

CHANCELLOR'S DOCTORAL INCENTIVE PROGRAM

ANNUAL REPORT

2015-2016





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The Chancellor's Doctoral Incentive Program

Staff Members



Margaret Merryfield
Assistant Vice Chancellor
Academic Human Resources
Staff Member Since 2007

Oversees program administration.



Elizabeth Sanchez
Program Manager
Staff Member Since 2015

Manages recruitment, selection process, loan administration, and program promotion.



Chi-Ah Chun
Faculty Director
Staff Member Since 2014

Oversees selection process, scholar development programs, and community commons site.



Qinzhu Zhang
Senior Data Analyst
Staff Member Since 2010

Manages loan cancellation process and data analysis.



Suzy Mendez
Coordinator
Staff Member Since 2015

Provides comprehensive administrative support with program operations.



(pictures from top to bottom)

Faculty Director, Dr. Chi-Ah Chun speaking with potential scholar at graduate fair.

Participation at the California Forum for Diversity in Graduate Education at San José State University.

CDIP Staff and Scholars at SACNAS National Conference in Long Beach, CA.



The Chancellor's Doctoral Incentive Program

Commitment to Diversity Through Academic Excellence

The Chancellor's Doctoral Incentive Program's mission has remained strong since 1987. It has recruited more than 2,000 talented students and helped many of them achieve their ultimate career goal--teaching at a CSU. This annual report will highlight how the program has evolved significantly since its inception in 1987 to support the needs of CDIP scholars. The founding partners created this program with the objective to promote diversity within the CSU system by recruiting women and minorities. Throughout the years, the term 'diversity' has evolved to a more inclusive and holistic definition. The program no longer selectively recruits based on gender, race, or ethnicity, but instead recruit doctoral students who show promise as faculty members at a CSU and a commitment to CSU students.

Executive Summary

The CSU Chancellor's Doctoral Incentive Program (formerly called the CSU Forgivable Loan Program) was designed to increase the pool of individuals with the qualifications, motivation, and skills to teach the diverse student body at the California State University campuses. The program provides loans and a mentorship opportunity to graduate students who are pursuing full-time doctoral study and are interested in teaching in the CSU system. Scholars are eligible to receive a loan up to \$30,000 at a 5% interest rate. The program also supports students by having a CSU faculty mentor provide them with guidance during their doctoral career and later in their job search.

Scholars who obtain employment in a CSU instructional faculty position after earning their doctoral degree may have the loan completely forgiven. The loan is forgiven at 20% annually if teaching full-time or 10% annually if teaching part-time as a CSU faculty member. If a CSU instructional faculty position is not obtained, scholars must repay the loan under terms similar to other graduate student loans.

As of August 2016, the program had loaned over \$49 million to 2,081 doctoral students who attended over 218 different universities across the nation, with 61% (1,275) of scholars having successfully earned their doctoral degrees. Among scholars who earned their doctoral degree, 58% (735) subsequently obtained employment in a CSU instructional faculty position.



Dr. James M. Rosser served as President of California State University, Los Angeles between 1979 - 2013.

Program History

The Forgivable Loan/Doctoral Incentive Program was proposed in August 1985 by Dr. James Rosser, then President of CSU Los Angeles, and Dr. Stephen Horn, then President of CSU Long Beach. Dr. Bob Suzuki, a member of Dr. Rosser's administration at the time, helped develop the proposal. With some modifications, their proposal was endorsed by then CSU Chancellor Ann Reynolds and approved by the CSU Board of Trustees in 1986 as a pilot program for 1987-88. The general purpose of the project was to enhance the quality of the California State University by promoting the diversity of the CSU faculty.

Currently, the program does not use underrepresentation in its selection criteria. However, the original emphasis of the program was to encourage doctoral study in fields in which women and minorities were most severely underrepresented, such as the natural sciences, mathematics, computer science, and engineering.

In 1987, 60 of 269 initial applicants were admitted to the new Forgivable Loan/Doctoral Incentive Program. In July 1988, a CSU Task Force on the Recruitment and Retention of a High Quality Faculty endorsed the program as the "ideal program" to increase the supply of ethnic minority and women doctorates in underrepresented disciplines. The Task Force recommended that \$60 million be made available to support the CDIP over a twelve year period. Task Force recommendations were adopted by the Trustees and referred to the Chancellor's Office for implementation.



Dr. Steven Horn served as President of California State University, Long Beach between 1970 - 1988.

In 1990, persons with disabilities were added explicitly to the target group. The eligibility of white males to participate was recognized in the same year with the funding of a white male applicant in nursing, but this fact was not reflected in the application materials, which retained language referring to women and minorities until the 1996 application cycle.

In 1994, the State Controller's Office reviewed the loan cancellation aspects of the program and determined that CDIP loan cancellations should be reported for tax purposes as additional income earned by CSU faculty who qualify. In addition, it was determined that the CSU should withhold federal and state income taxes, as well as Social Security and Medicare taxes, on the amounts cancelled. This income tax reporting and withholding requirement was initiated with the 1994-95 academic year. Assembly Bill 364 (Joe Baca), chaptered in 1997, exempts CDIP cancellations from California income taxes.

In 2014, CDIP created the mini-grant program to support the collaborative activities of our CDIP scholars and their faculty mentors. Scholars have the opportunity to utilize grant funds to further their doctoral training by utilizing funds for minor equipment, software, supplies and services.

In 2016, the travel grant was created for scholars to attend professional conferences and workshops. Funding priority is given to scholars presenting at conferences. Through research and scholarly attendance at conferences, scholars can enhance their professional development.

