

# 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
  - GRE Search Service\*



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
- Faculty nominated
- Master's and Doctoral Students
  - Current TAMU students eligible for nomination
- Specific colleges/schools and IDPs
- Application submitted for graduate admissions at TAMU

## What constitutes “diversity”?

- 1<sup>st</sup> generation college graduate (neither parent earned a bachelor’s degree)
- Individual with a disability and ability
- Sexual orientation
- Gender and gender identity
- Religion and spiritual beliefs
- Socioeconomic status
- Veteran or wounded warrior

**\*Diversity statement and relevant supporting data required\***

## Diversity Statement Example

Women are an underrepresented group in Computer Science. According to a National Science Foundation report on “Women, Minorities, and Persons with Disabilities in Science and Engineering,” only 18% of the undergraduate degrees and 21% of the doctoral degrees in computer science were awarded to women in the year 2014 (<https://www.nsf.gov/statistics/2017/nsf17310>). Women underrepresentation in computer science is more severe at top research universities, where only 14% of the undergraduate degrees go to women, according to the Anita Borg Institute (<http://anitaborg.org/>). In particular, in the graduate programs in Computer Science and Engineering at Texas A&M University, only 14.9% of our students are women. Women representation in Computer Science is not only low but also declining compared to the 2004 statistics. This is a large cause for concern given the potential for Computer Science to lead to high-paying jobs and the significant role that Computer Science plays and will continue to play in society.

### Checklist

- ✓ Diversity marker identified
- ✓ Data relevant to field nationwide
- ✓ Verifiable source
- ✓ Citation included

## Doctoral Award Details

### ☐ Years 1-3

- \$18,000/year for 3 years; tuition and fees at FTE for 3 years (OGAPS contribution)
- Assistantship mandated through nominating department
  - ✓ 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
- Out-of-state students eligible for in-state tuition



## Doctoral Award Details

### Year 4 and Year 5 (if offered)

- OGAPS no longer contributes \$18,000
- Matching funding required at a minimum equivalent to the standard assistantship level for the nominating department *and* tuition payment
- Student eligible for participation in the TAMU employee insurance program and qualifies for employer contribution
- Departments are responsible for tuition and fees

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

## Financial Commitment Example

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	\$11,358.96	12	\$18,000	T/F	\$2,676	\$32,034.96
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	\$22,717.92	12				\$22,717.92

*\*Full-time enrollment (9 hrs fall & spring, 6 hrs summer) \*\* Total annual award package does not include tuition/fee amounts*

## Master's Award Details

### □ Years 1 & 2

- \$13,000/year for 2 years; tuition and fees covered at FTE 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
- Out-of-state students eligible for in-state tuition

## Financial Commitment Example

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	\$7,750.00	9	\$13,000	T/F	\$2,676	\$23,426.00
2	\$7,750.00	9	\$13,000	T/F	\$2,676	\$23,426.00

*\*Full-time enrollment (9 hrs fall & spring, 6 hrs summer) \*\* Total annual award package does not include tuition/fee amounts*

## Master's Award Details

### □ Bush and Mays Business School

- \$13,000/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

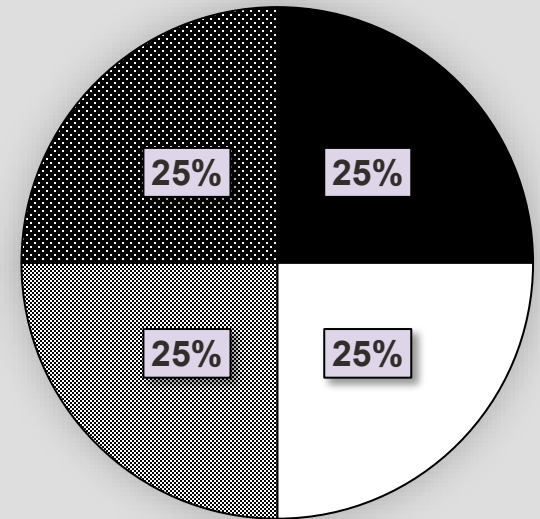
## Financial Commitment Example: Bush and Mays

YEAR	Department/ Program Annual amount of Scholarship	OGAPS Annual Fellowship	OGAPS Annual Payment towards Tuition & Required	Department/Program Annual Insurance (equivalent to the student health insurance plan)	Total Annual Award Package
1	\$6,750	\$13,000	\$10,000		\$29,750
2	\$6,750	\$13,000	\$10,000		\$29,750

