



State of Graduate, Research, and Workforce Affairs
~ 2024-2025 ~



Organizational Chart

Office of the Vice Provost and Dean for the College of Graduate Studies (COGS)

Vice Provost and Dean, COGS

Office of Research and Sponsored Programs (ORSP)

- Director of ORSP (vacant)
- Assistant Director
- Grants Specialist (Pre-Award)
- Grants Accountant (Post-Award)
- Director of TN Small Business Development Center (CoB)
- Director of Education Opportunity Center
- Director of Student Success Services
- Director of Upward Bound
- Director of Veterans Upward Bound (MIL)
- Chair, Institutional Review Board
- Chair, Institutional Animal Care and Use Committee
- Chair, Intellectual Property Committee
- Chair, Research Misconduct Committee (Policy 2:019)
- All grant and subaward recipients

College of Graduate Studies (COGS)

- Associate Dean, COGS
 - GPC trainings
 - GR Appeals Committee
 - Thesis/Dissertations
- Director of COGS Admissions
- Graduate Admissions Processor
- Graduate Assistantships Manager
- 250 Graduate Assistantships
- Chair, Graduate Academic Council
- 28 Faculty Graduate Coordinators

Professional & Workforce Development Center (PWDC)

- Director, CE
- Technical Clerk

Moved to new homes 😊

Decision Support & Institutional Research
Office of Student Research & Innovation
Study Abroad, Away & Exchange
International Student Services & Recruitment

INTRODUCTIONS

- Chad Brooks – Vice Provost & Dean, College of Graduate Studies ([COGS](#))
- Wes Atkinson – Associate Dean, [COGS](#)
- Megan Mitchell – Director, GR Admissions & Recruitment, [COGS](#)
- Alyson Morris – GR Pre-Admissions Technical Clerk, [COGS](#)
- Sydney Marsh – GR Post-Admissions Technical Clerk (and all things GA), [COGS](#)
- Elizabeth Harrison – International Coordinator & DSO, for all UG & GR ([GLOBAL](#))
- Vacant – Director, Office of Research & Sponsored Programs ([ORSP](#))
- Kelly Pitts – Assistant Director, [ORSP](#)
- Sharana Jones – Grants Specialist for STEM, [ORSP/STEM](#)
- Karen Runyon – Grants Accountant, [ORSP/Finance Administration](#)
- Jeff Walton – Director, Professional and Workforce Development Center ([PWDC](#))
- Bethany Benjamin – Technical Clerk, [PWDC](#)
- Cindy Taylor – Director, Office of Student Research & Innovation ([OSRI/UC](#))

Welcome!

To new faculty, a few things to think about...

1. GR courses are very rigorous (lots of time too)
2. Great scholars make for great GR programs
3. Find role models and make collaborations
4. Think a few years ahead
5. Austin Peay is defined by you and your students

FY25 Budgets

FOAP Description	Fund	ORG	Program	Starting Budget (Travel 73 + Operating 74)	
College of Graduate Studies	110001	44001	350	\$ 69,901	
Graduate Admissions	110001	44006	400	\$ 9,800	
GA Budget	110001	10863	550	\$ 1,300,000	<u>“Stipend money” only</u>
Grants and Sponsored Prog	110001	11401	350	\$ 6,788	
Grants Proposal Development	110001	11407	350	\$ 3,000	<u>Old FOAP that we use to “fix” things</u>
Grants Incentive	110001	11409	350	\$ 35,000	
Academic Research	110001	11413	250	\$ 34,900	
Grants IDC	110001	90001	350	\$ 140,663	<u>Pending close out for FY24</u>

F.O.A.P = Fund – Organization – Account – Program



Graduate Studies: **Synopsis of COGS**

College of Graduate Studies (COGS)

Academic Functions

- Graduate Faculty
- Academic Department
- Academic College
- Academic Deans
- **Graduate Academic Council (GAC)**
- University Curriculum Committee (UCC)
- Provost
- President (sometimes)
- Board of Trustees (sometimes)
- THEC/SACSCOC (sometimes)

Administrative Functions

- Marketing & Recruitment
- Admissions & Initial Onboarding
- Handoff to **Graduate Program Coordinators**
- Verification of graduation criteria
- Readmission Appeals Committee (faculty driven)
- Fix hoods at graduation ceremonies 😊





Graduate Studies



Achievements



Graduate Studies: **Achievements**

- **Graduate Stipend increase!** 😊
- GR Enrollment looks mostly great!
- New MBA
- Accelerated Masters Pathways – approved (again)
- Eliminated the GRE for just about everything
- Solved a math-problem for dual listed GR courses w/ UG courses
- Started a conversation for FMLA-like benefits for GAs
- Started a Graduate Program Coordinator Workload & Compensation Taskforce
- Modified GTA-IR approval workflows
- Switched to a new vendor for campus jobs → Handshake
- Implemented (still are) SLATE as our CRM



Graduate Studies: **GA Stipends**

2024 GA Stipend Increase Proposal and Implementation Strategy

April 2024

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Graduate Studies: **GA Stipends**

X. *Ad hoc* committee members (in alpha order by last name):

- **Wes Atkinson** – graduate coordinator and associate professor in the Department of Languages & Literature
- **Chad Brooks** – COGS dean & professor in the Department of Biology
- **Mollie Cashner** – graduate coordinator and professor in the Department of Biology
- **Kim Coggins** – graduate coordinator and associate professor in the Department of Psychological Sciences and Counseling
- **Korre Foster** – graduate coordinator and professor in the Department of Music
- **Andrea Lee** – graduate coordinator and assistant professor in the Department of Educational Specialties
- **David Snyder** – graduate coordinator and professor in the Department of History
- **Tyler Tims** – graduate-level student in the PsyD program
- **Robert Torres** – Academic advisor for the College of Business



