

**Minutes of the Graduate Council  
December 6, 2022**

**Members in Attendance:**

Ali Beskok, Kate Carté, Alan Itkin, Akihito Kamata, Elfi Kraka, Anna Lovatt, Renee McDonald, Brian Molanphy, Alexandra E. Pavlakis, Robin Poston, Dinesh Rajan, Gretchen Smith

**Members Not in Attendance:**

Volkan Otugen, Anthony Petrosino

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**Business:**

- **SMU GO Policies:** Dr. Itkin went through the latest draft of policies for inclusion of SMU GOCE in the Moody School and mentioned that it would be distributed for review online (see slide 4 below). After a period of comments, a final version would be put together for a Council vote. Dr. Poston mentioned that, in response to the discussion from last meeting, she was not opposed to adding language providing school deans with the opportunity to reserve a proposed program for development in their school or college rather than allow GOCE to develop it.
- **Doctoral Completion Grants:** Dr. Itkin shared information with the Council on the Moody School Doctoral Completion Grants (slide 6). He mentioned that this was an R1 initiative, intended to provide as many PhD students as possible the means to complete their degrees by spring 2023. In some cases, the grants are providing stipend support, and in other cases covering equipment and other research-related expenses. He thanked the review committee (Kate Carté, Alan Itkin, Aki Kamata, and Renee McDonald) and especially Dr. McDonald for leading the committee. Dr. Poston mentioned that summer doctoral graduates were down this year from last year, but that fall graduates were looking to be higher than last year.
- **Report from Moody School Fellowships Committee:** Dr. Itkin went through the recommendations of the committee (Ali Beskok, Alan Itkin, Elfi Kraka, Alexandra Pavlakis, Robin Poston, Gretchen Smith) (see slide 8). He thanked the committee and especially Dr. Kraka for leading the committee. He mentioned that the committee recommended that departments no longer provide a ranking of their nominees, because the fellowship review committee tended to defer to department rankings rather than using their best judgment. He also said that the University PhD Fellowship would be repackaged to highlight the total fellowship amount, to make them more appealing and emphasize their prestigious and selective nature. Dr. Kraka added that, since departments were asked to rank all nominated applicants but were nominating applicants for different types of fellowships, it felt like comparing apples and oranges and could have the effect of unfairly biasing the review committee against the University PhD Fellowship nominees. The University PhD Fellowship is less desirable

than the others for departments, since it only supplements rather than replacing departmental stipends, so nominees for this fellowship tended to be ranked lower by their departments.

