Factors Contributing to PhD Student Success: Responsibilities of the Program

ℰ ℭ

Kenneth Gerhardt, PhD

Senior Associate Dean, Graduate School   October 20, 2011

"REACH" OUT TO STUDENTS

R - Recruitment

E – Enrollment

A – Active Retention

C – Completion of Degree

H – Help with Job Placement

Recruitment

- Recruit talented, qualified and diverse students

- Requires departmental effort

- New Hires in Graduate School
  - Help with Recruitment
  - Attention to Internationals Students on Fellowship

- Selectivity – Applied/Admitted
  - Quality of faculty, reputation of program

Enrollment

- Determine departmental capacity
  - Student financial support
- Enroll highly qualified and diverse student cohort
- "Fit" is critical
- Yield – Admitted/Enrolled
  - Financial support and fit

Enrollment Continued

- Assign faculty to contact admitted students
- Ask returning students to connect to admitted students
  - Begin to form community of scholars
- ELI Conditional Admissions
- First institution to release I-20 enrolls student

Active Retention

- It takes a village…
  - Form cohorts and move them together
  - Review students' progress annually
- Mentoring
  - Depth of faculty in sub-fields
  - Changing mentors/committee
  - Review Mentoring Award winners philosophies

Active Retention Continued

- Time to Degree
    - Set time limits for program
    - As TTDs increase so do Attrition Rates
- Attrition – 50% nationally
- Financial Support Package
    - Stipend levels and Continued support
    - GA Appointments (4015):
        - 15% at .25 FTE;   34% at .33 FTE;   39% at .50 FTE
    - Re-evaluate FTE assignments

Retention: Tinto's Model

Stage 1.

Transition into graduate community

Attrition and slow progress related to

low rates of socialization, departmental involvement and lack of commitment

Retention: Tinto's Model

Stage 2.

Attaining candidacy through development of competence

Attrition related to

<u>inadequate interactions with faculty concerning academic competencies</u>

Retention: Tinto's Model

Stage 3.

Active research/scholarship

Attrition related to

behavior of specific faculty or members of faculty

Completion of the Degree

- Completion Rates
  - 80% Financial support package
  - 60% Family Support
  - 63% Mentoring
  - 39% Social environment & peer support
- Completers report greater involvement of faculty during coursework stage, less during time of qualifying exams, significantly less during dissertation stage

Help with Job Placement

ೲ Programs need to define placement expectations

ೲ Support student interests

ೲ Connect to potential employers

ೲ Mock interviews

ೲ Career Resource Center

Help with Job Placement

- At UF - 4389 PhD Degrees Awarded from Summer 2005 - Summer 2010
- Data for 3130 PhD graduates
  - Post-doctoral positions - 826
  - Faculty Positions - 984
  - Non-Academic positions – 940
  - Other - 380