Graduate Studies: **GA Stipends**

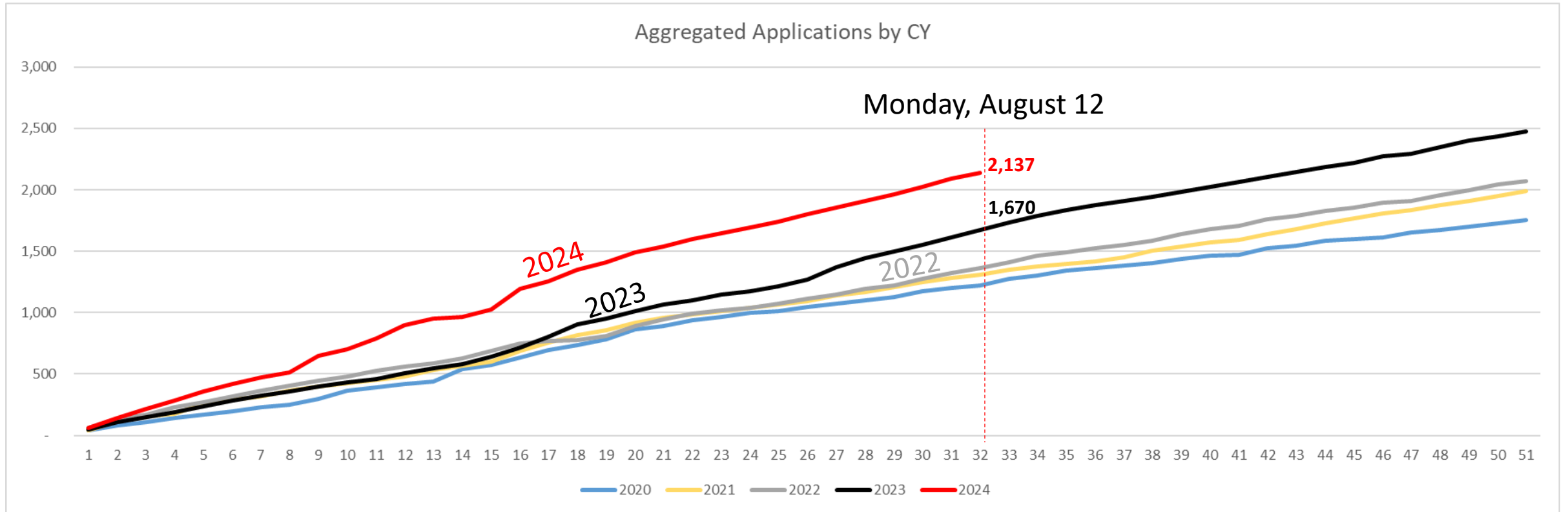
It was \$5,200/AY...since ~2001

AY24-25 (FY25) - \$5,900 /AY or \$2,900/semester	<u>Increase</u> 13.5% ↑
AY25-26 (FY26) - \$6,250 /AY or \$3,125/semester	20.2% ↑

For standard, fulltime GA Lines (i.e., ~20hr of work/week)