Selection Criteria and Review Process

Participation in the program is not limited to individuals with a prior connection to the California State University. However, applicants must be formally sponsored by a full-time, tenure-track member of the CSU faculty. As part of the application process, a plan of support by the faculty sponsor and/or the sponsor's academic department is jointly developed with the applicant. The relationship between scholars and their CSU faculty sponsors can vary according to individual scholars' prior experiences, needs, disciplines, and career goals. But overall they propose collaborative activities that will enhance and facilitate the scholars' growth and development in teaching, scholarship, and service, the three domains of an academic career. Sponsors are volunteers who receive no compensation or assigned time for their services.

The application review process is comprised of three criteria: 1) the applicant's promise as a doctoral student, 2) commitment to becoming CSU faculty and 3) the academic discipline in which the student is pursuing his or her doctoral degree. When

reviewing the applicants' promise as doctoral students, the systemwide review committee takes into consideration their academic record and professional qualifications, and the quality of the proposed doctoral program(s) in their respective discipline. An applicant's demonstrated interest in teaching a diverse student population at a CSU weighs heavily in the review committee's decision and is reflected in their motivation statement and collaborative plan of support. The last criterion focuses on addressing the systemwide faculty demands and analyzing the hiring trends by discipline. Attention is given to disciplines where CSU campuses anticipate the greatest difficulty in filling potential future instructional faculty positions (see Appendix A).

Acceptance into the Chancellor's Doctoral Incentive Program does not guarantee participants employment in a CSU instructional faculty position. Conversely, participation in the program does not obligate anyone to accept CSU offers of employment.

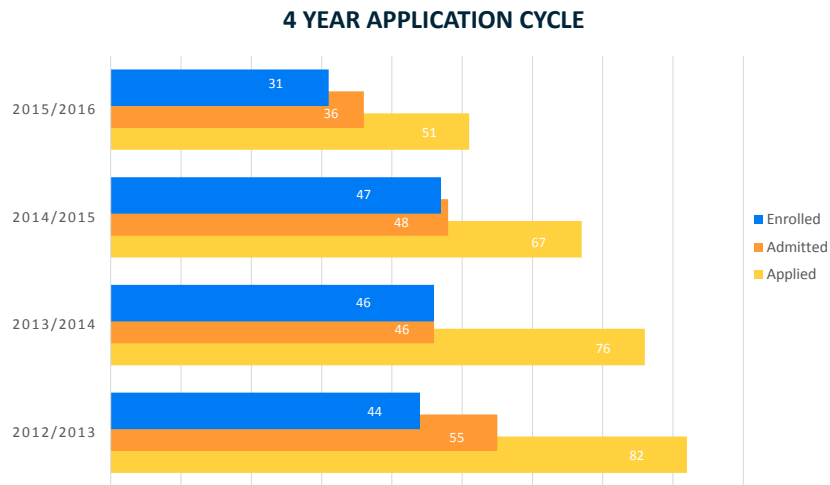
Loan Incentive

If a scholar obtains a full-time instructional faculty position at a CSU campus after completion of the doctoral degree, the loan principal and interest are "forgiven" at the rate of 20% of the original loan balance for each year of service. The entire loan amount may be forgiven after five years of full-time instructional faculty service in the CSU. Individuals with at least half-time CSU teaching appointments are eligible for forgiveness at the rate of 10% for each year of service. Amounts "forgiven" by the CSU, including foregone interest, are subject to federal tax reporting and withholding.

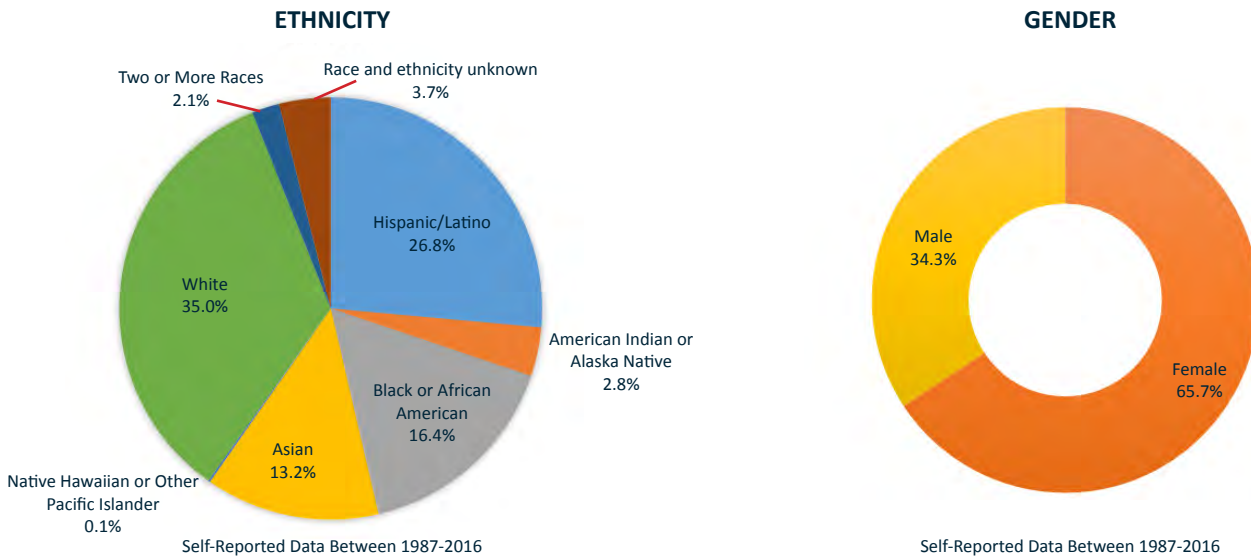
If a recipient does not obtain a CSU instructional position, the loan is payable over a fifteen-year period. The annual interest rate starts to accrue 12 months after the completion of the doctorate or after the recipient ceases to make satisfactory progress toward the degree. There is no penalty for early repayment of funds borrowed through the program. For most of the history of the program, the annual interest rate was 8%. However, following an internal review, the rate was lowered to 5% for funds borrowed beginning with the 2003-04 fiscal year.

