Graduate Studies Task Force Report

Submitted to Dr. David Shaw, Provost and Executive Vice President

April 22, 2021

Graduate Studies Task Force - Membership

Kevin Armstrong – Chair – CAS (current Graduate Coordinator, Psychology)
Kari Reeves – Associate Dean Representative
Linkan Bian – BCOE Representative
Russell Carr – CVM Representative
Dana Franz – UCCC and COE Representative
Don Grebner – CFR and Department Head Representative
*Brien Henry – OGS Representative
*Richard Harkess – CALS Representative
Jeffrey Haupt - CAAD Representative
*Nicole Ponder – COB Representative
*Marian Chancellor – Manager, Center for Distance Education
Teri Robinson – Library
Peter Ryan – Ex Officio
  *Denotes subgroup leader – subgroup memberships listed in Appendix A

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Graduate Studies Task Force

    I.   Executive Summary

A. Charge *(from* https://www.provost.msstate.edu/initiatives/taskforces.php)

I.   Review current Graduate School practices and determine where impediments may exist to application, admission, enrollment and graduation. Areas for review include the new admission process, timeliness to decision making in the academic units on applicants, ease of enrollment, and the graduation process.

II.   Review standardized test requirements for admission to graduate programs with consideration for specific populations such as adult learners, professionals, and military personnel with rank.

III.   Review funding limitations including stipends (GTAs, GRAs, GSAs), tuition remission, health care, and other factors that prospective graduate students are seeking.

IV.   Assess productivity and viability of current programs, identify opportunities for potential new programs, and explore expanding the online option for existing and new programs.

B.   Background

- The Graduate Studies Task Force (GSTF) met several times in Spring 2020 and resumed collaborations for 2020-2021. The GSTF approached the various charges by dividing into three working subgroups. Some members served on more than one subgroup. (See Appendix A: Graduate Studies Task Force - Subgroup Memberships – page 13.)
- Data were collected by the GSTF (e.g., a survey in October 2020 to Graduate Coordinators and Department Heads – see Appendix B – page 14; data from the Institutional Research office; and data from the Graduate Studies staff), and at the subgroup level (e.g., data on online programs).
- Subgroup members developed initial lists of conclusions and recommendations, which were integrated into this report.
- Overall, the GSTF concluded that some of the task force's charges could be addressed now although some will be better addressed after prospective data collection efforts with oversight from the Graduate School.

C. **Charges – Main Conclusions and Recommendations**

I. *Review current Graduate School practices and determine where impediments may exist to application, admission, enrollment, and graduation. Areas for review include the new admission process, timeliness to decision making in the academic units on applicants, ease of enrollment and the graduation process.*

A. Applications/Admissions

There has been substantial growth in the number of applicants to our graduate programs since fall 2019. Table 1 presents data that confirms the increase in applications received and enrollment for fall semesters 2019 and 2020. This growth trend continued when comparing data from spring 2020 to spring 2021.

Semester	Applications (10th day of class)	Admitted (10th day of class)	Enrolled New (10th day of class)
Fall 2020	3064	1756	949
Fall 2019	1886	1079	592
# Difference	+1178	+677	+357
% Difference	**62%**	**63%**	**60%**
Spring 2021	1082	798	571
Spring 2020	787	502	274
# Difference	+295	+296	+297
% Difference	**37%**	**59%**	**108%**

Table 1. Applications received and new students enrolled fall 2019 through spring 2021 semesters.

With the transition to the new admissions platform, SLATE, the admissions process has become more efficient in processing the rapid increase in the number of applications received by Graduate Admissions. It is important to note that Graduate School had started the implementation and use of the new platform for tracking, reviewing, and processing graduate applications in the summer of 2019. This was at a time when application submissions were in a rapid growth trajectory and there were some challenges for the admissions staff in familiarizing themselves with a new system while coping with the increase in applications. The processing of applications is more efficient and timely now that admissions staff and graduate coordinators across the university have become more familiar with the software. However, the increased

application numbers have created growing pains for the Graduate School as the numbers are so dramatically higher yet the time period in which to do the work remains compressed and time sensitive. The pressure on staff to process applications in a timely fashion creates significant practical challenges. Staffing may need to grow given the overall increase in demands on this system.

Removing the standardized test (e.g., GRE, GMAT, Praxis Exam) as a requirement for admission to a number of graduate programs on campus may be a significant factor in the increase in applications being experienced both at MSU and around the country. When COVID-19 allowances are reconsidered, our graduate programs will likely want to make their own decisions about whether to continue waiving the GRE. Graduate application numbers are expected to be greater in the future if GRE waivers remain in place.

The jury is still out on whether the increase in application numbers related to GRE waivers will result in higher quality students being enrolled or just more applicants submitting applications. However, it will certainly increase competition for available graduate student positions and will be a significant plus to tuition-driven graduate programs that do not need to provide assistantships to their graduate students. Additional discussion on the GRE is offered below in section II.A., on page 8.
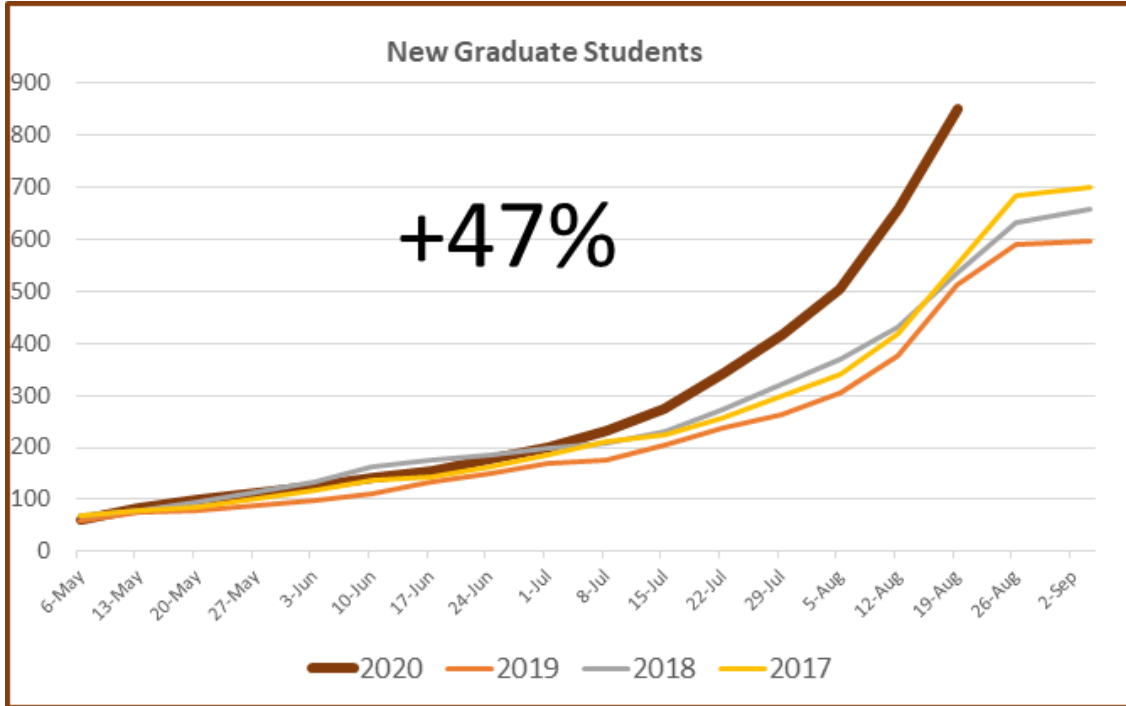
Survey data suggested some programs desired a shorter time between applicants submitting materials and receiving a decision. Infrastructure changes to the software and staff assignments have proven helpful in the past year. Some of the delays at the graduate school end have been addressed successfully (e.g., reallocating staff assignments and administrators' use of overtime to encourage quicker processing of applications, using Slate's settings that allow graduate faculty access even to incomplete applications). Other sources of delays are based on how individual programs and departments conduct their decision-making processes. Additional administrative attention to improving the turnaround time is warranted given how critical that is to many programs. However, it was also noted that much of the delay in decisions resides at the level of the department/program. Some units have specific admission and review cycles (e.g., Business (MBA), Physics, Psychology) which the Graduate School is aware of and accommodates.

Additional information from the survey on questions related to the application process are found in "Appendix C – Survey Responses to Application Questions" – see page 15.

Maintaining an appropriate staff level in the Graduate School office will be essential to helping MSU get quick turnaround times on making applications available to programs and then in processing recommendations for admissions. The Graduate School administrators will need to monitor the workload and recommend an increase in staffing as necessary.

B. Enrollment

Fall of 2020 saw record graduate student enrollment growth. As of Fall 2020, there were over 3,800 graduate students enrolled. This table shows growth from 2017 to 2020. The 47% increase highlighted in this graph was from 2019 to 2020.

Current infrastructure will need to be monitored across campus and within programs to ensure faculty instructional and advising systems mature in a congruent fashion to handle the growth in student numbers. Recent graduate student exit interview data make it clear our students enjoy excellent access to their graduate faculty and that this is a major source of satisfaction with the graduate training.

At many peer or peer plus institutions, graduate enrollment is approximately 20% of the student body. MSU is currently above 16% and closer to 18% if Veterinary Medicine is included (Fall 2020 data). These numbers are provided for descriptive purposes. The task force did not directly consider whether this observation should be connected to upcoming institutional goals. However, with the addition of several new programs and more programs offering access to online pathways, there is an expectation and a desire that graduate student enrollment represent or exceed the 20% composition of the student body.

C. Graduation

Due to procedural changes initiated by the Graduate School staff, obstacles to auditing graduates were reduced and a clearer trail of documentation was available for graduate students' work while at MSU.

D. COVID-19 Pandemic Mode

Many adjustments have been many and have been constructed to help programs assist students with special challenges. This has been well received by Graduate Coordinators and Department Heads. Overall, survey results show high satisfaction with the work and the leadership of Graduate School staff and administration.

Recommendation:

The Graduate School is encouraged to focus on allocating resources and developing infrastructure to manage the increase in admissions work and in managing students once enrolled. The Graduate School will play an integral part in helping programs in the post-COVID-19 environment, when that emerges.

II. *Review standardized test requirements for admission to graduate programs with consideration for specific populations such as adult learners, professionals and military personnel with rank.*

A. Standardized Tests (GRE, GMAT, English Proficiency)

A decision was made to waive standardized test requirements in late spring of 2020 due to the difficulty in accessing Test Centers as a consequence of the COVID-19 pandemic restrictions. Based on data received from the Graduate School staff, MSU's GRE waiver decision was consistent with 36 peer or peer plus institutions surveyed. The standardized test waiver has been met with much enthusiasm by applicants, but with some reservations by programs which rely on the test scores for evaluation purposes. The Graduate School continues to encourage program coordinators to work with applicants and, where appropriate, consider the long-term role of standardized tests in graduate admissions. Given the results of the survey of Graduate Coordinators and Department Heads, it seems unlikely that a uniform policy of removing the requirement of the GRE or GMAT would be adopted. However, given this finding, the current approach of affording discretion to programs and departments should be continued as much as possible. Some programs may choose to grant preferential consideration to applicants who submit test scores, although such programs should be encouraged to evaluate the impact of this type of requirement on the diversity of their applicant pool.

It is recommended the tests for English language proficiency remain in place (e.g., TOEFL, ISLETS, DuoLingo).

B. Standardized test requirements and **nontraditional adult students, military, and professionals**

The taskforce recognized that standardized test requirements are an impediment to the recruitment of nontraditional adult students, military, and professionals to graduate training at MSU. Thus, consideration needs to be given to providing a standardized test waiver to more successfully recruit nontraditional students.

