



---

# UGS DIVERSITY & INCLUSION

---

Fall 2020 Report



January 14, 2021

Bianca D. Evans-Donaldson, PhD, MBA  
Assistant Dean, Diversity and Inclusion  
<https://graduate.indiana.edu/about/diversity/>

## Contents

<b>Diversity Initiatives and Investments</b> .....	<b>2</b>
Diversity Initiatives.....	2
Regional and National Recruitment.....	2
GRAD Chats Live Webinar Series .....	2
Getting You into Indiana University (GU2IU).....	2
Programming and Events.....	2
Virtual Games .....	2
UGS Scholars Program.....	2
Assertiveness Training.....	2
Coffee and Conversations .....	2
Diversity Investments .....	3
Personnel.....	3
Targeted Recruiting .....	3
D&I awareness Events.....	3
Ongoing Dialogue.....	3
Culture Awareness and Competency Training .....	3
<b>Diversity Opportunities and Challenges</b> .....	<b>3</b>
Opportunities.....	3
Diversity Fellowships and Awards .....	3
SREB Institute on Teaching and Mentoring.....	3
Presentations .....	3
Recognition.....	4
Challenges.....	4
Recruitment.....	4
Retention.....	4
Climate.....	4

## Diversity Initiatives and Investments

### Diversity Initiatives

Recruitment efforts target prospective diverse graduate students include attending recruitment events, hosting virtual webinar sessions, and campus visitation events.

#### Regional and National Recruitment

Representatives from the UGS Office of Diversity and Inclusion attended 34 events. Regional recruitment visits included trips to The Ohio State University, Illinois, and Michigan State University. National trips include California Diversity Forum, UC Merced, UCLA, Texas Grad & Professional Fair, Cornell, Atlanta University Center Consortium (AUCC), Emory, Syracuse, UCF McNair Scholars Grad Fair, and others. Historically Black Colleges and Universities visits include Florida A&M University, Southern University, NC A&T University, North Carolina Central University, and Fisk University. For Fall 2020, a total of 3720 prospective students were added to the database.

#### GRAD Chats Live Webinar Series

The Prospective Graduate Student Series is a 6-part webinar series held on a Wednesday or Friday at 7 pm for 30 minutes. Topics included: Strategies for a Competitive Application (8/28), How to Apply to IU Graduate Programs (9/9), How to fund Graduate Education (9/25), Why Pursue a Masters or Doctorate (10/7), Keys to Success in Graduate School (10/23), and Navigating the Academy as a Diverse Student (11/4). Current graduate students (Emissaries for Graduate Student Diversity) discuss what being a diverse graduate student at IU Bloomington is like with additional time for Q&A. A total of 116 attended with an average of 19 prospective students attending per session.

#### Getting You into Indiana University (GU2IU)

The **Fall Getting You into Indiana University (GU2IU)** was held October 19, 2020 virtually. Twenty-five students were accepted to the program. The GU2IU program had to pivot from a three-day to one-day event due to COVID-19 restrictions. The average GPA among invited GU2IU Fall 2020 applicants was 3.54 and 92% had completed an intensive research experience. 80% had a STEM interest. Students represented the following states : California (6), Delaware (1), Florida (1), Georgia (1), Iowa (1), Illinois (1), Indiana (2), Michigan (2), Maryland (1), Nebraska (1), New York (2), North Carolina (2), Puerto Rico (2), Texas (1), and Wisconsin (1). Ethnicities included African American (8), Hispanic (12), Asian (3), Native (1), and White (1). More females (64%) than males (36%) participated in the Fall GU2IU event. Spring event will be April 19, 2021.

### Programming and Events

Retention related events invite current diverse graduate students to attend sessions and create a sense of belonging and acquire knowledge. The events below were hosted in Fall 2020.

#### Virtual Games

To engage graduate students virtually, we hosted **#IUBBack2SchoolBingo** on August 24, 2020 to September 4, 2020 to build community. Bingo prize drawings were held on Sept. 4, 2020. The Emissaries for Graduate Student hosted a **Virtual Game Night** on September 24, 2020.

