

# 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

**We are here to help assist programs with increasing their numbers of high quality and diverse graduate students.**

# RECRUITING STRATEGIES

OGAPS utilizes a variety of recruiting strategies for prospective student recruitment.

- ❑ Annual multi-level (faculty, staff and student) presence at national recruitment meetings
  - Society for the Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS)
  - Annual Biomedical Research Conference for Minority Students (ABRCMS)
  - California Diversity Forum
  - Emerging Researchers National (ERN) Conference
  
- ❑ Institutional visits and partnerships
  - Minority Serving Institutions (MSIs)
  - Historically Black Colleges and Universities (HBCUs)
  - 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.)

- ❑ Memberships to 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



THE NATIONAL  
NAME  
EXCHANGE



GEM  
THE NATIONAL GEM CONSORTIUM



The California Forum for  
Diversity in Graduate Education

# BEST PRACTICES

- 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

# BEST PRACTICES

## □ 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)?





# BEST PRACTICES

- ❑ 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?

# RECRUITING STRATEGIES

- ❑ Utilize Regional and National Databases
- ❑ Participate in the *Early Graduate Admission Program* opportunity with our office.
- ❑ 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
    - ✓ Consider partnering with other programs on joint visits
  - ***February/March*** are ideal months for recruitment visits

# 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

# FELLOWSHIPS & AWARDS

## Purpose

Increase diversity of the graduate student population at TAMU to maximize the educational benefits of diversity to all students

## Eligibility Criteria

- U.S. Citizen or Permanent Resident
- Nominated by Faculty Member
- Master's and Doctoral Students
  - Current TAMU students eligible
- Specific colleges/schools and IDPs
- Application submitted for graduate admissions at TAMU

## Acceptable Diversity Markers:

- Come from educational, cultural or geographic backgrounds that historically have been underrepresented in graduate study in their discipline in the U.S. or at TAMU
- 1<sup>st</sup> generation college graduate (neither parent earned a bachelor's degree)
- Individual with a disability and ability
- Veteran or wounded warrior
- Other – must be identified and supported

**\*Diversity statement and relevant supporting data regarding noted markers required\***

## Diversity Statement Example

Jane Doe is a **first-generation**, female college student, a target population designated in OGAPS' strategic plan for the Graduate Diversity Excellence Fellowship. According to the DARS certified enrollment report, first-generation students comprise approximately 15.8% of doctoral students at Texas A&M University. This percentage is substantially less than the percentage of first-generation undergraduate students which is currently 26%. Additionally, of the total population of doctoral students in the College of Liberal Arts, only 25% are classified as first-generation. Through their unique perspectives and experiences, first-generation students enhance classroom learning and campus diversity.

### Sources:

<https://ogaps.tamu.edu/OGAPS/media/media-library/documents/Strategic%20Plan/OGSPlanAugust22-BWebX.pdf/>.

<https://dars.tamu.edu/Data-and-reports/student/files/EPFA16.aspx>

<https://www.bestcolleges.com/perspectives/first-generation-students/>

### Checklist

- ✓ Diversity marker identified
- ✓ Relevant supporting data
- ✓ Narrative describing contribution
- ✓ Less than 1 page
- ✓ Source identified

## Doctoral

**Years 1-3: \$20,000 stipend with 25% or 50% assistantship**

### **\$20,000 stipend paid by OGAPS**

25% FTE college, department, or program funded assistantship

- OGAPS and College, collaboratively, pays tuition as well as required university and college fees at full-time enrollment.
- OGAPS provides reimbursement for the cost of personal health insurance coverage equivalent to the cost of the student health insurance plan premium.

50% FTE college, department, or program funded assistantship

- OGAPS and College, collaboratively, pays tuition as well as required university and college fees at full-time enrollment.
- Assistantship payee pays insurance premium for graduate student employee health plan.



## Doctoral Continued

### Year 4: 50% assistantship (mandatory)

#### 50% FTE college, department, or program funded assistantship

- Assistantship payee and College, collaboratively, pays tuition as well as required university and college fees.
- Assistantship payee pays insurance premium for graduate student employee health plan.

