



AAU PhD Education Initiative

Institutional Reflection – Year 1

Collectively as the administrative team, please discuss and respond to the questions below.

With the extension of time, AAU is asking that institutional 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.

1. We recognize that university- and college-level resources and structures exist at your institution to help: foster the full inclusion of current and prospective students from diverse backgrounds; prioritize doctoral students as individuals with diverse educational and professional interests, needs and challenges; ensure doctoral students feel supported as they explore their full range of career options; and implement policies and practices to make PhD program and outcome data transparent and widely available.

As an institution, what has been your strategy for making departments aware of these supports? Please explain how you are raising awareness among faculty in the departments about these units, services, resources and opportunities. (1500 words or less)

2. Where does your institution see opportunity for improvement related to providing more engagement with departments around student-centered doctoral education and career diversity? Please explain. (750 words or less)
3. How would you describe the challenges your campus encounters in overcoming the barriers to greater department engagement related to supporting career diversity for doctoral students? (750 words or less)

Suggested citation:

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