Factors Contributing to PhD Student Success: Responsibilities of the Program

Kenneth Gerhardt, PhD
Senior Associate Dean, Graduate School
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R - Recruitment
E – Enrollment
A – Active Retention
C – Completion of Degree
H – Help with Job Placement
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
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
It takes a village...
  o Form cohorts and move them together
  o Review students’ progress annually

Mentoring
  o Depth of faculty in sub-fields
  o Changing mentors/committee
  o 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
Stage 1.
Transition into graduate community

Attrition and slow progress related to low rates of socialization, departmental involvement and lack of commitment
Stage 2.
Attaining candidacy through development of competence

Attrition related to inadequate interactions with faculty concerning academic competencies
Stage 3.
Active research/scholarship

Attrition related to behavior of specific faculty or members of faculty
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

- Programs need to define placement expectations
- Support student interests
- Connect to potential employers
- Mock interviews
- Career Resource Center
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