Directors of Graduate Studies Meeting Minutes  
Wednesday, October 11, 2017  
3:30 p.m.-5:00 p.m., IMU Iowa Theater

Meeting was called to order at 3:30 p.m. by Dean John Keller.

Announcements and Updates

From the Dean:  John Keller appointed as Interim Vice President for Research and Economic Development effective October 1, 2017.  He continues with Graduate College Dean duties.

Sarah Larsen’s title has been elevated to Graduate College Senior Associate Dean effective October 1, 2017.  In addition Shelly Campo’s title elevation of Graduate College Associate Dean was approved, effective July 1, 2018.  These changes in title recognize the outstanding work that each has dedicated to the Graduate College, our students and our programs.

Office of the Provost continues with Academic Organizational Structure 2020 efforts, Phase II committee chair is Tom Rice.  Engagement with the process is encouraged.

Recently the Office of Vice President for Research and Economic Development notified campus of a change related to the compliance interpretation regarding Responsible Conduct of Research.  Now researchers must complete step one prior to enrolling in step two.  For additional information on the University’s programs in Responsible Conduct of Research, visit the [OVPRED website](#).

Senior Associate Dean Larsen shared the Graduate College’s Three Minute Thesis preliminary round finished with about 40 presentations.  She expressed appreciation for DGS support of the competition.  Finalists will be announced soon.  Final event is scheduled for November 10, 2017.

Student reminders regarding Commencement registration have been emailed.  Commencement will be Friday, December 15, 2017, at 7:00 PM in Hancher Auditorium.

Interim Associate Dean Campo announced Spring Fellowship opportunities: 1) Digital Studio fellowships competitive priority will be given to students incorporating digital work in their thesis, 2) Precomp Underrepresented Minority priority to those who have not received a precomp award in the past.

Student TA Training Survey has been launched.  Please encourage student participation.  The survey is a follow up to the Program TA Training Survey.

Assistant Dean Heidi Arbisi-Kelm reminds programs with departmentally dismissed students to notify the Graduate College.  Once notified the Graduate College will officially record the dismissal in the institutional student record (MAUI) which places a hold on student registration.

Graduate Diversity Initiatives

Senior Associate Dean Sarah Larsen shared a PowerPoint presentation.  Overall University of Iowa graduate enrollment as of Fall 2017 demonstrates student body is 20% international, 3% Black/African American, 5% Hispanic.  In 2016 the % of UI graduate students that are underrepresented domestic
minorities (URM) was below the national average posted by the Council of Graduate Schools (CGS) enrollment report. Our institution acknowledges the critical task of recruitment and retention of URM students in the current Strategic Plan. Recognizing the need to be proactively competitive, the UI SIT-2 committee identified campus efforts regarding URM graduate students and made recommendations to advance these efforts. One recommendation was to build upon current UI pipeline opportunities (U2G, SROP, and PREP). Another recommendation was to institutionalize recruitment packages for URM graduate students. Please contact Sarah Larsen sarah-larsen@uiowa.edu if you’d like to discuss best practices regarding holistic admissions, mentoring URM students, or Office of Graduate Inclusion activities.

**New Fellowships for URM students**

Interim Associate Dean Shelly Campo announced a new recruitment fellowship for Fall 2018 first-year URM graduate students. The recruitment fellowship will strengthen the institution’s ability to be competitive. The Graduate College will finance the first year and four summers. To proactively avoid attrition rates, programs will be required to name two mentors, create individual development plans, and submit a five-year financial support plan. Underrepresented minority students are eligible to apply for all other Graduate College fellowships. Recruitment seasons vary due to discipline, fellowship reviewers will consider seasonality in determinations.

Graduate College integrated fellowship award data with MAUI demographic data to identify URM representation in each award category.

A targeted email was sent to students eligible for URM Pre-Comp Thesis Completion award.

Meeting adjourned at 4:28 p.m.
Graduate Diversity Initiatives

DGS meeting
October 11, 2017

UI Graduate Student Demographics

2017 Fall Census

Total Graduate Student Enrollment
Domestic Ethnicity (2016 comparison)

UI Graduate Student Ethnicity
SIT 2: URM Participation in Graduate/Professional Programs

- Develop strategies to coordinate and streamline campus-wide efforts to expand and enhance participation of graduate and professional students from underrepresented groups.
- Resulted in a series of recommendations ranging from recruitment to external funding opportunities.

DIMAC Quantitative results (1992-2011)

- Compared to DIMAC overall results:
  - UI 7 year completion was 33% (DIMAC 44%)
  - UI 7 year attrition was 47% (DIMAC 36%)
  - UI time to degree was 5.8 yrs (DIMAC 5.5 yrs)
  - UI time to attrition was 2.33 yrs (DIMAC 1.9 yrs)

- Recent UI data suggests that these metrics are improving.

