



February 4, 2022

Graduate School Staff Retreat Presentation

Rick Solis, Program Coordinator
Roshetta Mokofisi, MPA, Assistant Director

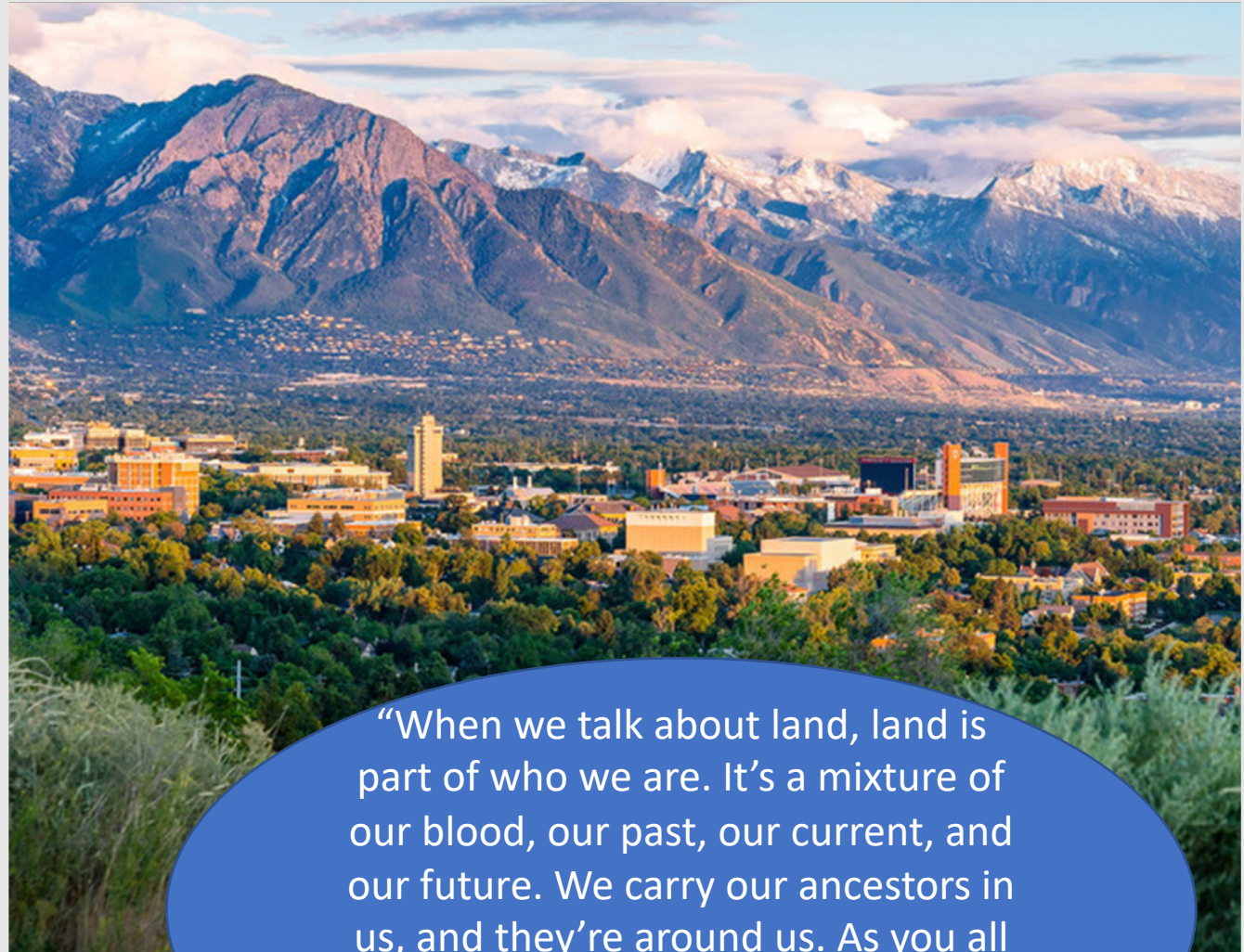


THE UNIVERSITY OF UTAH

**GRADUATE SCHOOL
DIVERSITY OFFICE**

LAND ACKNOWLEDGEMENT

We acknowledge that this land, which is named for the Ute Tribe, is the traditional and ancestral homeland of the Shoshone, Paiute, Goshute, and Ute Tribes. The University of Utah recognizes and respects the enduring relationship that exists between many Indigenous peoples and their traditional homelands. We respect the sovereign relationship between tribes, states, and the federal government, and we affirm the University of Utah's commitment to a partnership with Native Nations and Urban Indian communities through research, education, and community outreach activities.



“When we talk about land, land is part of who we are. It’s a mixture of our blood, our past, our current, and our future. We carry our ancestors in us, and they’re around us. As you all do.”

– Mary Lyons (Leech Lake Band of Ojibwe)

2021 Successes & Needs for Improvement

- Relocated to the Union Bldg in January 2020
- 100% of virtual UVP prospective grad students applied for U grad programs –
 - 5 out of 5 students
 - Thank you Rick for your hard work & stepping up with this recruitment initiative, especially w/o Assistant Director at the time
- Spring Semester = Scholarship/Fellowship Search Season
 - Ronald E. McNair Fellowship
