



CGS 2022 Pre-meeting Workshop

Mentoring to Support Diverse Students and Careers

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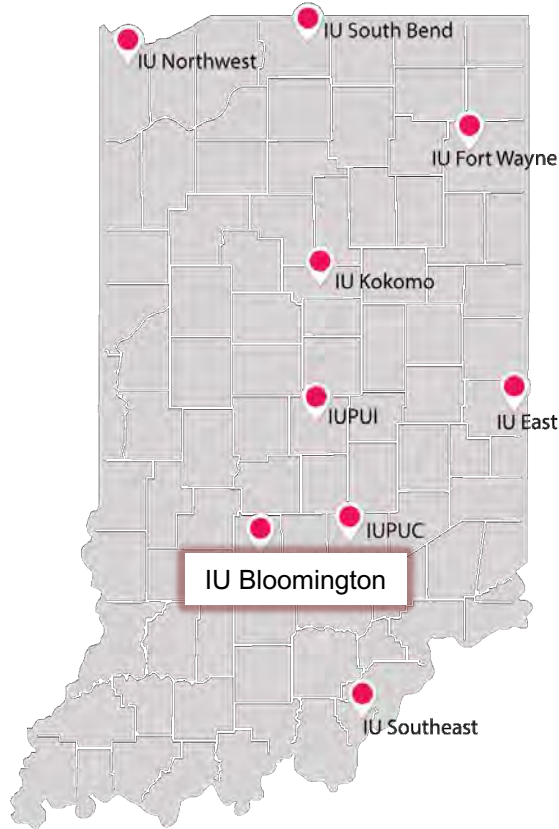
INDIANA UNIVERSITY BLOOMINGTON

Indiana University

- 7 Campuses, 2 centers
- 91,084 Students

IU Bloomington

- Flagship, historic campus of IU
- 34,253 Undergraduate students
- 11,075 Graduate students
- 4,727 International students
- 2,478 Faculty
- Strengths in music, theatre, folklore, arts & humanities, business, public affairs and policy, ecology & evolution, nuclear physics, analytical chemistry, psychology



Recruitment, Retention and Career Development

- ❖ Getting You to IU
- ❖ Graduate Mentoring Center
- ❖ Future Faculty Teaching Fellowships
- ❖ Career Outcomes projects
 - CGS PhD Career Pathways for Program Improvement
 - AAU PhD Education Initiative
 - Outcomes data



Getting You to IU

- ❖ Pre-application recruiting program, fall and spring
- ❖ Nominated students experience a 2-day intensive campus visit and tour
- ❖ Workshops on completing graduate degree program applications
- ❖ Customized itineraries and interviews with program faculty and students
- ❖ Facilitated by IU Emissaries as peer mentors
- ❖ Participant yield: applications (61%), admissions (31%) and enrollments (22%)





Graduate Mentoring Center

- ❖ Committed to helping graduate students succeed during and after their graduate school journey.
- ❖ A holistic approach to programs and services to provide graduate students informal and formal mentorship.
- ❖ Seminars, workshops, distinguished speaker series, informal community building events.





The Graduate Mentoring Center

COVID-19 RESOURCES

- WELCOME
- MENTORSHIP
- PROGRAMS FOR STUDENTS
- PROGRAMS FOR FACULTY/DEPARTMENTS
- RESEARCH
- RESOURCES
- FAQ'S

Who We Are

Director's Corner

In These Turbulent Times

Home

WELCOME

Welcome to The Graduate Mentoring Center at Indiana University!

Welcome to The Graduate Mentoring Center. We were founded in 2014 under the auspices of [The University Graduate School](#) and through the generous funding of the [President's Diversity Initiatives](#). We are part of the Indiana University community of scholars who are committed to helping graduate students succeed during their graduate school journey. The Center takes a holistic approach to programs and services in order to provide graduate students informal and formal mentorship.

