



## Ph.D. Completion Headlines

By Daniel D. Denecke, Director of Best Practices, CGS

The most recent publication of the Council of Graduate Schools is a report titled *Ph.D. Completion and Attrition: Policy, Numbers, Leadership, and Next Steps* (2004), which reviews recent empirical studies on Ph.D. attrition, completion, and persistence; discusses the institutional factors that contribute to graduate-degree completion; incorporates results of a CGS/NSF-sponsored 2003 national conference on the issue; and outlines salutary interventions and next steps for improving completion rates in graduate education. [A complimentary copy of this report was sent to each CGS member institution; additional copies may be purchased by visiting the CGS publications website

([www.cgsnet.org/PublicationsPolicyRes/order-form.htm](http://www.cgsnet.org/PublicationsPolicyRes/order-form.htm).) Recommendations from graduate education leaders at the 2003 conference included: 1) more clearly delineate the nature and extent of doctoral attrition and completion; and 2) pilot models of intervention that address the several factors shown by prior research to be important in determining attrition patterns and completion rates. In January 2004, the Council of Graduate Schools received news that Pfizer Inc, the research-based, global pharmaceutical company, has agreed to fund a project that will enable the graduate community to achieve both of these goals.

### The CGS/Pfizer Ph.D. Completion Project

The three-year Pfizer grant of \$2 million will support a vari-

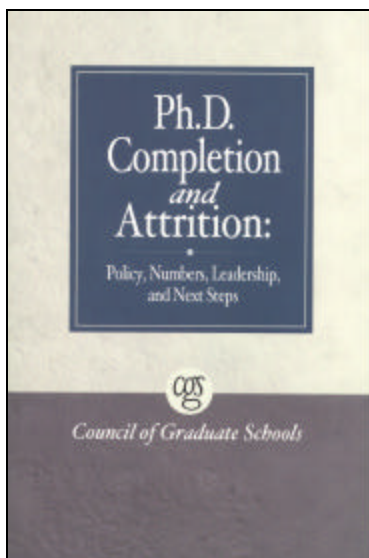
ety of projects to address the issues of doctoral attrition and completion in the Science, Technology, Engineering, and Mathematics (STEM) disciplines. The core activity will be a series of projects conducted at CGS member institutions designed to create and pilot intervention strategies and to evaluate the effect of these strategies upon the institutions' attrition patterns and completion rates.

With attrition from Ph.D. programs averaging 30% to 50%, the nation is losing an important resource of highly trained personnel just as worldwide demand for science and engineering talent is rising. The attrition toll is especially severe on women and members of underrepresented minority groups, who leave Ph.D. programs at greater rates than majority or international students.

In the next 15 years, demographic trends suggest 80% of the growth in college-age students will come from minority populations [Institute for Higher Education Policy, News (May 2003), [www.ihep.com/Organization/Press/PR20030321.htm](http://www.ihep.com/Organization/Press/PR20030321.htm)].

Women are an important group as well, since as a whole they are the fastest growing com-

ponent of graduate enrollment, but their participation is greater at the master's level and in non-STEM fields. To ensure a reasonable and equitable level of domestic production of Ph.D. in STEM fields, the attrition of these groups must be addressed head-on. We know that many of the policies, procedures, and



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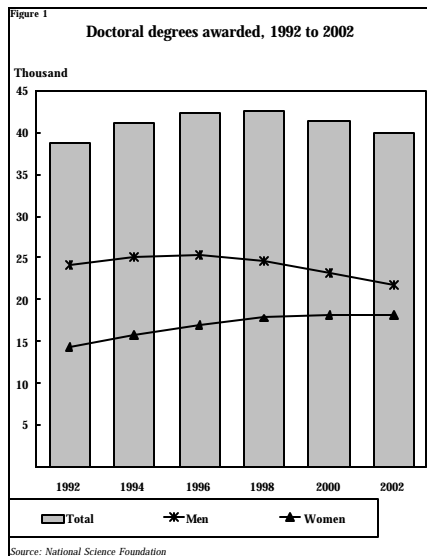
# Data Sources

## Down Again: NSF Reports Decrease in Number of New Doctorates for 2002; U.S. Citizens Drop 4%

by Peter D. Syverson, Vice President for Research and Information Services

The number of doctorates granted by U.S. universities decreased by 2.0% from 2001 to 2002, according to data recently released from the Survey of Earned Doctorates. This decrease represents a continuation of a slide in the number of doctorates that began in 1998 and has impacted the numbers earned in nearly every field and demographic group. Moreover, the fact that some groups have decreased substantially since the 1998 peak and others have held steady has resulted in a reshuffling of the rank of groups based on numbers of doctorates earned.

Over the thirteen-year period beginning in 1985, the number of new doctorates increased each year to a peak of 42,652 in 1998. From 1998 to 1999, the number of doctorates decreased by 3.7% and then recovered slightly with an increase of 0.6% in 2000. The numbers were down 1.7% in 2001 and 2.0% in 2002, yielding a total decrease since 1998 of 6.3%. The 39,955 doctorates granted in 2002 is the lowest total since 1993. (see Figure 1 and Table 1.)



