

*Chancellor's Report*

# Graduate Programs: Evolution, Development, Aspirations



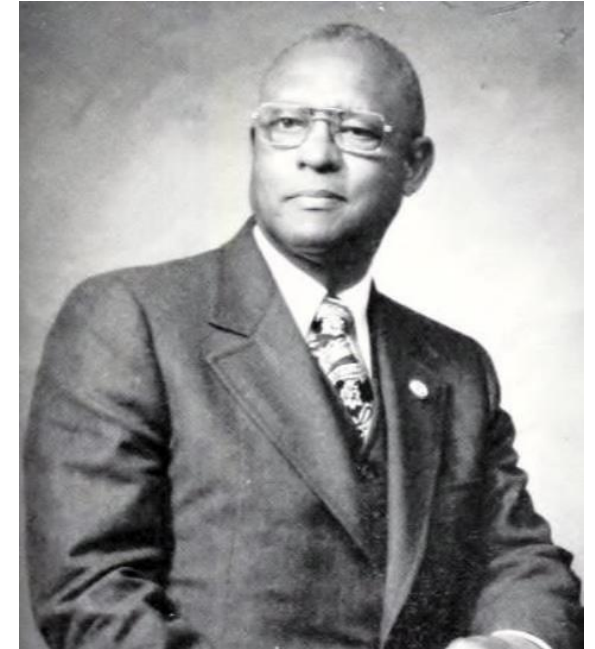
Harold L. Martin, Sr.  
N.C. A&T Board of Trustees  
April 26, 2024



# Graduate Education at North Carolina A&T

Our first master's degree – the **Master of Science in Education “and certain other fields”** – was approved in 1939, 48 years after A&T's establishment.

- **Woodland Elroy Hall ('41)** was our first master's graduate. Today, the **Woodland Elroy Hall Fellowship Program** is one of the most significant sources of financial support for our graduate students.
- Approval of A&T's first doctoral programs – **Ph.D. in Electrical Engineering and Mechanical Engineering** – was granted in 1994, 55 years after the first master's program was authorized.



*Woodland Elroy Hall ('41)*



## Graduate Programs: Current State



- Today, North Carolina A&T offers **13 doctoral degree programs** and **36 master's degrees**.
- One additional doctoral degree program – in **Applied Psychology** – will be under consideration for approval at the Board of Governors meeting next month, along with the bachelor's degree in **Communication Sciences and Disorders**.
- An additional Ph.D. program – in **Sociology** – is expected to be considered by the BOG later in 2024.



## Why Are These Programs Critical for A&T?

- Graduate programs are essential for our development as a doctoral research university.
  - Critical to attracting the most accomplished faculty.
  - They provide the highly educated workforce necessary to support research in laboratories and in the field.
  - Carnegie's R1 designation requires that institutions graduate at least 70 doctoral (Ph.D.) candidates each year. We produced 68 in 2022-23, and project we will surpass the minimum threshold this academic year.
  - Graduate program success is profoundly important for our academic reputation and performance and will only become more so in the years ahead.



*Dr. Abdollah Homaifar hoods a doctoral candidate at December 2022 commencement.*

# ELEVATING EXCELLENCE: R1 AND GRADUATE EDUCATION

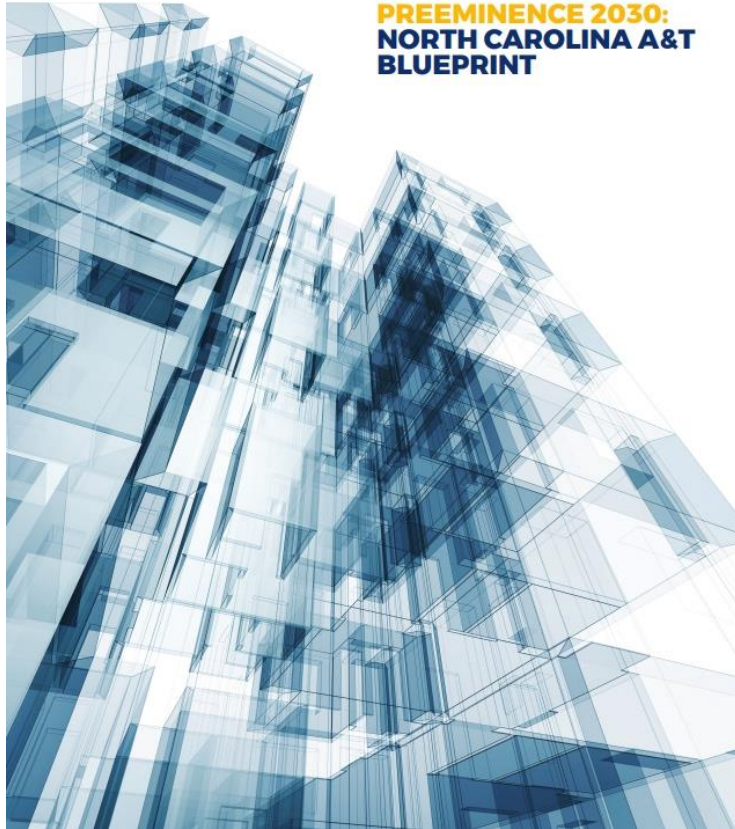
Tonya Smith-Jackson, PhD, Provost and  
Executive Vice Chancellor for Academic Affairs  
Board of Trustees Meeting  
04/26/2024

# NEW GRADUATE PROGRAMS, SINCE 2018

Degree	Title	CIP Code	Established Date
PHD	Social Work	440701	06/12/2018
MACC	Master of Accountancy	520301	09/28/2018
MS	Health Psychology	422810	04/18/2020
PHD	Agriculture and Environmental Sciences	010308	04/16/2021
MS	Cybersecurity	111003	08/22/2022
MS	Data Analytics	307101	08/22/2022
MS	Physician Assistant Studies	510912	11/01/2022
MS	Criminal Justice	430104	11/27/2023
PHD	Criminal Justice	430104	11/27/2023
DNP	Nursing Practice		02/29/2024

