

# Annual Director of Graduate Programs Workshop

August 15, 2018

[go.ncsu.edu/grad-workshop](http://go.ncsu.edu/grad-workshop)

# Introduction and Opening Remarks

Peter Harries  
Interim Dean

# Admissions & Residency

Lindsay Gentile

# Centralized NC Residency Determination

2018

- Fall reclassification – Sept. 5 deadline

[go.ncsu.edu/NCRes](http://go.ncsu.edu/NCRes)

2019

- Residency determination via RDS

[ncresidency.org](http://ncresidency.org)

# RDS During Admission

## NC Residency

North Carolina residency for tuition purposes is governed by North Carolina state law. More information about North Carolina residency for tuition purposes can be found at [Residency Determination Service \(RDS\)](#).

Do you claim to be a North Carolina Resident?

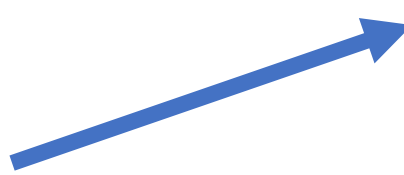
Yes. I claim to be a ▼

County of NC Residency

Granville ▼

\*If you claim to be a resident, you must complete the residency process with the Residency Determination Service (RDS) at [www.ncresidency.org](http://www.ncresidency.org). You will receive a Residency Certification Number (RCN) which should either be entered onto your admissions application in the text box below, or entered on your application status portal, once your application has been submitted.

1100443353



# Admission Checklist Item


## Residency Checklist

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North Carolina residency for tuition purposes is governed by North Carolina state law. More information about North Carolina residency for tuition purposes can be found at [Residency Determination Service \(RDS\)](#).

On your application, you claim to be a resident, therefore you must complete the residency process with the Residency Determination Service (RDS) at [www.ncresidency.org](http://www.ncresidency.org). You will receive a Residency Certification Number (RCN) which you will enter by using the North Carolina Residency Form below.

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Status	Details	Date
 Awaiting	<a href="#">North Carolina Residency Form</a>	

---

# RDS for Students

go.ncsu.edu/residencystatus

## Residency Determination Service

### RDS Status

Sent: 01/25/18 1:39:51PM Received: 01/25/18 1:39PM Status: found  
Tuition Residency: InState Residency: In State Validated: Y  
☒ SIS Matched Matched By: PSPROD Date: 01/25/2018  
Residency Record Type: Initial Classification  
Residency Effective Date: 07/19/2017 Residency Expiration Date: 10/17/2018  
Category Code: ELIGHTHRES

### SIS Information

Empl ID: Social Security #: Date of Birth: 12/13/  
Last Name:  
First Name: Kristen  
Middle Name: M  
Address Line 1:  
Address Line 2:  
City: Cary State: NC Postal Code: 27519

### Residency Certification Number

Residency Certification Number (RCN):

Residency Batch

Residency Immediate

# Admissions

## Slate Training Materials:

User Guides & Video Tutorials

[go.ncsu.edu/slate](http://go.ncsu.edu/slate)

## Slate Reader Drop-in Sessions:

- September 18<sup>th</sup>, 19<sup>th</sup>, & 20<sup>th</sup> – time is TBD



# Accessing Slate

<https://applygrad.ncsu.edu/manage/>

## Department Roles:

- DGP = *Dept GRAD App Approver*
- GSC = *Dept Grad Admissions Processor*
- Read-only is an option
- Faculty/Reviewer – use the NextGen setup page

# Questions?

Lindsay Gentile  
lwgentil@ncsu.edu

# SAS Analytics

Caroline Ortiz-Deaton

# SAS Report Portal

[go.ncsu.edu/SASgradschool](https://go.ncsu.edu/SASgradschool)

→ New current year Admissions & Enrollment Reports

If you find that you do not have access to this area or one of the reports, please email:

