



Building and Implementing a Data-informed Framework for Holistic Graduate Student Success

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Content

- Identification of graduate student needs:
- Mapping of needs by Maslow's hierarchy
- Addressing needs: interventions
- Summary and Lessons learned
- Q&A

Graduate Student Enrollment*

	2019	2020	2021	2022	2023
Total Graduate Students	4,042	4,120	4,134	4,196	4,156
Full-Time	2,115	2,107	2,078	2,053	2,076
Part-Time	1,927	2,013	2,056	2,143	2,080
In-State	1,691	1,685	1,649	1,690	1,732
Out-of-State	2,351	2,435	2,485	2,506	2,424
Men	1,722	1,677	1,698	1,719	1,762
Women	2,320	2,443	2,436	2,477	2,394
Age: 19 and Under	1	1	0	1	0
Age: 20-24	979	1,042	1,049	1,088	1,154
Age: 25-39	2,342	2,302	2,272	2,254	2,133
Age: 40 and Over	719	775	813	853	869
Non-Res. Alien	762	675	678	654	682
American Indian	17	19	17	31	24
Asian	78	100	104	110	118
Black	171	169	185	182	182
Hawaiian/Pacific Is	6	6	6	4	4
Hispanic	251	276	295	304	313
Multiracial	87	91	99	92	101
Unknown	86	78	79	81	74
White	2,584	2,706	2,671	2,738	2,658

* does not include DVM students

Source: <https://www.k-state.edu/pa/data/student/>

Understanding the Graduate Students and their needs



Surveys of graduate students:

	Survey I: March 2021	Survey II: March 2024
Responses	328	375
Students		
master	61%	53%
doctoral	37%	43%
Identify as:		
Female	62%	58%
Male	34%	35%
Transgender	0.65%	1%
Non-binary	0.33%	2%
Parent or guarding of kids under age 18	22%	23%
1st. Generation	29%	43%

Connections

When you have a problem that negatively impacts your studies, how comfortable do you feel to discussing your situation with your program's faculty and/or staff?		
	Survey I (2021)	Survey II (2024)
	Somewhat+extremely comfortable	
Faculty	69.80%	73%
staff in academic program	62.90%	63%
staff in campus student	42.15%	41%



Funding graduate education

Confidence in ability to continue financing graduate education:

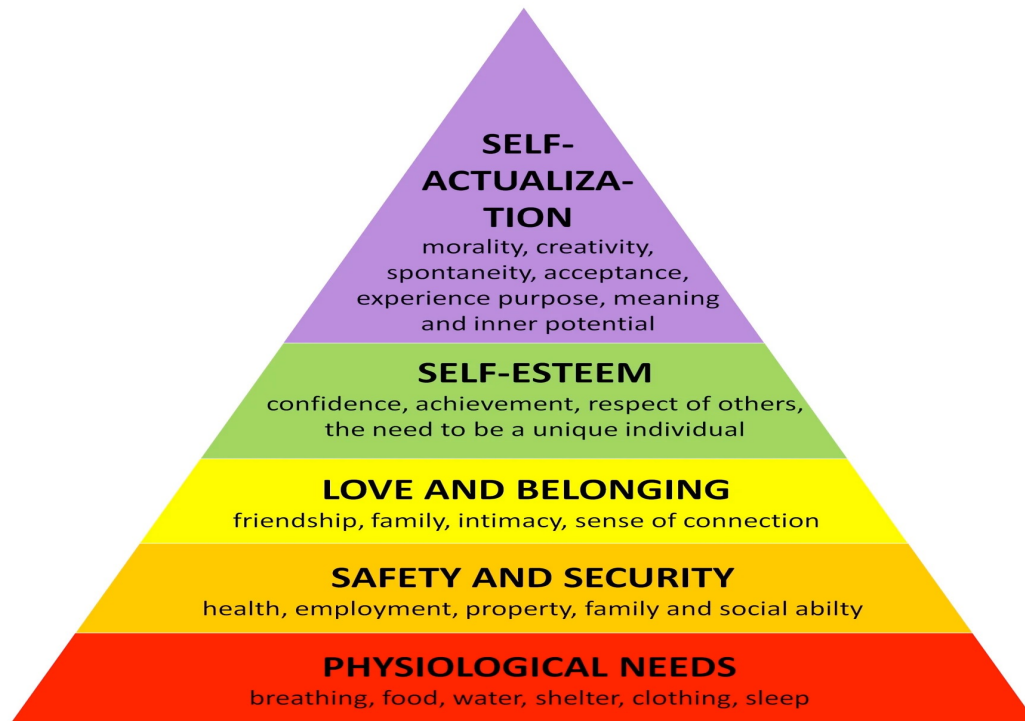
Slightly + not confident:
2021: 19.38%
2024: 27%

