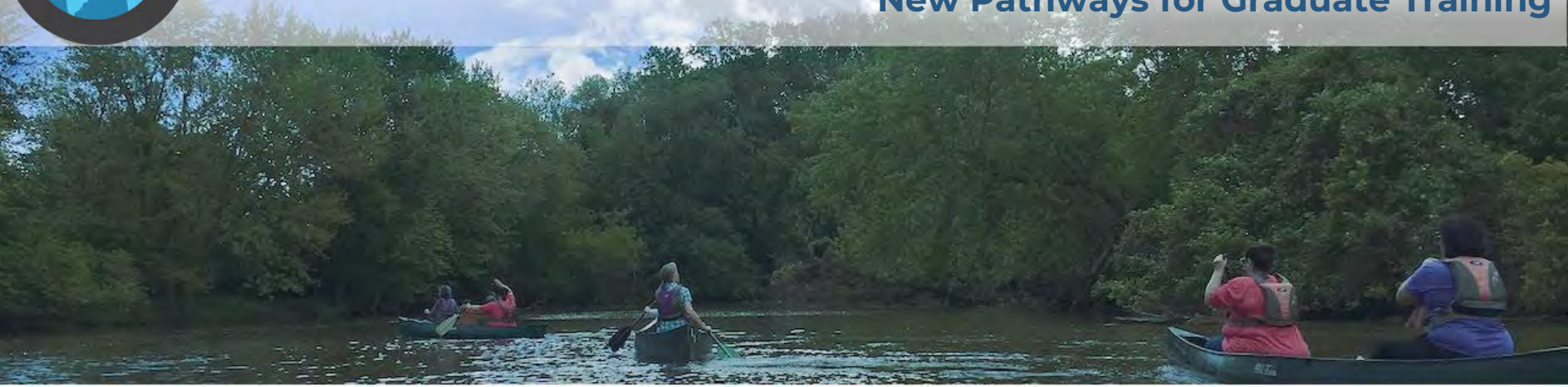




**Empowering Universities' Master's and Doctoral Students for Tomorrow:
The Humanities Without Walls Consortium &
New Pathways for Graduate Training**






Margaret Nettesheim Hoffmann

Associate Director of Career Diversity
Humanities Without Walls
Marquette University



Go to www.menti.com and use the code 5494 0974

What is "Career Diversity"?

 Mentimeter



What is Humanities Without Walls?

Consortium of **16 greater midwestern universities** supporting interdisciplinary and cross-institutional collaboration, public engagement, & career diversity for humanities faculty and graduate students

Initially awarded Mellon funding in 2014; renewal grant in 2020 invited Marquette to join as the first new partner since the consortium's formation in 2014



Consortium Institutions:

Indiana Bloomington,
Marquette, Michigan State,
Northwestern, Notre Dame,
Ohio State, Penn State,
Purdue, U Chicago, UIC, Illinois
at Urbana-Champaign, Iowa,
Michigan, Minnesota,
Nebraska at Lincoln,
Wisconsin at Madison

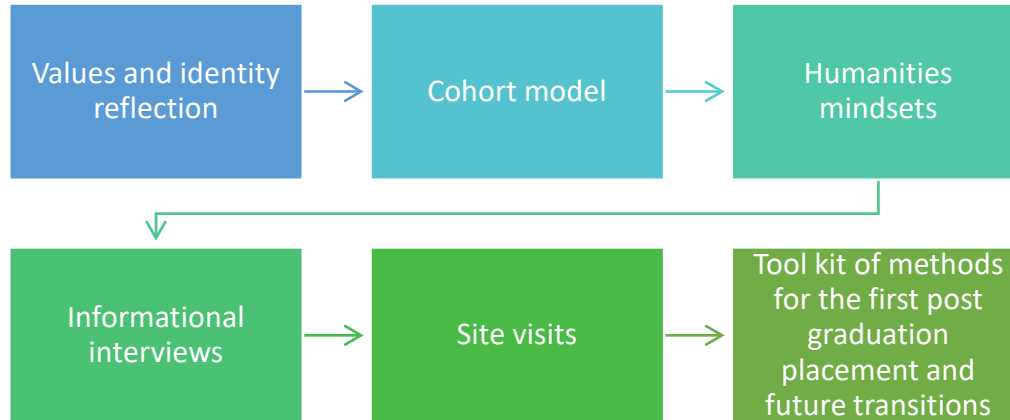
Two Major Initiatives

The Humanities Without Walls consortium makes possible two major initiatives:

- **Grand Research Challenges:** Funding for cross-institutional teams of faculty and graduate students pursuing collaborative research with methods of reciprocity and redistribution
- **Summer Pre-Doctoral Career Diversity Workshops:** Intensive summer workshops for doctoral students in the humanities, alternating consortial and national.



