

IMPACT REPORT | ACADEMIC YEAR 2020–21



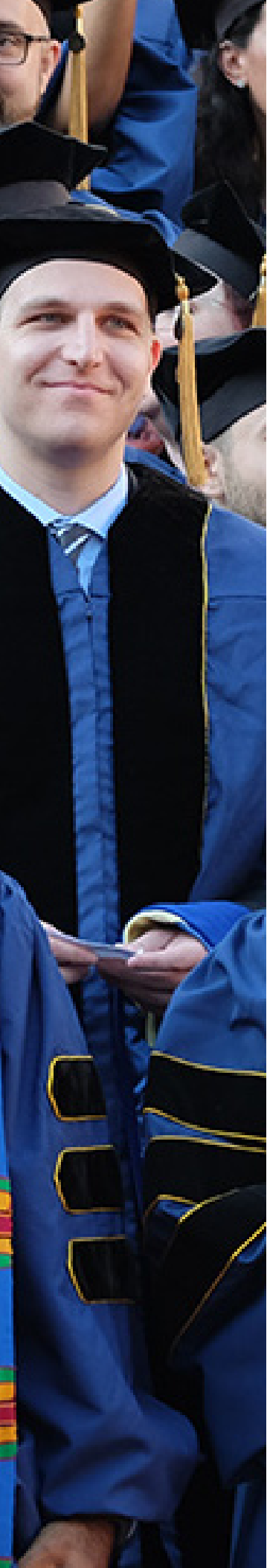
UNIVERSITY OF DELAWARE
GRADUATE COLLEGE



ACHIEVING EXCELLENCE IN GRADUATE EDUCATION

CONGRATULATIONS

HAMMOND



A VISION AND MISSION OF EXCELLENCE

The University of Delaware Graduate College is dedicated to achieving excellence in graduate education, research, scholarship and creative expression and is committed to elevating the stature of our graduate programs nationally and internationally.

Established in 2019, UD's Graduate College addresses the needs and aspirations of its graduate students and postdoctoral researchers and advocates for their success and well-being by:

building a welcoming, respectful, strong, diverse and resilient graduate community

fostering innovation in graduate education

providing opportunities for professional development

recruiting and retaining the best and brightest students

supporting, developing and enhancing opportunities for research, scholarship and creative expression

“As a leading research institution that’s home to 21 national top 100 graduate programs, the University of Delaware is committed to graduate education and to supporting the unique needs of grad students and postdocs. Despite the global pandemic that affected all of us over the past year, the Graduate College team—along with faculty and staff throughout the University—persevered in our mission.”



Louis F. Rossi
Dean, UD Graduate College

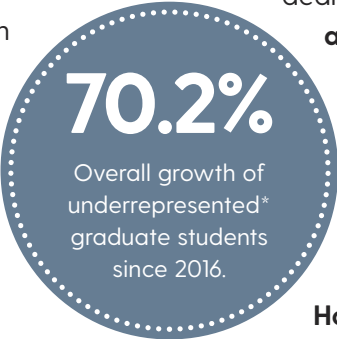


BUILDING A WELCOMING,
RESPECTFUL, STRONG,
DIVERSE AND RESILIENT
GRADUATE COMMUNITY

The University of Delaware Graduate College places the highest value on our common humanity and is committed to building a community that reflects and acts upon issues of diversity, equity and inclusion.

Analyzing Demographic Data from the Past to Build for the Future

As an integral component in helping the University build an environment of inclusive excellence, UD's Graduate College consistently tracks and analyzes student demographic data to determine our impact on student body diversity and to make informed decisions about recruitment efforts. Since 2015-2016, UD has experienced a 70.2% increase in the number of graduate students from underrepresented minority (URM) populations. As the overall percentage of graduate students from URM populations has increased from 8.6% to 12.3% since 2015-2016, Graduate College



administrators recognize that efforts to build a more diverse graduate student body are paramount.

Enhancing Recruitment Efforts

The Graduate College implemented additional marketing and recruitment efforts in 2020-2021 that were intentionally more inclusive. The Graduate College launched digital recruitment campaigns dedicated to students currently attending historically Black colleges and universities (HBCUs), participated in or supported 5 student-focused recruitment fairs (including SACNAS, ABRCMS, NOBCChE, Grace Hopper, Black Doctoral Network and GEM GRAD Lab), and revised outreach communications geared toward McNair Scholars and National Name Exchange students that led to 72 prospective students.