**gradschool-it@ncsu.edu**

# Coming Soon

Redesigned 10-Year Profiles for:

- Admissions
- Enrollment
- Degrees Conferred
- Graduate Faculty
- Exit Survey
- Completion & Attrition (DR & MR)

# Questions?

Caroline Ortiz-Deaton

[acortiz@ncsu.edu](mailto:acortiz@ncsu.edu)

# Changes in Policy and Beyond

What has changed and what to look for

Peter Harries

# Changes in Exam Deadlines

- Preliminary Oral Exam is now limited to 4 years
  - One caveat (designed for part-time students): or after 48 hours of coursework, whichever is later
- Reduces the limit by two years
- Driven by the fact that in most students who prolong the time to the preliminary oral exam then have other issues associated with completion



# Admission Justifications

- Attempting to clarify this so that we don't have to 'ping pong' the application as much between the program and the Grad School
- TOEFL exceptions: frequently requested, but generally lacking effective justification
  - There needs to have communication, especially verbal, between applicant and program, and the applicant's English skills need to be evaluated
  - Other types of info can augment this
- Provisional Admits requests should include:
  - An evaluation of potential for student success
  - Clear indication of what the provisions are
  - Related to this: need to start assessing how provisional admits are performing

# Fail, Conditional Pass and Unconditional Pass

- The practice on this varies from program to program, but also from committee to committee
- Can it be standardized?
- Outline of Proposed Practice:
  - Thought of like a paper submitted for publication
    - Unconditional Pass – accepted with minor, editorial revisions
    - Conditional Pass – accepted with moderate revisions – editorial and more substantive revisions, but basic structure good
    - Fail – rejected – requires significant revision or potentially additional data

# A Few Other Informational/Discussion Items

- Committee membership changes
- Enrolling in the semester of defense
- Number of Grad Faculty on committees
- New form: Changes in DGPs and GSCs
- RCR Survey

# Questions?

# Director of Graduate Programs Training

Angel Bowers, LPCS

Krystal Meares, PhD

Counseling and Prevention Services

# Trends in College Mental Health

**8 out of 10 causes of academic struggle are mental health related**

- Over **5,200** students seek services at the NC State Counseling Center every year with close to **35,000** appointments
  - **18.8%** are graduate students
- **30%** of NC State students report being **so depressed** & **54%** report **overwhelming anxiety** that made it difficult to function in the past year
- **8.3%** of NC State students have **seriously considered suicide** in the past year

Relationships, Academic Stress, and Financial are top 3 presenting issues.

Anxiety, Depression, and Sleep Disturbance are top 3 diagnoses.

# Trauma defined...

**Trauma** is an emotional response to a terrible event like an accident, rape or natural disaster. Immediately after the event, shock and denial are typical. Longer term reactions include unpredictable emotions, flashbacks, strained relationships and even physical symptoms like headaches or nausea. While these feelings are normal, some people have difficulty moving on with their lives.

60% of all college students, undergraduate and graduate define their academic experience as traumatic.

# Trends in Graduate Student Mental Health

- **Six times** more likely to experience depression and anxiety as the general population of the same age.

Social isolation

Imposter Syndrome

Abstract Nature of work

Financial stressors

Challenges of tenure-track job market

Women and transgender students are most impacted

Poor work/life balance

Lack of “real” mentorship



# Signs and Symptoms of Emotional Distress

- **Deteriorating academic performance:** unexpected poor performance, incapacitating test anxiety, sporadic attendance, missed assignments, not meeting deadlines
- **Changes in mood and behavior:** confusion, irritability, anxiety, depression, lethargy, rapid speech, red eyes, change in personal dress or hygiene
- **Evidence of significant substance use**
- **Repeated requests for special consideration:** late papers, makeup tests, not producing work
- **Evidence of self-injury or interpersonal violence:** cuts, burns, bruises, or efforts to cover these in unseasonable clothing
- **Hopeless communications:** e-mail, social media, face to face

