Message from the Dean

The Russell G. Hamilton Graduate Leadership Institute was established to elevate graduate training at Vanderbilt, benefitting students in their future endeavors both within the academy and beyond. We are committed to training tomorrow’s leaders through a collaborative culture that encourages interdisciplinary discovery and skill acquisition beyond traditional coursework and research.

The highlight of this year has been watching students embrace the new programming and utilize their enhanced skill set. I have been incredibly impressed by the students who have stepped forward in a time of crisis to find thoughtful and innovative approaches to maintain a sense of community among our graduate students. This ingenuity has not been limited to the COVID-19 response. Throughout the 2019-2020 year, students have approached us with ideas for student-led projects and programs that amplify the interdisciplinary endeavors of the university, create opportunities to interface with the larger Nashville community, and address the professional development needs of their peers.

Our graduate students make me especially optimistic for the future. It has been a delight to support them and we are excited to continue to do so in the coming academic year.

MARK WALLACE
LOUISE B. MCGAVOCK ENDOWED CHAIR; PROFESSOR OF HEARING & SPEECH SCIENCES, PHARMACOLOGY, PSYCHIATRY & BEHAVIORAL SCIENCES, AND PSYCHOLOGY; DEAN OF THE GRADUATE SCHOOL
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THE GRADUATE LEADERSHIP INSTITUTE

MISSION

Provide graduate students with the tools to thrive in leadership roles at all levels, and the ability to recognize and develop leadership skills in themselves and others. We do so by facilitating opportunities for professional and academic development across a wide range of academic disciplines, as well as fostering interdisciplinary collaboration among students.

OBJECTIVES

- Develop a meaningful curriculum that will be value added for all graduate students with future leadership aspirations within and beyond the academy.
- Empower graduate students to develop their own workable definition of leadership and gain a deeper sense of who they are as leaders.
- Emphasize personal agency by teaching students how to utilize and maximize their own experiences to foster active learning of leadership skills and strategies.
- Broaden student’s skill set, awareness of transferable skills, and perspective.
- Provide leadership and professional development training that will give students an increased competitive advantage in academic or non-academic career tracks.

2019-2020 HIGHLIGHTS

- Developed a 5-year strategic plan.
- Created the GLI website: gradschool.vanderbilt.edu/gli/
- Established a social media presence: Twitter handle @VUCGradLead
- Bunmi Olatunji was appointed as Associate Dean of Academic Affairs. Olatunji will work with Dean Wallace to provide high level guidance for the GLI.
- Convened the GLI Advisory Council.
- GLI Assistant Director, Irene Wallirch, and Graduate School Life Coach, Stacey Satchell, completed coaching training and certification for Hogan and GallupStrengths Assessments.
- Through grants, workshops, and co-sponsored events, the GLI reached over 450 graduate students - over 20% of the graduate school student population - between March 2019 and February 2020.*

*Due to the unforeseen interruption to spring 2020 programming from COVID-19, the events and grants reported do not follow the traditional academic year. All grants and events in this report reflect GLI activities from March 2019 through February 2020.
WHO IS PARTICIPATING IN THE GLI?

450+
GRADUATE STUDENTS REACHED

46
GRADUATE PROGRAMS IMPACTED

THROUGH GRANTS, WORKSHOPS, AND CO-SPONSORED EVENTS, THE GLI HAS REACHED OVER 20% OF THE GRADUATE SCHOOL STUDENT POPULATION

*Graphs show participation in GLI workshops only. They do not include grants (see page 9 and 10) or co-sponsored events.
POPULATION SERVED

The GLI serves all PhD, MA, MFA, MLAS, & MS students, as well as postdocs.

