



Cornell University

# Graduate Student Professional Development: Planning, Programs, and Partnerships

Barbara A. Knuth, Vice Provost and Dean  
Cornell University



# Planning for Professional Development

- What should we provide, and for whom?
- What can we provide?
  - Staff & expertise
  - Resources
    - Internal funding
    - External funding
- What can others provide?
  - What exists already?
  - What can we enhance?
  - What can we help create?



# Planning for Professional Development

- **Formative evaluation** ➡ **design**
  - Experience & Exit surveys
  - Alumni career outcomes surveys
  - Core competencies & transferable skills
- **Process evaluation** ➡ **implementation**
  - ID card scanning to track participation, demographics
  - Event evaluations
- **Summative evaluation** ➡ **outcomes**
  - Pre-post assessment
  - ID card scanning enables comparison of outcomes
  - Experience, Exit, Alumni surveys



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# Planning for Professional Development

- Needs identified through student exit survey.

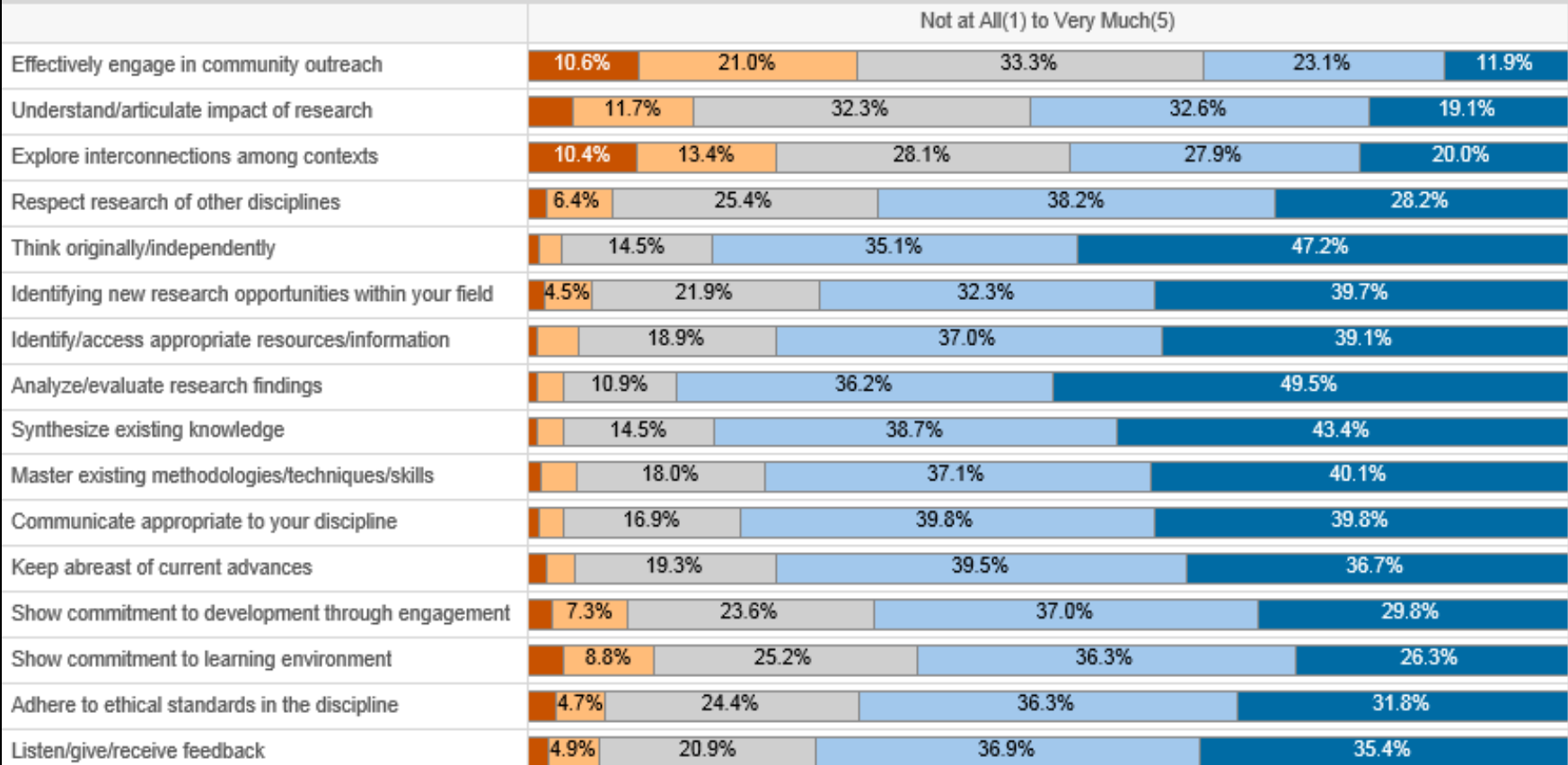

Cornell University  
Graduate School

Student Exit Survey by Field Continued
Response 518

Discipline (All) ▼
Field (All) ▼
Survey Year (All) ▼
Degree Type Doctoral ▼
View Results by All Values ▼

