



CHARLOTTE

THE GRADUATE SCHOOL

***GRADUATE
EDUCATION***

SUMMIT

February 15, 2024

Welcome & Updates

Pinku Mukherjee

Interim Dean of the Graduate School and Associate Provost

Graduate Programs in Top 100 in the 2023-24 USNWR Rankings



Target:

32 programs/specialties
ranked in top 50

- Public Affairs* (#46)
 - Local Government Management* (#15)
 - Public Finance* (#26)
- Part-time MBA (#47)
- Healthcare Management* (#41)
- Public Health* (#67)
- Nursing (#92)
- Education (#70)
- Computer Science* (#97)
- Civil Engineering* (#77)
- Electrical/Electronic Engineering* (#93)
- Mechanical Engineering* (#89)

Rankings not updated with this release:

- Nursing – Anesthesia* (#36) (2016)
- Statistics* (#70) (2022-23)
- Social Work* (#72) (2022-23)
- Clinical Psychology (#88)* (2020)

Recent Online Graduate Program Rankings

- Master's in Education programs: #1 in North Carolina and #23
 - Special Education* programs: #16
- Master's in Nursing programs: #26
 - Includes three programs: MSN in Community/Public Health Nursing, MSN in Nurse Educator and MSN in Nurse Administrator
- Master's in Engineering programs: #72
 - Includes two programs: Master of Science in Engineering Management and Master of Science in Construction & Facilities Engineering

Good News

	AY22-23	AY23-24
Ph.D. TAs/RAs	<ul style="list-style-type: none"> ● Provided GASP to 414 (~\$6.2MM) ● Provided \$1,000 (fee equivalent) to all 	<ul style="list-style-type: none"> ● Provided GASP to 462 (~\$7.0MM) ● Enrolled 157 new Ph.D. students in Fall 2023 ● Provided \$1,000 (fee equivalent) to all-will discontinue
Master's TAs/RAs	<ul style="list-style-type: none"> ● Funded 171 (~\$740K) 	<ul style="list-style-type: none"> ● Funded 262 (~\$1.1MM). Will continue this funding
Summer Research Scholarships		<ul style="list-style-type: none"> ● Enough funds to support selected Ph.D. students and Graduate School grants for selected master's students (~1.2MM) ● Data to suggest that it improves time to graduation

Enrollment Updates - Thank You!

- Record spring enrollment
 - 5,925 enrolled graduate students
 - +152 students compared to Spring 2023
 - +1,034 students higher than Spring 2019 enrollment
 - +1,027 graduate student credit hours (SCH) YoY
- Increased overall applications
- Applicants admitted faster than ever!
- Continue to see an increase in domestic applications, but also a decrease in international applications

Potential Impact on Funding Decisions

- **Steady increase in Ph.D. students with GASP**
 - **540 in AY19-20 to 619 in AY23-24**
 - Each new Ph.D. GA requires the Grad School to fund GASP based on current policy
- **Steady increase in grant-funded Ph.D. RAs**
 - **38 in AY18-19 to 320 in AY23-24**
- **Steady Increase in MTART**
 - Every master's student with 20 hour assistantship and \$14K minimum stipend receives MTART from Grad School with no permanent budget increase.

Grant-Funded RAs

- ~62-70% of all the Ph.D. RAs funded on grants are out-of-state or international
 - The GASP differential paid from Grad School funds has increased significantly:
 - *Non-Resident Tuition: \$19,036*
 - *Resident Tuition: \$4,467*
 - *Weighted Average Cost: \$14,665 + HI (\$2,700)*
- Prior to AY21-22, grants budgeted \$4,467 per year and GASP covers the difference
- AY21-22, grants budgeted \$6,000 per year; leaving \$8,665 to be covered by GASP
- AY22-23 onwards, grants budgeted \$8,000 per year; leaving \$6,665 to be covered by GASP

