

# 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 Mission

VISION

## Three Strategic Destinations

2018-2028



D1: Model for student success



D2: Great public research university

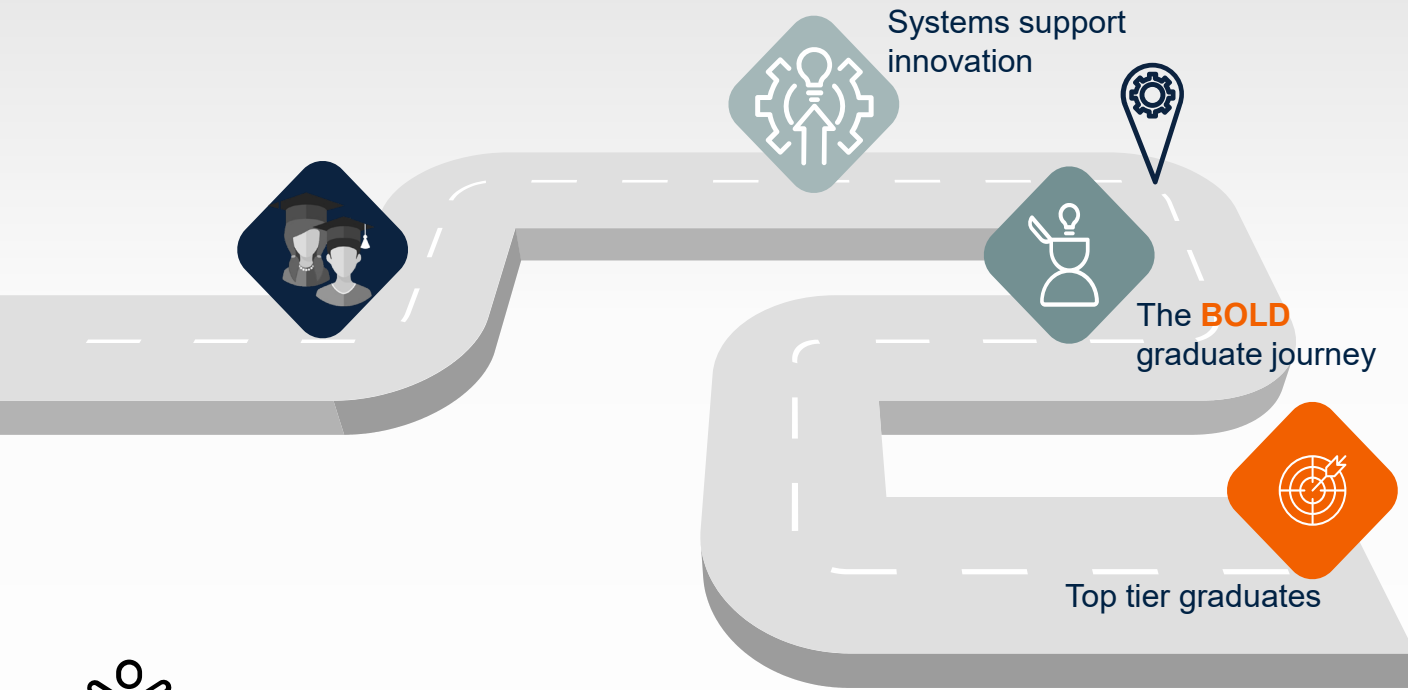


D3: Exemplar for strategic growth & innovative excellence



*Preparing a 21<sup>st</sup> century diverse student body for diverse careers of the 21<sup>st</sup> century*