# Getting Students the help they need...

Make yourself aware of resources on your campus:

- Visit Counseling Center's website (our "hits" doubled last year)
- Visit Counseling Center on main and Centennial campus (what to expect...)
- Complete QPR Suicide Prevention Training or other offered trainings
- Talk about the value of self-care and mental health openly
- Encourage interpersonal responsibility and coping skill development
- Encourage and teach "bystander" interventions
- Reduce stigma for help seeking
- **Multicultural Considerations**
- **Walk in times with campus partner offices**
  - International Tea Time on Centennial Campus



# How to get a Student in Distress to the Counseling Center...not in crisis

- Talk to them about your concerns & recommend that they come by or check out the website. **Offer to come with them** if they want. The best intervention is “walking” someone to a resource. Be sure to explain what to expect and that counseling is covered by Student Health fees **and confidential**
- **Check in** with the student later to see how they are doing (very important to them).
- If they choose not to go to the Counseling Center, don't be **pushy...it often takes a few referrals to get them in**. Have an open-door policy and be there to support them

# Who is at highest risk?

- Students untreated or undertreated with:
  - Depression
  - Bipolar disorder
  - Post-traumatic stress disorder
  - Schizophrenia / other psychotic disorders
  - Substance abuse (especially when combined with above)
- Students whose histories include past suicide attempts
- Students whose support and coping skills are limited (International Students, etc.)
- Students who have been victimized, marginalized, and oppressed

# When distress becomes risk...

- Significant changes in behavior and multiple signs of emotional distress
- Significant losses: funding, VISA status, death of loved one
- Expectation of punishment or shame
- Violent/Abusive behavior
- Statements regarding suicide
- Signs of Threatening Behavior

# Recognizing and Responding to Risk

- Risk is cumulative – the more risk factors you see, the greater the risk
- When emotional distress is not getting better
- Take every indicator seriously, even if shared 2<sup>nd</sup> hand
- ***Start the conversation, be curious and ask questions***
- ***If you are unable to engage with the student, find someone who can***

# CASE Scenarios

- Devrim is an international student who was academically terminated in Fall 2017 and reinstated by the department under conditions that he would seek counseling. He has recently shared with you that his advisor that he stopped attending counseling and stopped taking his medication because it decreased his motivation.
- The advisor learned from others in the department that his academic performance has suddenly declined and he is no longer arriving to the lab every day and never on-time.
- He appears exhausted all the time and the department is concerned that he may be abusing alcohol or other drugs.
- The advisor has talked to him about returning to counseling and he thanked him for your concern, but says he is “fine.”
- Student was again terminated after Spring 2018 and has been unresponsive to the academic department. The advisor is coming to you seeking support and guidance.

- Nila is a 2<sup>nd</sup> year Master's student, doing very well in her academic program. She often stops by to talk with you, as there are not many other woman in her program and she identifies as a transwoman.
- She shares with you that she feels she is being treated unfairly by her labmates and that while it's "not quite harassment" she hears jokes being made about women, and how they are bad at science. She shared that there are often comments made about women's bodies that feel inappropriate and when she has tried to address, she's been told "you should understand."
- You have encouraged Nila to talk with her advisor; however, she said that she tried and he told her she needed to "develop a thicker skin to survive academia."
- She fears retribution from her labmates and her advisor if she takes this further, but does not feel she can work in this toxic environment.



- Kyle is a 35 year old PhD student, married with 3 children. He always appears to be in a great mood and is a very strong student.
- Recently Kyle's advisor noticed that Kyle seems to be preoccupied, still doing well in school, but distracted and tired. He shares with his advisor that his wife has cancer and that they are overwhelmed with financial stressors and struggling to make ends meet. He is unsure if he will be able to stay in graduate school.
- He does not want anyone else in the department to know. He does not feel he has time for counseling and feels that he does not have 'real problems.' His advisor comes to you for support and guidance.