# THE GRADUATE COLLEGE

- **13 Doctoral Programs** (12 PhD, 1 Doctorate in Nursing Practice)
  - > Agriculture and Environmental Sciences, Applied Science and Technology, Computational Data Science and Engineering, Computer Science, Criminal Justice, Electrical Engineering, Industrial and Systems Engineering, Leadership Studies, Mechanical Engineering, Nanoengineering, Nursing Practice, Rehabilitation Counseling & Education, Social Work,
  - > Pending May 2024 approval – PhD, Applied Psychology - total doctoral will be 14
- **36 Master's Programs**
  - > Teaching, Business Administration, Mental Health Counselor Education, Information Technology, Agriculture and Environmental Systems, Cybersecurity, Data Analytics, Health Psychology, English and African American Literature, Mechanical Engineering, Computer Science, Criminal Justice, Social Work, etc.
- **20 Graduate Certificate Programs**
  - > Human Lactation, Cybersecurity, Data Analytics, Micro and Nano Devices, ...



**Goal 1: Transformative Engagement**

**Goal 2: Leadership and Innovation**

**Goal 3: Performance Excellence**

**Goal 4: Collaborative & Inclusive Culture**

**Goal 5: Responsive Scholarship & Impact**



*"Graduate students are vital to the research enterprise. They contribute significantly to the advancement of knowledge ...."*

