

Recognition of Mastery of Competency-based Transferrable Skills by Graduate Students using Digital Badging



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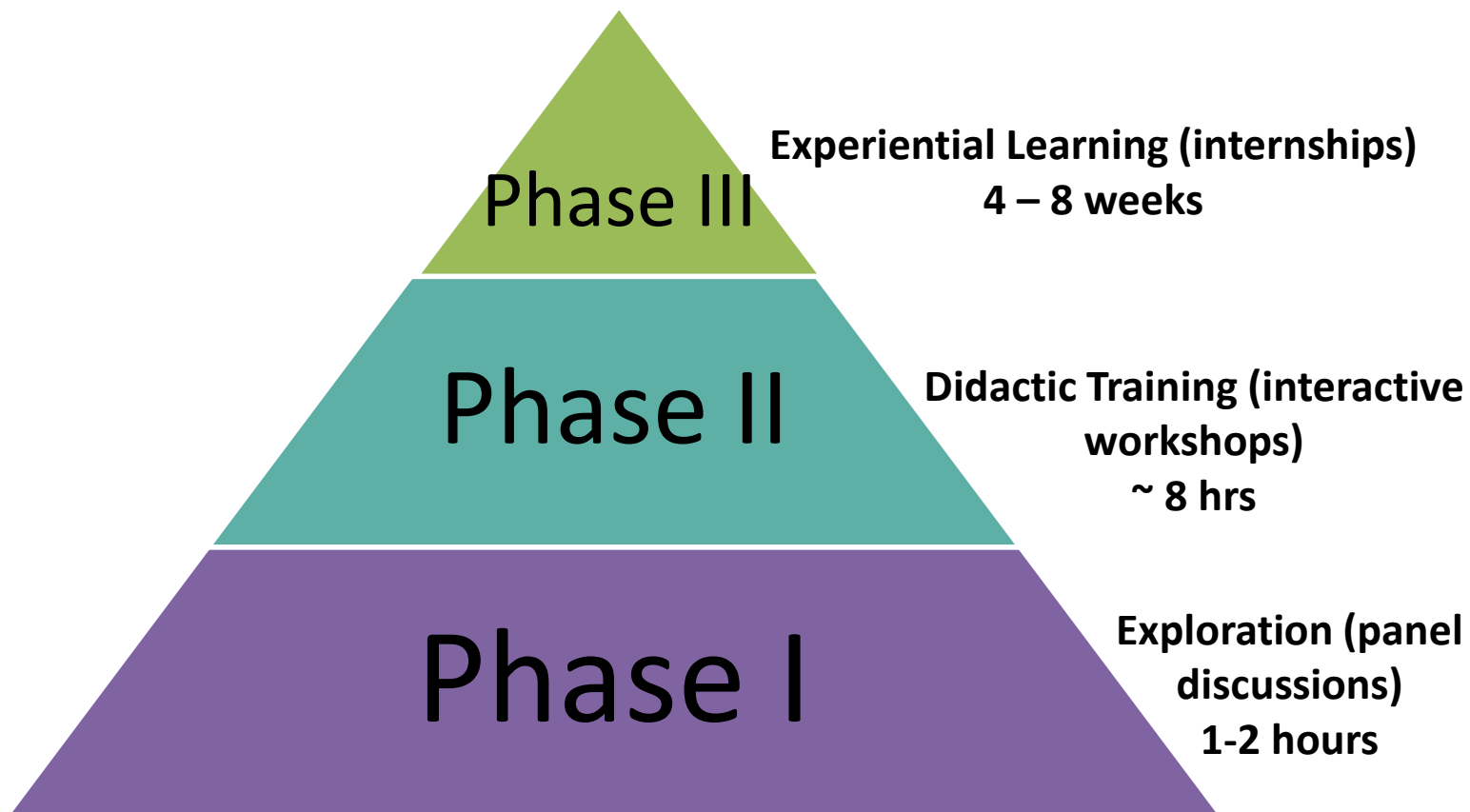
Background

25% doctoral graduates pursue careers as T/TT faculty in research intensive institutions

