

RECRUITMENT AND RETENTION

Recruitment plan to enhance diversity: The UC Irvine Graduate Division undertakes a range of recruitment activities each year that are designed to identify and attract traditionally underrepresented students. Through a national network of contacts and access to recruitment venues, we are able to outreach to students from a range of institutions and graduate preparation programs such as the McNair Scholars Program, the Minority Access to Research Careers (MARC) program, and Minority Biomedical Research Support (MBRS) program, to name a few. Specifically, the UC Irvine Graduate Division regularly participates in campus-based graduate-recruitment fairs at UC and CSU campuses such as UCLA, UC Riverside, UC Davis, Cal State Los Angeles, and Cal State Long Beach. UC Irvine Graduate Division has also been building upon our strong relationships with several HBCU campuses, including Morehouse and Spelman Colleges, Howard and Coppin State University. As a Hispanic Serving Institution, UC Irvine has partnered with local and national HSIs to diversify the doctoral population. We also participate in national recruitment fairs/research conferences that target underrepresented students in the STEM disciplines, such as SACNAS (Society for the Advancement of Chicanos and Native Americans), and ABRCMS (Annual Biomedical Research Conference for Minority Students). We are also institutional planning committee members and active participants in the California Forum for Diversity in Graduate Education, which takes place twice yearly in California. The Diversity Forum is a full-day program to Program faculty participate in these recruitment events as recruiters, research presentation judges and conference participant mentors in partnership with the Graduate Division.

Several programs housed within the Graduate Division support our recruitment mission. The Summer Undergraduate Research Fellowship Program (SURF) and University of California Leadership Excellence through Advanced Degrees (UC LEADS) proven to be valuable pipelines for underrepresented students interested in pursuing a doctorate. The SURF program brings diversity students with outstanding potential from around the nation to UC Irvine. The UC LEADS program aims to foster high quality junior and senior-level undergraduate diversity students for University of California doctoral programs. Through both programs, prospective students learn to apply successfully to graduate programs while experiencing graduate education at UC Irvine through faculty-mentored research. In addition, the program provide fellowship preparation and requires participants to submit a draft application for the National Science Foundation Graduate Research Fellowship Program or Ford Foundation Fellowship at the end of the program.

UC Irvine is one of the research institution partners on California State University, Long Beach's NIH Build grant, which is a pathways grant to diversify the biomedical research workforce. UC Irvine is providing opportunities for Build students to participate in research at UC Irvine through the SURF program and also hosts a campus visit every summer for BUILD scholars.

Retention plan to enhance diversity: DECADE (Diverse Educational Community and Doctoral Experience) program, formerly funded by the U.S. Department of Education's Fund for the Improvement of Post-Secondary Education (FIPSE), is jointly housed in the Office of Inclusive Excellence (OIE) and Graduate Division. DECADE aims to improve the diversity of the academic pipeline leading to doctoral degrees and beyond. Using the ADVANCE Equity Advisor model to improve diversity and climate, the program provides support for the recruitment and retention of underrepresented students and women through programming that focuses on professional development, networking opportunities, skills building, and improving campus climate within the graduate community. In addition, our students have the opportunity to participate in the DECADE Student Planning Committee and school-based DECADE Student Councils. DECADE Student Planning Committee members take a leadership role in planning future programming and serve

as an advisory committee to the DECADE administrators, Faculty Mentors and Equity Advisors, and the Graduate Dean's Diversity Council. Moreover, they also serve in an advisory role for School administrators with regard to salient diversity and climate issues and can inform future school recruitment and retention initiatives.

Competitive Edge (CE) is a summer pre-entry program designed to operate as both a recruitment and retention tool for diverse graduate students. CE integrates incoming first-year graduate students into the campus and their academic department during the summer prior to their first fall quarter, enabling students to improve their research skills, form relationships with other students and their advisors, and participate in professional development programming. Participants of the program complete eight weeks of faculty-mentored research, take advantage of priority on-campus housing, a summer research stipend, a full course of workshops designed to integrate students to their new campus and foster community, and in addition participants are mentored by an advanced graduate student in their department. In addition, the program provide fellowship preparation and requires participants to submit a draft application for the National Science Foundation Graduate Research Fellowship Program or Ford Foundation Fellowship at the end of the program. By participating in integrative activities and receiving exposure to various mentorship experiences, CE participants are also trained to be future peer mentors for undergraduates and future CE participants. The networking opportunities and research preparation the students receive builds a foundation for successful navigation through graduate education at UC Irvine.

UC Irvine offers services to accommodate graduate students with disabilities. UC Irvine's Disability Services Center (DSC) serves graduate students with disabilities. Students with disabilities can register with DSC to receive reasonable accommodations while they are pursuing their graduate studies.