

Diversity in Graduate Education: Reflections and Realities

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

Michelle Cook, Ph.D.
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*

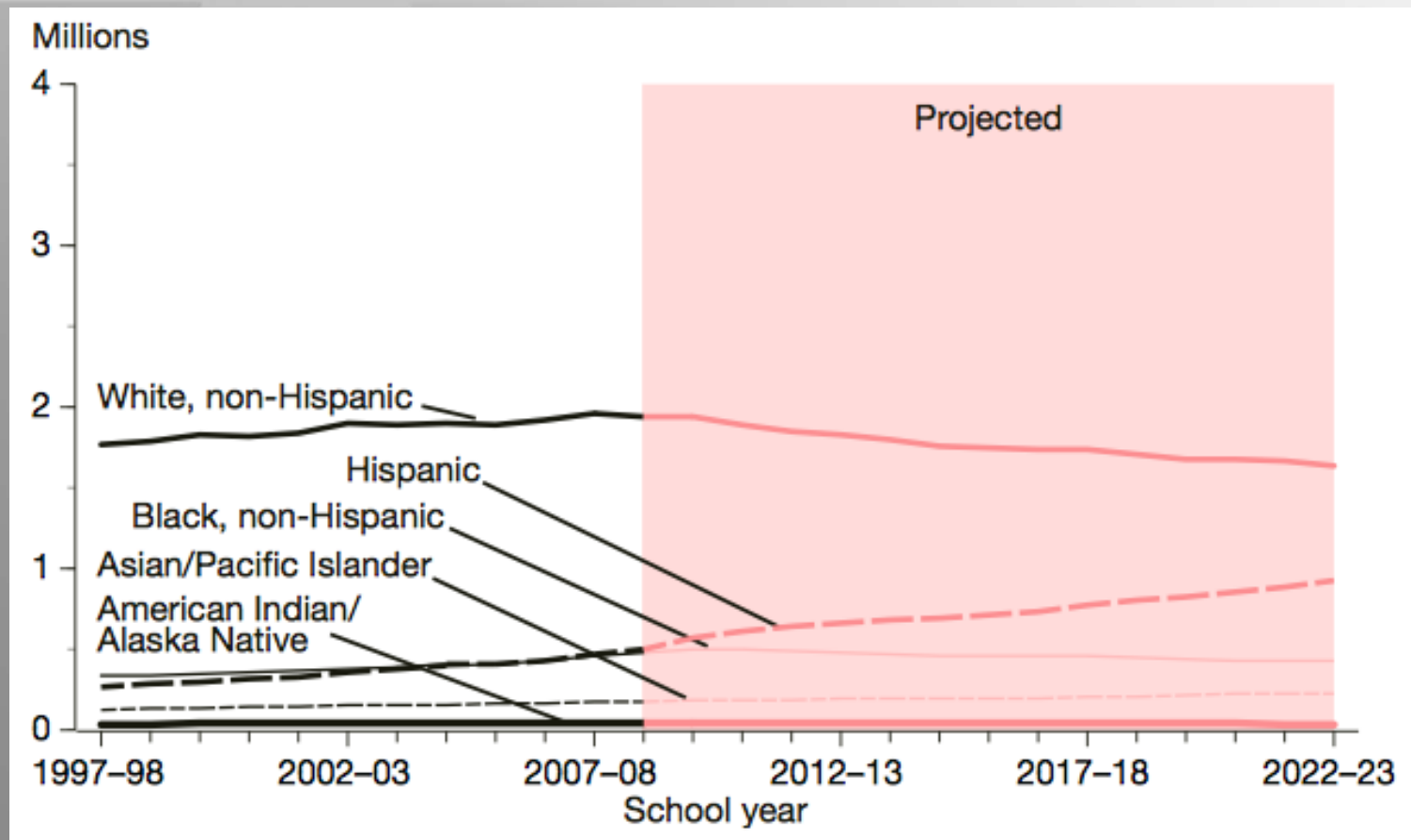


“Inclusiveness is not so much about counting people, but about making people count.”

