

FCBE Assessment QA Action/Implementation Plan

Academic Program: **PhD**

Accrediting Area(s): AACSB, SACS

Assessment Period: Spring 2019 [Actions initiated in Spring 2020]

Committee Members: Dan Sherrell (MKTG, chair), Tom McInish (FIR), Joon Lee (ECON), Ted Lee (BIT), Kristen Jones (MGMT), Zabi Rezae (ACCT), Chuck Pierce (Dean’s Office), Ashley Connolly (Graduate Programs), Sandy Schaeffer (AoL, Dean’s Office)

Program Learning Goals: [PhD, Degree Learning Outcomes](#)

Full Assessment Report: [PhD Assessment Report \(2019\)](#)

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Results & Recommendations for: PhD Degree

Overall, the assessed PhD students showed good or exemplary competence across the majority of the degree’s learning outcomes except in the area of journal publications and conference presentations. The most significant findings were under goals 1, 2 & 3 where 27% of the students were not successful in publishing a paper and 9% were not successful in presenting at an academic conference.

Recommendations for Improvement:

1. PhD faculty should increase the frequency of “dry run” presentations by all PhD candidates.
2. Develop a more structured rubric for assessing student presentations to provide more constructive feedback for improvement.
3. Increase financial support for PhD students to attend academic conferences.

Actions to be taken:

- PhD faculty will explore participating in a college-wide project to develop a structured framework for teaching and assessing communication skills. A specific version of this framework will be adapted to the needs of doctoral-level students.
- All departments with PhD candidates will work to ensure adequate funds are available for graduate students to participate in at least one academic conference as a presenter.
- Explore professional development for FCBE PhD faculty to improve their overall skills at preparing our doctoral students for the job market. This might occur in the form of outside consultant-led workshops each Fall and funded through the Dean’s office.

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Follow-Up Actions [Provided by Responsible Academic Area in Fogelman]

Please provide a description of how these recommended actions will be implemented by your academic area. Be as specific as possible including responsible parties (faculty, staff, GA, etc.) and where/when (course name, semester, etc.) the changes will be applied.

Action 1:

- Who: Chuck Pierce (Associate Dean)
- What: Email all department chairs and PhD coordinators recommending more practice presentations including that PhD candidates be specifically scheduled to present in departmental or college-wide research colloquia sessions on a regular basis.
- When: Begin no later than Fall 2020 and make an on-going activity across the college.
- Addresses: Committee's recommendation to have PhD students do more "dry run" presentations.

Action 2:

- Who: Chuck Pierce (Associate Dean)
- What: Email all department chairs and PhD coordinators to initiate the development of a universal set of presentation assessment guidelines (standard rubric) to be used for all PhD research presentations.
- When: Organize group of PhD faculty (e.g., task force) in the Spring/Summer 2020 and charge them with developing assessment rubric no later than Fall 2020 to begin using no later than Spring 2021.
- Addresses: Develop a more structured rubric for assessing student presentations to provide more constructive feedback for improvement.

Action 3:

- Who: Chuck Pierce (Associate Dean) & department Chairs
- What: Email all department chairs to request that they provide additional funding to support PhD candidate participation in academic conferences where they will present research.
- When: Dependent upon funding availability at departmental level.
- Addresses: All departments with PhD candidates will work to ensure adequate funds are available for graduate students to participate in at least one academic conference as a presenter.

Action 4:

- Who: Chuck Pierce (Associate Dean) & College PhD faculty
- What: Explore organizing “mock job interview” days within the college for PhD candidates.
- When: If supported by PhD faculty, consider piloting in AY 2020-21.
- Addresses: Improving PhD candidates’ preparation for entering the academic job market upon graduation.

Send “Follow-Up Actions” to: Sandy Schaeffer (sandy.schaeffer@memphis.edu)