RECRUITING FOR DIVERSITY: WHAT WORKS AT URI

Alycia Mosley Austin, PhD
Council of Graduate Schools
December 4, 2013
2013 Admissions: Master’s Degrees by Ethnicity

Applicant Pool = 9.62% URM
2013 Admissions: Doctoral Degrees by Ethnicity

Applicant Pool = 6.97% URM
2013 Enrollment: Master’s Degrees by Ethnicity

- Overall Enrollment = 10.43% URM
2013 Enrollment: Doctoral Degrees by Ethnicity

Overall Enrollment = 7.09% URM
Opportunities at URI: Institutional Support for Diversity

V. Ensure an Equitable and Inclusive Campus Community

Goal:
Ensure a campus climate that celebrates difference and creates a rich learning community built upon respect, inclusion, and understanding of issues related to class, race, gender, sexual orientation, ability, religion, and culture.

A. Raise consciousness and understanding in the URI community about privilege, bias, multiculturalism, and diversity.
B. Recruit and retain diverse faculty and staff.
C. Recruit and retain a diverse student community.
D. Make continuous progress toward creating a diverse and equitable culture throughout the URI campus and community.
E. Prepare the URI community to engage in a multicultural world and to understand human differences.
Opportunities at URI: Programming to Support Retention

Success Strategies for Graduate Students of COLOR

Agenda
3:30-4:00 pm: Welcome/ Meet and Greet mixer
4:00-4:30 pm: Success Strategies Panel
4:30-5:00 pm: Q & A
5:00-6:00 pm: Mentoring/ Networking exercise

Welcome:
Provost Donald DeHayes
Panelists:
- Alyca Mosley Austin, PhD, Director, Graduate Recruitment and Diversity Initiatives
- Ian Reyes, PhD, Assistant Professor, Communication Studies
- Naomi Thompson, JD, Associate Vice President of Community, Equity and Diversity

May 1st, 2013
3:30-6:00 PM
Galanti Lounge, University Library

Women of Color at URI

Undergraduate and Graduate Student Networking and Mentoring event

Objective:
Coming together to share the past and present and to promote the success of future generations of women of color.

Wednesday, November 17th from 5-7pm
Dinner will be provided

Robert L. Carothers Library
Galanti Lounge - 3rd Floor

The University of Rhode Island
Graduate School
Opportunities at URI: Recruiting in Our Own Backyard
Opportunities at URI: Flexibility in Graduate School Fellowships

Good Afternoon,

Attached please find the call for nominations for the URI Graduate Scholarship, Fellowship, and Diversity Awards. Information about the awards and details regarding how to nominate can be found within this document as well as on the Graduate School website www.uri.edu/gsadmin.

Please note that there are several changes this year, most significantly:
- Departments should not rank the nominees
- Regarding Scholarships: a financial need statement is no longer required
- Regarding Fellowships only: Students are NOT eligible to re-apply if they have been awarded a Fellowship previously
Challenges: Lack of Broad Name Recognition
Graduate Recruitment Survey

• Sent via Google Docs to all Graduate Program Directors during September 2013
• 31 programs responded
• Aim: To collect information on recruitment and admissions practices to inform future Graduate School initiatives
Challenges: Departments Have Limited Resources for Recruiting

**Does your department/program have a yearly budget for graduate student recruitment?**

- No: 28 (90%)
- Yes, <$500: 0 (0%)
- Yes, $500-$1000: 1 (3%)
- Yes, >$1000: 2 (8%)

**Does your department/program target underrepresented student populations when recruiting?**

- Yes: 10 (34%)
- No: 15 (52%)
- I don't know: 4 (14%)
Strategies That Work at URI

• Recruiting at national conferences with **direct and proactive personal contact**

• Involving alumni and current graduate students in the recruitment process

• Sending promotional materials to MSIs and **communicating swiftly and often** with prospective contacts

• Guaranteed offers of funding (though not all programs can do this)

• Ensure that program websites are engaging and **frequently updated**
Next Steps at URI

• Collaborate with the Provost’s Office to pilot recruitment mini-grants to strategically chosen programs and departments

• Work with College Deans to pilot a new cost-sharing model that will increase the number of assistantships for the first time in decades

• Continued outreach to graduate programs to increase awareness of programs already in place