Sources for paying for education		
	Survey I	Survey II
Personal savings	23.4%	42%
GTA/GRA	23.0%	29%
Scholarship /fellowships	15.4%	34%
Loans	13.2%	26%



Mapping of needs using Maslow's hierarchy

Maslow's Hierarchy of *Student* Needs



Source: <https://www.simplypsychology.org/maslow.html>

1. Addressing the physical, safety and social needs of grad students



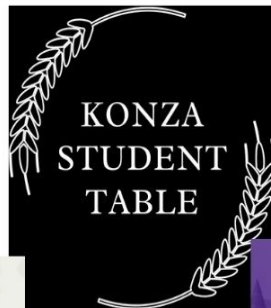
- ✓ What support do we have?
- ✓ Do students have access to resources?
- ✓ What else do we need?

Resources for: Physical Needs

Food



Sleep



Clothing



Shelter



Resources for: Safety Needs

Financial

Safety

Health

Employment



LAFENE+
HEALTH CENTER

YOUR STUDENT HEALTH RESOURCE

CARE

CENTER FOR ADVOCACY,
RESPONSE AND EDUCATION



LAFENE CAPS
Counseling and Psychological Services



handshake



Resources for: Social Needs

Family



Friendship



Connection



Graduate School: Interventions

Campus resources –advertised to undergraduate students

Grad School:

➔ Advocacy for extended services

➔ education of campus units of grad students needs and expansion of their promotion of services to **all** students

How: Dr. Miller's role: changed

Support services

Strengthening the partnership with Division of Student Life to support:

- Mental health
- Extend university support services to graduate students
- Develop a mechanism to prevent challenging situations before they implode

Parent Student Success scholarship

22-23% of grad students have children (per surveys)

- Created a scholarship
- 5 semesters of funding
- Fundraising initiative launched in Fall 2021
- Educating campus community about the need



Parent Student Success scholarship

Impact: 53% applicants funded; 39% of reported monthly financial need addressed

Applications: 197 received across 5 semesters, average 40/semester

Funding provided: \$500-\$1,000 per student

Needs addressed: daycare/babysitting, health/medical, food, clothing

2. Addressing the self-esteem and self-actualization needs of grad students



- ✓ What support do we have?
- ✓ Do students have access to resources?
- ✓ What else do we need?

Resources

Respect



Recognition

LGBT
Resource Center

Status

Grad Student Recognition





Getting to *Success!*

1. Recognition of potential and excellence through Funding

- Donoghue scholarship for incoming grad students – expanded
- Restructuring of funds into accelerated and excellence scholarships

2. Data driven initiatives

Initiatives Launched

Launched Summer 2021 - on-going

Engagement (webinars) and communication with admitted students by type of students – addressing summer melt

Launched Fall 2021 on-going

Incomplete grade report sent to departments with a reminder of how to support graduate students

Probationary reports send to department and to students with the request to development grad student success plans to take the student back in good academic standing.

Degree completion AWOL - initiative to return back to KSU students who went missing for 5 years or more.

Reduced course load processing (international students) and communication update to support retention of international students

Launched Spring 2022 - ongoing

Student's readiness for defense survey (policy change). To assess the student's readiness and the supervisory committees' opinion of the student's readiness for defense

AY 22-23 work

Streamline hiring process for international students (addressing lack of SSN)

Empower faculty to strengthen relationships with grad students

Created a Dashboard:

Academic units:

- Understand the academic “journey” of the grad students/academic program
- Benchmarking analysis
- Planning and program revisions/development

The Graduate School:

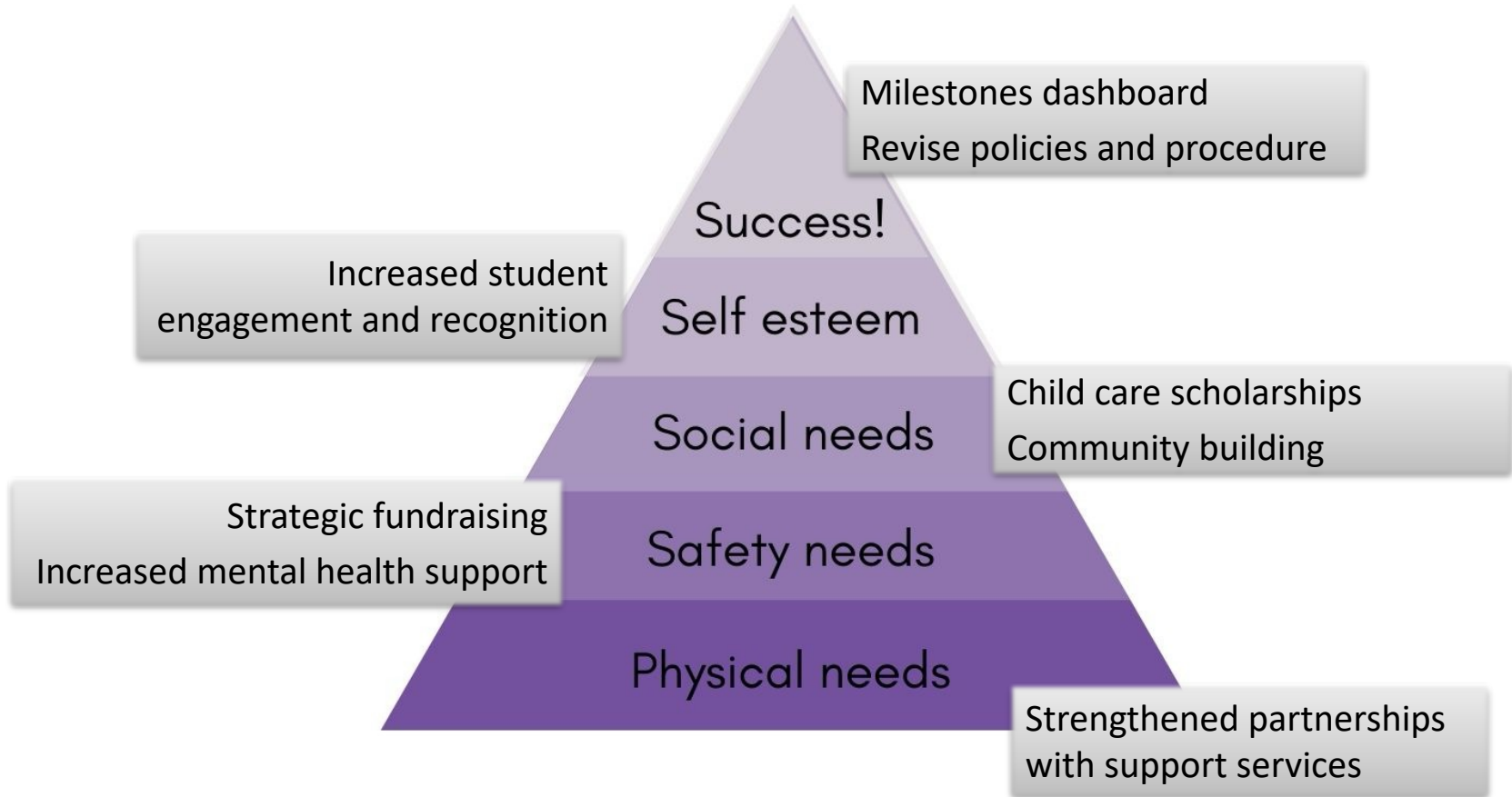
- Analyze trends and do benchmark analysis
- Identify and disseminate best practices
- Policies/process that need revised

Empower Graduate Student Council:

- Offer professional development and research presentation opportunities
- Build community among graduate students
- Ensure graduate student representation on university committees



Mapping **New Initiatives** to the Hierarchy



Lessons learned

Maslow's hierarchy – good framework that helps

- ✓ To build on what we already have
- ✓ To do targeted advocacy
- ✓ To structure work, set priorities and measure successes

-> *to build a culture of graduate student success*