**- National Science Foundation**

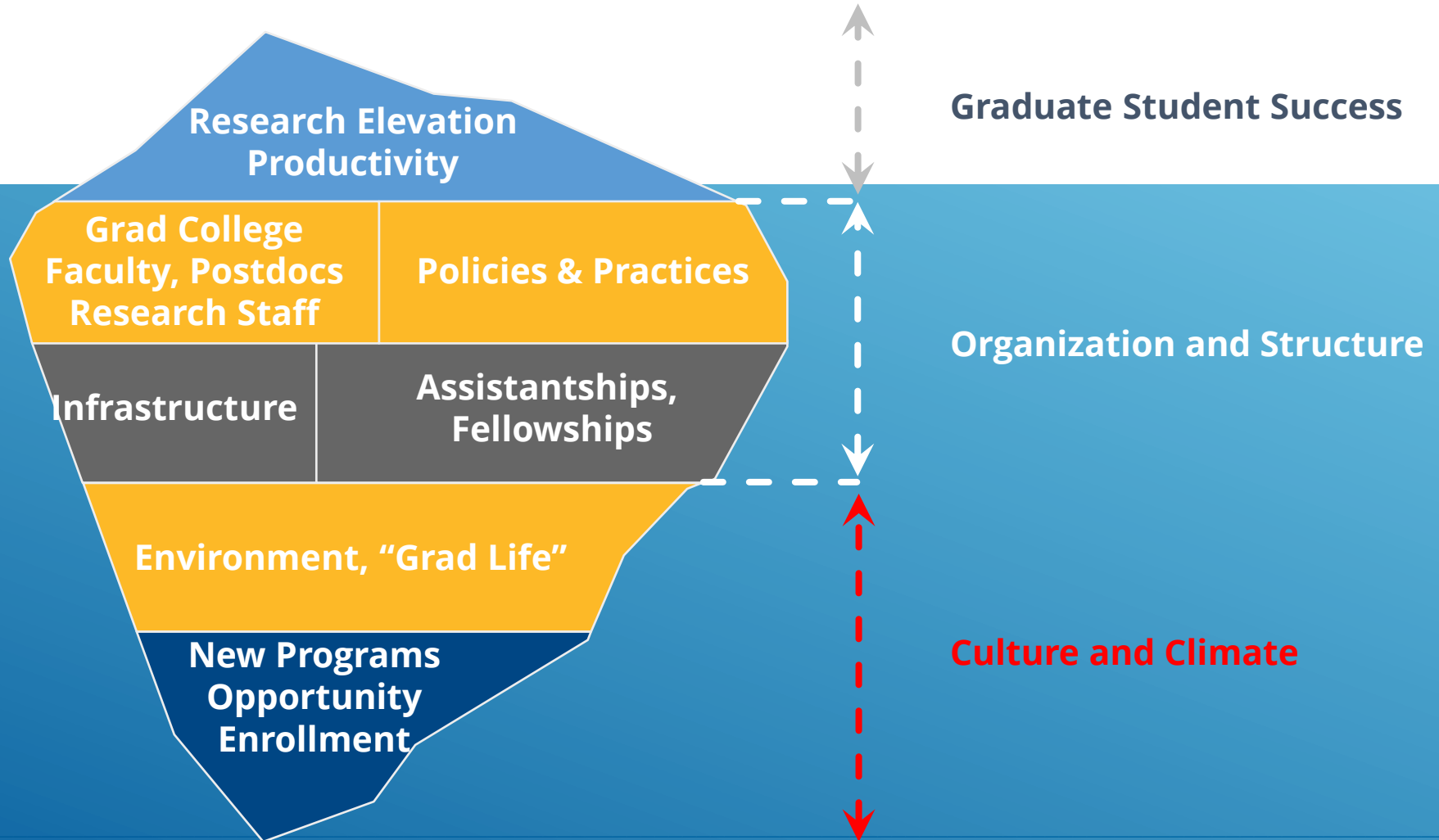
**AGG  
IESDO**

**The Graduate College:  
Strategic Leadership,  
Excellence,  
Significant Positive Impact On Society**

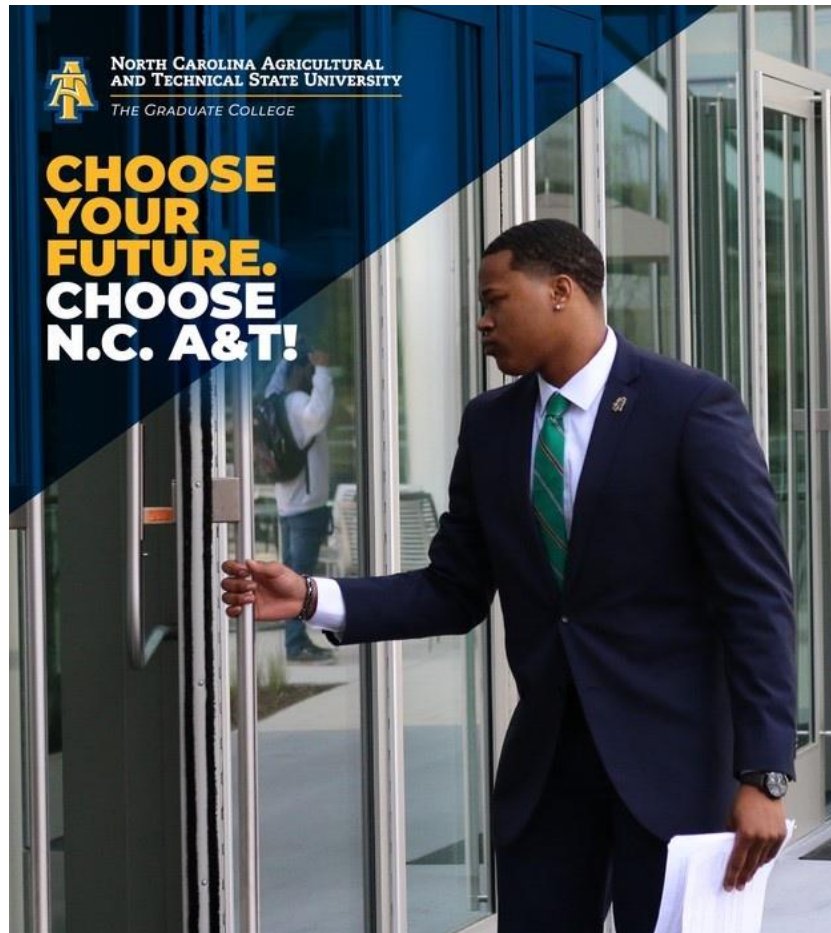
# GRADUATE STUDENT CONTRIBUTIONS TO R1

- **Intellect and capabilities**
  - > From generalists to specialists
  - > From practitioners to creators
  - > Members of high-achieving teams – faculty, postdocs, research staff
- **Producers and disseminators of knowledge**
  - > Research and creative work as outputs
  - > Peer-reviewed publications and presentations
  - > Grad Research Assistants, Grad Teaching Assistants, Grad Administrative Assistants
- **Under supervision and mentoring by faculty, outputs lead to:**
  - > More funding, visibility
  - > Federal, state local and corporate partnerships
  - > Economic “currency” – publications, patents, models, products, spin-offs

