Supporting Mental Health and Well-being for Graduate Students: A Statement of Principles and Commitments of Graduate Deans, results from an iterative process drawing from the perspectives of a broad range of groups and experts. The vision, values and principles outlined below describe the foundational aspirations and beliefs that our commitments are designed to support.

**Supporting Mental Health and Well-being for Graduate Students**

*A Statement of Principles and Commitments of Graduate Deans*

**Vision:** As graduate deans, we are committed to building a graduate education system that supports the academic success and well-being of all students.

**Values:** We believe in…

1. **Student-centered education.** Graduate programs succeed when they provide opportunities for students to explore pathways and learning experiences that align with their interests and goals.

2. **Educational environments that support the whole student.** Students are most likely to succeed when graduate programs recognize that physical, social, and emotional experiences—in addition to academics—are important aspects of any student’s life.

3. **Diversity, equity, and Inclusion.** Diversity, equity and inclusiveness are at the core of graduate schools and programs where students from all backgrounds flourish.

4. **Transparency.** Graduate programs best support students when they offer clear program guidelines, policies and expectations that help students understand what is required for success.

**Principles:** We also believe that we, as graduate deans, play a key role in supporting graduate student mental health and well-being by leading graduate education at our respective institutions with the following principles:

1. **Well-being is a foundation of student success.** Graduate schools and programs that nurture a positive and inclusive learning environment allow graduate students to optimize personal, academic and professional growth.

2. **Thriving, not surviving, is the goal.** Some stresses and challenges are part of the learning process. Graduate schools and programs that balance these inherent stress points with safety, respect, and effective mentoring increase the likelihood that students will thrive.
3. The challenges experienced by graduate students vary widely and differ in important ways from the experiences of undergraduates. Universities must understand and act on the specific nature of the challenges graduate students face.

4. Faculty, staff, and administrators who work with graduate students may also themselves experience significant stress. The ability of graduate schools and programs to serve their students effectively also depends on the mental health and well-being of all of their community members.

Commitments: As graduate deans, we are committed to exercising our leadership in

1. Involving students in the development and revision of programming to support mental health and well-being on our campuses. We recognize that graduate students have an important role to play in maintaining their own mental health, and their experiences and challenges in doing so should be well understood.

2. Recognizing and amplifying the roles of different groups in supporting graduate student mental health. We recognize that it “takes a village” to create the conditions of thriving for graduate students, and the village includes, but is not limited to: student support services, faculty, directors of graduate study, the graduate school, and graduate students themselves. We also recognize that the village extends beyond the campus boundary and includes friends and family of students, as well as community spaces and resources.

3. Working across campus offices to develop a comprehensive approach to mental health and well-being. Graduate deans have a key role to play in bringing relevant campus offices together to formulate these approaches that support graduate students.

4. Ensuring that mental health and well-being programs on our campuses are tailored to the needs of different groups of graduate students. We must recognize commonalities and differences among and between students from different backgrounds, for example students of color, LBGTQ+ students, international students, first-generation college and graduate students, and student parents. Programming and resources should also reflect the fact that sources of stress may vary across the graduate student life cycle.

5. Developing and using evidence-based strategies that are designed to improve graduate student mental health and well-being. Collecting baseline information and assessing outcomes of campus interventions is a key part of this work. In addition, we must engage and rely on subject matter experts in counseling psychology, student development, and other areas to inform the design of campus efforts.

6. Investing in strong mentor and supervisor training on our campuses. It is critical to provide advisors with the preparation needed to appropriately support their students’ intellectual and personal growth, to recognize signs of distress that may require outside support, and to refer students to resources and services that can help.

7. Increasing the collective capacity of the graduate dean community to better support graduate students. It is critical to exchange ideas and lessons learned with peers in order for the graduate education community to make progress toward our vision.
8. **Incorporating training on social and emotional skills into curricula and/or professional development for graduate students and faculty.** Social and emotional skills such as collaboration, communication, cultural awareness, and building resilience, as well as other related topics, play an important role in the success of individuals and in the health of university communities.