Recommendation:

Eliminating the GRE requirement has likely contributed substantially to the increase in applications experienced by the Graduate School overall. Departments and programs should help evaluate the long-term impact on the quality and diversity of enrolled students (not just the number of applicants) associated with reducing or eliminating the GRE requirement. Distance Learning programs should be examined more closely to identify strategic opportunities for growth.

III. *Review funding limitations including stipends (GTAs, GRAs, GSAs), tuition remission, health care and other factors that prospective graduate students are seeking.*

A. **Graduate Student Support: Stipends, Tuition Waivers, and Health Benefits**

Perhaps no other issue generated as much consensus as did the need to enhance graduate student support. The three issues of partial tuition coverage, health insurance, and stipend levels for graduate assistantships are considerable barriers to recruiting the top graduate students to our programs. According to survey results, the impact on enrollment and productivity across graduate programs is uneven but ranges from a minor problem to one that severely handcuffs programs – especially those in competitive, national recruiting markets. See Appendix D: Salary Data for Graduate Assistants (10/2/2020) – see page 17. Stipend data for five SEC universities is presented immediately after on page 18.

B. **Department-Level Efforts Helped**

Efforts and plans by some departments to supplement stipends and provide funds that could be used towards tuition and health insurance were significant but were largely dependent on whether departments had sources of income to cover the expenses. Leveraging online tuition income and research overhead were the two primary sources of support for programs able to tackle this at a program or department-level, but these resources are spread unevenly across the Colleges.

Recommendation:

The Taskforce recommends a review of available funding resources to determine the feasibility of increasing assistantships and tuition remission consistent with the average awarded by peer and peer+ institutions in the Southeast region. The university administration is encouraged to carefully consider the impacts of any proposed changes to current funding models with departments regarding revenue sharing from online programs or research overhead since some units rely on these resources to provide or supplement stipends.

Specific recommendations for graduate assistantship stipends include:

- Extend TA assignments to 12 months or provide summer coverage for students registered for classes or research hours.
- Remove the 29% tuition & fees cost currently charged to students. A phase out plan may be necessary to accomplish this.
- Expand health insurance coverage by developing financial support from some combination of university, college and department levels. A phase in plan may be necessary to accomplish this. Alternatively, the university and other IHL institutions could consider approaching IHL Board members about recommending that the legislature extend state health care coverage to graduate students.

IV. *Assess productivity and viability of current programs, identify opportunities for potential new programs and explore expanding the online option for existing and new programs.*

A. **Overview**

The Graduate Studies Task Force Subgroup #2 address this charge in greater detail in Appendix E (see page 19). Highlights are provided here.

B. **Current Degree Programs**

Mississippi State University offers 98 graduate degree programs comprised of 61 M.S. degree programs with 104 concentrations, 35 Ph.D. programs with 68 concentrations, the Doctoral degree in Education (EdD), which was recently reinstated, and 1 EDS degree with 7 concentrations. Online degree options exist in 34 M.S. and 10 Ph.D. programs. There are currently 27 accelerated programs being marketed by MSU as part of the "Thrive in Five" dual degree program initiative (https://www.msstate.edu/thriveinfive). See Appendix F – page 27.

The committee identified several common concerns pertaining to graduate degree programs related to having adequate faculty, staffing and resources to manage, teach, and mentor students if enrollments continue to increase. Growth will require strategic investments in providing for instructional needs, exploring the use of incentives to expand non-thesis, certificate and online programs, and assisting in the identification and recruitment of industry and government support for existing programs. The addition of more interdisciplinary graduate programs would require deliberate actions from both faculty and administration – the graduate school dean could be asked to coordinate efforts to identify high probability targets for future interdisciplinary program development. Overall, there is an opportunity to identify programs with potential for expansion and target-hire faculty for these programs.

C. Current Certificate Programs

There are currently 22 graduate certificate programs offered by Mississippi State University. Only 5 are offered online. See Appendix G – page 49. The primary concerns are in tracking enrolled students, managing the transition path for enrollees, and working with stakeholders to identify certificate programs that are needed. Additional detail is provided in Appendix E – page 19.

D. Expansion of Online Degree and Certificate Programs

As provided in Appendix E – page 19, the subgroup listed impediments to offering more online degree options and made recommendations to address them.

Increasing the number of online programs or increasing online enrollment will require additional faculty and staff to develop, manage, teach, and mentor in online programs. Priority hiring of faculty with online experience would assist programs with perceived demand for online programs. Deans, Department Heads, and Graduate Coordinators will have important input on identifying programs that are in various stages of readiness for this investment. The Graduate Studies Task Force is cognizant of the desire to increase quality programs and not simply increase the number of degree programs or enrolled students. A strategic growth plan is needed to produce an organized and coordinated effort towards these goals.

Recommendation

A brief listing of factors to consider follows.

- Increased funding and support for both programs and students (staff, technology, space, etc.). This could potentially be accomplished through a university loan to the department that would be paid back as the program generates revenue. This could enable departments to develop the curricula for new programs and launch them.
- Additional Faculty and staff – considering online program needs when approving new positions and during regular hiring processes
- Professional development and training for existing administrators, faculty and staff - refining support opportunities to faculty in learning how to provide quality on-line courses and programs (kudos to the professionals from CTL, CDE, library, ITS for their amazing work in response to the COVID-19 crisis)
- The use of incentives to encourage development efforts at the college, department, and faculty levels
- Maintaining and improving quality of graduate education during a time of growth - note that over 60% of online graduate courses are taught by a MSU faculty member – this is a point of pride within the Graduate School and faculty
- Providing technologies necessary to support current and future iterations of online degree and certificate programs.

II. **Graduate Studies Task Force Conclusion**

It is the Task Force's intention this report provide a useful overview of factors which may strengthen graduate education at Mississippi State for years to come. Graduate student enrollment at MSU has increased significantly in the immediate past few years and we are well positioned to improve and increase graduate programs both on campus (Starkville, Meridian) and online. A variety of obstacles have been outlined in this report and a number of recommendations have been made. The Task Force also encourages additional study and prospectively collected data to help identify and evaluate strategies and investments.

Appendix A: Graduate Studies Task Force - Subgroup Memberships

Subgroup #1 – Opportunities for Graduate Student Success (formerly "Impediments to Graduation")
 Leader – Nicole Ponder
 Members – Linkan Bian, Brien Henry, Kari Reeves, Teri Robinson, Kevin Armstrong
- Strategy
    - Reviewed exit data (emphasizing pre-COVID-19 data 2016-2018)
    - Surveyed Graduate Coordinators and Department Heads
    - Organized around recruitment, admissions, enrollment, and retention themes

Subgroup #2 – Degrees & Certificates: Review & Expansion (including online)
 Leader – Richard Harkess, Co-leader – Marian Chancellor
 Members – Russell Carr, Linkan Bian, Jeffrey Haupt, Dana Franz, Don Grebner, Kari Reeves, Peter Ryan
    - o Strategies organized around
        - Productivity of degree programs
        - Program reviews
        - Employment Opportunities
        - Expansion of on-line degree and certificate programs
        - Survey

Subgroup #3 – Role of the Graduate School
 Leader – Brien Henry Members – Nicole Ponder, Dana Franz, Teri Robinson, Kevin Armstrong, Peter Ryan
    - o Identifying stable sources of resources for Grad school and its programs
    - o Can we get to 20% of student body as grad students? Currently around 16%...
    - o How OGS is structured at peer & peer plus institutions
    - o How to get "automatic admission" going for appropriate programs

Appendix B: Graduate Coordinators and Department Heads Survey

(Q1 NA)

Q2 What is your role in graduate education at MSU?

Q3 What is the name of the primary graduate program for which you are responsible?

Q4 In which College is your program housed?

Q5 Is this a thesis/dissertation or non-thesis program?

Q6 In what format is this program offered?

Q7 Please answer the following questions about online education.

Q8 What would it take for your program to be offered completely online in addition to being offered face-to-face?

Q9 Consider the process of recruiting well-qualified students to your program and answer the following questions.

Q10 Please feel free to elaborate further on any of the answers you gave in the questions above.

Q11 Why aren't you interested in growing your program?

Q12 What are your biggest challenges in recruiting qualified students to your program?

Q13 Have you been contacted by any industries or government entities to develop programs that provide students who have any special skills? What briefly would it take to satisfy any appropriate requests?

Q14 Do you collect any data on why applicants who are offered admission at MSU decline the offer and choose to enroll elsewhere? If so, what have you found?

Q15 Please answer the following questions regarding the application and admissions process.

Q16 Please feel free to elaborate further on any of the answers you gave in the questions above.

Q17 What are your biggest challenges with the application process for your program?

Q18 Please answer the following questions about your program's effectiveness.

Q19 Please feel free to elaborate further on any of the answers you gave in the questions above.
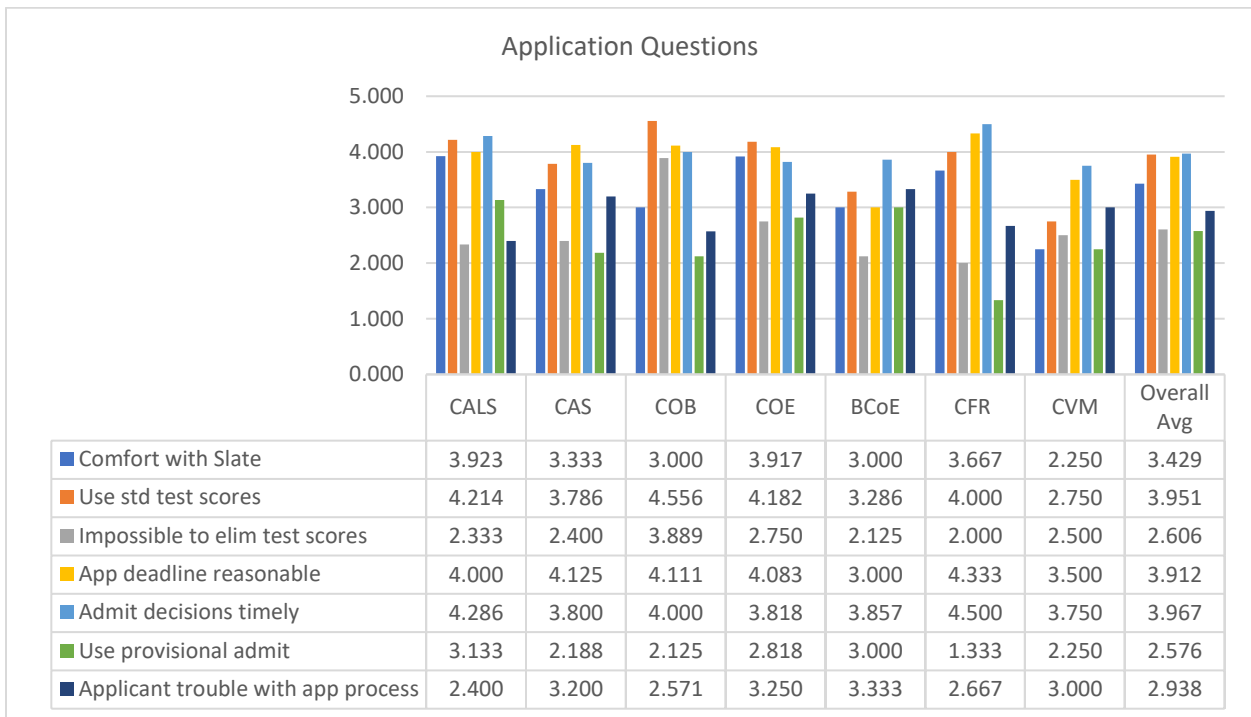
Q20 How satisfied are you with the staff in the Graduate School? Please answer the questions below by indicating your level of satisfaction with the following aspects of Graduate School staff members.

Q21 Please feel free to elaborate further on any of the answers you gave in the questions above.

Q22 What would you change or improve about the Graduate School?