Source: National Science Foundation

The number of men earning doctorates began to decrease in 1996 and has decreased each year since then. From 1996 to 1998, rapid growth in the number of women doctorate recipients compensated for the decrease in men, but beginning in 1999, this growth subsided and as a result, the total number of doctorates declined. Moreover, since the number of men has been decreasing more rapidly than the number of women, the percentage share of doctorates

	1992	1994	1996	1998	2000	2002
<b>Total</b>	<b>38,889</b>	<b>41,033</b>	<b>42,436</b>	<b>42,652</b>	<b>41,356</b>	<b>39,955</b>
Men	24,234	25,058	25,285	24,639	23,166	21,760
Women	14,436	15,821	16,956	17,849	18,121	18,124
U.S. Citizens	26,009	27,149	27,775	28,457	27,966	25,936
Non-U.S. Citizens	11,933	13,150	13,382	12,198	11,609	11,353
Permanent Residents	1,980	3,747	3,765	2,702	1,957	1,646
Temporary Residents	9,953	9,403	9,617	9,496	9,652	9,707
Citizenship Unknown	947	732	1,278	1,997	1,781	2,663

Source: National Science Foundation

earned by women increased to 45% in 2002, the highest percentage ever for women. For U.S. citizens, the results are even more dramatic. The rapid decline in the number of men (-13.8% since 1998) combined with relatively steady numbers for women (-3.3% since 1998) has made women the new majority of U.S. doctorate recipients. No matter how this has occurred, this is a significant first for women. The upward sweep in the share of doctorates earned by women began in 1965 when women were 10.5% of the cohort of new doctorates. By 1975, the percentage of women among U.S. doctorate recipients was 23.7%, in 1985 39.1%, 1995, 46.0%, in 2000, 49.4%. Now in 2002, 50.6% of U.S. citizen doctorate recipients are women, up dramatically from their 29% share just two decades ago.

Women's share of the non-U.S. citizen group is growing--in 2002, women were 30.6% of temporary visa holders earning doctorates.

For U.S. citizens, the decrease in doctorate recipients extended across gender and ethnic groups. The number of U.S. citizens earning doctorates

decreased by 4.2% in the last year, with men decreasing by 6.2% and women by 2.1%. For minority groups, the trends were mixed, with American Indians, and Asians decreasing and Blacks and Hispanics increasing. In fact, the number of Hispanic doctorate recipients increased by 9.5% in the last year. (see Table 2)

The number of international students on temporary visas earning doctorates has varied in the 9,000 to 9,800 range over the last 10 years. The 2002 figure of 9,707 represents a small decrease from 2001. In contrast, the number of permanent visa holders earning doctorates has decreased 16.9% over the last decade.

In the last year, there were substantial differences in the number of doctorates earned in major field areas. (see Table 3) Despite an overall decrease in doctorates, just three field areas--physical sciences, engineer-

	1992	1994	1996	1998	2000	2002
<b>Total U.S.</b>	<b>26,009</b>	<b>27,149</b>	<b>27,775</b>	<b>28,457</b>	<b>27,966</b>	<b>25,936</b>
Men	14,517	14,733	14,720	14,873	14,152	12,823
Women	11,491	12,403	13,055	13,570	13,811	13,112
American Indian	149	143	185	189	169	146
Men	82	71	101	104	76	67
Women	67	72	84	85	93	79
Asian	839	937	1,066	1,155	1,363	1,364
Men	529	582	603	641	740	747
Women	310	354	463	513	623	617
Black/Afr America	966	1,099	1,305	1,486	1,629	1,644
Men	394	410	531	525	560	606
Women	572	689	774	961	1,069	1,038
Hispanic	778	884	957	1,205	1,180	1,233
Men	410	438	480	610	546	536
Women	368	446	477	594	633	697
White	22,903	23,795	23,847	23,454	22,956	20,720
Men	12,837	13,042	12,774	12,423	11,850	10,428
Women	10,066	10,751	11,103	11,030	11,106	10,281

Source: National Science Foundation

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# Data Sources

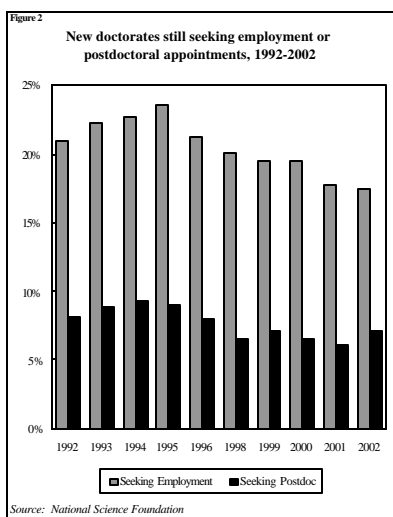
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ing, and the humanities--experienced decreases in doctorate recipients. The decreases in the physical sciences and engineering are particularly notable, totaling 15.2% and 14.4%, respectively, from the 1998 peak. The professional fields (+4.5%) and education (+2.4%) posted the greatest increase from 2001 to 2002.

## Improvement in the Ph.D. Job Market Continues

When doctorate recipients complete the Survey of Earned Doctorates questionnaire, they are asked about their postgraduation employment plans, specifically if they have a firm commitment for employment or postdoctoral study, or if they are still seeking a position. The percent "still seeking" at time of doctorate has

been used as one indicator of the state of the Ph.D. labor market. Observers of this statistic noted that the percent still seeking rose in the early 1990s as the job market difficulties of new doctorate recipients became evident. As shown in Figure 2, the percent still seeking both employment and



and postdoctoral appointments have moved in parallel, rising to a peak in 1995 and steadily declining since then. There was a slight rise in the percentage of new Ph.D.s seeking postdoctoral appointments, but the general trend for both types of employment has been positive.