# R1: ELEVATING EXCELLENCE – THE BIG PICTURE

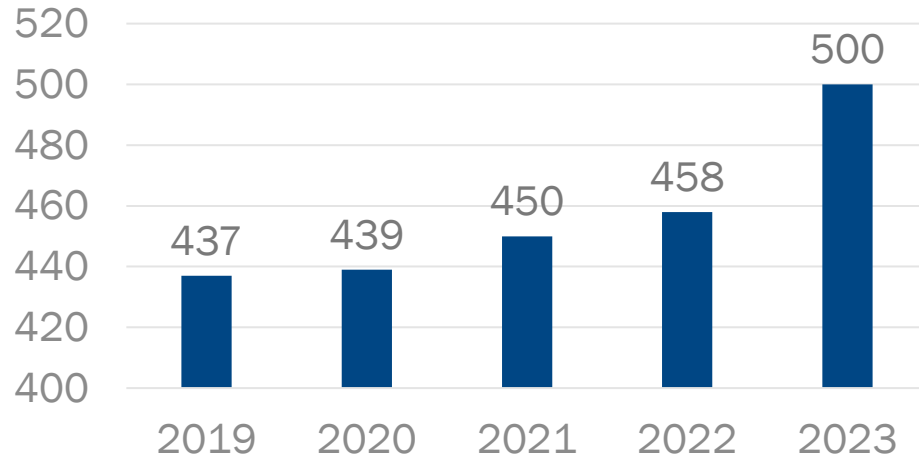


## CULTURE AND CLIMATE: ANNUAL RECRUITING EVENTS

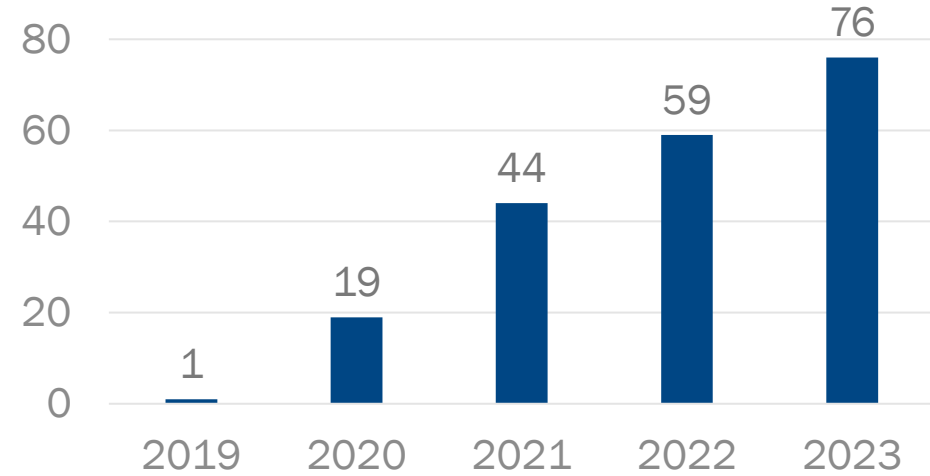


- 2023 UCLA National McNair Conference
- UNM McNair Scholars Research Conference
- WSSU Fall 2023 Career and Graduate School Expo
- Jackson State University Graduate Fair
- McNair Scholars 2023 Research Conference (UMBC)
- 2023 GEM Annual Conference
- FAMU Graduate Feeder Scholars Conference
- MKN McNair Heartland Research Conference
- Savannah State University Graduate Fair
- The California Forum for Diversity in Graduate Education
- UGA Graduate School Information Day
- Black Doctoral Network Recruitment Fair
- Livingstone College Graduate School Fair
- Society of Women Engineers (SWE)
- SACNAS National Diversity in STEM Conference
- Society of Hispanic Professional Engineers Annual Conference (SHPE)
- National Collegiate Honors Council (NCHC)
- Annual Biomedical Research Conference for Minority Students (ABRCMS)
- Morehouse College Career & Graduate School Fair
- National Society of Black Engineers (NSBE)
- Emerging Researchers National (ERN) Conference in STEM
- Alpha Kappa Mu Honor Society Regional Meeting
- The National Conference on Undergraduate Research (NCUR)

