NDOGS

Karen Klomparens
July 7, 2011
Topics

• Recruiting international students
• GREs—what do they measure, and not?
• Career Growth Areas
• RCR guidelines
• Curriculum Issues
• Minority Recruitment—U.S. demographics change in 2040—who will steward YOUR discipline?
GREs

• verbal reasoning, quantitative reasoning, critical thinking and analytical writing according to GRE, also critical for success:
  – Motivation
  – Creativity
  – Interpersonal skills
  – Financial support
  – Family circumstances
  – Context of the graduate program
Data

- One source: NRC Assessment of Research Doctorates (with caveats)
  [http://sites.nationalacademies.org/PGA/Resdoc/index.htm](http://sites.nationalacademies.org/PGA/Resdoc/index.htm)

- Faculty, student AND program characteristics!

- Time to Degree approx. 5-5.5 years for Physiol and Pharm disciplines. Then there is the postdoc!

- Completion rates (after 8 years) approx. 60-70%.
  Attrition at 4 years—costs grad program approx. $120,000 in stipend/tuition alone.
Career facts

- Ph.D. unemployment is generally low
- Less than 50% are in tenure-track positions after 10 years.
- 65 universities are in the AAU
- There are more than 4000 additional institutions of higher education (and even more community colleges).
- [http://www.phd-survey.org/](http://www.phd-survey.org/)
Career Competencies

- [http://grad.msu.edu/prep/docs/planyourwork.pdf](http://grad.msu.edu/prep/docs/planyourwork.pdf)
- Research, scholarship, and creative activities
- Leadership
- Ethics and integrity
- Collaboration
- Communication
- Balance and resilience
Questions to ask yourselves

• Recruiting students who will succeed? Or recruiting for Darwinian survival (at the cost of $120,000 per “experiment”)? Would you/do you routinely run through resources on your grants this same way? (role of explicit written expectations and serious annual reviews)

• Have you compared your admissions criteria with YOUR actual outcomes? Why not? Does GRE predict success? What do YOUR data show?
Questions.....

• Who are YOU hiring as colleague faculty? What qualifications? What mix of skills and knowledge? What is needed to thrive the first 3-6 years (to tenure) in your department? Then think about how you are preparing your own students. Do these match up?

• Where do your disciplinary groups think research is headed in the next 5 years? What is NIH funding? What is NSF funding? Is that how you are educating your doctoral students?
Questions.....

• How are you preparing doctoral students for the reality of the job market...and the diversity of other higher education faculty positions? Private sector jobs? Government?

• Where do your students want to have careers? How do you (really) know?
Finally…..

• Kudos for investing time to think and discuss (time being one of the most precious faculty resources)

• For every “sure” conclusion, ask yourselves: how do we know this? What data back this up? What are we forgetting to consider?

• CHOOSE ACTION! A pilot or an experiment? Set it up and evaluate the results...remember your subjects are students with their own goals and dreams....and are the future of the discipline.