Graduate College

If You Build It, Will They Come? Improving Graduate Student Participation in Campus Professional Development

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at FIELD of DREAMS
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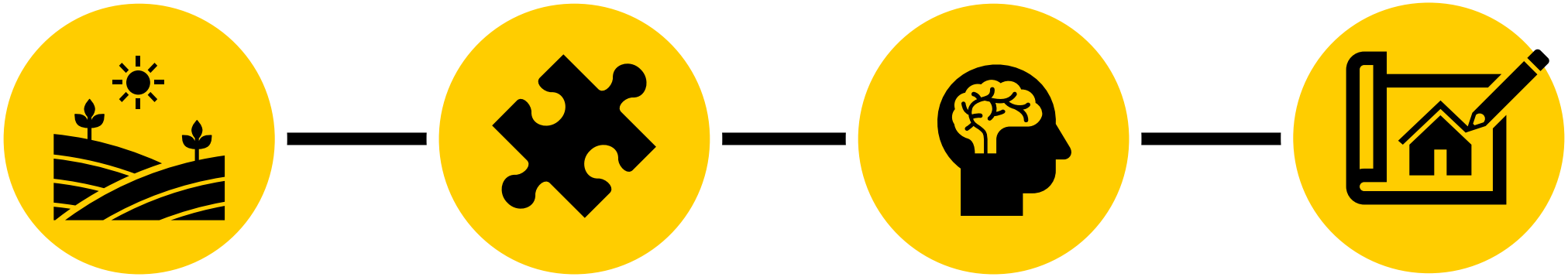
Think back to one powerful professional development activity or event from your own time in graduate school. Describe what you believe made memorable?

(Pitching you a question)

After 2008...

- ***Immediacy*** with jobs crisis
- ***Expectations*** from students
- ***Increasing recognition*** of barriers
- ***Pressure*** from large funders

Pause: Our Roadmap



"They asked, we built it, but..."

- Program culture
- Time/Trust
- Grad specific
- Representation
- "I already know this"

And Now?

Pandemic
Racial & Social Justice
Wealth Gap
Mental Health Crisis
Burnout
Great Resignation