HWW's Career Diversity Methods



Lessons

- Workshop is only a beginning
- Additional support and programming required:
 - Internships
 - Curriculum support
 - External partnerships
 - Faculty buy-in
 - Sustainability of graduate education reforms



Programming evolution at HWW partner universities

Bootcamp models at consortium universities

- Iowa
- Marquette

Internship models

- Bridge nonprofit internship at UIUC
- UIUC Graduate College Career Diversity Fellowship
- Marquette Milwaukee Applied Practicum and Career Diversity Assistants

Internship Curriculum & Doctoral Core Curriculum

- White paper (UIUC and Marquette)
- PhD Core Curriculum at Marquette

Faculty and Staff Institutes

- 2022: Iowa and Ohio State
- 2023: Northwestern and Wisconsin

Nusaiba Chowdhury

Doctoral Candidate in Anthropology

HWW 2022 Fellow

Southern Methodist University



ACHIEVING
BEYOND BOUNDARIES.

New Pathways for Graduate Training at Marquette University

Douglas Woods

Vice Provost for Graduate and Professional Studies

Dean of the Graduate School

Marquette University

Milwaukee, WI

Marquette University




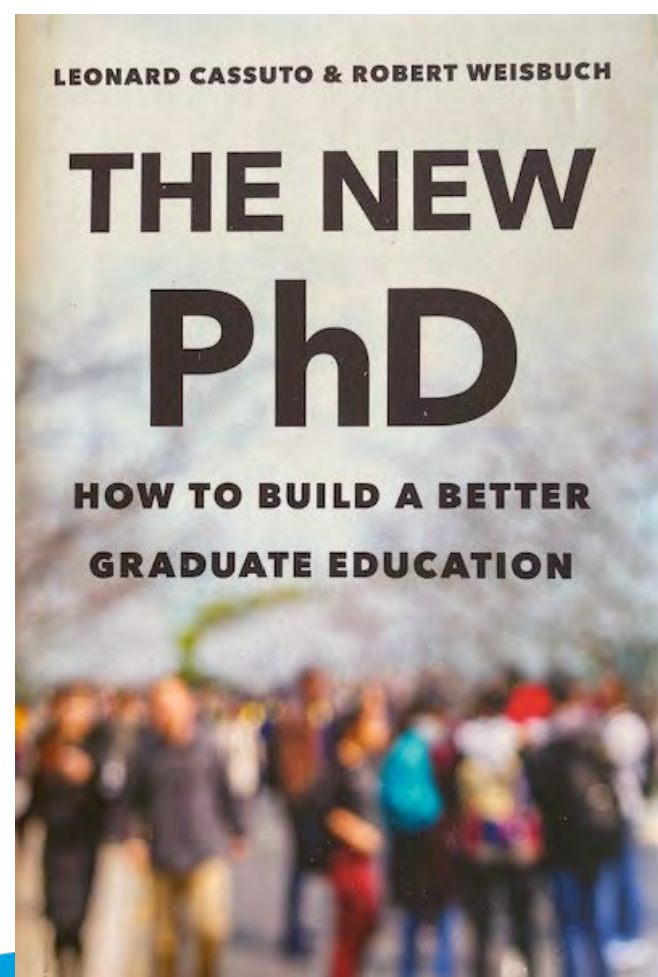
- Founded in 1881
- Graduate School started in 1922
- Located in Milwaukee, WI
- Private, R2
- Catholic, Jesuit



- ~11,000 students
- 1/3 Grad/Professional
- 11 Schools & Colleges
- 68 Doctoral & Masters Degrees
- 22 Grad Certificate Programs
- Schools of Law and Dentistry

PhD “Core” Initiative

- The role of HWW
 - The Chicago panel
 - Career diversity programming
 - CDA/MAPS
- The Book 
- The Concerns
 - ½ of students entering PhD programs do not complete their degree
 - Academic job market is troubling
 - Career shifts are common
 - Core skills that cut across disciplines and careers are desired, but not commonly taught in PhD programs
- Is there a desire for core skill education at Ph.D. level?



