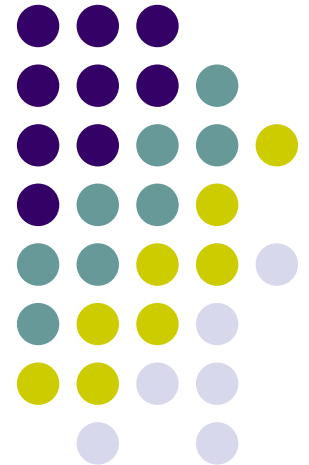


Ph.D. Completion: A Compelling National Interest

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Several Factors Make Ph.D. Completion an Imperative



- Replacement of Aging Workforce
- Compensating for Loss of International Doctoral Recipients and Scholars
- Meeting the Competition from Europe and Asia
- Producing More Minority and Women Ph.D.s, Especially in STEM Disciplines

Ph.D. Completion at Howard University



- The Ph.D. Completion Project Provided a Vehicle for Advancing and Giving Credibility to Other Efforts Already Launched at Howard University to Enhance Ph.D. Completion
 - Assistant Dean and Office for Retention, Mentoring and Career Development
 - Ten Years of PFF—A *Job* at the End of the Rainbow???
 - Recent Launching of Program of Professional Development—A Job Outside the Academy???

What Graduate Schools Can Do (and Howard Is Doing) to Increase Ph.D. Completion



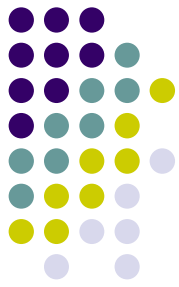
- Convince Faculty and Departments That High Ph. D. Completion Rates Do Not Suggest Low Quality
- Build Individual and Departmental Reward Systems for High Completion
- Build Graduate School Infrastructures, Policies and Programs to Enhance Ph. D. Completion
- Establish a Systematic Mentoring and Retention Program with the Faculty and Departments
- Consider Unique Issues of Women, Minorities and “Opportunity Admits” in Completion



Convincing the Faculty

- Done Through Faculty Retreats and Informal Gatherings
- Cite High Retention Data from Law and Medicine
- Discuss Impact of Faculty Expectations of Success on Academic Achievement and Success
- Show How Isolation, Racism & Sexism Reduce Completion
- Document Ph.D. Completion as Part of NRC Rankings
- Document Evidence on Positive Results from GOOD Admissions Decisions, Financial Support, & Advising PLUS STRONG MENTORING on Ph.D. Completion
- Cite Evidence on Engagement as TAs and RAs on Completion, especially for Women and Minorities

Individual and Departmental Reward Programs



- Mini Grants to Departments Develop Best Practices in Their Departments
- Consider Completion and Candidacy in Awarding Assistantships and Budgetary Allocations
- Consider Completion Success of Advisees and Dissertators in Promotion, Tenure and Merit Pay Decisions
- Provide Released Time for Faculty Who Engage in Administration of Retention and Mentoring Efforts
- Launch Annual Graduate School & Institutional Recognition Awards to Individuals & Departments for Successes

Graduate School Infrastructure, Policies and Programs



- Appointed Assistant Dean and Office for Retention, Mentoring and Professional Development
- Launched Early Warning System for Students in Potential Trouble, e.g., Incompletes, Time in Program, Time to Candidacy, etc.
- Required Submission of Program of Study After Year 1
- Link GA Allocations & Budgetary Support to Completion Data
- Posting of Completion and Time to Degree Data on the Web Site
- Training of Admissions Committees on “FIT”
- Research Database and “FIT” Initiative
- Enhancement of the Expository Writing Program to Program in Academic Support Services (PASS)

Systematic Mentoring Program



- Partnerships Between Graduate School and Departments
- Mini Grants to Departments to Implement Strategies
- Faculty Development in Art & Science of Mentoring
- Retreats and Informal Gatherings
- Development of Print and Online Monograph on Mentoring

Addressing Issues Unique to Women, Minorities and Opportunity Admits



- Isolation—It Ain't Easy Being the “Only One”
- Some “Opportunity Admits” Are Diamonds in the Rough and May Not Fit the “Best and Brightest” Model—What Intervention Strategies Are Required for Them???
- Low Faculty Expectations of Certain Groups
- Continuing Patterns of Sexism and Racism