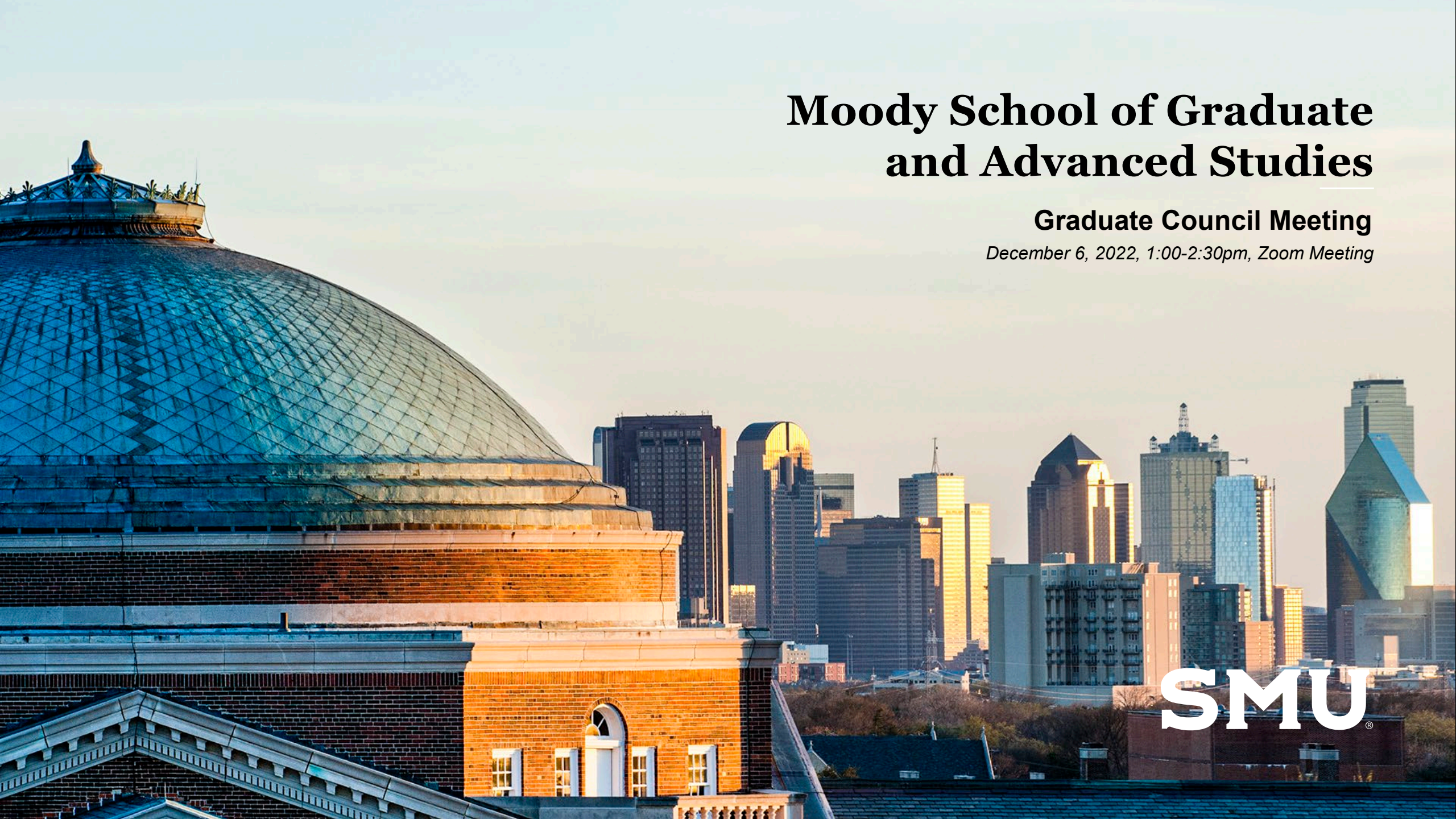
- **Report from Graduate Appeals Task Force:** Dr. Lovatt went through a draft of a new grade appeals process for graduate students (see document below). She said that, while this policy is for grade appeals, the task force (Anna Lovatt, Alan Itkin, Robin Poston, Dinesh Rajan) is also working on an appeal process for other decisions affecting a student's status in their program. She said that the current grade appeal policy in the catalog is the same for undergraduates and graduates. The current policy does not have time limits for any step in the appeal process, does not clearly lay out the steps, and does not specify how appeals should be made (verbally or in writing). The current policy specifies that the Provost is the final decider of an appeal at the university level, but the task force was in favor of having a committee make the decision, which is parallel to the policies at other universities. Dr. Kraka recommended that the director of graduate studies be integrated into the process when the appeal is at the department level, rather than just the department chair, as it is in the version of the policy the task force drafted. Dr. Lovatt replied that that revision could be made. She mentioned that timelines in the policy draft are drawn from the University of Memphis policy. She highlighted the "graduate appeals committee" in the draft policy and the composition of that committee, as that is a new addition to the policy that has not existed previously at SMU. Prof. Molanphy asked for clarification on the "Chair" included in the committee on the policy, and Dr. Lovatt responded that that was the chair of the committee and could change from appeal to appeal. Dr. McDonald added that there are appeals that overlap with personnel matters related to faculty and that that should be addressed in the policy. Dr. Poston responded that the policy could spell out that other sorts of matters (conduct, harassment) must be referred to other offices. Dr. Carté mentioned that, if the appeal ventures into other areas not strictly related to the grade, that that might slow down the process and that the policy should allow for that. Dr. Pavlakis asked that the policy be more specific in explaining how committee members will be chosen and recommended that the diversity of the committee be an explicit consideration. Dr. Kraka raised a concern about how the committee will decide an appeal when the topic of the course is advanced and outside of their area. Dr. Molanphy raised a concern about the policy's statement that the committee's decision is final, since it is a difference of emphasis from the undergraduate policy, which emphasizes the discretion of the faculty teaching the courses. Dr. Poston mentioned that there was strong support for a change to the grade appeal process. She also said that schools could develop their own policies, if they wanted to deviate from this policy. Dr. McDonald recommend that SMU strive for uniformity, since it is easier to defend legally if there is one policy.
- **Graduate Student Success Day:** Dr. Poston went through the schedule for the Graduate Student Success day, which will take place on Feb. 6 and feature Kurt Kraiger, an expert on graduate mentoring, and Maria Dixon-Hall, SMU's Chief Diversity Officer (slide 11). The goal of the event is to share best practices and recommendations related to graduate mentoring and to inform faculty of the resources already available to faculty in supporting their graduate students.
- **Postdoctoral Hiring Update:** Dr. Itkin updated the Council on efforts to hire additional STEM postdocs in the fall semester. Since this is the year of record for Carnegie, for SMU to advance toward R1 status, as many postdocs as possible need to be employed in STEM fields at SMU in the

