UTSA
CREATING
BOLD FUTURES.

A Bold Vision for UTSA

UTSA.
The Graduate School

BOLD Doctoral Journey Within UTSA Strategic Plan

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Jan. 17, 2022

Graduate School Initiatives

Systems support innovation

The **BOLD** graduate journey

Top tier graduates
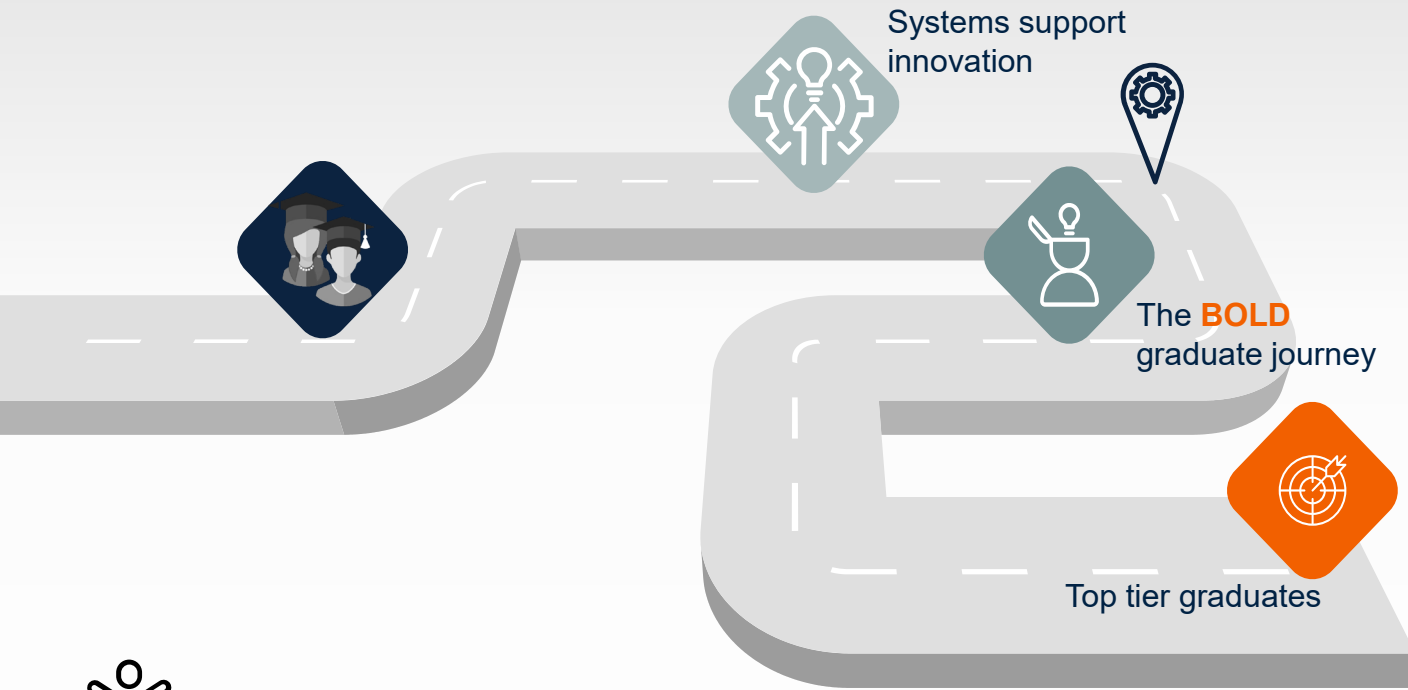
Inclusive support in academic journey

Career preparedness for post graduation success

Alignment of Graduate School Mission

Across the 3 UTSA Strategic Destinations:

- Graduate training is based fundamentally on mentorship

- The mentor and mentee are partners in a deep professional and educational relationship

- Provides framework for student progress, professional development, sustained success

Incorporating nationally established best practices and principles, the Graduate School will execute

- The Graduate School mission

- Graduate Student Success Task Force recommendations

- **BOLD** Doctoral Journey: Reimagining the PhD

Building mentor-mentee partnerships

- **Individual Development Plans** for mentees

- Developed in conjunction with the mentors

- Provide framework for student progress as well as professional development

- Includes **milestone** agreements

- Tracking at the programmatic level and coordinating with mentors

- Streamline navigation of programs of study

- Ensure mentored support for career preparedness

BOLD Doctoral Journey

- *For students to own their training and understand:*
  - What milestones are required by the program, the college and the Graduate School at each step and how to plan accordingly
  - How to document each milestone
  - Resources needed and how to find those resources, including funding
  - How and from whom to seek help

- *For doctoral mentors, GARs and graduate staff to understand:*
  - How to advise students to be successful
  - Culturally aware and professional advising and mentoring
  - What milestones are required at each step
  - How and where to find help and resources, including funding
  - How to document each milestone