75% engage in careers in industry, government, policy, teaching in other institutions, communication

Exposure and preparation of careers beyond academia is required

WSU Structured Approach to Career Exploration & Development



Common Competencies are required across Job Sectors

updated for current needs

- Career Exploration and Development
- Communication (written, verbal, design)
- Leadership and Professionalism
- Teamwork and Collaboration
- Educator Development
- Equity and Inclusion Advocacy
- Wellbeing
- Working from home

Graduate & Postdoctoral Professional Development Series

Competency sessions



- Career Exploration
- Abstract Writing
- Poster Preparation
- 3-Minute Thesis
- Visual Communication
- CV and Resume Preparation
- Job Search Using LinkedIn
- Networking for Graduate Students
- Cover Letter
- Elevator Pitch
- Interviewing Skills
- Negotiating for Jobs
- Multiple Role Management
- Responsible Conduct of Research
- Health and well-being



How do students demonstrate
acquisition of competencies?

What Is A Digital Badge?



- Represents a web-based micro credential that can be shared on social media or in a resume
- Understood and used by businesses and now being accepted by institutions of higher learning
- Contains details about competence-based skills a learner has gained and requirements a learner has met: competency building, transferrable skillsets across career types, up-skilling
- Makes it easy for supervisors or hiring managers to evaluate an individual's competencies