Roosevelt Johnson, Director of AGEP

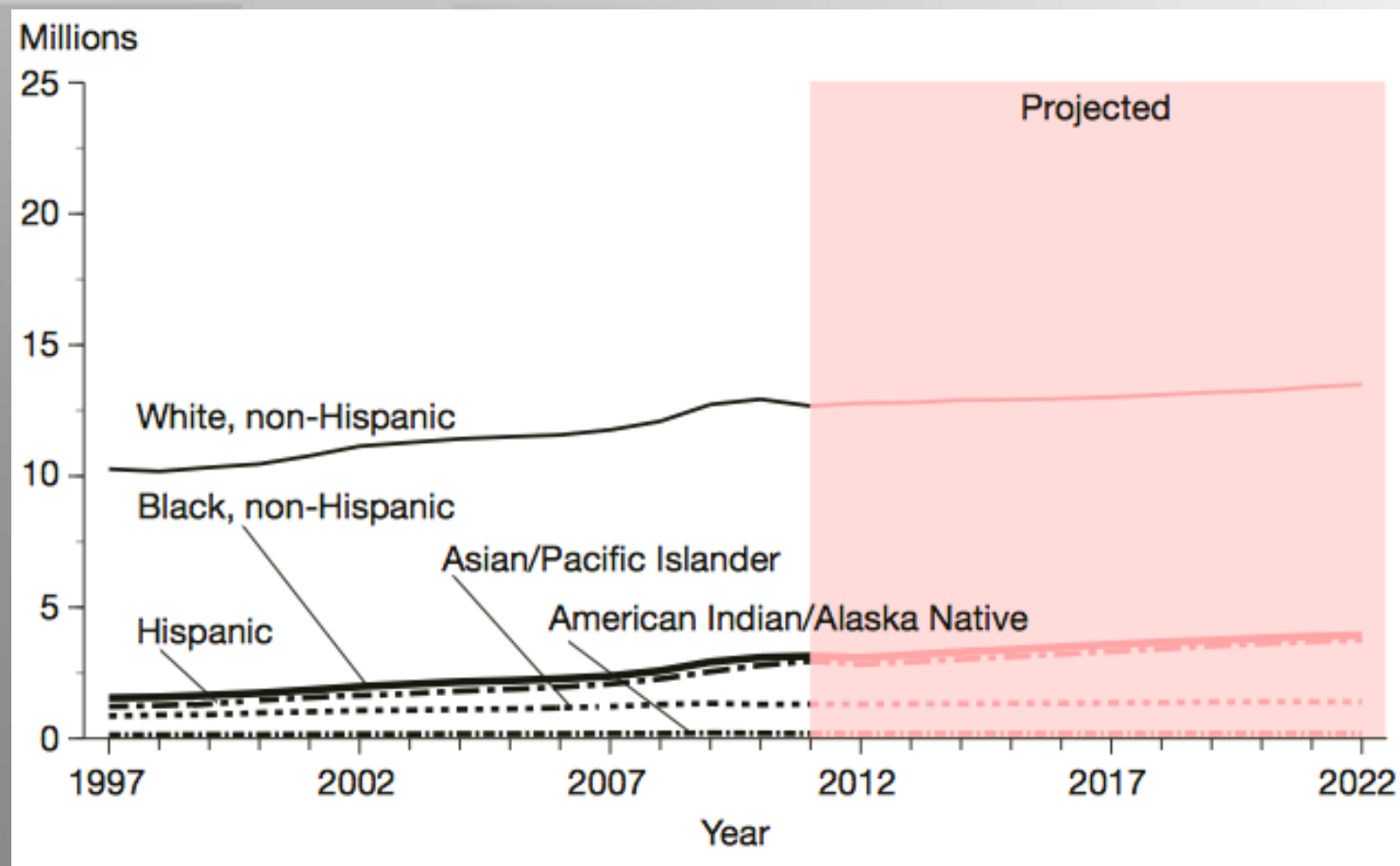


Actual and projected numbers for high school graduates, by race/ethnicity



