

MICHIGAN STATE
UNIVERSITY



25 Years of Leading Graduate Education
Michigan State University

In many ways, graduate students are the lifeblood of the university. They are often at the vanguard of world-improving research through their work with faculty and their own research; their long hours of study enable levels of expertise that ultimately animate humankind's greatest achievements; and their work teaching undergraduates is essential to the function of the university.

Elegant solutions to once-intractable problems are often the direct result of graduate students' labors--their predilection for innovation, diligence, and collaboration across disciplines and generations have enabled countless advances.

Over the last twenty-five years, Michigan State University has granted thousands of advanced degrees across fourteen colleges and almost 300 academic programs. In the process, we have made great strides toward advancing the common good with uncommon will, and transformed cohorts of students into generations of scholars.

The Graduate School's strength comes from a synthesis of strong core values and a body of faculty and students diverse in identity, country of origin, and life experience. This diversity fuels the variety of approaches that underpin our core values of excellence, empathy, integrity, and collaboration.

As teachers, graduate students deepen their own disciplinary understanding while serving as mentors and ambassadors for those just beginning their academic journey at MSU.

A quarter-century anniversary is a time for reflection and celebration. It is also a time to shine our lights into the distance and imagine what new horizons lay over the next twenty-five years. One thing is certain: we will continue forging a Graduate School worthy of the bright minds we will surely meet in the coming years.



Dr. Thomas D. Jeitschko

Dean and Associate Provost for Graduate Education

The Building of a

Like most institutions at the end of the 1980's, Michigan State University was feeling the effects of a long, hard recession. These were lean and challenging times, and the dearth of resources was felt nowhere more keenly than in MSU's various graduate study programs. In order to stay competitive and realize MSU President John DiBaggio's vision for the future of research at the university, Provost David Scott convened a council tasked with a colossal objective: to undertake a comprehensive analysis of the state of research and graduate studies at MSU and make a series of transformative recommendations. This council was known as CORRAGE: the Council on the Review of Research and Graduate Education.

A group of two dozen faculty representing all of the colleges and two graduate students labored at the analysis for seventeen months under the leadership of Gary Crawley, former chair of the Department of Physics and Astronomy and chair of CORRAGE. (Crawley went on to serve as the dean of the Graduate School for three years after its inception.) At the end of the process, CORRAGE presented many recommendations. One in particular constituted a near-reinvention of postgraduate education at the university: the establishment of a unified Graduate School that would oversee graduate education across MSU's diverse colleges.



The newly created Graduate School would reinforce two of MSU's primary institutional directives, research and graduate education, by bringing a degree of consistency to the spectrum of graduate studies at MSU.

Crucially, the Graduate School would also serve as an advocate for graduate students and faculty in conversations about research, fellowships, and mentorship.

When Provost David Scott left MSU in 1992, he passed responsibility for the reconstituted Graduate School to his successor, Lou Anna K. Simon, who embraced the project. Simon ensured the new unit had the funding and flexibility it required to attain world-class status; many years later, she also established a physical home for the school at Chittenden Hall.

Appointing the proper leadership was a crucial aspect of realizing the newly minted unit's potential; that leadership ultimately came in the form of Karen Klomparens, who was appointed dean of the Graduate School after a three year tenure as an assistant dean. Klomparens would go on to steward the Graduate School for seventeen years.

During her time at the helm, Klomparens' strategy for making the Graduate School stand shoulder-to-shoulder with the world's leading research institutions was deceptively simple.

"I hired stars and let them do their thing," says Klomparens. "You get really good faculty to do things if you give them money, turn them loose, and let them work together." Klomparens understood that the deans and associate deans of individual colleges are intimately familiar with the pedagogical differences inherent in the wide-ranging disciplines at a university, and they would be best equipped to realize the administration's vision at the ground level.