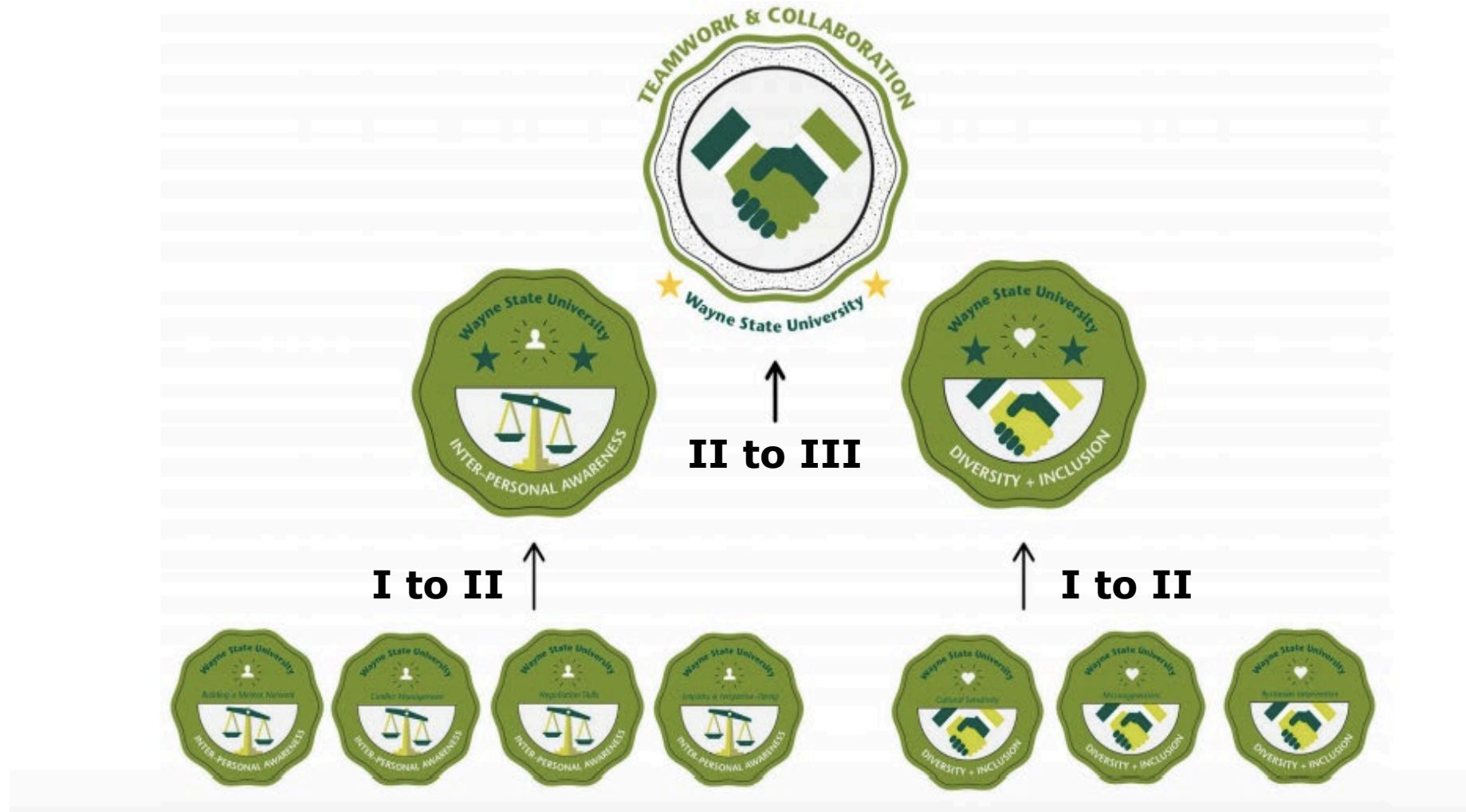
Wayne State University Process




Digital Badges: Idea of Gaming Mindset



Digital Badges: Idea of Gaming Mindset



Efficacy of Gaming Mindset at Wayne State

	Academic Year 2016- 2017 (16 sessions)	Academic Year 2017-2018 (17 sessions)
Research Statements	14	45
3MT	16	29
Abstract Writing	35	44
Landing a Career with LinkedIn	66	84
Poster Design and Presentation	14	77
Human Resources for Postdoctoral Scholars	5	16
Visual Communication in Science	9	32
Overall attendance	374	839