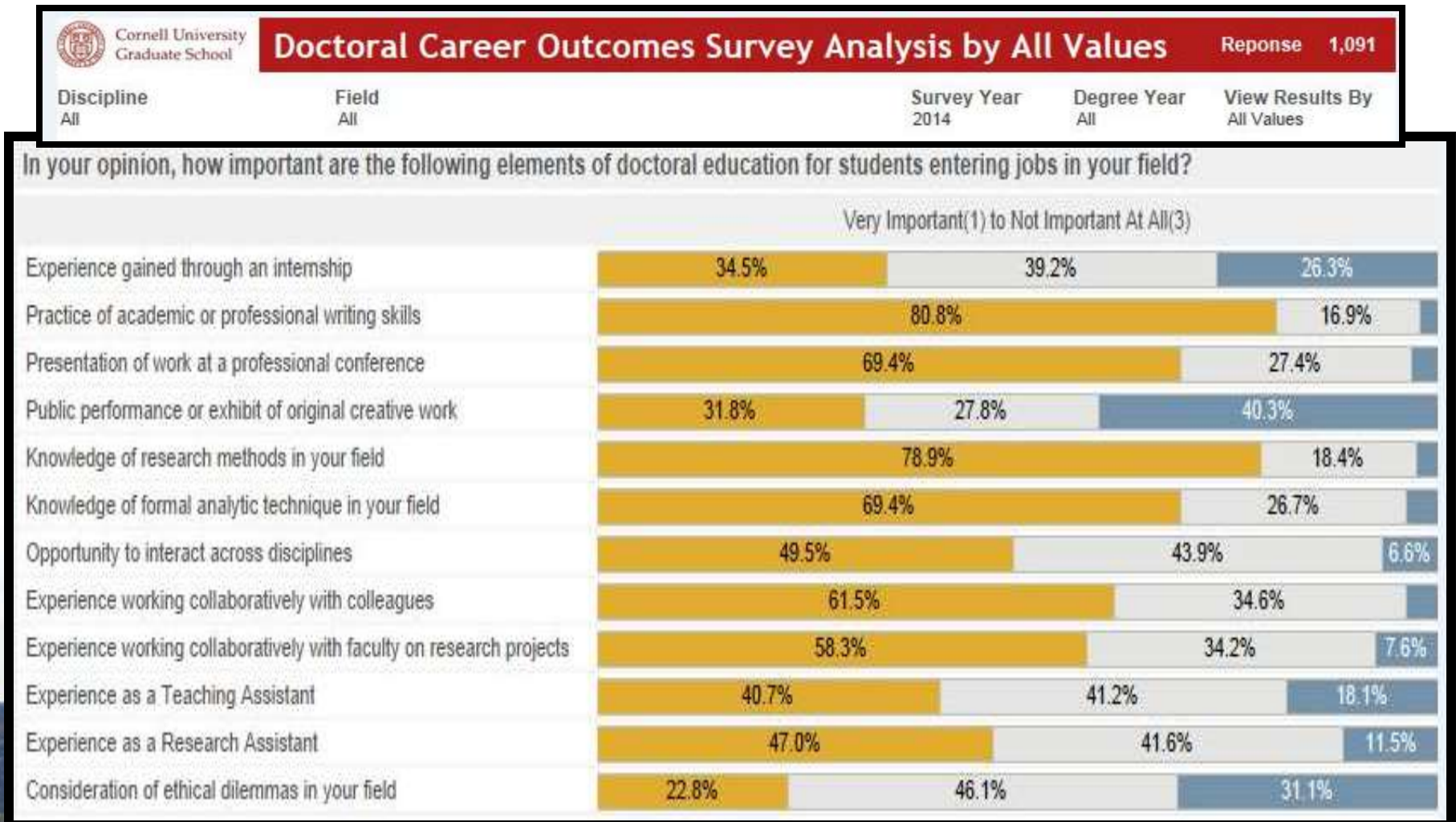
## Learning Outcomes

Not at All(1) to Very Much(5)



# Planning for Professional Development

- Needs identified through alumni surveys.



# Planning for Professional Development

- Core Competencies
- Transferable Skills



Find specific events at: <http://www.gradschool.cornell.edu/professional-development/events>

