

Division/Unit Goals Report - Institutional Effectiveness Data Report

University of Florida

Academic Affairs

Graduate School

Graduate School Mission

The UF Graduate School is committed to providing services to the campus community that maintain integrity and excellence in graduate education through clear and consistent policies, high standards, efficient procedures and direct student support. We seek to support all graduate students, faculty and staff by fostering relationships, increasing communications and collaborations, and delivering comprehensive research and data resources to inform graduate education. The Graduate School:

Provides opportunities through funding support, professional development activities, support for student groups, graduate student funding to enhance recruitment, further retention, and doctoral degree completion.

Partners with academic units in providing underrepresented minority and international outreach and support in student recruiting.

Promotes efficiency and effectiveness in graduate education so UF graduate students can achieve their educational and professional potential and make contributions to the university, the state, the nation and the world.

Unit/College: Graduate School

Goal 1: Excellence and continuous improvement in the administrative processes that support graduate education

Excellence and continuous improvement in the administrative processes that support graduate education

Start: 7/1/2016

End: 6/30/2017

Progress: Ongoing

Division/College: Graduate School

Responsible Roles: Dean (Frierson, Henry)

Action Items

1. Enhance operational processes for graduate student petitions implementing form for use by users.
2. Coordinate and assist faculty working group to develop Individual Development Plan (IDP) template for graduate students.
3. Complete and document changes in process for Graduate Faculty appointments in GIMS.
4. Relocate and enhance Graduate School Tracking Program from Eagle to GIMS
5. Continue to organize, digitize and archive historical program and policy files of Graduate Council and Graduate Curriculum Committee documents which include minutes and agendas, degree program files, graduate certificate files, commencement notebooks and plan for accessibility of data for the University community.

6. Work with UF Libraries to each semester provide their office a list of students who submitted a Project-in-lieu-of-Thesis; the goal will be for these students' abstracts and degree award information to be coordinated through the Graduate School Editorial Office and directly to the UF Libraries (following the same path as the Electronic Theses and Dissertations).
7. Facilitate consistency of the Graduate Catalog, Curriculum Inventory and GIMS by transitioning to an electronic auditing mechanism
8. Create Graduate Records internal business rules for processing transfer credit requests for credits earned at UF as a post-bac or non-degree seeking student. Update Transfer Credit Wizard in GIMS by including an approval mechanism for Graduate School staff that triggers appropriate notifications to academic units and other administrative offices.
9. Update the commencement program processes by adapting current display/reports to an editable interface that can be simultaneously reviewed and corrected by Graduate Records and Editorial.

Measures of Action Items

1. Form created and business processes document developed. Survey to academic units on new process and a reduction in the number of inquiries for clarification.
2. Development of document
3. Put changes to production and provide the public documentation of process
4. Conduct workshop for GSTP users and gather input from users, and successful completion of FY 2017 budgeting and tracking in the new GSTP tool in GIMS.
5. Identify the academic program items that are to be organized and scanned for electronic storage.
6. Production of list of students
7. Identify the number of inconsistencies in curriculum inventory and the graduate catalog.
8. Improved documentation of established business rules and increased efficiencies for review, approval and process efforts.
9. Improve efficiency by allowing Editorial and Grad Records to work on data simultaneously without increased efforts by either staff.

Time Period of Action Items

1. Fall 2016
2. Fall 2017

3. Spring 2017

4. Fall 2016

5. Spring 2017

6. Fall 2017

7. Spring 2017

8. Fall 2016

9. Spring 2017

Resources of Action Items

1. Lead Offices: Administration (Gann Enholm)

Staff from Administration; Editorial Office; Graduate Minority Programs

2. Lead Office: Administration

(Paul Duncan)

Staff from Administration; Graduate Minority Programs; Graduate International Outreach; Editorial

3. Lead Office: Administration (Paul Duncan)

Staff from Data Management

4. Lead Office: Administration (Stephanie Nielsen)

Staff from Data Management; Graduate department and units throughout UF

5. Lead Office: Administration

(Gann Enholm)

