

PhD  
DIRECTORS  
ORIENTATION

GADE  
NEW PhD DIRECTORS  
ORIENTATION  
2020

Facilitator:

- Denise Burnette, Virginia Commonwealth University

# Domains of DIRECTORSHIP

1. Structural, technical, institutional  
(running the program)
2. Cognitive and intellectual (setting /  
maintaining rigorous standards)
3. Emotional and interpersonal  
fostering growth and development  
of all students

# Recruitment and Admissions

- Processes: transparent and fair to all
- Recruitment:
  - Professional organizations; MSW (and even Bachelors) program(s); alumni
  - Scope / reach : regional, national; international
  - Diversity (across social spectrums, strata and life experience)
    - Holistic Admissions (Council on Graduate Schools)
- Size of Cohorts / overall program (capacity and preference)
- Availability of faculty mentorship
- Admissions criteria (GRE?)
- Handling admissions and waitlist (April 15<sup>th</sup> agreement)

# Curriculum Planning and Management

- It is ongoing
- Areas of general knowledge / skills
- Areas of specialized knowledge / skills
- Areas of faculty expertise
- Comprehensive program review every 7 years or so
  - ... but update along the way
- Use your doctoral program committee, GADE guidelines (currently under revision); Graduate School policies and resources; course evaluations; mentors

# Student Milestones

- Examinations
  - Content
  - Structure /format
  - Timing
- Dissertations
  - Rigor
  - Format options
  - Resources
  - Timelines

# JOB MARKET PREPARATION

- Programming & mechanisms
  - Professional development sessions
  - CV clinics
  - Faculty search committees
  - **Exposure to skills, strategies, & possible selves**
- Job Club
  - Quality control
  - Moral support & collegiality
  - Critique from colleagues > Rejection from search committee
- Socialization as colleagues

# Upcoming Opportunities

## Winding Pathways to the Tenure Track

SSWR-GADE Job Market Webinar Series, Webinar 1

3-4:30PM ET on July 30, 2020

Registration required: [go.umd.edu/webinar1](https://go.umd.edu/webinar1)



GROUP FOR THE ADVANCEMENT OF  
DOCTORAL EDUCATION IN SOCIAL WORK

## Making a Difference: Alternative Pathways Beyond the Tenure Track

SSWR-GADE Job Market Webinar Series, Webinar 2

1-2:30PM ET on August 20, 2020

Registration required: [go.umd.edu/webinar2](https://go.umd.edu/webinar2)



GROUP FOR THE ADVANCEMENT OF  
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# ENABLING STUDENT PRODUCTIVITY external grants

- Increase familiarity with school /campus “office of research”-type resources
  - Develop a relationship with them
  - Introduce them to your students
  - Archives of funded grants
- Have faculty help you watch for student grant RFPs
- Model a “culture” of grant writing
  - Faculty /student “collaborators” for idea generation, team-building
  - Encourage doctoral student-faculty collaboration on preparing grant applications
  - Encourage grant proposals as class assignments
- Offer a grant-writing course (required or elective) or encourage students to take one elsewhere on campus



**ENABLING  
STUDENT  
PRODUCTIVITY**  
scholarship &  
publications

- Involve new students in research as early as possible
  - Attempt to balance RA and TA appointments
  - RA can be a component of funding package
- Model a “culture” of research
  - Encourage faculty to involve students in research :
    - holding ongoing research groups
    - helping with grant writing; co-authoring papers
    - class assignments that move toward publishable product
  - Encourage student writing clubs
  - Promote research as year-round activity
- Aid students in increasing “visibility” of their research
  - Encourage and assist with conference proposals; Create venues to practice conference presentations
  - Help identify journal and other writing outlets
  - Effective use of social media