

Goal 1: Increase recruitment of underrepresented graduate students

Goal defined: Provide resources, opportunities, and support efforts of academic units to increase recruitment of underrepresented graduate students.

Analysis

- Utilize national, state and peer-institution demographic trends of higher institution student populations to set goals and prepare for shifting demographics.
- Review interactive reports from Institutional Research to identify trends among graduate student populations (by gender, minority status, ethnicity, first generation, etc.).
- Gather and review information on campus wide programs, initiatives, best practices, and financial aid literacy materials for recruiting diverse graduate students, including practices for ASSET student recruitment. This includes reviewing the diversity blueprint offerings of colleges to determine their plans to recruit underrepresented graduate students.

Design

- Generate summary reports of analyzed enrollment data for deans, department chairs, and program directors.
- Create a landing page on the Graduate School website that provides resources on programs, initiatives, best practices, and financial aid literacy materials to support recruitment of underrepresented graduate students. Share this webpage resource with deans, department chairs, and directors.
- Meet with college associate deans to review college plans and determines how the Graduate School diversity blueprint might assist and leverage unit efforts.
- Develop and sustain partnerships with University collaborators (REU directors, Cultural Centers, Academic Advancement Center, etc.) that work closely with diverse undergraduate populations (CSU pipeline).
- Design opportunities to support new, diverse students through partnerships with external pipeline institutions, including CSU Pueblo, Adams State, Denver Metro, and Fort Lewis.
- Develop incentives and policies that support diversification of graduate student populations.

Implementation

- Share summary reports and webpage resources with deans, department chairs, and program directors annually, and in person through a meeting with each college's executive committee.
- With college associate deans, identify and prioritize recruitment activities that align with college and Graduate School diversity blueprint plans.

Graduate School Diversity Plan Goals

May 22, 2018

- Provide orientations to underrepresented undergraduate students to assist students in the graduate application process (e.g., the Graduate Prep Academy, TRIO Graduate School Day, REU Graduate School orientation).
- Prioritize recruitment fellowships to applicants who have participated in programs that serve underrepresented students, including pipeline institutions identified above.
- Promote best practices that eliminate unconscious biases in admission process (e.g., holistic application review process).
- Require diversity recruitment and retention plans in program reviews.

Evaluation

- Track numbers and percentages of underrepresented graduate students over time, and by student level (master's, PhD), college/department/degree, and student demographics (minority status, gender, first generation, etc.).
- Track numbers of underrepresented students receiving graduate school orientations, GTAs and recruitment fellowships.
- Track growth in the number of students enrolled from pipeline institutions identified above.
- Compare trends to peer institutions/programs if available.
- Provide customized reports of underrepresented graduate student enrollment and growth or decline to deans, department chairs, and directors.

Goal 2: Improve retention and success of underrepresented graduate students

Goal defined: Provide resources, opportunities, and support efforts of academic units to increase retention and success of underrepresented graduate students.

Analysis

- Review interactive reports from Institutional Research to explore gaps in degree progression and completion among student populations (by gender, minority status, ethnicity, first generation, etc.).
- Review data from First Destination survey reports to explore gaps in employment placement and salaries among student populations (by gender, minority status, ethnicity, first generation, etc.).
- Review quantitative and qualitative data from the Graduate School's climate survey on a biennial basis to assess graduate student perceptions and experiences related to diversity and inclusion.
- Gather and review information on campus wide programs, initiatives, and best practices. This includes reviewing the diversity blueprint offerings of colleges to determine their plans to retain and support the success of underrepresented graduate students.

Graduate School Diversity Plan Goals

May 22, 2018

Design

- Generate summary reports of analyzed data for deans, department chairs, and program directors, with recommendations to develop action plans to address graduate student issues and concerns.
- Restructure and re-organize the Graduate Center for Diversity and Access (GCDA) to provide mentorship training to faculty with a focus on equity and inclusivity.
- Develop and support programs that create communities for underrepresented students to network and support each other.
- Meet with college associate deans to review college plans and determines how the Graduate School diversity blueprint might assist and leverage unit efforts.

Implementation

- Share summary reports with deans, department chairs, and program directors annually, and in person through a meeting with each college's executive committee.
- Through GCDA, develop and support a community of faculty skilled in mentoring underrepresented graduate students. Recognize and reward faculty for excellence in mentoring.
- Provide resources to GCDA Faculty and Cultural Centers for host events with underrepresented graduate students for mentorship and community building.
- With college associate deans, identify and prioritize retention programs that align with college and Graduate School diversity blueprint plans.

Evaluation

- Develop assessment tools to measure faculty mentoring effectiveness, including surveys of student mentees.
- Track numbers of programs, activities, and number of student participants.
- Utilize surveys to measure impact of retention and success programs on participating students.
- Track retention, degree progression metrics, and employment metrics of underrepresented students, compared to non-underrepresented students.
- Provide assessment results to deans, department chairs, and directors.