\*Year 5 optional at departments discretion/funding availability\*

## Financial Commitment Example 25% FTE

YEAR	Department/ Program Annual amount of assistantship (25%)	Duration of assistantship (9 or 12 months)	OGAPS Annual Fellowship	OGAPS full-time tuition and required fees (T/F)*	OGAPS Annual Insurance reimbursement	Total Annual Award Package**
1-3	\$14,400.00	12	\$20,000	T/F	\$3,000	\$37,400.00
YEAR	Department/ Program Annual amount of assistantship (50%)	Department duration of assistantship (9 or 12 months)	Position is eligible for participation in the Texas A&M University System employee insurance programs and qualifies for employer contribution to help offset the cost of insurance.			Total Annual Award Package**
4	\$28,800.00	12				\$28,800.00

\*Full-time enrollment (9 hrs fall & spring, 6 hrs summer) \*\* Not including tuition/fee amounts, which the award will also cover.

## Financial Commitment Example 50% FTE

YEAR	Department/ Program Annual amount of assistantship (50%)*	Duration of assistantship (9 or 12 months)	OGAPS Annual Fellowship	OGAPS Full time tuition and required fees (T/F)**	Total Annual Award Package***
1-3	\$21,600.00	9	\$20,000	T/F	\$41,600.00
4-5	\$21,600.00	9		Department/program covers T/F	\$21,600.00

*\*Position is eligible for participation in the Texas A&M University System employee insurance programs and qualifies for employer contribution to help offset the cost of insurance \*\*Full-time enrollment (9 hrs fall & spring, 6 hrs summer) \*\*\* Not including tuition/fee amounts, which the award will also cover.*

## Master's

Years 1 and 2: \$15,000 stipend with 25% or 50% assistantship

### **\$15,000 stipend paid by OGAPS**

#### 25% FTE college, department, or program funded assistantship

- OGAPS and College, collaboratively, pays tuition as well as required university and college fees at full-time enrollment.
- OGAPS provides reimbursement for the cost of personal health insurance coverage equivalent to the cost of the student health insurance plan premium.

#### 50% FTE college, department, or program funded assistantship

- OGAPS and College, collaboratively, pays tuition as well as required university and college fees at full-time enrollment.
- Assistantship payee pays insurance premium for graduate student employee health plan.

## Financial Commitment Example 25% FTE

YEAR	Department/ Program Annual amount of assistantship (25%)	Duration of assistantship (9 or 12 months)	OGAPS Annual Fellowship	OGAPS Annual Payment towards Tuition & Required Fees (T/F)*	OGAPS Annual Insurance reimbursement	Total Annual Award Package**
1	\$8,749.92	12	\$15,000	T/F	\$3,000	\$26,749.92
2	\$8,749.92	12	\$15,000	T/F	\$3,000	\$26,749.92

*\*Full-time enrollment (9 hrs fall & spring, 6 hrs summer) \*\* Not including tuition/fee amounts, which the award will also cover.*

## Financial Commitment Example 50% FTE

YEAR	Department/ Program Annual amount of assistantship (50%)*	Duration of assistantship (9 or 12 months)	OGAPS Annual Fellowship	OGAPS Annual Payment towards Tuition & Required Fees (T/F)**	Total Annual Award Package***
1	\$10,800.00	9	\$15,000	T/F	\$25,800.00
2	\$10,800.00	9	\$15,000	T/F	\$25,800.00

\* Position is eligible for participation in the Texas A&M University System employee insurance programs and qualifies for employer contribution to help offset the cost of insurance \*\*Full-time enrollment (9 hrs fall & spring, 6 hrs summer) \*\*\* Not including tuition/fee amounts, which the award will also cover.

## Master's Award Details

### □ Bush and Mays Business School

- \$15,000/year for 2 years; tuition and fees covered at FTE for 2 years
- Scholarships disbursed for each award year
- 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
- Out-of-state students eligible for in-state tuition

## Financial Commitment Example: Bush and Mays

YEAR	Department/ Program Annual amount of Scholarship	OGAPS Annual Fellowship	OGAPS Annual Payment towards Tuition & Required Fees*	<b>Bush School</b>  Department/Program  Annual Insurance (equivalent to the student health insurance plan)	Total Annual Award Package
1	\$6,750.00	\$15,000	T/F		\$21,750.00
2	\$6,750.00	\$15,000	T/F		\$21,750.00