Staff from Administrative; Editorial Office; Data Management;

Additional server space

6. Lead Office: Editorial Office

Staff from Data Management

7. Lead Office: Editorial Office

Staff from Data Management; Administration; Graduate Records

8. Lead Office: Graduate Records

(Patty Van Wert)

Staff from Data Management

9. Lead Office: Graduate Records

(Patty Van Wert)

Staff from Data Management (development) and Editorial Office (training)

Results and Evaluation

- 1) Enhancements were completed to the operational processes for graduate student petitions. To date, a fillable petition form in a PDF format was developed. The process for submitting a petition were refined and published to the Graduate School website.

- 2) A working committee of faculty, staff and students were gathered and the Individual Development Plan (IDP) has been created. The IDP was released at the beginning of the Fall 2017 semester for students and academic units to utilize.

- 3) The process of automatic Graduate Faculty Appointments have been implemented and are performed on a monthly basis. Documentation of Graduate Faculty Appointment policy is available on the Graduate School website.

- 4) The Graduate School Tracking Program was put on hold during the 2016-2017 academic year due to staffing issues. This project will be completed in the 2017-2018 year.

- 5) Program files have been converted into digitally archivable PDFs that have embedded Optical Character Recognition. Archived files have been stored on a secure server until they can be added to OnBase and GIMS. Due to institutional priorities, the lead on added these documents to OnBase and GIMS has been reassigned to the COMPASS project and had made this portion of the project less of a priority. This part of the project will resume when she returns from the COMPASS initiative. Finally, the Graduate Council Meeting Agendas, including enclosures via pdf portfolios, and minutes were successfully imaged for the 2016-2017 academic year.

- 6) A list of graduates has been provided to the UF Libraries after a term is certified and all students have graduated.

- 7) This project has been folded into the COMPASS initiative and aligned with the transition to the new curriculum inventory system in Campus Solutions/PeopleSoft. The curriculum transition is underway and should be completed by November 2017.

- 8) Document produced with transfer credits business rules utilized as training tool for new staff. Log improved to track receipt of transfer credits requests to triage priority students on degree list. Changes made to the TC form to provide clarification and simplification of transfer credit requests to aid both the academic units and new Graduate Records staff. Use of FTP files implemented to communicate with the Registrar Office to comply with FERPA requirements. Enhancements to wizard currently in GIMS regarding automated approval mechanism/notification pending implementation of COMPASS project.

- 9) Editorial Office reviews the portion of the Graduate School's production of the commencement program. The Editorial Office plans to continue to work with programmers to make this a more automated/editable interface.

Goal 2: Provide funding opportunities and awards for graduate students and faculty

Provide funding opportunities and awards for graduate students and faculty

Start: 7/1/2016

End: 6/30/2017

Progress: Ongoing

Division/College: Graduate School

Responsible Roles: Dean (Frierson, Henry)

Action Items

1. Continue seeking to provide more competitive funding levels for UF graduate students.
2. Restructure and rename the Graduate School Fellowship awards to increase the total stipend package and to ensure awarded students are engaged in their academic programs by being on appointments.
3. Improve funding opportunities for students to enable research travel and dissertation completion.
4. Write NSF Bridge to Doctorate student funding proposals.

Measures of Action Items

1. Document policies and procedures for program. Number and quality of recruits accepting UF offer over other offers.
2. Analyze the number of GSF awards provided and the retention and graduation rates of recipients..
3. Review the number of applications and awards, and the resulting outcome related to graduation rates.
4. Produce document and notification of award.

Time Period of Action Items

1. Ongoing
2. Ongoing
3. Ongoing
4. Ongoing

Resources of Action Items

1. Lead Office: Administrative
(Henry Frierson)
Staff from Administration, Graduate Minority Programs and Graduate International Outreach
2. Lead Office: Administrative
(Henry Frierson)
Staff from Administration, Graduate Minority Programs and Graduate International Outreach
3. Lead Office: Administration
(Henry Frierson)
Staff from Administration, Graduate Minority Program, Graduate International Outreach

4. Lead Office: Graduate Minority Programs
(Tyisha Hathorn)
Staff from Administration

Results and Evaluation

1) The Graduate School has increased the number of and the amount of all internal funding awards.