Graduate School

“Every college had its own culture, which I found fascinating to learn,” says Klomparens, who is a natural scientist. “I got wonderful help from the Colleges of Music, Nursing, Arts and Letters, and Social Science.” Her team knew that the expectations and methodology for graduate students in the sciences, for instance, would differ significantly from those in other departments and disciplines (MSU has about 100 departments). Being sensitive to these distinctions meant jettisoning rules as often as making them, according to Klomparens. This holistic, dialogic approach to building relationships with the individual colleges and departments, schools, and programs gave the Graduate School credibility when the time came to institute crucial new institution-wide initiatives across all units, such as Responsible Conduct of Research. RCR was a major initiative of the Graduate School in the late nineties, and remains so today.

The Graduate School was also instrumental in establishing college-specific guidelines regarding curriculum, determination of research authorship, and mentoring. Klomparens credits this increased transparency and proactive engagement with graduate students as responsible for fomenting student support for the Graduate School since its inception.

This support was essential to Klomparens, the entire project’s success was contingent on student success. “The graduate students embraced the Graduate School from day one,” she recalls.



Other structural changes contributed to this success. By changing the way Graduate School fellowship funding was distributed to the colleges for graduate education, the Graduate School was able to encourage a new culture of recruitment around Ph.D. fellowships. “For example, University Fellowships are not divided by college,” says Klomparens. “They’re for the top students who come in the door. The programs who are attracting the best of the best are going to get the money. That got people here really working on recruiting.”

Twenty-five years later, the ripple effects of MSU’s proactive recruitment strategy and concrete vision for the Graduate School’s future are still evident, as the university’s reputation for graduate education and research have steadily increased. The Graduate School’s legacy has left MSU well-equipped to embark upon a clear path forward in the decades to come.

University

Noble ideals exist at the core of graduate education: to empower the next generation of scholars to realize their dreams, push the boundaries of research, and become global citizens. Finding the scholars of tomorrow and providing the tools they need to improve our world is the Graduate School's top priority. To achieve this goal, the Graduate School makes use of two crucial tools: University Distinguished Fellowships and University Enrichment Fellowships.

Our Fellowships directly enable our efforts to create global citizens. The path to academic excellence at the graduate level is a long one, often fraught with setbacks. Each student begins this journey in a different place--our graduate students come from every imaginable racial, ethnic, gender, socioeconomic, political, and geographical background. Our Fellowships provide us the latitude to give students from across life's wide spectrum their best chance at success. In selecting Fellows, the selection committee looks to diverse factors.



While traditional markers of excellence, like academic performance, are vital, they endeavor to examine the complete picture of the nominees' lives; the selection committee also prizes leadership potential, as well as a record of overcoming obstacles.

"I'm so grateful to the donors who give so generously to this program in the hopes that we live up to our potential," says Demetrice Jordan, 5th year Doctoral student in environmental science and policy, and geography, environment and Spatial Science (College of Social Science).



Fellowships

“Knowing they believe in me pushes me to dig deep when times get hard, and stirs my resiliency. I’ve been able to start programs and participate in a cadre of committees and I credit the richness of my graduate school experience to the University Fellowship.”

The Graduate School accepts about 40 applicants to be honored with one of these prestigious awards. Judith Stoddart, attributes the quality of the Fellowship program to the rich, diverse nature of the Fellows themselves. “It is just an amazing group. We look for students with leadership potential who are really thinking in different ways about being leaders in their communities or disciplines,” Stoddart said. “They run the gamut in their backgrounds. We have students who grew up homeless, students who are immigrants and a host of various students who bring these experiences to MSU that are really committed to what their knowledge can do in the world.”



In addition to strengthening our teaching and research missions, University Fellowships offer tomorrow’s brightest minds a significant incentive to make MSU their home. As our capacity to deliver these crucial support and recruitment tools is fortified, so too will be MSU’s impact on our students, our community, and the world.

To learn more about University Fellowships at MSU, visit <https://grad.msu.edu/universityfellowships>.

10 years

On paper, the Alliance for Graduate Education and the Professoriate (AGEP) sounded wonderful. As a National Science Foundation program, AGEP could provide the funding and support necessary to enable graduate student success. But this success was difficult to visualize as Professor Julius Jackson looked around the inaugural AGEP meetings and saw a mere two students and a handful of faculty returning his gaze.