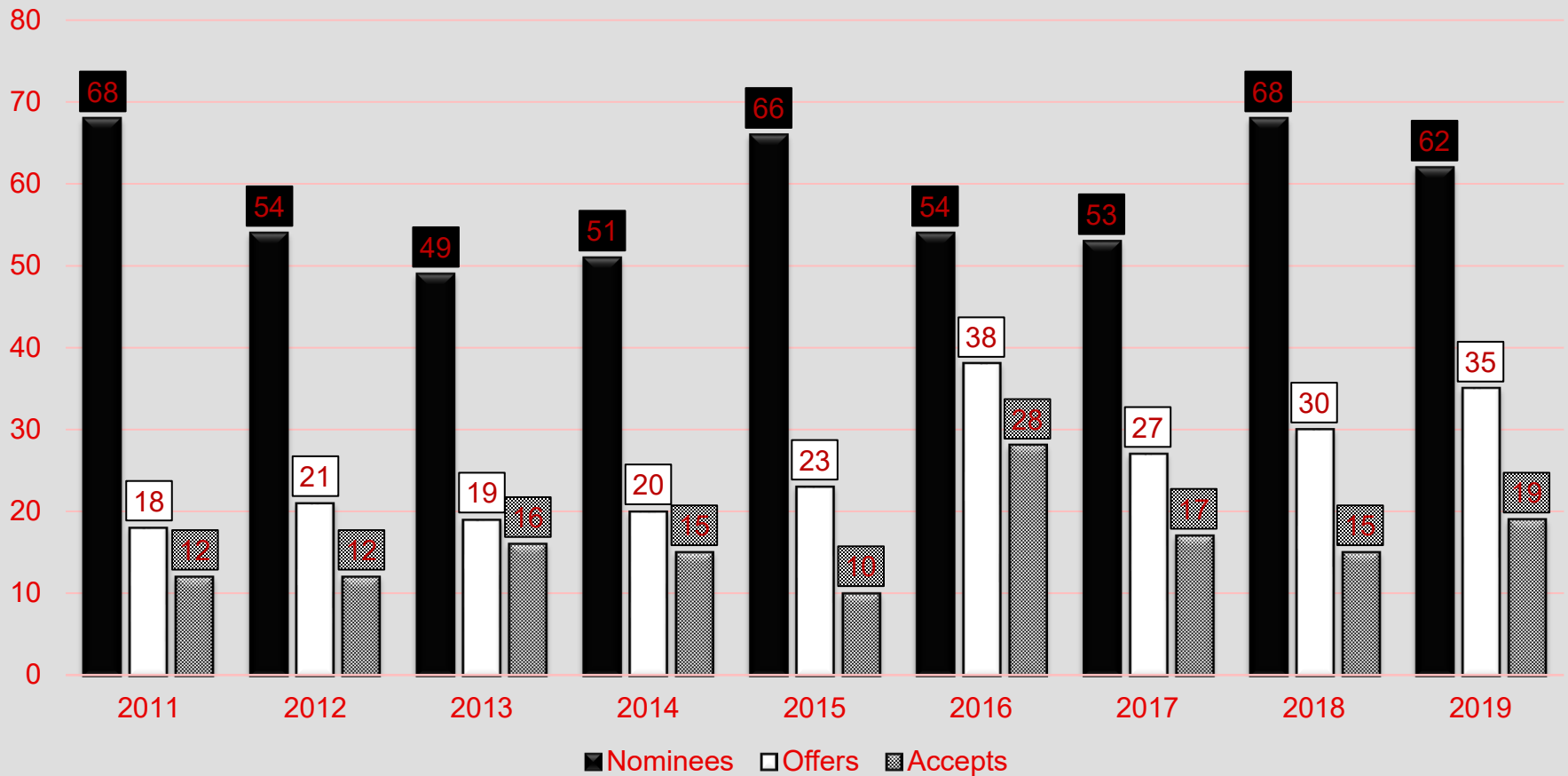
*\*Full-time enrollment (9 hrs fall & spring, 6 hrs summer)*

