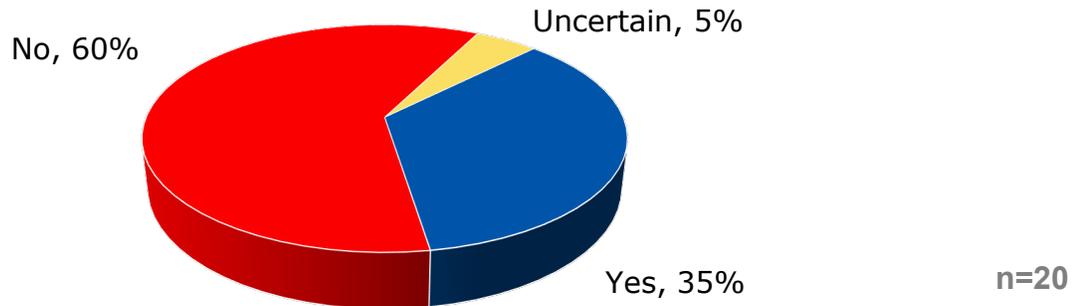




January 2020 Flash Feedback Results: Graduate Student Diversity Programs at Your Institution

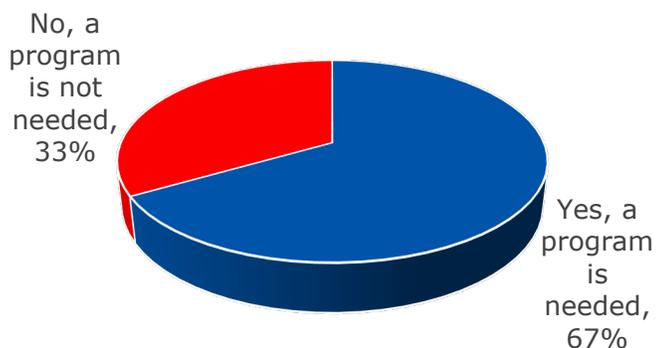
Do you have a diversity visit program for graduate students at your institution?



If yes, please describe the program and its goals. Do you feel the program achieves its goals?

- Application based preview weekend (pre-admit), held in autumn. Goals are largely to introduce highly competitive students to UChicago, improve yield on those who are admitted, and give us some word-of-mouth exposure to their peers. I'd say achieves some of the goals, varies from year to year and at master's vs PhD level in how effective it is.
- Discover Bentley, now in its 8th year, is a graduate school exploration program open to underrepresented students of color from US institutions. Participants are flown to our Waltham campus, just 12 miles outside of Boston, where they spend two days exploring all that Bentley's graduate school has to offer through class visits, conversations with current graduate students and faculty, networking with corporate partners, and an introduction to the admission and financial aid process. There is no cost to apply or attend; transportation, housing accommodations and meals are provided for participants accepted to the program. I do feel that the program achieves its goals.
- This exciting and informative event is designed to introduce students to a specific health science career path, provide opportunities to meet students and faculty, and offer a chance to become inspired about future career possibilities. The program – including meals and travel – is offered at no cost to selected applicants.
- We leverage a McNair Student Research conference as a platform to invite students attending the conference to meet with faculty and departments while on the campus. We have used partial travel scholarships as part of this in the past.
- We reach out to TRiO programs to invite them bring this students to campus to learn about our campus and about graduate school in general.
- Well, there are a few University-wide ones, I'm not sure that I can totally describe well, but overall goals are to increase diversity & increase underrepresented students' presence on campus & improve their long term outcomes.

If no, do you feel a program is needed?

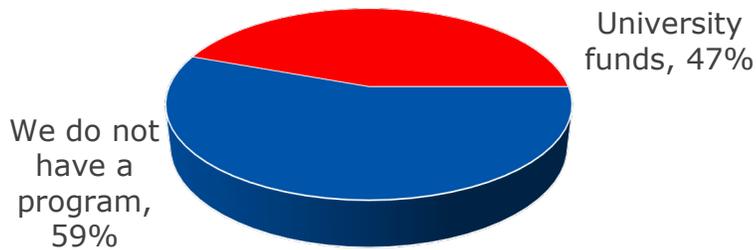


Why do you feel a program is or is not needed?

- We do not have the administrative capacity to plan and execute such an event.
- We don't have many visitors to campus.
- We incorporate Diversity and Inclusion into our main recruitment and visit activities. The Office of Diversity and Inclusion works hand in hand with us in setting up visits and interviews and hosts a lunch at the end of the visit for any student interested in attending.

How is your diversity visit program funded?

