



3.1.1 RECRUITMENT, RETENTION, AND GRADUATION PLAN OF THE COLLEGE OF EDUCATION

1. Insure access and admissions to reduce social gaps and guarantee diversity				
Objectives	Strategies	Activities	Resources	Time Frame
Objective 1.1. - Increase by 10% public school students' recruitment	A. Dissemination of academic offerings. Publicity campaign in media and social networks.	<ul style="list-style-type: none"> ✓ Place advertisement about our academic programs in social networks. ✓ Transmission of ads via radio, the government's TV station, Free of charge newspaper such as: Metro, ENDI, Vocero ✓ Cultural, recreational, social, and academic activities organized by students (students organizations) ✓ Appearance of academic offerings in UPR's web page ✓ Promotions appearing in ads placed along highways, in airports, cinemas, shopping centers, AMA buses, beaches, San Sebastian Street Festival, and radio stations geared to college aged audiences ✓ 2 Open houses a Year ✓ Participation in job fairs ✓ Look for collaborative agreements with nonprofit institutions that want to help communities 	<ul style="list-style-type: none"> ✓ Agencies ✓ Student Affairs office personnel ✓ Academic advisors from different areas ✓ Access to Success webpage ✓ Communications Office 	Year round
	B. Adopt high schools by college, faculty, or schools	<ul style="list-style-type: none"> ✓ Meeting with public high school counselors and advisors 	<ul style="list-style-type: none"> ✓ Academic advisors ✓ Professional counselors 	

1. Insure access and admissions to reduce social gaps and guarantee diversity				
Objectives	Strategies	Activities	Resources	Time Frame
Objective 1.1. - Increase by 10% public school students' recruitment		<ul style="list-style-type: none"> ✓ Visits to public and private schools ✓ Action research ✓ Extracurricular activities ✓ Course projects ✓ Experience and exposure for new teachers ✓ Community projects ✓ Field experiences ✓ Alliances (community, parents, businesses) ✓ Agreements with the Department of Education to place students as teachers/coaches/substitute teachers 	<ul style="list-style-type: none"> ✓ Psychologists ✓ Professors ✓ Students ✓ Nonteaching personnel 	Year round
	C. Commitment from professors of academic programs to the work plan	<ul style="list-style-type: none"> ✓ Develop projects and activities that respond to the work plan ✓ Allow participation 	<ul style="list-style-type: none"> ✓ Professors from each College ✓ Director ✓ Professors ✓ Students 	Year round
	D. Educational campaign about opportunities at the RP Campus	<ul style="list-style-type: none"> ✓ Continue offering Open houses ✓ Media tour using mass media (radio and television) ✓ Ads in a local newspaper ✓ Booth in shopping centers ✓ Sport activities ✓ Concerts ✓ Alliance with alumni (businesses) ✓ Short films 	<ul style="list-style-type: none"> ✓ Student Affairs Office ✓ File with information about academic offer ✓ Storage device with information ✓ Flyers ✓ Activities sponsored by businesses belonging to alumni ✓ UPR's radio station facilities 	
Objective 1.1. - Increase by 10% public school students'	E. Development of a recruitment campaign	<ul style="list-style-type: none"> ✓ Project: "I choose teaching" ✓ Short films in movie theaters 	<ul style="list-style-type: none"> ✓ Nannette Portalatin ✓ 	November, 2015 April, 2016

1. Insure access and admissions to reduce social gaps and guarantee diversity				
Objectives	Strategies	Activities	Resources	Time Frame
recruitment	F. Dissemination of financial assistance information	<ul style="list-style-type: none"> ✓ Invite Financial Assistance personnel to activities with students ✓ School visits to offer direct assistance in filling out financial assistance forms ✓ Offer information concerning the host of different financial aid for students' programs available through state, federal, and nonprofit organizations 	<ul style="list-style-type: none"> ✓ Financial assistance personnel 	August and January; Student welcoming activity
	G. Update the portal and electronic /web pages	<ul style="list-style-type: none"> ✓ Each department will update their web page in a manner that is attractive to young people ✓ Add clips were students (peers) offer information 	<ul style="list-style-type: none"> ✓ Technology personnel assigned to the College 	Year round
Objective 1.2. Reach 100% of maximum enrollment capability	A. Improve the electronic request for admission, admission, and enrollment processes	<ul style="list-style-type: none"> ✓ Expand the curricular offer and diversification of course schedule ✓ Questionnaire to gather information about limitations within the process (Survey Monkey) 	<ul style="list-style-type: none"> ✓ Department Directors of the College 	
	B. Guide student counselors	<ul style="list-style-type: none"> ✓ Meeting with Student Affairs Deans and advisors ✓ Provide training no only about course offerings, but also about the characteristics that describe Millennials. Rank and personality traits 	<ul style="list-style-type: none"> ✓ Student Affairs Dean and Academic Advisors ✓ Academic Advisors that are paid for this task 	2 times per semester
	C. Integrate student council members and members of student organizations into recruitment activities	<ul style="list-style-type: none"> ✓ Visits to high schools to talk about our programs and experiences within them ✓ Orientation activities ✓ Welcoming activities 	<ul style="list-style-type: none"> ✓ Student Council members 	September, November, 2015 February, April 2016