A second indicator of the job market for new Ph.D.s is time to degree. Labor economists expect a negative relationship between the Ph.D. labor market and time to degree. In general, time to degree should increase in poor labor markets and decrease in strong markets. In other words, as market conditions improve, graduates would shorten their tenure in the doctoral institution in order to enter the attractive labor market. According to the 2002 Summary Report, total time to degree decreased from 10.8 years in 1996 to 10.2 years in 2002, an indication that Ph.D. candidates may be completing their programs more quickly in anticipation of a positive employment market. Of course, some of this decrease can be attributed to institutional efforts to reduce time to degree, but the shortened time to degree combined with the decrease in those still seeking are consistent with an improving job situation for new Ph.D.s.

## Discussion

The 2002 Summary Report brings us sobering news about the supply of new doctorate recipients, with the current

unabated decrease that began in 1998. The news is especially troubling in the physical sciences and engineering, two field areas that one would expect to be in high demand in this new global knowledge economy. These are also the fields with the largest proportions of international students. Considering the difficulties that the new visa restrictions are placing on the travel of students to the United States, we should not expect

Table 3

### Doctorates earned by major field, 1997 to 2001

	1997	1998	1999	2000	2001
Total	42,559	42,654	41,097	41,340	40,774
Physical Sciences	6,679	6,743	6,322	6,073	5,970
Engineering	6,118	5,927	5,332	5,320	5,502
Life Sciences	8,326	8,540	8,107	8,525	8,296
Social Sciences	7,047	7,074	7,046	7,107	6,825
Humanities	5,436	5,513	5,458	5,633	5,589
Education	6,580	6,575	6,545	6,419	6,324
Professional/Other	2,373	2,282	2,287	2,263	2,238

Source: National Science Foundation

to see substantial increases in international students entering those fields and turning those trends around. This is additional evidence to support the case that the nation needs to develop the domestic science and engineering talent pool.

The good news in the 2002 data includes, first, positive job market indicators, and second, the breakthrough statistic that women are now the majority of U.S. doctorate recipients. The increase in the number of women throughout the higher education pipeline has to be one of the most important trends in higher education over the last 50 years. Women have surged through the pipeline, first becoming the majority group at the undergraduate level, then the majority of graduate enrollment, master's degrees, and now U.S. citizen doctorate recipients.

To understand where we are today we need to look back 4 to 7 years, to the high tech boom of the late 1990's. New bachelors' degree recipients, especially males, did not go immediately to graduate school but instead flocked to the new start-ups causing a brief decrease in graduate enrollment. We are still seeing the effect of that period on doctoral degrees, but the duration and severity of the current downturn is an important question for which there is no clear answer. On the positive side, the uptick in graduate enrollment leads us to expect the doctoral numbers to turn around shortly, but the visa restrictions on international students is a clear negative. On balance, our best judgment is that the doctoral numbers should begin to level off and turn around in the next few years.

*The Survey of Earned Doctorates is sponsored by six Federal agencies (NSF, NIH, USED, NEH, USDA, and NASA) and conducted by the National Opinion Research Center. Printed copies of the 2002 Summary Report are available from NORC at (773) 753-7500. Information about the Survey of Earned Doctorates is available on the NSF web site at <http://www.nsf.gov/sbe/srs/ssed/start.htm>.*

## Ph.D Completion Headlines

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practices that can be put in place to address attrition for these groups will increase completion for majority groups as well.

"Through its generous support, Pfizer Inc is demonstrating an extraordinary commitment to work with the graduate community in addressing one of the work force's most serious challenges," said Debra W. Stewart, President of the Council of Graduate Schools. "The joint project reflects shared concerns among the higher education community and employers about U.S. production of science Ph.D. graduates, especially among U.S. citizens, minorities, and other under-represented groups."

"Addressing Ph.D. completion appears to be the most promising strategy to address the related concerns about development of an adequate domestic talent pool and meeting workplace demand," said Joe Bonito, Vice President on Global Leadership Effectiveness at Pfizer Inc. "As the leader in the pharmaceutical industry, it is important that Pfizer do its part to ensure a pipeline of talent, especially women and members of underrepresented minority groups, to ensure that prospective candidates are highly trained and are poised for success."

While much of the implementation activity will take place in 2005, proposals will be requested and reviewed in 2004, and part of the early activity required of awardees will be the provision of baseline data for participating departments/programs. Here is a glimpse of this year's project activities:

### 2004 Project Timeline

- In the spring of 2004, CGS will launch a dedicated Ph.D. Completion Project website that will evolve as the project develops. CGS also will appoint an Advisory Committee for the project.

- CGS will issue a Request for Proposals in April 2004.

- In July, the CGS/Pfizer project directors will conduct a half-day workshop in San Juan, Puerto Rico, immedi-

ately following the CGS Summer Workshop. This technical workshop for potential applicants will address the Advisory Committee's criteria for successful, high-quality proposals (including minimum commitments and requirements to participate). Speakers will share templates for collecting and assembling baseline data, conducting exit interviews with Ph.D. graduates, and will discuss a menu of possible strategies that could be developed into proposals for intervention models.

- August deadline for receipt of proposals.

- The Advisory Committee will review proposals and in October announce awards of up to \$100,000 to a significant number of CGS member universities.

Institutions selected to participate in the CGS/Pfizer initiative will reflect a cross-section of both private and public universities that produce the bulk of Ph.D. graduates in STEM disciplines. The project will produce the most comprehensive and useful data on attrition from doctoral study and completion of Ph.D. programs yet available. It will highlight strategies for increasing Ph.D. completion rates of minorities and women in STEM fields. The ultimate intent of the project is to reduce national rates of attrition from doctoral programs and increase Ph.D. completion, as proven intervention strategies are widely disseminated and adopted by departments, programs, and institutions.