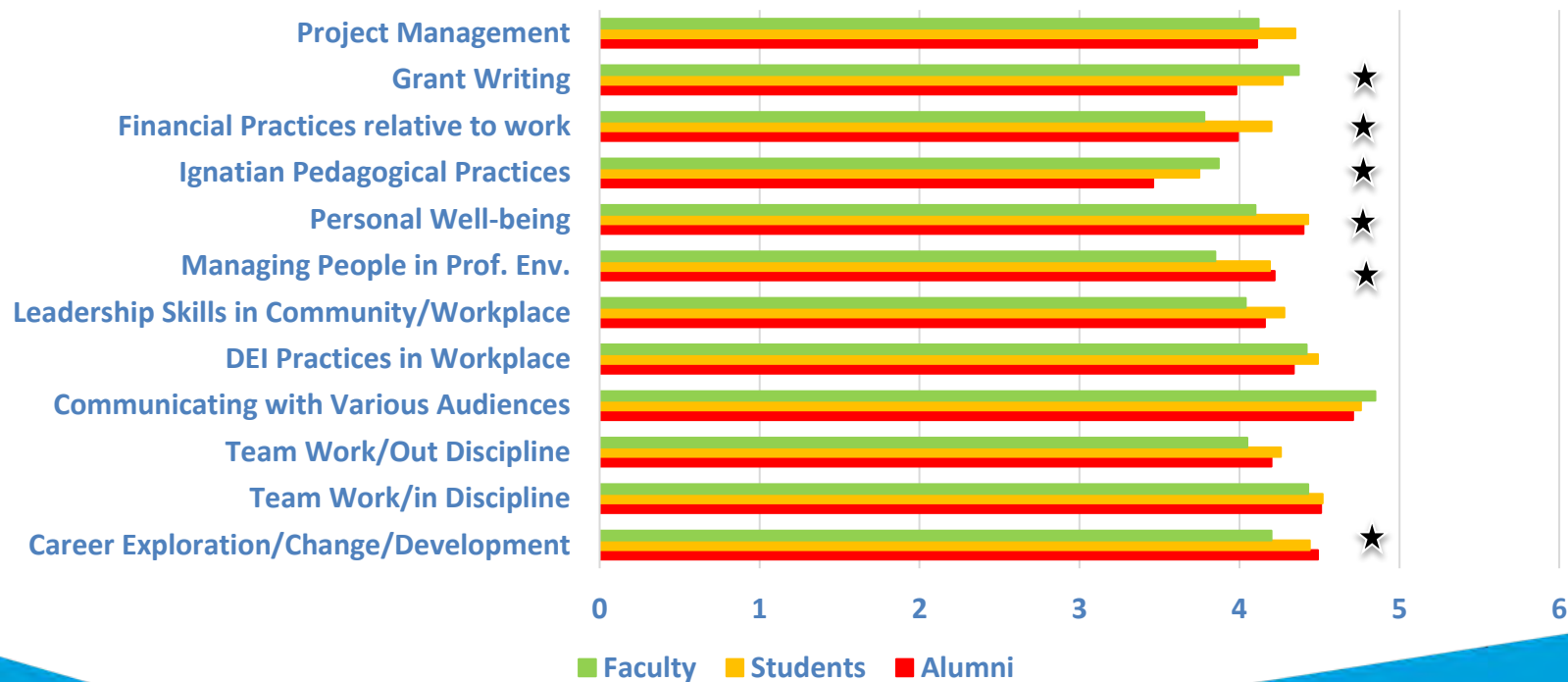
Survey Summaries

- Surveyed different MU Stakeholders on concept of “core skills.”
 - PhD Alumni (sent to 438; 21.6% response rate)
 - Current PhD students (sent to 386; 50.5% response rate)
 - Faculty in PhD prog. (sent to 577; 36% response rate)

