

Psychology Graduate Admissions Priority Process

Concerns with the Current Model/Reason for Proposed Process:

1. We have limited resources for graduate students.
2. Graduate students are a resource the Department can place strategically for the purposes of accomplishing its goals.
3. Graduate students deserve to be put into situations where their likelihood of success is high.
4. Current priority system does not provide systematic incentives for exceptional mentoring, generating grant funding, or engaging in student-supporting research endeavors.

SPECIFIC REFORMS

1. This process will apply to all doctoral admissions, and will be applied evenly across all faculty (regardless of program).
2. Allocations will be done in two stages:
 - a. Stage 1: Faculty will be assigned to a Tier. Tier 1 is highest priority, followed by Tier 2, and then Tier 3.
 - b. Stage 2: Faculty within a Tier will be prioritized based on the number of Department-funded (i.e., 1 FTE = 20 hrs/wk; portion of FTE calculated by proportion of 20 hr appt. to be funded by Department) students for the upcoming academic year (fewer get higher priority). In the case of a tie within a Tier after accounting for number of current students, additional tiebreakers are described below.

TIER 1. Junior faculty. After a junior faculty member has two students in his or her lab, they are not eligible for participation in Tier 1. In the case of a tie between priority ordering of junior faculty, priority will be given in reverse order of years on campus (newer faculty get higher priority).

TIER 2. Second priority will go to those faculty who have either (a) published at least 6 different publications with graduate student co-authors (within the Department) in the last 3 years, or (b) have active extramural grants or contracts (\$15,000 per year minimum), or (c) actively operate a revenue-generating research service involving graduate students (at least \$15,000/year and funds go in part to student support). In the case of a tie, the percentage of former doctoral advisees in the last 7 years (for whom the faculty served as major professor) who have procured academic (or research postdoc) positions will serve as the tiebreaker (higher percentage leads to higher ranking). If a faculty member has three Department-funded students in his or her lab, this faculty member is not eligible for participation in Tier 2.

TIER 3. Faculty not falling into one of the aforementioned categories will be placed into Tier 3. In the case of a tie, the total publications with

graduate students in the last three years by the faculty member will serve as the tiebreaker (more publications leads to higher ranking).

3. Students who have transferred into a lab from a prior lab do not count in the new lab's priority ranking (up to 2 transfer students). If a student transfers out of a lab, the student will count against the lab being left, for one year.
4. Once a faculty member is provided a Department- funded slot, he or she can make offers across any of the Department applicant pools to which he or she has been granted access by that area's representative on the Graduate Studies Committee.
5. A faculty member will get three chances (i.e., not three at a time, but rather will be able to make three sequential offers to different candidates) during the admissions cycle to fill her or his one slot. If the faculty member successfully fills a slot, they are no longer able to make offers for that year unless the Department has gone through the entire priority list (see below). Failure to secure a student after 3 attempts will result in that slot being released to the next person on the priority list. If the priority list is exhausted, and available slots remain, the process will start over at the beginning of the priority list for anyone wishing to admit a second student from Departmental funds in a given year.
6. At any one time, the number of accepted offers plus outstanding offers cannot exceed the number of available slots.
7. The Director of Graduate Studies will keep track of current outstanding and accepted offers.
8. Faculty who are able to guarantee at least two consecutive years of full-time support (9 months at 50% appointment) to an incoming graduate student may be permitted to admit a student outside of the traditional admissions priority cycle, pending approval by the Department Head.
9. At no time must the number of Psychology-funded and Non-Psychology funded slots go above the yearly cap for the Department without approval by the Department Head.
10. Any faculty member can appeal to the Department Head to admit a student outside of the traditional admissions priority cycle for an extenuating circumstance.
11. In order to maintain the number of students being supported by Merit and Diversity fellowships within the Department, any faculty member (regardless of his or her order in the priority ranking) can put forward a student to be considered for these awards. The Director of Graduate Studies (in consultation

with the Graduate Studies Committee and Department Head) will select the most competitive students for each type of fellowship from this pool and will decide which students will be nominated to the next level. Because these fellowships save the Department money, these nominations do not count against the number of open slots. If the nominating faculty member was previously approved to admit a student under the priority rankings, the faculty member may choose whether to use his or her previously approved slot for this student to guarantee admission. Independent of that, admission offers for students nominated for these fellowships are contingent on the receipt of the fellowship award.

Example:

Assume we have 10 faculty of different ranks. Their data are below.

FACULTY MEMBER	RANK	#Students	Generate funds?	# PUBS	Academics in 7
A	Asst.	3	N	5	0
B	Full	1	Y	10	50%
C	Assoc	1	Y	10	100%
D	Assoc	1	N	10	60%
E	Asst	0	Y	5	0
F	Full	5	N	4	20%
G	Assoc	2	N	6	20%
H	Asst	1	Y	8	0
I	Full	0	N	0	0
J	Assoc	5	Y	6	50%

According to the priority list, the faculty would admit students in the following order.

TIER 1

1. E
2. H

TIER 2

1. C
2. D
3. B
4. G

TIER 3

1. I
2. A
3. J
4. F

Assume the Department can admit 14 students next year. Five faculty come with 2+ years of grant funding and ask to admit a student on that funding. They are approved,

leaving 9 slots open for other admissions. In this case, Faculty E-J on the priority list would be allowed to make offers. Should one of the first 9 fail to secure an accepted offer, then F could make an offer.