## 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%)

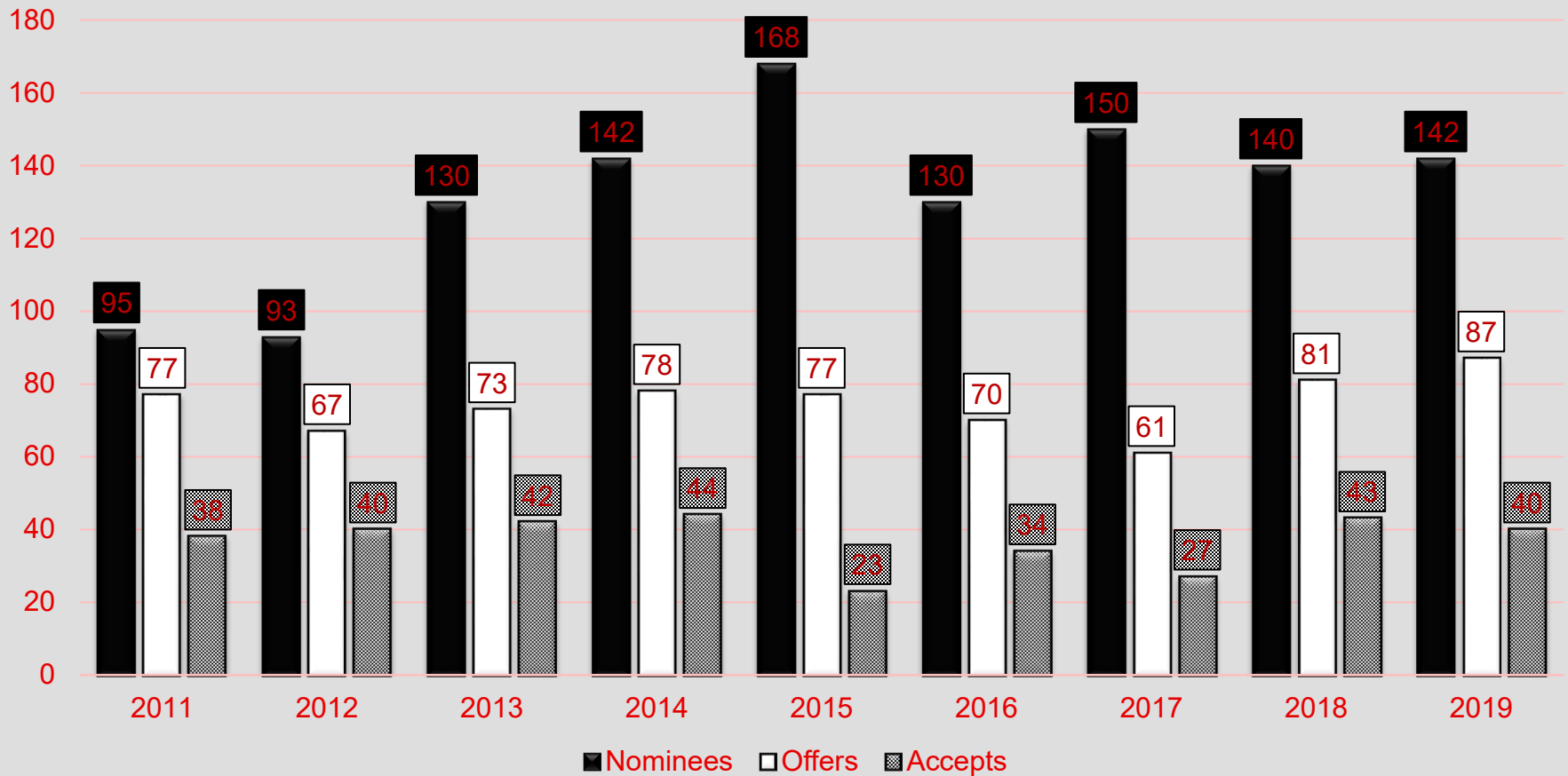


## GDEF – Master’s Statistics





## 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

- offered to a faculty team through a proposal process

## **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

- ❑ \$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

## 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)
- ❑ Reimbursement for health insurance up to the cost of the graduate student health insurance plan
- ❑ Two award rounds each year: Spring and Fall
  - 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 in honor of Dr. Kunze specifically 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
- ❑ Award includes:
  - \$1,000 cash award
  - engraved award plaque

## 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
- Award includes:
  - \$1,000 cash award
  - engraved award plaque

# Questions?

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