2) The Graduate School Fellowship Award has been revamped and the new Graduate School Preeminence Award and the Graduate School Funding Award program was established for the 2017 cohort.

3) Funding opportunities increased for the Doctoral Research Travel Award, the Delores Auzenne Dissertation Award and the Doctoral Dissertation Award. For the 2016-2017 academic year, 20 students applied and 14 students received the Doctoral Research Travel Award. One of the 14 students graduated. The Graduate School had 52 students apply for the Doctoral Dissertation Award and 17 students were awarded money to aid in the completion of their dissertation. Fifteen of the 17 have since graduated with their degree. Lastly, we had 25 applicants for the Delores Auzenne Award of which 9 were the recipients. At this time, 7 of the 9 students have graduated.

4) A proposal was submitted and the NSF Bridge to the Doctorate was funded for the 2017-2018 academic year.

Goal 3: Support outreach and provide resources for recruitment of a diverse graduate student population

Support outreach and provide resources for recruitment of a diverse graduate student population

Start: 7/1/2016

End: 6/30/2017

Progress: Ongoing

Division/College: Graduate School

Responsible Roles: Dean (Frierson, Henry)

Action Items

1. Conduct workshops and participate in graduate education fairs in Florida to provide information about graduate programs and education at UF.
2. Conduct outreach to UF undergraduate students as potential applicants for UF graduate programs.
3. Strengthen and increase campuswide collaborations, collaborations with international governmental agencies and institutions in support of graduate international outreach and recruitment.
4. Increase faculty involvement in recruitment of international and underrepresented minority

students

5. Participate in the campus-wide implementation of Constituent Relationship Management software to support graduate department recruitment.

Measures of Action Items

1. Number of workshops attended and number of PhD and Master recruits.
2. Attendance at Graduate Student Information Day and a survey to see if student enrolled in programs.
3. Number of faculty participants, number of webinars, updated website, facebook following, number and quality of outreach materials produced, number of collaborative activities, agreements and partner feedback.
4. Number of faculty participation .
5. Number of graduate school recruits for PhD and Masters and produce survey to gather feedback from users.

Time Period of Action Items

1. Ongoing
2. Ongoing
3. Ongoing
4. Ongoing
5. Fall 2016/ Spring 2017

Resources of Action Items

1. Lead Office: Graduate Minority Programs
(Tyisha Hathorn)
Staff from Graduate International Outreach
2. Lead Office: Graduate Minority Programs
(Tyisha Hathorn)
Staff from Graduate International Outreach
3. Lead Office: Graduate International Outreach
Faculty from academic units; Administrative UF Offices, such as Admission Office; English Language Institute
4. Lead Office: Graduate International Outreach
(Emilia Hodge)

Staff from Graduate Minority Program, Faculty from academic units

5. Lead Office: Graduate International Outreach

(Matt Mitterko)

Staff from Graduate Minority Programs; Graduate International Outreach

Results and Evaluation

1) A total of 12 recruitment fairs and workshops were conducted for the 2016-2017 year, with a total of 584 master and PhD students attending. These fairs and workshops include: 1) Florida Undergraduate Research Conference, 2) National Black Student Union Conference, 3) University of North Florida Graduate Fair, 4) McNair Conference, 5) FAMU Feeder Conference, 6) National Name Exchange, 7) Florida Undergraduate Research Conference and 9) University of West Florida - Graduate School Fair.

2) The overall attendance for Graduate School Information Day 2016 was 344 undergraduate students. A follow up survey is currently being administered to undergraduate students that attended the event. We will use these results to determine the number the students that have enrolled in a graduate program and their current institution.