Wayne State University



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Mastery of Transferrable Skills by Doctoral Scholars: Visualization using Digital Micro-credentialing

Ambika Mathur, Mary E. Wood & Annmarie Cano

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Program at UTSA Graduate School



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NAVIGATE YOUR **CAREER**

UTSA[®]
[CAREER IN
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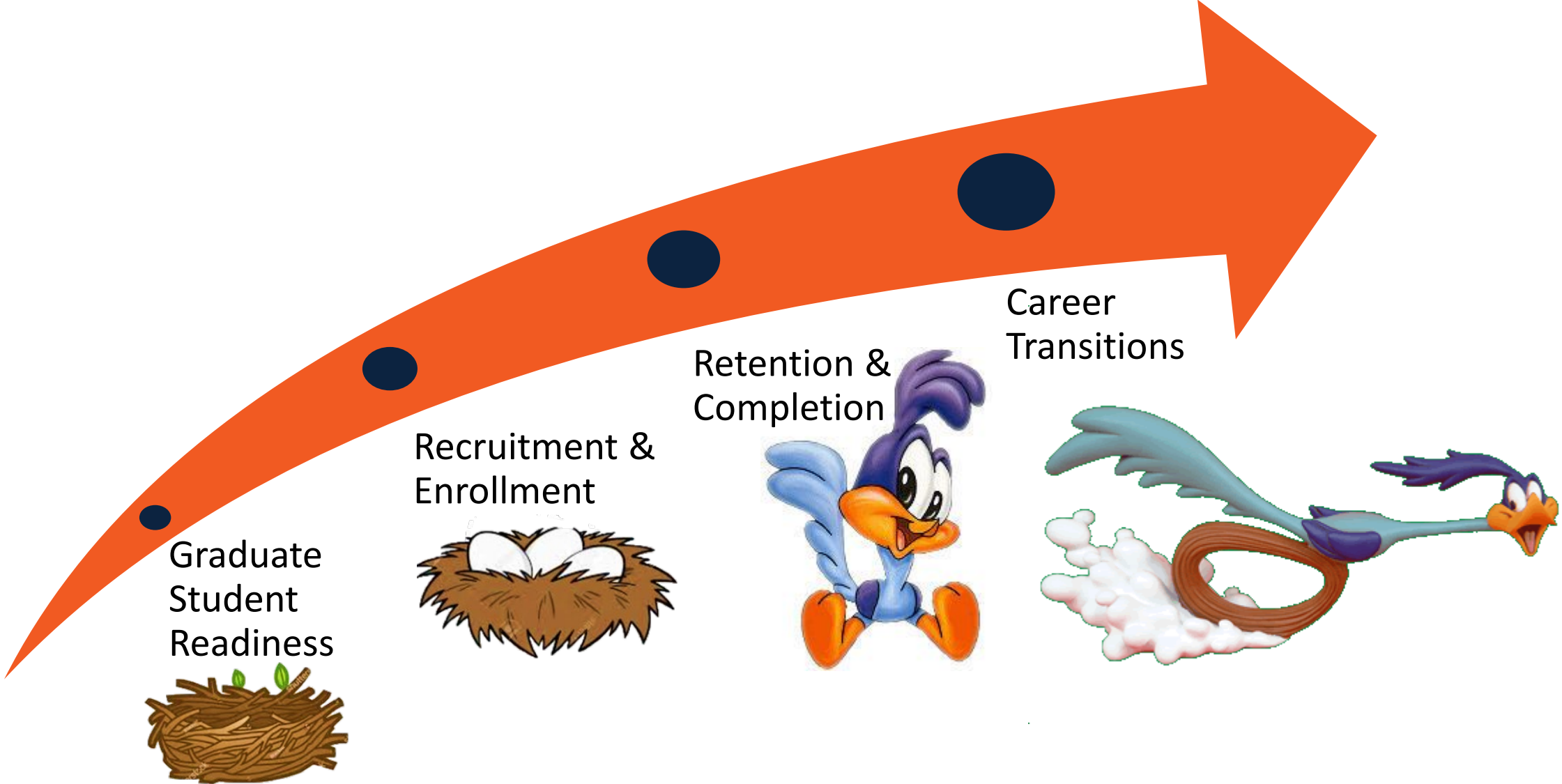
RECHARGE. REBOOT. REDIRECT.

