

Graduate Council Minutes

September 25, 2008

Present: Schuh (Chair), Danielson, Dixon, Drake, Ford, Gelder, Hallmark, Holger, Lonergan, Miller, Niederhauser, Payne, Rivera, Shrestha, Stoehr, Wong

Absent: Akinc, Cornick, Huffman, Jackson, Jones, Lajoie, O'Connor, Rodriguez,

Guests: Patricia Parker, Anna Butters-Johnson

Welcome and Announcements

Dean Holger welcomed the new and returning members of the Council. He also spoke about the upcoming data release from the NRC Doctoral Project, which has now been delayed until the early spring. The Graduate College has created a Web presence for the data reports and other information that it will release at the point of the public announcements about the data gathering project. Iowa State has about 50 PhD programs that participated in the project. Dean Holger also updated the committee on his recent meeting at AGS (Association of Graduate Schools—the meeting of graduate deans from the AAU schools). Health issues were on the agenda for this meeting and mental health was a particular concern of many of the schools.

Previous Minutes

The May 8, 2008 meeting minutes of the Graduate Council were approved.

From the Graduate Curriculum and Catalog Committee

A proposal that was approved by the Graduate Curriculum and Catalog Committee at its May spring meeting was presented at the Graduate Council. Anna Butters-Johnson served as resource person for a proposal to add a new area of specialization, *Ethology*, to the Graduate Major of Animal Physiology in the Department of Animal Science. This is a new expanding area for the major and will better service those students who want a specialization in the animal well-being aspects of the major. The proposal was approved by the Graduate Council and will next move to the Dean of the Graduate College for final review.

TOEFL and IELTS Score Minimums

Patricia Parker, from the Office of Admissions, reported that there is a mismatch in our university requirements for the TOEFL requirement among the paper-based, Internet-based, and computer-based score minimums. When the Internet-based test was introduced several years ago, a formal score setting exercise was conducted at ISU with several academic programs, and a score of 79 was chosen for the university standard. This score was not comparable to the paper-based score minimum of 530 (it correlates closer to 550), but there was no issue because very few tests were given in the paper format, and it was thought that they would shortly disappear. However, the paper test, for a variety of reasons, has not ceased to exist, so now the institution is faced with the mismatch in scores across the three formats. Additionally, after a standard is chosen for the TOEFL formats, the issue of whether IELTS is comparable will need to be resolved. Since several programs use 530 as a minimum for the paper-based TOEFL test, the Council decided that more information needed to be gathered before an informed decision could be made. These issue will be presented again at the October meeting.

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Graduate Council Committees and Statuses

The committees below were partially formed for the 2008-09 academic year. They will be finalized at the October meeting.

Postdoctoral Policy Committee

Gelder, Danielson, Cornick, Rivera

Graduate Student Stipend Committee

Members: Wong (chair), Ford, Hallmark, Miller, Niederhauser, Stoehr

Professional Masters/Certificate Committee

Lonergan (Chair), Dixon, Drake

Speaker and Awards

Stoehr, LaJoie

President Geoffroy's Visit to the Graduate Council

Dean Holger is working with the President and Provost to schedule a visit to the Graduate Council in Spring 2009. A planning discussion was tabled until a future meeting.

Other Business

Dr. Ford handed out a document on graduate education and funding that will be discussed at the October meeting.

The Graduate Council adjourned at 6:45 p.m. The next meeting will take place on October 16, 2008, in 3150 Beardshear Hall at 5:15 pm.

Minutes compiled by Carolyn Payne, Graduate College

Graduate Council Minutes

October 16, 2008

Present: Schuh (Chair), Cornick, Ford, Gelder, Hallmark, Holger, Jackson, Lajoie, Lonergan, Miller, Niederhauser, O'Connor, Payne, Rodriguez, Shrestha, Ustundag, Wong
Absent: Danielson, Dixon, Drake, Huffman, Jones, Rivera, Stoehr
Guests: Patricia Parker

Previous Minutes

The September 25 meeting minutes of the Graduate Council were approved.