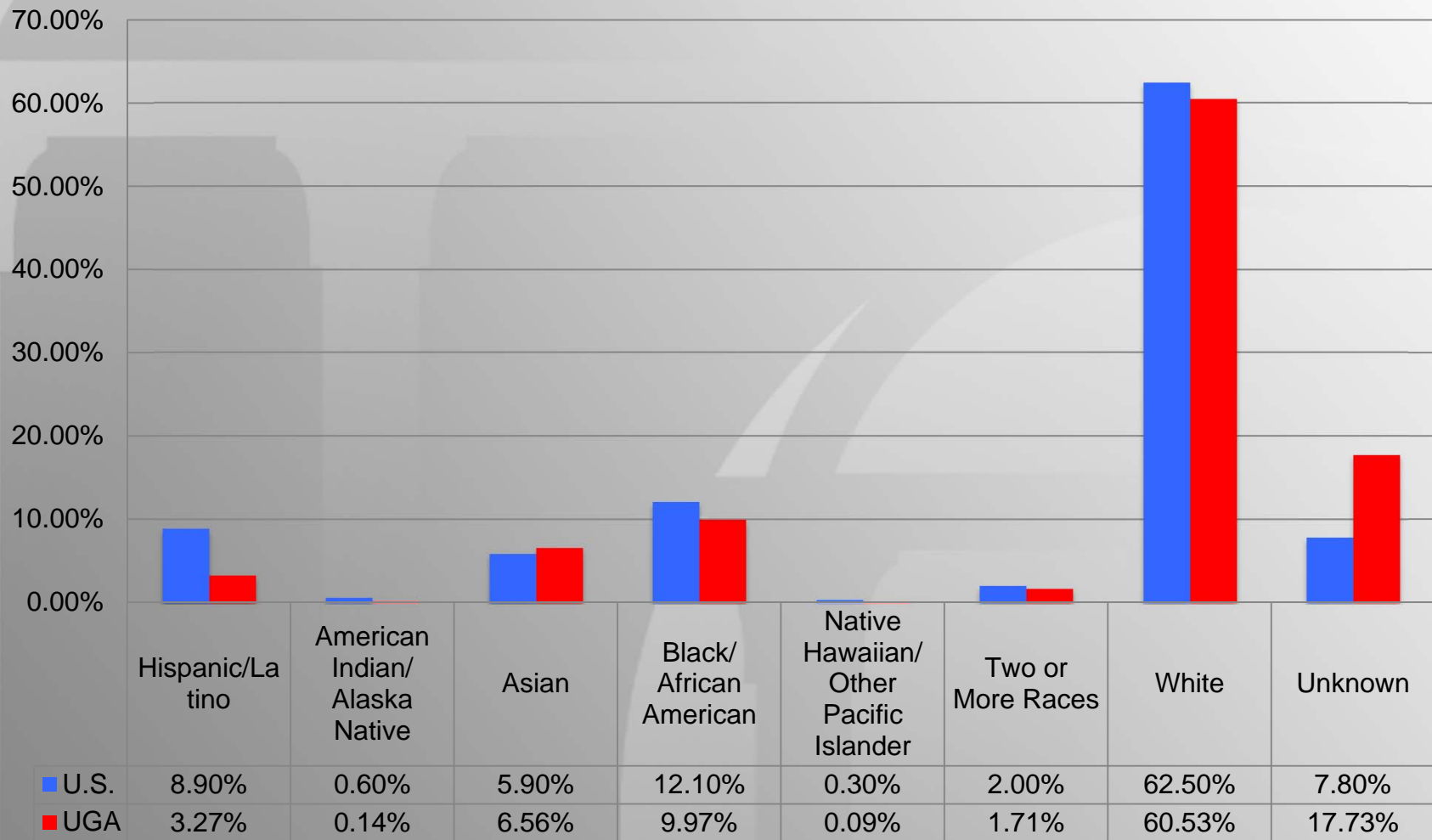


Actual and projected numbers for enrollment in all postsecondary degree-granting institutions, by race/ethnicity



