



AAU PhD Education Initiative

Department Reflection – Year 1

Collectively as a department/program team, please discuss and respond to the questions below.

With the extension of time, AAU is asking that department reflections be revisited to make any refinements necessary based on conversations about the long-term impacts of COVID-19 and a deeper examination of systemic racism and inequality in academia grounded in the current national discourse.

Reflection Process (750 words or less)

1. What have you done to engage students in the process of identifying goals and generating ideas for actions? (i.e., focus groups, town halls, representatives, surveys)
2. What have you done to engage faculty in the process of identifying goals and generating ideas for actions? (i.e., faculty meetings, retreats, surveys)
3. What have you done to bring students and faculty together to identify shared goals and ideas?

Reflection Outcomes (1500 words or less)

4. As a department/program, what aspirations have you identified related to:
 - a. creating more student-centered graduate education?
 - b. making the full range of doctoral career pathways be more visible?
 - c. making the full range of doctoral career pathways be more valued?
 - d. making the full range of doctoral career pathways be more viable?

Suggested citation:

Association of American Universities. (2020). *AAU PhD Education Initiative Departmental Reflection Questions*. <https://www.aau.edu/sites/default/files/AAU-Files/PhD/dept-reflection-questions.pdf>

5. We recognize that departmental resources and departmental cultures are not perceived the same by all students. What have you learned about the disparate experiences of your students? What aspirations have you identified that will advance equity and inclusion?

Goal Setting (750 words or less)

6. Based on your reflections and aspirations, what goals does the department/program aim to achieve?
7. As a department/program, what existing assets have you identified to support your goals?
8. What additional infrastructure and resources are necessary to achieve your goals?

Suggested citation:

Association of American Universities. (2020). *AAU PhD Education Initiative Departmental Reflection Questions*. <https://www.aau.edu/sites/default/files/AAU-Files/PhD/dept-reflection-questions.pdf>