



## MSU Graduate School Recruitment, Retention and Support Programs

### PROGRAMS AND FUNDING FOR RECRUITMENT

**MSU Summer Research Opportunities Program (SROP)** SROP is a gateway to graduate education at MSU. The goal of the program is to prepare a diverse group of domestic undergraduate students to pursue graduate study and careers in teaching and research at colleges and universities. SROP is an excellent recruitment mechanism to bring talented undergraduates to MSU to work with a faculty mentor before they begin the graduate application process. The 2016 cohort represented 30 colleges and universities. This 10-week program brings students to the MSU campus to engage in:

- Intense research activities that broaden technical and presentation skills
- Professional development activities
- Seminars that introduce students to a range of research fields across discipline
- Informal gatherings for student and faculty exchange
- Multiple opportunities to present research

**University Fellowships** The Graduate School offers the University Distinguished Fellowship (UDF) and University Enrichment Fellowship (UEF) programs that provide financial support for outstanding students who plan to enroll in a doctoral or master of fine arts program. We are particularly aware of the special role that graduate education plays in training the next generation of leaders in academia, government and the private sector. In assisting MSU to achieve its educational mission, our goal is to foster an intellectually vital and diverse educational community that will prepare graduate students to assume their career roles in a diverse society.

**The Blake and Mary Krueger University Distinguished Fellowship** The Blake and Mary Krueger University Distinguished Fellowship is the first donor-funded UDF award, made possible through a generous endowment gift in 2014. The Krueger fellow is selected as part of the University Fellowship process.

**Rasmussen Graduate Fellowships** Funded by the Rasmussen Fellowships endowment, these one-time recruitment awards are given in recognition of demonstrated scholarship and integrity. They are awarded to MSU undergraduates who are starting as new graduate students at MSU and are selected during the University Fellowships process.

**The Frank B. Martin CUMREC Graduate Fellowship**, This one-time recruitment award was established in 2005 by the CUMREC Board of Directors; it aims to promote the development of higher education professionals and the transformation of education through information technologies. It is intended to benefit candidates from a broad range of graduate education paths that offer areas of specialization, focus, and concentration in information and computing technologies. The goal of the CUMREC fellowship is to increase the number of graduate students pursuing careers in Information Technology, preferably in higher education administrative computing. The annual recipient is selected from the pools of University Fellowship nominees.

**Academic Achievement Graduate Assistantships (AAGA)** The Graduate School offers a graduate assistantship program that provides financial support for students who are accepted into a master's or a doctoral degree program and whose enrollment will enhance the educational diversity of the student body of the program into which they are admitted, as evidenced in personal history and experience, research goals, or the promotion of understanding among persons of different background and ideas, or have demonstrated significant academic achievement by overcoming barriers such as economic, social, or educational disadvantage.

**Education Opportunity Fellowships (EOF)** The purpose of EOF fellowships is to provide financial assistance to MSU graduate and professional students who meet certain eligibility requirements that include financial status with respect to undergraduate student loan indebtedness.

## **CAREER AND PROFESSIONAL DEVELOPMENT PROGRAMS**

### **General Career and Professional Development Support**

**PREP** PREP (Planning, Resilience, Engagement, Professionalism) is the Graduate School's career and professional development model framed around four professional skills, designed to help students plan for a successful doctoral and postdoc experience and a smooth transition into a future in or beyond the academy. The PREP model is organized around our career matrix, which helps students plan according to where you are in your program or job search.

**CAFFE** The Center for Academic and Future Faculty Excellence (CAFFE) was created by a National Science Foundation Innovation through Institutional Integration grant. The CAFFE serves as a mechanism to combine planning for discipline-specific training with planning for professional development specific to faculty careers. This "parallel mentoring" approach serves to generate individual development plans for graduate students and postdocs.

**The Alliances for Graduate Education and the Professoriate (AGEP)** AGEP is an active community, focused on support and professional development. The Alliance includes 5 Michigan public universities: MSU, Michigan, Western Michigan, Wayne State, and Michigan Tech, and its aim is to increase the number of underrepresented students who earn PhDs in STEM fields. MSU hosts one of two annual AGEP conferences, which this year brought together 160 undergraduates, graduate students, postdocs and faculty for networking and professional development workshops and activities. At MSU the AGEP grant has supported the **AGEP Learning Community**. Originally focused on STEM, it has grown to include all disciplines. This cross-disciplinary community of graduate students and faculty meets monthly to discuss participants' research and to consider topics of regional and national importance for public policy.

