Institutional Profile: Case Western Reserve University

Charles E. Rozek, Vice Provost and Dean
School of Graduate Studies
CWRU Overview
A private R1 university in northeastern Ohio

<table>
<thead>
<tr>
<th>Enrollment (Fall 2017)</th>
<th>Undergraduate</th>
<th>Graduate and Professional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>5,150</td>
<td>6,674</td>
</tr>
<tr>
<td>International</td>
<td>13%</td>
<td>24%</td>
</tr>
<tr>
<td>Underrepresented</td>
<td>10%</td>
<td>12%</td>
</tr>
<tr>
<td>Female</td>
<td>45%</td>
<td>56%</td>
</tr>
<tr>
<td>Male</td>
<td>55%</td>
<td>44%</td>
</tr>
</tbody>
</table>
URM Support
A university-wide network

Office for Inclusion, Diversity and Equal Opportunity
- Dr. Marilyn Mobley (former Provost, Bennett College for Women)

Office of Multicultural Affairs

Minority Graduate Student Organization (2001)

Graduate Student Council
- Vice President of Diversity and Inclusion

WISHED (Women in Science and Humanities Earning Doctorates)
Diversity 360

Learning Outcomes

• Understand CWRU’s commitment to diversity and inclusion
• Recognize differences
• Engage in dialogue
• Deepen understanding of identity membership
• Increase awareness of realities faced by marginalized groups
• Challenge exclusion and microaggressions
• Greater inclusion in your spheres of influence
Diversity 360

History

- Launched Fall 2015 as a direct result of Sustained Dialogue
- Commitment from across the campus community that started top-down with President Snyder and her cabinet
- Partnership between Office of Inclusion, Diversity and Equal Opportunity and Office of Multicultural Affairs
- D360 Advisory Council (includes faculty, staff and students) reviews and improves the program each year
- To date, 652 Faculty, 698 Staff, and 6,262 Students have participated
Northern Ohio AGEP Alliance
BGSU, CSU, CWRU, KSU, UA, UT, YSU

Developing, implementing, and studying a model to improve underrepresented minority student participation, preparation, and success in STEM graduate education, and preparing them for entry into the professoriate.

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AGEP Scholars
Underrepresented minority U.S. citizen PhD students in biological sciences, chemistry, and engineering

- 31 AGEP Scholars
- 21 female, 10 male
- 15 Black, 16 Latinx
- 13 in biological sciences
- 11 in engineering
- 7 in chemistry
Academic Coaching

The NOA-AGEP Academic Coaching process and experience aims to inspire, develop and support AGEP Scholars for:

- Realizing academic and career-life goals
- Recognizing and leveraging unique strengths, characteristics and realities
- Engaging in proactive, intentional development of academic, research and leadership competencies that lead to outstanding learning, performance and success
Academic Coaching
Process and Experience

Session 1
- Engaging Research/Study
- Joining the Department/Exploring Own Identity as a STEM Scientist-Researcher
- Establishing a Home/Creating Work-Life Balance

Themes/Topics Raised by AGEP Scholars

Session 2
- Developing Own Identity as a Scientist/Researcher
- Engaging Research/Study
- Promoting Work-Life Balance

Themes/Topics Raised by AGEP Scholars

Session 3
- Establishing Own Identity as a Scientist/Researcher
- Conducting Research/Writing
- Sustain Work-Life Balance

Anticipated Themes/Topics
Mentor Circles

A purposeful network of support throughout the graduate school experience and into the professoriate
Contact

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