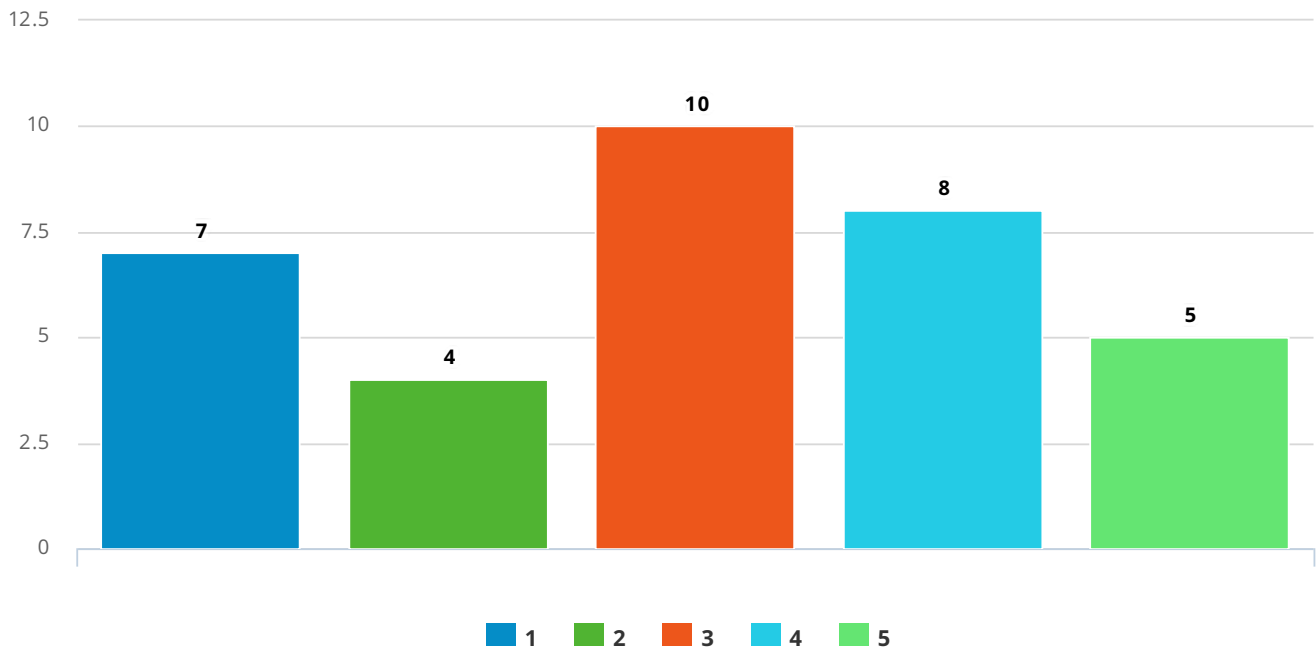


Faculty, Staff and Alumni/Reputation and Engagement

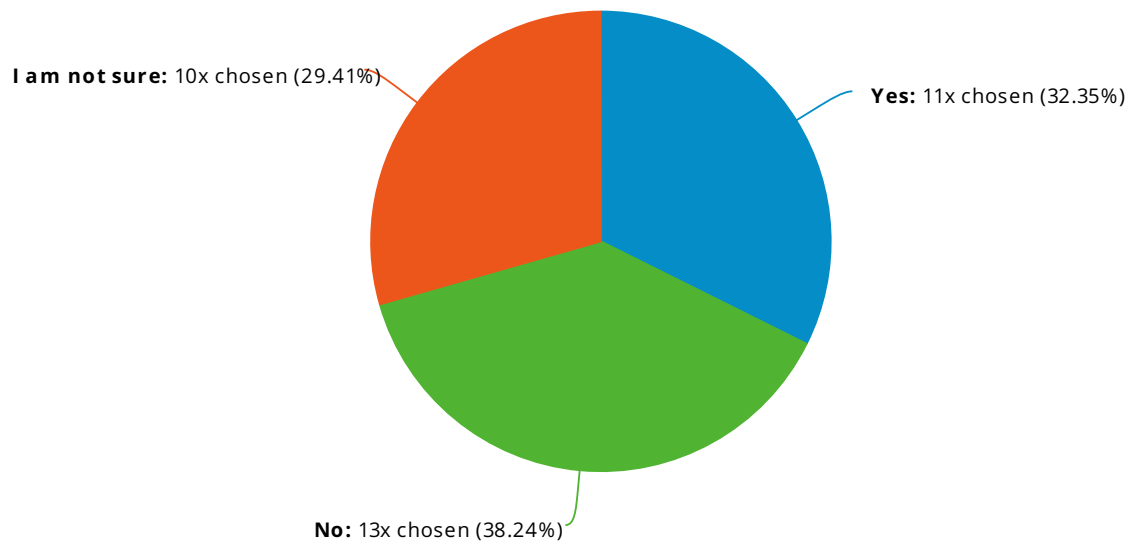
How important are USNews and World Report rankings for your department/program?

