

# Purdue Ph.D. Completion Project: Phase I and II Mentoring and Professional Development

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# Purdue: Fast Facts

- The Graduate School began in 1929 and is system wide (WL + 4 mainly masters)
- Total number of students on WL campus 39,000 of which ~7000 are GS (>4000 PhDs)
- More than 58,000 master's degrees and 20,000 doctoral degrees have been conferred system wide

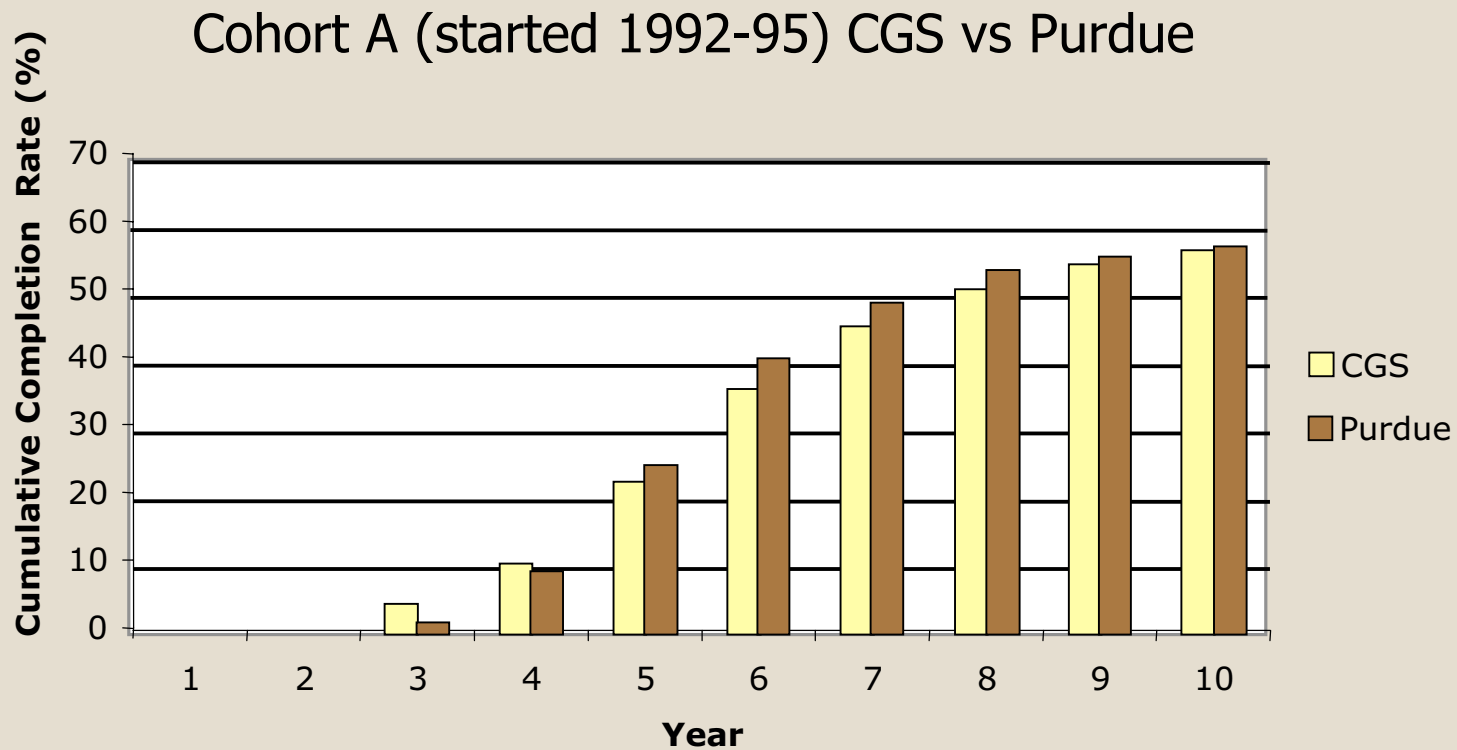


## Phase I: Attrition Trends and Interventions

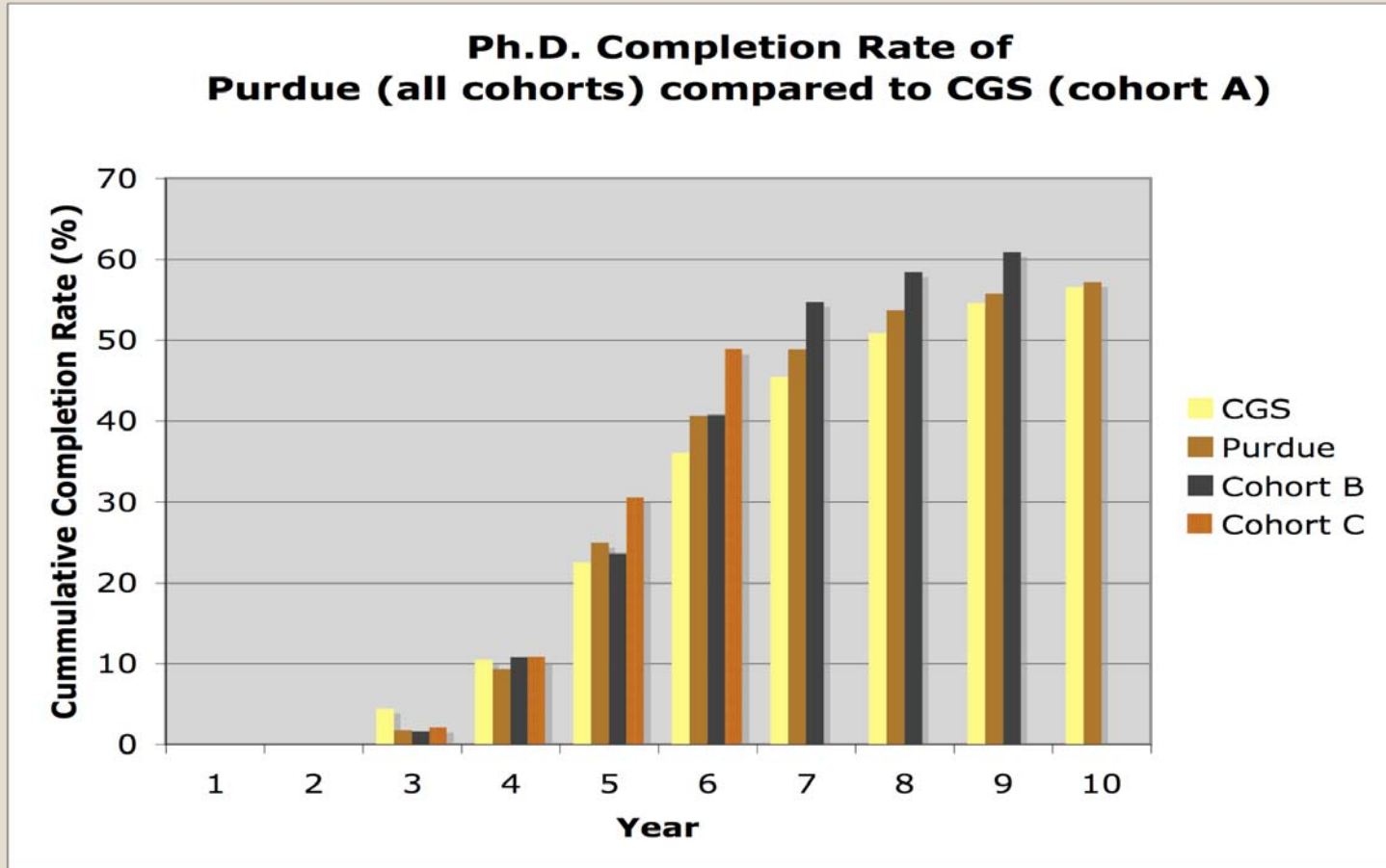
1. Compare Graduate Student policies and procedures and their effect on attrition rates in 14 different department
2. Test two interventions, (i) peer mentoring programs and (ii) training in masters career opportunities