CDIP Applicant and Participant Data

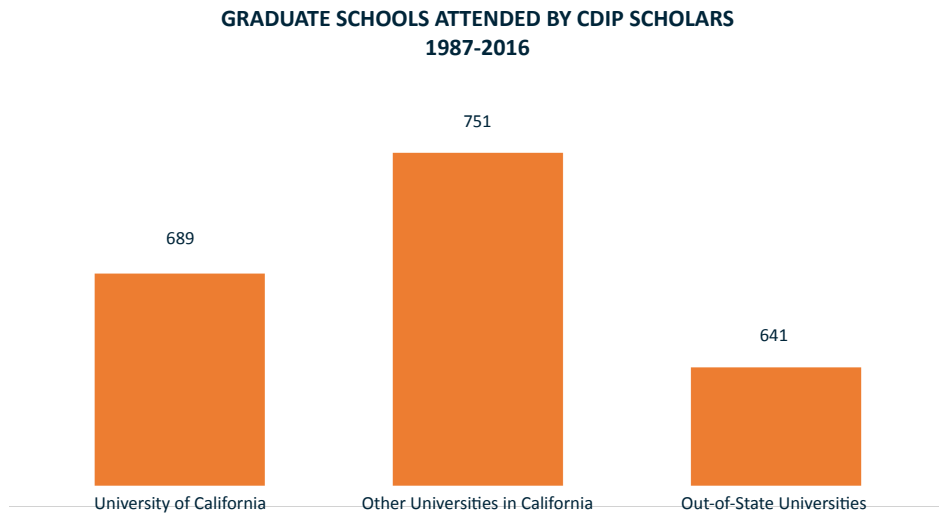
The Chancellor’s Doctoral Incentive Program’s Review Committee has reviewed 4,330 applications since the program’s inception. Of this group, over 2,000 scholars were accepted and have withdrawn funds from their CDIP loan. Each year, a small number of applicants are accepted into the program but never become loan recipients, either because they were not accepted into a doctoral program or because they decided not to accept the loan.



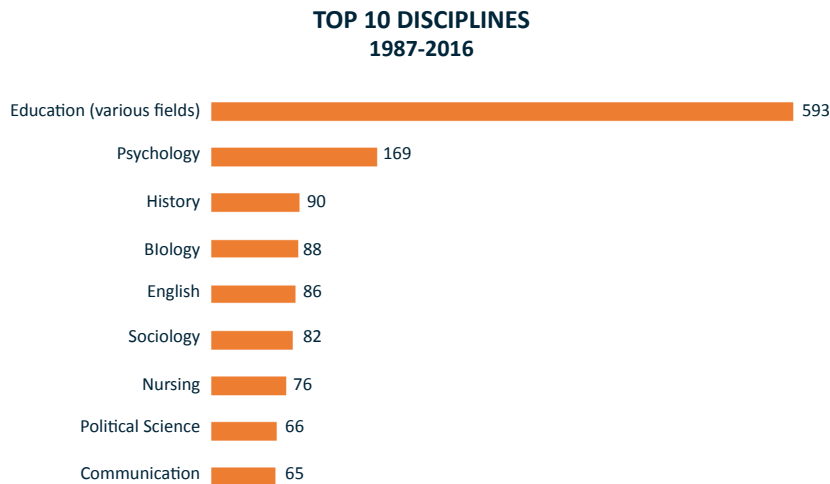
Gender and ethnicity data is self-reported by scholars after being admitted to the program. The optional questionnaire is included in their orientation packet and is not required for program participation. Table A (pg. 18) provides data on program participants who self-reported their gender and ethnicity.



CDIP scholars may enroll in any accredited doctoral degree granting institution in the U.S. Approximately 69% of scholars are pursuing doctoral degrees in a university located in California. The remaining 31% of scholars are pursuing their doctoral degrees across the U.S., with Arizona State University, University of Washington, and University of Oregon as the top out-of-state universities. Table B (pg. 19) provides more data on graduate schools attended.



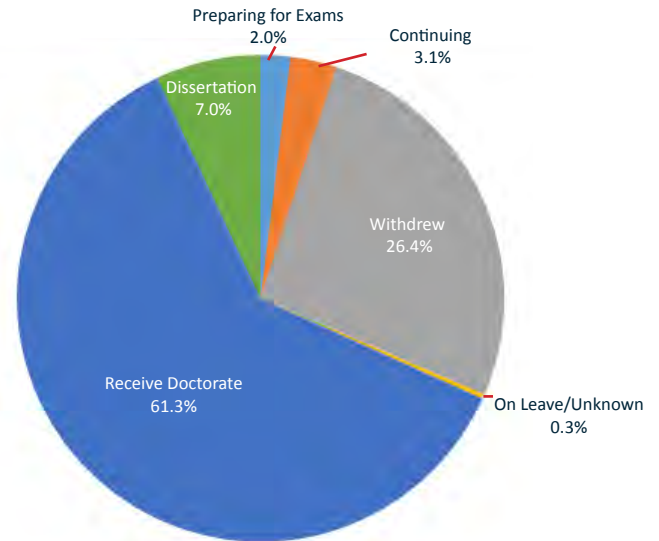
CDIP scholars are pursuing doctoral degrees in various disciplines. Table C (pg. 20) shows data on area of study of CDIP scholars between 1987-2016. The majority of scholars are pursuing degrees in education, with psychology being the next top degree. Below is a list of the top ten disciplines.