**Accountability:** As graduate deans, each of us is committed to working with campus partners and our respective institutions to meet the following goals by the end of 2021. By this time, we will have pursued the following outcomes, in ways that reflect the context and circumstances of our own campus communities:

1. Supported the creation and institutionalization of a campus-wide consultative body that works on strategy and planning related to mental health and/or well-being of graduate students with a robust representation of various campus stakeholders.

2. Included explicit reference of support for graduate student mental health and well-being in the campus student health framework.

3. Developed and implemented a process to periodically assess graduate students' support needs or assured that any existing surveys address these issues.

4. Developed and implemented a plan to communicate to graduate program directors and graduate faculty about available campus resources and policies at the beginning of each academic term or assured that existing communication strategies include this information.

5. Developed and implemented a plan to communicate to all graduate students about graduate student mental health and well-being and information about available campus resources and policies at least once during each academic term or assured that existing communication strategies include this information.

Furthermore, we will know that we are making meaningful progress toward our vision when we see . . .

1. Fewer cases of attrition from master’s and doctoral degree programs due to psychological and emotional distress.

2. Increased graduate degree attainment rates for both majority and traditionally underrepresented student groups.

3. More graduate students and alumni reporting satisfaction with the supportiveness of the graduate program environment.
Signatories of The Statement of Principles and Commitments of Graduate Deans
This list includes signatories as of July 21, 2021 and will be periodically updated.

Tim Barbari, Dean of Graduate Studies, Colorado School of Mines

Suzanne Barbour, Dean, The Graduate School, University of North Carolina at Chapel Hill

Joshua Barker, Dean, School of Graduate Studies, and Vice-Provost, Graduate Research and Education, University of Toronto

Angela Barlow, Dean of the Graduate School, University of Central Arkansas

Emily Barman, Dean, Graduate School & Vice Provost of Graduate Education, Loyola University Chicago

Philippe-Edwin Bélanger, Directeur du Service des études supérieures et postdoctorales, Institut national de la recherche scientifique (INRS), INRS /Universite du Quebec

Alicia Bertone, Vice Provost of Graduate Education and Dean of the Graduate School, The Ohio State University

Bradley Bond, Associate Vice President and Dean, Northern Illinois University

Kathryn Boor, Dean of the Graduate School and Vice Provost of Graduate Education, Cornell University

April Boulton, Dean of the Graduate School, Hood College

Adam Bradford, Dean of the Graduate School and Professor of English, Idaho State University

Laurence Bray, Associate Provost for Graduate Education, George Mason University

Caterina Bristol, Assistant Provost and Dean, Harold Lloyd Murphy Graduate School, Alabama State University

Amanda Bryant-Friedrich, Dean, Graduate School, Wayne State University

Daniel Bullard, Dean of the Graduate School, Virginia Commonwealth University

Karen Butler-Purry, Associate Provost and Dean, Texas A&M University

Christine Byrd-Jacobs, Dean, Graduate College, Western Michigan University

Terri Camesano, Dean of Graduate Studies, Worcester Polytechnic Institute

Andrew G. Campbell, Dean of the Graduate School / Professor of Medical Science, Brown University

Will Cantrell, Associate Provost and Dean of the Graduate School, Michigan Technological University

Laura Carlson, Vice President, Associate Provost and Dean of the Graduate School, University of Notre Dame

Andrew Carnie, Vice Provost for Graduate Education and Dean of the Graduate College, University of Arizona

Brian Carolan, Dean of Graduate Studies, Sacred Heart University

Tim Carr, Associate Vice Chancellor and Dean of Graduate Education, University of Nebraska - Lincoln

Wojtek Chodzko-Zajko, Dean, Graduate College, University of Illinois Urbana Champaign
Karen Coats, Associate Provost and Dean of the Graduate School, The University of Southern Mississippi

Denise Collins, Dean, College of Graduate and Professional Studies, Indiana State University

Julie Coonrod, Dean of Graduate Studies, The University of New Mexico

Stephen Crites, Dean of the Graduate School, University of Texas at El Paso

Kellie Cude, Dean of the Graduate School; Associate Provost, Texas A&M University - Central Texas

Twyla Cummings, Associate Provost and Dean Graduate Education, Rochester Institute of Technology

Michael Cunningham, Associate Provost for Graduate Studies and Research, Tulane University