Number of responses: 34



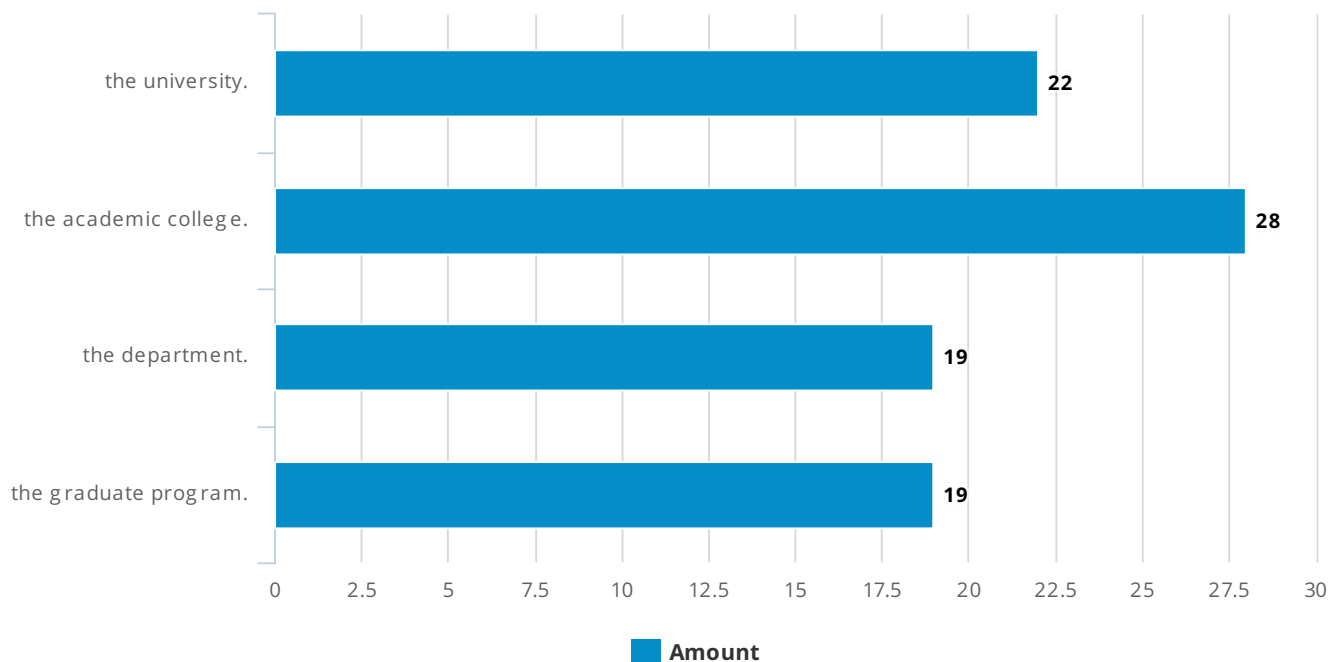
Is the graduate program/department/college in which you reside ranked?

Number of responses: 34



Branding of graduate programs should be the responsibility of

Number of responses: 34



How can the College of Graduate Studies help to increase the profile of research and graduate programs at the University of Toledo?

Number of responses: 28

Text answers:

By encouraging grad students to present their work at peer reviewed meetings.

Help us get better students

Better marketing increase to competitive stipends

Publicize the research output periodically, some incentives for travel to conferences of faculty and graduate students on a competitive basis

By having more awards for student research

Help define and promote best practices.

Lobby for more resources.

Coordinate the PR with the college. Provide more resources to recruit better students. Become less bureaucratic.

Provide departments with recruitment and advertising support.