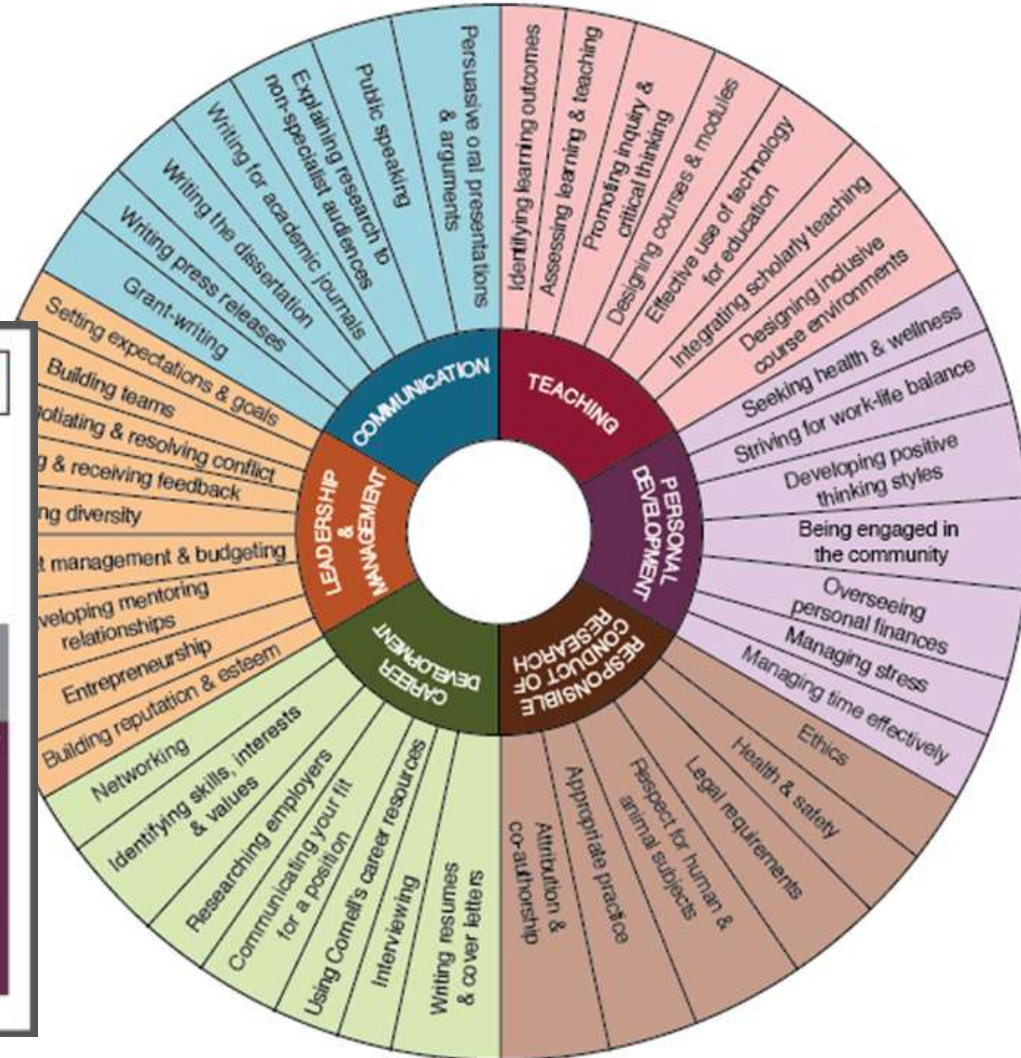
 Cornell University Graduate School

Graduate Students & Post-Docs

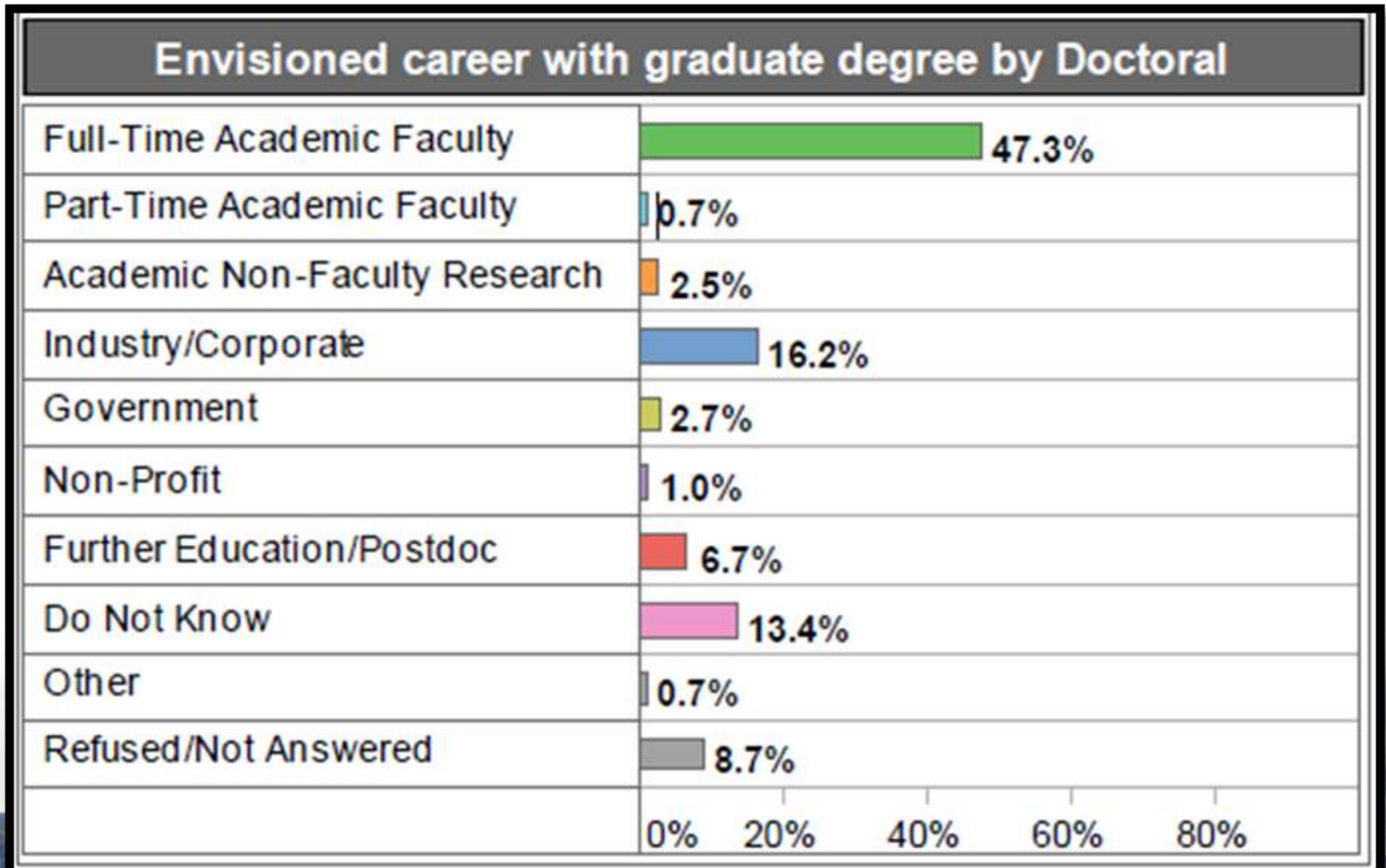
**CORE COMPETENCIES & Transferable Skills**