Anthropology  
Astrophysics  
Biochemistry  
Biological Sciences  
Biomedical Engineering  
Biomedical Informatics  
Biomedical Sciences  
Biostatistics  
Cancer Biology  
Cell & Developmental Biology  
Chemical & Biomolecular Engineering  
Chemical & Physical Biology  
Chemistry  
Civil Engineering  
Community Research & Action  
Computer Science  
Creative Writing  
Data Science  
Drug Discovery  
Earth & Environmental Sciences  
Economic Development  
Economics  
Electrical Engineering  
English  
Environmental Engineering  
Epidemiology  
French & Italian  
German, Russian & Eastern European Studies  
Health Policy  
Hearing & Speech Sciences  
History  
History of Art  
Human Genetics  
Interdisciplinary Program in the Biomedical Sciences  
Interdisciplinary Materials Science  
Latin American Studies  
Law & Economics  
Leadership & Policy Studies  
Learning, Teaching, & Diversity  
Liberal Arts & Science  
Mathematics  
Mechanical Engineering  
Medical Scientist Training  
Medicine, Health, & Society  
Microbe-Host Interactions  
Molecular Pathology & Immunology  
Molecular Physiology & Biophysics  
Neuroscience  
Nursing Science  
Pharmacology  
Philosophy  
Physics & Astronomy  
Political Science  
Psychology  
Psychology & Human Development  
Quantitative & Chemical Biology  
Religion  
Sociology  
Spanish & Portuguese  
Special Education

60 PROGRAMS  
2245 GRADUATE STUDENTS  
575 POSTDOCS
Graduate School Student Population Demographics

Program Discipline

- Social Sciences: 15%
- Biomedical/Biological Sciences: 31%
- Natural Sciences: 10%
- Humanities: 10%
- Engineering: 23%
- Education: 9%
- Interdisciplinary: 2%

College/School

- A&S: 35%
- Medicine: 27%
- Peabody: 9%
- Divinity: 2%
- Nursing: 1%
- Grad School: 3%
- Engineering: 23%
MEET THE TEAM

We are thrilled to be part of this initiative. It is our goal help graduate students broaden their perspective and gain a greater understanding of themselves as students, researchers, community members and leaders. In this effort we are committed to making new and innovative opportunities and resources available to our students.

Hands down the highlight of this first year has been interacting with graduate students. Whether learning more about your work and your goals through grant applications, meeting you at workshops, getting a better understanding of your vision for the GLI through feedback and surveys, or impromptu visits where you share insightful ideas for how to facilitate new opportunities for your colleagues, it has been inspiring.

It has been a pleasure getting to know you better and we look forward to building that network in the coming years.

BUNMI OLATUNJI
Gertrude Conaway Vanderbilt Professor of Psychology
Associate Professor of Psychiatry
Director of Clinical Training
Assoc. Dean of Academic Affairs

IRENE WALLRICH
Assistant Director
STUDENT DIRECTED FUNDS

119 GRANTS AWARDED

46 GRADUATE PROGRAMS IMPACTED

$131,000

Supporting Graduate Student Leaders
Travel Grant

Travel grants support graduate students pursuing opportunities to further their scholastic goals and professional development.

"Dr. Bob Mathieu encouraged the future changeleaders in the audience to take action now when he said: 'For the good of your soul, do not wait to make change.' This was one of the most impactful discussions for me at the forum, because it emphasized the importance and worth of making change during the early parts of our careers. This suggested to me that seasoned faculty should be providing support for students and early-career faculty to be changeleaders and make change...

Cait Kirby, Biological Sciences, Fall 2019 Travel Grant Awardee
CIRTL Forum

Excerpt from: Preparing future faculty as change leaders toward inclusive STEM higher education: a perspective

"I was able to attend a neuroimaging workshop at University of College London where I learned about SPM, a neuroimaging analysis program. The three-day, intensive workshop was taught by the researchers who design the SPM software. By attending this workshop, I was able to learn about the program that I am using for my dissertation analysis, ask questions about my research design, and network with other neuroimagers-in-training. Through this, I gained insight into numerous ways to streamline and enhance my analysis, which will benefit both the efficiency and the accuracy of my dissertation results. I will continue to use lessons from this workshop throughout my career."

