University of California
Systemwide Diversity Student Support Program Guidelines

In July 1995, The Regents of the University of California reiterated the University’s longstanding goal of achieving a student body and faculty that reflect the diversity of the state. The Diversity Student Support Program (DSSP) is designed to facilitate the academic career development of students who show potential to become excellent faculty or researchers in institutions of higher education as well as to foster multi-faceted diversity in graduate education at UC. To maintain academic excellence, the University places high value on achieving a diverse graduate student body and faculty because diversity is critical to promoting the lively intellectual exchange and the variety of ideas and perspectives that are essential to advanced research and because graduate students represent the pool of the academic leaders of the future.

The DSSP consists of three program components: Eugene Cota-Robles Fellowships, Graduate Research Mentorship awards, and Dissertation-Year Fellowships. These guidelines set forth objectives, eligibility criteria, implementation requirements, and reporting instructions for the three program components.

The DSSP establishes support activities in the following essential stages of graduate education:

- Graduate fellowships to support students in the early and mid portion of their academic career;
- Faculty-mentored research stipends to enable graduate students to improve research skills and to support dissertation-related research; and
- Dissertation-year fellowships for students in the final year of doctoral work.

Campuses are encouraged to allocate support to departments and programs that successfully promote the objectives of the DSSP. Campuses are encouraged to provide other types of support, such as teaching or research appointments for program participants between periods of DSSP support.

---

1 The three programs that currently comprise DSSP formerly were a part of the Academic Career Development Program (ACDP) along with the Graduate Academic Outreach and Recruitment Program. The Graduate Academic Outreach and Recruitment Program, now known as Graduate Academic Preparation, has been incorporated into the Student Academic Preparation and Educational Partnerships (SAEP) funding mechanism. The ACDP has been renamed DSSP in recognition that its remaining three programs are all student financial support programs.
Objectives
The DSSP welcomes participation by all qualified individuals, including those from socioeconomic, cultural, ethnic, gender, linguistic, and geographic backgrounds whose presence in graduate education is low. The DSSP seeks to serve the following objectives:

- To increase multi-faceted diversity of domestic graduate students at the University of California;
- Through faculty mentoring, to place on a "fast-track" for academic careers graduate students who have superior academic credentials and who meet program objectives, thereby fostering a high quality and diversity of backgrounds and perspectives among candidates for faculty positions at UC and other universities;
- To prepare potential leaders in the professions, industry, government and public service who will reflect the growing diversity of the state's population; and
- To encourage University faculty to reach out through recruitment and mentoring efforts and to encourage cooperation within disciplines among faculty at different campuses.

Eligibility
For all components of the DSSP, campuses will recruit candidates according to the following eligibility criteria:

1. Participants should demonstrate high potential and promise to contribute to the academy.

2. Participants should be domestic students (e.g., citizens or permanent residents) or students who qualify for nonresident tuition exemptions under AB 540.¹

3. In accordance with state law and Regental policy, preference may not be given to applicants on the basis of race, color, ethnicity, gender, or national origin. Campuses should encourage applications from minorities, women, and individuals from cultural, linguistic, geographic, and socioeconomic backgrounds who would otherwise not adequately be represented in the graduate student and faculty populations. Participants should demonstrate one or more of the following characteristics:

¹ Eligibility for undocumented AB 540 students is effective January 1, 2013.
A. Experience of situations or conditions which were an impediment to advancing to graduate study, such as the absence of a family member who attended college; matriculation at a school or schools with poor financial or curricular support; having a physical or learning disability; or having worked long hours while attending school; or

B. Academic research interests focusing on cultural, societal or educational problems as they affect educationally disadvantaged segments of society; or

C. Evidence of an intention to use the doctoral degree toward serving educationally underrepresented segments of society.

**Funding**
Campuses are to provide a minimum amount of funding for each of the program components as specified in Appendix A. These minimum commitments are equal to the program funding levels for 1995-96, the year in which the Academic Career Development Program (ACDP), the predecessor to DSSP, was permanently budgeted at the campuses.\(^2\) Campuses are encouraged to supplement the required minimum commitment with other campus funds to ensure that program awards are large enough to be prestigious and coveted. Campuses have discretion on the number and size of individual awards.

**Analysis and Reporting**
Analysis and reporting will be through the Corporate Student System. Campuses will provide accurate data on recipients and award amounts for the three graduate education funding programs on their financial aid input files to UCOP.

**The Role of Mentorship**
The emphasis on mentorship in all components of the DSSP is based on the premise that students' attainment of academic and professional career goals is enhanced by sustained faculty mentorship. Students in a mentorship relationship enjoy the benefits of professional socialization, the acquisition of specialized skills, and participation in collegial relationships with their mentors, and through them, other scholars within their areas of study.

**Duration of DSSP Guidelines**
The implementation and reporting requirements set forth in these guidelines will remain in effect until new guidelines are issued.