The Graduate School features programs that develop the core competencies and transferable skills of graduate students and post docs. Take advantage of our workshops that will support your success now and in your future career. An overview of the competencies and examples of available topics are listed below.

|   |   |   |   |  |  |
|---|---|---|---|--|--|
| <p><b>Communication</b></p> <p>These activities can help you improve your communication skills and help you learn how to write, present, and network more effectively.</p> <p><b>Available Topics:</b></p> <ul style="list-style-type: none"> <li>Preparing for the Career Fair</li> <li>Writing the Academic Research</li> </ul> | <p><b>Teaching</b></p> <p>Identify skills that will help you advance your career. Learn about the opportunities between a CV and a resume and how to interview for your dream job.</p> <p><b>Available Topics:</b></p> <ul style="list-style-type: none"> <li>CV to Resume</li> <li>Interviewing: Skills for Introductory Positions and Interviews</li> </ul> | <p><b>Leadership &amp; Management</b></p> <p>Empowerment and persuasion are skills that will make you a more effective leader.</p> <p><b>Available Topics:</b></p> <ul style="list-style-type: none"> <li>Building the Dream</li> <li>Presenting: Career</li> </ul> | <p><b>Personal Development</b></p> <p>Learn how to be an effective SA, inspire your students and incorporate high impact teaching practices.</p> <p><b>Available Topics:</b></p> <ul style="list-style-type: none"> <li>Reflective Course Development</li> <li>Seeking to Diversify Outcomes</li> </ul> | <p><b>Responsible Conduct of Research</b></p> <p>Understand the norms, regulations and ethics of graduate education.</p> <p><b>Available Topics:</b></p> <ul style="list-style-type: none"> <li>Resolving Your Research Dilemmas: Tips on Ethics &amp; Requirements</li> </ul> | <p><b>Responsible Conduct of Research</b></p> <p>Learn about the connection between your personal life and academic success.</p> <p><b>Available Topics:</b></p> <ul style="list-style-type: none"> <li>Performance Feedback</li> <li>How to Write the Thesis</li> </ul> |
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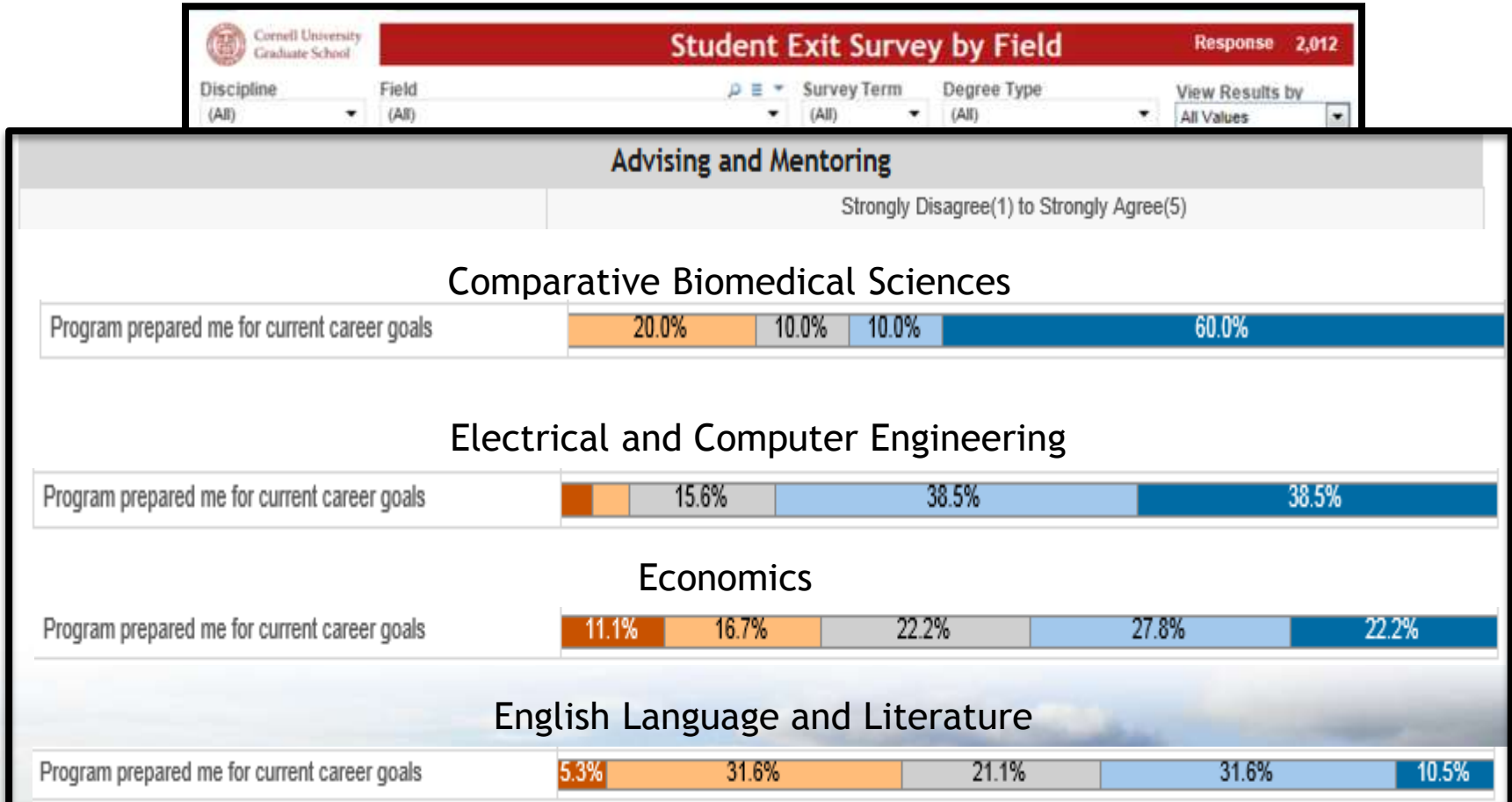
# Norming: Multiple Career Paths Are Okay!





