Recruitment & Funding in Graduate Education

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What does the Graduate School Office of Diversity, Inclusion, & Funding do?
Overview Statement

The Office of Diversity, Inclusion and Funding plays a central role in creating an inclusive and multicultural educational landscape through the retention and recruitment of diverse students, especially those of domestic minority and low-income/first generation college backgrounds, who have been traditionally under-represented in graduate education. We work to promote a shared campus-wide commitment to an inclusive climate for all UW-Madison graduate students through initiatives such as the McNair Scholars Program and the Graduate Research Scholars communities. In addition, the unit oversees the Graduate School’s fellowship and funding competitions, serves as the coordinating unit for multiple external fellowships, and provides assistance to graduate students, staff, and faculty on campus-wide funding issues.
Student Research Grants

» Online application open year-round with multiple review deadlines
  > http://grad.wisc.edu/studentfunding/grantscomp
  > All graduate students eligible to apply
  > The Graduate School will not directly pay programs that cover student expenses

» Conference Funding
  > $600, $1200 to present/perform work at a conference

» Research Travel Funding
  > $600, $1200 to perform research activities off-campus
  > Limited number of $1500 awards for international work
Graduate Student Mixers

» Hispanic/Latino – October 20th (TODAY!!!), 5pm-7pm
» Asian American –
  October 27th, 4:30pm-6:30pm, MSC Lounge (Red Gym)
» Native American/Alaska Native/Native Hawaiian –
  November 10th, 4:30pm-6:30pm, MSC Lounge
» Black/African American –
  November 17th, 4:30pm-6:30pm, MSC Lounge

» General information about series
  > New partnership with the Multicultural Student Center
  > Invitations sent directly to students identified as part of appropriate demographic, but please follow-up with students who you feel would benefit from experience
  > Key goals are enhanced campus-wide networks, development of student-led initiatives out of these mixers
Key Takeaway

» Retention begins in the recruitment phase!!!

» Retention impacted by two key areas:
  > Academic engagement
  > Social engagement
  ⇒ recruitment needs to take into account both areas

» Also should align with knowledge of what works for retention of diverse students
Recruitment: Pre-Application to Application

Pre-Application Activities aimed at Students from Underrepresented Demographics

- Prospect System
- Pipeline Programs: SROP, McNair, etc.
- Partnerships
- Campus Visits
- Grad Recruitment Fairs
- Faculty Talks

Student Applies to UW-Madison
What data do we collect?

» Citizenship status

» Race/ethnicity
   > Students of color – generally refers to all non-White students
   > Underrepresented minority (URM) – Black/African-American, Hispanic American, Native American/Alaska Native, others based on discipline
   > Targeted minority – URM + Southeast Asian American

» Gender
   > Women considered underrepresented in some fields (men in some, as well)

» Previous program participation
   > McNair Scholars Program
   > Summer Research Opportunity Program
   > Wisconsin Alliance for Minority Participation
   > Institute for the Recruitment of Teachers
   > Other TRiO program
   > FASTrack/BANNER
   > PEOPLE Program

» Highest education level of parents/guardians
It Takes a Village...

» The Graduate School and GRS communities cannot do all the work!!!

» Examples of things to keep in mind with underrepresented students:
  > How are we promoting more than just our academic ranking?
  > How are program faculty/staff equipped to work with students from underrepresented backgrounds?
  > How do we show that we care about students beyond academics?
  > How are academic expectations explained to students?
  > How are we helping students find community within program, elsewhere?
Things to Consider in Planning

» What are trends in this program?
  > Demographics of students applying, admitted, entering
  > Demographics of all students in program
  > Retention/graduation rates, time-to-graduation, appointment types by demographic

» What is my program doing to recruit/retain diverse students?
  > Opportunities for partnerships with MSIs (use SED, professional org data)
  > Indication of program climate, how any issues being addressed
  > Initiatives based on what has worked for similar programs

» What are trends for peer institutions, similar disciplines?
  > Data from professional organizations
  > Information from 2011 NRC report (2005-06 data)
  > Program Profiles from Graduate School
**Undergraduate Research Efforts**

» **McNair Scholars Program**
  > Year-round research experience for underrepresented minority, low-income/first-gen students
  > Stipends, conference travel funds to professionalize
  > Workshops to help students improve research skills

» **Summer Research Opportunities Program**
  > Prospective grad students spend summer at UW-Madison doing research, getting to know campus community/area
  > Various programs/offices around campus partner to host students
  > Grad School coordinates common logistics, hosts general events for all participants (welcome, grad resource fair, etc.)
Partnerships

> **Academic partners**

- Florida A&M University
- Howard University
- New Mexico State University
- New Mexico Tech
- North Carolina A&T
- Tennessee State University
- Tuskegee University
- Universidad del Este (UNE), Puerto Rico
- University of Illinois at Chicago
- University of New Mexico - Main
- University of Puerto Rico - Bayamon
- University of Puerto Rico - Mayaguez
- University of Puerto Rico - Rio Piedras
- Xavier University of Louisiana

> **Consortium partners – IRT (Education, related fields), National GEM Consortium (STEM)**

- Provide lists of prospective underrepresented minority students for us to use
- GEM provides one-time funding for selected students (we still need to supplement)

> **Graduate program-based recruiting activities**

- Request Graduate School tablecloth/info packets – http://grad.wisc.edu/diversity/rec_form
- Upcoming diversity events – http://grad.wisc.edu/diversity/events/list/
Application Fee Waivers

http://grad.wisc.edu/admissions/feeegrants

» Participants of Targeted Programs
  > Academic Partner Institutions
  > McNair Scholars – anywhere in the US
  > SROP – UW-Madison, other CIC institutions
  > Institute for Recruitment of Teachers (IRT) – Associate Program, Intern Summer Workshop
  > WiscAMP

» Students from Low Income Families
  > Students complete form on website, send PDF to Office of Fellowships & Funding Resources (offr@grad.wisc.edu)

» Departments may also choose to cover application fees for students they want to target
Recruitment: Post-Application to Enroll

Meetings/Conversations with Faculty → Post-Application

Graduate Research Scholar Communities → Funding Offers

Campus Visits → MGN & Other Campus-wide Efforts → Post-Admission

Student is Admitted 😊

Post-Admission → Student Chooses UW-Madison!! 😊😊
Seven communities by discipline

- GERS (Engineering)
- L&S C-GRS
- Ed-GRS
- SciMed GRS (CALS, SMPH, Pharm, Vet)
- Nursing GRS
- EnviroGRS
- Business GRS

Eligible students flagged in GWIS during admission process

Initiatives aimed at supporting students

- Professional development activities
- Social activities
- Outreach to prospective students, community
  + Preview weekends in biological sciences, engineering, chemistry
- Support for faculty/staff
WARF/Campus funding provided to academic programs to aid recruitment and retention of “top” students

- Arts & Humanities – Fall application period
- Social Studies – Fall (Block), Spring (Traditional)
- Physical Sciences – Fall
- Biological Sciences – Spring

Funding must be used during following academic year

Things to Consider:

- How does fellowship offer timing impact student acceptance?
- How are unconscious biases coming into play in determining “top” students instead of using actual knowledge of success?
Feel free to contact me to talk more about your specific questions/ideas/etc.!

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