

## Dr. ALAN SEIDMAN

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30 Windsong Circle • Bedford, NH 03110 • H: 603.471.1490 • [aseidman@cscsr.org](mailto:aseidman@cscsr.org) • [www.cscsr.org](http://www.cscsr.org)  
W: [alan.seidman@mail.waldenu.edu](mailto:alan.seidman@mail.waldenu.edu) • [www.waldenu.edu](http://www.waldenu.edu)

### Employment

**Co-founder Global Education Support ([gloaleducationsupport.org](http://gloaleducationsupport.org)).** As a designated 501(C)(3) U.S. non-profit our mission is to provide disadvantaged students with needed resources to overcome obstacles in their desire to achieve an education.

**Professor Emeritus,** Walden University, Richard W. Riley College of Education and Leadership, School of Higher Education, Leadership, and Policy, Minneapolis, MN, 2016-

- Mentor students working on KAMs, Prospectus, Proposals, Dissertations
- Residency faculty member/administrator
- Editor, *Journal of College Student Retention: Research, Theory & Practice* a Sage Publication

**Core (full-time) faculty Walden University,** Richard W. Riley College of Education and Leadership, Minneapolis, MN, January 2014- 2015.

**Core (full-time) faculty member & Specialization Coordinator - Ph.D. General & Self-Designed programs,** Walden University, Richard W. Riley College of Education and Leadership, Minneapolis, MN, May 2010- December 2013

**Contributing (part-time) faculty member, PhD in Higher Education,** Walden University, Richard W. Riley College of Education and Leadership, Minneapolis, MN, 2004- April 2010.

### Walden University Activities (throughout the years):

#### Faculty:

- Supervise 16+ GNL/SD faculty members
- Created & Maintain PhD in Education General & Self-Designed Faculty Forum
- Work with GNL/SD faculty on student issues
- Work with GN & SD faculty to ensure that they are well trained, adhering to Walden expectations and providing students with the best possible learning experiences
- Work with faculty to help them develop as faculty and achieve their academic and personal goals.
- Evaluate faculty performance
- Recruit, interview and recommend GNL/SD contributing faculty members

#### Committees/other activities:

- University Retention Study Group
- University IRB (current)
- Retention & Graduation Committee
- Center for Faculty Excellence Advisory Committee (current)
- RWR CAP

- RWR Administration & Postsecondary Ed CAP
- PhD Petition Committee
- RWR Admissions/Readmissions Committee
- Scholarship and Service Task Force - Scholarship and Service Sub-Group
  - International Schools Scholarship
  - Caribbean Union of Teachers Scholarship
  - Ann Tunky Riley Scholarship
- Residency Administrator
- Residency faculty member (current)
- Work with fellow Specialized Coordinators on a variety of faculty/student issues
- Roundtable presentation at national faculty meeting
- Presentations at national faculty meetings
- Commendation from the Dean of RWR COEL for high performance
- Participate in Walden Day of Service
- 2012 Recipient Walden University Richard W. Riley College of Education & Leadership Extraordinary Faculty Award

**Students:**

- Mentor 30+ students, EDUC 8800 Research Forums
- Work with enrollment advisors/students/advising to ascertain Self-Design (SD) specialization is feasible or a "good fit" for a student
- Knowledge Area Model (KAM) assessor
- Dissertation Committee Chair
- Dissertation Committee Member (current)
- University Research Reviewer (URR)
- Work with GNL/SD students to identify dissertation committee members
- Work with GNL/SD students on student issues
- Created & Maintain PhD in Education General & Self-Designed Student Forum
- Created & Maintain PhD in Education Student Information Forum

**Teaching** (also listed elsewhere):

EDUC 8008/8110: Development of the Scholar Practitioner  
EDUC 8111: Principles of Social Change  
EDUC 8112: Social Change in Education  
EDUC 7314: Capstone Leadership for Social Change in Education

**Publications/Service to the field** (also listed elsewhere):

Seidman, A. (2024). College student retention: Formula for student success (3<sup>rd</sup> ed.), New York, NY: ACE/Rowman & Littlefield.

Seidman, A. (2024). Student persistence and subsequent degree attainment beyond the first year in college: Existing knowledge and future directions. In: Seidman, A. (ed) College student retention: Formula for student success (3<sup>rd</sup> ed.), New York, NY: ACE/Rowman & Littlefield.

