



## Graduate Council Agenda General Session

Monday, October 5, 2020

11:50am – 1:20pm, Zoom

<https://uwmadison.zoom.us/j/9775802673>

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- I. Approval of August 31, 2020 minutes (attached)
- II. Announcements and updates
  - A. Fellowships and Scholarships Committee Appointments
  - B. Other
- III. For discussion or action
  - A. Graduate Council (General Session) meetings – communication and access (attached)
  - B. Fall 2021 admissions (attached)
  - C. Diversity recruitment
  - D. Diversity and inclusion in Graduate training
  - E. Non-academic careers and graduate training
  - F. Other

Graduate Council  
**GENERAL SESSION MINUTES**

Monday, October 5, 2020  
11:50 a.m. – 1:20 p.m., Zoom (Online)

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Present: Ussishkin (Chair), Houck, Kodesh, Murthy; Cerepak, Mall, Walsh, Wathen; Abadie, Normand, Gramer

Absent: Rock-Singer

- I. Minutes of August 31, 2020 meeting – Approved
- II. Announcements and updates
  - A. Fellowships & Scholarship Committee appointments
    - i. Ussishkin (chair); Powers Useche; Rock-Singer; Suarez;
- III. For discussion or action
  - A. GC (General Session) meeting communication & access– Discussed
    - i. Grad Program Assistant to send GC meeting details, including location or video-conference link, as well as the meeting agenda.
  - B. Fall 2021 admissions- Discussed
  - C. Diversity Recruitment – Discussed
  - D. Diversity and inclusion in Graduate training – Tabled
  - E. Non-academic careers and graduate training - Tabled
- IV. Adjourned to Executive session at 1:06 p.m.

Supplementary material for III(a), provided by Emma Wathen.

I would like to put "Communicating Graduate Council Information with Graduate Students" on the agenda for the next Graduate Council meeting. In early September, Professor Daniel Ussishkin and I talked about making sure there is a system in place for opening Graduate Council meetings up to graduate students and making sure all committee members agree with it. My hope is that everyone will be comfortable with circulating 1) a link to the meeting (or a room number when we resume in-person meetings), 2) the agenda to the meeting, and 3) an informal invitation for graduate students to reach out to me or other representatives if they want to learn more about specific items on the agenda. This system is what we will be voting on; however, I also invite any input on how best to inform and solicit feedback from graduate students, especially during the pandemic, without hindering discussion or causing privacy concerns.

## Admissions discussion GC 10/20

During Spring 2020 the Department of History expressed its strong interest in redirecting some of the funds normally used for admitting a new cohort towards supporting current graduate students, given the short- and long-term impact of COVID-19 on progress, completion, and placement.

Any action plan should take into account the following points:

- The size and nature of Graduate School allocation may not be revealed until December. On 09/01, it was announced that the usual GSSC allocation process will not take place, and that the plan is to allocate a level of funding similar to FY21, pending budgetary constraints.
- The Department, through GC and F&S will have some flexibility in redirecting recruitment fellowships to support dissertators.
- It is important, if possible, to maintain a healthy recruitment cycle even while facing the challenges we face today, for a variety of institutional reasons. Simply put, the quality of our graduate education depends, and will continue to depend, on our ability to maintain a robust and thriving graduate student body.
- The impact of COVID-19 on graduate students has been particularly hard, and is likely to be felt for a while. Two issues are particularly significant for this discussion: delayed research, writing, and completion, and a more difficult job market, both within as well as outside academe. In this context, recruiting new graduate students raises important ethical, as well as financial or budgetary, dilemmas.
- The impact of COVID-19 on individual students was broad and wide ranging, from inability to conduct research due to archive closures, to difficulties relating to family needs or childcare, physical or mental health, or the time-consuming transition to different instructional modalities. GC would like to offer as much support as possible to current dissertators and to uphold its commitment to support students who had been admitted prior to the Department's transition to a fully-funded program. Support will be given, as much as possible, in the form of semester fellowships, employment as Teaching Assistants or Project Assistants, and research support, or any combination of those. Funds for fellowship support will come from GS allocations as well as Graduate Program funds. In determining the allocation of these resources, F&S will prioritize students who have made timely progress towards degree completion.
- Divided according to year in the program, there are about 15 students in each of the following groups: years 4-5 ABD, years 6-7 ABD, and Fall 2021 ABD, as well as a small number of more advanced students who would benefit from department support. It is important to remember that not all of these students would require this additional support, and a good number of them are already accounted for in fellowship/TA'ship projections.
- In addition to Graduate School fellowship allocations, we anticipate at least 2 Advanced Opportunity Fellowships (AOF), one each in History and HSMT.
- In addition to Graduate School funds, GC anticipates 2 Mosse Fellowships in European Cultural History or in Jewish History.