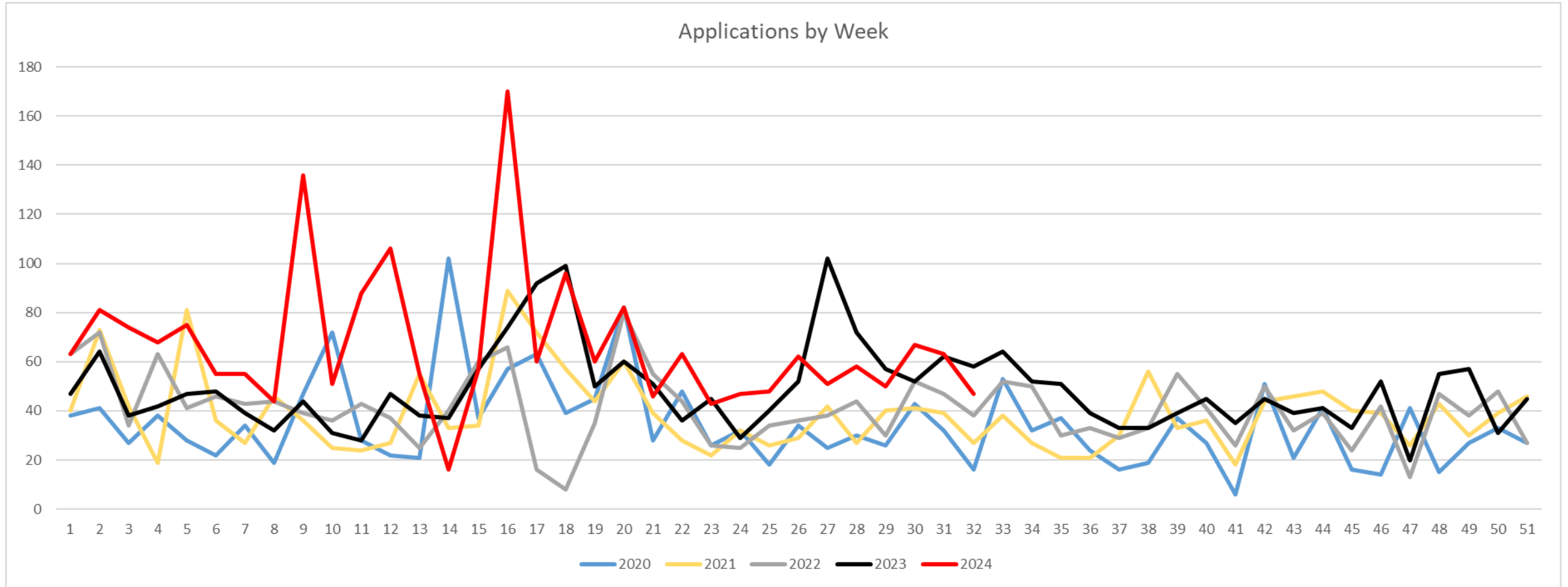


Graduate Studies: Enrollment





Graduate Studies: **Enrollment**





Graduate Studies: Enrollment

College	Department	Major	GRTwoYr	GROneYr	GRCurrYr	GR_YR1_CHG	GR_YR2_CHG
Arts and Letter	Communication	COMM	38	43	38	-11.63%	0%
Arts and Letter	History and Philosophy	HIST	19	19	12	-36.84%	-36.84%
Arts and Letter	Languages and Literature	CLSC	1	0	0	0	-100%
Arts and Letter	Languages and Literature	ENG	12	13	16	23.08%	33.33%
Arts and Letter	Music	MPRC	0	0	1	0	0
Arts and Letter	Music	MUS	19	18	23	27.78%	21.05%
Behavioral and	Criminal Justice	CRJ	34	51	42	-17.65%	23.53%
Behavioral and	Health and Human Performance	HCAD	38	38	39	2.63%	2.63%
Behavioral and	Health and Human Performance	HHP	17	26	17	-34.62%	0%
Behavioral and	Health and Human Performance	MSLP	15	26	28	7.69%	86.67%
Behavioral and	Health and Human Performance	PBHT	8	11	16	45.45%	100%
Behavioral and	Leadership	CORL	0	0	1	0	0
Behavioral and	Leadership	CRAN	1	0	0	0	-100%
Behavioral and	Leadership	DEIW	0	0	1	0	0
Behavioral and	Leadership	GRWC	1	2	1	-50%	0%
Behavioral and	Leadership	LDSH	0	26	64	146.15%	0
Behavioral and	Leadership	LORC	0	0	1	0	0
Behavioral and	Leadership	LPOA	56	49	8	-83.67%	-85.71%
Behavioral and	Leadership	PRMG	1	5	5	0%	400%
Behavioral and	Psychological Science and Counseling	ACAD	3	0	0	0	-100%
Behavioral and	Psychological Science and Counseling	CNPS	5	7	9	28.57%	80%
Behavioral and	Psychological Science and Counseling	COUN	59	49	65	32.65%	10.17%
Behavioral and	Psychological Science and Counseling	INOR	46	34	37	8.82%	-19.57%
Behavioral and	School of Nursing	FNPC	1	0	0	0	-100%
Behavioral and	School of Nursing	NURS	105	116	156	34.48%	48.57%
Behavioral and	Social Work	SWRK	43	32	32	0%	-25.58%

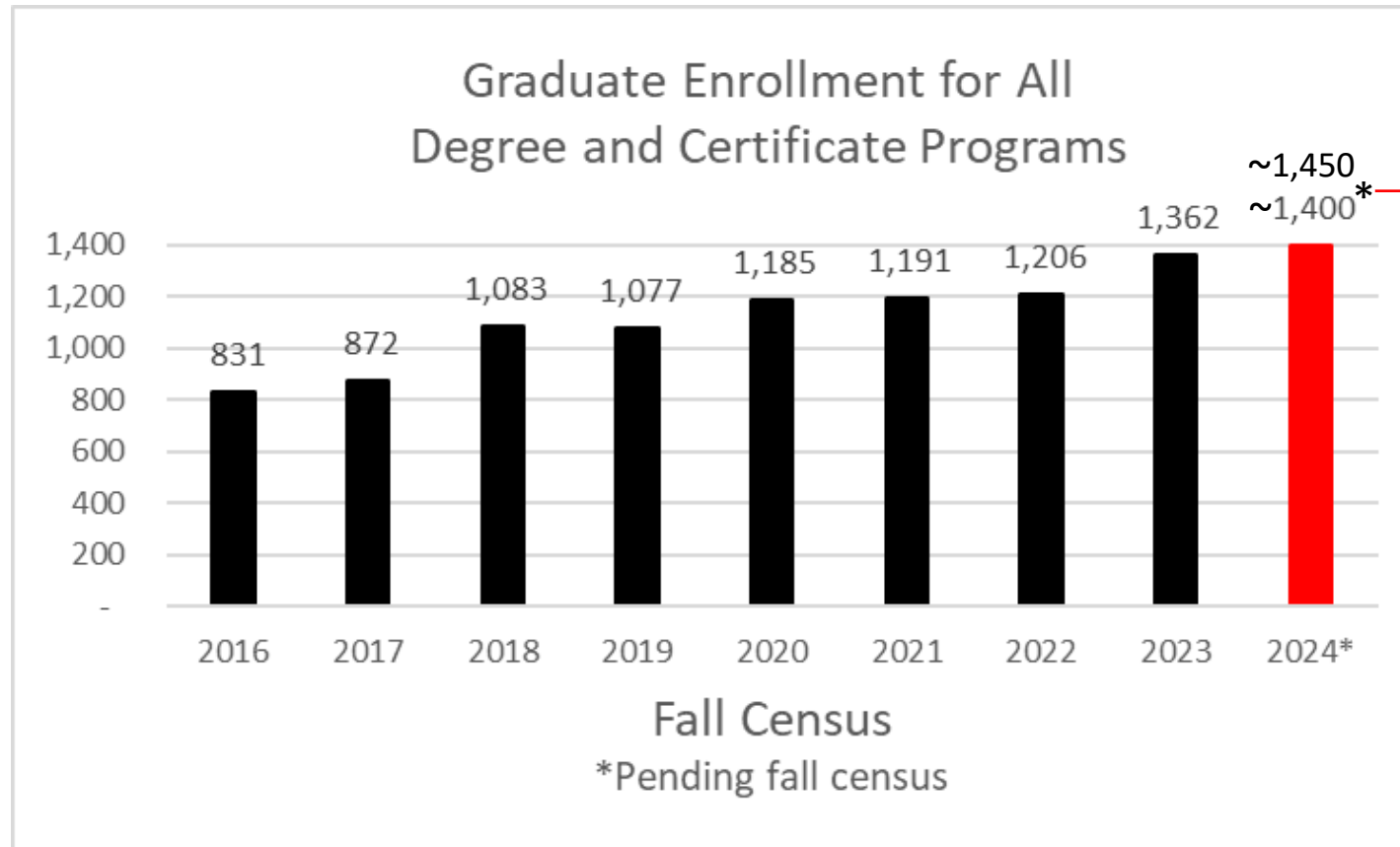
College	Department	Major	GRTwoYr	GROneYr	GRCurrYr	GR_YR1_CHG	GR_YR2_CHG
Business	Management and Marketing	BSAD	0	0	123	0	0
Business	Management and Marketing	MGNT	64	91	40	-56.04%	-37.50%
Business	Management and Marketing	RHRM	0	0	2	0	0
Education	Educational Specialties	CI	19	25	31	24%	63.16%
Education	Educational Specialties	EDLD	39	52	58	11.54%	48.72%
Education	Educational Specialties	EDUC	4	0	0	0	-100%
Education	Educational Specialties	ELS	3	2	0	-100%	-100%
Education	Educational Specialties	READ	11	8	21	162.50%	90.91%
Education	Educational Specialties	THLC	0	53	86	62.26%	0
Education	Teaching and Learning	SPEI	0	1	3	200%	0
Education	Teaching and Learning	TCHG	92	72	97	34.72%	5.43%
Education	Teaching and Learning	TESL	0	2	3	50%	0
Non-Degree	Non-Degree	NDEG	11	8	2	-75%	-81.82%
Science and Ma	Biology	BIOL	24	29	22	-24.14%	-8.33%
Science and Ma	Computer Science and Information Technology	CSQM	158	141	110	-21.99%	-30.38%
Science and Ma	Computer Science and Information Technology	DASC	1	2	2	0%	100%
Science and Ma	Earth and Environmental Sciences	SUST	0	0	1	0	0
Arts and Letter	Total		89	93	90	-3.23%	1.12%
Behavioral and	Total		433	472	522	10.59%	20.55%
Business	Total		64	91	165	81.32%	157.81%
Education	Total		168	215	299	39.07%	77.98%
Non-Degree	Total		16	8	2	-75%	-87.50%
Science and Ma	Total		183	172	135	-21.51%	-26.23%

