

Diversity Initiatives

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Challenges and Opportunities

- Know your graduate student populations (e.g., master's/doctoral, race/ethnicity, gender, part-time/full time)
- Know where these students are: by university, college, department
- Trend data can help identify areas of strength and areas for improvement
- Focus on building specific initiatives

Results: Enrollment

- ASU currently has close to 14,000 graduate students.
- Past 5 years have shown steady increase in minority graduate students at ASU
 - Master's headcount up to 19% (1509) from 14.3% in 2005-2006
 - Doctoral: 15.4% (551) up from 15%
- Total graduate minority enrollment 17%; up from 14% 5 years ago
- Goal to reach 20% in next five years.

Results: Degrees Awarded

- 15.4% (557) of all graduate master's degrees awarded went to minority students; increase from 14.9% in 2004/5.
- 17% of all doctoral degrees awarded went to minority students; increase from 13% in 2004/5.

Major Efforts

- Fellowship Programs
- Mentoring Programs
- Accountability-based Block Grant Program

Fellowship Programs

- Reach for the Stars Fellowship Program
 - Began as a CGS Inclusivity Program
 - Most talented undergraduates from underrepresented into graduate programs
- Doctoral Enrichment Fellowships
- Dissertation and Completion Fellowships

Mentoring Programs

- **Shades**: A multi-cultural peer mentoring program (<http://graduate.asu.edu/diversity/shades.html>).
- **Diversity Across the Curriculum**: one credit course to hone research and leadership skills
- **Social and Academic Mentoring Program**: Graduate students mentoring graduate students
- **Explore Graduate School Seminar Series**: seminar series preparing students for successful graduate application processes
- **Sponsorships** of several graduate student associations (e.g., Gates Fellows, Latino/a Graduate student association, Graduate Women's Association)

Accountability driven block grant program

- Block grant: a supplemental grant program to support recruitment and completion of top10% of class
- Allocated to deans or chairs depending on dean's request.
- Metrics of success: must include **annual report** that addresses quality of previous year's enrollment pool

Quality Metrics

Five year trend data shared/discussed annually with deans and department chairs.

- Quality of graduate enrollees
 - Entrance exams, GPA, etc
- Diversity of enrollees (e.g. gender, ethnicity, internationalism, first generation, under-representation in discipline, intellectual diversity)
- Selectivity, yield.
- Degree completion (input-output ratios)

Summary

- Efforts are consistent with mission of ASU
- President and Provost are aware of efforts/metrics
- Units are responding well/creating own internal initiatives as well
- Engaging graduate students as mentors has become a strong component of the programs