Understanding diversity, inclusion and the UI doctoral student experience...

- Doctoral Initiatives on Minority Attrition and Completion (DIMAC)
  - Council of Graduate Schools and NSF funded
  - STEM fields, 21 participating institutions

- Graduate College Doctoral Exit survey data
DIMAC Qualitative results

Student surveys on success and attrition

- Factors that **were** an issue:
  - Mentor/advisor relationships
  - Relationships/connectedness to departments
  - Preparations

- Factors that **were not** an issue:
  - Funding (most STEM students receive financial support)
  - Family support
  - Social/peer groups (although some felt isolated)

Selected UI Student Comments

“...we are recruited heavily into graduate school and then left on our own once we have committed to enroll.... Therefore, some support systems should be set in place to help students adjust to both the academic and social environments of that graduate institution.”

Selected UI Student Comments (cont.)

- “Mentoring from underrepresented minority faculty could be valuable. Greater cultural awareness/sensitivity training for current faculty is needed. Greater outreach to improve the networking opportunities among underrepresented minority doctoral students...”

Graduate College Doctoral Exit Survey

Distributed to all graduating doctoral students when they apply for degree

<table>
<thead>
<tr>
<th></th>
<th>TOTAL</th>
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<tbody>
<tr>
<td><strong>OVERALL</strong></td>
<td>572</td>
</tr>
<tr>
<td>% Female</td>
<td>48%</td>
</tr>
<tr>
<td>% U.S. White</td>
<td>56%</td>
</tr>
<tr>
<td>% U.S. Minority</td>
<td>16%</td>
</tr>
<tr>
<td>% International</td>
<td>29%</td>
</tr>
<tr>
<td>% 1st Gen.</td>
<td>24%</td>
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</tbody>
</table>

U.S. Minority =
- Black/African American
- Hispanic, Latino/Latina
- Asian
- American Indian, Alaska Native
- Native Hawaiian, Pacific Islander
- Biracial (White + above group)
- Biracial (2 above groups)
- More than 2 groups
Overview of Respondents

- Student-listed programs sorted into the 7 disciplines on the GC homepage + Business
- Sample sizes range from 28 to 101.
- Different disciplines have different demographics.

<table>
<thead>
<tr>
<th>Disciplines</th>
<th>Overall</th>
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<tbody>
<tr>
<td>Applied Health</td>
<td>72</td>
</tr>
<tr>
<td>Biomed. Life Sci.</td>
<td>98</td>
</tr>
<tr>
<td>Edu.</td>
<td>69</td>
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<tr>
<td>Engin.</td>
<td>54</td>
</tr>
<tr>
<td>Hum.</td>
<td>101</td>
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<tr>
<td>Phys. Sci.</td>
<td>78</td>
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<tr>
<td>Social Sci.</td>
<td>55</td>
</tr>
<tr>
<td>Business</td>
<td>28</td>
</tr>
<tr>
<td>Other</td>
<td>17</td>
</tr>
<tr>
<td>TOTAL</td>
<td>572</td>
</tr>
</tbody>
</table>

- % Female: 56% - 48%
- % U.S. White: 50% - 58%
- % U.S. Minority: 19% - 21%
- % International: 31% - 26%
- % 1st Gen.: 16% - 29%

Climate for Inclusiveness

Please rate the climate for inclusiveness at the University of Iowa.

Greater than 80% of respondents rated the climate for inclusiveness as E, VG or G.

Climate for Inclusiveness: Responses by Racial/Ethnic Group

Graduate College Initiatives

- Office of Graduate Inclusion - building community for URM graduate students
  (Diana Sproles, Joe Henry)

- Fellowships for students from underrepresented groups
  - New URM fellowships

African American/Black students rate climate less favorably.
Office of Graduate Inclusion (OGI)

Mission & Objectives

• Outreach and Recruitment
• Networking
• Access and Opportunities
• Professional Development
• Community Building

Summer Research Opportunity Program (SROP)

Started in 1986:
- Students paired with a faculty mentor.
- Eight week program
- Stipend, travel, room & board provided
- To date 806 participants
- Alumni Association (210 members)

New this year: Connecting Communities

• New student orientation for URM graduate students (Pilot 2017)
• Keynote- Professor Lena Hill- Paths of Passion and Pearls of Wisdom
• 30 students attended
• Planning similar event for next year

Upcoming...

• GradSERU
  - understanding and seeking improvements in graduate education and shared best practices
  - Spring 2018- Provost Office

• Expanded URM Fellowship Opportunities (Campo)
Quote from the DIMAC report

“Diversity and inclusion are not just matters of increasing the number of URM students; they are matters of changing the climate of diversity and inclusion on campus. Diversity and inclusion must be seen as part of the excellence agenda, rather than be juxtaposed to it.”

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All data presented is from Council of Graduate Schools, DIMAC, 2015