Fall 2022 term. Funds have been provided from the Moody School, Office of Research, Provost's Office, and schools and colleges to advance this initiative. Fourteen postdocs will have joined SMU STEM departments and centers by the end of the term (slide 13). Dr. McDonald recommended that guides about University resources for postdocs be developed, and Dr. Poston mentioned that Rob Pearson, Director of Graduate Career Development and Postdoctoral Affairs, was working on this as well as other forms of support for postdocs and for faculty hiring postdocs.

- **DPRs for Master's Programs:** Dr. Poston reiterated that the Registrar's office is prepared to develop DPRs for master's programs and asked that school representatives send recommended programs to her so that the Moody School can facilitate the connection with the Registrar's office.
- **Graduate Admissions Funnel:** Dr. Poston went through spring and fall graduate admissions funnel reports (see documents below). She noted some areas of concern and success in graduate admissions, and she asked whether Council members were watching these data in their schools. Dr. Rajan said that the Lyle School has admissions funnel reports that they track. Dr. Carté asked whether this or similar information is shared with directors of graduate studies. Dr. Itkin responded that Stevie Otto, the Director of Graduate Recruitment and Admissions, sends out regular reports to directors of graduate studies about admissions for their programs. The reports are generated by the Slate admissions system. Dr. Beskok said that his department struggles with knowing how many applicants are at which stage in the admissions process and what may be missing from their files. Dr. Itkin suggested that Stevie Otto could work with Lyle graduate admissions staff to build similar reports to those currently available to Dedman College programs.
- **Other Items:** Dr. Kraka raised the issue of the application fee and how it is a barrier to some international applicants. Dr. Poston responded that, in addition to the two waivers offered to Dedman College departments, the department can transfer funds for additional application fee waivers. Dr. McDonald raised the point that different departments have different abilities to pay for application fee waivers and that this can disadvantage applicants from diverse populations whom we wish to recruit. Dr. Itkin mentioned that it is difficult to distinguish legitimate need among applicants, because applicants will share information about the types of requests for waivers that are honored. Dr. Carté suggested that the policy on the graduate level could mirror that on the undergraduate level. Dr. Kamata mentioned that Simmons School programs usually do not waive application fees. He suggested that criteria for waivers could be developed by the Moody School that could be applied by other schools and programs. Dr. Poston said that she would speak with the Provost to determine the capacity the Moody School has to waive additional application fees. Dr. Kamata suggested that the form reporting on the result of a dissertation defense could include the director of graduate studies, as it sometimes happens that a director of graduate studies is not aware of the result of a dissertation defense. Dr. Poston suggested adding a separate entry to the DocuSign power form to allow the student to enter the director of graduate studies and the advisor. Dr. Itkin said that he would work with Kerri Bennett, Moody School Associate Director, to explore possible changes. Dr. Beskok asked to see data about how graduate students in different departments are supported at SMU—teaching assistantships, research assistantships, fellowships, etc. Dr. Itkin mentioned that SMU collects this information for STEM fields for the annual NSF GSS

survey and that it could be shared with the Council. Dr. Kraka suggested that outstanding graduate students could also be recognized at the Ford Fellowship dinners.

- Meeting adjourned.