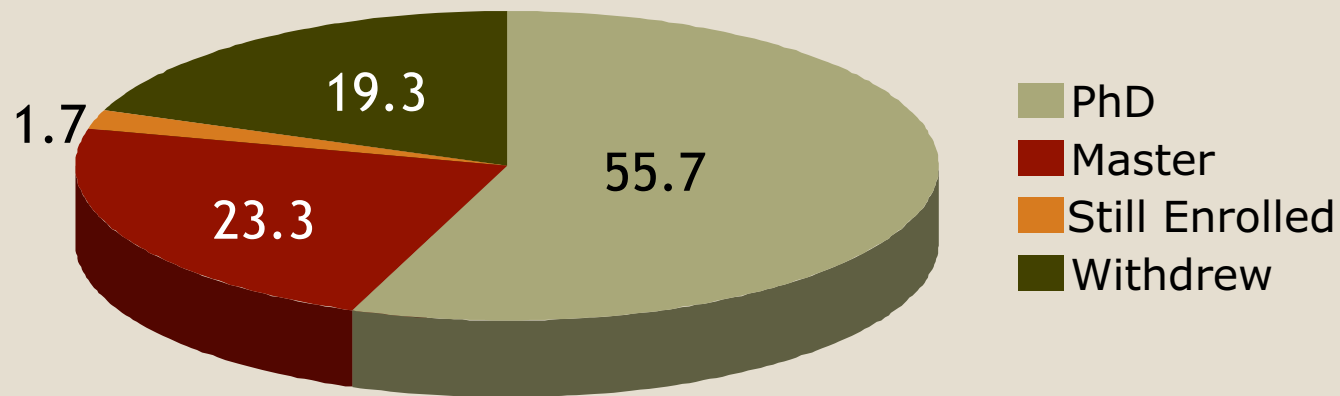
# Comparison of PhD Completion Rates



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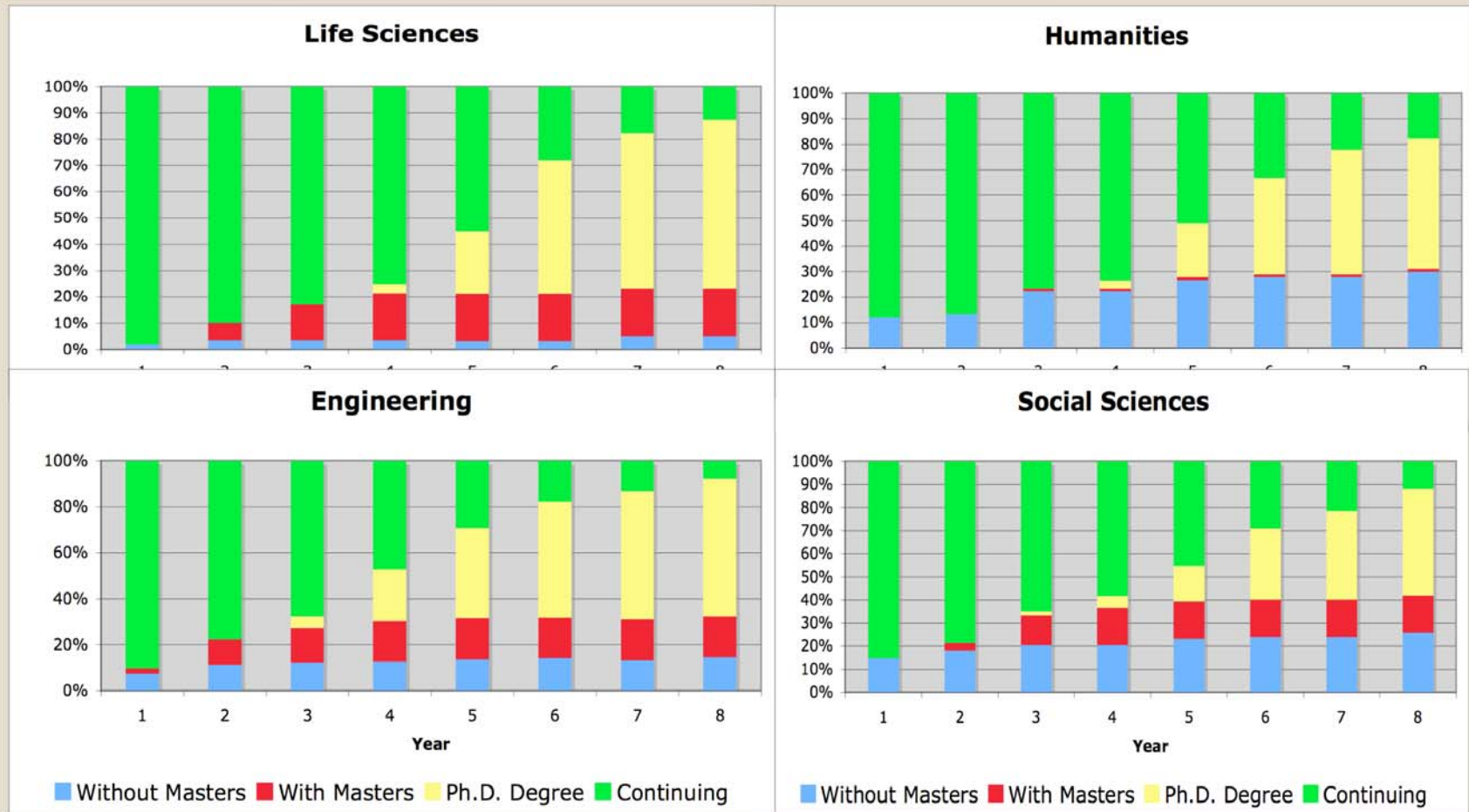


