



**Graduate Executive Committee**  
**November 11, 2022**  
**Minutes**

**Attendees:**

**Voting Members:** Bono, Jeremy; Christensen, Tom; Corl, Michael; Feliciano, Leilani; Ferguson, Jeffery; Johnson, Shannon; Kalkur, Ts; Lewis, Rory; Liu, Kathy; Mujkic, Edin; Owens, Janel; Pearson, James; Stutey, Diane; Sullivan, Katie; Tragesser, Steve; Traylor, Carole

**Non-Voting Members:** Adams, Samantha; Aicher, Thomas; Anderson-Pence, Katie; Clouse, Wendi; Cox, Mathew; Daniels, Elizabeth; Diaz, Carlos; DuBois, David; Easter, Morgan; Glascoe, Melanie; Harriott, Lauren; Hosain, Stephani; Johnson, Deanna; Klebe, Kelli; Martinez, Roger; McCann, Rashell; McGuire, Patrick; Meyer, Alisha; Mora, Jose; Newcomb, Jennifer; Reidl Smith, Rosey; Reynolds, Amy; Rupp, Mary; Stone, Lisa;

Agenda Items:

**Holistic Admissions** (Roger Martinez-Davila) (see email below)

- Many thanks to the DEI Graduate School working group (Connie Staley, Roger Martinez-Davila, Joe Wehrman, Jessica Kirby, Mandi Elder, Cathy Simmons, Michael Corl, Sylvia Mendez, Kristen Petersen, and Lisa Stone) who worked over the summer on holistic admissions at UCCS.
- Roger Martinez (DEI Faculty Fellow) presented on work of DEI working group (see email below) emphasizing the [Practicing Holistic Admissions.pdf](#) document. But also so the literature review conducted by our graduate research assistant, Lisa Stone: in [DEI Graduate School Working Group - Identifying Holistic Admissions Criteria.docx](#). Some activities that Roger and Graduate School will explore next:
  - Creating new text for the GS website about how UCCS graduate programs can be adaptative to the needs of military and other busy folks.
  - Start to develop more holistic admissions questions that would flesh out how to implement holistic admissions criteria.
  - Coordinate an effort of the 10+ GEC directors who could be incentivized with a small stipend to work on holistic admissions questions.
  - How can new Salesforce application be used to support program specific questions and materials.

**Graduate Student Funding** (see funding information below)

- See information below for Graduate Student funding opportunities. All funds given to departments will be given out in beginning of December.
- The Graduate Research Fellowship funding is up in the air. These awards were funded by F&A. In the new budget model, F&A goes to the colleges and no longer has a proportion going to Academic Affairs so we no longer have these funds. We are waiting to see about alternative funding.
- The Graduate Dean Doctoral Award funding is also under review. These are the funds that we received from the CU President's office and those funds are being further examined. We hope to know the status of these by Thanksgiving.
- The Financial Aid portal opens December 1 and students can start applying for those funds (typically deadline is March 1).  
There is some need-based funding for graduate students and students should submit a FAFSA to be eligible for these awards.

### Informational Items

- Follow up to the conversation about applications from non-degree applications from October. What we heard from GEC was fewer barriers is better. There was a follow up conversation between Graduate Admissions team and the Graduate School Team. Non-degree application will require the following:
  - Must submit a transcript from the school that awarded the undergraduate degree. (Allows to assess that have a degree and can be used by programs to check for pre-requisites as needed). Can be an unofficial transcript.
  - GPA should be 2.00 or greater.
  - These requirements are for admission as non-degree students. Programs may have own criteria for allowing students into courses and requirements for admitting to a certificate program.

### Announcements:

- Graduate School resources for thesis and dissertation submission can be found at <https://graduateschool.uccs.edu/current-students/graduating-this-semester> . Thesis/dissertation defenses should be no later than November 18. Thesis/dissertation must be approved by Graduate School (for formatting requirements) by December 15 (5:00 pm). Please give enough time for review; we do on a first come first serve basis.
- The [UCCS Mountain Lion Grad Slam Competition](#) (3 minute thesis presentations) will have preliminary trials Feb 8-9 and Final competition on Feb 10 (3:00 – 4:00 for actual competitions). Announcements have gone out to students. Registration will be available by Dec 1 with a deadline of Jan 20. Please encourage your students to participate.
- [Commencement is December 16, 2022](#) at 2:00.
- Spring Welcome Reception for new graduate students is January 9, 3:00. If you have meetings with new students, please consider arranging around this time.
- If you are changing programs or creating new programs, please remember that you need to get through GEC prior to catalog closing in March.
- [Mountain Lion Research Day](#) is December 2. Attend to talk with researchers about their research.