1. Insure access and admissions to reduce social gaps and guarantee diversity				
Objectives	Strategies	Activities	Resources	Time Frame
Objective 1.2. Reach 100% of maximum enrollment capability	D. Establecer proyectos pilotos de admisión condicionada, diseño de instrumentos complementarios de admisión	<ul style="list-style-type: none"> ✓ Hacer campamentos de verano para estudiantes 11^{mo} para pre cualificarlos ✓ Diseñar entrevista, cuestionarios y otras actividades complementarias al proceso de admisión ✓ Entrevistas a los estudiantes que no fueron admitidos por IGS bajo pero con otras habilidades. ✓ Establecer contacto con los estudiantes admitidos. 	<ul style="list-style-type: none"> ✓ Cada área académica diseñará sus instrumentos 	Periodo de admisión En el semestre de enero-mayo, luego de haber evaluado las solicitudes de admisión
	E. Ofrecer oportunidad a los estudiantes con disposición al magisterio y que no cumplen con el IGS requerido por la facultad pero que indicaron a UPRRP como prioridad 1 y 2.	<ul style="list-style-type: none"> ✓ Solicitar reunión con la oficina de admisiones en Presidencia 	<ul style="list-style-type: none"> ✓ Decanato de estudiantes ✓ Personal de la Facultad y Oficina de Admisiones ✓ Profesores de los departamentos 	Febrero-Marzo
	F. Tener accesibilidad a la lista de estudiantes que solicitan a las facultad de educación 1era y 2da opción a las facultad de educación de UPRRP en 1era y 2da opción	<ul style="list-style-type: none"> ✓ Enviar cartas de pre-admisión a los estudiantes con IGS altos. ✓ Entrevistas a los estudiantes que no fueron admitidos 	<ul style="list-style-type: none"> ✓ Decanato de estudiantes ✓ Profesores de los departamentos matemáticos, español, inglés y educación física, arte, teatro música. 	En el semestre de enero-mayo, luego de haber evaluado las solicitudes de admisión

2. International and transnational recruitment/articulated				
Goals and Objectives	Strategies	Activities	Resources	Time Frame
Objetivo 2.1. Increase by 10% recruitment of international students	A. Train Academic Advisors to help with the retention and recruitment of international students	✓ Offer trainings	✓ Exchange Office personnel ✓ College of Education Students Affairs Dean	Once every semester
	B. Implementation and strengthening of existing agreements	✓ Professor and student exchanges among universities	✓ University of Florida, Panama, Dominican Republic, Costa Rica, and Spain, among others	Year round
	C. Establish alliances and collaborative agreements with national and international educational institutions	✓ Meet with representatives of existing agreements with the Dominican Republic, and Colombia ✓ Identify priority countries and regions for RP Campus	✓ Directing Board ✓ Professors	Year round
	D. Develop summer programs for international students	✓ Exchange alliances for our students with other universities ✓ Develop summer offer ✓ Promote summer offer ✓ Expand and strengthen residence and lodging offers	✓ Exchange Office ✓ Counselors ✓ Academic advisors ✓ Residence Office at the Student Affairs Office of the RP Campus	Year round
	E. Collaborate with Hispanic serving institutions	✓ Meet with representatives to develop programs at UPR	✓ Exchange Office personnel ✓ College of Education Students Affairs Dean	Year round
	F. Place promotions and ads at airports, fairs, and local festivities	✓ Design brochures and signs	Campus Departments	Year round

3. Insure retention and graduation of students in order to reduce social gaps				
Goals and Objectives	Strategies	Activities	Resources	Time Frame
Objective 3.1. Increase retention rates to 75%. Increase graduation rates between 3 and 5% annually within the next two years	A. Review academic program: Course offer, schedule	✓ Review course offer to insure that there are no conflicts between schedules and achieving the enrollment of the highest possible number of students	✓ Department Directors	Twice per semester while preparing course schedule
	B. Expand summer services, distance education programs, and exchanges	✓ Offer more summer courses	✓ Directors and Professors	Summer
	C. Strengthen academic guidance and counseling	✓ Workshops, conferences, and meetings with students	✓ Academic counselors and guides ✓ Student guides Program	Twice per semester
	D. Provide support to students with personal, financial, and mental health problems	✓ Make referrals to appropriate personnel in each area	✓ Deans, directors, academic advisors, and professors	Year round
	E. Strengthen intervention processes for students withdrawing from courses	✓ Establish policy and protocol to work with course withdrawals	✓ Student Affairs Dean, Directors, and Area Coordinators	March, 2015
	F. Celebrate recognition for goal achievement activities	<ul style="list-style-type: none"> ✓ Dean's Honor Roll ✓ Awards and Medals activity ✓ Assign a budget at the Office of the Dean level for these activities and to purchase the awards that will be presented in the activities ✓ Recognize students that have been able to get out of probationary status ✓ Identify funding from agencies and professional associations related to education 	<ul style="list-style-type: none"> ✓ Student Affairs Office ✓ Director ✓ Academic Advisors ✓ Student Affairs Dean 	December and May

4. Institutional Research				
Goals and Objectives	Strategies	Activities	Resources	Time Frame
Objective 4.1. Make decisions that are based on scientific evidence	A. Organize pertinent and agile databases	<ul style="list-style-type: none"> ✓ Prepare a student database beginning with the moment the student requests admission and ending upon graduation 	<ul style="list-style-type: none"> ✓ Registrar's Office ✓ DTAA ✓ Academic Departments and Faculties 	Year round
	B. Evaluate proposed initiatives	<ul style="list-style-type: none"> ✓ Establish hypothesis for data analysis. ✓ Make statistical analysis of the data collected (in the databases) 	<ul style="list-style-type: none"> ✓ Academic Departments and Faculties 	December and May
	C. Prepare progress reports and disseminate results	<ul style="list-style-type: none"> ✓ Hold quarterly meetings to present data analysis and make decisions ✓ Make changes in accordance with collected data ✓ Prepare alumni studies ✓ Strengthen and assign resources to the Induction to Teaching Program 	<ul style="list-style-type: none"> ✓ Academic Departments and Faculties 	December and May