* U.S. citizens/permanent residents who have identified as Hispanic or Latino, Black or African American, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander, entirely or partially.



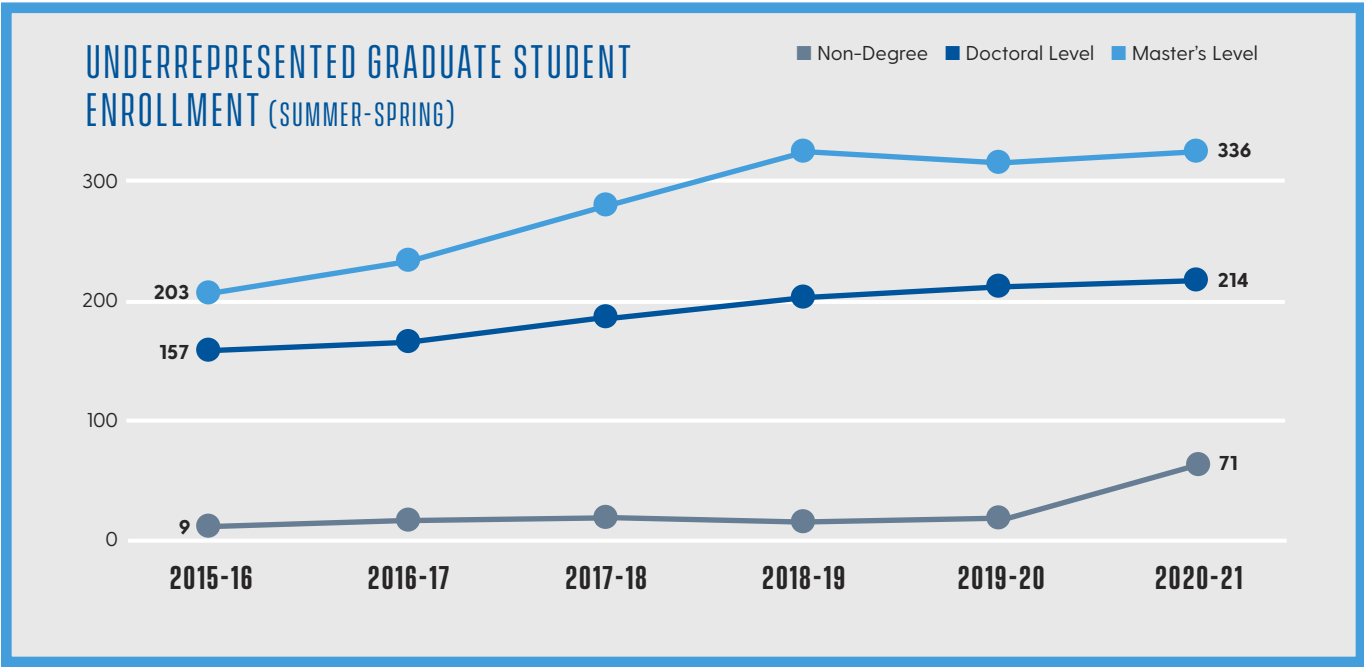
5,002

Total number of graduate students enrolled in 2020-2021



18.4%

Increase in graduate students since 2015-2016





Above left:

Students in the M.S. in international business are from all over the world, including China, India, Saudi Arabia, Thailand, the United States and Vietnam, and come from many different undergraduate backgrounds like business, engineering, international studies and the arts and sciences

Above right:

The Nonprofit and Voluntary Action graduate certificate provides students with an understanding of management in the nonprofit, civil society and non-governmental organization (NGO) sectors.

Lowering Base Tuition and Providing Scholarships to Reduce Barriers to Entry

Recognizing the cost of attending graduate school can be a significant barrier to prospective students, the Graduate College worked with UD's other colleges to award **\$61.6 million in graduate student scholarships** for the 2020-2021 academic year. Likewise, after conducting a graduate tuition study, the Graduate College team **reduced the base tuition rate by 50%** (effective fall 2021) to make top-notch graduate education more affordable.