Monday, August 12, 2024





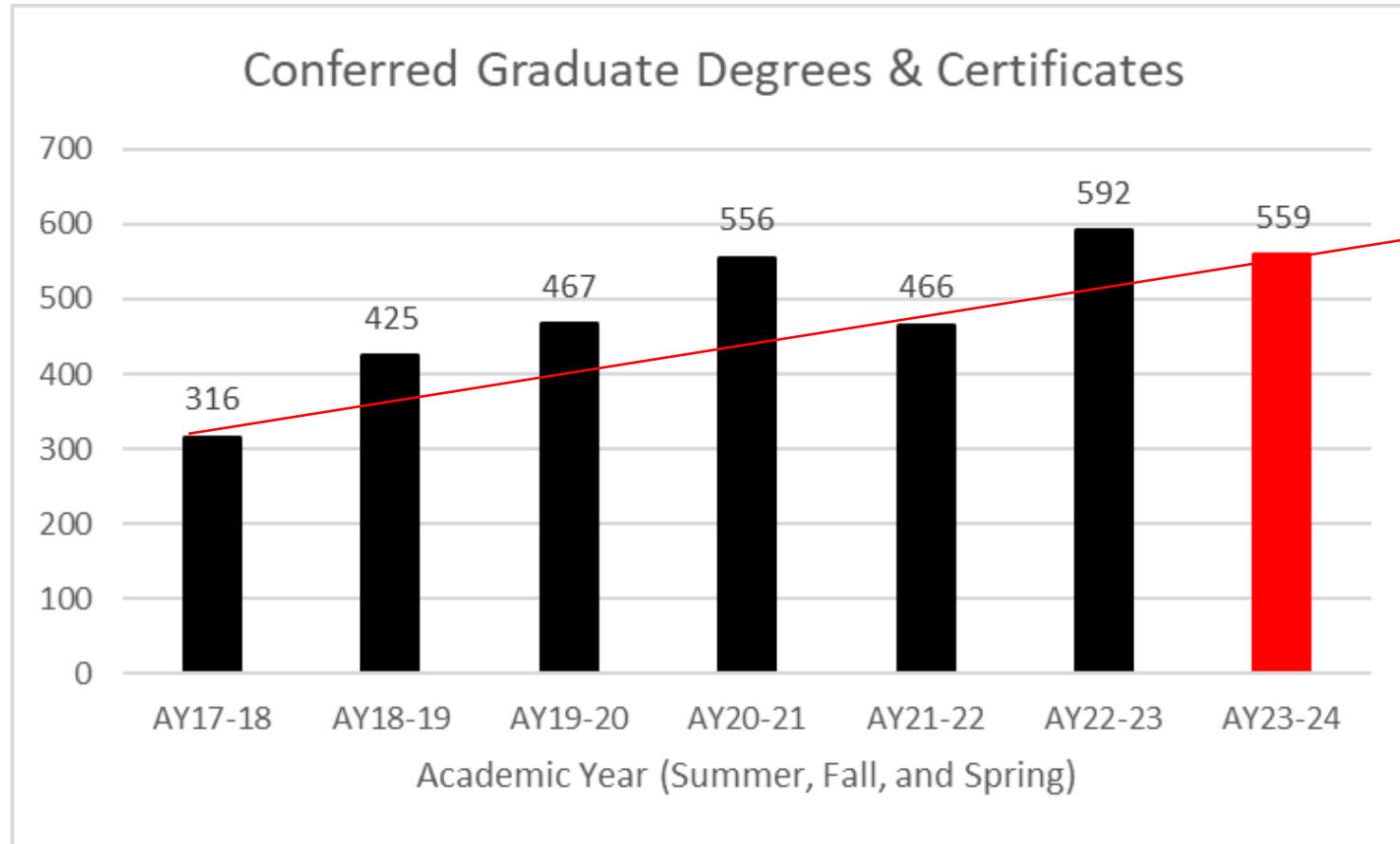
Graduate Studies: Enrollment



* **1,214** on Aug. 12, 2024
v.s.
1,051 on Aug. 12, 2023



Graduate Studies: **Graduation Success**



76.8% increase



Graduate Studies

A.M.P.
Accelerated Masters Pathways



Start your **graduate degree** while completing your undergraduate degree!

How: APSU undergraduate senior students who have completed at least 96 credit hours toward their graduation requirements and have earned a 3.25 GPA or higher, may apply using the below form for enrollment into one of APSU's graduate programs while still an undergraduate student.



Application Process:

- 1) Review all the graduate programs offered at APSU by following this [link](#)!
- 2) Click on the graduate programs that interest you and copy down the graduate coordinator's name and email address.
- 3) Email the graduate coordinator of the selected program to relay your desire to start your graduate program now and to ensure that you qualify for the Accelerated Masters Pathways.
- 4) Complete this [form](#) and send it to the graduate coordinator.

Costs:

As long as the graduate course(s) are in excess of 12 undergraduate credits per semester (i.e., fulltime status), then the graduate class(es) will be at **NO COST** to the student (covered by scholarship and/or other available financial aid).

Accelerate your life!