# Planning for Professional Development

- Where should we concentrate efforts?



# Providing Professional Development

- Graduate School Units

- Associate Dean for Inclusion and Student Engagement

- Leadership Development, Communication and Conflict Resolution, Academic Success, Valuing Diversity/Multicultural Understanding



- Associate Dean for Academic and Student Affairs

- Writing (thesis, dissertation, competitive fellowships), Responsible Conduct of Research

- Assistant Dean for Student Life

- Health and Wellness, Time Management, Community Building



- CU-CIRTL Director

- Future Faculty Development, Mentoring Skills, Learning through Diversity, Learning Communities

- Director of Postdoctoral Studies

- Leadership and Management, Communication



# Partnering for Professional Development

- **Partners with Graduate School funding**
  - English Language Support Office (via Knight Writing Institute)
  - Career Services (0.5FTE leverages additional services)
- **Partners with external grants through Graduate School**
  - Center for Teaching Excellence (grants from CGS, Teagle, NSF/CIRTL)
- **Partners with external grants**
  - BEST - Broadening Experiences in Scientific Training (grant from NIH)
- **Partners with own funding**
  - Human Resources
    - Organizational Development and Effectiveness
    - personal financial management



# Engage Faculty and Graduate Programs

## Example: Science Communication

- Kavli Institute at Cornell for Nanoscale Science
- Alan Alda Center for Communicating Science



# Funded Faculty as Program Partners

## Example: BEST Program

- Broadening Experiences in Scientific Training (NIH \$\$, PIs in veterinary medicine & biomedical engineering)



- “Liking” something is not a career!
- Wide variety of career options requiring or benefiting from advanced scientific training:
  - industrial R&D, science communication, science policy, science advocacy, regulatory affairs, entrepreneurship
- BESTernship in a chosen (or possible) career path.
- NIH focus on life sciences/biomedical researchers; additional support from Graduate School and four colleges to include STEM students and postdocs - diversity enriches programs!



# Engage Campus Partners

## Example: Policy & Advocacy

- Cornell Office of Governmental Affairs



Cornell University  
Graduate and Professional  
Student Assembly



The Cornell Graduate and Professional Student Assembly strongly encourages Congress and the President to reach an agreement on a budget to avoid the devastating impact the sequestration would have on students, research, and the economy.

### The impact of sequestration:

**\$10 million**

federal financial aid lost in FY2013

**\$40 million**

federal support for Cornell research lost in FY2013

**\$1 million**

federal support for Cornell Cooperative Extension lost in FY2013

### Financial Aid

Graduate, professional, and undergraduate students at Cornell rely on the ability to obtain federally-supported loans to pursue an education. There are almost 3,500 graduate and professional students who rely in part on student loans. Under sequestration, Cornell could lose over \$10 million in financial aid.

### Research

Over 1,900 graduate students are involved in research at Cornell and graduate stipends and tuition are often federally-funded. Their research contributes to not only their education but also the advancement of their fields of study. Funding research funds the future of the country. Under sequestration, Cornell could lose almost \$40 million in research.

