

Annual Meeting of the Directors of Graduate Study and Contacts

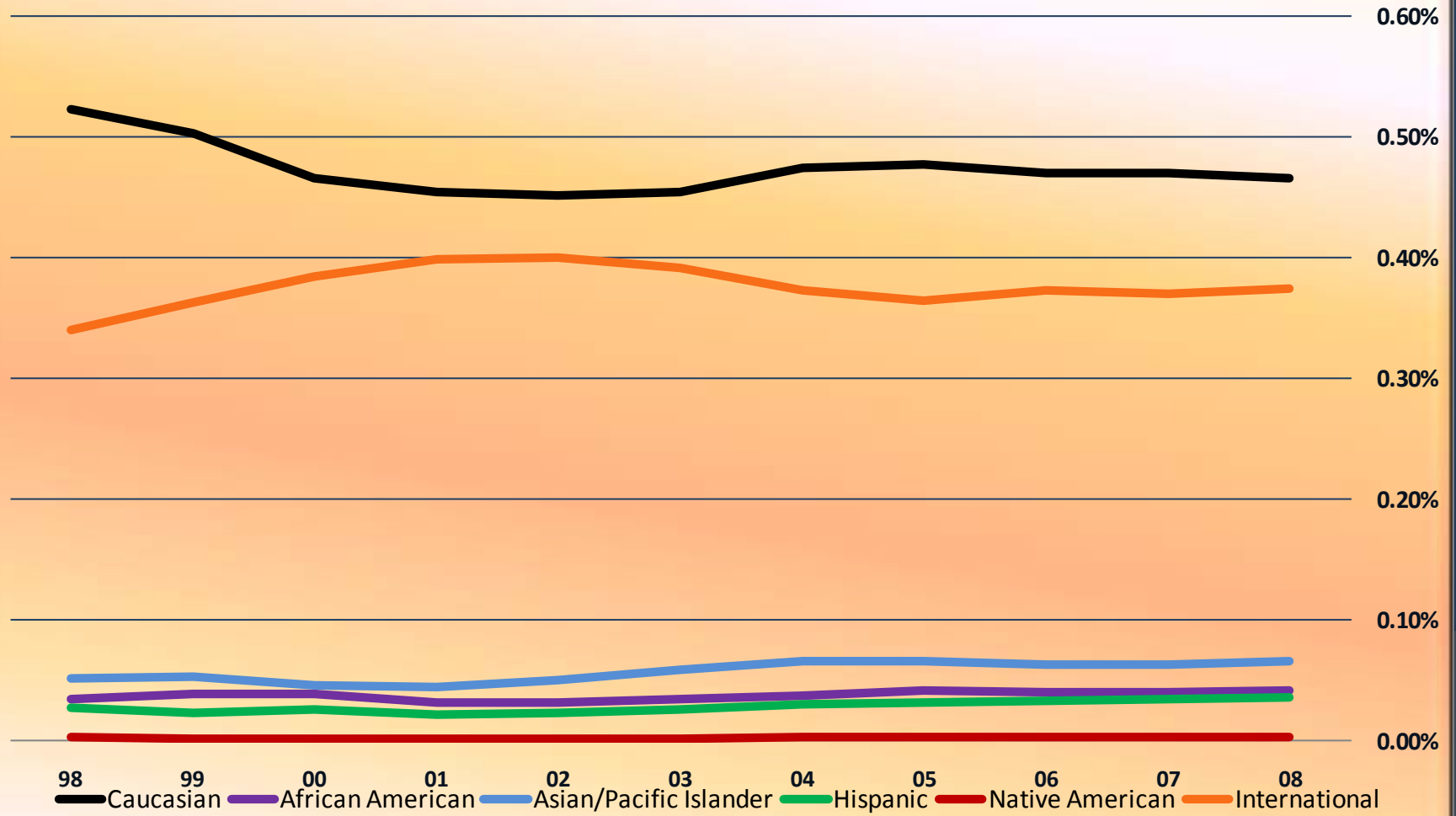
**BUILDING A DIVERSE
STUDENT BODY THROUGH
OUTREACH AND INCLUSION**

Why Diversity?

