



Cultivating Diversity, Equity, and Inclusion in Graduate Programs

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Sloan University Center of Exemplary Mentoring

Overview

The Illinois Challenge
Infrastructure
Talent
Progress





University Centers of Exemplary Mentoring (UCEM)



**ALFRED P. SLOAN
FOUNDATION**

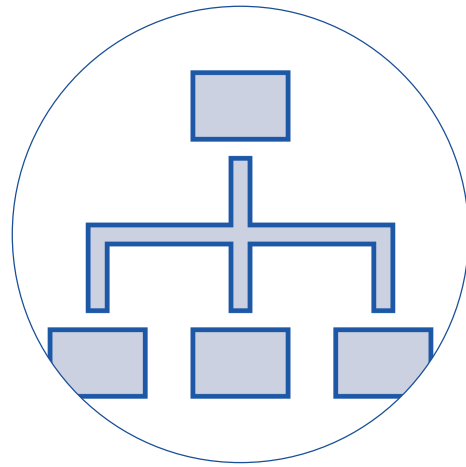
The background of the slide features three statues of figures in classical robes. Each statue is wearing a different style of face mask: a blue surgical mask, a red cloth mask, and a checkered cloth mask. The entire image is overlaid with a semi-transparent blue-to-orange gradient.

Who will come?

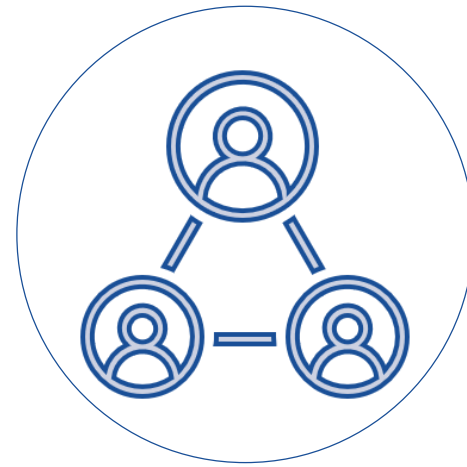


Graduate College

The Infrastructure at the UCEM



Working with committed leaders at multiple levels - campus, college, units



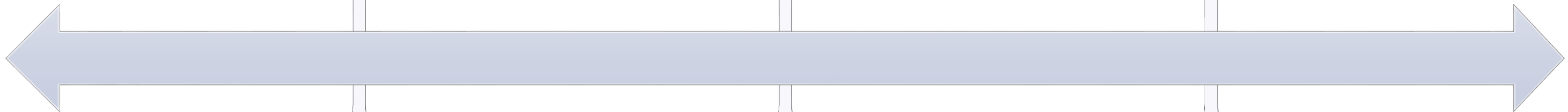
Collaborating with allies, diversity advocates and champions



