

### Theme 3: Graduate Scholarly Experience – Strategic Action Plan

**Thematic Goal:** Advance a culture of excellence that attracts highly talented, diverse graduate students and produces graduates recognized as outstanding in their respective professions.

**Assumptions:** ■ As a land grant institution in 2025, K-State’s graduate programs will continue to prepare students for professional life in both academic and non-academic professions. ■ The *Graduate Scholarly Experience* encompasses the changing and diverse needs of our graduate population and requires both discipline-specific preparation and attention to their future professional lives. ■ *Diverse graduate students* refers to traditional and non-traditional students; including residential, international, distance, military-veteran, adult degree completion, transfer, ethnic/cultural minorities, in-state/out-of-state. ■ In deciding to choose K-State, prospective graduate students would likely consider 1) the presence and quality of their programs of interest, 2) the reputation of the prospective major professors for programs that operate on the major professor/graduate student model, and 3) the overall prospective graduate school experience, which is influenced by many factors, including cost and expected support. ■

	Activities	Outcomes -- Impact		
		Short Term	Intermediate	Long Term
<b>I N P U T S &amp; R E S O U R C E S</b>	<b>What we plan to do...</b>	<b>What we expect to happen in 1-5 years...</b>	<b>What we expect to happen in 6-10 years...</b>	<b>What we expect to happen in 11-15 years...</b>
	<ol style="list-style-type: none"> <li>1. Recruit and retain high quality, diverse graduate students by:               <ol style="list-style-type: none"> <li>a) offering competitive compensation and support, including tuition waivers for GRAs and other incentives such as in-state tuition for spouses or children;</li> <li>b) engaging and recruiting our undergraduate stars and allowing them to begin graduate work as they finish their bachelor’s requirements;</li> <li>c) increasing financial assistance to graduate students; such as assistantships, fellowships, and scholarships;</li> <li>d) designing recruitment strategies responsive to the changing demographics of potential graduate students, including international students; and</li> <li>e) exploring raising the minimum standards for admission and qualifying exams to “Top 50” levels in our graduate programs.</li> </ol> </li> <li>2. Promote the importance and value of our graduate students by communicating their stories; ensuring their voices are heard in departments, on campus, and on committees; and capitalizing on the professional strengths, knowledge, and skills of all students in graduate and advanced professional degree programs.</li> <li>3. Build a community of support and effective student services for our diverse graduate student population by considering strategies such as:               <ol style="list-style-type: none"> <li>a) expanding and equipping Career and Employment Services (CES) to meet their needs;</li> <li>b) broadening the Admission Office mission to serve graduate students; and</li> <li>c) streamlining, revising, and resourcing administrative work related to application/admissions, program of study approval, and graduation processing to ensure timely, efficient, and accurate processes.</li> </ol> </li> <li>4. Provide venues for social networking and interaction reserved for graduate students.</li> <li>5. Provide outstanding mentorship to our graduate students for their career preparation by:               <ol style="list-style-type: none"> <li>a) implementing a strategic approach for their skills development that includes identifying the types of skills needed and the appropriate provider (e.g. university, college, department, unit, individual) and improving our capacity to advise them on developing these skills;</li> <li>b) ensuring graduate faculty have the capacity to be effective mentors by providing them training and holding them accountable;</li> <li>c) enriching mentorship offerings beyond our faculty by creating more endowed lectureships and involving students in selecting, inviting, and hosting visiting scholars;</li> <li>d) actively engaging the student’s entire graduate committee in his/her program and thesis dissertation project; and</li> </ol> </li> </ol>	<ul style="list-style-type: none"> <li>• <b>Competitive compensation and support available for GRAs, GTAs, and GAS</b></li> <li>• <b>Tuition waivers for all GRAs</b></li> <li>• <b>Engaged graduate students integrated in university life with enhanced visibility and appreciation</b></li> <li>• <b>Outstanding mentoring for our graduate students</b></li> <li>• <b>Expectation of excellence for the graduate scholarly experience</b></li> <li>• <b>Increased capacity to secure funding for graduate research and teaching</b></li> <li>• <b>Broader spectrum and greater overall number of courses offered at the graduate, and especially at the PhD level</b></li> <li>• <b>Expanded partnerships with industry and government to provide high level learning and experiential training opportunities for graduate students</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>Increased participation by our graduate students in unique high level learning and experiential training</b></li> <li>• <b>Expanded reputation for outstanding graduates with the critical skill sets needed to excel in their careers in a global environment</b></li> <li>• <b>Increased funding for graduate research and teaching</b></li> <li>• <b>Increased number of nationally and internationally recognized award-winning graduate faculty</b></li> <li>• <b>Increased number of Doctorates Awarded</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>National and international reputation for outstanding graduates with demonstrable career success</b></li> <li>• <b>World-class reputation as a preferred destination for outstanding graduate students</b></li> <li>• <b>Stable funding for graduate research and teaching competitive with benchmark institutions</b></li> <li>• <b>Doctorates Awarded comparable with benchmark institutions</b></li> </ul>