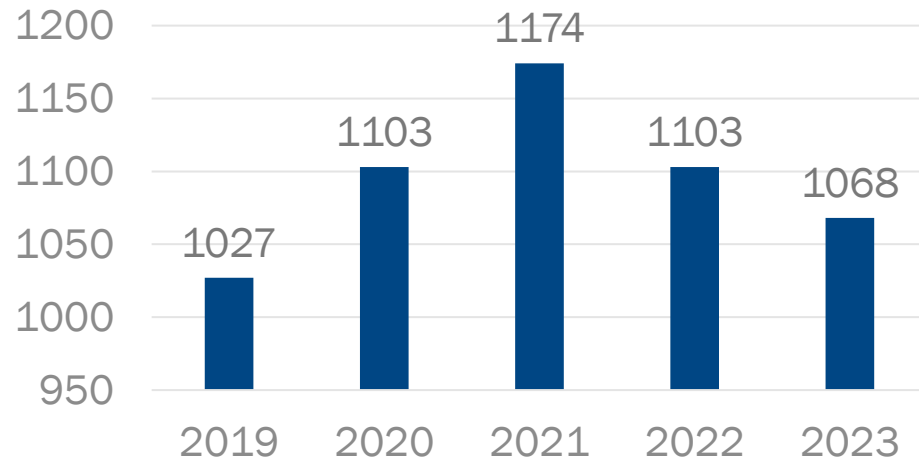
**Doctoral (+14.42%)**



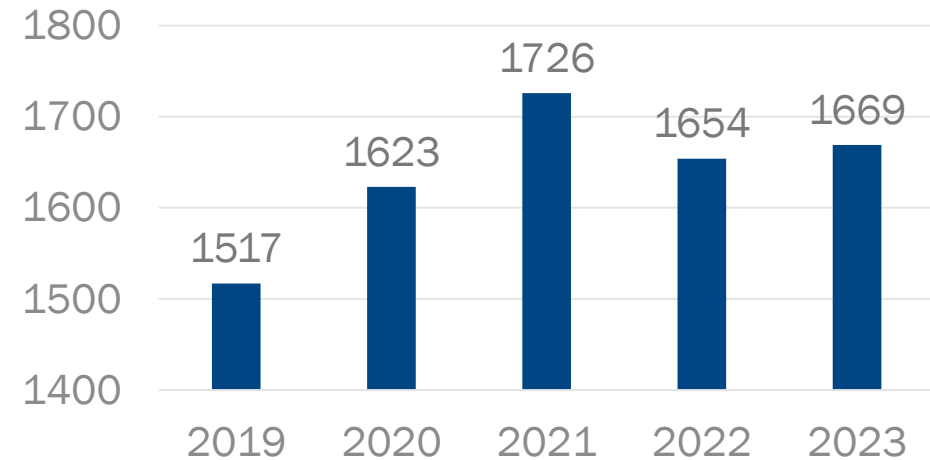
**Certificate (+7500%)**



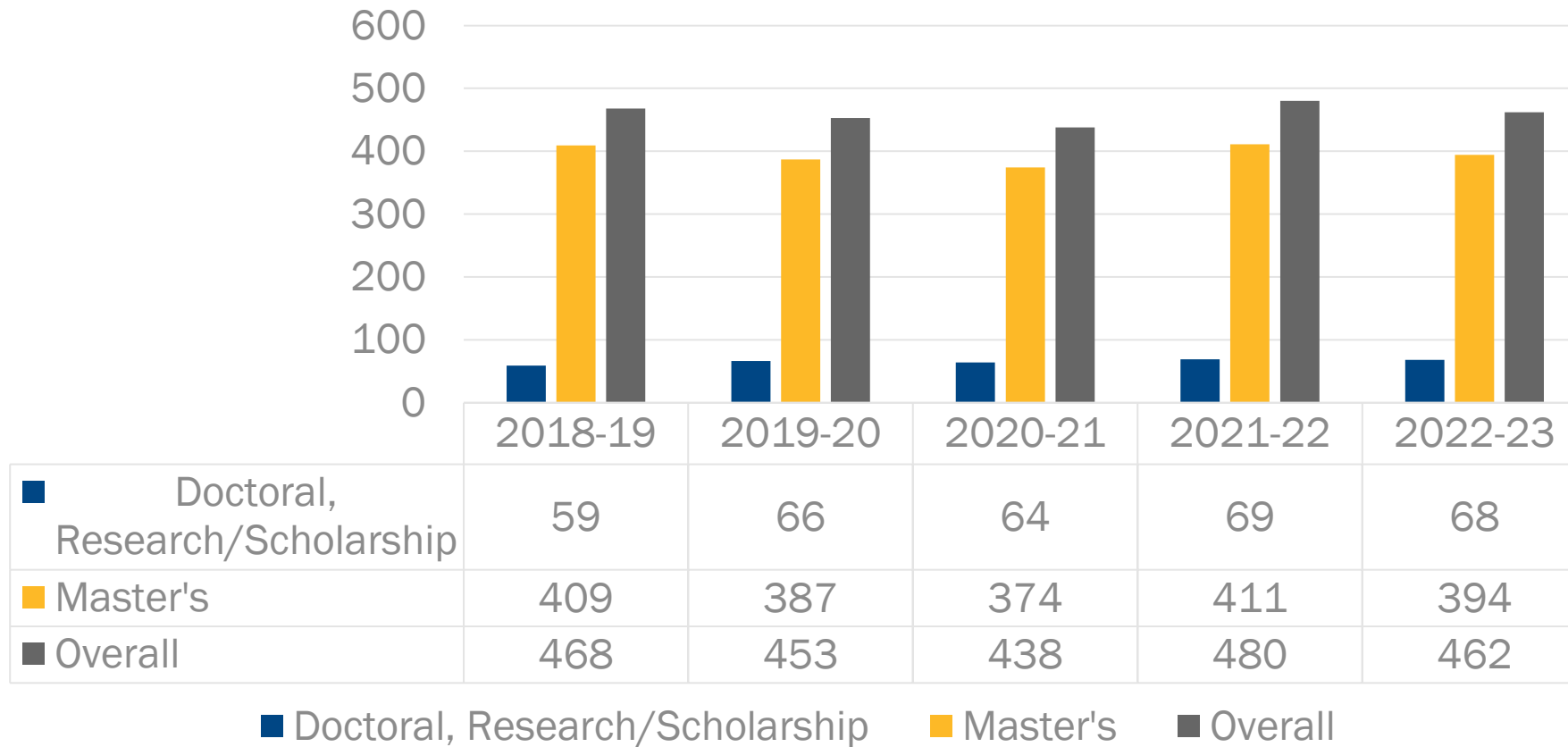
**Masters (+3.99%)**



**Overall (+10.02%)**



# GRADUATE DEGREES AWARDED - 5 YEARS





**Culture and Climate:**  
*Micro-Credentials  
With a Purpose*



# NEW GRADUATE CERTIFICATE PROGRAMS

**NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY**  
THE GRADUATE COLLEGE

**NEW ONLINE GRADUATE CERTIFICATE PROGRAMS**  
Cybersecurity: 12 Credit Hours  
Data Analytics: 12 Credit Hours

**APPLY NOW!**

**LEARN AND EARN MORE!**

**INDIVIDUAL ATTENTION. ADVANCED KNOWLEDGE.**

- Advanced Materials
- Autonomy
- Business Administration
- Cybersecurity
- Data Analytics
- Data-driven Modeling and Analysis of Complex Systems
- Education Studies
- Geographic Information Systems (GIS)
- Human Lactation
- Interdisciplinary Environmental Certificate (Engineering, Health and Safety, Justice, Science)
- Micro and Nano Devices
- STEM Entrepreneurship
- Supply Chain Management
- Systems and Synthetic Biology
- Technical and Professional Communication



# STAND-ALONE GRADUATE CERTIFICATE PROGRAMS

## *Benefits*

- Students who would not have been able to enter graduate school have a pathway.
- Gainful Employment
- Students receive financial aid
- Students in the certificate program do not impact retention/graduation rates.
- Enrollment in stand-alone certificate programs counts toward total graduate enrollment.
- Creates a pipeline for new/existing master's degree programs.
- Student-athletes can enroll.
- Can be used to increase program diversity.



# NEW ONLINE DEGREE PROGRAMS



**INDIVIDUAL ATTENTION.  
ADVANCED KNOWLEDGE.**

**SHOW ME!**

 **NORTH CAROLINA AGRICULTURAL  
AND TECHNICAL STATE UNIVERSITY**  
THE GRADUATE COLLEGE

- Civil Engineering
- Computer Science
- Cybersecurity
- Criminal Justice
- Data Analytics
- Data Science and Engineering
- Electrical Engineering
- Industrial and Systems Engineering
- Physician Assistant Studies

# ACCELERATE TO INDUSTRY PROGRAM



- Partnership with industry sponsors designed to increase graduate student and postdocs awareness of “industry culture” and key competency skills desired in industry that are not normally taught through doctoral training
- Provides broad awareness of career options through structure activities



# STUDENT SUPPORT

- Partnering with Mentor Collective
  - > Mentoring Management Platform
    - Partners graduate students (mentees) with alumni (mentors) based on survey responses
    - Track interactions and issues (red flags)
    - Includes an interactive dashboard to manage relationships
  - > Collaborated since the 2021-2022 academic year
    - '21-'22 Academic year, we paired PhD students with graduate college alumni
    - Subsequent years have expanded the opportunity to all graduate students
    - A minimum of 50 matches each year, often times including a waitlist



