



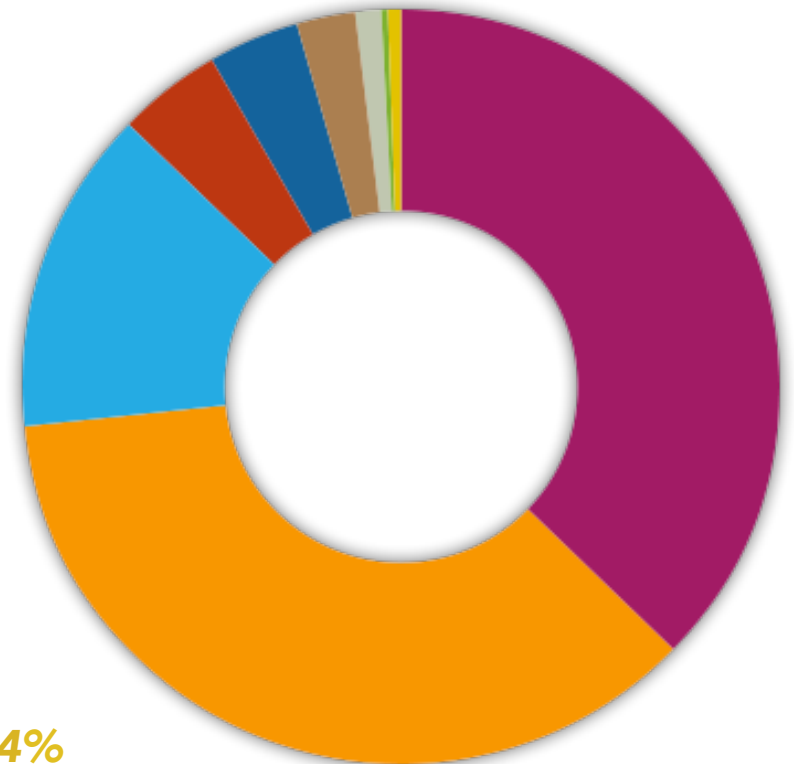
Forging a Culture of Success For Graduate Studies In a Minority Serving Institution

Joseph Childers
University of California, Riverside



By most standards The University of California, Riverside is one of the nation's most ethnically diverse research universities.

- Hispanic or Latino **37.3%**
- Asian **36.3%**
- White **13.8%**
- Black or African American **4.5%**
- Two or More Races **3.9%**
- International/Non-resident Alien **2.5%**
- Unknown **1.1%**
- Native American or Alaskan Native **0.2%**
- Native Hawaiian or Other Pacific Islander **0.4%**





UCR also High in Class Diversity

Nearly 60 percent of UC, Riverside undergraduates receive Pell grants.

Also, 60 percent of UCR undergrads are first-generation college goers.



Population Goals

1. Imposed by Campus Strategic Plan: Grow graduate numbers to 18-20% of student population.
2. Self-imposed: Grow URM/Diversity graduate population to reflect undergraduate demographics



Our Strategy: Focus on Retention and Success

Many of the diversity students were first generation, like our undergraduates.

Attrition rates for these students were above 50%, causing them to be seen as “risks” for investment of support by faculty and programs.

Multiple year funding support was imperative for their ability to attain their degrees.



Our Efforts



Created a Graduate Student Mentorship Program for first-year transition.

Began with FIPSE grant in 2009; originally 25 students.

Continued with campus funding since 2012.

Attrition rate since 2009—12%

National Average ~50%

Campus Average down from 47%-42% in that time



“Grad Success” Unit

Graduate Writing Center

GradQuant—for help with quantitative methods

Professionalization Seminars and Events

Grad Weekly

Bi-Weekly Social Events for Grad Students

Graduate Resource Center



Program to Assist Students in Seeking Fellowships and Grants

Huge increase in extramural funding success:

NSF GRFP's alone: 72 since 2010

Ford

EPA Star

USDA NIFA

Since 2010 more than \$14 million in funding directly to students.



“Jumpstart” and “Diversity” Funding

STEM programs for students meeting the diversity criteria.

Provides the opportunity for students to arrive on campus the summer before they begin class.

About 40% of our domestic Ph.D. students in STEM receive this funding.

Success Rates (after 5 years)--~80%



Create incentives for program diversity achievements.

Build in metrics that measure diversity student success as well as recruitment.

Chemistry Example: Reinvested in Jumpstart for ALL its students.

Physics improved its success rate to 90% while increasing the number of diversity students in its program by a factor of five.



Recognized Faculty Efforts

Publically lauded those faculty who participate in the mentorship program. Provide them with small research fund

Created an award for faculty commitment to diversity—announce at graduation and provide fellowship support for the a student of the faculty member.



Partnered with school/college deans.

This may have been one of our biggest challenges, but because the discourse of diversity and how it *works* is so much a part of daily discussions at UC, Riverside, the college and school deans soon recognize the importance of their participation.



Not there yet , but making progress...

Overall graduate numbers are up by ~20% since 2011.

Diversity numbers have grown:

From 14% URM in 2011 to 22% in 2015

Fall 2014 and Fall 2015 Cohorts:

New Ph.D.s 25% URM students

Across all grad programs: 35%

Attrition rates have fallen.

Time to degree is virtually equal among domestic students, regardless of diversity status.