



# **DECADE: a Program to Increase the Success of Underrepresented Ph.D. Students at UC Irvine**

**Frances Leslie,  
Dean of the Graduate Division  
University of California, Irvine**

**Council of Graduate Schools Annual Meeting  
December 6, 2013**

## Institutional context

- Founded in 1965, UC Irvine is the youngest member of the AAU
- It has been named by Times Higher Education as the top university under 50 years old in the U.S.
- Was a member of the UC AGEP consortium for two funding cycles
- Was awarded a FIPSE Comprehensive grant from the DoEd in 2010 after AGEP support ended

# DECADE: Diverse Educational Community and Doctoral Experience

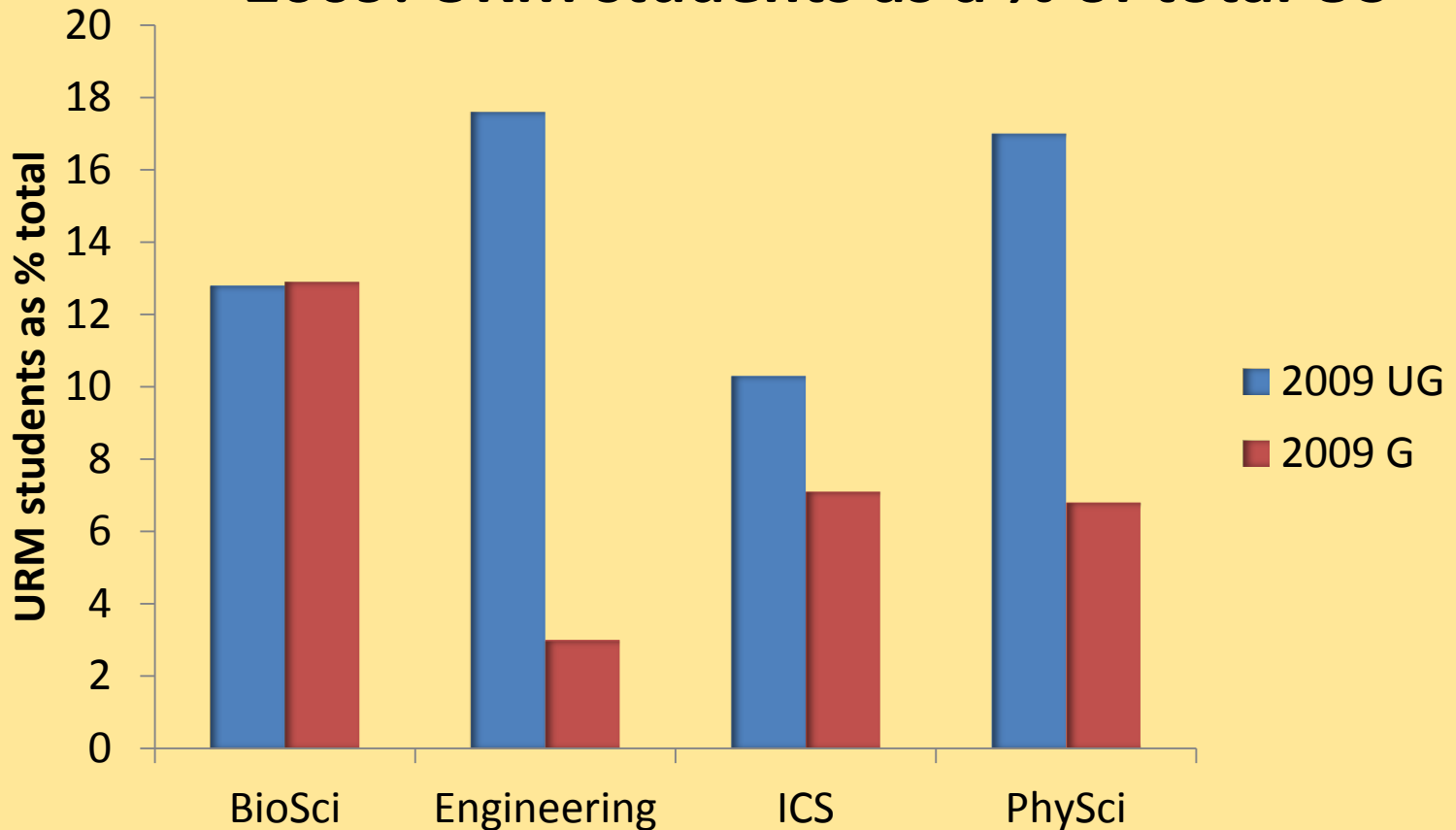
- **Purpose** to transform climate for graduate education by 2020 at UC Irvine.
- **Objectives** include improving recruitment, retention and completion of under-represented minorities in doctoral programs; reach equivalent diversity of graduate and undergraduate programs by 2020.