MENTOR  
COLLECTIVE

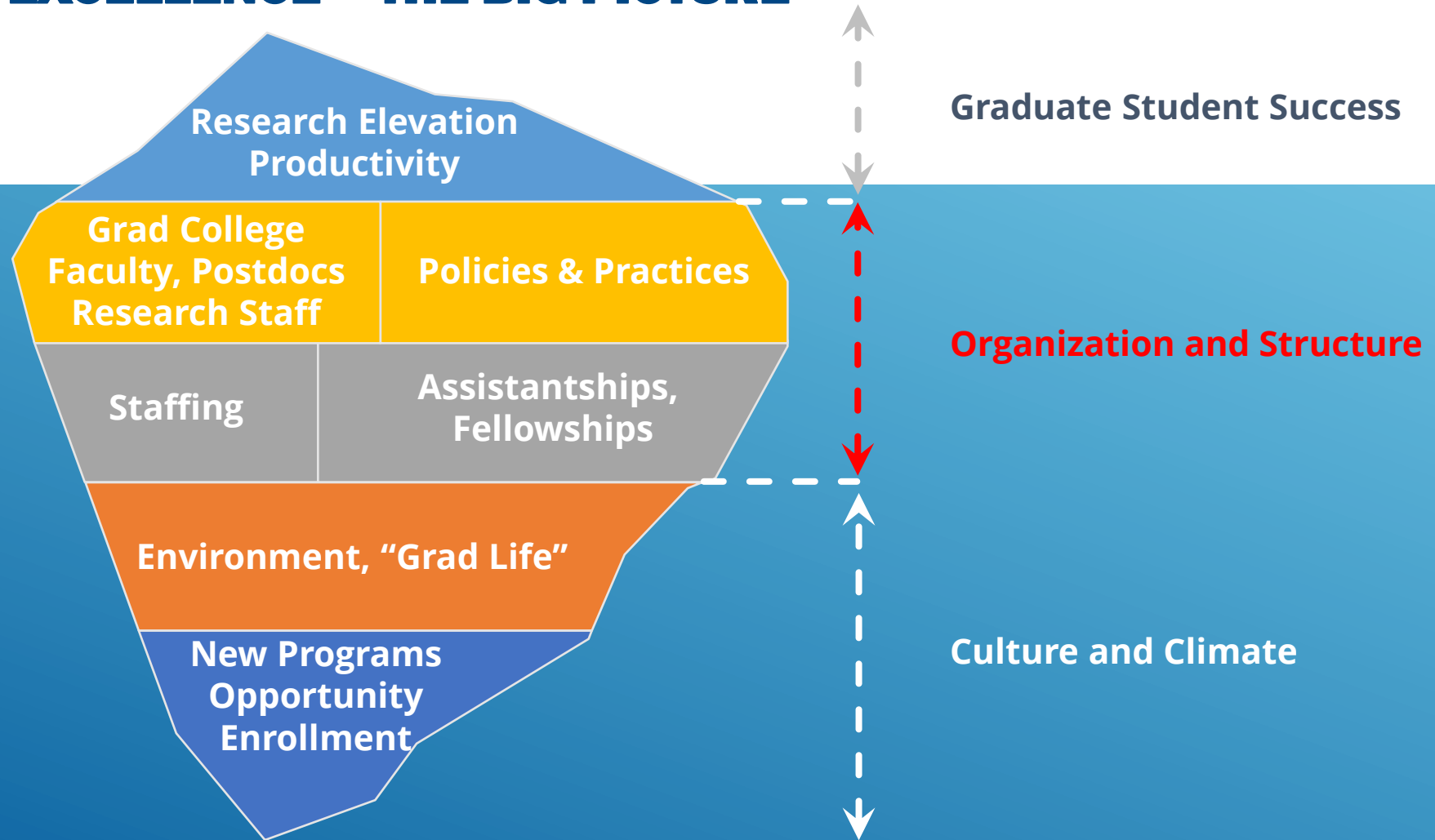
# ADVOCACY: CAPITOL HILL, RALEIGH

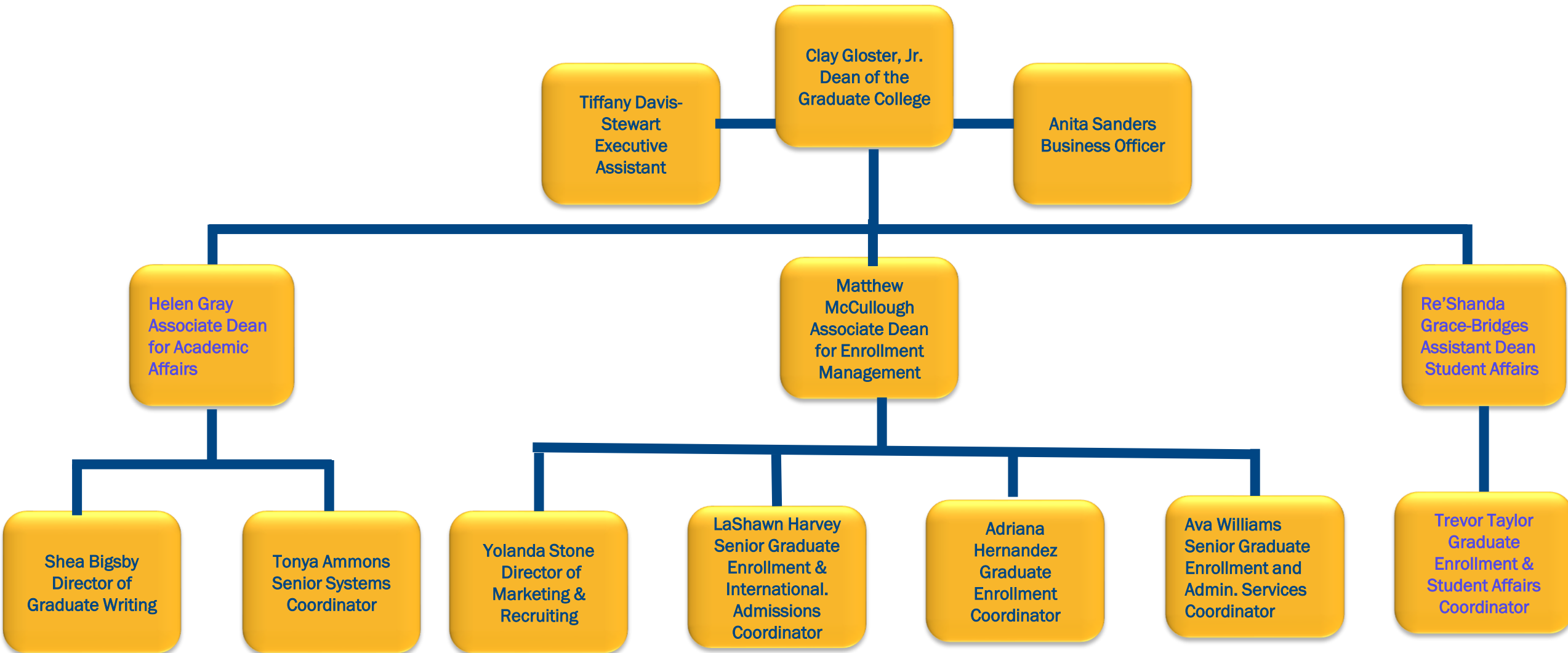


*Graduate College leadership and students with funders in the state capitol and in Washington, D.C.*