- Jacki is a graduate research assistant in the lab. She started in our PhD program this past August. She has recently stated her intentions to withdraw from the program, citing anxiety but not in a specific way.
- She has been unable or unwilling to share her feelings or the source of her anxiety with others including her advisor. In fact, her responses have been distressingly short and concerning. For instance, when asked why she has been missing classes her response has been "I don't know" or "I don't know what to say".
- She doesn't show up for any social events like shared lab meetings, lab get-togethers, or program happy hours.
- She shared with the program coordinator (who reached out to you), that she would like to talk and expressed that she was "tired and scared of all the miscommunication, misunderstandings, and confusion.". She stated that she didn't feel like she could be successful here, and was going to repay her tuition.
- She stated that she has been treated unfairly by her advisor and has talked to several offices on campus, but does not feel it makes a difference.

# Counseling Center Information

**Location:** 2nd Floor Student Health

**Hours:** Walk-in Hours 9-3 (Wednesdays 11-3); Emergencies 8-5 (M-F)

**Contact:** 919.515.2423; available 24/7/365 for emergencies

**First Visit:**

- Attend listed walk-in hours
- Complete initial paperwork
- Meet briefly with a triage counselor
- Get connected with appropriate resources

**Find us on Social Media**

@NCSUCounseling



# Counseling Center Services

Most students who pay the health fee are eligible for assessment and consultation. Students may also be eligible for the following:

- Psychoeducational resources
- Outreach programming
- Group
  - Drop-in
  - Interpersonal process
  - Treatment-specific
  - Identity-based
- Brief, goal-oriented, individual treatment
- Psychiatric services
- Assistance for on- or off-campus referrals



## Prevention Services

CARES  
Alcohol and Other Drug  
Education  
Suicide Prevention



## When to Refer your student...

**Relationship Indicators:** Difficult Breakup, Family Issues, Roommate Challenges

**Physical Indicators:** Change In Appearance, Excessive Fatigue, Substance Use Issues

**Emotional Indicators:** Statements Of Distress, Failing To Respond To Numerous Check-ins

**Academic Indicators:** Unexplained Absences, Disorganization/Inability To Focus, Extreme Perfectionism, Decline In Grades

**Concern Expressed By A Friend or Teammates**

**Financial, Legal, Or Conduct Concerns:** Financial Stressors, Pending Court Or Conduct Cases

## Making a referral...

Complete CARES Form At: <https://Ncstatecares.Dasa.Ncsu.Edu/>

Call Prevention Services At: 919.515.4405

# Most important...boundaries!

- Do not promise the student confidentiality:  
only that you will only tell others who can offer the  
most help (advisors may not be on the list)
- Avoid increasing contact with students: personal e-mails, texting, coffee on weekends, etc
- If safety is EVER a concern, consult with CARES case management or Counseling Center immediately, with imminent danger, Campus Police

# Lunch & Roundtable Discussion

# Recruiting Resources

David Shafer



# Recruiting Resources

*[grad.ncsu.edu/faculty-and-staff/recruiting-resources](http://grad.ncsu.edu/faculty-and-staff/recruiting-resources)*

- Recruiting Fairs, Conferences and Presentations
  - Leverage Graduate School Participation
  - Recruiting Materials Available for Faculty and Staff
- Visit NC State Program (December 2-4, 2018)
- Recruiting Fellowships
  - Provost's Fellowships
  - University Graduate Fellowships
  - Diversity Recruiting Fellowships
  - SREB Doctoral Scholars Program
  - Endowed Fellowships
- Recruiting Proposals: \$2K with 1:1 Match
  - Deadline: August 28, 2018
- Recruiting Innovation Grants: \$10K with 50% match
  - Deadline: October 2018 (TBD)