#### UGS Scholars Program

The core purpose of the prestigious distinction of **UGS Scholar** is to develop a community of diverse scholars through which connections are established and maintained across all graduate fields. Fifty-three scholars focused on academic, social, and personal development, attended check-in meetings, and submitted progress reports. Students conversations ranged from time management to social justice and anxiety to funding. All scholars are recipients of IU fellowships related to diversity in higher education.

#### Assertiveness Training

Diversity Fellow, Kerry Guest, led a session on **Assertiveness Training** on September 30, 2020 focused on creating a skillset to be more assertive.

#### Coffee and Conversations

A weekly zoom check-in for diverse students, **Coffee and Conversations**, was on Tuesdays from 12:00 - 1:30 pm from August 18, 2020 to November 10, 2020. The 14 sessions allowed graduate students time to chat during a tea/coffee break, build community related to graduate student life, assess needs during national events such as COVID-19, social injustice protests, and election results. The sessions were attended by 10-12 graduate students with a total of 150 students served.

## Diversity Investments

The investments of UGS Diversity and Inclusion includes key personnel, targeted recruiting, events, dialogue and culture awareness.

### Personnel

The UGS Office of Diversity and Inclusion includes one Assistant Dean for Diversity and Inclusion, 13 Emissaries for Graduate Student Diversity (Ambassador Program), and 2 Diversity Fellows (graduate assistants).

### Targeted Recruiting

The UGS Office of Diversity and Inclusion develops and implements both strategic and operational plans for the identification, tracking, and recruitment of individuals who will enhance the diversity of the graduate student population.

### D&I awareness Events

The UGS Office of Diversity and Inclusion manages the Getting You into IU Recruitment Program and UGS Scholars Program and represents IU with key national organizations including the Big Ten Academic Alliance (BTAA), GEM Consortium, Southern Regional Education Board (SREB), National Name Exchange (NNE) and other organizations whose work closely aligns with the goals of the graduate school.

### Ongoing Dialogue

The UGS Office of Diversity and Inclusion creates and supports retention and completion activities and serves as an advisor to current underrepresented students and student groups including the Emissaries for Graduate Student Diversity and Black Graduate Student Association.

### Culture Awareness and Competency Training

The UGS Office of Diversity and Inclusion works with colleagues across academic departments to create sustainable programming that provides opportunities for education, mentoring, training, and social engagement. Dr. Evans-Donaldson completed IU's Intercultural Competence Certificate Program and National Council for Health Behavior Mental Health First Aid Training to better serve diverse populations.

## Diversity Opportunities and Challenges

### Opportunities

We found opportunities to recruit and retain diverse graduate students by offering several campus-wide fellowships, present at national conferences, and be recognized with a STEM Award.

### Diversity Fellowships and Awards

Recruitment fellowships are designed to advance the Graduate School's commitment to access, equity, and inclusion and to enhance the diversity of Indiana University's graduate student population are available on a competitive basis. Awards include tuition remission and a stipend. Diversity related fellowships include the President's Diversity Recruitment Fellowships (N=9), Graduate Scholars Fellowships (N=5), McNair Fellowships (N=2), Herbert Ph.D. Fellowships (N=4 IUB; 1IUSM), President's Diversity Dissertation Fellowship (N=7), Educational Opportunity Fellowships (N=9). Additional awards include the Regional Graduate Fellowships (N=15): IU Southeast (N=5), IU South Bend (N=5), and IU East (N=5).

### SREB Institute on Teaching and Mentoring:

The goal of the Travel Award (N=16) to the Institute on Teaching and Mentoring is to prepare more minority Ph.D. students who seek careers as college faculty. The Travel Award provides multiple layers of support including career counseling, job postings, counseling and advocacy, a scholar directory for networking and recruiting, early career support for pre-candidacy doctoral students, and concludes with a graduation ceremony for those that successfully defended the dissertation. We had three students recognized as SREB-State Doctoral Scholars Program graduates for 2020 and they are Dr. Henry Castillo, Dr. Naomi Thompson, and Dr. Francesca Williamson.

