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Freshmen Dean Reflections

2016 CGS Summer Institute

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Missouri State University- Go Bears!

- Located in Springfield, MO (SW corner of state)
- Total enrollment is just under 23,000
 - Approximately 15% are graduate students
- First-Time New in College freshmen increased by almost 25% between 2011-2015. Graduate enrollment increased only slightly, held steady.
- When my predecessor (now the Provost) came in the early 1990s, there were 20 graduate degrees. Today there are 59 degree programs, including four professional doctorates, and 44 graduate certificate programs.



Information Needed for Year 1 on the Job

- Data to form the foundation for decision-making
 - Data on enrollment and graduation rates were accessible
 - Data on capacity, retention, placement, etc. were not. We are working on a system to generate the info and store it for ready access when needed.
- Understanding/appreciation for campus culture
 - Perspective as a faculty member, even a longtime one, did not prepare me for diverse views regarding graduate education and the role of the Graduate College on my campus



Challenge 1: Identify optimal organizational structure for the Graduate College and graduate education at MSU



Strategies

- Listening tour with every dean and then individual GPDs and DHs. Thank goodness for my background in counseling!
- Capitalize on CGS resources, including a consultant visit and review.
- Participated in the university's Long-Range Plan steering committee. This allowed me to ensure that graduate education was considered for a prominent role in the LRP and that graduate education aligned with the university's LRP.
- Starting to implement a new structure now.. currently had only the Grad Council who served as the curricular body, advisory group, policy maker, etc. Problem is that membership is limited to faculty who serve a maximum of two 2-year terms. No formal way for long-term experience and administrator input.
- Now we have a Grad Ed Steering Committee (college dean, associate dean, department head, GPD rep, GC rep, faculty reps), Graduate Academic Innovation Team (credit goes to Creighton who presented on their AIT at MAGS), Graduate Recruitment-Retention-Marketing Team (includes university VP for marketing/communication, one of our most productive senior professors in marketing, chief diversity officer, etc.) and still have Grad Council.

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Challenge 2: Addressing
issues (e.g., program expansion, quality
improvement, enrollment, retention) for
which I am accountable, yet
have no direct authority.



Strategies

- Learning to work effectively with each individual academic dean and department head. Again, thank goodness for a background in counseling.
 - One of the best parts of this job!
- Optimistic that my new committees/teams will be helpful.



Conclusion

- Must take time to listen, calibrate, etc. Hard to be patient!
- Opportunity to work with a variety of administrators, faculty, and students is incredible.
- Chance to support existing programs and create new ones is exciting.
- I have the best job on campus!