UTSA[®]

**CAREER
BUILDER
BADGES**

ON-DEMAND SESSIONS
FOR IN-DEMAND SKILLS

Competencies span the Graduate Student Life-Cycle



Summer Implementation by UTSA Graduate School

488 Completed Sessions
23 Badges Issued



Developing Your Personal Brand
Creating a Standout Resume
Writing Catchy Cover Letters
Preparing For Job Interviews
Crafting Your Personal Elevator Pitch
Building Your Online Network

1040 Completed Sessions
161 Badges Issued



Discovering Your Strengths
Leadership 101
Mentoring 101
Delegation 101
Negotiation 101
Conflict Management 101
Leadership Series

Student Testimonials

I've been in the military for 22 years and have been both a mentor or mentee, but I have never seen such a simple yet useful mentorship lesson like the one provided by UTSA's badge.

– Lorelei Gomez

The biggest reason for me to earn Career Builder Badges is the chance to showcase personal development skills beyond what is learned in the classroom.

– Raymond Downing Jr.

I was interested in learning more about leadership topics, and I thought the courses would help provide a different understanding and perspective. I did learn new concepts in the online sessions.”

– Rodney O'Neal

Graduate School Research Days



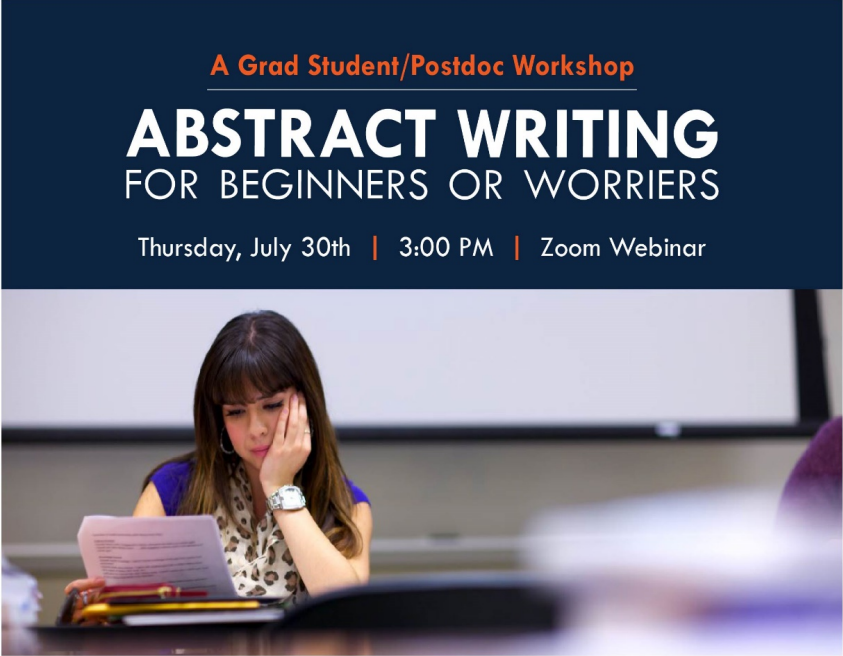
GRADUATE & POSTDOCTORAL SUCCESS

NAVIGATE YOUR **CAREER**



Example of Abstract Writing Informational Session

Synchronous



Led by Dr. M. Kathryn Brown, this workshop will provide basic guidelines and tips for avoiding common pitfalls when writing an abstract. Whether you're a seasoned writer or just starting out, join us and earn an **abstract writing badge** along the way.