---

\(^2\) These minimum funding commitments supersede the maintenance of effort requirements under the decentralization of all graduate student financial support programs to the campuses effective 1997-98. Those decentralization requirements included an additional maintenance of effort based on spending levels for the former Graduate Opportunity Fellowships (GOF) program. The GOF became defunct as a systemwide diversity fellowship program when it was incorporated into the Graduate Block Grant Program in 1993-94. The current minimum funding commitment is only for the three current systemwide programs in DSSP.
Program-Specific Guidelines

I. Eugene Cota-Robles Fellowship Program

The Eugene Cota-Robles (ECR) Fellowship Program, initiated in 1989-90, provides mentored fellowship support to students who are enrolled in doctoral programs at the University. A particular objective of the Eugene Cota-Robles Fellowship Program is to release recipients from employment or loan obligations that might delay progress in graduate study during their first years of graduate study.

Eugene Cota-Robles Fellowships will be awarded competitively by the campus graduate divisions. Each recipient will be expected to work closely with a faculty sponsor whose role will be that of mentor, guiding the graduate student through the development of a curricular plan, and the acquisition of knowledge and skills that will permit the selection of an appropriate dissertation topic leading to the completion of a doctoral degree. Faculty guidance, counseling and orientation are encouraged at the departmental level for first-year students. Academic departments and the graduate divisions will be responsible for assisting students in the selection of appropriate mentors and for informing mentors of their responsibilities within the program.

II. Graduate Research Mentorship Program

Research Mentorships form an important link in the continuum of support for academically promising graduate students. The distinctive purpose of the Graduate Research Mentorship Program (GRMP) component of the DSSP is to assist recipients in acquiring and developing advanced research skills under faculty mentorship. The program's expected outcome is to increase the number of students who persist toward and complete the Ph.D. degree and who show promise as potential candidates for faculty appointments.

The Program supports students who have completed basic coursework requirements. Awards are recommended to support second-, third-, or fourth-year graduate students, but graduate divisions may select students farther along in their graduate programs who are making timely progress toward completion of the doctoral degree. Each Graduate Research Mentorship award holder may be appointed up to one year, and may be renewed for an additional year. Faculty mentors are expected to assist student participants with research leading to the development of a doctoral dissertation.

III. Dissertation-Year Fellowship Program

The Dissertation-Year Fellowship Program (DYFP) is designed to assist graduate students to complete the dissertation requirement for the Ph.D. degree and to enhance their qualifications as candidates for university faculty teaching and research appointments. It is recommended that Dissertation-Year Fellowships be awarded to eligible graduate students whose doctoral
work will be completed by the end of the program year and who demonstrate strong potential for university teaching and research.

Key objectives of the Dissertation-Year Fellowship component of the DSSP include releasing candidates who are writing their dissertations from employment obligations that might impede full concentration on completion of the Ph.D. degree by the end of the academic year. Enhancing these scholars' ability to complete their dissertations is expected to increase the pool of available qualified candidates for faculty positions at the University of California and other institutions of higher education.

Dissertation Year Fellowship awards may, at campus option, include travel funding to support visits to other universities for presentation of dissertation research. Dissertation-Year Fellows are required to present a seminar on their dissertation research twice during the program year: once at an appropriate department or graduate group function on their own campus and once at a UC campus other than their own, a California State University campus, or an independent California university. It is the responsibility of the graduate divisions to make clear that presentation of research during the program year is a condition of accepting this fellowship. Mentors should be responsible for assisting in the arrangement of such presentations. Additional mentoring and networking opportunities for Dissertation Year Fellowship recipients are strongly encouraged. It is recommended that Fellows appointed to this Program be expected to complete the PhD degree at the end of the academic year for which they are appointed.
### Appendix A

**Diversity Student Support Program**

Minimum Annual Funding Levels\(^1\)

<table>
<thead>
<tr>
<th>Campus</th>
<th>Eugene Cota-Robles Fellowship</th>
<th>Graduate Research Mentorship</th>
<th>Dissertation Year Fellowship</th>
</tr>
</thead>
<tbody>
<tr>
<td>Berkeley</td>
<td>$473,200</td>
<td>$200,527</td>
<td>$155,640</td>
</tr>
<tr>
<td>Davis</td>
<td>$151,000</td>
<td>$108,845</td>
<td>$77,820</td>
</tr>
<tr>
<td>Irvine</td>
<td>$181,200</td>
<td>$68,821</td>
<td>$38,912</td>
</tr>
<tr>
<td>Los Angeles</td>
<td>$362,400</td>
<td>$199,249</td>
<td>$155,640</td>
</tr>
<tr>
<td>Merced</td>
<td>----</td>
<td>----</td>
<td>----</td>
</tr>
<tr>
<td>Riverside</td>
<td>$180,000</td>
<td>$60,000</td>
<td>$37,913</td>
</tr>
<tr>
<td>San Diego</td>
<td>$211,400</td>
<td>$94,843</td>
<td>$51,880</td>
</tr>
<tr>
<td>San Francisco</td>
<td>$150,625</td>
<td>$54,023</td>
<td>$38,860</td>
</tr>
<tr>
<td>Santa Barbara</td>
<td>$152,000</td>
<td>$90,217</td>
<td>$64,877</td>
</tr>
<tr>
<td>Santa Cruz</td>
<td>$151,000</td>
<td>$62,025</td>
<td>$51,880</td>
</tr>
</tbody>
</table>

---

\(^1\) Minimum funding levels for the Diversity Student Support Program (DSSP) are equal to the program funding levels for 1995-96, the year in which the Academic Career Development Program (ACDP), the predecessor to DSSP, was permanently budgeted at the campuses.