# Moody School of Graduate and Advanced Studies

## Graduate Council Meeting

*December 6, 2022, 1:00-2:30pm, Zoom Meeting*

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# Meeting Agenda

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1. SMU GO Policies
2. Doctoral Completion Grants
3. Report from Moody School Fellowships Committee
4. Report from Graduate Appeals Task Force
5. Graduate Student Success Day
6. Postdoctoral Hiring Update
7. DPRs for Master's Programs
8. Graduate Admissions Funnel
9. Other Items

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# SMU GO Policies



# SMU GO Policies for Charter and Administrative Handbook

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- » Global, Online and Continuing Education (charter version): The Moody School provides administrative oversight for degree and credit-bearing certificate programs offered through the Office of Global, Online and Continuing Education (SMU GOCE).
- » Global, Online and Continuing Education (handbook version): The Moody School provides administrative oversight for degree and credit-bearing certificate programs offered through the Office of Global, Online and Continuing Education (SMU GOCE). All new credit-bearing programs offered through SMU GOCE must be approved through the following process: First, a planning notice of intent will be circulated to the deans of all schools at SMU. If a dean is in support of the development of this new program, they will respond either by nominating a faculty member to participate in program planning, or by indicating that they have no objection with the program moving forward without the involvement of their school. Second, curriculum development for the new program will be overseen by the Moody School Online Curriculum Committee and include representatives of the schools that indicated interest in the new program. Curriculum proposals will be forwarded to the Educational Programs Committee and the Board of Trustees for final approval. For every approved program, the Moody School, in consultation with interested school deans, will oversee the administration of the program.



# Doctoral Completion Grants



# Moody School Doctoral Completion Grants

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- » Grants help PhD students defend their dissertations and complete this academic year (by Spring 2023).
- » They provide funding for stipends, research materials, and other expenses as needed.
- » \$85,170 in awards were made.
- » 11 students were selected for awards across 6 PhD programs:
  - » Civil & Environmental Engineering
  - » Electrical Engineering
  - » Education
  - » History
  - » Religious Studies
  - » Statistical Science

# Report from Moody School Fellowships Committee



# Report from Moody School Fellowships Committee

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- » The committee discussed the nomination, review, and selection processes for Moody Graduate, Mustang, and University PhD Fellowships
- » The committee recommended changes to these processes:
  - » Remove the department ranking from the nomination form, as this is not helpful for the committee members in rating nominations
  - » Repackage the University PhD Fellowship to focus on the total amount of funding the student is receiving, rather than the top up amount, and the years of funding offered
  - » Possibly: Only allow departments to nominate three applicants each
- » The committee recommended that data continue to be gathered on the success of these fellowships, and that the fellowships and nomination processes be reevaluated continuously

# Report from Appeals Taskforce



<https://smu.box.com/s/lmr71f47r2tetb4f0r1seewqnmyupe4o>

# Graduate Student Success Day



# Graduate Student Success Day

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## Graduate Student **Success** Agenda

8:00	Breakfast	
8:30	Maria Dixon-Hall	Best Practices in Recruiting Graduate Students
9:30	Stevie Otto/Rachel Ball-Phillips/ Rob Pearson	Moody Recruiting & Retention Resources and Programs
10:30	Kurt Krieger	Best Practices in Mentoring Graduate Students
11:30	SMU Faculty Panel (Paige Ware Chair)	How to Help Graduate Students Graduate
12:30	Alan Itkin/Kerri Bennett	Moody Graduation Resources and Programs
1:00		Lunch time to engage with speakers for Q&A
2:00	Kurt Krieger/Ball-Phillips/Pearson	Breakout roundtable discussion on topics graduate student <b>success</b>

# Postdoctoral Hiring Update





# Postdoctoral Hiring Update

## Postdocs who will be supported by Moody Research Incubator funds

Name	Department	School	PI	Support Provided	Source of Funding	Status	Notes
Yuanna Wu	Biological Sciences	Dedman College	Zihao Wu	\$55,000/yr for 2 yrs + benefits	Moody School	Hired	
James Thorpe	Chemistry	Dedman College	Devin Matthews	\$55,000/yr for 2 yrs + benefits	Moody School	Hired	
Mesganaw Mihiret	Anthropology	Dedman College	Neely Myers	\$55,000/yr for 2 yrs + benefits	Moody School	Hired	
Gozde Sirganci	Data Science Institute/Teaching & Learning	Simmons	Akihito Kamata	\$55,000/yr for 2 yrs + benefits	Moody School	Hired	
Mustafa Ozsipahi	Mechanical Engineering	Lyle	Ali Beskok	\$27,500/yr for 1 yr + benefits	Moody School	Hired	Extending a current postdoc, whose funding runs out Nov. 30
Mohammad Shaat	Mechanical Engineering	Lyle	Xin-Lin Gao	\$55,000/yr for 2 yrs + benefits	Moody School	Hired	