TOEFL and IELTS Score Minimums

The discussion on the mismatch between ISU's paper-based TOEFL and IELTS score minimums and the Internet-based TOEFL score minimums, which started at the September council meeting, was continued. Ms. Parker, from the Office of Admissions, reported that very few students apply to Iowa State with a paper based score of 530. Dr. Payne reported that none of the programs with a present paper-based score of 530 objected to moving that paper-based score upward. After the discussion, the Graduate Council approved a new paper-based TOEFL score minimum of 550 and a new IELTS score minimum of 6.5 for all non-native speakers of English, making the new score minimums more in alignment with the present Internet based TOEFL score minimum of 79.

Graduate Council Committee Reports and Statuses

The Graduate Student Stipend Committee shared their survey draft with Council members. They will finalize it and provide the survey to the Graduate College IT person to develop into a web-based survey to be sent to DOGEs.

The committees were finalized for the 2008-09 academic year. They include:

Postdoctoral Policy Committee

Danielson (Chair), Gelder, Cornick, Rivera

Graduate Student Stipend Committee

Wong (chair), Ford, Hallmark, Miller, Niederhauser, Stoehr

Professional Masters/Certificate Committee

Lonergan (Chair), Dixon, Drake

Speaker and Awards

Payne (Chair), Stoehr, Lajoie

Discussion of DOGE Responses to Graduate Education

Dr. Ford had provided a document on graduate education at the September meeting. After a discussion about the comments from DOGEs, the Council decided to create a subcommittee to summarize the data around common themes. That committee was composed of Drs. Lajoie, Ford, Hallmark, and Wong.

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Other Business

Dr. Payne presented a listing of new graduate courses in the interdisciplinary area for the 2009-11 catalog. The Graduate Council members voted to send this listing forward for review by the Faculty Senate Curriculum Committee.

The Graduate Council adjourned at 6:55 p.m. The next meeting will take place on November 20, 2008, in 3150 Beardshear Hall at 5:15 pm.

Minutes compiled by Carolyn Payne, Graduate College

Graduate Council Minutes

November 20, 2008

- Present: Schuh (Chair), Cornick, Danielson, Dixon, Hallmark, Lajoie, Lonergan, Niederhauser, Payne, Rodriguez, Stoehr, Wong
- Absent: Drake, Ford, Gelder, Holger, Huffman, Jackson, Jones, Miller, O'Connor, Rivera, Shrestha, Ustundag
- Guests: Michael Bugeja, Sriram Sundararajan, Akhilesh Tyagi

Previous Minutes

The October 16, 2008 meeting minutes of the Graduate Council were approved.

From the Graduate Curriculum and Catalog Committee

Recently approved proposals from the Graduate Curriculum and Catalog Committee were presented: *Proposal for a coursework only M.Eng. in Mechanical Engineering* (Sriram Sundararajan, contact). The Mechanical Engineering Department proposed a new Master's of Engineering program that was aimed at the professional and distance student. After a discussion, the Graduate Council approved the proposal. It will now move forward to the Dean of the Graduate College for his review and consideration.

Proposal for a coursework only M.Eng. in Electrical Engineering and Computer Engineering (Akhilesh Tyagi, contact). The Electrical Engineering Department proposed new Master's of Engineering programs in its two majors that were also aimed at the professional and distance student. After a discussion, the Graduate Council approved the proposal. It will now move forward to the Dean of the Graduate College for his review and consideration.

Proposal to create new doctoral degree program in Science, Technology, and Risk Communication (Lulu Rodriguez and Michael Bugeja, contacts). The Greenlee School of Journalism and Communication presented for Council review a new PhD in Science, Technology, and Risk Communication. This program is being developed by the Greenlee School to train leading researchers, educators, and communication strategists and practitioners in the field of science, technology, and risk communication. The proposal was approved with the addition of an amendment to change the name of the new program to Communicating Science, Technology, and Risk. (This change request was agreed upon by the resource people from the Greenlee School.) The proposal will move forward to the Faculty Senate Curriculum Committee for review, with a notification to the Liberal Arts and Sciences Curriculum Committee about the proposed program name change.