*\*Full-time enrollment (9 hrs fall & spring, 6 hrs summer)*

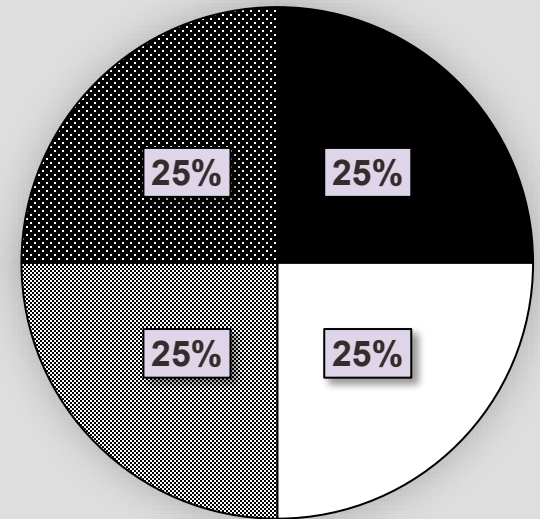
Semester	Department/ Program Annual amount of Scholarship	OGAPS Annual Fellowship	OGAPS Annual Payment towards Tuition & Required Fees*	<b>Mays</b>  Department/Program  Annual Insurance (equivalent to the student health insurance plan)	Total Annual Award Package
1-2	\$32,000	\$15,000	T/F		\$47,000
3	\$16,000	\$7,500	T/F		\$23,500