- Should Graduate School allocations remain the same, a 33% reduction in the size of the incoming cohort would balance the conflicting demands outlined above and would likely provide more than 20 dissertator semester fellowships.
- Actual targets could be set only when more data is available, following GC July target-setting (percentages).
- GC should consider the likelihood of a likely higher yield, perhaps 2/3 (rather than 50%), perhaps even higher, given the economic crisis (which historically generated higher yields) as well as fewer opportunities offered by peer institutions.

Further points to consider:

- It is quite likely that we will see a reduction in GS allocations and therefore a smaller incoming cohort.
- GC will conduct similar assessment next year; adjusting our allocation of graduate support can take a number of years.
- Departmental adoption of this course of action depends on a collective commitment to work and support TA's from a different field, which will increase the labor for both TA's and faculty. However, given the changing nature of the discipline and the profession, teaching experience in a different field is not altogether a bad thing, and perhaps should be viewed as an essential component of graduate education.
- GC should continue to review the implications of a smaller cohort in the areas of admissions and training.

Supporting documents:

- GSSC allocations FY21 – History
- GSSC allocations FY21 – HSMT



November 21, 2019

TO: Program Chair, Director of Graduate Studies, and Graduate Coordinator  
History

FROM: Lisa Martin, Associate Dean  
LaRuth McAfee, Assistant Dean for Diversity, Inclusion and Funding

RE: 2020-21 Graduate Student Support Competition Allocation

As communicated to Directors of Graduate Study on July 12<sup>th</sup>, the Graduate Student Support Competition (GSSC) will not take place this year. Instead, the Graduate School is taking a strategic look at our funding structure and process during the 2019-20 academic year and is holding FY21 allocations at relatively the same level as they are in FY20. Therefore, the Graduate School has allocated your program the following resources to be used toward fellowships and overall graduate student support (student travel, recruitment, etc.) during FY21 (July 1, 2020-June 30, 2021).

<u>Allocation Type and Estimated Value in FY21</u>	<u>Number/Amount</u>
2-Year Non-Dissertator Fellowship, Academic Year (\$39,477.60)	12
2-Year Non-Dissertator Fellowship, Annual (\$48,584.00)	0
1-Year Non-Dissertator Fellowship, Academic Year (\$39,477.60)	0
1-Year Non-Dissertator Fellowship, Annual (\$48,584.00)	0
Semester Non-Dissertator Fellowship (\$19,738.80)	0
Summer Non-Dissertator Fellowship (\$12,178.75)	0
1-Year Dissertator Fellowship, Academic Year (\$30,836.60)	5
1-Year Dissertator Fellowship, Annual (\$38,598.90)	0
Semester Dissertator Fellowship (\$15,418.30)	0
Summer Dissertator Fellowship (\$10,834.65)	0
AOF Recruiting Funds (Account 135 PRJ14YJ 4838XX 4)	\$1,300
GSSA Funds (Account 135 135G770 483800 4)	\$4,500

Given next year's Graduate School Fellowship stipend rate and estimated tuition and fringe costs, the Graduate School values this allocation at \$633,714 total. The Graduate School allocates this support using funds from the Wisconsin Alumni Research Foundation (WARF) and the campus. Note that students previously offered two-year fellowships who will be eligible to use their dissertator-year fellowship in 2020-21 are not included in this allocation. The Graduate School's Office of Fellowship and Funding Resources will be in communication with you and those students in Spring 2020 to confirm plans for FY21 fellowship use.

