

Graduate School **Annual Report** 2018-19



Dear Colleagues,

As Dean of the Graduate School at UW–Madison, I lead our collective efforts in graduate education using three strategic pillars: service, diversity and engagement. We base our activities on campus on the pillars, which support a culture of excellence in graduate education and research. I am pleased to share our annual report with the campus community, as an opportunity to illustrate some of our accomplishments across these core areas.

We provide exceptional service to graduate students, faculty, and staff in over 260 master’s and doctoral programs. This year we increased access to data by launching interactive dashboards of career outcomes for our graduates (the second most popular campus data visualization, with over 47,000 views to date) and “at a glance” statistical views of admissions, enrollment, and degrees. We distributed over \$1,000,000 for graduate student research and conference travel – our largest-ever Vilas Trust allocation. And we improved our admissions application system, cross-trained staff, and developed new recruitment resources, all in direct response to faculty and graduate program coordinator needs.

We strive to increase graduate student diversity and ensure inclusivity for our over 9,200 enrolled master’s and doctoral students. Inclusivity efforts for graduate students continued in force, ranging from events hosted by the Multicultural Graduate Network to new training on how to recognize and reduce implicit bias. We initiated a Graduate School Engagement, Equity, and Diversity Committee charged with determining better ways to engage staff and promote equitable practices among employees. Our long-standing involvement in the Edward Alexander Bouchet Graduate Honor Society continued, and we attracted our largest incoming GEM Fellow class for fall 2019.

We seek innovative opportunities for engagement with the graduate education community. This year we added a critical new staff position, shared with the Office of the Dean of Students, which is responsible for assisting graduate students with issues ranging from mental health to grievance and beyond. We increased the volume of news stories and alumni profiles published on our website and promoted through social media, aimed at building awareness of the world-changing research of our graduate students and alumni. We assessed our e-newsletter strategy across segmented audiences, and more fully utilized social media engagement for community building. We partnered with the School of Medicine and Public Health in the creation of the Office of Training Grant Support, a critical cross-campus endeavor to support our existing National Institutes of Health-funded training grants as well as position us to be competitive for new training grants on the leading edge of life science discovery.

Finally, we announced this year that UW–Madison has risen to first in the nation for the number of doctoral degrees conferred – a point of pride because we are now top in quantity as well as quality, and because each year over 800 new UW–Madison PhD holders impact the world through their research, scholarship, and practice. I am proud of the accomplishments of our graduate students, and I appreciate the dedication of the Graduate School staff, faculty, and program staff who support them.

I hope you will agree that it has been another successful year, as you read the following report.

William J. Karpus
Dean of the Graduate School
Professor of Pathology and Laboratory Medicine
University of Wisconsin–Madison



Service

Advance graduate admissions

- Implemented new efficiencies: upgraded Applicant Review, digitized processes, and cross-trained staff
- Redesigned program profiles as “at a glance” statistical views of admissions, enrollment, and degree completion data
- Developed an expanded collection of recruitment resources for programs

Bolster student funding

- Allocated over \$1M from the Vilas Trust, supporting 972 graduate students’ research and conference travel
- Announced the sixth consecutive annual increase to TA stipends

Promote academic excellence

- Conferred over 800 PhDs and 2,000 master’s degrees
- Assisted nearly 750 students with actions to support academic progress
- Sustained commitment to high academic standards through the program approval and review work of the Graduate Faculty Executive Committee
- Participated in the creation of a graduate assistant policies document
- Launched work on the Graduate Student Tracking System project

Support career success

- Addressed a range of skill development and career topics within the DiscoverPD competencies framework
- Administered large-scale surveys of current students and alumni and published the first of a series of data briefs, as part of the Council of Graduate School (NSF- and Mellon Foundation-funded) PhD Career Pathways project
- Published a data profile of UW–Madison PhD alumni and postdoctoral researchers, as a founding member of the Coalition for the Next Generation of Life Sciences

Diversity

Foster inclusive experiences

- Hosted a Multicultural Graduate Network mixer/luncheon series for students from underrepresented or marginalized identities
- Continued successful programs such as the Edward Alexander Bouchet Graduate Honor Society and Peer Mentor Awards
- Developed an interactive workshop on recognizing and reducing implicit bias using evidence-based strategies
- Supported programs in recruiting UW’s largest incoming GEM Fellow class
- Started an Engagement, Equity, and Diversity Committee for Graduate School employees

Increase graduate student diversity

- Produced customized data reports for individual and comparative review of the Graduate Research Scholar Communities
- Led the university effort to become a member of the National Name Exchange
- Had a higher than average success rate for Institute for Recruitment of Teachers graduate applicants
- Supported the Chemistry Department in applying for the American Chemical Society Bridge Program

