



Purpose and Eligibility for 2009-10 Recruitment Fellowships

There are four types of Recruitment Fellowships directed towards different types of students. Three of the four awards are **multi-year packages** designed to guarantee that the student receives full stipend, tuition and health insurance throughout the time they are working towards the PhD or MFA degree. **At least one year is a pure graduate fellowship** with no duties beyond continued progress towards the degree. During that year, the stipend level is \$18,000-\$25,000 depending on the discipline. The fellowship year stipend and subsidized health insurance are provided by the University Graduate School. Tuition is funded by the department, College or school. **For the remaining 2-4 years, funding is the responsibility of the Department**, and is derived from a combination of scholarships, research and/or teaching assistantships. Because these fellowships are intended primarily as recruitment tools, funds for a **recruiting visit** to Bloomington are also included.

General eligibility criteria:

1. Nominees must be **new students** proposing to enter a **PhD or MFA** program. Current IU students are only eligible if they are newly transferring into a PhD or MFA program.
2. Nominees should have outstanding academic backgrounds and excellent chances of obtaining their doctoral or MFA degree. An **undergraduate GPA of at least 3.5** is strongly recommended, but M.S. coursework and other relevant experience will also be recognized.
3. **Students must be nominated by their departments/schools.** In nominating the student, the department agrees to support and to train that student, and to encourage the student's participation in campus-wide mentoring activities, as appropriate. Departments must also agree to ensure that award recipients do not accept other graduate awards or employment during the period of funding, and to submit an annual progress report on behalf of the student.
4. **The nominating department agrees to provide 2-4 years of academic appointment (e.g., AIship, RAship or GAsip),** plus tuition and subsidized health insurance, turning the one year of stipend funding from the University Graduate School into a multi-year package. We encourage departments to put together 3-year packages for MFA students, 4-year packages for Scholars entering with a Master's degree, and 5-year packages for Scholars entering with a bachelor's degree.

Additional criteria:

Adam W. Herbert Fellowship

1. Nominees must be **graduates of an HBCU** (for a list, see <http://www.ed.gov/about/inits/list/whhbcu/edlite-list.html>) and a U.S. citizen or permanent resident. International students are not eligible.
2. Nominees must be new students proposing to enter a PhD or masters program in a science, technology or mathematics discipline. Current IU graduate students are only eligible if they are newly transferring into a PhD or master's program.
3. Nominees should have outstanding academic backgrounds and excellent chances of obtaining their doctoral or masters degree. An undergraduate GPA of at least 3.5 is strongly recommended, but post-baccalaureate coursework and other relevant experience will also be recognized.
4. Students must be nominated by their departments/schools. In nominating the student, the department agrees to support and to train that student, and to encourage the student's participation in campus-wide mentoring activities, as appropriate. Departments must also agree to ensure that graduate scholarship recipients do not accept other graduate scholarships or employment during the period of funding, and to submit an annual progress report on behalf of the student.
5. The Fellowship is a stipend only. The nominating department agrees to provide tuition and subsidized health insurance.

Graduate Scholars Fellowship

1. An **undergraduate GPA of at least 3.5** is strongly recommended.
2. Nominee must belong to an underrepresented minority group (African American, Hispanic American, Pacific Islander/Native Hawaiian or Native American, with tribal enrollment card or proof of descent).
3. Nominee must be a U.S. citizen or permanent resident. International students are not eligible.
4. The M.F.A. degree program is an eligible field.

Ronald E. McNair Graduate Fellowship

1. An **undergraduate GPA of at least 3.5** is strongly recommended.
2. Nominee must provide documentation of their undergraduate status as a McNair Scholar.
3. Nominee must be a U.S. citizen or permanent resident. International students are not eligible.
4. The M.F.A. degree program is an eligible field.