**IMPORTANT INFORMATION ABOUT YOUR ALLOCATION** (*please read carefully*):

1. **Fellowship Allocation:** The aforementioned allocation represents a fellowship value of \$627,914 provided by the Graduate School to your program for the 2020-21 fiscal year. While we have allocated fellowship types based on your request and knowledge of program needs, you may request to use the fellowships in a different configuration, such as a different fellowship duration or for a different level of student, based on your program's priorities. Please contact the Office of Fellowship and Funding Resources ([offr@grad.wisc.edu](mailto:offr@grad.wisc.edu)) for additional information and to discuss options. Beginning in FY21, *programs will be expected to payroll fellows and to prepare offer letters, with the exception of fellows*

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using the dissertator year of a two-year fellowship. There is a [Box folder with offer letter templates](#) for your use in this process. The Graduate School will continue to payroll dissertators using the second year of their two-year fellowship.

2. **Fellowship Eligibility:** Incoming or continuing Ph.D.-bound, MFA, or DMA students, including dissertators, are eligible to be offered fellowships. Students entering a master's plan are eligible only if they clearly intend to pursue Ph.D. studies at UW-Madison. Two-year fellowships may only be offered to incoming graduate students. The Graduate School strongly prefers that this allocation not be deployed to students who are beyond your program's average final time-to-degree Ph.D. or more than your AAU peers' average time-to-degree -- whichever of the two is less.
3. **"Keeper" vs. "Offer" Fellowships:** All fellowship allocations in the table above are considered keeper fellowships. A keeper fellowship means that if the initial student does not accept the fellowship, you may re-offer it to another prospective, continuing, or dissertator student. An offer fellowship is a fellowship that can only be offered one time to a prospective student and, if the offer is declined, you may not offer that fellowship to another student. Your program may convert the keeper fellowship allocation to offer fellowships. The conversion rate is based on your program's 3-year acceptance rate. Please contact the Office of Fellowship and Funding Resources ([offr@grad.wisc.edu](mailto:offr@grad.wisc.edu)) if you would like to convert some or all of your keeper fellowships to offer fellowships.
4. **Fellowship Offers:** As indicated in point 1, the Graduate School expects that academic programs will prepare their own fellowship offer letters starting this year and we created a [Box folder with offer letter templates](#) to facilitate this process. You may use this template as it is or use this information in a program-specific offer letter. During the week of April 27-May 1, 2020, you will be asked to confirm which of your incoming students accepted a fellowship offer for the 2020-21 fiscal year. Further, to maintain accurate records of acceptance rates, we will ask programs to report how many offers were sent to prospective students. This is especially important for programs that expect to convert at least part of their allocation from keeper to offer fellowships in future years.
5. **Competitive Counteroffer Welcome Checks:** While not part of the GSSC, the Graduate School recognizes that a number of programs have come to appreciate the counteroffer welcome checks we have provided the last four years. We will again use a [Qualtrics survey](#) for you to request counteroffer welcome checks for prospective students for whom this opportunity would be appropriate. A [FAQ document](#) is also available for you to learn more about this initiative.
6. **Funding Carry-over:** Please note that *Graduate School will start enforcing our long-standing expectation that funding will be used during the fiscal year for which it was allocated.* While special requests for extensions will be considered, accounts will be zeroed out at the of each fiscal year before the new year's allocation is added. This will begin at the transition from FY20 to FY21 (i.e., July 2020). Annual usage will be taken into account in future allocation decisions.

If you have further questions about this allocation, please contact the Office of Fellowship and Funding Resources ([offr@grad.wisc.edu](mailto:offr@grad.wisc.edu)).

Cc: Dean William J. Karpus, Graduate School  
Dean Eric Wilcots (Interim), College of Letters and Science  
OVCRGE Accounting



November 21, 2019

TO: Program Chair, Director of Graduate Studies, and Graduate Coordinator  
History of Science, Medicine, & Technology

FROM: Lisa Martin, Associate Dean  
LaRuth McAfee, Assistant Dean for Diversity, Inclusion and Funding

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Given next year's Graduate School Fellowship stipend rate and estimated tuition and fringe costs, the Graduate School values this allocation at \$151,569 total. The Graduate School allocates this support using funds from the Wisconsin Alumni Research Foundation (WARF) and the campus. Note that students previously offered two-year fellowships who will be eligible to use their dissertator-year fellowship in 2020-21 are not included in this allocation. The Graduate School's Office of Fellowship and Funding Resources will be in communication with you and those students in Spring 2020 to confirm plans for FY21 fellowship use.

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