Annual Meeting of the Directors of Graduate Study and Contacts

BUILDING A DIVERSE STUDENT BODY THROUGH OUTREACH AND INCLUSION
Why Diversity?

- Robust exchange of knowledge, ideas, and points of view
- Enables cultural, racial, ethnic, and other exposure in an intellectual setting
- Provides educational opportunities for students that have been traditionally underrepresented in higher education
- Helps to create a competitive workforce in the U.S.
Percent of Graduate Enrollment by Race/Ethnicity 1998-2008

Caucasian
African American
Asian/Pacific Islander
Hispanic
Native American
International

98 99 00 01 02 03 04 05 06 07 08
0.00% 0.05% 0.10% 0.15% 0.20% 0.25% 0.30% 0.35% 0.40% 0.45% 0.50% 0.55% 0.60%
U.S. Populations by Race 2000-2008

- Caucasian: 69-66%
- Hispanic: 13-15%
- African American/Black: 12%
- Asian/Pacific Islander: 4-5%
- American Indian/Alaskan Native: 1%
- Two or More Races: 1%

U.S. Census Bureau Data
How do we build a diverse student body?

- Prepare your department and/or lab for inclusion
- Use effective outreach strategies
- Support diverse students throughout their degree programs
- Remain connected with diverse students after they have graduated
Prepare for inclusion

- Review and Evaluate Current Practices
- Assess the Ecology of the Department/Lab
- Make the Departmental Goals for Inclusion Known and Understood by Students, Staff, Faculty, and Administrators
- Develop a Plan to Meet Established Goals
- Appoint a Faculty or Staff Member to Monitor Progress and to Relate Concerns
Outreach Strategies

- Identify Faculty in the Discipline who Teach at Minority Serving Institutions (MSI), etc.
- Participate in Faculty Exchange Programs at MSI
- Present Research to Students Enrolled in McNair, RISE, HBCU-UP, LSAMP, etc.
- Visit Institutions, Participate in Student Conferences, Serve as a Faculty Mentor for SROP, McNair, REU, Howard Hughes, etc.
- Use the Student Contact Lists Provided by the Graduate College to Reach Out to Students
- Other
Support Diverse Students

- Nominate Students for All Available and Appropriate Funding
- Nominate Incoming Doctoral Students for the Summer Pre-Doctoral Institute (SPI)
- Be Able to Identify Campus Programs, Services, Organizations, etc. That Help Under-represented Students Deal with Feelings of Isolation
- Make Your Departmental/Lab Activities Inclusive
Remain Connected

Stay in Touch With Graduates From Your Program as They Are Able to Do the Following:

- Assist in Identifying Other Talented Under-represented Students
- Serve as a Role Model for Prospective and Current Students
- May Be Willing to Offer Financial Support for Other Under-represented Students
Ave M. Alvarado, Director
Educational Equity Programs

Graduate College
801 S. Wright Street
Champaign, IL 61820
217.333.4860