DECADE Mentors

• 41 mentors campus-wide in 2017-18, recommended by Associate Deans/Dept. Chairs
• Oversee 48 graduate programs across 15 Schools or Programs
• Over 60% served as DECADE Mentors in 2016-17
• All DECADE mentors share a personal commitment to equity, diversity, and inclusion among our graduate students
Total Headcount of Students and Faculty by Gender & White Ethnicity (Fall 2016)

Males
- Undergrad: 46.5%
- Graduate students: 54.9%
- PhD and MFA students: 57.1%
- Senate faculty: 63.8%

Whites
- Undergrad: 17.3%
- Graduate students: 46.9%
- PhD and MFA students: 57.6%
- Senate faculty: 69.1%

Expect Equity, Support Diversity, Practice Inclusion
GOALS of the DECADE Faculty Mentors Program:

• Enlarging the pool of underrepresented minority (URM) and female applicants to diversify the graduate student population at UCI

• Ensuring the admission and successful recruitment of excellent URM/female applicants
  • Use of holistic application review
  • Recognition of implicit biases
  • Anticipating and addressing challenges to inclusive excellence goals
GOALS of the DECADE Faculty Mentors Program (continued):

• Ensuring the retention and success of URM/female graduate students

• Encouraging awareness and promotion of Graduate Division resources (e.g., workshops, Graduate Counselor Phong Luong, Psy.D.)

• Promoting an inclusive and welcoming environment for all graduate students
We’ve had some success....
Doctoral Admissions for Fall 2017
(compared to Fall 2016 totals, as of 6/27/17)

Applications increased campus-wide: 2.9%

Admissions increased campus-wide: 6.3%

Yield increased campus-wide: 19.8%
Doctoral Admissions for Fall 2017
(compared to Fall 2016 totals, as of 6/27/17)

Applications increased campus-wide: 2.9%
  URM applications up campus-wide: 12.8%

Admissions increased campus-wide: 6.3%
  URM admissions up campus-wide: 23.8%

Yield increased campus-wide: 19.8%
  URM yield up campus-wide: 32.0%
But, success in recruitment of a diverse graduate student population will lead to ongoing challenges in retention (see, e.g., *Science* article in folder)
Doctoral Completion Rates
Fall 2003-07 by Demographics

Expect Equity, Support Diversity, Practice Inclusion
Partners in achieving DECADE Mentor goals:

- Office of Inclusive Excellence
- Graduate Division
- Equity Advisor and Associate Deans
- Department Graduate Director/Graduate Advisor
Office of Inclusive Excellence can assist with:

• School-wide coordination of diversity-focused activities (e.g., monitoring graduate student climate)

• UC/HBCU applications (opportunity to facilitate a robust pool of diverse applicants)

• Modest funding for School-specific DECADE activities (e.g., outside speakers)
Graduate Division coordinates Graduate student DECADE Activities/Programming, including:

- DECADE Student Council
- DECADE Press
- DECADE Speaker Series
- DECADE Journal Club

Graduate Division provides program-specific data and Admissions Powerpoint slides
Work with program “partners” to achieve **admissions goals:**

- Meet with Admissions Committee
- Share Powerpoint slides with entire department (provides opportunity to educate faculty about goals of DECADE to ensure inclusive excellence)
- Assist Graduate Director/Graduate Advisor in identification, interview, and nomination of Diversity-eligible Fellowship applicants
- Coordinate with Graduate Director/Graduate Advisor in recruitment of a diverse student body
Work with program “partners” to ensure graduate student *retention and success*:

- DECADE graduate students/formation of School-based DECADE Student Councils
- Monitor climate (coordinate with Equity Advisors/Associate Deans)
- Brief quarterly presentations to Department Chair/faculty colleagues (OIE will provide content for presentations)
- Drop in/office hours for graduate students?
Additional resources:

School-based **DECADE Graduate Student Councils**


**Office of Inclusive Excellence** Website

http://inclusion.uci.edu/

**DECADE** School-specific Website

Link to be provided
Annual calendar includes quarterly meetings & brief reports, plus:

FALL:
- DECADE Fall Welcome, Wed., Nov. 1, 12-2 pm (Doheny Beach ABC)
- DECADE Journal Club, Wed., Nov. 15, 11-12:30 pm (GRC)
- DECADE Mentorship Briefing, Thurs., Nov. 16, 12-2 pm (GRC)
- DECADE Speaker Series, Tues., Dec. 5, 10:30-12 pm (GRC)
- Individual meeting with Roxane Silver (TBA)
- Meet with Graduate Admissions Committee

WINTER:
- Coordinate with Graduate Admissions Committee, Graduate Advisor re: Diversity fellowships and assist in recruitment
- Meeting of School-based DECADE mentors & DECADE Student Council members
- DECADE Journal Club and Speaker Series
- Mentoring for Achievement and Excellence Awards (TBA)

SPRING:
- Share best practices (e.g., DECADE Mentor Award presentations)
- DECADE Journal Club and Speaker Series
Fall Quarter Volunteer Opportunity/
Campus Recruitment Event:

Compact for Faculty Diversity
Atlanta, Georgia
October 26 – 29th

All travel expenses covered by OIE.
If interested, please let us know by Friday
CONTACT INFO:

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