### Cornell Cooperative Extension

Graduate and professional students routinely work with Cornell Cooperative Extension, part of the University's Land Grant mission. The Colleges of Veterinary Medicine, Agriculture and Life Sciences, Human Ecology, Industrial and Labor Relations, and other colleges reach out to New York State communities. Cooperative Extension, under sequestration, could lose over \$1 million in outreach.

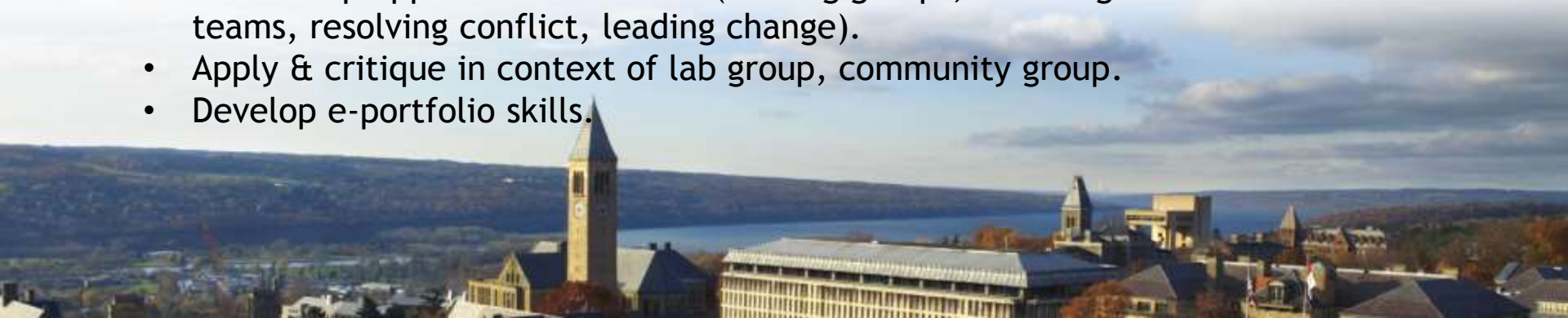
Mitch Paine  
President, Graduate and Professional Student Assembly  
Cornell University

mcp235@cornell.edu  
(402) 430-7942

# Engage Faculty and Campus Partners

## Example: Leadership Development Course

- Faculty instructor, offered in academic department.
- Human Resources partner - Organizational Development and Effectiveness.
- Non-credit option offered for postdocs.
- **Content:**
  - Competencies & values required for effective leadership.
  - Theoretical perspectives and processes of leadership.
  - Leadership approaches and tools (leading groups, coaching individuals and teams, resolving conflict, leading change).
  - Apply & critique in context of lab group, community group.
  - Develop e-portfolio skills.



# Develop Comprehensive Programs

## Example: Writing Skills



- Led by Associate Dean for Academic Affairs (Jan Allen).
  - Proposal, Thesis, and Dissertation Writing Boot Camps
  - Writing Competitive Fellowship Application Workshops
  - Graduate School Write-Ins
  - Productive Writer Listserve
  - Partnership with Knight Institute for Writing in the Disciplines
    - Graduate Writing Consultation Service
    - English Language Support Office





# Offer Just-in-Time Programs

## Example: Signature Series

- Led by Assistant Dean for Graduate Student Life (Janna Lamey).
- Perspectives on Health and Wellness
- Transitions for New Students
- Financial Literacy & Personal Financial Management

**PERSPECTIVES:**  
The Complete Graduate Student

Tuesdays | 12:30-1:30pm | 102 Mann Library  
Lunch served 12:30

In recognition that health and wellness of our students is a foundation for academic and life success, this interactive seminar series is designed to provide graduate and professional students with some PERSPECTIVE on the research that is available and practical strategies that support students' academic and personal pursuits.

February 11<sup>th</sup> – Four Keys to Making Your Own Happiness  
Research demonstrates that you can be proactive in helping yourself secure happiness. This session will focus on SCAR Guide research that you can use to practice in helping yourself secure happiness. This session will focus on SCAR Guide research that you can use to practice in helping yourself secure happiness. This session will focus on SCAR Guide research that you can use to practice in helping yourself secure happiness.

**Transitions**

Navigating Graduate School For First-Year Students

Tuesdays  
4:00 - 5:30 pm  
102 Mann Library  
Dinner Provided

**CASH COURSE**  
Personal Finance  
for Graduate, Professional and Undergraduate Students  
12:30 – 1:30 pm | Lunch Available @ 12:15

