

**THECB Characteristics of Doctoral Programs**  
**Program: Human Resource Development**  
**Degree Awarded: Ph.D.**

Measure	Definition	2017-18	2018-19	2019-20	Notes
<i>Characteristics 1-13: Reported by all doctoral programs.</i>					
<b>Number Degrees Awarded per Year</b>	Report the number of doctoral degrees awarded for each of the 3 most recent years.	16	10	5	
<b>10 Year Graduation Rate</b>	Report the percentage of doctoral students who graduated within 10 years for each of the 3 most recent years. Graduation rates are based on the methodology used in the Accountability System, which uses CBM001 data to identify students beginning a program at a specified time and uses CBM009 data to track students from that cohort who graduate within the following 10-year period	First cohort enrolled Fall 2008	100%	-	No new students admitted and enrolled during the 2009-10 academic year.
<b>Average Time-to-Degree</b>	Report the average of graduates' time to degree for each of the most recent 3 years. For each academic year, "time to degree" is defined as beginning the year students matriculated with a doctoral degree objective until the year they graduated	3.66	5.00	6.00	
<b>Employment Profile</b>	Report the number and percentage of graduates employed in their field within one year of graduation, those still seeking employment, and unknown for each of the 3 most recent years. Employment includes full-time self-employment, private practice, residency, fellowship, and other opportunities for further training or education.	6 / 100%	15 / 93.75% - Employed 1 / 6.25% - Still Seeking Employment	9 / 90% - Employed 1 / 10% - Unknown	
<b>Admissions Criteria</b>	Provide a description of key admission factors	Official Transcripts, GMAT/GRE scores, Letters of Recommendation, Resume			
<b>Core Faculty</b>	Report the number of core faculty for each of the 3 most recent years. "Core faculty" is defined as appropriately credentialed individuals integral to the doctoral program, such as those who teach courses, mentor students, or serve on dissertation committees.	7	6	5	

<b>Core Faculty Activities</b>	Report the average number of discipline-related refereed papers/publications, juried creative/performance accomplishments, and notices of discoveries filed/patents issued per core faculty member for each of the 3 most recent years. If figures include duplicate entries for co-authored publication, indicate the number of duplicate entries in a note. Additional noteworthy faculty activities or awards may be explained in an attached comment.	7.00	7.33	4.20	
<b>Core Faculty External Grants</b>	Report the (1) number of core faculty receiving external funds, (2) average external funds per core faculty member, and (3) total external funds per program for each of the 3 most recent years. Include all external funds received by core faculty and reported as expenditures from any source, including research grants, training grants, gifts from foundations, etc.	0.00	0.00	(1) 1 (2) \$29,719 (3) \$29, 719	
<b>Faculty Diversity</b>	Report the number of core faculty by gender and ethnicity (White, Hispanic, Black or African American Asian American Indian or Alaskan Native, International Unknown or Not Reported, Native Hawaiian or Other Pacific Islander) for each of the 3 most recent years.	5 2  5 2	4 2  4 2	3 2  3 2	<i>White</i> <i>Asian</i>  <i>Female</i> <i>Male</i>
<b>Student Diversity</b>	Report the fall semester headcount by gender, ethnicity (White, Hispanic, Black or African American, Asian, American Indian or Alaskan Native, International, Unknown or Not Reported, Native Hawaiian or Other Pacific Islander) and residency status (Texas resident out-of-state non-resident and international non-resident) in the program for each of the 3 most recent years. International nonresident students should include all students paying resident tuition rates because of waivers.	39 5 6 2 0 1 2  29 26  47 7 1	31 6 5 2 1 1 1  30 17  40 6 1	30 6 6 1 1 1 0  29 16  36 8 1	<i>White</i> <i>Black</i> <i>Hispanic</i> <i>Asian</i> <i>Am. Indian or Alask. Native</i> <i>International</i> <i>Not Reported</i>  <i>Female</i> <i>Male</i>  <i>In-State</i> <i>Out-of-State</i> <i>International</i>

<b>Student-to-Core Faculty Ratio</b>	Report the number of full-time student equivalents divided by the number of full-time faculty equivalents of core faculty for each of the 3 most recent years.	3.65	5.00	4.24	
<b>External Program Accreditation &amp; Date of Last External Review</b>	Name of accrediting body and date of last program accreditation review, if applicable.	Texas Higher Education Coordinating Board - 2019			
<b>Characteristics 14-18: Reported by research doctoral programs.</b>					
<b>Percentage of Full-Time Students</b>	Report the fall semesters' number of full-time student equivalents divided by the headcount number of students enrolled for each of the 3 most recent years. Definition of "full-time student" is 18 semester credit hours (SCH) per year.	38.18%	53.19%	40.00%	
<b>Average Institutional Financial Support Provided</b>	For those receiving financial support, report the average annual monetary institutional support provided per full-time student from assistantships, scholarships, stipends, grants, and fellowships (does not include tuition or benefits) for each of the 3 most recent years.	\$7,766.50	\$5,844.80	\$3,805.00	
<b>Percentage of FT Students Disbursed with Institutional Financial Support</b>	Report the percentage of full-time students with at least \$1000 of annual support for each of the 3 most recent years.	10.53%	39.13%	61.11%	
<b>Faculty Teaching Load</b>	Report the total number of SCH in organized teaching courses taught per academic year by core faculty divided by the number of core faculty for each of the 3 most recent years. Organized classes include lecture, laboratory, and seminar courses.	15.14	16.50	16.80	
<b>Student Publications/Presentations</b>	Report the number of discipline-related refereed papers/publications, juried creative/performance accomplishments, and external presentations per year for each of the 3 most recent years. If figures include duplicate entries for co-authored publications, indicate the number of duplicate entries in a note.	38	22	26	AY 2019-20 Includes 9 duplicate publications.

Prepared by: The Office of Information Analysis

Updated 12/15/2020