

OFFICE OF GRADUATE AND PROFESSIONAL STUDIES

RECRUITING & STUDENT SUCCESS

WHAT CAN WE DO TO DISTINGUISH OUR UNIVERSITY AND OUR COLLEGES FROM OTHERS?

CAMPUS VISITS
Teamwork
research
conferences
colleagues
spread the word
Fund Competitively
assessment
website
Electronic
media
graduate fairs
STUDENT AMBASSADORS

❑ Advertise

- Brochures, posters, social media, and electronic and conventional mailings
- Department web page and/or department newsletter(s)
 - ✓ Highlight student/faculty accomplishments and collaborations
 - ✓ Faculty research interests and successful grants
 - ✓ Showcase diversity and development of graduate students as colleagues and professionals
 - ✓ Stories and testimonials from current students and alumni
 - ✓ Update regularly
- Professional conference proceedings

RECRUITING STRATEGIES

- ❑ Annual multi-level (faculty, staff and student) presence at national recruitment meetings
 - Review conference proceedings for professional associations to identify student presenters
- ❑ Spread your net
 - Minority Serving Institutions (MSIs)
 - Historically Black Colleges and Universities (HBCUs)
 - Women's Colleges
 - Institutions with NSF and NIH pipeline programs (e.g. Louis Stokes Alliance for Minority Participation (LSAMP), Alliances for Graduate Education and the Professoriate (AGEP), etc.)

RECRUITING STRATEGIES

- ❑ Utilize advanced students and alumni as ambassadors
 - Develop a group of reliable (and trained) students and alumni
 - ✓ Answer questions, being available for email, personal or phone contact
 - Regional alumni-sponsored informational
- ❑ Invite colleagues from other universities and your graduate alumni to give seminars on their current research
 - Encourages visiting faculty to develop connections; feel more comfortable recommending their students to consider your program
 - Request names and emails of their top students



Assist programs with increasing their numbers of high quality and diverse graduate students.

- Advertisement
- Attendance and presentations at recruiting fairs, forums and national conferences
- Student and faculty - supported recruiting
- Funding opportunities for new incoming graduate students
- Professional development workshops

- ❑ Regional and National Databases to identify top students who are under-represented in identified disciplines (i.e. engineering and science)
 - McNair Scholars Program
 - National Name Exchange
 - National GEM Consortium
 - California Diversity Forum



RECRUITING STRATEGIES

□ Know your numbers

▪ Can you answer these questions?

- ✓ How many students get admitted?
- ✓ How many students receive funding (how much and for how many years)?
- ✓ How many student complete their degree programs?
- ✓ What is the average time to degree completion (master/doctorate)?
- ✓ What is the gender and racial/ethnic composition of your department (students and faculty)?



RECRUITING STRATEGIES

- ❑ If you invite them, they will come
 - Develop a departmental visit day
 - ✓ Area/regional schools to attend
 - ✓ Those you have been communicating with or identified through contact cards or
colleagues
 - **February/March** are ideal months for recruitment visits

RECRUITING STRATEGIES

- ❑ Identify top students early and cultivate talent
 - Electronic Prospective Request Forms
 - ✓ Match potential students with faculty and current graduate students
 - Seal the deal
 - ✓ Targeted mailings and/or phone calls
 - ✓ Quick responses to questions and receipt of information
 - ✓ Campus visits
 - Appropriate community resources

- ❑ Know your students
 - Tracking database system
 - ✓ Where are successful applicants from?
 - ✓ How did they find out about your program?
 - ✓ Who are their mentors and/or major professors?

RETENTION

❑ Workshops and seminars

- Writing and Academic Integrity, Grant proposal writing, Dissertation writing, Stress management, Time management, Managing your finances

❑ Social events

- ASK OGAPS, Evening dialogues, Ice Cream Social

❑ Partner with graduate student organizations (e.g. GPSC, BGSA, HLGSA)

❑ Develop a tracking, monitoring, and feedback system

- Obtain regular feedback from students about perceptions of barriers to degree advancement (as well as helpful practices) and perceptions of the faculty's commitment to diversity.

