Enhancing Pathways Through Graduate School

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Vice Provost and Dean
Duke University

CGS Summer Workshop July 2010
Duke University – at a Glance

- Private; Liberal Arts
- Undergraduate students ~6400
- Graduate & Professional students ~7262
  - Graduate students enrolled in Graduate School ~2800
  - Graduate students in professional schools ~3300
  - Professional students ~1200
- Located in Durham NC, population about 225,000
Organization of the Ten Duke Schools

Comprehensive Graduate School

Undergraduate degrees, 6400

A&S Trinity
Sanford Public Policy
Pratt Engineering
Nicholas

Professional degrees (MD, DNP, JD, MBA, ThD), 3400

Medicine
Nursing
Law
Fuqua Business
Divinity

Graduate Degrees (Master’s and PhD degrees), ~2800 students

Graduate School

Humanities, Social Sciences, Physical Sciences, Biological Sciences
2009-2010 Ph.D. Student Statistics

- 2276 Ph.D. Students
- 33% International
- 46% Women
- 3.7% US/African American
- 4.7% US/Asian
- 3.5% US/Hispanic
- 3.5% US/Native American
- Time to degree 5.7 years (Range 4.3-8.2 yrs)
- Completion rate ~65% (Range 47% to 85%)
What contributes to student success?

Figure 3.1. Main Factors that Contributed to Respondents’ Ability to Complete the Doctoral Degree

- Other: 11%
- Personal circumstances: 18%
- Program requirements: 22%
- Professional/career guidance: 29%
- Program quality: 36%
- Social environment/peer group support: 40%
- Family (non-financial support): 57%
- Mentoring/advising: 65%
- Financial support: 80%

Percentage of respondents
Doing more with less
Doing more with less

Fit, fit, fit

Getting started on the right foot

Staying on the right track (or not)

Mentoring

Letting student be students
Fit, Fit, Fit

- Interviews - campus visits prior to offer of admission.
- Skype™ or phone interviews for those who can’t visit.
- Commitment of leadership & faculty to diversity
- Information on Durham, community & NC
- Statistics readily available on our web site
<table>
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<tr>
<th>Field</th>
<th>Duke 2003</th>
<th>US median in 2006</th>
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</table>
Getting started on the right foot

- Virtual orientation for international students - Prior to coming to campus [http://www.studentaffairs.duke.edu/ihouse](http://www.studentaffairs.duke.edu/ihouse)
  - Shoestring budget
  - Live web conference; questions via chat
  - Links to Visa information, housing, International House
- Comprehensive orientation organized by Graduate School
  - Faculty/Student panel
  - Code of conduct
  - Social events
    - Picnic
    - Treasure hunt
- Department Orientations
Staying on Track (or Not)

- Academic milestones on department/program web sites
- Written yearly feedback requiring signatures (in process)
- Responsible Conduct of Research - a degree requirement
- Continuous enrollment policy - we can track our students
Mentoring

- Encourage/require interviews or rotations with faculty to find mentor
- Open door policy- Students can change advisors
- Mentoring workshops for new faculty
- Dean’s award for excellence in mentoring
Student affairs

- Dedicated staff
- Childbirth/adoPTION accommodation & subsidized childcare; GradParents@Duke
- Graduate student appreciation week
- Diversity initiative and programs
  - Summer research program
  - Coordinated recruiting & programs with local schools
- Career & Professional Development
  - 60:40 – paying attention to both
  - Working with faculty
  - Engaging alumni
Letting students be students- but not for too long

- Clear commitment of financial support but time limited
- Discourage teaching in first semester/year
- Limit allowable work hours
Next Steps

- Collaborations with other institutions
- DGS and DGS-A training
- Divisional DGS and DGS-A Focus groups
  - nothing like peer pressure
  - Data, Data, Data
    - Exit survey discussions
    - Completion
    - Time to degree
- Professional development & alumni
- Communication
Thanks

- CGS Completion project
  - CGS, Pfizer & Ford Foundation
- Graduate school colleagues
  - David Bell, Senior Associate Dean of Academic Affairs
  - Doug James, Assistant Dean of Academic Affairs
  - Jacqueline Looney, Senior Associate Dean of Student Affairs
  - Lewis Siegel