Marc d’Alarcao, Dean, College of Graduate Studies, San Jose State University

H. Dele Davies, Senior Vice Chancellor and Dean for Graduate Studies, University of Nebraska Medical Center

Jean-Pierre Delplanque, Vice Provost and Dean - Graduate Studies, University of California, Davis

Paul DeMarco, Acting Dean of the Graduate School and Acting Vice Provost for Graduate Affairs, University of Louisville

Karen DePauw, Vice President and Dean for Graduate Education, Virginia Tech

Joseph DiMario, Dean, School of Graduate and Postdoctoral Studies, Rosalind Franklin University of Medicine and Science

Jennifer Douglas, Dean, Graduate Studies and Research, American Public University System

Benton Duncan, Interim Dean, College of Graduate and Interdisciplinary Studies, North Dakota State University

Stanley Dunn, Vice Provost and Dean, Graduate Education, Rensselaer Polytechnic Institute

Patricia Easton, Provost, Claremont Graduate University

Kristen Eichhorn, Dean, Graduate Studies, SUNY Oswego

Khaled Elleithy, Associate Vice President for Graduate Studies and Research & Interim Dean, College of Engineering, Business, and Education, University of Bridgeport

David Engelke, Dean of the Graduate School, University of Colorado Denver | Anschutz Medical Campus

Susan Ettner, Interim Dean of Graduate Education, University of California, Los Angeles

Mary Farmer-Kaiser, Dean of the Graduate School, University of Louisiana at Lafayette

Bonnie Ferri, Vice Provost for Graduate Education and Faculty Development, Georgia Institute of Technology

Steve Fetter, Associate Provost and Dean, the Graduate School, University of Maryland

Cynthia Forehand, Dean of the Graduate College, University of Vermont

Lisa Garcia Bedolla, Vice Provost for Graduate Studies and Dean of the Graduate Division, University of California, Berkeley

Paul Gemperline, Dean, East Carolina University

Lisa Gloss, Graduate School Dean, Washington State University

Amanda Godley, Vice Provost for Graduate Studies, University of Pittsburgh
Juan Gonzalez, Associate Provost and Dean of Graduate Education, University of Texas at Dallas

Holly Hansen-Thomas, Vice Provost for Research and Innovation and (as of 1/1/21) Dean of the Graduate School, Texas Woman's University

Peter Harries, Dean, North Carolina State University

LaKeisha Harris, Dean, School of Graduate Studies and Research, University of Maryland Eastern Shore

Jeni Hart, Dean of the Graduate School and Vice Provost for Graduate Studies, University of Missouri - Columbia

Beverly Karplus Hartline, Vice Chancellor for Research & Dean of the Graduate School, Montana Technological University

Gillian Hayes, Vice Provost for Graduate Education, Dean of the Graduate Division, Kleist Professor of Informatics, University of California, Irvine

Taja-Nia Henderson, Dean, Rutgers Graduate School-Newark

Ryan Hendrickson, L.M. Hamand Dean of the Graduate School, Eastern Illinois University

Joy Henrich, Dean of Graduate Education, Rasmussen College

Scott Herness, Vice Provost for Research, Dean of the Graduate School, Montclair State University

Randall Hewes, Dean of the Graduate College, University of Oklahoma

Kent Holsinger, Vice Provost for Graduate Education and Dean of The Graduate School, University of Connecticut

Brian Jackson, Interim Dean, University of Kentucky

Kurt Jefferson, Dean of Graduate Education, Spalding University

Thomas Jeitschko, Associate Provost for Graduate Education and Dean of the Graduate School., Michigan State University

Gail Jensen, Dean, Graduate School and Vice Provost for Learning and Assessment, Creighton University

Cherisse Jones-Branch, Dean of the Graduate School, Arkansas State University

Odin Jurkowski, Professor and Director, Graduate Education and Research, University of Central Missouri

Lisa Karch, Interim Dean of Graduate & Extended Learning, Minnesota State University Moorhead

William Karpus, Dean of the Graduate School, University of Wisconsin-Madison

John Keller, Associate Provost and Dean, the Graduate College, The University of Iowa