# Questions?

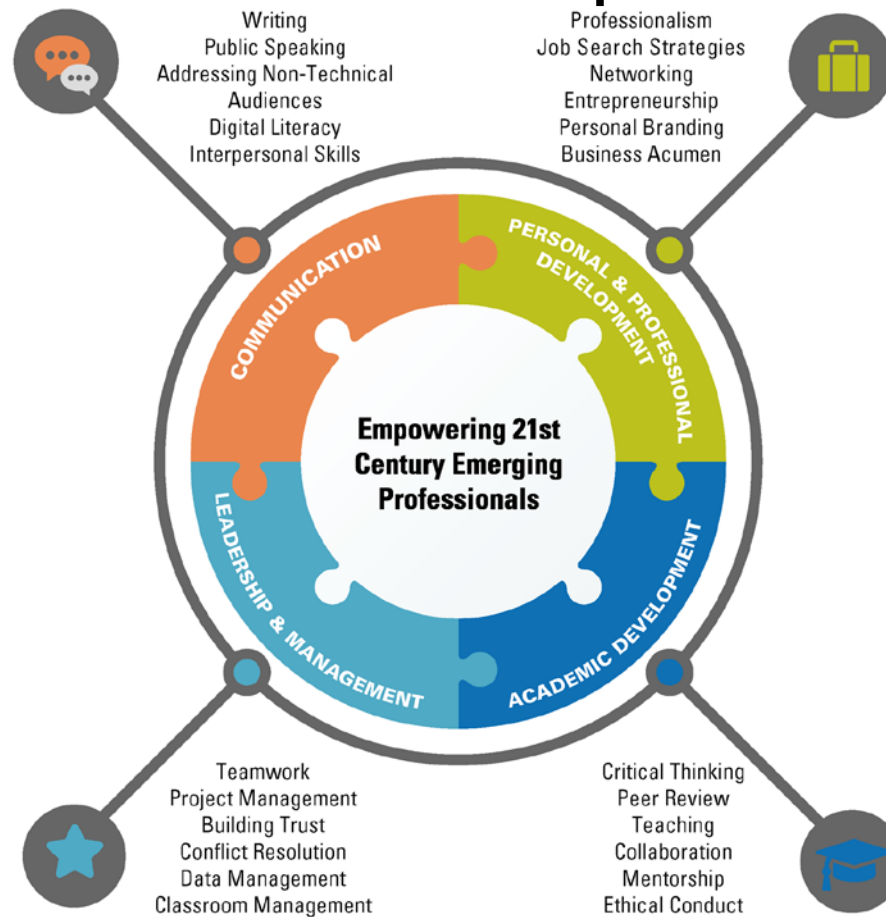
# Recruitment Grant Panel

<https://psychology.chass.ncsu.edu/graduate/>

# Professional Development Team

Laura Demarse

# Professional Development Framework



# Professional Development Initiative

## Transferable Skills

Communication Skills  
Leadership Skills  
Professional Ethics

Research & Technical Skills  
Multicultural Competence  
Budgeting & Resource Mgmt.

Goal Setting  
Time Mgmt.  
Mentoring Skills



<b>ACADEMY</b>	<b>INDUSTRY</b>	<b>NOT-FOR PROFIT</b>	<b>GOVERNMENT</b>
Professor	Manager	Fundraiser	Analyst
Researcher	R&D	Grant Writer	Program Manager
Librarian	Marketing	Executive Dir.	Consultant
Chancellor	Sales	Field work	Researcher
Administrator	Analyst	Curator	President

