PhD DIRECTORS ORIENTATION

GADE NEW PhD DIRECTORS ORIENTATION 2020

Facilitator:
• Denise Burnette, Virginia Commonwealth University
1. Structural, technical, institutional (running the program)

2. Cognitive and intellectual (setting / maintaining rigorous standards)

3. Emotional and interpersonal fostering growth and development of all students
Recruitment and Admissions

- Processes: transparent and fair to all
- Recruitment:
  - Professional organizations; MSW (and even Bachelors) program(s); alumni
  - Scope/reach: regional, national; international
  - Diversity (across social spectrums, strata and life experience)
    - Holistic Admissions (Council on Graduate Schools)
- Size of Cohorts/overall program (capacity and preference)
- Availability of faculty mentorship
- Admissions criteria (GRE?)
- Handling admissions and waitlist (April 15th agreement)
Curriculum Planning and Management

• It is ongoing
• Areas of general knowledge / skills
• Areas of specialized knowledge / skills
• Areas of faculty expertise
• Comprehensive program review every 7 years or so
  ... but update along the way
• Use your doctoral program committee, GADE guidelines (currently under revision); Graduate School policies and resources; course evaluations; mentors
Student Milestones

• Examinations
  • Content
  • Structure/format
  • Timing

• Dissertations
  • Rigor
  • Format options
  • Resources
  • Timelines
• Programming & mechanisms
  • Professional development sessions
  • CV clinics
  • Faculty search committees
  ➔ Exposure to skills, strategies, & possible selves

• Job Club
  • Quality control
  • Moral support & collegiality
  • Critique from colleagues ➔ Rejection from search committee

• Socialization as colleagues
Upcoming Opportunities

Winding Pathways to the Tenure Track
SSWR-GADE Job Market Webinar Series, Webinar 1
3-4:30PM ET on July 30, 2020
Registration required: go.umd.edu/webinar1

Making a Difference: Alternative Pathways Beyond the Tenure Track
SSWR-GADE Job Market Webinar Series, Webinar 2
1-2:30PM ET on August 20, 2020
Registration required: go.umd.edu/webinar2
ENABLING STUDENT PRODUCTIVITY

external grants

- Increase familiarity with school/campus “office of research”-type resources
  - Develop a relationship with them
  - Introduce them to your students
  - Archives of funded grants
- Have faculty help you watch for student grant RFPs
- Model a “culture” of grant writing
  - Faculty/student “collaborators” for idea generation, team-building
  - Encourage doctoral student-faculty collaboration on preparing grant applications
  - Encourage grant proposals as class assignments
- Offer a grant-writing course (required or elective) or encourage students to take one elsewhere on campus
ENABLING STUDENT PRODUCTIVITY scholarship & publications

- Involve new students in research as early as possible
  - Attempt to balance RA and TA appointments
  - RA can be a component of funding package
- Model a “culture” of research
  - Encourage faculty to involve students in research:
    - holding ongoing research groups
    - helping with grant writing; co-authoring papers
    - class assignments that move toward publishable product
  - Encourage student writing clubs
  - Promote research as year-round activity
- Aid students in increasing “visibility” of their research
  - Encourage and assist with conference proposals; Create venues to practice conference presentations
  - Help identify journal and other writing outlets
  - Effective use of social media