GSTF Appendix C: Survey Responses to Application Questions

Nine questions were posed to better understand program/college issues associated with the application process. The first 7 were Likert-type questions where answer ranged from 1 = Strongly Disagree to 5 = Strongly Agree (6 = N/A but there were no responses of 6). The figure below shows the college averages for all programs reporting responses to these questions. Overall, the programs did use standardized test scores in admit decisions, felt that the application deadlines were reasonable and that admit decisions were timely. There was less agreement with the statements that it would be impossible to eliminate standardized test scores from admit decisions and that the provisional admission status was used.

Application Questions	CALS	CAS	COB	COE	BCoE	CFR	CVM	Overall Avg
Comfort with Slate	3.923	3.333	3.000	3.917	3.000	3.667	2.250	3.429
Use std test scores	4.214	3.786	4.556	4.182	3.286	4.000	2.750	3.951
Impossible to elim test scores	2.333	2.400	3.889	2.750	2.125	2.000	2.500	2.606
App deadline reasonable	4.000	4.125	4.111	4.083	3.000	4.333	3.500	3.912
Admit decisions timely	4.286	3.800	4.000	3.818	3.857	4.500	3.750	3.967
Use provisional admit	3.133	2.188	2.125	2.818	3.000	1.333	2.250	2.576
Applicant trouble with app process	2.400	3.200	2.571	3.250	3.333	2.667	3.000	2.938

The next question asked for elaboration on any responses. The word cloud below summarizes the responses. With respect to the application, many programs indicated that being able to see an application while in progress, access by themselves or the review committee was difficult, the lack of notification of an application awaiting a decision is problematic, and time between a departmental decision and/or a final decision was sometimes long. Programs were split on the use of standardized test scores, for some they are essential for others they are not necessarily. There may be opportunities for variable requirements based on student BS performance, campus, or other criteria.

The final question asked about the biggest challenges that programs faced with the admissions process. The word cloud below provides the results of this analysis. Some common or similar statements by the programs included being copied on notifications sent to students, Slate makes the review process more difficult not easier, students frequently apply to the wrong program/campus, students' lack of "view" into their own application to see if it is complete or what is missing, too long of an administrative review chain, inability to see in-progress applications, and both faculty and OGS staff's timely handling of applications.

Appendix D: Stipend Data for Graduate Assistants (10/5/2020)

Stipends at Five SEC Universities

Institution	FTE	Assistantship	9-month	Comments
U of Mississippi	0.50	GTA (base)	$5000/term	Tuition and Insurance
	0.25	GTA (base)	$2,500/term	Tuition and Insurance
U of Tennessee-Knoxville	0.25	GA (base)	$4,800/term	Tuition and Insurance
	0.33	GA (base)	$6,336/term	Tuition and Insurance
	0.50	GA (base)	$9,600/term	Tuition and Insurance
	0.25	GTA (base)	$6,000/term	Tuition and Insurance
	0.33	GTA (base)	$7,920/term	Tuition and Insurance
	0.50	GTA (base)	$12,000/term	Tuition and Insurance
U of Alabama	0.50	GTA (base, 9 mo)	$6,862/term	Tuition and Insurance
		GTA (Engineering, 9 mo)	$7,875/term	Tuition and Insurance
U of Georgia	0.50	GTA (base, 9 mo)	10,614/term	GRA, GTA and GA rates lower for Master's student, tuition and Insurance
U of Missouri	0.50	GTA (base, 9 mo)	$9,013/term	STEM disciplines pay higher, tuition and Insurance
Mississippi State	0.50	GTA (base, 9 mo)	$3,560/term	71% tuition, 100% non-resident tuition exemption, $200/semester MSU health insurance credit

Data on MSU GA expenditures presented in next table.

Fall Semester 2020 MSU Graduate Assistant Statistics

(Data from Controller's Office)

GA Group	Total # of TAs	Average Monthly ($)	Median ($)	Minimum ($)	Maximum ($)	Total $$s
			Stipend Data for Graduate Assistantships at MSU			
Graduate Research	548	1,662	1,667	600	4,167	882,467
Graduate Service	142	1,129	1,100	600	1,800	152,411
Graduate Teaching	446	1,554	1,644	791	2,278	679,105
Overall Totals	1,136	1,553	1,600	600	4,167	1,713,984
Breakdown of GTA by level						
Graduate Teaching 1	35	1,104	1,000	791	2,278	38,453
Graduate Teaching 2	306	1,595	1,667	974	1,978	480,839
Graduate Teaching 3	105	1,586	1,625	933	2,278	159,814
Overall Totals	446	1,554	1,625	791	2,278	679,105

Appendix E – Subgroup Report on Degree & Certificate Programs

Graduate Studies Task Force Subgroup #2 – The combined topics of Degrees & Certificates: Review & Expansion

Members: Richard Harkess, leader; Marian Chancellor, co-leader; Russell Carr; Linkan Bian; Jeffrey Haupt; Dana Franz; Don Grebner; Kari Reeves; Peter Ryan; Kevin Armstrong

Graduate task force subgroup 2 was charged with assessing productivity and viability of current graduate programs and to identify opportunities for potential expanding online graduate education opportunities. The committee initially met in February 2020 and collectively identified points which fell under two general categories: 1) Existing degree and certificate programs, and 2) Potential for expansion of online degree and certificate programs. The categories were further broken down and data needs identified. Data was collected through inquiry from relevant sources and offices on campus and a survey sent to graduate program coordinators and department heads across campus. The issues and data collected are summarized as follows:

Current Degree and Certificate Programs

Mississippi State University enrolled 3,803 graduate students plus 380 professional students fall semester 2020. There are about 831 graduate faculty. The graduate students are parsed out among 98 graduate degree programs comprised of 61 M.S. degree programs with 104 concentrations, 35 Ph.D. programs with 68 concentrations, an Education Doctoral degree, and 1 EDS degree with 7 concentrations (Appendix F). In addition, there are 22 graduate certificate programs on campus (Appendix G). Of the 97 graduate degree programs, only 34 M.S. with 6 concentrations and 10 Ph.D. with 5 concentrations offer an online option. There are an additional 5 online graduate certificate programs. To recruit quality students from the undergraduate body, 27 programs have initiated an Accelerated B.S./M.S. degree program. The graduate school is promoting them through the "Thrive in Five accelerated degree program" which allows a motivated student to earn a B.S. and M.S. degree in 5 years. The current graduate student to faculty ratio is 3,803:831 or 4.6 students per graduate faculty member. (Appendix C: Graduate faculty).

Funded students at Mississippi State University as of October 2, 2020 were as follows:

Graduate Assistant Group	Number of students
Graduate Research	548
Graduate Service	142
Graduate Teaching	446
Total on Assistantships	1136

Graduate Degree Programs

There were three primary areas of discussion concerning graduate degree programs: Current Graduate Degree Programs, Graduate Program Reviews, and Employment Opportunities for Graduates.

Current Graduate Degree Programs

Information gathered from the survey of MSU Graduate Coordinators and Department Heads identified several common concerns pertaining to graduate degree programs.

- o Survey respondents concerns primarily fell into several areas:
    - Stipends/Number of Assistantships
    - Funding/competitive assistantships
    - Health Insurance
    - Faculty and support staff available to manage, teach and mentor online students
- o Reasons departments are not interested in increasing their programs
    - Available faculty
    - Available resources, such as need for additional instructional designers
- o Additional concerns to consider:
    - Perceived load for faculty and the university. (AOP 13.23 Faculty Workload).
    - Student support/assistantships/fellowships/funding/ differential funding to be competitive and increase program enrollment.
    - Missing quality students from a lack of available funding and competitive assistantships.
    - Concerns with self-funded students completing their degrees.

Survey Question: Consider the process of recruiting well-qualified students to your program and answer the following questions.						
	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Average
I have the resources to recruit well-qualified students to my program.	8	19	7	26	9	3.1
The assistantships that we offer are competitive with our peer universities.	25	19	2	9	7	2.3
We lose well-qualified applicants due to the lack of available funding for them.	8	9	5	15	27	3.7
We have adequate strategies for student recruitment.	2	11	20	26	10	3.4
We have adequate promotional materials for student recruitment.	3	16	13	25	12	3.4

Most of our students are self-funded.	34	7	7	2	18	2.5
We have successfully recruited a diverse graduate student body to our program.	6	12	7	30	14	3.5
Our department could use support in developing a better plan to diversify our graduate student body.	5	11	21	18	12	3.3
If our face-to-face graduate student body grew by 15%, we have or could easily develop enough resources (e.g., faculty, space, seats, funding) now to support them.	16	20	9	11	8	2.6
If our online graduate student body grew by 15%, we have or could easily develop enough resources (e.g., faculty, space, seats, funding) now to support them.	6	18	10	9	11	3.0
I am very interested in growing our program.	0	1	6	14	46	4.6

- **Recommendations**:
    - o To help with recruitment and retention, increase tuition waivers for GTAs, increase stipends, and offer support for health insurance.
        - ▪ Accept more self-funded students, perhaps especially with certificate programs and non-thesis degree programs
    - o Provide incentives to and within departments to offer online courses and develop online degree programs.
    - o Implementation of shorter course terms for some courses to accommodate students who are working.
    - o Implement alternative instruction format such as Hybrid/ face-2-face + online (e.g., Biology for Science Teachers)
    - o Identify additional programs that could offer the Accelerated B.S./M.S. degree option. Currently 27 programs offer this option.
    - o Increase programs offering the Non-Thesis option. In some cases, a non-Thesis M.S. degree would be a terminal degree and in other cases the M.S. degree could serve as a segue into a doctoral program.

Graduate Program Reviews

- o How to conduct program reviews.
- o Current program review process is administered through the Provost's Office which is overwhelmed by the process and number of programs.
- o How to define productivity of a program.
  - Cost to University vs. Economic impact
  - Number of graduates?
- o How to determine relevancy of current programs
  - Actual need expressed by stakeholders
- o What to do about programs with low enrollment/graduation rates

- **Recommendations**:
  - o Use national program accreditation for accredited programs.
  - o Use of IE/Assessment model for assessment.

Employment Opportunities for Graduates

- o Identifying viable and feasible programs to meet the demands of employees and employers
- o Survey respondents identified several program areas with potential for growth to provide students with special skills.

- **Recommendations**
  - o Engage Institutional Research in working with departments to monitor employment by graduates on a regular basis (e.g., every 3 years)
  - o Review the survey and identify which departments have program areas with potential for growth and invest resources to assist these programs in meeting stakeholder needs for students with these specialized skills and training.
  - o Review Alumni and stakeholder feedback on employment needs.
  - o Examine national and international trends for emerging fields requiring specialized training.
  - o Monitor employer requests for graduates with specialized training.

Current Certificate programs

There are 22 graduate certificate programs offered by MSU (Appendix G).

- o Management of applications? Admissions/Grad School/Departments
- o Inability to track certificates in Banner

- **Recommendations**:
  - Simplify the application process for certificates.
  - SACSCOC substantive change notification for pre-baccalaureate offerings of certificates.
  - Work with department advisory boards to determine industry needs
  - Use the Center for Distance Education to help with market analysis to determine need for online certificate programs.
  - Work with the Center for Distance Education to assist in marketing online certificate programs.
    - The Campus community has low awareness of the Center for Distance Education's ability to assist with online program development.
  - Add a path for students enrolled in Certificate programs leading to graduate programs. Ensure students and faculty understand that credits earned in certificate programs can apply to graduate programs.
  - Have students apply to and enroll in Certificate programs for tracking and counting student enrollment in these programs. This tracking may be currently available in Slate, but there is uncertainty as to who has access and what level of access.
  - Add a Certificate Program level to CAPP similar to dual majors whereby a student's enrollment in the program and progress towards completion may be tracked.

