



Florida State University

**PhD Completion Project
Phases I & II**

**Nancy Marcus
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Florida State University

**PhD Completion Project
Phase I - Part 1**

Judith J. Devine

Phase 1 - Project Partner



- **Role: Collect & report data as if Research Partner**
- **College of Arts & Sciences**
 - **English**
 - **Chemistry**
 - **Clinical Psychology**
 - **Humanities**
 - **Mathematics**
 - **Neuroscience**
 - **Oceanography**
 - **Physics**

Phase 1 - Facilitator



- **FSU Office of Institutional Research**
 - Centralized reporting
 - 3 staff
 - “The devil is in the details...”
 - Master’s?
 - Drop out? Stop out?

Phase 1 - Facilitator

- **New A&S Dean & Associate Dean**
 - **Diplomacy → Cooperation**
 - **A & S Associate Dean: Departmental intervention data**
 - **2007 data updates: Graduate Studies, Institutional Research & departments**
 - **One IR staff**

Phase 1 - Facilitator



- **SurveyMonkey®**
- **PhD Exit Survey**
 - Short version
 - Annual collection of results
 - ~500 respondents
 - ABD respondents?

Phase 1 - Changes



- **Online Institutional Research reports**
 - User friendly??
 - Dean: Demographic, enrollment, retention, completion data online
 - Results
 - Transparency
 - Improved enrollment management



Year: 2005-06 Term: Annual Fundable/Non: --- All --- Prelim/Final: Final

Variable: School SCH/FTE: SCH Format: Excel Submit Clear

Student Credit Hours

If you wish to view the table in Excel format, choose "Excel" in the Format drop down menu. *[May not function in Netscape]*

State-fundable student credit hours are those credit hours for which the Florida Legislature provides FSU funding.

Non-fundable student credit hours are those hours for which the state will not provide funding; an individual or non-FSU agency/organization must cover substantially all direct costs of instructional delivery. Examples of non-fundable student credit hours include hours generated by an undergraduate student taking a course more than twice, and hours generated by credit by examination.



Florida State University

*PhD Completion Project
Phase II - Part 2*

Nancy Marcus

Phase II - Context



- **Background**
 - **Research University (VH)**
 - **Liberal arts tradition**
 - 25% of faculty in STEM fields
 - **8,174 graduate students**
 - 20% of student body
 - 20% minorities
 - **73 doctoral programs**
 - 2,309 advanced graduate (28%)
 - 325 PhDs (05-06); 18% increase from 04-05

Phase II - Context

- **Decentralized Organization**
 - **Office of Graduate Studies**
 - Tuition waiver allocations
 - Dissertation checklists
 - **Admissions & Records**
 - Demographics
 - Enrollment dates and status
 - Courses completed
 - Candidate for degree dates
 - **Institutional Research**
 - Retention and completion data updated annually for various cohorts (e.g. discipline, major, gender, ethnicity)
 - **Departments and Colleges**
 - Committee composition
 - Annual reviews
 - Required courses
 - Discipline specific milestones

Phase II - Goals



- **Increase PhD retention and completion by:**
 - **Developing and implementing a web-based system to track graduate student progress**
 - **Engage in intervention strategies**

Phase II - Online tracking

- **Rationale**

- **Decentralized arrangement is a nightmare**

- IR data provides limited information on achievement of milestones
 - Data management uneven across campus; minutes to days for a response

- **Centralized tracking**

- Identify restrictions, leaks and diversions in the pipeline; notification of approaching deadlines
 - Implement interventions
 - Assess effectiveness
 - Modify or continue

Phase II - Online tracking



- **Key elements**
 - **The basics**
 - **Name**
 - **Gender**
 - **Ethnicity**
 - **Discipline**
 - **Advanced**
 - **Dissertation milestones**
 - **Financial aid and funding source**
 - **Comprehensive and qualifying exams; papers**
 - **Program of study**
 - **Annual reviews**
 - **Dissertation committee composition**



Welcome to the Graduate Faculty Status system.

This system displays faculty graduate status by degree program from the database maintained by the Office of Graduate Studies. Click the link below to display faculty with status for a given department, degree program, and/or status type.

DDS

Members of the graduate faculty with Doctoral Directive Status are authorized to perform all functions appropriate to graduate education, including the authority to teach graduate-level courses, serve as major professor for doctoral and master's students' committees and on supervisory committees for doctoral and master's students, and serve as a member-at-large (outside committee member) on doctoral committees.

MDS

Members of the graduate faculty with Master's Directive Status are authorized to: (1) teach graduate-level courses, (2) serve as major professor and member of a supervisory committee for master's degree students, and (3) serve on supervisory committees for doctoral students, provided each such committee includes at least three members with Doctoral Directive Status. Master's Directive Status bestows graduate faculty status.

CDDS

Persons granted Co-Doctoral Directive Status may serve as a member or co-chairperson of a doctoral committee as long as a qualified FSU faculty member with full directive status also serves as co-chairperson.

CMDS

Persons granted Co-Master's Directive Status may serve as a member of a committee or co-chairperson of a master's committee as long as a qualified FSU faculty member with full directive status also serves as co-chairperson.

RDDS

Persons with Doctoral Directive Status when they retire from Florida State University are eligible to serve as extra members of a graduate committee.

RMDS

Persons with Masters Directive Status when they retire from Florida State University are eligible to serve as extra members of a graduate committee.

GFS

Members of the faculty with Graduate Faculty Status are authorized to teach graduate courses. They are not authorized to serve on or chair master's and doctoral committees. Graduate Faculty Status may be granted on a permanent or temporary basis.

[Display Faculty Status](#)

For more information:

- [Faculty Status - Eligible Appointments and Class Codes - PDF](#)
- [Faculty Membership Policy - Faculty Handbook Chapter 7.41](#)
- [Faculty/Staff Forms](#)

Phase II - Key players



- **Advisory Committee**
 - **Administrators with localized experience in graduate student tracking**
 - **IT personnel capable of developing software system to meet need**

Phase II - Approach



- **Existing university data systems**
- **Enter additional information at the program level**
- **Join these “tables”**
- **Couple with messaging and communication software (e.g. Talisma) to generate messages (e.g. annual review not conducted)**

Phase II - Other interventions

- **Professional development workshops**
- **Mentoring and training new faculty**
 - **Collaborate with Dean of Faculties**
- **Annual review process**
- **Feedback through surveys**
- **E-Mentoring**

Phase II - Evaluation

- **Assess impact of interventions on doctoral retention and graduation**
- **Assess whether students who participate in activities (e.g. PFF, workshops) are more likely to advance to candidacy, graduate in a timely fashion and place effectively**
- **Assess whether participants in faculty training programs are more likely to have students graduate and place effectively**