BOLD Doctoral Journey

- *For the Graduate School to:*
  - **Advise** students for success
  - Provide tools that are easy to understand and utilize to support student success for students, GARs, faculty and staff
  - Provide dashboards and IDP/Annual Review with Banner integration to track student progress
  - Provide centralized graduate professional and career development activities, complemented by program/college, for student career preparedness
  - Provide micro-credentials to track student progress in PD activities to supplement student career interests
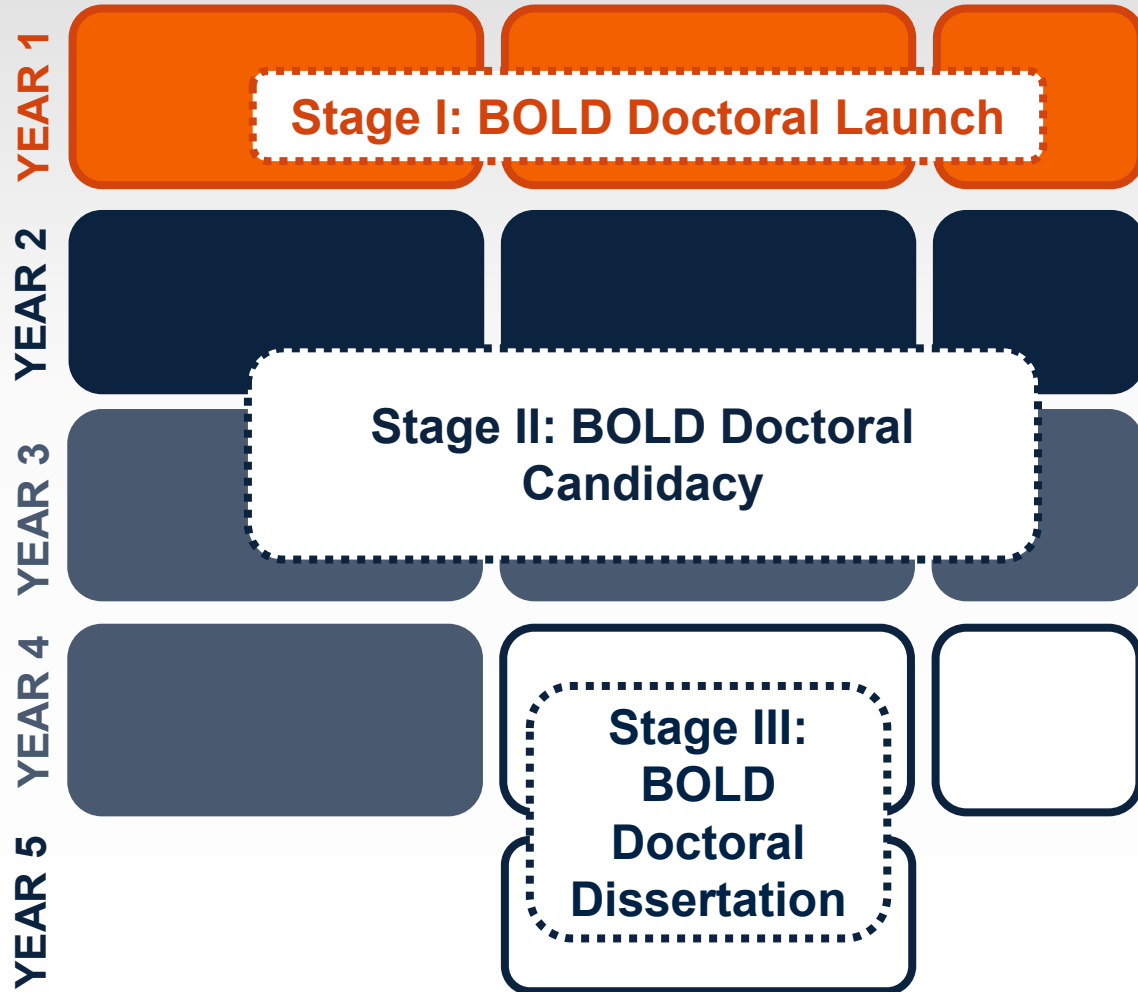 - Provide funding guidance

BOLD Doctoral Journey

- Alignment with UTSA's Strategic Plan Refresh

- Alignment with colleges

- Guidance documents

- Customized by each program/college:
  Core and elective courses/requirements

- Mentor training and support

- GAR and program staff training (GAR Academy)

BOLD
Doctoral
Journey

Re-Imagining the Ph.D.
3 Stages of BOLD Doctoral Journey

YEAR 1

Stage I: BOLD Doctoral Launch

YEAR 2

YEAR 3

Stage II: BOLD Doctoral Candidacy

YEAR 4

YEAR 5

Stage III: BOLD Doctoral Dissertation

Doctoral support, retention and staying on track to graduation with 9-9-3 to Ph.D.