Engagement

Build meaningful connections

- Increased social media engagement and piloted a newsletter for distance learning graduate students
- Hosted topical brown bags for graduate program coordinators
- Partnered with the School of Medicine and Public Health in the creation of the Office of Training Grant Support

Improve data access and transparency

- Added interactive data dashboards of career outcomes for PhD graduates to the Graduate School Explorer
- Streamlined PhD Exit Survey reports, produced more than 80 custom reports, and developed a current Doctoral Student Experience Survey
- Raised graduate program coordinators’ awareness of data tools and resources

Highlight the impact of graduate education

- Featured stories of graduate students making an impact throughout the state and beyond, often in coordination with larger university campaigns and the national Council of Graduate Schools
- Aligned alumni career profiles to the career outcomes categories of the Council of Graduate Schools PhD Career Pathways project

Support graduate student well-being

- Implemented a new shared staff position with the Office of the Dean of Students, charged with supporting graduate students struggling with academic and personal issues
- Extended student onboarding initiatives through the first semester and launched a website for new graduate students
- Examined policy in light of emerging issues and needs of the graduate education community

at a glance

Degree programs offered:
158 master’s | 109 doctoral

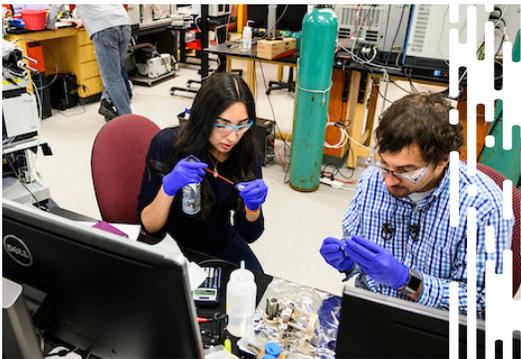
Enrollment (fall 2018):
4,124 master’s + 5,310 doctoral
9,212 total graduate students

(students enrolled in both master’s and doctoral programs simultaneously are counted once in the total)



ADVANCE GRADUATE ADMISSIONS

The Graduate School continued a multi-year effort to transition away from paper-based admission processing, and in 2018-19 achieved an almost entirely electronic system, with the exception of international transcript collection. Staff members are partnering with International Student Services on a new software system that will go live in the next year to make international financial processing easier for the applicant and Graduate School staff. Staff members updated documentation, underwent cross-training to provide more efficient service, and held training sessions on the admission system Applicant Review that fostered best practices sharing among graduate program coordinators.



The Graduate School released an upgrade of Applicant Review. Improvements include faster page load time and response to a number of program requests, such as the ability to impersonate an applicant, an inline training manual, the ability to attach PDFs to email templates and copy others, and an Advanced Opportunity Fellowship filter option on all pages. Moving the student status check response within the

processing workflow led to quicker response time, so that programs know applicants' intentions sooner.

The Graduate Program Profiles were redesigned to be one-page "at a glance" statistical views of admissions, enrollment, and completion data for each degree program. The reports and metrics are consistent with peer institutions nationwide.

With input from graduate program coordinators, the Graduate School developed an expanded toolkit to help programs recruit top prospective students. Staff created new printed materials about the reputation of UW–Madison and the benefits graduate assistants receive on campus, which programs have used for visit days. The recruitment toolkit includes lists of helpful campus websites, eye-catching videos, and social media accounts that help programs give students a better sense of what it's like to be a Badger.

The Competitive Counteroffer program continued to be successful in aiding attendance commitments by the best graduate student applicants. The one-time stipend supplement of \$5,000 to applicants with offers from top peer institutions resulted in a 46% acceptance rate. These individuals chose UW–Madison over the University of Michigan, University of Pennsylvania, University of Chicago, and other top universities.

BOLSTER STUDENT FUNDING

The Graduate School developed over 100 custom, program-level data reports to support preparation and review of applications to the Graduate Student Support Competition, the primary process through which graduate programs request fellowship and recruitment funds from the Graduate School.

Service

This year marked the largest allocation to date from the Vilas Trust: over \$1,000,000. The Graduate School broadened eligibility criteria to include all full-time graduate students and provided 972 awards for travel to conduct research or present their research at conferences. Awards were made to support other needs that arose, such as funding for students to re-collect data damaged by building flooding in January and February 2019. The Graduate School supported 16 graduate students to attend the Association of Asian American Studies conference hosted by UW-Madison.