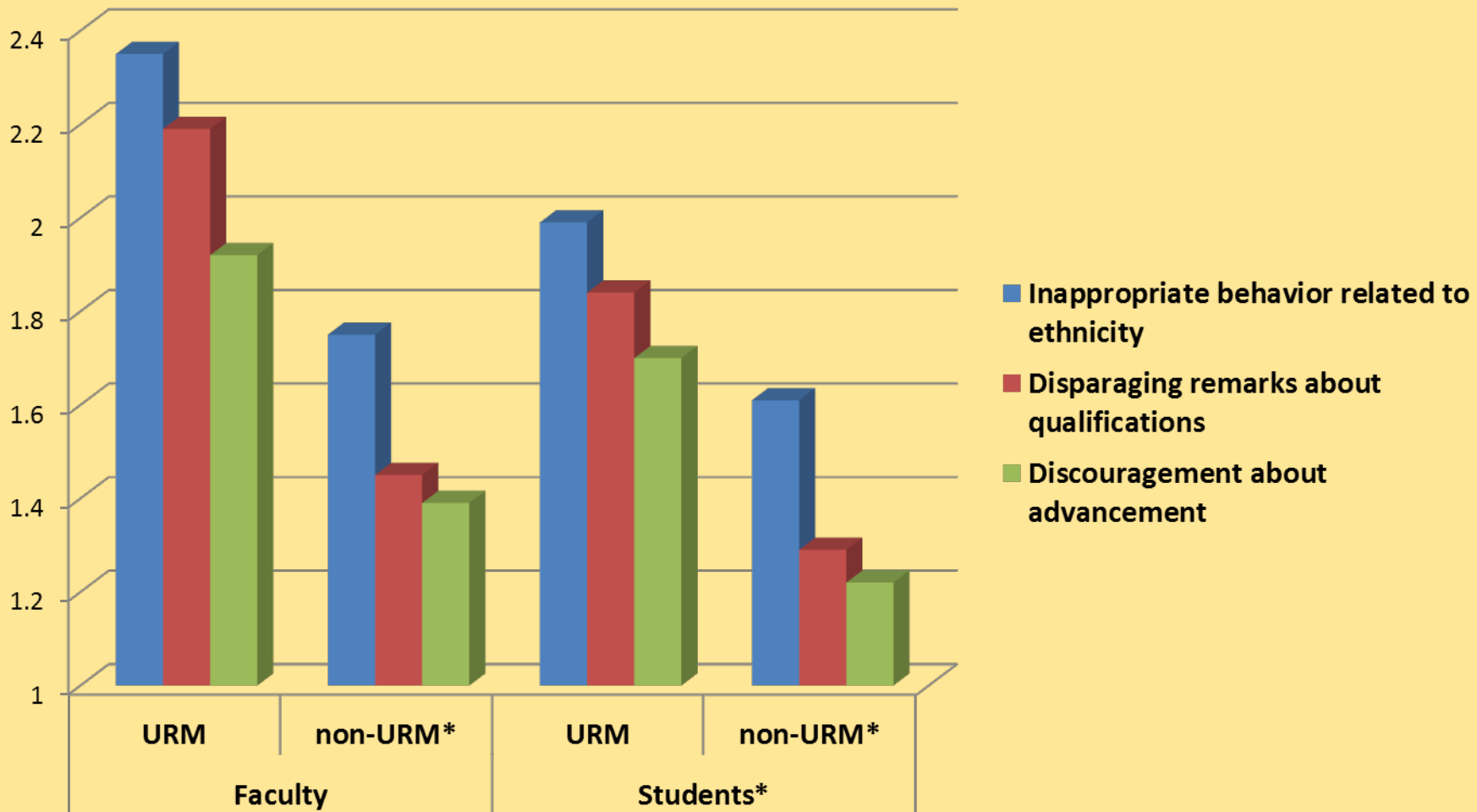


# Lack of Diversity in the STEM Graduate Pipeline

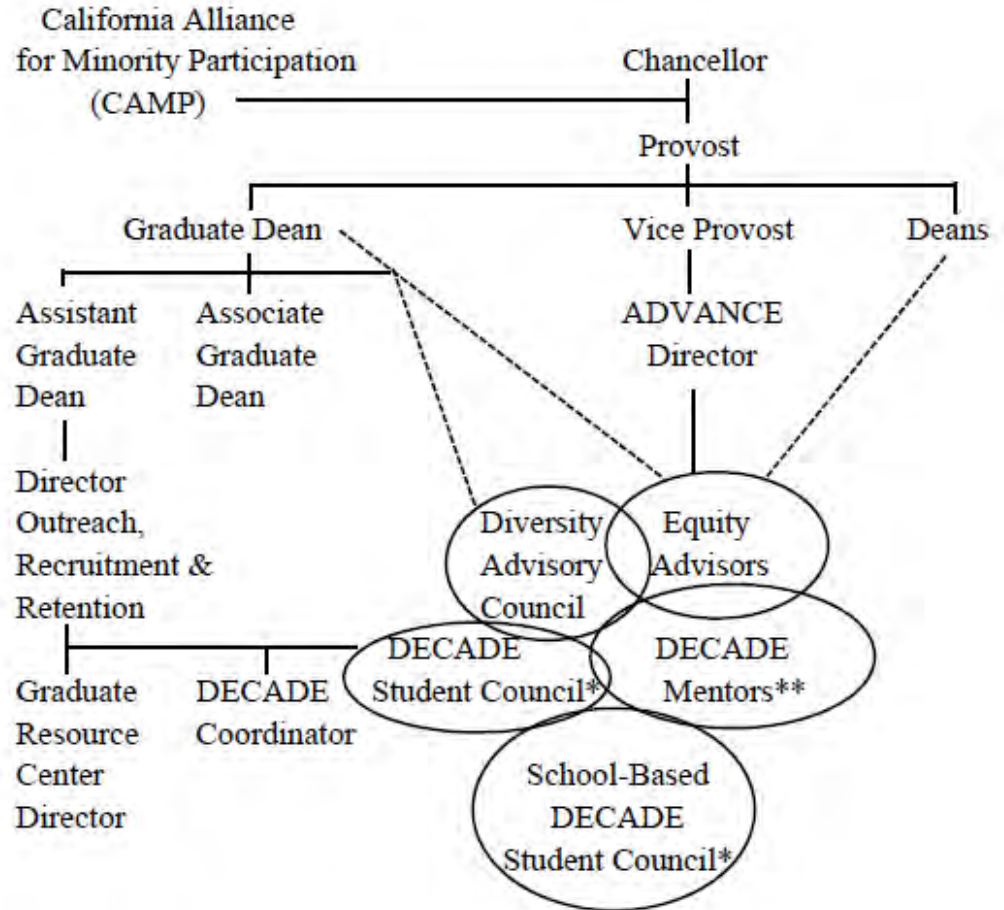
## 2009: URM students as a % of total US



## 2010 campus climate survey



# DECADE organizational structure at UC Irvine



\*Eligible for DECADE Student Educational Travel Awards

\*\*Eligible to apply for DECADE Mentor Graduate Diversity Awards





# DECADE Programming



# Institutional Programs

## ❖ THINK

- Graduate preparation programming for transfer Honors students.