(select all that apply)



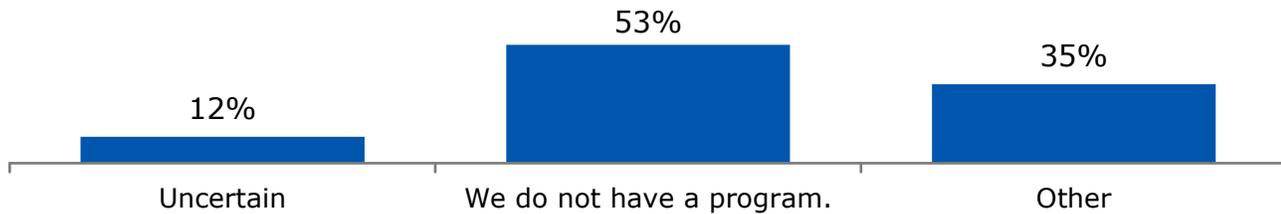
Not selected:

- Donations
- Grant
- Scholarship

Other:

- It's not our program specifically, it's a University wide program, so I don't know how it's funded.

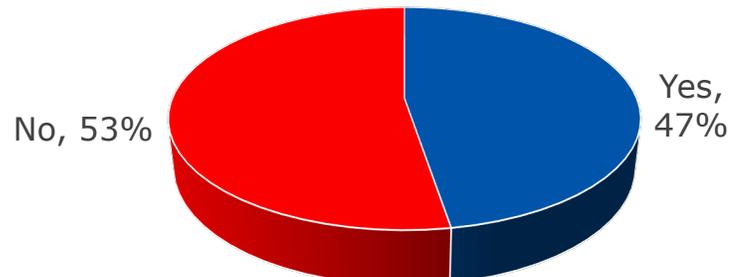
How was funding obtained to run the program? What is the ROI?



Other:

- Central diversity office is the primary funding source; ROI is different based on the various programs that are involved.
- Partnership with D&I office.
- The funds for events during the visit are from our operating budget. Funds for travel scholarship are from a designated line specifically for McNair Scholars. These funds come from the Provost office.
- We just built it into our budget. We don't measure the ROI in dollars, more in word of mouth among a highly competitive population, so we don't really try to put a dollar value on it.
- We view it as recruitment. ROI is not the highest.

Do you have a fellowship targeting graduate student diversity at your institution?



If yes, please describe your diversity fellowship program and benefits:

- Dove & some other ones. Main benefits for my program is that they cover tuition & insurance for those students if we apply for our students to receive the funding & they are accepted.
- It is an NIH IMSD for increasing diversity in Biomedical science. It is a mentoring program with senior, underrepresented students mentoring new, incoming students.
- Repackaging existing fellowship award funds. Program Director announced the scholarship - this is a specific scholarship for first-generation college alums, entitled the Opportunity Scholarship.
- Stipend plus tuition and health insurance for one year.
- Students receive GRA funding for their first year, and they receive some professional development with other members of the fellowship cohort.
- The Dean's Leadership program is a unique scholarship fund that awards academically excellent students who are committed to leadership and social responsibility with one annual 100% tuition scholarship and one annual 50% tuition scholarship. We partner with professional organizations for students and professionals from diverse backgrounds to find and award these students with funding for graduate study.
- We have two. The first is a McNair Scholar Scholarship - \$2000 per year with renewable after the first year. These are stackable with department assistantships.
- We offer at least seven master's students per year a full tuition scholarship, \$10,000 stipend, and health insurance coverage. Awards vary by program for doctoral candidates.

Please describe any other diversity programs for graduate students at your institution.

- GEM fellowship for students in science and engineering.
- Graduate students are part of specific student organizations including, a SACNAS chapter, a La Raza student group, as well as participate in our Multicultural Center activities.
- Our diversity organizations (e.g. Hispanic Lawyer's Association) are very active and often call or connect with admitted students to support recruitment.
- We are actively developing more support services for under-represented students to provide programming and support throughout their time at our university. These programs vary from casual meetings to guest speakers to workshops. We are also participating in regional diversity recruitment fairs and reaching out to McNair Scholars offices inviting them to visit our campus.
- We have a diversity office, but it's mostly for undergraduate students.
- We only work with admissions, but the student services side has many. Our grad academic affairs office has a D&I director; and there are staff dedicated to D&I in several academic units as well as in the central student affairs office (office of multicultural student affairs, student support services, etc.).
- We run a Diversity, Equity, and Inclusion Committee that is comprised of students, alums, and faculty. Initiatives range from increasing diversity among the student body to aligning the program curriculum with diversity goals.