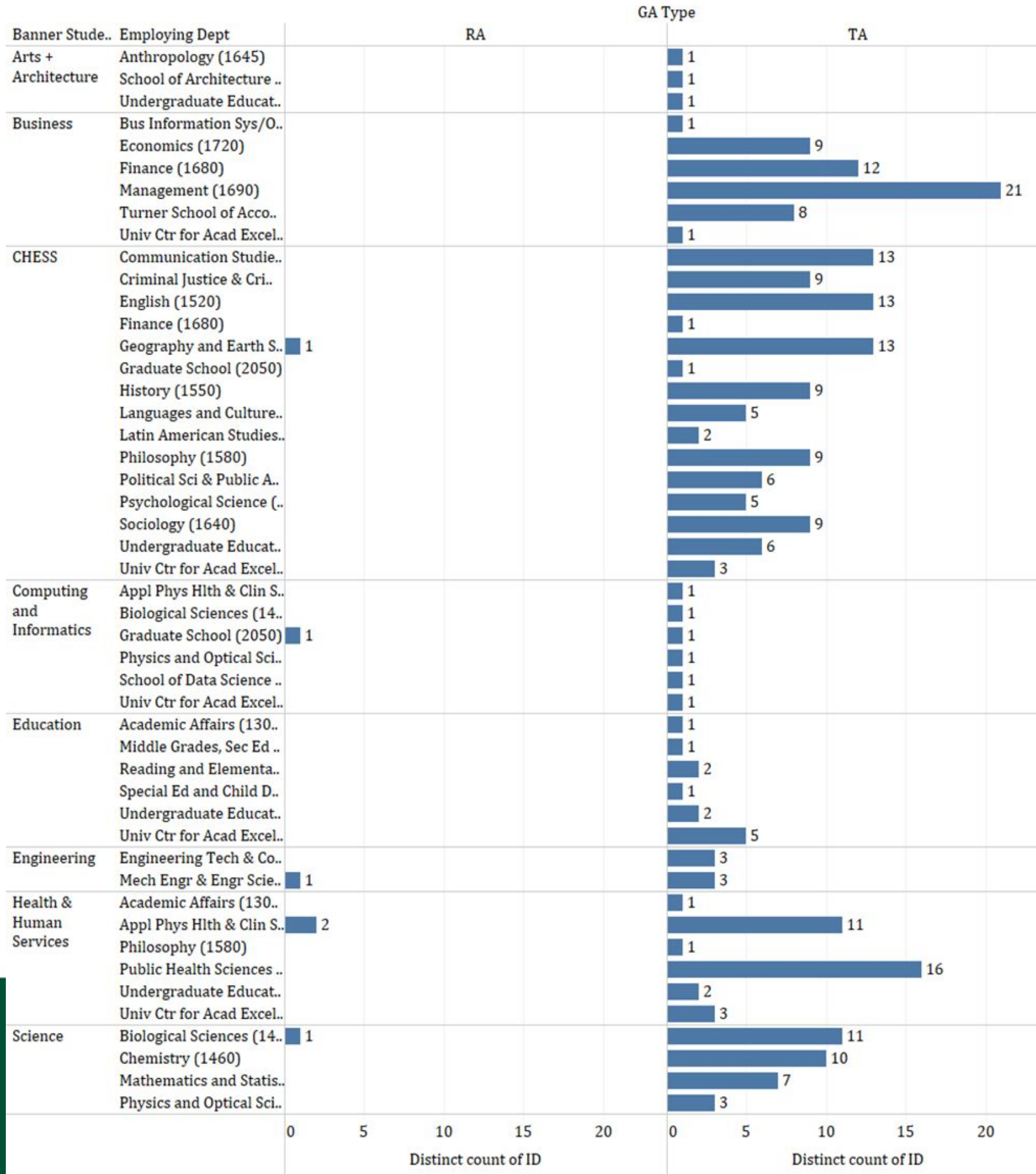
Bottom Line

The primary contributor is increased *enrollment*, which has led to an increased number of continuing Ph.D. students that have funding need each year.

The increase in continuing students, along with new Ph.D. students and increased MTART funding for master's GAs, and an *unchanged GASP budget*, forces some funding decisions that cut other awards.



Master's Tuition by College and Dept.



