

*Achieving Excellence Via Diversity
and Inclusiveness: Building on
Program Strengths*

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Achieving Excellence Via Diversity and Inclusiveness: Building on Program Strengths

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Identifying Strengths in Graduate Programs

Comparison of Doctoral Student Enrollment by Ethnicity

DOCTORAL	2006	2007	2008	2009	2010
Asian	18	22	13	20	23
Black	134	143	171	182	189
Hispanic	8	5	7	8	13
White	509	534	518	549	569
Unknown	1	4	11	11	4
American Indian	-	5	3	4	3
International	173	176	171	178	160
Multi Race					16
TOTAL	843	889	894	952	977

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)



Tesfa Alexander

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

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

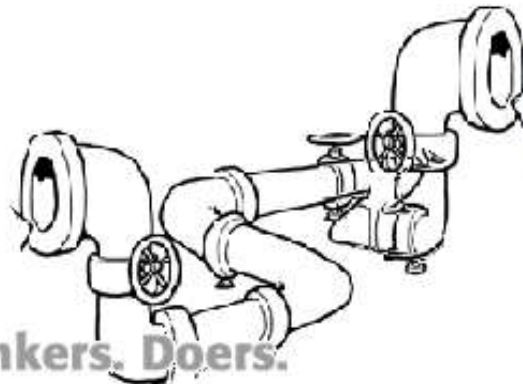
Successful Strategies to Promote and Enhance Inclusiveness In Graduate Communities


CREATE PIPELINES/PORTALS

One of the most successful pipelines is between Spelman College and the Department of Philosophy at the University of Memphis

THE UNIVERSITY OF
MEMPHIS

Dreamers. Thinkers. Doers.





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