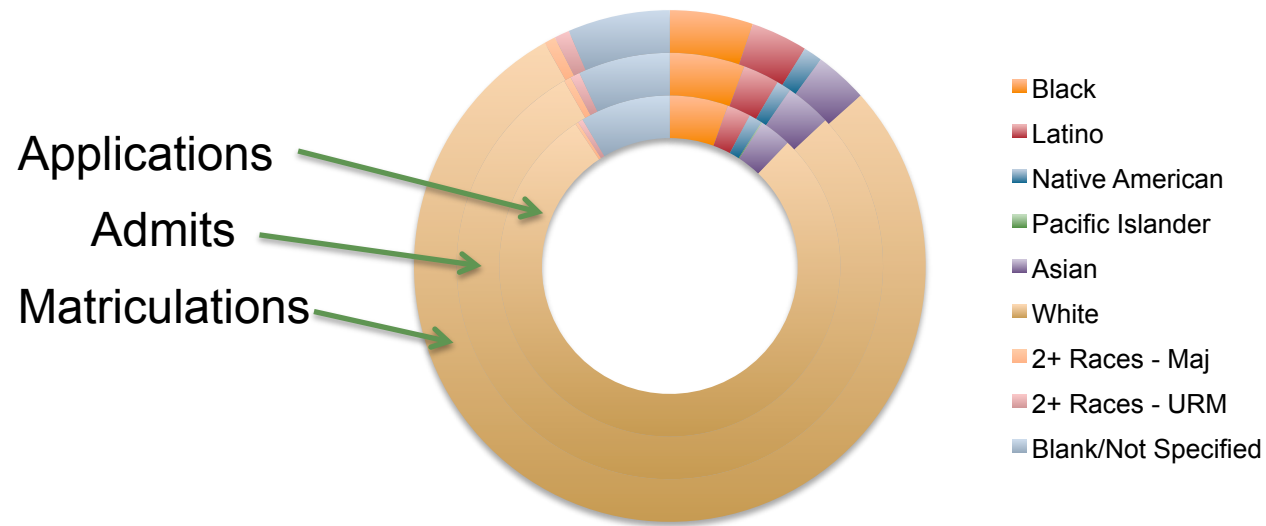

RECRUITING FOR DIVERSITY: WHAT WORKS AT URI

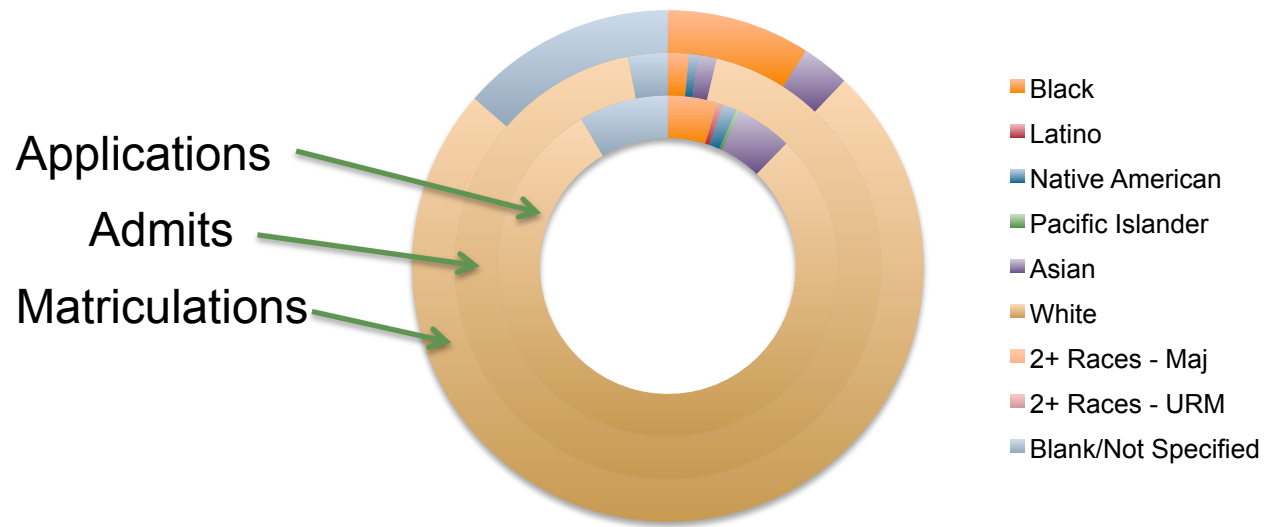
Alycia Mosley Austin, PhD
Council of Graduate Schools
December 4, 2013