Increasing understanding of implicit bias, holistic review and best practices



Units committing to financial support and mentoring of scholars

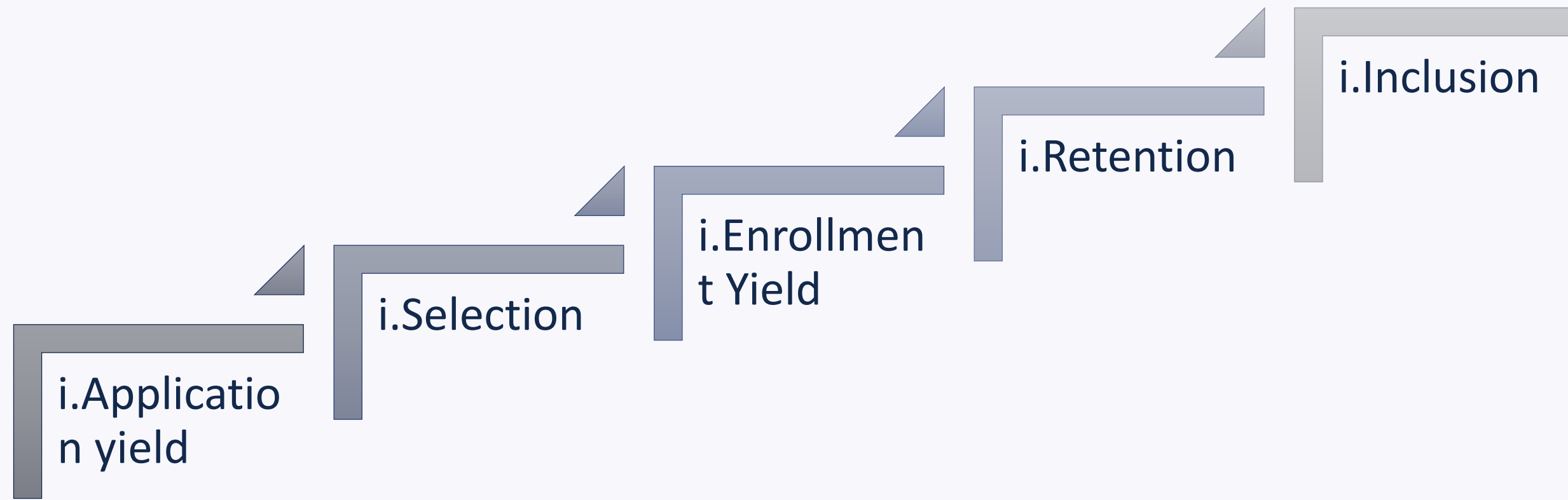


Illinois Sloan UCEM Partnering Units

College of Engineering	College of Liberal Arts and Sciences
Aerospace Engineering	Astronomy
Agricultural & Biological Engineering	Atmospheric Sciences
Bioengineering	Biophysics & Quantitative Biology
Civil & Environmental Engineering	Chemical & Biomolecular Engineering
Computer Science	Chemistry
Electrical & Computer Engineering	Geology
Industrial & Enterprise Systems Engineering	Mathematics
Materials Science & Engineering	Statistics
Mechanical Sciences & Engineering	
Nuclear, Plasma, & Radiological Engineering	
Physics	



Differentiated Targets for DEI for Various Units



Illinois UCEM Suggestions for Broadening Participation: <https://grad.illinois.edu/diversity/sloan-ucem-programs>

Illinois UCEM Scholarship Criteria



Academic achievement



Research experience



Potential, persistence
and passion for scientific
research



Sustained personal
engagement with
communities that are
underrepresented in the
academy



