Achieving Excellence Via Diversity and Inclusiveness: Building on Program Strengths

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Identifying Strengths in Graduate Programs
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## Comparison of Doctoral Student Enrollment by Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
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<td>Asian</td>
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<td>Hispanic</td>
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<tr>
<td>White</td>
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<tr>
<td>American Indian</td>
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<tr>
<td>International</td>
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<td>Multi Race</td>
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<td>TOTAL</td>
<td>843</td>
<td>889</td>
<td>894</td>
<td>952</td>
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</table>
The Ph.D. in Rhetoric in the Department of Communication at the University of Memphis is ranked 13th in the country by the National Communication Association.
Identifying Areas of Need

Expansion of scholarship in the discipline of Rhetoric via voices of women and minorities
Dr. Michael Leff at the University of Memphis created a partnership between the Memphis Theological Seminary and the Ph.D. program in Rhetoric to recruit students from diverse backgrounds.
Conference on the Rhetoric of Martin Luther King at the 40th Anniversary of His Assassination
Facilitate Opportunities for Graduate Students from Diverse Populations to participate in Fellowship, Traineeship, and Assistantship Programs
Prestigious Fellowship/Internship Programs

National Cancer Institute (NCI)

Principal agency for cancer research/training and largest of 27 institutes of the National Institutes of Health (NIH)

Highly competitive/prestigious internship in health communication received by second-year communication doctoral student studying cross-cultural health communication

Tesfa Alexander
NSF Graduate Research Fellowships

One of the most prestigious doctoral fellowships

Ronné Adkins
Ph.D. candidate in Earth Sciences.
Dissertation focus: Growing switchgrass to lessen erosion problems in China

Ashley Cox
Ph.D. candidate in Biomedical engineering.
Research focus: Drug delivery work based on degrading natural and biological materials

Duong Nguyen
Ph.D. candidate in Biomedical engineering.
Research focus: using chitosan as a scaffold material to allow bone growth in gaps in fracture sites
Successful Strategies to Promote and Enhance Inclusiveness In Graduate Communities

CREATE PIPELINES/PORTALS

One of the most successful pipelines is between Spelman College and the Department of Philosophy at the University of Memphis
1st Grant Awarded to the Department of Philosophy - Dr. Robert Bernasconi from the University of Memphis and Colleagues from Spelman University collaborated in scholarship related to race philosophy and feminist philosophy.
• Active recruitment from the pool of excellent students from Spelman

• Active, sustained engagement and induction of newly recruited students resulted in a black graduate student association in philosophy
The Black Graduate Student Association began the “Ida B. Wells” conference as a forum to discuss race/feminist philosophy.
Department of Philosophy at The University of Memphis produces the highest number of African-American Women who hold Ph.D.s
Identifying Programs Wherein Populations of Students are Underrepresented

Creating New Concentrations and/or Graduate Certificate Programs to target recruitment of underrepresented populations
• Graduate Certificate in Women and Gender Studies

• Graduate Certificate in African-American Literature
• Graduate Certificate in Urban Education

• Graduate Certificate in Applied Lean Leadership
• New Concentration in the Arts of Africa and the African Diaspora

• New Concentration in Executive Leadership in Master of Science in Nursing

Professional Science Master’s Programs
Identifying Applicant Pools and Pipelines

Pools/Pipelines/Portals of Successful Applicants from Underrepresented Populations

- SREB (Southern Regional Education Board) Conferences and Contacts
- Fulbright Scholars
- Minority Serving Institutions
- Faith-Based Institutions
- “Growing Your Own”
Identifying Sources of Student Support

- Graduate Research Assistantships, Graduate Teaching Assistantships, Graduate Service Assistantships
- 1st Generation Ph.D. Fellowships
- SREB
- Private Scholarships
Cultivating Support from Faculty

- Mentors
- Professional Organizations for Graduate Students
- Dissertation Coach
- Theses/Dissertation Workshops
- Graduate Deans, Vice Provosts for Graduate Programs, Assistant Deans
- State Funding Formulas
Dissertation Coach

- Identifies students who need assistance with theses and/or dissertation completion

- Provides resources and research on coaching to facilitate degree completion

- Meets frequently with students who are “ABD” and struggling with writer’s block or who are simply “stuck”

- Schedules “Dissertation Boot Camps” to facilitate student success