

# Now is the Time – Meeting the Challenge for a Diverse Academy

## A Strategic Plan to Increase Diversity

### Graduate College

### Oklahoma State University

Included below are the Graduate College's diversity initiatives, along with metrics used to assess initiative, an assessment of current activity and goals for progress. The initiatives are positioned into six categories: Student Recruitment, Retention, Partnerships, Campus Climate, and Professional Development.

#### **A. Student Recruitment**

- *A1. Ensure that Graduate College resources (recruiting materials, web pages, and other documents) are culturally sensitive and inclusive and that they fairly depict OSU.*

Present status:



Step Not Addressed

Step Partially Achieved

Step Successfully Achieved

Step Exceeded

Metrics:

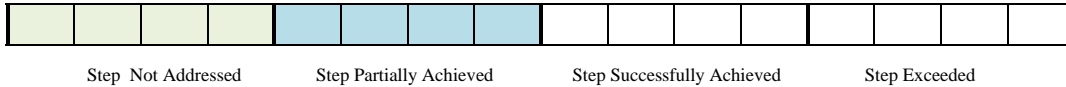
- Number of complaints/remarks received
- Responses from focus groups.

Timeline and goals:

- October 2008: have existing materials and sample images reviewed by appropriate focus groups
- October 2009, reassess progress
- October 2010, achieve goal of having all recruitment materials being culturally sensitive, yet accurate.

- ***A2. Increase yield ratios for acceptances/applications and enrollments/acceptances of diverse student applicants.***

Present status:



Metrics:

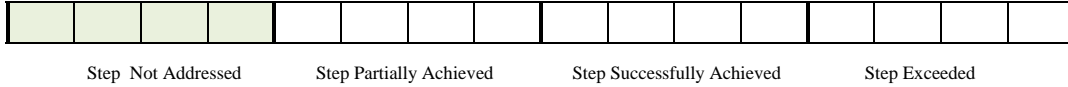
- Yield curves for the ratios of acceptances to applications
- Yield curves for the ratios of enrollments to acceptances.

Timeline and goals:

- July 2008, establish goals for each of these yields
- July 2008, establish a source of funding (possibly in the Office of the Vice President for Institutional Diversity) to encourage departments to increase these yield factors.
- October 2009, and each October thereafter, identify yield factors and assess extent to which the funding initiative has increased yields
- October 2012, achieve identified goals.

- ***A3. Increase recruiting activities at university events with diverse and international students.***

Present status:



Metrics:

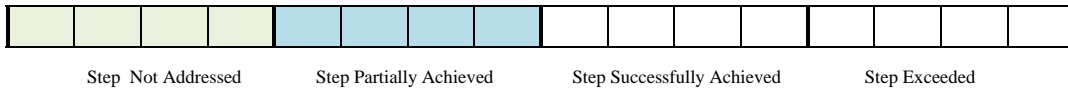
- Number of visits by Graduate College personnel
- Number of students contacted
- Number of applications received as a result of visits
- Number of students enrolled as a result of visits.

Timeline and goals:

- April 2008, establish goals for number of events attended on Minority Serving University (MSU) campuses
- July 2009, and each July thereafter, assess progress toward these goals. In July 2010, and each July thereafter, assess impact of this initiative on number of applications from students at MSU campuses
- July 2011, achieve identified goals.

- ***A4. Provide application support and assistance to diversity applicants during the application/admission phases.***

Present status:



Metrics:

- Number of contacts to diversity applicants by Graduate College personnel
- Number of completed applications referred to programs
- Number of applicants admitted
- Number of students attending as a result of assistance.