3) Member of UFIIT – 40 members in this campus wide group with focus on international student issues; member of strategic planning group with Graduate and Family Housing; participation in Student Affairs Student Success task force; member of Fulbright Lecture Committee; Member of Board of Directors of North Florida chapter of the Fulbright Association; establishment of MOU with funding agency BECAL in Paraguay; visits to ESPOL and Univ of Guayquil in Ecuador; EducationUSA fair circuit in Paraguay, Ecuador, Peru and Colombia; Visits to universities in South Africa; webinar and skype sessions with prospective students from ESPOL; participation as US COBEC co-chair; collaboration with UF Latin American Studies on OAS-Bahamian government scholarship program.

4) Two faculty members participated in the IECHE conference in Riyadh; two others have been involved with alumni in Ecuador, Paraguay & Argentina; 18 faculty members participated in the fall 2016 IOAC meeting and 15 attended the spring 2017 meeting; outreach/recruitment information presented at graduate coordinators workshop.

5) Have participated in CRM exploratory meetings for planned construction and implementation throughout 2016-17. Implementation of the CRM has been at the undergraduate level at this time. Will be extended to include graduate students in the future.

Goal 4: Provide professional development for graduate students and faculty
Provide professional development for graduate students and faculty

Start: 7/1/2016

End: 6/30/2017

Progress: Ongoing

Division/College: Graduate School

Responsible Roles: Dean (Frierson, Henry)

Action Items

1. Consider reforming the Faculty Mentoring Awards process.

2. Support the Organization for Graduate Student Advancement and Professional Development's

(OGAP) research and mentoring events.

3. Explore opportunities for PhD students, non-STEM, in particular to gain internships in corporate sectors, federal and government centers.

4. Plan for the development of UF mentoring guide for faculty and students.

5. Promote international and other professional development experiences for graduate international and domestic students.

6. Plan for the development of international professional teaching experience program for doctoral students.

Measures of Action Items

1. Explore guidelines and procedures; identify number of mentoring awards, and develop survey to get feedback from applicants

2. Number of participants and survey to participants; development of guidelines and procedures; identify number and quality of applications; participate in Graduate Student Research Day; participate in Mentoring awards that promote graduate student engagement

3. Identify types of opportunities and collaborative partners for Ph.D. students.

4. Development of document

5. Creation of guidelines; numbers of foreign institutions identified; and number of placements; reation of International Graduate Student working group; opportunities provided through International Leadership Association (ILA); participant feedback; feedback from faculty and student; number of attendees; participation from OGAP in 3 Minute Thesis Competition

6. Creation of guidelines and number of placements

Time Period of Action Items

1. Fall 2016 for Spring 2017 Awards

2. Ongoing

3. Ongoing

4. Fall 2017

5. Ongoing

6. Fall 2016/ Spring 2017

Resources of Action Items

1. Lead Office: Administration

(Henry Frierson)

Staff from Administration; Data Management

2. Lead Office: Graduate Professional Development

(Emilia Hodge)

Students from Organization for Graduate Student Advancement and Professional Development (OGAP)

Faculty/staff from outside of GS for judging

Staff from OGMP and OGIO

3. Lead Office: Graduate Professional Development

Staff from Graduate Minority Programs

Staff from Career Resource Center

4. Lead Office: Graduate Professional Development

Staff from Data Management, OGMP, OGIO

Students from Organization for Graduate Student Advancement and Professional Development (OGAP)

5. Lead Office: Graduate International Outreach

(Matt Mitterko)

Staff and faculty from Administration

Staff from Data Management; Graduate Minority Programs; Graduate Professional Development; OGAP.

6. Lead Office: Graduate International Outreach

Staff and faculty from Administration

Results and Evaluation

1) This project was not completed and will be reviewed in the upcoming academic year.

2) Worked with in implementation of GSMA and GSRD (over 200 posters and 4 awardees selected in STEM and non-STEM categories); 20 new recruits to OGAP at their open house event.

3) Collaboration between the Graduate School and the Career Resource Center have occurred to promote internships in corporate sectors and federal and government centers.