DOLLARS AWARDED FALL 2023						
COLLEGE	Doctoral Tuition Dollars	Master's Tuition Dollars	Total Dollars	% Doc	% MA/MS	Student Count
COAA	\$ -	\$ 94,531	\$ 94,531	0%	100%	15
COB	\$ 78,378	\$ 122,843	\$ 201,220	39%	61%	64
CCI	\$ 616,539	\$ 13,401	\$ 629,940	98%	2%	91
COED	\$ 157,225	\$ 42,437	\$ 199,662	79%	21%	51
COEN	\$ 1,069,964	\$ 15,570	\$ 1,085,533	99%	1%	157
CHHS	\$ 93,947	\$ 82,640	\$ 176,587	53%	47%	54
COS	\$ 754,442	\$ 66,940	\$ 821,382	92%	8%	141
CHES	\$ 514,169	\$ 282,524	\$ 796,693	65%	35%	209



Proposed Solution

- **The current model did not account:**

- For significant increase in grant-funded RAs (gRAs) with consistent/flat funding for Graduate School
 - Lag between when grants budgeted \$6,000/\$8,000 & when Grad School could recover GASP savings
 - **Solution:** *Currently, a committee is working on this.*
- Growth in college-funded new master's and Ph.D. TAs/RAs
 - Graduate School covers master's in-state tuition or GASP (full tuition + health insurance) for doctoral students
 - **Solution:** *If needed, develop some sort of cost share model to cover GASP.*

Graduate Academic and Student Affairs

Dr. Katherine Hall-Hertel
Associate Dean

Onboarding Toolkit Demo

Jill Huerta

Assistant Dean and Director,

Thomas L. Reynolds Center for Graduate Life and Learning

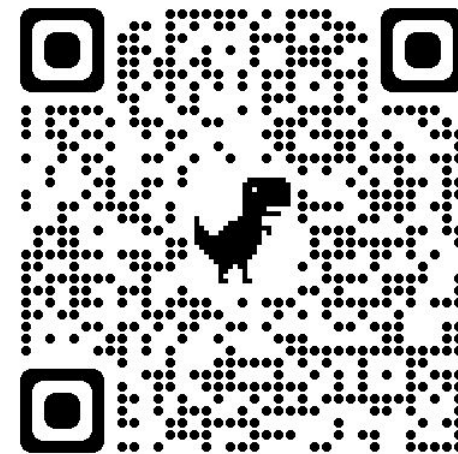
Orientation for New Graduate Students

Onboarding Goals

- Alleviate anxiety by sharing information
- Create a sense of excitement about undertaking graduate school journey
- Build community
- Facilitate personal connections
- Convey a message of support
- Set academic expectations

Graduate School Orientation Activities

- Communication plan
- [Graduate Student Onboarding Portal](#)
- Virtual Orientation
- New Grad Student Welcome



Program Orientation Activities are Critical

...and we want to help with that



Grad Student
Onboarding
Toolkit

Home

Email Templates

Orientation & Best Practices

Resource Links

Distance Ed Students

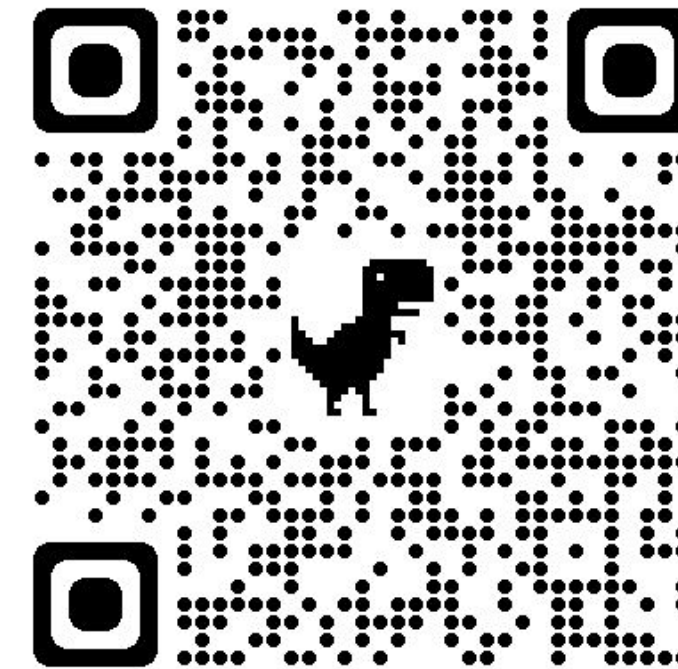
Partner with Us!