### On the Radar

A convergence of factors has pushed attrition and completion to the forefront of national discussions about pressing issues in graduate education. Among them: imminent demographic trends; changes in the political climate affecting international students; the accumulation of recent research on the topic of doctoral attrition; and increasing demands for accountability in graduate programs. For example, many doctoral programs at major U.S. research universities are fac-

ing new, dramatic declines in international student applications. In some fields, where international students make up a large percentage of doctoral candidates, such a drop in international students could have a major impact. This impact would be felt not only on doctoral-program completion rates and time-to-degree statistics (international students generally complete their degrees faster and at greater rates than their domestic peers), but also on the global workforce and research enterprise. Hence, it is in the interest of those who employ the nation's top researchers, as well as of the graduate education community, to ensure that a high proportion of students admitted to doctoral study graduate and that they do so in a timely fashion.

The plenary on graduate degree attrition and completion was one of the best attended sessions at the 2003 CGS Annual Meeting in San Francisco. Speakers Peter Diffley, Associate Dean of the Graduate School at the University of Notre Dame; Karen Klomparens, Dean and Associate Provost at the Graduate School at Michigan State University; Michael Nettles, Executive Director at the Center for Policy Studies and Research at Educational Testing Service; and Daniel Denecke, Director of Best Practices at CGS, presented research on attrition patterns and strategies and experiences to address the institutional factors that result in increased completion rates.

A recent lead article in the Chronicle of Higher Education focused on doctoral attrition. The Chronicle interviewed CGS member deans and featured a live, online discussion with Chris Golde, Senior Scholar at the Carnegie Foundation for the Advancement of Teaching, about why so many students decide to leave Ph.D. programs and possible measures for addressing the resulting problems.

Several regional associations and disciplinary societies this year are also making graduate degree completion and attrition topics of annual meetings

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## Highlights of the CGS 2003 Annual Meeting

The CGS 43rd Annual Meeting was held December 3 through 6 at the Westin St. Francis hotel in San Francisco, California. The meeting featured all the elements of a successful professional conference: stimulating plenaries, timely breakout sessions, high-energy receptions, awards, plenty of food, and a great location! These provided an outstanding opportunity for more than 550 meeting attendees to converge in San Francisco and engage in lively discourse and networking, all in the best interests of graduate education.

CGS offered attendees a rich program. Eight pre-meeting workshops engaged nearly 200 participants and addressed program review, legal issues, enrollment management, research integrity, evaluating foreign credentials, electronic theses and dissertations, data management, and political advocacy. The meeting started off with the traditional Opening Reception and Dinner hosted by Debra W. Stewart, President, and Lewis Siegel, Chair of the Board of Directors.

Six plenary sessions made important contributions to the meeting theme. In the first plenary, Brian Hawkins, President of Educause engaged attendees with a discussion of the impact of the IT revolution on graduate education, including issues such as the process of selecting a graduate program, the technology preparation of new cohorts of entering graduate students, the potential for new ways of educating and training students for careers, and the nature of the relationship between students and mentors. The second plenary focused on challenges to the goal of an inclusive and diverse graduate student population created by public policies and court decisions over the past decade. Speakers included Earl Lewis, Vice President for Academic Affairs and Graduate Studies and Dean of Graduate Studies at the University of Michigan; Mary Ann Mason, Dean of the Graduate Division at the University of Southern California and Victoria Rodriguez, Vice-Provost and Dean of Graduate Studies at the University of Texas at Austin. Michael Nettles, Executive Director at the Center for Policy Studies and Research at Educational Testing Service; Karen Klomparens, Dean and Associate Provost at the Graduate School at Michigan State University; Peter Diffley, Associate Dean of the Graduate School at the University of Notre Dame; and Daniel Denecke, Director of Best Practices at the Council of Graduate Schools provided the third plenary session's presentations on research on doctoral attrition patterns and completion rates, institutional factors that impact these, and intervention strategies for increasing Ph.D. completion rates.

Plenary IV was titled "Foundation Officers Speak Out on Graduate Education to Graduate Schools," and featured Jorge Balán, Senior Program Officer at the Ford Foundation; Maria Pellegrini, Program Director, Science and Engineering at the



Keck Foundation and Michael Teitlebaum, Program Director at the Alfred P. Sloan Foundation. The Foundation officers provided somewhat different but basically consistent views that the focus on doctoral education over the past decade masks other serious problems in graduate education, such as lack of options other than doctoral education that might increase the participation of U.S. students in graduate education in their undergraduate major fields, the appropriate preparation of graduates for available careers and the needs of (especially non-academic) employers, the need to nurture emerging interdisciplinary fields of graduate study, and the serious issues of high attrition and low completion rates for graduate -- not only doctoral -- programs. The presenters engaged attendees in creative thinking about how graduate education might respond to these and other future social and financial issues. The fifth plenary session focused on Trajectories in Professional Master's Education. The keynote speaker, Judith Glazer-Raymo, Professor of Higher Education at Long Island University, summarized her recent research that will result in an update of her earlier book surveying the landscape of master's education, with particular emphasis upon her findings about the increasing professional nature of master's degrees -- that is, to prepare graduates for entry-level professional non-academic positions rather than for entry into doctoral programs. Les Sims and Peter Syverson from CGS provided brief discussions of the CGS/Sloan and CGS/Ford professional master's initiatives, respectively, and



Chuck Ambler, Graduate Dean at the University of Texas at El Paso, described the UTEP/Sloan initiative to promote development of Professional Science Master's degrees at minority-serving institutions. Carol Lynch, Vice President for Research and Graduate Education at the University of Colorado, introduced the speakers and presided over a lively Q & A session between the audience and the session presenters. The final

plenary, one of the highlights of this year's meeting, was presented by Gary Hart, former United States Senator and Co-Chair of the U.S. Commission on National Security in the 21st Century. In his presentation, Senator Hart discussed the pressing need for government to recognize the importance of graduate education to any national security agenda and encouraged researchers in academia to take on more civic responsibilities.