Seidman, A. (2024). Taking Action: It is easier than you think. In: Seidman, A. (ed) College student retention: Formula for student success (3<sup>rd</sup> ed.), New York, NY: ACE/Rowman & Littlefield.

Developed two courses for Walden University School of Lifelong Learning. Strategies for Publishing Your Work in a Scholarly Journal (2022) and Giving Compelling Presentations of Your Research (2023).

Seidman A. (2021) How to Increase Retention and Graduation Rates. In: Huijser H., Kek M., Padró F.F. (eds) *Student Support Services. University Development and Administration*. Springer, Singapore. [https://doi.org/10.1007/978-981-13-3364-4\\_35-1](https://doi.org/10.1007/978-981-13-3364-4_35-1)

Seidman, A. (2018). *Crossing the finish line: How to retain and graduate your students*. Lanham, MD: Roman & Littlefield.

Burkholder, G. J., Lenio, J., Holland, N, Seidman, A, Neal, D., Middlebrook, J., Jobe, R. (September 2013). An institutional approach to developing a culture of student persistence, *Higher Learning Research Communications*, 3(3), 16-39.

Seidman, A. (ed.) (2012). *College student retention: Formula for student success* (2<sup>nd</sup> ed.), New York, NY: ACE/Rowman & Littlefield.

Seidman, A. (2012). Taking action: A retention formula and model for student success. In A. Seidman (Ed.), *College student retention: Formula for student success* (2<sup>nd</sup> ed.), New York, NY: ACE/Rowman & Littlefield.

Silverman, L. & Seidman, A. (2011-2012). Academic progress in developmental math courses: A comparative study of student retention. *Journal of College Student Retention: Research, Theory & Practice*, 13(3), 267-288.

Creator Editor of a Scholarly Refereed *Journal of College Student Retention: Research, Theory & Practice*, a Sage publication.

- Maintain a web site: Center for the Study of College Student Retention ([www.cscsr.org](http://www.cscsr.org))
- Maintain a retention reference list with over 1,800 references
- Maintain a retention discussion group with over 750 members
- Member NASPA
- Member ASHE

**Highlights National/State/Local Volunteer Activities** (also listed elsewhere, please see pages 7 & 8 for details):

- American Red Cross
- U.S. Department of the Treasury
- U.S. Department of Commerce
- U.S. Department of Education
- State of New Hampshire
- Town of Bedford, NH
- AARP Tax Assistance
- Presentations at International/National/State levels
- Newspaper interviews
- Appeared on Fox News Live regarding college student retention.

**Executive Director/Founder**, Center for the Study of College Student Retention ([www.cscsr.org](http://www.cscsr.org)), Bedford, NH, 1995-

The Center provides retention resources and services for individuals, organizations, colleges and universities.

Founder/Owner (1998- ), retention discussion group. Discussion group for retention/attrition issues with over 650+ members worldwide.

Founder/Developer/Owner (1995- ), Center for the Study of College Student Retention (www.cscsr.org). A web site devoted to college student retention issues including retention journal, retention discussion group, retention reference list (1,800+), retention slide shows, retention issues and retention consulting etc.

**Founding Editor**, *Journal of College Student Retention: Research, Theory and Practice*, a scholarly, refereed quarterly journal. Sage Publishing Co. Inc., 1998-

The only scholarly refereed research Journal devoted to college student retention issues in the world

**Dean of Student Affairs/Special Assistant to the President**, New England College of Optometry, Boston, MA, February 2000- September 2002.

Supervised: Admissions & Recruitment; Registrar; Financial Aid, Academic Support; Job Center; Student Activities; Housing Assistance

**Assistant Vice President for Enrollment Services**, West Chester University, West Chester, PA, October 1998- December 1999.

