Diversity in Graduate Education: Reflections and Realities

UGA Teaching Academy
Academic Affairs Faculty Symposium
Friday, March 27, 2015

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Associate Provost & Chief Diversity Officer
Reflections and Realities

- Diversity and Inclusion
- Pipeline Projections
- UGA
- Effective Models
- Moving Forward
“Diversity is an asset- an enabler that makes teams more creative, solutions more feasible, products more useable and citizens more knowledgeable.”

“Diversifying the Engineering Workforce,” *Journal of Engineering Education*
“Inclusiveness is not so much about counting people, but about making people count.”

Roosevelt Johnson, Director of AGEP
Actual and projected numbers for high school graduates, by race/ethnicity

Actual and projected numbers for enrollment in all postsecondary degree-granting institutions, by race/ethnicity

The University of Georgia
Fall 2013 Graduate School Enrollment: UGA and National Data

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<thead>
<tr>
<th></th>
<th>U.S.</th>
<th>UGA</th>
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<tbody>
<tr>
<td>Hispanic/Latino</td>
<td>8.90%</td>
<td>3.27%</td>
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<tr>
<td>American Indian/Alaska Native</td>
<td>0.60%</td>
<td>0.14%</td>
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<tr>
<td>Asian</td>
<td>5.90%</td>
<td>6.56%</td>
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<tr>
<td>Black/African American</td>
<td>12.10%</td>
<td>9.97%</td>
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<tr>
<td>Native Hawaiian/Other Pacific Islander</td>
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<td>0.09%</td>
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<tr>
<td>Two or More Races</td>
<td>2.00%</td>
<td>1.71%</td>
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<tr>
<td>White</td>
<td>62.50%</td>
<td>60.53%</td>
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<tr>
<td>Unknown</td>
<td>7.80%</td>
<td>17.73%</td>
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CGS/GRE Survey of Graduate Enrollment and Degrees, 2014
OIR/FACTS/SIRS
<table>
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<tr>
<th>Race</th>
<th>2003</th>
<th>2013</th>
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<tbody>
<tr>
<td>Hispanic/Latino</td>
<td>1.71%</td>
<td>3.27%</td>
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<tr>
<td>American Indian/Alaska Native</td>
<td>0.24%</td>
<td>0.14%</td>
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<td>Two or More Races</td>
<td>0.83%</td>
<td>1.71%</td>
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<tr>
<td>White</td>
<td>65.43%</td>
<td>60.53%</td>
</tr>
<tr>
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<td>20.59%</td>
<td>17.73%</td>
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</table>
The Graduate School promotes excellence in graduate education by recruiting top students to the University of Georgia (UGA). While striving to increase overall enrollment, the Graduate School's Department of Recruitment and Diversity Initiatives promotes diversity and advocates for the enrollment of students from underrepresented backgrounds. The Graduate School's definition of underrepresented includes: students from historically underrepresented ethnicities, gender within disciplines, first-generation, non-traditional age, and/or a self-identified aspect of a uniquely diverse background.

**What can UGA offer?**
- 96 Doctoral degree programs
- 13.5 Master’s degree programs
- 17 Specialist degree programs
- 19 Combined undergraduate/graduate degrees
- 17 Online Master’s degree programs
- Professional development seminars
- Teaching portfolio program
- Certificate programs to add to a master’s or doctoral degree, including a Graduate Certificate in University Teaching

**What is RDI?**

- **McNair Scholars Campus Visit**—This program provides prospective students various opportunities to interact with faculty, current graduate students, and peers from their department of interest. Attendees participate in activities and workshops regarding the application process to the UGA Graduate School, and learn about the McNair Scholars Program. The McNair Scholars Campus Visit is held during the fall semester. Additionally, McNair Scholars receive an UGA application fee waiver.

- **UGA Graduate Reentry Program**—This program provides an avenue for students from participating institutions to transition to graduate study at UGA. Prospective students receive an application fee waiver, and are offered multiple opportunities to enhance their portfolio. Admitted students are automatically awarded a graduate assistantship in the form of teaching or research assistantship, and are given an opportunity to live in residence halls in the fall semester. Additionally, UGA Graduate Reentry students receive an UGA application fee waiver.

- **Future Scholars Visitation Program**—Through this three day program, prospective graduate students visit the UGA campus and their specific department of interest to learn more about the academic, professional, and financial opportunities available when pursuing a graduate degree. Future Scholars Visitation programs are held during the fall semester and includes an UGA application fee waiver and travel stipend for all selected participants.

- **Summer Bridge Program**—The Summer Bridge Program is for incoming first-year graduate students who are awarded a Graduate School or departmental assistantship for the fall and allows the opportunity to begin graduate study in the summer. Summer Bridge provides students an enriching and supportive transition into graduate education at UGA through professional development workshops and funding from the Graduate School during the summer program.
Issues to Consider

• Undergraduate preparation
• Lack of mentors
• Finances
• Social isolation
Components of Effective Models

- Funding based
- Institutional partnership and support
- Community/cohort focus
- Professional development
- Mentoring
- Expectation of success
The purpose of the SREB-State Doctoral Scholars Program is to increase the number of minority students who earn doctoral degrees and become faculty at America’s colleges and universities.

“More than a check and a handshake.”
SREB-State Doctoral Scholars Program

Doctoral Award
- 3 Years program support ($20k/ year)
- 2 Years institutional support ($20k/ year)
- Up to 5 years of university-covered tuition
- Professional development support
- Attendance at annual conference

Dissertation Award
- 1 Year program support ($20k)
- 1 year of university-covered tuition
- $500 research allowance
- Professional development support
- Attendance at annual conference
Beginning in 2003, over 1500 Bridge to the Doctorate (BD) scholars have participated in LSAMP’s post-baccalaureate activity.

Elements of the 24-month long BD post baccalaureate activity include, but are not limited to professional skill building, career awareness, conference travel and professional development. BD sites may choose students for international experiences in their chosen STEM disciplines.
NSF Bridge to the Doctorate

BENEFITS TO FELLOWS:
- $30,000 annual stipend
- Cost-of-education allowance for tuition & fees
- Health insurance
- Mentoring program
- Conference and research travel opportunities
- Seminars and workshops
- Academic enrichment
- Diverse and interactive community

ELIGIBILITY:
- Bachelor’s degree in a STEM program from an LSAMP institution
- Minimum 3.0 GPA
- Acceptance into Graduate School
- Meet the requirements of a STEM graduate program
- Demonstrated commitment to pursuing a doctoral degree in a STEM discipline
- U.S. citizen or permanent resident
1) Undergraduate preparation

- Encourage graduate education among current underrepresented undergraduates.
- Develop programs and promote practices that contribute to student success.
  – Offer academic support workshops for graduate students in writing, statistics, computer-modeling, etc.
  – Encourage students to take undergraduate courses in weak areas as applicable.
2) Lack of Mentors

- Ensure that underrepresented students are aware of formal and informal mentoring opportunities.
- Assist students in identifying faculty mentors and role models across your professional network.
3) Finances

- Examine departmental policies regarding funding to ensure that they support diversity goals.
- Monitor matriculation and completion rates of underrepresented students.
  - Pay special attention to early achievement of Ph.D. milestones.
4) Social Isolation

- Explore opportunities to promote a more inclusive environment for students and faculty.
  - Provide activities that foster the social and early intellectual integration of graduate students into the department.
Components of Effective Models

- Funding based
- Institutional partnership and support
- Community/cohort focus
- Professional development
- Mentoring
- Expectation of success
Thank you!