

Strategic Initiatives to Build an Inclusive Graduate Community

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- **Importance of Directors of Graduate Studies**
 - First departmental contact and recruiting
 - Advising and student appeals
 - Compliance and quality control
 - Curriculum and climate
- **Challenges for Directors of Graduate Studies**
 - Few rewards, minimal prestige, frequent rotation
 - Little or no training/experience
- **Achieving an Inclusive Graduate Community**
 - Directors of Graduate Studies Leadership Summit every fall
 - Monthly meetings
 - Recruiting Diverse Students
 - Mentoring Graduate Students for Success
 - Annual Student Reviews
 - The Professional Development Series for Graduate Students and Post Doctoral Fellows
 - Surviving and Succeeding in Graduate School
 - Professional and Career Advice for Women in Science
 - Conflict Resolution
- **Some New Initiatives:**
 - Graduate Colleague Circles
 - Department climate initiatives
 - Graduate Staff Summit
- **Benefits**
 - Better preparation of DGSs to take leadership roles
 - Enhanced ability to advise graduate students with particular attention to underrepresented students and international students
 - Increased recruitment and retention of underrepresented and international students