GRADUATE SCHOOL RESOURCES FOR NEW FACULTY

Graduate School: http://www.gradschool.cornell.edu/

Graduate School COVID-19 Updates: https://gradschool.cornell.edu/about/covid-19-graduate-school-updates/

Graduate School policies and student benefits: http://www.gradschool.cornell.edu/policies

- **Conference and research travel grants** provide financial support to graduate students invited to present papers or posters at professional conferences and to conduct research away from campus.

- **Maternity/paternity leaves and other parental accommodations**: Support and accommodations are available to all graduate students for childbirth, adoption, newborn care, foster care, and acute child health care.

- **Child Care Grant Program:** Grants offset child care expenses for graduate students.

- **Conflict management and grievance procedures:** Conflict management resources and a formal grievance procedure provide third-party support to help graduate students resolve conflicts with faculty members.

- **Student injuries and workers' compensation:** Our robust network of support helps students who are injured – regardless of the circumstances – with academic, health, and financial issues. Workers' compensation is available for funded graduate students injured while performing duties on behalf of Cornell.

- **Health Insurance:** Our platinum-level health insurance is free for students funded on assistantships and fellowships.

- **Dental and vision insurance plans:** Optional plans are available to graduate students.

- **Intellectual property** policies provide licensing services and revenue to inventors, including graduate students.

- **Freebies and discounts** for graduate students are available for entertainment, retail purchases, restaurants, travel, fitness, and more.

Graduate Student Funding (Assistantships and Fellowships)

University Policy 1.3 informs expectations between students and faculty regarding assistantship activities, including limits on the number of hours for some types of assistantships; become familiar with the policy: https://www.dfa.cornell.edu/sites/default/files/policy/vol1_3.pdf In summary, Teaching Assistantship (TA), Research Assistantship (RA), and Graduate Assistantship (GA) duties should average no more than 15 hours per week with no week requiring more than 20 hours. Graduate Research Assistantships (GRA) are appointments focused on thesis/dissertation-related research in which the time spent on research is expected to be significant and is not limited to a certain number of hours.

Employment outside of assistantships or fellowships is limited to a total of eight hours per week for GRAs or five hours per week for GAs, RAs, and TAs.

Professional Development Programs for Graduate Students

Encourage your graduate students and postdocs to take advantage of the comprehensive resources available at Cornell for their own academic, professional, personal, and career development:

- **Career & Professional Development:** https://gradschool.cornell.edu/career-and-professional-development/

- **Pathways to Success - Student & Postdoc Professional and Career Development:** https://gradschool.cornell.edu/pathways-success
  - Pathways to Success Focus Areas
    - Navigate Academia: https://gradschool.cornell.edu/pathways-success/navigate-academia
    - Build Your Skills: https://gradschool.cornell.edu/pathways-success/build-your-skills
    - Create Your Plan: https://gradschool.cornell.edu/pathways-success/create-your-plan
    - Prepare for Your Career: https://gradschool.cornell.edu/pathways-success/prepare-your-career
  - Pathways to Success Symposium: https://gradschool.cornell.edu/p2s
  - Tips and Take Aways: https://gradschool.cornell.edu/tips-and-takeaways

- **Academic Writing Support Programs:** https://gradschool.cornell.edu/academics/office-academic-affairs/academic-writing-programs
  - Proposal, Thesis, and Dissertation Writing Boot Camps: http://gradschool.cornell.edu/writing-boot-camps
  - Productive Writer Newsletter: http://tiny.cc/cornell-productive-writer
  - English Language Support Office (for international students): http://knight.as.cornell.edu/elso

- **Careers Beyond Academia/BEST:** http://gradcareers.cornell.edu/
  - Career Exploration: Workshops, coaching, career panels
  - Immersive Experiential Opportunities: Internships, externships, job shadowing
  - Skill Development: Communicating your research, networking, entrepreneurial

- **Future Faculty and Academic Careers:** http://www.futurefaculty.cornell.edu
  - Inclusive Higher Education Workshops: https://futurefaculty.cornell.edu/programs/local-programs/inclusive-series/
  - Building Mentoring Skills for an Academic Career: https://futurefaculty.cornell.edu/programs/local-programs/building-mentorship-skills-for-an-academic-career/
  - Academic Job Search Series: https://futurefaculty.cornell.edu/programs/local-programs/academic-job-search-series/

- **Office of Inclusion and Student Engagement:** http://www.gradschool.cornell.edu/inclusion
  - Student Success Initiatives: https://gradschool.cornell.edu/diversity-inclusion/signature-initiatives/
  - Graduate & Professional Student Diversity Council and Graduate Student Organizations: https://gradschool.cornell.edu/diversity-inclusion/student-organizations/
  - Resources for Faculty Supporting Graduate Student Diversity, Inclusion, and Mental Health: https://gradschool.cornell.edu/diversity-inclusion/faculty-resources/
  - Diversity Recruitment: https://gradschool.cornell.edu/inclusion/recruitment