\$1M

disbursed for graduate student research and conference presentation travel

The Graduate School-led effort to increase university investment in graduate assistants continued. The latest minimum stipend increase announced this year, to \$20,000 for 50% academic year teaching assistant appointments, places UW-Madison above the estimated Association of American Universities peer median. Graduate assistants also receive full tuition remission, valued at approximately \$15,000 annually, and eligibility for reduced-cost state group benefits like health insurance.

The newly released Graduate Assistant Policies and Procedures document provides formal guidance on employment-related matters for graduate student teaching and project assistants and their supervisors. Consistent with university values of shared decision making, the document came out of a two-year collaborative process involving graduate students, faculty, staff, and administration.

PROMOTE ACADEMIC EXCELLENCE

The Graduate Faculty Executive Committee (GFEC) sustained its commitment to high academic standards for graduate study at UW-Madison. The GFEC reviewed six notices of intent to plan new master's degrees, a significant increase from recent years. Additional governance actions include:

- Established 21 new awards: 1 degree, 1 minor, 17 named options, 1 graduate/professional certificate, 1 capstone certificate
- Restructured: 2 master's degree programs, 2 capstone certificates, and 1 minor; changed 1 admitting status
- Suspended: 2 PhD programs (including 1 associated MS), 3 named options, 1 graduate/professional certificate
- Discontinued: 1 PhD program (including 1 associated MS), 1 MA degree program, 1 doctoral minor, 1 named option, 4 graduate/professional certificates, 3 capstone certificates

The Graduate School conferred over 800 PhD and 2,000 master's degrees and assisted almost 750 graduate students with action processes to support academic progress.

#1

in the nation for PhD degree conferral (2017) with over 800 granted in 2018-19

The Graduate Student Tracking System project was launched. The cross-campus project team worked with partners to ensure efforts are synchronized with the Student Information System, and reached its first major milestone by rolling out the Minimum Credit Requirements functionality of GSTS to all graduate programs.

Improvements were made to enhance student and graduate program coordinator experiences in accessing critical processes through technology. The graduate portal, for example, is undergoing a redesign that will improve user experience and streamline functionality.



SUPPORT CAREER SUCCESS

As a participant in the Understanding PhD Career Pathways for Program Improvement project led by the Council of Graduate Schools, the Graduate School administered large-scale surveys of current PhD students and alumni. These surveys collected a range of data on career plans among current students as well as employment outcomes among alumni. In July 2019 the school will publish a data brief comparing PhD students' aspirations with employment outcomes of alumni, the first in a topical data brief series from the Career Pathways project.



The Graduate School published a web-based interactive data profile of UW–Madison postdoctoral researchers, in collaboration with the Office of Postdoctoral Studies. This is part of the Coalition for the Next Generation of Life Sciences project, which provides accessible data on graduate students' and postdoctoral researchers' career outcomes. Additionally, the UW Survey Center collected data on the first career destinations of postdoctoral researchers after they complete their training at UW–Madison, which will be added to the data visualization in summer 2019.

Professional development programming from the Graduate School continued to address a range of skill development and career topics within the DiscoverPD framework. For example, this year marked the third iteration of the project management workshop for graduate students, which continues to be a strong draw for those seeking to manage their work in graduate school and prepare for leadership roles after graduation. Another event, “How Graduate Students Can Build a Personal Brand: Standing Out in a Crowded Job Market,” taught students to leverage their own interests and research to connect with a wide network of potential employers and references.

To help build student awareness of the university's new subscription to the National Center for Faculty Development and Diversity, Karen Kelsky of The Professor Is In presented to students preparing for tenure track faculty careers. Students engaged Dr. Kelsky on a lively, virtual Q&A, and nearly all respondents reported leaving with greater understanding of how to succeed on the academic job market.

395

professional development workshops
and presentations for graduate students

The Graduate School continued to widely promote and analyze use of DiscoverPD, which in addition to establishing professional development competencies for graduate students, offers a self-assessment and recommendations report. In an effort to continuously improve professional development opportunities for graduate students, the Graduate School hired user experience experts to determine key enhancements that will be made to DiscoverPD in the upcoming year.



FOSTER INCLUSIVE EXPERIENCES

Inclusivity efforts for graduate students included continuation of the Multicultural Graduate Network (MGN) mixer/luncheon series for those from underrepresented or marginalized identities, as well as new initiatives around social justice training in partnership with the Multicultural Student Center. The MGN partnered with University Health Services to initiate a support group for graduate students of color.

In collaboration with the Women in Science and Engineering Leadership Institute, the Graduate School developed a new addition to its core Welcome Week activities: an interactive workshop for graduate students on how to recognize and reduce implicit bias using evidence-based strategies.