The plenary sessions were well complemented by 17 concurrent sessions on an extensive array of topics including managing interdisciplinary graduate programs; the impact of SEVIS and new visa policies; graduate student funding; and diversity programs that work. The entire meeting program may be found on the CGS website at [www.cgsnet.org/Meetings](http://www.cgsnet.org/Meetings).

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# Annual Meeting Success

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Other highlights of the meeting included two special lunches--the Awards Luncheon and the LaPids Luncheon. A highlight of the Awards Luncheon was the announcement by President Debra W. Stewart and Peterson's Michael Ditchkofsky that the recipient of the CGS/Peterson's Award for Innovation in Promoting an Inclusive Graduate Community was the University of Mississippi. Dr. Maurice Eftink, Associate Provost and Dean of the Graduate School, and four graduate students accepted the award. The CGS/UMI Distinguished Dissertation Award Winners, Tadzja GrandPré (Biology and Life Sciences) and Li Yu (Humanities) were also presented, with Bill Savage of ProQuest/UMI Dissertations Publishing on hand. Later that evening, Peterson's/Thomson Learning sponsored an elegant reception honoring the "Promoting an Inclusive Graduate Community" award recipient, UMBC.

Exhibitors for the meeting were Academic Management Systems; ApplyYourself; Educational Testing Service; Eugene Software Solutions, Inc.; GRADSCHOOLS.COM; Graduateschool.com; National Opinion Research Center - University of Chicago; Peterson's, part of the Thomson Corporation; ProQuest/UMI Dissertations Publishing; and TIAA/CREF. Several exhibitors added a special touch to the meeting. TIAA/CREF provided one-on-one counseling sessions during the meeting, and GRADSCHOOLS.COM set up a computer center that provided access for conferees to their email during the conference. ProQuest/UMI hosted its ever-popular Friday evening reception, having earlier in the meeting provided

notepads for all participants.

Breakfasts and refreshment breaks were well appreciated by the meeting attendees. Sponsors for these events were Arizona State University, California State University-Chico, California State University-Fresno, California State University-Hayward, California State University-Monterey Bay, California State University-Northridge, California State University-Sacramento, California State University-Stanislaus, Educational Testing Service, The Graduate School of the University of Washington, Humbolt State University, Loyola Marymount University, National University, Pepperdine University, San Francisco State University, San Jose State University, University of California-Berkeley, University of California-Davis, University of California-Los Angeles, University of California-San Francisco, University of Phoenix, University of the Pacific, and Washington State University.

At the Saturday morning business meeting, Debra W. Stewart addressed the challenges ahead in graduate education. Lewis Siegel accepted the role as Chair of the Board of Directors for the coming year. Suzanne Ortega will serve as Chair-elect of the Board.

It's not too early to plan for the 2004 Annual Meeting, CGS' 44th--which will be held December 8 - 11, 2004, at the Marriott Wardman Park in Washington DC. Mark your calendar! ❖

## New Deans and Titles

Jeannine Blackwell is Dean of The Graduate School at the University of Kentucky. She replaces Douglas S. Kalika who was the acting dean.

Yvette M. Bendeck is the Interim Associate Vice President of Academic Affairs at the University of Houston-Clear Lake. She replaces Andrea Bermudez.

Pamela Benoit and Ron Drobney, are Assistant Deans at the University of Missouri-Columbia Graduate School. They are replacing Dr. James Groccia.

Nancy Brown is the Dean of the Graduate School at The College of New Rochelle. She replaces Laura Ellis.

Patricia Whitlow is the Assistant Dean at the University of Kentucky. She replaces Lisa Collins.

## In Memorium Marsha Landolt

CGS and the graduate community were saddened to learn of the death of Marsha Landolt, graduate dean of the University of Washington, on January 2. Dean Landolt and her husband, Robert Busch, were both killed when an avalanche struck their family vacation home in Utah. Her son, daughter, son-in-law, and two grandchildren, who were also in the home, survived the accident.

The following statement from CGS was prepared for her funeral held on January 7:

Marsha Landolt was a valued and important member of the graduate dean community, as well as of the larger graduate education community. She was a friend to many. Her leadership, especially of the Re-envisioning the Ph.D. project and several subsequent reform initiatives, established the University



of Washington as a national exemplar in improving graduate education. Marsha was always happy to serve in any capacity when asked, and she was generous in sharing her work and experience with others. She was insightful, thoughtful, and often sensitive to the "human" side of issues. Both educators and administrators benefited as a result. Students--those who knew and those who did not know Marsha--will have a better graduate experience because of her work and the work of others that she inspired.

Marsha Landolt's friends throughout the graduate community share the sorrow of her sudden death and join in celebrating her remarkable life.