Cultivating Talent

100+ Illinois UCEM
Scholars and Affiliates
recruited in 6 years



**What would you
need?**





Recruitment Fellowships

Monetary support only



Sloan UCEM Program

Scholarship supplements

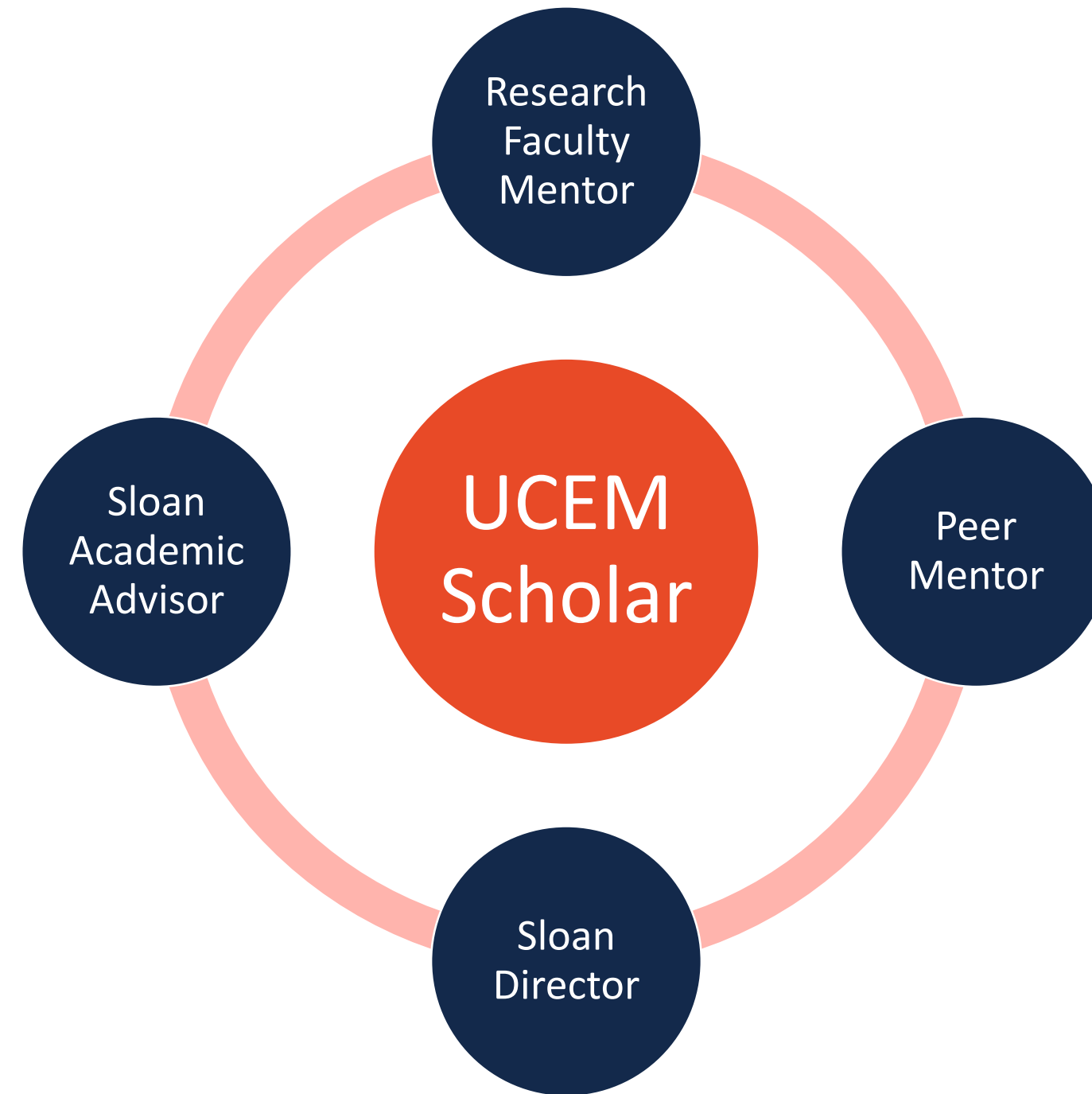
Mentoring

Networking

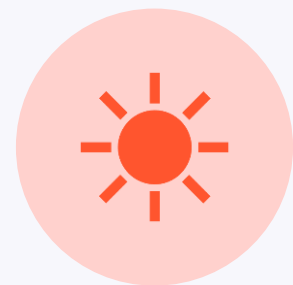
Professional Development

Community

Mentoring Team



Equipping Talent



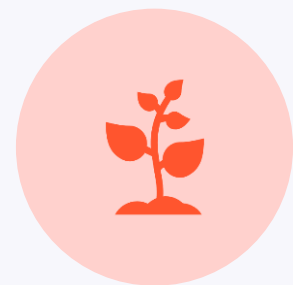
Summer
Predoctoral
Institute



First-Year
Onboarding, IDP



Check Ins, Record
Progress in
Learning
Management
System (LMS)



Ongoing
Professional
Development



Career Coaching,
Managing Up



Strategies for PhD
completion, job
searching

Recording Progress and Sharing Resources

The screenshot displays the Illinois Compass 2g web application. At the top, the logo 'IllinoisCompass 2g' is visible, along with the text 'POWERED BY BLACKBOARD LEARN'. The user's name 'Ellen Althaus' and a notification badge '13' are shown in the top right corner. Below the header, there is a navigation bar with 'My Illinois Compass 2g' and 'Content Collection' links. A 'Welcome' button is also present. The main interface is divided into a left sidebar and a central content area. The sidebar contains a 'Welcome' section with links to 'Announcements' and 'My Grades', and a 'COURSE MANAGEMENT' section with links to 'Control Panel', 'Content Collection', 'Course Tools', 'Evaluation', 'Grade Center', 'Users and Groups', 'Customization', 'Packages and Utilities', and 'Help'. The central content area features a 'Welcome' header and a list of resources: 'Illinois Sloan UCEM' (Homepage of the Illinois Sloan UCEM), 'About the Director of the Sloan UCEM', 'Your Profile', 'Your Milestones', 'AY2020-2021 Assignments', and 'Sloan Professional Development Resources'. A footer note mentions 'resources, handouts and slide presentations related to Sloan PD events'.