# Graduate School Initiatives



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

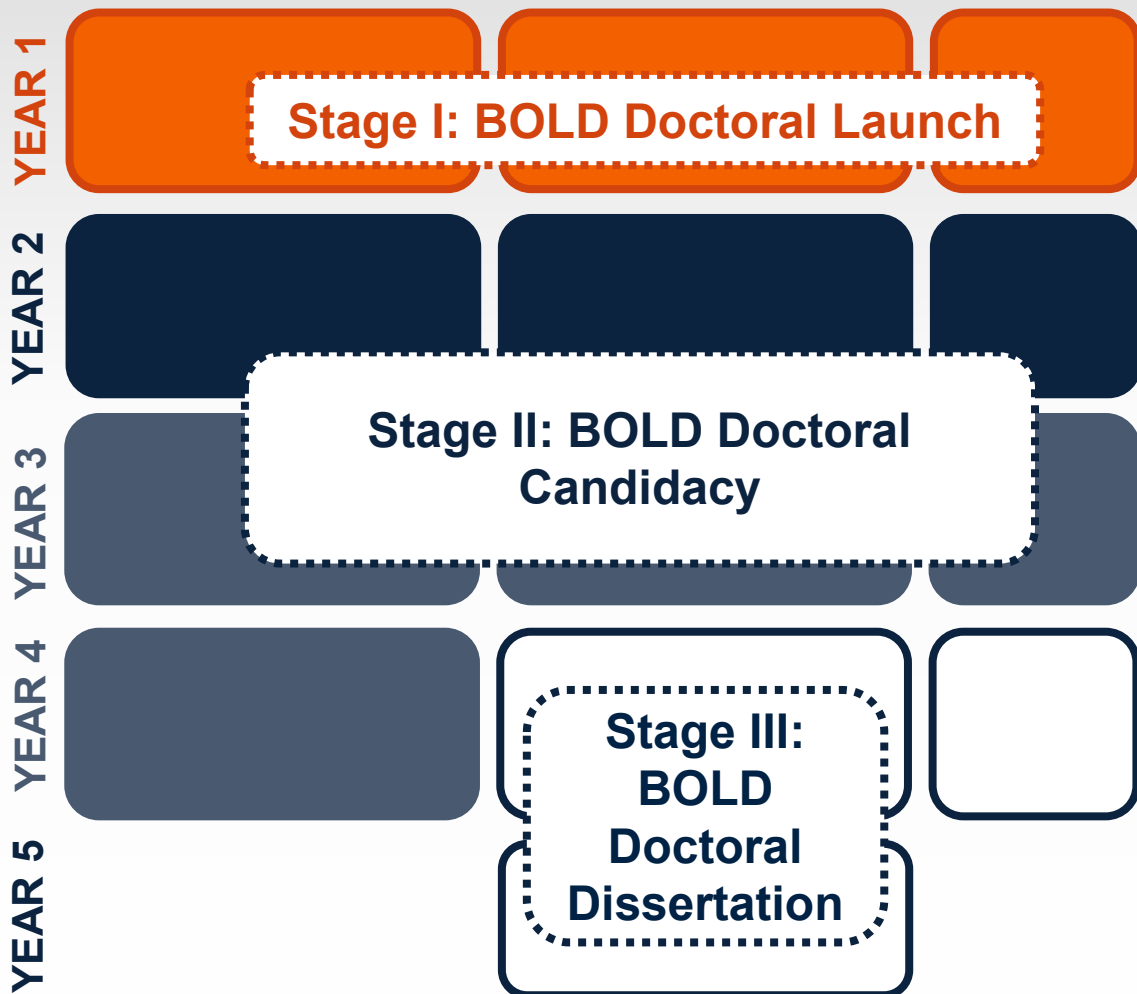
# BOLD Doctoral Journey

- 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)



# Re-Imagining the Ph.D.

## 3 Stages of BOLD Doctoral Journey

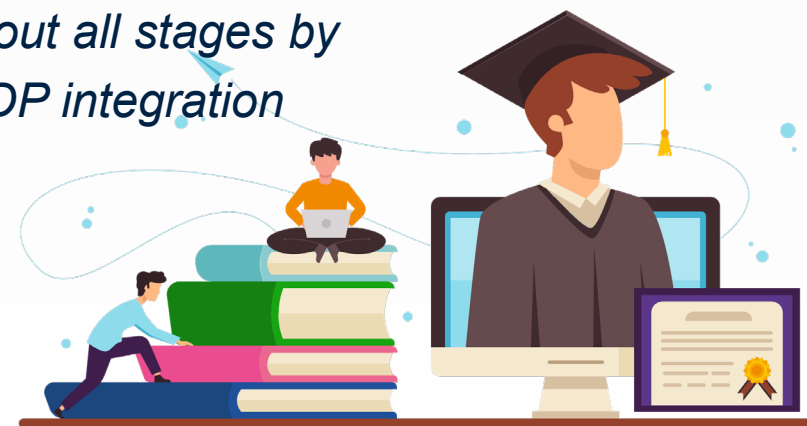


*Doctoral support, **retention** and staying on track to graduation with 9-9-3 to Ph.D.*