Expansion of Online Degree and Certificate Options

With the emergency movement to online teaching resulting from COVID-19, there has been an increased awareness for the need for more organized and coordinated efforts in online degree and certificate options. In particular, there is a need for additional faculty and staff to manage, teach, and mentor students in online programs; requirement for increased funding to support the programs and students; and a need for more training and support for online teaching, course design, and program development. The Impediments/Barriers to Offering an Online Program were investigated.

Impediments/barriers to offering an online program

Questions on the survey of graduate coordinators and department heads were asked to elicit information on perceived impediments and barriers to offering an online graduate program.

- Survey participants' responses primarily fell into four areas:
  - How to provide Research/Hands-on Intensive programs online
  - Knowledge of Structural/Institutional resources available
  - Need more support in developing an online program
  - Departments actively working toward developing an online program

Survey Question: Please answer the following questions about online education.						
	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Aver age
It is feasible to offer my program online.	14	6	2	5	5	2.4
There is demand for an online version of my program.	6	7	3	8	7	3.1
We have the resources in place to be able to offer my program completely online.	14	9	3	2	3	2.1
Faculty are sufficiently trained to be able to offer a course online.	5	6	5	6	8	3.2

- **Additional Task Force findings on Impediments to offering more online degree options**
  - How many is too many programs (unmanageable)?
  - Available faculty (FTEs) and staff to add online classes
    - Human/faculty resources for managing online degree/certificate programs.
    - Increased teaching load but not degrees or enrollment
    - Lack of faculty for advising thesis/dissertation
  - Faculty and departments lack knowledge/experience/training of how to develop and manage online degree/certificate programs.
  - Assistance with course development/transition
    - Courses that require a lab session. e.g., Studio and laboratory instruction online.
      - The survey suggested some programs experience difficulty setting up laboratory sessions for online classes. These courses will require students to visit the MSU campus for at least one semester.
  - Lack of available online courses from other departments.
    - Territorial subject areas not currently online.
      - Cooperation needed to offer complete degree program. e.g., Graduate Statistics course online.
  - Technology upgrades—classrooms and studios.
  - Faculty resistance – Several Graduate Coordinators responded their faculty lack incentives for developing and teaching online programs.
  - Teamwork and collaboration between departments and CDE
  - IHL/UCCC approval process
  - Residency requirements to get degree from MSU
  - Recruitment, retention, and completion

- **Recommendations**
  - Strategic growth is needed
    - Opportunities in individual fields for departments which have low-level online activity.
  - Available faculty and institutional resources are a consistent concern to increasing online program offerings. To increase the number of online programs or increase enrollment will require additional faculty and institutional resources.
    - Tenured and tenured-track faculty are needed to advise PhD students and Thesis MS students.
    - Increase available faculty with training or willing to teach online.
    - Identify unique faculty talent pools for online programming.
    - Hiring priorities – hire faculty with online skills.
  - There is a perceived demand for online programs; however, there is also a perception of a lack of resources available to develop and offer programs online.
    - Follow-up work should be done to identify programs that perceive demand, but which may require critical resources to increase enrollment of graduate students in those programs.
      - Based on the survey data provided by Graduate Coordinators and Department Heads, several programs appear eager and ready to pursue expanding their online graduate programs.
  - Explore virtual options for courses that require hands on or lab sessions
  - Incentive structure for online educational efforts – make sure evaluation and raise processes take into account the unique issues involved with supporting online activities.
  - There is a need to increase resources for assistance with course development and design. Faculty are unaware of available resources especially the role instructional designers can play in developing high quality educational online experiences. Currently, MSU has 1 instructional designer in the CTL and 1 in the Center for Distance Education.
    - It is recommended MSU increase training opportunities for faculty in online instruction. Training for teaching online courses needs to be increased with coordinated efforts between CTL and CDE.
    - Hire additional qualified instructional designers who can offer training and assistance in course and program development.
    - Target hire additional faculty in departments/programs with demonstrated need and potential for enrollment in online programs.
    - CDE and CTL have resources for training and development.
    - Adding online degree option to existing degree only requires UCCC approval and file Appendix 10 with IHL.

  - Market analysis
    - Research for main campus (OGS?) and online (CDE).
    - Will participants/students be willing to follow semester model?
    - Will participants/students be willing to pay.
    - Advertisement of current online program options.
    - OPA involvement.

- Funding
    - Federal funds – help to identify and obtain funding.
    - Publicize funding model opportunities.
    - Make it financially viable for smaller programs.

Major/Concentration	Degree	Department and College Websites	Graduate Coordinator	Departmental Requirements
Accounting (NT)	Master of Professional Accountancy	Adkerson School of Accountancy College of Business	**Dr. Kelly Walker** kw2369@msstate.edu (662) 325-1632	Adkerson School of Accountancy
Aerospace Engineering (T; NT)	Master of Science	Aerospace Engineering Bagley College of Engineering	**Dr. Mark Janus** mark@ae.msstate.edu (662) 325-2463	Aerospace Engineering-M.S.
Aerospace Engineering *Concentration: Engineering*	Doctor of Philosophy	Aerospace Engineering Bagley College of Engineering	**Dr. Mark Janus** mark@ae.msstate.edu (662) 325-2463	Aerospace Engineering-Ph.D.
Agribusiness Management (NT)	Master of Agribusiness Management		**Dr. Ardian Harri** Ah333@msstate.edu (662) 325-5179	Agribusiness Management (*Interdisciplinary Program*)
Agricultural and Extension Education (T; NT)	Master of Science	School of Human Sciences College of Agriculture and Life Sciences	**Dr. Kirk Swortzel** kirk.swortzel@msstate.edu (662) 325-7837	Agricultural and Extension Education-M.S.
Agriculture and Extension Education *Concentration: Agricultural Sciences*	Doctor of Philosophy	School of Human Sciences College of Agriculture and Life Sciences	**Dr. Kirk Swortzel** kirk.swortzel@msstate.edu (662) 325-7837	Agricultural and Extension Education-Ph.D.
Agricultural Economics (T; NT) *Concentration: Agriculture*	Master of Science	Agricultural Economics College of Agriculture and Life Sciences	**Dr. Ardian Harri** ah333@msstate.edu (662) 325-2751	Agricultural Economics-M.S.
Agricultural Life Sciences (T; NT) *Concentration: Animal Physiology*	Master of Science		**Dr. Scott Willard** swillard@cals.msstate.edu (662) 325-0233	Animal Physiology (*Interdisciplinary Program*)
Agricultural Life Sciences (T; NT) *Concentration: Biochemistry*	Master of Science	College of Agriculture and Life Sciences	**Dr. Natraj Krishnan** nk260@msstate.edu (662) 325-2978	Biochemistry-M.S.

Major/Concentration	Degree	Department and College Websites	Graduate Coordinator	Departmental Requirements
Agricultural Life Sciences (T) *Concentration: Entomology and Plant Pathology*	Master of Science	College of Agriculture and Life Sciences	**Dr. Natraj Krishnan** nk260@msstate.edu (662) 325-2978	Entomology and Plant Pathology-M.S.
Agricultural Life Sciences (T; NT) *Concentration: Genetics*	Master of Science		**Dr. Scott Willard** swillard@cals.msstate.edu (662) 325-0233	Genetics (*Interdisciplinary Program*)
Agricultural Sciences *Concentration: Animal and Dairy Science*	Doctor of Philosophy	Animal and Dairy Sciences College of Agriculture and Life Sciences	**Dr. Jamie Larson** j.larson@msstate.edu (662) 325-0040	Animal and Dairy Sciences-Ph.D.
Agricultural Sciences *Concentration: Animal Nutrition*	Doctor of Philosophy	Animal and Dairy Sciences College of Agriculture and Life Sciences	**Dr. Jamie Larson** j.larson@msstate.edu (662) 325-0040	Animal Nutrition-Ph.D.
Agricultural Sciences *Concentration: Engineering Technology*	Doctor of Philosophy		**Dr. Joel Paz** jpaz@abe.msstate.edu (662) 325-4798	Engineering Technology (*Interdisciplinary Program*)
Agricultural Sciences *Concentration: Poultry Science*	Doctor of Philosophy	Poultry Science College of Agriculture and Life Sciences	**Dr. Aaron Kiess** a.kiess@msstate.edu (662) 325-3416	Poultry Science-Ph.D.
Agriculture (T; NT) *Concentration: Agricultural Economics*	Master of Science	Agricultural Economics College of Agriculture and Life Sciences	**Dr. Ardian Harri** Ah333@msstate.edu (662) 325-5179	Agricultural Economics-M.S.
Agriculture (T) *Concentration: Animal Nutrition*	Master of Science	*Interdisciplinary Curriculum*	**Dr. Jamie Larson** j.larson@msstate.edu (662) 325-0040	Animal Nutrition (*Interdisciplinary Program*)
Agriculture (T; NT) *Concentration: Animal Science*	Master of Science	Animal and Dairy Sciences College of Agriculture and Life Sciences	**Dr. Jamie Larson** j.larson@msstate.edu (662) 325-0040	Animal and Dairy Sciences-M.S.

Major/Concentration	Degree	Department and College Websites	Graduate Coordinator	Departmental Requirements
Agriculture (T; NT) *Concentration: Engineering Technology*	Master of Science		**Dr. Joel Paz** jpaz@abe.msstate.edu (662) 325-4798	Engineering Technology (*Interdisciplinary Program*)
Agriculture (T; NT) *Concentration: Poultry Science*	Master of Science	Poultry Science College of Agriculture and Life Sciences	**Dr. Aaron Kiess** a.kiess@msstate.edu (662) 325-3416	Poultry Science-M.S.
Agronomy *Concentration: Agricultural Sciences*	Doctor of Philosophy	Plant and Soil Sciences College of Agriculture and Life Sciences	**Dr. Michael Cox** msc15@msstate.edu (662) 325-2767	Agricultural Sciences-Ph.D.
Agronomy (T; NT) *Concentration: Plant and Soil Sciences*	Master of Science	Plant and Soil Sciences College of Agriculture and Life Sciences	**Dr. Michael Cox** msc15@msstate.edu (662) 325-2767	Plant and Soil Sciences-M.S.
Animal and Dairy Science *Concentration: Agricultural Sciences*	Doctor of Philosophy	Animal and Dairy Sciences College of Agriculture and Life Sciences	**Dr. Jamie Larson** j.larson@msstate.edu (662) 325-0040	Agricultural Sciences (Animal and Dairy Science)-Ph.D.
Animal Nutrition (T) *Concentration: Agriculture*	Master of Science		**Dr. Jamie Larson** j.larson@msstate.edu (662) 325-0040	Agriculture (*Interdisciplinary Program*)
Animal Nutrition *Concentration* *Major: Agricultural Sciences*	Doctor of Philosophy	Animal and Dairy Sciences College of Agriculture and Life Sciences	**Dr. Jamie Larson** j.larson@msstate.edu (662) 325-0040	Agricultural Sciences(Animal Nutrition)-Ph.D.
Animal Physiology (T; NT) *Concentration: Agricultural Life Sciences*	Master of Science		**Dr. Scott Willard** swillard@cals.msstate.edu (662) 325-0233	Agricultural Life Sciences (*Interdisciplinary Program*)
Animal Science Concentration (T; NT) *Concentration: Agriculture*	Master of Science	Animal and Dairy Sciences College of Agriculture and Life Sciences	**Dr. Jamie Larson** j.larson@msstate.edu (662) 325-0040	Agriculture (Animal Science)-M.S.

