SUCCESSFUL PIPELINE PROGRAMS AND PROPOSALS FOR RECRUITMENT AND RETENTION IN AUSTERE TIMES

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Pipeline Programs

- McNair Scholars Program – UC Berkeley
- UC DIGSSS – UCSB
  - Structure
    - Invested staff member on the ground; working with graduate students, faculty, and administrators
    - Anchored by the institutional power of a very invested and motivated dean
    - Provides subjective and objective resources
      - Objective Resources
        - Summer funding to support research and professional development
        - Travel funds for research and conferences
        - Travel funds for research equipment and services
      - Subjective Resources
        - Training on finding the right mentor and committee
        - Publishing opportunities
        - Different career trajectories
        - Acquiring funding, etc.

Graduate Student Grassroots Advocacy

- Graduate student activism
  - Impacts at the graduate student level
    - Culture of advocacy
    - Culture of support
  - Impacts at the administrative level
    - Prioritized diversity

Expensive Proposals for Recruiting and Retaining Graduate Students of Color

- More faculty of color
- A diversity of funding sources
- Maintain and expand programs like DIGSSS
  - More staff
  - Secure established funding
  - Expand program

Balancing Acts

- Provide resources to graduate students of color without becoming complicit with neoliberal multiculturalism

- Rely on faculty and students of color without detracting them from their scholarship

- Provide institutional resources and spaces for graduate students of color, without necessarily making their development strictly about professionalization

Austere Proposals for Austere Times

- Provide formal recognition for the advocacy work of students and faculty
- Pair incoming graduate students with advanced graduate students
- Commission an online "wiki", authored and maintained by graduate students, that is a living body of knowledge
- Fellowships for one academic term of support for students that are not meeting normative time requirements
- Shift away from "lonely scholar" approach to research, to a "shop" style approach
- Encourage and formally recognize horizontally-organized spaces and programs
- Expand writing courses that train students to publish material
- Review not only program requirements, but strategies to meet requirements
- Career trajectory workshops
- TA/GSI Training