Educational Opportunity Graduate Fellowship

6. Educational Opportunity Fellowships (EOF) are for incoming or continuing students enrolled in graduate study in Indiana University-Bloomington.
7. Nominee must be a U.S. citizen or permanent resident. International students are not eligible.
8. Nominee must be a first-generation college student (neither parent achieved a Baccalaureate Degree) or must demonstrate acute financial need.
9. The EOF is a one-year award which includes a \$1,500 stipend and a tuition reduction. (Recipients are eligible to pay tuition at the resident rate for up to 24 credit hours or 12 hours per semester). If a summer award is granted in addition to the academic year fellowship, this award will be in the form of a \$350 stipend and a tuition reduction for 6 credit hours.
10. EOF support is limited to two years; however, renewal is not automatic. Nominees must be nominated each year for consideration by their graduate department.

2009-10 Recruitment Fellowships Nomination Guidelines

CONFIDENTIALITY – Each nomination is confidential, and will only be viewed by the faculty selection committee and by professional staff who administer the awards.

The Chair of Graduate Admissions, Director of Graduate Studies, Departmental chair or Associate Dean of Graduate Studies should submit the following for each student nominee:

- (1) A nomination and ranking form listing all candidates.
- (2) a **complete copy** of the student's application for admission to Indiana University if the student submitted a paper IU application or Project 1000 application. For those who apply online, please scan and forward electronic versions of hard copy recommendation letters and transcripts. The University Graduate School will access the remaining application directly.

Paper applications must include:

- (a) Application form
 - (b) Statement of purpose
 - (c) Recommendation letters
 - (d) Transcripts, Official GRE test scores & TOEFL scores (for international applicants)
 - (e) McNair Scholars certification (if applicable)
- (3) a brief **supporting statement** (no more than 2 paragraphs) explaining: a) why this candidate is outstanding; b) how well matched the candidate's interests are to the strengths of the department; c) how the department recruited the student (how much contact by which faculty); d) the likelihood the candidate will choose IU over competing offers; with, a detailed **financial plan**, including minimum stipend amounts, tuition and subsidized health insurance for a full 3-5 year support package (see example). Three-year packages should be developed for incoming MFA students, 4-year packages for Ph.D.-seeking Scholars entering with a Masters degree, and 5-year packages for Ph.D.-seeking Scholars entering with a bachelors degree. The University Graduate School and College/School partners will provide funding for one year of full stipend, tuition and health insurance. In most cases, we expect the remaining years to be funded by individual departments in the form of topped-up AI, GA, or RA positions. We strongly encourage departments to include at least one additional year of fellowship funding at the graduate-level with few additional work responsibilities. The College of Arts & Sciences has agreed to provide one additional year of tuition remission for College departments which add such graduate scholarships to their proposed financial packages. Student funding may also be available through training or research grants. Priority will be given to nominations which include departmental contributions of more generous financial packages.
 - (4) a brief **diversity plan**, describing the department's current diversity and any initiatives to increase recruitment and retention of a more diverse graduate student population. What efforts has the department made to identify and to recruit members of underrepresented groups? What mentoring activities, professional-skills training, and career-development opportunities will be available to the Scholar in your department?

Departmental nominations for Recruitment Fellowships should be forwarded to Ms. Yvonne Dwigans, Fellowship Coordinator of The University Graduate School, Kirkwood Hall 111 no later than 4:30 p.m. on **Friday, February 6, 2009.**

FIVE YEAR TEMPLATE:

2009-10 Recruitment Fellowships

Terms and Obligations for «Firstname» «Lastname»

Department of «Dept_Applied»

Student is to receive 5 years of support as outlined below:

	Department/School/College	University Graduate School
Year 1 2009-10	Tuition award of up to 30 credit hours	Stipend award of up to \$18,000-25,000, plus health insurance.
	Department of «Dept_Applied»	
Year 2 2010-11	Student Academic Appointment (SAA), plus up to 30 hours tuition remission and subsidized student health insurance.	
Year 3 2011-12	Student Academic Appointment (SAA), plus up to 30 hours tuition remission and subsidized student health insurance.	
Year 4 2012-13	Fellowship with no SAA duties, plus up to 30 hours tuition remission and subsidized student health insurance.	
Year 5 2013-14	Student Academic Appointment (SAA), plus up to 30 hours tuition remission and subsidized student health insurance.	

Student Academic Appointment (SAA) may be in the form of AI, GA or RA positions.