Each stage supported and documented by:

- Policies and Processes (Requirements)
- Preparedness training aligned with each stage (Initiatives)
- Cross-training and upskilling (Tools)

Tracking throughout all stages by Annual Review/IDP integration with Banner and DegreeWorks.
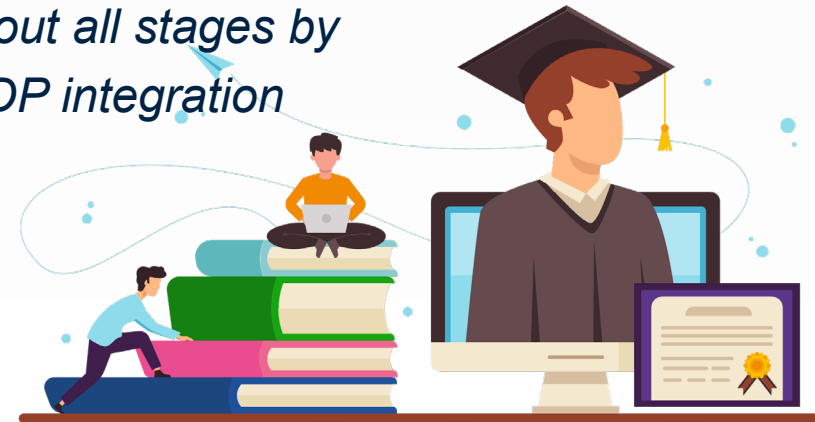
BOLD Doctoral Journey: Stage specific preparedness

- Stage specific "cohorting": 3 course modules organized by each stage level.
  Stage specific courses will:
  - Appear on transcript, 0 credits each following completion of each stage
  - Canvas alignment/landing pages
  - Allow for program/stage specific cohorts

- Stage specific development
  - Align/track policy and procedural requirements as forms that can be electronically filled and submitted and linked to Banner/Degree Works
  - Provide support for students in the form of events, workshops, development, training opportunities relevant to both stage and career preparedness
  - Cross-training and upskilling

Re-Imagining the Ph.D.

Stage I: Launch

Requirements
- Milestone Agreement
- **Individual Development Plan**
- Pick your advisor
- Interim **Program of Study**

Initiatives
- Orientation
- Graduate School Discovery
- RR Assistantship Academy

Training
- Responsible Conduct of Research
- Teaching Assistantship Training
- Compliance (COI, CITI)
- New Grad Resources
- Libraries: scholar, ORCID

Stage II: Candidacy

Requirements
- Qualifying Exam Form
- Proposal committee form
- Application for Candidacy
- Dissertation Committee Form
- Interim Program of Study

Initiatives
- Career Pathways
- 3MT Competition
- Mini-grants
- GSAW
- GSPD Awards
- Grand Challenges

Training
- Presenting at conferences
- Proposal submissions funding
- Micro-credentials
- Libraries: literature

Stage III: Dissertation

Requirements
- Program of Study
- Certification of Completion of Dissertation Requirements

Initiatives
- Dissertation writing camp
- Write Now! Dissertation Support
- Dissertation Final Submission Support

Training
- Careers transferable skillsets
- Micro-credentials certificates

BOLD Doctoral Journey: Stage 1 Launch

Stage I: Launch

Requirements
- Milestone Agreement
- **Individual Development Plan**
- Pick your advisor
- Interim **Program of Study**

Initiatives
- Orientation
- Graduate School Discovery
- RR Assistantship Academy
- GS Funding

Training
- Responsible Conduct of Research
- Teaching Assistantship Training
- Compliance (COI, CITI)
- New Grad Resources
- Libraries: scholar, ORCID

Stage I: Doctoral Launch

- Coordinate incoming doctoral students in each program with the GARs into course teams within the Doctoral Launch course.

  - Course modules →

  - Graduate Initiatives → Links to online resources

  - Graduate School Forms → Milestone, Individual Development Plan, Interim Program of Study

  - Meeting milestones → retention + progress to Year 2

- Align activities conducted by Graduate School with the activities of campus partners

  - Academic Affairs: Colleges, Departments, Programs

  - VPREDKE – specifically Research Compliance

  - UTSA Libraries

  - Teaching Assistant training

Sample Canvas Module 1:

Graduate School Orientation
The GSO event will include panel discussions with faculty, current students and alumni; Student Success Information Fair; break-out sessions for student success; and additional information that will help you personally and professionally develop in your program.
https://utsa.az1.qualtrics.com/jfe/form/SV_73wBQ2gUxrJ3rh4

Take-away messages:
1. Campus resources at UTSA for student professional development and support
2. **Graduate School Discovery**
3. G.R.A.D Space at UTSA and methods to reserve, facilities available
4. Training available through the Research Compliance office and UTSA Libraries to help get you started
5. Graduate Program contacts – the Graduate Advisor of Record, Department Chair and Faculty mentors

Building towards:
1. Professional Communication
2. Selecting your mentor

Recommended Upskilling:
1. Badge: First Year Collection
2. New Grad Resources

Milestones to meet:
1. Milestone agreement → IDP
2. Interim Program of Study form

Stage I Micro-Credentials (with current # of workshops)

Introductory

Professional Development

Programmatic Upskilling

Badge Integration:

Credly

Linked in

THE UTSA GRADUATE SCHOOL
First Year — 7

THE UTSA GRADUATE SCHOOL
SCIENTIFIC CONFERENCE RESEARCH — 6

THE UTSA GRADUATE SCHOOL
LEADERSHIP & PROFESSIONALISM — 4

THE UTSA GRADUATE SCHOOL
TEAMWORK & COLLABORATION — 1

THE UTSA GRADUATE SCHOOL
COMMUNICATION — 2

THE UTSA GRADUATE SCHOOL
CAREER BUILDER BADGE — 4

CITATION MANAGER
UTSA Libraries — 3

THE UTSA GRADUATE SCHOOL
PLACING DIVERSITY, EQUITY, AND INCLUSION AT THE CENTER OF SOCIAL SCIENCE RESEARCH — 1

THE UTSA GRADUATE SCHOOL
COEHD — 1

THE UTSA GRADUATE SCHOOL
EDUCATOR DEVELOPMENT TEACHING — 2

Bold Doctoral Journey
Stage I: Launch (Example workshops)

- International Graduate Student Development

  Program

- Graduate School Orientation

- Professional Skills Series (e.g., Public Speaking)

BOLD Doctoral Journey

Stage I: Launch

Policies and Processes (Requirements)

Preparedness (Initiatives)

Cross-training and upskilling (Tools and Outcomes)

Lapel Pin

BOLD Doctoral Journey
Stage II: Candidacy

Requirements
- Qualifying Exam Form
- Proposal committee form
- Application for Candidacy
- Dissertation Committee Form
- Interim Program of Study

Initiatives
- Career Pathways
- 3MT Competition
- Mini-grants

- GSAW
- GSPD Awards
- Grand Challenges
- GS Funding

Training
- Presenting at conferences
- Proposal submissions funding
- Micro-credentials
- Libraries: literature

Stage II: Doctoral Candidacy

- Coordinate doctoral students in each program with the GARs into course teams within the Doctoral Candidacy course.

  - Course modules →

  - Graduate Initiatives → Links to online resources

  - Graduate School Forms → Qualifying exam, Proposal committee, Application for Candidacy, Dissertation Committee, Interim Program of Study

  - Meeting milestones → Year 2,3 retention + candidacy

- Align activities conducted by Graduate School with the activities of campus partners

  - Academic Affairs: Colleges, Departments, Programs

  - VPREDKE – specifically Research Compliance and Research Outputs tracking

  - UTSA Libraries – Specifically, citation workshops, literature sourcing

  - Internships, Fellowship preparedness

Sample Canvas Module 1:

Building Professional Skills: Public Speaking
Become a skillful public speaker! Panelists discuss effective communication skills including overcoming public speaking anxiety, making the best first impression, identifying and minimizing bad habits, telling a compelling story and showcasing the best version of yourself. Students who attend will have the opportunity to earn a micro-credentialing badge as part of the professional skills series.

Take-away messages:
1. Presenting at Academic Conferences
2. **Alvarez Student Success Center:**
   1. Public Speaking 101
   2. Leadership & Communication

Building towards:
1. Project management and Time management in the workplace
2. Career Pathways
3. Journal Publication
4. Grant Proposal writing

Recommended Upskilling:
1. Badge: Communication Collection
2. Online Resource: Public Speaking 101

Milestones to meet:
1. Identifying a Dissertation Chair and Committee
2. Abstract submission to academic/professional conference
3. Proposal submission for Fellowship/grant opportunities

3MT™ THREE MINUTE THESIS

Sample Initiative:

3 Minute Thesis

3MT® is a competition that provides UTSA graduate students the opportunity to showcase their scholarly work or research in 3 minutes or less. The competition provides a great opportunity for presenters to develop communication skills and to share their work with UTSA and the San Antonio community.

- **Take-away messages:**
  1. Communicating to broad audiences
  2. Impactful messaging regarding work @ UTSA

  - **Building towards:**
    1. Career Pathways
    2. Professional Communication

    - **Upskilling Milestones:**
      1. Badge: 3MT
      2. Online: Communication 3MT

Where did that sound go?

Lemira Esparza

1st Place,
UTSA, '22

3MT Video

Applied psychometrics

Sara Valdes

2nd Place,
UTSA, '22

3MT Video

THE UTSA GRADUATE SCHOOL
COMMUNICATION

Stage II Micro-Credentials (with current # of workshops)

Introductory

SCIENTIFIC CONFERENCE RESEARCH — 2

First Year

Professional Development

LEADERSHIP & PROFESSIONALISM — 8

COMMUNICATION — 8

CAREER BUILDER BADGE — 8

TEAMWORK & COLLABORATION — 13

CITATION MANAGER — UTSA Libraries — 3

Programmatic Upskilling

PLACING DIVERSITY, EQUITY, AND INCLUSION AT THE CENTER OF SOCIAL SCIENCE RESEARCH — 3

COEHD — 2

EDUCATOR DEVELOPMENT TEACHING — 2

Badge Integration:

Credly
Linked in

Bold Doctoral Journey
Stage II: Candidacy (Example workshops)

Workshop Series	Organizer	Example
Professional Skills Series	Alvarez Student Success Center	• Public Speaking 101 • Leadership & Communication • Project Management: Cradle to Completion • Time Management in the Workplace
Career Pathways Guest Speakers	Graduate School	• Alumni Career Story • Career Focused Panel • National Perspectives Speaker Series
Professional Skills Series	Alvarez Student Success Center	Project Management
Citation and Copyright Management Series	Graduate School	• Copyright • APA Citation Style • MLA Citation Style • Chicago Citation Style