Proposal to create new graduate certificate in Veterinary Preventive Medicine (Annette O'Connor, contact). This proposal was tabled until the January meeting because Dr. O'Connor was unable to attend the Council meeting.

Graduate Council Committee Reports and Statuses

Dr. Wong, chair of the Graduate Student Stipend Committee shared a revised survey draft with Council members. After a few minor suggestions, the committee was charged to finalize the survey and provide it to the Graduate College IT person to send as a web-based survey to DOGEs.

Dr. Payne of the Speakers and Awards Committee reported that Dr. Ted Okiishi would be the speaker for the Fall 2008 Graduate Commencement. She also reported the winning master's thesis that was sent to the Midwest Association of Graduate Schools competition. The winner was a thesis by Mr. Vinod Shukla from the Department of Electrical and Computer Engineering entitled, "A false injection-resilient scheme to monitor time-variant phenomenon in wireless sensor networks," The runner-up

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was a master's thesis by Ms.Kari Terzino from the Department of Psychology entitled, "Culture and forgiveness: A prototype perspective."

The committee to develop questions and themes from the DOGE comments about graduate education reported it was making progress and should have a report early in the new year.

The Postdoctoral Committee reported that it was identifying issues and goals to concentrate on this year. These issues include: budgeting of postdocs on grants; retirement benefits for postdocs; annual performance review of postdocs; guidelines for mentoring; email communication from postdoc listings; and a postdoc Web site.

Other Business

Advice Sought on Distance Education and the English Placement Examination. Presently **all** non-English speaking students must take the Graduate English Placement Examination (unless they graduated from an English-speaking university or meet the TOEFL exemption score passed last year by the Council). The English Placement Director (Volker Hegelheimer) and his staff have recently developed a web-based test to administer to students who are in our distance courses; however, there is presently no online course or remedy to deal with those who do not pass this examination. At least two programs (Agronomy, Seed Technology and Business and perhaps more) have students with their registrations on hold because they have not taken the test. These programs don't want to force their students to take the exam until we have a remedy if their students do not pass the test. What would be the advice of the Graduate Council for this issue?

The Graduate Council members discussed the issue and voted unanimously that the Graduate College should continue to enforce the requirement that all non-English speaking students meet the English requirement. Students who fail the placement test should work with the English Placement Office to meet the requirement. Those requirements could include taking an approved online English course and/or retaking the examination. The English Placement Office will certify to the Graduate College when all students have met the English requirement.

Alissa Stoehr indicated that this would be her last Graduate Council meeting as one of the student representatives. The Graduate Council would like to acknowledge and thank her for her efforts as a student representative to the Council.

The Graduate Council adjourned at 6:50 p.m. The next meeting will take place on January 15, 2009, in 3150 Beardshear Hall at 5:15 pm.

Minutes compiled by Carolyn Payne, Graduate College

Graduate Council Minutes

January 15, 2009

Present: Schuh (Chair), Danielson, Ford, Gelder, Holger, Huffman, Lajoie, Miller, Niederhauser, O'Connor, Payne, Wong

Absent: Cornick, Dixon, Drake, Hallmark, Jackson, Jones, Lonergan, Rivera, Rodriguez, Shrestha, Ustundag

Previous Minutes

The November 20, 2008 meeting minutes of the Graduate Council were approved.

From the Graduate Curriculum and Catalog Committee

Proposal to Create New Graduate Certificate in Veterinary Preventive Medicine (Annette O'Connor, contact). This proposal has been proposed for veterinary medicine professionals to obtain recognition of the completion of additional skill sets like veterinary epidemiology, risk assessment, evidence-based medicine, livestock production medicine, diagnostic pathology, and animal welfare. Dr. Annette O'Connor served as a resource for the discussion. After a brief discussion, the proposal was approved. It will now go to Dean Holger for his final approval before it can go into effect.