 - Emerging Diversity Scholars Fellowship
 - Top-Off Award Diversity Recruitment Bonus
- 4 Virtual McNair Scholar Grad Recruitment Fairs
 - 90 Total URM prospective students virtually
 - Only 5 students remained in contact
- Graduate School Diversity Office ORIENTATION for New/Incoming BIPOC Grad Students – August 27, 2021
 - First time and successful
- Black Masters Students Focus Group/Survey
 - Collaboration with Black Cultural Center
 - Araceli & Rick worked on for potential Fall Preview Weekend targeting African-American prospective grad students



2021 Annual Welcome Back Social

- First time held without the College of Law collaboration due to scheduling conflicts & our unwelcomed guest named Covid-19
- First time held in the Gardner Commons outdoor patio
- 90 Grad Students RSVP'd
- 62 Total in attendance
 - 52 Grad Students
 - 44% Doctoral Students
 - 56% Masters Students
 - 10 Staff & Campus Partners
 - 3 GSDO Staff
 - 2 Marriott Library
 - 2 LGBT Resource Center
 - 1 Career & Professional Coach
- 8 grad students walked by
 - signed up to be on Grad Diversity ListServ (were not aware of our office & services)
 - Perhaps did not indicate race/ethnicity in their student application/profile



Annual Welcome Back Social

2021 QUICK STATS

N= 62

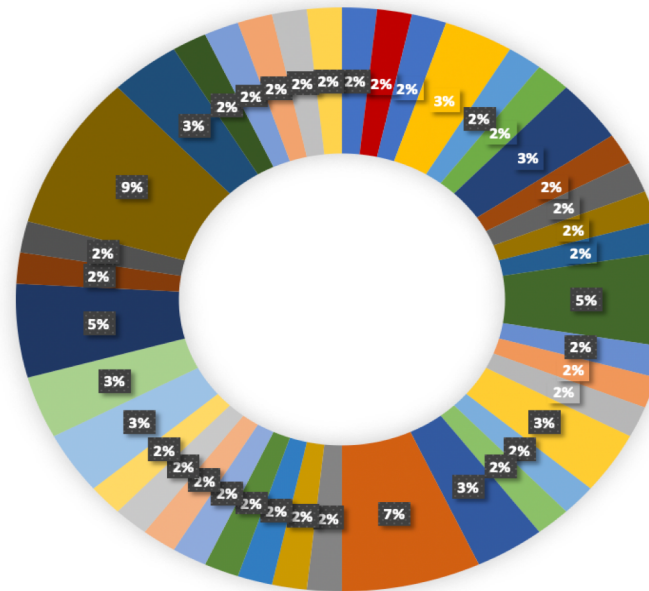
90 Grad Students RSVP'd

52 Graduate Students S/U
10 Staff & Admin

44.2% Doctoral Students
55.8% Masters Students

Doc	10	2	3	6	2
1 st Yr	2 nd Yr	3 rd Yr	4 th Yr	5 th Yr	
M	24	5			
	1 st Year	2 nd Year			

