“Opening the Schoolhouse Door”

A two-pronged approach to achieving and maintaining excellence via inclusiveness and diversity

Dave Francko, Graduate School, The University of Alabama
The Graduate School of The University of Alabama

Overall Strategic Goals Fully Embrace Inclusivity/Diversity

Partner with colleges and departments to develop nationally-prominent graduate programs that synergistically contribute to the University goal of a 32,000-student, first-tier, student-centered research university by enhancing UA’s scholarly, teaching, and service missions.

Increase the size, quality, and diversity of the graduate student body and maximize opportunities for graduate student and graduate faculty development.

In short, be the best student-center graduate program in the Southeast
Growing w/Diversity - - requires BOTH better recruiting and lower attrition/shorter time to degree

At UA, largest demographic (in terms of growth AND social isolation/student attrition =

- Students from under-represented groups, particularly those who were recruited from HBCU or MBI undergraduate institutions, but also women in STEM disciplines and first-generation college students
- Graduate students with dependent children
First Step: Enhanced recruiting

- Personal recruiting visits to all HBCUs in SE plus many outside region
- Even greater development of personal relationships with counterparts at other institutions
- Re-invigorated already strong "magnet" programs (e.g., SREB Doctoral Fellows)
2nd Step in Process: Create new support and mentorship programs to attract AND retain students

1. CGS Peterson grant in 2008 to create novel mentorship programs

2. New McNair Graduate Fellowship Program in 2008 to attract undergraduate McNair Scholars from national pool
McNair Graduate Fellowships

• Goal: move from ca. 10-15 former McNair Scholars to 50+
• Enhanced, multi-year fellowships in partnership with departments to guarantee 4 – 5 years support plus tuition grants for non-fellows
• 6 Fellows in Fall 2008 to 13 in 2011-12; goal of 15 by Fall 2012 = ca. 35 full Fellows plus 20 tuition grants in Fall 2011
CGS/Peterson’s 2008

- Two mentorship target groups: 1) under-represented students and 2) students with dependent children (CGS/Peterson’s award for innovation in creating an inclusive graduate student community)
- plan would be executed irrespective of whether it was funded or not
How CGS/Peterson’s proposal was formulated

**Student Focus Groups:** numerous groups of students brought together in spring/summer 2008 to brainstorm concerns and ways they would like to see the Grad School proceed to correct =

- Better mentoring needed, both by peers and by faculty/community members
- Better student support programs in writing, research design, etc.
- More opportunities to reduce social isolation
- For student with dependent children, a support network of fellow grad students with children

**Research of best practices in mentoring and inclusivity**
- Several ideas/concepts in literature, esp. CGS sources
Resultant CGS/Peterson’s Proposal, funded in Dec 2008

• Based on UA’s strong track record in diversity, minority student attainment, and inclusivity in years since the 1963 “Stand in the Schoolhouse Door”
• $20,000 from CGS/Peterson’s, matched by UA with 2 Grad Fellow positions to peer-manage two support programs, plus in perpetuity support for all program components (basically CGS support icing on the cake)
Program 1: “Tide Together”: Team Mentoring for Graduate Students

1. Provide resources that will help students progress towards completion of their degree
2. Provide networking opportunities that will help students meet their personal and professional goals
3. Provide academic guidance and encouragement through close and sustained contact with a mentoring team
4. Create a system of accountability for faculty and students that facilitates the successful completion of a graduate program
Eligibility & Selection

- **Eligibility:**
  Member of an under-represented group in graduate education
  Female in the STEM disciplines
  First generation/low income college student

- **Selection:**
  Written application and follow-up interview
Who are the Tide Together Participants?

<table>
<thead>
<tr>
<th>Cohort</th>
<th>Participants</th>
<th>Gender</th>
<th>Race</th>
<th>African American %</th>
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</thead>
<tbody>
<tr>
<td><strong>2009 Cohort</strong></td>
<td>22</td>
<td>18 female/4 male</td>
<td>17 African American, 1 African, 2 Asian, 1 Hispanic, 1 Caucasian</td>
<td>77%</td>
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<td></td>
<td></td>
<td>64% African American women</td>
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<tr>
<td><strong>2010 Cohort</strong></td>
<td>26</td>
<td>19 female/7 male</td>
<td>15 African American, 2 Asian, 2 Hispanic, 1 Middle Eastern, 1 Pacific Islander, 5 Caucasian</td>
<td>58%</td>
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<td>54% African American women</td>
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</tbody>
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Who Comprises the Mentoring Teams?

