



DIVERSITY, EQUITY,
ACCESS, AND INCLUSION

Diversity, Equity, and Inclusion Template 2022-2023

Section 1: General Information

DEI Initiative Name PhD Writers Retreat	Unit Name CPACS
Collaborating Unit(s) (<i>if any</i>)	
Initiative Category Equity	

Section 2: Initiative's Purpose

To support CPACS PhD students at a critical period in their studies, we propose a CPACS PhD 5-day writing retreat during the J-Term, Spring break, or mid-May, to be held in Beatrice, Nebraska with seven students from three CPACS PhD programs. The retreat will develop writing habits for under-represented students to carry them forward into their successful academic careers.

Section 3: Initiative's Target Population

Candidates have obligations that make the development of writing habits particularly difficult to cultivate and have already developed a research agenda sufficient to occupy several days of writing. Ideal candidates include but are not limited to military-affiliated individuals whose service is

Section 4: Initiative's Description:

According to the Chronicle of Higher Education, social science and humanities PhDs are far more likely than natural science PhD students to stumble at the point when their classwork ends and the solo work of writing begins. In our experience some of our most promising students, and even some of the best writers struggle with the writing process. Effective writing requires regular habits. Writer's habits can be effectively developed in isolation of the demands that too often interrupt research, especially for students who are at the highest risk of dropping out; those with monetary challenges and those who have caregiver obligations. These students have a greater tendency to be under-represented in PhD programs and consequently in academia because they are more likely to be American-born students of color, military affiliated, or women.

Drs. Nuri Heckler and Angela Eikenberry will lead the first year of this retreat as a proof of concept for encouraging completion and freeing up resources for future cohorts. Nuri Heckler has won awards for popular nonfiction and fiction while writing copy for nonprofits, law firms, and legal services providers, and has led writers' groups focusing on habituation and effective writing