As an accomplished scientist with decades of experience, Professor Jackson had seen the lack of diversity in STEM fields firsthand. He was eager to use AGEP, which is dedicated to supporting underrepresented minority students, women, and students with disabilities to complete advanced degrees in the STEM fields, to help MSU graduate students find success in their fields. He realized that he and Professor Tony Nunez, also an associate dean in the Graduate School, could not simply lead an initiative. They must build a community. With that charge came uncertainty. The two shared a vision of an AGEP composed of equal parts scholarship and fellowship, but they scarcely knew how to begin.

FEATURES OF AGEP:

- Student Focused Meetings
- Professional Development
- Practice Presenting Work to Public Outside their Discipline
- Preparation for Job Interviews
- Self-Sustaining Community
- Opportunities for Leadership
- AGEP Science Today Bulletin
- Fall Regional Conference
- Engagement with URM Undergrads



“The whole thing was experimental. We didn’t know what to do, really,” says Jackson. He and Nunez were accomplished in their respective fields, and they were lifelong educators. But creating a community from scratch was a unique challenge. They persisted in inviting students to meet on a regular basis. As attendance grew, students made connections across their scientific disciplines, and the meetings became more lively.

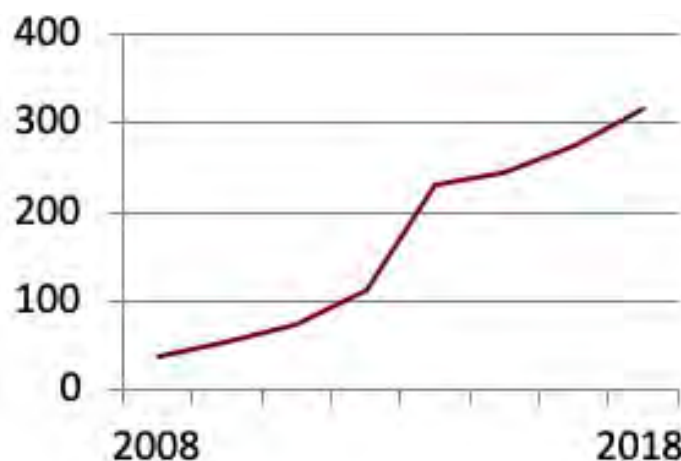
“We experimented with different things,” says Jackson. “We created a couple lines of discussion.” Jackson and Nunez had students present their work to one another, with an emphasis on making the presentations understandable to those outside the presenter’s discipline. Rigorous study habits and methodology are essential to the success of a science academic, but Jackson wanted AGEP at MSU to address the other parts of the success equation, like navigating social landscapes, funding, and advocacy.

of AGEP

“We talked about why you should perfect an elevator speech,” Jackson says. “You will encounter a congressman, someone important, on an elevator or hanging around a lounge or something. Well, what do you do?” For years, Jackson dreaded explaining his work in the space of a brief conversation to influential people. “Well, OK, I work with *listeria monocytogenes*, and iron metabolism, and the influence of iron on carbohydrate metabolism...One of the things scientists have had to learn to do is this: speak simply about what you do and the importance of it. You need to get public support for your research! This community was an opportunity to do that.”

Soon, Jackson and Nunez found themselves stretching the definition of “science” as they worked to integrate students from the social sciences. As the popularity of AGEP “crosstalk” sessions, wherein students across disciplines presented their work and took questions, grew in popularity, Jackson saw that a narrow definition of science was a limiting factor in building MSU’s AGEP community. He and Nunez saw an opportunity to help students outside the sciences in terms of funding, as well. “Let’s give a boost to the non-science people in ways they could never imagine before. The scientists began to interact with the non-scientists, and they could see what each other’s cultures were about. That was a natural attraction.”

Participation in MSU-AGEP has Grown Substantially Over the Past 10 Years



When Jackson describes AGEP’s eventual success, the analogy at hand comes from his decades spent in the laboratory: “Our AGEP was a catalyst. A catalyst puts together chemicals that wouldn’t ordinarily react. It puts them so close together that they have to react. And then, boom, you get a reaction that, left alone without the catalyst, would occur, but very infrequently. The catalyst promotes the collisions, and that’s what the AGEP community has done.”