Graduate Studies: **Marketing**

Master of Healthcare Administration



Program Information



AP Austin Peay State University
CLARKSVILLE TENNESSEE

Austin Peay State University's Master of Healthcare Administration (MHA) program is for early to mid-career healthcare executives or providers who are interested in leading organizations dedicated to improving healthcare.

- Online program* that can be completed in 16 months.
- Austin Peay is located approximately 45 minutes from Nashville and approximately 55 minutes from Brentwood, where many corporate healthcare companies are headquartered.
- Students gain experience working with regional healthcare organizations through Integrated Learning Experiences.
- Graduates learn the skills necessary to lead hospitals, large practices, same day surgery centers, work with insurance companies, consulting and many more segments within healthcare.
- Fully accredited online program through the Commission on Accreditation of Healthcare Management (CAHME).



*Some Peay State University students are eligible for on-campus residency in their first and last semesters. General information on our other health programs can be found at www.apsu.edu/health. For more information on our other health programs, contact us at mslp-info@apsu.edu or call 931-221-6223.

Learn More

VISIT: apsu.edu/hhp/graduate-degrees/master-healthcare-administration
EMAIL: hendricksona@apsu.edu | CALL: 931-221-6351

Master of Speech-Language Pathology



Program Information



AP Austin Peay State University
CLARKSVILLE TENNESSEE

Austin Peay State University's MSLP program prepares graduates to work with people who have speech-language and/or swallowing disorders.

- The APSU MSLP program admits into fall cohorts each year.
- Gain authentic clinical experiences at the APSU Speech-Language & Swallowing Community Clinic with state-of-the-art technology and supervision by faculty experts.
- Through academic preparation, clinical practice, research, and externship experiences, our graduates will be capable of functioning independently with some initial supervision and guidance.
- Once students finish the two-year MSLP program, they must pass a national test and complete a clinical fellowship to receive certification and/or state licensure.

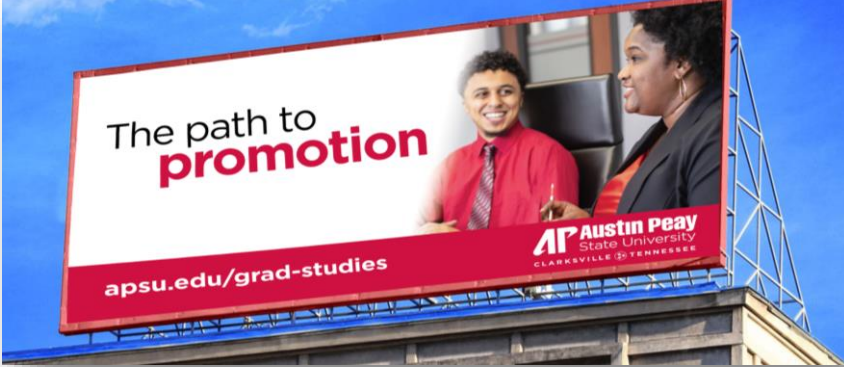


*Some Peay State University students are eligible for on-campus residency in their first and last semesters. General information on our other health programs can be found at www.apsu.edu/health. For more information on our other health programs, contact us at mslp-info@apsu.edu or call 931-221-6223.

Learn More

VISIT: apsu.edu/hhp/graduate-degrees/mslp
EMAIL: mslp-info@apsu.edu | CALL: 931-221-6223

- Google Ad-Words
- LinkedIn
- Instagram
- Facebook
- Billboards
- Unique venues
 - USA Today "DoD" version
 - Diversity in Action





Graduate Studies: **A sense of urgency**

HIGHER ED DIVE

Deep Dive Opinion Library Events Press Releases

Ed Tech Policy & Legal Leadership Students Enrollment For-Profit Faculty and Staff

DIVE BRIEF

Two-thirds of colleges are prioritizing online versions of on-campus programs, poll finds

The ninth Changing Landscape of Online Education survey offers a glimpse into the distance education marketplace.

Published Aug. 13, 2024



Dive Brief:

- Roughly two-thirds of colleges are making it a priority to create virtual versions of on-campus classes and programs, according to an annual survey of chief online learning officers.
- College officials likely see creating online versions of existing programs as easier than launching entirely new academic programs, according to the report.
- However, 48% of chief online learning officers still said their priorities included launching new online programs with no campus equivalent.



Graduate Studies: A sense of urgency

Campus	Academic Program	Degree	CIP Code	Status	Date of Last Action
Austin Peay State University	Environmental Science	MS	03.0104	Letter of Notification Under Review	2024-07
Austin Peay State University	Master of Athletic Training	MAT	51.0913	Letter of Notification Approved	2024-06
Middle Tennessee State University	Organizational and Professional Communication	MA	09.0901	Letter of Notification Approved	2023-11
Middle Tennessee State University	Legal Studies	MS	22.0000	Letter of Notification Approved	2024-01
Middle Tennessee State University	Digital Media	MS	09.0102	NAPP Submitted	2024-07
Middle Tennessee State University	Project Management	MS	52.0211	Letter of Notification Approved	2023-08
Middle Tennessee State University	Film and Television	MFA	50.0602	Letter of Notification Approved	2023-10
Middle Tennessee State University	Biomedical Sciences	MS	26.0102	Site Visit	2024-08
Middle Tennessee State University	Occupational Innovation and Effectiveness	MS	30.9999	Letter of Notification Under Review	2024-05
Tennessee State University	Nutrition and Wellness	MS	19.0501	Letter of Notification Under Review	2023-12
Tennessee State University	Africana Studies	BS	05.0201	Letter of Notification Under Review	2023-09

Tennessee Technological University	Interdisciplinary Computing	BS	11.0104	Letter of Notification Approved	2024-08
Tennessee Technological University	Environmental Agriscience Technology	MS	01.0308	Expedited Letter of Notification Approved	2022-08
Tennessee Technological University	Child Life	MS	19.0799	Letter of Notification Approved	2024-04
Tennessee Technological University	Industrial and Systems Engineering	MSISE	14.3501	Expedited Letter of Notification Approved	2023-10
University of Tennessee, Health Science Center	Occupational Therapy	OTD	51.2306	External Review	2023-04
University of Tennessee, Knoxville	Agricultural Leadership, Education, and Communication	PhD	01.0807	Letter of Notification Approved	2023-10
University of Tennessee, Knoxville	Communication and Information	BSCI	09.9999		
University of Tennessee, Knoxville	Retail, Hospitality, and Tourism Management	MS	52.0901		
University of Tennessee, Knoxville	Applied Cybersecurity	BS	11.1003		
University of Tennessee, Knoxville	Social Work	MSSW	44.0701		