Supervised: Admissions & Recruitment; Registrar; Financial Aid; Adult Studies; Conducted Academic Appeals; Coordinated Summer Sessions

**Executive Director**, Center for the Study of College Student Retention (see above) 1995-

**Associate Vice President for Student Services**, Parkland College, Champaign, IL, March 1994- June 1995.

Supervised: Admissions, Recruitment & Records; Athletics; Assessment; Counseling Including Transfer Center; Financial Aid; Health Services including Services for Students with Disabilities; Student Affairs; Job and Career Center

**Director of Admissions**, Westchester Community College (SUNY), Valhalla, NY, June 1978- March 1994.

**Director of Admissions**, Cayuga Community College (SUNY), Auburn, NY, March 1975- June 1978.

Acting Director of Admissions, October 1977- January 1978  
Assistant Director of Admissions, March 1975- September 1977

**Teacher**, Glassboro Public Schools, Glassboro, NJ, elementary and middle school, September 1971- February 1975.

## Education

**Ed.D. Syracuse University**, Syracuse, NY, Educational Administration, 1990.

Dissertation: "The Evaluation of a Pre/Post Admissions/Counseling Process At a Suburban Community College: Impact on Student Retention."

**M.A. Glassboro State College**, (Rowan University), Glassboro, NJ, Advanced Elementary Teaching, 1973.

Thesis: "An Investigation of Teacher-Student Personality and Its Effect on Student Grade Performance."

**B.A. Glassboro State College**, (Rowan University), Glassboro, NJ, Elementary Education, 1971.

## **Certification**

**State of NH, State Board of Education**

Elementary Education K-8, Principal, Superintendent

**State of NJ, Department of Education**

K-8, Supervision, Principal

## **Honors**

**Walden University 2019 Webinar of the Year Award** titled "So, You Want to Publish in a Scholarly Journal – Here is How".

**Professor Emeritus, Walden University, 2016.**

**Recipient Walden University Richard W. Riley College of Education & Leadership Extraordinary Faculty Award, 2012.**

**Who's Who in America**

**Who's Who in the East**

**Honorary Member**, Phi Theta Kappa International Honor Society, 1995.

**Recipient, SUNY Chancellor's Award for Excellence in Professional Service, 1992.**

**Honorary Member**, Alpha Beta Gamma National Business Honor Society, 1988.

## **Teaching**

**Core (full-time) faculty** member Ph.D. program Walden University. 2010- 2015

- EDUC 8008/8110: Development of the Scholar Practitioner
- EDUC 8111: Principles of Social Change
- EDUC 8112: Social Change in Education
- EDUC 7314: Capstone Leadership for Social Change in Education

**Part-time** faculty member Ph.D. program Walden University teach introductory course, mentor students, chair and serve on dissertation committees, 2004- 2010.

**Adjunct Professor**, Westchester Community College, Reading & Study Skills Department, College Success, 3 credits, fall semesters 1990-1993.

**Instructor**, Westchester Community College, Freshman Seminar, six-week course for first time freshmen, fall 1985.

## Recent Publications (partial list)

Seidman, A. (ed.) (2024). *College student retention: Formula for student success* (3rd ed.), New York, NY: ACE/Rowman & Littlefield.

Seidman, A. (2024). Student persistence and subsequent degree attainment beyond the first year in college: Existing knowledge and future directions. In: Seidman, A. (ed.) *College student retention: Formula for student success* (3rd ed.), New York, NY: ACE/Rowman & Littlefield.

Seidman, A. (2024). Taking action: It is easier than you think. In: Seidman, A. (ed.) *College student retention: Formula for student success* (3rd ed.), New York, NY: ACE/Rowman & Littlefield.

Seidman A. (2021) How to Increase Retention and Graduation Rates. In: Huijser H., Kek M., Padró F.F. (eds) *Student Support Services*. University Development and Administration. Springer, Singapore. [https://doi.org/10.1007/978-981-13-3364-4\\_35-1](https://doi.org/10.1007/978-981-13-3364-4_35-1)

Seidman, A. (2018). *Crossing the finish line: How to retain and graduate your students*. Lanham, MD: Roman & Littlefield.

Burkholder, G. J., Lenio, J., Holland, N, Seidman, A, Neal, D., Middlebrook, J., Jobe, R. (September 2013). An institutional approach to developing a culture of student persistence, *Higher Learning Research Communications*, 3(3), 16-39.

Seidman, A. (ed.) (2012). *College student retention: Formula for student success* (2<sup>nd</sup> ed.), New York, NY: ACE/Rowman & Littlefield.