Elizabeth Flook
Psychiatry and Behavioral Sciences
Fall 2019 Travel Grant
SPM Training Workshop

85 GRANTS AWARDED
43 PROGRAMS REPRESENTED
$80,830 IN AWARDS
Dissertation Enhancement Grant

Dissertation enhancement grants are awarded to students with outstanding potential to accelerate progress on their research, adding depth or breadth to their PhD doctoral thesis.

26
GRANTS AWARDED

13
PROGRAMS REPRESENTED

$46,780
IN AWARDS

“The receipt of the GLI Dissertation Enhancement Grant allowed me to greatly expand my data set of candidate rhetoric across eighteen candidates in five countries. These data serve as the source of analysis for three of my four dissertation chapters. With the funds provided by the grant, I hired two Vanderbilt undergraduate Research Assistants to help code my data over the summer, greatly expanding both the validity of my study (through intercoder reliability, which in turn gives my chapters a greater chance at publication) and the claims I was able to make thanks to additional data. Not only that, but I was also able to move up the timeline for the completion of my dissertation, while adding another chapter that I will submit for publication.”

Kaitlen Cassell
Political Science
2019 Dissertation Enhancement Grant

“This grant has been a big help in expanding the scope of my dissertation to better encompass the genre of games that I am studying. Without the grant, I would have had to restrict my analysis to a much smaller range of objects of study, and the grant has helped me expand the scale of the project, which I think will result in much more interesting findings – being able to talk not only about exceptional examples, but also their genre as a whole, will strengthen the arguments I am making.”

Derek Price
German Studies and Comparative Media Analysis and Practice
2019 Dissertation Enhancement Grant
PILOT PROGRAMMING GRANTS

POSTER PRINTING GRANT
GRADUATE STUDENT COUNCIL

In collaboration with the Graduate Student Council, a grant fund was established to support presentation poster printing in an effort to ease the financial burden of presenting research. Each month up to two graduate student were eligible to receive an award to offset printing expenses for posters to be presented at academic conferences, symposia, workshops, etc.

DINNER WITH DOERS
GRADUATE STUDENT COUNCIL

Dinner with Doers, a dinner series for Vanderbilt graduate and professional students, launched in January 2020. The pilot diner included 10 graduate students from 10 different departments on campus who had the opportunity to dine with with Thistle Farms founder, Becca Stevens, at Rolf and Daughters. This series will continue to feature prominent Nashville community leaders that tackle critical social issues.

COMSCICON ATL 2020
STEPHANIE CASTILLO -
COMSCICON ATL2020 CO-CHAIR

ComSciComALT2020 is the third annual science communication conference for the southeast. This year’s event focused on teaching technical skills that attendees could apply directly to their science communication efforts. Eight Vanderbilt Students were among the 58 students in attendance from schools across the southeast. The GLI was proud to sponsor the workshops on creating science videos and conveying research on social media, as well as sponsoring the Keynote by Emmy award winning science communicator Rob Nelson.
Training scholars in leadership & professionalism
BEING HUMAN: THE NEXUS OF SCIENCE & SPIRITUALITY

This two-day campus event, made possible by a competitive grant from the American Association for the Advancement of Science (AAAS Dialogue on Science, Ethics and Religion (DoSER) program’s “Engaging Scientists in the Science and Religion Dialogue” project, included:

- AAAS facilitated workshop on Science Communication & Engagement with Religious Publics

- **Exploring Who We Are: Public Engagement on Human Evolution.** A Keynote by Dr. Briana Pobiner from the Smithsonian Institution's National Museum of Natural History

- Panel Discussion: Where Science & Spirituality Meet

This event was sponsored by the AAAS, the Vanderbilt Graduate School, the Russell G. Hamilton Graduate Leadership Institute, and the Vanderbilt Communication of Science and Technology Program (March 19th - 20th 2019)
Authentic Leadership: Leading with Kindness

The GLI was excited to host Tom Tait, former Anaheim Mayor and Vanderbilt alumnus, to share his message of leading with kindness. To kick off the 2019-2020 year Tait was invited to discuss his unique perspective on fostering leadership by creating a positive social culture. He also shared a powerful message of perseverance, emphasizing that we all have the ability to accomplish our goals and effect real and lasting change in our communities.