We are currently undertaking a strategic needs assessment in order to determine how we can refine and expand these programs in order to best serve graduate students on the Bloomington Campus. In the meantime, we would love to hear your suggestions and invite you to visit us at the Wells Library, Room E544R or email us at iugmc@indiana.edu.

Sean Nicholson-Crotty

Director

graduatementoringcenter.iu.edu



Future Faculty Teaching Fellowships

- ❖ Full-year fellowship for PhD and MFA students
- ❖ Regional IU campus or smaller Indiana college/university.
- ❖ Fellows are treated as faculty and have local faculty mentors
- ❖ Pedagogical training required
- ❖ Cohort of approximately 24 Fellows annually
- ❖ graduate.indiana.edu/admissions/financial-support/fellowships-awards/future-faculty-teaching-fellowship1.html



Career Outcomes Projects

- ❖ CGS PhD Career Pathways for Program Improvement
- ❖ AAU PhD Education Initiative
- ❖ Sources of outcomes data



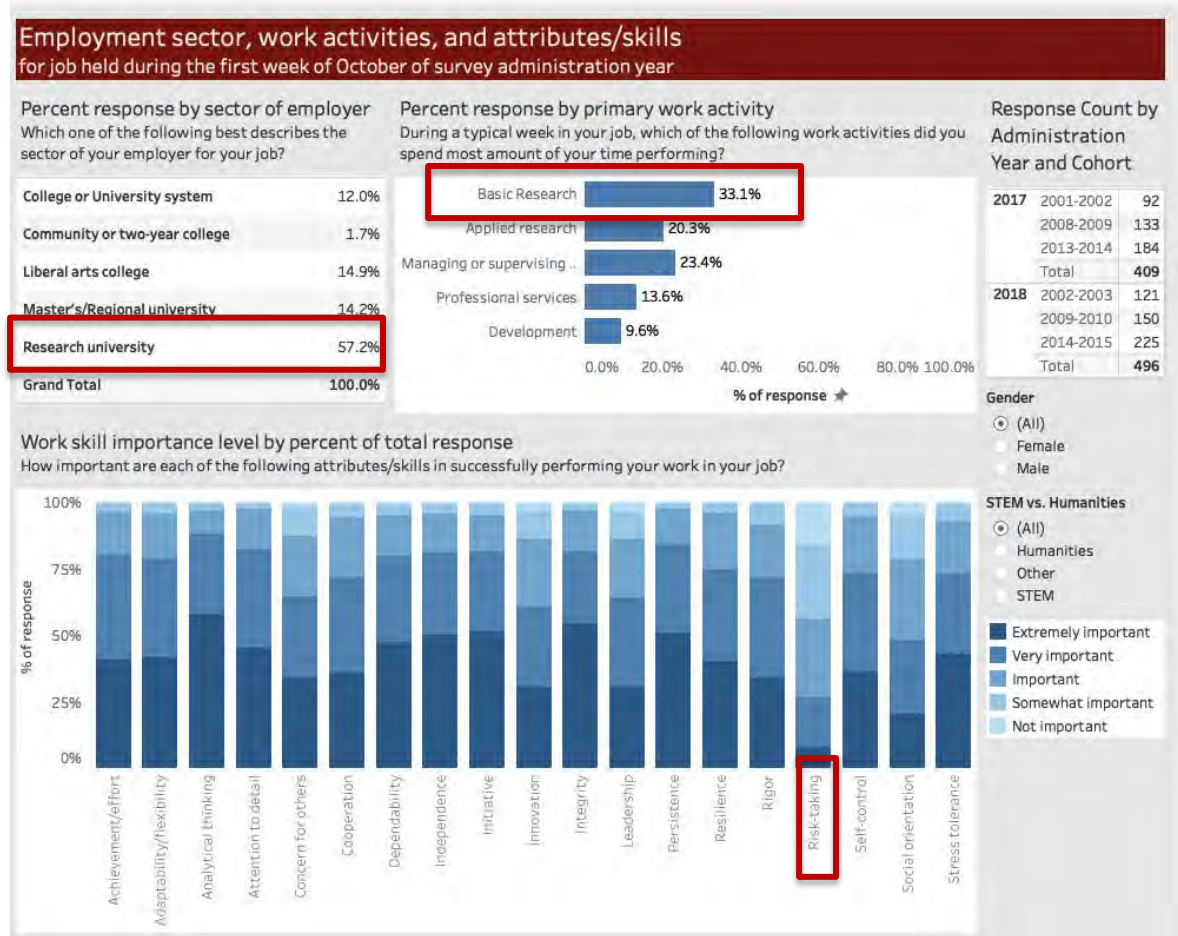
Career Outcomes - CGS PhD Pathways Project