45

Bouchet Graduate Honor Society
inductees since chapter inception

Three graduate students received Peer Mentor Awards and one additional student received honorable mention at the Bucky's Awards Ceremony hosted by the Center for Leadership and Involvement. Selection criteria emphasized mentoring students from underrepresented or marginalized populations.

The Graduate School inducted five new graduate student members into the Edward Alexander Bouchet Graduate Honor Society. A total of 45 graduate students and postdoctoral researchers have been inducted since inception of UW-Madison chapter in 2010. The Bouchet Seminar Series continued, with presentations by members and informational sessions on applying for membership to help interested applicants prepare strong self-nominations.



The university recruited its largest incoming GEM Fellow class in spring 2019 for enrollment in academic year 2019-20, through efforts initiated by the Graduate School. Eight GEM Associate and two GEM Full Fellows will arrive on campus in fall semester 2019, joining the nine GEM Fellows already on campus.

The Graduate School hosted two students through Mellon-funded Associated Colleges of the Midwest-Big Ten Academic Alliance Graduate School Exploration Fellowship (GSEF) initiative in summer 2018, and will have one GSEF student in summer 2019 through the Summer Education Research Program.

Diversity

The Graduate School Engagement, Equity, and Diversity Committee, composed of staff representatives from each unit, was formed and recommended to leadership better ways to engage staff and promote equitable practices.

INCREASE STUDENT DIVERSITY

The Graduate School produced customized data reports for individual and comparative review of the Graduate Research Scholar Communities, with plans for follow-up student focus groups to be administered by the UW Survey Center. This is the planned follow-up from the first ever program review of the eight Graduate Research Scholar Communities in 2018.

The Graduate School supported the Chemistry Department in applying for the American Chemical Society (ACS) Bridge Program and participated in an ACS site visit after the university was selected as a finalist. This program will admit four students to the Chemistry MS degree with first-semester support provided by the Graduate School. The goal of the

program is to provide education and research experiences that will allow the students to transition to the PhD.

Additionally, 10 of 16 Institute for Recruitment of Teachers applicants to UW–Madison were admitted, which is more successful than usual.

Through efforts led by the Graduate School, the university was voted into membership in the National Name Exchange, a consortium of universities that share names of promising underrepresented minority undergraduates who self-select for potential recruitment into graduate study.



at a glance

Enrolled graduate students:

Arts & Humanities

229 international
123 targeted minority
653 non-targeted domestic
579 female | 426 male

Biological Sciences

335 international
216 targeted minority
1,293 non-targeted domestic
1,110 female | 734 male

Physical Sciences

1,267 international
175 targeted minority
1,359 non-targeted domestic
771 female | 2,030 male

Social Sciences

832 international
403 targeted minority
2,354 non-targeted domestic
2,123 female | 1,466 male

Engagement

BUILD MEANINGFUL CONNECTIONS

The Graduate School ran an engagement campaign on Facebook and Twitter during Graduate Student Welcome Week. Through the use of event hashtags, photo galleries, in-the-moment posts, and a Snapchat filter, the campaign resulted in students, staff, and faculty engaging with social media at a higher rate than average.



In partnership with the Division of Continuing Studies, the Graduate School piloted a newsletter aimed at students in online-only programs. GradConnections bi-Weekly for Online Students focused on content that is accessible online, including videos of professional development events, online resources for wellness and financial literacy, and tips for distance learners.

The Graduate School sponsored a workshop on completing the doctoral degree that was attended by 157 students. In the future, this training will be accessible online to a wider range of students who may not be able to attend in person.

To further support graduate program staff, the Graduate School in partnership with the Graduate Coordinator Planning Committee hosted a series of monthly, topical brown bags for graduate program coordinators. The series came out of feedback from coordinators who wanted discussion-based space to interact with one another and Graduate School staff.

The Graduate School partnered with the School of Medicine and Public Health in the creation of the Office of Training Grant Support. This will be a critical cross-campus endeavor to support the continuation of existing National Institutes of Health-funded training grants as well as position UW-Madison to be competitive for new training grants on the leading edge of life science discovery and graduate education.

IMPROVE DATA ACCESS AND TRANSPARENCY

The new iteration of the Graduate School Explorer data visualization includes interactive dashboards of career outcomes for PhD graduates, across employment sector, type, and location at the time of graduation as well as five and fifteen years beyond. This is the second most viewed interactive data visualization at the university (after the Dean's List) with 47,000 views since its publication in January 2018.