### Ph.D. Completion Headlines

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and/or using surveys to collect salient attrition and completion data.

#### Looking Ahead

There are important reasons why focusing on Ph.D. Completion efforts in the STEM fields makes sense: expanding the domestic talent pool and addressing under-representation of women and minorities in these fields and in the research workforce in general are, and should be, priorities for universities, federal agencies, and corporate America. However, attrition is consistently higher in the humanities and social sciences than in the physical and life sciences; humanities departments frequently set the bottom of the curve in longitudinal studies with completion rates in the 30% range. We are certain that these STEM projects, and the national discussion that these projects will generate, will yield valuable results that will benefit other non-STEM fields. And CGS will continue to pursue opportunities to expand the Ph.D. completion initiative to include parallel projects in the humanities and social sciences, where even greater numbers of students may stand to benefit.

## CGS Welcomes New Institutional Member: State University of New York, Brockport

### Reminder

**Please complete and return to CGS:**

**CGS Directory Update Questionnaire  
(Deadline February 11, 2004)**

**Three Most Pressing Issues Broadcast  
E-Mail Survey  
(Deadline February 6, 2004)**

## CGS Congratulates Recent Award Winners

The University of Mississippi is the winner of the 2003 CGS/Peterson's Award for Innovation in Creating an Inclusive Graduate Community. **Dr. Maurice Eftink**, Associate Provost and Dean of the Graduate School, and four graduate students accepted the \$10,000 award at the Awards Luncheon on December 4 at the Annual Meeting.



The winning grant proposal is titled, "Graduate Student Gumbo: A Graduate Student Council

Led Initiative for Building an Inclusive Graduate Community." Written by GSC leaders, the proposal activities include: a Writing Assistance Program; Graduate Exhibition, an evening of performance, readings, and exhibitions; Dialogues on Diversity, an intellectual and cultural series; and The Graduate Ambassador Program, which will assist with recruiting as well as provide opportunity for social activities.

The winners of the 2003 CGS/UMI

Distinguished Dissertation Award were also honored at the December 4 luncheon at the CGS Annual Meeting. **Dr. Tadzia**



**GrandPré**, a 2003 Yale University graduate, won the award in the field of Biology and Life Sciences.

GrandPré's dissertation is titled *Nogo: A Molecular Determinant of Axonal Growth and Regeneration*. Her work, which has implications for those who have suffered brain or spinal cord injury, has been described as groundbreaking.

She is at present a postdoctoral fellow at Harvard Medical School.



The winner in the Humanities is **Dr. Li Yu**, who received her Ph.D. in 2003 from Ohio State University. *The History of Reading in Late*

*Imperial China* was described by her dissertation advisor, Galal Walker, as having "the potential of being the focus of much humanities study in the next decade." Yu is an adjunct history professor at Emory University.

The Biology and Life Sciences finalists were:  
Benjamin Alba: University of California, San Francisco

Angela Hess: University of Iowa

Jeffrey Townsen: Harvard University

The Humanities finalists were:

Michael Clarke: University of Iowa

Duncan Faherty: City University of New York

Lucinda Martin: University of Texas, Austin

Caitlin Verfenstein: University of Minnesota

## Siegel Becomes Chair of 2004 Board of Directors

Lewis M. Siegel, Vice Provost for Graduate Education and Dean of the Graduate School, Duke University, is the current Chair of the Board of Directors of the Council of Graduate Schools. Siegel has served on the CGS board since 2000, has chaired several of its committees and led a large number of sessions at CGS Summer Workshops and Annual Meetings and was elected chair in 2002. He currently also serves on the Graduate Record Examination Board and, as chair of the Research Committee of the GRE Board, he has championed a major restructuring and expansion of the scope of the GRE exams so that they might be more effective as a tool in the selection of graduate students who successfully complete their degree programs. Siegel is a member of the graduate deans steering committee of the Responsive Ph.D. Initiative and has been a strong advocate of reform in the selection, mentoring, and training of Ph.D. students in order to reduce the high attrition rate of doctoral students in the U.S. He has served on advisory boards to examine graduate education at a number of universities, including the University of Virginia, Emory, Northwestern, and Tufts, among others, and has been a member of the boards of the Oak Ridge Associated Universities, the Southeastern Universities Research Association, and the North Carolina Biotechnology Center.

Siegel, a biochemist, has published over 75 scholarly articles in the field of bioinorganic chemistry, with special emphasis on the mechanisms of electron transfer in metalloenzymes and on the biochemistry of the nitrogen and sulfur cycles. He has served on the editorial board of the *Journal of Biological Chemistry* and on numerous merit review panels for both the National Institutes of Health and the Veterans Administration.

Born in Baltimore, Maryland, Siegel received B.A. and Ph.D. degrees in Biology from Johns Hopkins University, and did postdoctoral study at Brookhaven National Laboratory and Duke University. He joined the faculty of Duke University School of Medicine in 1968, with a simultaneous appointment as Research Chemist at the Durham, NC, Veterans Administration Medical Center. At Duke, Siegel has served as chair of the Academic Council (faculty senate); chair of task forces that led to the reorganization of the basic medical sciences departments, creation of a university program in cognitive neuroscience, and evaluation of the state of all science and engineering programs at the university; Vice Provost for Interdisciplinary Activities; and Interim Vice Provost for Research, in addition to his current positions as Vice Provost for Graduate Education and Dean of the Graduate School, which he has held since 1991.