Strengthening Interaction and Understanding within the Graduate Community

As the 2020-2021 academic year magnified the challenges society continually faces regarding social justice and the effects of the COVID-19 pandemic, Graduate College faculty, staff and student leaders collaborated on finding meaningful ways to strengthen interaction and understanding. Graduate College deans held **7 student town hall meetings for postdoctoral researchers and graduate students** and **9 graduate directors' meetings** to discuss key issues, including diversity, pandemic-related responses and student fees; the Graduate Student Government held **20 events focused on student issues, graduate life and professional development**; the graduate student services coordinator launched **a virtual new student orientation portal**; and Graduate College leaders launched a **biweekly newsletter** to keep students and postdocs better informed of news, issues and events concerning graduate students.



AMIR CAMPBELL

Shortly after completing his “Love Bubbles” mural in response to the unrest following the death of George Floyd, Amir Campbell brought his upbeat attitude and message of peace from his native West Philadelphia to UD, where he resumed the pursuit of his master’s degree following an 11-year layoff from school. Filtering his life experiences into his work, he immediately drew the praise and respect of the master of fine arts program’s faculty members and students.



FOSTERING INNOVATION
IN GRADUATE EDUCATION

Creating and Supporting Interdisciplinary Programs

Chartered with establishing, growing and supporting graduate programs that span UD colleges and academic disciplines, the Graduate College welcomed **6 interdisciplinary programs—4 master’s/Ph.D. programs and 2 certificate programs—** under its umbrella during the 2020-2021 academic year. New interdisciplinary programs include:

- **Community Engagement Certificate**
- **Graduate Certificate in Computer Science Education**
- **Sustainability Certificate**
- **M.S. in Data Science**
- **M.A./Ph.D. in Education and Social Policy**
- **M.S./Ph.D. in Microbiology**
- **Ph.D. in Neuroscience**



Delivering Online Courses and Programs

Helping graduate students balance work, family and advanced education responsibilities, the UD Graduate College supported **23 completely online graduate programs** during the 2020-2021 academic year through our UD Online channel. With **879 students enrolled in online master’s programs and 37 students enrolled in online graduate certificate programs**, the Graduate College online enrollment **grew by 15% over the previous year** and **695% since 2015-2016**.



