

Office of the Vice Provost for Graduate and  
Professional Education

Nancy Kass, ScD



JOHNS HOPKINS  
UNIVERSITY

# Outline

- Overview of Vice Provost for Graduate Education Office
- Data centrally collected, tracked, and provided about PhD programs and student experience
- Key universitywide policies and initiatives
- Priorities going forward

# Office of the Vice Provost for Graduate and Professional Education



**Nancy Kass**

Vice Provost for  
Graduate and  
Professional  
Education



**Valeria Culotta**

Associate Vice  
Provost for  
Postdoctoral Affairs



**Damani Piggott**

Associate Vice  
Provost for Graduate  
Diversity and  
Partnerships



**Julie Nadel**

Director of Graduate  
Education



**Elliot Azzam**

Senior  
Administrative  
Coordinator

# What is a provost? What does the provost's office do??

- Provost = chief academic officer of the university
- Schools/deans have primary responsibility for PhD program structure, funding, policies, climate
- Each of the 9 deans reports to the Provost
- Provost has a responsibility to ensure that each school has appropriate quality, fiscal responsibility, policies, and to hold schools responsible, for vision, goals, quality, improvement, appropriate policies, budget, etc.
- The Provost's office works with and convenes all JHU schools to share best practices and to encourage new initiatives. Sometimes the Provost's office will engage in its own cross-cutting staffing/initiatives.

# So what do we do??

- **Data**

- Track trends in admissions, composition, satisfaction, time to degree across JHU
- Share data with deans offices, students, key committees for tracking

- **Convening**

- University wide committees of students and of faculty
- For feedback, touch points, input, (or program review)

- **Problem solving**

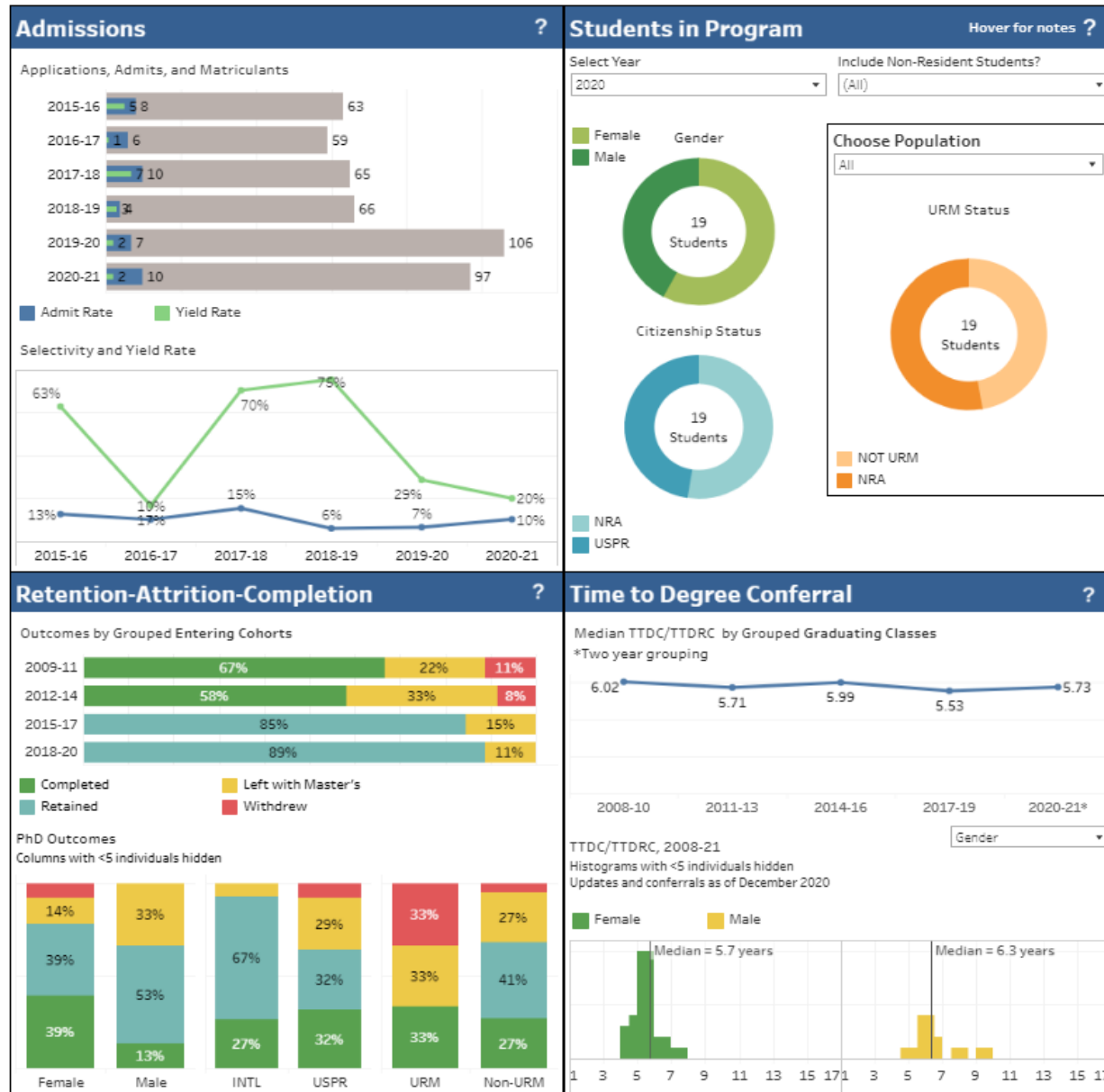
- Hope things are resolved locally; another resource for students and faculty re: graduate education