FELLOWSHIPS & AWARDS

Graduate Diversity Fellowship

- Increase diversity of the graduate student population at TAMU to maximize the educational benefits of diversity to all students
- Faculty nominated
- Master's and Doctoral Students
- U.S. Citizens or Permanent Residents

- Minority groups historically under-represented at TAMU and/or in their profession, have overcome socioeconomic or other education disadvantages, first generation college students, persons with disabilities, veterans or wounded warriors, or will work on scholarly topics related to these areas

Graduate Diversity Fellowship

- **Doctoral - \$18,000/year for 3 years;**
\$9,000/year for tuition and fees for 3 years
 - Nominating department mandated to provide an assistantship of a minimum of 25% FTE at departments standard assistantship rate
 - **Year 4**, matching funding required at a minimum equivalent to the standard assistantship level for the nominating department *and* tuition payment

Graduate Diversity Fellowship

- **Doctoral - \$18,000/year for 3 years;**
\$9,000/year for tuition and fees for 3 years
 - If the department provided assistantship is 25% FTE, OGAPS will provide reimbursement to the student for the cost of personal health insurance coverage equivalent to the student health insurance plan

Graduate Diversity Fellowship

- **Master's - \$13,000/year for 2 years;
\$9,000/year for tuition and fees for 2 years**
 - Nominating department mandated to provide an assistantship of a minimum of 25% FTE at departments standard assistantship rate
 - If the department provided assistantship is 25% FTE, OGAPS will provide reimbursement to the student for the cost of personal health insurance coverage equivalent to the student health insurance plan

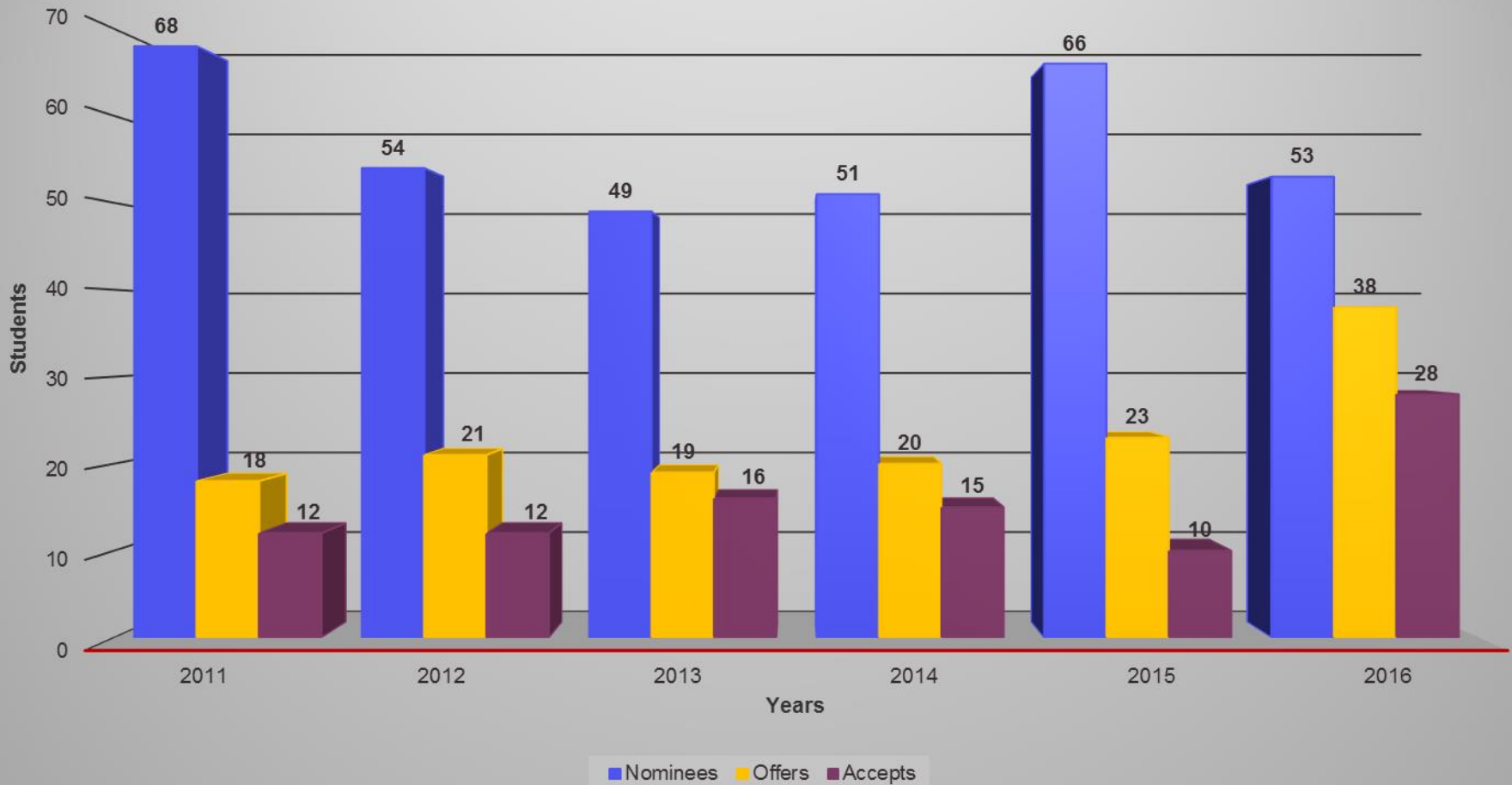
- In-state tuition for out of state students