- o Graduate Diversity & Inclusion Awards: https://gradschool.cornell.edu/diversity-inclusion/graduate-diversity-inclusion-awards/
  - o Graduate Fellowships in Support of Diversity: https://gradschool.cornell.edu/diversity-fellowships
- **Office of Graduate Student Life:** https://gradschool.cornell.edu/student-life/office-graduate-student-life
  - o Student Life Programs: https://gradschool.cornell.edu/student-life/student-life-programs
  - o Life at Cornell, including "Moving to Ithaca": http://gradschool.cornell.edu/student-life
  - o Graduate Student Communities: https://gradschool.cornell.edu/student-experience/student-communities/
  - o Students with Families: http://studentswithfamilies.cornell.edu/
- **Big Red Barn Graduate and Professional Student Center:** http://gradschool.cornell.edu/life-cornell/big-red-barn
- **Career Services for Graduate Students:** http://www.career.cornell.edu/students/grad
- **Office of Postdoctoral Studies:** http://www.postdocs.cornell.edu/
- **Center for Teaching Innovation:** http://teaching.cornell.edu

Graduate School Staff Resources to Support You

- **Dean:** Barbara Knuth – dean_gradschool@cornell.edu
- **Associate Dean for Academic & Student Affairs** (writing support programs, responsible conduct of research training, grievance policy and procedures, academic integrity and misconduct, student petitions, health and personal leaves of absence): Jan Allen – Jan.Allen@cornell.edu
- **Associate Dean for Administration** (registration and enrollment policy, fellowships and assistantship questions, data and surveys, admissions, Graduate School administration, finances, parental accommodation policy): Jason Kahabka – jek15@cornell.edu
- **Associate Dean for Inclusion and Student Engagement** (fellowships in support of diversity, diversity recruiting, professional and leadership development, student engagement, initiatives supporting diversity, equity, access, and inclusion)**:** Sara Xayarath Hernández – sh267@cornell.edu
- **Senior Assistant Dean for Graduate Student Life** (navigating academic program, health concerns, difficult situations, personal concerns, policies and procedures, graduate student life and community building, students with families): Janna Lamey – Janna.Lamey@cornell.edu
- **Executive Director of Future Faculty and Academic Careers:** Colleen McLinn – cmm252@cornell.edu
- **Executive Director of Careers Beyond Academia/BEST:** Susi Varvayanis – sv27@cornell.edu
- **Senior Director of Recruitment:** Anitra Douglas-McCarthy – amd78@cornell.edu
- **Director of Postdoctoral Programs:** Christine Holmes – ch18@cornell.edu

Graduate Education Policies and Requirements

- **Academic requirements** for graduate students at Cornell: http://www.gradschool.cornell.edu/requirements
- Academic structure of the **graduate field system** at Cornell, and get to know your Director of Graduate Studies and your Graduate Field Assistant for your graduate field(s). Faculty often join more than one

graduate field at Cornell. See descriptions of academic programs and learning goals for each graduate field: http://gradschool.cornell.edu/academics/fields-of-study/fields

- **Code of Legislation of the Graduate Faculty**, which provides details about the responsibilities and requirements related to your role as a graduate student advisor, and expectations that your students will need to meet: https://gradschool.cornell.edu/policies/code-of-legislation/

- **Learning Proficiencies** and Assessment for graduate programs: http://www.gradschool.cornell.edu/academics/learning-assessment

Graduate Student Data and Program Metrics

- **Graduate Program Metrics:** https://gradschool.cornell.edu/about/program-metrics-assessments-and-outcomes/facts-figures/
  - o Doctoral Program Statistics
  - o Five-Year Admissions Profile
  - o Five-Year Enrollment Profile
  - o Ph.D. Median Time-to-Degree
  - o Ph.D. Attrition and Completion Rates by Discipline
- **Survey Results:** https://gradschool.cornell.edu/about/survey-results/
  - o Doctoral Experience Survey
  - o Doctoral Career Outcomes
  - o Diversity Dashboards

Additional Graduate Student Support Resources

- **Graduate and Professional Student Assembly:** http://assembly.cornell.edu/GPSA/Home

- **Office of Global Learning – International Services:** https://international.globallearning.cornell.edu/

- **Student Disability Services:** https://sds.cornell.edu/

- **Cornell Health:** https://health.cornell.edu/

- **Dean of Students Care & Crisis Services:** https://dos.cornell.edu/care-crisis-services

- **Office of the University Ombudsman:** https://www.ombudsman.cornell.edu/

- **Office of Institutional Equity and Title IX:** https://titleix.cornell.edu/

- **LGBT Resource Center:** https://dos.cornell.edu/lgbt-resource-center

- **Asian & Asian American Center:** https://dos.cornell.edu/asian-asian-american-center

- **Women's Resource Center:** https://dos.cornell.edu/womens-resource-center

- **Undocumented & DACA Student Support:** https://dos.cornell.edu/undocumented-daca-support