Major/Concentration	Degree	Department and College Websites	Graduate Coordinator	Departmental Requirements
Applied Anthropology (T)	Master of Arts	Anthropology and Middle Eastern Cultures College of Arts and Sciences	**Dr. Molly Zuckerman** mzuckerman@anthro.msstate.edu (662) 325-7519	Anthropology and Middle Eastern Cultures-M.A.
Applied Physics *Concentration: Engineering*	Doctor of Philosophy		**Dr. Henk Arnoldus** hfa1@msstate.edu (662) 325-2919	Applied Physics (*Interdisciplinary Program*)
Applied Psychology *Concentration: Cognitive Science*	Doctor of Philosophy	Psychology College of Arts and Sciences	**Dr. Kevin Armstrong** kja3msstate.edu (662) 325-7657	Cognitive Science-Ph.D.
Applied Psychology *Concentration: Clinical Psychology*	Doctor of Philosophy	Psychology College of Arts and Sciences	**Dr. Kevin Armstrong** kja3msstate.edu (662) 325-7657	Clinical Psychology-Ph.D.
Automotive Engineering	Graduate Certificate	Bagley College of Engineering	**Dr. Randy Follett** follett@ece.msstate.edu (662) 325-3073	n/a
Biochemistry (T; NT) *Concentration: Agricultural Life Sciences*	Master of Science	College of Agriculture and Life Sciences	**Dr. Natraj Krishnan** nk260@msstate.edu (662) 325-2978	Agriculture and Life Sciences (Biochemistry)-M.S.
Biological Engineering (T)	Master of Science	Agricultural and Biological Engineering Bagley College of Engineering	**Dr. Steven Elder** selder@abe.msstate.edu (662) 325-9107	Biological Engineering-M.S.
Biological Engineering *Concentration Major: Engineering*	Doctor of Philosophy	Agricultural and Biological Engineering Bagley College of Engineering	**Dr. Steven Elder** selder@abe.msstate.edu (662) 325-9107	Biological Engineering-Ph.D.
Biological Sciences (T)	Master of Science	Biological Sciences College of Arts and Sciences	**Dr. Justin Thornton** thornton@biology.msstate.edu (662) 325-8020	Biological Sciences-M.S.
Biological Sciences	Doctor of Philosophy	Biological Sciences College of Arts and Sciences	**Dr. Justin Thornton** thornton@biology.msstate.edu (662) 325-8020	Biological Sciences-Ph.D.
Biomedical Engineering (T)	Master of Science	Agricultural and Biological Engineering Bagley College of Engineering	**Dr. Andrew Mercer** aem35@msstate.edu (662) 268-1032	Biomedical Engineering-M.S.

Major/Concentration	Degree	Department and College Websites	Graduate Coordinator	Departmental Requirements
Biomedical Engineering	Doctor of Philosophy	[Agricultural and Biological Engineering](#) [Bagley College of Engineering](#)	**Dr. Andrew Mercer** [aem35@msstate.edu](#) (662) 268-1032	[Biomedical Engineering-Ph.D.](#)
Business Administration (NT)	Master of Business Administration	[Graduate Studies in Business](#) [College of Business](#)	**Dr. Nicole Ponder** [nponder@business.msstate.edu](#) (662) 325-1891	[Business Administration](#)
Business Administration (NT) *Concentration: Accounting*	Master of Business Administration	[Graduate Studies in Business](#) [College of Business](#)	**Dr. Nicole Ponder** [nponder@business.msstate.edu](#) (662) 325-1891	[Business Administration (Accounting)](#)
Business Administration *Concentration: Accounting*	Doctor of Philosophy	[Graduate Studies in Business](#) [College of Business](#)	**Dr. Nicole Ponder** [nponder@business.msstate.edu](#) (662) 325-1891	[Business Administration (Accounting)-Ph.D.](#)
Business Administration *Concentration: Economics*	Doctor of Philosophy	[Graduate Studies in Business](#) [College of Business](#)	**Dr. Nicole Ponder** [nponder@business.msstate.edu](#) (662) 325-1891	[Business Administration (Economics)-Ph.D.](#)
Business Administration *Concentration: Information Systems*	Doctor of Philosophy	[Graduate Studies in Business](#) [College of Business](#)	**Dr. Nicole Ponder** [nponder@business.msstate.edu](#) (662) 325-1891	[Business Administration (Information Systems)-Ph.D.](#)
Business Administration *Concentration: Finance*	Doctor of Philosophy	[Graduate Studies in Business](#) [College of Business](#)	**Dr. Nicole Ponder** [nponder@business.msstate.edu](#) (662) 325-1891	[Business Administration (Finance)-Ph.D.](#)
Business Administration *Concentration: Management*	Doctor of Philosophy	[Graduate Studies in Business](#) [College of Business](#)	**Dr. Nicole Ponder** [nponder@business.msstate.edu](#) (662) 325-1891	[Business Administration (Management)-Ph.D.](#)
Business Administration *Concentration: Marketing*	Doctor of Philosophy	[Graduate Studies in Business](#) [College of Business](#)	**Dr. Nicole Ponder** [nponder@business.msstate.edu](#) (662) 325-1891	[Business Administration (Marketing)-Ph.D.](#)
Chemical Engineering (T; NT)	Master of Science	[Swalm School of Chemical Engineering](#)	**Dr. Neeraj Rai** [nr373@msstate.edu](#) (662) 325-0790	[Chemical Engineering-M.S.](#)

Major/Concentration	Degree	Department and College Websites	Graduate Coordinator	Departmental Requirements
Chemical Engineering *Major: Engineering*	Doctor of Philosophy	Bagley College of Engineering Swalm School of Chemical Engineering Bagley College of Engineering	**Dr. Neeraj Rai** nr373@msstate.edu (662) 325-0790	Chemical Engineering-Ph.D.
Chemistry (T)	Master of Science	Chemistry College of Arts and Sciences	**Dr. Joseph Emerson** jemerson@chemistry.msstate.edu (662) 325-9500	Chemistry-M.S.
Chemistry	Doctor of Philosophy	Chemistry College of Arts and Sciences	**Dr. Joseph Emerson** jemerson@chemistry.msstate.edu (662) 325-9500	Chemistry-Ph.D.
Civil Engineering (T; NT)	Master of Science	Civil and Environmental Engineering Bagley College of Engineering	**Dr. Farshid Vahedifard** farshid@cee.msstate.edu (662) 325-0902	Civil Engineering-M.S.
Civil Engineering *Concentration* *Major: Engineering*	Doctor of Philosophy	Civil and Environmental Engineering Bagley College of Engineering	**Dr. Farshid Vahedifard** farshid@cee.msstate.edu (662) 325-0902	Civil Engineering-Ph.D.
Community College Education (NT)	Master of Arts in Teaching	Leadership and Foundations College of Education	**Dr. Stephanie King** sking@colled.msstate.edu (662) 325-7066	Community College Education-M.A.
Community College Leadership	Doctor of Philosophy	Leadership and Foundations College of Education	**Dr. Stephanie King** sking@colled.msstate.edu (662) 325-7066	Community College Leadership-Ph.D.
Computational Biology	Graduate Certificate	*Interdisciplinary Curriculum* Bagley College of Engineering	**Dr. Andy Perkins** ap335@msstate.edu	Computational Biology
Computational Engineering (T; NT)	Master of Science	*Interdisciplinary Curriculum*	**Dr. Manav Bhatia** mb2908@msstate.edu (662) 325-3623	Computational Engineering-M.S.

Major/Concentration	Degree	Department and College Websites	Graduate Coordinator	Departmental Requirements
Computational Engineering	Doctor of Philosophy	Bagley College of Engineering *Interdisciplinary Curriculum* Bagley College of Engineering	**Dr. Manav Bhatia** mb2908@msstate.edu (662) 325-3623	Computational Engineering-Ph.D.
Computer Science (T; NT)	Master of Science	Computer Science and Engineering Bagley College of Engineering	**Dr. T. Jankun-Kelly** tjk@cse.msstate.edu (662) 325-7504	Computer Science-M.S.
Computer Science	Doctor of Philosophy	Computer Science and Engineering Bagley College of Engineering	**Dr. T. Jankun-Kelly** tjk@cse.msstate.edu (662) 325-7504	Computer Science-Ph.D.
Counselor Education	Doctor of Philosophy	Counseling and Educational Psychology College of Education	**Dr. Joan Looby** jlooby@colled.msstate.edu (662) 325-3426	Counseling, Educational Psychology and Foundations, Ph.D.
Counselor Education *Concentration EDU* (T; NT) *Major: Education*	Educational Specialist	Counseling and Educational Psychology College of Education	**Dr. Cheryl Justice (Starkville)** cjustice@colled.msstate.edu (662) 325-3426 **Dr. Jeffrey Leffler (Meridian)** jleffler@meridian.msstate.edu (601) 484-0187	Counselor Education-Ed.S
Counselor Education/Student Counseling and Guidance Services	Doctor of Philosophy	Counseling and Educational Psychology	**Dr. Cheryl Justice** cjustice@colled.msstate.edu (662) 325-342617	Counselor Education/Student Counseling and Guidance Services-Ph.D.
Curriculum and Instruction	Doctor of Philosophy	Curriculum, Instruction, and Special Education College of Education	**Dr. Rebecca Robichaux-Davis** rrr102@msstate.edu (662) 325-7108	Curriculum and Instruction-Ph.D.
Diversity	Graduate Certificate	History College of Arts and Sciences	**Dr. Alan Marcus** aim10@msstate.edu (662) 325-3604	Diversity Certificate Program
Earth and Atmospheric Sciences	Doctor of Philosophy	Geosciences College of Arts and Sciences	**Dr. Renee Clary** rclary@geosci.msstate.edu (662) 325-3915	Earth and Atmospheric Sciences-Ph.D.

Major/Concentration	Degree	Department and College Websites	Graduate Coordinator	Departmental Requirements
Education (T; NT) *Concentration: Elementary Education*	Educational Specialist	Curriculum, Instruction, and Special Education College of Education	**Dr. Rebecca Robichaux-Davis** rrr102@msstate.edu (662) 325-7108	Elementary Education-Ed.S.
Education (T; NT) *Concentration: School Administration*	Educational Specialist	Leadership and Foundations College of Education	**Dr. Stephanie King** sking@colled.msstate.edu (662) 325-7066	School Administration-Ed.S.
Education (T; NT) *Concentration: School Psychology*	Educational Specialist	Counseling and Educational Psychology College of Education	**Dr. Tawny McCleon** tmccleon@colled.msstate.edu (662) 325-7101	School Psychology-Ed.S.
Education (T; NT) *Concentration: Secondary Education*	Educational Specialist	Curriculum, Instruction, and Special Education College of Education	**Dr. Missy Hopper (Online & Starkville)** pfh7@msstate.edu (662) 325-3681	Secondary Education-Ed.S.
Education (T; NT) *Concentration: Special Education*	Educational Specialist	Curriculum, Instruction, and Special Education College of Education	**Dr. Sandy Devlin** sdevlin@colled.msstate.edu (662) 325-3747	Special Education-Ed.S.
Education (T; NT)	Educational Specialist	Instructional Systems and Workforce Development College of Education	**Dr. Chien Yu** cyu@colled.msstate.edu (662) 325-7260	Technology- Ed.S.
Education	Doctor of Philosophy	Instructional Systems and Workforce Development College of Education	**Dr. Chien Yu** cyu@colled.msstate.edu (662) 325-7260	Technology-Ph.D.
Educational Psychology (T; NT)	Master of Science	Counseling and Educational Psychology	**Dr. Elaine Wei** tw1518@msstate.edu (662) 325-3641	Educational Psychology-M.S.

