

# **Diversity Plan**

## **College of Graduate Studies**

November 30, 2011- December 1, 2013

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## **Diversity Committee Members 2012-2013**

### Primary Contact/Chair:

Dr. Susan Pocotte  
Associate Dean, College of Graduate Studies  
Associate Professor, College of Nursing  
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### Committee Members:

#### Staff/Administrators:

Ms. Sabina Serratos  
Associate Director, Office of Multicultural Student Services

Dr. Sammy Spann  
Executive Director, Center for International Studies and Programs

#### Faculty/Administrators:

Dr. Rubin Patterson, Professor  
Chair, Department of Sociology/Anthropology

Dr. Anthony Quinn, Associate Professor  
Department of Biological Sciences

#### Graduate Council Representatives (appointed annually):

Dr. Amanda Bryant-Friedrich, Associate Professor  
College of Pharmacy and Pharmaceutical Sciences (and President, UT AWIS Chapter)

Dr. Susan Pocotte, Associate Professor  
College of Nursing

#### Graduate Students:

2 Graduate Students appointed annually

#### Ex-Officio Member:

Dr. Patricia R. Komuniecki, Dean  
College of Graduate Studies

## **Diversity Committee Members 2011-2012:**

### Primary Contact/Chair:

Dr. Susan Pocotte  
Associate Dean, College of Graduate Studies  
Associate Professor, College of Nursing  
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### Committee Members:

#### Staff/Administrators:

Ms. Sabina Serratos  
Associate Director, Office of Multicultural Student Services

Dr. Sammy Spann  
Executive Director, Center for International Studies and Programs

#### Faculty/Administrators:

Prof. Charlene Gilbert  
Chair, Department of Women and Gender Studies

Dr. Morris Jenkins  
Chair, Department of Criminal Justice

#### Graduate Council Representatives (appointed annually):

Dr. Amanda Bryant-Friedrich, Associate Professor  
College of Pharmacy and Pharmaceutical Sciences (and President, UT AWIS Chapter)

Dr. Jamie Barlowe, Professor of English and WGST  
Interim Dean, College of Languages, Literature and Social Sciences

#### Graduate Students:

Mr. Nehemiah Scott, M.S., Ph.D. student  
College of Business and Innovation

Ms. Eloisa Duarte, M.A., Ph.D. student  
Department of Psychology  
College of Languages, Literature and Social Sciences

#### Ex-Officio Members:

Dr. Patricia R. Komuniecki, Dean  
College of Graduate Studies

Dr. Shanda Gore, Associate Vice President for Equity, Diversity and Community Engagement  
and Chair, President's Council on Diversity

## **Executive Summary**

The College of Graduate Studies (COGS) is responsible for serving the graduate students and graduate faculty at The University of Toledo. COGS is committed to diversity as outlined in the college mission and vision statements and strives to recruit and retain a diverse graduate student population as outlined in Goal 2 of *Directions 2011*. COGS tracks student enrollment and, working with the academic colleges, plans to increase efforts to recruit qualified graduate students from underrepresented groups. In the past three years, COGS has significantly increased financial support to prospective URM graduate students through the Graduate Opportunity Assistantship Program (GOAP) and the Ronald E. McNair Post-Baccalaureate Program. For the past five years, about 15% of approximately 5,000 graduate/professional students report that they are from ethnic minorities (although a similar percentage is reported as ‘unknown’). It is encouraging to note that for the past five years about 56% of the UT graduate students are women. As part of the COGS Diversity Plan, we believe that it will be important to evaluate the COGS statistics by academic program and college to determine if there are any areas that need special focus on diversity efforts.

## **College Mission and Vision Statements**

### COGS Mission Statement:

The mission of the College of Graduate Studies is to provide leadership for graduate education through exceptional support services for graduate students and faculty; to foster quality in graduate education, research and scholarship; to nurture the diversity and collegiality of graduate programs; and to work with Graduate Council to establish university graduate policies, standards and procedures that define best practices for the graduate programs it serves.

### COGS Vision Statement:

The vision of the College of Graduate Studies is to enable its graduate and professional academic programs to become nationally distinguished and highly ranked and to improve the human condition by preparing graduates for careers in the 21<sup>st</sup> century and fostering a culture of life-long learning.

### COGS Diversity Statement:

“We will work to ensure accessibility to a diverse student population.”

(From Directions 2011, Goal 2, sub-Goal 3; Dean Komuniecki and Associate Dean Pocotte served as the Goal 2 Co-conveners)

Goal 2: Sub-Goal 3 (Accessibility) states that COGS will:

- a) Seek opportunities to increase diversity of the graduate/professional student population;
- b) Facilitate recruitment and retention of underrepresented students in graduate/professional programs;
- c) Create more diverse learning opportunities and alternative degree programs; and
- d) Develop a specific marketing campaign to identify a high quality, diverse pool of applicants.