“I felt so energized for the rest of the day by his amazing message of kindness.” – Kelsea Best
COLLABORATIVE TEAMWORK

Visiting Three Minute Thesis Keynote, Kei Koizumi, facilitated a collaborative teamwork workshop for Graduate Student Organization E-board members. Participants worked in teams to construct and present policy memos, exploring concepts of effective communication, resource allocation and mutual respect. Koizumi, AAAS Senior Science Policy Advisor, shared anecdotes and insights from his time as Assistant Director for Federal Research and Development and as Senior Advisor to the Director for the National Science and Technology Council at the White House Office of Science and Technology Policy, adding a valuable policy component to the workshop (March 2019).

"It was incredibly valuable to be introduced to the idea, walked through the important questions it needs to answer, and then apply it immediately."

THE ART OF NEGOTIATION

Graduate students and postdocs learned the dominant approaches to negotiation, as well as the trade-offs and power in the negotiation process from Chris Guthrie, Dean of the Vanderbilt Law School. Then, working through hands-on simulations, attendees gained insight into their own negotiation tendencies, strengths, and weaknesses.

"Excellent and impactful workshop. I will be thinking about the content, implementing it, and sharing it with colleagues moving forward. Definitely should be offered again!"

"Very enjoyable and informative. Certainly a step in the right direction on the part of the Graduate School."

THE ART OF NEGOTIATION PARTICIPANTS

16

PARTICIPANTS

16

PROGRAMS REPRESENTED

16

STUDENT ORGANIZATIONS REPRESENTED

5

"The event was outstanding - Kei did a fantastic job, and I look forward to all future GLI events. Thank you!"
**HOW TO WRITE AN OP-ED**

Workshop participants engaged with an experienced, interdisciplinary panel of faculty and staff, that provided insight and guidance for communicating research in the media. Graduate students and postdocs where then able to work with the Writing Studio staff to workshop ideas from their own research.

**THE ART OF NEGOTIATION: STRATEGIES FOR WOMEN**

Graduate students and postdocs explored the dominant approaches to negotiation, how gender shapes negotiation, and strategies for dealing with associated social norms. Through simulated exercises participants broadened their understanding of their own negotiation tendencies, strengths, and weaknesses.

"I feel more confident going into the next negotiation."

"I loved this workshop. It was very engaging, informative, and helpful, and exceeded my expectations."

"Loved the workshop! Had a lot of fun and learned some useful info"
COLLABORATIONS & CO-SPONSORSHIPS

FIRSTGEN SUCCESS
(Coordinated by the Assistant Dean of Career Development)

A structured first-year experience for graduate students who self-identify as first generation (those without a parent who has attended college). This program was made possible by a Council of Graduate Schools Innovation for Promoting Success in Graduate Education Award, which was matched by the GLI and coordinated by the Assistant Dean of Career Development, Ruth Schemmer. FirstGen Success creates a network of support for participating first generation students that includes discussion groups and social events led by a first generation faculty leader, as well as formal professional and career development training.

FINANCE WORKSHOPS WITH EMILY ROBERTS:
TAXES & PERSONAL FINANCE
(In collaboration with the Graduate Life Coach)

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<tr>
<th>Workshops</th>
<th>Participants</th>
<th>Programs Represented</th>
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<tbody>
<tr>
<td>2</td>
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<td>45</td>
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<td>38</td>
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38 PARTICIPANTS
10 FACULTY MENTORS

ADDITIONAL PROGRAMS SUPPORTED

- Three Minute Thesis (Graduate Student Council)
- Critical Conversations (Office of the Graduate Life Coach)
- Peak Performance (Office of the Graduate Life Coach)
- National Humanities Center Summer Residency: 5 students sponsored
- 2020 Global Health Case Competition (Institute for Global Health)
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