**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 • GSAW
- 3MT Competition • GSPD Awards
- Mini-grants • 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](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:



# 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

## 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



Where did that sound go?

Lemira Esparza

1<sup>st</sup> Place,  
UTSA, '22

[3MT Video](#)

Applied psychometrics

Sara Valdes

2<sup>nd</sup> Place,  
UTSA, '22

[3MT Video](#)

## 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](#)

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

## Introductory



## Professional Development



## Programmatic Upskilling



Badge Integration:



# Bold Doctoral Journey

## Stage II: Candidacy (Example workshops)

| Workshop Series                          | Organizer                      | Example   |
|--|--------------------------------|---|
| Professional Skills Series               | Alvarez Student Success Center | <ul style="list-style-type: none"> <li>• Public Speaking 101</li> <li>• Leadership &amp; Communication</li> <li>• Project Management: Cradle to Completion</li> <li>• Time Management in the Workplace</li> </ul> |
| Career Pathways Guest Speakers           | Graduate School                | <ul style="list-style-type: none"> <li>• Alumni Career Story</li> <li>• Career Focused Panel</li> <li>• National Perspectives Speaker Series</li> </ul>   |
| Professional Skills Series               | Alvarez Student Success Center | Project Management  |
| Citation and Copyright Management Series | Graduate School                | <ul style="list-style-type: none"> <li>• Copyright</li> <li>• APA Citation Style</li> <li>• MLA Citation Style</li> <li>• Chicago Citation Style</li> </ul>   |

# 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





## Career Trajectories: Humanities Careers Outside Academia



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

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



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

UTSA, MS '17  
(1<sup>st</sup> Place 3MT 2016)  
**CAREER STORY**



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

UTSA, Faculty  
(Univ. Chicago Alum)  
**CAREER STORY**



### 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



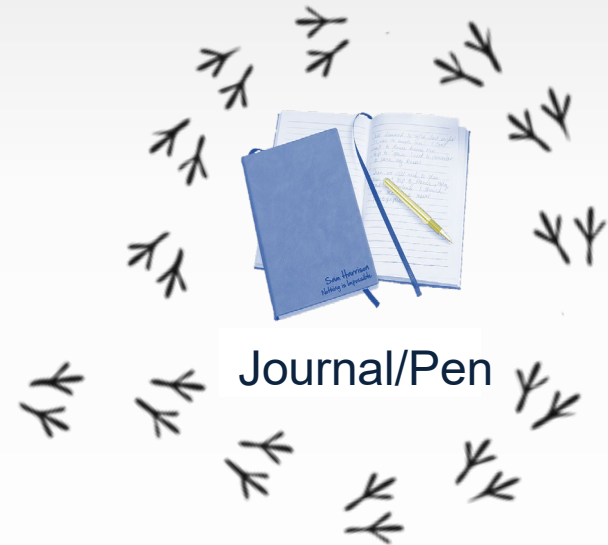
# BOLD Doctoral Journey

## Stage II: Candidacy

Policies and Processes  
(Requirements)