Graduate Programs
Attendance from 40 Graduate Programs



- Accounting
- Anthropology
- Atmospheric Sciences
- Biochemistry
- Biology PHD
- Biological Chemistry
- Bioscience: Molecular Biology
- Cardiovascular (erfusion
- City Planning: Public Policy
- Clinical Mental Health counseling
- Clinical Psychology
- CNM/WHNP
- Communications
- Counseling Psychology
- EDD
- ECS
- Film & Media Arts
- Geophysics
- History
- Information Systems (MSIS)
- Legal Studies
- MBA
- MBC
- Medicine
- Metropolitan Planning, Policy & Design
- MFA Modern Dance
- Microbiology & Immunology
- Mining Engineering
- MPA
- MSSST
- Earth Science Cohort
- MSTAT Econometrics
- MSW
- Nursing Educations
- Nutrition & Integrative
- Pharmacology
- Psychology
- Sociology
- Social Work
- Writing & Rhetoric Studies



Fall 2021 BIPOC Monthly Socials Safe Space, Community Building

- September – 45 RSVP'd
 - 20 attendees
 - 39% Doctoral Students
 - 61% Masters Students
- October – 40 RSVP'd
 - 27 attendees
 - 48% Doctoral Students
 - 52% Masters Students
- November – 35 RSVP'd
 - 29 attendees
 - 52% Doctoral Students
 - 49% Masters Students
- BIPOC Monthly Social Goals:
 - 100% introduced themselves to someone new
 - 96% shared a challenge about their grad experience with another grad student
 - 100% feel they can approach GSDO staff with a question or concern



Retention

- Monthly meetings to check-in with our Diversity Fellows & McNair Alumni Grad Network
 - Diversity Fellows meet monthly for breakfast or lunch
 - McNair Alumni meet monthly for dinner or off-campus social event
 - Virtual meetings in Spring Semester 2021 to maintain student engagement
- Safe space for diverse grad students to network, share grad experiences, etc.
- Assistant Director takes notes during each meeting to track student progress, issues, wins, etc.
- Assistant Dean for Diversity provides feedback, guidance, & support for grad students, especially for doctoral & post-doc students
 - Assistant Director also provides feedback & support for grad students

McNair Alumni Graduate Network

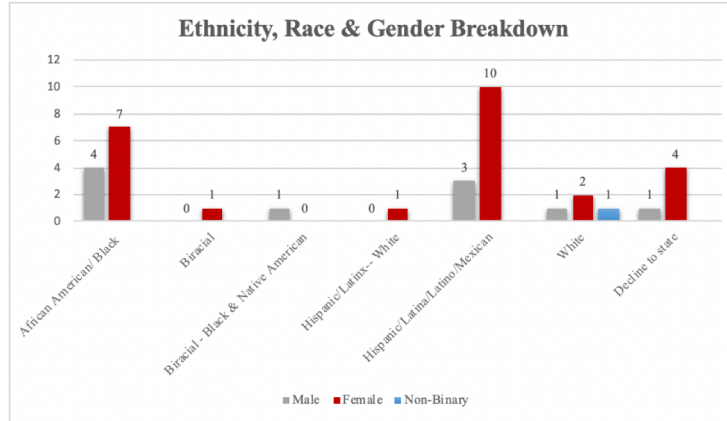


Emerging Diversity Scholars Fellows



MKN Heartland McNair Scholar Graduate School Fair

September 24, 2021



Degree of Interest

Masters	15
Doctorate	9
Masters & Doctorate	9
Masters, Doc, Professional	2
Professional	1