Current students- Career Goals

- 45.2% entered tenure track career goals
 - 76%-Humanities
 - 35.1%-STEM
 - 39.1%- Health-related disciplines
- 82.7% maintained this career goal

Average Ratings (1-5) on Importance of Skills: ALL INFORMANTS



★ P < .05

% Stating Skill Should Be Required: ALL INFORMANTS

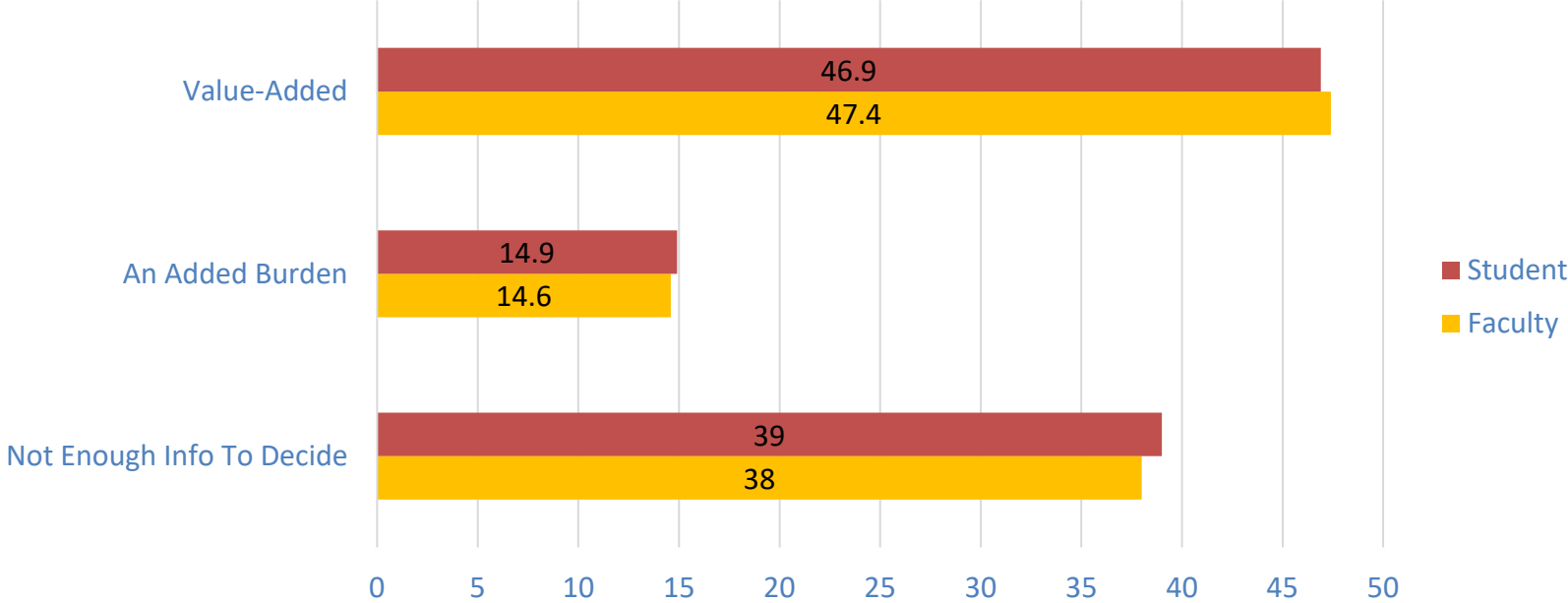


★ $P < .05$

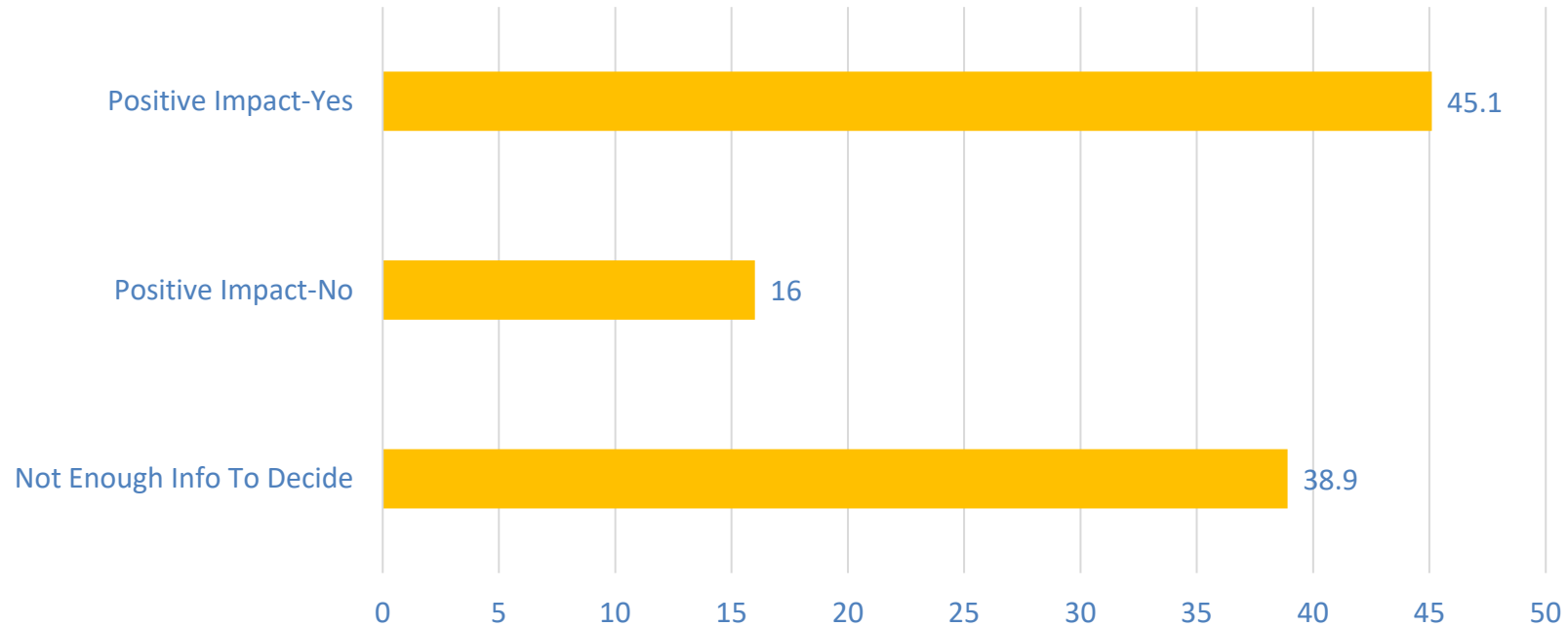
5 Most Essential Skills: AGREEMENT ACROSS INFORMANTS

1. Collaborative/team work in discipline (3)
2. Communicating Ideas effectively to various audiences (3)
3. Understanding, engaging in, and encouraging diverse, equitable and inclusive practices in the workplace (3)
4. Education in or specific opportunities to acquire skills in grant writing (2)
5. Project Management (2)

