Roles & Responsibilities of DECADE Mentors

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DECADE Mentors

• 42 mentors campus-wide in 2018-19, all recommended by Associate Deans/Dept. Chairs
• About 60% previously served as DECADE Mentors
• Oversee 49 doctoral programs across 15 Schools or Programs
• All DECADE mentors share a personal commitment to equity, diversity, and inclusion among our graduate students
Campuswide Data

Total Students and Faculty (Fall 2017)

**Gender**

- Undergrad: 47.3% Male, 43.0% Female, 63.9% Faculty
- Grad: 52.7% Male, 57.0% Female
- Faculty: 36.1%

**URM/Non-URM/International**

- Undergrad: 16.7% NON-URM, 35.8% URM, 2.6% International
- Grad: 28.7% NON-URM, 11.7% URM
- Faculty: 54.5% NON-URM, 52.5% URM, 88.6% International

**URM** = African American/Black, Hispanic/Latino, American Indian or Native American, Native Hawaiian or Pacific Islander
Total Headcount of Students and Faculty by Gender (Fall 2016)

Males

- Undergrad: 46.5%
- Graduate students: 54.9%
- PhD and MFA students: 57.1%
- Senate faculty: 63.8%
Total Headcount of Students and Faculty by White Ethnicity (Fall 2016)

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

Whites
- Undergrad: 14.4%
- Graduate students: 31.5%
- PhD and MFA: 40.4%
- Senate faculty: 68.7%
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):

• Promoting an inclusive and welcoming environment for all graduate students

• 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.)
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%

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%
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 we can’t rest on our laurels....
Doctoral Admissions for Fall 2018
(compared to Fall 2017 totals, as of 6/26/18)

Applications increased campus-wide: 5.8%

Admissions increased campus-wide: 5.7%

Yield increased campus-wide: 3.1%
Doctoral Admissions for Fall 2018
(compared to Fall 2017 totals, as of 6/26/18)

Applications increased campus-wide: 5.8%
URM applications up campus-wide: 11.7%

Admissions increased campus-wide: 5.7%

Yield increased campus-wide: 3.1%
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(compared to Fall 2017 totals, as of 6/26/18)

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  URM applications up campus-wide: 11.7%
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(compared to Fall 2017 totals, as of 6/26/18)

Applications increased campus-wide: 5.8%
  URM applications up campus-wide: 11.7%
Admissions increased campus-wide: 5.7%
  URM admissions up campus-wide: 3.3%
Yield increased campus-wide: 3.1%
  URM yield down (slightly) campus-wide: -1.0%
Of course, success in recruitment of a diverse graduate student population can also lead to ongoing challenges in ensuring equity and an inclusive climate for all students.
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 via:

• 1 on 1 meetings (Fall Quarter)
• School-wide coordination of diversity-focused activities
• UC/HBCU applications (opportunity to facilitate a robust pool of diverse applicants)
• Modest funding for School-specific DECADE activities (matching funds from Department or School encouraged/expected)
Examples of DECADE Mentor-initiated activities

- Guest speakers/lectures
- Professional Development workshops
- Community Meeting & Social hour
- Climate discussion and social hour
- “Celebration of Diversity”
- Workshop & Discussion on Navigating Microaggressions
- Department Climate Discussion
- Lunch with first year students
- “Yoga in the park”
- DECADE Book club
- Dissertation writing group
- Graduate Student group writing
- Women’s forum
- Workshop with Dr. Phong Luong (Graduate Counselor)
Graduate Division coordinates Graduate student DECADE Activities/Programming, including:

- DECADE Student Council
- DECADE Press
- DECADE Speakers

Graduate Division provides OIE with program-specific data and Admissions Powerpoint slides, which we share with DECADE Mentors.
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**:  
• Send out “welcome” email to all graduate students; offer drop in/office hours?  
• Offer quarterly presentations to Department Chair/faculty colleagues (share OIE resources)  
• Work with DECADE graduate students to form or enhance School-based DECADE Student Councils  
• Work with Equity Advisor and Associate Dean to monitor and address climate issues
Resources for DECADE Mentors (2017-18 Workshop slides, handouts in password-protected Google Drive)

• Mentoring Excellence Workshop
• Graduate Student Wellness and Recognizing Distress
• Supporting Undocumented Students

Present information at faculty meetings or faculty workshops
2018-19 Programming:

• Holistic Review (today)
• Ensuring Mentoring Excellence (Fall quarter, November 30, 12-2 pm)
• Supporting 1st generation Graduate Students
• Conflict resolution
• Sharing “best practices”
Important Handouts (in Folder):

- Names/contact info: DECADE Mentors campuswide
- Roles & Responsibilities of DECADE Mentors
- Requesting DECADE Mentor Funding
Additional resources:

**Graduate Division DECADE Website**


**Office of Inclusive Excellence Website**

See DECADE tab

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See DECADE tab

http://inclusion.uci.edu/

**DECADE School-specific Website**

Link to be provided Fall quarter
Questions?

Contact:

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