- **Work on university wide policy**

- **Accountability**

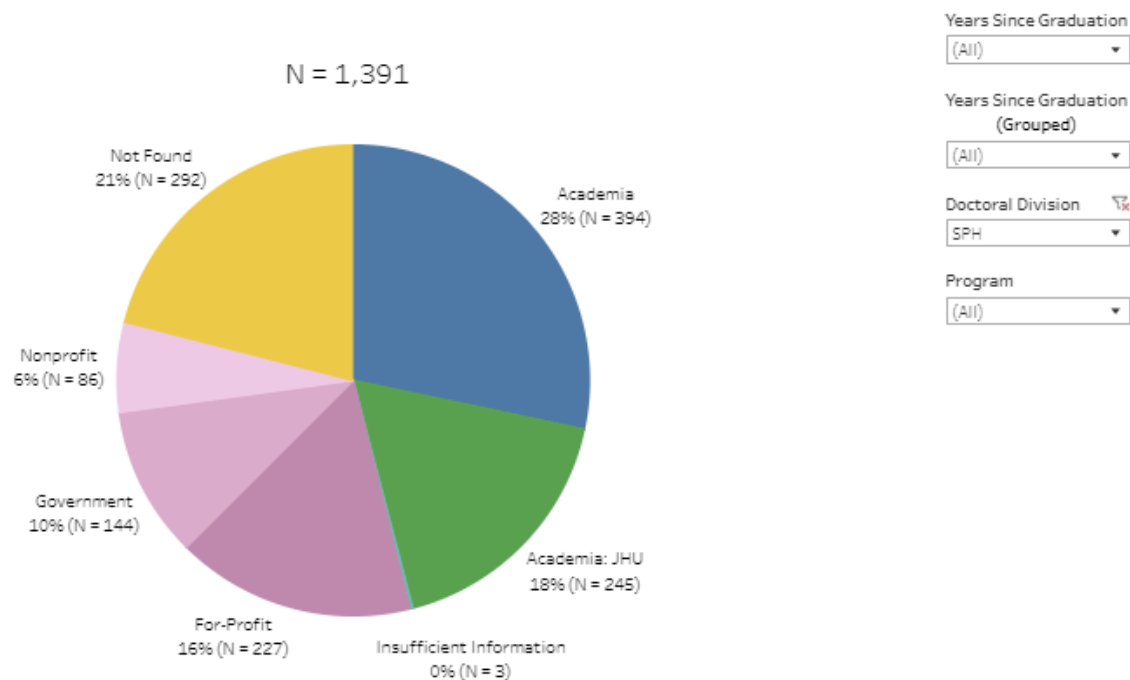
- **Vision/new initiatives for PhD education across JHU**

# Data



# Career sector outcomes: <https://oir.jhu.edu/jhu-doctoral-alums-2008-19-academic-career-outcomes/>

AcA provided some job information on 76% of our  
AY08-19 doctoral alums





JOHNS HOPKINS UNIVERSITY

# Report on Graduate Student Composition



*Summer 2020*

# Enrolled PhD student survey 2022

## Overall Experience

Please rate your satisfaction with the following

Department	Question Category	Question
Health Policy and Management ▼	Overall Experience ▼	Your academic experience at JHU ▼

		N			
	Health Policy and Management	32			4.1
	Public Health	337			4.1
	University	2,268			4.1

# Formal feedback of data to schools

- **Deans' PhD Reports provided every 2 years**
  - Most recent: provided reports and met June-July 2021
  - Schools asked to consider sharing report also with chairs, program directors, faculty
  - Data summaries for school; broken out, program-by-program
  - Includes TTD, attrition, demographics, admissions and exit survey/satisfaction
  - National peer program AAUDE comparisons where available
  - Discussion of patterns, concerns, and next steps
  - Follow up meeting often arranged for six months later
- **Doctor of Philosophy Board reviews**
  - Each PhD program reviewed every 6 years
  - All above data as well as meeting with program
  - One year follow up response required on progress toward DPB recommendations

# Convening

- **PhD student advisory committee**
  - 15 PhD students from the 7 JHU schools with PhD programs
- **Doctor of Philosophy Board**
  - Sets university wide policy for the PhD degree
  - Reviews every PhD program every 6 years
  - Confers degrees
- **Vice Deans for Education**
  - Across the 9 JHU schools

# Universitywide Policies and Key Initiatives

---

University Requirements for Ph.D.