- ❖ Survey of 3 cohorts of alumni (3, 8, and 13 years post-graduation) and 2 cohorts of current students (2nd and 5th years) each year for 3 years (2017-2020)
- ❖ Career aspirations, career outcomes, program characteristics
- ❖ Aim is to improve PhD programs and career preparation
- ❖ CGS has released 9 research briefs
- ❖ cgsnet.org/project/understanding-phd-career-pathways-for-program-improvement/



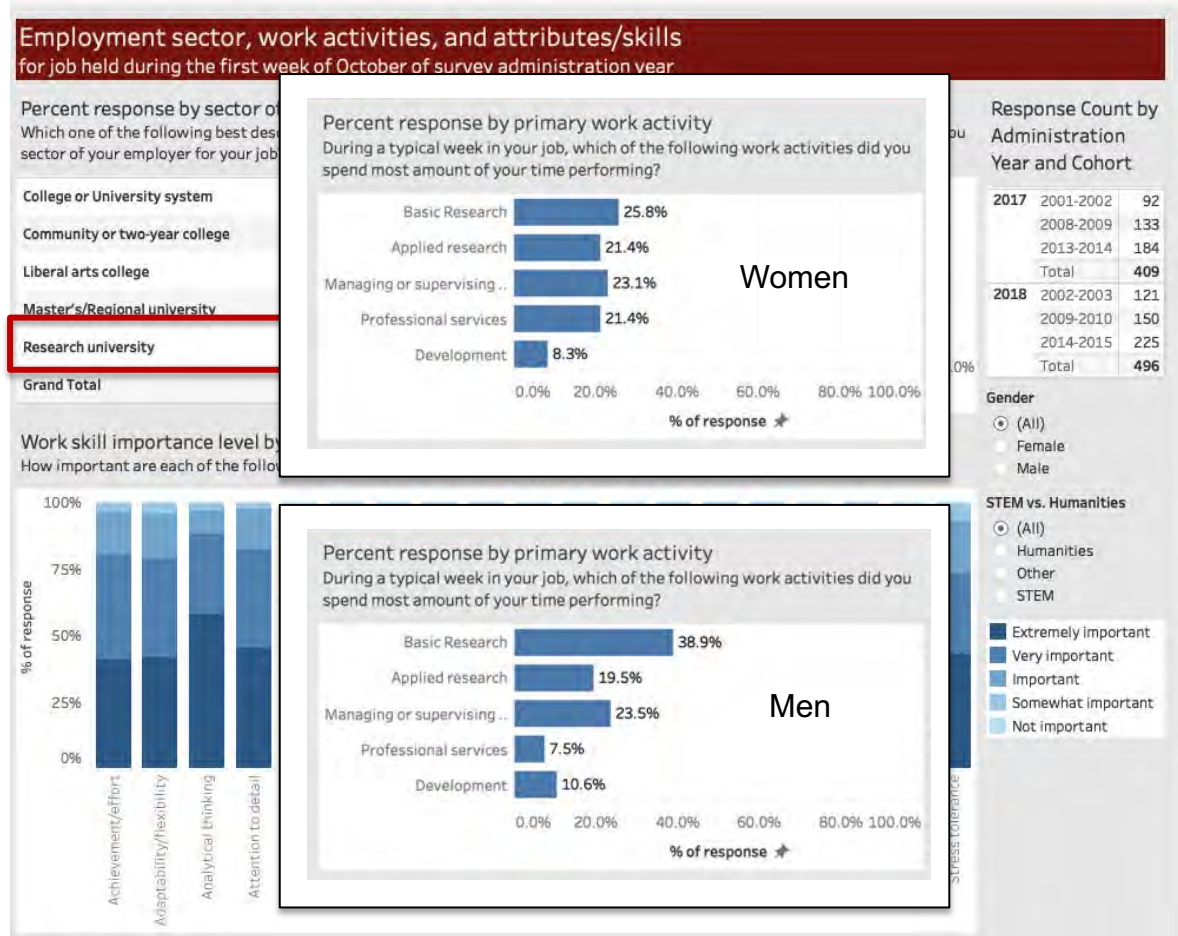
PhD Career Pathways Survey Employment Sector