<https://www.tn.gov/content/tn/thec/bureaus/academic-affairs/api/proposed-academic-program-inventory.html>



Graduate Studies: **Priorities for AY24-25**

- Explore/develop market-relevant GR programming
 - Develop 18cr certificates for dual enrollment instruction
 - English & Math are the big ones
 - Walter State Community College example
- Develop GR program specific SLATE responses for student onboarding
- Leverage GA positions as marketing tools for selected universities
- Leverage AMP to recruit high-achieving students
- When possible, consider embedding nationally recognized credentials and/or examinations --- PWDC can help!
- **Empower GPCs to think and act freely in the best interests of students and recruitment!**

Office of Research & Sponsored Programs



What we do...

- Oversee all compliance and workflows that involve grants
- Weekly Newsletter
- Find grants for you
- Peay-harmony™☺
- Provide workshops and 1on1 trainings
- Subawards and contracts (negotiations)
- Speak with Program Officers
- Identify the right workflow
- Approve all grant-funded expenses
- Submit grants and approve access to selected agencies, like NSF and NIH
- Build budgets and load budgets
- Work with other APSU units so you don't have to

What we don't usually do...

- Submit paperwork and buy stuff for grants

ORSP

The most important form for grants! 😊



Office of Research and Sponsored Programs
Notice of Application for External Funding

Official communication to the Office of Research and Sponsored Programs and Austin Peay State University of the intent to apply for external funding from a single external source. Official communication to the chair or supervisor and dean or VP that the appropriate resources, time allocation, and approvals have been discussed and are approved. Austin Peay State University reserves the right to modify or reject an application or award that does not meet the policies of the institution.

Project Description							
Title of Project							
Faculty Name		Today's Date					
Chair Name		Grant Deadline					
Department		Agency					
Other Personnel		Agency Type					
Release Time?	Yes	No	Effort	Personnel Types/Funds Proposed			
Fall				Faculty		Graduate Assistants	
Spring				Students		Reg. Hourly/Temp	
Summer/Other				Stipends		Scholarships	
Compliance (Check all that Apply)							
Human Subjects?			Animal Subjects?				
Subrecipients/Subawards?			Consultants?				
Non-US Partner?			Diversity, Equity, Inclusion Initiatives?				
ORSP USE BELOW THIS LINE							
<i>We have reviewed the grant application to be in compliance with department and institutional policies and grant guidelines.</i>							
Department Chair							
ORSP							
Other Signatures							
Other signatures							
*Enter the number of WLCs required for the project. Each faculty member has 15 workload credits (WLC) per semester or 10.66 WLC in the summer. The 15 WLCs include 3 WLCs (or 20% effort) for research, service, and administration. The chair must approve release time. APSU policy 2:061 Time and Effort Reporting.							

https://www.apsu.edu/grants/documents/APSUGrantRouting_2.1.1.pdf

Please submit the final proposal to ORSP before sending to the agency so we can check the budget before submission.
Please do not submit your grant to the agency without the ORSP signature.

ATTACH A PROPOSED BUDGET

Office of Research & Sponsored Programs

2:019 Misconduct in Research and Other Creative Activities
2:047 Intellectual Property, Patents, and Copyrights
2:055 Research and Scholarly Activities
2:057 Grants Award and Declination Policy
2:058 Grants Management: Budgeting, Spending, and Responsibilities
2:059 Sponsored Research Incentive Program
2:060 Indirect Cost and Salary Recovery
2:061 Time and Effort Reporting for Grant-sponsored Activities
2:065 Academic Approval and Signatory Authority for Academic Agreements
4:002 Delegation of Authority for Approval of Contracts and Agreements
4:003 Access to and Use of Campus Property and Facilities by Affiliated Individuals/Entities
4:004 Debt Management
4:007 Access to and Security of Facilities
4:008 Deposit and Investment of Funds
4:009 Accounts Receivable Collections
4:010 Business Meals and Recognition Events
4:011 Cash Handling
4:012 Rollerblading/Skateboarding
4:013 Contracts

4:014 Purchasing
4:015 Travel Policy
4:017 Records Retention and Disposal of Records
4:018 Acceptance of Electronic Signatures
4:019 Disposal of Surplus Personal Property
4:020 Institutional Financial Performance Review
4:022 Operation of State-Owned and Rental Automobiles
4:023 Corporate Card
4:026 Cash and Gift Card Payments
4:029 Acceptable Use of Information Technology Resources
4:030 Connecting Network Extension Devices and Server Services to the Campus and Residence Networks
4:031 Identity Theft Prevention
4:035 Fixed Assets and Sensitive Minor Equipment
4:038 Environmental, Health and Safety Policy
4:039 Password Management
4:040 Personally Identifiable Information
4:041 Safeguarding Nonpublic Financial Information
4:042 Information Security and Data Classification Policy

And, this keeps going into the 5:xxx, 6:xxx, 7:xxx, 8:xxx...

ORSP – for faculty...

Policy 2:048

Faculty may earn 10.66 “Workload Credits” worth of additional pay during the months in Summer and Wintermester...

PI	Salary	1/32 rate	10.66 WLC
Chad Brooks	\$84,500	\$ 2,641	\$ 28,149

Sure, grants that require a “director” or other titles can change this calculation!

