

## Graduate School Survey of Graduate Assistants on Expectation-setting Meeting

In Fall 2018, the Graduate School implemented a new policy requiring an expectation-setting meeting between graduate assistants and their supervisors. In late September, the Graduate School sent a survey to over 4300 graduate assistants to assess compliance with the policy and satisfaction with the expectation-setting meetings.

The response rate was about 30% (1279 respondents). Of those who responded, 43% are research assistants (RAs), 42% teaching assistants (TAs), and 15% administrative assistants (AAs).

- About 73% of respondents had an expectation-setting meeting with their supervisors.
- Of those who met with their supervisor, 88% indicated that the meeting was useful.
- Of those who met with their supervisor, 72% had some form of written documentation.

The table below gives the percentage of respondents in each college who met with supervisors and the percentage of those who found the meeting useful. The percentage who had meeting was highest for Journalism, Architecture, and BSOS, and lowest for Engineering and CMNS. There was little variation by college in the percentage who found the meeting useful.

College, School, or Unit	% Who had a Meeting	% Meeting was useful
A. James Clark School of Engineering	56%	88%
College of Agriculture and Natural Resources	81%	82%
College of Arts and Humanities	75%	90%
College of Behavioral and Social Sciences	85%	86%
College of Computer, Mathematical and Natural Sciences	63%	90%
College of Education	78%	82%
College of Information Studies	73%	95%
Philip Merrill College of Journalism	100%	100%
Robert H. Smith School of Business	71%	92%
School of Architecture, Planning, and Preservation	92%	81%
School of Public Health	78%	86%
School of Public Policy	72%	88%
The Graduate School	88%	86%
Other	73%	89%
<b>Total</b>	<b>73%</b>	<b>88%</b>

- Of respondents who did not have a meeting with their supervisor, 28% indicated they did not know they were supposed to have a meeting; 13% indicated they could not find a time to meet, and 57% indicated it was for some “other reason.”
- Of the 1279 respondents, 362 left open feedback comments regarding their experience with the expectation meetings. About 40% of the comments expressed positive sentiments, 34% neutral sentiments, and 26% negative sentiments.
  - About 90% of the positive comments indicated graduate assistants found the meeting to be helpful and useful to clarify expectations.
  - Of the neutral sentiments, 38% of respondents expressed that they did not need the meeting or that the expectation-setting meeting was redundant. About 16% expressed that the meeting was unnecessary because they meet with their supervisor regularly.
  - Of the negative sentiments, 34% of respondents expressed that the supervisor was uncooperative or unprepared for the meeting. Among other reasons cited for negative experiences, 15% expressed that the forms were too vague and created extra paperwork and 10% expressed lack of sufficient enforcement of the expectation-setting meeting requirement.