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
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
Awards

1) Graduate Scholars
2) Doctoral Student Award
3) Dissertation Award
4) Unidel Distinguished Scholar Award
**Example: Evaluation Rubric**

|   | 1) Chair or Director nomination letter describing accomplishments and suitability for award | 2) Academic performance and progress 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                                                                                       | 3                                                                                   |                                                                         |                                  |                                  | 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
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
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
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
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
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
Non-Holistic Admissions

- Rejecting applicants based on a single measure
  - GRE threshold
  - GPA threshold
  - Writing sample
  - Lack of research experience
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
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
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/](https://grad.udel.edu/summer-research/)
  • Includes a total of 12 programs that host students from other universities
Questions and Discussion