Ten years after its inception at MSU, each AGEP meeting is attended by dozens of students from underrepresented backgrounds and international students across myriad disciplines.

Graduate

The world's prosperity is tied to our ability to be innovative and creative, and to translate good ideas into solutions that advance our knowledge, improve the quality of life for individuals, build our economy, and strengthen our communities. Advanced degrees are central in securing this promise by unlocking the potential of today's students to become tomorrow's scholars, researchers, and professionals whose innovations and dedication will solve the intractable problems in need of new thinking and approaches.

The breadth and depth of graduate education opportunities at MSU is unmatched. We offer 288 graduate degree opportunities in fourteen colleges. This includes the Colleges' of Agriculture & Natural Resources; Arts & Letters; Communications Arts & Sciences; Education; Engineering; Human Medicine; Law; Music; Natural Science; Nursing; Osteopathic Medicine; Social Science; Veterinary Medicine, and the Eli Broad Graduate School of Management.

In the following pages you will find examples of the graduate degree opportunities at Michigan State University.

College of Agriculture and Natural Resources

Packaging was initially established as a discipline at MSU in 1952 in the Department of Forest Products, and by 1954 at the MSU School of Packaging (SoP) was created as an independent school within the College of Agriculture and Natural Resources. Over the next several decades the SoP evolved and became a model for packaging programs at other universities not only in the United States but also around the world. The strength of the SoP is that it continuously adapts, remaining relevant to the needs of the academic community, industry, and society.

In 1996, the MSU School of Packaging established the first Ph.D. program in Packaging and remains the only institution to offer this degree. The MSU SoP has created the world standard for packaging education, and it has served as a beacon for the packaging discipline. This relatively young program has developed a great reputation in academia and industry, domestically and internationally, and has faculty members with extensive experience in teaching, and research.



Education

College of Arts and Letters

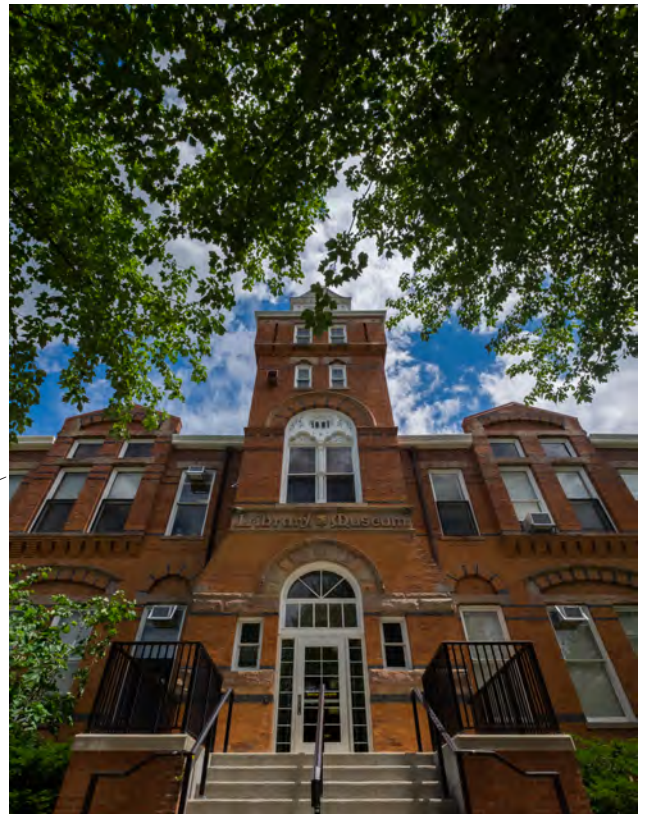
Highlighting both a Ph.D. and a Masters of Arts degree opportunities, the College of Arts and Letters is both building on MSU's historical experiences and looking toward the future.