# Purdue University Ph.D. Student Outcomes After 10 yrs (Start 1992-95)



# Attrition Trends in Broad Categories

Cumulative Completion/Attrition Rates



Preliminary data, may change slightly after data verification

# Phase II: Professional Development

- Augment professional development programs
- Identify academic and professional needs in collaboration with graduate student organizations



# Approach

- Offer a **core set of workshops** and seminars
  - Navigating Graduate School - Avoiding the Roadblocks
  - Packing Your Portfolio - Tools for Career Success
  - Embarking on Your Career Journey - Passport to Career Opportunities
- *Offer fellowships to support Graduate Student projects to identify needs and interventions*
- *Participation in mentoring workshop required for new graduate faculty appointment*



# Student Learning Outcomes

- Visualization of careers as journeys not as destinations
- Creation of a career strategic plan
- Enhancement of professional identity through skill development and self-reflection



# Workshops Offered

Navigating Graduate School - Avoiding the Roadblocks	Year(s) Offered	*Total # Attendees
Trekking Through Graduate School	2007-08	36
Proposal Writing Workshops	2005-08	<b>615</b>
Thesis Formatting and Deposit Workshop	2006-08	<b>336</b>
Tax and Insurance Workshop for Fellowship Recipients	2007	42

\* Numbers used in calculations are approximations due to ongoing database development



# Workshops Offered

Packing Your Portfolio - Tools for Career Success	Year(s) Offered	*Total # Attendees
CV/Resume Development	2005-08	123
Teaching Workshops/Certification (CIE)	1998?	??
Benefits of Teaching Certification	2008	17
RCR Workshops (Mentoring, Plagiarism, Publishing, Intellectual Property, Data Management)	2007-08	346
Topics in Bioethics	2006-08	106
Networking Skills	2006-08	188
Investment and Financial Planning	2008	12
Etiquette Dinner	2007	103

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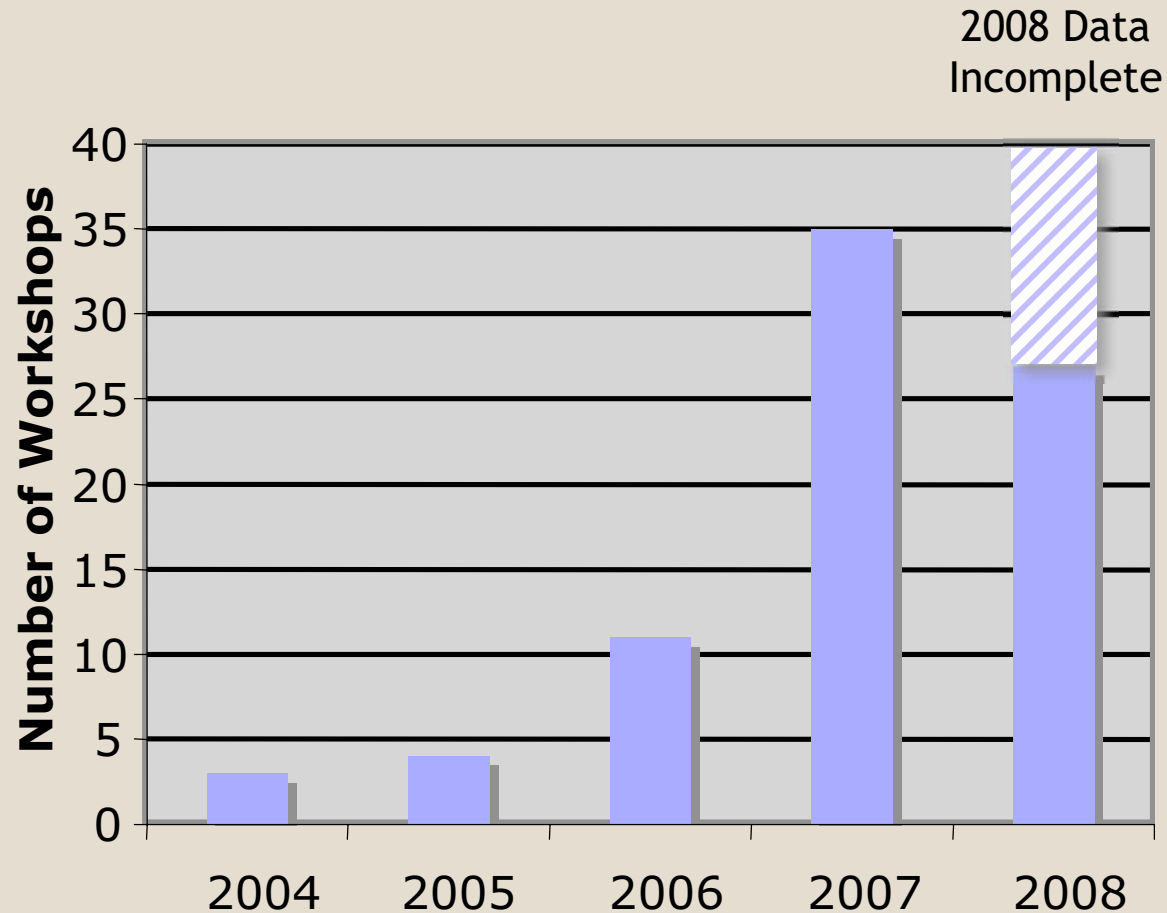
# Variety of Workshops