2009
23 Faculty Mentors
  9 African American
  13 Caucasian
  1 Asian
22 Peer Mentors
  10 African American
  8 Caucasian
  1 Hispanic
  3 Asian
8 Community Mentors

2010
24 Faculty Mentors
  9 African American
  13 Caucasian
  2 Asian
25 Peer Mentors
  11 African American
  8 Caucasian
  2 Hispanic
  3 Asian
Objective One: Provide Resources

Brown Bag Luncheons and Seminars

* Completing a Thesis or Dissertation
* Achieving IRB Victory
* Writing Literature Reviews
* The Imposter Syndrome (Feeling Like You Don’t Belong)
* Library Resources and RefWorks
* Work-Family Balance
* Powerful Poster Presentations
* Becoming an Academic Writer
* Effective Oral Presentations
Objective Two: Networking

- **Receptions:** Black Faculty & Staff Association; GAANN Fellows; Bridge to the Doctorate Fellows; SREB Fellows; Graduate School Deans; Faculty and Administrators from A & S College and College of Engineering

- **Social Events** (on campus and off): Ballroom Dancing, First Fridays, Karaoke, Grad Night at the Rec, Farmer’s Market, Birmingham Civil Rights Museum, Art Night

- **Departmental Opportunities** via peer and faculty mentors

- **Community mentors** (2009 cohort only)
Objective Three: Academic Guidance

• **Crux of the program**: Regular meetings with peer mentor and faculty mentor

• **Expectations of peer and faculty mentors**:
  1. Meet with mentee at least once a month
  2. Be accessible by phone, email, and/or text
  3. Communicate with Tide Together staff
  4. Participate in Writing Boot Camp
Objective Four: Accountability

- Weekly communication with Tide Together Coordinator
- Monthly blogs
- End-of-semester grade check
- Evaluation of the program by outside evaluators
Writing Boot Camp

• Basic Training

  Writing for Publication (panel of faculty who are editors)
  Critique Groups (critique academic article under the
guidance of faculty and advanced graduate students)

• Back to the Barracks

  Work on one of their own academic manuscripts for
  submission to group.
  Complete a critique sheet for everyone in the group prior to
  second session.
Writing Boot Camp

• Achieving Victory – Group Session II

  Writing for Publication (2nd panel)
  Presentations in Critique Groups
  Critique Session
  Celebration Dinner

  **Culminating experience** = presentation at professional conference, final dissertation proposal, journal article, etc.

  To facilitate professional presentations and incentivize mentors to participate with mentees in going to conferences, each eligible for up to $300 extra per meeting support (64 in 2010-11 for over $18,000)
Program Outcomes and Future

- CGS/Peterson Funding expended by end of 2011, but program now self-sufficient in perpetuity through application fee income
- Only 2 Tide Together mentees have dropped out after 2.5 years (> 95% retention); both transferred to other universities
- Even sharper increase in recruitment of under-represented minority students (e.g., Black/African American’s up 21% (+107) in 2 years since fall 2008 to 13.5% of grad student population
- Multiple presentations at regional and national conferences on program design and outcomes and eventual journal article
Tide Together Website

• http://uatidetogether.blogspot.com/
Graduate Parent Support (GPS) program

- Family-Work Center with Full-Time - Coordinator (faculty, students, and staff)
- Sitters for Hire Program

GPS provides an innovative and accessible academic, social, and emotional support system for graduate students who have children.
Affordable and flexible child care

Affordable and safe housing

Acknowledgement of their special needs and support from departments

Opportunities to meet other students with children

Information about campus and community resources

Lactation centers

WHAT OUR STUDENTS WANTED:
Graduate Parent Support (GPS)

- Serves over 400 graduate students with children (+ ca. 200 undergrads)
- Partners with numerous campus and community organizations (e.g., Women’s Resource Center, Child Development Resource Center, UA Athletics, College of Education, McClure Education Library, Tuscaloosa Public Library, Northbrook Apartments, SGA)
GPS Objectives

1. Provide information about campus and community resources available to graduate students with children
2. Provide a centralized platform for students to communicate about various topics related to work/family balance
3. Coordinate events that allow graduate students with children to network with each other, with professors, and the larger community
4. Serve as an advocate for graduate students with children
5. Create and sustain services that help student parents accomplish their educational goals by helping them balance work/family responsibilities
Sample of Activities

- Semester Kick Off Swimming Party and Resource Fair
- Play Dates at Area Parks
- Alabama Soccer’s Grad Student Night
- Grad Night at the Rec Center
- Family Hike at UA Arboretum
- Trick or Treat (Sorority Row)
- Wii for Kids/Study Night for Grads
- GPS Special UA Men’s Basketball Game
- GPS Family Story Time at McClure Library
- Brown Bag Luncheons
Services

• Free Tutoring for children of graduate students (co-sponsored with College of Education)
• Special housing for graduate students with children (partnership with Northbrook Apartments)
• Sitters for Service (links undergraduate students fulfilling community service requirement with graduate students who need free babysitting)
• Lactation Centers (partnered with Women’s Resource Center)
Off-Shoots of GPS
GPS Website

• www.gps.ua.edu