**PhD Career Services** Part of the MSU Graduate School and the Career Services Network, PhD Career Services provides a variety of online resources, as well as workshops and one-on-one advising, to support the many paths graduate students and postdocs choose to pursue, including careers in universities, government, industry, and non-profits.

**MSU BEST** Funded by the National Institutes of Health (NIH), MSU BEST is a professional development program for post docs and PhD students in biomedical

science and engineering fields. BEST helps student better understand the possible career landscape for biomedical PhDs, and to develop the competencies and experiences needed to be competitive in seeking jobs in areas such as law, regulatory affairs, government agencies, private industry, entrepreneurship. The program includes one year of professional development workshops, seminars, panel discussion around careers, networking sessions, and other experiences to support career exploration. This competitive program also requires two “externship,” or short-term “internship” experiences to provide exposure for BEST trainees to expanded career opportunities.

**Workshops** The Graduate School and its partners offer professional development workshops throughout the year, most of which are free for graduate students and postdocs. Highlights include the job preparation series, PREP key skills series, teaching seminars, and wellness programs and events. Information on events and registration can be found on the Graduate School website.

### **Research and Writing Support**

#### **Responsible Conduct of Research and Creative Activities**

The goal of the Responsible Conduct of Research and Creative Activities program is to prepare researchers to become globally-engaged citizen-leaders. Central to achieving this goal is the ability to conduct quality research/scholarship. With the Office of the Vice President for Research and Graduate Studies, we offer a workshop series that highlights key principles of research integrity and emphasizes that research and scholarly integrity is a fundamental characteristic of quality research/scholarship in all disciplines.

**Graduate School Writing Fellows in the Disciplines** Open to all advanced doctoral students in any field, this program offers an intensive opportunity to facilitate disciplinary writing groups to meet specific needs within graduate programs. Graduate Writing Fellows in the Disciplines complete a short (4-hour) training in the fall semester that prepares them to facilitate working groups within their departments or programs. These groups will provide a peer context for refining professional writing, setting and meeting specific writing goals, and working through drafts of proposals, dissertations, and articles.

**Graduate Writing Groups** Run through the Writing Center, graduate writing groups are open to all MSU graduate students. A graduate school facilitator helps to keep students on task. Students may come to the Writing Center with a disciplinary group already assembled or they may send individual requests through the “[Join a Writing Group](#)” form on the website to be placed in a writing group.

**Chittenden Hall Write-Ins** Once a month all graduate students are invited to take over Chittenden Hall and write. Students set writing goals, write in quiet rooms or in peer collaboration rooms, and check in with on-site writing consultants if needed. Find out about periodic writing days through the Graduate School twitter feed, e-mail list, or website.

### **Teaching Support**

**Teaching Assistant Program (TAP)** TAP provides a wide range of resources, services, and programming in support of the teaching and learning development of all MSU Teaching Assistants (TAs).

**CIRTL** MSU graduate students, post-docs, and faculty can participate in discussions and programs associated with teaching and learning by engaging with the Center for the Integration of Research, Teaching, and Learning (CIRTL). CIRTL is an NSF-funded, national network of universities collaborating to enhance the preparation of future educators in science-based disciplines. Local and network-wide opportunities for coursework, workshops, and exchanges are available throughout the academic year.

**Inside Teaching** is a network and resource center for MSU Graduate Students and Postdocs, dedicated to promoting teaching excellence through conversation and best practices. Inside Teaching is about interconnection, about finding opportunities to decentralize conversations about teaching, and to take advantage of the expertise of our community of Graduate Students and Postdocs.

**Certification in College Teaching Program (CCTP)** is an initiative of the Graduate School, in partnership with MSU Colleges, that helps graduate students and postdocs organize, develop, and document their teaching experiences. Through a series of focused workshops, a class on disciplinary teaching methods, and a mentored project, participants will build and consolidate their preparation for college and university teaching. The program culminates with the development of an e-portfolio that will help students prepare for academic job interviews and plan for their professional development as early career faculty.