## Ortega Becomes Chair-Elect of 2004 Board of Directors

Suzanne Ortega, Vice Provost for Advanced Studies and Dean of the Graduate School at the University of Missouri - Columbia (MU) was named chair-elect of the Board of Directors of CGS. She completed her master's and doctoral degrees in sociology at Vanderbilt University and, before coming to MU, spent 20 years on the faculty at the University of Nebraska - Lincoln. Dr. Ortega's research focuses primarily on the mental health consequences of systems of inequality. She is the author or co-author of numerous journal articles and an introductory sociology text, now in its 6th edition.

An award-winning teacher, Ortega has served on review panels for NSF and NIH and has been the principal investigator or co-investigator on grants totaling more than \$6 million in state and federal funds. Among her most important accomplishments are the work she has done to secure funding for and develop successful Ronald E. McNair Postbaccalaureate Degree, Preparing Future Faculty, and Diversity Enhancement programs. In 2001, some of these efforts were recognized through MU's receipt of the CGS/Peterson's Award for Innovations in Promoting an Inclusive Graduate Community.

Dr. Ortega is active in a number of professional associations. In addition to serving on the editorial boards of several journals, she has been a member of the American Sociological Association (ASA) Advisory Board for Preparing Future Faculty, the ASA Executive Office and Budget committee and on the Executive Boards of the NASULGC Council on Research Policy and Graduate Education, Graduate Record Exam, and Council of Graduate Schools. She also currently serves as Chair of the Midwest Association of Graduate Schools.

In December, Ortega will succeed 2004 Board Chair, Lewis Siegel, at the 2004 Annual Meeting in Washington, DC.

## CGS Retains Federal Relations Consultant

Steve Gunderson, Senior Consultant and Managing Director of Greystone Associates, has been retained by CGS to assist in preparing a strategic plan for the federal relations program. Gunderson will be interviewing selected graduate deans as well as Capitol Hill policy makers to inform the development of CGS's legislative agenda.

Gunderson, a congressman from Wisconsin for 16 years, has worked extensively with higher education associations in Washington, DC. His political analysis and abilities in the areas of higher education and workforce policy have created bipartisan and out-of-the-box strategies for his clients.

Commenting on Gunderson, Debra Stewart, President of CGS, said, "We are pleased that Steve has agreed to assist CGS this spring as we develop a strategic plan for the federal relations functions of our association. His experience as a U.S. congressman and his knowledge of Capitol Hill are tremendous assets."

Gunderson will be formulating a report that will be made to the CGS Board of Directors at its April meeting. While this study is underway John Yopp, Senior Scholar in Residence at CGS, has agreed to serve as Interim Director of Federal Relations.

## **CGS Welcomes New Board and Committee Members**

### **Scott A. Bass**

Dean of the Graduate School and Vice President for Research and Planning at the University of Maryland,  
Baltimore County

### **Irene H. Johnson**

Dean of the School of Graduate Studies at Alcorn State University

### **Karen L. Klomparens**

Dean and Assistant Provost of the Graduate School at Michigan State University

### **Jordan Konisky**

Vice Provost for Research and Graduate Studies at Rice University

### **Mary Ann Mason**

Dean of the Graduate Division at the University of California, Berkeley

### **New Members of the Nominating Committee**

### **Richard Attiyeh**

Vice Chancellor for Research and Dean of Graduate Studies at the University of California, San Diego

### **David Chapman**

Dean of the Graduate School at the University of Utah

### **Claudia Mitchell-Kernan**

Vice Chancellor for Graduate Studies and Dean of the Graduate Division at the University of California, Los Angeles

### **Orlando Taylor**

Graduate Dean and Vice Provost for Research at Howard University

## **Communicator Rate Card for 2004**

### **GENERAL ADVERTISEMENT INFORMATION**

To place an advertisement in the Communicator, you must submit your request by the deadlines listed below. The Communicator is printed within a week of the closing date and mailed for delivery within the first couple weeks of the issue month, with the exception of double issues. Double issues of the newsletter are mailed for delivery in the second month listed: i.e., February delivery for the January/February issue. Advertisements are taken on a first-come, first-served basis. No cancellations or changes will be accepted after closing dates. Member rates are \$300 and \$500 (for ¼-page and ½-page black-ink advertisements, respectively); if available, black and blue ink advertisements are \$350 and \$550 (for ¼-page and ½-page advertisements, respectively). Non-member rates are \$400 and \$600 (for ¼-page and ½-page black-ink advertisements, respectively); if available, black and blue ink advertisements are \$450 and \$650 (for ¼- and ½-page advertisements, respectively). An invoice will be mailed after the issue has gone to print.

### **ISSUE DATES AND SUBMISSION DEADLINES**

Issue Date	Closing Date
March 2004	Friday, February 13, 2004
April 2004	Monday, March 15, 2004
May 2004	Thursday, April 15, 2004

### **HOW TO PLACE ADVERTISEMENTS**

Send a camera-ready copy of your advertisement

By E-Mail as attachment -- [hmill@cgcs.nche.edu](mailto:hmill@cgcs.nche.edu) (email preferred)

By Mail -- The Communicator, Council of Graduate Schools; One Dupont Circle NW, Suite 430; Washington, DC 20036-1173

By Fax -- Transmit to (202) 331-7157 seven days a week

For questions and to Confirm -- Call Heidi Miller at (202) 223-3791, M-F, 9 a.m.-5 p.m. Eastern, to confirm receipt of your advertisement.