Major/Concentration	Degree	Department and College Websites	Graduate Coordinator	Departmental Requirements
		College of Education		
Educational Psychology	Doctor of Philosophy	Counseling and Educational Psychology College of Education	**Dr. Elaine Wei** tw1518@msstate.edu (662) 325-3641	Educational Psychology-Ph.D.
Electrical and Computer Engineering (T; NT)	Master of Science	Electrical and Computer Engineering Bagley College of Engineering	**Dr. Jenny Du** du@ece.msstate.edu (662) 325-2035	Electrical and Computer Engineering-M.S.
Electrical and Computer Engineering	Doctor of Philosophy	Electrical and Computer Engineering Bagley College of Engineering	**Dr. Jenny Du** du@ece.msstate.edu (662) 325-2035	Electrical and Computer Engineering-Ph.D.
Elementary Education (NT)	Master of Science	Curriculum, Instruction, and Special Education College of Education	**Dr. Rebecca Robichaux-Davis** rrr102@msstate.edu (662) 325-7108	Elementary Education-M.S.
Elementary Education *Concentration* (T; NT) *Major: Education*	Educational Specialist	Curriculum, Instruction, and Special Education College of Education	**Dr. Rebecca Robichaux-Davis** rrr102@msstate.edu (662) 325-7108	Elementary Education-Ed.S.
Engineering *Concentration: Aerospace Engineering*	Doctor of Philosophy	Aerospace Engineering Bagley College of Engineering	**Dr. Mark Janus** mark@ae.msstate.edu (662) 325-2463	Aerospace Engineering-Ph.D.
Engineering (NT)	Master of Engineering	*Interdisciplinary Curriculum* Bagley College of Engineering	**Dr. Kari Reeves** kari@ise.msstate.edu (662) 325-1677	Engineering (*Interdisciplinary Program*)
Engineering *Concentration: Applied Physics*	Doctor of Philosophy	*Interdisciplinary Curriculum* Bagley College of Engineering	**Dr. Henk Arnoldus** hfa1@msstate.edu (662) 325-2919	Applied Physics (*Interdisciplinary Program*)

Major/Concentration	Degree	Department and College Websites	Graduate Coordinator	Departmental Requirements
Engineering *Concentration: Biological Engineering*	Doctor of Philosophy	Agricultural and Biological Engineering Bagley College of Engineering	**Dr. Fei Yu** Fy29@msstate.edu (662) 325-7350	Biological Engineering-Ph.D.
Engineering *Concentration: Chemical Engineering*	Doctor of Philosophy	Swalm School of Chemical Engineering Bagley College of Engineering	**Dr. Neeraji Rai** nr373@msstate.edu (662) 325-0790	Chemical Engineering-Ph.D.
Engineering *Concentration: Civil Engineering*	Doctor of Philosophy	Civil and Environmental Engineering Bagley College of Engineering	**Dr. Farshid Vahedifard** farshid@cee.msstate.edu (662) 325-0902	Civil Engineering-Ph.D.
Engineering *Concentration: Education Engineering*	Doctor of Philosophy	Industrial and Systems Engineering Bagley College of Engineering	**Dr. Lesley Strawderman** strawderman@ise.msstate.edu (662) 325-7214	Industrial Engineering-Ph.D.
Engineering Concentration: Mechanical Engineering	Doctor of Philosophy	Mechanical Engineering Bagley College of Engineering	**Dr. Yucheng Liu** yl86@msstate.edu (662) 325-7308	Mechanical Engineering-Ph.D.
Engineering Technology *Concentration* (T; NT) *Major: Agriculture*	Master of Science	*Interdisciplinary Curriculum*	**Dr. Prem Parajuli** pparajuli@abe.msstate.edu (662) 325-0206	Agriculture (*Interdisciplinary Program*)
Engineering Technology *Concentration* *Major: Agricultural Sciences*	Doctor of Philosophy	*Interdisciplinary Curriculum*	**Dr. Prem Parajuli** pparajuli@abe.msstate.edu (662) 325-0206	Agriculture Sciences (*Interdisciplinary Program*)
English (T; NT)	Master of Arts	English College of Arts and Sciences	**Dr. Shalyn Claggett** src173@msstate.edu (662) 325-8688	English-M.A.
Entomology and Plant Pathology *Concentration* (T) *Major: Agricultural Life Sciences*	Master of Science	College of Agriculture and Life Sciences	**Dr. Kenneth Willeford** ken.willeford@msstate.edu (662) 325-0206	Agricultural Life Sciences-M.S.

Major/Concentration	Degree	Department and College Websites	Graduate Coordinator	Departmental Requirements
Environmental Toxicology	Doctor of Philosophy	*Interdisciplinary Curriculum* ([Basic Sciences](#)/[Clinical Sciences](#)/[Pathobiology and Population Medicine](#))	**Dr. Russell Carr** rlcarr@cvm.msstate.edu (662) 325-1039	[Environmental Toxicology-Ph.D.](#)
Exercise Physiology *Concentration* (T; NT) *Major: Kinesiology*	Master of Science	[Kinesiology College of Education](#)	**Dr. Adam Knight** Aknight@colled.msstate.edu (662) 325-2963	[Exercise Physiology-M.S.](#)
Fashion Design and Merchandising	Master of Science	[College of Agriculture and Life Sciences](#)	**Dr. Catherine Black** cmb1356@msstate.edu (662) 325-6555	[Fashion Design and Merchandising-M.S.](#)
Finance *Concentration Major: Business Administration*	Doctor of Philosophy	[Graduate Studies in Business College of Business](#)	**Dr. Nicole Ponder** nponder@business.msstate.edu (662) 325-1891	[Business Administration-Ph.D.](#)
Food Science and Technology *Concentration* (T) *Major: Food Science, Nutrition, and Health Promotion*	Master of Science	[Food Science, Nutrition and Health Promotion College of Agriculture and Life Sciences](#)	**Dr. Wen-Hsing Cheng** wcheng@fsnhp.msstate.edu (662) 325-3200	[Food Science, Nutrition, and Health Promotion-M.S.](#)
Food Science and Technology *Concentration Major: Food Science, Nutrition, and Health Promotion*	Doctor of Philosophy	[Food Science, Nutrition and Health Promotion College of Agriculture and Life Sciences](#)	**Dr. Wen-Hsing Cheng** wcheng@fsnhp.msstate.edu (662) 325-3200	[Food Science, Nutrition, and Health Promotion-Ph.D.](#)
Food Science, Nutrition, and Health Promotion (T) *Concentration: Food Science and Technology*	Master of Science	[Food Science, Nutrition and Health Promotion College of Agriculture and Life Sciences](#)	**Dr. Wen-Hsing Cheng** wcheng@fsnhp.msstate.edu (662) 325-3200	[Food Science and Technology-M.S.](#)

Major/Concentration	Degree	Department and College Websites	Graduate Coordinator	Departmental Requirements
Food Science, Nutrition, and Health Promotion *Concentration: Food Science and Technology*	Doctor of Philosophy	Food Science, Nutrition and Health Promotion College of Agriculture and Life Sciences	**Dr. Wen-Hsing Cheng** wcheng@fsnhp.msstate.edu (662) 325-3200	Food Science and Technology-Ph.D.
Food Science, Nutrition, and Health Promotion (T; NT) *Concentration: Health Promotion*	Master of Science	Food Science, Nutrition and Health Promotion College of Agriculture and Life Sciences	**Dr. Wen-Hsing Cheng** wcheng@fsnhp.msstate.edu (662) 325-3200	Health Promotion-M.S.
Food Science, Nutrition, and Health Promotion (T) *Concentration: Nutrition*	Master of Science	Food Science, Nutrition and Health Promotion College of Agriculture and Life Sciences	**Dr. Wen-Hsing Cheng** wcheng@fsnhp.msstate.edu (662) 325-3200	Nutrition-M.S.
Food Science, Nutrition, and Health Promotion *Concentration: Nutrition*	Doctor of Philosophy	Food Science, Nutrition and Health Promotion College of Agriculture and Life Sciences	**Dr. Wen-Hsing Cheng** wcheng@fsnhp.msstate.edu (662) 325-3200	Nutrition-Ph.D.
Foreign Language (T; NT)	Master of Arts	Foreign Languages College of Arts and Sciences	**Dr. Salvador Bartera (Starkville & Online)** sb2419@msstate.edu (662) 325-3480	Classical and Modern Languages and Literatures-M.A.
Forest Resources *Concentration: Sustainable Bioproducts*	Doctor of Philosophy	Sustainable Bioproducts College of Forest Resources	**Dr. Rubin Shmulsky** rs26@msstate.edu (662) 325-2243	Sustainable Bioproducts-Ph.D.
Forest Resources *Concentration: Forestry*	Doctor of Philosophy	Forestry College of Forest Resources	**Dr. Donald L. Grebner** don.grebner@msstate.edu (662) 325-5809	Forestry-Ph.D.
Forest Resources *Concentration: Wildlife and Fisheries*	Doctor of Philosophy	Wildlife, Fisheries and Aquaculture College of Forest Resources	**Dr. Kevin Hunt** kevin.hunt@msstate.edu (662) 325-0870	Wildlife and Fisheries-Ph.D.

Major/Concentration	Degree	Department and College Websites	Graduate Coordinator	Departmental Requirements
Forestry (T; NT)	Master of Science	Forestry College of Forest Resources	**Dr. Donald L. Grebner** don.grebner@msstate.edu (662) 325-5809	Forestry-M.S.
Forestry	Doctor of Philosophy	Forestry College of Forest Resources	**Dr. Donald L. Grebner** don.grebner@msstate.edu (662) 325-5809	Forest Resources-Ph.D.
Gender Studies	Graduate Certificate	Sociology College of Arts and Sciences	**Dr. Margaret Hagerman** mah1125@msstate.edu (662) 325-2495	Gender Studies Certificate Program
General Biology (NT) *Online Only*	Master of Science	Biological Sciences College of Arts and Sciences	**Dr. Donna M. Gordon (Online)** dg300@msstate.edu MSGB@biology.msstate.edu (662) 325-3120	General Biology-M.S.
Genetics (T; NT) *Major: Agricultural Life Sciences*	Master of Science	*Interdisciplinary Curriculum*	**Dr. Scott Willard** swillard@cals.msstate.edu (662) 325-0233	Genetics (*Interdisciplinary Program*)
Geoscience (T; NT)	Master of Science	Geosciences College of Arts and Sciences	**Dr. Andrew Mercer** aem35@msstate.edu (662) 268-1032 **Dr. Michael Brown (Online)** mike.brown@msstate.edu (662) 325-3915	Geosciences-M.S.
Gerontology	Graduate Certificate	School of Human Sciences College of Agriculture and Life Sciences	**Dr. Joe Wilmoth** jwilmoth@humansci.msstate.edu (662) 325-0918	Gerontology Certificate Program
Health Promotion *Concentration* (T; NT) *Major: Food Science, Nutrition, and Health Promotion*	Master of Science	Food Science, Nutrition and Health Promotion College of Agriculture and Life Sciences	**Dr. Barry Hunt** bph5@msstate.edu (662) 325-7230	Food Science, Nutrition, and Health Promotion-M.S.
History (T; NT)	Master of Arts	History College of Arts and Sciences	**Dr. Andrew Lang** afl78@msstate.edu (662) 325-3604	History-M.A.
History	Doctor of Philosophy	History College of Arts and Sciences	**Dr. Andrew Lang** afl78@msstate.edu (662) 325-3604	History-Ph.D.