- administrative simplicity
- support national committee memberships
- help w editorial services (proposals, papers)

Training of graduate directors, completion of surveys for rankings / recruitment, best practices in web-design to attract domestic and international students, resources for development of recruitment materials / website.

Faculty funding / graduate fellowships etc

Centralize and make info available. I had a delegation from China. They wanted to know our UT "famous" professors and programs. I could not get that info.

Push notifications of publications to multiple media outlets

Advertise in strategic journals and venues.

More awards to students and mentors
Interdisciplinary graduate programs
Pay students to go to meetings

Nothing you can do (need institutional support)

Highlight key research, grants and publications both locally and regionally.

Assist in telling success stories of our students and faculty.

Not sure if this exists, but a research award for faculty from COGs; funding for travel or funding for presentation materials

Supporting social media for programs; allocating graduate assistantships to programs early; helping with recruitment

More TA lines , more bridge funding

Money for program recruitment materials and seed money for graduate students

What activities is the COGS currently involved in and what resources does the COGS have available?

Less money for football, more money for faculty and research. Stop letting programs lose their accreditation. Stop letting salaries lag behind market. It is simply impossible to retain top talent when we are paying less, fiddling with workloads more, and have a lower reputation than other schools. Administrators should not take bonuses in years when any faculty members and staff members go without pay raises.

Collect information on news-worthy accomplishments of Faculty within different Colleges/departments/programs for it to be displayed on the each college graduate school websites. Accomplishments such as high-impact publications, faculty serving on important national and international committees, organizations, grant review panels, journal editorial boards (proves national, and international reputation), accomplishments by student such as news articles, high impact publications, awards, etc. Grad. Faculty awards.

One way of collecting this is by requesting updated CVs from all graduate faculty and extracting the above-mentioned information..

The information could be laid out in a relatively uniform, ready to use format that is then provided to each Grad program in each college.

Assist with marketing.

Advertise and participate in disciplinary/program-relevant organizations.

National publications/venues, focusing on the diversity of programs offered. Let the Colleges or Departments develop/promote their graduate programs in a manner that picks-up where the initial COGS efforts leave-off.

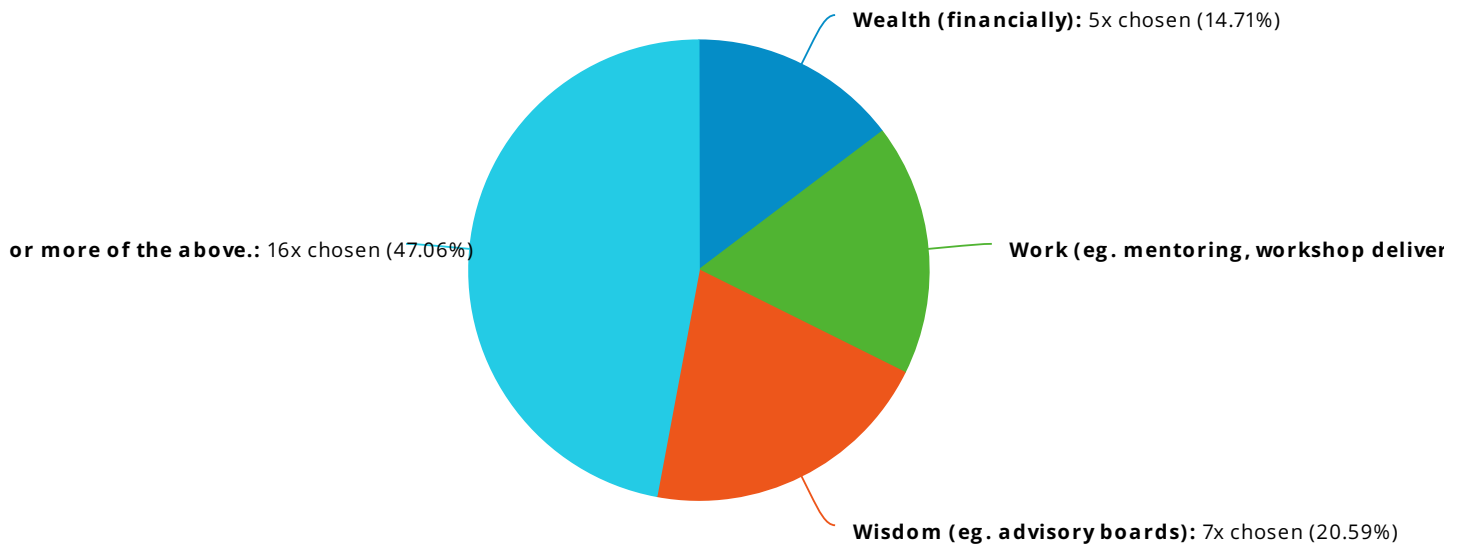
Quicker response times to support grant applications