David Kieda, Dean, The Graduate School, University of Utah

Kelli Klebe, Dean of the Graduate School, University of Colorado, Colorado Springs

Daniel Kleinman, Associate Provost for Graduate Affairs, Boston University

Annette Kluck, Dean of the Graduate School & Professor of Leadership and Counselor Education, University of Mississippi

Ranjit Koodali, Associate Provost for Research and Graduate Education, Western Kentucky University

Kate Korgan, Dean, University of Nevada, Las Vegas
Patricia Koski, Dean, Graduate School and International Education, University of Arkansas

Jon Kull, Dean of the Guarini School of Graduate and Advanced Studies, Dartmouth

Sean Lane, Acting Associate Provost of International Services and Academic Misconduct, and Dean of the Graduate School, University of Alabama in Huntsville

Mary Ellen Lane, Dean Graduate School of Biomedical Sciences, University of Massachusetts Medical School

Scott Lanyon, Vice Provost and Dean of Graduate Education, University of Minnesota

Sarah Larsen, Vice Provost and Dean of the Graduate School, University of Houston

Jerry Lin, Dean of Graduate Studies, Lamar University

Elizabeth Lowham, Interim Dean of Graduate Education, California Polytechnic State University, San Luis Obispo

Larry Lyon, Dean of the Graduate School, Baylor University

Laurie Maffly-Kipp, Interim Dean of the Graduate School and Vice Provost for Graduate Education, Washington University in St. Louis

Andrae Marak, Dean, College of Arts and Sciences and Graduate Studies, Governors State University

James Marshall, Dean of Research and Graduate Studies, California State University, Fresno

Linda Mason, Dean, Graduate School, Purdue University

Julie Masterson, Associate Provost and Dean of the Graduate College, Missouri State University

Gaurav Mathur, Dean, Graduate School, Research and Continuing and Online Education, Gallaudet University

Ambika Mathur, Vice Provost for Graduate Studies and Dean of the Graduate School, University of San Antonio at San Antonio

Karen McCaleb, Dean, College of Graduate Studies, Texas A&M University - Corpus Christi

Michael McKenzie, Dean of Cratis D. Williams School of Graduate Studies, Appalachian State University

Lori McMahon, Dean, Graduate School, University of Alabama at Birmingham

Raj Mehta, Interim Dean Graduate School and Vice Provost of Graduate Studies, University of Cincinnati

Robbie Melton, Graduate Dean, Tennessee State University

Ravi Misra, Dean and Professor, Graduate School of Biomedical Sciences, Medical College of Wisconsin

Joseph Moerschbaecher, III, Vice Chancellor of Academic Affairs & Dean, School of Graduate Studies, LSUHSC-New Orleans

Kate Mondloch, Interim Vice Provost and Dean of the Graduate School, University of Oregon

Cari Moorhead, Dean of the Graduate School, University of New Hampshire

Philip Mote, Vice Provost and Dean of the Graduate School, Oregon State University

Christopher Nelson, Associate Dean and Head, School of Graduate Studies, University of North Dakota

Chevelle Newsome, Dean, California State University, Sacramento
Craig Ogilvie, Graduate Dean and Associate Vice President for Research, Montana State University

Joseph Oppong, Academic Associate Dean, Associate Vice-Provost for Graduate Education, University of North Texas

David Ownby, Interim Dean of Graduate Studies, Towson University

Claudia Petrescu, Vice Provost for Graduate Education and Dean of the Graduate School, Kansas State University

Jamie Pleasant, Dean; Graduate Education, Clark Atlanta University

Susan Porter, Dean and Vice Provost, Graduate and Postdoctoral Studies, University of British Columbia

Robin Poston, Dean of the Graduate School, University of Memphis

Jeffrey Potteiger, Dean of the Graduate School, Grand Valley State University

Sally Pratt, Former Vice Provost for Graduate Programs, University of Southern California

Fahim Quadir, Dean and Vice-Provost, Queen’s University

Thomas Reynolds, Dean of the Graduate School and Associate Provost for Graduate Education, The University of North Carolina, Charlotte