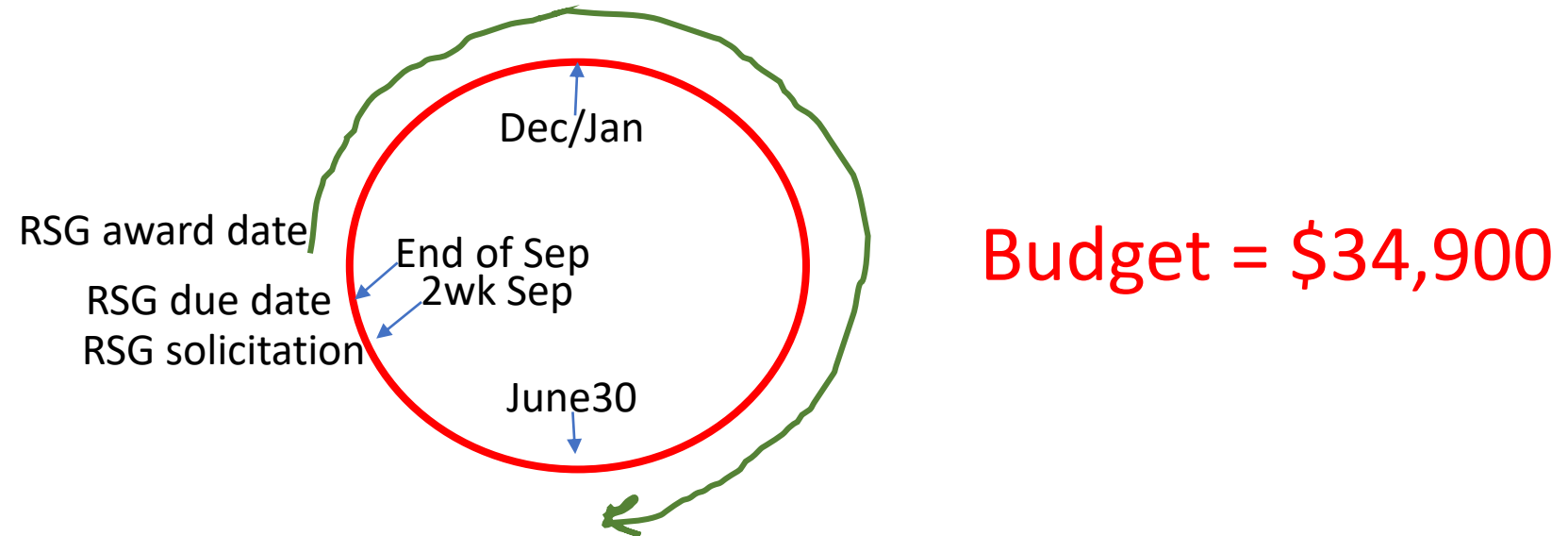
Also, all PIs who have Indirect Costs associated with their grant(s) have a Professional Development FOAP that will roll and build! [Policy 2:059](#)



Chairs and Deans are very important in this process!!! 😊

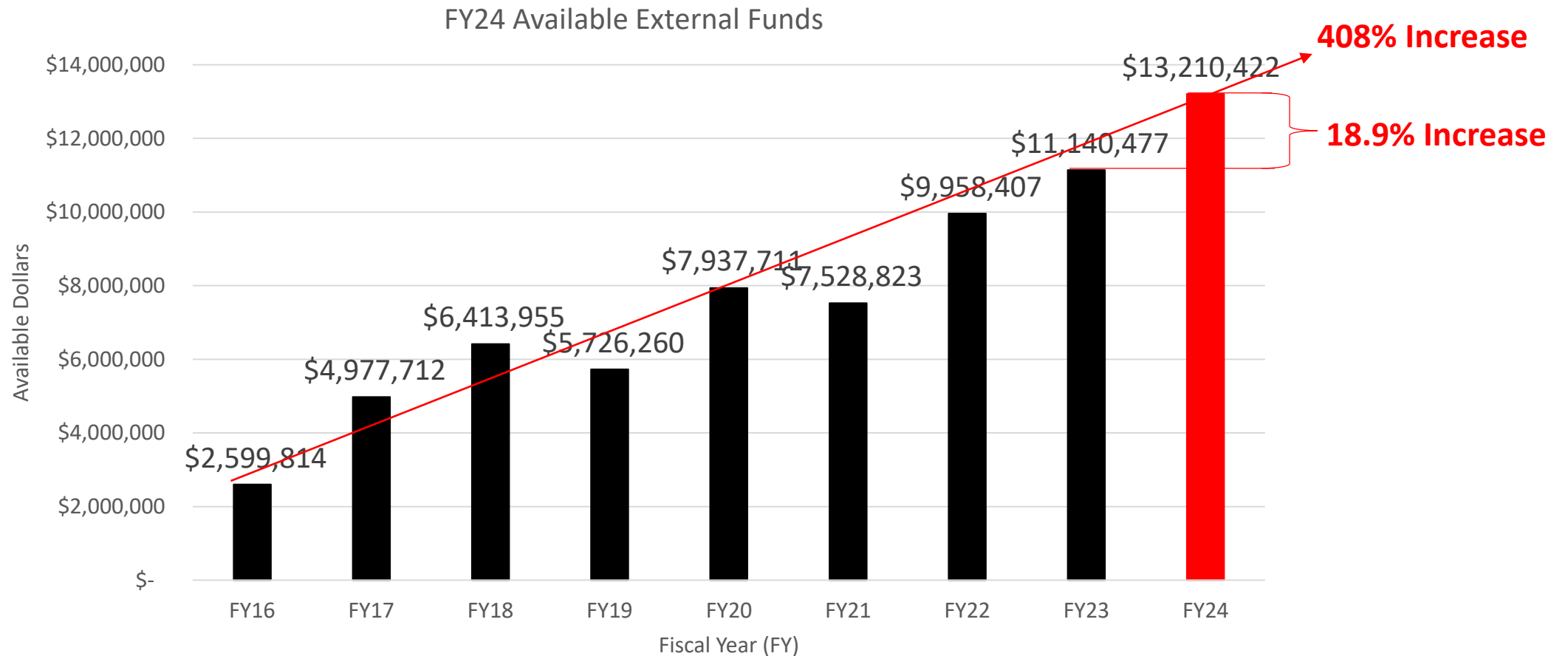
The Notification Form!