The mission of the newly created Department of African American and African Studies (AAAS) as an interdisciplinary intellectual collective is centered on the study and production of knowledge of Africa and the African Diaspora, especially in the United States, the Caribbean, and Latin America. AAAS is charged with the task of providing an integrative education aimed at illuminating the experiences, lives and circumstances of peoples in Africa and its Diasporas, along with the many diasporas of Black peoples globally and transnationally.

The current AAAS Ph.D. program, established in 2002, is a cross-college, degree-granting, interdisciplinary program. The mission of the AAAS doctoral program is the production and creation of knowledge and the training of Black Studies disciplinary teacher-scholars. The program is dedicated to the cultivation of scholars committed to academic excellence and social responsibility in local, national, and global African descendant and African communities

The Department of Theatre at MSU is challenging the traditional in order to create something new, unique and fresh. The one of a kind self-selected undergraduate education (School of Choice) benefits from graduate mentors of the highly regarded artist/educator Master of Fine Arts programs. With the most advanced stage technology we allow designers the opportunity to defy conventional design. With focused-based theatre studies courses that surround today's most pressing topics, we challenge the traditional survey teaching models.

The **Master of Arts degree in Arts and Cultural Management** is a multidisciplinary degree administered by the College of Arts and Letters that prepares students for leadership positions related to the management and advocacy of arts and cultural organizations or industry dimensions of an artistic and humanistic entrepreneurial career. Students choose from a concentration within the program for deeper exposure to artistic and cultural management depending on their area of interests.



College of Communications Arts and Sciences

MSU's College of Communication Arts and Sciences is the first college of communication in the country and has been a pioneer in the industry since opening its doors in 1955. ComArtSci is one of the largest and most respected communication colleges in the nation, with over 56,000 alumni.

Focusing on two graduate programs, the **Information and Media Ph.D.** program and the **Strategic Communications Master's program**, the first serves as a cornerstone program of the college and the other a newly launched program.

The highly ranked interdepartmental Information and Media Ph.D. Program prepares students to become scholars, teachers and leaders. Three highly ranked academic units of MSU College of Communication Arts and Sciences participate in the academic training: the Department of Advertising + Public Relations, the School of Journalism and the Department of Media and Information.

The program invites students to join an exciting interdisciplinary field of study at the intersection of the social sciences, media and socio technical systems. They work to develop and apply transformative knowledge about all media systems, society and evolving information and communication technologies.



The award-winning **Strategic Communication Master's Program (StratCom)** at Michigan State University was created in 2017 to meet the needs of today's digital marketplace and to be accessible for working professionals. As such, MSU StratCom is a fully online professional degree – the first of its kind within the College of Communication Arts and Sciences. The program includes courses in areas of organizational leadership and communication, media analytics and digital media that feature the expertise of MSU professors and industry leaders.

Blending rigorous academics with real-world applications, MSU StratCom strives to engage, empower and advance students in their careers – and lives.

Eli Broad College of Business

The graduate programs at the MSU Broad College of Business provide an in-depth and comprehensive curriculum designed around the idea that teamwork, creativity, innovation and thought leadership are the keys to creating business leaders who make a difference.

As a Tier One research university, the doctoral program offerings at the MSU Broad College of Business cover a wide gamut of disciplines and offer excellent resources for meaningful research. The learning environment in Ph.D. programs at the Broad College of Business is both collegial and supportive. Faculty serve as mentors and include students in their research, which is making a difference for decision-makers and leaders in the global business community.



The **Ph.D. in Management** program at Michigan State allows students to pursue their unique interests through intensive research and close partnership with Broad's world-renowned management faculty. The doctoral program places primary emphasis on the development of scholars with competence in the general field of management as well as in a chosen field of concentrated specialization. The three specialization options in the program include organizational behavior, strategic management and human resource management.

Coursework in the management doctoral program covers a wide spectrum of topics. Doctoral students are expected to be in residence on a full-time basis during the program, which typically takes five years to complete. Upon completion of coursework, students are required to pass a comprehensive examination in management and then complete a dissertation that demonstrates their ability to conduct an original research project.