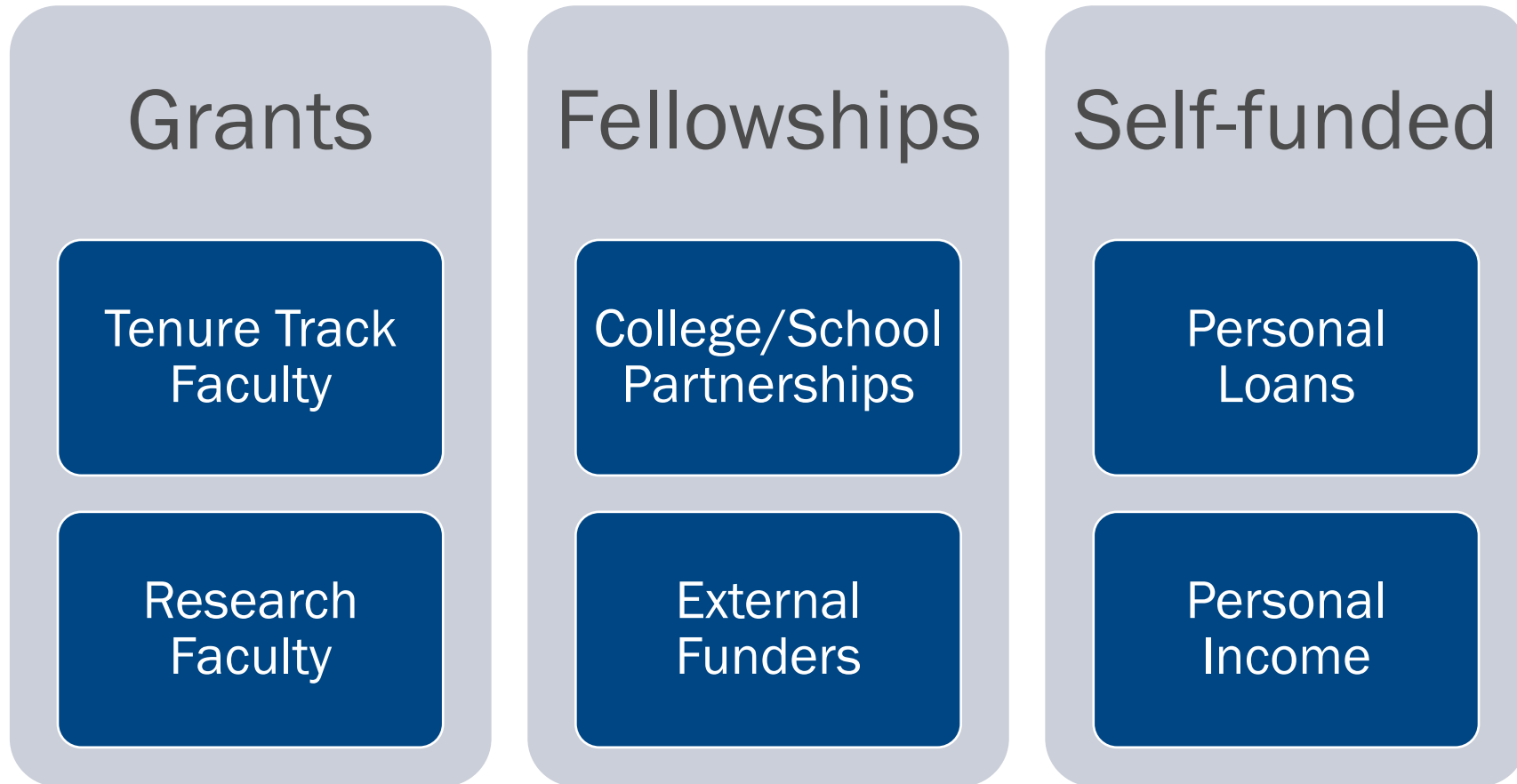


# R1: ELEVATING EXCELLENCE – THE BIG PICTURE





*We focus on grants and fellowships to facilitate graduate student productivity and elevate excellence.*





## CHANCELLOR'S FELLOWS

- 50 African American Ph.D. students in STEM fields are supported by Title III at North Carolina A&T
- Currently there are more than 100 African American Ph.D. students enrolled in STEM fields at our university



# RECRUITING SCHOLARLY GRADUATE STUDENTS

- Blue Chip Scholars Program
  - > Active mechanism to make an offer for support to high-achieving applicants
  - > Offered to students during graduate school fairs or other visits
  - > Instituted in the 2022-2023 academic year (recruiting for the 2023-2024 academic year)
    - Four awarded and students enrolled
  - > 2023-2024 Cycle is still in progress recruiting for the 2024-2025 academic year
    - Five offers have been accepted



# SELECT GRANTS TO THE GRADUATE COLLEGE

- National Science Foundation Bridge to the Doctorate award (\$1,075,000) – supports underrepresented minorities in pursuing a Ph.D. in a STEM discipline.
- Sloan Grant (\$500,000) – Wellspring Coalition Project to increase the number of Black PhDs in the Environmental Sciences.
- National Science Foundation Inclusive Mentoring Hub (\$400,000) - Minority Mentoring for Advancement and Participation in Engineering Hub to develop a mentoring network across HBCUS for engineering students
- National Science Foundation INCLUDES Alliance award (\$10,000,000) – Supports underrepresented minorities pursuing postdoctoral research fellowships.
- National Science Foundation Career Pathways award (\$246,863) – National Opinion Research Center (NORC) studies the career pathways of Ph.D. students at A&T, UNC-CH, and NC State.
- Guilford County Public Schools Grant (\$817,320), “Project Math Success,” - Provided assistantships for tutoring high school students.
- NSF BPE Grant, (\$300,000), “Preparing Future Minority Faculty for the Professoriate,” - Professional development workshops to prepare graduate students for careers in academia.
- DOED Grant, (\$749,879) “Advancing Retention through Research Opportunities for Workforce Development in STEM (ARROWS): NC A&T STEM Workforce Pipeline,” – Strategies for workforce development in STEM programs.