Doctoral Candidacy

- Alignment of professional development activities with preferred career tracks/trajectories
  - Internships, grant development, team-building, communication
- Training and skill development in context of
  - Ph.D. research completion
  - Career preparedness

| Industry/ Commercial Work | Academia/ Education and Research | Government/ Military/ Non-Profit Service | Entrepreneur/ Consultancy/ Professional Sole Proprietorship |
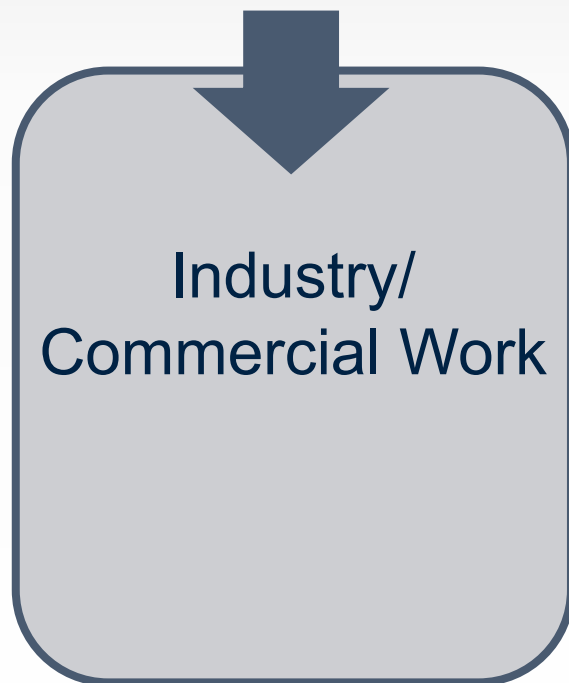
Career Trajectories: Humanities Careers Outside Academia

Chris Jarrett Ph.D.
Env. Social Scientist
Field Museum

Zach Linge Ph.D.
Sr. White House Analyst
Bulletin Intelligence

Tara Schwegler Ph.D.
Co-Founder, Dir. Strategy
RedSquared Consulting

UTSA, Ph.D. '19
(NSF GRFP Awardee
Fulbright-Hays Awardee)
CAREER STORY

UTSA, MS '17
(1st Place 3MT 2016)
CAREER STORY

UTSA, Faculty
(Univ. Chicago Alum)
CAREER STORY

CAREER **PATHWAYS**

Sample Initiative:

Workshop: Career Pathways
Humanities Careers Outside Academia
The focus for the Career Pathways guest speaker series this semester is on career opportunities for humanities (and other interested) graduate students outside of academia. Please join us as we welcome UTSA Graduate School alumni, Zach Linge Ph.D., Senior White House Analyst with Bulletin Intelligence, Chris Jarrett, Ph.D., Environmental Social Scientist with the Chicago Field Museum, along with Tara Schwegler Ph.D., Co-Founder and Director of Research Strategy with RedSquared Consulting during this panel discussion.

Take-away messages:
1. Preparatory skill-sets for careers after graduation
2. Career opportunities/diversity

Building towards:
1. Career Pathways
2. Professional Communication
3. Networking for Broader Impact

Upskilling Milestones:
1. Badge: Career Builder Collection
2. Online: Public Speaking 101