Ranked as the #6 (QS World) **Master's in Business Analytics** program in the world, graduates from the program have landed employment opportunities in a wide range of industries, such as consulting, automotive, consumer products, retail and financial services.

As a master's student in Broad's MSBA program, students:

- Take classes with leading MSU faculty in business, computer science and statistics from the Broad College of Business, College of Engineering and College of Natural Science
- Experience working on live data analytics projects and real-world problem solving
- Expand your business intelligence and link your expertise to a growing field of work

College of Education

Graduate programs in the Michigan State University College of Education foster the insights and skills needed to deal with the most pressing challenges facing the education profession. They also are among the most highly regarded by deans and professors throughout the nation. Outstanding, internationally known faculty members construct rigorous opportunities for advanced study, mentor students and engage in millions of dollars of funded research.

The MSU doctoral program in **Education Policy** prepares students to conduct research on current and enduring issues, and to connect with policymakers and educational professionals. The program was created by faculty members from multiple disciplines who shared a vision: that policy should be created with stakeholders through research that takes into account the real needs of teachers, administrators, students, families and communities.

The Education Policy Ph.D. program at MSU is ranked in the nation's top-10 and housed in one of the top schools of education. Students work closely with faculty who are leaders in their fields of expertise, and take classes in departments across the university that meet their interests. Students are encouraged to begin independent research as soon as their first year.

College of Engineering

With outstanding facilities and more than \$52 million in annual research expenditures, the **MSU College of Engineering** fosters cutting-edge, interdisciplinary research in a collaborative environment.

Engineering graduate students collaborate with faculty and researchers across campus and around the world to explore our biggest challenges—like sustainability, security, materials, health, and energy.

MSU partners with national labs, Fortune 500 companies, government agencies, and global universities. Recent collaborations include NSF, NIH, Microsoft, Boeing, Chrysler, General Electric, Toyota, DuPont, and NASA.

At MSU, you can customize your education with teaching, research, or industry experiences. Alumni go on to big companies, small startups, and prestigious positions in academia and research. Recent placements include Dow, MIT Lincoln Labs, Google, Purdue, Cornell, Oak Ridge National Lab, ETH Zurich, and Carleton College.



College of Human Medicine

The MSU Division of Public Health focuses on population health from its home base – the College of Human Medicine’s Flint campus. Being embedded in the Flint community allows our faculty and researchers to understand the assets and needs of the community while studying Flint’s most pressing public health issues.

Spartans work side-by-side with community partners and healthcare providers in a community-identified and community-participatory public health focus model to:

- Encourage healthy behaviors, mitigate chronic diseases, identify environmental health risks, and examine social factors that influence community health
- Prepare graduate students to become competent public health professionals to meet the needs of communities across the globe
- Engage agencies, professional organizations, and community-based partners on collaborative projects to improve health care delivery that will lead to reductions in health disparities in the community, the state of Michigan, and beyond.

A key feature of the Master of Public Health degree is the emphasis on applied knowledge. Public health students are engaged in coursework and practical training to obtain the knowledge, skills, and abilities necessary to perform, successfully, as a public health professional in the United States and internationally.

MSU College of Law

Michigan State University College of Law’s mission is to provide a rigorous educational program that prepares a diverse community of students worldwide for leadership in private legal practice, business and industry, government service, and legal education. The Law College was founded in 1891 as the Detroit College of Law (DCL) and affiliated with Michigan State University in 1995. Michigan State University College of Law has preserved the historic DCL values of access and opportunity, work ethic, and immersion in the profession, while embracing the opportunities that come from affiliation with MSU.

As a private, non-profit, independent law college, MSU Law is academically integrated into one of the nation’s premier research universities. **MSU Law** students can access the resources available to other MSU graduate and professional students (dual-degree enrollment options; access to athletic, cultural and recreational programming; on-campus housing; and a global network of Spartan alumni, to mention but a few) while enjoying the benefits of a tight-knit educational community in which faculty and staff alike are dedicated to the success of each student.