CDIP Scholar's Program Status

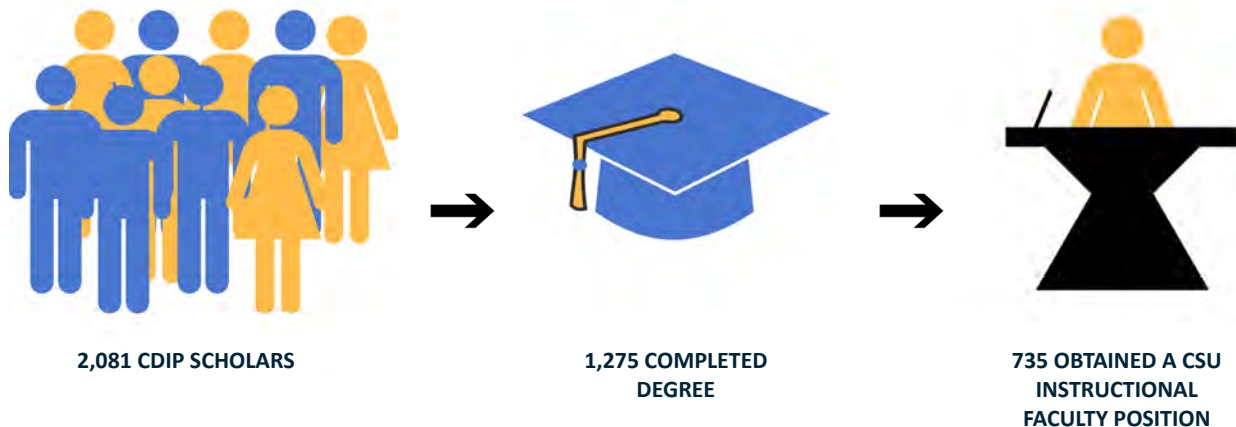
The following is a summary of the status of the 2,081 scholars who borrowed CDIP funds through the 2015/16 fiscal year:

- 1,275 (61.3%) had received the doctorate degree
- 550 (26.4%) had withdrawn
- 145 (7.0%) were at the dissertation stage
- 41 (2.0%) had recently completed their course work and are preparing for exams
- 64 (3.1%) were continuing course work in their doctoral programs
- 6 (0.3%) were on leave



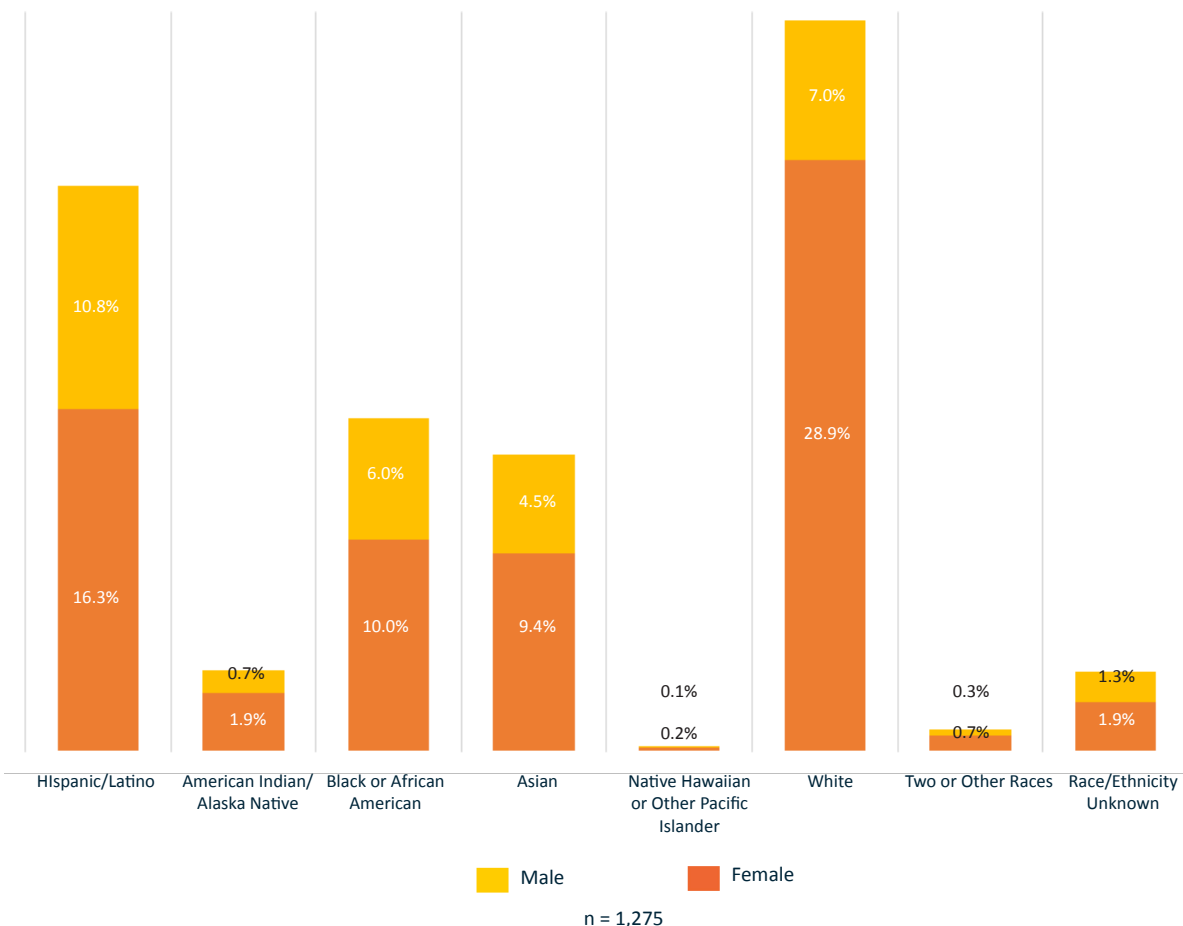
Degree Completion

With CDIP scholars attending universities around the nation, scholars are making impactful contributions in higher education and their local communities through research and teaching. Program scholars boast a degree completion rate of 61.3%; of that group, 58% obtained a CSU instructional faculty position. Table C (pg. 20) provides degree completion data by campus. Table D (pg. 21) shows the total number of participants, participants who earned doctorates, and scholars who obtained CSU faculty employment, by program cohort.



