



**Southern**  
Illinois University  
**Carbondale**

**Mark J. Kittleson, PhD, FAAHB**  
Professor of Health Education  
Graduate Director ([www.hedir.org/siu](http://www.hedir.org/siu))  
Department of Health Education & Recreation  
475 Clocktower Drive; Mailcode 4632  
Voice: 618-453-1841 or 618-453-2777  
FAX: 618-453-1829  
Email: [KITTLE@SIU.EDU](mailto:KITTLE@SIU.EDU)  
Home Page: [www.kittleson.siu.edu](http://www.kittleson.siu.edu)  
HEDIR Web Page: [www.hedir.org](http://www.hedir.org)

November 7, 2006

To: Dr. Brad Colwell, Chair, Graduate Council  
From: Mark J. Kittleson, Chair, Blue Ribbon Committee

RE: Final Report

The Blue Ribbon Panel to discuss Fellowships have met through the months of September and October and early November and have identified their recommendations to the Graduate Council on changes for the non-targeted fellowships (Morris, Masters, and Doctoral). It should be noted that some of these changes may be too late to implement for the 2007 review in February; however, it is possible that some of the recommendations could be implemented immediately. Generally speaking though, we are making these recommendations for the applications made DURING academic year of 2007-2008 for students ENTERING 2008-2009.

This Blue Ribbon Committee comprised of two graduate students: Kara Scott, Geography & Environmental Resources and David Hanley-Tegeda, Speech Communication. Faculty/staff included: Carl Flowers, Rehabilitation, Pat Manfredi, Director of Undergraduate Studies/Philosophy, Karen Renzaglia, Plant Biology, Dexter Wakefield, Plant, Soil, and Agriculture, and Todd Winters, Animal Science Food and Nutrition. I served as chair of this group. I would like to express my sincere thanks for their thorough work.

Additional people that were consulted included: David Wilson, Associate Dean of the Graduate School; Pat McNeil, Assistant Dean of the Graduate School who oversees PROMPT and various other fellowship programs for diverse groups; Karen Jennings, Graduate School, who oversees the non-targeted fellowship applications. Finally, we consulted with Vice Chancellor John Koropchak. All provided invaluable information that helped guide the committee through its assignment.

Overview:

I was asked by Brad Colwell in the summer of 2006 to oversee a 'Blue Ribbon Committee' to make recommendations on the following: fellowships, assistantships, recruitment, and mentoring/retention of graduate students. After meeting with Vice Chancellor Koropchak, it was decided that the Blue Ribbon Committee should focus primarily on the fellowships. He himself was appointed chair of another committee on campus that would look at the other three items.

Upon meeting with Dean Wilson it was apparent that the previous initiatives on the non-targeted fellowships lacked a diversity that the university would like to see. This, in light of the recent Justice Department's complaint, prompt the graduate school and the graduate council to see what could be done to allow more diversity with the non-targeted fellowships.

---

Department of Health Education and Recreation  
[www.siu.edu/~hedrec](http://www.siu.edu/~hedrec)

Pulliam Hall 307 - Mail Code 4632  
Southern Illinois University Carbondale  
475 Clocktower Drive  
Carbondale, Illinois 62901  
618 | 453.4331 618 | 453.2777 Fax: 618 | 453.1829  
[www.siu.edu](http://www.siu.edu)

Among discussions in this group, as well as discussions with others, it was felt that in the past, if a person of minority status would

apply as a graduate school, departments would encourage them to apply for the PROMPT or any of the other programs overseen by Ms. McNeil. Thus, few minority students applied for the non-targeted Fellowships (Morris, Masters, Doctoral). Realizing that there may be a multitude of reasons for this, the Blue Ribbon Committee focused on making the application more appealing to those of diverse backgrounds as well as making it easier and/or more fair in assessing and evaluating such applications.

It is in this context that these recommendations are made.

#### General Recommendations:

- We should no longer require chairs to ‘rank’ their applicants;
  - Rationale: It was felt by the committee that only the best should be provided such fellowships. Programs should not be penalized if they have more than one outstanding student
- We should no longer require GRE/MAT scores to be included with the application;
  - Rationale: After intense discussion, it was felt that the GRE/MAT or other standardized scores may be important for admission into one’s particular field of study, but that the application should not require such scores to be reported. It is felt that such standardized scores are culturally biased and are weak predictors in success. It was also felt that many programs and/or faculty misuse such scores (i.e., one must have a minimum of 1000 to be considered). The GRE/MAT should be used as one of many criteria for admission. The Committee felt that having scores identified will have reviewers focus only on such scores and not on the other achievements of the candidates.
- There should be a centralized web page that can be used for all fellowships (targeted and non-targeted);
  - Rationale: It would be helpful to have ONE page which could direct both students and Graduate Directors/Chairs to answer questions, seek information, or obtain applications.
- The graduate school needs to verify all GPA listed.
  - Rationale: The Blue Ribbon committee feels GPA is a much stronger predictor of success than the GRE/MAT. Thus, it is imperative that the GPAs be identified not only as cumulative, but also within the last 60 hours. In addition, it would be easier to just report the GPA from each school attended (even if only a few hours were taken) than to have the student attempt to figure out the cumulative GPA. With that being stated, somewhere the GPA needs to be verified. It was not clear to the Blue Ribbon Committee if such verification took place. If it does, then this recommendation can be ignored.