The Law College’s academic policies are aligned with those of the university, and the Dean represents the Law College whenever MSU deans gather. Law College faculty serve on university committees, curricular changes move through the university’s academic systems, and MSU Law students are represented in and sometimes lead the university’s Council of Graduate Students.

College of Music

In a recent review, the **Music Education Ph.D.** program was singled out by the National Association of Schools of Music as a “special area of excellence” within the college. The review team noted that “the program is well conceived, has a strong faculty, and has developed a vision for the expected profile of students completing this program.”

College of Music doctoral graduates have been appointed to tenure-track positions at some of the most prestigious universities in North America. Doctoral students are extraordinarily productive as researchers. For example, 20 percent of the presenters at the 2011 International Symposium on the Sociology of Music Education were past or current MSU students or faculty.

Doctoral students normally spend three full-time academic years on campus for this program in order to fully participate in the community of scholars comprising fellow students and faculty. Most doctoral students have graduate assistantships that support them and provide them with the experience of teaching undergraduate students. Students are required to spend one year full time on campus.

College of Natural Science

The College of Natural Science promotes excellence in research, teaching, and public service in its 29 departments and programs across the biological, physical, and mathematical sciences. The college averages \$51M in research expenditures annually while providing world-class educational opportunities to more than 6,500 undergraduate majors and nearly 1,000 graduate students.

The **BioMolecular Science (BMS) Gateway** offers admission to 6 graduate programs: Biochemistry and Molecular Biology, Cell and Molecular Biology, Genetics and Genome Sciences, Microbiology and Molecular Genetics, Pharmacology and Toxicology, and Physiology. While earning their doctoral degree (the BMS does not accept Masters students), the students have access to training in over 150 research laboratories in the fields of biochemistry, cancer, cell biology, genomics, genetics, immunology, microbiology, molecular biology, pharmacology, toxicology, physiology, plant molecular biology, structural biology, and virology.

Students rotate through the laboratories of potential doctoral mentors and take coursework appropriate to their disciplinary interests. In the spring semester of the first year, students have the opportunity to select the doctoral program that aligns most closely with their educational goals.



College of Nursing

At Michigan State University, nationally acclaimed nurse researchers conduct cutting edge research that changes lives. Here research and evidence-based nursing practice contribute to the science of healthcare, addressing priority health problems faced by individuals, families, and communities.

MSU's **P.h.D. in nursing** attracts talented, dedicated, and high-achieving students who seek to make an impact as nurse scientists. P.h.D. students work directly with expert faculty while building the skills necessary to transfer findings into practice.

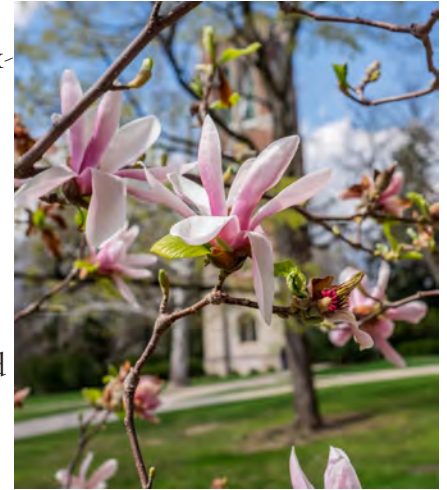
Current areas of research excellence:

Symptom Science Development for Self-Management of Chronic Conditions

- Improve symptoms and promote self-management across the chronic illness continuum
- Conduct translational research on tailored interventions targeting individuals and families across settings

Health Promotion and Risk Reduction

- Promote positive behavior change in the area of health promotion/risk reduction
- Conduct translational research which empowers individuals, families, and communities to engage in self-management to reduce risk and promote healthy lifestyles



College of Osteopathic Medicine

The Michigan State University College of Osteopathic Medicine (MSUCOM) offers a combined degree program leading to the DO and P.h.D. degrees for highly motivated students who have achieved excellence in research and academics.