Greetings, GPDs!



We've created this toolkit to give you a hand when it's time to welcome your new students and acclimate them to life at Charlotte. You'll find templates for pre-orientation communications, handy links to campus resources, best practices for onboarding, and more.



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Office of Financial Aid

Bruce Blackmon
Director of Financial Aid

Financial Aid Updates

- FAFSA Simplification
 - Timeline and Issues
 - ISIR Release Date and Awarding
- Course in Program of Study (CPOS)
 - Scripting and planning
 - Go Live: Spring 2025
- New and Pending Legislation
 - Gainful Employment
 - Distance Education
 - Data sharing

Student Success Dashboard Project

Janet Morse

Director of Strategic Data Initiatives

Graduate Academic Affairs

Graduate Student Success Dashboard

Goal: To provide actionable insights into student success metrics

Key Objectives:

- Collaborate with GPDs and college assessment directors on dashboard content
- Deploy a user-friendly dashboard integrated with other campus systems
- Collect data at the student level to enable drill down/roll up

Graduate Student Success Dashboard

What we've done so far:

- Began with outline of metrics developed by CCI
- Outreach to other schools
- High level discussions with assessment directors
- Submitted idea form with OneIT



Salesforce Communication Project

Sandra Krause

Assistant Dean for Graduate Academic Services

Salesforce Communication Project

- Understanding the **communication challenges**, especially in meeting deadlines and initiating call to action strategies.
- **Collaboration with OneIT** implementing Salesforce Marketing Cloud, a powerful digital marketing platform.
- **Salesforce Marketing Cloud Key features**
 - Targeted Messaging
 - Automation
 - Integration
 - Data Analytics
- Leveraging Salesforce Marketing Cloud to **improve communication and support student success.**

Exit Strategy by Program

Katherine Hall-Hertel

Associate Dean for Graduate Academic and Student Affairs

Exit Strategy Plans for Doctoral Students

- For **doctoral students** who fail both attempts at the comprehensive exam and have completed ALL the requirements for the master's degree.
- As of Fall '24, no more "ad hoc" exit strategies
- Programs must have a policy about exit strategies that is transparent to all students
 - Consult with the Graduate School for the minimum requirements
 - Programs can request that a student be "moved" from the Ph.D. to the master's without a formal application

New Role:

Director of Graduate Academic Services

- Oversee academic processes, exceptions and the college liaison staff
 - Advertising externally as well as internally
 - Posting goes live in early March
 - June 1st start date



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Enrollment Management Updates

Johnna Watson

*Associate Dean for Graduate Enrollment
Management and Funding*

Enrollment Management Updates

- Spring 2024 record enrollment - 5,925 students!
- In the process of hiring a new Director of Graduate Recruitment
- New exports added to Slate Graduate Program Portal:
 - Decline reasons - analyze why applicants declined admission
 - Employer data - view where your applicants work
 - Heard about - learn how your applicants first learned about the program
 - National Student Clearinghouse Subsequent Enrollment - Analyze where applicants you admitted and denied ultimately enrolled
- Event management:
 - Search for event and download attendee information

Gainful Employment and Financial Transparency Framework: Effective July 1, 2024

Financial Value Transparency and Gainful Employment: Federal Register

Bruce Blackmon
Director,
Office of Financial Aid

Johnna Watson
Associate Dean for Graduate
Enrollment Management and Funding

Gainful Employment Accountability Framework

- Gainful Employment (GE) regulations established (and amended) to address ongoing concerns about educational programs designed to prepare students for gainful employment in a recognized occupation, but that instead leave them with unaffordable amounts of student loan debt in relation to their earnings, or with no gain in earning compared to others with no more than a high school education.
- GE regulations primarily apply to certificate programs.

Gainful Employment Accountability Framework

Uses two metrics:

1. **Debt-to-Earnings (D/E) Ratio** comparing graduates' loan payments to projected median earning.
2. **Earnings Premium (EP) Test** measuring whether the typical graduate from a program who received Federal aid is earning at least as much as a typical high school graduate in the state's workforce.