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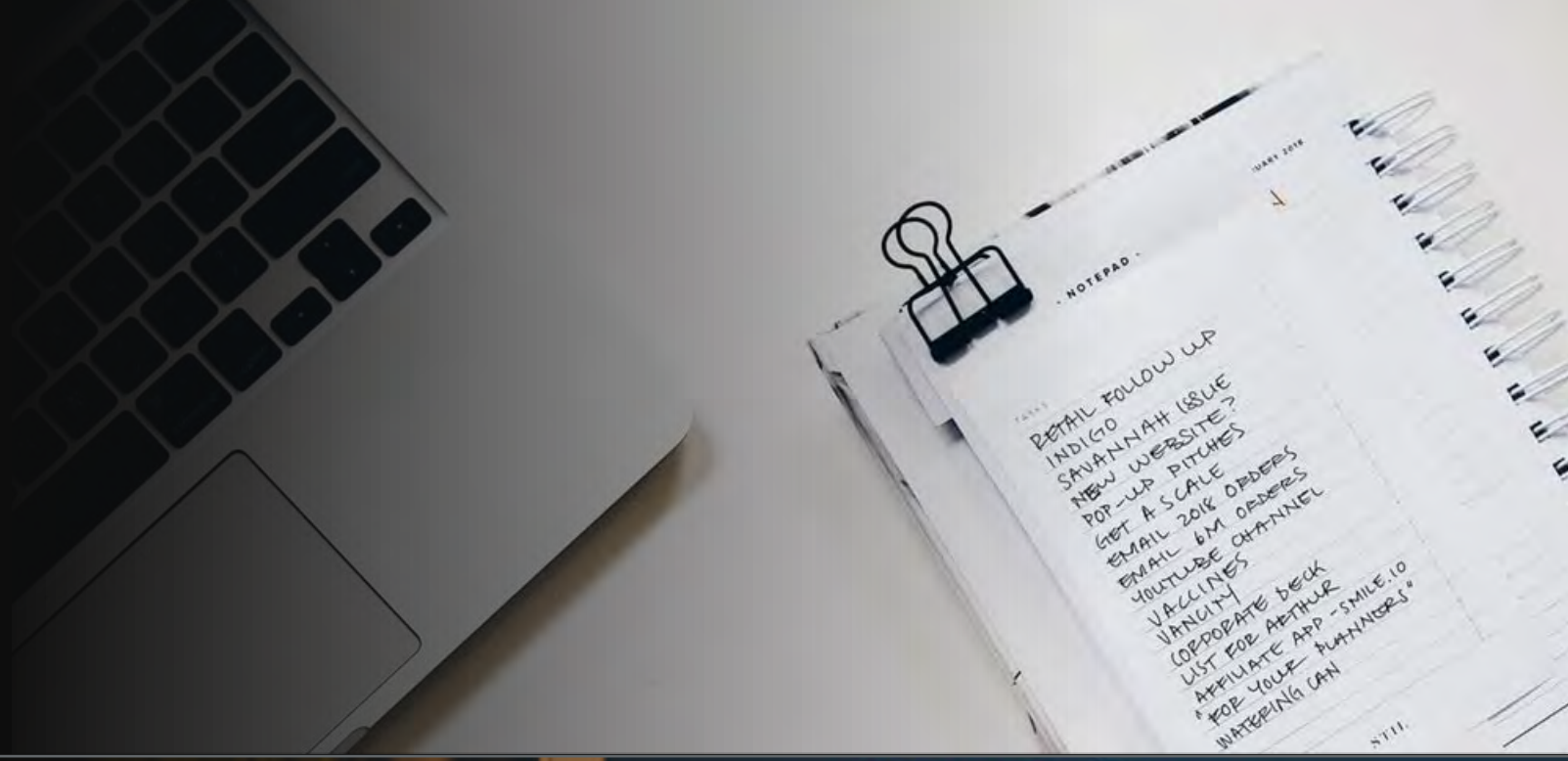
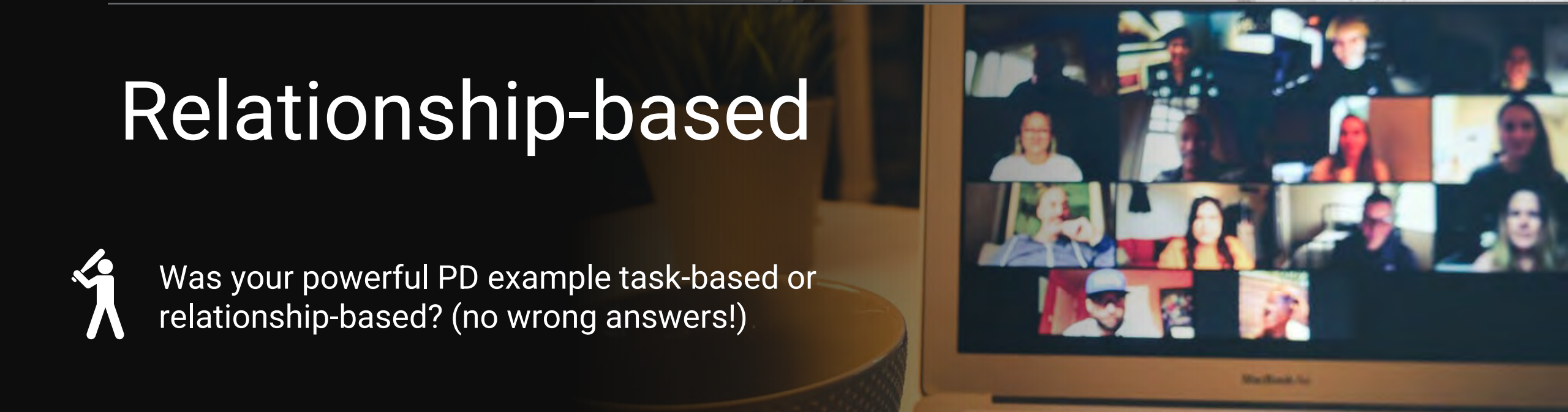
In-Person Remote? Hybrid? Asynchronous?

Early results highlight the success of remote learning and in-person social events!

Task-based



Relationship-based



Was your powerful PD example task-based or relationship-based? (no wrong answers!)

Approach 1: PD "Menus"

- Opportunities
  - Anticipating gaps in campus needs
  - Intro to Grad Studies
  - Individualized Development Plans

- Challenges
  - Requires a team or collaborators
  - Managing quality and assessment
  - Structure for delivery

Would this approach resonate at your institution?

Approach 2: Faculty-Led Collaborations

- Opportunities
  - Better alignment with grad experience
  - Faculty development
  - Culture development
- Challenges
  - Models
  - Equity and service
  - Sustainability

Would this approach resonate at your institution?

Approach 3: Peer-Led Communities

- Opportunities
  - Graduate student leadership
  - Peer accountability
  - Social supports for learning
- Challenges
  - Models
  - Equity and service
  - Sustainability

Would this approach resonate at your institution?

Leadership for Relationship-Based PD

- Awareness of the past, present, and future of graduate education and barriers to student success
- Acknowledging who benefits from current systems
- Articulating a student-centered vision for today's graduate students
- Supporting staff professionals
  - Ethical workplaces with credit and naming work
  - Investing in staff professional development
  - Creating pathways for staff careers

Thank you