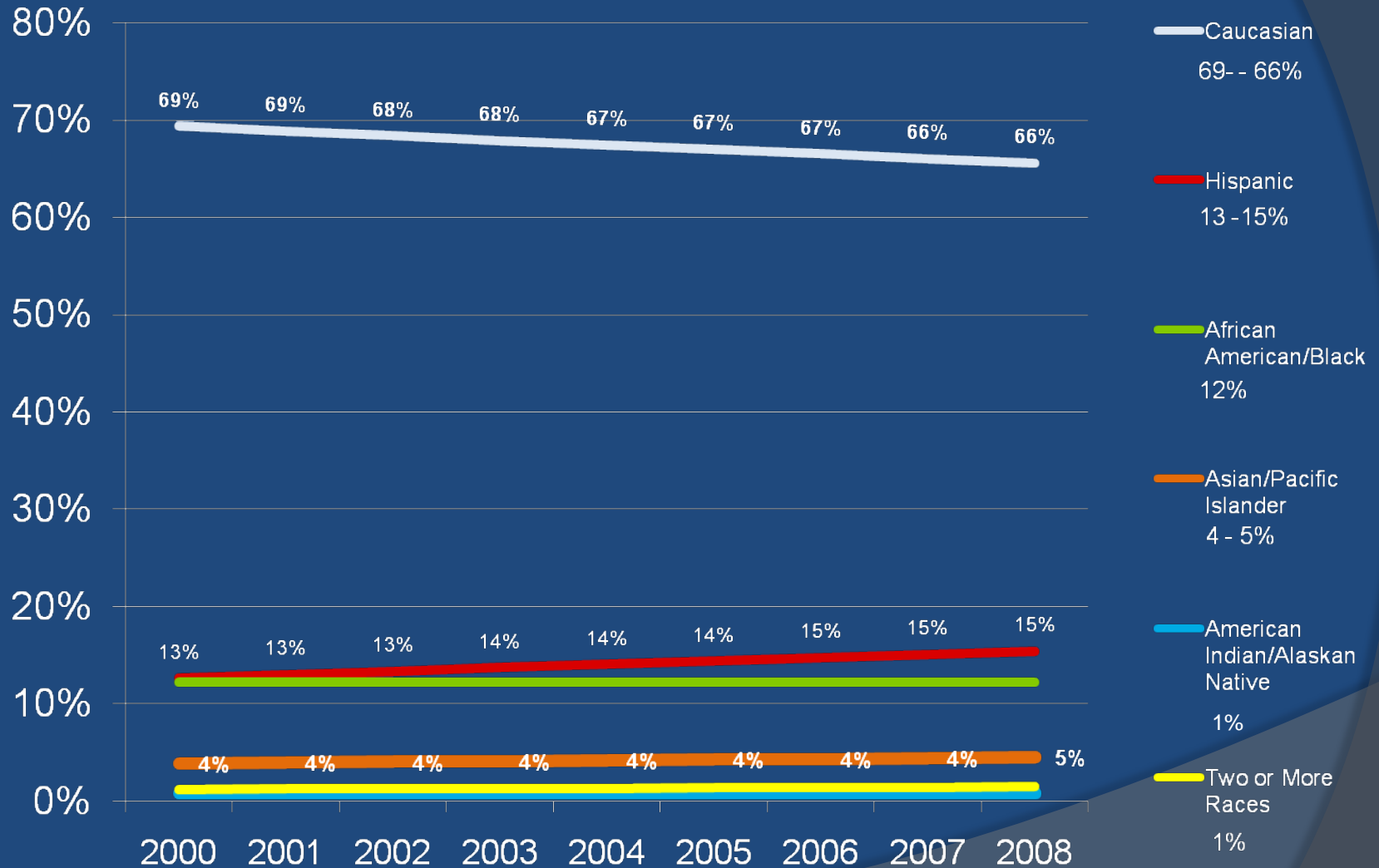
- ⦿ Robust exchange of knowledge, ideas, and points of view
- ⦿ Enables cultural, racial, ethnic, and other exposure in an intellectual setting
- ⦿ Provides educational opportunities for students that have been traditionally underrepresented in higher education
- ⦿ Helps to create a competitive workforce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



Percent of Graduate Enrollment by Race/Ethnicity 1998-2008



U.S. Populations by Race 2000-2008



How do we build a diverse student body?

- ① Prepare your department and/or lab for inclusion
- ② Use effective outreach strategies
- ③ Support diverse students throughout their degree programs
- ④ Remain connected with diverse students after they have graduated

Prepare for inclusion

- ① Review and Evaluate Current Practices
- ② Assess the Ecology of the Department/Lab
- ③ Make the Departmental Goals for Inclusion Known and Understood by Students, Staff, Faculty, and Administrators
- ④ Develop a Plan to Meet Established Goals
- ⑤ 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

- ① Nominate Students for All Available and Appropriate Funding
- ① Nominate Incoming Doctoral Students for the Summer Pre-Doctoral Institute (SPI)
- ① Be Able to Identify Campus Programs, Services, Organizations, etc. That Help Under-represented Students Deal with Feelings of Isolation
- ① 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

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