

-----Unit Review-----

The IBHE guidelines also prescribe a review of formally organized support units involved in the recruitment and retention of graduate students from underrepresented groups. This year's review highlights the Graduate College Minority Affairs Office (GCMAO), which assists colleges with their recruitment and retention efforts of graduate students from underrepresented groups as well as the Graduate College's own efforts in these areas.

The Graduate College Minority Affairs Office (GCMAO)

Currently, there are 486 underrepresented minority students enrolled in graduate study at the University of Illinois at Urbana-Champaign (UIUC). The enrollment pattern of minority students at UIUC has been consistent with national trends where there is currently a decline in the number of students pursuing graduate degrees. The following chart gives the breakdown of fall 1997 enrollment numbers at UIUC by gender and ethnicity:

| | Men | Women | Total |
|------------------|-----|-------|-------|
| African American | 119 | 155 | 274 |
| Native American | 9 | 8 | 17 |
| Latino | 96 | 99 | 195 |
| Total | 224 | 262 | 486 |

The following chart illustrates the fall 1997 preliminary enrollments of Post-baccalaureate students at other Committee on Institutional Cooperation (CIC) institutions where, compared to these institutions, UIUC falls in about the middle of the range:

| Institution | African American | Native American | Latino | Total |
|-----------------------------------|------------------|-----------------|--------|-------|
| University of Illinois at Urbana | 301 | 18 | 197 | 8922 |
| University of Chicago | 268 | 22 | 214 | 7152 |
| University of Illinois at Chicago | 541 | 16 | 344 | 6398 |
| Indiana University | 193 | 18 | 168 | 6879 |
| University of Iowa | 224 | 30 | 122 | 6614 |
| University of Michigan | 610 | 38 | 368 | 10807 |
| Michigan State University | 454 | 42 | 184 | 7933 |
| University of Minnesota | 234 | 63 | 165 | 10510 |
| Northwestern University | 292 | 22 | 148 | 6186 |
| Ohio State University | 624 | 35 | 129 | 9907 |
| Pennsylvania State University | 226 | 19 | 136 | 6274 |
| Purdue University | 197 | 18 | 127 | 5998 |
| University of Wisconsin-Madison | 180 | 57 | 258 | 8800 |
| University of Wisconsin-Milwaukee | 249 | 22 | 106 | 5005 |

Source: Graduate Enrollments at CIC Institutions by Race and Ethnicity 1997 Preliminary Report

1. CIC information taken from the 1997 IPEDS (Integrated Postsecondary Education Data System) Fall Enrollment Reports.
2. The percentages of race and ethnicity are based on the domestic enrollments at each institution.
3. Enrollments listed under the IPEDS category, "Postbaccalaureate Students Not in *Graduate Programs*," are included in this table for every institution.

Trends in Enrollments and Degree Attainment

From 1986 through 1995, African American and Latino graduate student enrollment increased at a greater rate than regional (CIC) and national trends; the greatest increases occurred during 1990-95. Doctoral degrees awarded to African Americans and Latinos at UIUC are reflective of the national levels of 3.8% and 2.8%, respectively. Since 1985 the ratio of Latino doctorates in Engineering and the Life Sciences at UIUC is higher than national trends.

Outreach and Recruitment

During the 1997-1998 academic year, the GCMAO participated in outreach efforts to approximately 30 institutions, making more than 1,000 personal contacts with prospective graduate students. Three "CIC Caravan" trips were organized by the CIC Panel on Increased Access of Minorities to Graduate Study which included visits to Historically Black Colleges and Universities (HBCUs) and to Hispanic Serving Institutions (HSIs)—several of which are members of the CIC Alliance for Success institutions. In addition, the GCMAO made personal contacts with students interested in the Summer Research Opportunities Program (SROP)¹.

Graduate school information is distributed to students who contact GCMAO via walk-ins, workshops, telephone contact, or through staff contacts with student organizations. Programs which offer application fee waivers, such as Project 1000 program and the CIC FreeApp program, serve an estimated 200 students who are interested in applying to graduate school at UIUC each year.

In addition to its participation in departmental recruitment efforts, GCMAO established a volunteer recruitment program that allows graduate students, faculty, and administrators to take part in outreach activities such as Graduate and Professional Career Fairs throughout Illinois and the U.S.

Fellowships serve as important mechanisms to attract minority students to graduate study as well as retaining UIUC graduates. This year, 74 Graduate College Fellowships were offered and accepted by 60 students from other campuses. Of the 17 Minority Academic Partnership Plan (MAPP) fellowships offered to UIUC graduates, 14 were accepted.

Ten students received fellowships through the Illinois Minority Graduate Incentive Program (IMGIP), double from last year. The fact that the IMGIP is a very competitive program, requiring that students in the math and sciences compete with applicants from other graduate program institutions in the State of Illinois, makes the number of students served by the fellowship exceptional. Twenty-nine fellows have enrolled for the fall of 1998 as part of the Illinois Consortium of Educational Opportunities Program (ICEOP), another highly competitive program.

Through the Interinstitutional Collaborations initiative, eight departmental units received a total of \$16,000.00 (an increase from \$11,700.00 for six programs in 1996) for

¹ See the section on the Summer Research Opportunities Program in the Campus Mission section.

programs designed to encourage minority students and faculty from other universities to choose graduate programs at UIUC.

Support Services

The GCMAO works closely with the Graduate College Fellowships Office in administering fellowship programs that are central to meeting the financial needs of students underrepresented in graduate study. The MAPP and Graduate College fellowship, institutional fellowship programs that are provided to first-year graduate students, require that the host department agrees to support the student in subsequent years.

GCMAO has engaged in a collaborative program with Millikin University to identify underrepresented graduate students interested in becoming college teachers at small private undergraduate university. The Lilly/Millikin Teaching Fellowship, funded by the Lilly foundation and administered by Millikin University, provides an excellent opportunity to gain teaching experience. Students from UIUC who meet the eligibility requirements and who are in the final year of graduate study receive a yearly \$12,500.00 stipend and tuition waiver to teach at Millikin University.

IMGIP/ICEOP fellows are required to look for positions in the State of Illinois or the State of Michigan. Over the past year, the GCMAO has established a series of workshops for fellows, which are available to all graduate students, in order to provide them with career information and job search assistance.

Because of the importance GCMAO places on the recruitment and retention of graduate students, considerable time and effort is given to advising and counseling current and prospective minority graduate students. Advising is available for financial aid, housing, application procedures, health care, etc., and appropriate referrals are made as necessary. In general, GCMAO services assist students with academic, social, cultural, and personal issues that may influence their success as a graduate student.