4) The development and creation of the IDP as a mentoring guide for students and faculty was implemented Fall 2017. This project is complete.

5) International Graduate student group (IGSAB) has been organized in collaboration with UFIC and have successfully helped in the provision of workshops during IEW; ILA opportunities sent to graduate students; provided workshop on international opportunities in collaboration with CRC in Fall; workshop on funding during Grants and Fellowship conference; 3MT will be conducted in fall 2017; Funding for international students sessions in Fall and Spring with Center for Humanities and CRC respectively; informal feedback indicated satisfaction on the part of student participants.

6) Guidelines have been created for student participation in international teaching experiences and two students will be teaching at UNINORTE in Colombia in June-July 2017; others have applied unsuccessfully to opportunities in La Salle and La Sabana (both in Colombia); Meetings with six universities in South Africa as potential hosts for student teaching experience; Three workshops held for students interested in teaching abroad.

Goal 5: Share and provide information throughout the graduate education community
Share and provide information throughout the graduate education community

Start: 7/1/2016

End: 6/30/2017

Progress: Ongoing

Division/College: Graduate School

Responsible Roles: Dean (Frierson, Henry)

Action Items

1. Explore the expansion and advancement of combined bachelor's-master's 4-1 programs.
2. Continue website update of Graduate School Policy Manual.
3. Continue to offer workshops and fairs for graduate faculty and staff to support graduate education processes.
4. Strengthen collaborations with relevant offices across campus to organize activities to promote graduate student engagement.
5. Develop a professional development website framework to organize and consolidate all professional development opportunities for graduate students across campus.
6. Create outreach materials aimed at assisting our Distance-Learning Students through the the thesis and dissertation process.

Measures of Action Items

1. Development of an actual action document.
2. Document Updated
3. Survey results and number of workshops and participants
4. Student and participant surveys, and number of attendees; increase in number of workshops, student feedback and attendance at workshops
5. Google analytics and feedback from faculty and students.
6. Documents developed and survey results.

Time Period of Action Items

1. Fall 2016/ Spring 2017
2. Ongoing
3. Ongoing
4. Ongoing
5. Spring 2017
6. Spring 2017

Resources of Action Items

1. Lead Office: Administrative
(Paul Duncan)
Staff from Administration
2. Lead Office: Administrative
(Paul Duncan)
Staff from Graduate Records; Data Management; Editorial Office, Graduate Student Affairs
3. Lead Office: Administration
Staff from Administration and DGSA
4. Lead Office: Graduate Minority Programs
Staff from Graduate Professional Development; Graduate International Outreach
5. Lead Office: Graduate Professional Development
(Matt Mitterko)
Faculty and staff from Administration
6. Lead Office: Editorial
(Stacy Wallace)
Staff from Editorial

Results and Evaluation

1) There are 60 majors currently participating in combined degree programs. Commitment to participation in UF Compass project has not allowed additional time for this project. A meeting to discuss the philosophy of the combined degree programs and the process for programs to exist has been set with the Provosts office for Fall 2017. Further exploration will be done on this topic.

2) We have added a number of new policies to the policy page on the GS website, sending them through Graduate Council as information items each time a new policy is added. This task is still ongoing and will be for some time, as the original print policy manual was nearly 100 pages. Each policy must be vetted through the Associate Director, the Associate Dean, and the entire Graduate Council review team thoroughly before being presented to council as an information item, before then making it publicly available on our website.

3) The Graduate School hosted a number of workshops for graduate faculty and staff. A Graduate Coordinator & Staff Resource Fair was held in Fall 2016 and Spring 2017 for education. Additionally, the Graduate School hosted workshops in Fall 2016 on Electronic Thesis and Dissertation Submission; Fellowship Opportunities in the Humanities; NSF Proposal Writing and the Merit Review Process; Effective Oral Presentations and PRO3 Series: Guide to Graduate Education. Further workshops took place in Spring 2017 and include: Graduate School Preeminence Awards & Graduate School Funding Awards; Tuition Waiver GA Appointment; and Managing Fulbright Fellowships. Workshops will be continued through the next academic year.