Major/Concentration	Degree	Department and College Websites	Graduate Coordinator	Departmental Requirements
Horticulture *Concentration* (T) *Major: Plant and Soil Sciences*	Master of Science	Plant and Soil Sciences College of Agriculture and Life Sciences	**Dr. Michael Cox** mcox@pss.msstate.edu (662) 325-2767	Plant and Soil Sciences-M.S.
Horticulture *Concentration Major: Plant and Soil Sciences*	Doctor of Philosophy	Plant and Soil Sciences College of Agriculture and Life Sciences	**Dr. Michael Cox** mcox@pss.msstate.edu (662) 325-2767	Plant and Soil Sciences-Ph.D.
Family Science	Master of Science	School of Human Sciences College of Agriculture and Life Sciences	**Dr. Tommy Phillips (HD&FS)** tphillips@humansci.msstate.edu 662-325-0655	Human Development and Family Studies-M.S.
Family Science	Doctor of Philosophy	School of Human Sciences College of Agriculture and Life Sciences	**Dr. Tommy Phillips (HD&FS)** tphillips@humansci.msstate.edu 662-325-0655	Human Development and Family Studies-Ph.D.
Industrial Engineering (T; NT)	Master of Science	Industrial and Systems Engineering Bagley College of Engineering	**Dr. Linkan Bian** lb1425@msstate.edu (662) 325-0570	Industrial Engineering-M.S.
Industrial Engineering *Major: Industrial and Systems Engineering*	Doctor of Philosophy	Industrial and Systems Engineering Bagley College of Engineering	**Dr. Linkan Bian** lb1425@msstate.edu (662) 325-0570	Industrial and Systems Engineering-Ph.D.
Information Systems (NT)	Master of Science in Information Systems	Management and Information Systems College of Business	**Dr. Nicole Ponder** nponder@business.msstate.edu (662) 325-1891	Information Systems-M.S.
Instructional Systems and Workforce Development	Doctor of Philosophy	Instructional Systems and Workforce Development College of Education	**Dr. Chien Yu** cyu@colled.msstate.edu (662) 325-7260	Instructional Systems and Workforce Development-Ph.D.

Major/Concentration	Degree	Department and College Websites	Graduate Coordinator	Departmental Requirements
Instructional Technology (NT)	Master of Science in Instructional Technology	Instructional Systems and Workforce Development College of Education	**Dr. Chien Yu** cyu@colled.msstate.edu (662) 325-7260 **Dr. Sang Joon Lee (Online)** slee@colled.msstate.edu (662) 325-8317	Instructional Technology-M.S.
Kinesiology (T; NT) *Concentrations: Exercise Physiology, Sport Administration, Disability Studies, and Sport Pedagogy*	Master of Science	Kinesiology College of Education	**Dr. Adam Knight** aknight@colled.msstate.edu (662) 325-2963	Kinesiology-M.S.
Kinesiology	Doctor of Philosophy	Kinesiology College of Education	**Dr. Adam Knight** aknight@colled.msstate.edu (662) 325-2963	Kinesiology-M.S.
Landscape Architecture (T)	Master of Landscape Architecture	Landscape Architecture College of Agriculture and Life Sciences	**Dr. Chuo Li** cl1004@msstate.edu (662) 325-3012	Landscape Architecture-M.L.A.
Life Sciences *Concentration: Animal Physiology*	Doctor of Philosophy	*Interdisciplinary Curriculum*	**Dr. Scott Willard** swillard@cals.msstate.edu (662) 325-0233	Animal Physiology-Ph.D. (*Interdisciplinary Program*)
Life Sciences *Concentration: Entomology and Plant Pathology*	Doctor of Philosophy	College of Agriculture and Life Sciences	**Dr. Kenneth Willeford** Kwilleford@bch.msstate.edu (662) 325-2085	Entomology and Plant Pathology-Ph.D.
Life Sciences *Concentration: Genetics*	Doctor of Philosophy	*Interdisciplinary Curriculum*	**Dr. Scott Willard** swillard@cals.msstate.edu (662) 325-0233	Genetics-Ph.D. (*Interdisciplinary Program*)
Management *Concentration Major: Business Administration*	Doctor of Philosophy	Graduate Studies in Business College of Business	**Dr. Nicole Ponder** nponder@business.msstate.edu (662) 325-1891	Business Administration-Ph.D.
Marketing *Concentration Major: Business Administration*	Doctor of Philosophy	Graduate Studies in Business College of Business	**Dr. Nicole Ponder** nponder@business.msstate.edu (662) 325-1891	Business Administration-Ph.D.

Major/Concentration	Degree	Department and College Websites	Graduate Coordinator	Departmental Requirements
Master of Physician Assistant Studies	Master of Physician Assistant Studies	Master of Physician Assistant Studies	**Dr. Debra S. Munsell** pa@meridian.msstate.edu (601) 696-2320	Master of Physician Assistant Studies
Materials Engineering	Graduate Certificate	*Interdisciplinary Curriculum* Bagley College of Engineering	**Dr. Rooban Thirumalai** rthirumalai@i2at.msstate.edu (662) 325-7998	Materials Engineering Certificate Program
Mathematics (T; NT)	Master of Science	Mathematics and Statistics College of Arts and Sciences	**Dr. Mohammad Sepehrifar** msepehrifar@math.msstate.edu (662) 325-7145	Mathematics-M.S.
Mathematical Sciences	Doctor of Philosophy	Mathematics and Statistics College of Arts and Sciences	**Dr. Mohammad Sepehrifar** msepehrifar@math.msstate.edu (662) 325-7145	Mathematical Sciences-Ph.D.
Mechanical Engineering (T; NT)	Master of Science	Mechanical Engineering Bagley College of Engineering	**Dr. Yucheng Liu** yl86@msstate.edu (662) 325-8231	Mechanical Engineering-M.S.
Mechanical Engineering *Concentration* *Major: Engineering*	Doctor of Philosophy	Mechanical Engineering Bagley College of Engineering	**Dr. Yucheng Liu** yl86@msstate.edu (662) 325-8231	Mechanical Engineering-Ph.D.
Molecular Biology	Doctor of Philosophy	College of Agriculture and Life Sciences	**Dr. Kenneth Willeford** kwilleford@bch.msstate.edu (662) 325-2651	Molecular Biology-Ph.D.
Music (NT)	Master of Music Education	Department of Music	**Dr. Gary Packwood** gary.packwood@msstate.edu (662) 325-3490	Music-M.M.E.
Nutrition *Concentration* (T) *Major: Food Science, Nutrition, and Health Promotion*	Master of Science	Food Science, Nutrition and Health Promotion College of Agriculture and Life Sciences	**Dr. Mandy Conrad** agc8@msstate.edu (662) 325-3200	Food Science, Nutrition, and Health Promotion-M.S.

Major/Concentration	Degree	Department and College Websites	Graduate Coordinator	Departmental Requirements
Nutrition *Concentration Major: Food Science, Nutrition, and Health Promotion*	Doctor of Philosophy	Food Science, Nutrition and Health Promotion College of Agriculture and Life Sciences	**Dr. Mandy Conrad** agc8@msstate.edu (662) 325-3200	Food Science, Nutrition, and Health Promotion-Ph.D.
Physics (T; NT)	Master of Science	Physics and Astronomy College of Arts and Sciences	**Dr. Henk F. Arnoldus** hfa1@msstate.edu (662) 325-2806	Physics-M.S.
Physics	Doctor of Philosophy	Physics and Astronomy College of Arts and Sciences	**Dr. Henk F. Arnoldus** hfa1@msstate.edu (662) 325-2806	Physics-Ph.D.
Plant and Soil Sciences *Concentration: Agronomy*	Doctor of Philosophy	Plant and Soil Sciences College of Agriculture and Life Sciences	**Dr. Michael Cox** msc15@msstate.edu (662) 325-2767	Plant and Soil Sciences (Agronomy)-Ph.D.
Plant and Soil Sciences *Concentration: Horticulture*	Doctor of Philosophy	Plant and Soil Sciences College of Agriculture and Life Sciences	**Dr. Michael Cox** msc15@msstate.edu (662) 325-2767	Plant and Soil Sciences (Horticulture)-Ph.D.
Plant and Soil Sciences *Concentration: Weed Science*	Doctor of Philosophy	Plant and Soil Sciences College of Agriculture and Life Sciences	**Dr. Michael Cox** msc15@msstate.edu (662) 325-2767	Plant and Soil Sciences (Weed Science)-Ph.D.
Plant and Soil Sciences (T; NT) *Concentration: Agronomy*	Master of Science	Plant and Soil Sciences College of Agriculture and Life Sciences	**Dr. Michael Cox** msc15@msstate.edu (662) 325-2767	Plant and Soil Sciences (Agronomy)-M.S.
Plant and Soil Sciences (T; NT) *Concentration: Horticulture*	Master of Science	Plant and Soil Sciences College of Agriculture and Life Sciences	**Dr. Michael Cox** msc15@msstate.edu (662) 325-2767	Plant and Soil Sciences (Horticulture)-M.S.

Major/Concentration	Degree	Department and College Websites	Graduate Coordinator	Departmental Requirements
Plant and Soil Sciences (T; NT) *Concentration: Weed Science*	Master of Science	Plant and Soil Sciences College of Agriculture and Life Sciences	**Dr. Michael Cox** msc15@msstate.edu (662) 325-2767	Plant and Soil Sciences (Weed Science)-M.S.
Political Science (T; NT)	Master of Arts	Political Science and Public Administration College of Arts and Sciences	**Dr. Michael Potter** mp2146@msstate.edu (662) 325-2711	Political Science-M.A.
Poultry Science *Concentration* (T; NT) *Major: Agriculture*	Master of Science	Poultry Science College of Agriculture and Life Sciences	**Dr. Aaron Kiess** a.kiess@msstate.edu (662) 325-3416	Poultry Science (Agriculture)-M.S.
Poultry Science *Concentration* *Major: Agricultural Sciences*	Doctor of Philosophy	Poultry Science College of Agriculture and Life Sciences	**Dr. Aaron Kiess** a.kiess@msstate.edu (662) 325-3416	Poultry Science (Agricultural Sciences)-Ph.D.
Project Management (NT)	Master of Business Administration	Graduate Studies in Business College of Business	**Dr. Nicole Ponder** nponder@business.msstate.edu (662) 325-1891	Project Management-MBA
Public Policy and Administration (NT)	Master of Public Policy and Administration	Political Science and Public Administration College of Arts and Sciences	**Dr. Michael Potter** mp2146@msstate.edu (662) 325-2711	Public Policy and Administration-MPPA
Public Policy and Administration	Doctor of Philosophy	Political Science and Public Administration College of Arts and Sciences	**Dr. Michael Potter** mp2146@msstate.edu (662) 325-2711	Public Policy and Administration-Ph.D.
School Administration (NT)	Master of Science	Leadership and Foundations College of Education	**Dr. Stephanie King** sking@colled.msstate.edu (662) 325-7066 **Dr. Leigh Ann McMullan (Online)** lmcmullan@colled.msstate.edu (662) 325-7110	School Administration-M.S.
School Administration *Concentration* *Major: Education* (T; NT)	Educational Specialist	Leadership and Foundations College of Education	**Dr. Stephanie King** sking@colled.msstate.edu (662) 325-7066	School Administration-Ed.S.