Increase in funding available for graduate students

Improved application system, and particularly response system when students are accepted (working closely with the programs)

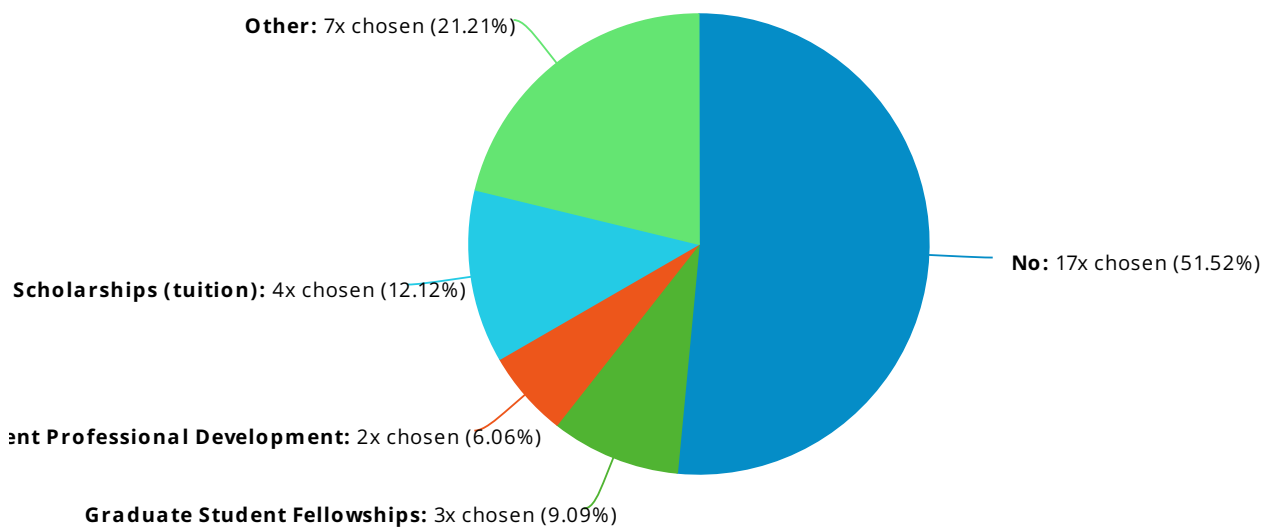
In what ways do you believe the graduate alumni in your college/department/program are most interested in giving back to the institution?

Number of responses: 34



Are there funds held in the UT foundation which support graduate assistantships or infrastructure for graduate education for your program/department/college?

Number of responses: 33



What is the most important action that the COGS can take to assist faculty in obtaining tenure and/or promotion?

Number of responses: 23

Text answers:

Not sure

Help them get good students

More internal seed and bridge funding and incentives for faculty doing well
Support Travel to meetings for PI as well as students

Help new faculty by mentoring them and starting programs that can make bridge funding available for them.

Faculty workload adjustments

Make sure faculty have access to funded graduate assistants.

Provide GA resources.

Not sure what COGS can offer for this purpose.

- editorial support
- pressure to favor research vs teaching

Help improve graduate study quality. Provide writing intensive workshops or courses for grad students.

Reduce teaching loads

Stop scaring junior faculty

Better guidelines; fewer required reports on progress so they can make progress; better mentoring with outcomes assigned to the mentor.

Best practices for faculty and graduate students.

Appropriate work loads

More peer mentoring

Work with existing program to enhance faculty development . Host Research newtworking events

Be a loud, consistent advocate for graduate student and faculty research resources; be an intricate part of the research infrastructure along with the Office of Research and Sponsored Programs.

Not sure

Making sure students fill out individual faculty evaluations once courses are done.

Potentially providing workshops on how to effectively teach grad students.

Increase assistantships that support unfunded research.

Support for recruiting and successfully mentoring strong students, particularly those from underrepresented groups.

Find ways to support faculty release for graduate advising and mentoring, particularly in programs with large numbers of graduate students.

What is the most important action that the COGS can take to assists in faculty recruiting?