BOLD Doctoral Journey
Doctoral Student Support Initiatives

- **Wellbeing Series**
  - General Session
  - Self-Care
  - Stress Management
  - Meet the GREATS
  - Who Let the Dogs Out? (Therapy Dogs)
  - Focus Groups: Wellbeing Research
- **Social Networking**
  - First Fridays (in-person)
  - Trivia Games (virtual)
  - Social Events
  - Chill with Us (Paleta Social)
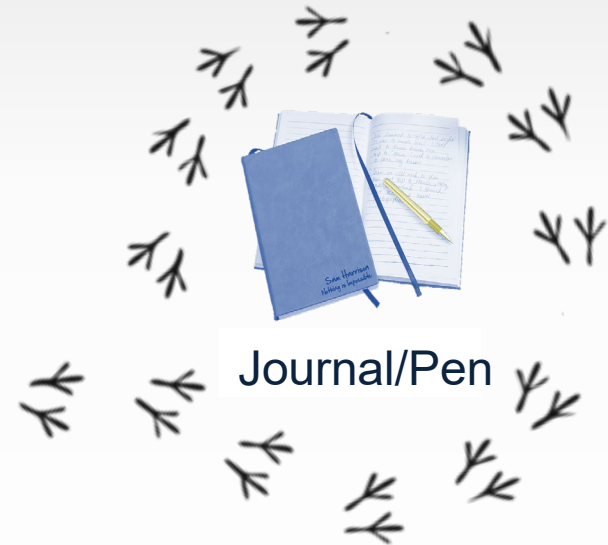- IDP Annual Review Process – staying on track
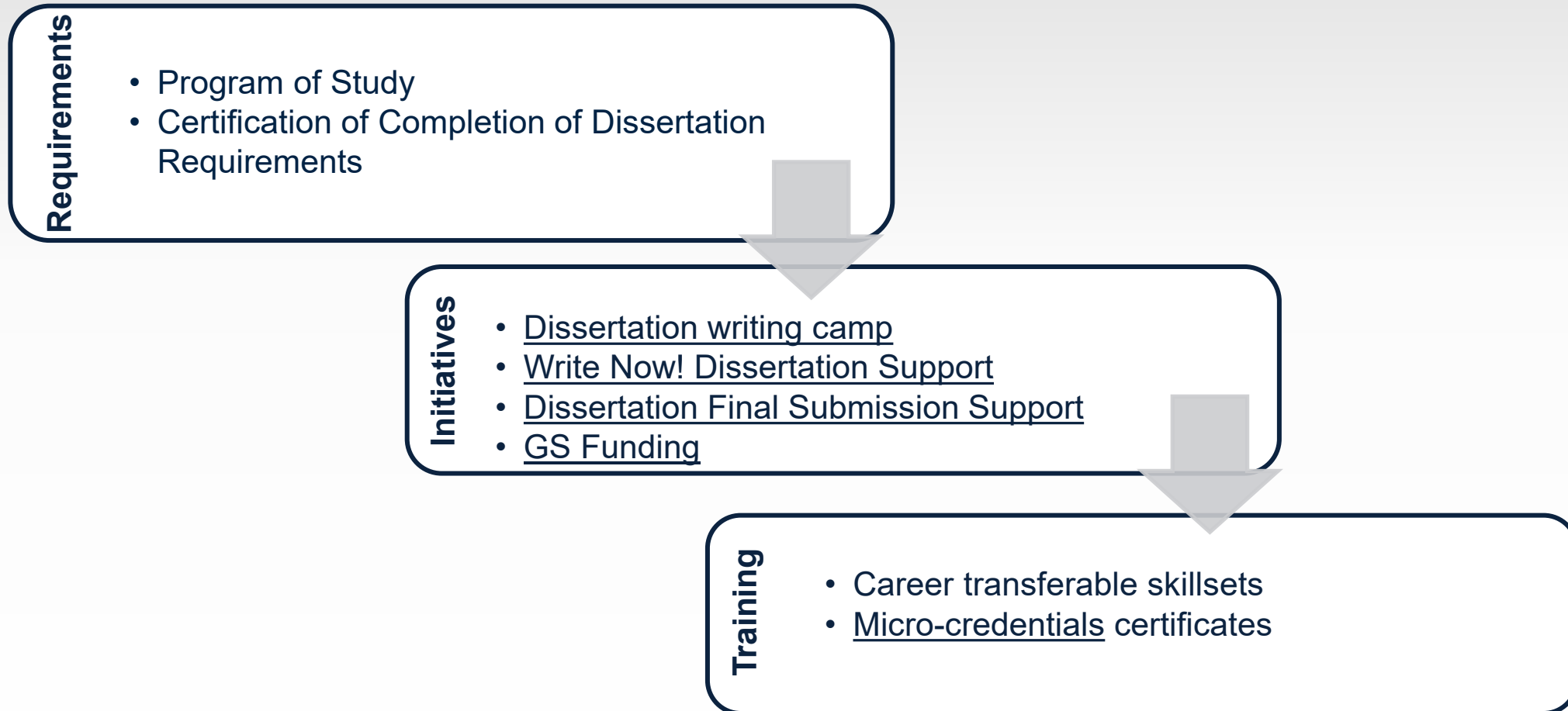
BOLD Doctoral Journey

Stage II: Candidacy

Policies and Processes
(Requirements)

Preparedness (Initiatives)

Training Tracking
(Tools and Outcomes)

Journal/Pen

BOLD Doctoral Journey
Stage III: Dissertation

Requirements
- Program of Study
- Certification of Completion of Dissertation Requirements

Initiatives
- Dissertation writing camp
- Write Now! Dissertation Support
- Dissertation Final Submission Support
- GS Funding

Training
- Career transferable skillsets
- Micro-credentials certificates

Stage III: Doctoral Dissertation

- Coordinate doctoral students in each program with the GARs into course teams within the Doctoral Dissertation course.
    - Course modules →
    - Graduate Initiatives → Links to online resources
    - Graduate School Forms → Program of Study, Certification of completion of Dissertation
    - Meeting milestones → Graduation
- Align activities conducted by Graduate School with the activities of campus partners
    - Academic Affairs: Colleges, Departments, Programs
    - VPREDKE – specifically Research Compliance, Productivity and Sponsored Work
    - UTSA Libraries – specifically Dissertation workshops, Literature citations, Plagiarism and Archival Practices

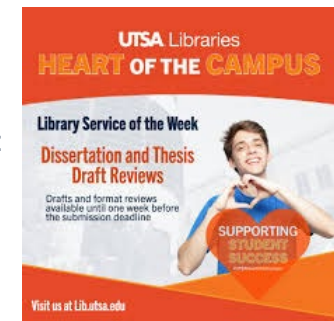## Sample Canvas Module 1:

Write Now! Dissertation Support
This 6-week program offers students a safe space to discuss goal setting, time management and writing strategies as they set to write their manuscript. Participants have the opportunity, each week, to listen to subject matter experts from across campus to include UTSA Libraries, the Writing Center, the Graduate School and select faculty. These experts will offer suggestions and insights on how to successfully complete your body of work.