*\*Full-time enrollment (9 hrs fall & spring, 6 hrs summer)*

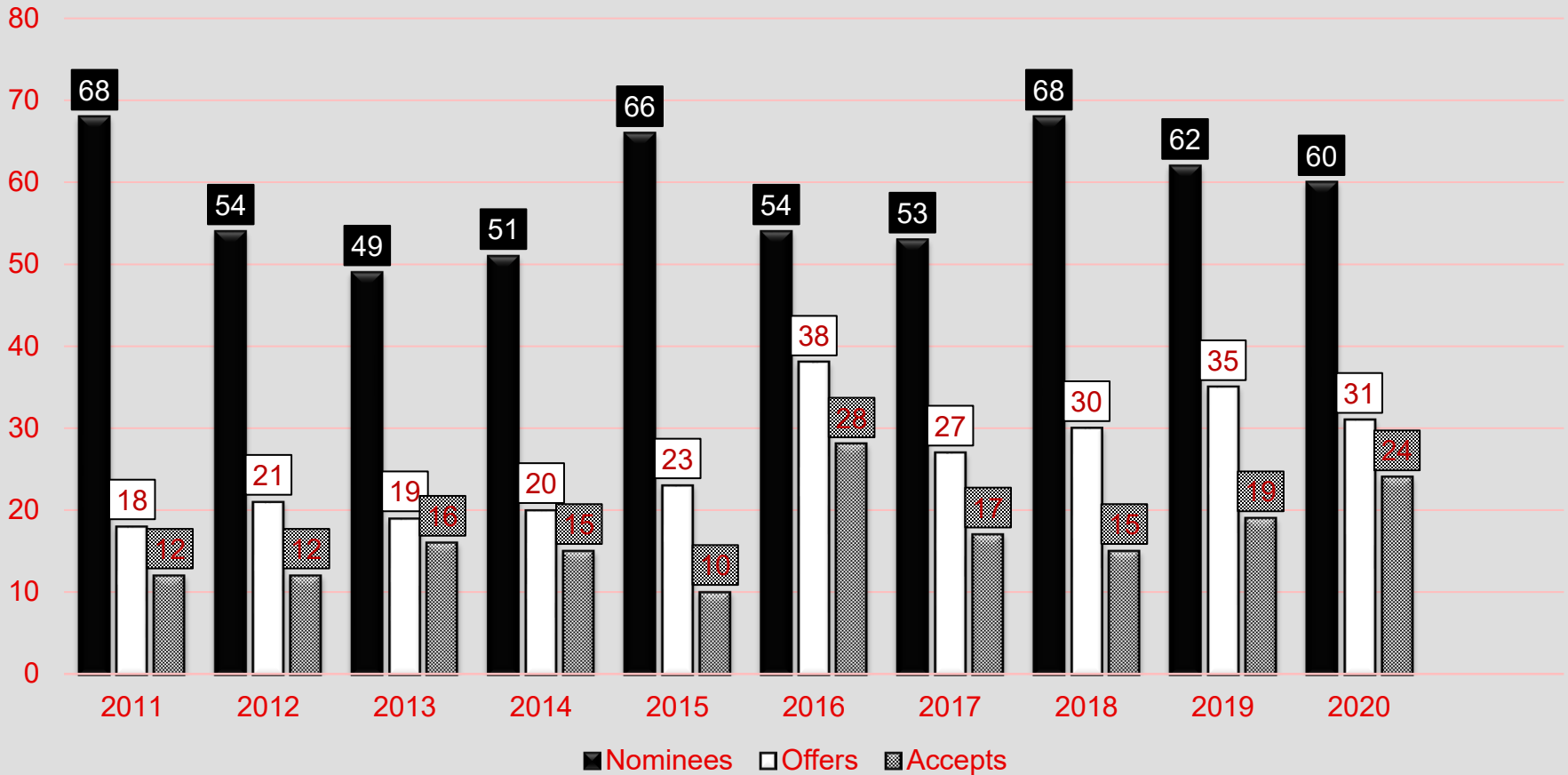


## Evaluation Criteria

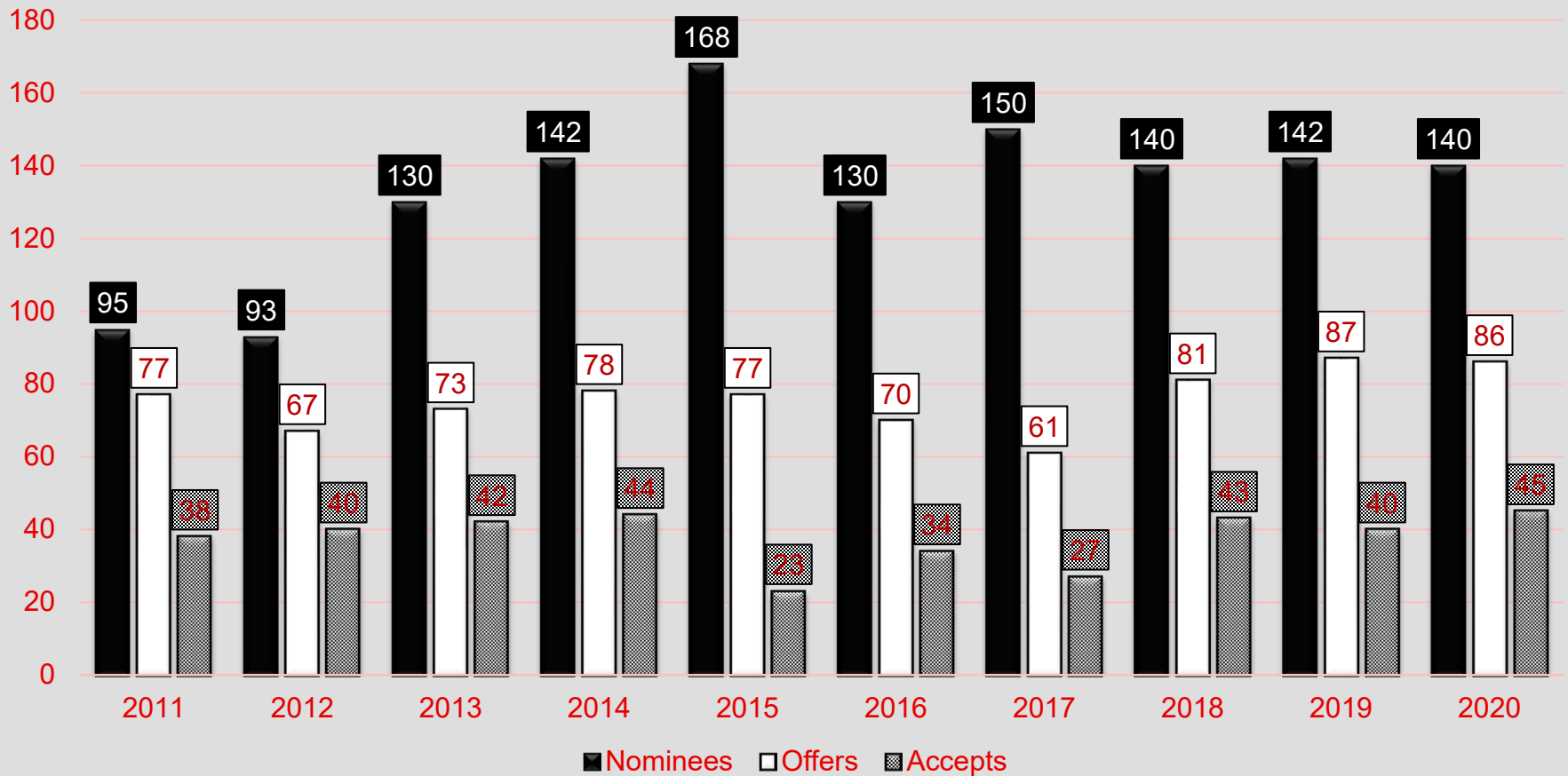
- How this applicant can contribute to diversity in the nominate department/program, university, and to his/her future profession (25%)
- Evidence of superior academic achievement (25%)
- Relevant experiences outside of the classroom (25%)
- Letters of recommendation (25%)