IllinoisCompass 2g
POWERED BY BLACKBOARD LEARN

Ellen Althaus 13

My Illinois Compass 2g Content Collection

Welcome

Build Content Assessments Tools Partner Content

Welcome

Illinois Sloan UCEM
Homepage of the Illinois Sloan UCEM

About the Director of the Sloan UCEM

Your Profile

Your Milestones

AY2020-2021 Assignments

Sloan Professional Development Resources
resources, handouts and slide presentations related to Sloan PD events

Engaging Talent

- Networking and community building
- Annual Illinois Sloan UCEM Conference
- Scholar advisory board and other leadership opportunities
- Slack channel



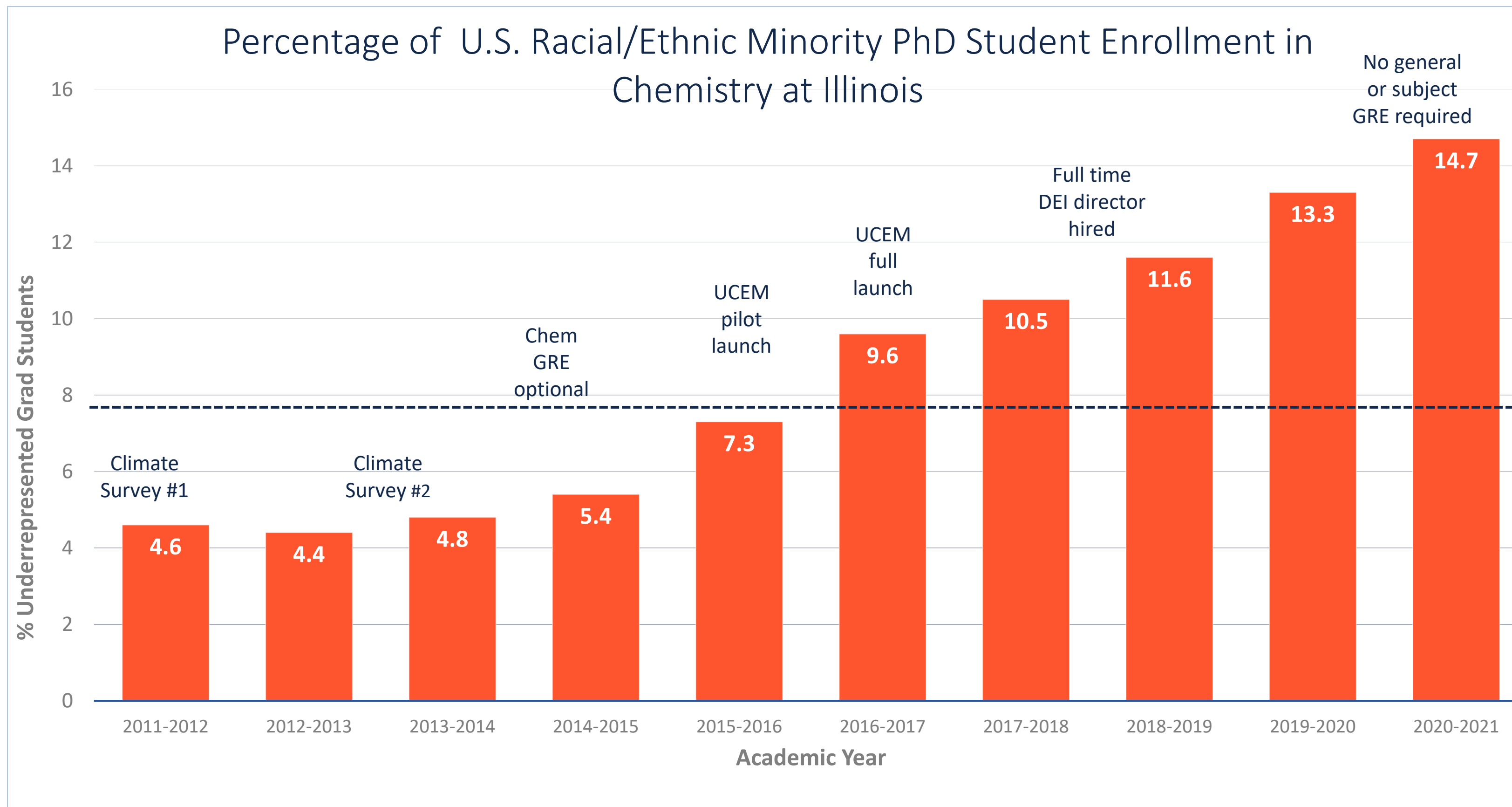
Kudos to Our Sloan Scholars

83% retention

19 NSF-GRFP
2 Ford

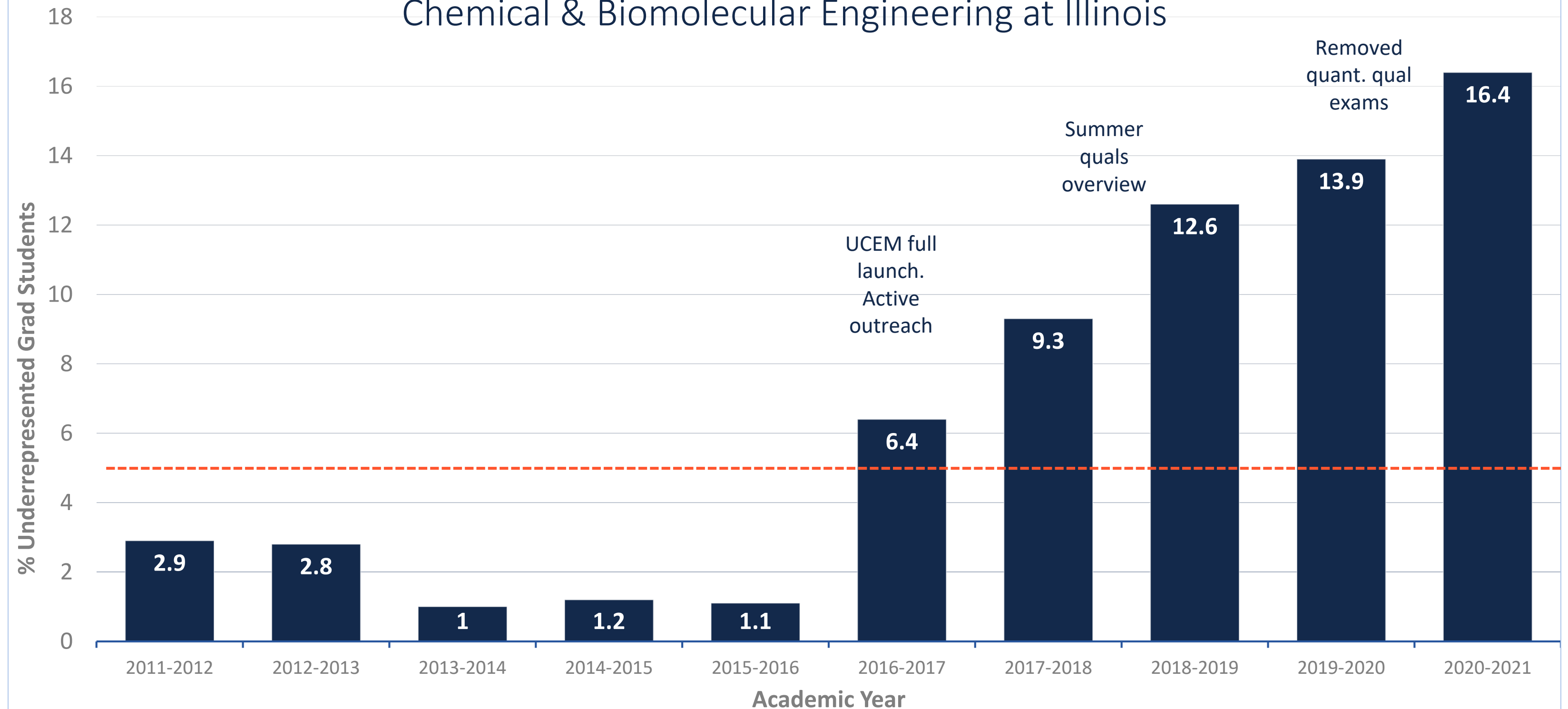
100% job
placement of new
PhD's