## Postdocs who will be supported by Office of Research funds

Name	Department	School	PI	Support Provided	Source of Funding	Status	Notes
Jyoti Sharma	Earth Sciences	Dedman College	S. Arrowsmith/H. De Shon	\$55,000/yr for 2 yrs + benefits	Office of Research	Hired	
Madhav Ghimire	Mechanical Engineering	Lyle	Minjun Kim	\$55,000/yr for 2 yrs + benefits	Office of Research	Hired	
Lingling Shi	Operations Research & Eng. Management	Lyle	Sila Cetinkaya	\$60,000/yr for 22 months + benefits	Office of Research	In progress	

## Postdocs who will be supported by other funds

Name	Department	School	PI	Support Provided	Source of Funding	Status	Notes
Max Sherard	Data Science/Teaching & Learning	Simmons	T. Cuevas/T. Petrosino	N/A	Existing grant/faculty funds	Hired	Current postdoc, restructuring under Data Science Institute
Chintalapalli Jyothi	Electrical & Computer Engineering	Lyle	Kevin Brenner	N/A	Existing grant/faculty funds	In progress	Supported by Lyle School/faculty funds; expedited hiring
Lea Anne Daughrity	Teaching & Learning	Simmons	Lin Lin Lipsmeyer	\$55,000/yr for 2 yrs + benefits	Simmons School	Hired	Will be affiliated with Caruth Institute in Lyle
Mingpu Yao	Mechanical Engineering	Lyle	Wei Tong	\$55,000/yr for 1 yr + benefits	Provost	Hired	Defending dissertation Nov. 2022
Bhaskararao Bangaru	Chemistry	Dedman College	Elfi Kraka	\$55,000/yr for 2 yrs + benefits	Dedman College	Hired	
Floorte van de Poll	Chemistry	Dedman College	Brian Zoltowski	\$55,000/yr for 1 yr + benefits	Provost	Declined	

# DPRs for Master's Programs



# Graduate Admissions Funnel



<https://smu.box.com/s/arac59kwo6oyfpz44odi12eu5007bjdq>

<https://smu.box.com/s/31w75tikollbcr9rqwzgn20ozwk1nrjj>

# Other Items



## **Proposed Moody School of Graduate and Advanced Studies Grade Appeals Process**

Any graduate student has the right to appeal grade decisions made by the academic department, program, or college/school in the implementation of University policy.

The student must initiate the appeal process **within 20 class days after the start of the following term (Fall, Spring, or Summer)**. If the instructor, Chair, and Dean of School/College or designee (individual or committee) fail to respond to the student's appeal within the time limits, the Graduate Appeals Committee shall act on the student's appeal. The procedure is terminated if the student and the instructor agree on the grade. If neither the student nor the instructor appeals a decision within the appropriate time limit, the disposition of the appeal made in the previous step shall be final.

A written record of all decisions shall be kept with the file at all steps in the process. Copies of all correspondence and records shall be retained in the office in which the appeal is finally resolved. The original documents shall be forwarded to the Moody School of Graduate & Advanced Studies for filing.

All parties must carefully adhere to the following procedure, observing the deadlines.

### **Step 1: Informal Consultation**

A student who feels that an assigned grade is other than the grade earned must discuss the matter first with the course instructor **within 10 class days after the start of the following term (Fall, Spring, or Summer)**, to determine if the discrepancy is caused by error or misunderstanding.

### **Step 2: Appeal to Department Chair**

If the complaint is not satisfactorily answered by the instructor, and if the student feels that an error has not been corrected or that the assigned grade was unfairly determined, the student may appeal the decision in writing to the Chair of the department in which the course is offered, (or, in cases pertaining to non-departmental courses, to a faculty agent designated by the Dean of School/College). This written appeal must be made **within 20 class days after the start of the following term**. After discussing the matter with the student, the Chair (or faculty agent) will consult with the course instructor, and the instructor then will report a decision to the student in writing **within 20 class days of submission of the written appeal**.

### **Step 3: Appeal to Dean of School/College**

A student who is still convinced that a complaint has not received a fair determination may appeal the decision to the Dean of School/College **within 5 class days of receipt of the Chair's decision**. The dean will proceed as deemed appropriate, but the final authority in the determination of a grade must rest with the course instructor. **The Dean should resolve the grade appeal within 20 class days**, providing a written rationale for any decision made.