## GDEF – Master’s Statistics



## GDEF – Doctoral Statistics



## Goals

- Create potential future faculty for Texas Higher Education Institutions;
- Build institutional links and pipelines; and
- Increase diversity at Texas A&M University

## Eligibility Criteria

- U.S. Citizen or Permanent Resident;
- New doctoral students; and
- Received their bachelor's degree from a TAMU System Institution other than TAMU-College Station

## Additional Details

- Awarded by OGAPS to qualified students mentored by faculty partners in the program
- Visit OGAPS Funding Details webpage for additional detail regarding faculty partners and requirements

## **TAMU Faculty will mentor Pathways to Doctorate students in the following:**

- ❑ gaining authentic research experiences;
- ❑ developing a capacity of critical problem solving;
- ❑ establishing relationships with research professionals;
- ❑ developing leadership skills to manage diverse teams; and
- ❑ improving their curriculum vitae.

## Funding details for 1<sup>st</sup> year

- \$21,600 stipend
- \$10,000 towards tuition and fees
  - 9 graduate hours fall and spring; 6 hours summer
- Reimbursement for personal health insurance coverage up to \$1,896 for the first year

## Funding details for years 2 – 4

- Team or individual faculty must commit to funding fellows support

# Dissertation Fellowship

## Purpose

Support students in the dissertation phase of their degree program (12 month duration)

## Eligibility Criteria

- 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; and
- must be a student currently enrolled in one of the eligible colleges or IDPS.

# Dissertation Fellowship

## Award details

- ❑ \$1,600 per month (up to one year)
- ❑ Tuition/fee payments for minimum number of required credit hours (only up to 5 credit hours)
  - ❑ exceptions for federal student loan and International student requirements
- ❑ Reimbursement for health insurance up to the cost of the graduate student health insurance plan
- ❑ 2 awarding rounds each year: spring and fall semesters
  - spring nomination window opens: mid-April
  - fall nomination window opens: early October



# AWARDS

# Distinguished Graduate Student Award

## Purpose

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 two categories:

1. *Excellence in Research - Doctoral*
2. *Excellence in Teaching - Masters and Doctoral*

## Award Details

- Nomination required
- Award includes:
  - engraved watch valued at \$500
  - framed certificate

# U.S. Senator Phil Gramm Doctoral Fellowships

## Purpose

Promote, encourage and reward outstanding *teaching* and *research* by graduate students whose command of their respective disciplines exemplifies the meaning of scholar/mentor

## Award Details

- Nomination required
- Award includes:
  - \$5,000 cash award
  - Framed certificate

## Award Details

- ❑ An endowment funded award designated for a student leader whose service has positively impacted the larger TAMU graduate student body
- ❑ Nomination and selection is based on:
  - service activities how it has impacted the TAMU graduate student body and
  - at least 1 letter of support from the student's advisor, an administrator or staff person, or other graduate student familiar with the nominee's outstanding service
- ❑ Awards include:
  - \$1,000 cash award
  - engraved award plaque

## Award Details

- ❑ Developed to recognize four distinguished dissertations that have made a significant, impactful contribution to the discipling
- ❑ 4 broad research fields:
  - Biological sciences and life sciences
  - Humanities and fine arts
  - Mathematics, physical sciences, and engineering
  - Social sciences
- ❑ Four awards includes:
  - \$1,000 cash award
  - engraved award plaque
  - 2 awardees nominated for the CGS Dissertation Award

## Award Details

- ❑ An endowment in honor of Dr. Kunze specifically for a doctoral student nearing completion of their degree program
- ❑ Must submit nomination for Distinguished Dissertation Award to be considered for Kunze Award
- ❑ Nomination and selection is based on:
  - superior academic research that represents original work and unusually significant contribution to the discipline
- ❑ Award includes:
  - \$1,000 cash award and
  - award plaque

# Questions?

Graduate and Professional Studies

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