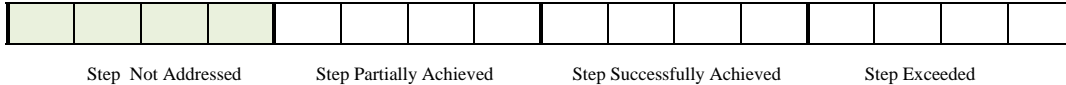
Timeline and goals:

- January 2008, hire a graduate assistant to provide support to diversity applicants, and identify object goals
- July 2009, and each July thereafter, assess progress toward these goals.
- July 2010, and July 2011, assess impact of this initiative on number of applications from students at MSU campuses
- October 2011, achieve identified goals

## **B. Retention**

- *B1. Increase enrollment and retention of diverse students at OSU-Tulsa.*

Present status:



Step Not Addressed

Step Partially Achieved

Step Successfully Achieved

Step Exceeded

Metrics:

- Number of diversity students enrolled.

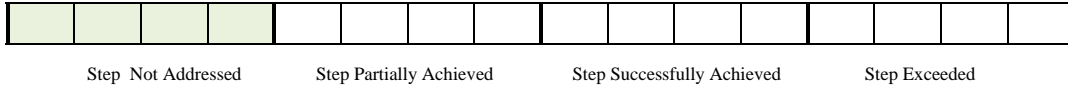
Timeline and goals:

- April 2008, identify funding for OSU-Tulsa liaison staff member
- April 2008, develop long-term goals for representation of diverse students in OSU-Tulsa graduate programs
- July 2008, hire a staff member, reporting to the Associate Dean, devoted to ensuring responsiveness to graduate student inquires / concerns / problems
- October 2009, and each October thereafter, measure diversity enrollments at OSU-Tulsa, assess progress toward the long-term goal, and implement additional measures as necessary.
- October 2012, achieve desired long-term goal in the number of enrollments of students in OSU-Tulsa graduate programs.

## C. Partnerships

- *C1. Partner with universities to increase the likelihood of diverse graduates joining the OSU faculty.*

Present status:



Step Not Addressed

Step Partially Achieved

Step Successfully Achieved

Step Exceeded

### Metrics:

- Number of faculty members representing traditionally-underrepresented groups

### Timeline and goals:

- July 2008, identify goals for hiring through university partnerships
- July 2008, identify universities/programs conducive to such partnerships
- July 2009, contact half of the identified universities/programs to discuss partnership possibilities
- July of 2010, and each July thereafter, maintain annual contact with programs in all identified universities
- October 2010, and each October thereafter, assess number of new faculty from underrepresented groups recruited from targeted universities
- October 2013, achieve identified goals.

- ***C2. Encourage graduate students to serve as mentors for undergraduates in the Louis Stokes Alliance for Minority Participation (LSAMP).***

Present status:

Step Not Addressed				Step Partially Achieved				Step Successfully Achieved				Step Exceeded			

Metrics:

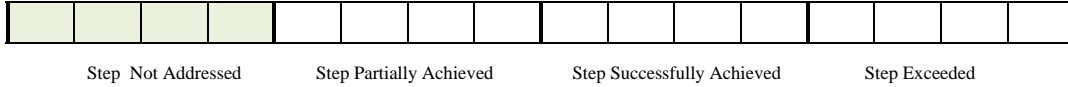
- Number of graduate student mentors
- Number of Oklahoma LSAMP students in graduate programs at OSU
- Number of Oklahoma LSAMP students in graduate programs elsewhere

Timeline and goals:

- April 2008, assess the need for, and goals of, graduate student mentors in the AMP program
- April 2008, identify and appropriate funds from the AMP program grant
- July 2008, recruit first cohort of graduate student mentors
- October 2010, and each October thereafter, assess the role of such mentors in increasing the number of AMP students continuing into graduate programs at OSU and elsewhere.
- October 2011, achieve identified goals

- ***C3. Partner with alumni, especially those of diverse backgrounds, to serve as liaisons with (and unofficial recruiters for) potential graduate students.***

Present status:



Metrics:

- Number of alumni contacted
- Number of alumni responding
- Number of graduate students recruited and enrolled as a result of this partnership.

