The development and attainment of research, scholarship and teaching skills in the field of public administration.

**Assessment:**
- Grades in graduate courses.
- Successful completion of the general comprehensive examination by the end of the first year; successful completion of a specialized field comprehensive exam by the student’s second year; successful completion of a research methods comprehensive exam and a dissertation proposal by the student’s third or fourth year.
- Annual review of students by the Ph.D. Executive Committee, indicating the Advising by student’s Ph.D. committee members.
- Successful teaching reviews for those students engaged in teaching and pedagogy.
- Attainment of employment in positions requiring the expertise obtained with the degree.

**Role of the Program:**
- Close advising by Ph.D. Director and other faculty mentors in subfields to ensure that students are being prepared in a coherent and academically rigorous fashion.
- Effective monitoring of student progress at every stage.
- Mentoring of students who receive low reviews during the annual review of Ph.D. students.
- Assisting students prepare to make paper presentations at annual national and regional conferences in public administration, including funding.
- Encouraging students to join professional associations, including funding to join leading association in the field.
- School newsletter that highlights the publications, presentations, grants, awards and achievements of both faculty and students in
the public administration program. This serves to illustrate the
importance of communicating research and scholarship to the
scientific community and the general public.
- Evaluations of teaching effectiveness of instructors.
- If effectiveness is below expectations, work with instructors to
  improve effectiveness.
- Review of the curriculum by the Ph.D. Executive Committee to
  insure that course offerings are sufficient and current in content.
- Providing guidance on job market preparation.

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<th>Conducting and producing original research.</th>
<th>Assessment:</th>
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<td>- Attendance and presentations (posters or talks) at regional and national conferences during the graduate career.</td>
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<td>- Attending bi-weekly seminars offered by the school; presenting at least once at such seminars.</td>
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<td>- Attainment of internal and external grants/fellowships for research.</td>
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<td>- Attainment of awards for research.</td>
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<td>- Submission and acceptance of peer-reviewed articles.</td>
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<td>- Completion and defense of Ph.D. proposal by end of third or fourth year.</td>
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**Role of the Program:**
- Advise students to meet with their Ph.D. advisor and committee frequently to act as mentors throughout the student’s graduate career.
- Introduce students to research possibilities during orientation for new students and during the first semester.
- Assisting students prepare presentations at bi-weekly seminars.
- Assisting students prepare paper presentation for regional and national conferences.
- Providing funding for students to attend conferences.
- Track publications and presentations, and nominate eligible
student candidates for awards.

- Provide advising at every stage of the program, both from field experts and from Ph.D. Director.
- Nominating eligible dissertations for “Best Dissertation Award” in the field.
- Advise students on avenues and opportunities for publishing dissertation, including books.
- Opportunities to write and submit grants for external funding.

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<th>Professional career preparation.</th>
<th>Assessment:</th>
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<td>• Student teaching evaluations.</td>
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<td>• Assist in preparation of curriculum vita.</td>
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<td>• Advisement on relevant places to submit applications.</td>
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<td>• Track number of publications, presentations, and outreach activities.</td>
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<td>• Placement of students upon completion of degree.</td>
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**Role of the Program:**

- Provide students with an academic culture that fosters professionalism by treating students as junior colleagues and expecting them to act in that manner.
- Provide students with access to teaching skills classes both within the program.
- Provide networking opportunities by providing access to seminar speakers and visiting scholars through one-on-one meetings, funding to regional and national meetings and professional organizations.
- Keep students informed of the academic job opportunities available to them.
- Keep students informed of professional development opportunities as they become available through the university.