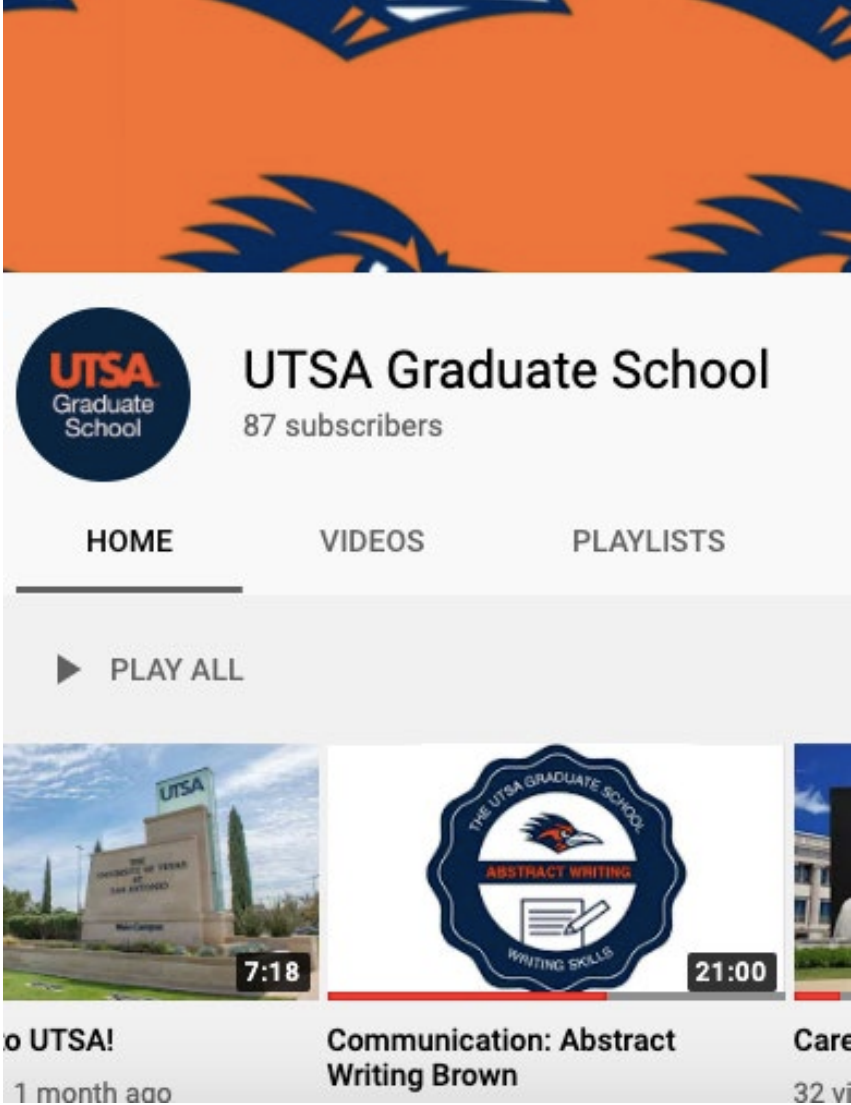
Register: https://bit.ly/gps_abstract



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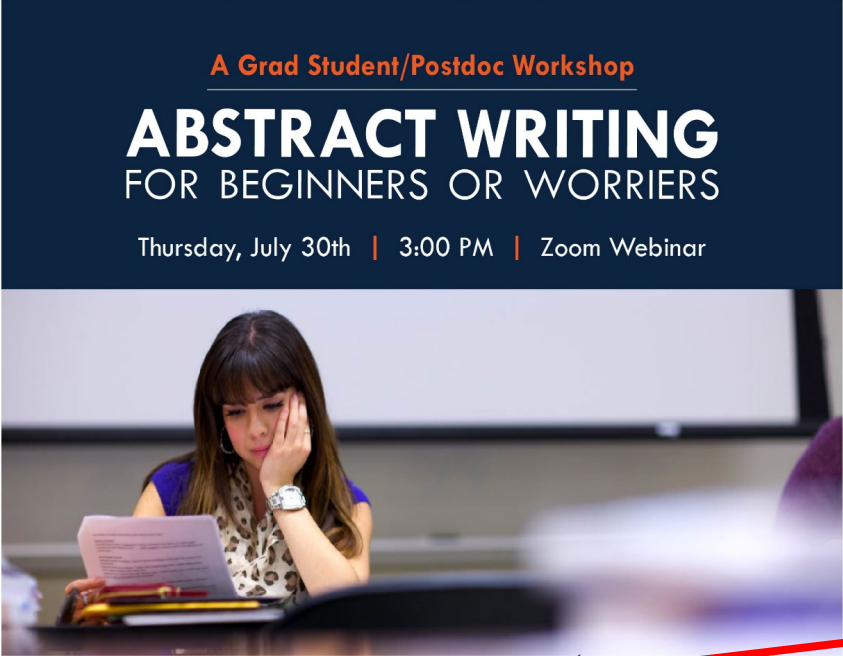


Asynchronous



Example of Abstract Writing Informational Session

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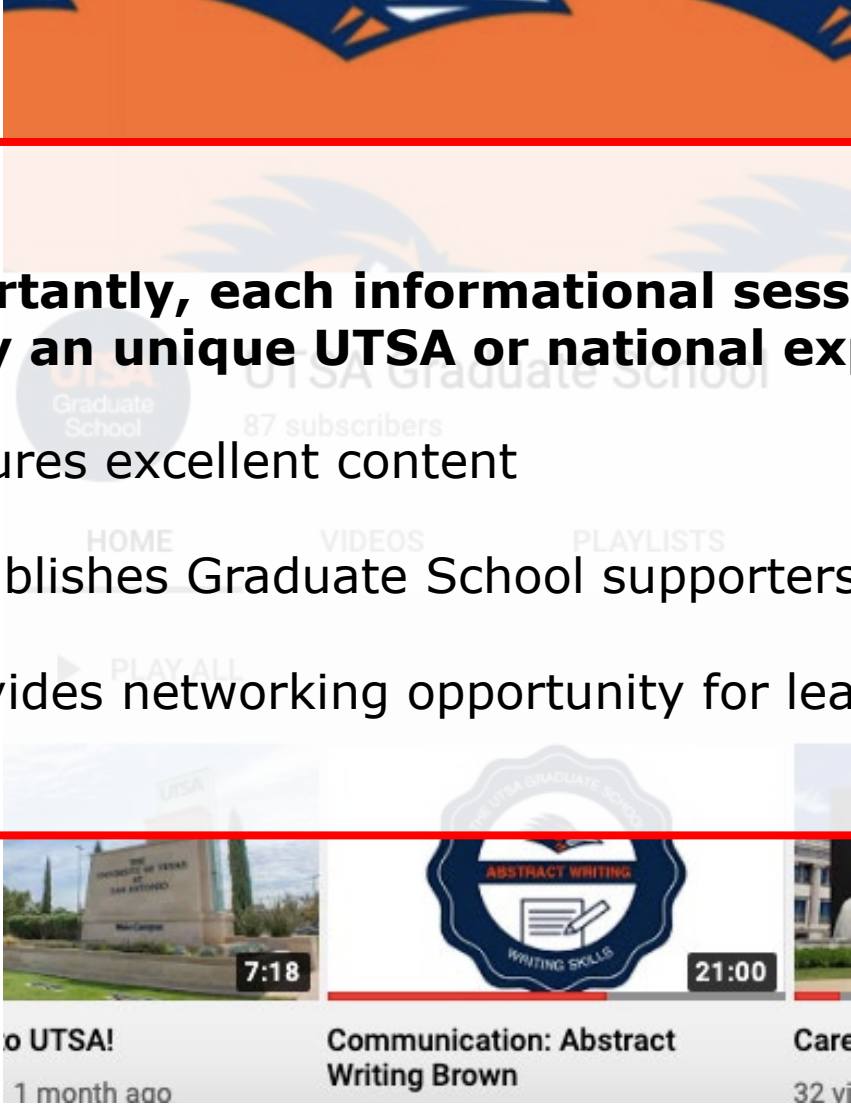
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GRADUATE & POSTDOCTORAL SUCCESS