The student will be responsible for paying mandatory fees, and will agree not to accept other graduate scholarships or employment during the Graduate scholarship period.

The department will encourage the student to participate in University Graduate School mentoring activities and will submit an annual report on behalf of the student, summarizing their progress towards the degree.

I agree to the terms outlined above:

«Nominators_Name», Professor, Department of «Dept_Applied» Date

Dr. Yolanda Treviño, Assistant Dean, University Graduate School Date



Nomination and Ranking Form for 2009-10 Recruitment Fellowships

The Chair of Graduate Admissions, Director of Graduate Studies, Departmental chair or Associate Dean of Graduate Studies should submit the following:

- (1) Secure approval from their dean of graduate studies (e.g. College of Arts & Sciences, School of Education)
- (2) Compile and summarize all nominations on the Nomination and Ranking table below.
- (3) Include a brief **departmental diversity statement** describing current diversity initiatives used to increase recruitment and retention of a more diverse graduate student population. What efforts has the department made to identify and to recruit members of underrepresented groups? What mentoring activities, professional-skills training, and career-development opportunities will be available to award recipients in your department?
- (4) Provide for each nominee: (1) **supporting statement with a detailed financial plan**; and, (2) a complete copy of the student's application* for admission to Indiana University. For the EOF award, you only need to submit the completed EOF student application and an unofficial IUB transcript.
- (5) Download and complete, the nomination form for the Adam W. Herbert Fellowship at:
http://graduate.indiana.edu/pdf/The_Herbert_Graduate_Fellowship.doc
- (6) Rank your department's nominations with #1 being the strongest candidate for the award (s) for which each student is eligible. *See Guidelines for detailed eligibility requirements.*

Identify Department/Graduate Program:				
Identify School or College:				
Name <i>(Last Name, First Name)</i>	Adam W. Herbert Fellowship	Graduate Scholars Fellowship	McNair Graduate Scholarship	Educational Opportunity Fellowship
1.				
2.				
3.				
4.				
5.				
6.				
7.				
8.				
9.				
10.				
11.				
12.				

Departmental nominations for Recruitment Fellowships should be forwarded to Ms. Yvonne Dwigans, Fellowship Coordinator of The University Graduate School, Kirkwood Hall 111 no later than 4:30 p.m. on **Friday, February 6, 2009.**

The University Graduate School will forward a copy of this form to your associate dean of graduate studies.

2009-10 Recruitment Fellowships Frequently Asked Questions

Q. What is the difference between the terms minority and underrepresented student?

A. There is no consensus on the definition of minority. For example, even government agencies (i.e. U.S. Census Bureau; U.S. Department of Education; U.S. Equal Employment Opportunity Commission) define the term differently. The University Graduate School uses the term minority to mean individuals who are members of ethnic minority groups that experience disproportionately lower educational attainment rates at the high school and baccalaureate levels (African Americans, Hispanic/Latino Americans and Native Americans/First Nations).

Groups who are underrepresented in graduate education include disadvantaged low-income and/or first-generation college students. Due to disproportional gaps related to gender in entry, persistence and attainment of doctoral degrees in mathematics, science and technology, women in science are also underrepresented.

Q. If a student does not identify their diversity/minority status, can the department pursue Recruitment Fellowships on their behalf?

A. No, a student must self-identify her/himself.

Q. Why are different disciplines awarded different stipend amounts?

A. Graduate student stipends differ markedly across disciplines, whether students are paid through teaching or research assistantships, or via external graduate scholarships. Our graduate scholarship stipend amounts are flexible to suit the different needs of different departments.

Q. How many credit hours are associated with each multi-year package per year?

A. The Recruitment fellowships offer 24-30 credit hours of tuition during the first year of funding, depending on the School or College. Credit hours for future award years depend on the department. Awards that include AIships typically offer 30 credit hours per year.

Q. How does a student apply for one of the Recruitment Fellowships?

A. To be considered for nomination to a Recruitment Fellowship, entering students must submit the IU Application and Financial Aid form by January 15. Their prospective academic department must then also submit a complete nomination form by February 6. Nominees are placed into a pool for campus-wide competition. The Recruitment Fellowship selection committees will choose recipients during February and March. Students then have until April 15 to accept or decline the awards.