- ❖ Most alumni who are employed in the educational sector are at research universities.
- ❖ Their work activity is primarily research, applied and basic.
- ❖ Risk taking was a relatively unimportant skill.
- ❖ Women are more likely to respond that they spend most of their time performing professional services (health care, counseling, student affairs & advising, financial services, legal services) than men.



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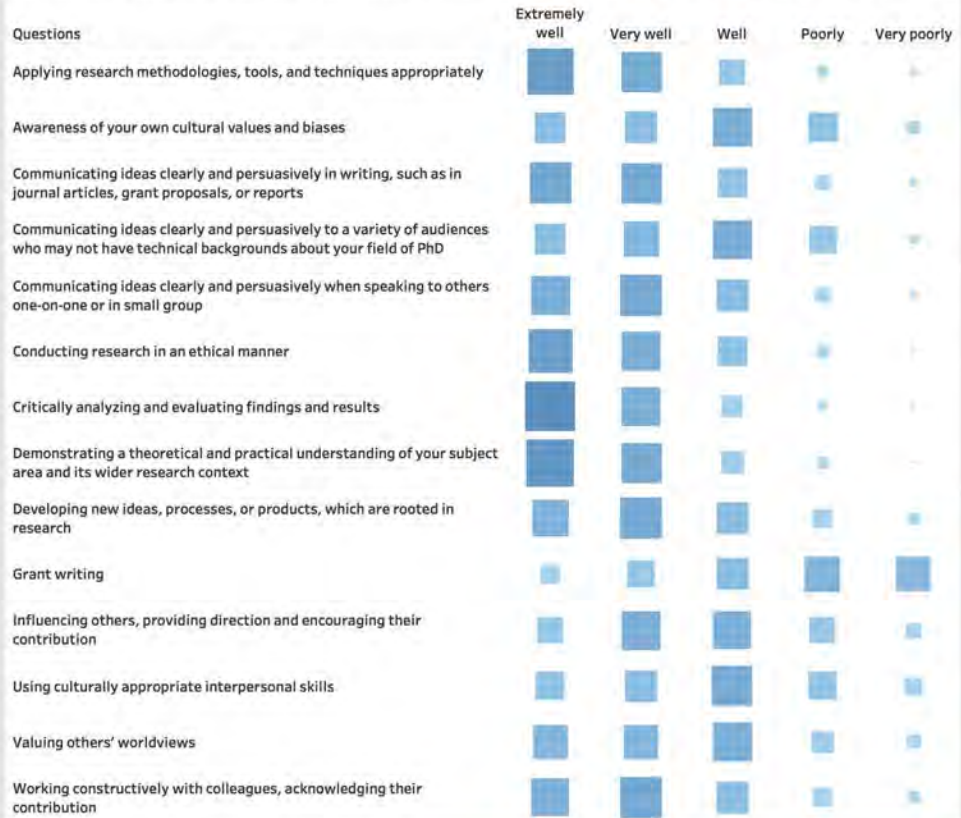
PhD Career Pathways Survey Preparation

Most students felt that they were:

- ❖ Well prepared in research methods, writing, ethics, critical analysis, theoretical and practical understanding
- ❖ Less well prepared in cultural awareness and interpersonal skills, directing others, communicating to non-experts, and grant writing.

