WRITING AN AWARD-WINNING GRANT

Karen Weddle-West, Ph.D.,
Dean of the Graduate School,
Vice Provost for Academic Affairs,
and Director of Diversity Initiatives
Replicating Successful Models for Enhancing Diversity and Inclusiveness in Graduate Programs at the University of Memphis: CGS/Petersons Award 2006
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Outline

1. Focus on Strengths of the Institution
2. Conduct a Review of Literature
3. Assess Areas of Need
4. Submit Letters of Support from President and Provost
5. Articulate How the University will Sustain the Project after the Grant has Ended
6. Share Success Stories
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Specify Needs

Underrepresented Minorities In Graduate Education Populations, 2006

Graduate Enrollment
All Master’s Degrees
STEM Master’s Degrees
All Research Doctorates
STEM Doctorates

Sources: NCES and NSE
One of the most successful pipelines is between Spelman College and the Department of Philosophy at the University of Memphis.
Philosophy - NRC Assessment of Doctoral Programs

The Philosophy program at the University of Memphis ranks:

- 1 out of 90 in 5\textsuperscript{th} percentile of diversity in the academic environment
- 2 out of 90 in 95\textsuperscript{th} percentile of diversity of the academic environment
- 2 out of 90 in student support and outcomes
- 13 out of 90 programs in the survey-based ranking calculation
- 20 out of 90 on research activity
Create and extend the body of scholarship via the inclusion of voices and perspectives from diverse populations.
The Black Graduate Student Association began the “Ida B. Wells” conference as a forum to discuss race/feminist philosophy.
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Ida B. Wells Conference In Philosophy
Department of Philosophy at the University of Memphis is the Most Diverse in the Country

From The Chronicle of Higher Education
Second CGS/Peterson’s Award granted to “Communication”

Communication - NRC Assessment of Doctoral Programs

The Communication program at the University of Memphis ranks:

4 out of 83 in the 5th percentile for the regression-based (R) ranking calculation
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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
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
3rd CGS/Peterson’s Award granted to the Department of Mathematics-Discrete Mathematics and Combinatorics was ranked 14th in the country by “America’s Best Graduate Schools” in 2007
The Mathematics program at the University of Memphis ranks:

• 8 out of 127 in the 5th percentile dimensional ranking calculation: diversity of the academic environment

• 20 out of 127 in the 95th percentile dimensional ranking calculation: diversity of the academic environment
• Expose students from underrepresented populations to nationally and internationally recognized scholars in the discipline

• Prospective doctoral students were invited to colloquia and interacted with faculty mentors like “Euler Award Winner” Dr. Ralph Faudree – Former Provost
4th CGS/Peterson’s Grant was awarded to the doctoral program in Counseling based on the small percentages of minority males in this discipline.
Conduct focus groups to ascertain barriers and obstacles to recruiting, retaining, and graduating doctoral students from diverse populations
Recommendations from Focus Group:

- Make transparent the process of selecting graduate teaching and research assistants
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Recommendations from Focus Group:

• Emphasize “time to degree” and other factors associated with successful degree completion
To avoid feelings of marginalization, Promote a “sense of place” and belongingness for doctoral students from underrepresented populations.
• Create a “domino effect”
  Active recruitment and graduation of doctoral students from underrepresented populations attracts additional students
Appreciate the generational effects of doctoral education on the lives of students from underrepresented populations