## Professional Development Team



**Laura Demarse**

Assistant Dean for Professional  
Development



**Jason Cramer**

Private Sector Career  
Development



**Vanessa Doriott  
Anderson**

Teaching and  
Communication  
Programs

**Shannon Madden**

Thesis and Dissertation  
Support Services

**Katie Homar**

Technical Academic  
Writing

Postdoctoral Affairs



# Postdocs and House Officers at NC State

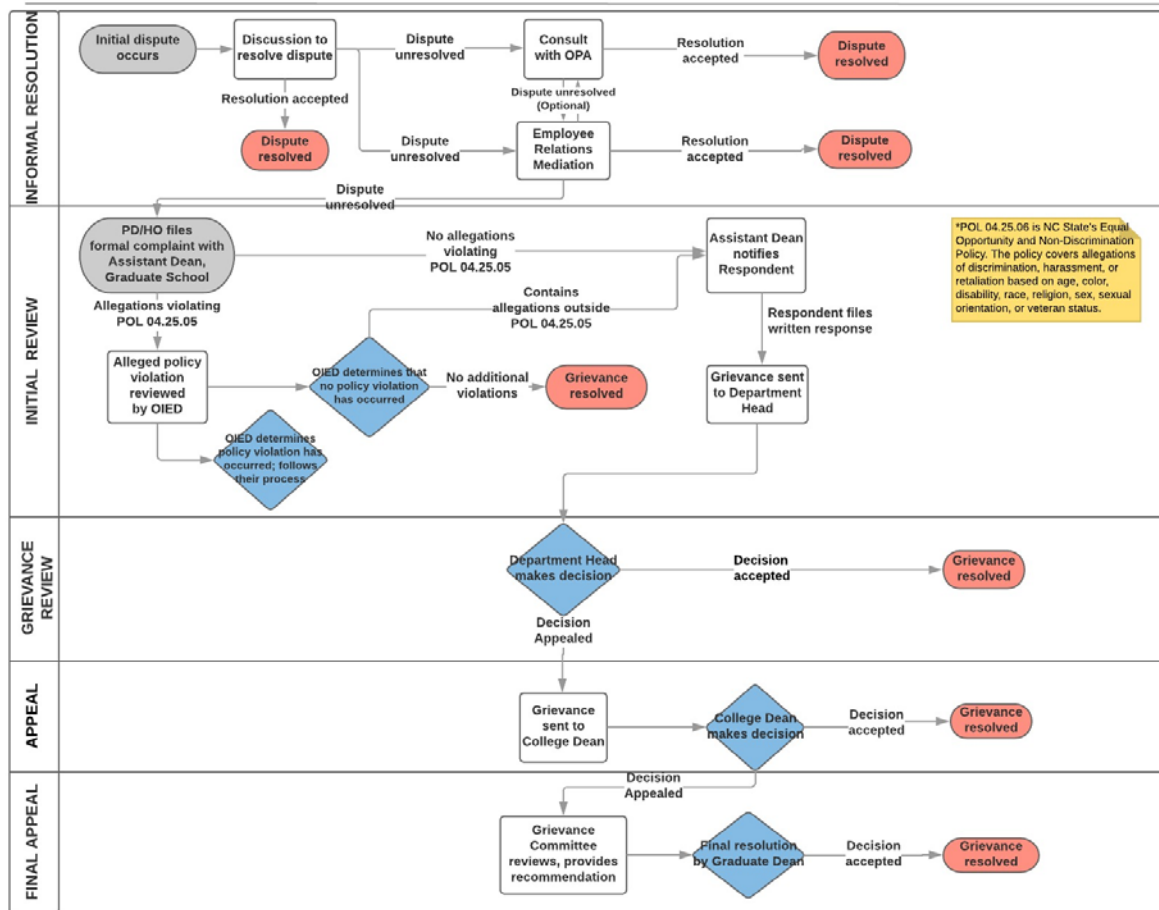
May 2018

- **427 Postdocs and House Officers**
  - 334 Postdocs
  - 93 House Officers
- **53.3%** of postdocs are international scholars
- **36.5%** of postdocs are female
- **95%** of postdocs are in STEM fields



**The mission of the Office of Postdoctoral Affairs (OPA) is to enhance, support and promote the postdoctoral experience.**

