



8-13-2020

Graduate Associate Deans' Group Minutes - August 13, 2020

Graduate Council

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Recommended Citation

Graduate Council, "Graduate Associate Deans' Group Minutes - August 13, 2020" (2020). *Graduate Associate Deans' Group Minutes*.
https://trace.tennessee.edu/utk_gcassocdeans/96

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Graduate Associate Deans Meeting (Virtual)

August 13, 2020 – Minutes

<https://tennessee.zoom.us/j/94860437030>

Attending

Members: Dixie Thompson (Vice-Provost & Dean), Todd Moore (Arts & Sciences) Virginia Kupritz (Communication & Information), Bruce Behn (Haslam College of Business), Charlie Noble (Haslam College of Business), John Stier (Herbert College of Agriculture), Sadie Hutson (Nursing), Teri Durbin (Nursing), Ozlem Kilic (Tickle College of Engineering), Sherry Cummings (Social Work) David Anderson (Vet Med), Stephen Kania (Vet Med), Katherine Ambroziak (Architecture); Regina Mays (Libraries)

Ex Officio & Guests: Yvonne Kilpatrick (Graduate School), Sean Hendricks (Graduate School), Ernest Brothers (Graduate School), Millie Cheatham (Graduate School); AnnaMaria Murphy (Graduate School); Sara Bradberry (Graduate School);

Open and Welcome – Dixie Thompson

Approval of Minutes – July 9, 2020 Approved

Graduate School Updates – Dixie Thompson

- Our Fall 2020 orientations were a great success. We worked with UT Conferences to offer them online and ended up serving our largest audience to date: more than 900 registered for the new graduate student orientation; excess of 600 attended. The GRA orientation had nearly 400 registered and approximately 300 attended. We will survey attendees to get feedback. A great step forward in how we orient students to campus.
- UT and the Graduate School have COVID19 websites offer a lot of resources that our students and GTAs can learn from. Encourage them to utilize it and take the trainings that are available.
- Additional mandatory trainings for graduate students will be coming up, including:
 - Conflict of Interest
 - Title IXWe'll provide additional information, including deadlines as that is available.
- Academic Standings are being processed today and information being sent to your departments. Students will receive notifications soon.
- International Student Update – we continue to hear about things they are facing.
 - Deans shared their updates regarding international students.

Right now enrollments look good, but we are concerned some of that may drop as students realize they cannot get here. About 150 more students more than last year have deferred enrollment. We want to make sure if they are deferring, those classes are getting dropped. Sean will add to the DGS update to check rolls if there are international students who have not arrived and get them off the class list.

Holistic Admissions – Ernest Brothers & Yvonne Kilpatrick

In the midst of social unrest – there is a call for all of us in leadership to look for ways to break down some of the barriers for students. Dixie asked Ernest & Yvonne to talk share with the group about some of our plans. Ernest shared a presentation providing an overview and Yvonne provided diversity statistics from the past five years to help understand where we are and where we can improve. They called upon this group to help by making recommendations of a cohort group that they can work on. Let them know later this month is your college/programs wish to participate.

Dixie shared that we are still gathering data. The Graduate Blueprint, while limited about where students are placed post-graduation, does offer insight related to both race and gender. We not only need to look at admissions, but also do better at the recruiting stage.

Graduate Admissions can assist if help is needed with the blueprint. Slate can help us do a deep-dive on applications. Ernest added that is a great opportunity to look at our existing practices. We need to be intentional when it comes to recruitment, and while we may think we holistically review applications, it sounds good in theory but may not necessarily be true.

Dixie added we are excited about this initiative; there is much to learn together as we begin to walk through it.

Slate Update

AnnaMaria Murphy provided an update to the processes with Slate. As the new system is live, we are also continuing to process in Admit, too. There will be training processes for late fall/early spring (including some sessions that will be repeated, like the intro to slate). We have reassigned our team to be responsible for entire colleges in Slate. The following information was shared with the group:

New Admissions Specialists Assignments

In an effort to streamline our processes and provide the best service to our students, departments, and stakeholders, we have assigned our team to be responsible for entire colleges in Slate and the entire team will be responsible for processing international applicants in their assigned programs. As we make this transition, our team will continue to work with their previous Collegenet assignments in Collegenet to efficiently process and close these applications. I have assigned myself programs to ensure quality assurance and to identify opportunities for continuous process improvement in our new system.