## ❖ Competitive Edge

- Summer pre-entry program for incoming doctoral students.

## ❖ Speaker Series

- Regular seminars and workshops by distinguished speakers on issues related to diversity and campus climate.

## ❖ Graduate Council Policy

- Addition of statement on importance of diversity as a factor in evaluation of new and existing degree programs.





# DECADE Student Councils

## ❖ Central and School-based Councils

- Address climate and diversity issues through programming that promotes an inclusive campus culture for graduate students.

## ❖ DECADE Press

- Quarterly publication written by graduate students as a resource for fellowships, events, student accomplishments, and networking.

## ❖ Logo Contest

- In spring 2012, graduate students submitted logo entries to brand DECADE.

## ❖ DECADE Student Travel Awards

- Provides funding to support travel to conferences offering professional development opportunities



## DECADE Faculty Mentors: Roles and Duties

School-based and organized in relation to individual doctoral programs:

- ❖ Present data to, and share best practices with, graduate program admissions committee.
- ❖ Collaborate with school Equity Advisor and Associate Dean in improving school-wide climate.
- ❖ Share professional development programming in their academic units, at the Graduate Resource Center and at the DECADE seminar series and workshops.
- ❖ Eligible to compete for DECADE Mentor Graduate Diversity Awards.

## Empowering Women for Experimental Research with Fabrication Skills

- Professor of Mechanical Engineering, Dr. Derek Dunn-Rankin
- Created summer program to teach female doctoral students fabrication skills

*"An experience such as a fabrication class gives you an opportunity to intertwine the theory with practical applications."*

*Rosa Padilla, PhD student*



## Dramatic Transformations

- Professor of Drama,  
Dr. Daphne Le
- Surveyed and interviewed diverse graduate students about their experiences
- Created and performed a play, Diversityville, based on interview transcripts

*Dramatic Transformations presents...*

**DIVERSITYVILLE**

*Transforming the UCI graduate community through the power of DRAMA!*

April 29, 2013 at 5pm  
&  
April 30, 2013 at 4pm  
*at the*  
Winifred Smith Hall  
in the Claire Trevor  
School of the Arts

**DIVERSITYVILLE** is a short docu-comedy based on surveys and interviews of UCI graduate students. You'll laugh, you'll cringe, and you'll understand what diversity really means in the UCI graduate community. This is YOUR story!

**DIVERSITYVILLE** is the culmination of Dramatic Transformations, a program that uses drama to raise awareness of issues related to underrepresented minority and women, to gender, ethnic, and cultural equity and diversity, as well as to campus climate in the UCI graduate community.

*A post-show panel involving graduate students and faculty will follow each performance. A reception will also follow after each event.*

• For more information please visit <http://dramatictransformations.wordpress.com/>.

• FREE with RSVP. Please visit <http://goo.gl/3pO1V> to RSVP.