### **OTHER DETAILS**

Text for the advertisement is not edited for content, but occasional layout adjustments will be made to allow text to fit in the allotted space. Quarter-page ads are 3.625" x 4.675" and fit approximately 350 words. Half-page ads are 4.675" x 7.4" and fit approximately 600 words. For greatest visibility, we prefer to place advertisements on the back page of the issue. To fit this space, please format your ad horizontally. For examples of previous ads, please visit the CGS website ([www.cgcsnet.org](http://www.cgcsnet.org)) and download back issues of the Communicator at [www.cgcsnet.org/PublicationsPolicyRes/Communicatorpdfs/comm\\_backissues.htm](http://www.cgcsnet.org/PublicationsPolicyRes/Communicatorpdfs/comm_backissues.htm)



## GALLAUDET UNIVERSITY

Gallaudet University serves deaf and hard of hearing students from many different backgrounds and seeks to develop a workforce that reflects the diversity of its student body. Gallaudet is an equal employment opportunity/affirmative action employer and actively encourages deaf, hard of hearing, members of traditionally underrepresented groups, people with disabilities, women, and veterans to apply for open positions.

### ACADEMIC DEPARTMENTS

(Tenure Track and Full-time Temporary Faculty Positions)

Communication Studies  
 English  
 Hearing, Speech and Language Sciences  
 Government and History  
 Linguistics  
 Social Work

For job summary, requirements, and application deadlines, go to:  
<http://af.gallaudet.edu/po/employment.html>

For detailed job descriptions, go to:  
<http://academicaffairs.gallaudet.edu/jobs>

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 Washington, D.C. 20002-3695

## CGS Seeks Nominations for CGS/UMI Dissertation and Arlt Awards

CGS member institutions are invited to nominate one person in each of two fields for the 2004 CGS/UMI Dissertation Awards. Sponsored jointly by CGS and UMI Dissertations Publishing, a Division of ProQuest Information and Learning, and first presented in 1981, these awards are made annually to individuals who, in the opinion of the award committee, have completed dissertations representing original work that makes an unusually significant contribution to the discipline. The competition fields this year are Social Science and Mathematics, Physical Sciences and Engineering. Nominees must have completed the doctorate between July 1, 2002 and June 30, 2004. Winners each receive an honorarium of \$1,000. Nominations must be received at CGS no later than July 30, 2004.

Named in honor of the first president of the Council of Graduate Schools and first presented in 1972, the Gustave O. Arlt Award is made annually to a scholar-teacher in the humanities. The recipient must be teaching in a North American university that is a member institution, have earned a doctorate within 7 years of the award date, and have written a book of scholarly importance. For 2004, the field is North American Language and Literature. Nominations must be submitted no later than April 1, 2004. The award includes a stipend of \$1,000 and reasonable travel expenses to the 2004 Annual Meeting.

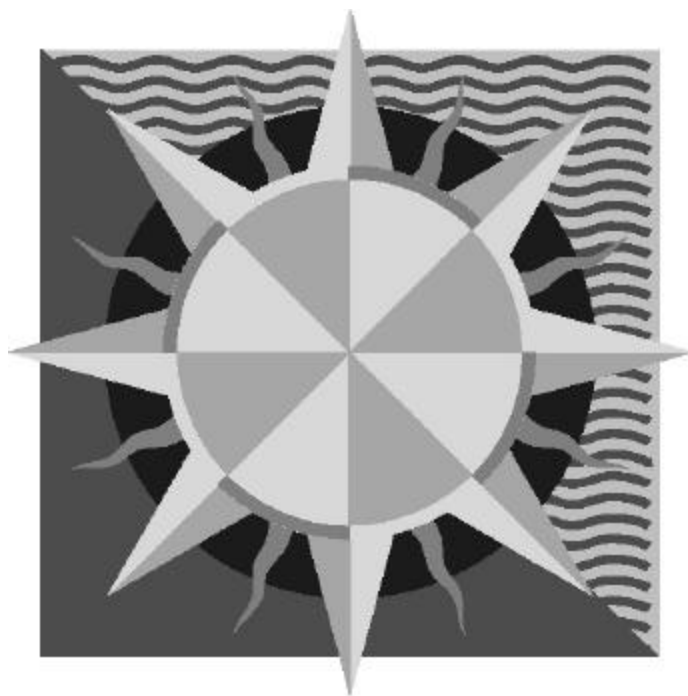
These awards will be presented at the Annual Meeting in Washington, DC being held December 8-11, 2004. Nomination forms have been sent to each member institution. More information is available at the CGS website ([www.cgsnet.org](http://www.cgsnet.org)).

*Communicator* is published 10 times a year and is distributed by the Council of Graduate Schools as a regular member service. Subscriptions for nonmembers are available for \$110 per year.

*Communicator* encourages and welcomes members to submit articles of interest for inclusion in the newsletter. Current research, hot topics in graduate education, new legislation, and other pertinent information are desired. All manuscripts will be reviewed by a small group of graduate deans and scheduled for publication at the editor's discretion. Articles will be edited to conform to style. Inquiries about proper formatting for submissions and comments about *Communicator* may be directed to the Council of Graduate Schools.

No endorsement by CGS of any product or service named herein may be implied.

**Editor:** Heidi Miller, Director, Meetings and Member Services



**July 10-14, 2004**

**Council of Graduate Schools**  
**SUMMER**  
**WORKSHOP**  
**For Graduate Deans and**  
**NEW DEANS INSTITUTE**  
**San Juan, Puerto Rico**

***Communicator***

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