

Rationale: Up to now, the number of internal competitions for nominations of graduate students to a fellowship or a prize have been very limited. As a result the Department has followed an ad hoc approach in the process of deciding the winners of such a competition.

It is anticipated however that the number of internal competitions will increase exponentially in the near future. This amounts to substantial potential resources, in excess of \$1 million or \$2 million that would be somehow distributed within the different departmental groups. Thus, it is essential that as a department we adapt a procedure for those internal competitions that is fair, inclusive and characterized by transparency. Here is a short proposal, which of course could be amended by the faculty after it is discussed:

Proposal for a Procedure of Internal Competitions: The internal competitions are to be handled in the following three steps

1. All materials (nominations, applications) are assembled in the Graduate Office.
 2. The ICC Committee (Internal Competition Committee) consisting of the (current) head of each Field Committee receives the material, meets, and reaches a consensus that they communicate to the Graduate Director.
 3. The Graduate Director uses the recommendation of the ICC Committee and makes the final decision that he/she announces to the Department.
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The process is **fair**. Each nominated student comes from some research group and since every research group is represented in the ICC, every nominated student has the potential to have an advocate in the ICC that could argue his/her case. The process is **inclusive**, because the whole department through representatives is involved in the decision. The process is transparent. The faculty may decide to include one or two senior graduate students in the ICC