Number of responses: 23

Text answers:

Not sure

Non

Need research intensive faculty to enhance graduate education
Release of time from teaching workload to develop research

Not much. It is departmental/college activity

Provide competitive packages which includes startup funds

Provide information for prospective faculty about COGS resources and programs.

Fund GAs.

Project a positive image of the grad programs

- make hiring process swifter

Advocate for improvements in university infrastructure

Fun more visits

Development of more diverse pools; minority hire funds

Help with funding of printed materials, assistance at professional conferences that have potential of recruiting larger number of students.

Get them good students

Provide incentives to new high profile faculty in the form of assistantships.

Competitive workloads

Keep pushing for more faculty lines

Money for ads in leading job search engines

No suggestions here...

More administrative staff would mean that faculty positions didn't have to carry so much of the administrative load.

Provide student success rates (graduation, publications, awards, etc) on the websites

Extra assistance attracting applications from those in underrepresented groups.

Elevate the visibility of the university's graduate programs on the national/international stage.

Our biggest obstacle is university reputation (e.g., high workloads, heavy research expectations, loss of accreditation by PA program) which needs to be addressed by many levels, but perhaps offering some sort of reassurance support for new faculty. Secondly, timelines...we are often expected to conduct a national search with very small budget starting in mid to late spring when most programs begin hiring process in early fall for following year. We end up with the last candidates that didn't have opportunities elsewhere. Need support at the Provost's office for quicker turn around and more support for these important searches/decisions.

What is the most important action that the COGS can take to assist in staff recruitment and retention?

Number of responses: 19

Text answers:

Not sure

Non

For associate dean's designated staff to help with graduate programs

It is the department/college that can do the best, not COGS.

NA

Provide best practices for treatment of GAs and RAs.

?

- how many of these areas should COGS influence?
- how many can COGS influence?

provide path for promotion

Money and growth potential

Career ladders

If grad students are considered as staff, then it should be critical to provide them with health insurance. We are not competitive in recruiting students based on this very important omission.

Recruitment - targeted recruitment database for various disciplines.

Retention - employees don't quit institutions but they quit people. Do things that promote leadership development, teamwork, etc.

Competitive packages, compensation and incentives

An occasional pay raise not requiring promotion would be nice

Staff in the COGS reach out to the program staff to streamline the admissions process, on-boarding requirements and matriculation of graduate students.

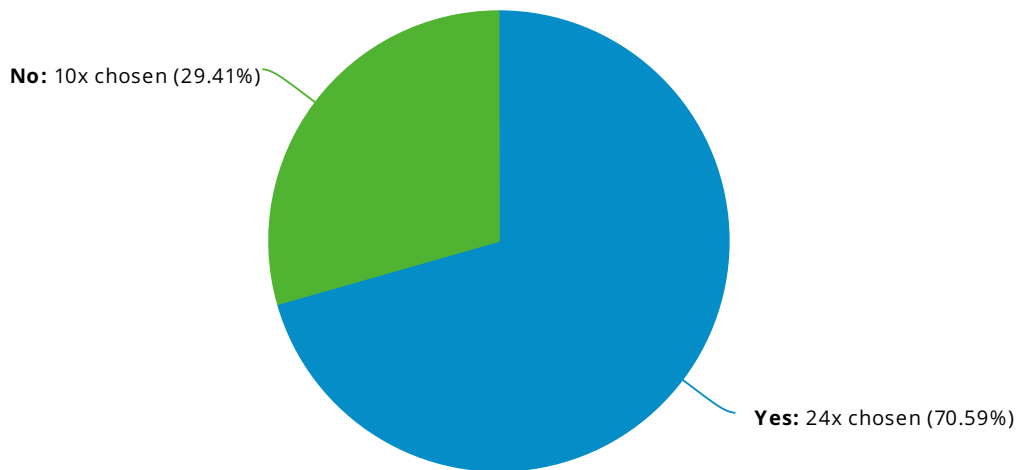
Give PSA staff a raise this year!

Not a COGS responsibility.

Because we have a contract that requires us to hire from within, we often end up with staff that were not successful in another program. Retention is typically related to overwork and under job classification compared to what one is actually doing. When asking to increase classification, we are told there is no money to do so.

Do you believe diversity training should be a part of the graduate student experience?

Number of responses: 34



Do you believe graduate faculty members should be required to participate in diversity training?

Number of responses: 34