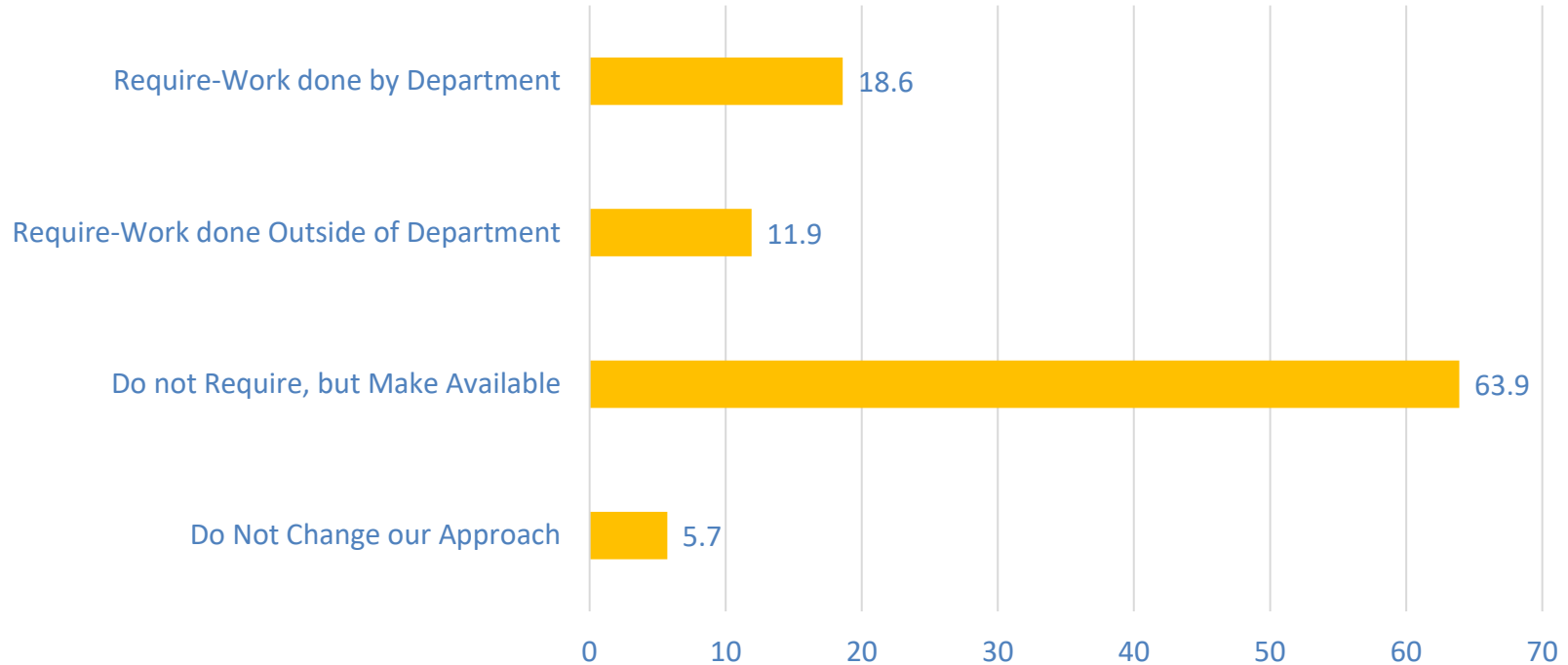
Perceptions of Benefit/Burden Caused by Requiring Coverage of Additional Skills



Faculty Perceptions of Benefit to Recruitment Caused by Requiring Coverage of Additional Skills



% Faculty Endorsing Various Paths Forward




Next Steps for Core....

- 1. Develop a better understanding of what we already have available across campus with respect to these “core skills”**
- 2. Create a more detailed proposal**
- 3. Get feedback from stakeholder groups**
- 4. Run proposal through faculty governance**



Go to www.menti.com and use the code 5494 0974

Who should be involved in grad reform?

 Mentimeter



Christine Getz

Associate Dean for Graduate Education and Outreach and Engagement
College of Liberal Arts and Sciences
University of Iowa



UI Pre-HWW Initiatives

→ **OBERMANN CENTER GRADUATE INSTITUTE
ON ENGAGEMENT AND THE ACADEMY**

→ **OBERMANN CENTER ACLS/MELLON GRANT
“HUMANITIES FOR THE PUBLIC GOOD” (HPG)**

- **Cross-Disciplinary Approaches to Social Change**
- **Diversified Dissertation Formats**
- **Grant-Funded Summer Grad Internships**
- **Graduate Humanities Labs**
- **Proposal: Graduate Certificate in Public Humanities**

UI Pre-HWW Initiatives

→ COLLEGE OF LIBERAL ARTS AND SCIENCES

- GA Pilot Project
- Annual CLAS Career Boot Camp
- Graduate Seminars in Engagement and Public Scholarship
- CLAS Engagement Hub
- Diversifying Dissertation Formats

→ GRADUATE COLLEGE

- AAU PhD Project: Digital Summer Internships at Library of Congress and Stanley Museum of Art
- Graduate Success

UI HWW Team First Steps

- **Extended Participation to Include Faculty And Staff Representatives who had Engaged in HPG and CLAS Initiatives**
- **Organized 2 Breakfast Events with Core Team, Faculty/Staff Representatives, and Local Community and Business Leaders to Discuss And Identify**
 - **How humanities graduate students prepare intellectually**
 - **Potential needs that could be partially or fully met by engaging doctoral students in the humanities**
 - **Potential obstacles to collaborative engagement**
- **Supported HWW Grand Challenge and Summer Workshop Applications**
- **Proposed P3 for Graduate Engagement Infrastructure**