The Graduate School streamlined its annual PhD Exit Survey reports, which now feature a table of contents and better organization of tables by thematic sections. The school produced custom reports for over 80 degree programs, each

Engagement

school/college, and academic divisions. A new Doctoral Student Experience Survey will collect information from PhD students earlier in their careers, in addition to the long-standing Exit Survey. The school will use these data to analyze experiences and participation for program improvement.

Through various presentations, Graduate School staff raised graduate program coordinators' awareness of data tools and resources available to them for internal program review and continuous improvement efforts, at the same time providing data reporting and analysis services to individual graduate programs, often to support internal improvement. The Graduate School created three new web-based data query tools available to campus employees to assist with program administration, produced as part of the campus Query Library replacement project.

Graduate School staff served on the campus data community and governance bodies to develop common, standardized data definitions, tools, and reporting conventions. These groups include the Business Intelligence Community of Experts Tableau User Group, UW–Madison Reporting and Analytics Project, Tableau Developer Community, and the Data Integrity Group.

47,000+

views of the Graduate School Explorer,
2nd most popular data view at UW

HIGHLIGHT THE IMPACT OF GRADUATE EDUCATION



Contributing to a campus-wide initiative to showcase how UW changes lives throughout the state, the Graduate School highlighted the stories of graduate students who are making an impact. These stories were shared across campus channels and social media to spread awareness of the important work of graduate students, particularly to Wisconsin residents and lawmakers.

In addition, the school continued to elevate graduate student success stories year round, celebrating students' accomplishments with news features that were often shared across campus. For example, when campus celebrated the 20th anniversary of the isolation of human embryonic stem cells, a Graduate School story highlighted the research that draws graduate students to UW–Madison, and featured three outstanding graduate student researchers.

The Graduate School reorganized its collection of alumni career profiles to fit into the career outcome categories of the Council of Graduate Schools Career Pathways project. By providing direct, recent examples of alumni in each career sector, the collection helps students explore career options, and supplements Career Pathways data with people-focused stories. The new profiles added this year took on a Q&A format, providing alumni with a direct way to give current graduate students advice about their career paths and skills development.

Engagement

SUPPORT STUDENT WELL-BEING

In a partnership between the Graduate School and the Office of the Dean of Students, a new shared position began work in the fall semester, providing a critical resource for over 60 graduate students seeking support for a range of issues from mental health to early stage grievance resolution. Together with Graduate School staff, this position also engaged graduate program coordinators to bolster their ability to support graduate students.

The Graduate School hosted Welcome Week for new and continuing graduate students, which featured workshops on productivity tools, time management, and career development. The week included New Graduate Student Welcome, attended by hundreds of new graduate students, as well as the annual Graduate School Degree Dash run/walk open to all members of the graduate education community and family members.

60

graduate students served by shared
Graduate School-Dean of Students role

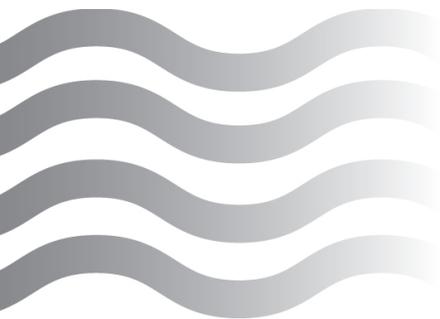
Additionally, University Health Services partnered with the Graduate School to present a very popular workshop during Welcome Week, “Flourishing in Graduate School: How to Manage Stress and Maintain Your Mental Health.” The workshop introduced students to strategies to cope with the psychological challenges of graduate school.

A new website, Graduate Student Life, helps prospective and new graduate students navigate questions about housing, living in Madison, enrolling in classes, and student life at UW-Madison. The Graduate School collaborated with new partners in the Office of Sustainability and University Apartments to add more valuable information to this guide, including a section for partners of graduate students relocating to Madison.



To continue onboarding efforts throughout the first semester, new graduate students received a series of emails that provided in-depth information about campus. Emails in this series focused on how to get involved on campus, campus resources including incident reporting processes, professional and career development for graduate students, and mental health and well-being.

The Graduate School is examining policy in light of emerging issues and needs of the graduate education community. To this end, staff continue to work with units across campus on graduate student well-being and to advocate for graduate student needs across campus departments, schools, and colleges, University Health Services, International Student Services, the Dean of Students Office, and beyond.



GRADUATE SCHOOL **ANNUAL REPORT 2018-19**

Photos: University Communications | Design elements: University Marketing
See the Graduate School Data Explorer at grad.wisc.edu for additional data on admissions, enrollment, funding, and degrees.

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