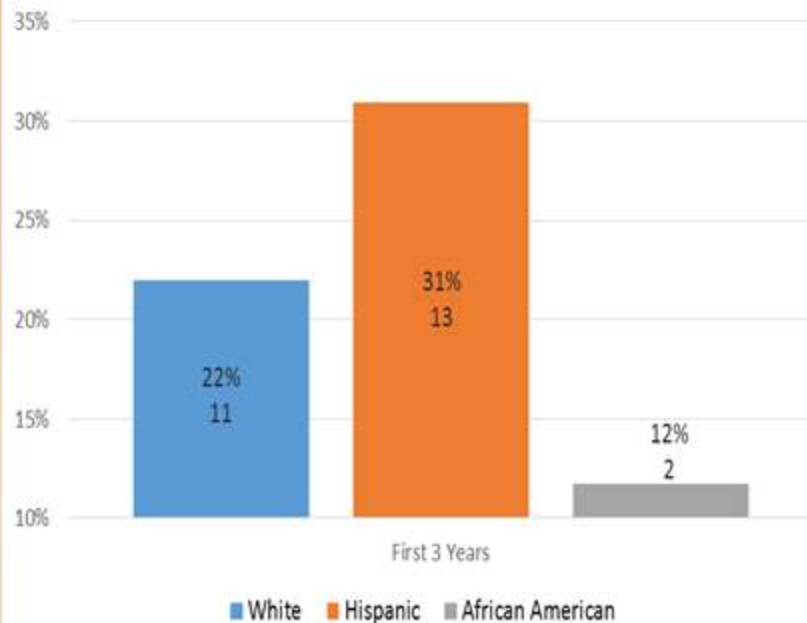


Attrition Rate for 2007-08, 2008-09, 2009-10 Cohorts

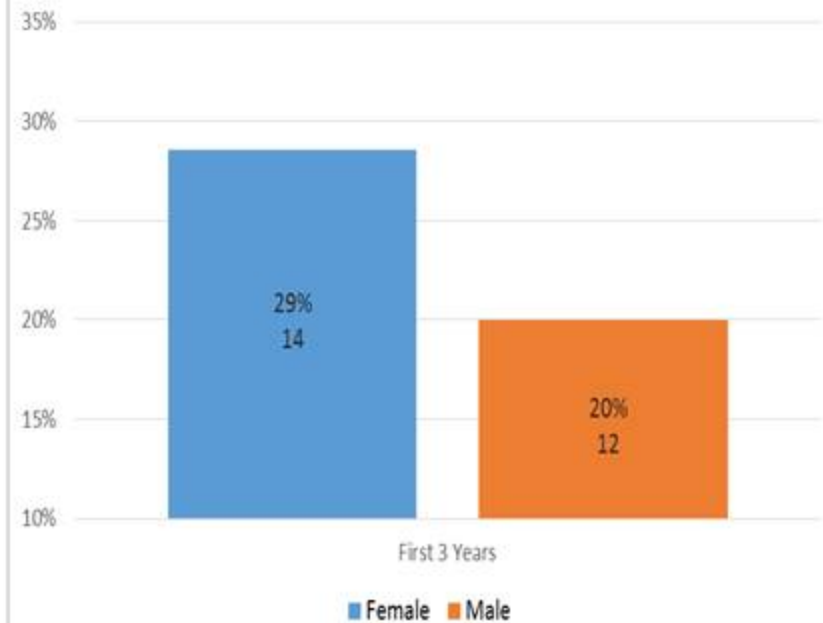


NSF STEM Attrition

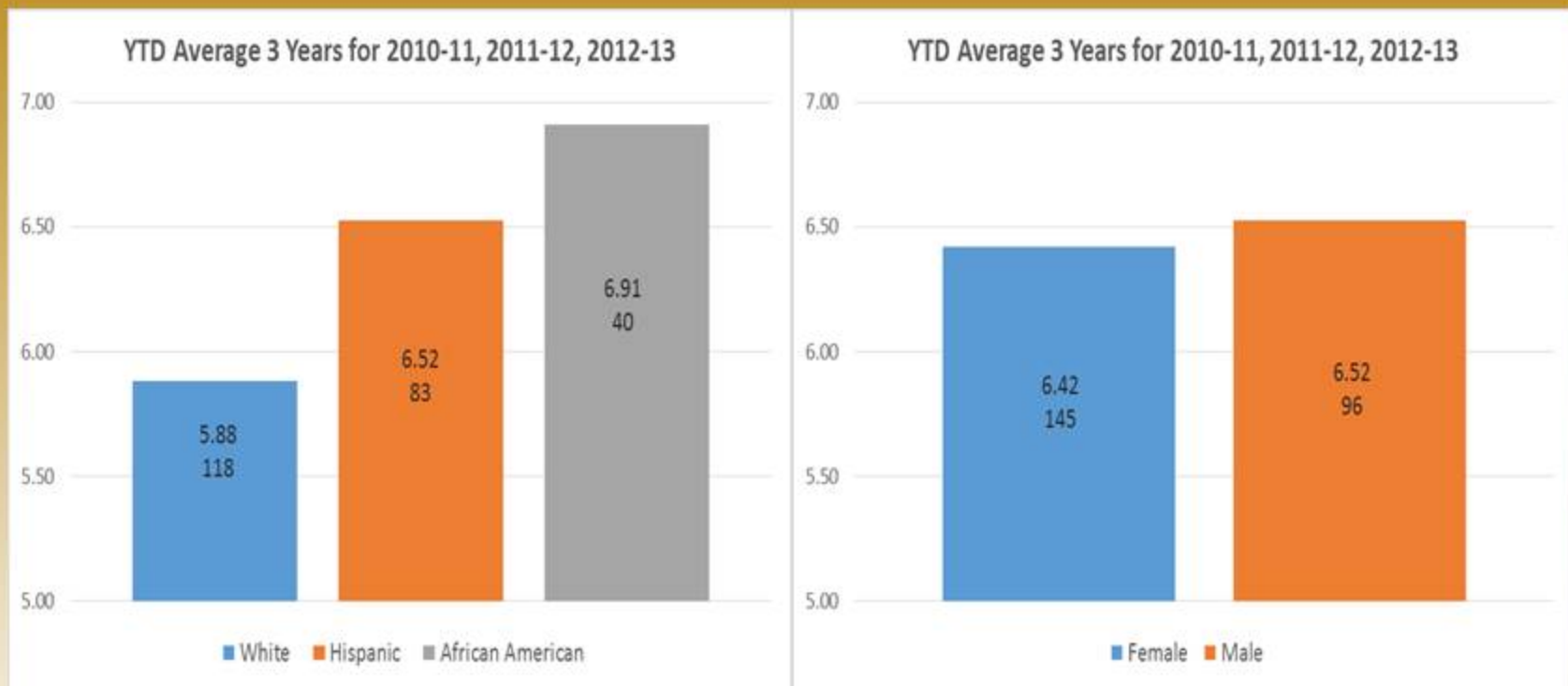
Attrition Rate for 2007-08, 2008-09, 2009-10 Cohorts



Attrition Rate for 2007-08, 2008-09, 2009-10 Cohorts



Research Doctoral Years to Degree



NSF STEM Years to Degree





AGILE

Academy of Graduates for Integrative Learning Experiences

AGILE seeks to enrich the graduate student learning experience by enhancing students' *cognitive, interpersonal, and intrapersonal* skills through a series of self-paced, structured, and accessible interdisciplinary workshops, dialogues, and experiential opportunities, which include:

- Integrative learning through interdisciplinary dialogues and community meetings with peers and mentors
- Interpersonal skill enhancement through professional development, leadership, and communication seminars
- Intrapersonal skill enrichment through the integration of scholarly work and service or community engagement efforts



Integration vs. Unity



a) Each petal is an integrated part of the whole and contributes synergistically to the beauty of the flower.



b) Petals are unified together with the help of a rubber band, but the synergistic contribution of the petals is lost.

Integrative Learning

Intrapersonal

Will-to-do
Self-directed
Vision
Passion
Ethical Behavior

Connect
Interact
Communicate
Relate
Contextualize

Critical Thinking
In-depth Knowledge
Analytical/Rational
Objective Reality

Interpersonal

Cognitive

What if We Have One Without the Other?

Will-to-do without *interpersonal skills* is destructive, and without *knowledge* is chaotic

Interpersonal skill without *knowledge* is indiscriminate, if not blind, and without *will-to-do* is inert, effusive, but not productive

Knowledge without *interpersonal skills* is egoistic and manipulative, without *will-to-do* it is impotent.