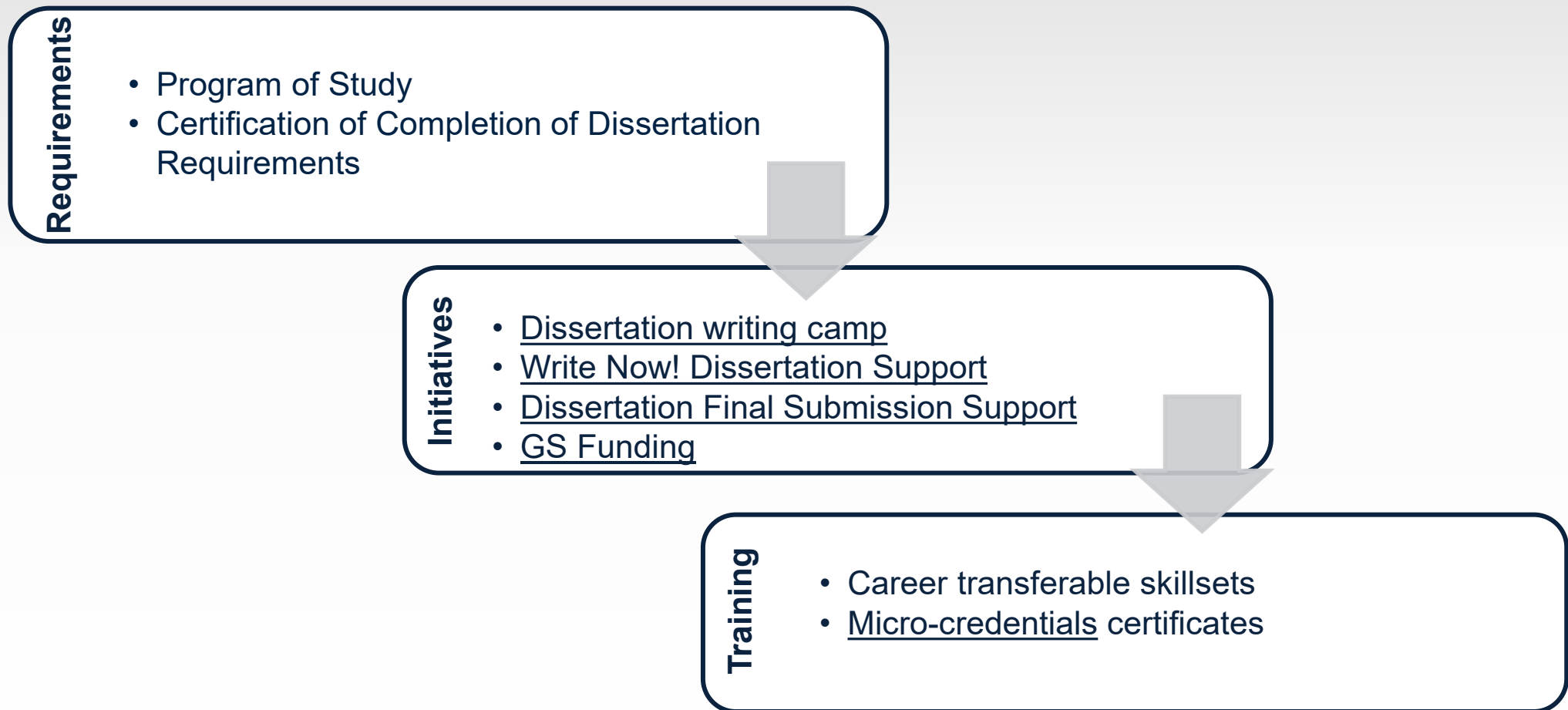
Preparedness (Initiatives)

Training Tracking  
(Tools and Outcomes)





# BOLD Doctoral Journey Stage III: Dissertation



# 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

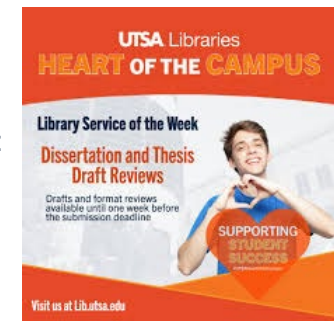
This 6-week program offers students a safe space to discuss goal setting, time management and writing strategies as they set to write their manuscript. Participants have the opportunity, each week, to listen to subject matter experts from across campus to include UTSA Libraries, the Writing Center, the 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:

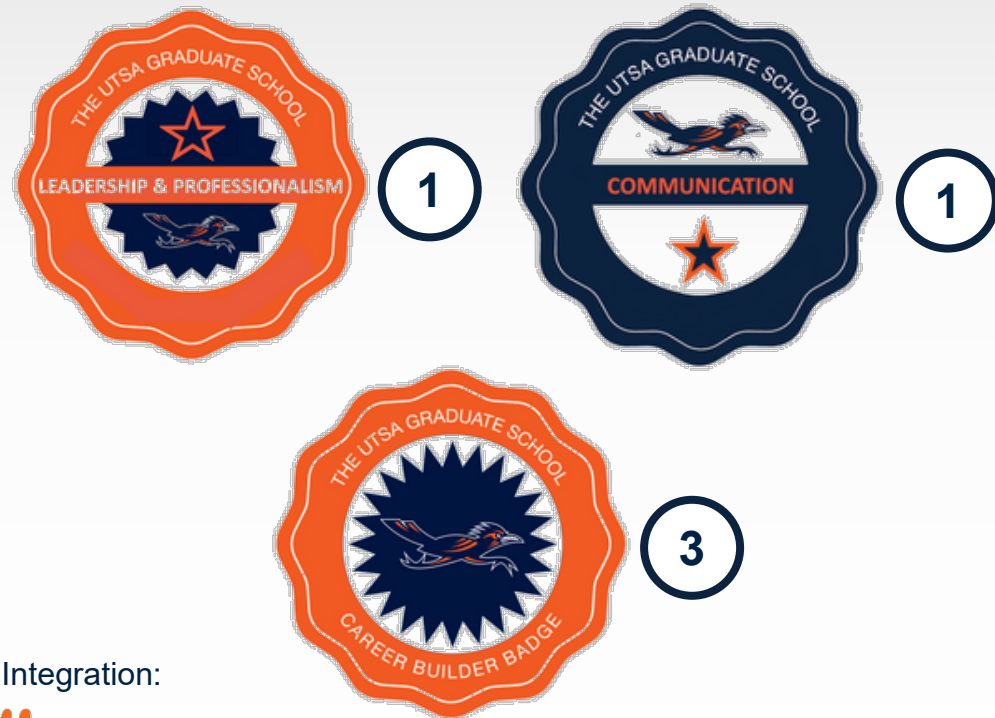
1. The Graduate School's required formatting (including our templates)
2. Deadlines to be met
3. Preliminary Draft process
4. Final submission requirements:
  - ProQuest
  - Printed Copies
  - Doctoral survey



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

Professional Development

Collection Completion



Badge Integration:



# BOLD Doctoral Journey

## Stage III: Dissertation

Policies and Processes  
(Requirements)

Preparedness (Initiatives)

Training Tracking  
(Tools and Outcomes)



# **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](#)

The screenshot shows a web form titled "Academic Annual Review and IDP for Graduate Students" from UTSA The Graduate School. The form includes instructions for completion and a series of input fields and radio buttons for student information.

**UTSA The Graduate School**  
The University of Texas at San Antonio

**Academic Annual Review and IDP for Graduate Students**

Graduate students should complete the following form in May of every year. You will be asked to provide information about creative and scholarly activities (e.g., conference presentations, papers), participation in professional development activities, and awards in the last 12 months.

We recommend that you have your most recent version of your cv or resume open so you can copy and paste information into this form. You will be asked for your research advisor's name. After you submit the form, it will be sent to your advisor for their approval so be sure to discuss the form with them before you submit.