New Slate Program Allocations:

Donna Marine <ul style="list-style-type: none">• College of Education, Health, & Human Sciences• College of Arts & Sciences (Sciences)• College of Architecture and Design	Jen Jeter <ul style="list-style-type: none">• Tickle College of Engineering• College of Communication & Information• College of Nursing
Alexis Carlson <ul style="list-style-type: none">• Haslam College of Business• College of Social Work• Non-Degree	Will Schmitt <ul style="list-style-type: none">• Herbert College of Agriculture• College of Arts & Sciences (Arts)• Law Masters & certificate
AnnaMaria Murphy <ul style="list-style-type: none">• Intercollegiate Programs (Bredesen Center & Comparative and Experimental Medicine)	

Transition Plan

- Slate is now live and all of the graduate admissions links have been updated to route applicants to the new application.
- The Graduate Admissions teams will work diligently to process existing applications in Collegenet ADMIT and new applications in the slate CRM. This will help minimize confusion to our applicants and encourage those applicants who started their application in Collegenet to finalize their applications for review as Collegenet will be terminated on December 31st. All users responsible for processing and reviewing applications will be working in two systems during this transition. Any user permission updates must be requested for both systems through the fall 2020 semester. We ask that all decisions be made in Collegenet Admit by November 15th to ensure sufficient time for the processing and migration of historical data.
- The multiphase prospect/applicant historical data import is currently in process and we endeavor to have this completed within the next couple of weeks.

Graduate Admissions Slate User Group

This team has been created to join all graduate admissions slate users across the university in an effort to keep everyone informed in a centralized manner. This is where we will be posting important information such as updates, training, instructional guides, and offering the opportunity for the community to ask and answer questions. If you encounter any issues with Slate, please do not hesitate to contact us through this team and we will be happy to help and support you. Previously held training on the Introduction to Slate and Queries will be re-hosted soon in addition to new training to help familiarize you with the system.

We look forward to continuing to support you and look forward to new opportunities that are available through our new CRM. Thank you for allowing us the opportunity to serve you.

Discussion followed. We are also looking to update communication. As we work through this process, it will enhance our recruitment capabilities. We will continue to post files and videos to help learn the processes, and distribute information about training sessions so you can attend if you would like. It might be helpful for this group to see it.

3 MT Discussion

Unfortunately, Spring 2020 was brought to a halt and we were not able to have the finals as we had planned. Now Queensland has put together recommendations for doing a virtual 3MT. Discussed options for this year: how do we want to move forward? Decisions will need to be made sooner rather than later (by September) to give everyone an opportunity to plan. Points discussed:

- Perhaps a mixed event: virtual & live?
- Most likely a virtual competition; we can move to having a live “celebration” if we can get together then.
- Timeline?
- Prep?
- Will it be pre-recorded? Do students edit the videos? Do we? If it is live online instead of pre-recorded, that may be indicative of their presentation ability.
- Will we go by 3mt rules? If so, judges cannot judge by video quality or editing quality. How do you avoid that? Will it become a measure of student resources? Will students be able to get outside help with their videos if it is pre-recorded?
- What kind of training will be needed?
- If Covid continues, need to consider risk factors every step of the way (students, judges, audience, celebration, etc.)

Dixie: We will send out the link and revisit in September. In the meantime, gather feedback from students, grad student senate, depts., etc. and feel free to share with our office.

(https://threeminutethesis.uq.edu.au/files/2542/Virtual_3MT_Handbook_Participating_Universities_2020.pdf)

Graduate Council Update – Dixie Thompson

What policies do we have that may be contributing to systemic racism? What are those policies that trip people up, especially certain groups of people? Are there things you want us to examine? If so, let’s get those things before APC and Graduate Council and clean them up.

One thing we have been asked about is the policies for transcripts from all previously attended institutions. Yvonne shared that they are looking to see if there are trending policies among aspirational institutions. It appears many of them have a similar policy to ours – requiring all from every institution. But in our comparative institutions/peers, new trends are popping up with a variety of ways they are approaching this. There are some changes going on, so this is a timely topic to explore.

We will make sure the Graduate Council calendar was distributed to this group.

With no further items, meeting adjourned.