Q. Who is a 'new' graduate student?

A. A student who has not yet entered the nominating degree program. Current masters students are eligible if they have formally applied for admission to "bridge" or transfer into a Ph.D. program.

Q. Should departments nominate a single individual for more than one type of Recruitment Fellowships?

A. Yes, if they meet all eligibility requirements.

Q. Who receives application fee waivers from The University Graduate School?

A. The University Graduate School participates in several programs designed to expand participation of underrepresented groups in graduate education. Prospective student applicants who have participated in any one of several IU summer research programs, are members of a professional organization such as SACNAS, AISES, ABRCMS, NPSC or AGEP, or who apply through programs such as [Project 1000](#), [McNair Scholars Program](#), [Committee for Institutional Cooperation \(CIC\) Free App Program](#), [National GEM Consortium](#) or [National Physical Science Consortium \(NPSC\)](#) may be eligible for a waiver of the application fee.

Q. How are international students affected by the University Graduate School Recruitment Fellowships competitions?

A. Although most University Graduate School Recruitment Fellowships are limited to U.S. citizens and permanent residents, international students are eligible for the Graduate Women In Science Fellowship.

Q. How brief should a "brief supporting statement" be?

A. About two paragraphs.

Q. Can the one-year of University Graduate School stipend funding be split into two half years?

A. Yes. The department is free to schedule stipend funding in whatever way makes the most sense in terms of the students' training and career goals.

Q. What is a department's obligation in nominating a student?

A. In nominating a student and subsequently accepting a Recruitment fellowship recipient into their graduate program, the Department agrees to support, train and mentor that student as needed to help them successfully complete the PhD or MFA degree, to provide funding as detailed in the nomination, and to submit annual progress reports for each recipient.

Q. Do the Graduate Awards have a summer component?

A. Each multi-year package should include provisions for summer funding, whenever possible. The stipend offered by the University Graduate School is intended to cover one full calendar year, including summer.

Q. What are the evaluation and selection processes?

A. Faculty committees will evaluate and choose among applicants, taking into consideration the student's academic record, research and personal experiences, as well as the departmental recruitment efforts, retention rates, and proposed funding plan.

Q. What is considered to be acute financial need for the EOF?

A. Financial need is determined by using information from the student's FAFSA application. The EOF Selection Committee operates under the definition of "acute" financial need to include students who are eligible for federal financial aid and who have little or no institutional financial assistance (i.e. AIship).

Q. Can the EOF be offered with another fellowship? Can they be combined with other departmental awards?

A. Typically no. The EOF is a needs-based award with two parts: (1) a tuition fee reduction and, (2) small cash stipend. If a student combines an EOF with another fee award that is greater than that offered by the EOF, by default, the fee reduction becomes null and void leaving the student only with the stipend, 1/10th of the EOF award.

Q. Is there any evidence that the EOF has worked as a recruitment tool since it is a small award?

A. Each year, 25% of EOF recipients are first year graduate students. The EOF is more successful as a retention tool.

Q. How do departments know when an underrepresented student applies as a McNair Scholar or through other programs?

A. Visit the University Graduate School online application database or contact the school's admission office (Kim Bunch or Nan Harvey).

Q. How can students find out about the University Graduate School funding opportunities?

A. Prospective students can be made of aware of these awards via their director of graduate studies, the University Graduate School website, emails and/or GradGrants Center workshops.

Q. What is considered full-time enrollment?

A. Graduate students on student academic appointments, research appointments or graduate assistantships (at or above .375 FTE / 15 hours of duties per week) must enroll in no less than 6 credit hours to be considered full time students. Graduate students not on an academic appointment must enroll in 9 credit hours to be considered full time students.

Q. Are there any travel or research monies for students available through The University Graduate School?

A. Opportunities for small funding are available to students in particular disciplines, with particular needs, and through a variety of programs. Current graduate and professional students are encouraged to apply for GPSO Travel Grants fall and spring semester competitions. The University Graduate School website will list information on other opportunities as they become available.