Seidman, A. (2012). Taking action: A retention formula and model for student success. In A. Seidman (Ed.), *College student retention: Formula for student success* (2<sup>nd</sup> ed.), New York, NY: ACE/Rowman & Littlefield.

Silverman, L. & Seidman, A. (2011-2012). Academic progress in developmental math courses: A comparative study of student retention. *Journal of College Student Retention: Research, Theory & Practice*. 13(3), 267-288.

Seidman, A., (ed.) (2007). *Minority student retention: The best of the Journal of College Student Retention Research, Theory & Practice*, Amityville, NY: Baywood Publishing Co.

Seidman, A., (ed.) (2005). *College student retention: Formula for student success*, Westport, CT: ACE/Praeger.

Seidman, A. (2005). Where we go from here: A retention formula for student success. In A. Seidman (Ed.), *College student retention: Formula for student success* (pp. 295-316). Westport, CT: ACE/Praeger.

Seidman, A. (2005). Minority student retention: Resources for practitioners. In *Minority retention: What works?* ed. G. H. Gaither, 7-24. San Francisco, CA: Jossey-Bass.

Seidman, A. (2004-2005). Commentary: Defining Retention. *Journal of College Student Retention: Research, Theory & Practice*, 6(2), 129-136.

Contributor (Retention Definition) in DiStefano, A., Rudestan, K.E., & Silverman, R. (2003), *Encyclopedia of Distributed Learning*, Sage Publications, Inc.

Seidman, A. (1996, Spring). Retention revisited: R = E, Id + E & In, Iv. *College and University*, 71 (4), 18-20.

Seidman, A. (1995). *Parkland college enrollment management model*. Champaign, IL. Document presented to the administration of Parkland College. (ERIC Document Reproduction Service No. ED 384 375).

Seidman, A. (1995, May/June). The community college: A challenge for change. *Community College Journal of Research and Practice*, 19 (3), 247-254.

Seidman, A. (1993, April/May). Needed: A research methodology to assess community college effectiveness. *Community College Journal*, 63 (5), 36-40.

Seidman, A. (1992, April 27). How to judge community college effectiveness. *Community College Week*, 4 (18), 5.

Seidman, A. (1992). Integrated admission counseling: Impact on enrollment. *The Freshman Year Experience Newsletter*, 4:6.

Seidman, A. (1992). Academic advising can have a positive impact on student enrollment. The results of an integrated admissions and counseling process on student enrollment. *Colleague*. State University of New York, 36-42.

Seidman, A. (1991). *Managing enrollment for student satisfaction: An integrated admissions and counseling process*. Honolulu, HI: Paper presented at the Annual

Meeting of the American Association of Collegiate Registrars and Admissions Officers. (ERIC Document Reproduction Service No. Ed 355 983).

Seidman, A. (1991, Summer). The evaluation of a pre/post admissions/counseling process at a suburban community college: Impact on student satisfaction with the faculty and the institution, retention, and academic performance. *College and University*, 66 (4), 223-232.

Seidman, A. (1991). Faculty can make a difference in student persistence. *Colleague*. State University of New York, 21-25.

### **Recent Presentations** (partial list)

Workshops/Presentations/Consulting with colleges and universities regarding college student retention 2005 to present.

Interviewed by newspapers throughout the U.S. regarding college student retention issues.

Presenter, Walden University Faculty Development Day, various dates.

Presenter, NASPA Assessment & Persistence Conference, Orlando, FL, June 2017.

Keynote speaker, Cuesta College faculty development retreat, San Luis Obispo, CA, March 2015.

Keynote address, *Crossing the Finish Line: Retaining and Graduating our Students*. Alfa-GUIA (Gestión Universitaria Integral del Abandono [Comprehensive Management of University Dropout], Mexico City, November 2013.

Keynote speaker, New Mexico Association of Student Affairs Professions, Albuquerque, NM, October 2013.

Retention Consultant, Ana G. Mendez University System, Puerto Rico, February 2013.

Presenter, Walden University Faculty Development Day, January 2013.

Faculty Development Day Speaker, Thomas Moore College, KY, January 2013.

Presenter, NASPA Assessment & Persistence Conference, Tampa, FL, June 2012.

Retention Workshop, Coastal Bend College, TX, March 2012

Webinar, Innovative Educators, October 2008, April & October 2009, October 2010.