#### **Step 4: Appeal to the Graduate Appeals Committee**

Either the student or the faculty may appeal the Dean of School/College's decision within 5 class days of decision notification by filing a written appeal to the Graduate Appeals Committee with the Dean of the Moody School or designee. This appeal must be accompanied by copies of all correspondence, including the Dean of School/College's written decision.

The Dean of the Moody School shall designate the Chair of the Graduate Appeals Committee. The Chair will assemble the committee and distribute copies of all correspondence to committee members for consideration.

The Graduate Appeals Committee should resolve the appeal within twenty (20) class days. If a majority of the Committee agrees that the grade should be changed because it was based on arbitrary or other reasons not related to academic performance, the Committee shall notify the Dean of the Moody School, who shall be empowered to change the grade without the consent of the faculty, the Chair, or the Dean of School/College. Otherwise, the grade shall remain as recorded. The decision of the Committee shall be communicated to all parties in writing. The decision of the Graduate Appeals Committee shall be final.

The appeals procedure is not complete until all appropriate records are forwarded to the Graduate School Office. At this time, the Dean of the Moody School shall notify the Office of the Registrar of any grade change. A copy of the Graduate Appeals Form shall become a part of the student's file. A permanent record of all grade appeals reviewed by the Appeals Committee shall be maintained in the Moody School.

#### **Composition of the Graduate Appeals Committee:**

The Graduate Appeals Committee shall be composed of five members. Those who are connected to the student's department must recuse themselves from participating in the appeals process.

- 1 Chair designated by the Dean of the Moody School
- 1 representative from the Graduate Student Advisory Board
- 1 representative from Faculty Senate
- 2 faculty members from the Moody Graduate Council

**Spring 2023 Graduate Admission Applications University Summary – Through December 1**  
As the Data Appears in my.SMU

		Applied *				Admitted				Matriculated				Enrolled			
		2023	2022	2021	2020	2023	2022	2021	2020	2023	2022	2021	2020	2023	2022	2021	2020
Total	Total	628	518	591	386	454	480	551	355	241	290	333	193	106	121	112	86
Race & Ethnicity	Hispanic of Any Race	77	61	66	35	57	59	59	34	33	35	40	25	21	17	13	8
	Black or African American	65	52	53	30	43	46	45	26	21	30	29	14	9	12	10	7
	Asian	61	51	48	41	49	46	46	30	24	32	21	26	11	13	8	13
	American Indian/Alaska Native	3	0	0	0	2	0	0	0	1	0	0	0	0	0	0	0
	Native Hawaii/Othr PacIslander	0	0	2	0	0	0	2	0	0	0	2	0	0	0	0	0
	Two or More Races	19	14	15	6	12	13	15	6	9	9	11	2	5	4	5	2
	<b>Minority Subtotal</b>	<b>225</b>	<b>178</b>	<b>184</b>	<b>112</b>	<b>163</b>	<b>164</b>	<b>167</b>	<b>96</b>	<b>88</b>	<b>106</b>	<b>103</b>	<b>67</b>	<b>46</b>	<b>46</b>	<b>36</b>	<b>30</b>
	White	217	220	246	140	168	203	230	130	104	130	160	85	55	62	72	42
	Unknown	11	8	13	18	8	6	13	16	3	4	4	13	1	3	2	10
	Non-Resident Alien (Any Race)	175	112	148	116	115	107	141	113	46	50	66	28	4	10	2	4
School	Cox	157	140	230	57	129	138	229	57	82	87	136	38	27	3	34	0
	Dedman	12	12	17	14	9	12	17	14	7	6	10	4	3	2	1	2
	Dedman Law	20	22	34	17	20	21	33	17	9	11	1	0	0	1	0	1
	Enrl Svcs	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Lyle	260	174	138	138	173	168	136	138	67	77	80	56	22	34	4	21
	Meadows	8	7	8	5	5	7	5	5	4	7	2	4	1	3	0	0
	Perkins	14	13	15	21	11	13	15	21	6	9	8	4	2	8	0	5
	Rsrch&Grad	59	54	75	74	52	31	42	43	24	30	46	44	12	17	28	29
	Simmons	98	95	74	60	55	90	74	60	42	63	50	43	39	53	45	28
Degree Level	Master	558	456	557	356	406	423	520	325	214	247	315	180	99	106	109	81
	Doctoral PHD	24	20	20	12	15	19	20	12	8	14	11	5	0	3	0	2
	Juris Doctor	0	2	0	0	0	1	0	0	0	1	0	0	0	1	0	0
	Doctoral Other	3	3	0	2	2	3	0	2	2	3	0	0	1	0	0	0
	Certificate	4	1	2	3	1	1	1	3	0	1	1	1	0	0	0	0
	Post Bachelor	0	2	0	2	0	2	0	2	0	0	0	1	0	0	0	0
	Non-degree	39	34	12	11	30	31	10	11	17	24	6	6	6	11	3	3
Gender	Female	232	219	234	160	164	210	223	152	101	134	130	87	49	64	60	38
	Male	384	298	356	224	280	269	327	201	140	156	203	106	57	57	52	48
	Unknown	12	1	1	2	10	1	1	2	0	0	0	0	0	0	0	0