Gainful Employment Accountability Framework

GE programs that fail to meet these two metrics in a single year will be required to provide warnings to current and prospective students that the program could be a risk of ineligibility for the Federal student aid programs in subsequent years.

Programs that fail the metrics in two of three consecutive years will not be eligible to participate in Federal student aid programs.

The first gainful employment metrics will be published in early 2025.

Program eligibility will be determined in 2026.



Financial Value Transparency Regulations

Financial Value Transparency (FVT) Framework seeks to enhance transparency by providing information about financial costs and benefits to students at nearly all academic programs at postsecondary institutions that are eligible to participate in title IV of the Higher Education Act of 1065.

All degree and certificate programs will be evaluated on a debt-to-earnings (D/E) ratio and earnings premium (EP) test.



Financial Value Transparency D/E Ratio

1. Institutions will report the cost of attending a degree or certificate program, and financial aid offices will report how much students typically borrow (federal and private loans).
2. Using IRS records, the government will calculate the median earnings of alumni **3 years after graduation**.
3. All information will be made public via a government website, and universities will be required to direct potential students to this information before enrollment.
4. Programs that fail the D/E metric must have prospective students sign an acknowledgement declaration prior to enrollment.

Financial Value Transparency D/E Ratio

- The Federal website will be launched in July 2026
- Higher education institutions will be required to start submitting information to the Department on July 31, 2024

Impact on Graduate Education

The federal government's goal is that prospective students will compare different programs - evaluating the cost of attendance, financial aid, debt, and earnings of alumni, and *choose a program with a high return on investment* that leaves them financially better off.

Programs that are expensive or where alumni earnings are low compared to other programs may see a decline in enrollment, ultimately forcing these graduate programs to change or close.



How Graduate Programs Can Prepare

The government indicates that graduate programs can consider the following options to provide programs with stronger financial value:

Difficult to do options:

- Lower tuition
- Increase the size and number of stipends for graduate students
- Modify curriculum

Feasible to do option:

- Improve the career outcomes of alumni

Recent survey found that over 50% of graduate students (master's and Ph.D.s) who graduated in 2021 were underemployed two years later.

Sources

- Federal Register: [Financial Value Transparency and Gainful Employment](#)
- [Council of Graduate Schools](#)
- [Council of Graduate Schools GE-FVT Regulations Resource Guide](#)
- [Gainful Employment and Financial Value Transparency Regulations: Visualizing the scope](#), Discussions at WCET Conference, November 6, 2023, Phil Hill.
- L. Maren Wood, PhD, Director and CEO, The Center for Graduate Career Success, [Beyond the Professoriate and Beyond Graduate School](#)

Recruitment Initiatives

Johnna Watson

Associate Dean for Graduate Enrollment Management

Recruitment Info & Opportunities

- [Information Sessions & Admitted Student Sessions](#)
 - General sessions with the Graduate School
 - Program-specific sessions
- [National Conference on Undergraduate Research \(NCUR\)](#)
 - March 1st deadline to register
- [Graduate Recruitment Events Information](#)
 - Links to info for college/university/association recruitment opps
- Graduate Admissions Connections
 - [Meet with an Admissions Counselor](#)
 - [Virtual Office Hours](#)
 - [Campus Tours](#): Individual and Groups

Funding Update

Julie Goodliffe

Assistant Dean for Funding and Research

Funding Update: GASP and MTART Available for 2024-2025

GASP (Graduate Assistant Support Plan):

- Doctoral students
- Full tuition
- Health insurance premium

MTART (Master's TA Resident Tuition):

- Master's students
- Eligible TA (\$14,000 stipend)
- Tuition money provided at the NC resident rate
- *Nonresident students will owe the rest to the university*

Additional Funding Provided for 2024-2025

- MTART continuation made possible by the Graduate School, Division of Research, Academic Affairs and Business Affairs for 2024-2025
- Money above that amount is not available
- A(nother) [Google sheet](#) is available to track information and ensure programs maintain current funding levels - you can see updates in real time
- The funding team will be flexible and creative to make sure we help you enroll a new class of students while supporting continuing students.
- The Graduate School Summer Fellowship (GSSF) Program [application](#) for doctoral students is open; the deadline for students to apply is March 1st.

**Pending funding availability.*

Question & Answer