2013 Admissions: Master's Degrees by Ethnicity



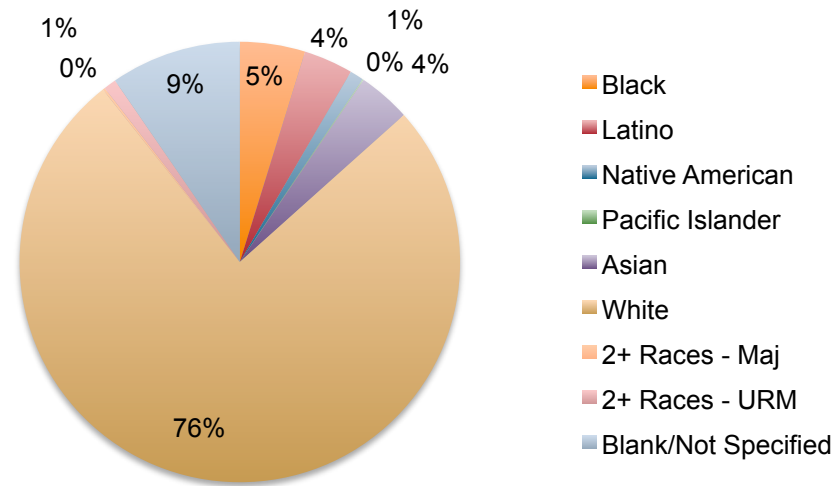
Applicant Pool = 9.62% URM

2013 Admissions: Doctoral Degrees by Ethnicity



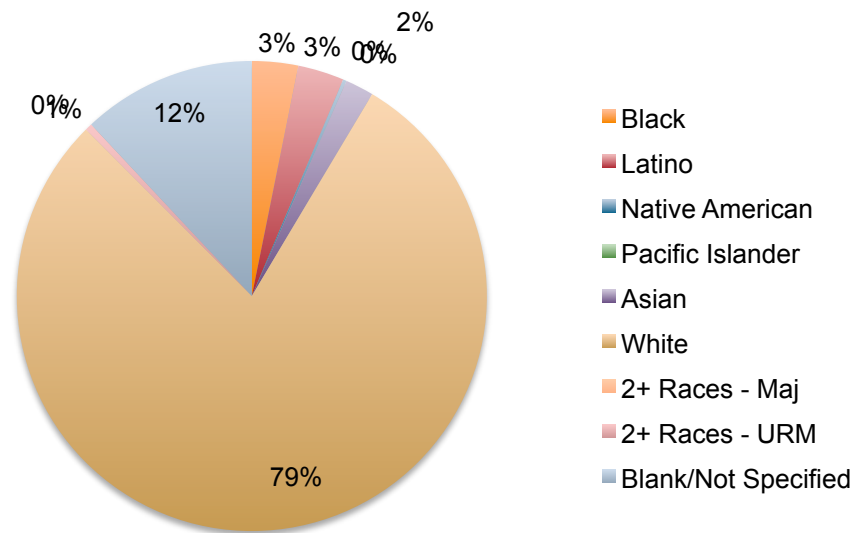
Applicant Pool = 6.97% URM

2013 Enrollment: Master's Degrees by Ethnicity



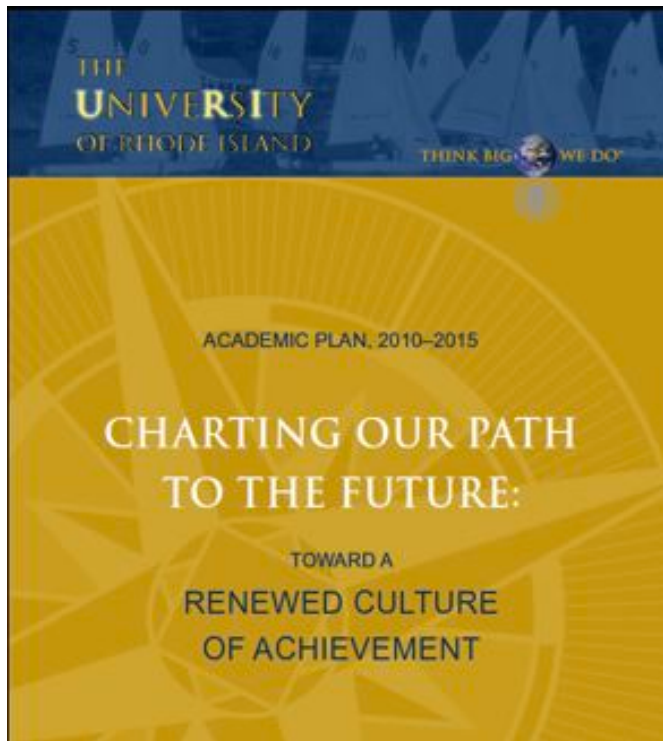
Overall Enrollment = 10.43% URM

2013 Enrollment: Doctoral Degrees by Ethnicity



Overall Enrollment = 7.09% URM

Opportunities at URI: Institutional Support for Diversity



V. Ensure an Equitable and Inclusive Campus Community

Goal:

Ensure a campus climate that celebrates difference and creates a rich learning community built upon respect, inclusion, and understanding of issues related to class, race, gender, sexual orientation, ability, religion, and culture.

