



State Sea Grant Fellowships

Sea Grant
50
YEARS

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State Sea Grant Fellowships

Many SG programs host fellowship opportunities for undergraduate and graduate students. Some fellowships are designed to expose students to policy, and some support student research. This workshop will provide fellowships coordinators with information about the diversity of fellowships in the SG network. We will share successes, challenges, and best practices related to advertising fellowships, forming and running selection panels, administering fellowships, evaluating the success of the fellowship, and tracking alumni outcomes. If your state is interested in starting a fellowship program, this session will provide the details and contacts you need.

Fellowship Goals

- How will it benefit the student?
- How will it benefit your program and partners?
- Type – Research, Communications, Education, Policy
- Re-evaluate over time

RFPs

- Create a detail document detailing the goals, requirements, selection process, fellowship administration, etc.
- View NC Sea Grant RFPs
- RFPs are required for all federal grants
 - Knauss, NMFS-SG Fellows

Inclusive Recruitment and Selection

- Is the selection panel composed of diverse members?
- Is the selection based on criteria that aren't exclusive?
 - Some students can afford unpaid internships, others must work to support themselves. Does this deduct points?
- Are you recruiting students from a wide variety of schools?
- Are there any costs associated with applying, interviewing, participating?
 - Transportation, housing, reimbursement instead of up-front payment?

Is your fellowship/internship truly available to students of all socioeconomic levels?

Advertising Fellowships

- Get current fellows to help
 - Blog posts, social media take-overs, day-in-the-life
 - Shadowing by interested students
 - Presentations at universities
- Visit university student groups
 - Graduate school student governments
 - Brown bags
 - Deans, job lists, career centers

Selection Process

- Selection can be private/blinded, but should end choice should be explainable based on the selection criteria
- Points? Percentages? Rubrics?
- Interviews (in person, virtual)
 - Ensuring you’re looking at the student holistically, not “our personalities clicked”
- Are your reviewers all on the same page?

Selection Criteria

- We want students to submit high quality materials regardless of point distributions

BUT

- Knowing exactly how they'll be scored gives students an opportunity to maximize their effort
- Feedback for students
 - Applications and interviews are a learning process

Selection Process

Oh no! Our first choice can't accept!

- Is there a process in place to select another fellow?
- Do your reviewers all understand that process?

Administration

- Orientation
 - Who they report to, what they need to know, a background on Sea Grant
- Responsiveness to any issues
 - Paychecks, reimbursement, interpersonal issues
- Flexibility
 - Maternity/paternity leave, vacation or sick leave, flex time

Administration

- Reporting
 - How often, how onerous, what purpose?
- Professional Development
 - Should the fellows get additional PD, besides their fellowship?
- Cohort cohesion – multiple fellows
 - Group activities, listservs, hashtags

Evaluation

Your fellows made it through! So what?

- Was your fellowship goal accomplished?
- Were the fellows' goals accomplished?

Evaluation

What types of evaluation do you use?

- Qualitative
 - Interviews
 - Pre/Post survey comments
 - Word-of-mouth
- Quantitative
 - Surveys
 - Tasks accomplished, metrics achieved

Alumni - Maintaining Ties

- Tracking Database
 - Email information, job history, additional education
- Regular contact with valuable information
- Mentoring and advising students/new fellows
 - People love to help out! Have alumni talk with interested students or new fellows

Alumni – Career Advice

- Career advice
 - Where did they go next?
 - How did your fellowship help prepare them?
 - What advice can they share with current fellows?
 - Informational interviews