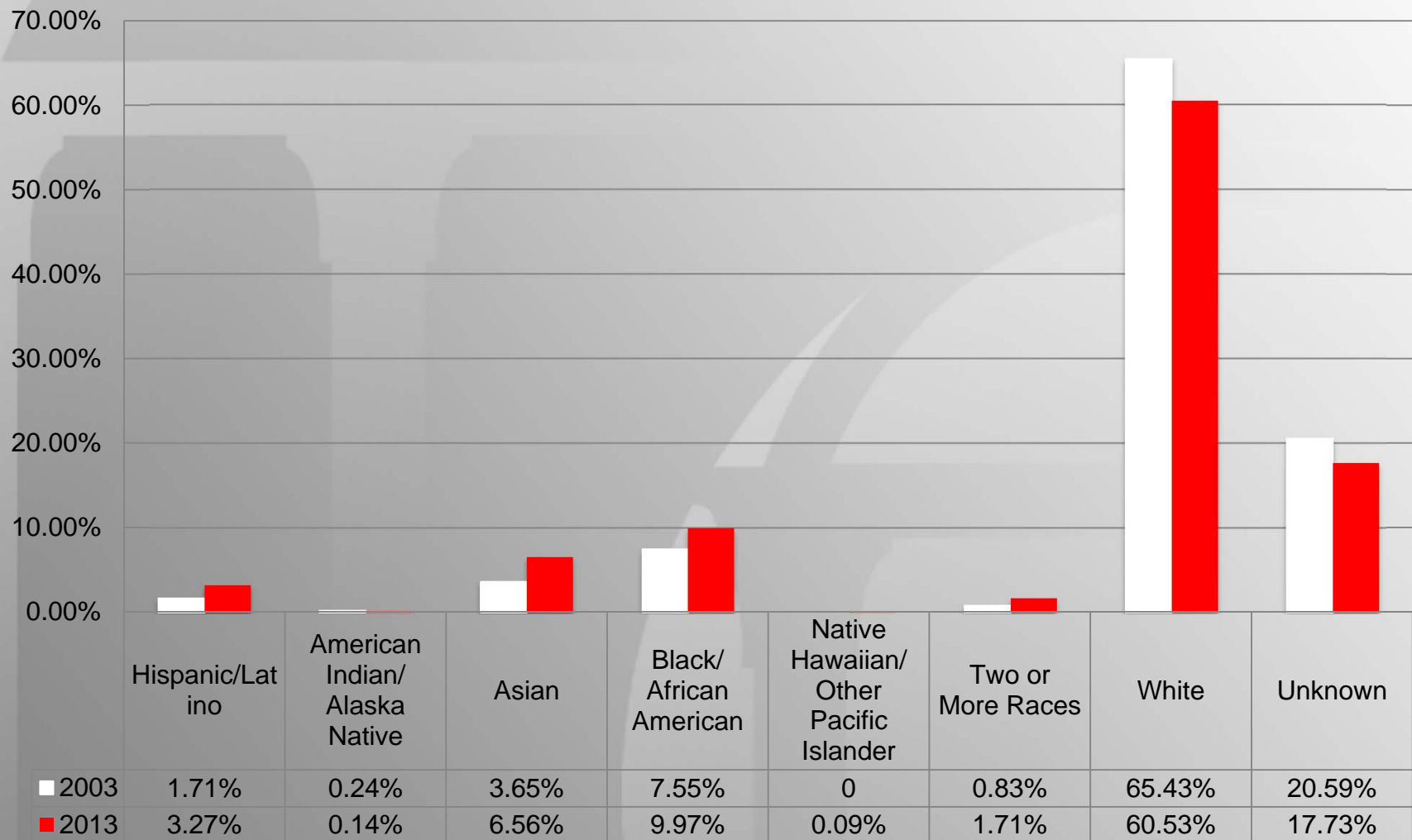


Fall 2013 Graduate School Enrollment: UGA and National Data



UGA Graduate School Enrollment 2003 to 2013

The University
of Georgia





The Graduate School THE UNIVERSITY OF GEORGIA

Experience UGA!

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 race/ethnicity, gender within discipline, first generation, non-traditional age, and/or a self-identified aspect of a uniquely diverse background.



What can UGA offer?

- 96 Doctoral degree programs
- 153 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?

The Graduate School's Department of Recruitment and Diversity Initiatives coordinates academic, social, and professional programs to facilitate a smooth transition into and throughout your matriculation at UGA. Whether one is a prospective, new, or current graduate student, one will find opportunities that provide an avenue to network with our community. Programs coordinated by the Graduate School's Department of Recruitment and Diversity Initiatives, specifically for students from underrepresented backgrounds include:

- **McNair Scholars Campus Visit**— This program provides prospective students various opportunities to interact with faculty, current graduate students, and peers from their department(s) of interest. Attendees participate in activities and workshops regarding the application process to the UGA Graduate School, research opportunities, funding opportunities, and campus life. The McNair Scholars Campus Visit is held during the fall semester. Additionally, McNair Scholars receive an UGA application fee waiver.
- **UGA Graduate Feeder Program**— This program provides an avenue for students from participating institutions to transition into graduate studies at UGA. Prospective students receive an application fee waiver and are offered multiple opportunities to enhance their portfolio. Admitted students are automatically considered for a graduate school assistantship and structured mentorship. This program is currently open to students and alumni from Albany State University, Florida A&M University, Fort Valley State University, Morehouse College, and Spelman College.
- **Future Scholars Visitation Program**— Through this three day program, prospective graduate students visit the UGA campus and their specific departments of interest to learn more about the academic, professional, and financial opportunities available when pursuing a graduate degree. The Future Scholars Visitation program is 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.

Department of Recruitment and Diversity Initiatives

Issues to Consider

The University
of Georgia



- 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

SREB-State Doctoral Scholars Program

The University
of Georgia



“More than a check and a
handshake.”

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.

SREB-State Doctoral Scholars Program

The University
of Georgia



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

NSF Bridge to the Doctorate

The University
of Georgia



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

The University
of Georgia



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

Moving Forward



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.

Moving Forward



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.

Moving Forward



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.

Moving Forward



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!