Dear Colleagues:

As you know, Chancellor Block has identified diversity as a core UCLA priority that is integral to campus academic excellence. The diversity of our undergraduate and graduate student bodies is thus an issue of great importance to our campus and its future.

As you know, the diversity of our undergraduate and graduate student bodies is a high priority for the campus. I am happy to report that applications for UCLA Graduate Programs are up 9% from this time last year and am even more thrilled to report that applications from underrepresented minorities are up by 29%. Those of you who receive a set of weekly admissions reports from the Graduate Division may notice that these increases appear a bit larger than the most recent report. However, because the applications from the Anderson Graduate School of Management (AGSM) comprised nearly 16% of the total graduate applications last year and the School has a unique set of rounds of admissions and a separate and often delayed reporting system for application numbers, we excluded AGSM from our calculations. In addition, our Graduate Programs numbers do not include our medical, dental and law schools.

With the 29% overall increase in applications from underrepresented minorities, we note a 24% increase in URMs in L&S, with the most notable increase in the Life Sciences (43%). The Professional Schools have experienced a 30% increase with the largest growth in Engineering (108%), Theater, Film and TV (48%) and Arts and Architecture (38%). Furthermore, the Professional Health Sciences have increased overall in URM applicants by 33%, with the greatest increases coming from Health Science Academic Programs (73%) and Public Health (68%).

I urge you to continue to work with your department to capitalize on the rich diversity in our applicant pool this year. With careful consideration of the talent and promise in our pool, we can come closer to fulfilling our campus’ goal of creating a more diverse academy. To that end, I offer a few reminders and tips for your admissions and yield activities that I hope will assist you and your department this recruitment season.

**Admissions to Enhance Student Diversity**

- Be careful not to use any single measure as an admissions threshold or standard. GPA and GRE should not be used as absolute cut-offs.

- Understand that the standard error of measurement for GRE scores is large. Don’t favor one candidate over another who happens to have an 80 or even 100 point difference in scores. For example, a GRE quantitative score of 610 has a broad 85% confidence interval, making it statistically the same as any score within the range 513-707. I have attached a graph of a 85% confidence interval for GRE Quantitative Score that we derived directly from ETS. Check ETS’s standard error of measurement to confirm that your perceived differences in scores are real [http://www.ets.org/Media/Tests/GRE/pdf/gre_0910_guide.pdf](http://www.ets.org/Media/Tests/GRE/pdf/gre_0910_guide.pdf).

- Don’t ignore the talent and promise from those who apply from the California State University system.
The CSU has provided a rich pool of URMs who have done very well here at UCLA.

- Be more open-minded in terms of how you perceive applicants’ academic interests match those of your faculty. With strong mentoring, graduate students—especially URMs—often refine their research agendas.

- Pool department-wide numbers. If your department reviews and makes recommendations by sub-fields, we urge that your final stage include a review of your entire entering cohort to examine its diversity and determine whether your applicant pool could yield better diversity outcomes.

**Yield Activities to Enhance Student Diversity**

- **Target student support to increase yield.** To support your efforts, Graduate Division maintains several fellowship programs aimed to increase the recruitment, retention, and graduation of underrepresented minority students.
  - Nominate deserving doctoral students for the Cota Robles Fellowships
  - Utilize Chancellor’s Prize fellowships as toppings.
  - Nominate STEM Ph.D. students for summer Competitive Edge Program
  - Utilize your housing guarantees (GD has secured a few more spaces this year)
  
  More details on these four programs are included in the attached document.

- **Communicate with your admitted students.** Our research on the three most recent pools of doctoral admits to UCLA indicates that contact by UCLA faculty is a very important factor in students’ decision to accept our offer and we received a lot of feedback that UCLA faculty’s contact with admitted students is not as strong as our peer institutions’.

- **Ensure that your yield activities are inclusive of diverse students.** Our research shows that URMs in particular cared a great deal about their contact with a diverse student community. Make sure that you find ways to introduce admitted students to the diverse UCLA communities.

- **Seek opportunities to collaborate with other relevant UCLA offices and organizations.** Remember that the Ethnic Research Units, as well as the Residential Life and Student Affairs Offices offer an array of resources to students.

- **Demystify the myth that LA transportation is difficult to navigate.** Promote the ease with which students may utilize West LA’s public transportation – Blue, Green and Red buses as well as the FlyAway to LAX.

- **Solicit student feedback.** Show that you care and, if your admitted student chooses to accept an offer other than ours, find out why.

I wish you a very successful recruitment season and hope you will call upon the Graduate Division to assist you composing a diverse and excellent entering cohort.

Sincerely,

**Claudia Mitchell-Kernan**
Vice Chancellor Graduate Studies
Dean, Graduate Division

---

attachments:  
- Graph of Standard Errors of Measurement for GRE Quantitative Scores
- Graduate Division Student Support Programs
cc: Chancellor Gene Block
Executive Vice Chancellor and Provost Scott L. Waugh