More than half of the scholars completing a doctorate degree are White women, with Hispanic/Latina women following. About 3.2% of scholars chose to not self-identify their race/ethnicity. Table A (pg. 18) provides more data on doctorate degrees earned by self-reported race/ethnicity.

DEGREE COMPLETION BY GENDER AND ETHNICITY



CDIP Scholar, Paulo Medina (Cohort 2012-2013) at undisclosed archeological site in Guatemala, funded by the mini-grant program.

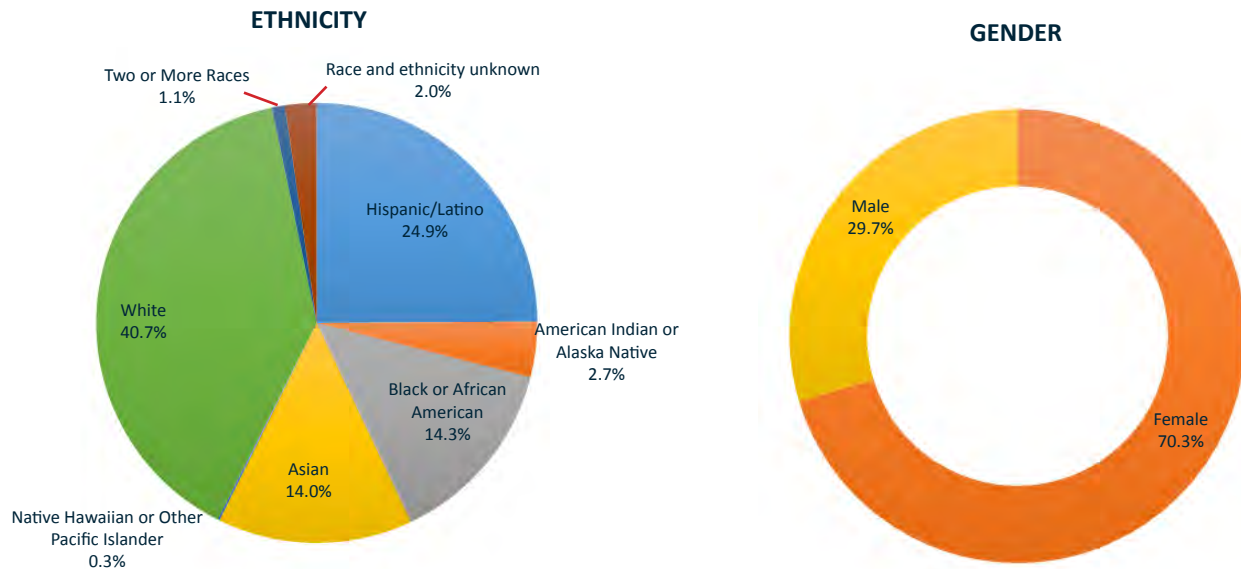


CDIP Scholars, Ana G. Kovats and Rocio Mendoza (Cohort 2015-2016) co-presenting with CSU faculty mentors at SACNAS Conference.

Faculty Appointments

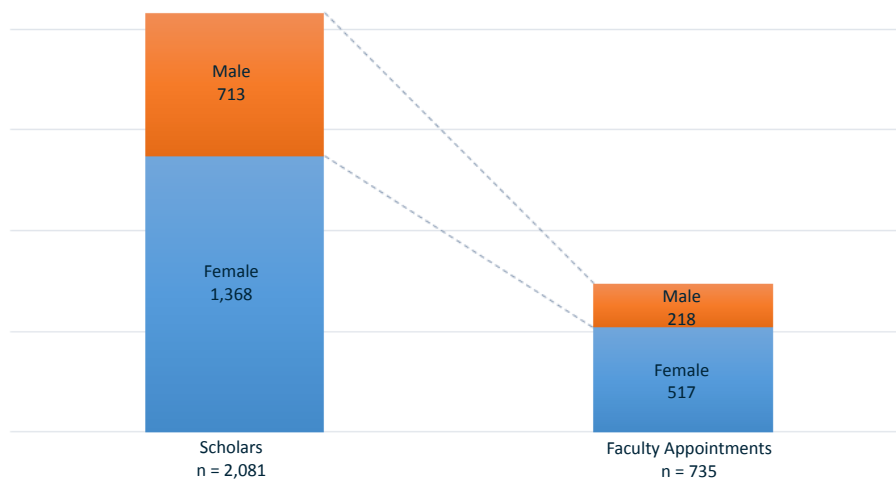
Obtaining academic employment is a difficult process, and even more difficult for those seeking tenure-track positions. Participation in CDIP does not guarantee CSU employment. However, scholars who earned their doctorate degree (1,275) have reported employment in various industries, with academia being the top field of employment. Based on our scholar database, approximately 57.6% (735) of CDIP scholars have obtained an instructional position at a CSU.

The following information is current through spring 2016 and applies to the 735 scholars who earned their doctorate degree and subsequently had CSU faculty appointments.



Of the 735 scholars with faculty appointments, 29.7% are males and 70.3% are females. The largest ethnic group with faculty appointment are those self-identified as White, with Hispanic/Latino being the second largest.