Embarking on Your Career Journey - Passport to Career Opportunities	Year(s) Offered	*Total # Attendees
Roadmap of the Academic Job Search <i>Preparing Future Faculty (course)</i>	2007-08 2004--	46
Exploring Careers	2004, 06-08	159
Applying for Federal Jobs	2008	13
Interviewing Skills	2005-08	196
Negotiating Job Offers	2006-08	128
Spousal Hiring	2008	27

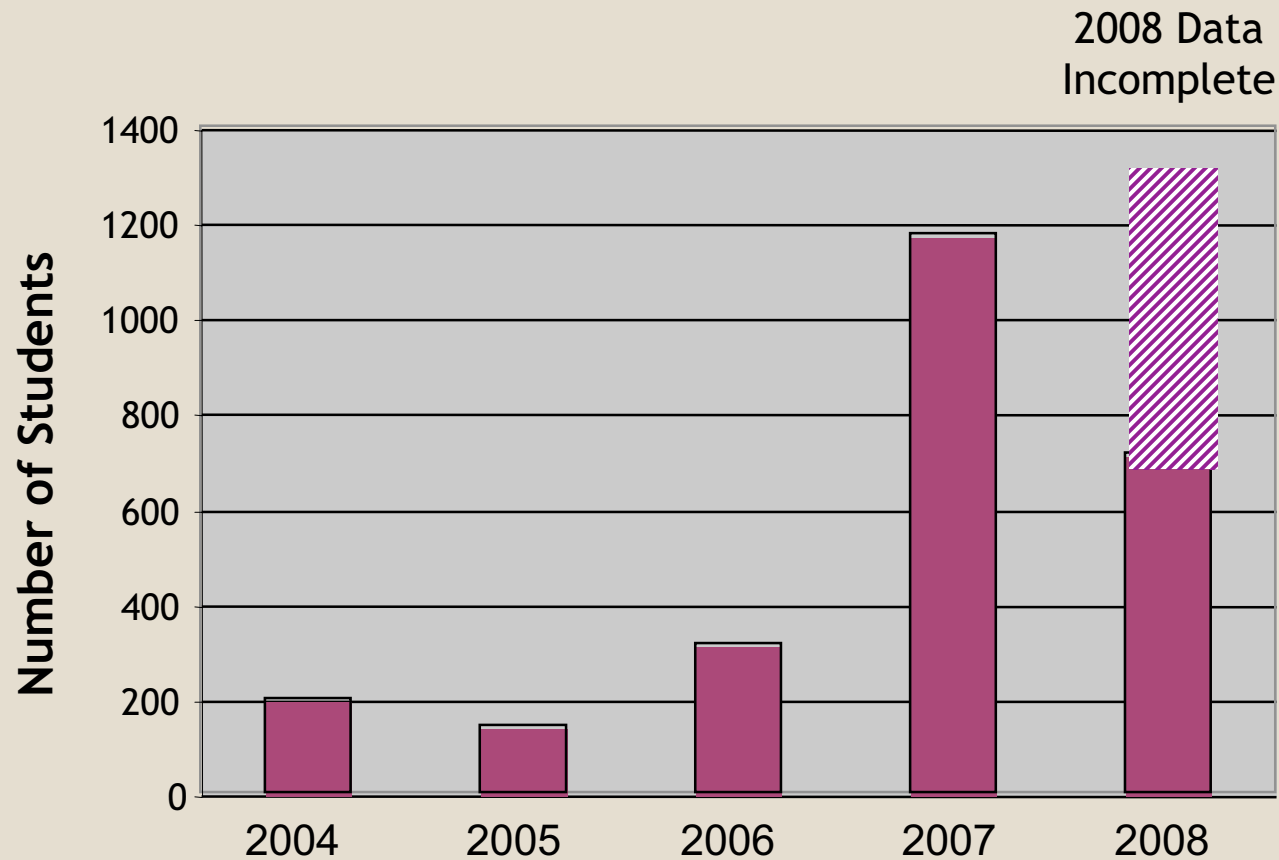
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# Workshop Trends: Increase in Numbers