There are three fundamental requirements for the Ph.D. at Johns Hopkins University: **dissertation, residence, and oral examination**. None of these requirements can be modified or changed without unanimous consent of the schools and the Provost.

1. **Dissertation:** All Ph.D. students must successfully complete a dissertation in accordance with relevant school and program guidelines prior to degree conferral.
2. **Residence:** All Ph.D. students must have completed two consecutive semester of full-time study prior to degree conferral.<sup>i</sup>
3. **Oral Examination:** All Ph.D. students must successfully pass a required oral examination conducted by five faculty members. The oral examination must include the chair and at least one other member from outside the candidate's home department.

It is university policy that all program and university requirements for the Ph.D. must be completed in 9 years or less from start of the doctoral program<sup>ii</sup>. The Doctor of Philosophy Board reviews all candidates for the Ph.D. prior to conferral to ensure that the fundamental requirements for the Ph.D. have been met within the timeframe delineated<sup>iii</sup>.

- 
- i. In Fall 2020, the Board voted that as an accommodation for the special circumstances during COVID-19, the university's Doctor of Philosophy Board will deem any Ph.D. student enrolled full time in all of academic year 20/21 as having satisfied the residency requirement for the Ph.D.
  - ii. Maximum time to degree of 9 years becomes effective for students enrolled Fall 2019 or later. Students enrolled before Fall 2019 have a maximum time to degree of 12 years.
  - iii. In Spring 2020, the Board voted to accept any exceptions directly related to COVID-19 as endorsed and approved by the student's home school and academic board.

# Policy on Mentoring Commitments for PhD Students and Faculty Advisors

- Created by the DPB in 2019
- Distributed to new students and faculty
- Follow policy on mentoring expectations
  - Expectations for advisors; expectations for PhD students
- Each JHU school support culture of good mentoring
  - E.g., training, surveys, seminars, public statements
- Each JHU school (programs also may) identify point person to whom students can go with concerns



## **JHU Mentorship Commitments of Faculty Advisors and PhD Students**

This document outlines mentoring expectations of faculty advisors and of PhD students at Johns Hopkins University. These expectations should be discussed together.

***Faculty advisors should commit to the following responsibilities:***

### Training:

- **The PhD advisor has the responsibility to mentor the PhD student.** This responsibility includes committing to the training of their PhD student, building on the PhD student's individual professional background and in support of their individual professional aspirations.
- **The PhD advisor has the responsibility to participate in ongoing and regular meetings with their advisees to discuss academic and research progress.** The advisor and student should agree on expected frequency of and preparation for meetings and use meetings to brainstorm ideas, troubleshoot challenges, and outline next steps. The advisor should identify a co-advisor/mentor should the primary advisor be unavailable for an extended period (sabbatical, leave, etc.).
- **The PhD advisor has the responsibility to participate in a formal annual meeting with the student to discuss academic progress and next steps in the academic program.** This responsibility includes helping to ensure that the document summarizing this annual discussion is completed and submitted in accordance with program requirements.
- **The PhD advisor has the responsibility to encourage their advisees to reach out, as relevant, to additional co-advisors or informal mentors.**
- **The PhD advisor has the responsibility clarify the student's funding package**



# PhD Professional Development

- Policy on Annual Academic and Professional Development Discussions for PhD Students and Their Faculty Advisors
  - Created by the DPB in 2019
  - PhD students are required to discuss academic and prof. development goals annually and document
- 2020 PhD Professional Development Innovation Initiative
  - Funded ~\$1M in new initiatives from faculty/students
  - Three award categories:
    - 1) PhD Program Career Events
    - 2) PhD Non-Academic Careers Innovation Program
    - 3) Diversity Networking, Mentoring, and Professional Development Programs
- 2017 PhD innovation initiative: Teaching Academy, Biomedical Careers Initiative, BME Edge
- PHutures (Homewood and D.C.) and PDCO (East Baltimore) devoted entirely to PhD students and postdocs

<https://provost.jhu.edu/education/graduate-and-professional-education/phd-professional-development-policies-and-resources/>

# Other Central Initiatives relevant to PhD students

- **New ombuds office** (start September 2021)
- **2021: Mentor training program:** KSAS, WSE, BSPH (modeled on SOM)
- **Vivien Thomas Scholars Initiative:** enrolling PhD students Fall 2022
- **COVID relief fellowships:** \$5M for travel and for dissertation completion
- **JHU-wide Second Look Day** (modeled on SOM)
- **Improved and more consistent health benefits across schools**
- **New availability of childcare and parental leave benefits**
- **Workshops and DPB focus on holistic admissions/use of the GRE**
- **Pathways to PhD initiative** (summer, post bacc) for students traditionally underrepresented in graduate school
- **Professional Development Innovation fund**