Keynote speaker, Universidad del Este, Puerto Rico, April 2009.



Plenary speaker, Educational Policy Institute, San Diego, CA, May 2008.

Keynote speaker, Faculty Development Day, Lehigh Carbon Community College, PA, January 2008.

Keynote speaker, Student Track '07, StudentSpace.com, San Juan, PR, September 2007.

Keynote speaker, Faculty Development Day, Clayton State University, Morrow, GA, September 2007.

Keynote speaker, Academic Support Center Conference, Lake City Community College, Lake City, FL, April 2007.

Keynote speaker, WV College Student Retention Conference, Charleston, WV, March 2007.

Invited speaker, Academic Impressions Retention Strategies for Online Student Services, Aspen, CO, September 2006.

Invited speaker, Brenden Burchard's College Success Bootcamp, Orlando, FL, August 2006.

Central Piedmont Community College, workshop for Retention Committee and presentation to college community, Charlotte, NC, April 2006.

Escudo de SUAGM, Puerto Rico, workshop for Retention Committee, San Juan, PR, April 2006.

Invited speaker, Oklahoma Association of Community Colleges 39<sup>th</sup> Annual Conference, Oklahoma City, OK, March 2006.

Invited speaker, Northeast Association for Institutional Research (NEAIR) 32<sup>nd</sup> Annual Conference, Saratoga Springs, NY, November 2005.

Invited speaker, Technologic de Monterrey, 5<sup>th</sup> Congreso de Comunicacion y Mercadotecnia, Puebla, Mexico, August 2005.

## **International/National/State/Local Volunteer Activities**

**Consular Liaison Volunteer (CLV)**, U.S. Embassy Costa Rica

**Editorial Board Member**, *Journal of Educational Research and Practice*.

**Research Advisory Board**, Department of Special Education & Disability Policy, Penn State University, Altoona.

**Alternate State of NH**, Taxpayer Advocacy Panel (TAP), Internal Revenue Service, U.S. Department of the Treasury, 2008- 2009.

**External Reviewer**, Fund for the Improvement of Postsecondary Education (FIPSE), U. S. Department of Education, 2007.

**Bedford, NH Community Television (BCTV) program**, The College Dr. about selecting and staying in college, 2007.

**Examiner**, Malcolm Baldrige National Quality Award (MBNQA), 2005- 2008.

**Member** NH Judicial Council. Nominated by the Governor of the State of NH, confirmed by the Executive Council, 2005 to present.

**Justice of the Peace**, State of New Hampshire.

**Instructor Trainer**, American Red Cross, 2004- 2008.

**Instructor**, American Red Cross, Adult, Child, Infant CPR, First Aid and AED, 1998-99, 2002- 2008.

**Member**, American Red Cross, Greater Manchester, NH Chapter Preparedness Committee, 2002- 2008.

**Volunteer** Income Tax Assistance and Tax Counseling for the Elderly, 2006- 2009.

**Candidate** (twice), NH House of Representatives.

## Recent Other Activities

**Appeared** on Fox News Weekend Live, June 4, 2005.

**Program Reviewer**, National Association of Student Personnel Administrators (NASPA) 2005, 2006, 2009, 2013 annual conference, 2004, 2005, 2010, 2012.

**Member**, Advisory Board, Cooperative Institutional Research Project (CIRP), UCLA, 2003-2005.

**Reader/Consultant**, United States Department of Education, Upward Bound Grants, 1995 & 2003.

**Reader/Consultant** United States Department of Education, Ronald E. McNair Postbaccalaureate Achievement Program Grants, 1998 & 2002.

**Member**, American Red Cross Health & Safety Committee, Concord, NH Chapter, 1998.

**Member**, Consulting Team, Alternate Model Self-Study Reaffirmation Committee of the Southern Association of Colleges and Schools for Thomas Moore College, KY, 1999.

**Reader/Consultant**, United States Department of Education, Student Support Service Grants, 1997.

**Member**, *College and University* Editorial Board (professional journal) of the American Association of Collegiate Registrars and Admissions Officers (AACRAO), 1992- 96, 1997- 2001.

### **Current Memberships**

National Association of Student Personnel Administrators (NASPA)

The Association for the Study of Higher Education (ASHE)