4) Several collaborations were made with offices across campus to promote graduate student engagement. These offices included the Career Resource Center (CRC), McNair, Undergraduate Research, SNIPS and Retool. The Graduate school partnered with the CRC to provide professional development workshops during the Fall term and during Graduate Student Appreciation Week (GSAW). The total number of graduate students in attendance for the Fall professional development workshop was 20 and the total number in attendance for GSAW was 133 graduate student.

The McNair collaboration gave undergraduate students an opportunity to talk with current graduate students regarding graduate education. The total number in attendance was 15 undergraduate McNair students. The collaboration with the Center for Undergraduate Research allowed undergraduate students to showcase their research at Graduate Student Information Day. The total number in attendance was 30 UF undergraduate students. The final partnership/collaboration made was with SNIPS and Retools summer research programs. The total number of students in attendance for the event was 10 Bethune Cookman University Students.

5) Created new PD webpages to aggregate list of organizations offering workshops and resources.

6) We have been developing training tools and tutorials, adding them to our website; however, this task is still ongoing.

Goal 6: Deliver comprehensive research and data resources to inform graduate education

Deliver comprehensive research and data resources to inform graduate education

Start: 7/1/2016

End: 6/30/2017

Progress: Ongoing

Division/College: Graduate School

Responsible Roles: Dean (Frierson, Henry)

Action Items

1. Continuing producing the extensive and expansive annual information reports on PhD programs and all non-PhD graduate programs.
2. Formulate questions, use theoretical and conceptual frameworks, design studies, collect data, and analyze data in support of research and evaluation studies that would provide the university, colleges and departments valued information on graduate programs.
3. Extend the development of data analysis and reports for academic units for enrollment, retention and graduate rates, and enhance provision for data requests for faculty and staff submitting grant proposals and/or renewals.
4. Participate actively in the Campus-Wide Modernization Program to Advance Student Services

(COMPASS) in order to represent the needs of graduate education at UF.

5. Incorporate Graduate Program Efficiency Analysis for all PhD Programs at UF.

6. Improve online PhD Profiles by enhancing Style and Data Upload

Measures of Action Items

1. Completion of annual reports.
2. A report of the number of research projects, publications or conference papers accepted
3. A report describing the increase in the number of reports produced.
4. Report to submit to Departments at end of year with PhD Profile Report.
5. Report to submit to Departments at end of year with PhD Profile Report.
6. Survey departmental staff and faculty.

Time Period of Action Items

1. Ongoing
2. Ongoing
3. Ongoing
4. Fall 2016/ Spring 2017
5. Spring 2017
6. Ongoing

Resources of Action Items

1. Lead Office: Administration
(Henry Frierson)
Staff from Data Management, Administration
2. Lead Office: Administration
(Henry Frierson)
Staff from Data Management, Administration

3. Lead Office: Data Management
Staff from Graduate International Outreach; Graduate Minority Programs

4. Lead Office: Data Management
Staff from Administration and Data Management

5. Lead Office: Data Management
Staff from Data Management

6. Lead Office: Data Management
Staff from Administration and Data Management

Results and Evaluation

1) Both the PhD Program and Non-PhD Program Reports were completed and distributed to Deans.

2) There were no results for the item due to three major senior staff changes and a commitment of resources for the COMPASS project.

3) Requested datasets for NIH Training Grant (T32) applications were provided to the Department of Microbiology and Cell Science, College of Agricultural and Life Sciences, Department of Molecular Genetics and Microbiology and Dept. of Pathology, Immunology & Laboratory Medicine, College of Medicine each semester (April 2016, August 2016, January 2017, April 2017). Datasets for all University PhD students and associated faculty committees, previous academic degree, degree year and previous institutions attended, and employment information are queried and sent to requesting departments.