35 on Lists of
Teachers Ranked
Excellent



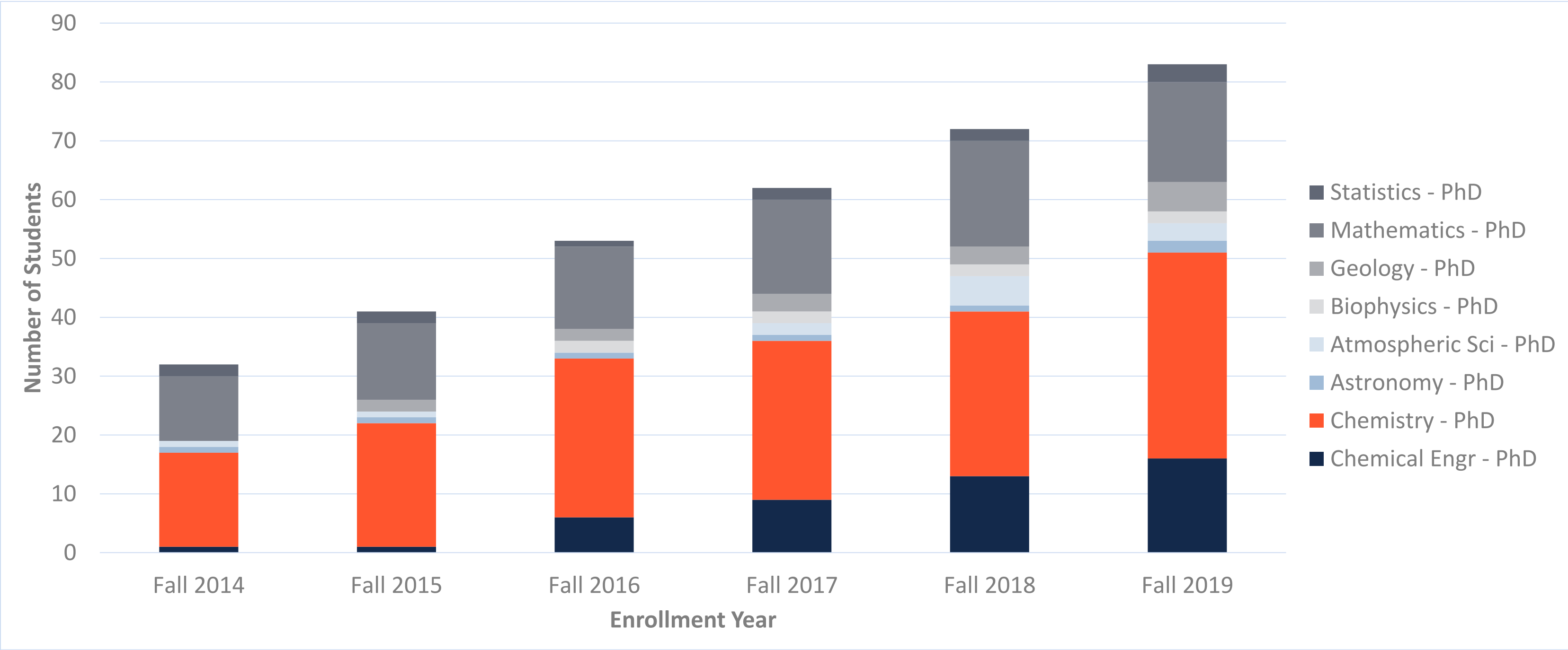
Data source: UIUC data, www.dmi.illinois.edu; reference line is the percent of total doctorates awarded to underrepresented groups from 2014-2018, , <https://nces.nsf.gov/pubs/nsf21321/table/7-2>

Percentage of U.S. Racial/Ethnic Minority PhD Student Enrollment in Chemical & Biomolecular Engineering at Illinois



