

**Office for Research and Economic Development
Strategic Planning Input
Vet Med
July 20, 2007**

What does the university need to do? (no particular order)

- Find innovative and creative means to increase graduate student stipends
- Fund more graduate *research* assistantships
- Increase financial support for graduate student health care premiums (beyond what is currently being phased in)
- Support start-up packages for faculty that include a graduate student stipend
- Balance admission of MS and PhD students. Give preference to PhD so the number of PhD students in the pipeline is increased
- Implement a one-time recruiting / signing package (maybe moving expenses) for the best and brightest PhD recruits
- Have more defined expectations of productivity (scholarship, PhD graduates) for faculty and hire department heads that will hold faculty to expected standards
- Implement a program in the Graduate School to provide supplements to stipends of students who win awards or national recognition during their graduate careers
- Hire a dean of the graduate school that can ensure efficient / effective graduate office operations and deal with quality and assessment issues

What are the CVM assets?

- Enthusiastic faculty
- Fairly decent GRA stipends (\$19,000 for non-DVM graduate students, \$24,000 for DVM graduate students)
- Provide fairly competitive start-up packages
- Excellent administrative team

What are CVM barriers?

- Limited number of faculty involved (willingness, capability or having the time) in scholarly activity and training graduate students (Need at least 12 more new faculty positions)
- Large number of faculty in Department of Clinical Sciences and Department of Pathobiology and Population Medicine have major teaching and service (professional service not committee service) commitments
- Need to be more forward thinking and creative in faculty recruitment (example, one-time signing package or when recruiting a faculty member that is bringing an active grant with F&A, give the F&A recovered on the grant back to that faculty member for the life of that grant – could count toward the start-up package – also means we bring in a faculty member with proven ability rather than potential)
- No stipend differential between MS pursuing and PhD pursuing students
- Unwillingness sometimes to focus on specific programs and infuse funding to move programs ahead exponentially (some faculty have a mile wide and an inch deep mentality)