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	<p>e) encouraging and finding cost effective ways to assist graduate students to be active in professional societies/ organizations and participate in relevant meetings.</p> <p>6. Emphasize speaking, writing, and presentation skills; increase university-wide support for scientific writing; and promote skills development in resource acquisition from the corporate, academic, government and other sectors through training opportunities and a program for graduate students to compete internally for resources to implement their ideas or acquire supplies/equipment.</p> <p>7. Emphasize development of multicultural and global competencies by: a) increasing multicultural interactions, b) promoting and encouraging attendance at international and cultural events on campus and in the community, and c) expanding opportunities for international experiences that fit well with graduate students' degree programs and chosen professions.</p> <p>8. Provide graduate students with quality teaching opportunities appropriate to their discipline that include effective mentoring, guidance, timely feedback, and support by an experienced faculty member.</p> <p>9. Increase resources to enhance graduate research and teaching and to provide our graduates with exceptional high level learning and experiential training by :</p> <p>a) aggressively developing funding and partnership strategies, such as exploring the feasibility of establishing a corporate endowment fund and implementing effective advisory boards to support our efforts;</p> <p>b) utilizing our strengths and unique local, regional, national, and international partnership opportunities to develop joint degree programs and produce stakeholder products; and</p> <p>c) actively engaging the corporate and government sectors in creating internships, fellowships, and academic programs; capitalizing on unique opportunities involving K-State Olathe, K-State Salina, the regional animal health corridor, our military partnerships, and our proximity to federal research labs, e.g. National Bio- and Agro-Defense Facility (NBAF).</p> <p>10. Capitalize on our strengths and local/regional resources to provide opportunities for our graduate students to develop public policy and executive leadership capabilities.</p> <p>11. Provide meaningful opportunities for persons with advanced professional degrees (e.g., DVM, MD, JD, etc.) to pursue graduate research degrees or dual professional and research degrees simultaneously that will endow unique skill sets to equip strategic leaders and policy makers.</p> <p>12. Develop, promote, and reward teaching excellence at the graduate level.</p> <p>13. Deliver high quality, graduate level distance education courses and degree/certificate programs by establishing guidelines for their development and expanding offerings to support non-traditional students and meet rapidly growing industry and professional demands.</p> <p>14. Increase the number of available Ph.D. courses through efficiencies by allowing shared course offerings through cross listing.</p> <p>15. Recruit and retain high quality, award winning graduate faculty by:</p> <p>a) offering competitive salaries comparable to our benchmarks institutions;</p> <p>b) exploring the feasibility of adopting a model that places an internationally recognized professor in each department or college; and</p> <p>c) duplicating the "National Scholarship" support office to serve faculty in award package preparation.</p> <p>16. Ensure graduate faculty have the time and impetus to focus on making the graduate scholarly experience meaningful outside the classroom or laboratory.</p>			