

April 17, 2019

## **GRADUATE SCHOOL AND COLLEGE ACTIONS IN RESPONSE TO THE 2017 GRADUATE STUDENT CLIMATE SURVEY**

The Graduate School Dean and Associate Dean began a communications campaign in 2018 to disseminate the findings of the 2017 Graduate Student Climate Survey. A detailed report and executive summary were posted on the Institutional Research's Internal Surveys [webpage](#). Major findings were shared with the Graduate Student Council in Spring 2018 (quantitative report findings) and Fall 2018 (qualitative report findings). Findings were also shared with college deans, associate deans, and department chairs during the 2018 Fall Leadership Forum, and subsequently during an executive committee meeting of deans, associate deans, and department chairs of each college.

In response to survey findings, the Graduate School has launched a campus-wide mentor training program, created the [Graduate Center for Inclusive Mentoring](#) (GCIM), and began important collaborations with the Pride Center and QTs, an organization for queer and transgender graduate students. The Graduate School also charged leaders of each college to develop and implement two initiatives focused on college and/or departmental climate for graduate students. A summary of the college initiatives is provided below.

### College of Agricultural Sciences

*Contact: Dr. James Pritchett, Executive Associate Dean*

The College of Agricultural Sciences is bringing graduate students together to form a new college-wide graduate student organization. This organization will build opportunities for students to network and develop as professionals. The college has also undertaken a series of mentoring activities to educate and equip graduate students with tools to prevent sexual harassment and sexual discrimination in the work place. This work is being done in partnership with the Office of Diversity.

### College of Business

*Contact: Dr. Paul Mallette, Associate Dean for Academic Programs*

The 2017 Graduate Student Climate Survey targeted residential graduate students. Because many of the College of Business students are distance-based, there remains a need to gather information on experiences and professional needs of these graduate students. The College of Business, therefore, plans a series of information-gathering activities to assess graduate student priorities around communication, networking opportunities, community building, other mentoring needs, and more.



### College of Health and Human Sciences

*Contact: Dr. Lise Youngblade, Associate Dean and Department Head, Human Development and Family Studies*

The College of Health and Human Sciences is working to make professional development opportunities more accessible, especially to online students. The college is also working on approaches to recruit and retain diverse faculty and students. Conversations are continuing with graduate students to address needs brought up in the climate survey.

### College of Liberal Arts

*Contact: Dr. Michael Carolan, Associate Dean of Research and Graduate Affairs*

The College of Liberal Arts will provide additional opportunities to not only develop graduate students professionally in the traditional sense, but also to help building mentoring networks among peers, between junior and senior graduate students, and between graduate students and faculty. These opportunities include a suite of trainings to teach/build inclusive pedagogies for graduate teaching assistants, professional development on topics such as publishing peer reviewed papers and books to acquiring external funding, and mentor trainings for faculty and graduate students.

### College of Natural Sciences

*Contacts: Dr. Simon Tavener, Executive Associate Dean for Academics*

The College of Natural Sciences is developing additional professional development activities for graduate students in all departments. This includes customized graduate teaching assistant training for successful classroom and/or laboratory instruction in all departments. The college is also providing appropriate laboratory safety training to all graduate students as appropriate to their respective departments.

### College of Veterinary Medicine and Biomedical Sciences

*Contact: Dr. Sandra Quackenbush, Associate Dean for Academic and Student Affairs*

The College of Veterinary Medicine and Biomedical Sciences has formed a graduate education task force to address graduate student needs identified from the climate survey results. The task force is partnering with student groups including Women in Science and the Career Issues group to connect students to address isolation and build networks. Other activities being planned include a series of mentoring workshops targeted to faculty, post-doctorates, and graduate students.



### Walter Scott, Jr. College of Engineering

*Contacts: Dr. Sonia Kreidenweis, Associate Dean for Research, and Dr. Melissa Burt, Assistant Dean for Diversity and Inclusion*

The Walter Scott, Jr. College of Engineering will host a series of events each semester for graduate students, to gather information on what opportunities are needed related to professional development, networking, and building a stronger community. A particular aim will be to gain a better understanding of the international graduate student experience and how we can better support these students during their time at CSU. The college will improve its new graduate student orientation, to ensure new students are aware of available professional development, networking, and community-building activities, including graduate student organizations. Post-orientation, the college aims to host a college-wide, first-year social for graduate students and will invite senior graduate students who can serve in a mentoring role.

### Warner College of Natural Resources

*Contact: Dr. Rich Conant, Associate Dean for Academic Affairs*

The Warner College of Natural Resources is developing a series of professional development activities centered on career preparation for graduate students. New career training initiatives will target students in professional degrees and will include training sessions on networking, social media/LinkedIn, resume preparation, mock interviews, and negotiation skills.