UC IRVINE DRAMA DEPARTMENT

FIPSE DECADE

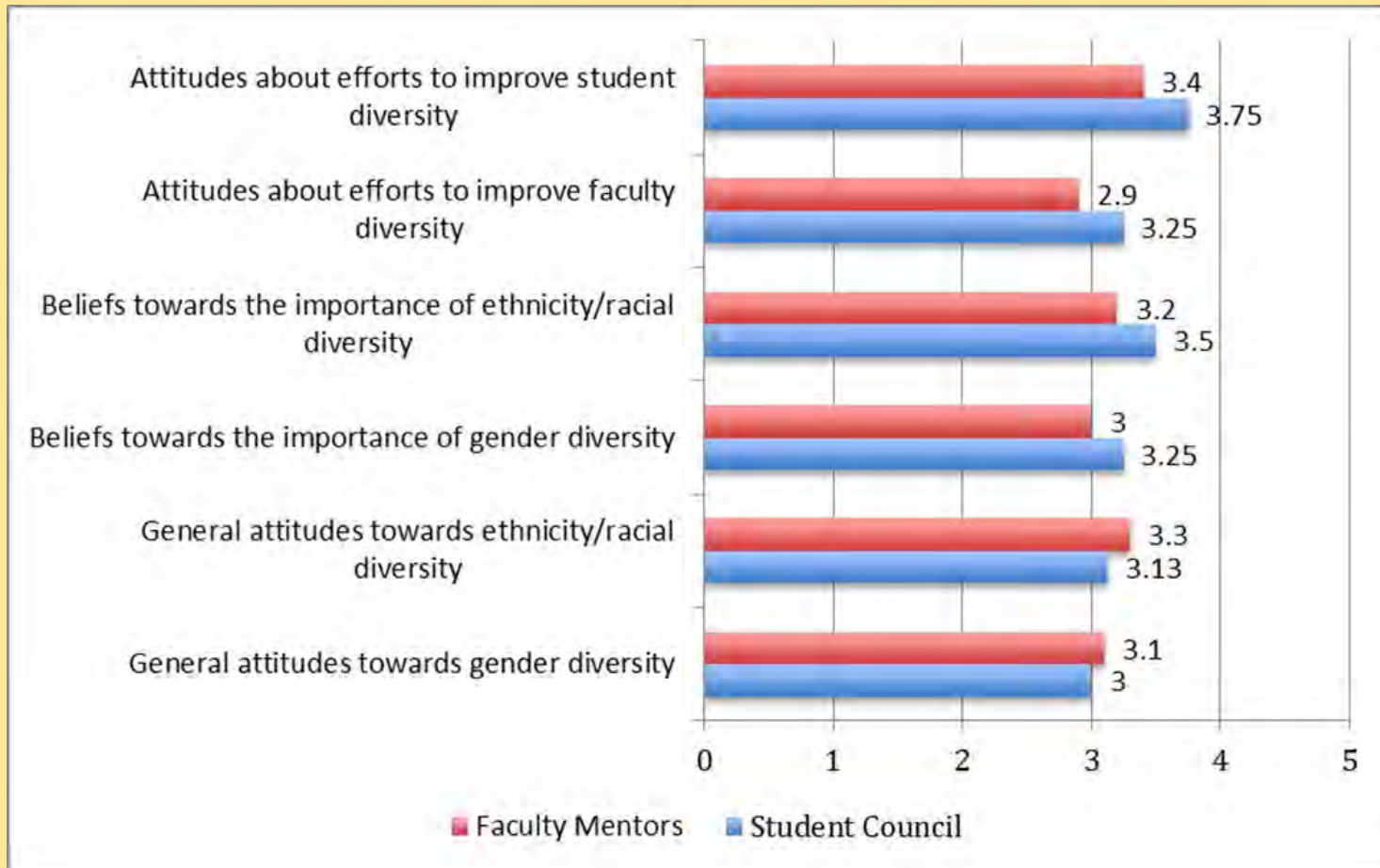
GRANT #116B100335

The Diverse Educational Community and Doctoral Experience (DECADE) initiative is sponsored by a FIPSE comprehensive grant aimed at increasing the number of women and underrepresented minorities receiving doctoral degrees at UCI.