- A. Raise consciousness and understanding in the URI community about privilege, bias, multiculturalism, and diversity.
- B. Recruit and retain diverse faculty and staff.
- C. Recruit and retain a diverse student community.
- D. Make continuous progress toward creating a diverse and equitable culture throughout the URI campus and community.
- E. Prepare the URI community to engage in a multicultural world and to understand human differences.

Opportunities at URI: Programming to Support Retention

Success
Strategies for Graduate Students of **COLOR**

Agenda

- 3:30-4:00 pm: Welcome/ Meet and Greet mixer
- 4:00-4:30 pm: Success Strategies Panel
- 4:30-5:00 pm: Q & A
- 5:00-6:00 pm: Mentoring/ Networking exercise
Light refreshments will be served


Welcome:
Provost Donald DeHayes

Panelists

- Alycia Mosley Austin, PhD- Director, Graduate Recruitment and Diversity Initiatives
- Ian Reyes, PhD- Assistant Professor, Communication Studies
- Naomi Thompson, JD- Associate Vice President of Community, Equity and Diversity

May 1st, 2013
3:30-6:00 PM

Galanti Lounge,
University Library



Women of Color at URI

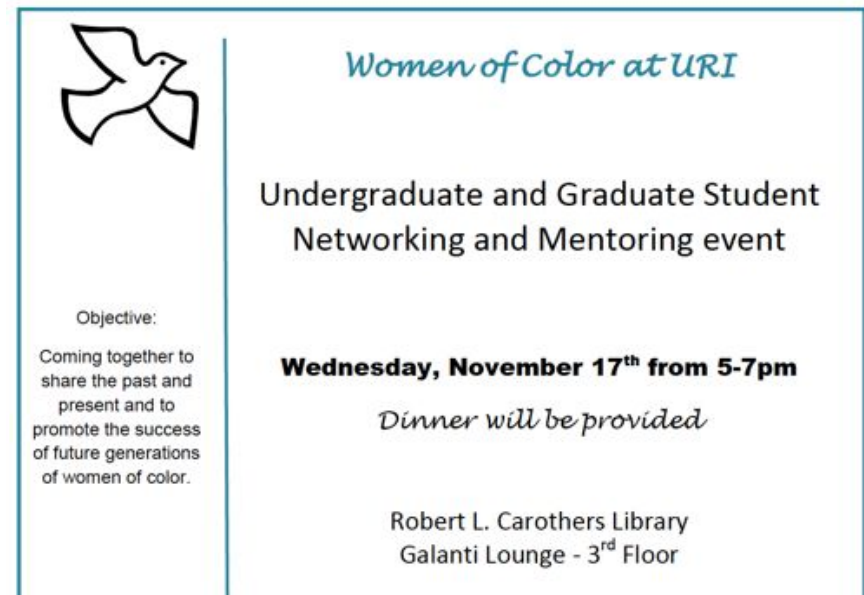
Undergraduate and Graduate Student Networking and Mentoring event