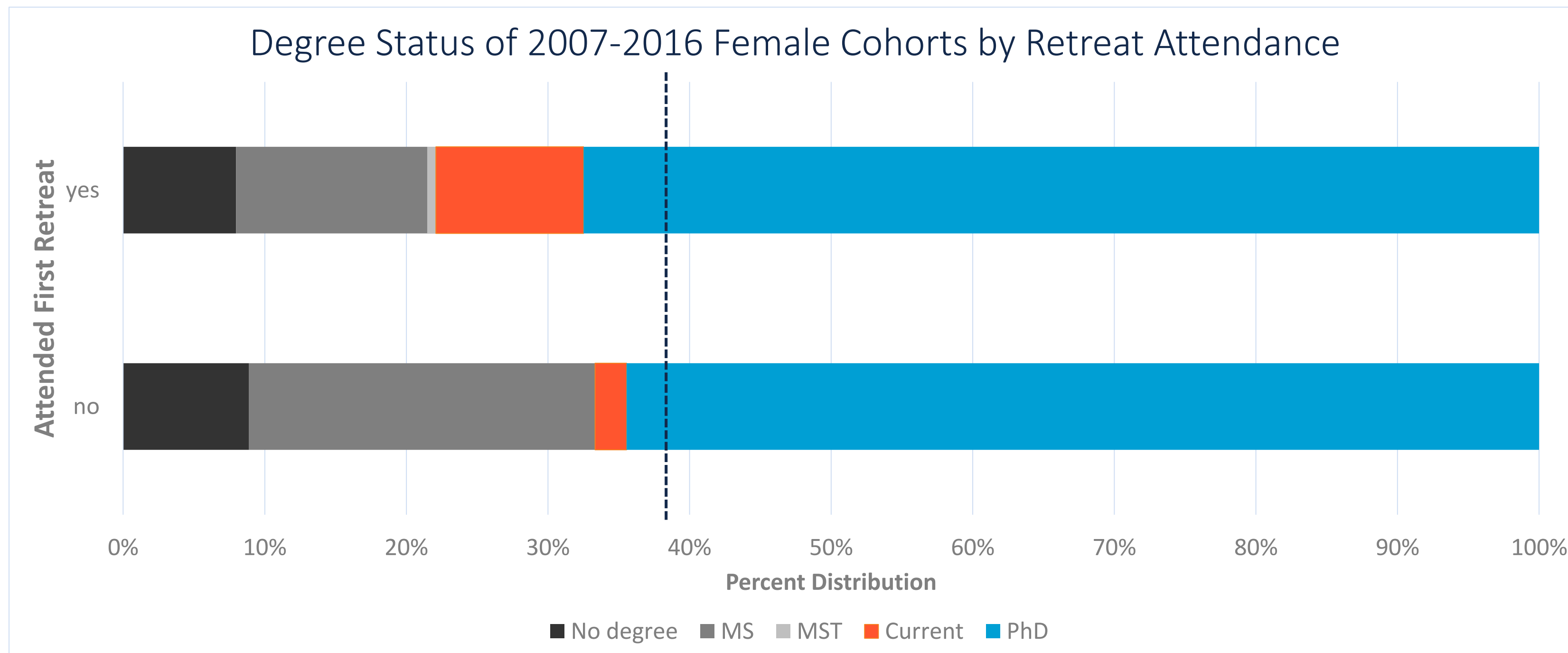
Source: UIUC data, www.dmi.illinois.edu; reference line is the percent of total doctorates awarded to underrepresented groups from 2014-2018, <https://nces.nsf.gov/pubs/nsf21321/table/7-2>

Total Enrollment of U.S. Racial/Ethnic Minority Students in UCEM Partnering PhD Programs in the College of Liberal Arts & Sciences, Fall 2014 to Fall 2019



Source: UIUC Banner data accessed by the Graduate College 12/2019

Track Program Outcomes



Source: Chemistry Department attendance logs, 2007-2016 ; degree attainment updated 05/2021; reference line is PhD degree completion as reported by the [ACS Presidential Commission on Graduate Education in the Chemical Sciences](#).



"Young people should be at the forefront of global change and innovation. Empowered, they can be key agents for development and peace. If, however, they are left on society's margins, all of us will be impoverished. Let us ensure that all young people have every opportunity to participate fully in the lives of their societies."

~ Kofi Annan, 7th Secretary-General of the United Nations