# PREPARING FOR THE PROFESSORIAL

Workshop: Put Your Ph.D. to Work



Title III Scholars Symposium Session



# PROFESSIONAL DEVELOPMENT FOR GRAD STUDENTS

*A sampling of 2023-24 workshops – open to post-docs, too!*

- Why Get a PhD?
- Postdoctoral Readiness to Enter the Professorship Program (PREPP): How to Negotiate the Faculty Offer
- Unmasking Imposter Syndrome: Unleashing Mental Stability and Empowerment
- I Dream of Being a Professor: Job Search Preparation for Doc Students Aspiring to Become Faculty
- Writing Compelling Fellowship Applications
- Aggie Power Hour: Cultivating a Community of Graduate Writers (Developing a Writing Project)



# GRADUATE TEACHING ASSISTANTS

- Funds are allocated to the deans of each college.
- Colleges and departments are expected to support graduate students through a research assistantship for the remainder of their matriculation at the university. (After the second year for doctoral students and after the first year for master’s degree students.)
- To be eligible for funding, students must:
  - Have a baccalaureate degree, or a baccalaureate degree and work experience, that equips them for the assignment;
  - Be admitted as a full-time graduate student in good standing in a graduate degree program and
  - Have an undergraduate grade point average of at least 3.0 or better overall or completed at least six hours of graduate work with a GPA of 3.0 or better

Student Level	Stipend	Tuition	Health Insurance	Renewable ?
Doctoral	\$20,000 (9 months)	Full time (at cost)	At Cost	Yes (2 years maximum)
Masters	\$16,000 (9 months)	Full time (at cost)	At Cost	No

## CHANCELLOR'S FELLOWS/TITLE III FELLOWS





### Katharine Stewart Bio



Katharine Stewart is the senior vice provost for faculty and academic affairs and a professor of psychology at NC State University in Raleigh, North Carolina. In her administrative role she coordinates most policies and processes for the appointment, promotion, professional development, advancement, and recognition of the university's 2500 faculty members. She also is a member of the provost's senior leadership team and assists in academic budget management, strategic planning,

and program planning. A medical psychologist, Dr. Stewart was a NIH-funded independent researcher in the areas of HIV treatment, HIV prevention, and health disparities. She has won multiple awards for her undergraduate and graduate teaching and mentoring, and she remains an active mentor for graduate students, faculty, and academic leaders. In 2021, she created her company, Katharine Stewart Consulting (aka [The Joyful Academic](#)) with the goal of helping faculty members and current and aspiring academic leaders use their personal strengths and values to build successful and joyful careers. Dr. Stewart received her B.S. in psychology with honors from the University of North Carolina at Chapel Hill. She received masters degrees in public health and psychology and a doctoral degree in clinical medical psychology from the University of Alabama at Birmingham.

[thejoyfulacademic@gmail.com](mailto:thejoyfulacademic@gmail.com)

[www.thejoyfulacademic.com](http://www.thejoyfulacademic.com)

## The Graduate College Presents: Mentoring Workshops for Faculty, PostDocs, and Students

Monday, April 15, 2024, Student Center Room 342

- **Student/Postdoc Workshop  
(10:00 am-12:00 pm)**

**Registration:**

[https://ncat.az1.qualtrics.com/jfe/form/SV\\_ablcxPkSbU2pBrw](https://ncat.az1.qualtrics.com/jfe/form/SV_ablcxPkSbU2pBrw)

- **Faculty Workshop  
(2:00-4:00 pm, 342 Student Center)**

**Registration:**

[https://ncat.az1.qualtrics.com/jfe/form/SV\\_0UhE7ISfdIfMHgg](https://ncat.az1.qualtrics.com/jfe/form/SV_0UhE7ISfdIfMHgg)



# GRADUATE COLLEGE FIRSTS

- Ph.D. Hooding ceremony held separately from the university commencement (May 2021 Virtual).
- University-wide Research Symposium
- Graduate Education Week, Spring 2023
- Graduate Program Coordinator Award – Spring 2022
- Ph.D. program in College of Arts, Humanities and Social Sciences
- Ph.D. program in the College of Agriculture and Environmental Sciences
- Interdisciplinary Graduate Programs – Spanning multiple colleges
- Record Enrollment Fall 2021
- Record number of new doctoral degrees approved during a single academic year

# POLICIES AND PRACTICES

- **Graduate Policies and Handbook**
  - > Graduate Assistantship Policy
    - Defines types of graduate students (GTAs, GRAs, GAAs)
    - Describes eligibility, appointment periods, renewals, termination, compensation, evaluation, training
  - > Student Employment Policy (graduate and undergraduate students)
    - Describes pay rates, codes, learning and development requirements, responsibilities of employing units and students
- **Graduate Funding Model**
  - > Finalized in spring 2024 with inputs from multiple constituents
  - > Goal is to attract high-achieving students through assistantships (1 – 2 years)
  - > Shifts funding for research after 1 – 2 years to colleges and departments

# THE GRADUATE COLLEGE STRATEGIC ADVISORY BOARD

*Founded  
March 2022*



# QUESTIONS?