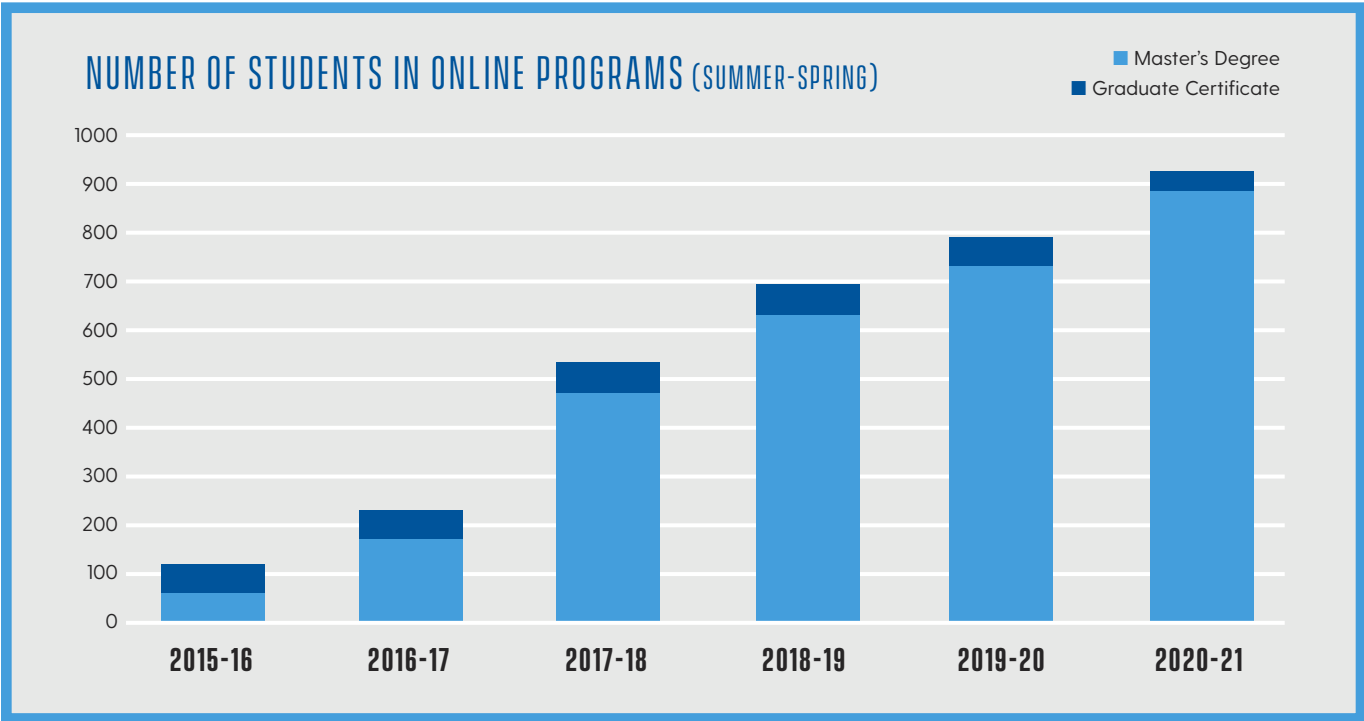
916

students enrolled in online master’s programs and graduate certificate programs during 2020-21



15%

increase in online enrollment in one year





Above left:

The first of its kind in the world, the hospitality business analytics doctorate provides advanced training to students for scholarly inquiry in the domain of data science as it relates to the hospitality industry.

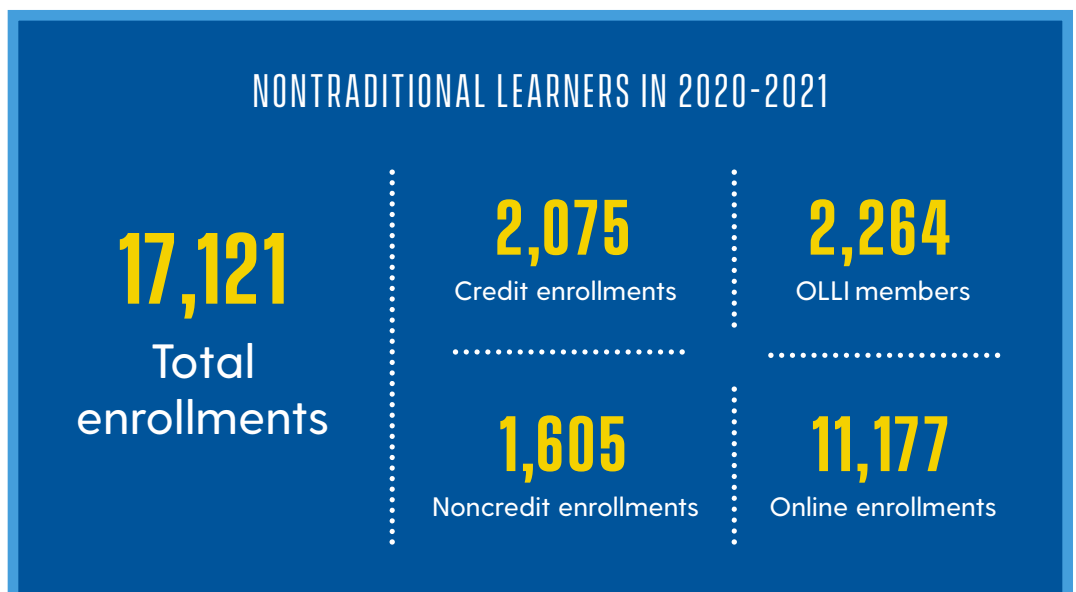
Above right:

After excelling in the Fundamentals and Advanced Social Media Marketing certificate programs, Tony Powell gained the confidence and knowledge to start a business.

Extending Educational Opportunities to Nontraditional Learners

As pandemic-related pressures have upended the global workforce, the Graduate College—including UD’s Division of Professional and Continuing Studies (UD PCS)—has continued to serve learners from preschool age through post-retirement age. As the nontraditional

learners’ portal to the University, **UD PCS helped thousands of students during the 2020-2021 academic year** by providing them access to UD credit programs, professional development courses, certificate programs, conferences, workshops and lifelong learning member cooperatives throughout the state.





PATRICIA L. HURLEY

Selected for the prestigious National Science Foundation (NSF) Graduate Research Fellowship Program (GRFP), first-generation college student Patricia L. Hurley is studying environmental engineering with the intent of solving environmental challenges. Intending to use what she learns from her project to help educate the public about water pollution, she is grateful for the support she has received from UD faculty, staff and students.