Take-away messages:
1. Dissertation Formatting information
2. Dissertation Submission information

Building towards:
1. Graduation deadlines, formatting dissertation, submission milestones
2. Career Pathways
3. Journal Publication

Recommended Upskilling:
1. Badges: Communication Collection, Career Builder Collection
2. Online Resource: Graduate Writing Gameplan

Milestones to meet:
1. Setting a preliminary committee meeting
2. Identify target journals for submission
3. Complete program of study and apply for graduation
4. Set Dissertation Defense date

Dissertation Workshops

- Training videos for UTSA Dissertations
- Documents detailing format requirements
- Coordinate with UTSA Libraries

"The camp sparked my drive, motivation, and got my momentum going to write and get done. I also learned a lot from the library and writing center staff. It was also great to meet other doctoral candidates going through the same process. Thanks for providing coffee, snacks, and lunch throughout each day of the camp. I appreciate the Center staff; all were very helpful and hospitable."

- Anonymous ABD

Student Testimonial

Sample Initiative:

Dissertation Workshops

This 6-week program offers students a safe space to discuss goal setting, time management and writing strategies as they set to write their manuscript. Participants have the opportunity, each week, to listen to subject matter experts from across campus to include UTSA Libraries, the Writing Center, the Graduate School and select faculty. These experts will offer suggestions and insights on how to successfully complete your body of work.

Take-away messages:
1. Dissertation Formatting information
2. Dissertation Submission information

Milestones to meet:
1. The Graduate School's required formatting (including our templates)
2. Deadlines to be met
3. Preliminary Draft process
4. Final submission requirements:
   - ProQuest
   - Printed Copies
   - Doctoral survey

UTSA Libraries
HEART OF THE CAMPUS

Library Service of the Week
Dissertation and Thesis Draft Reviews

Drafts and format reviews available until one week before the submission deadline

SUPPORTING STUDENT SUCCESS

Visit us at Lib.utsa.edu

Stage III Micro-Credentials (with current # of workshops)

Professional Development

Collection Completion

Badge Integration:

Credly
Linked in
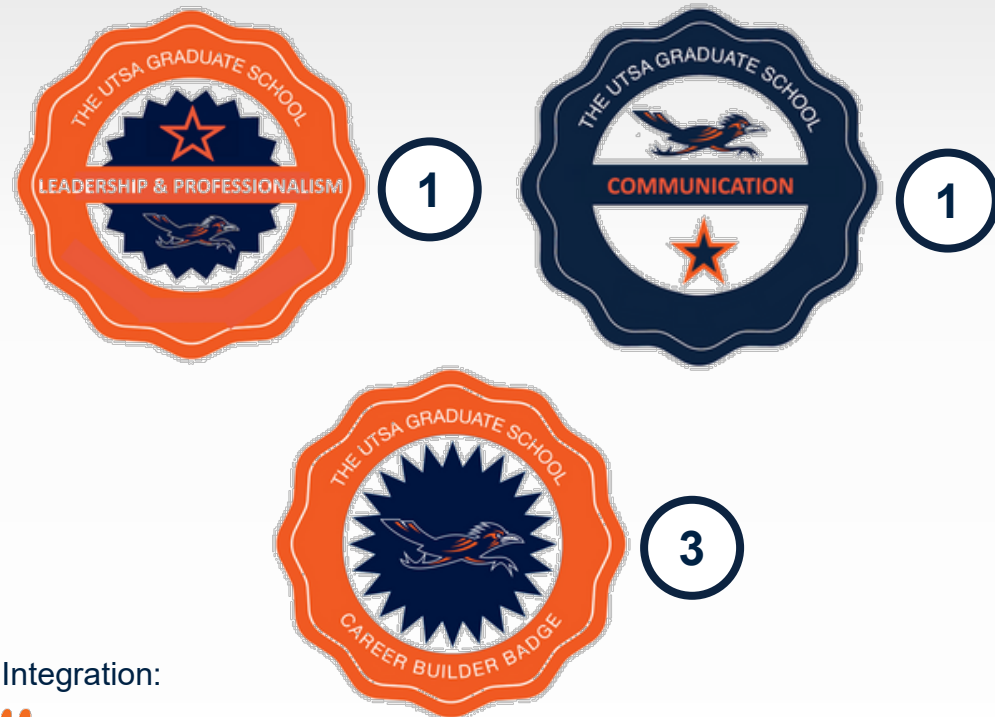
BOLD Doctoral Journey

Stage III: Dissertation

Policies and Processes
(Requirements)

Preparedness (Initiatives)

Training Tracking
(Tools and Outcomes)

Coin

BOLD Data Collection and Reporting

- **GS structures: Annual Review and IDP**
- **Degree works**
- **Banner integration**
- **IR Dashboards**
- **Easy views by all stakeholders**
- **Easy reporting as needed, ex. Training grants, program outcomes**

IDP and Annual Review

The entire BOLD Doctoral Journey captured in Banner via Degree Works integration.