## POSTDOC GRIEVANCE POLICY





**What is A2i?**

**[go.ncsu.edu/a2i](http://go.ncsu.edu/a2i)**

Leadership

Communication

Team collaboration

Corporate culture

Intrapreneurship

Market assessment

Technology evaluation

Intellectual property

Regulatory affairs

Finance

Commercialization



## Accelerate to Industry (A2i)<sup>™</sup> Core Modules

[go.ncsu.edu/a2i](https://go.ncsu.edu/a2i)

**Industry  
Immersion**

Week, One-day or  
Two-day Series

**Industry  
Team  
Practicum**

Semester and Year-  
long Team Projects

**Industry  
Job Search  
Strategies**

Half-semester  
Development Series

**Industry  
Company  
Site  
Visit**

One-day Recruitment  
Event

**Industry  
Internship**

Length Determined  
by Company



## Accelerate to Industry (A2i)<sup>™</sup>

### New Features

[go.ncsu.edu/a2i](http://go.ncsu.edu/a2i)

● **Industry Influencers**

● **Bridging the Gaps**

● **Executives in Residence**

● **Recruitment Support**

● **Executive Education**

● **Industry Influencers**





### **Teacher training programs**

New TA Workshop (August)

Preparing the Professoriate

Academic Packways

Teaching and Communication



### Teaching and Communication Certificate

Communicating effectively with non-specialist audiences

100 hours of approved activities

Online portfolio



### **Academic Packways**

2-day future faculty preparation  
program

Late-stage grad students and postdocs

Panels, presentations, working





## Flexible writing support for all stages of your graduate and postdoc career!

- Half semester development series
- 16 week development series
- Weekend and evening writing retreats
- Summer writing accountability groups
- Optional summer writing days
- Two part workshop series
- One time workshop meetings



## Thesis and Dissertation Institute

- One-on-one time with a professional writing consultant
- Individual writing time
- Group writing opportunities
- Workshops and instructional sessions
- Expert panel discussions
- Daily check-ins
- Library support and resources

# Questions?

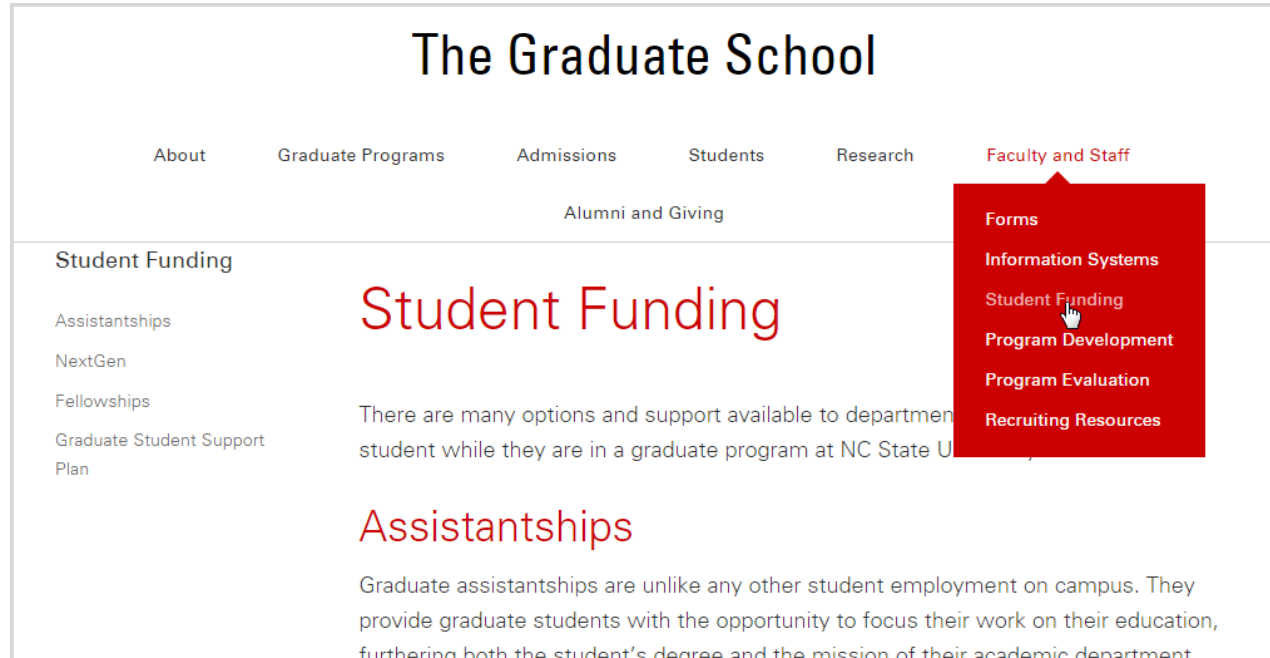
# Graduate Appointment Reminders & Updates