PROVIDING OPPORTUNITIES
FOR PROFESSIONAL DEVELOPMENT

Since transformative graduate education is more than research scholarship, the University of Delaware Graduate College prepares students for success in a variety of careers. Focused on building strong career foundations, confidence in students and their abilities, and resilience for students to thrive while on campus and beyond, the Graduate College is committed to providing holistic professional development resources that empower our graduate students to translate their education into meaningful careers.

Promoting Diversity-Focused Programming

The Graduate College created a graduate assistant for graduate diversity programming position and hosted events geared at graduate students from underrepresented and marginalized backgrounds. These programs included

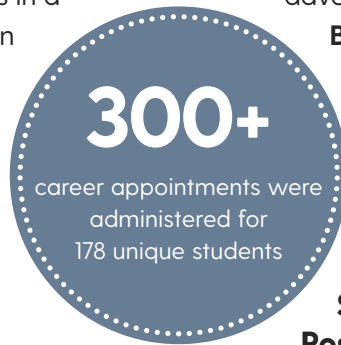
the **Autumn Gathering, Womxn of Color Panel series** and our **diversity professional development series**. We also

advocated for creation of a new **Black, Indigenous and People of Color graduate student support group** at the Center for Counseling and Student Development.

Enabling Graduate Students and Postdocs to Achieve their Career Aspirations

Exceeding the academic requirements of graduate programs, the Graduate College provides students and postdoctoral researchers with core workplace skills, including

- **Leadership and Management**
- **Effective Communication**
- **Teaching and Mentoring**
- **Personal Growth and Well-Being**
- **Career Navigation**



232

graduate students
attended UD career fairs



20

career development
programs, serving over
200 students

The Community Engagement Scholars Course of Study (CESCS) is a four-year academic program that prepares students for lives as engaged citizens.



Graduate students in Professor Wendy Bellion's "How New York Stole the Idea of American Art" course visit the New-York Historical Society.
(Photo: Wendy Bellion)



93%

of master's degree graduates from 2019 are employed or pursuing further education.*



98%

of doctoral degree graduates from 2019 are employed or pursuing further education.*

Providing Development-Oriented Programming to Encourage Growth

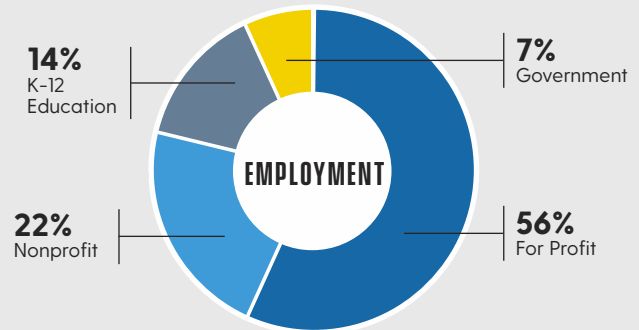
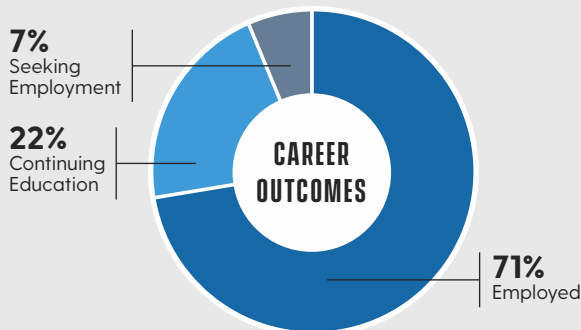
In fall 2020, the Graduate College launched **Accelerate to Industry**, a workforce development program for STEM trainees founded by NC State University, to equip graduate students and postdoctoral trainees with the knowledge and skills to transition to industry. Grad College leaders partnered with other UD organizations to prepare, organize and host **5 virtual events focused on students' professional growth**. The Graduate College worked with UD's Center for Teaching and Assessment of Learning to present **How to be a Successful Teaching Assistant Online!**, delivered **3 UD Career Spotlight for the Humanities, Arts and Social Sciences** presentations, and hosted the

Graduate Student Involvement Fair in conjunction with graduate student organizations and University Services.