#### Specific Recommendations:

- The application form should follow the format of the Graduate Fellowship application form (attached is a recommended application form—please note that this was edited from the current Graduate Fellowship form so it’s appearance is not acceptable—please focus on the content)

- Note that on questions 8 and 9, both should include two additional columns...the first new column should be before degree/major and should be called 'Hours Earned'; the second new column should be AFTER degree/major and should be called GPA; in addition, by degree/major the words "if applicable" should be added. For each university attended they can identify the number of hours they earned and the GPA of those hours.
  - Rationale: As indicated earlier, the current GDF form assumes one can figure out cumulative GPA. This will allow the student, and the reviewer, to assess the exact GPA from each institution that they have attended.
- After section 8 and 9 make a statement informing the student to be sure that the department forwards a copy of their official transcript with the students' application packet (if this is already done, or listed elsewhere, there is no need to put this)
- For question 11, we question why the MFA is listed. There are numerous other 'terminal' masters degrees on campus and if one is listed, all should be. We recommend that it be removed and just state masters and doctoral
- Question 12: we would encourage the graduate school to rethink asking this particular question. We could only assume why such a question is asked.
- Question 13 (listing of ethnicity/race) should follow the Census' groupings:
  - White, not Hispanic
  - White, Hispanic
  - Black/African-American, not Hispanic
  - Black/African-American, Hispanic
  - Native American Indian
  - Alaskan Native
  - Asian/Pacific Islander
  - Other (please list)
  - Rationale: It was unclear why the GDF is asking for what it is asking. They confused race with ethnicity. It also is missing several viable options; in addition, if one does not fall into the items listed it is unclear as to what race they are. We also recommend that the applicant gets to check 1) all that apply or 2) which of the following best describes them

- Note the open ended questions...these should replace the Graduate Fellowship Questions...

14. Please attach the following:

- a) a 1-2 page resume/vitae that includes name, address, education, work experience (include both non-professional if deemed important), awards/honors, and a list of any publications, presentations, or other scholarly/creative activities
- b) a 1-2 page statement discussing how your life experiences will enhance the educational and cultural environment within the university community.
- c) a 1-2 page statement evaluating your own intellectual and academic promise with respect to your discipline (discuss your academic experience/record, work experience, extracurricular activities, and other characteristics that would lead to your success)

15. Have three letters of recommendations. Of these three, at least two should come from faculty who can discuss your ability to conduct graduate level work and/or research. In the event that you cannot include letters from faculty, please include a brief explanation. These references should use the reference form attached (note that we are proposing some type of grid—similar to what is attached; we are not necessarily wedded to this particular one, but thought it could be used as a guideline).

- o Put on the application form that such letters should be sent directly to the graduate school or given to students’ packet in a sealed envelop to be delivered as a complete packet.

Evaluating the Packets:

After considerable discussion, research and exploration, the following recommendations are made regarding the evaluation of such packets:

Last 60 Hours:	1-15 points
Cumulative GPA:	1-10 points
Question 14a (Resume):	1-15 points
Question 14b:	1-20 points
Question 14c :	1-20 points
References :	1-20 points (as a packet, not individual)
Total:	100 points

The ‘rubrics’ of these above items have not been created.

Summary:

The Blue Ribbon Committee feels that the inclusion of such changes would allow SIUC to offer non-targeted fellowships to not only highly qualified candidates BUT also those that reflect the diversity that this university values. We also know that it is absolutely critical that Chairs and Graduate Directors play a critical role in encouraging outstanding students to apply for these

fellowships. The recent Justice Department ruling has provided the university more incentive to have people of diverse backgrounds make application for non-targeted fellowships. The Blue Ribbon Committee also feels that we have removed barriers that have either been viewed, or actually served, as impediments for diverse groups to make application or be awarded such fellowships.

Sincerely,

A handwritten signature in black ink, appearing to read "Mark J. Kittleson". The signature is written in a cursive style with a large, sweeping flourish at the end. To the right of the signature is a vertical red line.