|   |   |  |  |  |
|---|---|--|--|--|
| <p><b>Thurs., Feb. 29</b><br/><b>SAVING MONEY MOVES</b><br/>228 South Hall</p> <p>Learn what tools with your money today and in the future. This workshop offers 10 practical strategies for financial success.</p> <p>Presenter: Steve Walsky, MEd</p> | <p><b>Tues., March 4</b><br/><b>RETIREMENT 101</b><br/>228 South Hall</p> <p>An introduction to retirement plans and why these retirement savings should begin now. Learn the real effect of time on money and discover the difference between good and bad debt.</p> <p>Presenter: Steve Walsky, MEd</p> | <p><b>Wed., March 19</b><br/><b>DISCOVER YOUR FINANCIAL ROADMAP</b><br/>228 South Hall</p> <p>At the end of the semester, you will have a clear idea of where you want to go. With a solid financial plan in place, you can create your own financial road map. In this session, you will learn ways to fund your savings on both an individual and institutional level to address multiple savings goals.</p> <p>Presenter: Robert Corbett, MEd</p> | <p><b>Thurs., April 10</b><br/><b>540C INVESTMENT</b><br/>228 South Hall</p> <p>Learn about investment systems, trends and performance so you can invest wisely starting today and take your future.</p> <p>Presenter: Stephen Bessette, MEd</p> | <p><b>Wed., April 23</b><br/><b>THE CASH MANAGEMENT SEMINAR</b><br/>102 Mann</p> <p>Learn how to secure your current financial situation, secure a budget, set up an emergency fund, manage credit cards, and take steps to increase your savings.</p> <p>Presenter: Janna Lamey</p> |
|---|---|--|--|--|

REGISTER HERE

Speak to Student, please email: [grad@cornell.edu](mailto:grad@cornell.edu) | [life@cornell.edu](mailto:life@cornell.edu) | [financial@cornell.edu](mailto:financial@cornell.edu)

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Sept. 3: Pearls of Wisdom  
Come with questions and discover

Sept. 24: The Art of Effective Communication

Oct. 22: Show Me the Money  
Financial management starts right at the beginning of the graduate student experience. Come with questions and learn how to develop a successful budget.

Oct. 29: Managing Personal Relationships via Communication  
Learn how to manage and help your important relationships thrive outside of the academic experience.

Nov. 5: How to Combat Stress  
Discuss the stress continuum, what is needed to achieve maximum productivity, and how to achieve better balance as a graduate student.

Questions? [janna.lamey@cornell.edu](mailto:janna.lamey@cornell.edu)

**FIRESIDE CHATS:**  
Graduate & Professional Student Discussions

MONDAYS | 4:30pm-8:00pm | Big Red Barn

Curious about these topics?  
Want to know the impact they have on your academic success?

We provide the topic and pizza...  
YOU bring the content!



# Future Faculty Preparation


## Example: CU-CIRTL & Center for Teaching Excellence

**CENTER FOR TEACHING EXCELLENCE**

### Classroom Research and Teaching: A Symposium for Current and Future Faculty

Friday, May 16, 2014  
ILR Conference Center, King-Shaw Hall

With poster presentations by Graduate Research and Teaching Fellows, Teagle Fellows, and Council of Graduate Schools Assessment Fellows




**Watch Yourself: Qualitative Research and Teaching**  
A workshop with **DR. ROBERT C. BOCKAN**  
Distinguished Professor, Institute of Social Science and Education at Syracuse University, author of *Qualitative Research for Educators An Introduction to Theoretical Methods*

Learn the basics of Dr. Bockan's approach to qualitative research and its application to teaching, and engage in an exercise of a group-based teaching technique to use in your class.

Co-sponsored by CU-CIRTL and the Teagle Foundation

All are invited to attend  
To register, e-mail [teagle@cornell.edu](mailto:teagle@cornell.edu)



Center for Teaching Excellence  
111 Engineering and Technology Center  
Cornell University  
[www.cu-cirtl.org](http://www.cu-cirtl.org)

For more information, visit us at  
[www.cu-cirtl.org](http://www.cu-cirtl.org) or email the  
CU-CIRTl to the right.

**CIRTL NETWORK EXCHANGE PROGRAM**

Apply for a fully funded trip to present your research at another university!




The Network Exchange Program is a two- to three-day visit to campus within the 22 institutions of the Center for the Integration of Research, Teaching, and Learning (CIRTL) Network.

This program is designed to allow advanced graduate students and postdoctoral scholars to gain professional skills before entering the job market.

Participants will present disciplinary research talk and "teaching-as-research" papers and will interact with colleagues and potential collaborators at host institutions. Ask your local program leaders about ways to be involved in research on teaching.

The best school also benefits by welcoming an early-career from another institution, and their pool of qualified applicants for future academic positions.

[www.cirtl.net/networkexchange](http://www.cirtl.net/networkexchange) for information and application

[www.cirtl.net](http://www.cirtl.net)

**RESEARCH MENTORING WORKSHOPS**  
Spring 2014 Lunch Series

### BUILDING MENTORING SKILLS FOR A CAREER IN ACADEMIA

Invite students and doctoral scholars: help lay skills for an academic career in science, biology, engineering, or math

us for lunch, panel discussions, faculty from Cornell and beyond, practical advice on mentoring, graduate research and preparing service graduate students, docs, and lab technicians.