### Presentations

We found opportunities to present our work on topics related to underrepresented graduate student recruitment, retention, and climate at several conferences. Presentations include: *Diversity Matters: Utilizing Emissaries for Graduate Diversity for Cultural Engagement* at the 27<sup>th</sup> Annual National Conference on Students in Transition (October 2020), *Broadening STEM Research Opportunities with Institutional Collaborations* at the AAC&U's 2020 Virtual Conference on Transforming STEM Higher Education (November 2020), and *Promoting Diversity and Inclusion in Graduate Education* at the Indiana Association of Blacks in Higher Education (IABHE) Lunch & Learn

(November 2020). Upcoming presentations include: *Stopping the Revolving Door: 3 Best Practices for Underrepresented Graduate Students* at the Where Do We Go from Here: Social Justice Conference (January 2021), *Getting You into IU (GU2IU): An Assessment of Graduate Diversity Recruitment* at the AAC&U 2021 Virtual Conference on Diversity, Equity, and Student Success (March 2021), and *Why I Choose to Persist: A Case Study of Underrepresented First-Generation PhD Students Navigating* at the 2021 American Psychological Association (APA) Convention (August 2021).

### Recognition

The Getting You into Indiana University (GU2IU) was nominated and selected as a recipient of Insight to Diversity’s 2020 Inspiring STEM Award. The award recognizes unique and innovative efforts for improving access to STEM for underrepresented students. This award underscores the work of the GU2IU recruitment program designed for prospective Ph.D. and M.F.A. applicants from populations underrepresented in higher education. GU2IU provides them an opportunity to visit Indiana University and meet faculty, staff and graduate students before applying to graduate study.

### Challenges

Our commitment to graduate diversity focuses on creating an inclusive and multicultural educational landscape through the recruitment, retention, and graduation of diverse graduate students, our challenges are noted below.

### Recruitment

Recruitment of underrepresented graduate students is a competitive market. Our challenge is converting some of the 3000+ prospective students into a positive admissions yield. We are focusing on building relationships with colleges and universities and pipeline programs and events.

### Retention

We see an increase overall in the number of students seeking support from the UGS Office of Diversity and Inclusion. 309 contact reports were generated outlining the frequency and kinds of contact (Table 1). During the Fall 2020, one professional staff had 309 individual student meetings with 173 related to academics, 71 related to social activities, and 65 related to personal. As indicated in Tables 2 most contacts were made by second year female students. Overall, females visited the virtual office more frequently than males (2:1 ratio). Significantly, the list of total academic contacts was higher than the number of social contacts. The number of personal contacts related to personal issues increased by 75% from Fall 2019 numbers.

Table 1. Summary of Student Contacts

Semester	Academic	Social	Personal	Male	Females	Students Assisted	Contacts Made
Fall 2020	173	71	65	113	196	309	476

Table 2. Summary of Student Contacts by Classification

Semester	Total Year 1	Total Year 2	Total Year 3	Total Year 4	Total Year 5	Total Year 6+
Fall 2020	50	113	64	15	59	8

Academic issues included typical concerns about previous academic performance, course selections and course combinations, and applying to fellowships. Social issues ranged from interacting in a virtual space, roommate issues, and other issues relevant to their lives as an Indiana University student. 21 percent of students visited the office for personal matters. These issues included stress and anxiety, racial and discrimination concerns, financial concerns, and supervisor issues. The most discussed personal topic was financial or funding related. Guided assistance in the decision-making process was provided and issues were resolved, or the student was referred to CAPS, student home Department, or other appropriate centers of support.

### Climate

With a commitment to culturally inclusive spaces, our major challenge is programming to meet the needs of underrepresented graduate students. We utilize our Emissaries for programming ideas.