# UCI faculty attitudes and beliefs on diversity



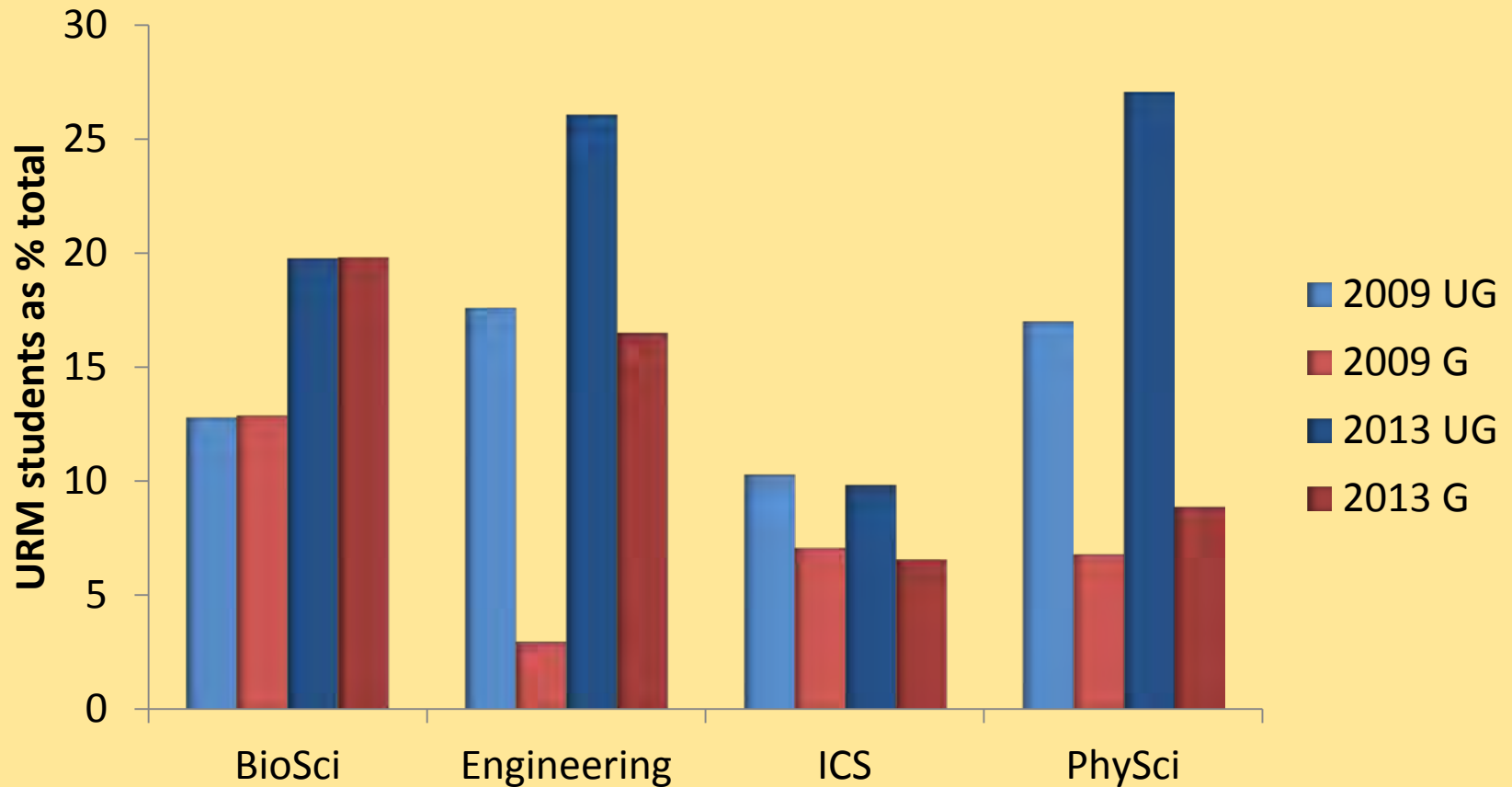
1= Much less Accepting; 2= Slightly Less Accepting; 3= No Change; 4=Slightly More Accepting; 5=Much More Accepting





# Increased Diversity in the STEM Graduate Pipeline

## URM students: 2013 vs 2009



UCIRVINE  
GRADUATE DIVISION