Asynchronous



Importantly, each informational session is led by an unique UTSA or national expert.

- Assures excellent content
- Establishes Graduate School supporters
- Provides networking opportunity for learners

2020-2021 Collections by UTSA Graduate School



Career Development Collection

Job Seeking Series (6 badges)

Job Success Series (6 badges)



Communication Collection

Written Word Series (2 badges)

Spoken Word Series (3 badges)

Visual Design Series (2 badges)



Leadership & Professionalism Collection

Leadership Series (6 badges)

Intrapersonal Awareness Series (4 badges)

Badge = Level I

Series = Level II

Collection = Level III

2020-2021 Collections by UTSA Graduate School



Teamwork & Collaboration Collection

Interpersonal Awareness Series (5 badges)

Equity and Inclusion Series (6 badges)



Educator Development

Community of Inquiry Series (6 badges)

Digital Literacy Series (6 badges)

Foundational Teaching Skills Series (8 badges)



Research and Professional Ethics

Responsible Conduct of Research Series (TBD badges)

Professional Integrity Series (TBD badges)

Badge = Level I

Series = Level II

Collection = Level III

Equity and Inclusion Advocate Series



UTSA Partnership Opportunities Established



Grad School 101 Badge

Graduate School and Alumni Engagement Partnership
Launched for 2020 Graduate School Orientation



Teaching Philosophy Badge

Graduate School and Teaching & Learning Partnership
Launched for 2020 Graduate School Teaching Assistant Training



International Teaching Assistant I, II, & III Badges

Graduate School and English for International Students Partnership
Launched for 2020 Fall Semester





June 25 Career Story: AAAS Science & Technology Policy to Assistant Vice Provost

July 23 Career Story: Environmental Social Scientist at the Field Museum in Chicago

July 30 Badge Event: Abstract Writing for Beginners or Worriers

August 5 Badge Event: Poster Design Workshop

August 19 Badge Event: Teaching Assistant Orientation and Training

August 26 Career Story: An Activist's Mind and R&D League

September 2, 9, and 16 Badge Event: Grad School 101

September 2 Graduate School Fellowship Initiative NSF GRFP Informational Session

September 3 Badge Event: 3MT Bootcamp

September 16 Career Story: Equity Champion Joins Bill & Melinda Gates Foundation

September 18 Badge Event: Poster Presentation

October 13, 14 Badge Event: Graduate School Research Days

October 28 Career Story: A Working Graduate Student's Quest for Humanities Without Walls

November 11 Career Story: Blending Education and Policy as a Council of Graduate Schools Leader