Review Criteria

- Superior academic performance
- Relevant experiences outside of the classroom
- Other indicators of future success
- How applicant can contribute to diversity in the nominating department/program and to his/her future profession

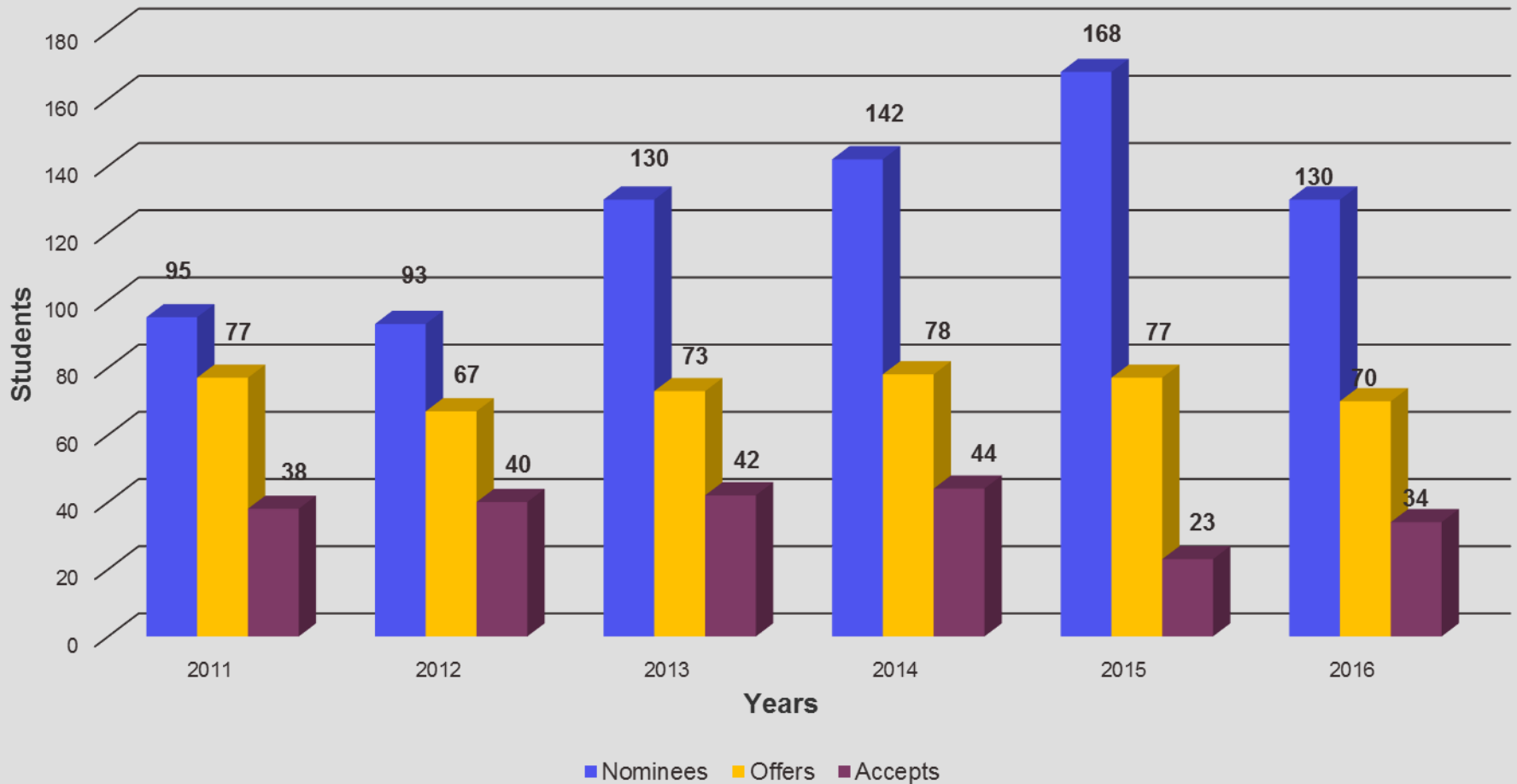
Graduate Diversity Fellowship

GDF - Master's



Graduate Diversity Fellowship

GDF - Doctoral



- Create potential future faculty for Texas Higher Education institutions
- Build institutional links and pipelines with Texas A&M System institutions
- Increase diversity at TAMU, main campus

- Offered to a faculty team through a proposal process
- U.S. Citizen or permanent resident
- Bachelor's degree from TAMU System institution
- First-time doctoral student

- \$20,000 first year; \$9,000 towards tuition and fees (1 year)
- Reimbursement for health insurance up to the cost of the graduate student health insurance plan

Dissertation Fellowship

- Support students in the dissertation phase of their degree program
- Spring and Fall rounds

Dissertation Fellowship

- Must be admitted into candidacy
- Must reside in Bryan/College Station during term of fellowship award
- May not accept any additional funding during the fellowship tenure period

Dissertation Fellowship

- \$1,600 per month (up to one year)
- Tuition/fee payments for minimum number of required credit hours (only up to 5 credit hours)
- Reimbursement for health insurance up to the cost of the graduate student health insurance plan

AWARDS

Distinguished Graduate Student Award

- The **Association of Former Students** at Texas A&M University chooses up to 15 graduate students to receive Distinguished Graduate Student Awards in one of three categories: *Excellence in Research-Doctoral, Excellence in Research-Master's, and Excellence in Teaching*
- Nomination required
- Watch valued at \$500
- Framed certificate

U.S. Senator Phil Gramm Doctoral Fellowships

- Promote, encourage and reward outstanding *teaching* and *research* by graduate students whose command of their respective disciplines exemplifies the meaning of scholar/mentor
- Nomination required
- \$5,000 cash award
- Framed certificate

George W. Kunze Prize

- An endowment in honor of Dr. Kunze for a doctoral student nearing completion of their degree program.
- Nomination and selection is based on superior academic achievement, publications and good citizenship through contributions to the university and/or community
- \$1,000 cash award
- Plaque

Montgomery Award

- Student leader whose service has positively impacted the larger TAMU graduate student body
- \$1,000 cash award
- Plaque

Questions?

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