PhD Preparation

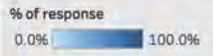
How well did your PhD program prepare you in the following knowledge, attributes, and behaviors?



Response Count by Administration Year and Cohort

Year	Count
2017	92
2008-2009	133
2013-2014	184
Total	409
2018	121
2009-2010	150
2014-2015	225
Total	496

- Gender**
- (All)
 - Female
 - Male
- STEM vs. Humanities**
- (All)
 - Humanities
 - Other
 - STEM



Career Outcomes - AAU PhD Education Initiative

- ❖ Five IUB departments committed to making diverse career pathways more "visible, viable and valued"
 - History
 - Psychological and Brain Sciences
 - Earth and Atmospheric Sciences
 - Applied Health Sciences
 - Anthropology
- ❖ Implement curricular changes to improve exposure to diverse career paths
- ❖ Data transparency
- ❖ www.aau.edu/education-community-impact/graduate-education/phd-education-initiative



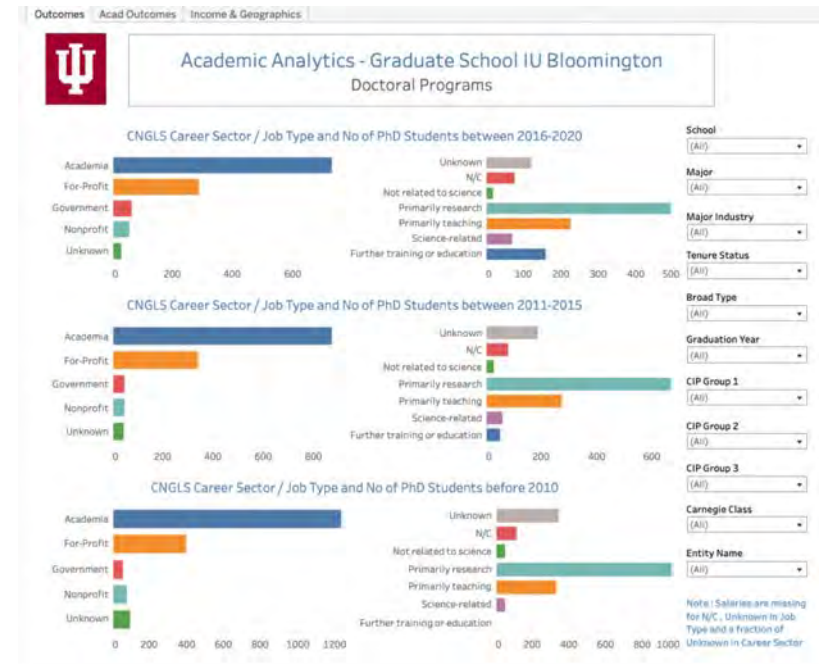
AAU PhD Education Initiative - IUB Department Approaches

- ❖ Collaboration with College of Arts and Sciences career center
- ❖ Embedded career advisor
- ❖ Internships
- ❖ Alumni mentors
- ❖ Curricular changes



Career Outcomes - Academic Analytics

- ❖ Alumni Insight module
- ❖ Purchased outcomes data for PhD graduates (2000-2020) and postdoctoral fellows (2015-2020)
- ❖ Consistent with IU Foundation and IU Alumni Association data
- ❖ Refine results with data from IU programs



Academic Analytics IU Data

- ❖ Approximately 60% of PhD graduates land jobs in academic institutions
- ❖ Of those in academia, half are working in research institutions
- ❖ The remainder with academic positions are employed in a variety of types of institutions
- ❖ A substantial number of PhD grads are working in the public and private sector.



Discussion

- ❖ Share approaches to:
 - fostering student mentoring
 - preparing faculty, staff and students to be good mentors / mentees
 - preparing diverse students for diverse career goals
 - collecting good career outcomes data

- ❖ Report out on 1 - 3 unique ideas