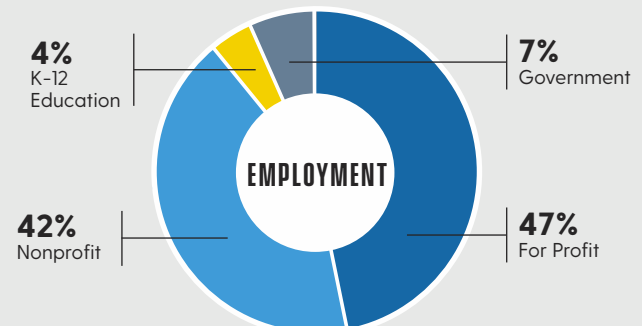
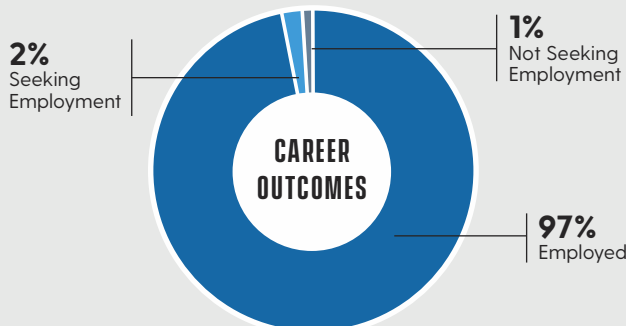
Helping Faculty with Research Mentorship

The Graduate College led an effort for **4 UD units to join the Culturally Aware Mentoring pilot** study led by Angela Byars at the University of Wisconsin–Madison. The group held 2 half-day virtual workshops that were attended by **25 faculty members** and will monitor the workshops' impact and share feedback with the study.

UD MASTER'S DEGREE STUDENTS ACHIEVING SUCCESS *IN 2019



UD DOCTORAL DEGREE STUDENTS ACHIEVING SUCCESS *IN 2019



Percentages may not add to the total due to rounding. For more career outcome information, see udel.edu/apply/career-outcomes.

AKILAH ALLEYNE

Thanks to numerous on- and off-campus supporters, as well as her initiative to immerse herself in the community, Akilah Alleyne earned three UD degrees (bachelor's, master's and doctorate) while making her presence felt throughout the First State. Her 10 years in Delaware allowed her to grow and flourish in a way that has given her the confidence to move forward in her career and life. As she has demonstrated, she has two words of advice for all UD students, "get involved."





RECRUITING AND RETAINING THE
BEST AND BRIGHTEST STUDENTS

Upholding the University of Delaware's tradition of excellence in graduate education, the Graduate College seeks to recruit and retain talented and ambitious students who tackle the most pressing societal issues of our time.

Partnering with Industry-Leading Enrollment Management Resources

Fulfilling a UD priority of growing graduate education, the Graduate College partnered with a leading enrollment management and student success organization in late 2019 and jointly launched a comprehensive graduate recruitment campaign in 2020. Based on needs expressed by local elected officials and business leaders and UD faculty and administrators, the initial graduate recruitment campaign focused on **20 data-science-related programs**. These efforts, combined with other promotional and recruitment efforts, led to **540 applications, 387 acceptances** and **238 matriculations** for the 2020-2021 academic year.

Promoting Graduate Education through Undergraduate-focused Summer Research

Despite the COVID-19 pandemic, the Grad College worked with other UD colleges and units to provide summer research opportunities to undergraduate students interested in advanced education. **33 students participated virtually** in the 2020 Graduate College-sponsored UD Summer Opportunities for Undergraduate Research and Creative Endeavors (SOURCE) program. **11 participants completed UD graduate applications, 8 were admitted, 1 enrolled in spring 2021 and 2 will enroll in fall 2021.**

Enabling Graduate Programs to Better Compete for Top Students

The Graduate College created and implemented a **Competitive Counteroffer program** allowing graduate programs to request **one-time awards up to \$5,000** for their top prospective students who have attractive offers from other institutions. **23 competitive counteroffers** were made in 2020-2021 leading to **13 matriculated graduate students**.

Streamlining Funding Award Processes to Expedite Prospective Student Enrollment Decisions

The Graduate College streamlined major funding award nomination and review processes by changing application deadlines so offers can be made earlier and prospective graduate students can make faster, better-informed decisions about attending UD.