\* Prior to Fall 2022 only admitted graduate applications were loaded to my.smu.

Timing of data updates to my.SMU may result in a one-day lag for new applications.

May/Summer applications counted in the Fall Cohort. Winter/January applications counted in the Spring Cohort.



### Fall 2023 Graduate Admission Applications University Summary – Through December 1

As the Data Appears in my.SMU

		Applied *				Admitted				Matriculated				Enrolled			
		2023	2022	2021	2020	2023	2022	2021	2020	2023	2022	2021	2020	2023	2022	2021	2020
Total	Total	941	757	608	310	268	382	606	307	50	83	143	44	0	0	0	0
Race & Ethnicity	Hispanic of Any Race	74	65	54	20	22	31	54	20	4	8	16	9	0	0	0	0
	Black or African American	45	60	33	13	10	25	33	13	4	2	9	6	0	0	0	0
	Asian	47	52	34	19	18	28	34	18	2	5	9	1	0	0	0	0
	American Indian/Alaska Native	3	0	1	1	0	0	1	1	0	0	0	0	0	0	0	0
	Native Hawaii/Othr PacIslander	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Two or More Races	14	22	26	8	3	10	25	8	1	1	5	2	0	0	0	0
	<b>Minority Subtotal</b>	<b>185</b>	<b>199</b>	<b>148</b>	<b>61</b>	<b>53</b>	<b>94</b>	<b>147</b>	<b>60</b>	<b>11</b>	<b>16</b>	<b>39</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	White	324	344	290	153	127	194	289	151	28	57	73	24	0	0	0	0
	Unknown	9	7	7	3	6	6	7	3	1	0	1	0	0	0	0	0
	Non-Resident Alien (Any Race)	423	207	163	93	82	88	163	93	10	10	30	2	0	0	0	0
School	Cox	497	213	322	185	160	213	321	182	47	73	114	31	0	0	0	0
	Dedman	170	180	7	1	7	3	7	1	1	1	5	0	0	0	0	0
	Dedman Law	60	61	129	52	60	61	129	52	0	0	0	0	0	0	0	0
	Lyle	57	95	78	39	23	51	78	39	2	2	14	4	0	0	0	0
	Meadows	53	62	5	0	0	0	4	0	0	0	2	0	0	0	0	0
	Perkins	23	13	27	17	11	8	27	17	0	0	1	2	0	0	0	0
	Rsrch&Grad	0	2	3	1	0	2	3	1	0	0	0	0	0	0	0	0
	Simmons	81	131	37	15	7	44	37	15	0	7	7	7	0	0	0	0
Degree Level	Master	674	468	461	249	199	292	459	246	49	78	138	39	0	0	0	0
	Doctoral PHD	185	186	5	0	6	2	5	0	0	1	1	0	0	0	0	0
	Juris Doctor	57	61	129	51	57	61	129	51	0	0	0	0	0	0	0	0
	Doctoral Other	10	10	10	4	3	5	10	4	0	1	3	2	0	0	0	0
	Certificate	10	9	1	4	0	1	1	4	0	0	0	2	0	0	0	0
	Non-degree	5	23	2	2	3	21	2	2	1	3	1	1	0	0	0	0
Gender	Female	426	361	273	119	135	176	271	119	28	40	60	20	0	0	0	0
	Male	506	395	331	191	130	205	331	188	22	43	83	24	0	0	0	0
	Unknown	9	1	4	0	3	1	4	0	0	0	0	0	0	0	0	0

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