

ISCORE

Champions The Graduate College

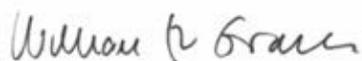
Welcome to the 2020 Thomas L. Hill Iowa State Conference on Race and Ethnicity (ISCORE). The Graduate College is proud to be a sponsor during ISCORE's twentieth anniversary.

Diversity is an essential component of the graduate-student experience. By working alongside people with varying experiences and perspectives, graduate students are better equipped to be creative and innovative.

The Graduate College works diligently to recruit underrepresented students and to support them as they study and conduct research. In Fall 2020, the first recipients of the George A. Jackson Assistantship will begin their graduate studies at Iowa State. This new funding initiative is named for Dr. George Jackson, a former Assistant Dean of the Graduate College who was dedicated to recruiting underrepresented students and promoting their success.

Staff in the Graduate College, in partnership with student leaders and the graduate faculty and support staff in every college, strive for an academic culture in which all students are valued and can thrive. We are thrilled to sponsor ISCORE, and I hope that every attendee will come away from the conference inspired and with new ideas for enhancing diversity and inclusion at Iowa State.

Thank you for participating in ISCORE.



William Graves
Dean of the Graduate College

The Graduate College has long been committed to increasing diversity on Iowa State's campus, with the belief that **a wide range of perspectives** is needed for innovative research.

Some of the ways the Graduate College focuses on fostering diversity include:

Recruitment. In 1973, the Graduate College first hired a full-time staff member who would focus on **recruiting underrepresented students**. This employee traveled to historically Black colleges and universities and established relationships with **Career Services Officers**, with the goal of recruiting those students to Iowa State to pursue master's degrees and doctoral degrees. **Thelma Harding** continues these recruitment efforts today and has spent the majority of her career meeting students at historically Black colleges, Hispanic-serving institutions, and minority-student conferences.

Funding. Underrepresented graduate students have been supported for many years through Graduate College initiatives. Beginning Fall 2020, a new support program named in honor of **Dr. George A. Jackson**, former Assistant Dean of the Graduate College, will provide **full assistantship and tuition support**. This new initiative advances Dr. Jackson's strong commitment to and **passion for the recruitment and graduation** of students from underrepresented backgrounds.

Preparation. The **Ronald E. McNair Postbaccalaureate Achievement Program** helps talented undergraduate juniors and seniors prepare for graduate study and the **attainment of a Ph.D.** McNair scholars are typically from underrepresented populations and forge relationships with peers, faculty, and student mentors. They also have opportunities to visit graduate schools and participate in research conferences.

Partnerships. We partner with academic programs to provide financial support for students, increase recruitment efforts, and support graduate students. We connect new graduate students with groups such as the **Black Graduate Student Association, Latino Graduate Student Association, Coalition of Black Male Students, and the Queer* Graduate Student Association**. Along with our campus-wide partners in graduate education, our goal is to support all graduate students in an **inclusive and safe environment**, from the time they apply to their graduation and beyond.