GEC Meetings for 2022-2023 academic year: all meetings are from 10:00-11:30am

- Fall GEC Meetings
  - December 9
- Spring GEC Meetings
  - February 10, March 10, April 14, May 5 (One week early due to Commencement)

## Holistic Admissions Email from Roger Martinez-Davilla

Dear GEC Colleagues:

As you may remember, during spring 2023 the GEC and a summer 2023 a DEI Working Group dedicated a substantial amount of time to the issue of graduate holistic admissions. Our work is sponsored via a grant from the VC of DEI and it continues at present.

First, we'd like to thank the members of the summer working group -- Jessica, Mandy, Catherine, Michael, Sylvia, Kristen, Connie -- for their time and insights. Very helpful, very collegial. Lisa Stone, our PhD candidate and research assistant, has been invaluable to our efforts. Thank you, Lisa.

**Let's review what was asked of us, where we've been, and where are we going.**

### ***What was asked of us?***

Via the ongoing grant, we have several charges. They are:

- To examine the use of holistic admissions in graduate higher education,
- To evaluate to what extent our individual programs are interested in pursuing holistic admissions at UCCS, and
- To evaluate the potential use of Kira Talent as a video-interviewing tool that could enhance our admissions processes.
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### ***Where we've been? What's been achieved?***


The accomplishments to date include:

- Raising awareness of defining holistic admissions standards,
- Mapping and documenting the use of holistic admissions standards at 30 universities,
- Examining via video demonstrations the functionality of the Kira Talent platform, and
- Developing a list of potential holistic admissions criteria for consideration by the GEC.

Per the goals of the grant, we believe we have raised considerable awareness of the range of holistic admissions standards as well as documented their implementation at many institutions via our small study -

-  [Practicing Holistic Admissions.pdf](#).

After discussion with Dean Klebe, it was decided that university would not pilot test Kira Talent due to budget constraints. That is, if we were to adopt the platform, it could quickly exceed the financial capacities of individual programs if there was not new university support. Therefore, this aspect of the grant is now complete. With the new incoming VC of Enrollment Management, Dr. Cantu, arriving on November 1st, we are hoping to engage him in a discussion of how existing admission tools (i.e., Salesforce) might be adapted to provide a Kira-like functionality.

Lastly, our summer working group can now offer its recommendations on feasible holistic admissions criteria and how one might employ them. Our recommendations, and the process by which we arrived at them, are discussed in  [DEI Graduate School Working Group - Identifying Holistic Admissions Criteria.docx](#).

We are interested in sharing and discussing these findings at the November GEC meeting.

## ***Where are we going?***

After we have a chance to discuss the holistic admissions criteria at our November meeting, as a group we can discuss what should be our next goals. Are there specific departments or programs who want to take these to their colleagues for consideration? Do we want to consider any of these criteria for potential use by the entire Graduate School? We hope to support an open-ended conversation so that we can move toward a consensus view.

Best,

Roger Martinez-Davila

DEI Fellow

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Roger Louis Martinez-Davila, Ph.D., M.P.P.  
Professor of History  
Graduate School Diversity, Inclusion, and Equity Fellow  
University of Colorado-Colorado Springs  
<https://grants.uccs.edu/igma/>  
<https://grants.uccs.edu/deciphering-secrets/>  
<https://history.uccs.edu/roger-martinez>

Fall 2022 Office Hours, Wednesdays 2:30-4:30 pm, in-person and virtual appointment.

## Graduate School Funding Opportunities

These are brief summaries of funding available from the graduate school. Please read specific details for each opportunity to understand application processes. Information for students at <https://www.uccs.edu/graduateschool/uccs-finances/finance-resources> Programs receive more detailed information about awards from Graduate School. Awards may require nomination by program, student direct application, or college/department awarding and notification to graduate school. All students should be encourage to complete the FAFSA as there are need-based graduate funding.

### Programs Nominate Students

#### **Graduate Research Fellowship** (\$5,000/year; 10-15 given per year) **UNDER REVIEW**

A competitive award sponsored by the Graduate School and the Research Office given to outstanding students from any graduate program. Students must be engaged in research/scholarship with a faculty member. These can be for incoming graduate students or returning graduate students. International students are eligible. Students are nominated by the program. A campus committee will select awardees. Nomination packets are **due February 23** to graduate school and awards made by April 1 for the following academic year. Awardees are part of the Graduate Research Academy and also receive a travel award.

### Programs Award and Notify Graduate School of Awardees

#### **Graduate Out-of-State Scholarship** (for recruitment of new students) (\$6,000/year; 20 given per year)

This is a merit-based scholarship for first year out-of-state graduate students. Students must be paying full nonresident tuition, have a minimum undergraduate GPA of 3.33, and be enrolled full time. International students are eligible. These are recruitment scholarships and are given to programs directly to award to students. Qualified students are considered by their program and program makes awards. There is no separate application process (except if department sets additional criteria or process). Awards must be given **by May 13** or funds return to graduate school to be dispersed.