4) 1.5FTE has been committed to this project for most of the past year, with Graduate representation in all major project decisions and plans and weekly reports sent back to the Graduate School (plus biweekly meetings with Graduate School senior staff for core office training and input-gathering). Communication schedule and report on current status developed; will be sent to graduate coordinators and staff during Summer A. Comprehensive end-user training is mapped out and will be developed in cooperation with Training & Organizational Development. Complete Business Process Guides are underway that will describe Graduate School processes in the new systems and are on schedule with the project plan; these can be used as an internal set of SOPs and adapted over time as needed.

5) A PhD Efficiency document was submitted to the Dean.

6) Data upload of online PhD Profiles to the Graduate School Website has been updated and in the process of development using Tableau. The new online version will be available for departmental staff and faculty comment by the beginning of Fall 2017 semester.

2016-2017 Graduate School Actions for Improvement Goal 1

Unit/College Actions for Improvement

Based on review by the Dean of the Graduate School and the Senior Staff, it was decided to expand its focus on innovative administrative processes to enhance graduate education to ensure efficiency and effectiveness. Furthermore, with the on boarding of the COMPASS project, we decided to continue to enhance our administrative processes in the new Campus Solutions/PeopleSoft system. Finally, the

Graduate School decided to continue to monitor and improve our administrative processes supporting graduate education.

2016-2017 Graduate School Actions for Improvement Goal 2

Unit/College Actions for Improvement

Based on review by the Dean of the Graduate School and the Senior Staff, the Graduate School decided to continue to provide funding opportunities and awards for graduate students and faculty, to develop and review policies and guidelines to refine the Preeminent Graduate School Fellowships, to evaluate and monitor the number of students accepting higher offers and determine if restructuring funding is necessary for the next cycle, and to provide funding for doctoral students who need to travel to conduct their research and dissertation completion.

2016-2017 Graduate School Actions for Improvement Goal 3

Unit/College Actions for Improvement

Based on review by the Dean of the Graduate School and the Senior staff, we determined to continue to offer exemplary programs and services to prospective students, current students and faculty through the Division of Graduate Student Affairs. The Division of Graduate Student Affairs decided to continue to offer creative and innovative strategies to gather information at recruiting events. Additionally, the division determined to continue their outreach efforts to promote graduate education to UF undergraduates, to collaborate with faculty, international government agencies and institutions supporting graduate international outreach and recruitment, and to support graduate student success by promoting opportunities for meaningful engagement in the graduate school experience.

2016-2017 Graduate School Actions for Improvement Goal 4

Unit/College Actions for Improvement

Based on review by the Dean of the Graduate School and the Senior Staff, it was decided to continue to promote professional development for graduate students and faculty. The Graduate School supports the Organization for Graduate Student Advancement and Professional Development's (OGAP) research and mentoring events. It was decided to continue to collaborate with the Career Resource Center to provide opportunities of professional development for graduate students. The Graduate School determined to expand on the Individual Education Plan (IDP) it created and will develop a mechanism for monitoring the assessment tool.

2016-2017 Graduate School Actions for Improvement Goal 5

Unit/College Actions for Improvement

Based on review by the Dean of the Graduate School and the Senior Staff, it was decided to continue to share and provide information throughout the graduate education community. The Graduate School will continue to collaborate with campus entities to enhance graduate education for faculty and students. The Graduate School will continue to review Graduate School policies and to work with

Graduate Council to update and amend policies. It was decided to review the Combined Degree process with the Provost Office and to outline the philosophy and process of such programs. The Graduate School determined to continue to develop creative and innovative strategies to enhance workshops and tutorials in graduate education.

2016-2017 Graduate School Actions for Improvement Goal 6

Unit/College Actions for Improvement

Based on review by the Dean of the Graduate School and the Senior Staff, it was decided to continue to deliver comprehensive research and data to inform graduate education. The Data Management unit of the Graduate School decided to continue to provide analysis of admission, enrollment, retention and graduate rates to academic units. Finally, the unit determined to develop advanced processes in the new CampusSolution/PeopleSoft system (Tableau) to perform analysis and creatively report its findings.