**Diversity Action Items, Goals, Initiatives, and Strategies** (each item is taken from Appendix C & D of the *Directions 2011* plan that established key benchmarks and strategies for COGS to achieve its diversity goals)

## **1) Appoint COGS Diversity Committee (Susan Pocotte to chair)**

### Goals:

- Reconstitute the former “GOAP” (Graduate Opportunity Assistant Program) Committee as the COGS Diversity Committee
- Use the Strategies of Sub-goal 3 (Accessibility) of Goal 2 of Directions 2011 as the COGS Diversity Plan
- Dean Komuniecki will present the charge to the committee in January 2012- outlining the benchmarks from Directions 2011 (Goal 2, sub goal 3)

### Approach:

- The new Diversity Committee will be larger than the previous GOAP Committee and is more inclusive, with representation from faculty, staff and graduate student populations

### Progress:

- Letters of invitation will be mailed in early December so that the committee can be convened in early January to discuss the committee charge and prepare for the GOAP/McNair review process

## **2) Set diversity benchmarks and targets for COGS**

### Goals:

- Collect institutional graduate student diversity data (see IPEDS data attachment)
- Establish targets for increased diversity in conversation with the deans of the academic colleges
- Work to increase the graduate student diversity from underrepresented groups by 10% in 2015
- Collect data on the diversity of the graduate faculty
- Evaluate the diversity profile of the staff in the Main campus and Health Science Campus COGS offices

### Approach:

- Work with Institutional Research (IR) and the Office of Equity, Diversity and Community Engagement to establish solid baseline diversity information on graduate students and graduate faculty

- Work with IR to break out the aggregated annual data by academic college and academic program to better understand the diversity profile
- Engage UT alums to assist with URM student recruitment

Progress:

- Have collected the annual diversity data for the past ten years and will begin the evaluation in January 2012
- Will benchmark UT data with national data from the NSF and the Council of Graduate Schools (CGS)
- Will work with the Diversity Committee to identify target areas to increase recruitment efforts
- Have incorporated a new mandatory module “Welcoming Diversity” as part of the orientation for all new graduate students

**3) Publicize the Graduate Opportunity Assistantship Program (GOAP) and the McNair Scholar Program**

Goals:

- Announce the GOAP and McNair Program opportunities in Dec. each year
- Host a spring event to bring together current GOAP students and have UTimes story accompany a photo at the time the GOAP applications are solicited

Approach:

- Have the COGS IT GA post the new solicitation/application for GOAP and McNair by end of fall term
- Work with COGS financial staff to ensure that the spreadsheets are up-to-date by January each year so we can inform the Diversity Committee about the number of new GOAP and McNair opportunities available
- Work with the COGS secretarial staff to collect the GOAP/McNair applications and prepare the review matrix for the Diversity Committee; COGS staff will assist in the meeting scheduling and award notifications
- Attend the quarterly PCARS (President’s Commission on African American Recruitment) and make annual reports and seek new opportunities for funding

Progress:

- Have significantly increased the funding available for this initiative; have increased the number of funded students from 2 GOAP students in 2009 to 20 in 2011 –a 10-fold increase in support for URM students
- Have recruited the first McNair scholars-all in healthcare areas- to UT for fall 2011: 2 Masters students (MPH and CNL) and 2 doctoral students (DPT and Exercise Science)



- Have made annual reports to PCARS regarding the ethnic diversity of the graduate academic/professional students at UT and discussed trends and opportunities to support new initiatives (see appended reports); for FY11 expanded GOAP to the MSBS students in the College of Medicine and Life Sciences and also supported two graduate/professional students to attend the national SNMA annual meeting (1<sup>st</sup> time on FY10 and will be continued annually)

#### **4) Increase awareness and utilization of existing Federal resources from sources such as the National Institutes of Health (NIH), the National Science Foundation (NSF), the Ford Foundation, and UNCF/Merck Science Initiative Program**

##### Goals:

- To increase awareness in our graduate faculty, graduate program directors and graduate students about extramural funding opportunities targeted for URM graduate students

##### Approach:

- Announce special opportunities at the biweekly Graduate Council meetings
- Encourage graduate faculty to work with the students, particularly doctoral students, to seek the special funding opportunities
- Have the COGS IT GA post the new fellowship and scholarship opportunities on the COGS website
- Have the COGS staff update the glass display cases outside the college office in UHall
- Recruit new 0.5 FTE staff member to be the COGS point person for identifying such initiatives and coordinating grant submission across the two campuses
- Provide colleges with list of funding resources (see appended list)

##### Progress:

- Have accomplished all of the above approaches and will work with the new Diversity Committee to identify other avenues (including new scholarships through the new UT Campaign-COGS would like to work with our successful alums to endow scholarships to assist current UT students)
- Have identified the funding and have HR approval for the 0.5 FTE staff position (Director, Diversity and Inclusion Grants Programs); awaiting opportunity to appoint

## **5) Support of female graduate students in STEMM disciplines in collaboration with WISTEMM initiatives**

### Goals:

- To work collaboratively with the academic deans in STEMM areas to review the diversity of their graduate student populations
- To seek funding for programs that would enhance STEMM diversity

### Approach:

- Seek grant opportunities to support female STEM graduate students
- Work with the Northwest Ohio Chapter of the Association for Women in Science
- Co-sponsor activities for female STEM graduate students and postdoctoral fellows

### Progress:

- Served as Co-PI of the recent NSF grant submission to the ADVANCE program- designed to increase the recruitment and retention of women in STEM at UT
- Have identified the funding and have HR approval for the 0.5FTE staff position (Director, Diversity and Inclusion Grants Programs); awaiting opportunity to appoint the appropriate person to assist us in this endeavor