CDIP SCHOLARS V. FACULTY APPOINTMENTS BY GENDER



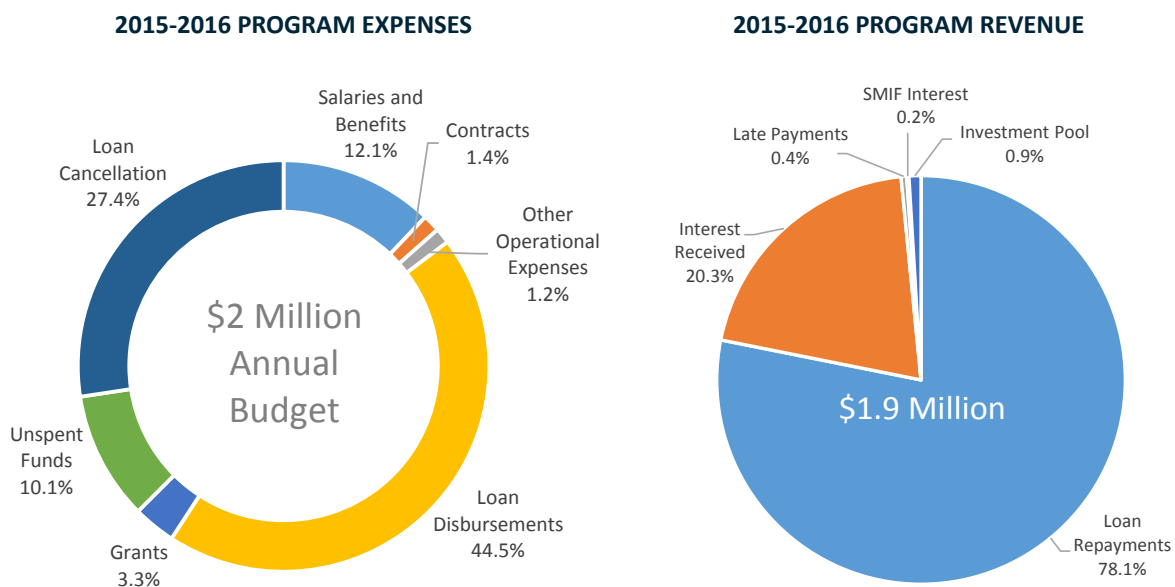
Program Funding and Operational Expenses

The Chancellor’s Doctoral Incentive Program is funded from the California State University Lottery Revenue Budget. The program currently has an annual budget of \$2 million. Throughout the history of the program, the majority of CDIP expenditures from Lottery Revenue funds have been for loans to recipients. Since the program began in 1987-88, the CSU has loaned approximately \$49 million to 2,081 participants. Annual loan disbursements rose gradually from \$517,000 in 1987-88 to \$2.7 million in 1994-95 and have gradually been reduced to roughly \$900,000 in 2015-16. Each year, a relatively small amount of the CDIP budget is spent on administrative expenses.

In 2015-16, administrative expenditures were approximately \$293,843. This includes salaries and benefits for one full-time and four part-time staff members, including a faculty director who works part-time with the program, loan collection activities by Heartland ECSI (the billing agent for the program), and other operational expenses at the Chancellor’s Office.

Due to the nature of the program, the CDIP program works very much like a loan program. With a 5% fixed interest rate on the loan, students who have completed their program or withdrawn from the program and are not in loan cancellation are in repayment status. As such, the program inadvertently has revenue coming in for students repaying their loan. In 2015-2016, the program collected roughly \$1.8 million.

The combined budget and revenue for the program in 2015-16 totals to \$3.9 million with a spending average of \$1.9 million, leaving \$2 million of available funds to be used for improvements and additional services for CDIP scholars. The loan program has been historically funded through lottery allocations, in recent years, a number of doctoral students who received loans through the program have not completed their doctoral studies or defaulted on loans, resulting in the collection of original loan dollars. Those collected dollars have been held in trust, which has successfully funded the loan program in subsequent years. Unless the trust is fully exhausted, lottery funding will serve to supplement available funds in trust on an as-needed basis.



CDIP Statement of Financial Summary

Revenue	AY 2014-2015	AY 2015-2016
Loan Repayments	\$1,591,649	\$1,474,843
Interest Received	\$400,157	\$382,997
Late Payments	\$9,701	\$8,363
Interest from SMIF	\$646	\$3,309
Investment Pool Income	\$18,570	\$17,897
Total Revenue	\$2,020,723	\$1,887,409

Expenses		
Salaries and Expenses	\$202,025	\$242,110
Contracts	\$51,050	\$27,124
Loan Cancellations	\$504,085	\$547,759
Loan Disbursements	\$1,015,505	\$889,494
Grants	\$62,688	\$66,870
Loan Write Offs	\$0	\$92,789
Other Operational Expenses	\$19,496	\$24,609
Total Expenses	\$1,854,849	\$1,890,755

Other Item		
Annual Budget	\$2,000,000	\$2,000,000

Net	\$2,165,874	\$1,996,654
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Loan Cancellation

Loan cancellation is the ultimate goal for both scholars and program staff. Scholars who have earned their doctorate degree and hold an instructional position at a CSU may be eligible for loan cancellation. As of spring 2016, \$49 million have been disbursed in student loans. As of 2015-16, 394 students had their loan completely forgiven, totaling \$10.5 million in loan principal. The average loan cancelled per scholar is \$26,650.

Billing Status on Loans

As of June 30, 2016, 35% (735) scholars are in billing including 10 who had filed for bankruptcy. However, CDIP loans typically are not dischargeable through bankruptcy proceedings. Similarly, approximately 35% (728) of scholars have paid off their loans through cancellation and/or regular payments totaling \$17.8 million. Scholars pending total loan pay off are 7.6% (159) and should be cleared as paid off by the end of July. If cleared, this will bring \$3.7 million of additional revenue.

Provisions of the Chancellor's Doctoral Incentive Program allow forgiveness of loans of deceased or permanently disabled participants. By 2015/16, the program had forgiven loans of 25 deceased participants and 32 participants with a documented total and permanent disability that precludes their earning wages in any capacity.

In fall 2002, the program began reporting seriously delinquent borrowers to the Franchise Tax Board on an annual basis. This allows the program to claim a portion of any California tax refund that the delinquent borrower is eligible to receive. In addition, this action has resulted in several borrowers contacting the program in order to make arrangements to rehabilitate their loans.