Wednesday, November 17th from 5-7pm

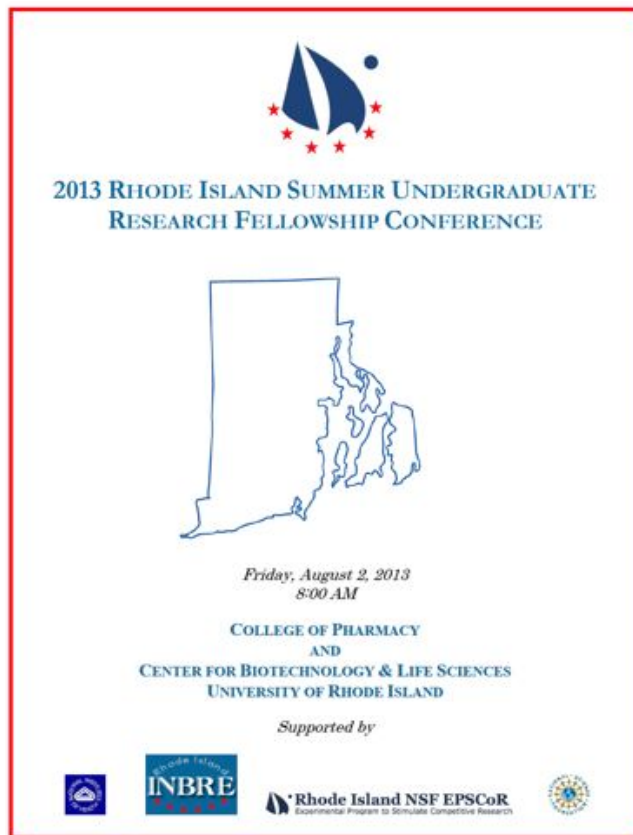
Dinner will be provided

Robert L. Carothers Library
Galanti Lounge - 3rd Floor

Objective:
Coming together to share the past and present and to promote the success of future generations of women of color.



Opportunities at URI: Recruiting in Our Own Backyard



THINK BIG WE DO*



THE
UNIVERSITY
OF RHODE ISLAND

GRADUATE SCHOOL

Opportunities at URI: Flexibility in Graduate School Fellowships

THE
UNIVERSITY
OF RHODE ISLAND
GRADUATE SCHOOL

OFFICE OF THE DEAN

Quinn Hall, 55 Lower College Road, Suite 2, Kingston, RI 02881 USA

p: 401.874.2262 f: 401.874.5491 urigrad@etal.uri.edu uri.edu/gsadmis



Good Afternoon,

Attached please find the call for nominations for the URI Graduate Scholarship, Fellowship, and Diversity Awards. Information about the awards and details regarding how to nominate can be found within in this document as well as on the Graduate School website www.uri.edu/gsadmis.

Please note that there are several changes this year, most significantly:

- Departments should not rank the nominees
- Regarding Scholarships: a financial need statement is no longer required
- Regarding Fellowships **only**: Students are **NOT** eligible to re-apply **if they have been awarded a Fellowship previously**



THE
UNIVERSITY
OF RHODE ISLAND

GRADUATE SCHOOL

Challenges: Lack of Broad Name Recognition

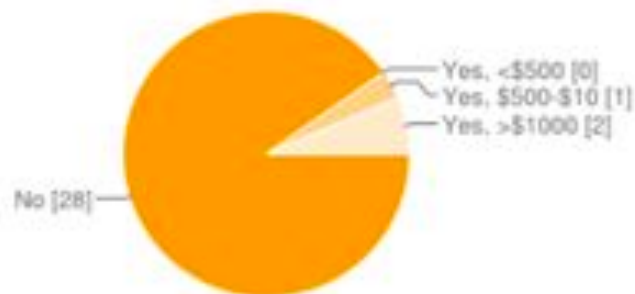


Graduate Recruitment Survey

- Sent via Google Docs to all Graduate Program Directors during September 2013
- 31 programs responded
- Aim: To collect information on recruitment and admissions practices to inform future Graduate School initiatives

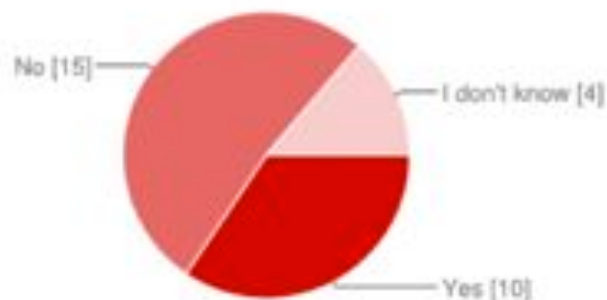
Challenges: Departments Have Limited Resources for Recruiting

Does your department/program have a yearly budget for graduate student recruitment?



No	28	90%
Yes, <\$500	0	0%
Yes, \$500-\$1000	1	3%
Yes, >\$1000	2	6%

Does your department/program target underrepresented student populations when recruiting?



Yes	10	34%
No	15	52%
I don't know	4	14%

Strategies That Work at URI

- Recruiting at national conferences with **direct and proactive personal contact**
- Involving alumni and current graduate students in the recruitment process
- Sending promotional materials to MSIs and **communicating swiftly and often** with prospective contacts
- Guaranteed offers of funding (though not all programs can do this)
- Ensure that program websites are engaging and **frequently updated**

THINK BIG  WE DO™



Next Steps at URI

- Collaborate with the Provost's Office to pilot recruitment mini-grants to strategically chosen programs and departments
- Work with College Deans to pilot a new cost-sharing model that will increase the number of assistantships for the first time in decades
- Continued outreach to graduate programs to increase awareness of programs already in place