THE NEXT PHASE OF GRADUATE EDUCATION

ACADEMY OF INCLUSIVE EXCELLENCE

September 24, 2019
TODAY’S AGENDA

UCOP APC Graduate Education Workgroup
Responsible and Inclusive Growth
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UCOP APC Graduate Education Workgroup
Responsible and Inclusive Growth
Calls for a Shift to a Student-Centered Model

- Reward Faculty mentoring
- Prioritize Inclusion
- Support Wellness
- Expand Professional Development
REWARD FACULTY MENTORING

• Working with Academic Personnel to address graduate student mentoring within promotion and tenure processes
• Press & Recognition: Highlight faculty doing a great job (including you!)
• Financial Rewards: Exploring incentives and rewards for faculty who are going the extra mile
• What do YOU think will be motivating?
PRIORITIZE INCLUSION

Our undergrads are our top feeder and are 50% first gen
Dreamers are going to Cal State more than UC
Recruitment fellowships (more on this later)
Major retention efforts (more on this later)
Health and Wellness

Two counselors: Phong and Elizabeth

Programming through GRC and in partnership with others on campus

Cooperation with Counseling Center, soon to be named Chief Wellness Officer, DECADE programs, and more
EXPAND PROFESSIONAL DEVELOPMENT

Graduate Resource Center

• Writing
• Speaking
• A whole host of other professional development services

Career Services

• Division of Career Pathways is now EXPLICITLY charged with supporting graduate students
• Alumni relations, mentoring, and young professional networking a priority this year within Grad Division
• Please stop saying “alt” or “alternate”
TODAY’S AGENDA

UCOP APC Graduate Education Workgroup

Responsible and Inclusive Growth
CURRENT GROWTH
Applications and Enrolled Both Growing

[Graph showing growth in applications and enrolled students from F2014 to F2019.]

PREPARED FOR INCLUSION ACADEMY 2019
CAMPUS WIDE ENROLLMENT TARGETS

Each individual unit may look radically different.

PhD Growth to 12% by 2024:
- AAU Standing: Faculty to student ratio
- Rebenching requirements from UCOP
- Growth in research funding

HOW DO WE DEFINE RESPONSIBLE GROWTH?

HOW DO WE ENSURE THE RIGHT QUALITY (HOWEVER DEFINED) AND QUANTITY MIX?
HOW WILL WE SUCCEED?

That’s part of what we are here to discuss.

All ideas welcome.
RECRUITMENT

We must target a broad audience to meet campus goals

We are here to help

We are looking for

• excellent growth from all over
• who represent all of California and
• power the intellectual and economic engine of the state
RECRUITMENT

We must target a broad audience to meet campus goals.

We are here to help.

We will provide:
- targeted advertising
- direct recruitment support (at fairs, by phone, and so on)
- workshops, summer programs, and other support for undergraduate students who might come to graduate programs
- hopefully even more diversity focused fellowships and support
- training on holistic admissions that is Prop 209 compliant
Unless the racism is addressed and eradicated in the places you are looking to make ‘diverse’ you are simply bringing people of color into violent and unsafe spaces.

6:28 PM · 04 May 19 · Twitter for iPhone

3,024 Retweets 8,614 Likes

saleem, a. @angbe3n · 13h
Replying to @RachelCargle
yes! and often expecting them to bear the burden of making it better
RETENTION
What do we do once they get here?

MENTORSHIP: We have made great strides, in large part due to the work of the people in this room.

SPACE: The Graduate Resource Center is a place for all graduate students
- Programming
- Potential for some drop-in office space

INCLUSION: Working with a variety of offices on campus to better support people with disabilities, families, URMs, and others who may have different needs than traditionally supported.

Trying to lift the burden of this work OFF the URM population as possible.
FINANCIAL NEEDS

Are our stipends attracting the best students?
Are our stipends allowing access for ALL?

• Block allocation
• Supplemental support
• TA salary differential
• Fellowship funding levels
• Different “salaries” in different fields and programs
• Cost of Living: Recent UC-wide report indicates our stipends may be as much as $3400 per year too low when cost of living is factored in
18-19 Graduate Student Funding

- Fellowship
  more on next slide
- GSR – Employed researchers, typically on grants
- TA/Reader/Tutor
- GSHIP
  Graduate Student Healthcare

Funding amounts:
- $50M
- $45M
- $7.8M
- $34M

PREPARED FOR INCLUSION ACADEMY 2019
18-19 Graduate Student Fellowships

- Federal, $9M
- Extramural/Gift, $6M
- Block Fellowship, $23M
- NRST Remission, $6M
- Diversity, $2M
- Other, $5M

PREPARED FOR INCLUSION ACADEMY 2019
We need to reset the trajectory, especially for students who are focused on promoting diversity.
OPEN QUESTIONS

What can graduate division do to best help you in your work?

What things are you seeing on the front lines that might need to be raised more broadly?
QUESTIONS AND COMMENTS
Please get in touch anytime: hayesg@uci.edu