Retaining Students through Identity-Based Programming and Enhanced Student Experiences

The creation of a **graduate assistant for graduate diversity programming position** coupled with events geared at graduate students from underrepresented/marginalized backgrounds (e.g., **Autumn Gathering, Womxn of Color Panel series**, professional development series), advocated for creation of new **Black, Indigenous and People of Color graduate student support group** at the Center for Counseling and Student Development, supported Graduate College efforts to incorporate more diversity-related thinking in their design/execution (e.g., Spring Orientation and Information Fair)

TIME TO COMPLETION* for calendar year 2020 graduates



**Time difference between student start date and degree conferral date.*



SUPPORTING, DEVELOPING AND
ENHANCING OPPORTUNITIES
FOR RESEARCH, SCHOLARSHIP AND
CREATIVE EXPRESSION

Outstanding graduate and professional education is essential in preparing the next generation of thinkers, explorers, leaders and entrepreneurs, so the UD Graduate College is dedicated to facilitating research, scholarship and expression of thoughts and ideas.

Facilitating Critical Research through Student-Driven Efforts and University-Supported Funding

Coupling high-performing academic minds with projects that require hands-on research enables the Graduate College to assist students and postdoctoral researchers with building real-world skills that help them in their future careers. In the fall and spring semesters, **1,078 students were research assistants, 716 were teaching assistants, 184 were graduate assistants and 280 were graduate fellows**, all supported by stipends. The Graduate College provided **\$3,097,000 of stipend funding**.

Encouraging Thought Leadership through Compelling Graduate Student Seminars

The Graduate College provided an engaging pathway for sharing research, insight and expertise from students and postdoctoral researchers by hosting **11 graduate student seminars** during the 2020-2021 academic year. With seminars covering topics in arts and humanities; biological and health sciences; business and economics; math, physical sciences and engineering; and social sciences, students and postdoctoral researchers honed their crafts while enlightening others.

\$
2,121

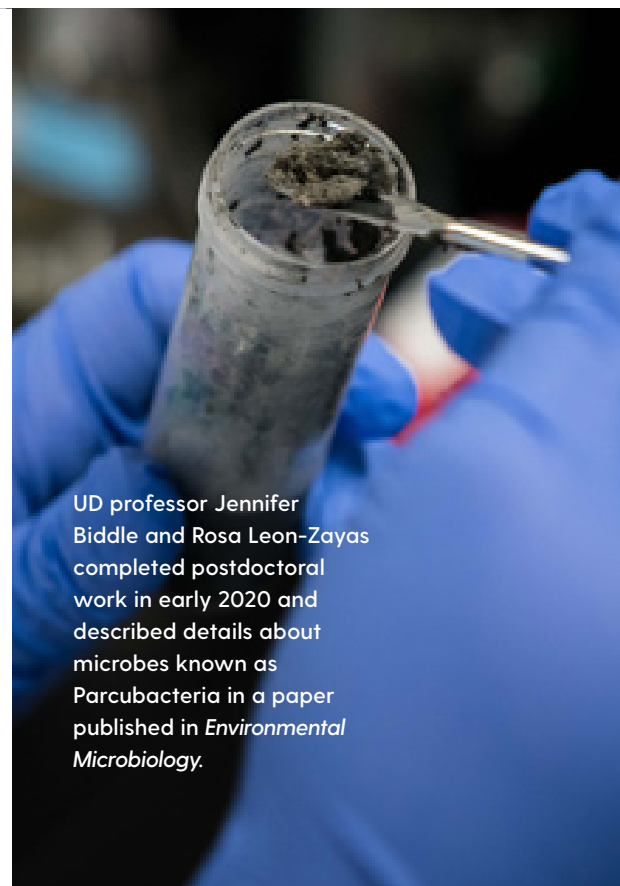
Total number of graduate students supported by stipends, fall 2020-spring 2021

[O]
149

Number of competitive fellowships awarded to graduate students in 2020-21



Dr. Jack Puleo and graduate student Aline Pieterse conduct research by tracking the flow of water through a marsh in extensive detail over a period of several weeks.



UD professor Jennifer Biddle and Rosa Leon-Zayas completed postdoctoral work in early 2020 and described details about microbes known as *Parcubacteria* in a paper published in *Environmental Microbiology*.



UNIVERSITY OF DELAWARE

GRADUATE COLLEGE

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