**Student Information**

First Name \*

Last Name \*

Banner ID \*

Phone Number \*

Student Email \*

Academic Year \*

College \*

Program \*

Student Status \*

- First Year Doctoral Student
- Second or Later Year Doctoral Student

Which describes your expected enrollment status during Fall and Spring in the next academic year? \*

- 9 or more hours per semester
- 8 or fewer hours per semester
- Not planning to enroll

Please enter your ORCID ID. (See <https://orcid.org> to create your ID) \*

Do you have a LinkedIn profile? \*

- Yes (Please enter link below: [www.linkedin.com/in/name](http://www.linkedin.com/in/name))
- No



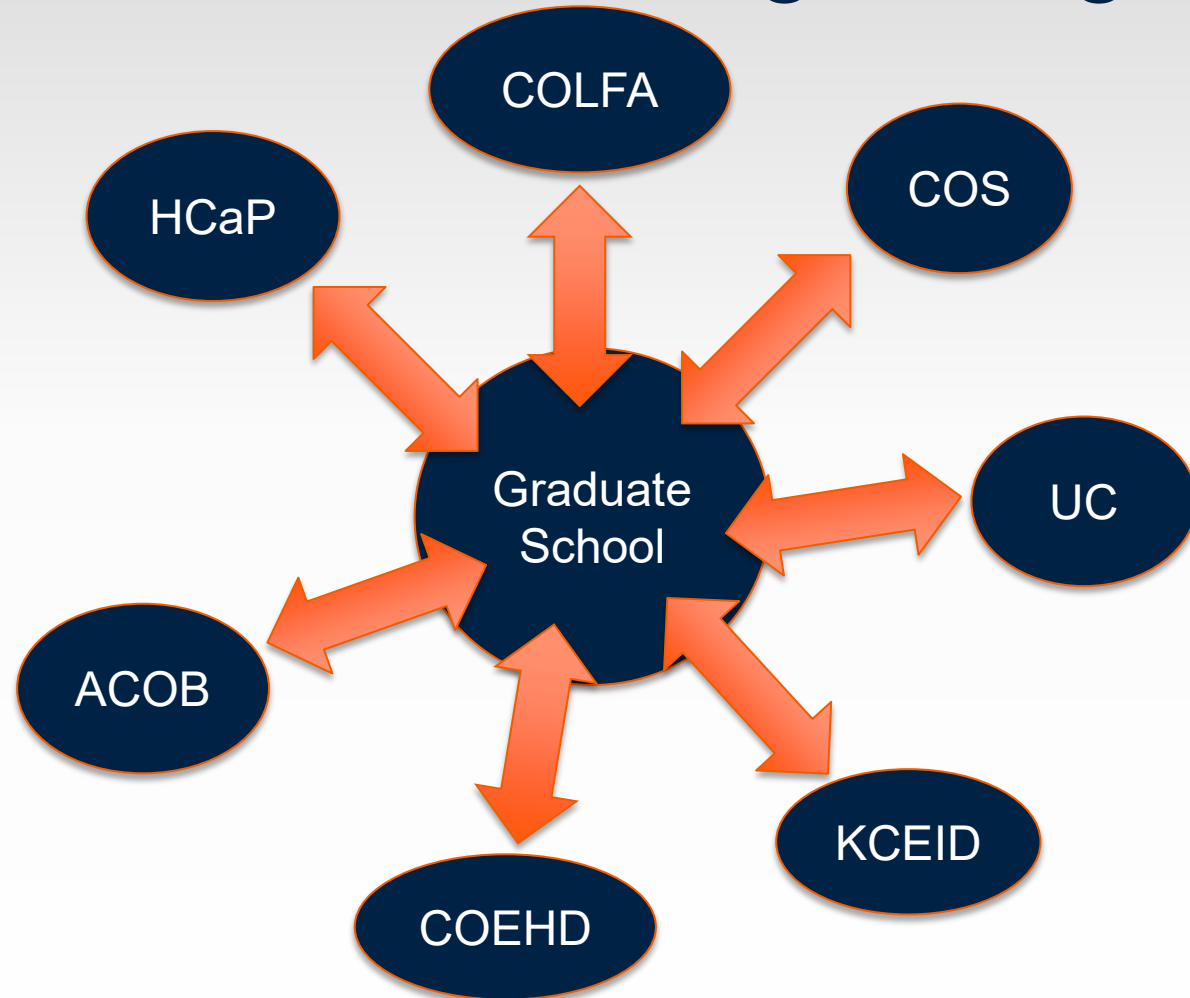
# BOLD Impacts

- **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**



# 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