# Workshop Trends: Increase Participation



# Example of Student Research Projects

- Mommies and Daddies Collective
- Networking-Mentoring Program to Enhance Retention and Quality of Life for Women GS
- Developing a Mentoring Program Framework to Retain Native American Students
- Peer Paring of International Grads and Domestic Undergrads

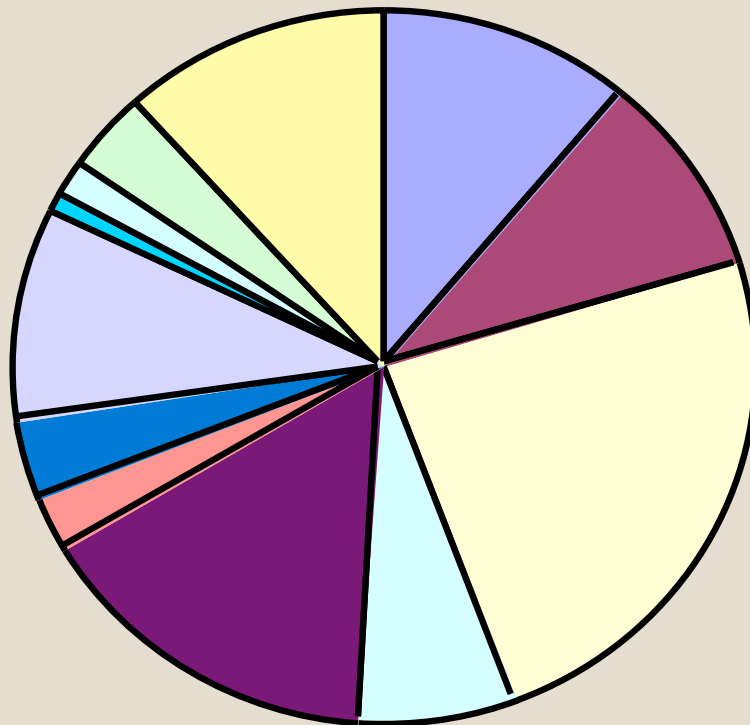


# Challenges

- Motivation of students to participate in GSPD limited by:
  - Perceived competing demands of research
  - Unclear support of these activities by faculty advisors
- Demographics of students participating in GSPD are not reflective of the graduate student body



# 2008 Participation by College



- Agriculture
- Education
- Engineering
- Consumer & Family Sciences
- Liberal Arts
- Management
- Pharmacy, Nursing, & Health Sciences
- Science
- Veterinary Medicine
- Technology
- Interdisciplinary & Special Programs
- not declared

Fraction of total participants numbers.  
Percentage based on number of student in each  
College ranges from 3% (Management) to 29% (CFS).



# Those Actually Doing the Work

- Students, Faculty and Staff
- Phil Pope (Phase I)
- Cyndi Lynch (Phase I and II)
- Gita Ramaswamy (RCR)
- Jeff Bridgham (Phase I and II)
- Jonathan Beever (Graduate Assistant)