Monday, March 14, 12-2 pm  
Mentoring Research at a 4-Year College

Monday, April 11, 12-2 pm  
Handling Tricky Mentoring Situations

Thursday, April 24, 12-2 pm  
Creating a Culturally Inclusive or Research Group


Location:  
229 ILR Conference Center (King-Shaw Hall)

For more information, visit us at  
[www.gradschool.cornell.edu](http://www.gradschool.cornell.edu)

Send to the Center for the Integration of Research, Teaching and Learning (CIRTL) in the Graduate School

[www.gradschool.cornell.edu/cu-cirtl](http://www.gradschool.cornell.edu/cu-cirtl)

**Barbara E. Walvoord, Ph.D.**



**Clear.  
Simple.  
Feasible.  
Useful.**

### ASSESSMENT OF STUDENT LEARNING

- PUBLIC PLENARY TALK
- WORKING LUNCH WITH GRADS AND POSTDOCS


Dr. Barbara Walvoord, a nationally recognized expert on assessment and Professor Emerita from Notre Dame University, has consulted with over 350 institutions of higher education on assessment, teaching and learning, and writing. While on campus, she will offer a variety of sessions for faculty and students covering topics such as setting learning goals, determining what students are learning, and collecting and using information on student learning to inform teaching.

**MAY 22, 2014**

**PUBLIC TALK  
10 AM  
251 MALOTT HALL**

**GRAD & POSTDOC  
WORKING LUNCH  
12:30-2:30 PM  
225 ILR CC**  
Registration required.

Co-sponsored by the Graduate School and the Center for Teaching Excellence.



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# Consider Credentialing

## COMMUNICATION CERTIFICATE PROGRAM

As a professional you will need to communicate effectively in many different ways; from writing a press release, to blogging, to presenting your research at national conferences!

The Office of Inclusion and Professional Development at the Cornell Graduate School has organized multiple seminars designed to enhance your communication skills.

Students and postdocs who attend 4 or more of these seminars within a two-year period will receive a Graduate School certificate of participation. Program attendance will be tracked and the OIPD office will contact eligible students.

Offered by the Graduate School: **OIPD**  
Office of Inclusion & Professional Development

Programs Include:

- Preparing for a Career Fair Visit
- Expanding Your Job Search Skills
- Writing for the Academic Journal
- Creating Effective Presentations
- Approaching Your A Exam Ready to Succeed
- Making Social Media Work for You
- How to Tell Your Story - Public Speaking

For a complete list of communication seminars please follow the link below:  
<http://www.gradschool.cornell.edu/professional-development-events>

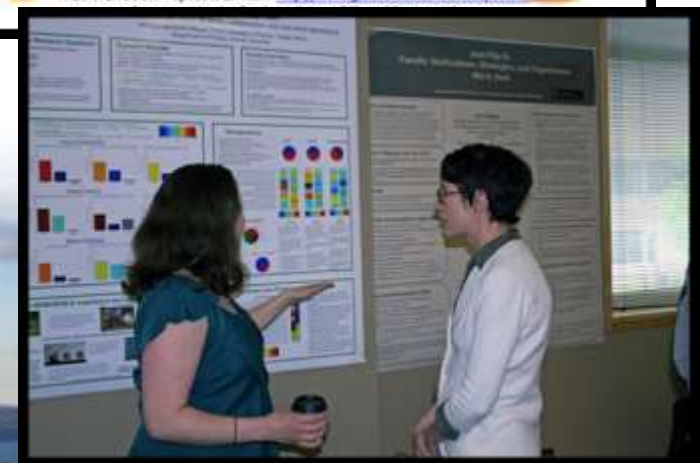
### The Art of Effective Communication For Graduate Students

Thursday, March 28th and Thursday, April 4th  
(2 Part Series)  
from 4:30 to 6 pm  
106 Corson Mudd Hall (dinner is provided)

Listening and communicating effectively are essential life skills, whether interacting with professors, TA's, students, spouses, partners or friends. This workshop offers direct experience with best communication practices for interacting in a meaningful manner both in and out of the campus environment. These techniques can be applied when answering questions in class, talking one-on-one with students during office hours, or helping out a friend in need.

This workshop uses hands-on exercises, plenty of interaction, and chances to practice new approaches, to develop important communication skills for teaching and for other professional and personal interactions. Presenter: Dr. Jayasri Srinivasan and the EARS Graduate Student Outreach Team

REGISTER SOON - Space is limited: <http://www.gradschool.cornell.edu/events>



# Helping Students Convey Transferable Skills

- **Assessment Tools**

- SkillScan, Myers Briggs Type Indicator, StrengthsQuest

- **Analyze & Portray Graduate Experience**

- **Research and Analytic Skills**

- Locate and assimilate information
- Synthesize complex information
- Defend conclusions
- Analyze and solve problems

- **Communication Skills**

- Write clearly
- Edit and proofread
- Speak with large groups
- Convey complex information to non-expert audiences

- **Interpersonal Skills**

- Diplomacy
- Ability to accept criticism
- Ability to cope with and manage different personalities
- Consensus-building skills

- **Organization and Management**

- Manage a project
- Maintain records
- Organize and plan events
- Motivate others to participate
- Meet deadlines

- **Supervision Skills**

- Manage people

- **Entrepreneurial Skills**

- Work independently
- Acquire funding
- Manage a budget

- **Personal Qualities**

- Leadership
- Intellectual strength
- Perform under pressure
- Focus, tenacity, stamina, discipline





Cornell University

Graduate School programs and partnerships provide and leverage benefits for graduate students and postdocs toward broad professional development, and build relationships across the university.