From the Graduate College

Dean Holger gave a brief status update on the budget, indicating that most of the budget reversion required for FY2009 for Provost Office units will be covered from central funds. FY2010 is another matter. The information coming from the state is that there will be a decrease in state funding, but the amount is unknown until the governor provides his budget later in the month, the legislature obtains revenue estimates later in the session, and the federal government finalizes the stimulus bill. The president has recently appointed a series of central, high-level task forces to evaluate various methods of cost savings and efficiency savings for the university. One of these task forces will examine the possible elimination of summer commencement. Other task forces will be announced with their agendas and a method for faculty to communicate ideas within the next few weeks.

Dean Holger indicated that the National Research Council Doctoral Survey results are still on hold.

Dean Holger will follow up on the schedule for the President and Provost's visit to Graduate Council as a part of their visit to the Graduate College.

Orals with Students at a Distance

A proposal came from the Seed Technology and Business for the Council to consider the possibility of oral examinations for students at a distance. The following document statement was shared with Council members for discussion:

Distance Oral examinations and Seed Technology and Business

The graduate program in Seed Technology and Business includes courses in Seed Science and Technology and in Business Management.

From the beginning, before its academic acceptance, the Seed Technology and Business program was conceived of as a global distance program. One of the reasons for its existence is to bring together, on-line, a sufficient number of students so that specialization on seed subjects is possible.

The MS Seed Technology and Business program in has a requirement for a creative component.

We have students from 4 continents outside of North America. If the majority of these students were to be required to come to campus for oral review of their creative components, it would represent a substantial hardship for them, both in terms of cost and of time for travel. Some of our students will come to campus by combining travel for this purpose with other travel plans.

We feel it is critical that the Graduate College adopt a policy that allows academic programs to authorize, at the request of the student, final oral exams via distance teleconferencing for distance MS students residing more than 150 miles from campus. This is not intended to be comprehensive proposal, merely a section of one that will work for the STB program.

The Council members discussed the issue and thought that before they could make informed decisions about policy for Iowa State, they would like to see policies from other institutions. The Graduate College will contact other institutions for such information.

Graduate Council Committee Reports and Statuses

Dr. Wong, chair of the Graduate Student Stipend Committee indicated that the survey was almost ready to be sent as a web-based survey to DOGEs. No other committees had reports to provide at this time.

The Graduate Council adjourned at 6:40 p.m. The next meeting will take place on February 19, 2009, in 3150 Beardshear Hall at 5:15 pm.

Minutes compiled by Carolyn Payne, Graduate College

Graduate Council Minutes

February 19, 2009

Present: Schuh (Chair), Akinc, Danielson, Dixon, Gelder, Hallmark, Holger, Huffman, Jones, Lajoie, Lonergan, Miller, Niederhauser, O'Connor, Payne, Rivera, Rodriguez

Absent: Cornick, Drake, Ford, Jackson, Shrestha, Wong

Previous Minutes

The January 15, 2009 meeting minutes of the Graduate Council were approved.

From the Graduate College

Dean Holger gave a brief status update on the budget, indicating that, as far as he knows, most of the budget reversion required for FY2009 will be covered and there should be no further cuts. FY2010 is still another matter. The information coming from the state is that there will be a decrease in state funding, and could be as much as 11%, depending on the revenue estimating totals due in March 2009. The president has maintained that for the moment he will not require across-the-board cuts but wants to look at cuts in a more strategic manner.

The recently-appointed, central, high-level task forces for the university have met several times and are continuing to focus on cost savings (there aren't really that many) and other efficiencies. Some central program cuts have been identified to date, including a suspension of the Council of International Programs grant program for FY2010 and the possible elimination of summer commencement for summer 2010 and beyond.

The President and Provost visit with the Graduate Council will take place for an hour on May 1, 2009, sometime between 10 a.m. and noon.

Dean Holger encouraged Council members to send him comments on the Graduate College services document that was sent to members earlier in the week. The deadline for comments would be February 25.

From the Graduate Curriculum and Catalog Committee

Annette O'Connor presented for review four proposals that were recently approved at the Graduate Curriculum and Catalog Committee.