#### **Graduate School Tuition Matching Grant** (up to \$8,000 per year; number depends on requests—approximately 50-100)

Program must provide matching funds (i.e., teaching assistantship, research assistantship, or funding related to service/internship directly related to educational program). Colleges/departments/programs will be told how many awards they can give. Colleges/departments/programs select and notify students about awards as part of the recruitment/retention process. The program must inform the graduate school of their awardees by the **first Monday in May**. Tuition matching grants are awarded through financial aid; departmental matching funds are paid through normal departmental processes. Students must have GPA of 3.0 or higher and be enrolled in 6 or more credit hours.

#### **Graduate Dean Doctoral Award** (for PhD students) **UNDER REVIEW**

Doctoral student funding to support the R2 mission. Programs may need to fund a required work component. Funds are provided to colleges to award to PhD students. Awards are made through financial aid. Work component award is through the department/college. Colleges are informed of available funding and colleges/programs must inform Graduate School of awards in mid-May. There are 3 mechanisms that can be used.

- 1. Tuition Grant:** Pays up to 9 credits/semester of resident or nonresident tuition for students who receive a work (TA/RA/GA) award of \$12,000 or greater.

- 2. Advanced Student Research Award:** Pays up to \$12,000/year to a student who has completed all degree requirements except the dissertation. Goal is to help student finish program.
- 3. New Student Recruitment Award:** Pays up to \$18,000/year for a new student who will have a work component (TA/RA/GA). The work component (up to \$10,000/year) and the tuition component (up to \$4,000/semester) is paid fully through the financial aid office. For a student newly enrolled at UCCS.

### Students Apply for Awards

#### **Graduate Opportunity Scholarship** (\$5,000-\$25,000/year; 1-6 given per year)

A competitive need-based scholarship given to incoming graduate students who bring diverse perspectives to UCCS. Students must have a minimum 3.0 undergraduate GPA and demonstrate financial need by completing the FAFSA no later than **March 1**. Students apply directly through the UCCS scholarship webpage and must complete an essay as part of the application (see Financial Aid page for deadline). Students must have been admitted to the program to be able to access the UCCS Scholarship page (contact the Graduate School if there are issues). International students are not eligible. Awards will be announced in early April for the following academic year.

#### **Graduate School Mentored Doctoral Fellowship** (\$20,000-\$25,000/year awards; 4-5 given yearly)

A competitive award sponsored by the Graduate School that supports the professional development of doctoral students. Awards are for outstanding advanced doctoral students who are engaged in mentored professional development activities beyond coursework and dissertation research (e.g., additional research, teaching, clinic work; practicum, etc.). International students are eligible. Students apply directly through the UCCS scholarship webpage. Applications are due by **March 1** for awards in the following academic year.

#### **Travel Awards** (\$400/student; 40-50 given yearly)

These are allocated to help offset travel expenses for graduate students that travel to conferences that will further their research efforts, and the research efforts of the University. It can also be used for students who wish to travel to trainings and workshops that will contribute to their professional development. Only currently enrolled graduate students in degree seeking programs are eligible to apply. Students submit application electronically, see graduate school website for deadlines and other. **Travel award application opens twice a year.**

#### **Other awards offered through financial aid:**

All available institutional awards for graduate students can be found on the graduate school webpage: <http://www.uccs.edu/graduateschool/uccs-finances/finance-resources.html>

Cesar Chavez scholarship for graduate students: <https://www.uccs.edu/diversity/cesar-e-chavez-graduate-0>

*Colorado Graduate Grant:* need based, Colorado residents in STEM fields. Must complete FAFSA by March 1. Awards made by financial aid in Fall.

*UCCS Tuition Grant:* need based, Colorado residents in STEM fields. Must complete FAFSA by March 1. Awards made by financial aid in Fall.

*Lind Scholarship:* need based; all US domestic graduate students eligible. Must complete FAFSA by March 1 and student completes and application with an essay through UCCS Scholarship application by March 1.

*UCCS Family Development Center Scholarship:* Childcare scholarships may be available. Students can call (719) 255-3483 to learn more.

**Scholarship portal opens December 1. Students must be admitted to review and apply for scholarships. Most institutional aid requires that students are admitted by March 1 or they cannot complete applications or money is gone by the time late admit students are admitted.**



**SAVE THE DATE!**

**UCCS GRAD SLAM**

**3 MINUTE THESIS**  
  
*Competition*

ARE YOU READY TO SHOWCASE YOUR GRADUATE  
RESEARCH IN AN ENGAGING WAY?

**1 SLIDE \* 3 MINUTES**

**\$\$ RESEARCH AWARDS GIVEN \$\$**

FEBRUARY 8TH, 9TH, & 10TH



For more information  
scan here or visit:  
<https://bit.ly/3UMHhrH>