https://utsa.tfaforms.net/30501Sample%20IDP

Customized for each college

BOLD Impacts

- **BOLD** *Journey*

  - Improving doctoral **retention**

  - Reducing **time-to-graduation**

  - Reducing **administrative burden** on all constituents

- **BOLD** *Destinations*

  - Enhancing doctoral **career preparedness**

  - Improving **graduate study experience**

  - Enriching the graduate **student community**

Graduate School partners with College Programs

- **Graduate School Advisors** embedded in each college

- Advisors co-located in Graduate School and serve as liaisons

- Support bi-directional knowledge and process transfer

- Resources centralized and available at every stage

- Personalized program specific plans for student support

- Implementation of **BOLD Doctoral Journey**

COLFA

HCaP

COS

Graduate School

UC

ACOB

KCEID

COEHD
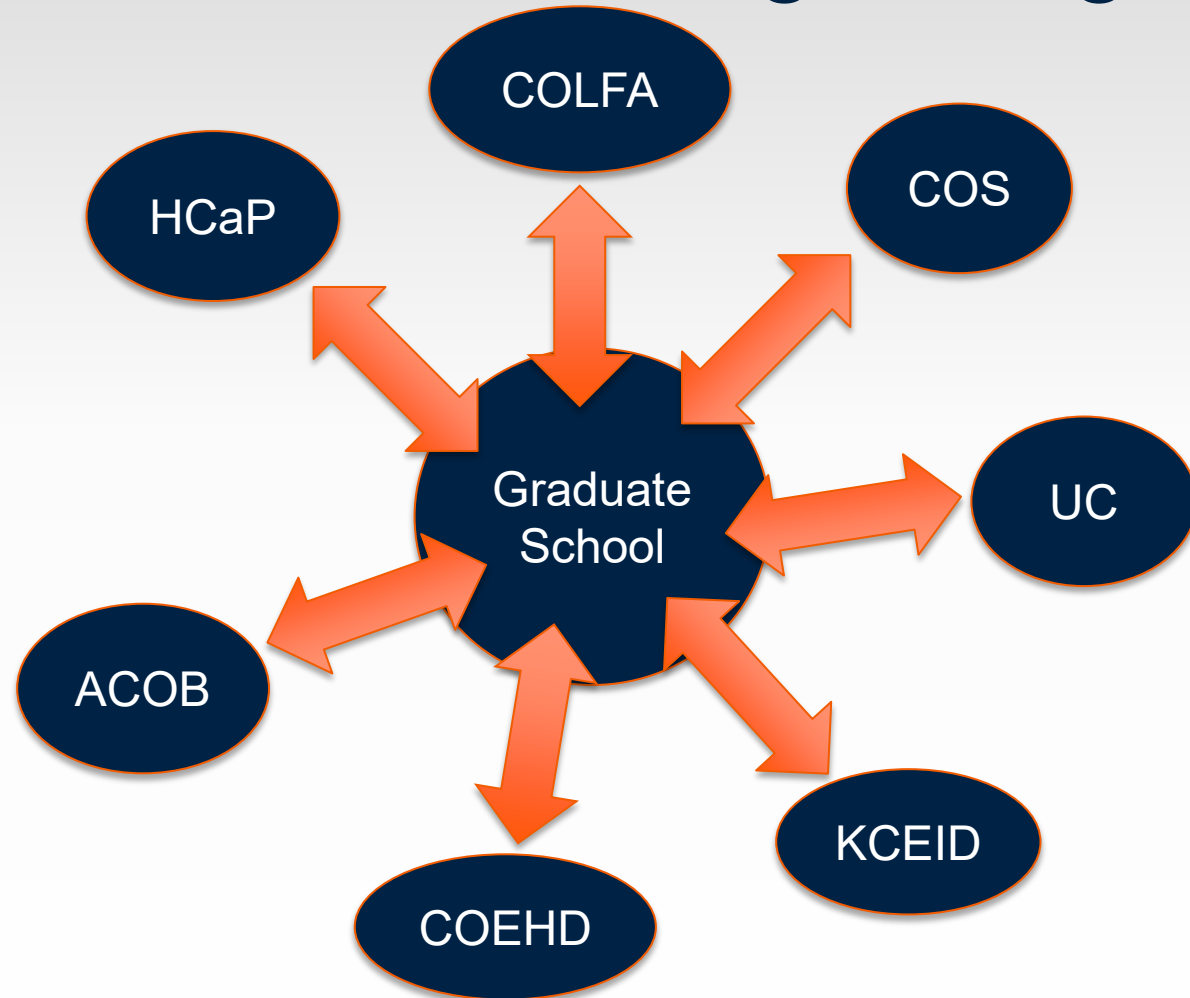
The Program Partnership

- Information that allows programmatic customization in the Canvas modules:
  - Examples of alumni from your doctoral programs recent and not-so-recent as exemplars (those on LinkedIn preferred)
  - Appropriate panelists local, online and alumni suitable for career (diverse) panels
  - Discipline specific professional societies, conferences, awards
  - Discipline specific certifications, expectations
  - Discipline activities for professional development