1. The "Proposal for New Area of Specialization in English (Literature and the Teaching of Reading)," with Donna Niday as resource person was approved after a brief discussion.
2. The "Proposal for Concurrent B.S. and M.ENG. in Industrial Engineering," with Sarah Ryan as resource person was approved with one abstention.
3. The "Proposal for Graduate Certificate in Computational Fluid Dynamics," with Z. J. Wang as resource person was approved.
4. The "Proposal for Graduate Certificate in Social Justice in Higher Education," with Nana Osei-Kofi as resource person was approved with two abstentions.

Re-discussion of the name change on the Greenlee PhD Proposal—(New: Communicating Technology, Science and Risk; Original: Technology, Science, and Risk Communication). The LAS Curriculum Committee and the Faculty Senate Curriculum have discussed the name change recommendation, and neither wanted to see it changed to the suggested name the Graduate Council approved, primarily because it does not follow the normal naming conventions for

majors at the university. After a discussion, although there was strong sentiment to keep the new name, the Graduate Council in a majority vote agreed to allow the process to proceed under the original name, so that the new Ph.D. program would not be unnecessarily held up in the approval process. There were 2 No votes and 2 Abstentions.

Discussion about Nonmajor graduate credits—A document was handed out at the meeting for a discussion on handling approvals of courses that come forward to curriculum committees with the nonmajor graduate credit box checked. The documents indicated a suggestion for criteria to be developed to assist curriculum committees in their approval of these courses. In order to spend more time, the Council recommended tabling the discussion until the next Graduate Council meeting in March.

Graduate Council Committee Reports and Statuses

Dr. Lonergan, chair of the Professional Master's Program Committee, presented a preliminary report with some general recommendations for reviewing and approving professional master's courses. After a discussion, it was decided that more information was needed about committee appointments for these programs and the number of credits taken at ISU, so the Graduate College will gather some information from programs that currently have these types of programs and bring it back for discussion at the next Graduate Council meeting in March.

The Graduate Council adjourned at 6:50 p.m. The next meeting will take place on March 26, 2009, in 3150 Beardshear Hall at 5:15 pm.

Minutes compiled by Carolyn Payne, Graduate College

Graduate Council Minutes

March 26, 2009

Present: Schuh (Chair), Cornick, Dixon, Ford, Hallmark, Holger, Jones, Lonergan, Miller, Niederhauser, Payne, Rivera, Rodriguez, Wong

Absent: Akinc, Danielson, Drake, Gelder, Huffman, Jackson, Lajoie, O'Connor, Shrestha

Previous Minutes

The February 19, 2009 meeting minutes of the Graduate Council were approved.

From the Graduate College

Dean Holger gave a brief status update on the budget. It is probable that there will be a decrease in state funding, and could be as much as 14.5%, based partly on the revised revenue estimating totals that came out recently. Dean Holger has received comments from various groups and will be guiding the units under him to take those comments in consideration for the funding reductions that must come from the Administrative Support Services pool.

Graduate Council Committee Reports and Statuses

Dr. Lonergan, chair of the *Professional Master's Program Committee*, presented a report with some general recommendations for reviewing and approving professional master's courses. After a discussion, that committee's report was approved with two amendments—the coursework requirement would follow all other master's programs (minimum of 30 credits with at least 22 credits from ISU); and wording under the Program of Study would indicate that a POS Committee is optional. The committee will make the changes and present it to the Graduate College for Council use in review of future professional master's programs.

Dr. Wong, chair of the *Graduate Student Stipend Committee*, indicated that the stipend survey to DOGEs had been closed and the committee would soon review the responses and report back to Council.

Dr. Rivera, committee member of the *Postdoctoral Policy Committee*, reported that there was work continuing to develop the web site and that she was collecting data about postdoctoral associates at other institutions.

Dr. Payne for the *Speakers and Awards Committee* reported that the Zaffarano Awards committee and the Margaret Ellen White committee would be convening to review applicants early next week. Dean Holger reported that Carolyn Cutrona had agreed to be the Spring 2009 commencement speaker.