Since it began in 1979, students in the Doctor of Osteopathic (DO) and Doctoral (P.h.D.) program spend at least seven to eight years in education and training to become medical scientists. Graduates find careers in biomedical research or academic medicine. Their training enables them to be physician scientists working on basic science or disease-related problems.

Most graduates find careers in medical colleges, universities or major medical research centers. These physician-scientists bridge the gap between basic science and clinical practice. Prospective DO-P.h.D. candidates are sought nationally. Special effort is directed in recruiting women and minorities.

College of Social Science

Increasingly, graduate education is considered essential to engaging in our global society. Of ever more importance is the need to embrace new ideas and engage in research that will lead to discoveries of new knowledge and new ways of solving social problems. Graduate education in the MSU College of Social Science will teach you how to think critically and globally, and as a result you will be prepared to identify and solve problems of today and of the future.

Two programs worth highlighting are the African History Ph.D. program and the Industrial/Organizational Ph.D. program.

MSU's doctoral program in **African History** has long been one of the premier programs in the nation and is ranked #1 by US News & World Report.

African history has been one of a small number of fields in the discipline in which the number of jobs equaled the number of new P.h.D.s. The future looks bright for Africanist scholars, and the MSU Africa program's job placement rate for graduates has long been excellent. P.h.D.s hold positions at a range of institutions from Research I universities to liberal arts colleges.

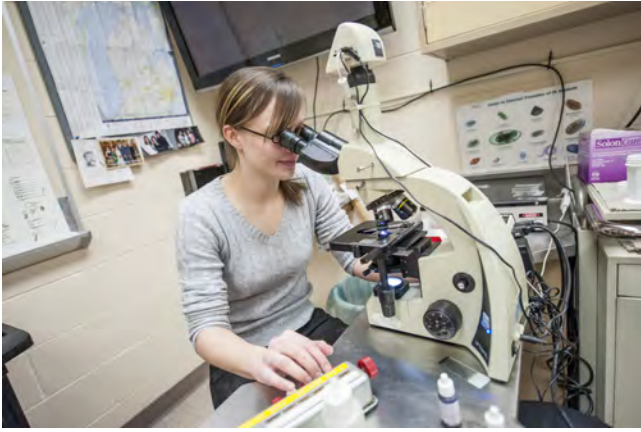
The graduate program in **Organizational Psychology** at Michigan State University provides a strong background in psychology and quantitative methods, as well as the content of Organizational psychology. The graduate program has been ranked first in the nation in industrial/organizational psychology for more than 13 years.



In addition, there is an excellent working relationship with the Department of Management, Eli Broad College of Business, and with the School of Labor and Industrial Relations. Such a strong link is unique among most Organizational psychology programs.

Research is the central focus of the program. Students are required to be involved in research at all times during their graduate training. This involvement begins with a high degree of structure as new students join ongoing faculty research projects. Over time, students take on greater responsibility for projects depending upon their research interests and their ability to manage projects independently. In all cases, faculty members work very closely with students on a one-to-one basis in order to provide the individualized guidance that best fits the students' needs. Project objectives may include the following: (1) experience in the applications of psychology; (2) collection of data on research issues of interest to faculty and graduate students; and (3) delivery of valuable service to an organization.

College of Veterinary Medicine



Veterinary science courses have been taught at MSU since the institution's founding in 1855. The College of Veterinary Medicine was formally established as a four-year, degree-granting program in 1910.

Today, the college includes four biomedical science departments -- microbiology and molecular genetics, pathobiology and diagnostic investigation, pharmacology and toxicology, and physiology; two clinical departments -- large-animal clinical sciences and small-animal clinical sciences; two service units -- the Veterinary Medical Center and the Veterinary Diagnostic Laboratory; and several research centers.

The **Comparative Medicine and Integrative Biology (CMIB)** program is answering the growing national and global need for scientists able to translate advances in biology into the prevention and treatment of diseases as well as in meeting other challenges, such as biosecurity.

Students are trained in exploration, discovery, developing creative solutions. CMIB graduates play an instrumental role in translating new knowledge to face issues in human and animal health and well-being.





The Graduate School
MICHIGAN STATE UNIVERSITY

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