Efforts to collect past due accounts have increased in recent years with the assistance of the Chancellor's

Office accounting department. In 2013 Accounts Control Technology (ACT) was contracted to collect past due accounts. This resulted in a number of borrowers with financial problems contacting the CDIP staff to rehabilitate their delinquent loans. Borrowers have the option of entering into special billing to bring their account current. The program is exploring other options to educate participants on responsible borrowing.

Recent Developments

Over the life of the program, communication between scholars and staff has been identified as an area for improvement. Steps were taken over the years to improve communication by increasing resources online, providing additional loan disclosure information, a step-by-step process to starting with the program, FAQs, a cancellation model, and a repayment model. In 2014, improvements were made to both the public and scholar CDIP website by re-organizing information. Navigation of the website was also improved along with available resources.

In 2015, webinars were created for students interested in applying to the program. The intent behind the webinars was to address common questions students may have when preparing to apply to CDIP. Based on committee reviews, the collaborative plan of support and mentor input was an area most students needed help with. More specifically, students pursuing an EdD and DNP program needed resources to guide them through the preparation of the application. Historically, professional degrees such as the EdD, DNP, and DSW were not considered eligible degrees for CDIP. After a thorough analysis, the conclusion was reached to allow students pursuing an EdD, DNP, and DSW apply to the CDIP program. Based on faculty hiring trends, it was concluded that some of the CSU campuses were hiring faculty with such professional degrees, thus making students in these programs eligible for the CDIP program.

In late 2015, the application review process was streamlined to increase efficiency. The traditional application review process included printing paper applications of each applicant for each reviewer. This process was labor intensive and costly. Working with the FileMaker Database consultant and the CO SharePoint technical support, the rubric form and applications are now available online for the committee to review. This process minimized expenses and allowed for a more efficient review process.


In early 2016, in an effort to promote CDIP's exceptional scholars, the annual directory of recipients was revamped to include a more thorough profile from each student. With a collaborative team effort, the directory was re-designed to include a summary of a scholar's CV by highlighting strengths and areas of research. The improved 2016 directory included 104 scholars and was distributed to all 23 campuses. The distribution list grew to include: campus presidents, chief academic officers, EEO officers, deans/associate vice-presidents of faculty affairs, school deans and academic senate chairs, CDIP coordinators, diversity and equity officers, and hiring committee chairs. The new directories are now electronically available for easy distribution among campus administrators. The improved efforts has increased systemwide program visibility.

In late 2016, after a review of activities, the mini-grant program was divided into two separate scholar development opportunities: mini-grant and travel grant. The travel grant was created to support scholars attending professional conferences/workshops related to their disciplines to further their competitiveness in the job market. Funding is available to both the scholar and mentors accompanying them to conferences to either present or attend. The mini-grant program supports scholars in two ways. First, scholars can utilize funds to carry out scholarly and professional development activities proposed on their Collaborative Plan of Support. Second, in contrast

to the original mini-grant objective, scholars can now utilize funds to support activities related to a scholar's thesis or dissertation project.

An exit survey was conducted in 2015, where it revealed that CDIP scholars were eager to: 1) connect with other scholars; 2) increase their loan availability amount; and 3) have additional resources to support them attain a tenure-track faculty position in the CSU. The findings gave rise to proposing projects to address the scholar's needs. Through Conference CONNECT, scholars who are attending the same conference have the opportunity to connect with each other through a lunch opportunity paid by CDIP. Conference CONNECT's initial objective was to give scholar's an opportunity to meet other scholars. That objective has evolved into a larger plan--to create and foster a feeling of 'belonging' within the group of scholars. Studies show that a sense of 'belong' is positively associated with degree completion (Museus, Yi, & Saelva, 2017). Other proposals are being considered for future program enhancements.

In late 2016, efforts were made to increase the program visibility at a larger level. To address student access and faculty recruitment, CDIP along with the California Pre-Doctoral Program, Academic Human Resources, Research Initiatives, and 10 CSU campuses, joined to represent the CSU system at the Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS) National Conference in Long Beach. This gave the program an opportunity to re-visit and evaluate our outreach approach. After review, the marketing material was re-designed with the help of the Communications department. CDIP also partnered with External Relations to participate at the Hispanic Association of Colleges and Universities (HACU) Annual Conference and the American Association of Blacks in Higher Education (AABHE) Conference. All three conferences are heavily attended by student populations CDIP is interested in recruiting to diversify our faculty pool. To meeting our objective



of bringing diverse faculty into the CSU, participation at the Asian Pacific Americans in Higher Education (APAHE) Conference will be considered for future participation.

Table A**Gender & Ethnicity of All CDIP Participants**

Race/Ethnicity	Number			Percent		
	<u>Female</u>	<u>Male</u>	<u>Total</u>	<u>Female</u>	<u>Male</u>	<u>Total</u>
Hispanic/Latino	318	239	557	15.3%	11.5%	26.8%
American Indian or Alaska Native	39	19	58	1.9%	0.9%	2.8%
Black or African American	198	143	341	9.5%	6.9%	16.4%
Asian	170	104	274	8.2%	5.0%	13.2%
Native Hawaiian or Other Pacific Islander	2	1	3	0.1%	0.0%	0.1%
White	567	161	728	27.2%	7.7%	35.0%
Two or More Races	27	16	43	1.3%	0.8%	2.1%
Race and ethnicity unknown	47	30	77	2.3%	1.4%	3.7%
Total	1,368	713	2,081	65.7%	34.3%	100%