Major/Concentration	Degree	Department and College Websites	Graduate Coordinator	Departmental Requirements
School Psychology *Concentration* (T; NT) Major: Education	Educational Specialist	[Counseling and Educational Psychology](#) [College of Education](#)	**Dr. Tawny McCleon** [tmccleon@colled.msstate.edu](#) (662) 325-7101	[School Psychology-Ed.S.](#)
School Psychology *Concentration* (T) Major: Education	Doctor of Philosophy	[Counseling and Educational Psychology](#) [College of Education](#)	**Dr. Tawny McCleon** [tmccleon@colled.msstate.edu](#) (662) 325-7101	[School Psychology-Ph.D.](#)
Secondary Education (NT)	Master of Science	[Curriculum, Instruction, and Special Education](#) [College of Education](#)	**Dr. Missy Hopper** [pfh7@msstate.edu](#) (662) 325-3681	[Secondary Education-M.S.](#)
Secondary Education *Concentration* (T; NT) *Major: Education*	Educational Specialist	[Curriculum, Instruction, and Special Education](#) [College of Education](#)	**Dr. Missy Hopper** [pfh7@msstate.edu](#) (662) 325-3681	[Secondary Education-Ed.S.](#)
Secondary Teacher Alternate Route (NT)	Master of Arts in Teaching-Secondary	[Curriculum, Instruction, and Special Education](#) [College of Education](#)	**Ms. Katrina Miller (Online)** [kmiller@colled.msstate.edu](#) (662) 325-1999	[Secondary Teacher Alternate Route-M.A.](#)
Special Education Alternate Route (NT)	Master of Arts in Teaching-Special Education	[Curriculum, Instruction, and Special Education](#) [College of Education](#)	**Ms. Susan Steward** [ssteward@colled.msstate.edu](#) (662) 325-0527	[Special Education Alternate Route-M.A.](#)
Sociology (T; NT)	Master of Science	[Sociology](#) [College of Arts and Sciences](#)	**Dr. Margaret Hagerman** [mah1125@msstate.edu](#) (662) 325-2495	[Sociology-M.S.](#)
Sociology	Doctor of Philosophy	[Sociology](#) [College of Arts and Sciences](#)	**Dr. Margaret Hagerman** [mah1125@msstate.edu](#) (662) 325-2495	[Sociology-Ph.D.](#)
Special Education (NT)	Master of Science	[Curriculum, Instruction, and Special Education](#) [College of Education](#)	**Dr. Sandy Devlin** [sdevlin@colled.msstate.edu](#) (662) 325-3747 **Susan Stewart (Online)** [sstewart@colled.msstate.edu](#)	[Special Education-M.S.](#)

Major/Concentration	Degree	Department and College Websites	Graduate Coordinator	Departmental Requirements
Special Education *Concentration* (T; NT) *Major: Education*	Educational Specialist	Curriculum, Instruction, and Special Education College of Education	**Dr. Sandy Devlin** sdevlin@colled.msstate.edu (662) 325-3747	Special Education-Ed.S.
Sport Administration *Concentration* (T; NT) *Major: Kinesiology*	Master of Science	Kinesiology College of Education	**Dr. Adam Knight** aknight@colled.msstate.edu (662) 325-2963	Kinesiology (Sport Administration)-M.S.
Sport Pedagogy *Concentration* (T; NT) *Major: Kinesiology*	Master of Science	Kinesiology College of Education	**Dr. Adam Knight** aknight@colled.msstate.edu (662) 325-2963	Kinesiology (Sport Pedagogy)-M.S.
Statistics (T; NT)	Master of Science	Mathematics and Statistics College of Arts and Sciences	**Dr. Mohammad Sepehrifar** msepehrifar@math.msstate.edu (662) 325-7145	Statistics-M.S.
Sustainable Bioproducts (T; NT)	Master of Science	Sustainable Bioproducts College of Forest Resources	**Dr. Rubin Shmulsky** rs26@msstate.edu (662) 325-2243	Sustainable Bioproducts-M.S.
Sustainable Bioproducts *Concentration* *Major: Forest Resources*	Doctor of Philosophy	Sustainable Bioproducts College of Forest Resources	**Dr. Rubin Shmulsky** rs26@msstate.edu (662) 325-2243	Sustainable Bioproducts (Forest Resources)-Ph.D.
Forest Resources *Concentration* *Major: Sustainable Bioproducts*	Doctor of Philosophy	Sustainable Bioproducts College of Forest Resources	**Dr. Rubin Shmulsky** rs26@msstate.edu (662) 325-2243	Sustainable Bioproducts (Forest Resources)-Ph.D.
Systems *Concentration* (NT) *Major: Accounting*	Master of Professional Accountancy	Adkerson School of Accountancy College of Business	**Dr. Clyde Herring** ceh4@msstate.edu (662) 325-7451	Accounting (Systems)-M.P.A.
Taxation (NT)	Master of Taxation	Adkerson School of Accountancy College of Business	**Dr. Clyde Herring** ceh4@msstate.edu (662) 325-7451	Taxation-M.TX.

Major/Concentration	Degree	Department and College Websites	Graduate Coordinator	Departmental Requirements
Technology *Concentration* (T; NT) *Major: Education*	Educational Specialist	[Instructional Systems and Workforce Development](#) [College of Education](#)	**Dr. Chien Yu** [cyu@colled.msstate.edu](#) (662) 325-7260	[Technology-Ed.S.](#)
Veterinary Medical Science (T; NT)	Master of Science	*Interdisciplinary Curriculum* ([Basic Sciences](#)/[Clinical Sciences](#)/[Pathobiology and Population Medicine](#)) [College of Veterinary Medicine](#)	**Dr. Larry Hanson** [hanson@cvm.msstate.edu](#) (662) 325-1202	[Veterinary Medical Science-M.S. (*Interdisciplinary Program)*](#)
Veterinary Medical Science	Doctor of Philosophy	*Interdisciplinary Curriculum* ([Basic Sciences](#)/[Clinical Sciences](#)/[Pathobiology and Population Medicine](#)) [College of Veterinary Medicine](#)	**Dr. Larry Hanson** [hanson@cvm.msstate.edu](#) (662) 325-1202	[Veterinary Medical Science-Ph.D. (*Interdisciplinary Program)*](#)
Weed Science *Concentration* (T) *Major: Plant and Soil Sciences*	Master of Science	[Plant and Soil Sciences](#) [College of Agriculture and Life Sciences](#)	**Dr. Michael Cox** [mcox@pss.msstate.edu](#) (662) 325-2767	[Plant and Soil Sciences (Weed Scinece)-M.S.](#)
Weed Science *Concentration* *Major: Plant and Soil Sciences*	Doctor of Philosophy	[Plant and Soil Sciences](#) [College of Agriculture and Life Sciences](#)	**Dr. Michael Cox** [mcox@pss.msstate.edu](#) (662) 325-2767	[Plant and Soil Sciences (Weed Science)-Ph.D.](#)
Wildlife, Fisheries & Aquaculture (T)	Master of Science	[Wildlife, Fisheries and Aquaculture](#) [College of Forest Resources](#)	**Dr. Kevin Hunt** [kevin.hunt@msstate.edu](#) (662) 325-0870	[Conservation Education-M.S.](#)

Major/Concentration	Degree	Department and College Websites	Graduate Coordinator	Departmental Requirements
Wildlife, Fisheries & Aquaculture (T)	Master of Science	Wildlife, Fisheries and Aquaculture College of Forest Resources	**Dr. Kevin Hunt** kevin.hunt@msstate.edu (662) 325-0870	Wildlife, Fisheries & Aquaculture-M.S.
Workforce Educational Leadership (NT) *offered in conjunction with Alcorn State University*	Master of Science	Leadership and Foundations College of Education	**Dr. Stephanie King (Online & Starkville)** sking@colled.msstate.edu (662) 325-7066	Workforce Educational Leadership-M.S.

Appendix G: Current Certificate Programs

Certificate Programs   Revised 4/30/2020

Certificate Program	Undergraduate or Graduate	Credit Hours	Contact Person	Campus	CIP	UCCC date	Effective	Status	Stand Alone or Part of a Program (SA/Program)
America Chemical Society Certified B.S. degree	undergraduate	54	Deb Mlsna - Chemistry	1			4/24/05	Active	Stand Alone
Automotive Engineering Certificate	undergraduate & graduate	15	Randy Follett - Electrical & Computer Engineering	1	14.1901		5/22/07	Active	SA
Aeronautical Meteorology Forecaster Certificate	undergradute	33	Erik Fraza - Geosciences	5	40.0402		8/7/13	Active	
Broadcast & Operational Meteorology Certificate	undergraduate	52	Erik Fraza - Geosciences	5	40.0404		6/9/05	Active	
Computational Biology Certificate Program	undergraduate & graduate	15	Andy Perkins - Computer Science and Engineering	1	26.1101		5/6/11	Active	SA
Cyber Operations Certificate	graduate	27	Drew Hamilton - Computer Science and Engineering	1		4/30/15	8/1/15	Active	SA
Diversity Certificate	graduate	12	Alan Marcus - History	5	5.0201		4/22/08	Active	
Energy Certificate (NEW for 14-15)	undergraduate	15	Jonathan Pote - Agriculture and Biological Engineering	1	14.2701		11/13/13	Active	SA
Engineering Entrepreneurship Certificate	undergraduate	18	Yucheng Liu/ Eric Hill - College of Engineering	1	14.9999		5/21/01	Active	SA
Gender Studies	graduate	12	Kimberly Kelly	1	5.0207		6/2/05	Active	
General Biology	graduate	18	Donna Gordon - Biological Sciences	5	260101	3/22/19	8/21/19	Active	Part of a Program
Gerontology Certificate	graduate	18	Joe Wilmoth - Human Sciences	1	30.1101		6/1/05	Active	Stand Alone
Historical Preservation	graduate				30.1202		2/25/21		
Information Assurance Professional Certificate	undergraduate & graduate	15	Drew Hamilton - Computer Science and Engineering	1	11.0401		1/1/06	Active	SA
Materials Certificate Program in Engineering	undergraduate & graduate	15	Brenda Kirkland - Geosciences	1	14.1801		6/25/99	Active	SA
Manufacturing Certificate	undergraduate & graduate	15	John Usher - Industrial and Systems Engineering	1	15.0613		1/3/07	Suspended	SA
Precision Agriculture	undergraduate	16	Michael Cox - Plant & Soil Sciences / Joel Paz - Agricultural and Biological Engineering	1	14.0301		8/16/16	Active	Part of a program but could be developed into Stand Alone
Six Sigma Certificate	undergraduate & graduate	15	Kari Babski-Reeves - Industrial and Systems Engineering	1	52.0201		8/15/05	Suspended	SA
Vision Specialist in Vocational Rehabilitation Certificate	graduate	12	Sylvia Stinson-Perez - RRTC on Blindness & Low Vision	5	13.1101		6/12/05	Active	SA
Public Design	graduate	18	David Perkes - Architecture	1	4.0201		8/15/10	Active	SA
TESOL	undergraduate & graduate	15	Wendy Herd-English	1 & 5	13.1401		Fall 2011	Active	Stand Alone
Veteran Certificate (NEW for 14-15)	undergraduate & graduate	12	Trey Martindale	5	13.1502		8/2/13	Active	Stand Alone
Retail	undergraduate	18	Juyoung Lee - School of Human Sciences	1	521904	4/25/19	8/1/19	Active	Stand Alone and part of undergraduate FDM program
Trauma-Informed Child Advocacy	undergraduate	12	Lori Elmore-Staton - School of Human Sciences/ Arazais Oliveros - Psychology	1	190701	3/22/19	4/1/19	Active	Stand Alone
Meat Science	undergraduate	24	Wes Schilling - Food, Science, Nutrition, & Health Promotion	1	301901	9/6/19	9/20/19		
Medical Humanities	undergraduate	15	Courtney Thompson	1	30.1701	1/18/19	Fall 2019	Active	Stand Alone
Applied Behavior Analysis	graduate	21	Dan Gadke	1		12/20/19	Fall 2020	Active	
Clinical Health Promotion	graduate	21	Will Evans - Food Science, Nutrition and Health Promotion	1 & 5	51.0001	9/8/17	1/8/18	Active	Stand Alone and Part of MS Program in Health Promotion
Companion Animal Management	undergraduate & graduate	15	Jessica Graves - Animal and Dairy Sciences	5	01.0901	March 2020	Fall 2020	Active	
Geospatial Science and Technology	undergraduate & graduate		John Rodgers, Geoscience	1 & 5	45.0701	9/4/2007		Re-activated	Stand alone
Environment and Sustainability	undergraduate	17	Paul Tseng - Plant and Soil Sciences / Scott Willard, Dean of CALS Office	1&5	03.0103	8/1/2012 deactivated to minor	Fall 2020	Re-activated to Cert.	Stand alone
Cognitive Science	undergraduate & graduate				30.2501	9/4/2007			
Veterans Certificate	undergraduate & graduate				13.1502				