Discussion about Nonmajor graduate credits—The Council continued the discussion on criteria for nonmajor graduate credits. It recommended that the members would support clarification on the form but thought that the current level of review was adequate for nonmajor

graduate courses. This vote will be communicated to the Faculty Senate Curriculum Committee by Dr. Payne.

Discussion about President and Provost Visit—For the May 1 visit, the Council decided to have one meeting that included DOGEs and Council members. Dean Holger would probably have 5-10 minutes to discuss an overview of graduate education to start the session. The first hour would probably include some of the reports from Council committees and the rest of the meeting could concentrate on DOGE issues and general questions and answers. Dr. Payne will forward minutes from the last meeting to Council members before the April Council meeting. Further discussion of the topics and formats will take place at the April Council meeting.

The Graduate Council adjourned at 6:30 p.m. The next meeting will take place on April 16, 2009, in 3150 Beardshear Hall at 5:15 pm.

Minutes compiled by Carolyn Payne, Graduate College

Graduate Council Minutes

April 16, 2009

Present: Schuh (Chair), Cornick, Danielson, Dixon, Gelder, Hallmark, Huffman, Jones, Lajoie, Lonergan, Miller, O'Connor, Payne, Rivera, Rodriguez, Wong

Absent: Akinc, Drake, Ford, Holger, Jackson, Niederhauser, Shrestha

Previous Minutes

The March 26, 2009, meeting minutes of the Graduate Council were approved.

From the Graduate Curriculum and Catalog Committee

Dr. O'Connor presented a proposal from the Business Administration program *to discontinue three areas of specialization—Agribusiness, Family Financial Planning, and International Business*. After brief discussion, Dr. Huffman asked that the motion be tabled until the next meeting so that he could ask the administration in his program about the areas that might affect the Department of Economics. The motion was table until the first meeting in Fall 2009. Dr. Huffman will communicate his discussions with Dr. Payne to let the Council for Fall 2009 know what he discovered.

Dr. O'Connor shared some comments from a discussion on dual-listed courses at the Graduate Curriculum and Catalog Committee. There had been a concern raised about the quality and number of these courses and whether there needed to be more clarification about the criteria as these do take a large share of the Curriculum Committee's time. After a discussion about the concerns, it was suggested that this topic be placed on the Fall Graduate Council agenda and that the Council look at the dual-listed proposal form and make comments on the criteria listed.

Graduate Council Committee Reports

Dr. Wong, chair of the *Graduate Student Stipend Committee*, shared a report and slides that the committee would like to include for the President's visit on May 1.

Dr. Danielson, committee chair of the *Postdoctoral Policy Committee*, provided information that the new Postdoctoral web site was in its final stages and would be fully working before Fall 2009.

Dr. Payne for the *Speakers and Awards Committee* reported that the winners of the Zaffarano and the Margaret Ellen White awards had been chosen. The Zaffarano winners will be profiled on the Graduate College Web site after they are announced at the Sigma Xi banquet. The winner of the Margaret Ellen White Award will be announced at the fall convocation.

Discussion about President and Provost Visit—For the May 1 Presidential visit, the Council decided that the format of the meeting would be as follows: an introduction by John Schuh, followed by presentations by Dr. Lonergan for the Professional Master's Committee, Dr. Wong

for the Graduate Stipends Committee, and Dr. Danielson for the Postdoctoral Research Associates Committee. A planned question and answer session would follow.

Election of 2009-2010 Graduate Council Chair

Dr. O'Connor was chosen Chair for the 2009-2010 Council year.

The Graduate Council adjourned at 6:45 p.m. The next meeting will take place September, 2009, in 3150 Beardshear Hall at 5:15 pm.

Minutes compiled by Carolyn Payne, Graduate College

**Guidelines for Professional Master's Programs
(Guidelines passed Graduate Council April 16, 2009)**

Professional Master's programs are growing in demand nationwide in response, in part, to employers' demands for students with more academic background in discipline-specific course work.