Siarra Jones

# Website Resources

[grad.ncsu.edu/faculty-and-staff/student-funding/](http://grad.ncsu.edu/faculty-and-staff/student-funding/)

- Find FAQs, manuals, calendars, policy explanation and more on our website!



# Graduate Appointment Reminders

- All appointments should be entered **prior to the start date.**
  - Appointments starting on August 16<sup>th</sup> must be in the system no later than 5pm August 30<sup>th</sup>.
- The first Fall pay day for August 16<sup>th</sup> hires is September 8<sup>th</sup>
- Please make sure your department is checking that actions are progressing.
- **Check out the calendars on our website for more information!**

# Fellowship Updates

- 2018-2019 fellowship request form is up on the website.
  - <https://grad.ncsu.edu/faculty-and-staff/forms/graduate-school-forms/>
- The first August disbursement is 23, award forms due no later than the 15<sup>th</sup> to be paid out on time. (Please also remember GSSP deadlines.)
- Keep up with fellowships using the “Fellowship Dept Summary” tool (Navigator > SIS > Admin Services > Finances > Fellowship Dept Summary)

# Reminders for New Appointed Students

## Assistantships

- Must sign up for direct deposit with Payroll
- Must have a [Tax Assessment](#)
- Must have SSN
  - Student can use their T&C, printed on letter head with ink signatures.

## Fellowships

- Must sign up for [direct deposit](#) with Cashiers' Office
- Must have a [Tax Assessment](#)
- No SSN needed

\*All incoming international students must check in with OIS upon arrival.



# Questions?

# Graduate Student Support Plan (GSSP)

Caroline Ortiz-Deaton & Annie Erwin

# RA-TA Health Insurance Plan Coverage

- Students must be eligible for the GSSP (all eligibility requirements actively met) to be enrolled on the RA-TA Plan.
  - The RA-TA Plan is a student-based plan, not an employer-based plan.
- Coverage periods are the same for all RA-TA Plan members regardless of appointment type.

## Coverage Periods:

- **Fall** = August 1 – December 31 (*5 months*)
- **Spring/Summer** = January 1 – July 31 (*7 months*)

# RA-TA Health Insurance Plan 2018-2019 Renewal & Billing

- RA-TA Health Insurance Plan benefits level remains unchanged at the Gold tier, including the option to enroll dependents.
- Rate for the full policy year is \$2,249.76 (3.1% increase).

## Coverage Billing:

- **Fall** = \$937.40 (August 1 – December 31)
- **Spring/Summer** = \$1,312.36 (January 1 – July 31)

# Graduate Student Support Plan (GSSP)

## Q & A

Caroline Ortiz-Deaton & Annie Erwin

[alwhite7@ncsu.edu](mailto:alwhite7@ncsu.edu)

[ncstate-gssp@ncsu.edu](mailto:ncstate-gssp@ncsu.edu)

[acortiz@ncsu.edu](mailto:acortiz@ncsu.edu)

# Office of International Services (OIS)

Elizabeth James  
Director

# Open Forum / Questions

All