**Future Academic Scholars in Teaching (FAST) Fellows** The FAST Fellowship program is a training opportunity sponsored by the Graduate School and the NSF-funded Center for the Integration of Research, Teaching, and Learning (CIRTL). The FAST Fellowship Program provides opportunities for a diverse group of graduate students to have mentored teaching experiences and to gain familiarity with materials on teaching and assessment techniques. The FAST program is for doctoral students with interests in teaching, learning, and assessment in higher education who are enrolled in programs associated with the Colleges of Natural Science, Agriculture and Natural Resources, Engineering, and Veterinary Medicine, and whose college or department has an approved Certification in College Teaching Program.

#### **RCAH Graduate Fellowship Program**

The Residential College for Arts and Humanities and the Graduate School jointly sponsor graduate fellowship programs for doctoral students with interests in teaching, learning, engagement, and assessment in higher education. Each fellow undertakes a year-long project aimed at contributing directly to the scholarship of teaching, especially in the humanities, language proficiency, visual & performing arts and civic engagement.

#### **Interdisciplinary Inquiry and Teaching Fellowship Program (IIT)**

A partnership between The Graduate School and James Madison Residential College of Public Affairs at MSU, the IIT fellowship program seeks to enrich the professional development experience of graduate students by placing them in an environment with a tradition of excellence in undergraduate teaching. Fellows work with James Madison faculty and engage in structured discussions about pedagogy and practice, interdisciplinary course design and curriculum development and general interaction with undergraduates.

## **SETTING EXPECTATIONS AND CONFLICT RESOLUTION PROGRAM**

The Graduate School's nationally recognized Setting Expectations and Conflict Resolution program provides a focused and effective method to improve the very critical interactions between graduate students and faculty. The program's goals are to improve doctoral student retention rates and the quality of graduate education and to help students and faculty effectively resolve conflicts when they arise. Topics include:

- learning interest-based approaches and skills for negotiation and conflict resolution
- anticipating and addressing possible conflict and differing expectation within the discipline
- setting mutual expectations between advisors and advisees

This program is available in a face-to-face and online format for both faculty and students. The program can also be run within a department and include both groups together.

## **GRADUATE STUDENT LIFE AND WELLNESS PROGRAMS**

A collaborative effort to help support graduate students in their pursuit of their advanced degree and a well-balanced life, Graduate Student Life and Wellness has developed into a robust and comprehensive service that addresses the diverse health and wellness needs of the MSU graduate student population. Our programs, events and workshops revolve around the six dimensions of wellness: intellectual, physical, occupational, emotional, social, and spiritual. Opportunities include free exercise classes for graduate students through a partnership with Recreational Sports and Fitness Services, meditation classes, and a variety of social events.

## **ADDITIONAL FUNDING**

### **Dissertation Completion Fellowships**

One hundred twenty fellowships are available annually to allow students to devote full time to writing the dissertation with the goal that the dissertation will be completed during the tenure of the fellowship. Selection of fellowship winners are made by a student's college and the awards will be dispensed by the Graduate School.

### **Research Enhancement Fellowships**

These awards provide graduate students with funds to enrich their theses and dissertation research. Activities supported by this award include extra-mural rotations, participation in short courses, travel to collect data and other professional engagements that expand and enrich current research. As a rule, the award is partially matched by contributions by the major advisor, the department and the college. The funds for the award come from allocations from the MSU Foundation, and from the Office of the Vice President for Research and Graduate Studies.

### **Travel Fellowships**

Graduate students pursuing a degree program are eligible to apply for funds to travel to present their research at professional conferences. Funds awarded generally range from \$150-\$400. These funds are not available to support thesis/dissertation research projects or course work.

### **King-Chavez-Parks (KCP) Future Faculty Fellowships**

King-Chavez-Parks Future Faculty Fellowships are offered to active participants of the AGEP Learning Community. The KCP Future Faculty Fellowship Program (FFF) at MSU is funded by the State of Michigan's Workforce Development Agency and The

Graduate School. They are open to active members of the AGEP community. Faculty Fellowship graduates are obligated, by signed agreement, to remain in postsecondary faculty teaching or administration in a public or private, 2- or 4-year, in-state or out-of-state postsecondary institution for a minimum of three years equivalent full time.