Proposed General Features of the Professional Master's Programs (non-thesis)

These apply to new proposals for Professional Master's programs. Existing Professional Masters programs should be grandfathered in.

Name of the program: The name of the degree must be clearly distinguishable from the Master of Science or Master of Arts degree. This means avoiding the word "science" or "arts" in the name of the degree. Exceptions may be appropriate for departments that wish to award a Master of Computer Science or Master of Animal Science degree.

Coursework: Minimum of 30 credit hours of coursework. At least 22 credits must be taken at ISU. Research credits or creative component credits do not count toward the credit total because this is a coursework only degree.

Note: this is the same credit requirement for a MS or MA degree. The difference is that there are no research credits.

GPA minimum: Same as for Master of Science or Master of Arts

Program of Study: Directed by the DOGE or his/her designee. No committee requirement as this is a non-research/non-creative component option. However, individual programs/majors have the option of establishing a POS committee if they desire.

Capstone Experience: Not required

External oversight: Any programs with accrediting bodies external to ISU would be subject to any requirements that are over and above the ISU minimum.

Note: Students with minors and co-majors, in addition to a professional master's degree, will have additional requirements and/or signatures. For more information, contact the Graduate College.

ISU Stipend Survey—Johnny Wong, Chair of Subcommittee
See attached PDF

ISU Survey on Graduate Stipends

Average Salaries:

Teaching Assistant = \$1521.30/month
Research Assistant = \$1690.29/month
Fellowships = 1,876.48/month
Administrative Assistant = \$1,526.84/month

What are the biggest impediments to hiring graduate students (please check all that apply and provide comments)? 19 responses.

Unable to find students (1)

5.26 percent of survey responders were concerned about inability to find students.

Unable to compete with other institutions in terms of pay and benefits (13)

68.42 percent of survey responders expressed concern with the fact we are not financially competitive. Currently we are unable to compete with other peer institutions which offer 2-4 year (12 month) graduate assistantships to high academic achievers. Waivers of out of state tuition and fees are also an incentive for highly qualified, self-starter or need-based students.

The cost savings of employing graduate students with a tuition scholarship versus a Post-doc staff person is substantial.

Graduate student yearly salary and benefits = \$18,600 plus benefits* of \$2455.20 (13.2%) and current tuition of 6716/year = a total cost of \$27,771.20

Post-doc yearly salary and benefits = \$36,000-\$78,000 plus benefits* of \$8280 (23%) = a total cost of \$44,280 (using minimum salary).

*PLEASE NOTE: These are average rates only and the actual costs can vary significantly depending on the salary level of the person and the health insurance plan they choose.

Unable to pay tuition from project costs (6)

31.58 percent of survey responders were unable to pay tuition from current projects. Many past grant funders did not allow tuition scholarship to be supplementary on a grant proposal. However, we are currently seeing that many funders see the cost saving advantage of having graduate students and are now allowing tuition scholarship to be added. Many will even allow up to 100% tuition payment.

Unable to pay tuition from other sources (4)

21.05 percent of survey responders had no other source of funds for tuition. It is imperative we provide a resource pool for faculty having none, or limited, tuition funding resources. Companies may be willing to add a semester or two of tuition reimbursement to graduate student internships or contribute to a tuition scholarship funding pool.

Quality of students (2)

10.53 percent of survey responses were concerned about the lack of quality and expectation in secondary or post-secondary preparatory education and student apathy which appears to lead to low academic achievement. Quality secondary and post-secondary education is now vital given the increased demand for a more knowledge-based labor force. By providing secondary education institutions with vital requirements for student success in the post-secondary educational environment we will ensure incoming student achievement.

Strong focus must be placed on solid research and teaching programs aimed at providing momentum for the next generation and augmenting current, on-going faculty research. Graduate students are a basic and integral part of this process adding new ideas and learning in the same process.

Post graduate students hired in their well-known academic environments cease to provide fresh ideas, rather sustaining familiar contiguous tenets, creating scholarship inertia.

Nature of research (1)

5.26 percent of survey responders were concerned about the nature of the research