Gender & Ethnicity of CDIP Participants Who Earned Doctoral Degree

Race/Ethnicity	Number			Percent		
	<u>Female</u>	<u>Male</u>	<u>Total</u>	<u>Female</u>	<u>Male</u>	<u>Total</u>
Hispanic/Latino	208	138	346	16.3%	10.8%	27.1%
American Indian or Alaska Native	24	9	33	1.9%	0.7%	2.6%
Black or African American	128	76	204	10.0%	6.0%	16.0%
Asian	120	58	178	9.4%	4.5%	14.0%
Native Hawaiian or Other Pacific Islander	2	1	3	0.2%	0.1%	0.2%
White	368	89	457	28.9%	7.0%	35.8%
Two or More Races	9	4	13	0.7%	0.3%	1.0%
Race and ethnicity unknown	24	17	41	1.9%	1.3%	3.2%
Total	883	392	1,275	69.3%	30.7%	100%

Gender & Ethnicity of Those with Degree and CSU Faculty Employment

Race/Ethnicity	Number			Percent		
	<u>Female</u>	<u>Male</u>	<u>Total</u>	<u>Female</u>	<u>Male</u>	<u>Total</u>
Hispanic/Latino	111	72	183	15.1%	9.8%	24.9%
American Indian or Alaska Native	14	6	20	1.9%	0.8%	2.7%
Black or African American	65	40	105	8.8%	5.4%	14.3%
Asian	70	33	103	9.5%	4.5%	14.0%
Native Hawaiian or Other Pacific Islander	2	0	2	0.3%	0.0%	0.3%
White	239	60	299	32.5%	8.2%	40.7%
Two or More Races	6	2	8	0.8%	0.3%	1.1%
Race and ethnicity unknown	10	5	15	1.4%	0.7%	2.0%
Total	517	218	735	70.3%	29.7%	100%

Table B

**Graduate Schools Attended by CDIP Recipients
1987-88 through 2015-16**

UC Los Angeles	134
UC Davis	117
UC Riverside	111
UC Santa Barbara	100
UC Berkeley	69
UC Irvine	59
UC Santa Cruz	41
UC San Diego	32
UC San Francisco	22
UC Merced	4
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UC Subtotal	689
University of Southern California	186
Claremont Graduate University	160
University of San Francisco	124
Pepperdine University	23
University of the Pacific	21
Loma Linda University	20
Stanford University	20
University of San Diego	16
CSU Joint Doctoral Program	103
Other California Schools	78
<hr/>	
California Total (including UC)	1,440
Arizona State University	25
University of Washington	22
University of Oregon	19
University of Utah	19
University of Texas, Austin	17
Michigan State University	16
University of Arizona	16
Oregon State University	14
University of Michigan	14
Harvard University	12
Ohio State University	12
University of Colorado	12
Washington State University	12
Texas A&M University	11
Other Non-California Schools	420
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Total Attending Out-of-State Institutions	641
Grand Total	2,081

Table C

**Doctoral Programs by CDIP Recipients
1987-88 through 2015-16**

Education	267
Educational Administration	141
Teacher Education	95
Special Education	47
Educational Psychology	23
Educational Technology	20
Education Sub-Total	593
Psychology	169
History	90
Biology	88
English	86
Sociology	82
Nursing	76
Political Science	66
Communication	65
Health Sciences	60
Engineering	58
Business & Management	57
Mathematics	57
Ethnic & Area Studies	48
Anthropology	46
Computer Science	45
Social Work	37
Public Administration	36
Chemistry	34
Economics	27
Foreign Languages	26
Kinesiology	26
Speech	24
Counseling	22
Philosophy/Religion	22
Geography	21
Music	21
Agriculture	18
Art	11
Physics	11
Environmental Studies	10
Criminal Justice	8
Geology/Earth Sciences	8
Human Development	8
Linguistics	8
Home Economics	7
Theatre	5
Recreation Administration	4
Architecture	1
Grand Total	2,081

Table D

Participants by Sponsoring Campus

	Borrowed Funds	Earned PhD	Obtained Post Ph.D. CSU Faculty Employment	Hired as CSU Faculty at Campus
Bakersfield	78	37	24	24
Channel Islands	7	2	2	2
Chico	105	67	42	40
Dominguez Hills	102	66	45	43
East Bay	85	54	30	29
Fresno	110	70	49	43
Fullerton	105	66	43	38
Humboldt	45	31	16	15
Long Beach	185	121	79	75
Los Angeles	185	113	71	69
Maritime Academy	1	1	1	1
Monterey Bay	10	6	2	2
Northridge	174	83	53	52
Pomona	95	53	28	25
Sacramento	164	119	76	69
San Bernardino	82	46	27	25
San Diego	112	75	28	28
San Francisco	132	88	58	53
San Jose	95	58	43	42
San Luis Obispo	69	46	25	23
San Marcos	46	18	10	10
Sonoma	57	32	12	12
Stanislaus	37	23	16	15
Total	2,081		780	735

* Data as of Spring 2016

Table E

Participants by Entering Class

	Borrowed Fund	Earned Ph.D.	Post Ph.D. CSU Faculty Employment
1987-88	57	39	29
1988-89	47	32	17
1989-90	101	75	48
1990-91	133	98	67
1991-92	64	36	17
1992-93	123	89	53
1993-94	111	76	34
1994-95	113	67	29
1995-96	107	60	28
1996-97	84	65	32
1997-98	80	51	31
1998-99	51	32	16
1999-00	92	64	37
2000-01	82	50	25
2001-02	57	33	25
2002-03	86	62	37
2003-04	61	45	30
2004-05	55	40	22
2005-06	65	39	24
2006-07	49	36	19
2007-08	66	42	23
2008-09	66	43	28
2009-10	58	36	21
2010-11	55	26	14
2011-12	50	14	10
2012-13	44	17	13
2013-14	46	7	6
2014-15	47	1	
2015-16	31		
Total	2,081	1,275	735

1913

56.5%*

56.8%**

* Percentage calculated against all who have borrowed funds.

** percentage calculated against number of participants with Ph.D

Note: An additional 25 participants have obtained post Ph.D employment in CSU non-faculty positions.



The California State University
CHANCELLOR'S DOCTORAL INCENTIVE PROGRAM

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