Mark Riley, Dean of The Graduate School, Florida State University

Jennifer Roberts, Vice Provost for Graduate Studies, University of Kansas

Louis Rossi, Dean of the Graduate College and Vice Provost for Professional and Continuing Studies, University of Delaware

Charles Rozek, Vice Provost for Graduate Education and Faculty and Academic Affairs, Case Western Reserve University

Leila Rupp, Interim Anne and Michael Towbes Dean of the Graduate Division, University of California, Santa Barbara

Janet Rutledge, Vice Provost and Dean of the Graduate School, University of Maryland Baltimore County (UMBC)

Lisa Schade Eckert, Dean, College of Graduate Studies and Research, Northern Michigan University

Mark Schmitt, Dean, College of Graduate Studies, SUNY Upstate Medical University

Richard Schoephoerster, Dean, Graduate College and Research, Arkansas Tech University

Mark Sheridan, Vice Provost for Graduate and Postdoctoral Affairs and Dean of the Graduate School, Texas Tech University

Carolyn Smith, Dean, Graduate School of Biomedical Sciences, Baylor College of Medicine

Dwayne Smith, Senior Vice Provost & Dean, Office of Graduate Studies, University of South Florida

Michael Solomon, Dean of the Rackham Graduate School, University of Michigan

Robert Stackman Jr, Dean of the Graduate College, Florida Atlantic University

Mary Stromberger, Vice Provost for Graduate Affairs and Dean of the Graduate School, Colorado State University

Melissa Sturje-Apple, Vice Provost and University Dean of Graduate Education, University of Rochester

Bradley Swanson, Interim Director of Graduate Studies, Central Michigan University

Lisa Tedesco, Vice Provost for Academic Affairs - Graduate Studies and Dean, James T. Laney School of Graduate Studies, Emory University
Donald Thomason, Dean, College of Graduate Health Sciences, The University of Tennessee Health Science Center

Phillip Trella, Associate Vice Provost and Director, Office of Graduate and Postdoctoral Affairs, University of Virginia

Sheryl Tucker, Vice Provost and Graduate College Dean, Oklahoma State University

Jacqueline Urla, Dean of the Graduate School, University of Massachusetts Amherst

Tammi Vacha-Haase, Dean of the Graduate College, Boise State University

Elisabeth Van Bockstael, Senior Vice President and Dean, Graduate College, Drexel University

Manfred van Dulmen, Interim Associate Provost for Academic Affairs and Interim Dean for Graduate Studies, Kent State University

Regina Vasilatos-Younken, Vice Provost for Graduate Education and Dean of the Graduate School, The Pennsylvania State University

Ian Waitz, Vice Chancellor for Undergraduate and Graduate Education, Massachusetts Institute of Technology

Jennifer Waldron, Associate Vice President Research & Innovation/Dean, Graduate College, University of Northern Iowa

Elizabeth Watkins, Dean, Graduate Division, and Vice Chancellor, Student Academic Affairs, University of California, San Francisco

Maribeth Watwood, Graduate Dean, Northern Arizona University

Jerry Weinberg, Associate Provost for Research and Dean, The Graduate School, Southern Illinois University Edwardsville

Tracey Weldon, Interim Dean of the Graduate School and Vice Provost for Graduate Education, The University of South Carolina

Elizabeth Wentz, Vice Provost and Dean, Arizona State University

Scott Whittenburg, Dean of the Graduate School, University of Montana

Joy Williamson-Lott, Dean, The Graduate School, University of Washington

James Wimbush, Vice President and Dean, Indiana University

Beth A. Winkelstein, Deputy Provost, University of Pennsylvania

Robert Wojtowicz, Vice Provost and Dean of the Graduate School, Old Dominion University

Emory Woodard, Dean of Graduate Studies, College of Liberal Arts and Sciences, Villanova University

Douglas Woods, Dean of the Graduate School, Marquette University

Robin Yates, Dean and Vice Provost, Graduate Studies, University of Calgary

David Zeh, Vice Provost, Graduate Education, Dean, Graduate School, University of Nevada, Reno

Sotirios Ziavras, Vice Provost for Graduate Studies & Dean of the Graduate Faculty, New Jersey Institute of Technology

Toby Ziglar, Dean, Graduate School, University of West Georgia