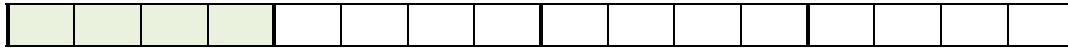
Timeline and goals:

- April 2008, identify a goal for the number of alumni mentors
- April 2009, assess progress toward this goal
- July 2010, achieve identified goals.

## **D. Campus Climate**

- *DI. Collaborate with the Vice President for Institutional Diversity and the Vice President for Research & Technology Transfer to encourage recruitment of diverse faculty.*

Present status:



Step Not Addressed

Step Partially Achieved

Step Successfully Achieved

Step Exceeded

### Metrics:

- Number of diverse faculty appointed to tenure-track faculty positions at OSU.

### Timeline and goals:

- April 2008, identify goals for growth in number of diverse faculty interviewed and hired
- July 2008, establish a fund in the Office of the Vice President for Institutional Diversity, to provide additional start-up funds to incoming faculty of diversity.
- July 2010, and each July thereafter, assess progress toward identified goals
- July 2013, achieve identified goals.

- ***D2. Collaborate with campus groups to support the production of truly multicultural events that bring diversity students together.***

Present status:

--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Step Not Addressed

Step Partially Achieved

Step Successfully Achieved

Step Exceeded

Metrics:

- Number of such events.

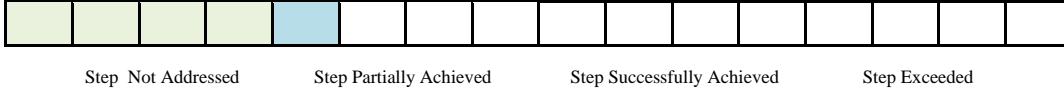
Timeline and goals:

- April 2008, identify a goal for number of such events per year and institutional funding (through, e.g., student activity fees) necessary to accomplish this goal.
- April 2009, and each April thereafter, assess progress toward goal (and, if necessary, revise goal)
- April 2012, achieve identified goals.

## **E. Professional Development**

- ***E1. Strive to have a diverse staff in the Graduate College.***

Present status:



Metrics:

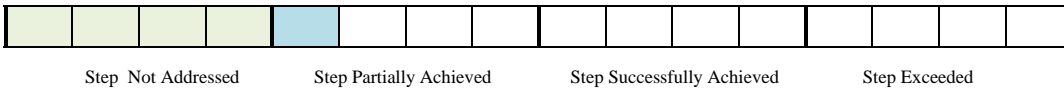
- Number of diverse staff members.

Timeline and goals

- April 2008, identify goals in this area
- April 2008, assess the likely hiring profile for the Graduate College for the next 5 years, and identify and implement appropriate strategic hiring initiatives
- April 2010, and each April thereafter, assess progress toward having a staff that matches the state’s ethnic and gender diversity
- April 2013, achieve identified goals.

- ***E2. Encourage OSU Human Resources to conduct workshops and campus-wide forums to help graduate students on campus focus on the diversity initiative.***

Present status:



Metrics:

- Number of workshops and forums held.

Timeline and goals:

- July 2008, collaborate with the Vice President for Institutional Diversity and office of Human Resources to develop a timeline for training workshops on diversity issues
- July 2010, achieve identified goals.

## Overall Timeline for Graduate College Initiatives

Initiative	2008				2009				2010				2011				2012				2013			
	J	A	J	O	J	A	J	O	J	A	J	O	J	A	J	O	J	A	J	O	J	A	J	O
A1			→				→					☺												
A2			→				→				→				→					☺				
A3		→					→				→				☺									
A4	→						→				→					☺								
B1		→	→				→				→				→					☺				
C1			→				→				→	→			→	→			→	→		→		☺
C2		→	→								→				☺									
C3		→					→					☺												
D1		→	→								→				→				→				☺	
D2		→					→				→				→				☺					
E1		→									→				→				→				☺	
E2			→									☺												

→ Action item
  ☺ Target