ORSP – for faculty... Internal Funding

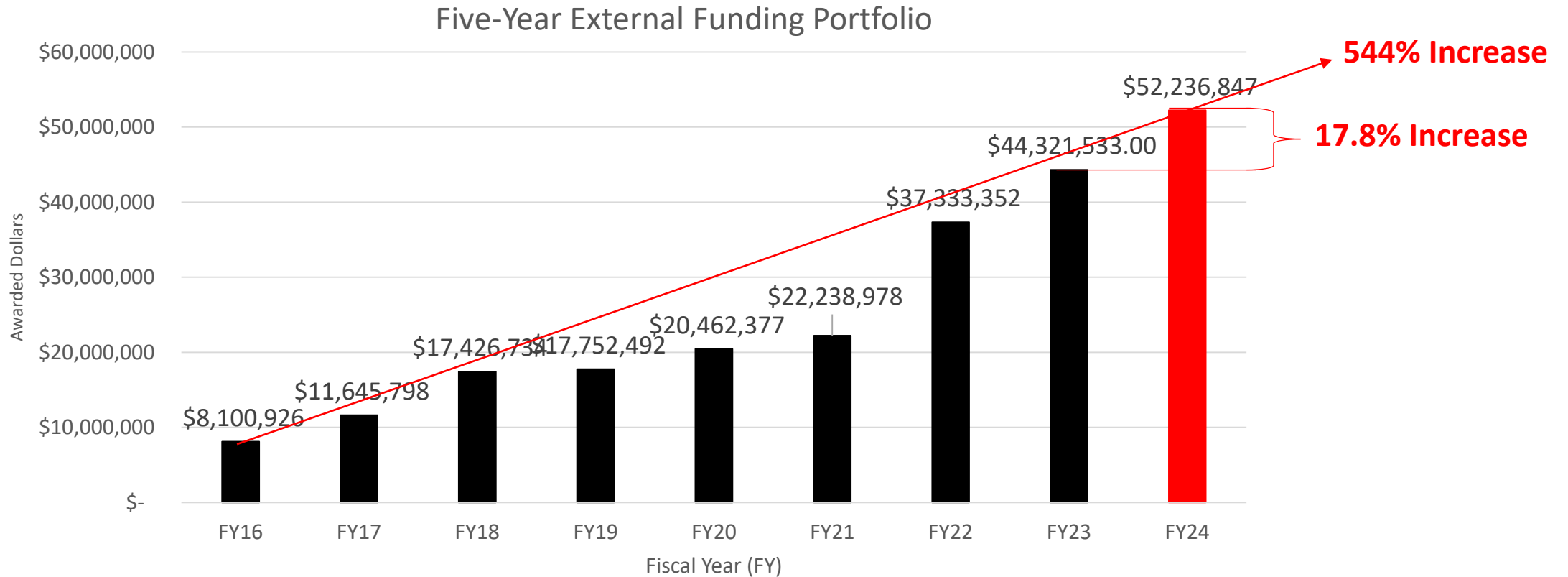


Research & Scholarly Activity Support Grant up to \$3,000
(RSG)

FY24: 128 active externally funded FOAPs



FY24: 128 active externally funded FOAPs



TRiO Programs



STUDENT IMPACT



More than **1,500/AY** community high school students and veterans received college preparatory support from four federally funded grants:

- Educational Opportunity Center
- Student Support Services
- Tri-County Upward Bound
- Veterans Upward Bound

ORSP Priorities

- Submit more grants than last year
 - Win more dollars than last year
 - Great customer service (aka, solve problems and make everyone happy)
-
- Do (me) a better job working with the Research Council
 - Do more workshops with departments
 - Learn more about the barriers that faculty face (that ORSP can actually improve)
 - Foster more cross-disciplinary collaborations! 😊
 - Support areas like Study Abroad/Away and Student Affairs' new areas
 - Find bunches of small grants from philanthropic agencies

Professional & Workforce Development Center

Phlebotomy Technician

Basic EMT Training Program

Advanced EMT Training Program

Cybersecurity Bootcamp

Short Fundamental Courses

K-12 Educator Continuing Education and Professional Development

American Sign Language

Partners for Online Career and Workforce Certifications

MyCAA Military Spouse Scholarships

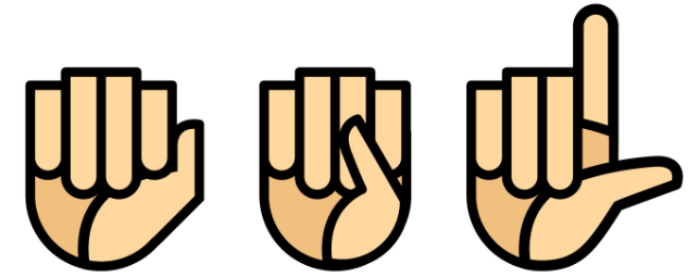
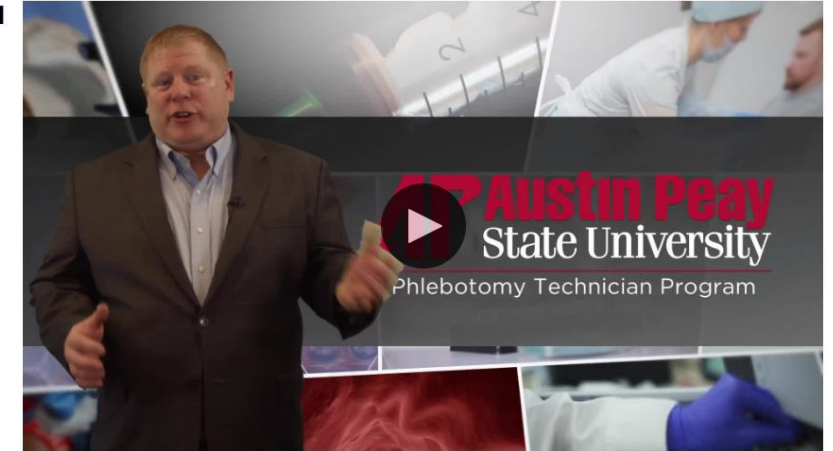
Parenting and Divorce

IT Certification Subscriptions

Emergency Medical Technician (EMT)



Advanced Emergency Medical Technician (EMT)



American Sign Language

<https://www.apsu.edu/continuing-education/>



Office of Student Research and Innovation

OSRI Mission

The mission of Office Student Research and Innovation is to support the incorporation of research training in the areas of Business, Education, Humanities, Social Sciences, and STEM into the APSU experience as a means to engage, retain, and promote students and their success.

Getting Started

Advising

Funding

Presenting

Mentoring

Supporting

Workshops

About Us



Thank you!

