Empowering Universities' Master’s and Doctoral Students for Tomorrow: The Humanities Without Walls Consortium & New Pathways for Graduate Training
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Humanities Without Walls
Marquette University
What is "Career Diversity"?
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

Values and identity reflection → Cohort model → Humanities mindsets

Informational interviews → Site visits

Tool kit of methods for the first post graduation placement and future transitions
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
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
  - 1/2 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

Project Management
Grant Writing
Financial Practices relative to work
Ignatian Pedagogical Practices
Personal Well-being
Managing People in Prof. Env.
Leadership Skills in Community/Workplace
DEI Practices in Workplace
Communicating with Various Audiences
Team Work/Out Discipline
Team Work/in Discipline
Career Exploration/Change/Development

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ACHIEVING BEYOND BOUNDARIES

% Stating Skill Should Be Required: ALL INFORMANTS

- Project Management
- Grant Writing
- Financial Practices relative to work
- Ignatian Pedagogical Practices
- Personal Well-being
- Managing People in Prof. Env.
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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

- **Value-Added**: 46.9% (Students) vs. 47.4% (Faculty)
- **An Added Burden**: 14.9% (Students) vs. 14.6% (Faculty)
- **Not Enough Info To Decide**: 39% (Students) vs. 38% (Faculty)
Faculty Perceptions of Benefit to Recruitment Caused by Requiring Coverage of Additional Skills

- Positive Impact-Yes: 45.1%
- Positive Impact-No: 16%
- Not Enough Info To Decide: 38.9%
% Faculty Endorsing Various Paths Forward

- Require-Work done by Department: 18.6%
- Require-Work done Outside of Department: 11.9%
- Do not Require, but Make Available: 63.9%
- Do Not Change our Approach: 5.7%
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
Who should be involved in grad reform?
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