Mark J. Kittleson, PhD, FAAHB  
Professor, Health Education

Part I: Please rate the applicant in *each* of the areas listed below in comparison with either other graduate students you have known, OR, others with equivalent experience

Attribute	Truly Outstanding (Top 5%)	Excellent (Top 10%)	Above Average (Top 25%)	Below Average (Lower 50%)	No basis for judgment
Capacity for Clear oral express	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Capacity for clear written expression	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ability to plan and conduct research	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ability to work independently	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ability to work cooperatively with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Intellectual curiosity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Intellectual ability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Initiative & motivation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Creativity & originality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ability to think critically	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Time management skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Organizational skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ability to perform graduate level course work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership potential	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Analytical ability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Openness to change	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Self-confidence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teaching potential	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dependability, reliability & resourcefulness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall potential for graduate work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Part II. Please add any comments that would assist us in evaluating the applicant's potential for graduate studies. Your remarks will be most helpful if they go beyond general endorsement and help in distinguishing this applicant from others. This section is very important.**

**Please focus on specific strengths or weaknesses in areas such as:**

- practical experience
- volunteer/community service experience
- teaching/training experience
- personal attributes
- academic ability and potential
- special interests
- areas for future growth

**Part III. Other Comments**

--

<b>Nominator Information</b>		
Name:		
Position or Title:		
Institution or Company:		
Address:		
City:	State:	Zip:
Phone:	FAX:	Email:
<b>Signature:</b> If transmitting electronically, one can type their name in lieu of their signature by highlighting this space and typing their name		<b>Date:</b>



### APPLICATION FOR MORRIS, MASTERS, AND DOCTORAL FELLOWSHIPS 2007-2008

*Southern Illinois University is an equal opportunity employer and will not discriminate against any person on the basis of race, national origin, or sex.*

Please print clearly or type

1. Legal Name \_\_\_\_\_ Spouse's First Name \_\_\_\_\_  
Last First Middle
2. Social Security Number \_\_\_\_\_ E-mail Address \_\_\_\_\_
3. Maiden name or other name under which transcripts may have been issued: \_\_\_\_\_
4. Marital Status: Married \_\_\_ Single \_\_\_ Other \_\_\_\_\_ Gender: Male \_\_\_ Female \_\_\_
5. Current address: \_\_\_\_\_ (Landline or Cell) Current Phone: ( \_\_\_\_\_ ) \_\_\_\_\_

\_\_\_\_\_ Street City State Zip

5. (a.) Address to which correspondence should be sent during May 15 through August 1:

\_\_\_\_\_ Street City State Zip

5. (b.) Permanent address (if different from above address): Permanent Phone: ( \_\_\_\_\_ ) \_\_\_\_\_

\_\_\_\_\_ Street City State Zip

6. Place and Date of Birth: \_\_\_\_\_, \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_  
City State / Country Month Day Year
7. Citizenship (check one): U.S. Citizen \_\_\_ Permanent Resident/Immigrant \_\_\_\_\_  
 If Immigrant or Permanent Resident, please provide your Alien Registration (or Green Card) No. (A \_\_\_\_\_)

8. Undergraduate Schools Attended

College or University	Location	Dates Attended	Hours Earned	Degree & Major	GPA

Overall G.P.A. \_\_\_\_\_ G.P.A. for last 60 hours \_\_\_\_\_  
(indicate scale if other than A=4.0)

9. Graduate Schools Attended

College or University	Location	Dates Attended	Hours Earned	Degree & Major	GPA

10. Overall Graduate G.P.A. \_\_\_\_\_  
(indicate scale if other than A=4.0)

11. What degree do you seek at SIUC? Master's \_\_\_\_\_  \_\_\_\_\_ Doctorate \_\_\_\_\_  
Proposed Major: \_\_\_\_\_  
\_\_\_\_\_

Scores: Verbal \_\_\_\_\_ Quantitative \_\_\_\_\_ Analytical \_\_\_\_\_ Total \_\_\_\_\_  
Subject \_\_\_\_\_ (Subject Sub-scores: SS1 \_\_\_\_\_ SS2 \_\_\_\_\_ SS3 \_\_\_\_\_)

12. List financial support that you have received from SIUC  as a graduate student (if applicable): \_\_\_\_\_  
\_\_\_\_\_

13. Ethnic Group (optional):   
African American \_\_\_\_\_ Asian American \_\_\_\_\_ Caucasian \_\_\_\_\_ Latino/Hispanic American \_\_\_\_\_  
Native American \_\_\_\_\_ Other \_\_\_\_\_



I certify that all the statements I have made on this application are correct and complete and I hereby authorize the Graduate School Panel to make all necessary eligibility checks with the information provided.

Signature of Applicant \_\_\_\_\_ Date \_\_\_\_\_

**Application deadline: February 16, 2007**

Mail to: Karen Jennings  
Graduate School, Woody Hall B128  
Southern Illinois University  
900 South Normal Avenue  
Carbondale, IL 62901-4716  
Telephone: (618) 453-4330  
Fax: (618) 453-5313  
E-mail: Karen's email  
Website: <http://www.siu.edu/gradschl/>