Top Programs of Interest

1. Psychology	7
2. Education	6
3. Sciences	3
4. Counseling	2
5. Social Work	2
6. Sociology	2
7. Biomedical	2

Expected Start Date

Spring 2022	3
Fall 2022	19
Fall 2023	7
Spring 2027	1
Fall 2024	3
Unknown	3

Top Programs of Interest

By Race

African American/Black

- Psychology (2)
- Sciences (3)

Biracial

- Social Work (1)

Biracial (Black & Native American)

- Bioinformatics (1)

Hispanic/Latina/Latino/Mexican

- Education (3)
- Social Work/Justice (2)
- Psychology (2)

Hispanic/Latinx - White

- Education (1)

36

Student E-Contact Form



MKN Heartland McNair Scholar Graduate Recruitment Fair Kansas City, KS September 24-25, 2021

- Packed 50 SWAG bags, pens, water bottles, etc.
 - Ran out of SWAG!
- Packed various grad program recruitment flyers/brochures
 - Including GSDO recruitment flyers
- More BIPOC students, especially Black/African-American students, lined up at our table waiting to speak with us about their grad program of interest
 - That is not the case in previous graduate recruitment fairs, especially at the California Diversity Forum

BIPOC Paint Night Most Popular & Final Event for the Fall Semester

- 100% attendance – 23 students, 3 staff
- 100% of students reported very relaxing & destressing activity before finals
- 90% of students also reported they wish there were more similar activities for grad students



U of U Campus Visits: TRIO SSS & McNair Scholars

- TRIO SSS – Idaho State University, August 11, 2021
 - 6 students, 2 staff
 - MBA, MSPH, Pharmacy, MD, MSW grad program visits
 - Ro provided campus tour
- TRIO SSS – Colorado-Mesa University, October 15, 2021
 - 10 students, 1 staff
 - Graduate Student Panel – 6 grad students
 - Dr. Frias Presentation on Why Graduate Education & Finance/Funding
- McNair Scholars – Emporia State University, Emporia, November 10-12, 2021
 - 10 students, 1 staff
 - Ro provided campus tour, meals, TRAX directions, information
 - Graduate Student Panel – 5 McNair Alumni Grad Network students



2022 Graduate School Diversity Office Goals

- Continue current recruitment & retention initiatives
 - Possible partnership w/Office of Undergraduate Research
- Adjust Recruitment Strategic Plan
 - low rates of applicants from African-American, Alaskan/American-Indian, & Pacific Islander prospective students
- Create Grad Student Parent Meet-Up Group
- Request more food budget for BIPOC monthly socials due to inflation costs
- Rick maintains webpage & event photos
 - Ro maintains social media: IG, FB, Twitter
- Bolster collaboration with departments/grad programs we currently work & worked with in the past in diversity recruitment
 - URM Prospective Student Name Lists
 - Rick maintains Diversity Lists (National Name Exchange, California Diversity Forum, McNair/TRIO)

#Goals



GRADUATE SCHOOL DIVERSITY OFFICE
THE UNIVERSITY OF UTAH



COMPREHENSIVE RESOURCE GUIDE

FOR DIVERSE GRADUATE STUDENTS



GRADUATE SCHOOL DIVERSITY OFFICE
THE UNIVERSITY OF UTAH



COMPREHENSIVE RESOURCE GUIDE

*TO PARTNERING WITH THE GRADUATE SCHOOL
DIVERSITY OFFICE*

Comprehensive Resource Guides are both in the process of being updated by Roshetta.

- Sixty-seven (67) pages long
- Community building initiatives through the Diversity Office
- Funding support (fellowships, scholarships, travel, external)
- University advocates & roles
- University writing resources (and success with thesis/dissertation)
- Professional development resources
- Mental health resources & events
- BIPOC restaurants & businesses in Salt Lake City, UT
- Recommended resources (books, podcasts, social media, etc)

The End...for now 😊



Much love and gratitude for our grad students who take themselves out of their comfort zones to participate in our events.

GSDO is one of the campus resources for our BIPOC graduate students to know they have safe spaces & a sense of belonging and community here at the University of Utah.

