Graduate Program Directors

December 9, 2019

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Agenda

1. Graduate College Fellowships and Awards
   - New criteria
   - Writing successful nominations

2. Diversity recruiting
   - Access to student names from National Name Exchange, recruiting conferences, etc.
   - Outreach plan and program role

3. Holistic admissions

4. Announcements
   - Bridge funding
   - Undergraduate summer research programs
   - Travel Awards

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Graduate College Fellowships - Themes

- Grad College commitments
  - Shared funding
  - Professional development & community building
  - High Quality

- Department commitments
  - Shared funding for 5 years
  - 5 year degree completion (or less)
  - Mentoring, progress tracking
  - Faculty & students participate in professional development

- Student commitments
  - Annual goals & progress reports
  - Professional development, community building, grant applications

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Awards

1) Graduate Scholars

2) Doctoral Student Award

3) Dissertation Award

4) Unidel Distinguished Scholar Award

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Example: Evaluation Rubric

1) Chair or Director nomination letter describing accomplishments and suitability for award	2) Academic performance and progesss in training in doctoral program to date	3) Nominator's assessment of the student's potential professional contribution	4) Funding support history and plan forward	5) Advisor's mentorship plan	6) Nominee CV: Evidence of professional activity (publications, presentations, exhibits, performances, etc.)	7) Assessment of student's essay describing impact of research, short term and career goals
5	3	3	5	2	4	3

Graduate Scholars Award

1. Changes:
   - Participate in community building / Professional Development
   - Support History and or Plan
   - **Renewal**: progress, training, potential
   - Mentoring plan

2. Successful applications
   - Academic **achievements** and **training**
   - Letters – examples and potential contribution
   - Support Plan

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Doctoral Fellowship Award

1. >3rd year, submit 2 (ranked)/program

2. Changes:
   - Faculty letter: must describe performance & potential
   - **Support History & Plan**
   - Goals
   - Mentoring plan

3. Successful applications
   - Multiple papers, presentations, awards, leadership
   - Letters – examples and potential contribution
   - Support Plan

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Dissertation Fellowship Award

1. Candidacy, submit 2 (ranked)/program

2. Changes:
   - Faculty letter: must describe performance & potential
   - **Support History & Plan**
   - Work plan and Mentoring plan towards completion
   - Student essay on completion plan **and impact**

3. Successful applications
   - Multiple papers, presentations, awards, leadership
   - **Letters** – examples and potential contribution
   - Articulate **impact** examples

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Unidel Distinguished Graduate Scholars Award

1. **Admitted to program**

2. Changes:
   - Grad College funds 3 years (any combination)
   - Program must provide partial support for 2 other years (or less if degree completed)
     - 9-month min stipends
     - Grad College will top-up to $34,000 + 3 summer mo.
   - Submit grant or fellowship proposal, development of an IDP

3. Successful applications
   - Very high GPA (3.9), GRE (90%), Institutional ranking etc.
   - Multiple papers, presentations, awards, leadership
   - **Letters** – examples and potential contribution

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Award Success Summary

- **Evidence** of accomplishments (examples)
  - GPA, # of awards, publications/presentations, training
  - Other: Leadership, service, achievements (non-profit, triathlete)

- **Letters** from advisors

- **Impact** in the field

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Diversity Recruiting Opportunities

- Names now available in Slate for students from
  - National Name Exchange
  - McNair Scholars
  - Recruiting conferences
    - ABRCMS
    - SACNAS
    - SWE
- Grad College has sent initial messages
- Please reach out to students interested in your program!
- Expect to see email from us with more details

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Holistic Admissions – What it means

- Assessment based on wide range of criteria, including
  - Academic performance (many measures)
  - Writing samples
  - Application essays
  - Video or phone interviews
  - Research experience
  - Non-cognitive traits
  - Co-curricular activities
  - Leadership experience
- Look at multiple indicators to identify students who should be included for further review

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Non-Holistic Admissions

- Rejecting applicants based on a single measure
  - GRE threshold
  - GPA threshold
  - Writing sample
  - Lack of research experience

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Holistic Admissions – why you might do it

- Admit the students who are most likely to succeed
  - GPA or GRE may not be the best indicators

- Number of applications is decreasing
  - May need new approaches to bring in the number of students you want

- Increase diversity
  - Programs that use holistic approach find that they become more diverse

Widely used for undergrad, med school admissions
　　(You may already be doing it)

Holistic Admissions vs. Quantitative Criteria

- Quantitative criteria can be
  - Applied consistently
  - Not subject to evaluator bias
  - Seems more fair than qualitative evaluations (essay, interview) alone

  Quantitative > Qualitative only

  …but quantitative measures also have systematic biases

Holistic Admissions vs. Quantitative Criteria

- Holistic approach *includes* quantitative criteria but adds more
  - Maybe Quantitative GRE score is a good measure for your program
    - A strict cut-off value may still not be a good idea
  - Should you also assess communications skills?
    - What measure would you use?

Qualitative + Quantitative > Quantitative Only

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Holistic Admissions – How to Implement

- What do successful students look like in your program?
- Are admissions decisions working well now? What should change?
- Can you find new measures to would give you a better idea of
    whether an applicant will succeed?
    - Video interview with structured questions
    - Prompts on essays to assess non-cognitive skills
- Develop a rubric or scorecard to have consistent measures

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Holistic Admissions – Options

- If you are interested, we can work with you
  - This will be a learning experience
  - Every program is different

- Note that UD does not require GREs
  - Programs can decide for themselves if they want to make them optional

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Other Awards

1. **Graduate Student Travel Award** (formerly "Professional Development")
   - Changes effective for awards approved after 12/31/2019
   - $ 1500 total award over grad. course of study
   - 1-for-1 matching from other source
   - Travel, lodging, food, registration, printing, etc.
   - Professional Dev., **data collection**, etc.

2. Bridge Funding (details not final)
   - Backstop to help departments commit to 5-year funding plans
   - Limited term student stipend support
   - Extenuating circumstances that interrupt funding stream
   - Merit based
   - Program/college must share cost, provide tuition

Undergraduate Summer Research Program

- Grad College will fund about 35 potential future grad applicants
  - Non-UD undergrads
  - Any discipline
  - 10 weeks, fully funded
  - Advertised at recent recruiting conferences
  - Postcard ads available
- https://grad.udel.edu/summer-research/
  - Includes a total of 12 programs that host students from other universities

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Questions and Discussion